

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

2018 Environmental, Social and Governance Report

環境、社會及管治報告



CONTENTS 目錄

OUR REPORT 我們的報告

2

Vision and Mission
願景和使命

2

Scope and Reporting Period
報告範圍及報告期間

3

Channel for Feedback Collection
反饋機制渠道

3

MATERIALITY ASSESSMENT 重要性評估

4

STAKEHOLDER ENGAGEMENT 持份者參與

6

SHARED ENVIRONMENT 環境共榮

9

Pollution Control
污染控制

9

Effective Use of Resources
善用資源

16

Green Operations
綠色營運

21

CONCERTED EFFORTS 協同共創

25

Equal Employment
平等僱傭

27

Occupational Health and Safety
職業健康與安全

29

Potential Development
發展潛能

31

Labour Standards
勞工標準

33

PRACTICE WITH INTEGRITY 誠信實務

35

Supply Chain Management
供應鏈管理

35

Customer Service and Product Safety
顧客服務與產品安全

38

Corporate Governance
企業治理

41

CONTRIBUTIONS TO SOCIETY 回饋社區

43

OUTLOOK 展望

45

SUSTAINABILITY AT A GLANCE 可持續發展概覽

46





OUR REPORT 我們的報告

VISION AND MISSION

Singamas Container Holdings Limited (the “Group” or “We”) always regards corporate social responsibility as its business philosophy and creates shared and sustainable value with its stakeholders in the economic, social and environmental aspects. The Group’s corporate social responsibility vision is to “dedicate to the pursuit of high efficiency, innovation and proactivity in parallel with the customer-oriented approach and the quality management upheld as the roots”. By fully leveraging our cutting-edge technologies, we always strive to shape the world’s leading professional brand image of “Singamas” containers and warehousing logistics for the maximisation of corporate performance, corporate values and long-term returns to our shareholders and society. As part of our mission, we also share our successes with our staff members whenever achieved. With our commitment to developing a new energy-saving and sustainable container industrial chain, we always provide our fastest and most efficient solution for the container services to help our customers to connect to the world and give back to the society.

願景和使命

勝獅貨櫃企業有限公司(「集團」或「我們」)一直視企業社會責任為經營理念，與持份者在經濟以至社會及環境層面創造共享可持續價值。集團的企業社會責任願景是：「追求高效率、創新及銳意進取，秉承以客為本、品質為先。」我們透過充分利用尖端技術，塑造『勝獅』集裝箱及倉儲物流的全球領先專業品牌形象，實現企業效益、企業價值，股東長遠回報的最大化及致力回饋社會，並視與員工分享發展成果為我們使命的一部份。勝獅銳意打造節能環保、可持續性的新型集裝箱產業鏈，以提供最快速及便捷的集裝箱服務方案，融通四海、回饋社會。



SCOPE AND REPORTING PERIOD

This report aims to review the performance and achievements of the Group in the environmental, social and governance aspects in 2018 and is prepared in accordance with the Environmental, Social and Governance Reporting Guide (“the Guide”) issued by The Stock Exchange of Hong Kong Limited (“the Stock Exchange”). This report has complied with the “comply or explain” provisions and reported on all recommended disclosures of the Guide.

The contents of this report cover the information and operating activities of the Hong Kong Corporate Office, Shanghai management office and our factories located in Huizhou, Xiamen, Shanghai Jiading, Shanghai Baoshan, Qidong, Qidong offshore, Ningbo, Qingdao and Yixing, the People’s Republic of China (the “PRC”). In light of the business contributions to the Group’s overall revenue from the container depots, terminals and logistics businesses attributing a relatively small proportion, the part is not included in the report.

The reporting period covered in this report was from 1 January 2018 to 31 December 2018 (“FY2018”), which was the same as the financial period covered in our annual report.

CHANNEL FOR FEEDBACK COLLECTION

We welcome any comments and suggestions you may have on this report, or on our Environmental, Social and Governance (ESG) reporting in general. Whether you are our customers, business partners, members of the public, the media or community groups, we treasure your comments and opinions which may help to strengthen the Group’s future sustainability strategy. Please contact us by email at info@singamas.com.

報告範圍及報告期間

本報告旨在檢討集團在二零一八年實施的環境、社會及管治報告上的表現及成效，並根據香港聯合交易所有限公司（「港交所」）頒佈的《環境、社會及管治報告指引》（「指引」）而制定。本報告已遵守指引載列的所有「不遵守就解釋」條文，並根據指引中的所有建議披露作出匯報。

本報告的內容涵蓋集團的香港總辦公室、中華人民共和國（「中國」）的上海管理中心、以及惠州、廈門、上海嘉定、上海寶山、啓東、啓東海工、寧波、青島及宜興工廠的資訊及營運活動。鑑於集裝箱堆場、碼頭及物流業務佔集團營業總額比重較輕，因此不納入在本報告範圍。

本報告涵蓋的報告期間為二零一八年一月一日至二零一八年十二月三十一日（「二零一八財政年度」），與我們年報所涵蓋的財政期間相同。

反饋機制渠道

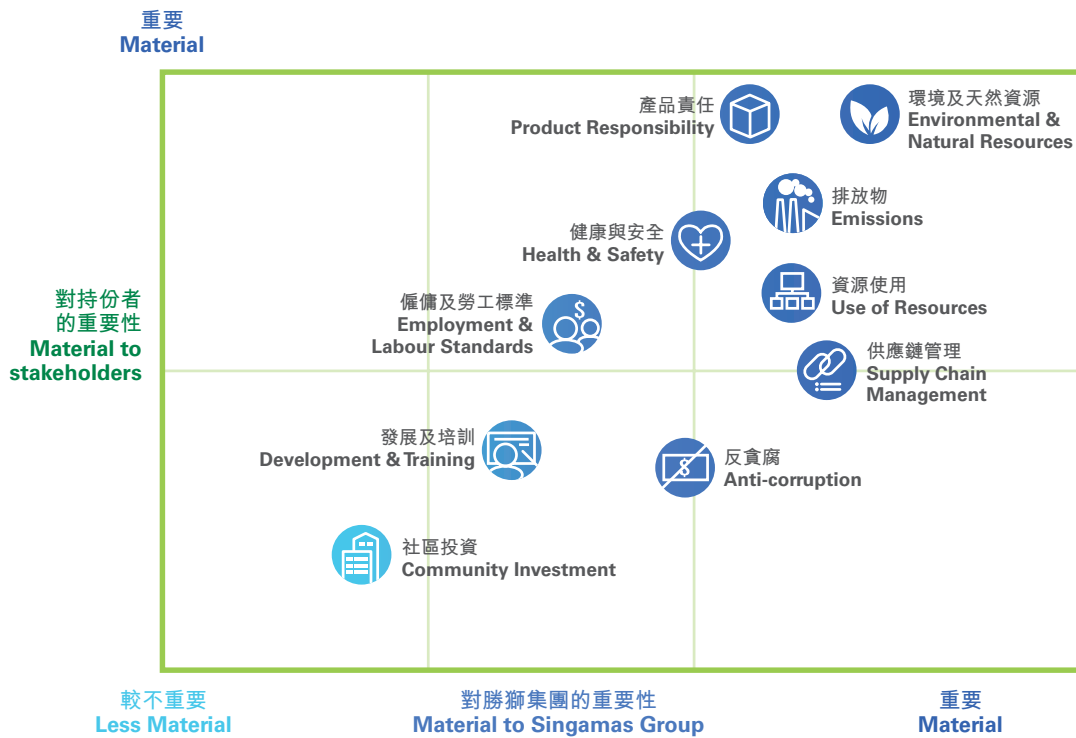
我們歡迎您就本報告或我們的環境、社會和管治(ESG)工作提出意見和建議。無論您是客戶、業務夥伴、公眾、媒體或社區團體，我們都非常珍惜您的意見，閣下的建議均有助加強集團未來的可持續發展策略。請透過電子郵件info@singamas.com與我們聯繫。





MATERIALITY ASSESSMENT

重要性評估



In comparison with the business performance for the period from 1 January 2017 to 31 December 2017 (“FY2017”), there was no significant change of our business in FY2018. The related material aspects therefore generally remain applicable and appropriate.

In order to align our corporate social responsibility policy with the vast sustainable development community, we will focus on the important issues related to the Group. The Group’s management policies and performance on these materials will be described in the following sections of this report.

- ✦ Green operations
- ✦ Customer service and product safety
- ✦ Pollution control
- ✦ Occupational health and safety
- ✦ Effective use of resources
- ✦ Supply chain management

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

- ✦ Equal employment and labour standards
- ✦ Corporate governance
- ✦ Potential development
- ✦ Contributions to society

由於我們在二零一八財政年度的業務與二零一七年一月一日至二零一七年十二月三十一日（「二零一七財政年度」）相較並沒有重大變化，因此相關重要議題仍然大致適用。

為使我們的企業社會責任方針，跟廣大的可持續發展社區接軌，我們將專注與集團相關的重要議題。我們將在本報告的餘下章節披露其管理政策和表現。

- ✦ 綠色營運
- ✦ 顧客服務與產品安全
- ✦ 污染控制
- ✦ 職業健康與安全
- ✦ 善用資源
- ✦ 供應鏈管理

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

- ✦ 平等僱傭及勞工標準
- ✦ 企業治理
- ✦ 發展潛能
- ✦ 回饋社區





STAKEHOLDER ENGAGEMENT 持份者參與

The Group recognises the expectations of our stakeholders helps us develop our strategies and respond effectively through our business model. We are committed to open and two-way dialogue which enables the Group to better understand the views and expectations of our stakeholders, thus helping the Group to make more informed decisions and to create value for neighbouring communities.

