

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

2020

ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT

環境、社會及管治報告



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ABOUT THIS REPORT

關於本報告

Singamas Container Holdings Limited (“Singamas”, “the Group” or “We”) issued our first Environmental, Social and Governance (“ESG”) report in 2015. Over the past five years, we have still adhered to the business philosophy of sustainable development, creating and sharing sustainable value with our stakeholders on economic, social and environmental levels.

This report 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 Group refers to the Task Force on Climate-Related Financial Disclosure Final Report to establish climate-related initiatives and measures. We have also identified several potential risks and opportunities, including physical and transition, related to climate change, and formulated corresponding measures to meet the challenges of their impact on the Group in the short, medium and long term.

Reporting Principles

We considered the following reporting principles when formulating this report:

勝獅貨櫃企業有限公司(「勝獅」、「集團」或「我們」)於二零一五年發表首份環境、社會及管治(「ESG」)報告。五年過去，我們依然堅守可持續發展經營理念，與持份者在經濟、社會及環境層面創造及共享可持續價值。

本報告按照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」)而制定。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。

集團參考氣候相關財務披露建議的結論報告，制定與氣候有關的舉措和措施。我們亦識別了多項與氣候變化有關的潛在風險及機遇，包括物理和轉型，制訂相應措施，以應對其對本集團在短、中及長期影響的挑戰。

匯報原則

我們在制定本報告時，考慮了下列報告原則：

Materiality 重要性

The Group determines various environmental, social and governance affairs and their impact on the operations of the Group through management interviews and surveys of internal and external stakeholders. Based on the results of the survey, material environmental and social issues are identified, and this is the disclosure highlight of this report.

本集團透過管理層訪談及內、外部持份者問卷調查釐定各項環境、社會及管治事宜，以及對本集團營運的影響。根據問卷調查結果，識別重大環境社會議題，以此為本報告的重點披露。

Quantitative 量化

This report would perform annual performance comparison with suitable quantitative data recorded and estimated by relevant departments of the Group when applicable. In order to ensure the accuracy of the environmental key performance indicators, the Group has appointed external consultants to conduct carbon assessment, which adopted the guidelines issued by the National Development and Reform Commission of the People’s Republic of China (“PRC”) and the ISO 14064-1 Greenhouse Gas Protocol as well as other national and international standards.

本集團的相關部門對量化資料作出紀錄及估算，在可行情況下，本報告會對適當的量化資料進行年度績效比較。為確保環境關鍵績效指標的準確性，本集團已委託外部顧問進行碳評估，當中採納中華人民共和國(「中國」)國家發展和改革委員會發布的指南及ISO 14064-1溫室氣體盤查議定書等國家及國際標準。

Balance 平衡性

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. The information in this report mainly comes from internal statistical reports, documents and communication documents in 2020.

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。本報告的資料主要來自於二零二零年度的內部的統計報告、文檔及溝通文件。

Consistency 一致性

Since 2015, we have reported in accordance with the Environmental, Social and Governance Reporting Guide issued by The Stock Exchange of Hong Kong. The Group uses consistent statistical methods when applicable. If there are any changes that may affect the comparison with previous reports, the Group has added remarks to the corresponding content of this report.

我們自二零一五年起遵循「香港聯交所環境、社會及管治報告指引」進行匯報。在可行情況下，本集團使用一致的統計方法。若有任何可能影響與過往報告作比較的變更，本集團已於本報告相應內容加入註解。

Reporting Period and Scope

The content of this report covers the information and operating activities of the Group's headquarters in Hong Kong, management office in Shanghai and the factories located in China, 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 and logistics businesses attributing a relatively small proportion, the part is not included in the report.

This report covered operating locations including the Hong Kong Head Office, Shanghai Management Centre, 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: From 1 January to 31 December 2020, which is the same as the financial period covered in our annual report.

Reference Guide

This report is prepared with reference to the following guides or recommendations:

HKEX Environmental, Social and Governance Reporting Guide; Task Force on Climate-Related Financial Disclosure Final Report

報告期和報告範圍

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，以及中國工廠的資訊及營運活動。鑑於集裝箱堆場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。

本報告所涵蓋的營運地點包括香港總辦公室、上海管理中心、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：二零二零年一月一日至十二月三十一日，與年報的財政期間相同。

參考指引

本報告主要參考下列指引或建議編製：

聯交所《環境、社會及管治報告指引》；氣候相關財務披露建議的結論報告

MESSAGE FROM MANAGEMENT

管理層寄語

We strive to transform into “New Singamas” and become the world’s leading specialised container manufacturer and logistics service provider.

我們努力轉型為「新勝獅」，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。

Singamas Container Holdings Limited (the “Group” or “We”) strives to be a leading specialised container manufacturer and logistics services provider. In order to satisfy our customers’ needs, create long-term and sustainable value for our shareholders and share achievements with our employees, we provide high quality, technological advanced and reliable products. In this Environmental, Social and Governance Report (“this report”), we set out our efforts to develop our business in a more sustainable and responsible manner.

Looking back at 2020, the COVID-19 pandemic (“COVID-19 pandemic”/“Pandemic”) began to spread globally in the beginning of the year. The lockdown measures in various places have severely affected the manufacturing industry in Mainland. Although the container manufacturing industry has been greatly affected by the COVID-19 pandemic in the first half of 2020, it is also provided opportunity for the Group to seek change, innovation, transformation and upgrading at the same time.

勝獅貨櫃企業有限公司(「集團」或「我們」)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，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。在本環境、社會及管治報告(「本報告」)載列我們為更具可持續性及更負責任的方式開展業務而作出的努力。

回顧二零二零年，新型冠狀病毒疫情(「新冠病毒疫情」/「疫情」)在年初開始蔓延全球，各地的封城措施嚴重影響國內製造業；雖然新冠病毒疫情於二零二零年上半年對造箱業造成很大的影響，但同時也是集團謀變創新，轉型升級的良機。



In order to align with the “New Singamas” green development philosophy, the Group strives to transform and upgrade, and actively improve its corporate R&D and manufacturing capabilities to form a comprehensive product customisation service and operational system. Our R&D team has worked with experts from the Chinese Academy of Sciences and China Customs last year to develop a mobile nucleic acid testing laboratory specialised for the testing of COVID-19. On the other hand, the Group also actively seeks new opportunities related to renewable energy. Our R&D team has cooperated with many new energy companies to provide solar energy storage containers for them. In terms of business development, we are not confined to traditional models. We actively explore new ways of marketing, switching our mindsets according to market changes, and seizing opportunities to accelerate the pace of transformation and upgrading to “New Singamas”.

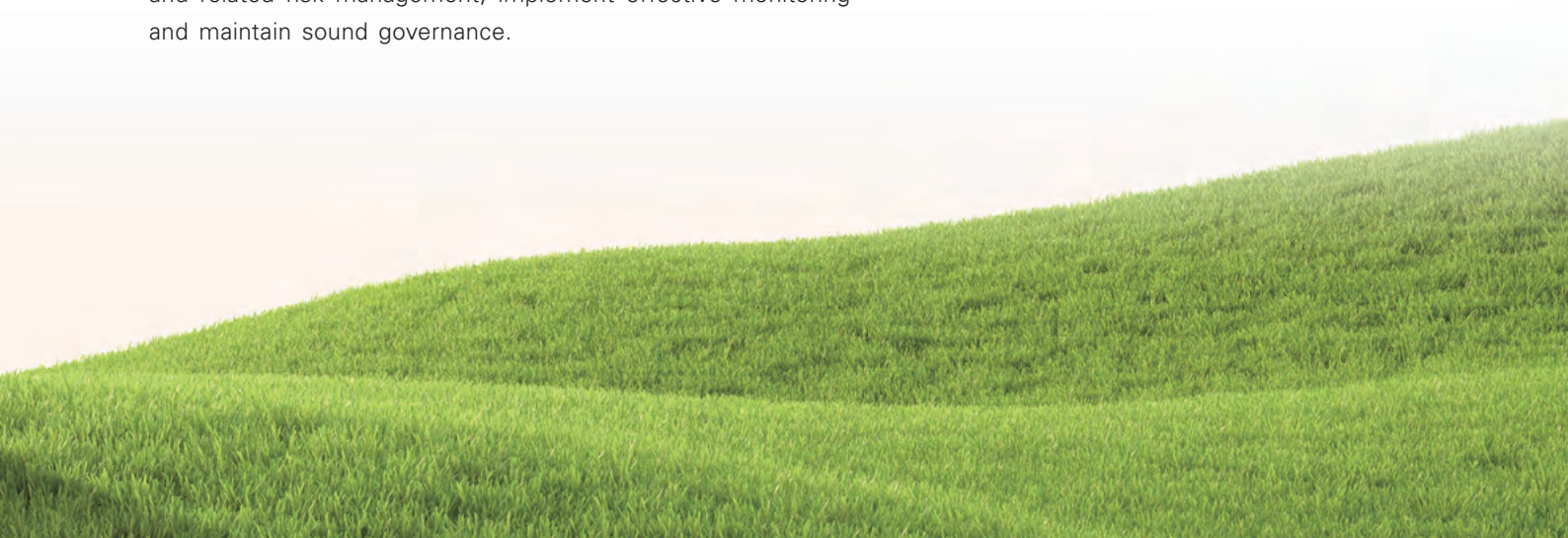
On the other hand, in order to become “New”, the Group widely accepts opinions of employees, looks for mutual development and to explore the talents of the employees. Through corporate innovation, we strive to overcome current obstacles, and to seek development and breakthroughs in terms of strategy, products, and talent training.

The management of the Group also take this opportunity to thanks everyone sincerely for their efforts in their prompt response to the pandemic, promoting power saving and emission reduction, focusing on R&D and innovation, and maintaining high-quality production in the past year. Looking forward, we will continue to maintain the balance between business and sustainable development, so as to earn commercial returns for shareholders while also bringing benefits to other stakeholders. We will also continue to strengthen the sustainable development governance system within the Group and related risk management, implement effective monitoring and maintain sound governance.

順應集團「新勝獅」的綠色發展理念，努力轉型升級，積極提升企業研發製造能力，形成完善的產品定制化服務和經營體系。在去年，我們的研發團隊與中國科學院的專家和中國海關，研發出專供新型冠狀病毒檢測的移動核酸檢測實驗室。另外，集團亦積極拓展可再生能源方面的相關機遇，我們的研發團隊已與多家新能源企業合作，為他們提供太陽能儲電集裝箱。在業務拓展方面，我們也不拘於傳統的模式，積極探索新營銷方式，跟隨市場變化轉換思維，抓住機遇，以加快轉型及升級為「新勝獅」的步伐。

另外，集團為求變「新」，我們廣納員工的意見，一起共謀發展，以最大程度發揮員工們的聰明才智。透過企業自主創新，務求克服當前困難，從策略、產品到人才的培養等方面，謀發展、尋突破。

集團管理層也藉此機會衷心感謝集團全體全人，在過去一年就迅速應對疫情、推動節電減排、專注研發創新、保持高質生產所付出的努力。展望未來，我們會繼續維持業務及可持續發展兩者之平衡，務求為股東賺取商業回報的同時，也為其他持份者帶來裨益。我們亦會不斷加強集團內部的可持續發展管治制度及強化相關的風險管理，執行有效監控及維持穩健管治。






ABOUT SINGAMAS 關於勝獅

Singamas Container Holdings Limited is a leading manufacturer of containers, operator of container depots and provider of logistics services. With diverse production capacity of its factories, Singamas is able to offer a comprehensive range of products, including dry freight containers, collapsible flatrack containers, open top containers, bitutainers, tank containers, offshore containers and other specialised containers. Besides manufacturing business, Singamas also leaves the footprint in the logistics services business development. Singamas established container depots in multiple cities in China and Hong Kong Special Administrative Region (Hong Kong), and has opened a logistic company in Xiamen in 2001.

勝獅貨櫃企業有限公司為全球具領導地位的集裝箱製造商、集裝箱堆場營運商，以及物流服務供應商。勝獅的工廠擁有多元化產能，令勝獅得以提供全面的產品，包括乾集裝箱、可摺疊式平架集裝箱、開頂式集裝箱、柏油箱、罐箱、海工集裝箱及其他特種集裝箱。勝獅除了製造業務，更涉足物流服務發展。勝獅於中國多個港口城市及香港特別行政區（「香港」）建立堆場，並於二零零一年在廈門設立物流公司。

Company's Network 集團網絡



 Factories 工廠	 Container Depots 集裝箱堆場	 Logistic 物流
<p>Shanghai : Shanghai Baoshan (dry freight containers, offshore containers and specialised containers) Shanghai Pacific (Tank containers)</p> <p>Yixing (stopped operations since mid-2020)</p> <p>Xiamen (dry freight containers and specialised containers)</p> <p>Huizhou (specialised containers)</p> <hr/> <p>上海： 上海寶山(乾集裝箱、海工集裝箱及特種集裝箱) 上海太平(罐箱) 宜興(於二零二零年中起停產) 廈門(乾集裝箱及特種集裝箱) 惠州(特種集裝箱)</p>	<p>Dalian, Tianjin, Qingdao, Shanghai, Ningbo, Fuzhou, Xiamen, Hong Kong</p> <hr/> <p>大連、天津、青島、上海、寧波、福州、廈門、香港</p>	<p>Xiamen</p> <hr/> <p>廈門</p>

Singamas's headquarter is in Hong Kong, and its production facilities are located in China.

Factories

Singamas currently has four factories in operation, the total production capacity is 280,000TEUs.

Depots and Terminals

The total area of Singamas's depots is 1,000,000m³, average daily storage capacity is 150,000TEUs.

If you want to know more about our products and services, please refer to the company website:

<http://www.singamas.com/zh-hk>

勝獅的總辦事處設於香港，而生產設施則設於中國。

工廠

勝獅集團現擁有四家工廠在營運中，總產能為280,000TEUs。

堆場及碼頭

勝獅集團的堆場總面積為100萬平方米，日均堆存能力為150,000TEUs。

想更了解我們的產品及服務，歡迎參閱公司網站：

<http://www.singamas.com/zh-hk>

THE CORNERSTONE OF SUSTAINABLE DEVELOPMENT

可持續發展基石

“As a leading container manufacturing company in the industry, it is the sustainable development goal and commitment of Singamas Group for years to minimise the impact on the environment by insisting on green design and production, while providing high quality and innovation to customers.”

「作為業內領先的集裝箱製造企業，為客戶提供優質及創新的同時，堅持打造綠色設計及生產，盡量減少對環境的影響，是勝獅集團多年來努力不懈的可持續發展目標與承諾。」

Singamas's Purpose

Singamas is committed to create a new type of energy-saving, environmentally friendly and sustainable container, providing fast and convenient container logistics service solutions, integrating the world and giving back to the society.

