



美亞控股有限公司*
MAYER HOLDINGS LIMITED

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立之有限公司)

(Stock Code 股份代號：1116)

**Environmental, Social and
Governance Report**
環境、社會及管治報告
2020

Environmental, Social and Governance Report

環境、社會及管治報告

OBJECTIVES

The board of directors (the “**Board**”) of Mayer Holdings Limited (the “**Company**”, together with its subsidiaries, the “**Group**”) is pleased to present the environmental, social and governance report (the “**Report**”) for the year ended 31 December 2020 (the “**Year 2020**” or “**Reporting Period**”) with the aim of demonstrating to internal and external stakeholders the effectiveness of the Group’s efforts in promoting sustainable development.

The Report is prepared in accordance with the Environmental, Social and Governance Reporting Guide in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited and mainly covers the environmental and social measures and activities of the Group for the Year 2020. For information on the corporate governance of the Group, please refer to the Group’s Annual Report 2020.

The Group is committed to maintaining the sustainability of its business as well as supporting environmental protection and the communities where it operates. It manages its business in a prudent approach and provides high-quality products and services to customers according to rational decision-making procedures. The Group maintains close relationships with its stakeholders (including shareholders, customers, employees, suppliers, creditors, regulators and the public) and strives to accommodate their views and interests through constructive communications so as to determine the direction of the Group’s long-term development. The Board is responsible for assessing and identifying the environmental, social and governance risks of the Group and ensuring the proper and effective management of the risks and operation of the internal control systems.

In the Year 2020, the Group engaged in the manufacture of stainless steel products through its subsidiary, Guangzhou Mayer Corporation Limited (“**Guangzhou Mayer**”). Upholding the philosophy of “Harmony, Innovation and Sustainability” and with the positive development of its production and operation, the Group has enjoyed well established reputation and strong brand awareness, making it one of the leading enterprises in the industry. All of the raw materials used in manufacturing the Group’s stainless steel products are steel coils supplied by the top five steel suppliers in China. The Group has received widespread recognition and public acclaim for its persistent efforts in offering quality products and services.

Guangzhou Mayer is the Group’s key area of concern in the Annual Report 2020. Being one of the Group’s principal operations in the Year 2020, Guangzhou Mayer owns office buildings, staff quarters, canteens as well as leisure space in addition to production plants. Guangzhou Mayer is of high relevance to environmental, social and governance matters. Hence, the Report focuses on the disclosure of the policies and performance regarding the three environmental and eight social aspects of this operation for the Year 2020.

宗旨

美亞控股有限公司（「**本公司**」，連同其附屬公司統稱「**本集團**」）之董事會（「**董事會**」）欣然發佈截至2020年12月31日止年度（「**2020年度**」或「**報告期間**」）的《環境、社會及管治報告》（「**本報告**」），旨在向內外部持份者闡述本集團推動可持續發展的成效。

本報告根據《香港聯合交易所有限公司證券上市規則》附錄27的《環境、社會及管治報告指引》編寫，主要匯報本集團2020年度有關環境及社會範疇的措施及活動。有關本集團的企業管治資料，請參閱本集團的《年報2020》。

本集團致力維持其業務的可持續發展，以及為環境保護及營運所在地的社區提供支援。本集團審慎管理業務，並根據合理的決策程序，為客戶提供優質的產品和服務。本集團與其持份者包括股東、客戶、僱員、供應商、債權人、監管機構及公眾保持緊密聯繫，並透過具建設性的溝通，努力平衡該等持份者的意見和利益，從而釐定長遠的發展方向。董事會負責評估及決定本集團的環境、社會及管治風險，並確保相關風險管理及內部監控系統適當及有效運作。

於2020年度，本集團透過其附屬公司廣州美亞股份有限公司（「**廣州美亞**」）經營生產不鏽鋼產品。本集團秉承「和諧、創新、永續經營」的理念，本集團生產、經營處於良好發展狀態，業內聲譽好，品牌知名度高，是行業龍頭企業之一。本集團之不鏽鋼產品所有原料均採用國內五大鋼材供應商供應之鋼卷，不斷精耕細作，以優質的產品和服務贏得社會各界的廣泛認可和讚譽。

廣州美亞是本集團於年報2020重點關注範疇。廣州美亞是本集團於2020年度的主營業務之一，除了生產廠房外，設有辦公樓、員工宿舍、食堂及休憩地方，此項目對環境、社會及管治相關性較高，故於2020年度，本報告以此項目的三個環境範疇及八個社會範疇之政策及表現作披露。



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STAKEHOLDER ENGAGEMENT

Stakeholder engagement is the core element of the Group's sustainable development. With regard to the establishment of a regular communication mechanism for the stakeholders, the Group has set up online and offline communication channels to timely demonstrate to the stakeholders its strategic plans for and performance in sustainable development and to consult about their opinions and needs, so as to fulfil their demands and reasonable expectations following a more precise understanding.

The Group's stakeholders include the shareholders, staffs, government and regulators, customers, suppliers, communities, potential and existing shareholders/institutional and individual investors, etc. The Group will engage in discussions with the stakeholders about relevant issues through various channels. The communication channels of the Group with, as well as the expectations and demands of, the stakeholders are as follows:

Stakeholders 持份者	Expectations 期望	Communications and feedbacks 溝通及反饋
Shareholders 股東	Financial results Corporate transparency Sound risk control	Growth in profitability Regular disclosure of information Optimisation of risk management and internal control
Staffs 員工	Platform for career development Salary and benefits Safe working environment	Promotion mechanism Competitive salaries and employee benefits Employee training and increase in safety awareness
Government and regulators 政府及監管機構	Compliance with laws and regulations Paying tax according to the law 遵守法例及規例 依法納稅	Operational compliance Full payment of tax when due 合規經營 按時足額納稅
Customers 客戶	Standards of logistics and delivery services Security of customer information Protection of customers' rights and interests	Monitoring of delivery status with the product tracking system Protection of customer privacy Marketing compliance 藉助產品跟蹤系統掌握交付狀態 客戶私隱保護 合規營銷

持份者的參與

持份者參與是本集團可持續發展工作的核心部分。本集團注重與持份者建立常態化溝通機制，設立了線上及線下的溝通渠道，及時向持份者闡述本集團可持續發展戰略規劃與績效表現，諮詢各方的意見與要求，在更了解以下以達至持份者的需求及符合他們的合理期望。

本集團的持份者包括股東、員工、政府及監管機構、客戶、供應商、社區、潛在及現有股東／機構及個人投資者等。本集團會就議題內容透過不同管道與持份者進行溝通，持份者與本集團的溝通渠道及期望與要求如下：

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Stakeholders 持份者	Expectations 期望	Communications and feedbacks 溝通及反饋
Suppliers 供應商	Co-operation with integrity Business ethics and creditworthiness 誠信合作 商業道德及信譽	Establishment of a responsible supply chain Performance of contract according to the law 構建負責任的供應鏈 依法履約
Communities 社區	Environmental protection Job opportunities 環境保護 就業機會	Use of environmentally friendly and energy saving equipment Provision of job opportunities 將環保節能設備投入使用 提供就業機會
Potential and existing shareholders/institutional and individual investors 潛在及現有股東／機構及 個人投資者	Annual general meetings and notices Regular corporate publications (including financial statements) Issue of circulars and announcements in due course 股東週年大會及通知 定期的公司刊物(包括財務報表) 於實時發出通函及公告	Platforms for communications with shareholders Results announcements Increase in transparency of corporate development 提供與股東溝通的平台 業績公告 增加企業發展透明度

MATERIALITY ASSESSMENT

In the Year 2020, the Group conducted a comprehensive materiality assessment, which involved group discussions, interviews and a survey with internal and external stakeholders to identify “material issues” and reflect the environmental, social and operational issues which have the most significant impacts on the Company’s business and the relevant issues which are of concern to the stakeholders.

With reference to the scope of disclosure as required under the ESG Reporting Guide, as well as taking into consideration its business features, the Group has identified and determined 22 issues covering greenhouse gas (“GHG”) emission, energy consumption, employee welfare, occupational health and safety, training and development, supply chain management, customer privacy, anti-corruption, and community investment with respect to its business operation.

