

QPL International Holdings Limited

(Stock Code 股份代號 : 00243)



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT
2021 環境、社會及管治報告

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ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ABOUT THIS REPORT

QPL International Holdings Limited (the “Company”) and its subsidiaries (collectively referred to as the “Group” or “we”) are pleased to present its Environmental, Social and Governance (“ESG”) Report (the “ESG Report”) for the year ended 30 April 2021. This ESG Report provides an annual update on the sustainability performances, accomplishments and challenges faced over the past few years. It has been updated to reflect the interest of various stakeholders.

SCOPE AND BOUNDARY OF THIS REPORT

This ESG Report details the ESG performance of the Group from 1 May 2020 to 30 April 2021 (the “Reporting Period”). We apply the concept of materiality in the planning and development of the ESG Report.

Given the relative immaterial environmental footprint of business operation in Hong Kong, this report focuses on our major industrial operations in the People’s Republic of China (the “PRC”) and excludes the environmental and social data of Hong Kong headquarter during the Reporting Period, which is consistent with the reporting boundary of our ESG Report for the year ended 30 April 2020. The Group will continue to expand the reporting scope in the future to cover all operating business.

REPORTING PRINCIPLES

The ESG Report is prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) in Appendix 27 of the Rules Governing the Listing of Securities on Main Board of The Stock Exchange of Hong Kong Limited (“Stock Exchange”). According to the ESG Reporting Guide, the following principles are underpinned:

1. **Materiality:** Environmental, social and governance issues that have major impacts on investors and other stakeholders must be set out in this ESG Report.
2. **Quantitative:** If the key performance indicators (KPIs) have been established, they must be measurable and applicable to valid comparisons under appropriate conditions. They must also be able to describe the purpose and impacts of quantitative information.
3. **Balance:** This ESG Report must provide an unbiased picture of the environmental, social and governance performance of the Group. It should avoid selecting, omitting, or presenting formats that may inappropriately influence a decision or judgment by the reader.
4. **Consistency:** This ESG Report should use consistent and statistical methodologies to allow meaningful comparisons of related data over time. Any changes to the methods used must be specified in the ESG Report.

關於本報告

QPL International Holdings Limited (「本公司」) 及其附屬公司 (統稱「本集團」或「我們」) 欣然提呈其截至二零二一年四月三十日止年度的環境、社會及管治 (「環境、社會及管治」) 報告 (「環境、社會及管治報告」)。本環境、社會及管治報告提供有關過往數年的可持續發展表現、成就及所面臨挑戰的年度最新資料。本報告已進行更新，以反映各方持份者的利益。

本報告的範圍及界限

本環境、社會及管治報告詳述本集團於二零二零年五月一日至二零二一年四月三十日止期間 (「報告期間」) 的環境、社會及管治表現。我們於規劃及制定本環境、社會及管治報告時應用重要性的概念。

鑑於我們於香港的業務營運對環境的影響相對較小，本報告專注於我們在中華人民共和國 (「中國」) 的主要工業營運，不包括香港總部於報告期間的環境及社會數據，這與我們截至二零二零年四月三十日止年度的環境、社會及管治報告的匯報範圍一致。本集團日後將繼續擴大報告範圍，以涵蓋所有營運業務。

匯報原則

本環境、社會及管治報告乃根據香港聯合交易所有限公司 (「聯交所」) 主板證券上市規則附錄 27 所載環境、社會及管治報告指引 (「環境、社會及管治報告指引」) 編製。根據環境、社會及管治報告指引，本環境、社會及管治報告遵守以下原則：

1. **重要性：**對投資者及其他持份者產生重要影響的環境、社會及管治事宜必須在本環境、社會及管治報告中列出。
2. **量化：**如有訂立關鍵績效指標，該等指標須可予以計量且於適當情況下可作出有效對比。該等指標亦須闡述有關量化信息的目的及影響。
3. **平衡：**本環境、社會及管治報告須不偏不倚地呈報本集團在環境、社會及管治方面的表現，以及避免可能會不恰當地影響讀者決策或判斷的選擇、遺漏或呈報格式。
4. **一致性：**本環境、社會及管治報告應使用一致的披露統計方法，使相關數據日後可作有意義的比較。若統計方法有任何變更，亦須在本環境、社會及管治報告中說明。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

CONFIRMATION

The information documented in this ESG Report is sourced from official documents, statistical data, and management and operation information collected by the Group in accordance with relevant internal policies. The Group has established internal controls and a formal review process to ensure that any information presented in this ESG Report is as accurate and reliable as possible.

FEEDBACK

The Group discloses the latest information regularly to investors and the public via the publication of the annual report and the ESG report. We also welcome investors and shareholders to share their views on the ESG Report and performances with the board of directors of the Company by emailing inquiry@qplhk.com.

ABOUT THE GROUP

The Group is principally engaged in the manufacture and sales of integrated circuit lead frames, heatsinks, stiffeners and related products, investing holding and money lending. Our competitive strength is the ability to provide timely and reliable products to consumers. Over the years, our solid track record and experienced management team have established an excellent reputation in the industry.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE STRATEGIES

The board of directors (the “Board”) formulates the Group’s environmental, social and governance strategies and the executive directors and senior management which then execute the plan. The executive directors and senior management are responsible for reviewing and monitoring the Group’s environmental, social and governance policies and practices and discussing with external professional consultants regularly to ensure that the Group complies with relevant legal and regulatory requirements. The executive directors and senior management monitor and respond to the latest environmental, social and governance issues, report to the Board on major issues and make relevant recommendations to enhance the Group’s environmental, social and governance performance.

The Board reviews the Group’s environmental, social and governance report annually, analyses and evaluates the key risks and makes relevant recommendations for the coming year. Thereafter, the executive directors and senior management report the key risks and the execution progress of the recommendations at the regular Board meetings and the Board takes appropriate measures if required.

確認

本環境、社會及管治報告引用的資料均來自本集團的官方文件、統計數據以及根據有關內部政策收集的本集團管理及營運資料。本集團已制訂內部監控措施及正式審核程序，以確保於本環境、社會及管治報告呈列的任何資料均盡可能準確可靠。

反饋

本集團透過刊發年報及環境、社會及管治報告，定期向投資者及公眾人士披露最新資料。我們亦歡迎投資者及股東發送電子郵件至 inquiry@qplhk.com 與本公司董事會分享其對環境、社會及管治報告及表現的看法。

關於本集團

本集團主要從事製造及銷售集成電路引線框、散熱片、加強桿及相關產品、投資控股及借貸業務。我們的競爭優勢在於能夠及時向消費者提供可靠的產品。多年以來，我們卓越的往績及經驗豐富的管理層團隊已在業內樹立良好的聲譽。

環境、社會及管治策略

董事會（「董事會」）制訂本集團的環境、社會及管治策略，隨後由執行董事及高級管理層執行計劃。執行董事及高級管理層負責檢討及監督本集團的環境、社會及管治政策及常規，並定期與外聘專業顧問進行討論，以確保本集團遵守相關法律及監管規定。執行董事及高級管理層監督最新的環境、社會及管治事宜及就此作出回應，並就重大事宜向董事會匯報及提出相關建議，以提升本集團環境、社會及管治方面的表現。

董事會每年對本集團的環境、社會及管治報告進行審閱，分析及評估來年的主要風險並提出相關建議。隨後，執行董事及高級管理層將於董事會定期會議上匯報主要風險及有關建議的執行進度，如有必要，董事會將會採取適當措施。

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環境、社會及管治報告

Regarding the existing business operation and overall environment of the Group, the Board identifies waste management and health and safety as the major environmental, social and governance risks. It constantly strives to improve the safety of its different business areas to provide a safe and healthy work environment to employees. For further details, please refer to the relevant sections of the ESG Report.

STAKEHOLDER ENGAGEMENT

As part of its business strategies, the Group communicates with the stakeholders in an open, honest and proactive way. To achieve this objective and improve transparency, we take active measures to promote investor relations and communication. In addition, we have developed the investor relations policy to ensure that investors have fair and timely access to the information of the Group. The Group's major stakeholders are listed below.

Major Stakeholder 主要持份者

Areas of Concern 關注範疇

Communication Channel 溝通渠道

Stock Exchange

- Compliance with listing rules

- Announcements on the Stock Exchange website
- Discussions and meetings as necessary
- Emails and other correspondences
- 於聯交所網站刊發公告
- 討論及會議（如需要）
- 電郵及其他通訊方式

聯交所

- 遵守上市規則

Government and regulatory bodies

- Laws and regulations
- Taxation

- Site visits and audits
- Regular declarations
- Public Notice of new laws and regulations in the Gazette
- Reports and other publications on their websites
- 實地視察及審核
- 定期申報
- 於憲報刊登有關新法律及法規的公告
- 於其網站刊發報告及其他刊物

政府及監管機構

- 法律及法規
- 稅項

就本集團現有業務營運及整體環境而言，董事會將廢棄物管理以及健康與安全事宜確定為主要環境、社會及管治風險。本集團不斷致力於改善其不同業務領域的安全性，為僱員提供安全及健康的工作環境。有關進一步詳情，請參閱本環境、社會及管治報告的相關章節。

持份者參與

作為其業務戰略的一部分，本集團以公開、誠實及積極的方式與持份者進行溝通。為達到這一目的並提高透明度，我們採取積極措施促進投資者關係及溝通。此外，我們已制定投資者關係政策以確保投資者可公平及適時地獲取有關本集團的資料。本集團的主要持份者列載如下。