勝獅目標

勝獅致力於打造節能環保、可持續性的新型集裝箱，提供快速、便捷的集裝箱物流服務方案，融通四海、回饋社會。

Singamas's Commitment 勝獅承諾



**Green Innovation
to Protect the
Environment**
綠色創新守護環境



**People-Oriented and
Grow Together**
以人為本共同成長



**Quality First, Safety
Assurance**
品質至上安全保證



**Strictly Comply
with Laws and
Regulations, Practice
with Integrity**
嚴守法規誠信務實



**Give-Back to the
Society, Sharing
Harmony**
回饋社會共享和諧

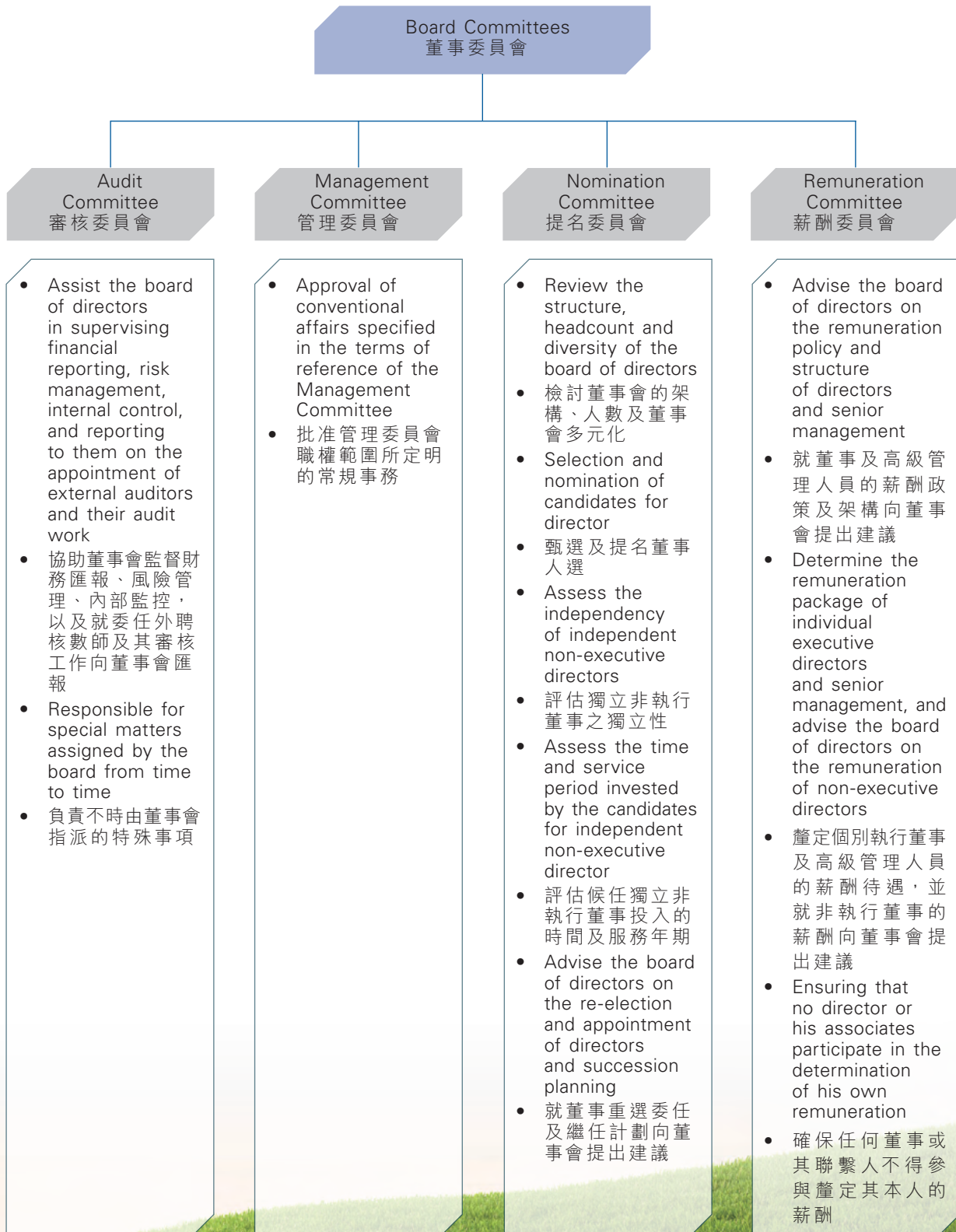
Sustainable Development Governance

Singamas knows its responsibility on leading the industry to implement sustainable development. The responsibility for sustainable development management is borne by the executive directors. The management work is delegated to various departments and units responsible for managing material sustainable development topics and monitoring their trends, so as to seize opportunities to improve the company's sustainable development performance.

可持續發展管治

勝獅深知自身肩負著引領行業實踐可持續發展的責任。我們的可持續發展管理均由執行董事承擔，其管理工作層下達至全部負責管理重要可持續發展議題並監察其趨勢的各個部門及單位，從而緊抓所有可以改善公司持續發展表現的機會。

Purview of the Board Committees 董事委員會的職權



THE CORNERSTONE OF SUSTAINABLE DEVELOPMENT 可持續發展基石

INTERNAL CONTROL

The Group knows that risk management is essential to corporate sustainable development. In order to promote unified corporate risk management within the Group, we have set up a Enterprise Risk Management Committee to be responsible for risk management and internal control, and the board of directors is responsible for continuous monitoring and review of its effectiveness. The board of directors reviews the implementation effectiveness of the system through the Audit Committee and covers major control measures, including financial, operational and compliance controls. The board of directors believes that the internal control and risk management system is effective and adequate.

ESG Report Working Group and Report Review

In order to ensure effective advancement of the Group's sustainable development work, the Group has established an Environmental, Social and Governance (ESG) Reporting Working Group, which is responsible for formulating and monitoring the work of the ESG Implementation Team. The ESG Implementation Team is composed of representatives appointed by the directors of various departments and is responsible for the implementation of the sustainable development of the Group. The team members come from main departments of each reporting unit, including the Quality Management Department, Human Resources Department, Procurement Department, Administration Department and Marketing Department etc. They mainly assist in the implementation of corporate social responsibility activities, improve colleagues' awareness of corporate social responsibility, and compile information for environmental, social and governance performance.

內部監控

集團深知風險管理對企業可持續發展至關重要。為促進集團範圍內統一的企業風險管理，我們已設立企業風險管理委員會負責風險管理及內部監控，董事會肩負持續監察及檢討其有效性的責任。董事會透過審核委員會檢討系統的實施成效及涵蓋重大監控措施，包括財務、營運及合規控制。董事會認為內部監控及風險管理系統屬有效及充分。

ESG報告工作小組及報告審閱

為了保障集團可持續發展工作的有效推進，集團成立環境、社會及管治(ESG)報告工作小組，負責制定及監察ESG執行小組的工作。ESG執行小組由各部門總監委派代表組成，負責執行本集團的可持續發展事宜。小組成員來自各匯報單位的主要部門，包括品質管理部、人力資源部、採購部、行政部及市場部等，主要協助推行企業社會責任活動、提高同事的企業社會責任意識，及為環境、社會及管治表現編纂資料。



ESG Industry Development

Besides improving our own ESG performances, we are also responsible for promoting and enhancing the sustainable development of the industry. The Group is a member of the China Container Industry Association. Our factory representatives regularly participate in the association's meetings to conduct in-depth discussions and exchanges on the application of environmental protection materials, production technology and labour affairs to enhance the sustainable development level of different aspects of the industry.

The Group's board of directors is fully responsible for the company's environmental, social and governance strategies and reports, as well as monitoring and managing risks related to environmental, social and governance. This report was confirmed and approved by the board of directors on 18 June 2021.

RISKS AND OPPORTUNITIES

The Group understands that our business nature and operating environment put us into various potential risks, which will affect the interests of stakeholders, brand reputation, finances, operations and the Group's sustainability performance. In response to the risks and opportunities that sustainable development brings to the operation of the Group, the Group regularly holds management meetings to assess the risks of different aspects of the Group's operations, including but not limited to ESG issues, and develops the related measures responding to the identified risks. It includes the manufacturing process, product quality, work environment and resources equipment for mitigate the negative impact.

ESG行業發展

除了提升自身的ESG表現外，我們亦肩負著推動及促進行業的可持續發展的責任。集團為中國集裝箱協會的成員，我們的工廠代表會定期參與協會的會議，就行業的環保物資應用、生產技術及勞工事務進行深度的探討與交流，以提升業內不同方面的可持續發展水平。

集團的董事會全面負責本公司的環境、社會及管治策略和報告，以及監察和管理環境、社會及管治相關風險。本報告已於二零二一年六月十八日獲董事會確認及批准。

風險及機遇

集團深明自身的業務性質及營運所在環境令我們面臨各種潛在風險，並會影響持份者利益、品牌聲譽、財政、營運及集團的可持續發展績效。為應對可持續發展對本集團營運所帶來的風險與機遇，本集團定期舉行管理層會議，評估對本集團營運各方面的風險，包括但不限於ESG議題，並根據已識別的風險制定相關改善措施，包括製造過程、產品質素、工作環境及資源配備以緩減其負面影響。



THE CORNERSTONE OF SUSTAINABLE DEVELOPMENT

可持續發展基石

Type of Risks 風險類型	Description of the Risk 風險描述	Singamas's Effort 勝獅已作出的努力	Singamas's Plan in the Future 勝獅未來的部署
Emissions and waste management 排放與廢棄物管理	<p>Emissions during production have an impact on the environment and climate change. Without proper environmental management, it may affect the reputation of the Group's products in the market and reduce its sensitivity to the market, and may even cause the Group to miss out on further opportunities brought about by the low-carbon economy in the future.</p> <p>生產過程中的排放對環境及氣候變化構成影響。如欠缺妥善的環境管理，將可能影響本集團產品在市場上的聲譽及減低對市場的敏感度，更可能令本集團錯失未來低碳經濟帶來進一步的機遇。</p>	<p>The Group implements various measures to reduce the negative impact of operations on the environment. The Group also promotes relevant environmental protection training for the employees, such as online seminars, to increase environmental awareness.</p> <p>本集團通過實施多項措施以減低營運對環境的負面影響，本集團亦推動員工進行相關的環保培訓，例如網上講座，提高環保意識。</p>	<p>We will upgrade exhaust gas treatment equipment to enhance the treatment efficiency of volatile organic compounds (VOCs) and further reduce the level of pollutant emissions.</p> <p>我們會升級廢氣處理設備，以加強揮發性有機化合物 VOCs 的處理效率，進一步降低污染物的排放水平。</p>

Type of Risks 風險類型	Description of the Risk 風險描述	Singamas's Effort 勝獅已作出的努力	Singamas's Plan in the Future 勝獅未來的部署
<p>Information security and personal data protection 信息安全及個人資料保護</p>	<p>With the continuous development of internet technology, the online application systems can bring convenience and efficiency, but at the same time it also brings new security threats to the Group. Many countries around the world have tightened the laws and regulations on corporate and personal privacy. The Group would have to bear legal and compensation risks if there is any leakage. 隨著網絡技術的不斷發展，網上應用系統可帶來便利和提升效率，但同時也為集團帶來新的保安威脅。全球多個國家對企業及個人隱私的法律規範越催嚴緊。一旦洩露，集團會因此承受法律及賠償風險。</p>	<p>The Group has set up a "Personal Data (Privacy) Policy" to collect and process the personal data of consumers, employees and factory partners in a legal and fair manner to protect personal data from unauthorised or accidental access, processing, deletion, loss or use, etc. 集團設有《個人資料(私隱)政策》，以合法、公平的方式收集處理消費者、員工以及各合作廠商的個人資料，保障個人資料不會未經授權或意外地被查閱、處理、刪除、喪失或使用等。</p> <p>The Group has adopted different measures to avoid attacks from external networks. For example: through firewall, data leakage protection, anti-virus software and mail gateway protection, etc. 集團採取了不同措施避免外部網路的攻擊。例如：通過防火牆、資料外洩防護、防毒軟件及郵件閘道防護等。</p>	<p>The Group will continue to monitor and regularly review the implementation of existing policies and measures to ensure that the measures are effective. 本集團會持續監察及定期檢討現有政策及措施的實行情況，確保措施行之有效。</p> <p>The Information Technology Department of the Group will also regularly update the internal operating system in order to fix the loopholes. 本集團的資訊科技部，亦會定期更新內部的作業系統，修補漏洞。</p>

THE CORNERSTONE OF SUSTAINABLE DEVELOPMENT

可持續發展基石

Type of Risks 風險類型	Description of the Risk 風險描述	Singamas's Effort 勝獅已作出的努力	Singamas's Plan in the Future 勝獅未來的部署
Occupational health and safety 職業健康與安全	<p>Failure to deal with occupational safety and health matters (such as potential fire hazards, and potential risks of aging equipment and facilities) or to comply with relevant laws and regulations in a timely manner will result in production loss, machine damage, work suspension, increase in medical and insurance costs, etc., which would increase the operating costs of the Group.</p> <p>未能及時處理職業安全及健康事宜(例如：潛在火災隱患，及設備和設施的老化的風險隱患)或遵守該法律及法規，會導致生產損失、機器損壞、停工、醫療及保險費用增加等，增加本集團的營運成本。</p>	<p>The Group maintains a healthy and positive working environment through regular inspections and training. During the COVID-19 pandemic, the Group paid close attention to relevant policies of the government and practices in the industry to understand the best implementation measures in labour protection and employee's health and safety management.</p> <p>本集團通過定期巡檢及培訓，以維持健康正面的工作環境。於新冠疫情期間，本集團密切關注政府相關政策，以及市場同業做法，了解勞動保護及員工健康安全管理的最佳實踐方式。</p>	<p>The Group will increase the degree of equipment automation and replace staffs with mechanical equipment for processes with higher risks to reduce labour work intensity and exposure of employees at high-risk work sites, in order to reduce the level of occupational hazards.</p> <p>本集團會提高設備自動化程度，以機械設備代替人員進行較高風險的工序，以減少工人勞動強度及減低員工曝露在高風險的工作點，從而降低職業危害水平。</p>

In order to ensure that the company can effectively implement the sustainable development strategies, we have divided the sustainable development approaches into five backbones.