重要性評估

於2020年度，本集團進行了全面的重要性評估。這涉及與內部及外部持份者開展小組討論、面談及調查，以識別「重要議題」及反映對本公司業務影響最為重大的環境、社會及營運議題以及與持份者切實相關的議題。

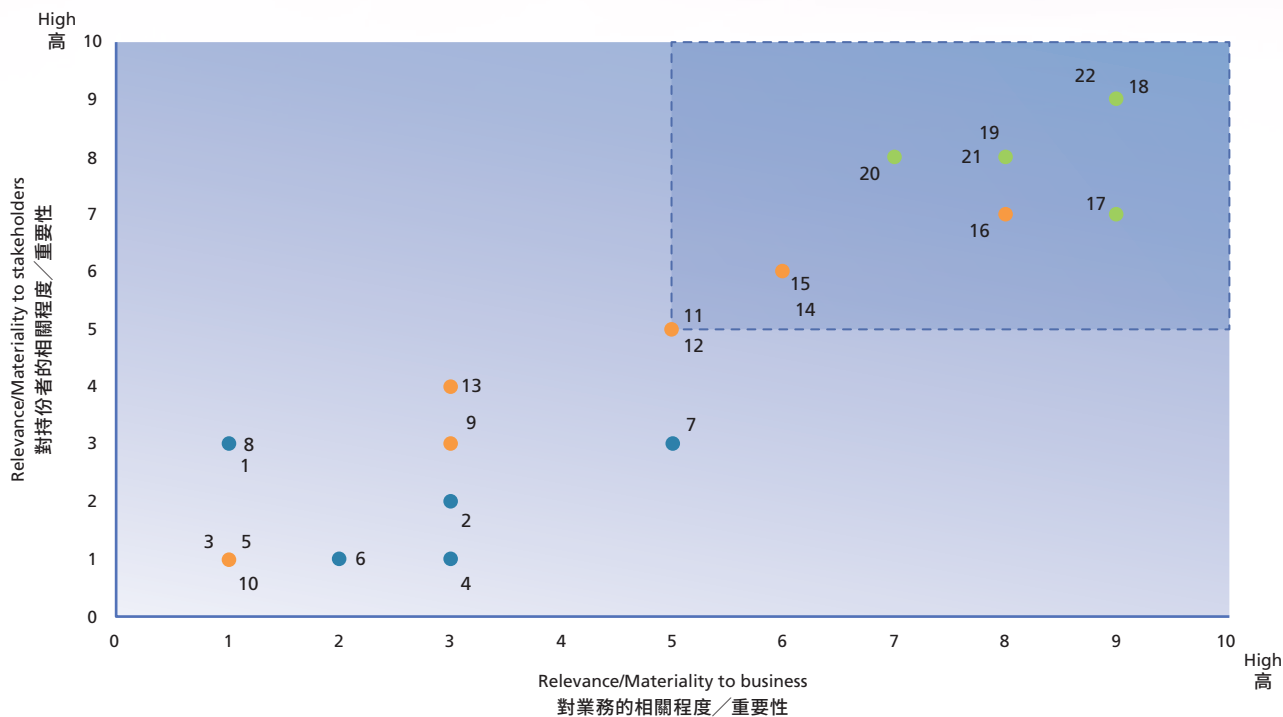
參考ESG報告指引所規定的披露範疇，結合本集團業務特點，識別並確定了22項議題。議題涵蓋業務造成的溫室氣體排放、能源消耗、僱員福利、職業健康與安全、培訓及發展、供應鏈管理、客戶私隱、反貪污及社區投資等方面。

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Materiality of Environmental, Social and Governance Issues

環境、社會及管治類別的重要性



Environmental aspects

環境範疇

1. GHG emissions
溫室氣體排放
2. Energy consumption
能源消耗
3. Water consumption
耗水量
4. Waste
廢棄物
5. Environmental impact of operation
業務造成的環境影響
6. Use of natural resources and packaging material
使用天然資源及包裝物
7. Customer engagement in environmental issues
環境議題的客戶參與
8. Use of chemicals
使用化學品

Social aspects

社會範疇

9. Local community engagement
當地社區參與
10. Community investment
社區投資
11. Occupational health and safety
職業健康及安全
12. Labour standards in supply chain
供應鏈勞工準則
13. Training and development
培訓及發展
14. Employee welfare
僱員福利
15. Inclusion and equal opportunities
共融及平等機會
16. Talent attraction and retention
吸引及挽留人才

Operational aspects

營運範疇

17. Economic value generated
產生的經濟價值
18. Corporate governance
企業管治
19. Anti-corruption
反貪污
20. Supply chain management
供應鏈管理
21. Customer satisfaction
客戶滿意度
22. Customer privacy
客戶私隱

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A. ENVIRONMENTAL PROTECTION

To fulfil its sustainability commitment and comply with the requirements under the laws and regulations in respect of environmental protection, the Group has been striving to reduce the impact of its operating activities on the environment.

A1: Emissions

For Guangzhou Mayer, emissions mainly included those from machines in the production workshops, forklift trucks, backup generators and vehicles as well as factory dust, and the major factors causing impact are respirable particles.

In addition, tailpipe emissions from vehicles and fumes have an impact on the surrounding air quality. Major pollutant is automobile exhaust, and the polluting factors of which are nitrogen oxide (NOx), sulfur oxide (SOx) and suspended particulate matters (PM).

During the Reporting Period, air pollutant emissions were as follows:

Types of emission 排放物種類	Unit 單位	2020 2020年	2019 2019年
Nitrogen oxide (NOx) 氮氧化物(NOx)	kg 公斤	4,231.7	4,719.1
Sulfur oxide (SOx) 硫氧化物(SOx)	kg 公斤	5.1	6.1
Suspended particulate matters (PM) 懸浮粒子(PM)	kg 公斤	304.3	339.3

In order to effectively prevent and control dust pollution, improve air quality and ensure public health, Guangzhou Mayer's production plants are equipped with dust collectors with filter bags. The automatic dust cleaning devices help to maintain a stable filtering effect of the collectors, thus reducing particulates and dust emissions during production.

A. 環境保護

為表明本集團堅持可持續發展的承諾以及遵守環境保護相關法律法規的規定，本集團致力減少經營活動對環境的影響。

A1: 排放物

廣州美亞廢氣主要是生產車間的機器、叉車、後備發電機、車輛廢氣排放及車間粉塵等，影響因子主要為可吸入顆粒物。

此外，汽車尾氣及油煙廢氣等也會對周圍局部大氣品質有影響，其中主要污染物為機動車尾氣，污染因數為氮氧化物(NOx)、硫氧化物(SOx)及懸浮粒子(PM)。

於報告期間，空氣污染物排放如下：

為有效防治揚塵污染、改善空氣質量及保障公眾健康，廣州美亞的生產廠房中設有布袋除塵器，其採用自動化清塵裝置，可幫助保持集塵機穩定的過濾效果，以減少生產時排放的顆粒物及粉塵。

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Production plants equipped with dust collectors with filter bags
生產廠房中設有布袋除塵器

Solid wastes from the production process of Guangzhou Mayer are collected by qualified recyclers for recycling. Details are as follows:

廣州美亞於生產過程中產生的固體廢棄物都會交由合資格的回收單位作回收，詳細表列如下：

Solid wastes

固體廢棄物

Scrap steel
廢鋼鐵
Scrap wood frames
廢木架
Scrap cardboard
廢紙皮

Qualified recyclers

合資格的回收商

Guangzhou Wanluda Materials Recycling Co., Ltd.
廣州市萬綠達物資回收有限公司
Guangzhou Wanluda Materials Recycling Co., Ltd.
廣州市萬綠達物資回收有限公司
Guangzhou Wanluda Materials Recycling Co., Ltd.
廣州市萬綠達物資回收有限公司

The Group has formulated and implemented the Waste Management System (《廢棄物管理制度》), which aims to ensure that the wastes produced by the Group will not pollute the environment and will comply with the Group's environmental policy as well as local laws and regulations by separating, collecting and treating production and domestic solid wastes. Dangerous wastes and non-recyclable industrial wastes are collected by the Management Department and passed to state-recognised and qualified waste disposal organisations for treatment.

本集團已制定並執行《廢棄物管理制度》，通過對生產和本土固體廢棄物的分類、收集、處理，確保本集團所產出的廢棄物不會對環境造成污染，並符合本集團環境方針以及當地之法律法規。危險廢棄物和不可回收的工業廢棄物由管理部交給國家認可及有相關資格的廢棄物處理機構處理。

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Production waste storage area outside the plants
廠房外已設置生產廢料存放區

Waste separation facilities with “Recyclable”, “Non-recyclable” and “Hazardous” classifications are set up by Guangzhou Mayer to encourage residents and employees to develop green living habits. Hazardous wastes are collected and treated by a qualified company engaged by the Group.

