

SINGAMAS

勝獅貨櫃企業有限公司
SINGAMAS CONTAINER HOLDINGS LIMITED

HKEx Stock Code 港交所上市編號：716



2019 Environmental, Social and
Governance Report
環境、社會及管治報告

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OUR REPORT 我們的報告

VISION, MISSION AND VALUE

Over the past twelve months, we have been striving to transform into the “New Singamas”, a leading manufacturer of specialised containers and logistics services provider in the world.

Singamas Container Holdings Limited (the “Group” or “We”) always regard corporate social responsibility as its business philosophy and creates shared and sustainable value with its stakeholders in the economic, social and environmental aspects. We strive to be a leading specialised container manufacturer and logistics services provider in the world by providing high quality, technological advanced and reliable products to satisfy our customers’ needs, create long-term and sustainable value for our shareholders and share achievements with our employees.

We are committed to implementing ecological and efficient processes in our business, contributing to the preservation of global resources and progress of the society.

願景、使命及價值

過去十二個月，我們努力轉型為「新勝獅」—領先全球的特種集裝箱製造商和物流服務提供商。

勝獅貨櫃企業有限公司(「集團」或「我們」)一直視企業社會責任為經營理念，與持份者在經濟、社會及環境層面創造共享及可持續價值。我們通過提供高質量，技術先進和可靠的產品來滿足客戶的需求，為股東創造長期和可持續的價值，並與員工分享成就，致力成為全球領先的特種集裝箱製造商和物流服務提供商。

我們承諾於業務中實施生態高效的流程，為保護全球資源和社會進步作出貢獻。





REPORTING SCOPE AND PERIOD

This report aims to review the performance and achievements of the Group in the environmental, social and governance aspects in 2019 and is prepared in accordance with the Environmental, Social and Governance Reporting Guide (“the Guide”) issued by The Stock Exchange of Hong Kong Limited (“the Stock Exchange”). This report complies with all “comply or explain” provisions and reports all recommended disclosures of the Guide.

The content of this report covers the information and operating activities of the Group’s headquarters in Hong Kong, management office in Shanghai and our factories located in the People’s Republic of China (the “PRC”), which are financially significant and operationally influential to the Group. In light of the business contributions to the Group’s overall revenue from the container depots, terminals and logistics businesses attributing a relatively small proportion, the part is not included in the report.

In support of the Group’s development strategy, we disposed five subsidiaries in mid-2019, including Qidong Singamas Energy Equipment Co., Ltd. (“Qidong”), Ningbo Pacific Container Co., Ltd. (“Ningbo”), Qingdao Pacific Container Co., Ltd. (“Qingdao”), Qidong Pacific Port Co., Ltd. (“Qidong Port”) and Singamas Container Holdings (Shanghai) Limited (“Singamas Shanghai”). Therefore, the reporting period of the above companies is from 1 January to 31 July 2019. For other operating locations include the Hong Kong Head Office, Shanghai Management Centre, Qidong Singamas Offshore Equipment Co, Ltd. (“Qidong Offshore”), Shanghai Baoshan Pacific Container Co., Ltd. (“Shanghai Baoshan”), Singamas Container Industry Co., Ltd. (“Yixing”), Shanghai Pacific International Container Co., Ltd. (“Shanghai Jiading”), Huizhou Singamas Energy Equipment Co., Ltd. (“Huizhou”), and Xiamen Pacific Container Manufacturing Co., Ltd. (“Xiamen”), the reporting period is from 1 January to 31 December 2019 (“YR2019”), which is the same as the financial period covered in our annual report.

報告範圍及報告期間

本報告旨在檢討集團在二零一九年實施的環境、社會及管治上的表現及成效，並根據香港聯合交易所有限公司（「聯交所」）發布的《環境、社會及管治報告指引》（「指引」）制定。本報告已遵守指引的所有「不遵守就解釋」條文，並匯報了指引的所有建議披露內容。

本報告內容涵蓋對集團有財務重要性及營運影響力的業務，包括香港總辦公室、上海管理中心，以及設在中華人民共和國（「中國」）的工廠的資訊及營運活動。鑑於集裝箱堆場、碼頭及物流業務佔集團業務貢獻，即總收入比重較輕，故此部分不納入在本報告中。

為配合集團的發展策略，我們於二零一九年年中出售了五家子公司，包括啟東勝獅能源裝備有限公司（「啟東」）、寧波太平貨櫃有限公司（「寧波」）、青島太平貨櫃有限公司（「青島」）、啟東太平港務有限公司（「啟東港」）及勝獅貨櫃管理（上海）有限公司（「上海勝獅」）。故此，上述公司的報告期間為二零一九年一月一日至七月三十一日。而其他的營運地點包括香港總辦公室、上海管理中心、啟東勝獅海工裝備有限公司（「啟東海工」）、上海寶山太平貨櫃有限公司（「上海寶山」）、勝獅貨櫃工業有限公司（「宜興」）、上海太平國際貨櫃有限公司（「上海嘉定」）、惠州勝獅能源裝備有限公司（「惠州」）、及廈門太平貨櫃製造有限公司（「廈門」），報告期間為二零一九年一月一日至十二月三十一日（「二零一九年」），與年報的財政期間相同。



OUR REPORT 我們的報告



CHANNEL FOR FEEDBACK COLLECTION

The Group welcomes all stakeholders and the public to provide valuable comments and suggestions to info@singamas.com on the content of the Report, the reporting approach as well as the Group's sustainability performance.

REPORTING PRINCIPLES

We have taken the following reporting principles into account in development of this Report:

- **Materiality:** We regularly engage our stakeholders to better understand their concerns relating to sustainability issues that affect them. We also make regular reference to our peers and both local and regional sustainability criteria when we review our sustainability context, materiality and disclosures in order to keep our sustainability priorities and strategy relevant. Risk factors relating to material sustainability issues are integrated into the Group's risk management framework. The Board and the management of the Group regularly review the sustainability issues that are most significant to our business and operations, and consider the issues discussed in this Report to be material to the Group.
- **Quantitative:** For the quantitative information reported in this report, such as environmental KPIs, we disclosed the data for the current year and explained how to collect and calculate relevant data when appropriate and feasible to enable stakeholders to compare our performance over time.
- **Balance:** We aim to keep our report balanced and make fair disclosures on critical aspects of our performance, both in terms of progress made and continuing challenges that we are dealing with.
- **Consistency:** Since 2015, we have reported in accordance with the Guide, which allows for year-to-year comparison with our previous performance.

反饋機制渠道

集團歡迎各持份者及公眾就本報告內容、報告方式以及集團的可持續發展表現提供寶貴意見及建議，並電郵至info@singamas.com。

匯報原則

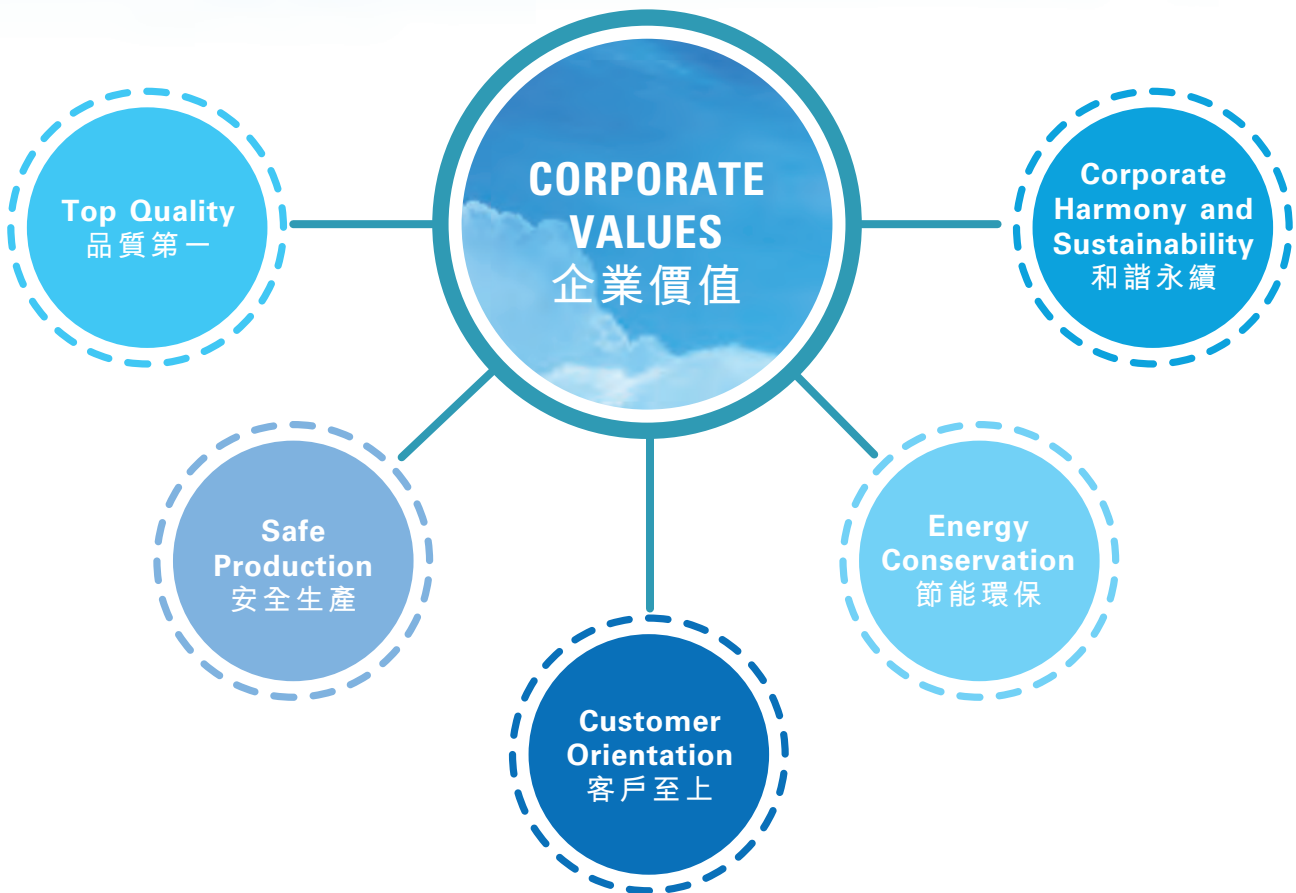
我們在制定本報告時考慮了以下的報告原則：

- **重要性：**我們定期與持份者溝通，以便更好地了解其關注影響他們的可持續發展議題。當我們審視可持續發展的情況、重要性及披露時，我們會定期參考同行及本地和地區的可持續發展標準，確保我們在可持續發展的重點和策略上與之相應。與重大的可持續發展議題相關的風險因素已納入集團的風險管理框架。董事會和集團管理層會定期審查對我們的業務和運營最重要的可持續性議題，並認為本報告中討論的議題對本集團至關重要。
- **量化：**就本報告內匯報的量化資料，如環境關鍵績效指標，我們披露了本年度的數據，並在適當可行的情況下解釋如何收集及計算有關數據，讓持份者就我們的表現隨時間作出比較。
- **平衡性：**我們的目標是維持報告平衡，並就集團表現最關鍵方面的進度及持續挑戰作出公平披露。
- **一致性：**我們自二零一五年起遵循指引進行匯報，讓集團就過去表現可按年比較。





MESSAGE FROM MANAGEMENT 管理層寄語



2019 has been a very challenging year. Due to the trade tensions between the United States of America (“US”) and the PRC, the container manufacturing industry was confronted with keen competition as the sector began to enter a new low. With the demand for dry freight containers weakened significantly during the review period, the Group’s manufacturing business was duly impacted.

Despite the challenges we faced, the Group has no doubt in committing ourselves to sustainability in our businesses. We therefore proudly present, our 2019 Environmental, Social and Governance (“ESG”) Report, which is the fifth ESG report of the Group.

Sustainable development is a strategic imperative for our business and integral to our overall approach to building long-term value for our shareholders. We connect the success of our business with social progress and create a win-win situation for the Group and society.

二零一九年是具挑戰性的一年，由於美利堅合眾國（「美國」）與中國的貿易關係緊張令集裝箱製造行業開始陷入新低潮及激烈競爭。回顧期內，乾集裝箱的需求顯著減弱，本集團的製造業務因此受到影響。

儘管我們面臨挑戰，集團仍無疑地致力於業務中實行可持續發展。我們因而自豪地發表二零一九年環境、社會及管治報告，這是本集團發布的第五份環境、社會及管治報告。

可持續發展是我們的業務策略，融入於整體方針，為我們的股東創造長遠價值。我們將業務的成功與社會進步緊扣在一起，與社會同創共贏。



MESSAGE FROM MANAGEMENT

管理層寄語

To ensure the relevance of our commitments, we have updated our materiality analysis. We have re-prioritised the issues to which we must respond, in order to adjust our Corporate Social Responsibility (“CSR”) policy as closely as possible to the current expectations of all our stakeholders.

In the past year, Singamas focused on its investment and efforts on marketing and product development in customised specialised containers, in particular, power generator containers and energy storage containers that generate and store electricity from renewable and “green” energy, which not only facilitate residents living in remote areas but also reduce the generation of greenhouse gases.

I would like to sincerely thank our business units for their tireless efforts and seamless coordination in fast-tracking these necessary enhancements in our management approach. Going forward, we will take a balanced view of purpose and profit, striving to deliver impressive returns for our shareholders, while responding to the needs and interests of all our stakeholders.

By order of the Board

Chan Kwok Leung

Executive Director and Chief Operating Officer



為了確保我們的承諾與時俱進，我們已更新重要性分析。我們已對必須作出回應的事項重新排列優先次序，以便調整我們的企業社會責任政策，使其盡可能貼近所有持份者的現有期望。

在過去的一年中，勝獅專注於定制特種集裝箱的營銷和產品開發的投資工作，特別是儲能集裝箱和發電機箱，它們利用可再生和「綠色」能源發電和儲存電能，不僅為居住在偏遠地區的居民提供了便利，而且還減少了溫室氣體的產生。

我衷心感謝各營運單位的不斷努力及無縫協調，令管理方針的改善措施得以加快推行。展望未來，我們會在目標和盈利之間爭取平衡，務求為股東賺取商業回報的同時，回應我們所有持份者的需要及利益。

承董事會命

執行董事兼首席營運總監

陳國樑





STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

持份者參與及重要性評估

STAKEHOLDER ENGAGEMENT

持份者參與



To achieve long term success and sustainability, we are committed to building and maintaining last-long relationships with our key stakeholders. Our main stakeholders include customers, employees, shareholders and investors, regulatory agencies, suppliers and local community. We regularly engage our stakeholders to identify sustainability topics which are of importance to them as well as to identify business opportunities and address acknowledged risks, in order to further our sustainable development efforts.