The table below summarises the main concerns of our key stakeholders and the relative channels for communication:

集團明白到了解持份者的期望將有助我們制定策略，並透過其業務模式作出有效回應。我們致力作公開和雙向的聯繫交流，令集團更加了解持份者的觀點及期望，可令集團在掌握更充分資料的情況下進行決策，從而有助我們為周邊社群創造價值。

下表概列主要持份者關注的事項，以及相關溝通渠道：

Key stakeholders 主要持份者	Main concerns 關注事項	Communication channels 溝通渠道
Customers 客戶	<ul style="list-style-type: none"> Product quality, prices and delivery dates Financial performance of the Group Goodwill and Corporate Image for the Group Market Demand 產品品質、價格與交貨日期 集團財務表現 信譽及企業形象 市場需求 	<ul style="list-style-type: none"> Phone calls/emails Customer review forms Customer visits and factory audits Trade exhibitions 電話／電子郵件 客戶評價表 客戶參觀及工廠審核 行業展覽會
Employees 員工	<ul style="list-style-type: none"> Salaries and welfare, education and training, occupational safety Conditions for labour, complaints, promotion opportunities, corporate integrity Corporate culture 薪金福利；教育培訓；職業安全 勞動條件；申訴；晉升機會；企業誠信 企業文化 	<ul style="list-style-type: none"> Training for occupational health and safety Regular meetings Internal circulars and publications/notice boards Opinion collection boxes/mail boxes/emails Job performance assessment 職業健康與安全培訓 定期會議 內部刊物／告示板 意見箱／信箱／電子郵件 工作表現評核



Key stakeholders 主要持份者	Main concerns 關注事項	Communication channels 溝通渠道
Shareholders and investors 股東及投資者	<ul style="list-style-type: none"> Corporate financial performance, dividend policy Corporate governance and integrity, risk management, compliance for laws and regulations 企業財務表現；股息政策 企業管治與誠信；風險管理；法律及法規的遵循 	<ul style="list-style-type: none"> Annual results and interim results announcements Annual reports/interim reports Corporate website 全年及中期業績公布 年報／中期報告 企業網站
Government 政府	<ul style="list-style-type: none"> Environmental pollution, production safety, energy conservation and emission reduction Conditions for labour, laws and regulations compliance, economic contributions Anti-corruption 環境污染；安全生產；節能減排 勞動條件；法律及法規的遵循；經濟貢獻； 反貪腐 	<ul style="list-style-type: none"> Government websites Official documents/meetings Written reports/visits Monitoring/inspections and assessments 政府網站 公文／會議 文書報告／拜訪 監督／檢查及評估
Suppliers 供應商	<ul style="list-style-type: none"> Material quality, prices and delivery dates Financial conditions of the Group 材料品質、價格與交貨日期 集團財務狀況 	<ul style="list-style-type: none"> Phone calls/emails On-site inspections Annual audits for suppliers 電話／電子郵件 實地考察 供應商年度審核
Local community 當地社區	<ul style="list-style-type: none"> Environmental pollution, local facility construction, community contribution 環境污染；地方建設；社區回饋 	<ul style="list-style-type: none"> Participation in community activities Donation/sponsorship 參與社區活動 捐獻／贊助



SHARED ENVIRONMENT

環境共榮





SHARED ENVIRONMENT

環境共榮

Management Approach and Policies

In order to fulfill its responsibility of corporate citizenship, the Group is committed to the implementation and promotion of sustainable development. To this end, the Group has formulated a number of management policies and measures such as waste gas management policy, waste management policy and green procurement policy, endeavouring to minimise the impact of its production process on the community and ecology and proactively improve our environmental protection performance.

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

POLLUTION CONTROL

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

Emission Control

With a strict compliance with the Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution and the different standards for the emissions of waste gases set by different provinces and cities, the Group strives for the best measure to ensure our emissions are below the level required by the relevant laws and regulations and to minimise the impact on neighbouring areas. The main sources of emissions in our production process are industrial waste gases from coating and painting. We have put in place corresponding treatment equipment and control measures to treat the exhaust pollutants so as to ensure that the waste gas emission level at each factory is in line with the requirements imposed by the local government.

管理方針及政策

為承擔企業公民應盡的責任，集團致力落實及推動可持續發展，故此集團制定多項的管理政策及措施，如：廢氣管理政策、廢棄物管理政策及綠色採購政策等，盡力減低過程中對社區及生態帶來的影響，並積極提升我們的環保表現。

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

污染控制

在生產過程中無可避免地帶來污染。然而作為負責任的企業，我們盡可能作出一切的努力，例如採用環保機械、安裝排污系統及實行綠色辦公措施等盡可能減低由集團營運所產生的污染物，履行我們的環保承諾，締造可持續發展的社會。

排放管理

我們的廠房嚴格遵從《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，力求採取最佳措施，以確保廢氣排放量不超出相關的法律法規的規定，以及將對臨近地區的影響減至最低。我們的生產過程中主要排放來源為來自塗料及塗裝的工藝廢氣，我們設有相應處理設備及控制措施對廢氣污染物進行處理，可以確保各個廠房的廢氣排放水平符合當地政府的要求。

SHARED ENVIRONMENT

環境共榮

Waste gas treatment measures:

- ✔ Daily inspection of the organic wastage treatment facility is conducted to ensure the normal and stable operation
- ✔ Regular repair and maintenance of facilities is in place
- ✔ Adoption of waterborne paint for the replacement of solvent borne paint to reduce the release of volatile organic compounds
- ✔ Set a separate, enclosed and negative-pressure area for coating spraying and pump the waste gases for further processing at the waste gas treatment facilities
- ✔ Install and deploy catalytic combustion device, water curtain paint spray booth to reduce the emission of polluted particles and volatile organic compounds
- ✔ Engage the third party organisation to conduct regular inspection on waste gas treatment facility

廢氣處理措施：

- ✔ 對有機廢氣處理裝置進行每日巡檢，確保其運作正常及穩定
- ✔ 定期對設施進行維修和保養
- ✔ 採用水性油漆代替油性油漆，以降低揮發性有機化合物的排放
- ✔ 設置獨立、封閉及負壓的工作間進行噴塗，並將廢氣抽到廢氣處理設施作進一步處理
- ✔ 安裝及設置催化燃燒裝置及水幕除漆霧裝置以減少顆粒物及揮發性有機化合物的排放
- ✔ 定期委託第三方機構對廢氣處理設備進行檢測

Case 1

例子一

In 2018, our Shanghai Baoshan factory added five sets of workshop welding fume dedusting equipment, which enable the welding fumes produced from the production process to pass through the ventilation ducts into dust collectors for exhaust gas treatment. The processed gas is finally discharged through the air outlet. Following the implementation of the project, the processed gas meets the relevant standards in the Comprehensive Emission Standard for Air Pollutants of Shanghai (DB31/933-2015), thus achieving cleaner production and safeguarding of the occupational health of our employees.

上海寶山工廠在二零一八年已增加五套的車間焊煙除塵設備，生產過程中的焊接煙塵會經過通風管道進入除塵器內進行廢氣處理，最後通過出風口排出。項目實施後，經處理的廢氣除了符合《上海市大氣污染物綜合排放標準 (DB31/933-2015)》標準要求，並達致清潔生產和保障員工的職業健康。



Case 2

例子二

At our Shanghai Jiading factory, a paper filter dust collector has been installed at the polishing station to dispose of dust. In addition, an acid mist absorption tower has been installed at the pickling station to dispose of acid mist and purify waste gas, and the waste water produced by the disposal approach is discharged into the sewage treatment station for treatment.