廣州美亞已設置「可回收物」、「不可回收物」及「有害物」廢物分類設施，鼓勵住戶及僱員養成綠色生活習慣。有害廢棄物將獲收集，並由本集團委託有資質認證單位處理。



Waste separation facilities for recyclable, non-recyclable and hazardous wastes in the factory area
在廠房園區已設置可回收垃圾、不可回收垃圾及有害垃圾廢物分類設施

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GHG is considered as one of the major contributors to climate change and global warming. During the Group's operation, energy consumption accounts for a major part of GHG emissions. The Group attaches great importance to improving energy efficiency and reducing energy consumption. During the Reporting Period, GHG emission was as follows:

溫室氣體被視為造成氣候變化及全球變暖的主要因素之一。本集團的營運過程中，能源消耗佔溫室氣體排放的主要部份。本集團高度重視提高能源效率及減少能源消耗。於報告期間，溫室氣體排放如下：

GHG emissions 溫室氣體排放	Unit 單位	2020 2020年	2019 2019年
GHG emissions (Scope 1) 溫室氣體排放 (範圍1)	kg of carbon dioxide equivalent (CO ₂ e) 公斤二氧化碳當量	920,569	1,050,714
GHG emissions (Scope 2)* 溫室氣體排放 (範圍2)*	kg CO ₂ e 公斤二氧化碳當量	1,858,178	2,270,865
GHG emissions (Scope 3) 溫室氣體排放 (範圍3)	kg CO ₂ e 公斤二氧化碳當量	14,437	16,834
Total GHG emissions 溫室氣體排放總量	kg CO ₂ e 公斤二氧化碳當量	2,793,184	3,338,413
Total production 生產總量	tonne 噸	92,000	161,627
GHG intensity (total emissions/total production) 溫室氣體密度 (排放總量/生產總量)	kg CO ₂ e/tonne 公斤二氧化碳當量/噸	30	21

* Relevant emissions from electricity consumption were calculated on the basis of the emission factor of China Southern Power Grid for 2019. Such figures were based on the Reporting Guidance on Environmental KPIs. Figures for 2019 have been restated to facilitate year-on-year comparison.

* 電力消耗相關排放量是以2019年中國南方電網排放係數為計算基準。該等數字乃根據「環境關鍵績效指標匯報指引」計算。而有關2019年數字已重列供連貫比較。

Scope 1: represents diesel and gasoline consumed by motor vehicles.
Scope 2: represents electricity purchased from electricity suppliers.
Scope 3: represents scrap papers and water consumed.

範圍1：代表汽車所消耗的柴油及燃油。
範圍2：代表從電力供應商購買的電力。
範圍3：代表消耗的廢紙及用水。

Environmental performance 環境表現	Unit 單位	2020 2020年	2019 2019年
New trees planted in the Year 2020 於2020年度額外種植的樹木	number 棵	–	67
CO ₂ reduced 所減少的二氧化碳	kg CO ₂ e 公斤二氧化碳當量	–	1,541

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During the Reporting Period, the hazardous and non-hazardous wastes produced were as follows:

於報告期間，有害廢棄物及無害廢棄物產生量如下：

Hazardous and non-hazardous wastes produced 有害廢棄物及無害廢棄物產生	Unit 單位	2020 2020年	2019 2019年
Total amount of hazardous waste 有害廢棄物總量	kg 公斤	9,090	1,000
Intensity of hazardous waste 有害廢棄物密度	kg/tonne 公斤／噸	0.1	0.01
Total amount of non-hazardous waste 無害廢棄物總量	kg 公斤	2,730,000	3,135,000
Intensity of non-hazardous waste 無害廢棄物密度	kg/tonne 公斤／噸	29.7	19.4

During the Reporting Period, Guangzhou Mayer arranged successive maintenance, such as changing emulsion, of its equipment during slack time. Although such maintenance resulted in a significant increase in the amount of hazardous waste, it will boost productivity and production efficiency in the long run.

於報告期間，廣州美亞於產能不飽和時安排批量保養設備，例如更換乳化液等，導致有害廢棄物大幅增加，但此舉有助提升長期的生產力及生產效益。

Guangzhou Mayer has obtained the Emission Permit (《排污許可證》) issued by Guangzhou Development Zone Construction and Environmental Protection Bureau, with a validity from 2 March 2016 to 1 March 2021. Guangzhou Mayer has installed a sewage treatment system for the direct treatment of sewage produced during the production process.

廣州美亞經由廣州開發區建設和環境保護局發出的《排污許可證》，有效期由2016年3月2日至2021年3月1日。廣州美亞安裝了污水處理系統，直接處理於生產過程產生之污水。



Sewage treatment system
污水處理系統

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In the Year 2020, the Group adopted a series of energy conservation and emission reduction measures, of which the particulars and relevant effectiveness assessment were as follows:

本集團於2020年度，採用一系列的節能減排措施，其具體內容及相關成效評估如下：

Energy conservation and emission reduction measures 節能減排措施

Particulars and relevant effectiveness assessment of the measures 措施內容及相關成效評估

Light-emitting diodes (LEDs)

Some of the lighting at the production workshops, office buildings and staff quarters, where compact fluorescent lamps had been used, were replaced with LEDs, which consume less electricity compared to compact fluorescent lamps.

發光二極管(LED)

生產車間、辦公大樓及員工宿舍的部分照明已採用發光二極管取代慳電膽，相比慳電膽可減少用電。

Installation of solar panels and solar energy equipment

At Guangzhou Mayer's staff quarters, solar energy equipment were installed on the roof mainly for the generation of electricity for electric water heaters, so as to reduce electricity consumption. In June 2020, Guangzhou Mayer installed solar panels with an expected annual power output of 2.3 million KWh on the rooftop of its production plants mainly to generate electricity used by its production equipment.

安裝光伏發電設備及太陽能發電設備

廣州美亞已在員工宿舍天臺安裝太陽能發電設備，該設備主要為員工宿舍電熱水器提供電力，節省電力消耗。於2020年6月，廣州美亞在生產廠房屋頂安裝光伏發電設備，預計每年發電量達230萬千瓦時，主要用於生產設備發電。

Installation of LED sensory lights

LED sensory lights were installed at the corridors of Guangzhou Mayer's office buildings and staff quarters. When there is occupancy nearby, the specialised sensor detects the change in infrared spectrum, and the switch is automatically connected and will remain on for as long as motion is detected. When people leave the detected area, the switch will be turned off thereafter, thereby reducing electricity consumption.

安裝LED感應照明燈

廣州美亞在辦公大樓走廊及員工宿舍均安裝了LED感應照明燈，當有人進入開關感應範圍時，專用感測器探測到人體紅外光譜的變化，開關自動接通。人不離開且在活動，開關持續接通；人離開探測範圍後，開關自動關閉，減少電力消耗。

Water usage

Water usage and cleaning frequency by cleaners were under strict control during the cleaning of the production workshops, office buildings and staff quarters, thus saving a substantial amount of water.

用水

生產車間、辦公大樓及員工宿舍的清潔過程中，清潔人員受嚴格控制水的使用及清潔頻率。因此，節約了大量用水。

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環境、社會及管治報告

Energy conservation and emission reduction measures 節能減排措施

Installation of dust collectors with pulse jet filter bags

安裝脈衝式濾袋集塵機

Non-hazardous waste

無害廢棄物

Particulars and relevant effectiveness assessment of the measures 措施內容及相關成效評估

In order to effectively prevent and control dust pollution, improve air quality and ensure public health, Guangzhou Mayer's production plants are equipped with dust collectors with pulse jet filter bags. The automatic dust cleaning devices help to maintain a stable filtering effect of the collectors, thus reducing particulates and dust emissions during production.

為有效防治揚塵污染，改善空氣質量，保障居民身體健康，廣州美亞的生產廠房中設有脈衝式濾袋集塵機，其採用自動化清塵裝置，可保持集塵機穩定的過濾效果，以減少生產時排放的顆粒物及粉塵。

Non-hazardous wastes produced at the production workshops, office buildings and staff quarters include sludge from stainless steel tube polishing, scrap steel, wood frames and cardboard, plastic bottles, office papers and kitchen wastes. The Group has exerted its best endeavours to minimise the impact on the environment by using recyclable raw materials or supplementary materials in production. It has promoted waste separation in different ways, such as placing cartons and plastic bottles in designated areas for collection by recyclers.

生產車間、辦公大樓及員工宿舍產生的無害廢棄物包括不鏽鋼管拋光產生的污泥、廢鋼鐵、廢木架、廢紙皮、膠樽、辦公室用紙及廚房廢棄物。本集團在生產過程中使用可回收原材料或輔助材料，以此盡最大努力減低對環境的影響。本集團推廣廢棄物分類，如將紙板及塑料瓶放置在特定區域供回收服務供應商收取。

Compliance with Relevant Laws and Regulations

In the Year 2020, the Group was not aware of any material violation of relevant laws and regulations that have a significant impact relating to air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous wastes. The Group strictly complied with local laws and regulations relating to emissions, such as the Environmental Protection Law of the People's Republic of China (《中華人民共和國環境保護法》), the Law on the Prevention and Control of Water Pollution of the People's Republic of China (《中華人民共和國水污染防治法》) and the Law on the Prevention and Control of Solid Waste Pollution of the People's Republic of China (《中華人民共和國固體廢物環境防治法》). Furthermore, no significant fine or non-monetary sanction for non-compliance with relevant laws and regulations was imposed on the Group in the Year 2020.