為確保公司能有效地貫徹執行可持續發展策略，我們把可持續發展方針劃分為五大支柱。

Sustainability Plan 2025: Five Backbones

可持續發展計劃二零二五：五大支柱



Strictly Comply with Laws and Regulations, Practice with Integrity

嚴守法規 誠信務實

- Comply with Laws and Regulations — Ensure the Group's corporate governance structure complies with applicable laws and regulations
- Risk Management — Monitor and review the internal control system and risk management procedures to ensure overall efficiency and continuous improvement
- Code of Ethics — Comply with the ethical standards of business integrity and establish a culture of compliance throughout the company

- 合法合規 — 確保集團的企業管治架構符合適用的法律法規
- 風險管理 — 監察及檢討內部監控系統及風險管理程序，以確保整體效益及持續改善
- 道德規範 — 恪守商業誠信道德標準，並在整個公司樹立合規的文化



Quality First, Safety Assurance

品質至上 安全保證

- Product Innovation — Actively improve the company's R&D and manufacturing capabilities, and form a comprehensive product customisation service and operation system
- Product Quality — To ensure that the product is of good quality and meets the highest safety standards
- Environmentally Friendly Products — Integrate the concept of sustainable development into product design

- 產品創新 — 積極提升企業研發製造能力，形成完善的產品定制化服務和經營體系
- 產品質素 — 確保產品質素良好，並符合最高的安全標準
- 環保產品 — 把可持續發展理念融入產品設計



Green Innovation to Protect the Environment

綠色創新 守護環境

- Environmental Management — Monitor various environmental parameters and review production plans regularly to minimise related environmental impacts
- Climate Change Strategy — Review the Group's approach to climate change and formulate a sustainable development plan to identify and respond to relevant entities and transformational risks and opportunities
- Green Production Practices — Committed to reducing the environmental impact of the Group's operation
- Efficient Production Chain — Committed to improving resources efficiency and increasing productivity

- 環境管理 — 定期監察各類環境參數及檢討生產方案，盡量減少相關的環境影響
- 氣候變化策略 — 檢討集團應對氣候變化的方針，並制定可持續發展計劃，以識別和應對相關的實體和轉型風險與機遇
- 綠色生產實務 — 致力減低集團運作對環境帶來的影響
- 高效生產鏈 — 致力提升資源效益及提高生產力

THE CORNERSTONE OF SUSTAINABLE DEVELOPMENT 可持續發展基石

Sustainability Plan 2025: Five Backbones

可持續發展計劃二零二五：五大支柱

People-Oriented and Grow Together

以人為本 共同成長

- Caring for Employees — Through various communication channels and employee activities to strengthen a good relationship with employees
 - Cultivate Talents — Foster an environment for continuous learning and encourage employees to develop their careers in the company
 - Embrace Diversity — Respect the labour rights and human rights of all employees, maintain high ethical standards, clearly specify human resources management policies, and promote an inclusive culture within the company
 - Work Safely — Provide employees with adequate support, a pleasant and healthy working environment, and create a caring community within the working environment
- 關懷員工 — 透過各種溝通渠道及員工活動，加強與員工的良好關係
 - 培育人才 — 培育持續進修的環境，並鼓勵僱員在企業內發展事業
 - 多元包容 — 尊重所有員工的勞工權利及人權，維持高道德標準，並清楚訂明人力資源管理政策，並在公司內倡導包容的文化
 - 安全工作 — 為員工提供充足支援、愉快及健康的工作環境，並在工作環境營造一個關愛的社區

Give-Back to the Society, Sharing Harmony

回饋社會 共享和諧

- Use our expertise and resources to serve the communities where our businesses are located
 - Cooperate with local charities to support the vulnerable groups and those in need
 - Provide job and training opportunities for young people
 - Create a healthy and green community
- 利用我們的專長和資源，為業務所在地的社區服務
 - 與本地慈善機構合作支援弱勢社群及有需要人士
 - 為年輕人提供工作及培訓機會
 - 營造健康和綠色社區

STAKEHOLDERS ENGAGEMENT AND MATERIALITY ASSESSMENT

Singamas attaches great importance to communication with stakeholders, and actively establishes multiple channels for in-depth interactions with stakeholders to understand their views and opinions on various sustainable development issues.

持份者溝通與重要性評估

勝獅十分重視與持份者的溝通，積極搭建多種不同的渠道與各持份者展開深度交流，了解其對各項可持續發展議題的看法和意見。

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/emails • 電話／電子郵件 • Customer Evaluation Form • 客戶評價表 • Customer visits and factory audits • 客戶參觀及工廠審核 • Trade Exhibitions • 行業展覽會 • Survey • 問卷調查
 Employees 僱員	<ul style="list-style-type: none"> • Training for occupational health and safety • 職業健康與安全培訓 • Regular meetings • 定期會議 • Internal circulars and publications/notice boards • 內部刊物／告示板 • Opinion collection boxes/mail box/e-mails • 意見箱／信箱／電子郵件 • Job performance assessment • 工作表現評核 • Survey • 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 • 全年及中期業績公布 • Annual reports/interim reports • 年報及中期報告 • Corporate website • 企業網站
 Regulatory agencies 監管機構	<ul style="list-style-type: none"> • Government websites • 政府網站 • Official documents/meetings • 公文／會議 • Written reports/visits • 文書報告／拜訪 • Monitoring/inspections and assessments • 監督／檢查及評估
 Suppliers 供應商	<ul style="list-style-type: none"> • Phone calls/e-mails • 電話／電子郵件 • On-site inspections • 實地考察 • Annual audits for suppliers • 供應商年度審核 • Survey • 問卷調查
 Local community 當地社區	<ul style="list-style-type: none"> • Participations in community activities • 參與社區活動 • Donation/sponsorship • 捐獻／贊助

THE CORNERSTONE OF SUSTAINABLE DEVELOPMENT 可持續發展基石

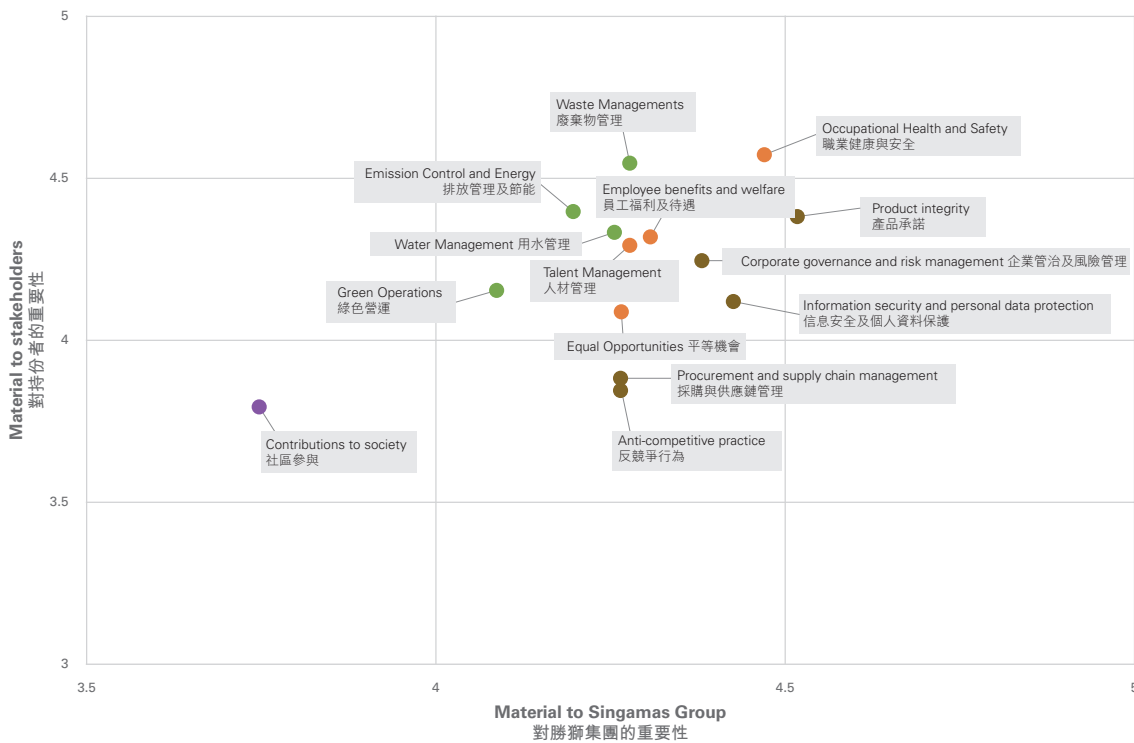
Material Issues Analysis

Identifying specific issues that are important to both the company and stakeholders allow us to take accurate and targeted measures to improve sustainability performance. The Group has therefore updated external stakeholders' materiality assessment on the Group's ESG issues last year, and this year our management and the board of directors have also reviewed the materiality of the Group's ESG issues. Based on the results of these two parts, we have then updated this year's materiality analysis and issues.

重要性議題分析

識別出對公司和持份者均重要的特定議題，使我們能夠採取正確且有針對性的措施，以提高可持續發展表現。故此，集團去年更新了外部持份者對集團ESG議題的重要性評估，而本年度我們的管理層及董事會亦審視集團的ESG議題的重要性，我們按照兩部份的結果，更新了本年度的重要性分析及議題排序。

Materiality Matrix 重要性矩陣



The list of material issues and evaluation results was submitted to the company's board of directors for confirmation and approval. Our efforts on material issues of sustainable development are reflected in this report.

重要性議題清單和評估結果已提交公司董事會確認及審批。我們於重要性可持續發展議題的努力均體現於本報告內。



TIDE OVER THE CHALLENGE FOR FIGHTING PANDEMIC TOGETHER 同心抗疫 迎難而上

“The work is ordinary, but it comes with extraordinary responsibilities. Everyone in Singamas has a mission to stick to the commitments and responsibilities entrusted to customers with our enthusiasm and tenacity.”

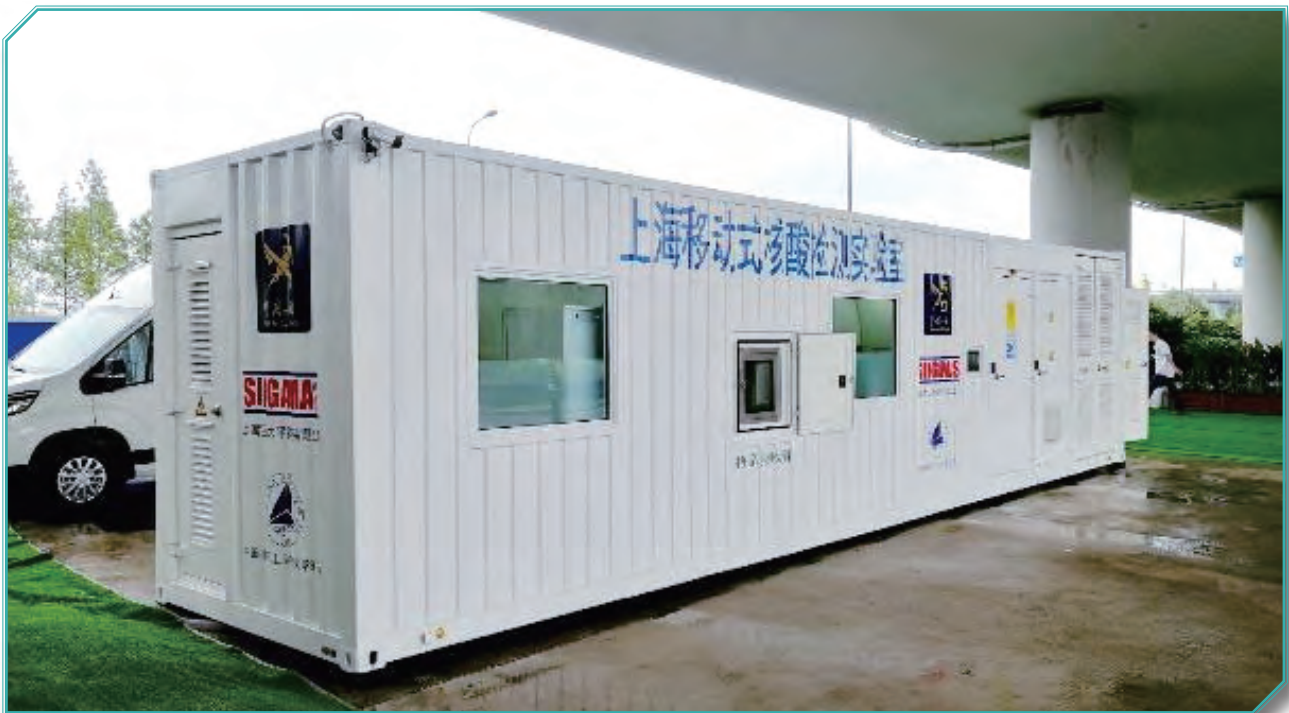
「工作雖然平凡，但責任不凡，每個勝獅人都身負使命，利用我們的熱忱與堅韌，堅守對客戶委託的承諾和責任。」

HEAVY RESPONSIBILITY

In 2020, the COVID-19 pandemic has spread all over the world. As a corporate citizen, Singamas contributed to the combat of the pandemic in its own position with its own way. The Group has outstanding achievements in innovative products and superior manufacturing technology. In the early stage of the pandemic, the Group's internal R&D team in Shanghai together with experts from the Chinese Academy of Sciences and China Customs developed a mobile nucleic acid testing laboratory specialised for the testing of COVID-19 with a maximum handling capacity of 1,500 samples.

身負重任

二零二零年的新冠疫情蔓延全球，作為企業公民，勝獅在自己的崗位上，以自己的方式為抵抗疫情貢獻著自己的一份力。集團在創新產品和超卓的製造技術上一直有著卓越的成就，疫情初期集團於上海的研發團隊連同中國科學院的專家和中國海關，研發出專供新型冠狀病毒檢測，最高日均處理量為1,500個樣本的移動核酸檢測實驗室。



TIDE OVER THE CHALLENGE FOR FIGHTING PANDEMIC TOGETHER
同心抗疫 迎難而上



Our R&D team has designed a mobile nucleic acid testing laboratory based on the principles of safety, intelligence, efficiency, and mobility. The laboratory has three functional parts, namely the reagent preparation room, the sample processing room and the nucleic acid testing room. The laboratory is also equipped with negative pressure system, medical equipment as well as a control system with 5G technology to speed up the transmission of messages and data.

我們的研發團隊，以安全、智能、高效、流動性的原則，設計了移動核酸檢測實驗室，實驗室具有三個功能部份，分別為試劑製備室、樣本處理室和核酸檢測室，當中配備了負壓系統及醫療儀器，其控制系統亦利用5G技術，以加快訊息及資料傳送。



In addition, the Xiamen factory had received a batch of specialised container orders from Serbia during the pandemic. When we heard that these modular containers would be used to build hospitals and other civilian facilities in Europe, our employees worked together at their own capacities to overcome all difficulties. The factory was doing the best to ensure scheduled delivery in order to fight for the pandemic in the countries along the “Belt and Road”.