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Major Stakeholder 主要持份者	Areas of Concern 關注範疇	Communication Channel 溝通渠道
Shareholders and investors 股東及投資者	<ul style="list-style-type: none"> Return on investment Information disclosure Protection on rights and interests of shareholders and fair treatment of shareholders 	<ul style="list-style-type: none"> Annual and general meetings of members Annual reports, announcements and other disclosures/publications Company website/Disclosures on the Stock Exchange website Group email managed by designated employees 股東週年大會及其他股東大會 年報、公告及其他披露／刊物 公司網站／於聯交所網站進行披露 由指定僱員管理的集團電郵
Employees 僱員	<ul style="list-style-type: none"> Salaries and welfares Protection of employee's rights and interests Health and safety Feedback opportunities 薪金及福利 保障僱員權益 健康與安全 反饋機會 	<ul style="list-style-type: none"> Regular meetings Employee training Intranet and emails Regular employee activities 定期會議 僱員培訓 內聯網及電郵 定期僱員活動
Customers 客戶	<ul style="list-style-type: none"> Product safety and quality Customer satisfaction After-sales services 產品安全及質量 客戶滿意度 售後服務 	<ul style="list-style-type: none"> Website 網站
Suppliers 供應商	<ul style="list-style-type: none"> Long-term and sustainable business relationship Fair competition 長期及可持續的業務關係 公平競爭 	<ul style="list-style-type: none"> Supplier contracts, emails, teleconference, interview Bidirectional supplier evaluation 供應商合約、電郵、電話會議、面談 雙向供應商評估
Community 社區	<ul style="list-style-type: none"> Environmental protection Contribution to the community 環境保護 回饋社區 	<ul style="list-style-type: none"> Voluntary activities Community visits 義工活動 社區探訪

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MATERIALITY ASSESSMENT

Materiality is defined as any area that the Group's businesses have the greatest impact on and have the greatest influence on our operation and stakeholders. Materiality assessment has been done to identify sustainability topics that are considered to be material and relevant to the Group. We referred to the ESG Reporting Guide to identify potential material topics for disclosure. The table below demonstrated the material topics of the Group. The other topics that are not stated in the table are identified as irrelevant topics and may not be disclosed in the Report.

Material Topics	Discharges into water and land
	Generation of hazardous waste
	Efficient use of raw materials
	Employee welfare
	Occupational health and safety
	Development and training
	Supply chain management
	Product responsibility
	Anti-corruption

重要性評估

重要性定義為本集團業務對我們的營運及持份者產生最大影響及具有最大影響力的任何範疇。我們已進行重要性評估，以識別對本集團而言屬重大及相關的可持續發展議題。我們參考環境、社會及管治報告指引，以識別潛在重大議題以作披露。下表列示本集團的重大議題。表格中未列出的其他議題被確定為不相關議題，可能不會在本報告中披露。

重大議題	向水及土地的排污
	產生有害廢棄物
	有效使用原材料
	員工福利
	職業健康與安全
	發展及培訓
	供應鏈管理
	產品責任
	反貪污

ENVIRONMENTAL ASPECTS

The Group has a responsibility to the environment and sustainable development. As a producer of integrated circuit lead frames, we produce hazardous and non-hazardous wastes, gases and emissions during the production process, and thus recognize the importance of environmental protection. The Group continuously complies with applicable laws and regulations as well as the specific guides in the industry.

We have implemented policies and taken measures to ensure its business is operated efficiently in terms of energy, water and resources to minimize the emission of wastes, control and reduce negative impacts to the environment.

環境層面

本集團對環境及可持續發展負有責任。作為集成電路引線框的製造商，我們於製造過程中產生有害及無害廢物、氣體及排放物，因此我們認識到環境保護的重要性。本集團持續遵守適用的法律法規以及行業的特定指引。

我們已實行政策及採取措施，以確保業務營運有效利用能源、水及資源，盡量減少廢物排放，控制及減少對環境的負面影響。

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環境、社會及管治報告

While endeavouring to produce “Zero Defect” products, the Group also formulated the “Environmental Policy” seeking for the “Zero Pollution” environment. Aiming to achieve the balance between business activities and environmental conservation, the Group actively devotes itself to environmental protection with a high standard. We strive to reduce the negative impacts on the environment and society. According to the “Environmental Policy”, the Group is committed to:

- Conforming to all applicable international, national, local laws and regulations;
 - Enhancing the control and management of products in all progress;
 - Lowering the emission of waste as well as the consumption of resource;
 - Maintaining effective control of the waste to avoid or reduce the negative impacts on the environment;
 - Strengthening the sustainability-related training for the personnel to improve the staff’s environmental protection awareness and technical skills;
 - Establishing the environmental management system and periodic reviews; and
 - Strengthening environmental protection through cooperation with suppliers, contractors and other partners.
- 努力製造「零缺陷」產品的同時，本集團亦設有「環境政策」，追求「零污染」的生存環境。為實現業務經營與環境保護之間的平衡，本集團積極致力於高標準的環境保護。我們力求減少對環境及社會的負面影響。根據「環境政策」，本集團承諾：
 - 遵守所有適用的國際、國家及地方法律及法規；
 - 加強產品全過程的控制和管理；
 - 減少廢棄物的排放及資源耗用；
 - 保持對廢棄物的有效控制，防止或減少對環境的負面影響；
 - 加強對員工的可持續發展相關培訓，提高全員的環保意識和技能；
 - 建立環境管理體系，並定期檢討；及
 - 與供應商、承包商及其他合作夥伴共同努力，以強化環境保護。



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The Group has established a comprehensive environmental management system which involves stringent periodic reviews and continuous improvements, including improving employees' environmental awareness and technical skills, as well as strengthening environmental protection through cooperation with suppliers, contractors and other business partners. The Group has been awarded the following certificates in relation to environmental control and management for the manufacture of semi-conductor IC lead frames and related management activities:

- a. Environmental Management System – ISO14001:2015, valid till 18 January 2024;
- b. Hazardous Substances Process Management – IECQ-HLCIE 09.0016, valid till 11 January 2024; and
- c. Quality Management System – IATF16949:2016, valid till 2 September 2024; and ISO9001:2015, valid till 2 September 2024.

The Group has the prime objective of reducing, recycling and reusing (as “3R”) and has established the KPIs for “Electricity, Water, Solid Waste and Gas Emissions” for the management to routinely monitor accordingly. At all times, the Group aims to reduce the toxicity and volume of gas emissions, polluted water and solid waste through various chemical and physical treatments. We will continue to design and operate our manufacturing processes and to install the latest systems and equipment to achieve this objective.

The Group has strictly complied with all the local, national and international environmental rules, regulations and laws, and industry standards on gases, water and solid emissions and discharges. During the Reporting Period, there have been no cases of prosecution against the Group due to violation of any relevant laws or regulations.

本集團已建立全面的環境管理體系，當中涵蓋嚴格的定期檢討及持續改進，包括提高僱員的環保意識及技能，以及透過與供應商、承包商及其他業務夥伴合作加強環境保護。本集團已就製造半導體集成電路引線框架及相關管理活動的環境控制及管理獲授以下證書：

- a. 環境管理體系 – ISO14001:2015，有效期至二零二四年一月十八日止；
- b. 有害物質過程管理 – IECQ-HLCIE 09.0016，有效期至二零二四年一月十一日止；及
- c. 質量管理體系 – IATF16949:2016，有效期至二零二四年九月二日止；及 ISO9001:2015，有效期至二零二四年九月二日止。

本集團以減少、重複使用及回收（「3R」）作為主要目標並就「電力、水、固體廢物及氣體排放」設立關鍵績效指標，以便管理層據此定期監察。本集團一直致力於透過各種化學及物理處理方法減少所產生的氣體排放物、污染水體及固體廢物的毒性及數量。我們將繼續設計及改進我們的製造工序並安裝最新系統及設備以達致此目標。

本集團已嚴格遵守有關氣體、水及固體排出及排放的地方、國家及國際環境規則、法規及法律以及行業標準。於報告期間，本集團並無因違反任何相關法律或法規而遭檢控的個案。

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環境、社會及管治報告

A1. EMISSIONS

The Group has produced different types of emissions and wastes during the production process:

- a. Raw Material Cleaning – acidic and alkaline wastewater; exhaust gas and alkaline gases emissions;
- b. Etching – acidic and alkaline wastewater; etching fluid, hydrochloric acid mist, phosphoric acid mist, exhaust gas and alkaline gases emissions; and
- c. Plating – acidic and alkaline wastewater and cyanide wastewater; exhaust gas, acidic mist, alkaline gas and cyanide gases emissions.

The Group fully understands and is aware of its manufacturing processes produced polluted, hazardous and/or non-hazardous wastes, gases and/or emissions, which, if not managed stringently and correctly, could have significant impacts on the health and safety of employees, residents, plants and animals, and the surrounding environment. The Group has therefore invested substantially in its environmental pollution control system(s) and related equipment amounting to RMB4.6 million for years ended 30 April 2021, and has implemented strict rules and measures, and undertaken continuous monitoring and management procedures to ensure that all hazardous and/or non-hazardous wastes, gases and/or emissions are managed at all times and has strictly complied with the local, national and international laws and regulations as well as the industry standards.

A1. 排放物

本集團於生產過程中產生不同類型的排放物及廢棄物：

- a. 原材料清洗－酸鹼性廢水；廢氣及鹼性氣體排放；
- b. 蝕刻－酸鹼性廢水；蝕刻液、鹽酸酸霧、磷酸霧、廢氣及鹼性氣體排放；及
- c. 鍍層－酸鹼性廢水及含氰廢水；廢氣、酸霧、鹼性氣體及氰化氫排放。

本集團全面瞭解及知悉，其製造過程中產生污染、有害及／或無害廢物、氣體及／或排放物，倘未能嚴格及妥善管理，將會對僱員、當地居民、動植物的健康及安全以及周邊環境造成重大影響。因此，本集團已於截至二零二一年四月三十日止年度投入大量資金購置環境污染控制系統及相關設備，投資金額達人民幣4,600,000元，並已實行嚴格的規則及措施，執行持續的監控及管理程序，以確保所有有害及／或無害廢物、氣體及／或排放物始終得到控制及嚴格遵守當地、國內及國際法律法規以及行業標準。



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Waste Gases

Our manufacturing facility and staff's quarters may produce hazardous and non-hazardous waste gases:

- a. **Manufacturing:** The etching and plating process produces acidic hydrogen chloride and sulfuric acid gases emissions and alkaline ammonia gas emissions. The cyanide plating process produces hydrogen cyanide which contains cyanide gas, and the lamination process produces organic total volatile organic compound (TVOC) gas emissions. The manufacturing plant currently has two, four and four gas emission cylinder pipes for hydrogen cyanide, acidic and alkaline gases emissions respectively. Greenhouse gas is produced directly and indirectly through the use of diesel and electricity respectively.
- b. **Staff's Quarters:** oily smoke is generated from cooking and carbon dioxide is indirectly generated from the use of electricity for daily operation and living purposes.