遵守有關法律法規

於2020年度，本集團並無發現有關本集團廢氣及溫室氣體排放、向水及土地的排污以及有害及無害廢棄物的產生之重大影響之有關法律法規之任何重大違規情況。本集團嚴格遵守與排放物有關的地方法律法規，如《中華人民共和國環境保護法》、《中華人民共和國水污染防治法》及《中華人民共和國固體廢物環境防治法》。此外，2020年度亦沒有因未遵守有關法律法規而遭受重大金額罰款或非貨幣制裁。

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環境、社會及管治報告

A2: Use of Resources

The Group does not only strictly obey the Energy Conservation Law of the People's Republic of China (《中華人民共和國節約能源法》), but also encourages its employees to develop resource saving and recycling habits in daily life. To protect natural resources and increase operational efficiency, the Group closely monitors the use of resources with a view to ensuring full utilisation of resources and preventing wastage. Each department of the Group regularly reports on its use of resources and takes corrective actions for issues arisen in a timely manner.

The Group has formulated and implemented the Energy and Resource Management System (《能源資源管理制度》) to promote the saving and reasonable use of energy and resources as well as the reduction of wastage. To reduce the use of non-reusable materials, the Research and Development Department takes into consideration the factors of environmental protection, energy-saving and occupational health and safety before introducing new equipment or adopting new production processes. The Management Department is responsible for energy saving and resource control during the daily management of the office areas, canteens, staff quarters etc.

The consumption of electricity, water and construction materials is primarily controlled during production. Production Departments 1 and 2 record monthly water consumption and compare it with monthly actual production for assessment on a monthly basis. Statistical analysis is conducted and the level of energy consumption is recorded to assess the progress of the energy-saving initiatives.

To reduce the use of wood, wooden frames used to pack finished products are actively re-collected upon product delivery to customers in accordance with the Energy and Resource Management System. The recycling of wooden frames is regularly traced and recorded by the Sales Department of Guangzhou Mayer on a monthly basis.

For office administration, employees are provided with computers of low-energy consumption and lighting systems with energy-efficient lights are installed in offices. In addition, the Group raises its employees' awareness of energy saving by, for example, encouraging them to turn off lights and air-conditioners after work through electronic mails, bulletins and other channels. Additional video conferencing equipment has been put in place to encourage video conferencing instead of business trips whenever possible, thereby reducing carbon emissions arising from fuel consumption in transportation.

A2: 資源使用

本集團不僅嚴格遵守《中華人民共和國節約能源法》，更從日常工作中培養僱員節約資源、循環再用的習慣。為保護自然資源、提高營運效率，本集團密切留意資源使用，確保資源利用最大化，杜絕浪費。本集團各部門定期匯報資源使用狀況，並針對問題及時作出整改行動。

本集團已制定並執行《能源資源管理制度》，推行節約能源、資源，合理地利用能源、資源，減少浪費現象。研發部引進新設備或轉用新製造過程前會考慮到相關環保、節能、職業健康安全方面，減少使用不可循環再用的物料。管理部負責辦公區域、食堂、員工宿舍等日常管理過程之節約能源及資源控制。

在生產過程中主要是控制電力消耗，節約用水、節約施工材料。生產一部、生產二部統計當月用水情況，與當月實際生產狀況比對，按月計量進行考核，並根據節能進展情況進行統計分析，對能源消耗進行記錄。

包裝成品的木架會按《能源資源管理制度》，當成品送到客戶後，會積極回收該木架，以減少木材使用。廣州美亞的業務部會每月對木架回收作對定期的追蹤和統計。

行政辦公方面，本集團為僱員配置低耗能的電腦，而辦公室內的照明系統也採用節能照明燈。此外，本集團也透過電郵及告示等渠道提高僱員的節能意識，例如向僱員宣傳下班後關燈及關空調等。本集團增加辦公室內的視頻設備，盡可能通過視像會議溝通，減少出差次數，務求降低交通工具燃油所產生的碳排放。

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Data of emissions from the operation of the Group during the Reporting Period are as follows:

於報告期間，本集團於營運排放資料如下：

Environmental performance 環境表現	Unit 單位	2020 2020年	2019 2019年
Electricity consumption 電力消耗	KWh 千瓦時	3,651,720	4,462,740
Electricity consumption intensity 電力消耗密度	KWh/tonne 千瓦時／噸	40	28
Water consumption in total 總耗水量	M ³ 立方米	16,400	22,716
Water consumption intensity 耗水密度	M ³ /tonne 立方米／噸	0.2	0.1
Total packaging material used* 包裝物總量*	Kg 公斤	297,000	289,030
Intensity of packaging material used 包裝物密度	Kg/tonne 公斤／噸	3.2	1.8

* Packaging material includes PVC films, transparent plastic, wrapping bands, cardboard containers and wrapping bags.

* 包裝物料包括PVC膜、透明膠、打包帶、紙箱及包裝袋等。

A3: The Environment and Natural Resources

In strict compliance with laws and regulations including the Environmental Protection Law of the People's Republic of China (《中華人民共和國環境保護法》) and related regulations, the Group has formulated its management framework namely the Energy and Resource Management System and established its environmental management system which conforms to ISO 14001 standards, thereby effectively reducing pollutant discharge and resource consumption resulting from production and operation.

A3: 環境及天然資源

為嚴格遵守法律法規包括《中華人民共和國環境保護法》及相關法規，本集團制定了《能源資源管理制度》管理制度及建立了符合ISO 14001標準的環境管理體系，有效減少了生產及經營活動帶來的污染物排放和資源消耗。



The Group has obtained an ISO14001 environmental management system certification, which is valid from 26 September 2019 to 25 September 2022

本集團已取得ISO14001環境管理體系認證證書，
有效期由2019年9月26日至2022年9月25日

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Solar panels on the rooftop of a production plant
生產廠房屋頂的光伏發電設備

Solar panels are installed on the roof of the Group's production plants to generate electricity used by the production equipment with surplus available for sale to China Southern Power Grid.

本集團於生產廠房屋頂安裝了光伏發電設備以提供能源為生產設備提供電能，並出售多餘電能予南方電網。



Green environment in production area
在生產園區範圍內的綠化環境

To green up the production area, the Group continuously plants trees and bushes totaling 382 plants of 13 species including lychee trees, longan trees, mango trees, pine trees and so forth.

本集團為綠化生產園區，在園區內不斷種植喬木及灌木，樹木種類有13種，其中包括荔枝樹、龍眼樹、芒果樹及松樹等，共382棵。

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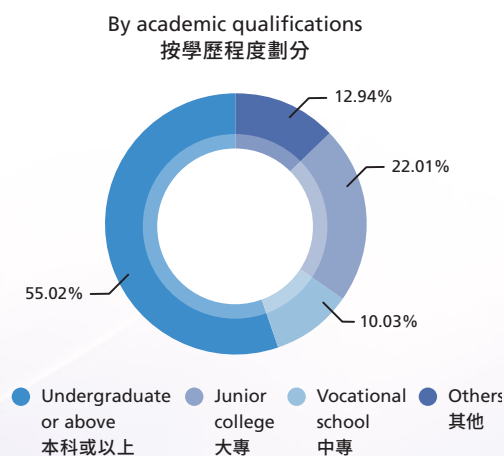
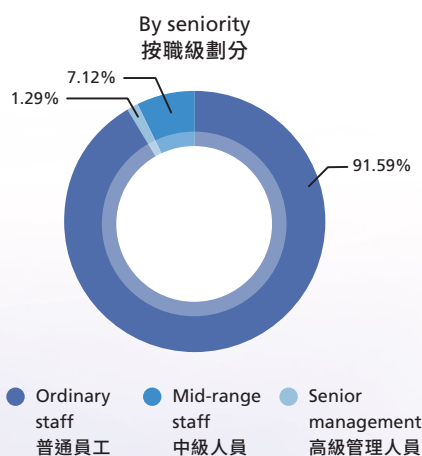
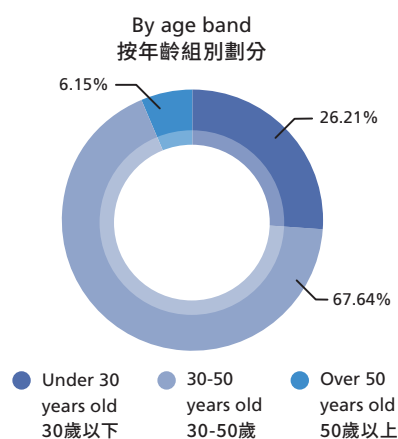
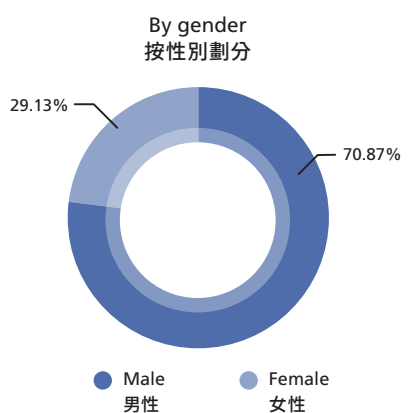
環境、社會及管治報告

B. SOCIAL RESPONSIBILITY

The Group believes that maintaining good relationship with its employees is one of the keys to success. To enhance employees' satisfaction, the Group provides employees with competitive remuneration and benefits and comprehensive training programmes to encourage them to show their strengths and potential in full. The Group organises team-building activities, such as annual dinner, sport day and leisure trip, for employees to enhance their sense of belonging and create a friendly and harmonious working environment.