為達致長遠的成功及可持續發展，我們致力與主要的持份者建立及保持持久的關係。我們的主要持份者包括客戶、僱員、股東及投資者、監管機構、供應商及當地社區。我們定期與持份者溝通，以識別對他們而言至關重要的可持續發展議題，並藉此洞悉商遇和管理已知的風險，以進一步推動我們在可持續發展上的工作。





STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

持份者參與及重要性評估

The following table summarizes the communication channels with major stakeholders: 下表概列與主要持份者的溝通渠道：

Stakeholder groups 持份者組別	Regular engagement channels 溝通渠道
Customers 客戶	<ul style="list-style-type: none"> • Phone calls/e-mails • Customer visits and factory audits • Trade exhibitions • Survey • 電話／電子郵件 • 客戶參觀及工廠審核 • 行業展覽會 • 問卷調查
Employees 僱員	<ul style="list-style-type: none"> • Training for occupational health and safety • Regular meetings • Internal circulars and publications/notice boards • Opinion collection boxes/mail boxes/e-mails • Job performance assessment • Survey • 職業健康與安全培訓 • 定期會議 • 內部刊物／告示板 • 意見箱／信箱／電子郵件 • 工作表現評核 • 問卷調查
Shareholders and investors 股東及投資者	<ul style="list-style-type: none"> • Annual results and interim results announcements • Annual reports/interim reports • Corporate website • 全年及中期業績公布 • 年報及中期報告 • 企業網站
Regulatory agencies 監管機構	<ul style="list-style-type: none"> • Government websites • Official documents/meetings • Written reports/visits • Monitoring/inspections and assessments • 政府網站 • 公文／會議 • 文書報告／拜訪 • 監督／檢查及評估





Stakeholder groups 持份者組別	Regular engagement channels 溝通渠道
Suppliers 供應商	<ul style="list-style-type: none"> • Phone calls/e-mails • On-site inspections • Annual audits for suppliers • Survey • 電話／電子郵件 • 實地考察 • 供應商年度審核 • 問卷調查
Local community 當地社區	<ul style="list-style-type: none"> • Participation in community activities • Donation/sponsorship • 參與社區活動 • 捐獻／贊助

MATERIALITY ASSESSMENT

During YR2019, the Group updated its materiality analysis in order to re-assess the issues it faces and the expectation of its internal and external stakeholders. This update will enable the Group to adjust its CSR policy during YR2020. We collected feedback and assessed the materiality of each relevant issue from our internal and external stakeholders through survey, a total of 318 questionnaires were received.

We reviewed the relevant issues identified in last stakeholder engagement results and made references to global sustainability issues as well as local and international reporting standards, 14 relevant issues were identified, covering environmental, employment and labour practices, operating practices and community investment which formed the basis of materiality assessment survey for the YR 2019.

重要性評估

於二零一九年，為重新評估集團面對的議題及其內部及外部持份者的期望，我們更新了重要性分析。此更新將使本集團得以調整二零二零年的企業社會責任政策。我們通過問卷調查收集內部及外部持份者反饋意見，並評估各相關議題的重要性，共收集了318份問卷。

我們檢討了對上一次由持份者參與結果所識別的相關議題，並參考本地及國際報告準則，共識別14項相關議題，涵蓋環境、僱傭及勞工慣例、經營慣例及社區投資作為二零一九年重要性評估問卷調查的依據。



STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

持份者參與及重要性評估



The following table shows the 14 ESG issues that were identified related to the Group's operations:

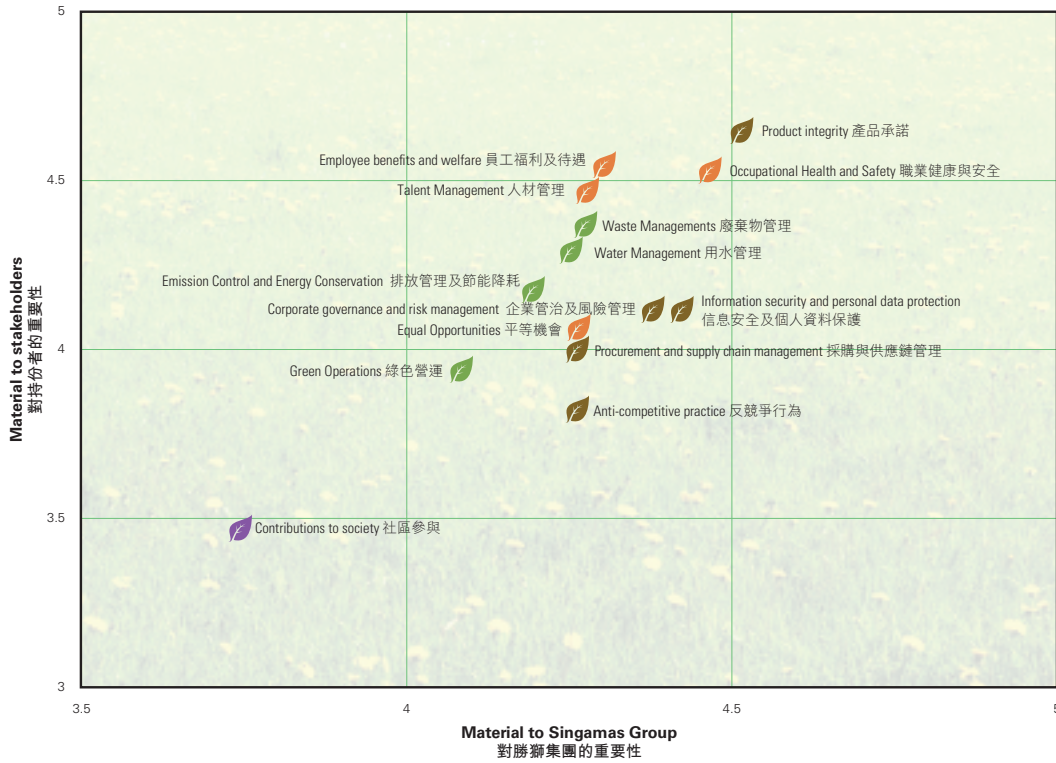
下表顯示了14個已識別與集團運營有關的ESG議題：

Environmental 環境	Operating practices 經營慣例
Emission Control and Energy Conservation Water Management Waste Managements Green Operations 排放管理及節能降耗 用水管理 廢棄物管理 綠色營運	Procurement and supply chain management Product integrity Corporate governance and risk management Anti-competitive practice Information security and personal data protection 採購與供應鏈管理 產品承諾 企業管治及風險管理 反競爭行為 信息安全及個人資料保護
Employment and labour practices 僱傭及勞工慣例	Community investment 社區投資
Employee benefits and welfare Equal Opportunities Occupational Health and Safety Talent Management 員工福利及待遇 平等機會 職業健康與安全 人材管理	Contributions to society 回饋社區








Materiality Matrix 重要性矩陣



The materiality of each relevant issue was assessed by its importance to the stakeholders and its impact to us. Based on the assessment results, a materiality matrix was plotted. There are nine issues identified as material issues, which are ranked in descending order in terms of the level of importance:

每項相關議題的重要性由其對持份者的重要程度及對我們的影響而決定。我們基於評估結果繪製重要性矩陣，並識別了9項重要議題，按其重要性程度降序排列如下：






- | | |
|---|---|
|  Product integrity |  產品承諾 |
|  Employee benefits and welfare |  員工福利及待遇 |
|  Occupational Health and Safety |  職業健康與安全 |
|  Talent Management |  人才管理 |
|  Waste Management |  廢棄物管理 |
|  Water Management |  用水管理 |
|  Emission Control and Energy Conservation |  排放管理及節能降耗 |
|  Corporate governance and risk management |  企業管治及風險管理 |
|  Information security and personal data protection |  信息安全及個人資料保護 |



STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT 持份者參與及重要性評估



Despite the following issues are less important to the Group or to the stakeholders, the basic management approaches of these materials have been taken into account in this report.

-  Equal Opportunities
-  Procurement and supply chain management
-  Green Operations
-  Anti-competitive practice
-  Contributions to society

儘管以下議題對集團或持份者而言的重要性較低，但我們在本報告中仍會說明其基本管理方針。

-  平等機會
-  採購與供應鏈管理
-  綠色營運
-  反競爭行為
-  小區參與



SHARED ENVIRONMENT

環境共榮



SHARED ENVIRONMENT

環境共榮



Management Approach and Policies

The Group is committed to environmental protection and sustainable development in a drive to fulfil its social responsibility as a corporate citizen. For a greener life, we manage our business development and production operations with careful regard to its environmental impact. In the past, the Group has formulated a number of management policies and measures such as waste gas management policy, waste management policy and green procurement policy. We endeavour to minimise the impact of its production process to the community and ecology and proactively improve our environmental performance.

With the Group's stringent compliance with all applicable environmental laws and regulations, there was no case of non-conformities that has been observed and recorded in the reporting period.

POLLUTION CONTROL

Pollution is an inevitable by-product during the process of production. However, as a responsible enterprise, we use our best efforts to minimise the pollutants produced by the Group's operations, fulfill our environmental commitments and create a society of sustainable development. For example, we have adopted the use of eco-friendly machineries, installed the sewage discharge system and implemented green office practices.

Emission Control

The Group's production process inevitably produces air pollutants, but we strictly comply with the People's Republic of China Air Pollution Prevention and Control Law and different standards for the emissions of waste gases set by different provinces and cities. The Group complies with regulations by using advanced technology and strict management to reduce air pollutants.

The main source of emissions in our production process is industrial waste gases from coating and painting. We have put in place corresponding treatment equipment and control measures to treat the exhaust pollutants so as to ensure that the waste gas emission level at each factory is in line with the requirements imposed by the local government. At the same time, the air emissions treatment facilities will be upgraded in time to meet more stringent emissions standards.

管理方針及政策

為承擔企業公民應盡的社會責任，集團致力落實推動環保及可持續發展。為了實現綠色生活，我們在管理業務發展和生產運營時，會認真考慮其對環境的影響。過去，集團制定多項的管理政策及措施，如：廢氣管理政策、廢棄物管理政策及綠色採購政策。我們盡力減低生產過程對社區及生態帶來的影響，積極提升我們的環保表現。

集團嚴格遵守所有適用的環保法例和法規，報告期內，我們並無發現及紀錄違規行為個案。

污染控制

在生產過程中，污染是不可避免的副產品。但是，作為一家負責任的企業，我們盡最大努力，減少集團經營活動產生的污染物，履行我們對環境的承諾，並創建一個可持續發展的社會。例如，我們採用了環保機械，安裝了污水排放系統並實施了綠色辦公。

排放管理

本集團的生產過程無可避免會產生空氣污染物。但是，我們嚴格遵從《中華人民共和國大氣污染防治法》、以及不同省市的廢氣排放指標。集團利用先進的技術和嚴格的管理來減少空氣污染物以達至排放合規。

我們的生產過程中主要排放源為來自塗料及塗裝的工藝廢氣，我們設有相應處理設備及控制措施，對廢氣污染物進行處理，以確保各個廠房的廢氣排放水平符合當地政府的要求。同時，我們會及時對廢氣處理設施進行升級改造，以應對更嚴格的環保標準。





We strictly manage exhaust emissions in accordance with the "Exhaust Gas Management Specifications". The following are our daily exhaust gas management measures:

我們嚴格按照《廢氣管理規範》管理廢氣排放，以下為我們的日常廢氣管理措施：

-  Conduct daily inspection of the organic wastage treatment facility to ensure the normal and stable operation.
-  對有機廢氣處理裝置進行每日巡檢，確保其運作正常及穩定。
-  Regular repair and maintenance of facilities is in place.
-  定期對設施進行維修和保養。
-  Adoption of waterborne paint for the replacement of solvent borne paint to reduce the release of volatile organic compounds (VOCs).
-  採用水性油漆代替油性油漆，以降低揮發性有機化合物的排放。
-  Set a separate, enclosed and negative-pressured area for coating spraying and pump the waste gases for further processing at the waste gas treatment facilities.
-  設置獨立、封閉及負壓的工作間進行噴塗，並將廢氣抽到廢氣處理設施作進一步處理。
-  Install and deploy catalytic combustion device, water curtain paint spray booth to reduce the emission of polluted particles and VOCs.
-  安裝及設置催化燃燒裝置及水幕除漆霧裝置，以減少顆粒物及揮發性有機化合物的排放。
-  Engage the third-party organization to conduct regular inspection on waste gas treatment facility.
-  委託第三方機構對廢氣設備進行定期檢測。

Case study: Upgrading Waste Gas Treatment Facilities 案例：升級廢氣處理設施

In the past, the Group upgraded the welding fume de-dusting equipment, which enables the welding fumes produced from the production process to pass through the ventilation ducts into dust collectors for exhaust gas treatment. The processed gas is finally discharged through the air outlet. Following the implementation of the project, the processed gas not only complies with the legal requirement and standard, but also achieves cleaner production and safeguarding of the occupational health of our employees. In addition, an acid mist absorption tower has been installed at the pickling station to dispose of acid mist and purify waste gas, and the waste water produced by the disposal approach is discharged into the sewage treatment station for treatment.

集團過去提升了車間焊煙除塵設備，生產過程中的焊接煙塵會經過通風管道進入除塵器內進行廢氣處理，最後通過出風口排出。項目實施後，經處理的廢氣除了符合法例要求及標準，亦達致清潔生產和保障員工的職業健康。另外，我們亦在酸洗工位安裝了酸霧吸收塔處置酸霧，淨化廢氣，而該處置方式所導致的廢水，均排入污水處理站處理。



SHARED ENVIRONMENT

環境共榮



Waste management

The Group carefully considers the life cycle of the materials used and actively strives for reuse and recycling to reduce waste at source and minimise the impact on the environment. The Group has formulated the management regulations and related measures for waste disposal with reference to the “National Catalogue of Hazardous Wastes”, the “Measures on the Management of Hazardous Waste Transfer”, the “Solid Waste Pollution Prevention Act” by the People’s Republic of China and the “Administrative Measures for Municipal Domestic Waste”. We also adhere to the 5R principle and explore appropriate ways to reduce the generation and landfill of solid waste.

For the management of non-hazardous waste, the Group adopts the 5R (i.e. Refuse, Reduce, Reuse, Repair and Recycle) management strategy to fulfill our commitment to waste management. Furthermore, we will properly store and label the hazardous wastes which are listed in the “National Catalogue of Hazardous Wastes” in accordance with the “Solid Waste Pollution Prevention Act” by the People’s Republic of China. We will engage companies which are qualified to process and recycle hazardous solid waste when the amount of waste stored reaches a certain level.