The Group has introduced different handling methods to manage and reduce gas emissions by installing and putting in place different types of equipment and processes. Spray towers and the water absorption method is used for sanitizing acidic and alkaline gases emissions. Spray towers and the alkaline absorption method is used with sodium hydroxide and sodium carbonate solution to dissolve and sanitize hydrogen cyanide gases emissions. Filtering pumps are used to filter the oil fumes. After filtering and cleansing, the treated gases must satisfy the <Plating Pollutants Emission Standard> (21900-2008) before emitting through the twelve 25-meter-high discharge tubes.

The emissions of air pollutants, including nitrogen oxides (NO_x), sulphur oxide (SO_x) and particulate matters (PM), are not a material topic to the Group's operation.

廢氣

我們的製造設施及員工宿舍可能產生有害及無害的廢氣：

- a. **製造：**蝕刻及電鍍過程中產生氯化氫、硫酸廢氣及鹼性氨氣排放物。氰化物電鍍過程中產生含有氰化物氣體的氰化氫，而層壓過程中產生有機總揮發性有機物(TVOC)氣體排放物。目前，生產車間分別有2條、4條及4條氣缸管，分別用於排放氰化氫、酸性及鹼性廢氣。溫室氣體分別在使用柴油及電力過程中直接及間接產生。
- b. **員工宿舍：**烹飪過程中產生油煙，而日常營運及生活用電間接產生二氧化碳。

本集團通過安裝及採用不同設備及工序，引入不同處理方式以管理及減少氣體排放。我們採用填料噴淋塔及水吸收法清洗所排放的酸鹼性廢氣，採用填料噴淋塔及鹼吸收法以氫氧化鈉及碳酸鈉溶液溶解及清洗所排放的氰化氫廢氣，採用過濾泵過濾油煙。於過濾及清洗後，經處理後的氣體須符合《電鍍污染物排放標準》(21900-2008)方可通過12條25米高的排放管排出。

就本集團的業務營運而言，空氣污染物（包括氮氧化物(NO_x)、硫氧化物(SO_x)及顆粒物(PM)）的排放並非重大議題。

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Greenhouse Gas Emissions

Our main emissions during our normal course of business and operation are indirect greenhouse gases, primarily being carbon dioxide from energy consumption.

During the Reporting Period, our Group directly and indirectly, via the use of diesel for supporting the power generator and purchase of electricity, generated 12,584.6 tonnes of greenhouse gases emissions with an intensity of 34.2 tonnes greenhouse gas emissions per million revenue in Hong Kong Dollar.

Greenhouse gas emissions

溫室氣體排放

Scope 1 emission

範圍1排放

Scope 2 emission

範圍2排放

Total greenhouse gas emissions

溫室氣體排放總量

Intensity (by revenue)

密度 (按收益計算)

溫室氣體排放

我們於日常業務營運過程中產生的主要排放物為間接溫室氣體，主要為因能源消耗所產生的二氧化碳。

於報告期間，本集團因使用柴油運作發電機及外購電力直接及間接產生12,584.6噸溫室氣體排放，密度為每百萬港元收益34.2噸溫室氣體排放。

	2021 二零二一年	Unit 單位
Scope 1 emission 範圍1排放	76.5	tonnes CO ₂ -e 噸二氧化碳當量
Scope 2 emission 範圍2排放	12,508.1	tonnes CO ₂ -e 噸二氧化碳當量
Total greenhouse gas emissions 溫室氣體排放總量	12,584.6	tonnes CO ₂ -e 噸二氧化碳當量
Intensity (by revenue) 密度 (按收益計算)	34.2	tonnes CO ₂ -e/million HKD 噸二氧化碳當量/百萬港元

Wastewater

During the processing of raw material and its cleaning, etching, plating, pre-treatment and post-treatment, our manufacturing plant produces four types of wastewater including (i) acidic, (ii) alkaline, (iii) cyanide wastewater, which is hazardous, and (iv) the general domestic wastewater, which is generally non-hazardous. The etching wastewater is collected through pipes into specialized containers for treatment, and the treated water is reused thereafter. The plating wastewater, which contains a relatively high concentration of pollutants, passes through three rinsing pools: in the first and second rinsing pools, it channels through a polluted water treatment station process; once it reaches the third rinsing pool, the pollutants decrease to a relatively lower rate, at which the plating wastewater will be piped to a recycling pool for treatment and then is reused in production.

- a. Highly acidic and alkaline wastewater with pH levels below 1 and pH levels of 14 or above respectively – they are collected separately in respective acidic/alkaline wastewater tanks, and pumped back under meter control to the acidic and alkaline adjusting tank for dilution purposes.

廢水

於原材料加工及其清洗、蝕刻、鍍層、預處理及後處理過程中，我們的生產車間會產生四類廢水，包括三類有害廢水，即(i)酸性廢水、(ii)鹼性廢水、(iii)含氰廢水，以及(iv)通常無害的一般生活廢水。蝕刻廢水通過管道導入專用容器集中處理，其後經過處理的水會被重複使用。鍍層廢水(包含的污染物濃度相對較高)將流經3個沖洗池：在第一及第二個沖洗池，其將通過管道被導入污水處理站進行處理，一旦其到達第三個沖洗池，污染物濃度將減至相對較低的水平，鍍層廢水在此將通過管道被導入回收池進行處理，其後在生產中重複使用。

- a. PH值低於1及PH值為14或以上的高酸鹼性廢水—分別被收集在酸性/鹼性廢水池中，並在儀表的控制下被泵回酸性及鹼性調節池以供稀釋。

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- b. Cyanide wastewater – due to its poisonous nature, the high and low concentration cyanide wastewater is collected in an adjusting pool from where it is pumped to the first and second cyanide cracking reaction tank and then adding limestone to control the pH level. At the same time, sodium hypochlorite oxidizer is added to crack the cyanide, and thereafter the treated wastewater is sent to the central treatment station for final treatment to reach the required standard, before being released to the public drainage system.
- c. Low acidic and alkaline wastewater – the manufacturing process produces substantial amounts of low acidic and alkaline wastewater, which is collected, mixed and neutralized in the acid and alkaline adjusting pool, after which it is sent to the central treatment station either for reuse or for further treatments.
- d. Domestic wastewater – this is first pumped to three graded septic tanks for initial treatment and an oil filtering pool for oil filtering, before draining to the central station for final treatment and releasing to the public drainage system.
- b. 含氰廢水—由於具有毒性，高濃度及低濃度的含氰廢水均被收集到調節池，其後會被輸送至第一及第二個氰化物裂化反應池，隨後加入鹼液以控制PH值，同時加入次氯酸鈉氧化劑以裂解氰化物，其後經過處理的廢水將被輸送至集中處理站進行最後處理，直至達到規定標準方可排放至公共排水系統。
- c. 低酸鹼性廢水—製造過程中產生大量低酸鹼性廢水，該等廢水在酸鹼調節池中經收集、混合及中和處理後，排往集中處理站以供重複使用或進一步處理。
- d. 生活廢水—此類廢水先輸送至三個分級化糞池進行初步處理及濾油池進行濾油處理，然後排往集中站進行最後處理，再排放到公共排水系統。

Solid Wastes

The manufacturing processes produce various wastes including hydraulic oil, cutting fluid, acid cotton core, light bulbs, clothes, gloves, empty containers, film slag, etching fluid, wastewater treatment sludge, copper concentrate liquid, circuit boards and frame materials. These wastes are collected and handled by licensed environmental treatment or waste recycling companies. During the Reporting Period, the Group produced chemical waste during operation weighing 4,100 kg, with an intensity of 11.1 kg per million revenue in Hong Kong Dollar.

The non-hazardous wastes generated by the Group are mainly daily office waste and paper. The production of the non-hazardous wastes is considered to be immaterial to the Group's operation.

固體廢物

製造過程中產生多類廢棄物，包括液壓油、切削液、酸棉芯、燈泡、布條、手套、空容器、膜渣、蝕刻液、廢水處理污泥、銅濃縮液、電路板及框架材料等。該等廢棄物由持牌環境治理或廢物回收公司收集及處理。於報告期間，本集團於營運過程產生化學廢物4,100千克，密度為每百萬港元收益11.1千克。

本集團產生的無害廢棄物主要為日常辦公廢棄物及紙張。此類無害廢棄物產生量對本集團的營運而言並不重大。

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Noise Pollution

Noise pollution is produced from the operation of machines and diesel generators, cooling systems, cold water and high-pressure pumps, cold water towers, ventilation fans, forging machines, tableting machines, forming machines, loaders and cars.

噪音污染

噪音污染產生自機器及柴油發動機、冷卻系統、冷水及高壓泵、冷卻塔、通風扇、鍛壓機、壓片機、成型機、裝載機及汽車等的運行。

A2. USE OF RESOURCES

The Group is committed to saving energy, water and resources and promoting the sustainable development of its activities both to reduce production and operational costs and also assist with the sustainable development of our natural world and environment. We are very aware that as an integrated circuit lead frames products manufacturer, we use substantial amounts of various resources including electricity and diesel for power generation; water for cleansing and cooling; raw materials for production including but not limited to metals, including but not limited to lead frames, copper, iron, chemicals (namely hydrochloric acid, iron oxide, sodium hydroxide, ammonium persulfate, sulfuric acid, etc.), and plastic bags and carton boxes for products packaging. In our administrative and sales offices, we use printing paper, inks and other consumables.