上海嘉定工廠在拋光工位安裝了紙質濾芯除塵器處置粉塵。另外，亦在酸洗工位安裝了酸霧吸收塔處置酸霧，淨化廢氣，而該處置方式所導致的廢水，均排入污水處理站處理。





The Group also understands that transportation is one of the key source for the carbon dioxide emission. In order to reduce the emission of greenhouse gases from the unnecessary transportation, we have set up a list of scheme as stated below:

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

集團亦了解交通運輸是碳排放的主要來源之一，為減少不必要的交通運輸引致的溫室氣體排放，我們制訂了以下的措施：

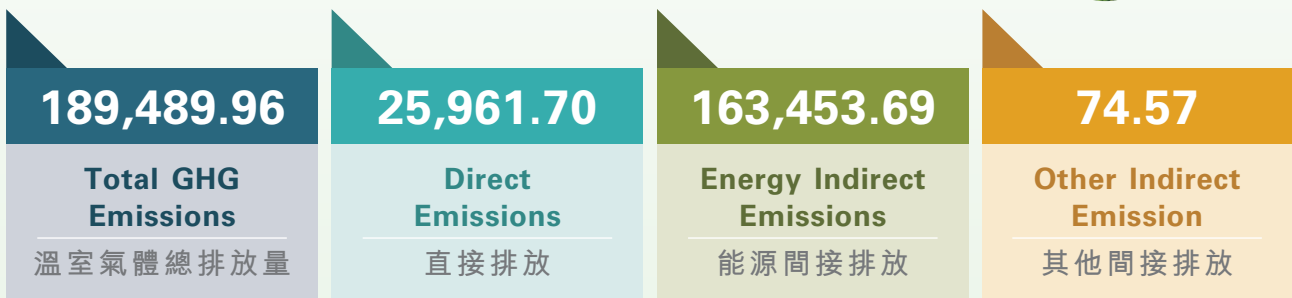
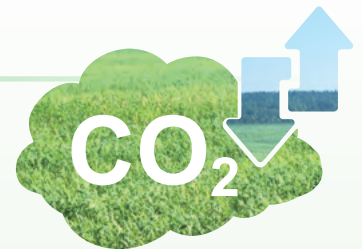
- ✔ 提供並鼓勵員工使用視頻及電話會議系統，以避免商旅出差，從而減少相關交通運輸引致的溫室氣體排放
- ✔ 集團提倡就地取材概念，優先選擇本地供應商，現時集團大約有百份之八十的供應商均來自鄰近的省市
- ✔ 逐步使用電動或電動混能車。在報告期間，我們的上海寶山工廠購入電動車輛取替老舊的汽油車輛，而啓東及上海寶山工廠亦開始購入電動車輛及電動混能車輛

During the reporting period, the Group did not violate any environmental regulations. Greenhouse gas emissions generated by management offices and factories during the reporting period are as follows:

在報告期內，集團並沒有違反任何環境法規。而集團的管理辦公室及工廠產生的溫室氣體排放量如下：

GREENHOUSE GAS EMISSION 溫室氣體排放

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



Note: Direct Emissions: represents the emissions of greenhouse gas directly generated by the business owned and controlled by the Company, including natural gas, heavy oil, diesel and gasoline;

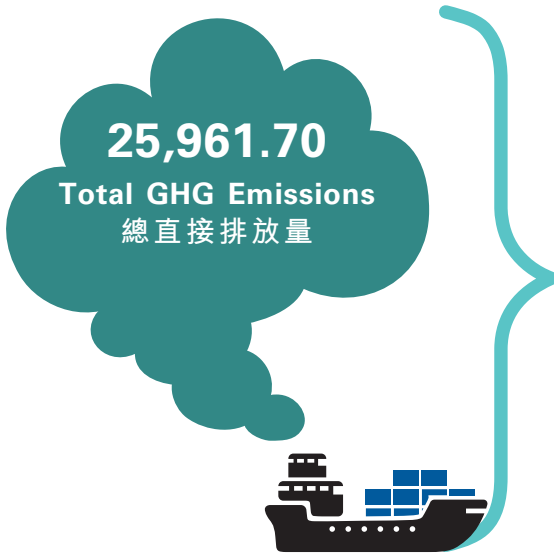
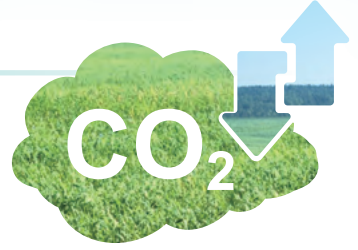
Energy Indirect Emissions represents the greenhouse gas emissions indirectly caused by external power procurement, eg. electricity and town gas

註：直接排放：是公司擁有或控制的業務直接產生的溫室氣體排放，包括天然氣、柴油及汽油等；
能源間接排放：為外購電力及煤氣所致的「間接能源」溫室氣體排放

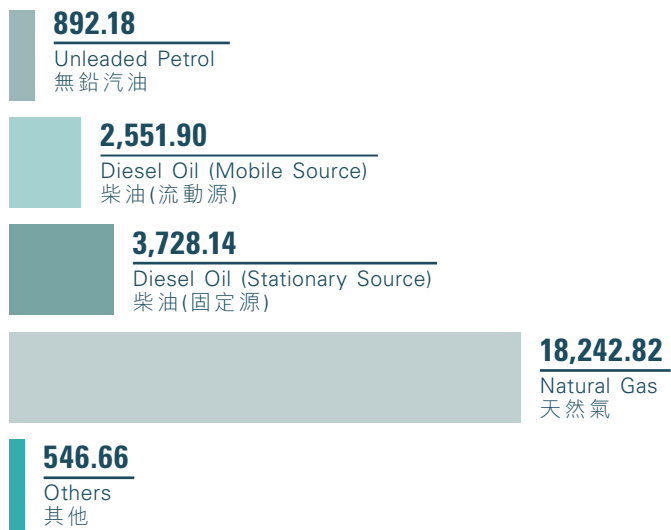
SHARED ENVIRONMENT
環境共榮

DIRECT EMISSIONS
直接排放

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

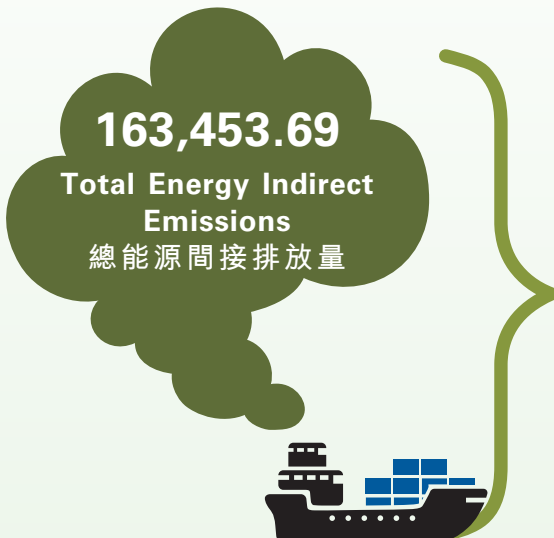
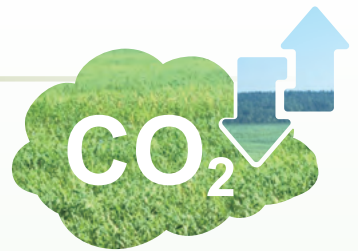