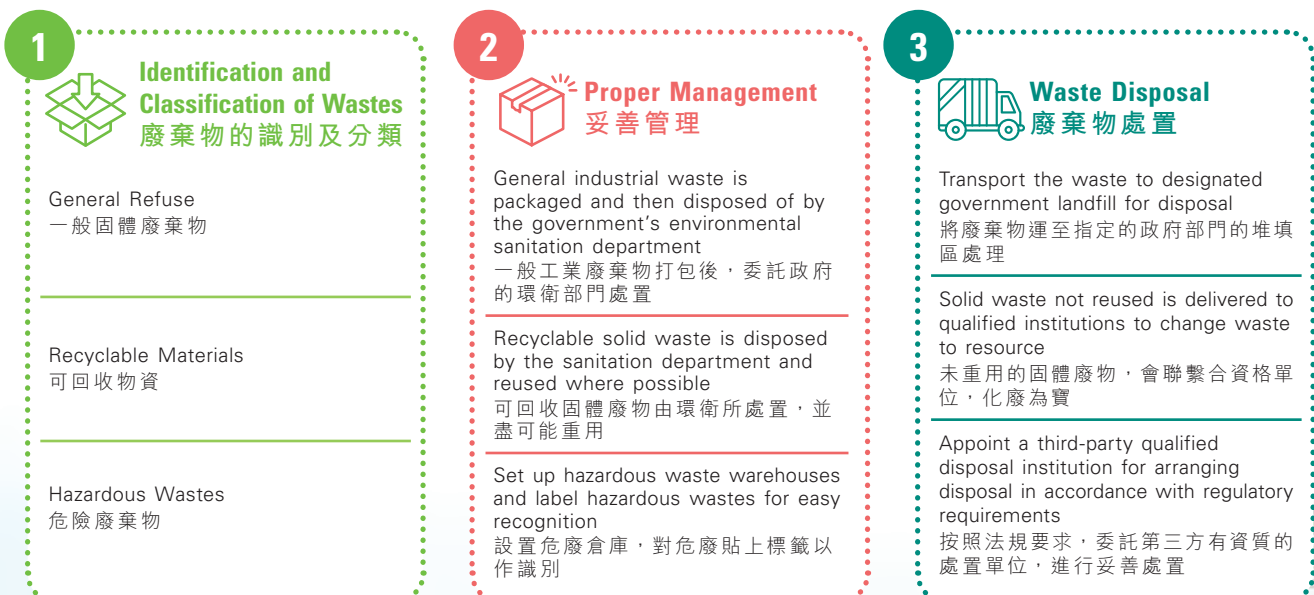
The following shows our waste management process:

廢棄物管理

集團慎重考慮所採用物料之生命週期，積極透過循環再用及循環再造，達致源頭減廢，力求減低對環境造成的影響。集團參照《國家危險廢物名錄》、《危險廢物轉移聯單管理辦法》、《中華人民共和國固體廢物污染環境防治法》及《城市生活垃圾管理辦法》，制定廢棄物處置的管理規範及有關措施，並堅持5R原則，探索減少固體廢棄物產生和填埋的適當途徑。

對於無害廢棄物的管理，集團依循5R的管理策略，即拒絕(Refuse)、減少(Reduce)、再利用(Reuse)、維修(Repair)和循環再造(Recycle)，以履行我們對廢棄物管理的承諾。此外，我們會根據《中華人民共和國固體廢物污染環境防治法》中列出的《國家危險廢物名錄》，妥善儲存及標籤危險廢棄物，當儲存到一定數量時，我們會安排合資格的有害固體廢物處理公司進行回收處理。

以下為我們的廢棄物處理流程：





The following is the average amount of waste produced per month during the reporting period:

以下為報告期內每月平均產生的廢棄物量：



VOLUME OF WASTE GENERATED 廢棄物產量

Unit: Tonnes
單位：公噸

Annual quantity
年度數量

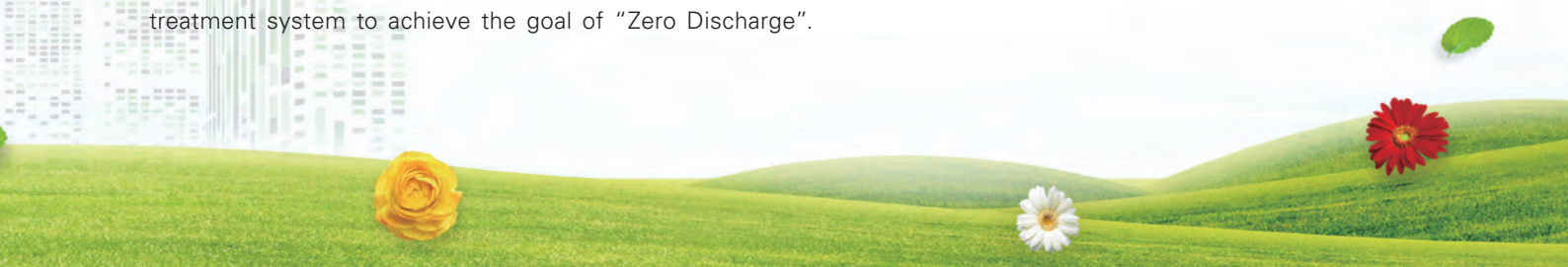


Wastewater discharge management

The Group is having a great concern about the environmental impact of wastewater generated during the production process, so a comprehensive sewage discharge management method has been put in place, whereby the waste water will be reused in production process after treatment by the wastewater treatment system to achieve the goal of “Zero Discharge”.

污水排放管理

本集團十分關注生產過程中產生的污水對環境造成的影響，故針對污水排放制訂了一套完善的污水排放管理方法，經污水處理系統處理後的污水，會於生產過程中被重用，以達致污水「零排放」目標。



SHARED ENVIRONMENT

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In addition, the Group continues to adopt innovative industrial waste water treatment technologies. We will carry out regular repair and maintenance to ensure the normal operation of the wastewater treatment facilities so as to prevent environmental pollution accidents. Furthermore, all the pipelines with the Group's factories are all arranged in a "separate drainage and sewerage systems" to split the discharge of unpolluted rainwater and sewage respectively in order to lessen the burden of sewage treatment processing and prevent the potential water pollution to the surrounding areas. We also engage qualified inspection institutions to conduct tests for emission targets and discharge volume of wastewater pollutants to ensure that the discharged wastewater meets the emission target specified on the pollutant discharge permit.

The sewage vents of Shanghai Jiading factory are equipped with automatic monitoring equipment, which is connected to local environmental protection office, to prevent any form of water pollution incidents and minimize pollution on local soil and water sources.

EFFECTIVE USE OF RESOURCES

Climate change, environmental deterioration and depletion of natural resources are some of the global challenges we are collectively facing. Addressing these issues require actions to be taken at all levels. As a responsible business, the Group is committed to contributing to solutions by operating sustainably, based on our business philosophy for "Green Production" and "Saving Energy and Reducing Emissions", the Group has proactively adopted clean production technologies to reduce unnecessary resources usage, and implemented new energy conservation and emission reduction measures. Various practices for energy saving and emission reduction have already been in place in the Group's factories. All these practices show our commitment to prevent all kinds of pollutions arise from production and minimise the potential environmental risks.

Energy Conservation

The Group continuously reviews feasible strategies and measures for energy conservation and seeks for opportunities to use more renewable energy. We have identified more energy saving and carbon reduction measures at the operational level through systematic monitoring and regular assessment. In 2019, the aggregate electricity consumption for the Group was 95,130,436.29 kWh.



另外，集團亦持續採用革新的工業廢水處理技術，定期進行維修保養，保證廢水防治設施的正常運行，以防造成環境污染事故。為了減輕污水處理過程的負擔及防止周邊地區的水污染，集團工廠內部的管道均採用「雨污分流」系統，將未受污染的雨水及廢水分開排放。我們亦委託有資質的檢測機構，定期對廢水污染物排放指標及排放量進行檢測，確保所排放的污水均符合污染物排污許可證的排放指標。

上海嘉定工廠的污水排放口更設置自動監測設備，與當地環境局聯網，以期杜絕任何形式的水污染事故發生，避免當地土壤及水源受到污染。

善用資源

氣候變化、環境惡化及天然資源耗盡是我們共同面對的全球挑戰，並且需要從各個層面採取行動以回應有關問題。集團作為負責任的企業，致力以可持續營運為解決方案，秉持「綠色生產，節能減排」的經營理念。積極採納清潔生產技術，降低不必要的資源使用，落實新的節能減排措施。集團的工廠已實施各種節能減排項目，彰顯我們避免生產帶來的各種污染及減少潛在的環境風險的承諾。

節能降耗

集團持續檢視節約能源的可行策略和措施，並尋找機會使用更多可再生能源。我們透過有系統的監測及定期評估，於營運層面辨識更多節能和減碳的措施。於2019年，集團總用電量為95,130,436.29千瓦時。





The Group has been working on various energy saving implementation projects to further reduce the energy consumption level.

集團實施多項節能工程，以進一步降低能源消耗量。

Case sharing: Energy Conservation

個案分享：節能降耗

In May 2019, Shanghai Baoshan continued its LED retrofit plan last year and expanded the scope of application of LED lamps. 200 electric bulbs in the original workshop were converted into LED lights and 200 fluorescent lamps in the office building were converted into LED lights. It helped the Group to save approximately 100,000 kWh of electricity, equal to approximately 125.52 kg of carbon dioxide emission.

2019年5月，上海寶山延續去年的LED改造計劃，擴大LED燈具的應用範圍，原工作坊中的200個電燈泡被轉換為LED燈，辦公大樓中的200個熒光燈也被轉換為LED燈，為集團節省了大約10萬千瓦時的電力，約等如125.52千克二氧化碳碳排放。



Water Consumption

The Group's plants are located in different cities and are dedicated to the development and manufacturing of products in different sectors. Therefore, we encourage plants to scientifically and rationally formulate internal management measures for water conservation and recycling according to their own needs and local conditions. Each factory takes the "water balance assessment" regularly in accordance to the requirement of regional water resources department for formulating the acceptable water saving solution.

水資源的耗用

本集團的工廠坐落於不同的城市並致力於不同行業產品的開發和製造。因此我們鼓勵工廠內部根據各自需要，因地制宜，科學合理地制定節約用水的內部管理措施。每家廠房會根據地區水務局的要求，進行定期「水平衡測試」，以便制訂合理的節約用水解決方案。

We take comprehensive prevention and control measures to develop water recycling technologies, increase the reuse rate of water resources, rationally use water resources and reduce wastewater discharge. Most of the Group's factories install sewage treatment equipment, with a daily processing capacity of 60 tons of wastewater. Chemical coagulation sedimentation method is used to achieve the discharge standards. Shanghai Baoshan and Yixing factories installed rainwater collection and storage facilities and rainwater recovery facilities to reduce water demand for container seal testing.



我們採取綜合防治的措施，開發水循環利用技術，提高水資源的重覆利用率，合理利用水資源，減少廢水的排放量。集團的大部份工廠均設有污水處理設備，日處理廢水能力60噸，採用化學混凝沉澱法，實現達標排放；而上海寶山工廠及宜興工廠，均安裝雨水集蓄設施及雨水回收設施，以助減少集裝箱密封測試用水方面的需求。



SHARED ENVIRONMENT 環境共榮



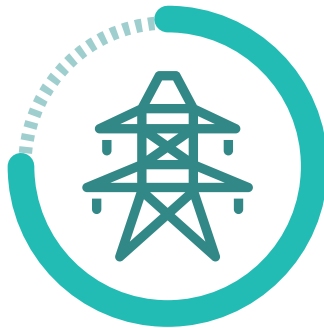
During the reporting period, the major resources consumed by the Group during operation and production are as follows:

於報告期內，集團在運作及生產活動所消耗的各種主要資源概列如下：



MAJOR RESOURCES CONSUMPTION 主要資源的耗量

95,130,436.29
kWh
千瓦時



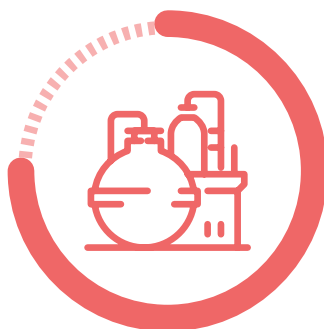
Total Electricity Consumption
總耗電量

506,888.39
m³
立方米



Total Water Consumption
總耗水量

4,511,472.00
m³
立方米



Total Natural Gas Consumption
總天然氣耗量





ELECTRICITY CONSUMPTION OF EACH OPERATING VENUES 各營運地點的耗電量

	Electricity Consumption 耗電量	Water Consumption 耗水量	Natural Gas Consumption 天然氣耗量
	Unit: kWh 單位：千瓦時	Unit: m ³ 單位：立方米	Unit: m ³ 單位：立方米
Hong Kong corporate office 香港總辦公室	107,010.00	119.70	—
Shanghai management centre 上海管理中心	56,077.00	8.45	—
Shanghai Baoshan 上海寶山	15,848,560.00	131,465.00	1,029,957.00
Shanghai Jiading 上海嘉定	2,394,193.00	36,571.00	—
Yixing 宜興	690,330.00	15,000.00	20,822.00
Qidong Offshore 啟東海工	1,212,593.17	596.00	56,256.00
Huizhou 惠州	12,595,785.00	116,840.00	678,293.00
Xiamen 廈門	8,131,016.00	24,293.00	—
Ningbo 寧波	10,378,560.00	47,967.00	609,426.00
Qidong 啟東	22,770,115.12	85,106.20	1,179,931.00
Qingdao 青島	20,946,197.00	48,922.04	936,787.00
Total Consumption 總耗量	95,130,436.29	506,888.39	4,511,472.00

SHARED ENVIRONMENT 環境共榮



GREEN OPERATIONS

The Group actively integrates environmental responsibility into daily operation activities to minimise the impact of business on the surrounding environment as much as possible. In the meantime, we have also strengthened our stakeholders' awareness of environmental protection and made every effort to promote the concept of sustainable development to all levels of our value chain.

綠色營運

集團積極將環境責任融入到企業日常經營行為中，以最大程度減少業務對周邊的環境所造成影響。同時，我們亦加強了持份者的環境保護意識，盡之把可持續發展概念推廣至我們各個層面的價值鏈。

Case sharing: Green Product 個案分享：環保產品

To enhance our competitiveness in the market, we will work closely with our customers to deliver bespoke design and production services and the Group will further bolster its R&D capabilities to meet higher technological requirements. In 2019, the Group applied new energy-saving and environmental protection technologies to specialised container, such as wastewater treatment containers, energy storage containers and power generator containers.