We constantly research and upgrade our manufacturing and production processes to ensure the most environmentally friendly and efficient use of resources, whilst at the same time implementing clear guidelines and measures including a 3R principal based environmental policy for our employees, encouraging and ensuring that they “reduce, reuse and recycle” in their daily operations.

During our manufacturing and office operation, the Group has implemented the following to save electricity, freshwater, paper and specified metals and chemicals consumption:

- a. Electricity and diesel – strengthen the electricity usage management on air-conditioning and compressors; regular maintenance to prevent leakage of cooling and compressed air; wrapping insulation on air-conditioning pipes; installing separation doors for different types of working areas; adjusting and fixing the air temperature to a reasonable level; the optimal arrangement of production processes, and upgrading to more energy-efficient production equipment.

A2. 資源使用

本集團致力於節省能源、水及資源並促進其各項活動的可持續發展，以減少生產及營運成本，同時亦助力自然界及環境的可持續發展。我們深知，作為集成電路引線框產品製造商，我們使用大量各種資源，包括電力及發電所使用的柴油；用於清洗及冷卻的水資源；用於生產的原材料，包括但不限於引線框、銅、鐵等金屬、化學製品（即鹽酸、鐵氧化物、氫氧化鈉、過硫酸銨、硫磺酸等），及用於產品包裝的塑料袋及紙箱。我們的行政及銷售辦事處使用打印紙、墨水以及其他消耗品。

我們持續研究及升級我們的製造及生產工序以確保最環保及最有效地利用資源，與此同時我們實施清晰的指引及措施，包括向員工推行以3R原則為導向的環保政策，鼓勵及確保彼等於日常營運中履行「減少、重複使用及回收」原則。

本集團已於製造及辦公營運過程中實施以下措施，以節約電力、淡水、紙張以及特定金屬及化學製品的消耗：

- a. 電力及柴油—加強空調及壓縮機用電管理；定期維護以防止冷卻及壓縮空氣洩漏；對空調管道進行繞包絕緣；為不同類型的工作區域安裝隔離門；調節及固定室溫至合理水平；優化安排生產工序及升級至更節能的生產設備。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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| <p>b. Water – installing meters to monitor water consumption regularly, and adjusting whenever necessary; regular maintenance of production equipment to prevent leakage or any other wastage.</p> <p>c. Paper – promoting automation and paperless offices, such as storage of documents in electronic version, communication via emails and messages; printing on both sides of the paper, and use of recycled paper.</p> <p>d. Metals and chemicals – constantly researching and introducing advanced technology and systems for production to reduce the consumption of specific metals and chemicals.</p> | <p>b. 水資源—安裝儀表以定期監測耗水量及於必要時作出調整；定期維護生產設備以防止洩漏或任何其他浪費。</p> <p>c. 紙張—促進自動化及無紙化辦公，如以電子版存儲文件、透過電子郵件及訊息溝通；紙張雙面打印及紙張回收利用。</p> <p>d. 金屬及化學製品—持續研究及引進先進的技術及生產系統以減少特定金屬及化學製品的消耗。</p> |
|--|---|

To allow the management to monitor the progress of the implemented policies and measures, the Group has established and maintained the “Electricity, Diesel, Water, Specified Minerals and Metals Consumption Record”.

為使管理層能監控已實施政策及措施的進展，本集團已建立及維持「電力、柴油、水、特定礦產及金屬消耗量記錄」。

During the Reporting Period, the Group consumed an aggregate of 20,501.7 MWh of electricity. For diesel, we consumed 29,286 litres for the operation of the power generator. The table below shows the energy consumption of the Group during the Reporting Period.

於報告期間，本集團合共消耗20,501.7兆瓦時電力，另外，就發電機的運行消耗29,286升柴油。下表列示本集團於報告期間的能源消耗情況。

Direct and indirect energy consumption by type 按類型劃分的直接及間接能源消耗量

Direct energy consumption
直接能源消耗量

Indirect energy consumption
間接能源消耗量

Total energy consumption
能源消耗總量

Intensity (by revenue)
密度（按收益計算）

2021 二零二一年	Unit 單位
1,055.4	GJ 吉焦
20,501.7	MWh 兆瓦時
20,794.8	MWh-e 兆瓦時等值
56.5	MWh-e/million HKD 兆瓦時等值／百萬港元

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For water, we consumed an aggregate of 1,288,248 m³. There was no issue in sourcing water for purpose and the water sourced was not from the area with high water stress. For packaging materials, it is not a material topic to the Group's operation.

在用水方面，我們共消耗1,288,248立方米水。我們在求取適用水源上並無問題，且水源並非來自高度缺水地區。就本集團營運而言，包裝材料消耗並非重大議題。

Water consumption in total and intensity 耗水總量及密度

Total water consumption
總耗水量
Intensity (by revenue)
密度 (按收益計算)

2021 二零二一年	Unit 單位
1,288,248.0	m ³ 立方米
3,500.7	m ³ /million HKD 立方米/百萬港元

The reductions in the consumption of resources evidence the effectiveness of our resource efficiency measures. We will continue to implement energy-saving measures and improve overall energy productivity per employee.

資源消耗量下降表明我們提高資源效率的措施取得成效。我們將會繼續實行節能措施及提升每名僱員的整體能源效率。

A3 THE ENVIRONMENT AND NATURAL RESOURCES

The Group's business and operations consume large amounts of various natural resources including metals, chemicals, electricity, diesel and water. We are, however, committed to being environmentally friendly and responsible and have both constantly researched and implemented the latest manufacturing processes and treatment technologies. We are also committed to training our employees in the adopted policies and procedures in line with the internationally recognized "3R" principles and practices which aim to extract maximum practical benefits from product use while generating a minimal amount of wastes:

- Reduce: reduce waste materials
- Reuse: reuse waste materials without processing
- Recycle: recycle and reuse materials as resources

A3. 環境及天然資源

本集團的業務及營運需消耗大量各種天然資源，包括金屬、化學品、電力、柴油及水。然而，我們致力推行環保及履行責任，並一直研究及實施最新製造工藝及處理技術。我們亦致力根據國際公認的「3R」原則及常規，就所採用的政策及程序對僱員進行培訓，藉以在產生最少廢物的同時從產品使用中獲得最大實際利益：

- 減少：減少廢物
- 重複使用：在毋須處理情況下重複使用廢物
- 回收：回收及重複使用材料資源

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Constantly reviewing and implementing these practices and directing our employees on the importance of “green practices” not only preserve natural resources but also help to save excessive operational costs for the Group. Along with the various technologies and practices adopted in our manufacturing operations, in our offices, we have policies on reducing the use of electricity by turning off lights, computers and air-conditioning as well as encouraging regular maintenance and prolonged use of our computers, printers, fax machines, photocopiers, and other common office equipment to reduce the frequency of replacement.

During the Reporting Period, we were not aware of any material non-compliance regarding air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.

EMPLOYMENT AND LABOUR PRACTICES

The Group’s business development and growth rely heavily on the skills, passion and commitment of its employees and we see our employees as our most valuable asset. We are committed to complying with all the laws, rules and regulations on the employment arrangements including the Labour Laws of the PRC (“中華人民共和國勞動法”) and the Employment Ordinance of Hong Kong, and strongly forbid the recruitment of child labour and forced labour. The Group also formulated an internal policy aiming to provide all employees with good working and living environment and enhance their sense of belongings to the Group.

The Group is also committed to providing equal opportunities to all employees on recruitment, promotion, compensation and benefits, and to establish a happy, harmonious, safe and healthy working environment for all employees. The Group strives to strengthen its human resources management with employee-oriented policies to encourage motivation and innovation and to protect the interests and legal rights of the employees, and ultimately achieve a positive, constructive and harmonious relationship with its employees.

不斷檢討及實施該等常規並為僱員提供有關「綠色踐行」重要性的指導，不但可保護天然資源，亦有助於為本集團節省經營成本。我們的製造業務採用各類技術及常規，同時我們的辦公室亦制定有關減少用電（通過關燈、關電腦及關空調等方式）的政策，並鼓勵定期維護及延長使用我們的電腦、打印機、傳真機、影印機及其他常用辦公設備以降低更換頻率。

於報告期間，我們並不知悉有關廢氣及溫室氣體排放、向水及土地的排污以及產生有害及無害廢棄物方面的任何重大不合規情況。

僱傭及勞工常規

本集團的業務發展及增長在很大程度上依賴員工的技能、積極性及承擔，我們將員工視為最寶貴的資產。我們承諾遵守有關僱傭安排的所有法律、規則及法規，包括《中華人民共和國勞動法》及香港《僱傭條例》，並嚴禁招募童工及強迫勞動。本集團亦訂有內部政策，旨在為所有員工提供良好的工作及生活環境，並增強員工對本集團的歸屬感。

本集團亦致力在招聘、晉升、薪酬及福利方面為所有員工提供平等機會，並為所有員工營造一個愉快、和諧、安全及健康的工作環境。本集團努力加強其人力資源管理，推行以員工為本的政策，激發活力及創新，保護員工的利益及合法權益，最終與員工建立積極、具有建設性及和諧的關係。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

B1. EMPLOYMENT

The Group recognizes our employees are key stakeholders and contributors to our business and its growth, and we are committed to providing our staff with a satisfying, safe and equitable workplace where our staff and our company can grow together. The Group strictly complies with the relevant laws and regulations as stipulated in the Employment Ordinance of the Hong Kong and Labour Law of the PRC (“中華人民共和國勞動法”). The recruitment of child labour and forced labour is strongly forbidden.