GHG Emission Source
溫室氣體排放源



ENERGY INDIRECT EMISSIONS
能源間接排放

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



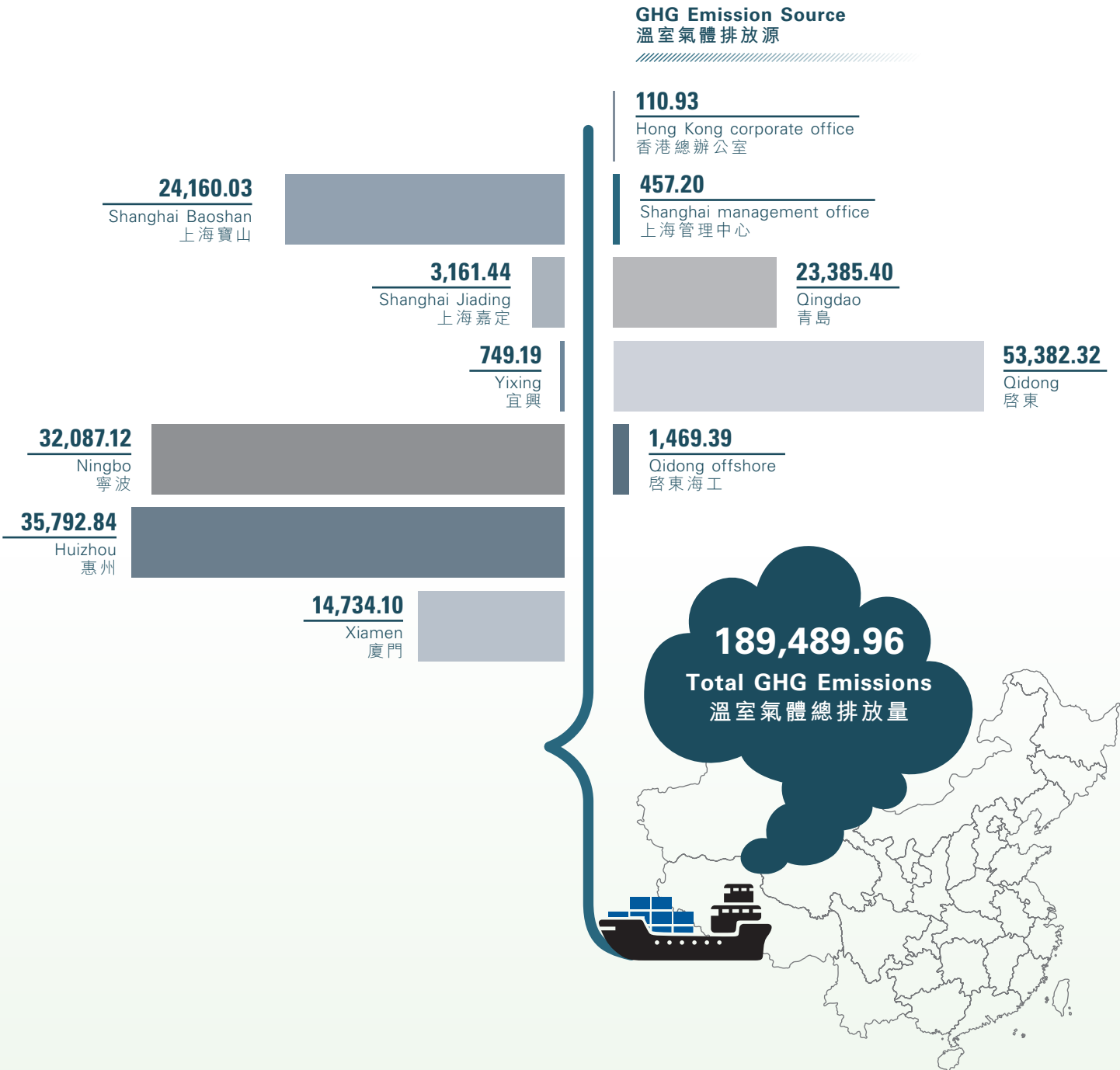
GHG Emission Source
溫室氣體排放源





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

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



SHARED ENVIRONMENT

環境共榮

Waste management

The Group carefully considers the life cycle of the materials used and actively strive for reuse and recycle of the same to reduce waste at source and minimise the impact on the environment. The Group has formulated the management regulations and related measures for waste disposal with reference to the *National Catalogue of Hazardous Wastes*, the *Measures on the Management of Hazardous Waste Transfer*, the *Solid Waste Pollution Prevention Act by the People's Republic of China* and the *Administrative Measures for Municipal Domestic Waste*.

We generally classify wastes into general solid waste, hazardous waste and recyclable materials, place the wastes in the designated waste disposal and storage sites in a centralised manner, and organise, rectify, clear, and clean waste disposal sites on a daily basis. To improve the efficiency of classification and management of hazardous waste, we have established designated hazardous waste storage warehouses and label hazardous wastes. Where disposal is required, we will engage qualified hazardous disposal institutions to handle hazardous wastes in accordance with regulatory requirements.

廢棄物管理

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

我們一般會將廢棄物以一般固廢、危險廢物、可回收物資進行分類，並統一將廢棄物放置在指定的廢棄物處置堆放場所，每天對廢棄物處置堆放場所進行整理、整頓、清理及清掃。我們成立了危險廢棄物儲存倉庫，並對危險廢棄物黏貼標籤，當需要棄置時，我們按照法規規定，委託合資格的處置單位對危險廢棄物進行處理，以改善危險廢棄物之分類及處理之有效性。



Identification and Classification of Wastes 廢棄物的識別及分類

General Refuse
一般固體廢棄物

Recyclable Materials
可回收物資

Hazardous Wastes
危險廢棄物



Proper Management 妥善管理

General industrial waste is packaged and then disposed of by the sanitation department
一般工業廢棄物打包後委託環衛部門處置

Recyclable solid waste is disposed of by the sanitation department and reused where possible
可回收固體廢物可由環衛部門進行處理，盡可能在地重用

Set up hazardous waste warehouses and label hazardous wastes for easy recognition
設置危廢倉庫，對危廢貼上標籤以作識別



Waste Disposal 廢棄物處置

Transport the waste to designated government landfill for disposal
將垃圾運至指定的政府垃圾堆填區處理

Solid waste not reused is delivered to qualified institutions to change waste to resource
未重用的固體廢物，會聯繫合資格單位，化廢為寶

Appoint a third-party qualified disposal institution for reasonable disposal in accordance with regulatory requirements
按照法規要求，委託第三方有資質的處置單位，進行合理化處置



Case 1
個案一

In reporting period, the Group's Qingdao factory has recycled a total of 2,375.84 tonnes of scrap steel, 920 pallets, 61,040 welding steel plates, 29.45 tonnes of scrap stainless steel and 5.06 tonnes of scrap aluminum.

在報告期內，集團的青島廠房共回收了廢鋼2,375.84噸、托盤920個、焊絲盤61,040個、廢不鏽鐵29.45噸及廢鋁5.06噸。

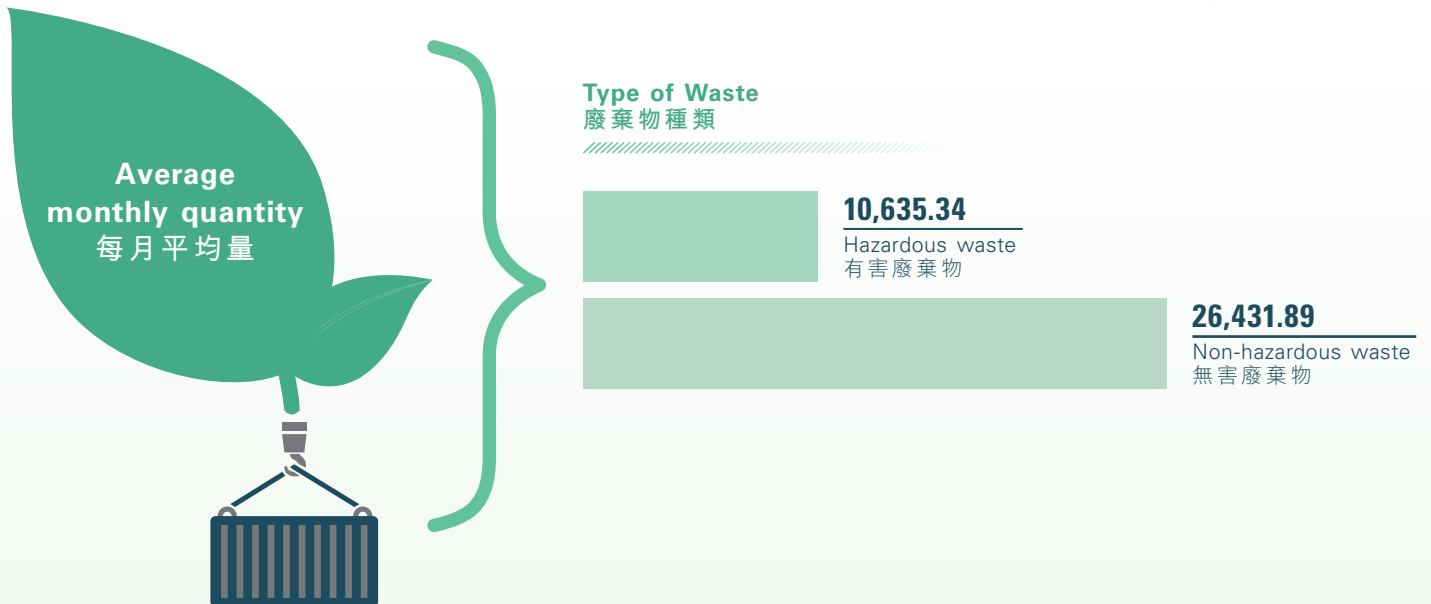


The following is the average amount of waste produced per month during the reporting period:

以下為報告期內每月平均產生的廢棄物數量：

VOLUME OF WASTE GENERATED
廢棄物產量

Unit: Tonnes
單位：公噸



SHARED ENVIRONMENT

環境共榮

Wastewater discharge management

In response to the increasingly stringent laws and regulations of the local government, we have formulated a comprehensive sewage discharge management method, whereby the waste water will be reused in production process after treatment by the wastewater treatment system to achieve the goal of “Zero Discharge”. In addition, we will progressively adjust and technically reform the process, facilities and equipment that cause wastewater pollution, and carry out regular repair and maintenance to ensure the normal operation of the wastewater treatment facilities so as to prevent environmental pollution accidents. In addition, we began to build the “separate drainage and sewerage systems” to split the discharge of unpolluted rainwater and sewage respectively in order to lessen the burden of sewage treatment processing and prevent the potential water pollution to the surrounding areas. We also engage qualified inspection institutions to conduct tests for emission targets and discharge volume of wastewater pollutants to ensure that the discharged wastewater meets the emission target specified on the pollutant discharge permit.

In 2018, Shanghai Jiading factory adopted an online monitoring system linked to local Environmental Supervision Centre to monitor wastewater discharge around the clock, in an effort to achieve the effects of immediate control, regulation and early warning.

EFFECTIVE USE OF RESOURCES

The huge and complex challenge of climate change faced by the world has an impact on both businesses and customers. In response to the country’s climate response strategy, the Group is committed to the reduction of carbon footprint of its factories. Adhering to its business philosophy for “Green Production” and “Saving Energy and Reducing Emissions”, the Group has proactively adopted clean production technologies to reduce unnecessary resource use, and implemented new energy conservation and emission reduction measures. Various practices for energy saving and emission reduction has already been in place in the Group’s factories. All these practices show our commitment to prevent all kinds of pollutions arise from production and minimise the potential environmental risks.