為了提升市場競爭力，我們會緊密地與客戶溝通，以提供定製設計及生產服務，集團亦將進一步提升研發能力，以符合更高技術要求。在2019年，本集團把節能及環保的新技術運用到特種集裝箱上，例如儲能集裝箱及發電機箱。



Our power generator containers and energy storage containers, which use renewable and "green" energy to generate and store electricity.

我們的電機集裝箱及儲能集裝箱，利用可再生和「綠色」能源發電和儲存電能。



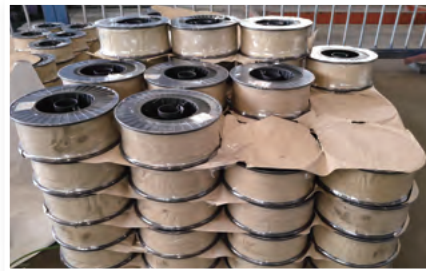


Environmental Management System

The Group's factories are located across the country. In order to properly manage our factories and effectively implement environmental protection policies, we actively promote the establishment of an environmental management system, and strive to comply with regulatory requirements, improve environmental performance and prevent environmental pollution, thereby fulfilling our commitment to green life. The environmental policy and environmental management system of the Group are formulated in line with international guidelines such as ISO 14001, so as to ensure that environmental factors in all aspects of our business operations and supply chain have been taken into account.

Green Procurement

In the procurement process, the Group attaches great importance to the negative environmental impact of products and the environmental performance of our suppliers. Therefore, we are committed to implementing a green procurement strategy and offering the priority for considering the application of suppliers with ISO 14001 certification. The Group clearly sets out its requirements in the contracts that suppliers must undertake and ensure their production, sales, transportation and after-sales activities are in compliance with national environmental and occupational health and safety management requirements. Supplier assessment and project review are conducted on a semi-annual basis to review suppliers' commitment to environmental protection and their employment of environmentally friendly equipment and measures. Meanwhile, we strengthen our communication with suppliers and actively convey the advocacy and support for green procurement.



環境管理系統

集團的廠房遍佈全國，為妥善管理我們的工廠及有效推行環保政策，我們積極推廣環保管理制度的建立，務求達至遵守法規、改進環保表現、預防環境污染，以履行我們對綠色生活的承諾。集團的環保政策及環境管理系統均建基於國際標準如 ISO 14001，確保我們於業務營運以至供應鏈的各個環節，均考慮到環境因素。



綠色採購

集團在採購過程中十分關注產品的負面環境影響和供應商的環境表現，故此，我們致力實踐綠色採購策略，優先考慮通過ISO 14001環境管理體系認證的供應商。集團在合約上清晰列明要求，供應商必須承諾並確保其生產，銷售，運輸及售後等行為符合國家環保和職業健康安全管理的的要求。在每半年進行一次供應商考察和項目評審，檢視其在環境保護方面的承諾，以及在環保設備和措施等方面的實踐情況。同時，我們加強與供應商溝通，積極傳達綠色採購的倡導和支持。



SHARED ENVIRONMENT






環境共榮





Green Office

In addition, we will conduct internal meetings regarding green office measures on a regular basis to monitor the effectiveness of the measures.

Energy-saving measures

-  Use LED lights in the main area of offices.
-  Display notices of reminder close to the electricity and lighting control switches for reminding the practice of energy saving in offices.
-  Adjust the office temperature to the recommended level (25 °C).
-  Turn off unnecessary lighting or electronic equipment in unused areas.
-  Preferred use of more energy-efficient equipment.

Water-saving measures

-  Put up posters in office pantries and washrooms to encourage water conservation.
-  Instantly repair dripping water faucets.

Waste reduction measures

-  Engage licensed operators to collect and dispose of non-recyclable used toner cartridges and ink cartridges.
-  Encourage office staff to collect recyclable materials such as plastic bottles, aluminium cans, paper and toner cartridges and dispose them in recycling bins to encourage waste utilisation.
-  Use digital channels to publish internal communications, encourage employees to reduce paper use, and share information and methods to fulfil environmental responsibilities in their daily lives.



綠色辦公室

另外，我們亦會定期就綠色辦公室措施進行內部會議，以檢視措施的成效。




節能措施

-  在辦公室主要區域使用LED燈。
-  在各電源及電燈空制位置貼上節約用電的提醒標示，以在辦公室提醒節約能源。
-  將辦公室溫度調節在建議的水平(25°C)。
-  於沒有使用的區域，關掉不必要的照明或電子設備。
-  優先選用較省電的文儀設備。

節水措施

-  在辦公室茶水間和洗手間張貼海報，鼓勵節約用水。
-  即時修理滴水的水龍頭。

減廢措施

-  由持牌營辦商收集和處理不可回收的舊碳粉盒及墨匣。
-  鼓勵辦公室員工收集可循環再造的物料，例如膠瓶、鋁罐、紙張和碳粉盒等，並棄置到回收桶內，以鼓勵廢物利用。
-  使用數碼渠道發布內部通訊，鼓勵員工減少用紙，並分享在日常生活上履行環保責任的資訊和方法。





TACKLING CLIMATE CHANGE

The Group is an active advocate to combat climate change. We support the “Hong Kong Government’s Climate Action Plan 2030+” and “China National Climate Change Program”. In order to reduce the emission of greenhouse gases from the unnecessary transportation, we have set up a list of scheme as stated below:

- Provide staff members with video-conferencing and telephone-conferencing system and encourage them to use the same instead of business trips in order to reduce the emission of greenhouse gases from the transportation.
- Advocate the use of local raw materials and local suppliers with priority. At present, approximately 80% of the Group’s suppliers are based in neighbouring provinces and cities.
- Gradually use the electric vehicles or hybrid electric vehicles. During the reporting period, our Shanghai Baoshan factory purchased electric vehicles to replace retiring gasoline vehicles. Both electric vehicles and hybrid electric vehicles have also been introduced by our Qidong and Shanghai Baoshan factories.

Greenhouse gas emissions generated by management offices and factories during the reporting period are as follows:

應對氣候變化

集團積極提倡對抗氣候變化，響應政府的《香港氣候行動藍圖2030+》及《中國應對氣候變化國家方案》，為減少不必要的交通運輸引致的溫室氣體排放，我們制訂了以下措施：

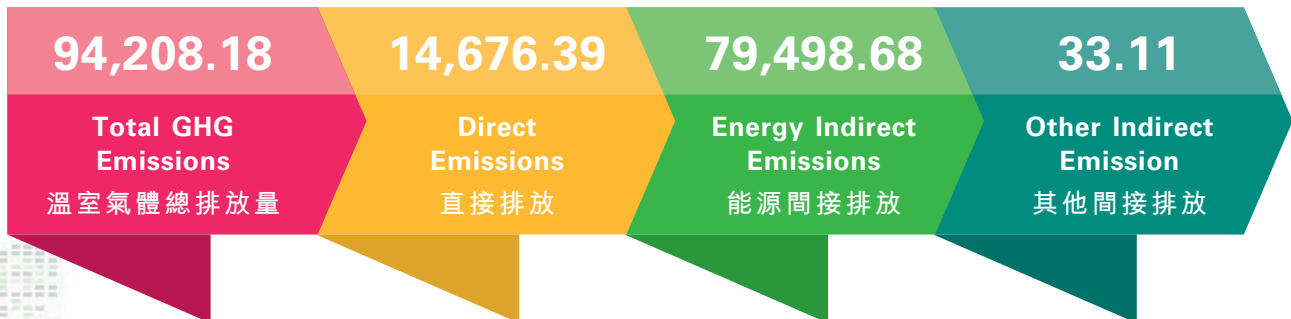
- 提供並鼓勵員工使用視頻及電話會議系統，以避免商旅出差，從而減少相關交通運輸引致的溫室氣體排放。
- 提倡就地取材概念，優先選擇本地物料及供應商，現時集團約有百分之八十的供應商均來至鄰近的省市。
- 逐步使用電動或電動混能車。在報告期間，我們的上海寶山購入電動車輛取替老舊的汽油車輛，而啟東及上海寶山工廠亦開始購入電動車輛及電動混能車輛。

而集團的管理辦公室及工廠產生的溫室氣體排放量如下：



GREENHOUSE GAS EMISSION 溫室氣體排放

Unit: Tonnes of Carbon Dioxide Equivalent
單位：公噸二氧化碳當量



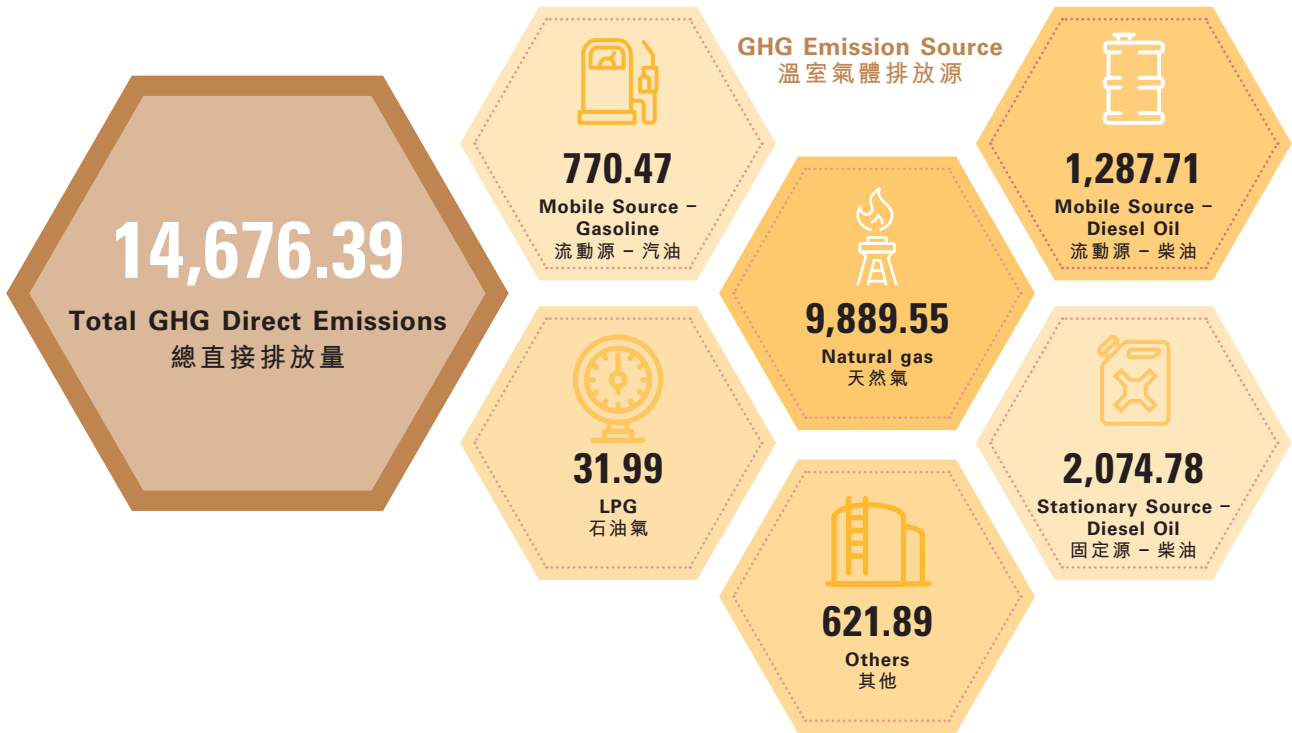
Note: Direct Emissions: Represents the emissions of greenhouse gas directly generated by the business owned and controlled by the Group, including natural gas, diesel and gasoline; Energy Indirect Emissions: Represents the greenhouse gas emissions indirectly caused by external power procurement, e.g. electricity and town gas