The Group has a comprehensive human resources policy in place regarding recruitment, dismissal, promotion, leave, holidays and benefits to support its works on manpower resources. The Human Resource Manager reports directly to the Group’s chief executive and is charged with the responsibility and duty to ensure the full and legal implementation of the Group’s human resources strategies and policies which are detailed in the employee handbook. All the terms and conditions contained therein related to recruitment, probation, promotion, termination, remuneration, bonus and allowances, holidays and leaves, retirement scheme, medical, travel and social security insurance, mandatory provident fund, work schedules, performance assessment and communication, communication processes, etc., are in strict compliance with national and local government labour laws, rules and regulations.

During the Reporting Period, the Group honoured all obligations including the payment of salaries and wages, holidays and leave, compensation, insurance and health benefits and no disputes with employees were reported.

Recruitment and Promotion

On employment, the Group has adopted a mixed policy of external recruitment and international promotion for vacancies. The HR Department after discussing with the hiring supervisors should select the most efficient and cost-effective approach for searching suitable candidates, including advertising in the Labour Department, recruitment advertisement, recruitment agency and referral.

B1. 僱傭

本集團認識到僱員為我們業務經營及增長的主要持份者及貢獻者，我們致力於為員工提供令人滿意的、安全及公平的工作場所，讓員工及本公司共同成長。本集團嚴格遵守香港《僱傭條例》以及《中華人民共和國勞動法》規定的相關法律法規，並全面禁止僱用童工及強迫勞動。

本集團設有全面的人力資源政策，涵蓋招聘、解僱、晉升、休假、假期及福利等方面，以支持人力資源工作。人事部經理直接向本集團行政總裁匯報，承擔確保全面及合法實施本集團人力資源策略及政策的職責。本集團人力資源策略及政策詳情載於僱員守則，當中所有條件及條款（有關招聘、試用、晉升、終止合約、薪酬、花紅及津貼、假期及休假、退休計劃、醫療、差旅及社會保障保險、強積金、工作日程、表現評估、溝通及溝通過程等）均嚴格遵守國家及地方政府的勞動法律、法規及法例。

於報告期間，本集團已履行所有義務，包括支付薪金及工資、假期及休假、補償、保險及醫療福利，且並無與僱員有任何糾紛之報告。

招聘及晉升

於僱傭方面，本集團採用外部招聘與內部提拔相結合的政策以甄選人員填補職位空缺。人力資源部經與招聘主管討論後，選擇最有效及具成本效益的方式物色合適人選，包括在勞工處刊登廣告、發佈招聘廣告、借助招聘代理及轉介等。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

The Company aims to provide career advancement opportunities for employees to develop and utilize their potential whenever possible, while at the same time recognizing their outstanding performance and enabling the Company to retain qualified staff. Whenever vacancies arise, the hiring supervisors should consider the possibility of promoting existing employees from within before recruiting externally.

Compensation and Dismissal

The Group's remuneration policy is built upon the principles of providing equitable, motivating and market-competitive remuneration packages that can stimulate and drive staff at all levels to work towards achieving the Group's objectives. Employees' remuneration is determined with reference to the prevailing market level as well as their competence, performance, qualifications and experiences. Pay review will be conducted annually, normally in January each year, for all employees who have completed 12 months of employment with the Company. For employees with outstanding performance, the company will give rewards, including promotion, bonuses, salary increases or additional allowances, based on the overall assessment. Salaries and wages are paid directly to employees' bank accounts within the prescribed wage period.

Employees must submit their resignation letters to their immediate managerial supervisors and allow a certain notice period. The resignation letter should be forwarded immediately to the HR Department. Resigning employees are invited to complete and return an exit questionnaire on the last working day. Apart from resigning from the company, an employee will be dismissed with notice or summarily dismissed depending on the seriousness of the offence, with approval from the Chairman, after verbal and written warnings have been given and if no improvement is made.

本公司旨在為僱員提供職業發展機會，務求盡量發揮及利用僱員潛能，同時表彰僱員的出色表現，使本公司能夠挽留合資格員工。於出現職位空缺時，招聘主管在進行外部招聘前須考慮內部提拔現有僱員的可能性。

薪酬及解僱

本集團的薪酬政策建基於提供公平、具激勵性及市場競爭力的薪酬待遇的原則，以激勵及推動各級員工為實現本集團的目標而努力。僱員薪酬乃參考現行市場水平及僱員個人能力、表現、資歷及經驗釐定。本公司每年（通常於一月份）對所有受僱於本公司滿12個月的僱員進行薪酬檢討。對於表現突出的員工，本公司會根據整體考核情況給予獎勵，包括晉升、獎金、加薪或額外津貼。薪金及工資在規定的工資期內直接支付至僱員的銀行賬戶。

僱員必須向其直屬主管提交辭職函，並給予一定的通知期。辭職函應立即轉交人力資源部。於最後一個工作日，本集團邀請離職僱員填寫並交回離職問卷。除辭職情況外，倘僱員有違規行為，且於收到口頭及書面警告後並無作出改進，經主席批准，本公司將根據違規的嚴重程度發出解僱通知或即時解僱。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Equal Opportunity and Diversity

All vacancies are open to all with equal opportunities, to be decided with no discrimination on sex, religion, gender, age and disability, and to be selected on qualification, skill and competency basis. All successful employees must enter into proper and standardized contracts in writing between the respective employees and the Group.

To maintain the Group's non-discrimination policy, the Company appoints the head of the administration department to implement the policy and report to the Group if the third-party agencies have any issues of discrimination during screening and selecting suitable candidates. Corrective measures and investigation will be taken promptly if there are any discrimination complaints.

Working Hours and Rest Periods

The Group encourages employees to finish their duties during their normal working hours. It is the responsibility of supervisors to ensure that overtime work is only performed when necessary and unavoidable. Regular or perpetual overtime is discouraged.

Other benefits and welfare

The Company offers group hospitalization insurance to all full-time employees to provide 24 hours worldwide hospitalization coverage medical benefits to employees on a non-contributory basis. The Company also offers outpatient medical plans to eligible employees to provide outpatient benefits on a non-contributory basis.

The management structure chart, the company organizational chart, and the department function chart are made available to all staff for understanding their career paths within the Group. Training and career development programs are monitored closely by the human resources managers. To build a mutual understanding and acceptable working environment, the Group encourages employees to communicate open-heartedly. Employee representatives are invited regularly to meetings to discuss issues relating to working conditions, health and safety and employment terms and conditions. Grievance procedures are listed in the employee handbook and all employee grievances will be handled independently and treated in the strictest confidence.

平等機會及多元化

所有職位空缺向所有人開放，機會平等，所作出決定不存在基於性別、宗教、性別、年齡及殘疾的歧視，而是按資格、技能及能力進行甄選。所有成功獲錄取的僱員必須各自與本集團以書面形式簽訂適當的標準合同。

為貫徹本集團的反歧視政策，本公司委派行政部主管執行該政策，並向本集團匯報第三方機構於篩選及甄選合適人選過程中是否存在任何歧視問題。如有任何歧視投訴，我們將及時採取糾正措施及進行調查。

工作時數及休息時間

本集團鼓勵僱員於正常工作時間內完成工作。主管有責任確保僅在必要及不可避免的情況下才會加班。本集團不鼓勵經常或長期加班。

其他福利待遇

本公司為所有全職僱員投購團體住院醫療保險，提供24小時全球住院醫療保障福利，僱員毋須供款。本公司亦為合資格僱員提供門診醫療計劃，該等僱員毋須供款即可享受門診醫療福利。

本集團之管理結構圖、公司組織結構圖、部門職能圖均可供所有員工閱覽，以瞭解彼等在本集團內的職業發展之路。人力資源經理密切監察培訓及職業發展方案。為建立相互理解及獲認可的工作環境，本集團鼓勵僱員進行坦誠溝通。本集團定期邀請僱員代表參加會議以討論與工作條件、健康與安全以及僱傭條款及條件有關的事宜。僱員手冊載有申訴程序，所有僱員申訴將得到獨立處理並嚴格保密。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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The Human Resources Manager has prepared an “Employment Record” with a breakdown of the total number of employees in different levels and sectors based on gender and age distribution for the management to monitor the Group’s employment status regularly.

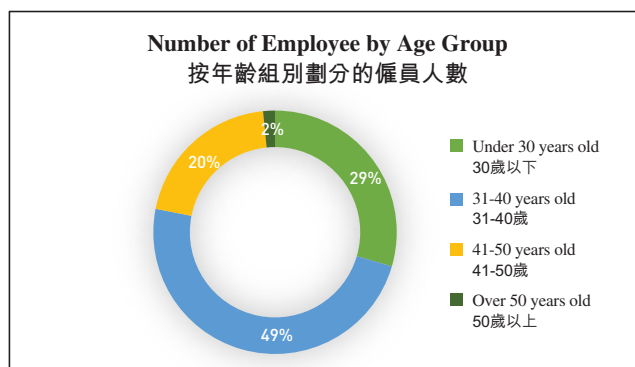
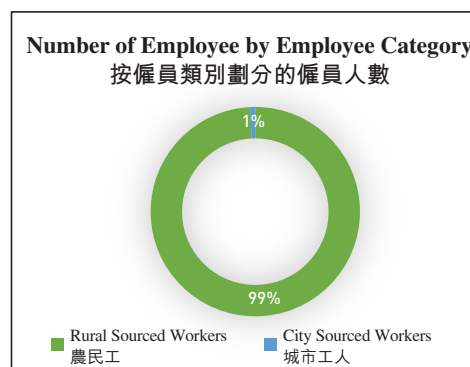
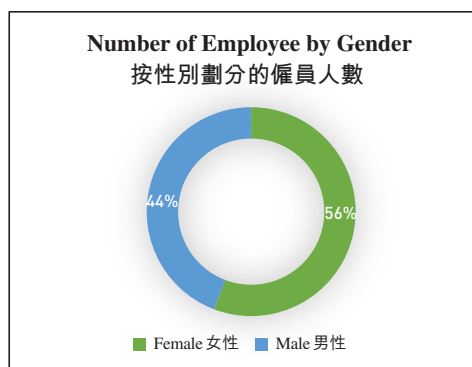
As of 30 April 2021, we have a total of 762 employees, of which 337 were male and 425 were female, and of which all of the employees were in our PRC manufacturing operations. Among the PRC manufacturing operations employees, 756 were rural-sourced workers and only 6 were city-sourced workers. 225, 370, 155 and 12 workers were aged below 30 years old, 31-40 years old, 41-50 years old and above 50 years old respectively. All of them were on a full-time working basis.