B1: Employment

The Group has implemented rigorous recruitment procedures to select and attract outstanding talents for the Group through a combination of external recruitment and internal training. As at the end of the Year 2020, the proportion of the Group's employees (calculated on the total number of employees (excluding independent non-executive directors) of 309) by gender, age band, seniority and academic background are as follows:



B. 社會責任

本集團深信與僱員保持良好關係是企業成功的關鍵之一。為了提升僱員滿意度，本集團為僱員提供具有競爭力的薪酬福利及完善的培訓計劃，鼓勵僱員發揮潛力並一展所長。本集團每年舉辦員工團建活動如僱員聚餐、運動會及旅行等，有助提升僱員歸屬感，打造一個友好和諧的工作環境。

B1: 僱傭

本集團執行嚴謹的招聘程序，通過外部引進與內部培養相結合的方式為本集團甄選及吸納優秀的人才。截至2020年度末，本集團共有309名員工，按性別、年齡組別、僱員職級及學歷背景劃分之僱員組成（以僱員（不包括獨立非執行董事）數目計）如下：

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The Group has formulated and implemented the Staff Handbook (《員工手冊》), the Recruitment Management System (《招聘管理制度》), the Remuneration and Benefit Management System (《薪酬福利管理制度》) and the Human Resources Management Procedure (《人力資源管理程序》) to comprehensively regulate the conduct of all employees of the Group to meet the needs of a modern enterprise. In compliance with the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), the Labour Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》) and the Industrial Injury Insurance Regulations (《工傷保險條例》) of China, the Group has formulated management regulations in respect of recruitment, promotion, dismissal, working hours, holidays, remuneration, benefits and retirement. It provides employees with competitive salaries and benefits and makes adjustments to salaries and benefits in a timely manner according to the prevailing market condition in order to attract and retain talents and motivate the employees.

The Group offers attractive benefits to the staff. To enhance the staff's sense of belonging to the Company, devotion to their jobs and enthusiasm for work, the Group has established a labour union to strengthen communication among the employees, and organises meaningful and entertaining team-building activities, such as cycling and quality quizzes, for them.

本集團已制定並執行《員工手冊》、《招聘管理制度》、《薪酬福利管理制度》及《人力資源管理程序》等為全面規範本集團全體僱員的行為，以達現代化企業需求。本集團除遵守中國之《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及《工傷保險條例》外，並就招聘、晉升、解僱、工作時數、假期、薪酬、福利和退休等方面作出管理規定。本集團為僱員提供了具有競爭力的薪資及福利待遇，並根據勞動市場變動及時調整薪資及待遇水平，以吸引及保留人才，並激勵僱員。

本集團為員工提供良好福利，為了提高員工對公司的歸屬感、對工作的投入感及參與感，本集團設有工會加強與員工之間的溝通，並為員工安排多項有意義及娛樂性的團建活動，當中包括自行車活動及質量知識競賽等。



2020 quality quiz
2020年質量知識競賽



Team-building through cycling
自行車團建活動

The Group provides equal employment opportunities to employees free from any form of discrimination based on age, ethnicity, race, gender and religious beliefs. It is committed to the creation of a corporate culture and a working atmosphere of equality, respect, diversity and mutual support. The Group protects the interests of its staff and strives to establish harmonious labour relationship with the provision of rest periods and holidays not less exacting than those required under the relevant laws and regulations.

本集團提供平等就業機會，保障僱員不因年齡、民族、種族、性別、宗教信仰不同而遭受歧視，致力營造平等、尊重、多元化及互助友愛的企業文化與工作氛圍。本集團提供不少於相關政府法例及法規的休息時間及假期，同時保障員工權益及致力建立和諧的勞工關係。

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Compliance with Relevant Laws and Regulations

The Group was not aware of any material violation of relevant laws and regulations that have a significant impact on the Group relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare in the Year 2020. The Group strictly complied with relevant local laws and regulations relating to employment, including the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), the Labour Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》) and the Regulations on Wage Payment of Guangdong Province (《廣東省工資支付條例》). In addition, no significant fine or sanction for non-compliance with relevant laws and regulations was imposed on the Group in the Year 2020.

遵守有關法律法規

於2020年度，本集團並無發現因嚴重違反有關法律法規而重大影響本集團在賠償及解僱、招聘及晉升、工作時間、假期、平等機會、多元化、反歧視以及其他待遇及福利。本集團嚴格遵守與僱傭有關的地方法律法規，包括《中華人民共和國勞動法》及《中華人民共和國勞動合同法》、《廣東省工資支付條例》。此外，2020年度亦沒有因未遵守有關法律法規而遭受大額罰款或制裁。

B2: Health and Safety

B2: 健康及安全



The Group has obtained an OHSMS18001 occupational health and safety management system certification, which is valid from 26 September 2019 to 25 September 2022
本集團已取得OHSMS18001職業健康安全管理體系認證證書，
有效期由2019年9月26日至2022年9月25日

Production safety and occupational health and safety are the key matters of concern in the Group's corporate operation. In strict compliance with its policies on occupational health and safety, the Group provides resources and training, emphasises occupational health and safety throughout its production processes and constantly reduces the risks to the employees, equipment and environment. Safety guidelines are on display in different operating areas of the factories to raise the staff's safety awareness and prevent the risk of having collision, uncertainty and confusion. For example, workers are reminded to take precautionary measures before handling or using hazardous materials in order to minimise the risk of exposure to hazardous substances.

安全生產和職業健康安全是本集團的企業經營重點關注事項，本集團嚴格遵守職業健康安全方針，提供資源和訓練，在生產過程中強調職業健康與安全，持續減低僱員、設備及環境之風險，並在廠房不同的工作區域放置相關安全指引提示員工注意安全，以避免發生碰撞、緊張及混亂的風險。例如，在涉及接觸或使用危險物質時，要求員工注意防護措施，以盡可能降低工人受危險物質的風險。

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To comply with the national laws, regulations, policies and standards relating to the prevention and control of occupational diseases, such as the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases (《中華人民共和國職業病防治法》) and the Administrative Measures for the Supervision of Employers' Occupational Health Surveillance (《用人單位職業健康監護監督管理辦法》), strengthen the management for and enhance the quality of the prevention and control of occupational diseases, practically secure the labourers' occupational health and safety during their work, reach the target for occupational health and safety set by the Group, and facilitate corporate economic development, the Group has adopted and enforced relevant systems as set out below:

- (i) System of Liability for Prevention and Control of Occupational Hazards (《職業病危害防治責任制度》);
- (ii) System of Warning and Alert for Occupational Hazards (《職業病危害警示告知制度》);
- (iii) System of Promotion, Education and Training for Prevention and Control of Occupational Hazards (《職業病危害防治宣傳教育培訓制度》);
- (iv) System of Management for Equipment and Facilities for Prevention and Control of Occupational Hazardous Factors (《職業病危害因素防治設備設施管理制度》);
- (v) System of Management for Occupational Disease Prevention Equipment (《職業病防護用品管理制度》);
- (vi) System of Management for Monitoring and Assessing Occupational Hazards (《職業病危害監測及評價管理制度》); and
- (vii) System of Occupational Health Monitoring and File Management for Labourers (《勞動者職業健康監護及其檔案管理制度》).

本集團為貫徹執行國家有關職業病防治的法律、法規、政策和標準，如《中華人民共和國職業病防治法》及《用人單位職業健康監護監督管理辦法》，加強對職業病防治工作的管理，提高職業病防治及控制的水準，切實保障勞動者在勞動過程中的職業健康與安全，實現本集團所制定的職業健康安全目標，促進企業的經濟發展，本集團採納及執行以下相關制度：

- (i) 《職業病危害防治責任制度》;
- (ii) 《職業病危害警示告知制度》;
- (iii) 《職業病危害防治宣傳教育培訓制度》;
- (iv) 《職業病危害因素防治設備設施管理制度》;
- (v) 《職業病防護用品管理制度》;
- (vi) 《職業病危害監測及評價管理制度》; 及
- (vii) 《勞動者職業健康監護及其檔案管理制度》。

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Every year, Guangzhou Mayer designs programmes for the special equipment and comprehensive scenario drills in order to further improve the staff's understanding of fire extinguishers inside the plant and small-scale fire so that the staff members are able to use the fire extinguishers correctly to extinguish small-scale fire and security guards are able to use the emergency rescue equipment located in the micro-firefighting stations inside the plant correctly.