註：直接排放：為集團擁有或控制的業務直接產生的溫室氣體排放，包括天然氣、柴油及汽油等能源間接排放：為外購電力或煤氣所致的「間接能源」溫室氣體排放



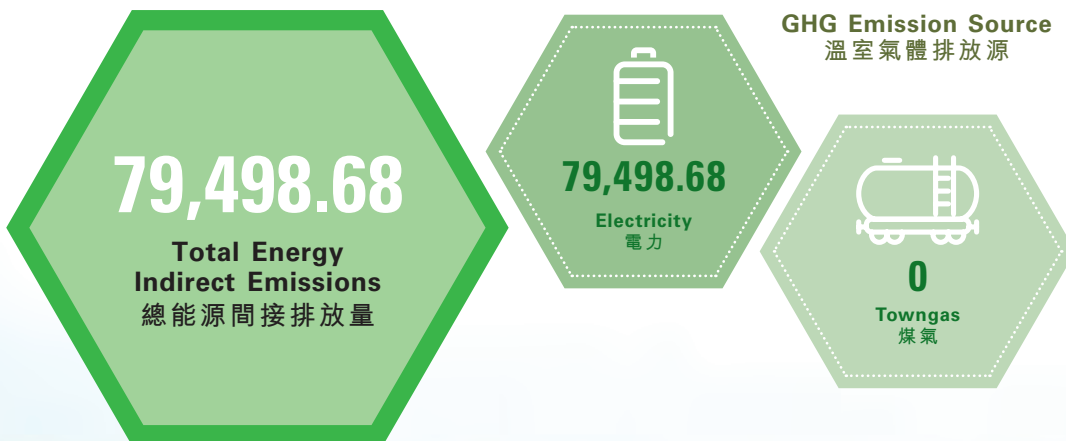
DIRECT EMISSIONS
直接排放

Unit: Tonnes of Carbon Dioxide Equivalent
單位：公噸二氧化碳當量



ENERGY INDIRECT EMISSIONS
能源間接排放

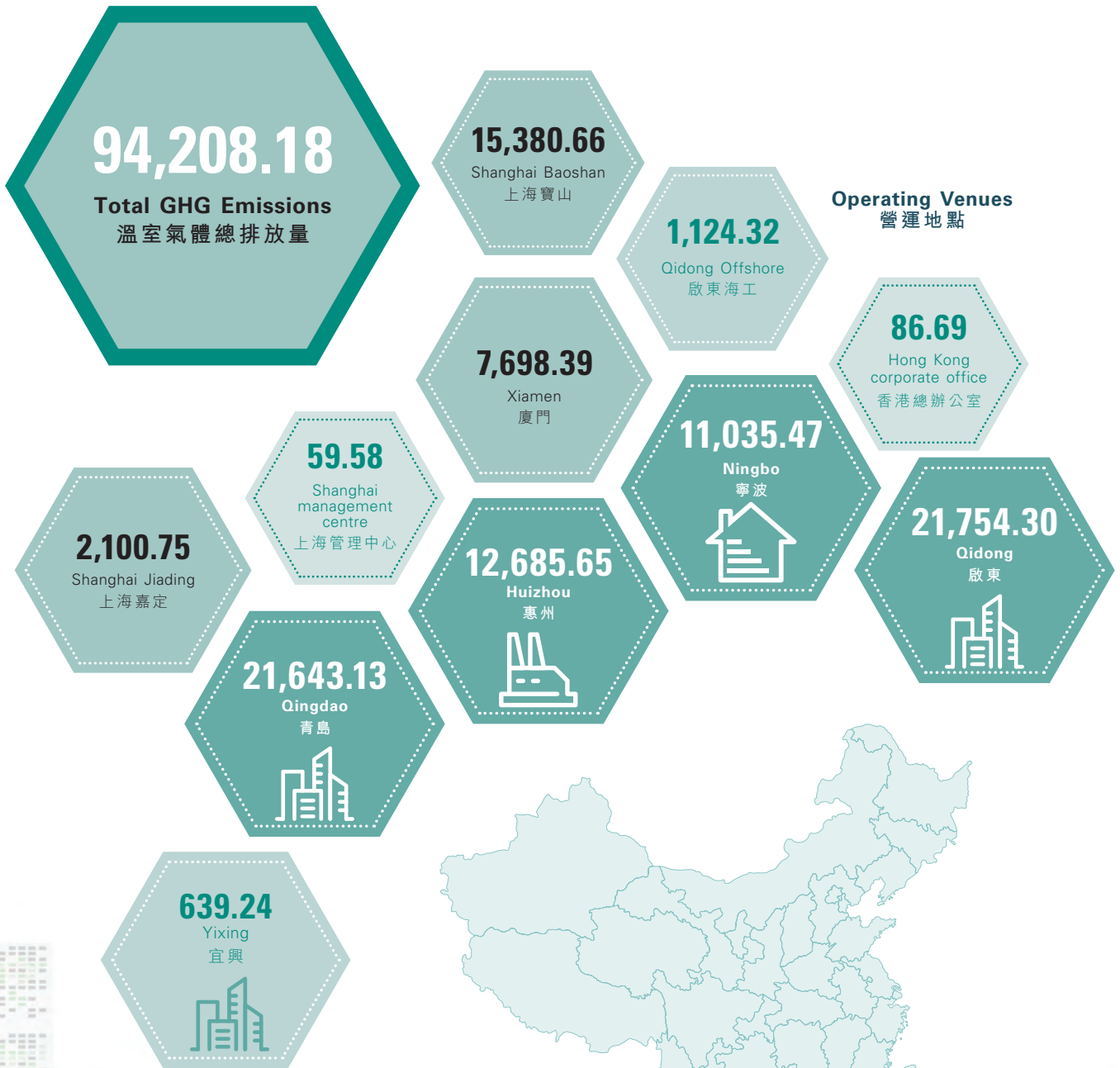
Unit: Tonnes of Carbon Dioxide Equivalent
單位：公噸二氧化碳當量





GREENHOUSE GAS EMISSIONS OF EACH OPERATING VENUES 各營運地點的溫室氣體排放

Unit: Tonnes of Carbon Dioxide Equivalent
單位：公噸二氧化碳當量



CONCERTED EFFORTS

協同共創





CONCERTED EFFORTS 協同共創

Management Approach and Policies

Success is only possible through hard work and dedication of our employees. We strive to be the employer of choice in our industry through our commitment to create a caring and rewarding workplace, and by offering attractive career prospects with supportive learning opportunities. Our dedicated human resources department will regularly review and improve the related policies and keep up with the latest laws and regulations to ensure the practices are in line with the set of legal requirements and industrial standards.

The Group strictly complies with the relative laws and regulations for employment. In the reporting period, no case of employment-related complaints or violation of the employment ordinance was recorded.

The profile of the employees for the Group in 2019 has been illustrated as below:

管理方針及政策

成功實有賴員工的付出及貢獻。我們矢志成為行業內理想僱主，致力為員工創造關愛及具回報的工作環境，提供具吸引力的職業前景及學習機會。我們專責的人力資源部門會定期檢討和改善有關政策，並保持更新法例法規知識，確保措施符合法律要求和行業準則。

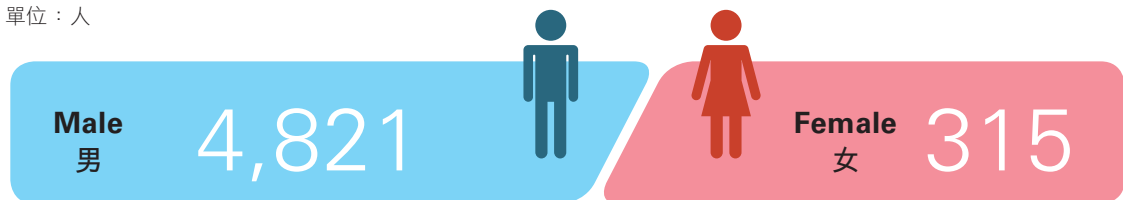
集團嚴格遵守相關的僱傭法例及法規，於報告期內，沒有相關的僱傭投訴及違反與僱傭相關法例及法規的個案。

集團於2019年的僱員概況如下：



EMPLOYEE GENDER PROFILE 員工性別分佈

Unit: Person
單位：人

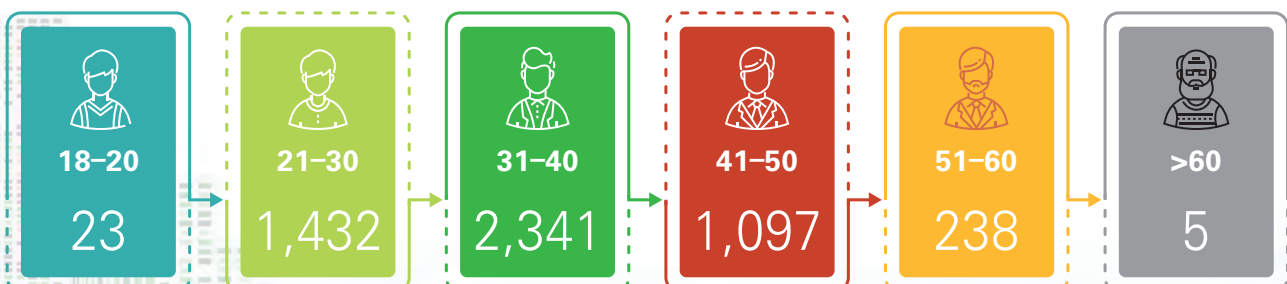


- * Based on the monthly average of 2019
- * 以2019年每月平均數計算



EMPLOYEE AGE PROFILE 員工年齡分佈

Unit: Person
單位：人



- * Based on the monthly average of 2019
- * 以2019年每月平均數計算

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EMPLOYEE POSITION RANK PROFILE

員工職能分佈

Unit: Person

單位：人



* Based on the monthly average of 2019

* 以2019年每月平均數計算

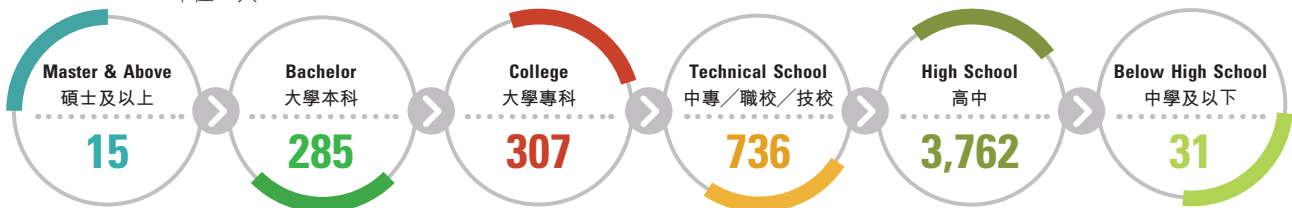


EMPLOYEE EDUCATIONAL PROFILE

員工學歷分佈

Unit: Person

單位：人



* Based on the monthly average of 2019

* 以2019年每月平均數計算

EQUAL EMPLOYMENT

Equal Opportunities, Diversity and Inclusion

We strive to create a working environment with care, endurance and fairness with no discrimination. The Group strictly follows anti-discrimination policies and will not tolerate harassment of any kind. When recruiting and promoting employees, we will only consider an individual's work experience and performance. We provide our employees with fair recruitment, compensation, training, transfer and promotion opportunities regardless of their nation, gender, age or religious belief, so as to ensure fair and equal opportunities are offered to all job applicants. Employees are encouraged to voice out any unfair treatment encountered at work by reporting to the Senior Management. The Whistle Blowing Policy guarantees the right of our employees to report on activities that are deemed to be illegal, unethical or dishonest. For any cases received, the Group conducts open and stringent inspection on the issues so as to uphold compliance and social responsibilities.

平等僱傭

平等機會及多元共融

我們致力創造一個關愛、包容、公平和沒有歧視的工作環境。集團嚴格執行反歧視政策，絕不容忍任何形式的騷擾。在招聘和晉升員工時，我們只會考慮個人的工作經驗及表現，不論任何國籍、性別、年齡或宗教信仰，我們均提供公平的招聘、薪酬、培訓、調遷和晉升機會，以確保每位求職者都擁有公平和平等的機會。我們鼓勵員工向高級管理層表達任何在工作上遇到的不公平待遇。集團設立的舉報政策，保證我們的員工有權舉報被認為是非法、不道德或不誠實的活動。凡收到任何舉報，集團會進行公開嚴格的調查，以維護合規和社會責任。





Recruitment and Retention

The Group has regular reviews for the demand and requirements for human resources with each business function head in order to secure enough staff members for the positions required and to keep the normal business operations and development. We adopt a fair, open and transparent recruitment principle and offer equal employment opportunities to all candidates. Our recruitment is a unified process with high transparency. We only consider an individual's work experience, competence and educational background. With regard to the vacant positions, we normally give the first priority for staff members to consider the internal transfer, and strive to provide internal employees with a smooth, fair and clear career promotion path, offering them with opportunities for development within the Group. When considering the opportunity for promotion, we will follow the principle of "appropriateness", and their job performance evaluation, experiences, capabilities and potentials are considered as conditions for staff promotion.

招攬及保留人才

集團定期與部門主管檢討各職能的人力需求及要求，以確保有足夠的人員擔任相關的工作職位，保持正常業務運作及發展。我們遵循公平、公正、公開的招聘原則，致力為所有求職者提供平等的就業機會。我們的招聘流程是統一及高透明度的，只會考慮個人工作經驗、才能及學歷資格。對於所有空缺職位，我們通常優先考慮員工的內部調遷，力求為內部員工提供流暢、公平、清晰的職位晉升路徑，讓其在集團有發展的機會。在審視員工晉升時，我們以「適才適用」為原則，並參照員工的工作表現評估、就其經驗及個人能力及潛力作為員工晉升的條件。



Protection of Rights

We offer competitive remuneration packages and regularly review the Group's employee benefits to enhance the Group's ability to attract and retain talent. The Group has established a set of objective and fair remuneration guidelines. The remuneration of our employees is determined by reference to market practice and conditions as well as individual performance. In addition, we strictly comply with national and local laws, such as the "Labour Law of the People's Republic of China", "Labour Contract Law of the People's Republic of China", "Employment Promotion Law of the People's Republic of China" and "Hong Kong Employment Ordinance", implement labour policies in accordance with laws. We also set out the principles and policies regarding issues including remuneration and dismissal, benefits, employment and promotion, occupational safety and health, prevention of child labour and forced labour, and anti-discrimination in our staff handbook. We issue the staff handbook to all our employees so that they clearly understand these principles and policies.

權益保障

我們提供具競爭力的薪酬待遇及定時檢討集團的員工福利，以提升集團吸納及保留人才的競爭力。集團設有一套客觀及公平的薪酬指引，員工的薪酬乃參考市場標準與狀況以及個人表現後釐定。此外，我們嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國就業促進法》及《香港僱傭條例》等國家及地方法律，依法執行勞工制度。我們亦在員工手冊內列明與薪酬及解僱、福利、僱傭和晉升、職業安全及健康、防止童工和強制勞工，以及反歧視等議題相關的原則和政策。我們向所有員工發放手冊，務求他們清楚知道此等原則和政策。



CONCERTED EFFORTS

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Fringe Benefits for Staff

The Group believes that caring for our employees with amicable measures can help enhancing employee morale and sense of belonging, thus laying a foundation for retaining our talents and stabilizing our business. The Group devises a system of fringe benefits for staff members including social insurance and paid annual leave based on the requirement of the *Ministry of Human Resources and Social Security of the People's Republic of China*. For further additional benefits, we also provide training allowance and examination leave to encourage our staff members for continuing education in order to enhance job-related knowledge and skills, and acquire professional qualifications.



員工福祉

集團認為以友善措施關顧員工，有助提升員工士氣及歸屬感，為保留人材及穩定業務奠定基礎。集團按《中華人民共和國人力資源和社會保障部》的要求制訂員工福利系統，包括社會保險和有薪年假等。同時，我們亦提供其他額外福利，例如培訓津貼及考試假，以鼓勵員工持續進修，提升工作知識、技能及考取專業資格。

Work-life Balance

Employees are our asset and their health and well-being are important to us. Mindful of our staff's physical and mental well-being, the Group has established a staff welfare committee for organising various activities in a regular manner, allowing employees to develop their personal interests while enhancing staff relations. This leads to a relaxing working environment to further nurture the sense of belongings among our employees. In addition, we create family-friendly culture to show our respect and care to staff members with family burden.

工作與生活平衡

員工是我們的資產，他們的健康和福祉對我們至關重要。考慮到員工的身心健康，集團設立員工福利委員會，定期籌辦各式各樣的活動，讓員工發展個人興趣，同時增進員工之間的情誼，營造輕鬆愉快的工作環境及進一步培養員工的歸屬感。除此之外，我們竭力締造家庭友善的工作文化，向有家庭負擔的員工表示尊重及關懷。

Staff Relations

We encourage two-way communication between the management and our employees to build mutual trust, increase productivity and motivate employee morale. We employ social networking platforms such as WeChat to inform employees of the latest developments of the Group, collect employee opinions, and take appropriate measures to address employees' concerns.