The following is a snapshot of the total number of employees in PRC manufacturing operations by gender, employee category and age group.

人事部經理根據性別及年齡分佈編製關於各級別及部門僱員總數明細的「僱傭記錄」，以供管理層定期監察本集團的僱傭狀況。

於二零二一年四月三十日，我們共聘用762名僱員，337名為男性，425名為女性，所有僱員均於中國從事製造業務。在於中國從事製造業務的僱員中，756人為農民工，城市工人僅6人。其中，225人為30歲以下，370人年齡介乎31至40歲，155人年齡介乎41至50歲，12人為50歲以上。彼等全部為全職僱員。

以下為按性別、僱員類別及年齡組別劃分的中國製造業務僱員總數速覽。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

B2. HEALTH AND SAFETY

The employee's handbook provides details on health and safety protection and procedures, and the Group fully complies with the labour laws and regulations of PRC and the Employment Ordinance of Hong Kong. A complete set of safety and health measures is available and training is provided to equip employees with the adequate knowledge and skills to perform their duties safely. As outlined in the employee handbook, the Group strives to identify potential dangers and risks to employees during work and to ensure a safe and hygienic working environment could be provided by reducing, eliminating and controlling hazards at the workplace. In case of accidents, regardless of minor or serious, employees are required by the in-house rules to notify their superiors immediately without delay. Appropriate remedial measures and compensation actions including any necessary reporting in accordance with the local or national laws are handled promptly.

The Group offers group insurance to eligible employees to cover term life benefit, accidental health and dismemberment benefit and total and permanent disability benefit in the event of death and permanent, total or partial disablement. In addition, medical insurance and travel insurance are offered to eligible employees in Hong Kong. For all qualified employees in the PRC, national social security insurance is provided in accordance with national laws and regulations.

During the Reporting Period, apart from two minor injuries, which were immediately, properly and satisfactorily handled, during work. The Group did not record any compensation claim or work-related injury investigation by any relevant government officials in the PRC and Hong Kong.

B2. 健康與安全

僱員手冊提供有關健康及安全保護及程序的詳細資料，本集團全面遵守中國勞動法律法規及香港《僱傭條例》。本公司設有一整套安全及健康措施，並提供培訓，使僱員掌握足夠的知識及技能，以安全履行職責。誠如僱員手冊所述，本集團致力識別僱員於工作期間所面對的任何潛在危險及風險，並通過減少、消除及控制工作場所的危害，為僱員創造安全衛生的工作環境。如發生意外，無論是輕微事故或嚴重事故，僱員均須按照內部規則立即通知上級，及時採取適當的補救措施及補償行動，包括根據當地或國家法律作出任何必要報告。

本集團向合資格僱員提供團體保險，涵蓋定期壽險、意外健康及傷殘險以及完全及永久傷殘險（倘受保人身故及永久、完全或部分失去行動能力）。此外，本集團亦為香港合資格僱員提供醫療保險及旅遊保險，並根據國家法律及法規為所有中國合資格僱員繳納社保。

於報告期間，除兩宗輕微工傷事件（均得到即時、妥善及圓滿之處理）外，本集團並無發生任何索償事件或受到中國及香港任何相關政府機關的工傷調查。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

B3. DEVELOPMENT AND TRAINING

The Group recognises the importance of self-reliance, supports and encourages all employees to continue learning and improving their knowledge and job skills for the benefit of themselves as well as the Group.

The Group offers different types of training programs on a regular basis if necessary. Upon commencement of employment, new employees receive basic induction training to familiarize themselves with the Group's culture and occupational health and safety and relevant rules and regulations. The Group has provided training programs for different levels and types of employees during the Reporting Period. The relevant Human Resources and/or departmental managers maintain the executed training programs records as a KPI to monitor and review the effectiveness of the executed training programs showing the types and number of attendants.

During the Reporting Period, a total of 253 employees received a total of 824 hours of training. The average training hours per employee was 1.1 hours. The Group concentrated on internal training for new joiners.

B4. LABOUR STANDARDS

The Group strictly complies with the Labour Laws of PRC and the Employment Ordinances of Hong Kong, and adopts the irrespective standards as well as local market practices as its minimum labour standard on labour protection and welfare including recruitment, dismissal, promotion, leave and holidays, benefits as well as ensuring equal employment opportunities to all sexes, genders, ages, races and religions.

B3. 發展及培訓

本集團深知自力更生的重要性，支持及鼓勵所有僱員深造以及提升其知識及工作技能，此舉對僱員自身以及本集團均有利。

如有需要，本集團會定期提供不同類型的培訓計劃。入職前，新僱員將得到基本的入職培訓以熟悉本集團的文化及職業健康與安全以及相關規則及條例。於報告期間，本集團為不同級別及類別的僱員提供培訓計劃。相關人力資源及／或部門經理須保存已執行的培訓計劃記錄作為一項關鍵績效指標以監察及檢示參與培訓的僱員類別及人數及已執行培訓計劃的效果。

於報告期間，合共253名僱員接受合共824個小時的培訓，每名僱員的平均受訓時數為1.1小時。本集團集中開展新入職者內部培訓。

B4. 勞工準則

本集團嚴格遵守《中華人民共和國勞動法》及香港《僱傭條例》，並採納相關標準以及當地市場慣例作為勞工保護及福利之最低勞工標準（包括招聘、解僱、晉升、休假及假期、福利方面）以及確保所有不同性取向、性別、年齡、種族以及宗教的僱員得到公平僱傭的機會。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

The Group strictly prohibits the recruitment of employees lower than the legal minimum working age and any threats, such as force, exploitation and abuse, of labours forcing employees to work against their will. Company managers should communicate effectively with employees, and must not force employees to perform operations that have significant safety and health risks or operations that violate regulations.

The Group also maintains strict compliance with the laws in relation to the prevention of child or forced labour in different regions in which it operates. All job applicants are required to submit, and the Group maintains, credentials such as academic qualifications, professional skill certificates, references and identity cards for verification and record purpose during recruitment.

During the Reporting Period, no labour disputes or litigation have been reported and the Group paid all wages and salaries, benefits and compensation on time.

本集團嚴格禁止招聘低於法定最低工作年齡的僱員以及任何強迫僱員違背意願工作的威脅（如武力、剝削及虐待）。公司經理應與僱員進行有效溝通，不得強迫僱員進行存在重大安全及健康風險的作業或違反法規的作業。

本集團亦持續嚴格遵守不同地區有關防止童工或強迫勞工之法例。與此同時，所有求職者須於招聘過程中提交學歷證書、專業技能證書、推薦人及身份證等證明文件以作核實及記錄，並由本集團作保存。

於報告期間，本集團並無發生任何勞工糾紛或訟訴，且本集團已按時支付所有薪金及工資、福利以及補償。

OPERATING PRACTICES AND SOCIAL INVESTMENT

B5. SUPPLY CHAIN MANAGEMENT

The Group sources metals and chemicals worldwide and has established and implemented a material procurement management system and supplier management system to purchase metals and chemicals such as copper alloy, potassium cyanide, purify cleanser and photoresist for further value-added production. Placement of supplies contracts is executed by means of tendering under open-bid and/or invitation, private negotiation, etc. To strengthen the management of sourcing and procurement and to reduce procurement costs, strict assessments on suppliers are conducted to ensure suppliers are not only committed to the cost and quality of the products/materials but also committed to the compliance of laws, rules and regulations. The market reputation and previous track records of the suppliers are also considered.

營運慣例及社會投入

B5. 供應鏈管理

本集團於全球採購金屬及化學製品，並已設立及實施材料採購管理制度及供應商管理制度以採購金屬及化學製品，如銅合金、氰化鉀、淨化劑及光致抗蝕劑，用於進一步增值生產。供應合約通常透過公開招標及／或邀請招標以及私下磋商等方式訂立。為加強採購管理及降低採購成本，本集團對供應商實施嚴格評估，確保其除了致力保證產品／材料成本及質量外，同時承諾遵守法律、法規及規例。供應商之市場聲譽及往績記錄亦在考量範疇內。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

To support calls from international organizations for fair trade and practices, and sustainable development, we have requested our contracted suppliers to comply with “QPL’s Conflict Metals Policy” and “EICC-Ge SI Conflict-free Smelter Program”, under which contracted suppliers are required to provide a guarantee on the sourcing of non-conflict-metals from smelters/mining to ensure materials are not sourced from mines in conflict areas.

During the Reporting Period, over 90% of the Group’s procurement was conducted through local suppliers in Hong Kong and the PRC. A local supplier is defined as an organisation that provides a product or service to the Group and that is based in the same geographical market as the Group without transnational payments to the supplier made.

B6. PRODUCT RESPONSIBILITY

Product quality

The Group is acutely aware of the importance of product quality and customer satisfaction and is committed to providing high-quality products and real-time customer service which we are known for in the industry. Starting from sourcing and procurement of raw materials and throughout the production process until the delivery of finished products to customers, the Group has implemented a strict in-process quality assurance and 100% final inspection procedures to guarantee product quality.

The design team within the Group can adjust our services according to different customer requirements. In addition to the design of etching and stamping sheets in accordance with customer requirements, we also produce a wide range of standard products including SOIC (small outline integrated circuit), QFP (Quad Flat Package), TQFP (thin quad flat package), PDIP (plastic dual in-line package), PLCC (plastic leaded chip carrier) and TSOP (thin small outline package). We work together with customers who require long-term lead frame products by reducing costs and enhancing services through consultation to achieve long term cooperation. The Group has also implemented the “Products and Services Related Complaints Handling Guide – QSG 3004” to deal with customer complaints. It is our policy that should the customer complaint be validated, we will accept returns and provide replacements.