污水排放管理

為了貫徹當地政府日漸嚴格的法律法規，我們制訂了完善污水排放管理辦法，生產過程產生的廢水會經污水處理系統處理後被引入生產線進行循環使用，以達致廠房污水「零排放」的目標。另外，我們會對產生廢水污染的過程、設施及設備逐步進行調整和技術改造，並定期進行維修保養，確保廢水處理設施的正常運行，以防止造成環境污染事故。為了減輕污水處理過程的負擔及防止周邊地區的水污染，我們亦開始實施「雨污分流」系統，將未受污染的雨水及廢水分開排放；並委託合資格的檢測機構定期對廢水污染物排放指標及排放量進行檢測，確保所排放的污水均符合污染物排污許可證的排放指標。

上海嘉定工廠於2018年更加採用了地方污染源監控中心的在線監測系統，對廢水排放進行24小時監控，以努力實現即時控制、調節和預警效果。

善用資源

全球正面對氣候變化這個巨大而複雜的挑戰，對企業和顧客均帶來影響。集團響應國家的氣候應對策略，致力減少旗下廠區的碳足印。集團秉持「綠色生產，節能減排」的經營理念。積極採納清潔生產技術，降低不必要的資源使用，落實新的節能減排措施。集團的各個工廠已實施各種節能減排項目，足以彰顯我們在避免生產過程所帶來各種污染及儘量減少潛在的環境風險的努力。



Case 1 個案一



The LED renovation projects carried out at our factories in Shanghai Baoshan, Yixing, Qingdao and Ningbo last year have helped the Group to save approximately 190,000 kWh of electricity, equal to approximately 156 tonnes of carbon dioxide emission. In order to further reduce energy consumption, our Xiamen factory has already planned to carry out relevant LED renovation projects in the future.

去年進行的LED改造計劃的上海寶山、宜興、青島及寧波等廠房已為集團節省了大約19萬千瓦時的電力，約等於156公噸二氧化碳排放。而為進一步減少耗能，廈門工廠已部署在未來逐步進行相關的LED照明系統改造計劃。

Case 2 個案二

Our Qidong factory has been reached cooperation with various companies in the local deports to install the roof-top solar panels for the purpose of energy saving. It is estimated to contribute the green electricity consumption up to 20,000 kWh daily, or a reduction of power of 7,300 MWh each year, thereby significantly reducing energy consumption. In addition, our Qidong factory invested RMB200,000 to independently build a photovoltaic power shed for parking bicycles/electric vehicles by our employees, thus further reducing its dependence on power supply.

集團啓東廠房與當地幾家公司合作，安裝屋頂光伏發電，預計日均發電能達至20,000千瓦時，每年可減少7,300兆瓦時，大大降低能源的消耗。除此之外，啓東廠房過去投資人民幣20萬元，自發建造光伏發電車棚，用於停放員工自行車／電動車，進一步減少對電力供應的依賴。



SHARED ENVIRONMENT

環境共榮

Energy Conservation

The Group continuously reviews feasible strategies and measures for energy conservation and seeks for opportunities to use more renewable energy. We have identified more energy saving and carbon reduction measures at the operational level through systematic monitoring and regular assessment. In 2018, the aggregate electricity consumption for the Group was 196,803,909.85 kWh.

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

Water Consumption

Water is one of our valuable natural resources in the world. The Group therefore has required each factory to tightly control the sewage treatment and discharge and to strengthen the management of water resources. Each of our factories takes the "water balance assessment" regularly in accordance to the requirement of regional water resources department for formulating the acceptable water saving solution.

We take comprehensive prevention and control measures to develop water recycling technologies, increase the reuse rate of water resources, rationally use water resources and reduce wastewater discharge. Sewage treatment equipment has been built in several of the Group's factories. During the reporting period, approximately 7,680 litre of wastewater was purified and recycled.

Case 1

個案一

In view of the increasingly stringent standards for wastewater discharge in China, the Group's Ningbo factory employed the desalination reverse osmosis technology to the wastewater treatment process to further improve water quality by reducing chemical oxygen demand, ion content and water turbidity, eventually making the quality of processed water close to or even better than that of tap water, which lays down a foundation for the use of recycled water for production purpose in the factory area and effectively reduces the amount of water resources used.

有見國家對污水排放標準日趨嚴謹，故集團的寧波工廠在廢水處理過程中加入脫鹽過濾的反滲透技術，以進一步提升水質，降低化學需氧量、離子含量及水體濁度，經處理的水接近甚至優於自來水，作為廠區內生產使用的循環水提供基礎，有效地減少水資源的用量。



節能降耗

集團持續檢視節約能源的可行策略和措施，並尋找機會使用更多可再生能源。我們透過有系統的監測及定期評估，於營運層面辨識更多節能和減碳的措施。於二零一八年，集團總用電量為196,803,909.85千瓦時。

集團實施多項針對性節能改造工程，以進一步降低能源消耗量。

水資源的耗用

水是我們世界上寶貴的天然資源，故集團要求各工廠嚴格監控污水處理排放及加強水資源的管理。我們的廠房會根據地方水務局的要求，進行定期「水平衡測試」，以便制訂合理的節約用水方案。

我們採取綜合防治的措施，努力開發水循環利用技術，提高水資源的重覆利用率，合理利用水資源，減少廢水的排放量。集團的多個工廠已建有污水處理設備，在報告期內大約有7,680公升廢水經淨化循環利用。



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

於報告期內，集團在運作及生產活動所消耗的各種主要資源概列如下：

MAJOR RESOURCES CONSUMPTION 主要資源的耗量



**Total Electricity
Consumption**
總耗電量

196,803,909.85
kWh



**Total Water
Consumption**
總耗水量

889,233.79
m³



**Total Natural Gas
Consumption**
總天然氣耗量

8,322,121.20
m³



SHARED ENVIRONMENT

環境共榮



RESOURCES CONSUMPTION OF EACH OPERATING VENUES

各營運地點的資源耗量

	Electricity Consumption 耗電量	Water Consumption 耗水量	Natural Gas Consumption 天然氣耗量
	Unit: kWh 單位：千瓦時	Unit: m ³ 單位：立方米	Unit: m ³ 單位：立方米
Hong Kong corporate office 香港總辦公室	110,518.00	119.00	—
Shanghai management office 上海管理中心	93,842.00	12.45	—
Qingdao 青島	21,239,680.00	51,674.00	949,663.00
Qidong 啓東	57,754,641.00	145,896.34	2,234,242.00
Qidong offshore 啓東海工	1,648,120.85	1,015.00	45,479.00
Shanghai Baoshan 上海寶山	25,875,360.00	131,811.00	1,315,561.00
Shanghai Jiading 上海嘉定	3,603,122.00	53,964.00	—
Yixing 宜興	803,120.00	15,630.00	37,091.00
Ningbo 寧波	33,735,480.00	232,369.00	1,877,024.00
Huizhou 惠州	36,493,280.00	208,500.00	1,863,061.20
Xiamen 廈門	15,446,746.00	48,243.00	—

Total Consumption
總耗量

Electricity
電力
196,803,909.85

Water
水
889,233.79

Natural Gas
天然氣
8,322,121.20



GREEN OPERATIONS

The Group places a great emphasis on “Green Living” and actively incorporates environmental responsibility into its daily business practices. The Company promotes green operations and green procurement policies to reduce the impact on the environment and the consumption of natural resources. The Group also ensures that our sustainability commitments are effectively fulfilled.

Environmental Management System

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

Green Procurement

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

綠色營運

集團十分重視「綠色生活」，並積極將環境責任融入到企業日常經營行為中，對此公司提倡綠色營運及綠色採購政策，以減低對環境的影響及天然資源的消耗。本集團亦確保有效地達成我們的可持續發展承諾。

環境管理系統

集團的廠房遍佈全國，為妥善管理各個廠區及有效推行環保政策，我們積極推進環保管理制度的建立，務求達至遵守法規、致力改進環保表現、預防環境污染，以實現綠色生活的承諾。集團的環保政策及環境管理系統均符合國際指引的標準如ISO 14001，確保我們於業務營運以至供應鏈的各個環節，均周全考慮到環境因素。

綠色採購

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

SHARED ENVIRONMENT 環境共榮

Case 1 個案一

ENVIRONMENTAL-FRIENDLY RAW MATERIALS 環保物料

In addition to the use of lead-free solder at our Huizhou factory to reduce heavy metal pollution, and the use of non-woven complex cloth for replacement of fiberglass to reduce harm to human body, the Group has also implemented "Prohibition of the solvent borne and promotion of the waterborne" (禁油推水) policy in 2016, and fully adopt waterborne paint to minimise the impact of industrial production on the environment.

除了惠州太平工廠採用了無鉛焊絲，以減少重金屬污染外；亦採用複合無紡布替代玻璃纖維，以減少對人體的傷害；而集團亦已在二零一六年推行「禁油推水」，全面使用水性漆，在源頭上將行業生產對環境的影響減少至最低程度。

Lead-Free Solder
無鉛焊絲



Non-Woven Complex Cloth
複合無紡布



Waterborne Paint
水性漆





Green Office

The Group has been practising the green office principle at workplaces, and has implemented a series of green initiatives to mitigate the impact on the environment. In addition, we will conduct internal meetings regarding green office measures on a regular basis to monitor the effectiveness of the measures.