員工聯繫

我們鼓勵管理層和員工之間進行雙向溝通以建立互信，提高生產力和激勵員工士氣。我們使用微信等社交網絡平台，向員工發布集團的最新消息，並收集員工意見，對員工關注的議題採取相應措施。





OCCUPATIONAL SAFETY AND HEALTH (“OSH”)

Management Approach and Policies

It is our top priority to create a workplace which is safe and free from health hazards in operation. The Safety and Health Committee has been established to oversee the development and implementation of safety and health plans and measures, including identification of inherent risks at the time of operation. We also conduct regular inspections and assessments to ensure that we comply with relevant regulatory requirements and to ensure that OSH is fully integrated into our daily operations.

The Group stringently follows the relative safety laws and regulations. In the reporting period, no case of offence or complaints for the related issues was received.

Policies for Occupational Safety and Health

The Group’s policies for OSH have been established with reference to the laws and regulations, such as “Prevention and Treatment of Occupational Diseases Law of the People’s Republic of China” and “Hong Kong Occupational Safety and Health Ordinance”. We also implement an effective occupational risk management plan to identify, assess and control all potential sources of hazards in work and to safeguard staff safety through monitoring and control measures. The relevant information of our OSH strategies has also been published on the staff handbook, which is the best means for the dissemination for the Group’s standards and requirements for the OSH to the staff members.

The Establishment of Occupational Safety, Health and Environment Department

The “Occupational Safety, Health and Environment Department” (“the Department”) has been established and is directly supervised by the Group’s Chief Operating Officer. The Department is responsible for overseeing the occupational safety, health and environmental issues of all factories, assisting in the formulation and improvement of existing safety, fire control and environmental management systems, and reviewing and assessing the implementation of such systems. To plan ahead and minimise our accident rate, the Department convenes regular meetings for the Group’s performance in occupational safety, health and environment, and is responsible for providing training courses to new and existing employees in various aspects including safety, fire control and environmental protection. The Group also appoints the third party testing, inspection and certification organisation to carry out the audits each year so as to ensure the effectiveness and smooth implementation of safety management.

職業安全與健康(「職安健」)

管理方針及政策

我們的首要任務是營造一個安全運作及免於健康危害的工作環境。我們成立了安全及健康委員會，負責監察安全及健康計劃和措施的發展及推行，包括識別營運時的固有風險。我們亦定期進行檢視及評估，以確保我們符合相關的監管規定，並在日常營運中全面履行職業安全健康政策。

集團嚴格遵行相關的安全法例及法規，於報告期內，未有收到違反及投訴個案。

職業安全及健康政策

集團根據法例法規如《中華人民共和國職業病防治法》及《香港職業安全及健康條例》制訂職業安全及健康政策。我們亦推行有效的職業風險管理計劃，以識別、評估及控制所有工作上的潛在危險源，並透過監控措施保障員工的安全。職業安全及健康政策亦會刊載於員工手冊內，是向員工廣播集團對職業安全及健康的標準及要求的致佳方法。



成立職業安全健康環境部

集團成立了「職業安全健康環境部」(「安環部」)，並由集團首席營運總監帶領。安環部負責監察所有廠區的職業安全健康及環境保護事務，協助制定及完善現有的安全、消防及環保管理制度，並對制度執行情況進行檢查和審核。為了提前規劃，降低事故發生率，安環部定期召開有關職業安全健康及環境表現的會議，以及負責對新員工和在崗人員進行安全、消防、環保等相關範疇的培訓。集團並會委託第三方檢測認證機構進行年度審核，以確保安全管理能順暢及有效地執行。



CONCERTED EFFORTS 協同共創

Safety Awareness Enhancement

To promote health and safety awareness, we organise training programmes to inform our employees of the latest safety standards and OSH practices. All employees are required to attend OSH training as part of the onboarding process and on a regular basis thereafter. The Group recruits professionals from third-party institutions and invites the experts on the related areas from internal departments to offer appropriate training and risk management to staff members. To further raise the safety awareness of our employees, OSH-related case studies and other updates are communicated to staff regularly via internal e-mails, newsletters and wall posters. We also share new and updated OSH information via the Group's staff WeChat platform.

POTENTIAL DEVELOPMENT

Management Approach and Policies

In our belief, the development of the Group and the growth of our employees is complement to each other. We provide career development training programs and organise internal and external training for our employees with reference to the requirements set by each business unit. We optimize our talent fostering system by providing training on company orientation, comprehensive skills, professional skills and leadership so that each employee could receive systematic and more targeted training and education.

During the reporting period, the average training hours per employee are as follows:

提升安全意識

為推廣健康及安全意識，我們舉辦培訓課程，確保員工得悉最新的安全標準及職安健措施。所有員工在入職期間需參加職安健培訓，並於日後定期重溫。集團聘請第三方機構專業人員及邀請內部相關領域的專家對職工進行培訓和風險管理。為進一步提升員工的安全意識，我們定期透過內部電郵、通訊及通告欄向員工傳達與職安健有關的個案及其他信息更新。我們亦會在集團的員工專用微信平台分享職安健的最新資訊。

發展潛能

管理方針及政策

我們堅信集團的發展與員工的成長相輔相成。我們參照各業務部門的要求，為員工提供職業發展的培訓計劃及為員工組織內外部培訓。我們全方位優化人才培養體系，提供公司簡介、全面能力、專業能力及領導能力培訓，讓每一名員工能接受系統化且更具針對性的培訓教育。

於報告期內，僱員的平均培訓時數如下：



AVERAGE TRAINING HOURS PER EMPLOYEE 僱員的平均培訓時數

Unit: Hour
單位：小時

Male
男

11.07



Female
女

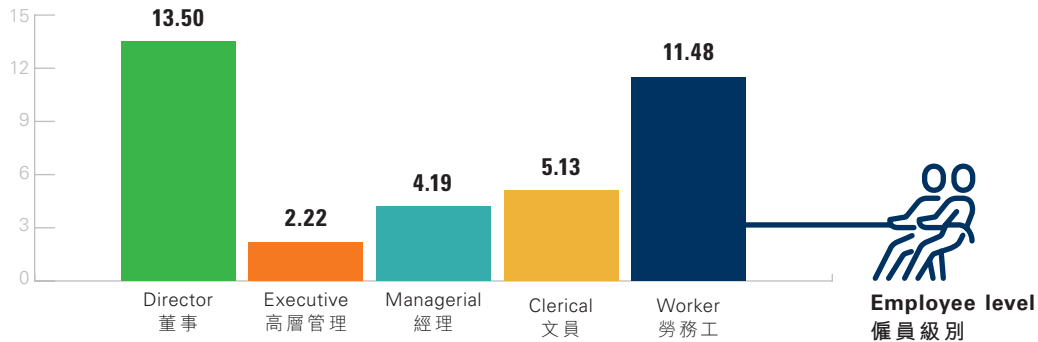
3.64





AVERAGE NUMBER OF TRAINING HOURS PER EMPLOYEE 僱員的平均培訓時數

Unit: Hour
單位：小時



New Comers Integration Mechanism

We have training specialists to train new employees about the Group's rules and regulations, corporate culture, production safety, production characteristics, emergency plans, risk factors, occupational health, emergency measures, safe operating procedures, typical accident cases, and other safety education contents. Employees can start their jobs only after passing all the required training. We also organise regular job skill training to ensure that employees meet job requirements.

Future Leader Cultivation

In order to cope with the Group's future business growth, we attract and nurture potential university graduates to receive training and become the future successors of the Group. All recruited students will receive appropriate training and tutoring which is planned and customized by our HR department, and experienced mentors will be assigned to provide guidance, support and assistance in connection with the career path of graduates, allowing them to practice their professional skills and explore their career interest.

新人融入機制

我們設有培訓專員，對入職員工進行新員工培訓，內容包括集團的規章制度、企業文化、生產安全、生產特點、應急預案、風險因素、職業衛生、應急措施、安全操作規程、典型事故案例等安全教育內容。員工在所有培訓合格後方可進入崗位。我們亦會定期舉辦崗位技能培訓，以保證員工能達到崗位的工作需求。

栽培未來領袖

為應對集團未來的業務增長，我們吸納及培養有潛質的大學畢業生，讓他們接受培訓，成為集團未來的接班人。所有受聘的學生均會接受由人力資源部定制的適當的培訓計劃及指導，並安排經驗豐富的指導老師對畢業生的職業生涯提供指導、支持及協助，讓他們磨練專業技能，探索職業志向。

CONCERTED EFFORTS 協同共創



Training for Occupational Skills

To consolidate fundamental skills and knowledge of employees and enhance their capabilities, the Group has established the *Training Course Management Guide* and the *Management Protocol for Special Staff Training*. We provide employees with various operational skills training according to annual training plans, including training on sales skills, production processes, codes of conduct, risk prevention, information technology, business speech and presentation skills. In addition, the Group is dedicated to establishing a team of management staff with proper training for job-related skills provided. We have formulated an annual training program for the management to help them understand management responsibilities and management roles, adapt to management positions and quickly improve management skills.

Training can be further divided into four types — orientation training, on-job training, professional qualification training and after-work training.

職業技能培訓

為鞏固員工的基礎技能知識，提升員工的工作能力，集團制訂了《培訓班管理制度》及《特種作業人員培訓管理規定》。我們根據年度培訓計劃，為員工提供各種崗位操作的技能培訓，包括銷售技巧、生產工序、行為規範、風險防範、信息技術、商務演講與表達技巧。另外，我們致力建立一支專業的管理隊伍，並提供適當的與工作有關的技能培訓。我們為他們制定了年度培訓計劃，以幫助他們瞭解管理職責及管理角色、適應管理崗位並迅速提升管理水準。

培訓分為入職培訓、在職培訓、專業資格培訓和工餘自學四大類。





LABOUR STANDARDS

Management Approach and Policies

The Group strictly abides by the “China Labour Law” and the “Hong Kong Employment Ordinance”, and employment of child labour and forced labour is prohibited. We are committed to upholding human and labour rights in all our employee contracts. Policies are developed to prohibit forced labour and child labour. We strictly prohibit any non-voluntary employment, or employment with any form of threat, violence and slavery action, while guarantee employees’ right to access basic needs and self-management. During the reporting year, no case of violation of human and labour rights is identified.

GIVE-BACK TO THE SOCIETY

We deeply understand that as a corporate citizen, we must fulfil our obligations and make contributions to the communities we serve. Though the group has not set a policy on charitable donations yet, we proactively contacts community groups which share similar concepts with the Group’s corporate responsibility concept, in an effort to understand the needs of the community. In order to fulfil its obligations as a responsible corporate citizen and serve the society, the Group actively participated in the activities organised by community groups during the past year.

勞工標準

管理方針及政策

集團嚴格遵守《中國勞動法》及《香港僱傭條例》，杜絕童工及強制勞工。我們承諾堅守所有僱傭合約的人權及勞工權利，並已制定禁止強制勞工及童工的政策。我們嚴格禁止任何非自願以及任何具備威脅、暴力及奴役形式的僱傭，保證員工享有滿足基本需求和自主的權利。於報告期內，我們並沒有發現任何違反人權及勞工權利的個案。

回饋社區

我們深明作為企業公民，必須履行義務，為所服務社區作出貢獻。集團雖然未有制定有關慈善捐贈的政策，我們主動聯絡與集團的企業責任概念相似的社區團體，以瞭解社區的需要。為履行身為企業公民的義務及服務社區，集團在過去一年積極參與社區團體組織的活動。



PRACTICE WITH INTEGRITY

誠信實務





PRACTICE WITH INTEGRITY

誠信實務

The responsible operation of our business forms an integral part of the Group's corporate social responsibility. We strictly abide by the laws and relevant regulatory requirements of the jurisdictions in which we operate. We prudently manage the potential impacts arising from our products and services, to ensure steady business growth. We provide products and services fairly and responsibly and expand our business based on regulatory compliance, people-oriented mindset, ethics and business integrity, and environmental protection.

SUPPLY CHAIN MANAGEMENT

Management Approach and Policies

The steadily growing of the Group's business depends on the reliable support of suppliers. Supplier is one of the important stakeholders in the Group's business value chain and has a close and inextricable relationship with us. The Group also makes every effort to establish a good partnership with our suppliers. In order to promote suppliers' business and cooperation, the Group develops a flexible procurement work process standard to meet the different needs of the supply chain.

Policies for Supplier Appointment

The Group has strict requirements on suppliers and supply chain management. We have developed and implemented supply chain management systems, and require employees and the management team to follow. Suppliers must pass our Group's evaluation before entering into cooperation with us. A vetting process is conducted in respect of the business licenses, accreditations and qualifications of suppliers, the Group has arranged a dedicated tender evaluation committee comprising of representatives from the management, the finance department and the legal department to assess the product quality, production scale, supply capacity and other basic information of suppliers and to test their trial products, endeavouring to secure a stable supply chain.