另外，疫情期間廈門工廠接到一批塞爾維亞的特箱訂單，當瞭解到這批模塊化集裝箱將用於在歐洲建設醫院等民用設施時，員工們齊心協力，克服困難，全力生產，確保如期交付，期望為我們向「一帶一路」沿線國家的抗疫路上略盡綿力。



TIDE OVER THE CHALLENGE FOR FIGHTING PANDEMIC TOGETHER 同心抗疫 迎難而上

At the beginning of 2020, the pandemic situation developed rapidly, leading to a shortage of pandemic prevention materials. The Group's Huizhou factory had therefore donated a batch of container houses for the Huiyang government, providing temporary isolation shelters for infected patients, and a resting place for outdoor pandemic prevention and testing staffs. This action was for meeting the needs of pandemic prevention work, and to fulfil corporate social responsibilities at the same time.

二零二零年初，疫情變化迅速，導致防疫物資的短缺，因此集團的惠州工廠為惠陽政府捐贈一批集裝箱房，為感染患者提供臨時隔離住所，為戶外防疫檢測工作人員提供休息之地，以滿足疫情防疫工作的需要，並同時履行企業社會責任。



COMPREHENSIVE PANDEMIC PREVENTION

When the epidemic came suddenly at the beginning of 2020, the management of the Group has attached great importance to the prevention and control of the pandemic, and urged all factories to promptly formulate the “Pandemic Prevention and Control Work Plan” and to establish their own pandemic prevention and control emergency response working groups in accordance with the local pandemic situation and the requirements of the local governments. The working groups are responsible for the overall leadership of the company’s prevention and control of the COVID-19 pandemic, such as the procurement of necessary prevention and control materials (including temperature detection guns, disinfection alcohol, antibacterial masks and disinfection handrubs, etc.) to ensure the smooth operation of the factory. The Group’s Safety and Environment Department gave suggestions and advises actively by studying the daily information on pandemic prevention and control with combined situation of the company. Each factory has strictly implemented the established pandemic prevention and control measures, and has made outstanding contributions to the Group’s resumption of work and production, including the provision of sufficient pandemic prevention materials, strengthening the monitoring of employee’s health, separating mealing hours, organising workers for nucleic acid testing, and carrying out access control for visitors, etc. Real-time monitoring and strict prevention has been implemented.

Set up Temporary Places for Isolation

In order to ensure the isolation of suspected patients, the factory uses containers at the gate area as a temporary place for isolation.

全面防疫

二零二零年初疫情來得突然，集團管理層高度重視疫情的防控工作，敦促各個工廠根據當地疫情形勢及地方政府的要求，迅速制定《疫情防控工作方案》及成立各自的疫情防控應急工作小組。工作小組負責公司防控新冠疫情的全面領導工作，例如採購所需的防控物資(包括溫度探測槍、消毒酒精、防菌口罩及消毒搓手液等)，保障了工廠的運作平穩順利。集團的安環部每日瞭解疫情防控信息，結合公司狀況積極建言獻策。各廠房嚴格執行已制定的疫情防控措施，為集團復工復產做出了突出的貢獻，包括配備足夠的防疫物資、加強員工健康監測、實行分批就餐、組織工人作核酸檢測、對外來人員需進行出入管控，包括測量體溫等等，實時監控，嚴格防範。

設置臨時隔離場所

為確保對疑似患者進行隔離，廠區在大門口區域用集裝箱作為臨時隔離場所。



TIDE OVER THE CHALLENGE FOR FIGHTING PANDEMIC TOGETHER 同心抗疫 迎難而上

Body Temperature Measurement

In the early stage of the pandemic, the Group has formulated the "Notice on Strengthening Pandemic Prevention and Control for Entering the Factory". The notice lists out regulations and instructions on the mandatory requirements for masks wearing and temperature testing for all personnel entering the factories (including visitors, couriers and drivers). In addition, employees are also required to take their own body temperature check at home before going to work. Once the body temperature exceeds the standard, the employees should stay home for self-isolation and observation.

體溫測量

集團於疫情初期制定了「關於做好入廠疫情防制的通告」，通告中對於所有進入工廠的人員（含外來訪客和送貨人員及司機）的口罩佩戴要求及接受體溫檢測的要求進行了規定和說明。另外，也要求員工在上班前在家裏自行測體溫，一旦體溫超標，應居家自行隔離觀察。



Pandemic Prevention and Control Propaganda

Posting various pandemic prevention and control slogans at different locations of the factories; make use of internal working groups and publicity boards to promptly forward information about pandemic prevention, isolation, diagnosis and treatment to staff groups for publicity.

疫情防控宣傳

在廠區內的不同地點張貼各類疫情防控標語；利用內部工作群組及宣傳欄，及時將疫情預防、隔離及診療相關信息轉發員工群進行宣傳。





Strictly Carry Out Factory Disinfection

Strictly complied with the requirements set out by the company's Pandemic Prevention and Control Emergency Working Group, to disinfect the office area, canteen, toilets and other areas with frequent staff activities every day.

嚴格進行廠區消毒

嚴格部門按公司疫情防控應急工作小組要求，每日對辦公區、食堂、各洗手間等其他人員活動較頻繁區域進行消毒。

Strengthen Staff Group Meal Management

Separating mealing hours, distance dining, distance queuing, and setting up isolation boards on the dining tables. The isolation boards are posted with tips for preventing COVID-19, and employees are always reminded to pay attention to the details of mealing in order to effectively isolate the spread of respiratory droplets.

加強員工集體用餐管理

實行錯峰就餐，分散用餐，排隊時保持間隔，餐桌設置隔離板，隔離板貼有預防冠狀病毒小貼士，時時提醒員工注意用餐細節，有效隔離飛沫傳播。



TIDE OVER THE CHALLENGE FOR FIGHTING PANDEMIC TOGETHER 同心抗疫 迎難而上

Commitment from in-house suppliers

In order to ensure a safe and orderly resumption of work, the company submitted a pandemic prevention and control commitment letter to the local departments in charge. For this reason, in response to the pandemic prevention requirements during special periods, each unit adheres to the principle of fulfilling its own responsibility. The company also required all in-house suppliers provided commitment to prevent the spread of the pandemic.



駐廠供應商落實承諾制

為確保安全有序復工，公司向當地主管部門提交疫情防控承諾書，為此，針對特殊時期防疫要求，各單位秉承應切實履行自身的主體責任的原則，公司也要求所有駐廠供應商共同加強預防疫情擴散的承諾。

INDUSTRY RECOGNITION

Singamas has always fulfilled its responsibilities in terms of its own protection or to provide anti-pandemic assistance externally, and strives to do its best in everything. At the end of 2020, the Group's Huizhou factory and Shanghai Baoshan factory won the "China Container Industry Anti-pandemic Pioneer Team (中國集裝箱行業抗疫先鋒隊)" award issued by the China Container Industry Association in recognition of the Group's team efforts on the national anti-pandemic path.

業界認可

勝獅不論自身防護方面或在外部的抗疫援助方面一直克盡己任，把所有事情盡力做到最好。在二零二零年末，集團的惠州工廠及上海寶山工廠均榮獲由中國集裝箱行業協會頒發的「中國集裝箱行業抗疫先鋒隊」獎項，以表彰集團團隊在全國的抗疫路上所作出的努力。





In addition, Mr. Lin Qingchuan, Head of the Group's Xiamen factory Safety and Environmental Department, and Mr. Xie Zhiying, Deputy General Manager of the Shanghai Baoshan factory, were awarded the title of "Anti-pandemic Warrior in China's Container Industry" by the China Container Industry Association. This is not only a commendation for their personal performance during the pandemic, but also a recognition of the Group's efforts to resume work and production in a timely manner.

另外，集團廈門工廠安環部負責人林慶川先生及上海寶山工廠副總經理謝智穎先生獲中國集裝箱行業協會授予「中國集裝箱行業抗疫勇士」稱號。這既是對他們個人在疫情期間工作表現的表彰，也是對集團及時復工復產所作努力的認可。

GREEN INNOVATION TO PROTECT THE ENVIRONMENT

綠色創新 守護環境



We are well aware of our responsibility in promoting environmental protection and sustainable development because of the deteriorating global pollution problem. The Group is committed to managing its carbon footprint, actively control carbon emissions, continuously optimising the use of resources, and to strengthen the management of pollutant and emission. We continue to innovate and promote effective environmental protection projects and measures to minimise the impact from the production process and the entire industrial chain activities on the environment and communities.

全球污染問題日漸嚴峻，使得我們更加清楚認識到推動環保及可持續發展的責任。集團致力管理碳足跡，積極控制碳排放，並持續優化資源使用，強化污染物和排放管理。我們不斷創新且推進有效的環保項目及措施，盡可能減低生產過程及整個產業鏈活動對環境及社區所產生的影響。

Environmental Performance Indicators 環境績效指標

Our main business locations have obtained ISO14001 environmental management system certification.

我們的主要業務地點均獲得ISO14001環境管理體系認證。

Upgrade automatic spraying robotic system and curtain side system:

升級自動噴塗機器人系統及側拉箱系統：



- **Taking a 40-foot container as example, paint consumption reduced by about 2kg per container**
- 以40呎集裝箱為例，油漆的耗量降低每個約2KG



- **Welding robotic system reduces product defect rate by about 5%**
- 焊接機器人系統令產品不良率下降5%左右

We have cooperated with various new energy companies to produce photovoltaic specialised containers — “inverter container”.

已與多家新能源企業合作生產光伏特種集裝箱 — 「逆變器箱」。

GREEN INNOVATION TO PROTECT THE ENVIRONMENT 綠色創新 守護環境

TACKLING CLIMATE CHANGE

The Group realises that the impacts related to climate change may bring different risks to the Group's operations. Therefore we regularly assess and review climate change risks, and plan ahead for future financial risks that may arise and make arrangements accordingly.

應對氣候變化

集團意識到氣候轉變相關的影響有可能會對集團營運帶來不同的風險。因此，我們定期評估及檢討氣候變化風險，為日後可能會帶來的財務風險而未雨綢繆，作出部署。

Type of Risk 風險類型	Description of the Risk 風險描述	Risk Response Measures 風險應對措施
Immediate risks 即時風險	<p>Extreme weather events, such as flooding, typhoons, and hot weather, have the opportunity to cause damage to production plants, disruption of the supply chain, and reduction of production capacity due to work suspension.</p> <p>極端天氣事件，例如水浸、颱風及酷熱天氣等，有機會導致生產工廠受到破壞、供應鏈中斷及因停工而導致產能下降等風險。</p>	<p>The Group's factories have formulated the "Special Emergency Plan for Storm and Typhoon Prevention", which combines the typhoon status updates announced by the local meteorological department to initiate emergency responses. Production would be suspended and containers reinforcement work would be carried out in the factory area once the typhoon level has been reached.</p> <p>集團的工廠制定有《防暴雨防颱風專項應急預案》，結合當地氣象部門發布的颱風動態啟動應急響應，如達到颱風等級將停產，並為各廠區內的集裝箱進行加固工作。</p>



Type of Risk 風險類型	Description of the Risk 風險描述	Risk Response Measures 風險應對措施
<p>Policies and laws 政策及法律</p>	<p>Environmental related regulatory requirements in operations, products and services have been tightening, leading to increasing operating costs, including costs of compliance and product development costs.</p> <p>在與營運、產品和服務方面的氣候變化相關的監管規定日益收緊，從而導致營運成本增加、包括合規成本、產品開發成本增加。</p>	<p>Each of the Group's factories has implemented a number of energy-saving and emission-reduction measures, as well as fully complying with all environmental-related laws and regulations. Moving forward, the Group would move towards a "green factory" specification by strengthening the automation and mechanisation of the industrial chain, identifying latest laws, regulations, relevant policies and standards and to update and revise internal systems and standards in a timely manner, in order to improve the level of energy conservation and emission reduction as much as possible while complying with regulations and maintaining production capacity.</p> <p>集團的各個工廠均已實施多項的節能減排措施，並全面遵守所有環境相關的法例。而在未來，集團將加強產業鏈自動化及機械化，識別最新法律法規、相關政策及標準，及時更新修訂內部制度與標準，務求在符合法規及維持產能的同時，盡可能提升節能減排的水平，向「綠色工廠」規格邁進。</p>



GREEN INNOVATION TO PROTECT THE ENVIRONMENT 綠色創新 守護環境

Type of Risk 風險類型	Description of the Risk 風險描述	Risk Response Measures 風險應對措施
Market Risk 市場風險	<p>The market and governments of various countries would choose green products as priority due to their increasing concerns about climate change as well as their increasing acceptancy of renewable energy.</p> <p>市場及各國政府日益關注氣候變化及全球多個國家對可再生能源的接受程度不斷提升，因此會優先選擇綠色產品。</p>	<p>In order to meet relevant market trends and customer's needs, as well as to relieve environmental pressures, the Group has been developing customised containers that are environmental-friendly. The application scope of the company's products is now covering the medical, environmental protection, energy storage and other fields. We hope to achieve sustainable development within this fierce market competition by adhering to the development concept of green and environmental protection.</p> <p>集團已逐漸開發環保類定製集裝箱以配合有關趨勢，迎合市場趨勢與客戶需求，並緩解環境壓力。公司產品應用範圍已涵蓋醫療、環保、儲能等領域。秉持綠色環保的發展理念，期望可在激烈的市場競爭中實現可持續發展。</p>



GREEN OPERATIONS

The Group actively integrates environmental responsibility into daily operation activities by upgrading the equipment to automated machinery in order to minimise the impact of business on the surrounding environment. In the meantime, we have also strengthened our product research and development, integrating ideas for sustainable development, and made every effort to promote the concept of sustainable development to all levels of our value chain.

Automation Technology

The Group is committed to the application of automation and mechanised production technology. In order to meet the demand of the market, the Group has further introduced automated mechanical and electrical equipment in 2020, which can improve the production efficiency and stability, as well as to enhance the flexibility of the production processes. Shanghai Baoshan branch has taken the lead in upgrading their equipment, including the automatic paint spraying robotic system and curtain side system. The whole set of equipment greatly improves the quality of the Group's products, as well as saving manpower and reducing paint consumption. Taking a 40-foot container as example, the paint is more evenly sprayed and the spray consumption is reduced by about 2kg per container comparing with the original process or manpower. In addition, the introduction of automatic welding robots greatly improves the welding quality except saving manpower and reducing labour's work intensity. The welding robotic system has reduced the product defect rate by about 5% comparing with the original process or manpower. In the future, the Group will continue to phase out traditional machinery and increase the application scale of the devices mentioned above that were developed internally in order to further optimise the production process and to reduce exhaust emissions.