為響應國際組織對於公平交易及慣例以及可持續發展之倡議，我們要求已訂立合約之供應商遵守「QPL 衝突金屬政策」及「電子行業行為準則—全球電子可持續發展推進協會非衝突冶煉計劃」，據此，已訂立合約之供應商須提供有關從冶煉廠／採礦廠採購非衝突金屬的保證，以確保材料並非源自衝突地區礦場。

於報告期間，本集團逾90%之採購乃透過於香港及中國的當地供應商進行。當地供應商被界定為向本集團提供產品或服務且與本集團位於同一地區市場的組織，本集團毋須向該供應商作出跨國付款。

B6. 產品責任

產品質量

本集團深知產品質量及客戶滿意度之重要性，致力於提供我們藉以聞名業內的高品質產品及實時客戶服務。自原料採購開始貫穿整個生產過程，直至將成品交付予客戶，本集團實施嚴格的過程質量保證並執行100%終檢程序，以確保產品質量。

本集團設計團隊可根據客戶不同要求對服務作出調整。除根據客戶要求設計蝕片及壓片外，我們亦可生產使用範圍廣泛的標準產品，包括SOIC（小外型集成電路封裝）、QFP（方型扁平式封裝）、TQFP（薄型四方扁平封裝）、PDIP（塑料雙列直插式封裝）、PLCC（有引線塑料芯片載體）及TSOP（超薄小型封裝）。我們與需要長期提供引線框產品的客戶合作，以透過與客戶協商降低成本並提升服務，以達致長期合作。本集團亦已實施「產品及服務相關投訴處理指引-QSG 3004」，以處理客戶投訴。按我們的政策，若客戶投訴屬合理，我們將接受退換貨。

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During the Reporting Period, owing to our strict adherence to the quality production and services assurance process, the sales returned and/or complaints owing to quality and services defects amounted to only 0.76% of the total turnover. Furthermore, all returned products and/or complaints were immediately remedied and settled to the satisfaction of the clients.

Intellectual property rights

The Group recognizes the importance of intellectual property (IP) rights especially as a holder of patents and trademarks itself. The Group has established the internal “Intellectual Property Ownership Agreement” to ensure that the employee will keep in confidence all the employer’s confidential information, including the IP, as well as trade secrets and know-how. Without the consent of the Group, the patent owned by the company is prohibited to be infringed, transferred or sold.

The Group did not receive any intellectual property rights complaints during the Reporting Period.

Consumer data protection

The Group generates a great amount of private, confidential and sensitive data from our suppliers, co-operation partners, customers and employees worldwide. Our clients consistently provide us with their integrated circuit designs, operation status, financial positions and commercial terms of contracts, etc. We at all times abide by the Personal Data (Privacy) Ordinance of Hong Kong and other relevant laws, regulations and requirements in both Hong Kong and the PRC and other jurisdictions where we operate to ensure that we safeguard and protect all such information. All employees are required to sign an undertaking assuring they will not access and use the information they may come across at work without the approval of the Group as outlined in clause 7 of our employee handbook. The Group has the right to take legal action against employees if they breach their undertaking. We have also enforced special management procedures and instigated security protection hardware to prevent unauthorized access and possible information leakage. The Group did not experience any private information leakage during the Reporting Period.

於報告期間，由於我們嚴格遵守高水準生產及服務保證流程，有關質量及服務缺陷的銷售退貨及／或投訴僅佔總營業額的0.76%。此外，所有退回產品及／或投訴均即時以令客戶滿意的方式予以補救及解決。

知識產權

作為專利及商標持有人，本集團深明知識產權的重要性。本集團已制定內部「知識產權擁有權協議」，以確保僱員對僱主的所有機密資料（包括知識產權）以及商業秘密及技術知識保密。未經本集團同意，禁止侵犯、轉讓或出售公司擁有的專利。

於報告期間，本集團並無接獲任何有關知識產權的投訴。

客戶資料保護

本集團自全球供應商、合作夥伴、客戶及僱員獲得大量私人、機密及敏感資料。客戶經常向我們提供其集成電路設計、營運狀況、財務狀況及合同商業條款等。我們一貫遵守香港《個人資料（隱私）條例》及香港及中國以及我們經營所處其他司法權區的其他相關法律、法規及規定，以確保我們保障及保護所有有關資料。如我們的僱員手冊第7條所述，所有僱員須簽署承諾書，確保在未經本集團批准的情況下，僱員不得獲取及使用其在工作期間無意獲知的資料。若違反承諾，本集團有權採取法律行動控訴有關僱員。本集團亦已執行特殊管理程序及啟用安全保護硬件以防止未經授權獲取及可能洩露有關資料。於報告期間，本集團概無發生私人資料遭洩露事件。

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B7. ANTI-CORRUPTION

The Group strictly prohibits any form of bribery and corruption and all staff are required to comply with both all the relevant laws and regulations in the countries we operate in and the Group's internal policies as covered in the employee handbook. Under the Code of Conduct in Section 6 of the employee handbook, proper monitoring and management of the issues related to bribery, conflict of interests and intellectual property rights are outlined and channels and procedures for reporting any misconduct, malpractice or illegal behaviour are included.

No employees may solicit advantage from any persons (including individuals and entities of any kind whether or not having a separate legal identity) having dealings with the Group (e.g., customers, suppliers, contractors, consultants, financial service providers, etc.). Employees should decline to accept an advantage if:

- the acceptance could affect employees' objectivity or induce them to act against the interests of the Group;
- the acceptance could lead to questions or complaints of bias, favouritism or impropriety; and
- employees feel that they would be obliged to reciprocate an advantage by returning a favour in connection with any business dealings.

The Group reported no cases relating to corruption, bribery, extortion, fraud and money laundering during the Reporting Period.

B8. COMMUNITY INVESTMENT

The Group has carried out its business and operation in an environmentally and socially friendly manner and is committed to Corporate Social Responsibility in accordance with the Electronic Industry Citizenship Coalition (EICC) Code of Conduct. We have allocated resources to encourage employees to provide voluntary services and participate in voluntary and charitable events to support society, the local community and those in need.

B7. 反貪污

本集團嚴禁任何形式的貪污受賄，且全體員工均須遵守我們經營所在國家的相關法律法規以及僱員手冊所涵蓋本集團的內部政策。僱員手冊第六條行為守則概述受賄、利害衝突及知識產權相關問題的適當監管及管理，並載列任何不當行為、違規行為或違法行為的舉報途徑及程序。

僱員不得向與本集團有業務往來的任何人士（包括個人及任何類型的實體，不論是否具有獨立的法人身份）（例如客戶、供應商、承包商、顧問、金融服務提供者等）索取利益。在下列情況下，僱員應拒絕收受利益：

- 收受利益會影響僱員的客觀性或誘使彼等違背本集團利益的行事；
- 收受利益可能會導致出現偏頗、偏袒或不當行為的問題或投訴；及
- 僱員認為，其將有義務就任何業務往來給予好處，作為回報。

於報告期間，本集團並無發生任何有關貪污、賄賂、勒索、欺詐及洗黑錢的案件。

B8. 社區投資

本集團以環境及社會友好方式開展業務及營運，並致力於遵照電子行業行為準則以承擔企業社會責任。我們亦已進行資源投放以鼓勵僱員提供志願服務以及參與志願及慈善活動，支持社會、地方社區及有需要的人士。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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SUMMARY OF KEY PERFORMANCE INDICATORS

關鍵績效指標總覽

Environmental Aspects

環境層面

Aspect A1: Emissions

層面 A1 : 排放物

	2021 二零二一年	Unit 單位
A1.2 Greenhouse gas emissions in total and intensity 溫室氣體總排放量及密度		
Scope 1 ¹ 範圍1 ¹	76.5	tonnes CO ₂ -e 噸二氧化碳當量
Scope 2 範圍2	12,508.1	tonnes CO ₂ -e 噸二氧化碳當量
Total GHG emissions 溫室氣體總排放量	12,584.6	tonnes CO ₂ -e 噸二氧化碳當量
Intensity (by revenue) ² 密度 (按收益計算) ²	34.2	tonnes CO ₂ -e/million HKD 噸二氧化碳當量/百萬港元
A1.3 Hazardous waste 有害廢棄物		
Total hazardous waste produced 所產生有害廢棄物總量	4.1	tonnes 噸
Intensity (by revenue) 密度 (按收益計算)	11.1	kg/million HKD 千克/百萬港元
Aspect A2: Use of Resources 層面 A2 : 資源使用		
A2.1 Direct and/or indirect energy consumption by type 按類型劃分的直接及/或間接能源消耗量		
Direct energy consumption ³ 直接能源消耗量 ³	1,055.4	GJ 吉焦
Indirect energy consumption 間接能源消耗量	20,501.7	MWh 兆瓦時
Total energy consumption 能源總消耗量	20,794.8	MWh-e 兆瓦時等值
Intensity (by revenue) 密度 (按收益計算)	56.5	MWh-e/million HKD 兆瓦時等值/百萬港元
A2.2 Water consumption in total and intensity 總耗水量及密度		
Total water consumption 總耗水量	1,288,248.00	m ³ 立方米
Intensity (by revenue) 密度 (按收益計算)	3,500.7	m ³ /million HKD 立方米/百萬港元

- 1 The emissions factor used for calculating the emissions generated from diesel consumption in China is adopted from 《電子設備製造企業溫室氣體排放核算方法與報告指南(試行)》。用於計算中國柴油消耗所產生的排放量系數來自《電子設備製造企業溫室氣體排放核算方法與報告指南(試行)》。
- 2 The intensity calculation is based on the annual revenue (HKD 368 million) during the Reporting Period. 密度乃根據報告期間的年度收益(368,000,000港元)計算。
- 3 The calorific value used for calculating the diesel consumption in China is adopted from 《綜合能耗計算通則》(GBT 2589-2020)。用於計算中國柴油消耗量的熱值來自《綜合能耗計算通則》(GBT 2589-2020)。