以負責任的方式經營業務是本集團履行企業社會責任的重要一環。我們嚴格遵守經營所在地的司法管轄區的法律及相關監管規定，審慎管理因我們的產品及服務而產生的潛在影響，以確保業務穩健發展。我們以公平、負責的態度提供產品及服務，並在符合法規、以人為本、道德與商業操守及環境保護的基礎上拓展業務。

供應鏈管理

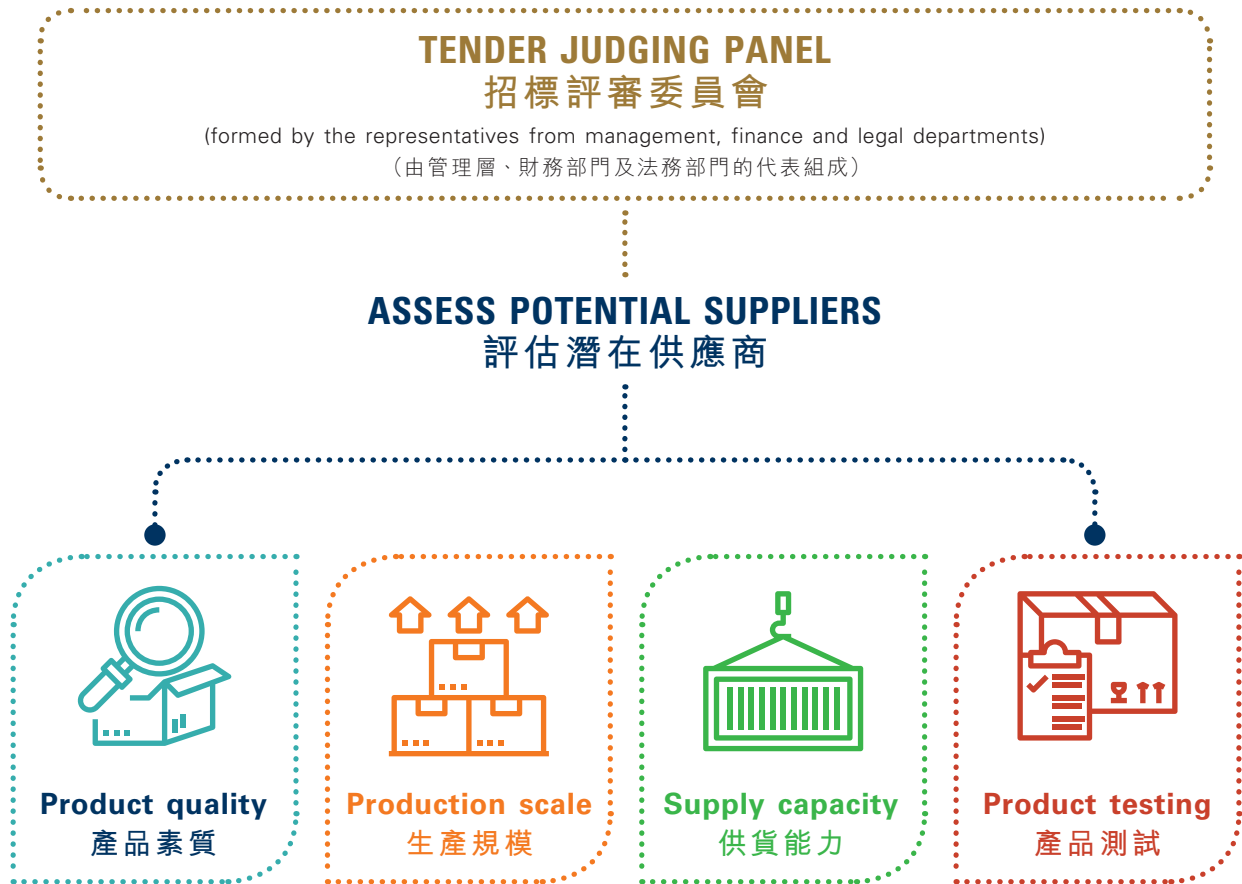
管理方針及政策

集團業務得以穩健發展，有賴供應商可靠的支持。供應商是集團業務價值鏈中重要的持份者之一，與我們有著環環緊扣、密不可分的關係。集團亦全力與我們的供應商建立良好的夥伴關係。為促進與供應商的業務及合作，集團制定了靈活的採購工作流程標準，以應付供應鏈的不同需求。

委任供應商政策

集團對供應商及供應鏈管理有嚴格的要求。我們制定並落實了供應鏈管理制度，並要求員工及管理層執行。供應商與我們合作前，必須先通過集團的評估。我們會對供應商的營業執照及認可資格進行審查，並會安排由管理層、財務部及法務部組成的專責招標評審委員會，評估供應商的產品質量、生產規模、供貨能力及其他基本資訊，並對其試用產品進行測試，以確保供應鏈保持穩定。





Supervision of Suppliers

Under the supervision of the Group's management offices, we are committed to high standards of accountability and transparency. We conduct quality inspection on our suppliers' products from time to time to ensure the quality of our products. If a supplier is involved in three identical quality issues, its qualification to supply the affected products will be revoked. For raw materials with high risks in quality, we hold exchange meetings with suppliers from time to time, aiming to strengthen the promotion of supplier management and enhance the quality and service awareness of suppliers.

供應商監控

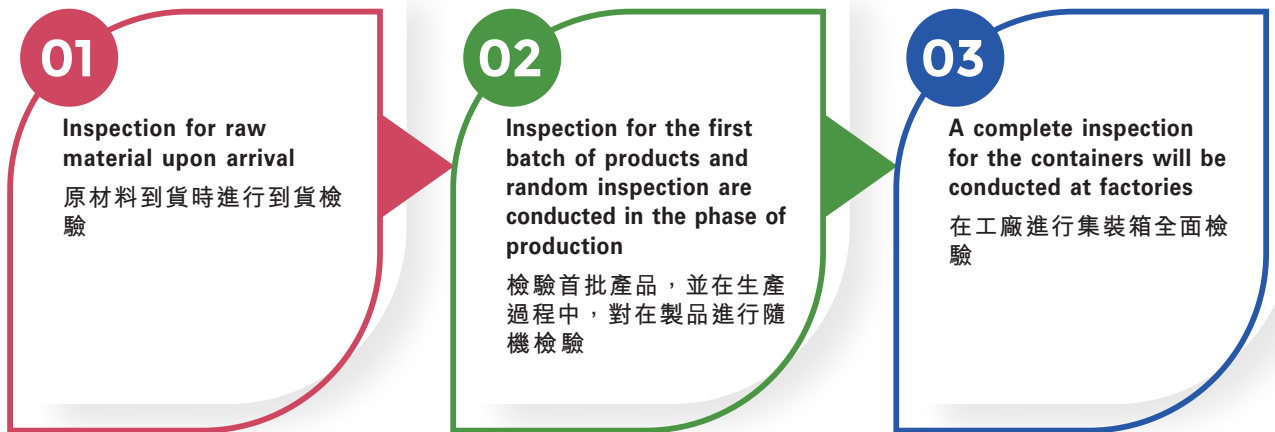
在集團管理中心的督導下，我們致力於高標準的問責制和透明度，我們會不定期對供應商產品進行質量檢測，以確保產品質量。如果供應商出現三次同樣質量問題，其供應受影響產品的資格會被撤銷。而針對品質風險高的原材料，我們不定期召開供應商交流會，旨在加強供應商管理的宣導，提升供應商品質和服務意識。





The stringent and complex inspection procedures of the Group include the following steps.

集團嚴格的及多層次的檢測流程包含下列步驟：



Sustainable Supply Chain

In line with the Group's vision and mission for sustainable development and achievements as a responsible corporate citizen, we also expect suppliers to collaborate with us to minimise the environmental and societal impacts during the business operations. We take a collaborative partnership approach across the supply chain and encourage our suppliers and other partners to explore and implement sustainable business practices. Our procurement contract outlines the relative terms and conditions on the requirements of ethical standards, human and labour rights, and supply chain management. Full compliance with the Code is required for all suppliers.

可持續發展供應鏈

為了符合集團的可持續發展願景和使命及實現企業公民，我們也期望供應商與我們一起努力，減少業務運營期間對環境和社會的影響。我們在整個供應鏈採取協作方式，鼓勵供應商及其他合作夥伴探索和實施可持續的經營實務。我們的採購合同列明與道德標準、人權和勞工權利，以及供應鏈管理相關的條款和條件，所有供應商均須全面遵守有關守則。





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CUSTOMER SERVICE AND PRODUCT SAFETY

Management Approach and Policies

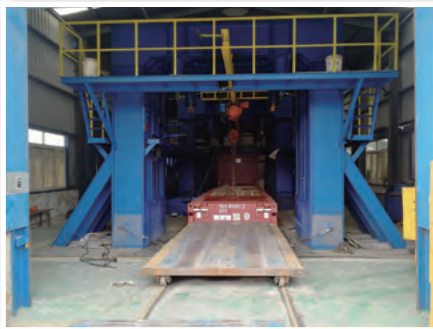
Quality and safety objectives:

-  100% customer satisfaction
-  0 major quality complaints

Setting the corporate values for “top quality”, “safe production”, “customer orientation”, “energy conservation”, “corporate harmony” and “sustainability”, the Group devotes itself to producing and providing high quality and safe products for customers, and attaches great importance to customer’s product experience and after-sales service. We strictly abide by the “Product Quality Law of the People’s Republic of China” (中華人民共和國產品質量法), “Law of the People’s Republic of China on Protection of Consumer Rights and Interests” (中華人民共和國消費者權益保護法), and “Advertising Law of the People’s Republic of China” (中華人民共和國廣告法).

Quality Assurance



It is our responsibility to safeguard stakeholders’ interests by producing quality and safe products. Our factories in Shanghai Baoshan, Shanghai Jiading, Yixing, Xiamen and Huizhou have been certified with ISO 9001 Quality Management System. The certifications are reviewed and updated regularly to bring the Group’s operations up to a well-recognised and professional standard. The management system covers sets of internal quality assurance procedures and the products recall mechanism, serving as the foundation of our daily operation and control over product safety hazards and risks.



顧客服務與產品安全

管理方針及政策

質量安全目標：

-  100% 客戶滿意度
-  0 重大質量投訴

集團以「品質第一」、「安全生產」、「客戶至上」、「節能環保」、「企業和諧」及「可持續發展」制定企業價值，致力為客戶生產及提供優質與安全的產品，重視顧客的產品體驗及售後服務。我們嚴格遵守《中華人民共和國產品質量法》、《中華人民共和國消費者權益保護法》及《中華人民共和國廣告法》。

品質保證

集團有責任通過生產高質量和安全的產品來保障持份者利益。我們的上海寶山、上海嘉定、宜興、廈門及惠州工廠均獲得ISO 9001 質量管理體系認證。我們會定期接受審核並更新認證，使集團的營運能達致公認及專業的標準。我們的管理體系涵蓋了內部質量保證程序和產品召回機制，以作為我們日常操作和控制產品安全及風險的基礎。





Product Safety

With dedication to provide our customers with top quality of products and services, the Group has developed a variety of quality standards with guidebooks covering processes from incoming inspection to shipping. The quality control department performs product quality monitoring in accordance with the relevant standards and guidebooks to ensure that our raw materials and finished products are compliant with relevant quality standards. Each inspector is trained strictly and qualified to take up their posts. They inspect and judge according to industry standards and customer requirements. To prevent any sub-standard products and ensure consistency of product specifications with customers' requirements, we typically conduct a compliance check of each finished item prior to delivery. In addition, we arrange regular training for the staff of the quality inspection department to ensure that they have knowledge and skills required for business.

After-sale services

Customer's satisfaction is always our focal point of operation and we always apply it at each point of production. We are keen to raise the performance level of various aspects of the business. In case of any complaints, the Group will improve and resolve in a responsible manner to enhance the Group's performance of the related aspect. We value our customers' opinions and provide various channels for customers to make comments or raise inquiries. We encourage our customers to communicate with us through various channels, such as telephone hotline, inquiry email and customer satisfaction survey.

Customer protection

For the personal data and private confidential information of customers, the Group strictly complies with the practices for data storage and management. In order to ensure the proper handling of customer personal data, all business units and subsidiaries have developed their corresponding guidelines to limit the access to such information by employees with different duties due to their work needs. All collected personal data are kept confidential and properly maintained, and only dedicated staffs are allowed to handle them. The Group must obtain a customer's written consent before using the personal data of such customer.

產品安全

我們竭誠為廣大客戶提供優質的產品和服務，集團已制定各種質量標準，並附有指導書，從來料檢查到出貨都包括在內。質檢部門依據相關的標準及指導書，監控產品質量，以確保我們的原材料和製成品均符合相關的質量標準。每個檢查人員均經過嚴格培訓才合格上崗，他們根據行業標準及客戶要求進行檢驗和判定。為防止不合格品，以及確保產品規格與客戶要求一致，在每件製成品出貨前，我們均會進行合規稽查。此外，我們會定期安排質檢部門的員工進行培訓，以確保員工擁有業務所需的專業知識和技能。

售後服務

客戶的滿意度永遠是我們的經營重點，我們於每個生產環節都滲透此理念，致力提高各方面業務的績效水平。遇到投訴個案，集團會以負責任的態度進行改善和解決，以提升相關方面的表現。我們重視顧客的意見，並提供多種渠道，讓顧客提出意見或查詢。我們鼓勵顧客透過多種渠道與我們溝通，例如電話熱線、查詢電郵和顧客滿意度問卷調查。

客戶保障

在客戶的個人資料及私人機密資料方面，集團嚴格遵守保管儲存及管理操作。為確保妥善處理客戶個人資料，各業務單位及附屬公司均制定了相應指引，限制不同職責的員工因應其工作需要而可查閱的資料。所有收集得來之個人資料都會保密處理和妥善保存，只有專責職員才可處理。在使用客戶個人資料前，集團需先得到顧客的書面同意方可使用。



PRACTICE WITH INTEGRITY

誠信實務



Intellectual Property Rights Protection

We always place high emphasis on the intellectual property rights and the protection on these rights. To create an environment for a fair competition, the Group has been completely following the standards and practices of the rights. Through the training for intellectual property rights, each of our staff will be equipped with a certain level of knowledge of intellectual property to uphold the concept of innovation, integrity and intellectual property rights protection. For the law of intellectual property rights and the patent law, the legal department of the Group will keep up with the latest requirements and implementation to further protect the Group's technological innovation and the development of the advanced technology.

Fair Marketing

The Group maintains high transparency and accuracy when releasing products and promotional materials so as to ensure that our customers get the information sufficiently to make purchase decision. In the marketing process, we provide customers with complete and clear product descriptions, and prohibit the use of misleading advertising or sales techniques. All promotional content is subject to review by our senior management, marketing and engineering departments to avoid misleading. The Group declines to promote monopoly through anti-competitive behaviours, and will not collude with other market occupants for pricing.

CORPORATE GOVERNANCE

Management Approach and Policies

The Group recognises that proper implementation of corporate governance practices will enhance the accountability and transparency of the Company and thus achieve the balance of interests among the shareholders, customers, employees and investment partners. In view of this, the company is committed to maintaining high quality corporate governance practices. Dedicated to the corporate culture with integrity, the Group has established a function team for internal audit and supervision in promoting the code of practice of anti-corruption and business ethics.

知識產權保護

我們一直極度重視知識產權及其保護。為了創建公平競爭環境，集團全面遵守知識產權的標準和操作。通過知識產權培訓，每個員工會具有一定的知識產權知識，以及樹立創新、誠信，及保護知識產權的觀念。對於知識產權法和專利法，集團法律事務部會緊貼最新的規則要求及實施，務求進一步保障集團的創新科技及創新技術開發。

公平行銷

集團在發佈產品及推廣資料時，時刻保持高透明度和準確度，確保我們的客戶能在充分掌握資訊下，作出其選購決定。在行銷過程中，我們向顧客提供完備和清晰的產品描述，並嚴禁採用誤導性的廣告或銷售手法。所有宣傳內容均需經過高級管理層、市場部及工程部進行批閱，避免誤導。集團拒絕以反競爭行為來促進壟斷，亦不會與其他市場佔有者合謀定價。

企業管治

管理方針及政策

集團深信適當地實踐企業管治常規有助於提升本公司之間責性及透明度，從而在股東、客戶、僱員及投資夥伴之間取得權益平衡。鑒此，本公司旨在維持高質素的企業管治常規。本著誠信的企業文化，集團成立內部審計和監督職能小組，推動反腐倡廉和商業道德規範。





Business Ethics

We believe that honesty, integrity and fairness are the core values that all Directors and employees shall bear in mind. All misconducts such as bribery, extortion, fraud and money laundering are strictly prohibited within the Group. In order to promote the corporate culture with integrity and anti-corruption, the Group has formulated the *Code of Practice for Business Ethics*, which requires all staff to fully comply with relevant codes and avoid any form of conflict of interests and corruption. The Group's suppliers are also required to comply with the law and regulations against anti-corruption and bribes, and their performance on business ethics are being re-evaluated annually to ensure strict compliance with the policy. If there is any violation of the company's policies, we will punish the concerned party according to the company's disciplinary system. Any corruption and illegal activities will be passed to the judicial authorities for handling in accordance with the law. The Group also has a whistle-blowing policy that allows employees and other stakeholders to report any suspicious misconduct or illegal activities to the Group in a confidential manner. It will ensure that the information of the whistle-blower is kept confidential.