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，集團提升設備加入自動化機械，以最大程度減少業務對周邊環境造成的影響。同時，我們亦加強自身的產品研發，融入可持續發展理念，盡之把環境保護意識應用至各個價值鏈的層面。

自動化技術

集團致力應用自動化與機械化生產技術。為滿足市場需求，集團於二零二零年進一步引進自動化的機械設備及電氣設備，這些機械及電氣設備能改善生產效率和穩定性，以及加強生產流程的靈活性。上海寶山率先進行設備升級，包括油漆的自動噴塗機器人系統及側拉箱系統，整套裝置不但有利節省人手，降低油漆消耗，同時，更大大提升了集團產品的品質，與原有的工序或人手相比，油漆噴塗更均勻，並且以40呎集裝箱為例，每個的油漆耗量降低約2KG；另外，引入自動焊接機器人，整套系統不但可以節省人工，減輕工人勞動強度，同時可以大大提高焊縫質量，與原有的工序或人手相比，焊接機器人系統令產品不良率下降約5%。未來集團將繼續逐步淘汰傳統機械，並增加上述內部研發裝置的應用規模，以進一步優化生產流程，減低廢氣排放。



GREEN INNOVATION TO PROTECT THE ENVIRONMENT 綠色創新 守護環境



Green Product

In order to keep up with the development trend of renewable energy, since 2017, the Group has started researching and developing photovoltaic specialised containers — “inverter container” that are compatible with solar power generation. The storage battery in the inverter box would store the direct current produced by the solar photovoltaic panels and convert it into alternating current and supply to the government grid, households or daily use. Over the past years, the Group has cooperated with more than 40 new energy companies. In the future, the Group will continue to strive for the sustainable development of the industry. Our R&D team will continue to focus on being innovative, and hope to seek breakthroughs in the field of specialised containers for energy storage, shore power and generators.

綠色產品

為配合可再生能源的發展趨勢，集團早於二零一七年已開始研發配合太陽能發電的光伏特種集裝箱——「逆變器箱」。逆變器箱中的儲電池會儲存產自太陽能光伏板的直流電，並轉化為交流電再供給政府電網、家庭或日常使用。過去多年來，集團已與超過40家新能源企業合作。而在未來，集團的研發團隊會繼續專注創新，期望在儲能、岸電及發電機的特種集裝箱領域尋求突破，為業界的可持續發展努力。

ENERGY AND RESOURCES MANAGEMENT

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”. We have formulated a series of regulations and rules to improve equipment energy efficiency and reduce energy consumption based on our operating characteristics, as well as complying with relevant laws and regulations of Mainland China and Hong Kong, including the relevant requirements of the “Energy Conservation Law of the People’s Republic of China”.

能源及資源管理

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。針對自身經營特點，並遵照中國內地及香港之相關法律法規，包括《中華人民共和國節約能源法》的相關規定，制定了一系列條例和規則，以提高設備能源利用效率及減少能源消耗。



GREEN INNOVATION TO PROTECT THE ENVIRONMENT 綠色創新 守護環境

Electricity Consumption Management

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. The factories would regularly promote electricity saving and reminding employees to turn off the lights as well as the power of electrical equipment that are not in use. In addition, the factories would also replace aging electrical equipment with equipment which has higher energy efficiency.

用電管理

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。各工廠亦定期宣傳節約用電，提醒員工關掉閒置的電器設備的電源和電燈。此外，各工廠亦會為老化的電器設備更換能源效益較高的設備。

Measures taken 已採取的措施：

- Promote energy-saving and send out relative information regularly;
- To save energy by maintaining reasonable brightness of lighting;
- Control the temperature of the air conditioner, and turn off the air conditioner half an hour before get off work; and
- Turning off the air conditioner or switching it to the ventilation mode when the temperature drops.
- 定期進行宣傳節能信息；
- 維持照明合理亮度，節省能源；
- 控制空調溫度，及下班前提前半小時關掉空調；及
- 天氣氣溫下降時，將空調轉用抽風模式或關閉。

The Group's total energy consumption as below:

集團的總耗能如下：

Energy Type 能源種類	Unit 單位	Energy Consumption 耗量
Total Energy Consumption 總能源耗量	kWh in '000s 千個千瓦時	54,004.03
Intensity of Total Energy Consumption 總能源耗量密度	kWh in '000s/TEU in '000s 千個千瓦時／千個TEU	486.49
Direct Energy Consumption 直接能源耗量	kWh in '000s 千個千瓦時	19,873.43
Intensity of Direct Energy Consumption 直接能源耗量密度	kWh in '000s/TEU in '000s 千個千瓦時／千個TEU	179.03
of: 其中：		
Petrol Consumption 燃油耗量	kWh in '000s 千個千瓦時	5,289.28
Intensity of Petrol Consumption 燃油耗量密度	kWh in '000s/TEU in '000s 千個千瓦時／千個TEU	47.65
Fuel Gas Consumption 燃氣耗量	kWh in '000s 千個千瓦時	14,584.15
Intensity of Fuel Gas Consumption 燃氣耗量密度	kWh in '000s/TEU in '000s 千個千瓦時／千個TEU	131.38
Indirect Energy Consumption 間接能源耗量	kWh in '000s 千個千瓦時	33,317.75
Intensity of Indirect Energy Consumption 間接能源耗量密度	kWh in '000s/TEU in '000s 千個千瓦時／千個TEU	300.14
of: 其中：		
Electricity Consumption 電力耗量	kWh in '000s 千個千瓦時	33,317.75
Intensity of Electricity Consumption 電力耗量密度	kWh in '000s/TEU in '000s 千個千瓦時／千個TEU	300.14
Renewable Energy (Solar Energy) Consumption 可再生能源(太陽能)耗量	kWh in '000s 千個千瓦時	812.85
Intensity of Renewable Energy (Solar Energy) Consumption 可再生能源(太陽能)耗量密度	kWh in '000s/TEU in '000s 千個千瓦時／千個TEU	7.32

Note: Energy data is converted into kWh with reference to lower calorific value.

附註：能源數據參考較低熱值換算為千瓦時；

Fuel consumption includes: gasoline and diesel use of mobile vehicles (mobile vehicles), diesel use of generator sets (generator sets);

燃油耗量包括：移動車輛的汽油及柴油使用(移動車輛)、發電機組的柴油使用(發電機組)；

Fuel gas consumption includes: purchased natural gas, liquefied petroleum gas and ethylene ketone, etc.; and

燃氣耗量包括：購買的天然氣、液化石油氣及乙炔等；以及

Renewable energy is solar energy and only applies to Shanghai Pacific factory.

可再生能源為太陽能，並只適用於上海太平洋工廠。

GREEN INNOVATION TO PROTECT THE ENVIRONMENT 綠色創新 守護環境

Water Resources Management

Singamas's main water consumption is from production and domestic usage. Our water comes from municipal pipelines to ensure a stable supply. The Group strictly comply with the "Water Law of the People's Republic of China" and other laws and regulations. We inspect the plant's water pipelines, and conduct water conservation publicity regularly. If there is any leakage in water pipes, faucets or water valves, the maintenance departments will repair them in time to reduce waste of water. At the same time, the Group's factories all adopt production waste water recycling technology to increase the reuse rate of water resources to reduce waste water discharge.

水資源管理

勝獅的水資源消耗主要來自生產和生活用水，水源均來自市政管道，確保適用水源上不存在問題。集團嚴格遵守《中華人民共和國水法》等法律法規的要求，定期巡視廠房輸水管道，並開展節約用水宣傳。如發現水管、水龍頭或水閥出現滴漏現象，維修部門將及時進行維修，減少浪費用水。同時，集團的工廠均採用生產廢水循環利用技術，提高水資源的重覆利用率，以減少廢水的排放量。

Measures taken 已採取的措施：

- Replace aging faucets, water pipes and valves, and use faucets with aerators to save water;
- Promote water-saving regularly to improve employees' awareness of water-saving; and
- To notify the maintenance departments for inspection and repair if there is any leakage in the water pipe, faucet or water valve.
- 更換老化水龍頭、水管及水閥，使用隔網式水龍頭，節省用水；
- 定期進行節水宣傳，提高員工節水意識；及
- 如發現水管、水龍頭或水閥出現滴漏現象，須通知維修部門進行檢修。

The Group's total water consumption as below:

集團的總耗水量如下：

	Unit 單位	Volume of Water Consumption 水資源耗量
Water Consumption 耗水量	m ³ 立方米	212,668.41
Intensity of Water Consumption 耗水量密度	m ³ /TEU in '000s 立方米／千個TEU	1,915.78

Packaging Materials

Besides major electricity and water resources, the Group also pays close attention to the use of other resources, such as plastic, paper, metal and wood used in packaging. In terms of packaging plastics, when possible, we would try our best to consume the least resources in the production process and reduce the packaging materials usage in the production as much as we can while meeting all the requirements.

包裝物料

除了主要的電力及水資源外，集團亦十分關注其他資源的使用情況，例如包裝使用的塑料、紙張、金屬及木材等。在包裝塑料方面，我們在符合要求下，盡量在生產過程中耗用最少的資源及盡可能減少生產時所採用包裝物料。

The Group's total packaging materials consumption as below:

集團的包裝物料總耗量如下：

	Unit 單位	Materials Consumption 包裝物料耗量
Total Consumption of Packaging Materials 包裝物料總量	Tonnes 公噸	242,563.60

EMISSION CONTROL

In the face of rapid changes in the industry and policy environment, Singamas insists on improving and deepening the environmental responsibility system, and each of the Group's factories put into practice an environmental management structure. We have implemented a number of internal supervision tasks, including ISO14001 environmental management system, chemical safety, and hazardous waste treatment. We have established the "Emergency Plan for Environmental Incidents" to strengthen the prevention and emergency handling of environmental risks in response to the environmental accident risk assessment system and the comprehensive emergency plan for environmental emergencies.

排放管理

面對行業及政策環境的快速變化，勝獅堅持完善和深化環保責任制，集團的各個工廠貫徹實踐的環境管理架構。我們實施多項內部監督工作，當中包括ISO14001環境管理體系、化學品安全、危險廢棄物處理。我們建立了《突發環境事件應急預案》，針對環境事故風險評估制度、突發環境事件綜合應急預案等，以強化環境風險的預防和應急處理。

GREEN INNOVATION TO PROTECT THE ENVIRONMENT 綠色創新 守護環境

For the environmental emission performance of each factory, we would arrange thorough environmental monitoring for the factory at least once a year, and regularly conduct inspections by third-party in accordance with the requirements of the regulatory department. As the supervising party of the company's environmental protection, the Environmental Management Department is responsible for guiding and supervising the implementation of appropriate environmental protection measures in various factories and to ensure the implementation is effective. During the year, all of our factories have obtained ISO14001 environmental management certificates.

Waste Management

Reducing the generation and reasonable disposal of solid waste is an important part of our environmental protection work. 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 (i.e. Refuse, Reduce, Reuse, Repair and Recycle) principle and explore appropriate ways to reduce the generation and to handle solid waste.

For non-hazardous waste, the Group adopts the 5R management strategy to try to achieve the promise of "zero disposal". 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.

Volume of hazardous and non-hazardous waste generated by the Group as below:

對於各工廠環境排放表現，我們每年至少組織一次全廠環境監測，並按監管機構要求，定期進行第三方檢測。環境管理部作為公司環保工作的監管組織，負責指導並監督各工廠落實適合的環保措施，以有效地實施適當的環境保護措施。年內，我們所有的工廠均已獲得ISO14001環境管理證書。

廢棄物管理

減少固體廢物的產生及合理處置是我們環境保護工作的重要環節。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，即拒絕(Refuse)、減少(Reduce)、再利用(Reuse)、維修(Repair)和循環再造(Recycle)，探索減少固體廢棄物產生和處理的適當途徑。

針對無害廢物，集團依循5R的管理策略，盡量實現「零棄置」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。

集團的有害及無害廢棄物產生量如下：

Type of Waste 廢棄物類別	Unit 單位	Volume of Waste Generated 廢棄物生產量
Hazardous waste 有害廢棄物	tonnes 公噸	2,671.54
Non-hazardous waste 無害廢棄物	tonnes 公噸	3,541.98

Exhaust Gas Management

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 exhaust gases set by different provinces and cities. The Group uses advanced technology and strict management to reduce air pollutants.

We strictly manage exhaust emissions in accordance with the "Exhaust Gas Management Specifications". We have put in place corresponding treatment equipment and control measures to treat the exhaust pollutant. We would conduct maintenance work for the exhaust gas treatment facilities regularly to ensure they are in effective operation. We would also engage third-party organisation to conduct regular inspection on the facilities to make sure that the emission standards are met throughout the year.

The annual emission data of gaseous fuels and vehicles as below:

廢氣管理

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。

我們嚴格按照《廢氣管理規範》管理廢氣排放，並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。我們會定期對廢氣處理設施進行維護保養，以確保設備有效運作；以及定期委託具備環境資質的第三方機構進行監測，以確保全年達標排放。

氣體燃料及車輛年排放數據如下：

Pollutant 污染物	Unit 單位	Exhaust Gas Pollutant Emission Volume 廢氣污染物排放量
Nitrogen oxides (NOx) 氮氧化物(NOx)	kg 千克	90.52
Sulphur oxide (SOx) 硫氧化物(SOx)	kg 千克	0.80
Particle (PM) 顆粒(PM)	kg 千克	6.58



GREEN INNOVATION TO PROTECT THE ENVIRONMENT

綠色創新 守護環境

It is an indisputable fact that the global warming is getting worse. The Group has always concerned about the issue of climate change. For this reason, the Group has formulated a series of regulations and rules to reduce emissions that are in compliance with relevant laws and regulations in the places where it operates, such as the “Energy Conservation Law of the People’s Republic of China” and the Hong Kong Road Traffic Offenses (for automobile exhaust emissions). The Group has adopted and implemented a series of emission reduction measures:

地球暖化日益嚴重已是不爭的事實，集團一直關注氣候變化議題，為此本集團遵照營運當地的相關法律法規，例如：《中華人民共和國節約能源法》及香港道路交通條例（針對汽車廢氣排放），制定了一系列條例和規則，以減少排放。本集團採納及實踐一系列的減排措施：

Measures taken 已採取的措施：

- Provide and encourage employees to use video and teleconference systems to facilitate operation and management using this method to reduce greenhouse gas emissions caused by business travel and related transportation;
- Formulated policies related to regional procurement, preferentially select local suppliers to reduce the increase in energy consumption and greenhouse gas emissions due to additional transportation; and
- Prioritise the use of more environmental friendly equipment such as: variable speed air-conditioning equipment and refrigerants that reduce the damage to the ozone layer; replace equipment that uses gas with induction cookers.
- 提供並鼓勵員工使用視頻及電話會議系統，方使用此方法進行運營管理以減少商旅出差及其相關交通運輸引致的溫室氣體排放；
- 制訂了關於區域性採購的政策，優先選用本地供應商，以減少因額外的運輸過程而增加的能源消耗及溫室氣體的排放；及
- 優先選用較環保的設備，例如：可變頻空調設備及使用減低損壞臭氧層的冷媒；改用電磁爐具，以取代使用煤氣的設備。

Greenhouse gases emissions of the Group as below:

集團的溫室氣體排放量如下：

Greenhouse Gas Emission Category 溫室氣體排放類別	Unit 單位	Greenhouse Gas Emission 溫室氣體排放量
Total GHG Emissions 總溫室氣體排放量	tonnes of CO ₂ e 公噸二氧化碳當量	56,441.94
Direct Emissions (Scope 1) 直接排放(範圍一)	tonnes of CO ₂ e 公噸二氧化碳當量	19,556.90
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	36,885.04

Note: The calculation is based on the Reporting guidance on Environmental KPIs issued by HKEX, the 2006 IPCC Guidelines for National Greenhouse Gas Inventories, Fifth Assessment Report of IPCC, and the latest emission factors for grid electricity;

Scope 1 includes: fuel use of mobile vehicles (mobile vehicles), diesel use of generator sets (generator sets), purchased natural gas, liquefied petroleum gas and ethylene ketone, etc.; and

Scope 2 includes indirect energy emissions from purchased electricity.