廣州美亞每年都會設計年度特種設備及綜合演練計劃，目的為增加員工對廠房內的滅火器及初起火災有進一步的認識、使員工能夠正確地使用滅火器撲滅初起火災及保安人員能正確地使用廠房內微型消防站內的應急救援器材。



Participation of Guangzhou Mayer's staff members in the emergency fire drill on 19 November 2020
廣州美亞的員工於2020年11月19日參與了消防應急預案演練



Participation of Guangzhou Mayer's staff members in the integrated typhoon, flooding and earthquake emergency evacuation drill on 24 June 2020
廣州美亞的員工於2020年6月24日參與了颱風、洪澇及地震防治綜合應急疏散演練



Class-II Enterprise for Production Safety Standardisation (Machinery), which is valid for three years, awarded by the State Administration of Work Safety in the Year 2019
於2019年度，國家安全生產監督管理總局頒發的一安全生產標準化二級企業（機械），證照有效期為三年



Slogans for Safety Management on display in the production plant
於生產廠房內展示的安全管理宣傳標語

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According to relevant national labour safety and health regulations, fixed emergency shower facilities are installed in the production areas for employees to take full body shower immediately when their bodies or clothes are contaminated by irritating, corrosive or toxic substances.

廣州美亞針對有關緊急沖淋器設置相關國家勞工安全衛生規定，在生產區域設置了固定式緊急沖淋裝置，當身體或衣著有被刺激物、腐蝕性物質或毒性物質污染時，可供員工即時沖洗全身。



Fixed emergency shower facilities
固定式緊急沖淋裝置

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In view of the worldwide spread of the COVID-19 pandemic, the Group has adopted a series of measures to safeguard the health of its staff, such as distributing the Guidelines and Emergency Plan for Controlling the COVID-19 Pandemic (《新型冠狀型病毒感染的肺炎疫情防控工作指南及應急預案》) and a handbook for the prevention of the disease to the staff, requesting the entire staff to be mindful of their personal hygiene, requiring all staff to wear masks during work, mandating daily body temperature check, disinfecting factories regularly, and conducting emergency drills to raise the staff's awareness about the pandemic.

鑒於新冠肺炎疫情於全球蔓延，本集團採取一系列措施保障員工的健康，向員工發佈《新型冠狀型病毒感染的肺炎疫情防控工作指南及應急預案》及預防手冊，規定所有員工高度注意個人衛生，要求員工在上班時必須佩戴口罩及每天進行體溫檢查，並定期進行廠房消毒及應急演練，以加強員工對應對疫情的意識。



Daily body temperature check for staff members
為員工每日檢查體溫



Emergency Pandemic Control Drill
疫情防控制應急演練

Compliance with Relevant Laws and Regulations

The Group was not aware of any material violation of relevant laws and regulations that have a significant impact relating to the provision of a safe working environment and the protection of employees from occupational hazards in the Year 2020. The Group strictly complied with local laws and regulations relating to health and safety, including the Production Safety Law of the People's Republic of China (《中華人民共和國安全生產法》) and the Industrial Injury Insurance Regulations of the People's Republic of China (《中華人民共和國工傷保險條例》). In addition, no significant fine or sanction for non-compliance with relevant laws and regulations was imposed on the Group in the Year 2020.

遵守有關法律法規

於2020年度，本集團並無發現有關對提供安全工作環境及保護僱員避免職業性危害產生重大影響之有關法律法規之任何重大違規情況。本集團嚴格遵守與健康及安全有關的地方法律法規，包括《中華人民共和國安全生產法》及《中華人民共和國工傷保險條例》。此外，2020年度亦沒因未遵守有關法律法規而遭受大額罰款或制裁。

B3: Development and Training

The Group has adopted and enforced the Training Management Procedure (《培訓管理程序》) in order to effectively implement and achieve the Group's management strategies and targets in terms of quality, environment and occupational health and safety, and to ensure that its employees have a sound knowledge of and are able to fulfil their positions' basic requirements for work safety, quality, efficiency, cost and environmental protection.

B3: 發展及培訓

本集團採納及執行了《培訓管理程序》，為有效實施及達到本集團品質、環境、職業健康安全管理策略及目標，確保員工掌握崗位工作安全、品質、效率、成本、環保等基本要求並具備實踐能力。

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The Management Department is responsible for the planning, implementation and execution of the education and training activities and annual training programmes launched by the Group, the organisation and implementation of new employee orientation education and training, and the formulation of the system and framework of the Group's education and training. Each of the other departments is responsible for putting forward its own needs for education and training programmes, organising its own internal education and training, assisting the Management Department to enforce the annual education and training programmes, and providing safety education and pre-employment training to its new employees. The Safety and Environmental Protection Management Department or its personnels are responsible for the implementation of education and training on safety, environmental protection and relevant laws and regulations, and the organisation of "three-level" safety education activities for all members of the Group.

The Group has adopted and enforced the Training Management Procedure (《培訓管理程序》). To quickly improve the overall ability of the staff and step up efforts in human resources development, external training are arranged to educate the Group's staff members in advanced technologies, skills and expertise in the industry.

In the Year 2020, the Group's Management Department devised the 2020 Training Schedule (《2020年培訓計劃表》) and the Schedule of Needs by Departments (《各部門需求計劃表》). Major training work included the optimization of systems, training for new employees and managers, promotion for constitutional documents, safety and quality education and so forth.

管理部負責本集團建立計劃、實施和執行，由本集團推動的教育訓練活動、年度培訓計劃、組織和實施新員工入職教育訓練及制定本集團教育訓練制度和規範。其他部門職責負責提出各部門教育訓練計劃需求，各自組織各部門內部教育訓練，協助管理部實施年度教育訓練計劃並負責對各部門新進員工進行安全教育和崗前訓練。安全環保管理部門或人員負責安全、環保和相關法律法規教育訓練的實施，組織全員「三級」安全教育活動。

本集團採納及執行了《培訓管理程序》，為了儘快提升員工的整體素質，加大人力資源開發力度，通過外派培訓，使本集團人員學習業界先進科技、技術及專門才能。

於2020年度，本集團管理部制定了《2020年培訓計劃表》及《各部門需求計劃表》。培訓工作重點包括制度優化、新員工培訓、管理人員培訓、規章文件宣傳、安全教育及品質教育等。

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B4: Labour Standards

The Group is profoundly aware that the employment of child and forced labour is a serious breach of universal values and is therefore committed to the prevention of all employment of child labour and forced labour and is in strict compliance with all laws and regulations relating to the prohibition of child and forced labour employment. The Group has adopted and enforced the Recruitment Management System (《招聘管理制度》) and the Staff Handbook (《員工手冊》) and strictly complied with the labour contract system. All new employees will sign a labour contract or employment agreement with the Group when they accept their job offers, and the Group will check the relevant and valid certificate(s) of the employees when they officially commence work.

Compliance with Relevant Laws and Regulations

The Group was not aware of any material violation of relevant laws and regulations prohibiting the employment of child or forced labour in the Group in the Year 2020. The Group strictly complied with local laws and regulations relating to labour standards, such as the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), the Law on Protection of Minors of the People's Republic of China (《中華人民共和國未成年人保護法》) and the Provisions on Prohibition of Child Labour (《禁止使用童工規定》). In addition, no significant fine or sanction for non-compliance with relevant laws and regulations was imposed on the Group in the Year 2020.

B5: Supply Chain Management

The Group cooperates with suppliers which strive for excellence, emphasise environmental friendliness and possess commercial ethics. It also expects suppliers to be mindful of environmental and social responsibilities. Complying with national laws and regulations including the Law on Tenders and Bids (《招標投標法》) and the Implementation Rules for the Law on Tenders and Bids (《招標投標法實施條例》), the Group has developed management systems including the Procedure for Assessment and Management of Vendors (《協力商評估與管理程序》), the Measures for Assessing Trade Safety of Business Partners (《商業夥伴貿易安全評估辦法》) and the Supplier Quality Management System Development Schedules (《供方質量管理體系開發計劃表》) to strictly control internal purchasing process.