Energy-saving measures

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

Water-saving measures

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

Waste reduction measures

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

綠色辦公室

集團一直於工作場所奉行綠色辦公室原則，並實行一系列的綠色措施以減輕對環境的影響。另外，我們亦會定期就綠色辦公室措施進行內部會議，以檢視措施的成效。

節能措施

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

節約用水措施

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

減廢措施

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

CONCERTED EFFORTS

協同共創





CONCERTED EFFORTS 協同共創

Management Approach and Policies

Responsible and experienced employees are our greatest assets. The Group recognises that attracting and retaining talents are constructive for the Group to remain competitive. The Group's talent management policy covers the expansion of recruitment platform and provision of attractive remuneration package and fringe benefits. Meanwhile, we strive to create a safe, inclusive and caring work environment, facilitate employee training and career development and promote employees' work-life balance, aiming to become the "best employer". Our dedicated human resources committee will regularly review and improve the related and keep up with the latest laws and regulations to ensure the practices are in line with the set of legal requirements and industrial standards.

The profiles of the employees for the Group in 2018 are illustrated as below:

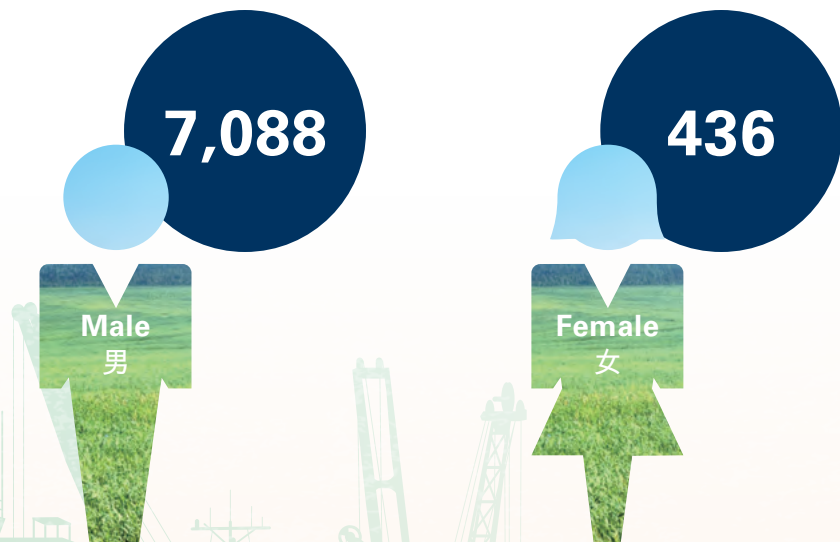
管理方針及政策

盡責及富經驗的員工是我們的最大資產。集團深明吸引及留住人才，有助集團保持競爭力。集團的人才管理方針涵蓋拓展招聘平台、提供具吸引力的薪酬待遇及附帶福利；與此同時，我們竭力打造安全、包容和關愛的工作環境，促進員工培訓和事業發展及提倡員工工作與生活平衡，並以成為「最佳僱主」為目標。我們透過專責的人力資源委員會定期檢討和改善有關政策，並保持更新法例法規知識，確保措施符合法律要求和行業準則。

集團於二零一八年的僱員概況如下：

GENDER PROFILE 員工性別分佈

Unit: Person
單位：人



CONCERTED EFFORTS 協同共創

AGE PROFILE 員工年齡分佈

Unit: Person
單位：人



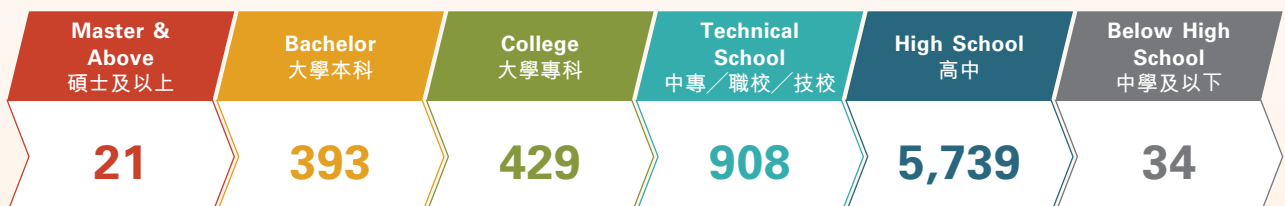
PROFESSIONAL PROFILE 員工職能分佈

Unit: Person
單位：人



EDUCATIONAL PROFILE 員工學歷分佈

Unit: Person
單位：人



EQUAL EMPLOYMENT

Equal Opportunities, Diversity and Inclusion



We strictly follow anti-discrimination policies and will not tolerate harassment of any kind. When recruiting and promoting employees, we will only consider individual work experience and performance. We provide our employees with fair recruitment, compensation, training, transfer and promotion opportunities regardless of their nation, gender, age or religious, so as to ensure fair and equal opportunities are offered to all job applicants. We strive to create the working environment with care, endurance, fairness with no discrimination.

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. In addition, we have implemented a unified recruitment process with high transparency to ensure the righteousness, openness and fairness upheld throughout the recruitment and employment processes. With regard to the job vacancies, we normally give the first priority to our staff, and strive to provide staff with a smooth, fair and clear career path, offering them with opportunities for development within the Group. When considering promotion, we will follow the principle of "appropriateness", and individual performance evaluation, experience, capabilities and potential are considered as conditions for promotion.

平等僱傭

平等機會及多元共融



我們嚴格執行反歧視政策，絕不容忍任何形式的騷擾。我們在招聘和晉升員工時，只會以個人的工作經驗及表現作為考慮，不論任何國籍、性別、年齡或宗教，我們均提供公平的招聘、薪酬、培訓、調遷和晉升機會，以確保每位求職者都擁有公平和平等的機會，我們致力創造一個關愛、包容、公平和沒有歧視的工作環境。

招攬及保留人才

集團定時與部門主管定期檢討各職能的人力資源需求及要求，以確保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。此外，我們落實了一套高透明度的統一招聘流程，以保證招聘及聘用過程的公平、公開、公正。對於所有職位空缺，我們通常優先考慮調遷內部員工，力求為內部員工提供暢通、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，我們將依據「適才適用」的原則——參照員工的工作表現評估、其經驗及個人能力及潛力作為員工晉升的考慮條件。

CONCERTED EFFORTS

協同共創

Protection of Rights

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. To reward employees' contribution to the Group, we review and adjust the remuneration mechanism on a regular basis to provide fairer and more competitive remuneration packages. In addition, the sets of dismissal/termination policy and compensation policy in accordance with the *Labour Law of the PRC*, the *Labour Contract Law of the PRC* and *Hong Kong Employment Ordinance*, have been imprinted as a guide for the strict legal procedures for dismissal and disciplinary actions. We also set out the principles and policies regarding issues including remuneration and dismissal, benefits, employment and promotion, occupational safety and health, prevention of child labour and forced labour, and anti-discrimination in our staff handbook. We issue the staff handbook to all our employees so that they clearly understand these principles and policies.

Fringe Benefits for Staff

The Group believes that caring for our employees with amicable measures can help enhance employee morale and sense of belonging, thus laying a foundation for retaining our talents and stabilising our business. The Group devise a system of fringe benefits for staff members including the social insurance and 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 ongoing education in order to enhance job-related knowledge and skills, and acquire professional qualifications.

Work-life Balance

We recognise that a healthy work-life balance culture is constructive to build a more energetic and collaborative team. The Group has established a staff recreation committee for organising various activities in a regular manner, allowing employees to develop their personal interests while enhancing staff relations. This builds a relaxing working environment and 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.

權益保障

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慣例與狀況以及個人表現後釐定。為獎勵員工對集團的貢獻，我們定期檢討並調整薪酬機制，以提供更公平及更具市場競爭力的薪酬。此外，集團根據當地的法例法規，如《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》制定了解僱政策及賠償政策，以作為解僱和作出紀律處分程序的指引。我們亦在員工手冊內列明薪酬及解僱、福利、僱用和晉升、職業安全及健康、防止童工和強制勞工，以及反歧視等議題相關的原則和政策。我們向所有員工發放手冊，務求他們清楚知道此等原則和政策。

員工福利

集團認為以友善措施關顧員工，有助提升員工士氣及歸屬感，為保留人材及穩定業務奠定基礎。集團按《中華人民共和國人力資源和社會保障部》的標準制訂相關員工福利，包括購買社會保險和提供有薪假期等。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

我們深信健康的工作生活平衡文化，有助建立更精力充沛和通力合作的團隊。集團設立康樂委員會定期籌辦各式各樣的活動，讓員工發展個人興趣，同時增進員工之間的情誼。營造輕鬆愉快的工作環境及進一步培養員工的歸屬感。除此之外，為了尊重及關懷有家庭負擔的員工，我們竭力締造家庭友善的工作文化。

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 development of the Group, collect employee opinions, and take appropriate measures to address employees' concerns.

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

OCCUPATIONAL HEALTH AND SAFETY

Management Approach and Policies

Our employees are the most valuable resources to us. We strive to create a proper working environment and take the occupational health and safety at the workplaces with key emphasis. To cater for the needs of the corporate development, we have put in place a comprehensive mechanism for managing occupational health and safety related matters, including identifying the inherent risks at the time of operation. We also conduct regular inspections and assessments to ensure that we comply with relevant regulatory requirements and meet the Group's business development need.