Whistle-blowing Mechanism

In order to enhance the employees' consciousness on the Group's internal justice, the Group has established a whistle-blowing mechanism as an internal control to provide employees and stakeholders with reporting channels and guidelines. We also welcome internal and external stakeholders to raise their concerns about any suspected misconduct, fraud and inappropriate, unethical or unfair treatment in the supply chain.

商業道德

我們認為誠實、廉潔和公平是所有董事和員工必須時刻謹守的核心價值，集團內嚴禁一切賄賂、勒索、欺詐和洗黑錢等不當行為。為推動廉潔和反貪腐的企業文化，集團制定的《商業道德行為守則》，要求每位員工全面遵守相關守則，避免任何形式的利益衝突及貪污行為。我們的供應商亦需遵從反貪污及賄賂的法律法規，其商業道德表現會每年進行再評估，以確保其嚴格遵守該政策。如有任何違反公司政策的行為，我們會按紀律處分制度，處罰該有關單位。對於任何貪污違法行為，將交由司法機關依法處理。集團設有舉報政策，讓員工及其他持份者以保密形式向集團舉報任何可疑的不當或非法行為，並會確保舉報者的資料保密。

舉報機制

為提高僱員對本集團內部公正的意識，集團建立舉報機制，作為內部監控機制，向僱員及持份者提供報告渠道及指引。我們亦歡迎內部及外部持份者就供應鏈中任何懷疑的不當行為、舞弊，以及不合適、不道德或不公平的待遇提出他們的疑慮。



OUTLOOK

展望





OUTLOOK 展望

The Group is determined to power the progress of its business by offering tailor-made sophisticated products and services. Our strategy is to strengthen our position as a leading container manufacturer by developing new customised containers with high technological requirements. We look forward to grasping the opportunities arising from the substantial changes in the world around us. We are continuously committed to researching and developing more environmental protection products and environmental-friendly products, thereby promoting energy conservation and consumption reduction and reducing waste of resources. In addition, the Group understands that safety and social responsibility are fundamental to our business approach. We will keep good communication and cooperation with customers, governments, business partners, investors and other stakeholders.

集團決心通過提供量身定制的精緻產品和服務來推動業務進步。我們的策略是研發符合高技術規格的特製集裝箱，以鞏固我們的集裝箱製造領先地位。我們期待能把握圍繞我們的世界重大變化所帶來的機遇，持續致力於研發更多環保及環境友善產品，從而促進節能降耗及減少資源浪費。另外，集團明白安全和社會責任是我們業務方針的基礎。我們會與客戶、政府、業務合作夥伴、投資者和其他持份者保持良好溝通及合作。

DEVELOP NEW SPECIALISED CONTAINERS WITH HIGH TECHNOLOGICAL REQUIREMENTS

開發具有高技術要求的新型特種集裝箱



Containers of various sizes
各種尺寸的集裝箱



Expansion in containers for new energy generation
擴大用於新能源發電的集裝箱



Special function containers of tailor-made interior structures
量身定制的內部結構的特殊功能集裝箱



SUSTAINABILITY AT A GLANCE

可持續發展概覽

ENVIRONMENTAL 環境		
Emissions 排放物	Unit 單位	
Air Emissions 廢氣排放物		
NOx emissions 氮氧化物排放量	kg 千克	516,048.37
SOx emissions 硫氧化物排放量	kg 千克	2,574.76
PM emission 顆粒物排放	kg 千克	23.09
Solid Waste 固體廢棄物		
Hazardous Waste 有害廢棄物	tonnes 公噸	6,911.05
Hazardous Waste Intensity* 有害廢棄物密度*	tonnes per TEU 公噸/TEU	0.02
	tonnes per CCU 公噸/CCU	0.01
	tonnes per Unit 公噸/台	0.05
Non-hazardous Waste 無害廢棄物	tonnes 公噸	10,282.07
Non-hazardous Waste Intensity* 無害廢棄物密度*	tonnes per TEU 公噸/TEU	0.03
	tonnes per CCU 公噸/CCU	Not Applicable 不適用
	tonnes per Unit 公噸/台	0.04
Greenhouse Gases Emissions and Intensity 溫室氣體排放量及密度		
Total GHG Emissions 溫室氣體排放總量	tonnes of CO ₂ e 公噸二氧化碳當量	94,208.18
Direct Emissions (Scope 1) 直接排放(範圍一)	tonnes of CO ₂ e 公噸二氧化碳當量	14,676.39
Energy Indirect Emissions (Scope 2) 能源間接排放(範圍二)	tonnes of CO ₂ e 公噸二氧化碳當量	79,498.68
Other Indirect Emissions (Scope 3) 其他間接排放(範圍三)	tonnes of CO ₂ e 公噸二氧化碳當量	33.11
Emission Intensity 排放密度	tonnes of CO ₂ e per TEU 公噸二氧化碳當量/TEU	0.26
	tonnes of CO ₂ e per CCU 公噸二氧化碳當量/CCU	0.65
	tonnes of CO ₂ e per Unit 公噸二氧化碳當量/台	1.08



ENVIRONMENTAL 環境		
Emissions 排放物	Unit 單位	
Usage of Packaging Materials 包裝材料使用量		
Plastic 塑料	tonnes 公噸	302.28
Paper 紙張	tonnes 公噸	969.57
Metal 金屬	tonnes 公噸	211,151.96
Wood 木材	tonnes 公噸	49,072.61
Other material 其他物料	tonnes 公噸	18,752.35
Energy used 資源使用		
Purchased Electricity 購買的電力	kWh 千瓦時	95,130,436.29
Purchased Electricity Intensity 用電密度	kWh per TEU 千瓦時/TEU	261.33
	kWh per CCU 千瓦時/CCU	696.89
	kWh per Unit 千瓦時/台	1,234.76
*Solar Energy *太陽能	kWh 千瓦時	3,846,430.00
*Solar Energy Intensity *太陽能使用密度	kWh per TEU 千瓦時/TEU	46.14
	kWh per CCU 千瓦時/CCU	Not Applicable 不適用
	kWh per Unit 千瓦時/台	Not Applicable 不適用
Natural Gas 天然氣	m ³ 立方米	4,511,472.00
Natural Gas Intensity 天然氣使用密度	m ³ per TEU 立方米/TEU	12.72
	m ³ per CCU 立方米/CCU	32.33
	m ³ per Unit 立方米/台	Not Applicable 不適用
Diesel (Generator Set) 柴油(發動機用)	Litre 升	1,085,967.88

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ENVIRONMENTAL 環境		
Emissions 排放物	Unit 單位	
Diesel Intensity 柴油使用密度	Litre per TEU 升/TEU	2.95
	Litre per CCU 升/CCU	Not Applicable 不適用
	Litre per Unit 升/台	27.81
Municipal water 市政水	m ³ 立方米	506,888.39
Water Intensity 用水密度	m ³ per TEU 立方米/TEU	1.34
	m ³ per CCU 立方米/CCU	0.34
	m ³ per Unit 立方米/台	18.86
LPG 液化石油氣	kg 千克	10,097.30
	kg per TEU 千克/TEU	0.03
	kg per CCU 千克/CCU	Not Applicable 不適用
Acetylene 乙炔	kg per Unit 千克/台	Not Applicable 不適用
	kg 千克	23,096.25
	kg per TEU 千克/TEU	0.06
	kg per CCU 千克/CCU	0.72
	kg per Unit 千克/台	0.18



**Note:**

Data disclosed including the performance of the below reporting sites:

Reporting period	Reporting Site
1 January 2019 to 31 July 2019	Qidong Singamas Energy Equipment Co., Ltd. Ningbo Pacific Container Co., Ltd. Qingdao Pacific Container Co., Ltd.
1 January 2019 to 31 December 2019	Hong Kong Head Office Shanghai Management Centre Shanghai Baoshan Pacific Container Co.,Ltd. Singamas Container Industry Co., Ltd. Shanghai Pacific International Container Co., Ltd. Huizhou Energy Equipment Co., Ltd. Xiamen Pacific Container Manufacturing Co., Ltd. Qidong Singamas Offshore Equipment Co, Ltd.

- TEU is only applicable in all reporting site except Qidong Singamas Offshore Equipment Co, Ltd. and Shanghai Pacific International Container Co.,Ltd..
- CCU is only applicable in Qidong Singamas Offshore Equipment Co, Ltd..
- Unit is only applicable in Shanghai Pacific International Container Co.,Ltd..
- Data of solar energy is only applicable for Qidong Singamas Energy Equipment Co., Ltd..
- Carbon emission includes Scope 1 and Scope 2 emissions from the use of combustion fuel for mobile vehicle, the use of diesel (generator sets), purchased electricity and purchased natural gas.
- Reference of emission factor for GHG calculation

Stationary combustion (Hong Kong):	Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong
Stationary combustion (non-Hong Kong):	2006 IPCC Guidelines for National Greenhouse Gas Inventories
Mobile combustion (Hong Kong):	Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong
Mobile combustion (non-Hong Kong):	2006 IPCC Guidelines for National Greenhouse Gas Inventories

附註：

披露的數據包括下列報告點表現：

報告期間	報告點
2019年1月1日至2019年7月31日	啟東勝獅能源裝備有限公司 寧波太平貨櫃有限公司 青島太平貨櫃有限公司
2019年1月1日至2019年12月31日	香港總辦公室 上海管理中心 上海寶山太平貨櫃有限公司 勝獅貨櫃工業有限公司 上海太平國際貨櫃有限公司 惠州勝獅能源裝備有限公司 廈門太平貨櫃製造有限公司 啟東勝獅海工裝備有限公司

- TEU單位適用於啟東勝獅海工裝備有限公司及上海太平國際貨櫃有限公司以外的所有報告地點。
- CCU單位僅適用於啟東勝獅海工裝備有限公司。
- 台單位僅適用於上海太平國際貨櫃有限公司。
- 太陽能數據僅適用啟東勝獅能源裝備有限公司
- 碳排放包括範圍1和範圍2排放，來自移動車輛的燃油使用、發電機組的柴油使用、購買的電力和購買的天然氣。
- GHG計算的排放因子參考

固定源(香港)：	香港建築物(商業、住宅或公共用途)溫室氣體排放及減除的審計和報告指引
固定源(非香港地區)：	2006 IPCC國家溫室氣體清單指南
流動源(香港)：	香港建築物(商業、住宅或公共用途)溫室氣體排放及減除的審計和報告指引
流動源(非香港地區)：	2006 IPCC國家溫室氣體清單指南

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可持續發展概覽



SOCIAL 社會		
Employee 僱員	Unit 單位	
By Age 年齡分佈		
18-20	Nos. 人數	23
21-30	Nos. 人數	1,432
31-40	Nos. 人數	2,341
41-50	Nos. 人數	1,097
51-60	Nos. 人數	238
>60	Nos. 人數	5
By Gender 性別分佈		
Male 男	Nos. 人數	4,821
Female 女	Nos. 人數	315
By Educational Background 學歷分佈		
Master & Above 碩士及以上	Nos. 人數	15
Bachelor 大學本科	Nos. 人數	285
College 大學專科	Nos. 人數	307
Technical School 中專／職校／技校	Nos. 人數	736
High School 高中	Nos. 人數	3,762
Below High School 中學及以下	Nos. 人數	31
By Employee Category 職級分佈		
Director 董事	Nos. 人數	3
Executive 總助	Nos. 人數	42
Managerial 經理	Nos. 人數	132
Clerical 文員	Nos. 人數	488
Worker 勞務工	Nos. 人數	4,471





SOCIAL 社會		
Employee 僱員	Unit 單位	
Employee Turnover 人員流失		
Turnover Rate 流失比率	Percentage 百分比	4.9%
Training and development 培訓與發展		
Total Training Hours 總培訓時數	hours 小時	54,512.00
Average Training Hours/Employee 人員平均培訓時數	hours 小時	10.61
Average Training Hours By Gender 按性別劃分的平均培訓時數		
Male 男	hours 小時	11.07
Female 女	hours 小時	3.64
Average Training Hours By Employee Category 按職級劃分的平均培訓時數		
Director 董事	hours 小時	13.50
Executive 總助	hours 小時	2.22
Managerial 經理	hours 小時	4.19
Clerical 文員	hours 小時	5.13
Worker 勞務工	hours 小時	11.48
Health & Safety 健康與安全		
Work-related Fatalities 因工作關係死亡人數	Nos. 人數	0
Work-related Injury 工傷事故	Nos. 人數	45
Lost Working Man-Day 因工傷損失工作天數	days 日	1,007
No. of Prosecutions Against Health and Safety Regulatory Violations 因違反健康與安全法規而被起訴	No. of cases 次數	0

SUSTAINABILITY AT A GLANCE

可持續發展概覽



SOCIAL 社會		
Employee 僱員	Unit 單位	
Number of Suppliers 供應商數量		
Mainland China 中國內地	Nos. 間	1,467
Hong Kong 香港	Nos. 間	4
Others 其他	Nos. 間	28
Product Responsibility 產品責任		
% of Product Recall Due to Health and Safety Reasons 產品因健康與安全理由而須回收的百分比	Percentage 百分比	0
Number of Product-and Service-related Complaints Received 與產品及服務相關的已收投訴數目	No. of cases 個案	27
Anti-corruption 反腐敗		
No. of Prosecutions against Corruption 對貪污的起訴數目	No. of cases 次數	0

1. Turnover Rate Average of monthly turnover rate during the reporting period
2. Lost Working days Sick leaves due to all types of work-related injuries
3. Workers Including Contract Employees, Agent Employees and Temporary Employees

1. 流失比率 於報告期內的每月平均流失率
2. 損失工作日數 指各種工傷導致的病假
3. 勞務工 包括合同工、契約工及臨時工