B4: 勞動準則

本集團深知僱用童工及強制勞工是嚴重違反普世價值觀，因此承擔責任以竭力反對一切僱用童工及強迫勞動的行為，嚴格遵守所有針對禁止僱用童工及強制勞工之法律法規。本集團制定並執行《招聘管理制度》及《員工手冊》，嚴格履行勞動合同制度，所有入職僱員被正式錄用時會與本集團簽訂勞動合同或聘用協定，在正式入職時本集團會檢查員工的相關及有效證照。

遵守有關法律法規

於2020年度，本集團並未發現有關禁止本集團僱用童工或強制勞工之有關法律法規之任何重大違規情況。本集團嚴格遵守與勞工準則有關的地方法律法規，如《中華人民共和國勞動法》、《中華人民共和國未成年人保護法》及《禁止使用童工規定》。此外，2020年度亦未有因未遵守有關法律法規而遭受大額罰款或制裁。

B5: 供應鏈管理

本集團與精益求精、環保、具商業道德的供貨商合作，並期望供貨商注重環境及社會責任。本集團遵守國家《招標投標法》、《招標投標法實施條例》等法律法規，制定了《協力商評估與管理程序》、《商業夥伴貿易安全評估辦法》及《供方質量管理體系開發計劃表》等管理制度，嚴格控制內部採購流程。

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The sustainability of the Group hinges on meaningful cooperation with and wise choices of suppliers. The Group has adopted its supplier evaluation system and regularly evaluates the environmental and social performance of the suppliers in order to ensure the quality of the raw materials and equipment used in the Group's production on one hand, and to strengthen the connection with the suppliers and jointly create a good atmosphere for cooperation on the other hand. The Group also arranges regular on-site inspections to evaluate the suppliers' social responsibility performance. In case of any non-compliance with any laws or regulations on the part of a supplier, the Group will immediately cease its business relationship with such supplier.

The Group is more concerned with the safety of the materials provided by its suppliers and regards it as one of the important criteria for supplier selection. In addition to the technical capabilities, delivery time and price competitiveness of the business partners, the Group is also concerned with the environmental and social performance of the supply chain and from time to time prompts its business partners to pay more attention to sustainable development. The Group requires its suppliers to use materials with no or low potential toxicity to protect public health.

B6: Product Responsibility

The Group strictly obeys laws and regulations such as the Advertising Law of the People's Republic of China (《中華人民共和國廣告法》) and the Trademark Law of the People's Republic of China (《中華人民共和國商標法》) in its advertisements and promotions, and is committed to providing customers with true and valid information and quick and reliable transactions. By utilising different platforms and social media such as its official site and WeChat, the Group is able to provide corporate updates, and information on promotional products and marketing activities and collect opinions.

本集團實現可持續發展，離不開與供應商的良好合作及明智選擇。本集團制訂供應商評價系統，定期對供應商的環境及社會表現進行評價，一方面確保用於本集團生產的原材料及設備的質量，另一方面加強與供應商的聯繫，共同營造良好的合作氛圍。本集團亦會定期安排現場審核，評估供應商的社會責任表現。如若發現供應商存在任何不合法、合規的事宜，本集團將立即停止與該供應商的關係。

本集團非常關注供應商之物料安全，是其選擇供應商的重要條件之一。同時，除了考慮業務夥伴的技術能力、交付時間和價格競爭力等因素之外，本集團同樣關注供應鏈中的環境及社會績效，不時要求本集團的業務合作夥伴更多地關注可持續發展議題。本集團要求供應商儘量採用不含或低潛在毒性的材料，以保障公眾健康。

B6: 產品責任

本集團於廣告宣傳中嚴格遵守《中華人民共和國廣告法》及《中華人民共和國商標法》等法律法規，致力為客戶提供真實有效的信息以及便捷可靠的交易。本集團綜合運用官方網站、微信等不同的平台和社交媒體，以提供企業動態、宣傳產品及營銷活動資訊並收集意見。

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The Group has obtained an ISO9001 quality management system certification, which is valid from 26 September 2019 to 25 September 2022, as well as various production technology patents.

本集團已取得ISO9001質量管理體系認證證書，並獲得多項生產技術專利，有效期由2019年9月26日至2022年9月25日

During the Reporting Period, all complaints about products, services and other matters were promptly resolved. The Group also received widespread praise from customers for its professional skills and fast localised services.

於報告期間內，所有有關產品、服務和其他事宜的投訴均得以及時解決。本集團亦以專業技能、反應敏捷的本地化服務廣泛地獲取客戶的表揚。

The accolade granted to the Group during the Reporting Period is as follows:

本集團於報告期間內獲批榮譽如下：



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The Certificate of New and Hi-tech Products of Guangdong Province (《廣東省高新技術產品證書》) is issued based on the joint approval of the Department of Science and Technology of Guangdong Province, the Department of Finance of Guangdong Province, the State Taxation Administration in Guangdong Province and the Guangdong Provincial Tax Service after the reviews in accordance with the requirements of the Administrative Measures for the Recognition of New and Hi-tech Enterprises (《高新技術企業認定管理辦法》) and the New and Hi-tech Sectors under Intensive State Support (《國家重點支持的高新技術領域》) jointly promulgated by the Ministry of Science and Technology, the Ministry of Finance and the State Taxation Administration of the PRC for a term of 3 years.

《廣東省高新技術產品證書》是根據中國科技部、財政部、國家稅務總局聯合頒布的《高新技術企業認定管理辦法》及《國家重點支持的高新技術領域》的規定，經過層層審核，由廣東省科學技術廳、廣東省財政廳、廣東省國家稅務局、廣東省地方稅務局聯合批准下發的，證書有效期為三年。



The Group has obtained the Measurement Management System (AAA) Certificate, which is valid from 2 November 2017 to 1 November 2022, issued by Beijing International Standard United Certification Co., Ltd. 本集團已取得由北京國際聯合認證有限公司發出的測量管理體系認證(AAA)證書，有效期由2017年11月2日至2022年11月1日



The plaque of "The Model Star of Stainless Steel Brand (不銹鋼品牌之星) for 2019-2020" granted by the Guangdong Stainless Steel Materials and Products Association to the Group 本集團已取得由廣東省不銹鋼材料與製品協會頒發的2019-2020年度不銹鋼品牌之星牌匾

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The Group has formulated and implemented the Integrated Management System Manual (《綜合管理體系手冊》). The Quality Assurance Department quantifies customers' requirements and technical indicators, such as inspection or test of products during their production, safety, environmental friendliness, reduction of energy consumption and measurement of incoming or outgoing materials, formulates measurable technical parameters and transforms them into specific measurement requirements, such as maximum permissible error, permissible uncertainty, measurement range, stability, distinguishability and environmental conditions, etc., and implements measurement recognition of measuring instruments, which generate measurement record to guarantee that the measuring instruments satisfy the requirements for measurements.

The Group ensures that it is able to satisfy the requirements for the products and services provided to its customers. Before promising to provide products and services to a customer, Guangzhou Mayer assesses the following requirements:

- i) requirements expressly imposed by the customer, including requirements of delivery and post-delivery activities;
- ii) requirements implied by the required or known intended uses, despite the absence of express imposition by the customer;
- iii) requirements imposed by Guangzhou Mayer;
- iv) requirements under the relevant laws and regulations applicable to products and services; and
- v) requirements under the contract or purchase order that are different from the previous document.

In case of differences in requirements between the current and the previous contracts or purchase orders, Guangzhou Mayer shall ensure that the relevant issue is resolved.

If the requirements are not put forward by the customer in written form, the Group shall maintain a complete record of and confirm such customer requirements before accepting them.

Based on the Order and Contract Review System (《訂單合約評審制度》) and the Customer Satisfaction Survey System (《客戶滿意度調查制度》), the Group's Sales Centre conducts surveys to measure customer satisfaction in late June and late December every year, and record and control customer complaint rate on a monthly basis. In the Year 2020, no complaint about substandard product quality was received.

本集團制定並執行《綜合管理體系手冊》，品質保證部根據顧客的要求和產品實現過程中的產品檢驗或測試、安全、環保、節能降耗、進出廠物資計量等技術指標，量化為可測量的技術參數，並轉化為具體的計量要求，如：最大允許誤差、允許不確定度、測量範圍、穩定性、分辨力、環境條件等。並實施測量設備的計量確認，形成計量確認記錄，以保證測量設備滿足測量過程的要求。

本集團確保有能力滿足向顧客提供的產品和服務的要求，在承諾向顧客提供產品和服務之前，廣州美亞對如下各項要求進行評審：

- i) 顧客明確的要求，包括對交付及交付後行動的要求；
- ii) 顧客雖然沒有明示，但規定的用途或已知的預期用途所必需的要求；
- iii) 廣州美亞規定的要求；
- iv) 適用於產品和服務的法律法規要求；及
- v) 與先前表述存在差異的合同或訂單要求。

若與先前合同或訂單的要求存在差異，廣州美亞應確保有關事項已得到解決。

若顧客沒有以文字形式提出的要求，本集團在接受顧客要求前應完整記錄顧客要求並進行確認。

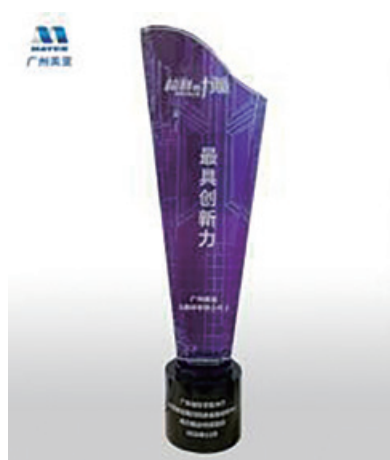
本集團根據《訂單合約評審制度》和《客戶滿意度調查制度》，銷售中心會每年6月及12月底對客戶進行滿意度測量，並每月對客戶抱怨率進行統計及控制。於2020年度，並未有發現產品質量有不合格之相關投訴。

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On 8 December 2020, Guangzhou Mayer obtained the Best Innovation (最具創新力) award in the Guangzhou-Hong Kong-Macau Greater Bay Area Technology and Innovation Pioneers Competition (粵港澳大灣區科創先鋒大賽), which was jointly organised by the Department of Science and Technology of Guangdong Province, the FinTech Innovation Centre (科技金融創新中心) of China Construction Bank and Nanfang Daily Media Group (南方報業傳媒集團) under the leadership of the People's Government of Guangdong Province and China Construction Bank. Guangzhou Mayer won the Best Innovation award in this competition with its revolutionary water pipes 5.0 and innovative research and development of new stainless steel water pipes.