附註：計算乃基於聯交所發布的環境關鍵績效指標報告指引、二零零六年IPCC國家溫室氣體清單指南、IPCC第五次評估報告、最新電網排放因子；

範圍1包括來自：移動車輛的燃油使用(移動車輛)、發電機組的柴油使用(發電機組)、購買的天然氣、液化石油氣及乙炔等；以及

範圍2包括購買電力的能源間接排放。

Wastewater Discharge Management

We strictly comply with the “Law of the People’s Republic of China on the Prevention and Control of Water Pollution” and other relevant laws and regulations on wastewater discharge in the places where we operate. We strive to reduce the discharge of related pollutants while ensuring the discharge of wastewater pollutants are in compliance. The Group has put in place a comprehensive sewage discharge management method. All factories are equipped with sewage treatment equipment and adopt chemical coagulation-flocculation method to achieve discharge targets. Our main goal for wastewater discharge management is to meet discharge standards throughout the year. 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 Cherish Food Campaign

The Xiamen factory implements the “Clear Your Plate Campaign” internally, encouraging employees to “cherish food and not to waste.”

廢水排放管理

我們嚴格遵守《中華人民共和國水污染防治法》等運營所在地的廢水排放相關法律法規，在確保廢水污染物合規排放的同時，努力降低相關污染物的排放。集團制訂了一套完善的污水排放管理方法，所有工廠均設有污水處理設備，採用化學混凝沉澱法，以達致排放目標。我們對廢水排放管理的主要目標是全年達標排放。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的排放指標。

惜食行動

廈門工廠內部實行「光盤行動」，倡議員工們「珍惜糧食，杜絕浪費」。



PEOPLE-ORIENTED AND
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Talent is the future of a company. By cultivating a professional and strong team, we lay the foundation for ourselves to keep innovating and to maintain our competitiveness, as well as catering to the booming and diversified development of the industry consistently. Singamas is committed to building a people-oriented company as well as to create working environment that is more safe, reliable and comfortable. At the same time, the Group is willing to provide growth support for our employees. And by providing rich and diversified growth plans, we can fully explore the potential of employees and to grow with them. Our dedicated Human Resources Department regularly reviews and improves relevant policies, and would keep track of updated knowledge of laws and regulations to ensure that the measures are in compliance with the legal requirements and industry standards.

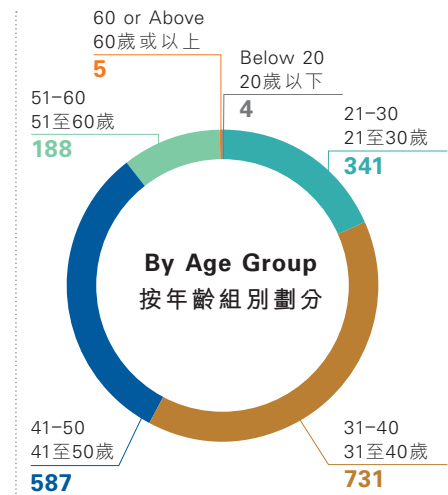
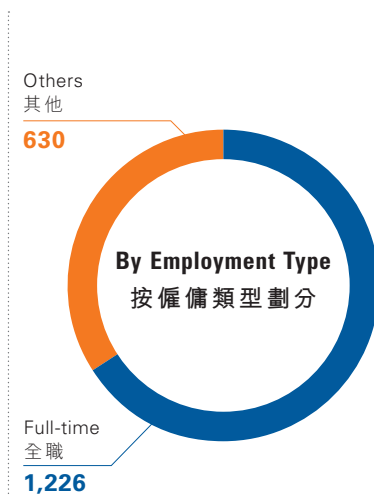
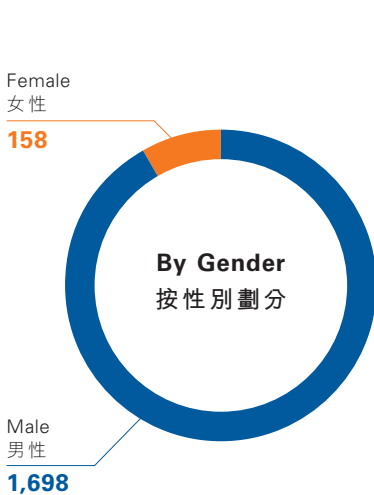
人才就是企業的未來。培育一支專業、強大的團隊為我們不斷創新及保持競爭力奠定基礎，持續迎合行業的蓬勃多元發展。勝獅致力於建設一個以人為本的企業，努力創造更安全、可靠、舒適的工作環境。同時，集團樂於為員工提供成長支持，通過提供豐富多元的成長規劃，充分發掘員工潛力，使員工與集團一同成長。我們專責的人力資源部定期檢討和改善有關政策，並保持更新法例法規知識，確保措施符合法律要求和行業準則。

OUR TEAM

Number of employees of the Group by different categories as below:

我們的團隊

集團按不同類別劃分的僱員人數如下：



Remarks: Full-time including all contracted employees.

備註：全職包括所有合約員工。

Others include main contractor (dispatched labours), temporary staffs/other contract employees.

其他包括總派遣工(勞務工)、臨時工/其他合約員工。

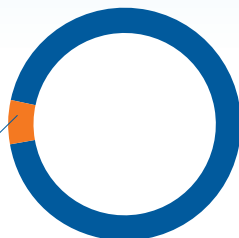
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Employee's turnover rate of the Group as below:

集團的僱員流失比率如下：

Employee's Turnover Rate (%)
僱員流失比率(%)
6.2%



Remarks: The turnover rate is the average monthly turnover rate during the reporting period.

備註：流失率是取報告期內的每月平均流失率。

The Group's employee training ratios and average hours by categories as below:

集團按不同類別劃分的僱員培訓比率及平均時數如下：

Category 分類	Percentage of Trained Employees (%) 受訓僱員百分比 (%)	Average Hours of Training Completed by Each Employee (Hour) 每名僱員 完成受訓的 平均時數 (小時)
By Gender 按性別劃分		
Male 男性	15.55%	10.15
Female 女性	7.60%	6.61
By Employee Category 按僱員類別劃分		
Director 董事	100.00%	12.17
Executive and above 總助及以上	8.96%	3.72
Manager/Assistant Manager/Manager Assistant 經理／副經理／經理助理	7.41%	7.14
Section Manager/Assistant Section Manager/Clerical/Officer 科長／副科長／文員／科員	4.60%	6.99
General Staffs 一般員工	16.89%	10.53

Remarks: General employees include contract staffs, dispatched labours and temporary staffs.

備註：一般員工包括合同工、勞務工及臨時工。

Staff Average Training Hours: The total number of training hours of the staffs of that level of the current month/the average total number of staffs of that level (beginning of the month + end of the month) (unit: hour).

人員平均受訓時數：該職級人員當月總受訓時數／該職級(月初+月末)平均總人數(單位：小時)。

TALENT MANAGEMENT

The key to the Group's full respect and development of employee's value lies in meeting their needs for health, safety, development, and work-life balance. Starting from the recruitment of employees, the Group has continued to standardise and improve the employment system based on the laws and regulations of the places where we operate, providing the employees with an equal, diversified and compliant working environment, and to guarantee the rights and interests of employees. We comply with relevant requirements of the "Labor Law of the People's Republic of China", "Labor Contract Law of the People's Republic of China", "Employment Ordinance" of Hong Kong and other laws, and treat every employee fairly and with respect.

Equal Opportunity and Diversity Inclusion

We are committed to creating a caring, tolerant, fair and non-discriminatory working environment. The Group strictly implements the anti-discrimination policy and will not tolerate any form of harassment. Our employees will not be treated differently due to the differences in gender, age, race, ethnicity, illness, marital status, family status, religious beliefs, etc. We encourage employees to express any unfair treatment they encounter at work to senior management. The reporting policy established by the Group guarantees that our employees have the right to report activities that are considered illegal, unethical or dishonest. Upon receipt of any report, the Group would conduct an open and strict investigation and take appropriate actions based on the facts to maintain compliance and social responsibility. We uphold the tenet of hiring based on talents. We carry out fair recruitment procedures by considering the skills and background of employees required by different positions and projects and allocates the talents rationally.

人才管理

集團充分尊重並開發員工價值的關鍵在於滿足員工對於健康、安全、發展、平衡生活等方面的需求。本集團從招聘員工開始，以各運營地法律法規為依據，不斷規範和改善僱傭制度，給予員工平等、多樣化及合規的工作環境，保證員工的權益。我們恪守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及香港《僱傭條例》等法律的有關規定，尊重並公平對待每一名員工。

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。我們的員工不會因性別、年齡、種族、民族、疾病、婚姻狀況、家庭狀況、宗教信仰等不同而受到區別對待。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，並根據事實採取適當行動，以維護合規和社會責任。我們秉承唯才是聘的宗旨，考慮不同崗位，不同項目對員工技能、背景的需求，合理配置人才，開展公平的招聘程序。

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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.

Protection of Rights

We offer competitive remuneration packages and 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, benefits, employment and dismissal, 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.

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。

權益保障

我們提供具競爭力的薪酬待遇及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、福利、僱傭及解僱、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。

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 stabilising 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.

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, factories of the Group would organise various activities irregularly, 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.

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，為保留人才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。

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，集團的工廠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。

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。



PEOPLE-ORIENTED AND GROW TOGETHER

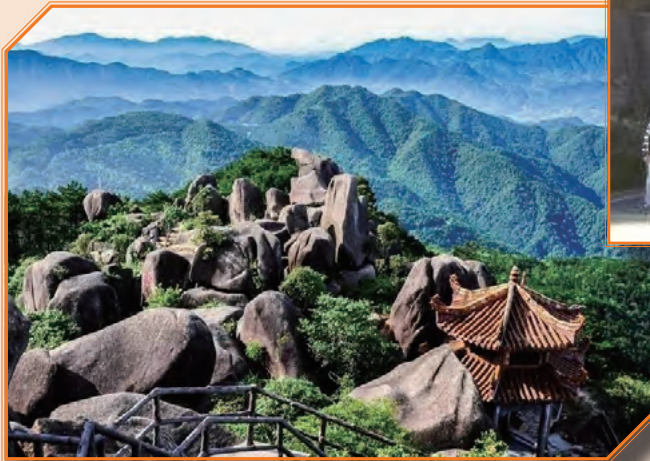
以人為本 共同成長

Staff's Trip

In order to thank all employees for their unremitting efforts in the development of the company, the Group's factories would organise employee trips from time to time, so that the employees can feel the company's care, relax, and devote themselves to future work in a better state.

員工旅遊

為了感謝全體員工對公司的發展所付出的不懈努力，集團的工廠會不定期組織員工旅行，讓員工感受到公司的關懷，放鬆身心，從而以更好的狀態投入到今後的工作中。



Team Building

The Group's factories would organise team building activities to enhance team awareness of the employees, stimulate their enthusiasm for work and life, and to allow new colleagues to better engage in our Singamas family at the same time.

團隊建設

集團的工廠會舉辦團建活動，以增強員工團隊意識、激發員工工作及生活熱情，同時，為了讓新加入的同事能夠更好地融入我們勝獅這個大家庭。



Birthday Parties for Employees

We organise birthday parties for employees, so that they can feel that the company values and cares about them.

員工生日會

為員工舉辦生日會，讓員工在生活方面感受到公司的重視和關懷。



PEOPLE-ORIENTED AND GROW TOGETHER**以人為本 共同成長****Health Examination**

In order to strengthen the occupational health monitoring of employees and to protect the physical health and legal rights of special occupational groups, the factories would arrange occupational health examinations. With the examinations, the company can fully understand the health status of the employees and effectively strengthens occupational health monitoring management. This fully reflects the company's care and love for employees by efficiently implementing the occupational disease prevention and treatment approaches of "Prevention First, Combining with Treatments".

健康檢查

為加強員工職業健康監護，保障特殊職業人群的身體健康與合法權益，工廠安排職業健康體檢，有助於公司全面瞭解員工健康狀況，有效加強職業健康監護管理，切實將「預防為主、防治結合」的職業病防治方針落到實處，充分體現了公司對員工的關懷和愛護。



CULTIVATE TALENTS

The Group is committed to building a professional management team and providing appropriate and job-related skills training to our employees. Our Human Resources Department constantly reviews the training needs of employees, evaluates the content and results of training courses, and formulates training courses that help to improve employees' knowledge and skills as well as meeting business needs. In addition, the Group would also highly encourage employees to develop their careers within the company. The Group would promote continuing education, organise various types of training courses, as well as formulating annual training plans for managers and managements. These plans could help them to understand their responsibilities and roles of management, adapting to their management positions, and to improve their management quality rapidly.

Training is divided into four categories: induction training, on-the-job training, professional qualification training and self-study in spared time.

培育人才

集團致力建立一支專業的管理隊伍，並提供適當的及與工作有關的技能培訓。我們的人力資源部不斷檢討員工的培訓需要、評估培訓課程的內容和成果，並制定既符合業務需要，同時又有助提高員工知識和技能的培訓課程。另外，亦會積極鼓勵員工在公司內發展事業，並推廣持續進修及籌辦各類培訓課程及為經理及管理人員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。

Induction Training

入職培訓

- Induction training for new employees
新員工入職培訓
- Introduction of the corporate information, management policies, systems and standards, as well as employee benefits of the Group
介紹集團的企業信息，管理政策，系統和標準以及員工福利

On-the-job Training

在職培訓

- Mentor Program
導師計劃
- Internal Training
內部培訓
- Cross-functional Comprehensive Training
跨職能綜合培訓

Professional Qualification Training

專業資格培訓

- Professional Technical Operation Skills and Qualification Certificate Training
專業技術操作技能和資格證書培訓

Self-Study In Spared Time

工餘自學

- Encourage continuing education in spared time
鼓勵工餘進修

PEOPLE-ORIENTED AND GROW TOGETHER**以人為本 共同成長****Vocational Skills Training**

The Group would review the current demand of the technicians and formulate relevant training plans to align their skills with the ability requirements of their position, as well as synchronising training with the production. At the same time, the training of technicians will be conducted by senior technicians in the factory as instructors. They would teach the trainees practical skills and to share different types of experiences.