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Social Aspects

社會層面

2021

二零二一年

Aspect B1: Employment

層面B1：僱傭

B1.1	Total workforce		
	員工總數		
	Total number of employees		762
	僱員總數		
	By gender	Female	425
	按性別劃分	女性	
		Male	337
		男性	
	By employment type	Full-time	762
	按僱傭類型劃分	全職	
		Part-time	0
		兼職	
	By age group	Under 30 years old	225
	按年齡組別劃分	30歲以下	
		31-40 years old	370
		31-40歲	
		41-50 years old	155
		41-50歲	
		Over 50 years old	12
		50歲以上	
	By geographical region	China	762
	按地區劃分	中國	
B1.2	Employee turnover rate		
	僱員流失比率		
	Total employee turnover rate		9%
	僱員總流失率		
	By gender	Female	10%
	按性別劃分	女性	
		Male	7%
		男性	
	By employment type	Full-time	9%
	按僱傭類型劃分	全職	
		Part-time	0%
		兼職	
	By age group	Under 30 years old	16%
	按年齡組別劃分	30歲以下	
		31-40 years old	8%
		31-40歲	
		41-50 years old	1%
		41-50歲	
		Over 50 years old	0%
		50歲以上	
	By geographical region	China	9%
	按地區劃分	中國	

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Social Aspects		2021
社會層面		二零二一年
Aspect B2: Health and Safety		
層面 B2 : 健康與安全		
B2.1	Number of work-related fatalities 因工亡故的人數	0
	Rate of work-related fatalities 因工亡故的比率	0%
B2.2	Lost days due to work injury 因工傷損失工作日數	25
Aspect B3: Development and Training		
層面 B3 : 發展及培訓		
B3.1	Number of trained employees 受訓僱員人數	
	Total number of trained employees 受訓僱員總數	253
	Percentage of total employees trained 受訓僱員百分比	33%
	By gender	
	按性別劃分	
		Female 48%
		Male 52%
	By level	
	按員工級別劃分	
		Management 3%
		Middle level 15%
		Entry level 82%
		初級員工
B3.2	Average training hours completed 完成受訓的平均時數	
	Training hours per employee 每名僱員受訓時數	1.1 hours
		1.1小時
	By gender	
	按性別劃分	
		Female 0.9 hours
		女性 0.9小時
		Male 1.3 hours
		男性 1.3小時



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Social Aspects

社會層面

2021
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Aspect B5: Supply Chain Management

層面B5：供應鏈管理

B5.1	Number of suppliers by geographical region		
	按地區劃分的供應商數目		
	Total number of suppliers		69
	供應商總數		
	By geographical region		
	按地區劃分		
		Hong Kong	12
		香港	
		China	52
		中國	
		Japan	1
		日本	
		Korea	2
		韓國	
		Singapore	1
		新加坡	
		Taiwan	1
		台灣	

Aspect B6: Product Responsibility

層面B6：產品責任

B6.1	Percentage of total products sold or shipped subject to recalls		0.76%
	已售或已運送產品總數中須回收的百分比		
B6.2	Number of products and service-related complaints received		0
	接獲關於產品及服務的投訴數目		

Aspect B7: Anti-corruption

層面B7：反貪污

B7.1	Number of concluded legal cases		0
	已審結的訴訟案件數目		

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環境、社會及管治報告

CONTENT INDEX OF ESG GUIDE

環境、社會及管治指引內容索引

Aspects, General

Disclosures and KPIs

層面、一般披露及
關鍵績效指標

Description

說明

Reference

參考頁次

A. Environmental

A. 環境

Aspect A1: Emissions

層面 A1 : 排放物

General Disclosure

Information on:

P. 9-13

- (a) The policies; and
- (b) Compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste

一般披露

有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的：

- (a) 政策；及
- (b) 遵守對發行人有重大影響的相關法律及規例的資料

KPI A1.1

The types of emissions and respective emissions data

P. 10

關鍵績效指標 A1.1

排放物種類及相關排放數據

KPI A1.2

Direct and energy indirect greenhouse gas emissions and, where appropriate, intensity

P. 11, 27

關鍵績效指標 A1.2

直接及能源間接溫室氣體排放量及（如適用）密度

KPI A1.3

Total hazardous waste produced and, where appropriate, intensity

P. 12, 27

關鍵績效指標 A1.3

所產生有害廢棄物總量及（如適用）密度

KPI A1.4

Total non-hazardous waste produced and, where appropriate, intensity

P. 12

關鍵績效指標 A1.4

所產生無害廢棄物總量及（如適用）密度

KPI A1.5

Description of emissions target(s) set and steps taken to achieve them

P. 10-12

關鍵績效指標 A1.5

描述所訂立的排放量目標及為達到這些目標所採取的步驟

KPI A1.6

Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them

P. 11-12

關鍵績效指標 A1.6

描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟



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Aspects, General

Disclosures and KPIs 層面、一般披露及 關鍵績效指標	Description 說明	Reference 參考頁次
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Aspect A2: Use of Resources

層面 A2 : 資源使用

General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials 有效使用資源 (包括能源、水及其他原材料) 的政策	P. 13-15
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity 按類型劃分的直接及／或間接能源總耗量及密度	P. 13-14, 27
關鍵績效指標 A2.1		
KPI A2.2	Water consumption in total and intensity 總耗水量及密度	P. 15, 27
關鍵績效指標 A2.2		
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟	P. 14-15
關鍵績效指標 A2.3		
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟	P. 14-15
關鍵績效指標 A2.4		
KPI A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced 製成品所用包裝材料的總量及 (如適用) 每生產單位佔量	P. 15
關鍵績效指標 A2.5		

Aspect A3: The Environment and Natural Resources

層面 A3 : 環境及天然資源

General Disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources 減低發行人對環境及天然資源造成重大影響的政策	P. 15-16
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動	P. 15-16
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Aspects, General Disclosures and KPIs 層面、一般披露及 關鍵績效指標	Description 說明	Reference 參考頁次
B. Social		
B. 社會		
Employment and Labour Practices		
僱傭及勞工常規		
Aspect B1: Employment		
層面 B1 : 僱傭		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare	P. 17-20
一般披露	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料	
KPI B1.1	Total workforce by gender, employment type, age group and geographical region	P. 20, 28
關鍵績效指標 B1.1	按性別、僱傭類型、年齡組別及地區劃分的僱員總數	
KPI B1.2	Employee turnover rate by gender, age group and geographical region	P. 28
關鍵績效指標 B1.2	按性別、年齡組別及地區劃分的僱員流失比率	
Aspect B2: Health and Safety		
層面 B2 : 健康與安全		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards	P. 21
一般披露	有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料	
KPI B2.1	Number and rate of work-related fatalities occurred	P. 29
關鍵績效指標 B2.1	因工亡故的人數及比率	
KPI B2.2	Lost days due to work injury	P. 29
關鍵績效指標 B2.2	因工傷損失工作日數	
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored	P. 21
關鍵績效指標 B2.3	描述所採納的職業健康與安全措施，以及相關執行及監察方法	

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Disclosures and KPIs 層面、一般披露及 關鍵績效指標	Description 說明	Reference 參考頁次
Aspect B3: Development and Training		
層面 B3：發展及培訓		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動	P. 22
KPI B3.1 關鍵績效指標 B3.1	The percentage of employees trained by gender and employee category 按性別及僱員類別劃分的受訓僱員百分比	P. 29
KPI B3.2 關鍵績效指標 B3.2	The average training hours completed per employee by gender and employee category 按性別及僱員類別劃分，每名僱員完成受訓的平均時數	P. 29
Aspect B4: Labour Standards		
層面 B4：勞工準則		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料	P. 22-23
KPI B4.1 關鍵績效指標 B4.1	Description of measures to review employment practices to avoid child and forced labour 描述檢討招聘慣例的措施以避免童工及強制勞工	P. 22-23
KPI B4.2 關鍵績效指標 B4.2	Description of steps taken to eliminate such practices when discovered 描述在發現違規情況時消除有關情況所採取的步驟	P. 22-23

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Description 說明

Reference 參考頁次

Operating Practices

營運慣例

Aspect B5: Supply Chain Management

層面B5：供應鏈管理

General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain 管理供應鏈的環境及社會風險政策	P. 23-24
KPI B5.1 關鍵績效指標B5.1	Number of suppliers by geographical region 按地區劃分的供應商數目	P. 30
KPI B5.2 關鍵績效指標B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法	P. 23-24

Aspect B6: Product Responsibility

層面B6：產品責任

General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料	P. 24-25
KPI B6.1 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons 已售或已運送產品總數中因安全與健康理由而須回收的百分比	P. 25, 30
KPI B6.2 關鍵績效指標B6.2	Number of products and service-related complaints received and how they are dealt with 接獲關於產品及服務的投訴數目以及應對方法	P. 30
KPI B6.3 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights 描述與維護及保障知識產權有關的慣例	P. 25
KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedures 描述質量檢定過程及產品回收程序	P. 24
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored 描述消費者資料保障及私隱政策，以及相關執行及監察方法	P. 25

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Aspect B7: Anti-corruption		
層面B7：反貪污		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料	P. 26
KPI B7.1 關鍵績效指標 B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果	P. 26, 30
KPI B7.2 關鍵績效指標 B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored 描述防範措施及舉報程序，以及相關執行及監察方法	P. 26
Community		
社區		
Aspect B8: Community Investment		
層面B8：社區投資		
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策	P. 26
KPI B8.1 關鍵績效指標 B8.1	Focus areas of contribution 專注貢獻範疇	N/A 不適用
KPI B8.2 關鍵績效指標 B8.2	Resources contributed to the focus area 在專注範疇所動用資源	N/A 不適用

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