Policies for Occupational Health and Safety

The Group's policies for occupational health and safety have been established with reference to the laws and regulations in relevant regions. 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 health and safety strategies has also been published on the staff handbook, which is the best means for the dissemination of the Group's standards and requirements of the occupational health and safety to the staff members.



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。我們使用如微信等社交網絡平台，向員工通報集團的最新消息，並收集員工意見，對員工關注度較高的問題採取相應措施。

集團嚴格遵守相關的僱傭法例及法規，於報告期內，未有相關的僱傭投訴個案及違反僱傭條例而被檢控的個案。

職業健康與安全

管理方針及政策

員工是集團最寶貴的資源，我們竭力營造最合適的工作環境，視職業安全健康為首要事務。為切合企業發展的需要，我們備有完善的機制管理職業健康及安全相關的事宜，包括識別營運時的固有風險；定期進行檢視及評估，以符合相關的監管規定，同時亦切合集團業務發展的需要。

職業健康及安全政策

集團根據各地區的法例法規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。職業健康及安全政策並刊載於員工手冊內，此乃向員工傳達集團對職業健康及安全的標準及要求的最佳方法。



CONCERTED EFFORTS

協同共創



Occupational Health, Safety and Environment Department Established

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

Safety Awareness Enhancement

In order to actively promote the culture of workplace safety and to ensure the safety and health for our staff in the office/factory setting, the Group recruit the professionals from third-party institutions or invite the experts on the related areas from internal departments to offer appropriate training and risk management to staff. For the purpose of keeping staff alert for the health and safety at workplaces and encouraging employees to take responsibility for enhancing safety awareness and conducting practical work, all the latest information and news of occupational health and safety have been uploaded to intranet for the reference of staff.

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

成立職業健康安全環境部

集團成立了「健康安全環境部」(「安環部」)，並由集團首席營運總監帶領。安環部負責監察旗下所有工廠的職業健康、安全及環境保護事務，協助制定及完善現有的安全、消防、環保各項管理制度，並對制度執行情況進行檢查和考核。為了提前規劃，盡量降低事故發生率，安環部定期召開有關集團的職業健康、安全及環境表現的會議，以及負責對新員工和在職員工提供安全、消防、環保等相關知識的培訓課程。集團並會委託第三方檢測認證機構進行年度審核，以確保安全管理的有效性及其順利執行。

提升安全意識

我們積極推動工作場所安全文化，確保辦公室／工廠的員工的安全和健康，集團通過聘請第三方機構專業人員或邀請內部相關領域的專家對職工進行培訓和風險管理。為保持員工對工作場所健康與安全的警覺性及鼓勵員工肩負起提升安全意識和實務工作的責任，所有有關職業健康和安全的最新資訊均已上載於企業內聯網內供員工參閱。

集團嚴格遵行相關的安全法例及法規，於報告期內未有因為違反與職業安全相關法例而被檢控的個案或投訴。

POTENTIAL DEVELOPMENT

Management Approach and Policies

In our belief, the development of the Group and the growth of our employees complement each other. We provide career development training programs and organise internal and external training for our employees with reference to the requirements set by each business unit, striving to help our employees keep abreast with the latest knowledge and skills and succeed in a rapidly changing business environment.

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

發展潛能

管理方針及政策

我們堅信集團的發展與員工的成長相輔相成。我們參照各業務部門的要求，為員工提供職業發展的培訓計劃及為員工組織內外部培訓，協助員工掌握最新的知識和技能，在瞬息萬變的業務環境中取得成功。

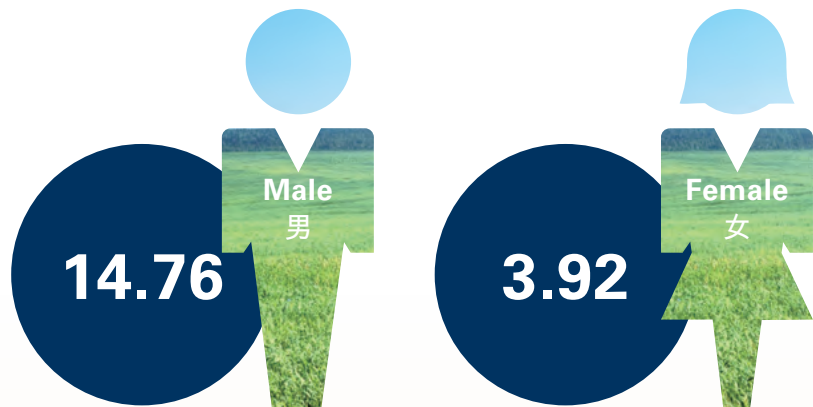
於報告期內，集團內部每名僱員的平均培訓時數如下：

AVERAGE NUMBER OF TRAINING HOURS PER EMPLOYEE

每名僱員的平均培訓時數

Unit: Hour

單位：小時

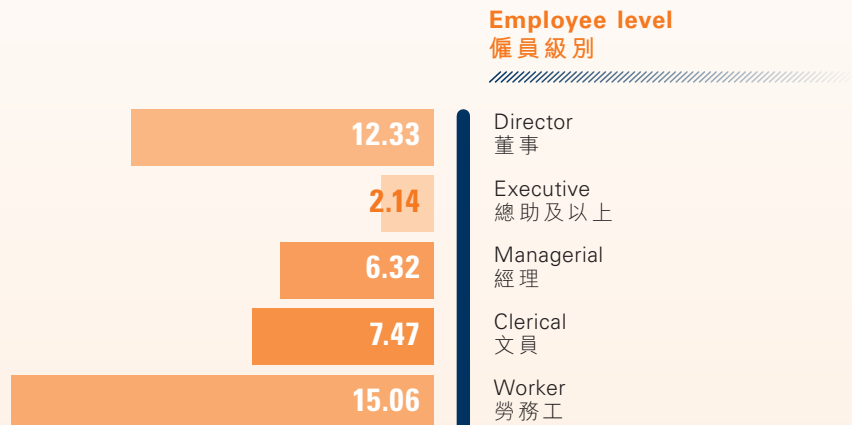


AVERAGE NUMBER OF TRAINING HOURS PER EMPLOYEE

每名僱員的平均培訓時數

Unit: Hour

單位：小時



CONCERTED EFFORTS

協同共創



New comers care

In order to let new staff members adapt quickly to the working culture and environment of the Group, we organise the orientation training to let them understand the Group's system, milestone of development, value, culture and situation. During the operation, we will adopt the "mentor-mentee" scheme, under which the veteran mentors will assimilate the appropriate advices and guidance into the daily work. Through this mentor-mentee scheme, the expertise and skills for the job role, the operational safety work procedures and the relative experience shared by the mentor will help the new comers to get job satisfaction within a short period of time.

Leadership Cultivation

In order to cope with the Group's future business growth, we attract and nurture potential university graduates to receive training and become the future successors of the Group. We organise recruitment activities on major campuses. All recruited students will receive appropriate training and tutoring to allow them to practice their professional skills and explore their career interests.

Training for Occupational Skills

The Group dedicated to establish a team of technical staff with proper training for job-related skills provided. We have formulated an annual training program for the management to help them understand management responsibilities and management roles, adapt to management positions and quickly improve management skills. In order to increase the core competency of staff members and to provide with opportunity for development, the Group has established the *Training Course Management Guide* and the *Management Protocol for Special Staff Training*. We are committed to developing a more personalised development plan for our employees in response to the different training needs of each employee. Through annual performance and vocational training assessments, we formulate the annual training plan for our employees, and hold various training courses, seminars and symposiums to improve individual profession knowledge skills and capabilities.



新人融入機制

為了讓新入職員工加快適應集團的工作文化及環境，我們設有新員工入職培訓，讓他們瞭解集團的相關制度、發展里程碑、文化價值和現況等；而在工作中亦會採納「導師」計劃，有經驗的員工導師提供適當的建議及指導予新員工，助其融入日常工作。透過此計劃，導師會分享工作崗位的專業及技能、安全操作規程及導師的相關經驗，以幫助新員工在短時間內獲得工作滿足感。

栽培未來領袖

為應對集團未來的業務增長，吸納及培養有潛質的大學畢業生接受培訓，成為集團未來的接班人。我們會在各大學校園進行招聘活動，受聘的學生均會接受適當的培訓及導師帶教，讓他們磨練專業技能，探索職業志向。

職業技能培訓

我們致力建立一支專業技術人員隊伍，並提供適當的與工作有關的技能培訓。而對於管理人員，我們則為他們制定了年度培訓計劃，以幫助他們瞭解管理職責、理解管理角色、適應管理崗位並迅速提升管理水準。為加強員工核心競爭力及提供發展機會，集團制訂了《培訓班管理制度》及《特種作業人員培訓管理規定》。因應每位員工的不同培訓需求，我們致力為員工制定更個人化的發展計劃。通過每年一次的個人績效及職業培訓評估，為員工制定年度培訓計劃及舉辦不同的培訓課程、講座、研討會，以提升員工的相關專業知識、技術及技能。

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

培訓分為入職培訓、在職培訓、專業資格培訓和工餘自學四大類。



LABOUR STANDARDS

Management Approach and Policies

The Group strictly abides by the PRC Labour Law and the Hong Kong Employment Ordinance, employment of child labour and forced labour is prohibited. The Group has not employed any underage persons, and has not been involved in incidents of non-compliance with labour and employment. We are also committed to refraining from employing any forced or compulsory labour in any form and never supporting or hiring forced labour. In the reporting period, no case for the use of child labour or the conditions of forced labour was discovered.