職業技能培訓

集團會審視當前的技術人員需求，從而制定相關培訓計劃，以實現技能與崗位能力相配及培訓與生產同步。同時，技術人員的培訓均會由工廠內的高級技術人員作為導師，傳授學員實際操作的技巧及分享不同的經驗。



Management Ability Training

The Group's factories will provide management ability training for managers from time to time, so that they can clearly understand their work and responsibilities.

管理能力培訓

集團的工廠會不定期為管理人員提供管理能力訓練，以讓他們明確瞭解自身工作和責任。



PEOPLE-ORIENTED AND GROW TOGETHER

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OCCUPATIONAL SAFETY AND HEALTH MANAGEMENT

The Group's policies for occupational safety and health 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 occupational safety and health strategies has also been published on the staff handbook to disseminate related standards and requirements of the Group to the staff members.

The "Occupational Safety, Health and Environment Department" ("the OSHE Department") has been established and is directly supervised by the Group's Chief Operating Officer. The OSHE 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. The OSHE Department of the Group has been strictly monitoring the safety issues of all relevant departments, and requires all departments to plan ahead and take precautions.

職安健管理

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》制訂職業健康及安全政策。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。職業健康安全政策亦會刊載於員工手冊內，向員工傳播集團對職業健康及安全的標準及要求。

集團成立了「職業健康安全環境部」(「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健康安全及環境保護事務，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。集團的安環部一直嚴格監察各相關部門的安全事項，並要求各部門未雨綢繆，防範於未然。



Mission of the OSHE Department 安環部的使命

- For any safety issues that may be caused by production, investigations on potential problems would be carried out to ensure they are eliminated before anything happens, hence reducing the accident rate;
- 針對任何生產可能帶來的安全問題，進行隱患排查，確保將安全隱患扼殺在萌芽狀態，以降低事故發生率；
- The OSHE Department convenes regular meetings for the Group's performance in occupational safety, health and environment to review the effectiveness of the implemented measures and conduct risk assessment for potential hazards;
- 安環部定期召開有關職業健康安全及環境表現的會議，以檢討已實行措施的成效及為潛在的隱患進行風險評估；
- Responsible for training new and existing employees on safety, fire control, environmental protection and other related areas, and to strengthen the safety guidance on the work site, as well as improving the safety awareness of the employees; and
- 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，並加強作業現場安全指導，提高員工安全防範意識；以及
- The Group appoints the third-party testing, inspection and certification organisation to carry out audits each year, reinforcing the safety culture of "Safety is the Prerequisite for Development, Development is the Safeguard of Safety" to ensure the safe development of the company.
- 集團委託第三方檢測認證機構進行年度審核，鞏固「安全是發展的前提，發展是安全的保障」的安全文化，保障公司安全發展。

PEOPLE-ORIENTED AND GROW TOGETHER

以人為本 共同成長

Safety Production Conference

In order to further strengthen the company's safety production management, the safety production responsibility system is being implemented. The factory would hold regular safety production meetings and discusses the company's new safety hazards due to changes in the production operating environment, staffs deployment, installation of new equipment and production procedures. The Department would then deliver the safety plans and information that are expected to be implemented to each business unit.

安全生產會議

為進一步加強公司安全生產管理，落實安全生產責任制。工廠會定期召開安全生產會議。安環部探討目前公司因生產作業環境的變化、人員調動及新增設備及工序所帶來的新安全隱患，並會將預計實施的安全方案及信息傳遞到各個業務單位。



QUALITY FIRST,
SAFETY ASSURANCE

品質至上 安全保證



QUALITY FIRST, SAFETY ASSURANCE

品質至上 安全保證

Singamas provides products and services fairly and responsibly and expand our business based on regulatory compliance, people-oriented mindset, ethics and business integrity, and environmental protection. The Group has gained the trust of the customers because of our persistent on innovation and customisation. We are not only committed to providing reliable products and services, but with the highest standards of quality and safety.

勝獅以公平、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。我們不僅致力提供優質產品，並恪守最高的品質與安全標準，為客戶提供優質可靠的產品及服務，堅持創新及定制化，使集團長久以來均贏得客戶的信賴。

Performance Indicator Highlights 焦點績效指標



- **Achieved the target of "0" recall of our product**
- 實現了產品「0」召回目標



- **Achieved the target of "100%" delivery on schedule**
- 實現了產品「100%」如期交付目標



- **All factories of the Group have passed ISO 9001 certification**
- 集團的所有工廠均通過ISO 9001認證





QUALITY ASSURANCE

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 customer. 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).

It is our responsibility to safeguard stakeholders’ interests by producing quality and safe products. All of our factories in Mainland 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, and achieving the goal of zero complaints and recall.

品質保證

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。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》。

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。我們國內所有工廠已獲得 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著名及專業的標準。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，達至無投訴、無回收的目標。

Customer’s Approval

客戶的認可

Since Xiamen Pacific determined to cover the scope of producing specialised containers, it has been transformed into a comprehensive factory that is compatible to produce standard and specialised containers. It has not only made breakthroughs in specialised and customised container products, but also gaining huge success on the car racks production. The car rack customer fully recognised the quality and high loading efficiency of the product. 廈門太平自從確定特箱發展方向，並把工廠打造成標箱、特箱兼容的綜合性工廠以來，除了在特種集裝箱、定制集裝箱產品上取得突破外，在運車架產品方面也獲得很大的成功。車架客戶對工廠生產的運車架的產品質量、裝櫃的迅捷高效給予了充分的肯定。



QUALITY FIRST, SAFETY ASSURANCE 品質至上 安全保證

Product Safety

With dedication to provide our customers with top quality of products, the quality inspection departments of each of our production plant monitor product quality in accordance with relevant standards, in order to ensure our raw materials and finished products meeting relevant quality standards. Every inspector is well-trained before he is qualified and allowed to work on site. They conduct inspection and make judgments according to industry standards and customers' requirements. In order to ensure the product specifications are consistent with customers' requirements, we would conduct compliance audits before each container is delivered. 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.

產品安全

我們竭誠為廣大客戶提供優質的產品，我們各個生產工廠的質檢部門依據相關的標準，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。為確保產品規格與客戶要求一致，在每個集裝箱出貨前，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。

Quality Analysis Meeting

質量分析會



Product quality is the foundation of the company's development, and we must always monitor it and to maintain at the highest standard. The factories of the Group would regularly arrange quality analysis meetings to analyse and discuss the product quality and inspection conditions of the current production. Colleagues from different departments would exchange and share the key items of the inspection work and confirm the quality control has been passed to maintain a stable and high-quality production.

產品質量是公司發展的基礎，必須常抓不懈。集團各工廠會定期安排質量分析會，針對當期生產的產品質量及驗箱狀況進行分析和討論，各部門同事並會交流分享檢驗工作的重點事項，確定品質管控工作，以保持穩定及優質生產。

Product Innovation

With the reinforcement of the national environmental protection and governance policies, as well as consumer's awareness of environmental protection in recent years, the Group has gradually incorporated the concept of green environmental protection and sustainable development into the brand strategies and design processes of the products to promote the concept of sustainable development to customers, and guiding customers to a green lifestyle.

The Group will strengthen development in three main areas, including:

- i) Renewable energy: In view of the increasing acceptance of renewable energy in many countries around the world, the Group will actively develop solutions related to solar power, wind power and hydropower;
- ii) Environmental protection: The Chinese government has been committed to promoting environmental protection, and the Group has also developed environmental-friendly customised containers to meet the relevant trends; and
- iii) Medical services: In addition to the specialised containers and mobile laboratories currently provided to deal with the COVID-19 pandemic, the Group has also developed mobile medical laboratories that provide computer tomography, negative pressure isolation and other functions to provide assistance to frontline medical staffs to take speedy action.

產品創新

隨著近年國家環境保護和治理政策的強化以及消費者環保意識的增強，集團逐步將綠色環保和可持續發展理念納入到產品的品牌戰略和產品設計過程中，向客戶宣傳可持續發展理念，引導客戶的綠色環保生活方式。

本集團將加大力度發展三個主要範疇，包括：

- i) 可再生能源：鑒於全球多個國家對可再生能源的接受程度不斷提升，本集團將積極開發太陽能發電、風力發電及水力發電相關的解決方案；
- ii) 環保：中國政府一直致力推廣環保，本集團亦透過開發環保類定製集裝箱以配合有關趨勢；及
- iii) 醫療服務：除了現時提供的特種集裝箱及流動實驗室以應對新型冠狀病毒疫情外，本集團亦開發流動醫療實驗室，提供電腦斷層掃描、負壓隔離及其他功能，協助前線醫護人員作出迅速應變。

The picture below shows the Group's solar power storage container

下圖為集團的太陽能儲電集裝箱



QUALITY FIRST, SAFETY ASSURANCE 品質至上 安全保證

The picture below shows the Group's mobile nucleic acid test laboratory

下圖為集團的移動核酸檢測方艙實驗室



After-Sales Service

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. 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. During the year, the Group has received seven complaints related to products, and the relevant factories have dealt with them in accordance with the existing complaint procedures and the complaints have been resolved. In the future, the Group will continue to improve and to resolve problems in a responsible manner in order to enhance our performance in terms of product and service quality.

Customer protection

Personal data protection is the most basic requirement for maintaining the trust of customers and employees. Singamas is committed to maintaining and protecting the privacy of customers and employees' personal data. Employees can only collect and use personal data if they comply with the applicable data protection laws and regulations, and in compliance with the Group's "Personal Privacy Data Policy", as well as the local policies and procedures of where each factory is located. In addition, in order to ensure the proper handling of customer personal data, the Group limits 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.

售後服務

客戶的滿意度永遠是我們在集團中的經營重點，我們於每個生產環節都滲透此理念，著力提高業務各方面的績效水平。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。年內，集團收到七宗有關產品的投訴，有關的工廠已按既有投訴程序進行處理，並已得到解決。未來，集團會繼續以負責任的態度進行改善和解決問題，以提升產品及服務品質相關方面的表現。

客戶保障

保護個人資料是維持客戶和員工信任的最基本條件。勝獅致力維護和保障客戶及僱員的個人資料私隱。員工只有在符合適用的資料保障法例規定下，並且遵照集團的《個人私隱資料政策》，以及各工廠所在各地的政策和程序，方可收集和使用個人資料。另外，為確保妥善處理客戶的個人資料，集團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。

Product Information

We are committed to maintaining a high degree of transparency and accuracy at all times to ensure that customers can make their purchase decisions under adequate information. The Group will disclose and update the information of existing and new products on the company's website, and all content that needs to be published will be reviewed by the senior management, marketing department and engineering department to avoid misleading.

Intellectual Property Rights Protection

Singamas understands that patent mining and declaration are the keys to advancing the establishment of the Group's intellectual property rights and the foundation of the Group's patent planning. Under the professional guidance of the Group's patent team, each factory would contribute to the Group's innovation development by doing their best in patent planning, and that would continue to improve the ability of value creating of the company's intangible assets. 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.

In addition, the Group would ensure that all intellectual property information related to product development and manufacturing provided by customers, including data, design and materials, are properly stored and maintained. At the same time, the Group has a "Patent Management System", which specifies that all relevant staffs have the obligation to keep patents information confidential; and confidentiality agreements are included in the labour contracts of employees above the deputy general manager and above level of the factory to protect the interests of the Group.

產品資訊

我們致力於始終保持高度的透明度和準確性，以確保客戶可以在足夠的信息下做出購買決定。本集團將在公司網站上披露和更新現有產品和新產品的信息，所有需要發布的內容將由高級管理層，市場部門和工程部門進行審查，以避免產生誤導。

知識產權保護

勝獅了解專利挖掘和申報是推進集團知識產權建設的關鍵，是集團專利布局的基礎。各工廠在集團的專利團隊的專業指導下，做好專利布局工作，不斷提升公司無形資產創造價值的能力，為公司的創新發展助力。通過知識產權培訓，讓每個員工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。

此外，集團會確保所有由客戶提供涉及在產品開發及製造的知識產權數據，包括數據、設計及物料等得到恰當儲存及維護。同時，集團設有「專利管理制度」，列明所有相關人員對專利有保密的義務；而工廠副總級別以上的僱員的勞動合同均附有保密協議，以保障集團的利益。

QUALITY FIRST, SAFETY ASSURANCE
品質至上 安全保證

Intellectual Property Training
知識產權培訓



In order to better carry out patent planning, enhance patent awareness, and make use of intellectual property rights for company's transformation, the Group's Patent Team has conducted special training on patent work for the company's management and technical teams, which broadened the way of thinking of the company's technical management staffs, improved their awareness of intellectual property protection and increased employees' interest and confidence in patent declaration.

為更好地進行專利布局，提升專利意識，使知識產權為公司的轉型賦能，集團專利團隊首先對公司管理及技術團隊進行了專利工作的專項培訓，為公司技術管理人員拓寬了思路，提升了知識產權保護意識，增強了員工對專利申報工作的興趣和信心。



STRICTLY COMPLY WITH
LAWS AND REGULATIONS,
PRACTICE WITH INTEGRITY

嚴守法規 誠信務實



STRICTLY COMPLY WITH LAWS AND REGULATIONS, PRACTICE WITH INTEGRITY 嚴守法規 誠信務實

We are committed to becoming a trusted and respected company and ethical leader in the industry. Products and services from suppliers that follow the concept of sustainable development are an indispensable part for us to achieve this vision.

我們致力於成為行業內被受信任及尊敬的企業和道德領導者。來自供應商遵循可持續發展理念的產品和服務是我們實現這一願景不可或缺的一部分。

Performance Indicator Highlights 焦點績效指標



- **No corruption lawsuits**
- 未有貪污訴訟案件



- **During the period, no products required to be recalled due to safety and health reasons**
- 期內未有產品因安全與健康理由而須回收

SUPPLY CHAIN MANAGEMENT

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. The Group would always ensure that the number of suppliers of the same type of raw materials to be maintained at two or more, which guarantee a stable supply of raw materials; at the same time, we would also always pay attention to the market trends to stay alert and response to the corresponding situation accordingly.

Number of suppliers of the Group's by region as below:

供應鏈管理

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。集團會長期保證同類型原料供應商數量維持在兩個及以上，以確保原料來貨的穩定性；同時，我們亦會長期關注市場去向，對相應情況做好預警提示與反應。

集團按不同地區劃分的供應商數目如下：

Region	地區	Number of Suppliers 供應商數目
China	中國	719
Others	其他	3

Supplier Selection System

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. This is to ensure that all potential suppliers can compete fairly and enjoy equal opportunities. When selecting a new supplier, the Group would review the supplier's business license and qualification according to the process, and would select at least three potential suppliers for quotation; after that, relevant departments within the Group such as the Procurement Department and the Engineering Department would assess the product quality, production scale, supply capacity and other basic information as well as testing the trial products of the suppliers based on the technology, design and quality requirements in order to ensure the stability of the supply chain.