廣州美亞於2020年12月8日獲得了粵港澳大灣區科創先鋒大賽的「最具創新力」獎，該次大賽由廣東省人民政府及中國建設銀行聯合推動，以及由廣東省科學技術廳、中國建設銀行科技金融創新中心及南方報業傳媒集團聯合主辦。廣州美亞憑藉引領供水管道5.0變革時代及研發創新不銹鋼水管產品方面，在此次大賽中榮獲「最具創新力」獎。



Compliance with Relevant Laws and Regulations

The Group was not aware of any material violation of relevant laws and regulations that have a significant impact relating to health and safety, advertising, labelling and privacy matters relating to products provided by the Group and methods of redress in the Year 2020. The Group strictly complied with local laws and regulations relating to product responsibility, such as the Advertising Law of the People's Republic of China (《中華人民共和國廣告法》), the Trademark Law of the People's Republic of China (《中華人民共和國商標法》), the Product Quality Law of the People's Republic of China (《中華人民共和國產品質量法》) and the Patent Law of the People's Republic of China (《中華人民共和國專利法》). Furthermore, no significant fine for non-compliance was imposed on the Group in the Year 2020.

遵守有關法律法規

於2020年度，本集團並未發現有關本集團所提供有關產品之健康與安全、廣告、標籤及私隱權事宜以及補救方法之產生重大影響之有關法律法規之任何重大違規情況。本集團嚴格遵守與產品責任有關的地方法律法規，如《中華人民共和國廣告法》、《中華人民共和國商標法》、《中華人民共和國產品質量法》及《中華人民共和國專利法》。此外，2020年度沒有因違規而遭受大額罰款。

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B7: Anti-Corruption

The Group places great importance to anti-corruption work. The Staff Handbook (《員工手冊》) and the Incentive and Punitive Action Management System (《獎懲管理制度》) set out in detail the standards of conduct that all employees are required to follow. The Group has set up a complaint unit and has a dedicated suggestion box in place to enable whistleblowers to report any unlawful or fraudulent conduct to the complaint unit in a confidential manner, and the whistleblowers will be protected.

If any employee reports or prevents any corruption, fraud or practices harming the interests of the Group beforehand, and thus prevents the Group from suffering material losses, a record of top-level merit will be awarded to the relevant employee.

Compliance with Relevant Laws and Regulations

In the Year 2020, neither the Group nor any of its employees was found involved in any legal proceedings relating to bribery, extortion, fraud or money laundering. The Group strictly complied with the Anti-Unfair Competition Law of the People's Republic of China (《中華人民共和國反不正當競爭法》) and other local laws and regulations relating to anti-corruption.

B8: Community Investment

As a corporate citizen, the Group spares no efforts in performing its social responsibilities and is dedicated to supporting local community development. During the Reporting Period, it has promoted social advancement in different aspects, such as enhancing the environmental awareness of its employees, supporting child development, caring for needy people, promoting industry-wide exchanges and collaborations and so forth.

The Group employs disabled people as workers and cleaners to help them to integrate into the community. During the Reporting Period, 3 disabled people were employed by the Group.

The Group strongly supports all kinds of green initiatives. By organising volunteering activities, it seeks to enhance employees' environmental awareness and draws more attention of the general public to the importance of environmental protection. To make the production base greener and reduce CO₂ emission, a total of 382 trees of 13 species have been planted in the production base.

B7: 反貪污

本集團非常注重反貪污工作。《員工手冊》及《獎懲管理制度》詳細列明瞭所有僱員均須遵守的行為標準。本集團成立了投訴小組，並設有專用的意見箱，讓知情人士以保密形式向投訴小組舉報任何非法或欺詐的行為，而作出舉報的人士均受到保護。

對於貪污、舞弊或有危害本集團權益事情，如能事先舉報或防止，而使本集團避免重大損失者，本集團都會記予大功給該員工。

遵守有關法律法規

於2020年度，本集團或其僱員並無發現牽涉有關賄賂、勒索、欺詐或洗黑錢之任何法律案件。本集團嚴格遵守《中華人民共和國反不正當競爭法》及其他反貪污有關的地方法律法規。

B8: 社區投資

作為企業公民，本集團不遺餘力履行社會責任，致力支持地方社區發展。於報告期間內，本集團在不同範疇推動社會進步，如增進員工環保意識、支持兒童發展、關愛有需要人士以及促進產業交流合作等。

本集團僱用殘疾人士，安排他們擔任作業員、保潔員等職位，幫助他們投入社會。於報告期間內，本集團在職殘疾職工人數共有3名。

本集團鼎力支持各種環保活動，組織員工志願者活動，幫助員工樹立更強的環保意識，同時也可以讓廣大市民了解環保的重要性。本集團為綠化生產園區及減少的二氧化碳的排放，在其生產園區內已累計種植了382棵樹木，涵蓋樹木種類共有13種。

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2020 Safety Knowledge Quiz
2020年安全知識競賽

The Group attaches great importance to production safety and occupational health and safety. To raise safety awareness among all staff, Guangzhou Mayer held a safety knowledge quiz on 29 June 2020.

In view of the worldwide spread of the COVID-19 pandemic, the Group donated RMB100,000 to Wuhan Jinyintan Hospital through Guang Zhou Huang Pu Charity on 13 February 2020 in order to support local pandemic control efforts.

In addition, the Group donated 100 N95 protective masks to the Red Cross Society of Hong'an County, Huanggang City, Hubei Province on the same day for local medical practitioners to use during their work to control the pandemic.



本集團重視安全生產和職業健康安全，為了提高全員安全意識，廣州美亞於2020年6月29日舉辦了一場安全知識競賽。

鑒於新冠肺炎疫情於全球蔓延，本集團於2020年2月13日透過廣州市黃埔區慈善會向武漢市金銀潭醫院捐款人民幣100,000元，以支援當地疫情防控工作。

此外，本集團於同日亦向湖北省黃岡市紅安縣紅十字會捐贈了100個N95級防護口罩供當地醫護人員用於疫情防控工作。

红安县红十字会

接收捐贈意向函

广州美亚股份有限公司

感谢你们对红安县新冠肺炎疫情防控工作的关心与支持，我会同意接受你们向我县捐赠的 100 个 N95 口罩。你们捐赠的口罩，我会将专项用于疫情防控工作。

红安县红十字会联系人：张贝 电话：15971381813

红安县红十字会
2020年2月13日



The letter of intention to accept donation issued by the Red Cross Society of Hong'an County, Huanggang City, Hubei Province to Guangzhou Mayer
湖北省黃岡市紅安縣紅十字會向廣州美亞發出的接收捐贈意向函

On 22 May 2020, a surface landslide and associated mudslides occurred in Mingquan Villa in Huangpu District, Guangzhou, causing 4 houses to collapse. Located next to the entrance of Yonghe Tunnel in Huangpu District, Mingquan Villa is less than 3 kilometres from Guangzhou Mayer. After learning the incident, Mr. Xu Lidi, the vice chairman of Guangzhou Mayer, immediately convened an extraordinary board meeting and resolved to donate RMB30,000 to Guang Zhou Huang Pu Charity in order to offer assistance to the families of the victims.

於2020年5月22日，廣州黃埔區鳴泉山莊發生山體滑坡及引發泥石流，導致4間房屋倒塌，鳴泉山莊位於黃埔區永和大道隧道入口處，距離廣州美亞少於3公里。廣州美亞副董事長徐立地先生得知此事後，立即召開公司臨時董事會，決定透過廣州市黃埔區慈善會捐款人民幣30,000元，以救助遇難者家屬。