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 is up to standard. 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.

Supplier Communication

The Group conveys sustainable development concepts and experiences in the supply chain through supplier conferences, supplier visits, and exchanges during site visits, etc. At the same time, the Group learns advanced experiences and the latest technologies from Mainland and the rest of the world proactively to keep abreast of latest development.

供應商遴選制度

集團對供應商及供應鏈管理有要求嚴格。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，以確保所有潛在供應商均能公平競爭及享有均等的機會。在選擇新的供應商時，集團會按照流程對供應商的營業執照及認可資格進行審查，並至少會選取三各潛在供應商進行報價；然後，集團內部的有關部門如採購部、工程部會按標書的技術、設計及質量規程等，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。

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，確保產品質量的合格。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。

供應商溝通

本集團通過供應商大會、供應商走訪、實地考察交流等形式在供應鏈上傳遞可持續發展理念和經驗，同時積極學習國內外先進經驗和最新技術，與時俱進。

STRICTLY COMPLY WITH LAWS AND REGULATIONS, PRACTICE WITH INTEGRITY

嚴守法規 誠信務實

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.

CORPORATE GOVERNANCE

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.

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 company 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.

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企業公民的實現，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。

企業治理

集團深信適當地實踐企業管治常規有助於提升本公司之問責性及透明度，從而在股東、客戶、僱員及投資夥伴之間取得權益平衡。有鑒於此，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。

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，處罰該公司。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，這會確保舉報者的資料保密。

Whistle-blowing Mechanism

In order to enhance the employees' consciousness on the Group's internal justice, the Group has established a whistleblowing 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, as well as notifying their department heads or reporting to the Chief Executive Officer; the Group handles all disclosed information in a confidential and cautious manner, including the identities of the informants. Once we acknowledge the receipt of the report, we would conduct further investigations accordingly. We would not tolerate any violation of laws or regulatory requirements and would refer any case we discover to local regulatory agencies such as the Hong Kong Police Force, Hong Kong Independent Commission Against Corruption, Securities and Futures Commission or relevant institutions in Mainland once discovered.

舉報機制

為提高僱員對本集團內部公正的意識，集團建立舉報機制藉此作為一項內部監控機制，向僱員及持份者提供舉報渠道及指引。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，並可通知其部門主管或向首席行政總監作出匯報；集團均以保密及慎重的態度處理所有被透露的資料，包括舉報者的身份。若確認收到舉報事宜，我們作進一步的調查，一旦發現任何違反法律或規管要求，我們絕不姑息，並將個案交由當地規管機構如香港警務處、香港廉政公署或證券及期貨事務監察委員會或國內有關機構處理。



GIVE-BACK TO THE SOCIETY,
SHARING HARMONY

回饋社會 共享和諧



GIVE-BACK TO THE SOCIETY, SHARING HARMONY

回饋社會 共享和諧

Singamas Group actively participates in social welfare undertakings, gives back to the industries it serves, and contributes to the communities where we go.

勝獅集團積極投身社會公益事業，回饋所服務的產業，並為我們所到之處的社區貢獻力量。

Key Performance Indicator 焦點績效指標



- **Donated 44 pieces of computer-related equipment to Caritas**
- 捐贈了44件電腦相關的設備予明愛



- **Donated 50 containers to the Huiyang government of Huizhou for quarantine measures**
- 捐贈50台集裝箱予惠州惠陽政府用作隔離措施



- **Cooperative research and development of mobile nucleic acid testing laboratory**
- 合作研發移動核酸檢測實驗室

GIVE-BACK TO THE SOCIETY

The internal R&D team of the Group, together with experts from the Chinese Academy of Sciences and China Customs, has developed a mobile nucleic acid testing laboratory dedicated to the testing of COVID-19, demonstrating the Group's ability to bring positive impact to the overall society by optimising business operations. In addition, the Group's Huizhou factory also donated 50 containers to the Huiyang government for isolation purposes, with a total value of approximately RMB¥875,000.

In addition to the Group's contribution to fighting the epidemic, the Group has arranged the Hong Kong head office to participate in different types of community activities, including the purchase of charity moon cakes, and donated old computer equipment to those in needs; the Group's Baoshan factory has also arranged blood donation activities. We are convinced that on the road of community connection, we still have a lot to do; in the future, the Group will fulfil our duties and continue to contribute to our community public welfare affairs, as well as work together with all social stakeholders to create a better living environment for our next generation.

回饋社區

本集團內部的研發團隊連同中國科學院的專家和中國海關，研發出專供新型冠狀病毒檢測的移動核酸檢測實驗室，彰顯著集團通過優化業務營運為整體社會帶來的正面的影響的能力。另外，集團的惠州工廠亦捐出50個集裝箱予惠陽政府，以作隔離之用，總值約人民幣875,000元。

除了集團對抗疫情的貢獻外，集團本著「勿以善小而不為」的理念，安排集團的香港總辦公室參與了不同類型的社區活動，包括購買公益月餅；將老舊的電腦設備捐贈予有需要的人士；集團的寶山工廠亦安排捐血活動。我們深信在社區連繫的道路上，我們還有很多改善空間；未來集團會克盡己任，不斷完善我們的社區公益事務，與各社會持份者共同努力，為我們的下一代創造一個更美好的生活環境。

OUTLOOK

展望



OUTLOOK

展望

In recent years, the application of the container has ushered in new opportunities. Non-standard containers, containers for special purposes, and customised containers are favoured by more and more customers, and the market demand is increasing. Following the Group's "New Singamas" green development philosophy, the company strives to transform and upgrade, actively enhances our R&D and manufacturing capabilities, and forms a complete product customisation service and management system. The company adheres to the corporate culture of "Practice with Integrity", "High Efficiency and Innovation", and "Harmony and Sustainability", and implements the business philosophy of "Customer-oriented, Quality First", and has won high recognition and trust from domestic and international customers. In the future, the Group will continue to shift its development focus to specialised container products, and focus on developing and deploying the markets of specialised and customised containers. With due effort, the company's product applications is now covering areas including medical, environmental protection, energy storage, equipment, fire protection, emergency treatment and living facility, and the added value of the products has been increasing. In order to maintain strong competitiveness and achieve sustainable development in the fierce market, we adhere to the development concept of staying green and to protect the environment.

In addition, the Group has been committed to production and quality management, and attaches great importance to environmental protection. Over the years, the Group has passed the dual certification of ISO quality system and environmental system. Creating a "green factory" is an important part of Singamas' commitment to sustainable development and a necessary way to fulfil corporate social responsibility. In order to effectively implement a way of production that aligns with the ideas of conservation, environmental protection, and low-carbon, the Group has conducted studies on the specifications of a green factory, including infrastructure, management system, energy resource input, products, environmental emissions, etc., to evaluate and determine the feasibility and potential effectiveness of the implementation.

近年來，集裝箱的應用迎來了新的機遇，非標集裝箱、特種用途集裝箱，客戶定制箱受到越來越多客戶的青睞，市場需求越來越大。順應集團「新勝獅」的綠色發展理念，公司努力轉型升級，積極提升企業研發製造能力，形成完善的產品定制化服務和經營體系。公司秉承「誠信務實」、「高效創新」、「和諧永續」的企業文化，貫徹「以客為本、質量為先」的經營理念，贏得國內外廣大客戶的高度認可和信賴。未來，集團會繼續將發展重點轉向特種集裝箱產品，重點開拓和布局特箱、定制箱市場。經過努力，公司產品應用範圍已涵蓋醫療、環保、儲能、設備、消防、應急處置及起居設施等領域，產品的附加值不斷提升。秉持綠色環保的發展理念，以在激烈的市場中，保持強大的競爭力及實現可持續發展。

另外，本集團一直以來致力於生產與質量管理，重視環境保護，多年來通過了ISO質量體系和環境體系雙重認證。創建「綠色工廠」是勝獅實現我們可持續發展承諾的重要一環，也是實踐企業社會責任的必要途徑。為有效實行節約、環保、低碳的生產方式，集團已就綠色工廠的規格包括基礎設施、管理體系、能源資源投入、產品、環境排放等多方面進行研究，以確定其實施的可行性及潛在成效進行評估。



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聯交所《環境、社會及管治報告指引》索引

A	Environmental 環境	Chapter 章節
ASPECT A.1 方面A.1	Emissions 排放物	Environmental Management 環境管理
<i>Indicator A.1.1</i> 指標A.1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Emission Control 排放管理
<i>Indicator A.1.2</i> 指標A.1.2	Direct (Scope 1) and Indirect (Scope 2) greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Emission Control 排放管理
<i>Indicator A.1.3</i> 指標A.1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Emission Control 排放管理
<i>Indicator A.1.4</i> 指標A.1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Emission Control 排放管理
<i>Indicator A.1.5</i> 指標A.1.5	Description of the emission targets set and the steps taken to reach these targets. 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。	Emission Control 排放管理
<i>Indicator A.1.6</i> 指標A.1.6	Description of the methods to handle hazardous and non-hazardous waste, and the description of the waste reduction targets set and the steps taken to achieve these targets. 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。	Emission Control 排放管理

A	Environmental 環境	Chapter 章節
ASPECT A.2 方面A.2	Use of Resources 資源使用	Energy and Resources Management 能源及資源管理
<i>Indicator A.2.1</i> 指標A.2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	Energy and Resources Management 能源及資源管理
<i>Indicator A.2.2</i> 指標A.2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	Energy and Resources Management 能源及資源管理
<i>Indicator A.2.3</i> 指標A.2.3	Description of the energy efficiency targets set and the steps taken to achieve these targets. 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。	Energy and Resources Management 能源及資源管理
<i>Indicator A.2.4</i> 指標A.2.4	Description of whether there is any issue in sourcing water that is fit for purpose, and the water efficiency targets set and the steps taken to achieve these targets. 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。	Energy and Resources Management 能源及資源管理
<i>Indicator A.2.5</i> 指標A.2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位估量。	Energy and Resources Management 能源及資源管理
ASPECT A.3 方面A.3	Environment and Natural Resources 環境及天然資源	Green Operations 綠色營運
<i>Indicator A.3.1</i> 指標A.3.1	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。	There were no accidents that had a significant impact on the environment and natural resources during the period. 期內未有對環境及天然資源的重大影響的事故
Aspect A.4 方面A.4	Climate Change 氣候變化	Tackling Climate Change 應對氣候變化
<i>Indicator A.4.1</i> 指標A.4.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Tackling Climate Change 應對氣候變化

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B	Social 社會	Chapter 章節
ASPECT B.1 方面B.1	Employment 僱傭	Talent Management 人才管理
<i>Indicator B.1.1</i> 指標B.1.1	Total workforce by gender, employment Type (e.g. full-time or part-time), age group and geographical region. 按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。	Talent Management 人才管理
<i>Indicator B.1.2</i> 指標B.1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Talent Management 人才管理
ASPECT B.2 方面B.2	Health and Safety 健康與安全	Occupational Safety and Health Management 職安健管理
<i>Indicator B.2.1</i> 指標B.2.1	Number and rate of work-related fatalities in the past three years (include reporting year). 過去三年(包括匯報年度)每年因工亡故的人數及比率。	There were no work-related fatalities in the past three years including the reporting period 包括報告期內的過去三年未有因工亡故事件
<i>Indicator B.2.2</i> 指標B.2.2	Lost Working Man-Day. 因工傷損失工作日數。	During the reporting period, there were 561 man-days lost due to work-related injuries 報告期內共有561個人天因工傷損失工作日數
<i>Indicator B.2.3</i> 指標B.2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 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。	Occupational Safety and Health Management 職安健管理
ASPECT B.3 方面B.3	Development and Training 發展及培訓	Cultivate Talents 培育人才
<i>Indicator B.3.1</i> 指標B.3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	Cultivate Talents 培育人才
<i>Indicator B.3.2</i> 指標B.3.2	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。	Cultivate Talents 培育人才

B	Social 社會	Chapter 章節
ASPECT B.4 方面B.4	Labour Standards 勞工準則	Talents Management 人才管理
<i>Indicator B.4.1 指標B.4.1</i>	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。	Talents Management 人才管理
<i>Indicator B.4.2 指標B.4.2</i>	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。	No violations during the period 期內未有違規情況
ASPECT B.5 方面B.5	Supply Chain Management 供應鏈管理	Supply Chain Management 供應鏈管理
<i>Indicator B.5.1 指標B.5.1</i>	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Supply Chain Management 供應鏈管理
<i>Indicator B.5.2 指標B.5.2</i>	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, 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。	Supply Chain Management 供應鏈管理
<i>Indicator B.5.3 指標B.5.3</i>	Description of the practices related to the identification of environmental and social risks in each section of the supply chain, as well as related implementation and monitoring methods. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Supply Chain Management 供應鏈管理
<i>Indicator B.5.4 指標B.5.4</i>	Description of the practices that promote the use of environmentally friendly products and services when selecting suppliers, as well as related implementation and monitoring methods. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Supply Chain Management 供應鏈管理



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B	Social 社會	Chapter 章節
ASPECT B.6 方面B.6	Product Responsibility 產品責任	Quality Assurance 品質保證
<i>Indicator B.6.1</i> 指標B.6.1	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。	During the period, no products were required to be recalled due to safety and health reasons 期內未有產品因安全與健康理由而須回收
<i>Indicator B.6.2</i> 指標B.6.2	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。	There were a total of 7 complaints during the period, and all of them have been dealt with. Among these complaints, no product has to be recycled due to quality problems 期內共有7宗投訴，並已悉數處理，當中未有因品質問題而須回收產品的情況
<i>Indicator B.6.3</i> 指標B.6.3	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。	Quality Assurance 品質保證
<i>Indicator B.6.4</i> 指標B.6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Quality Assurance 品質保證
<i>Indicator B.6.5</i> 指標B.6.5	Description of consumer data protection and privacy policies, 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。	Quality Assurance 品質保證

B	Social 社會	Chapter 章節
ASPECT B.7 方面B.7	Anti-corruption 反貪污	Corporate Governance 企業治理
<i>Indicator B.7.1</i> 指標B.7.1	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。	There were no corruption lawsuits during the period 期內未有貪污訴訟案件
<i>Indicator B.7.2</i> 指標B.7.2	Description of preventive measures and whistle-blowing procedures, 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。	Corporate Governance 企業治理
<i>Indicator B.7.3</i> 指標B.7.3	Description of the anti-corruption training provided to directors and employees. 描述向董事及員工提供的反貪污培訓。	Corporate Governance 企業治理
ASPECT B.8 方面B.8	Community Investment 社區投資	Give-Back To The Society 回饋社區
<i>Indicator B.8.1</i> 指標B.8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	Give-Back To The Society 回饋社區
<i>Indicator B.8.2</i> 指標B.8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	Give-Back To The Society 回饋社區