勞工標準

管理方針及政策

集團嚴格遵守《中國勞動法》及《香港僱傭條例》，禁止僱用童工及強迫勞工。集團並無聘用任何未成年人士，亦無任何有關勞工及僱傭的不合規事件。我們亦承諾杜絕以任何形式聘用強迫或強制勞工，決不支持或聘用強迫勞工。於報告期內並未發現任何使用童工或強迫勞工的情況。

PRACTICE WITH INTEGRITY

誠信實務





PRACTICE WITH INTEGRITY

誠信實務

SUPPLY CHAIN MANAGEMENT

Management Approach and Policies

Suppliers are always one of the key stakeholders of the value chain of an enterprise. Therefore, the Group has established strong partnerships with suppliers, which has contributed to the sustainable development of the industry and the society. In order to promote supply chain management and its operations, the Group continuously optimises various management systems such as the supplier management system to achieve high standards and integrity procurement, and to make better contributions to the future society.

Policies for Supplier Appointment

The Group is committed to providing our customers with quality products and services. One of the keys to our success is to secure support from various reliable suppliers. The Group has set up a complete set of procedures for tender invitation and assessment in relation to open tenders, so as to ensure that all potential suppliers are able to compete fairly and enjoy equal opportunities. The Group has established a dedicated tender evaluation committee comprising of representatives from the management, the finance department, the legal department and the resource engineering department to assess the product quality, production scale, supply capacity and other basic information of suppliers and to test their trial products, endeavouring to secure a stable supply chain.

供應鏈管理

管理方針及政策

供應商是集團業務價值鏈中重要的持份者之一，因此，集團與供應商建立深厚的夥伴關係，為行業和社會的可持續發展作出貢獻。為促進供應鏈管理和營運，集團不斷優化供應商管理體系等管理制度，以實現高標準和誠信採購，為未來的社會做出更好的貢獻。

委任供應商政策

集團致力為客戶提供優質產品及服務。我們成功的其中一個關鍵是獲得不同的可靠供應商支持。集團擁有完善的供應商招標／評審流程，會進行公開招標，以確保所有潛在供應商均能公平競爭及享有均等的機會。集團安排由管理層、財務部、法務部及資源工程部的代表一同組成專責的招標評審委員會，評估供應商的產品素質、生產規模、供貨能力及其他基本資訊，並對其產品進行試用，以確保供應鏈保持穩定。

TENDER JUDGING PANEL 招標評審委員會

(formed by the representatives from management, finance, legal and resources engineering departments)
(集團的招標評審委員會由管理層、財務、法務及資源工程部門的代表組成)

ASSESS POTENTIAL SUPPLIERS 評估潛在供應商



Supervision for Suppliers

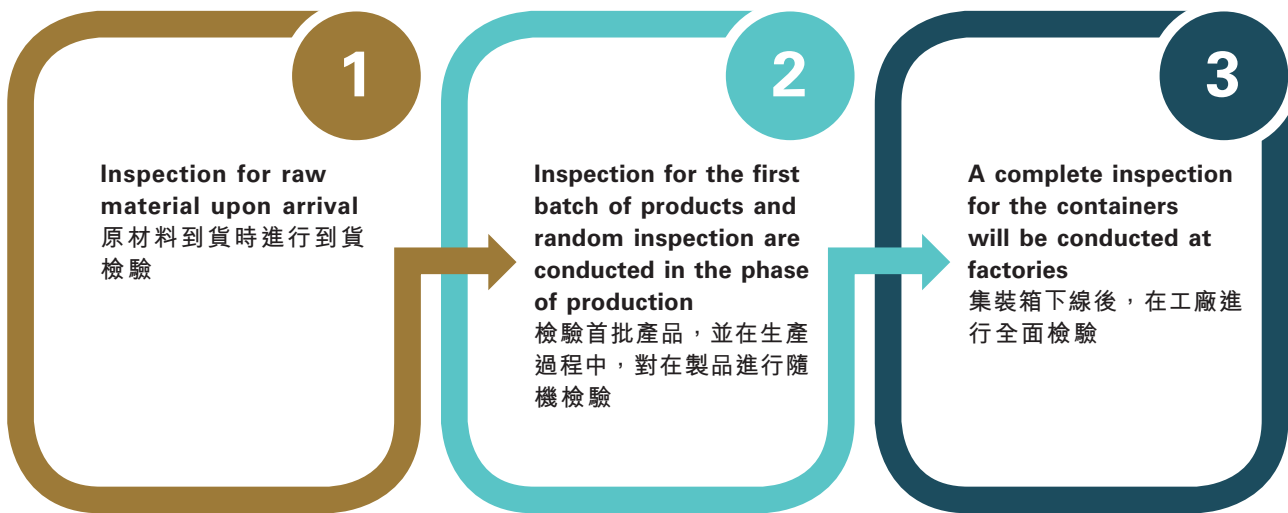
Under the supervision of the Group's management offices, the Company is committed to high standards of accountability and transparency. We conduct quality inspection on our suppliers' products from time to time to ensure the quality of our products. If a supplier is involved in three identical quality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

供應商監控

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

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

集團設有嚴格的及多層次的品質檢測流程，主要包含下列步驟：



Suppliers with Sustainability

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. In order to effectively monitor and assess the performance of suppliers on the social responsibility, the relative terms and conditions have been stated in the procurement contract that require the suppliers to make the pledge to the production, wholesaling and retailing, distribution and after-sales services in line with the national standards for environmental conservation and occupational health and safety.

可持續發展供應鏈

遵照集團對企業公民的可持續發展和實現的願景和使命，我們也期望供應商將與我們一起努力，盡量減少業務運營期間對環境和社會的影響。為了有效地監督和評估供應商履行社會責任的表現，我們會在採購合同中明確協定有關的條款和條件，要求供應商承諾其生產、批發及零售、運輸及售後服務等，均與國家環保和職業健康安全管理的的要求接軌。

PRACTICE WITH INTEGRITY
誠信實務

CUSTOMER SERVICE AND PRODUCT SAFETY
Management Approach and Policies

Setting the corporate values for top quality, safe production, customer orientation, energy conservation, corporate harmony and sustainability, the Group is committed to producing high quality containers in compliance with national laws and standards, and industry quality standard requirements, improving quality management standards, safeguarding customers' basic rights and interests, and providing customers with responsible products and services, thereby striving to achieve our environmental safety goals of 100% customer satisfaction, "zero complaints and zero accidents" in quality.

顧客服務與產品安全
管理方針及政策

集團以「品質第一」、「安全生產」、「客戶至上」、「節能環保」、「和諧永續」為我們的企業價值，致力於為客戶提供高品質的集裝箱，在經營過程中，嚴格遵守國家法律法規和行業的質量標準，提高質量管理水準，保障客戶基本權益，為客戶提供負責任的產品和服務，務求達成百份百客戶滿意度，「零投訴，零事故」的環境安全目標。



Corporate
Harmony
和諧永續

Top Quality
品質第一

Safe
Production
安全生產

Corporate
Values
企業價值

Energy
Conservation
節能環保

Customer
Orientation
客戶至上

Quality Assurance

We are committed to providing the highest standards of products and services throughout our operations. This involves the application of our proprietary systems and procedures to ensure compliance with local and international regulations. All factories have also been achieved with ISO 9001 quality management certification, which demonstrates the Group's commitment to operating our business producing goods and services with the highest quality standards. In addition, we regularly sum up, analyse, evaluate, or convene a managerial meeting for analysis of the quality issues arising from the production lines and the problems identified by our customers, striving to improve our product quality and productivity to pursue the best overall quality of our production system.

Product Safety

With dedication to provide our customers with top quality of products and services, the Group has appointed the independent third party organisation for testing and inspecting the quality of each product to ensure each piece is under the quality control and is produced in line with the international safety standards. We have also established a technology and research centre and laboratory for testing and inspecting raw materials and finished goods in order to ensure the quality of products. To strictly comply with the *Product Operation Guideline* based on quality objectives, the Group requires the relative department to rectify the non-conformity and plan for the preventive measure if there is any case of quality issue happened. With the complete guide and good practice of management, the quality management and operation can be greatly strengthened.

After-sale services

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

品質保證

我們致力令整個營運提供最高標準的產品及服務。達致該等標準涉及應用專屬系統及程序，以確保遵守當地及國際規範。集團所有廠房亦已通過ISO 9001質量管理認證，體現了集團以最高的質量標準經營業務，生產貨物和服務的承諾。此外，我們定期將生產線產生的質量問題及客戶發現提出的問題進行匯總、分析、評估、或召開經理級會議進行分析，以提高產品品質和生產效率，追求生產系統的最佳整體品質。

產品安全

我們竭誠為廣大客戶提供優質的產品和服務，並委託獨立第三方機構對每件產品的質量進行檢測，確保每件產品質量均受控制及符合國際安全標準。我們還建立了技術研究中心和實驗室，以測試和檢查原材料及製成品以確保產品的質量。我們嚴格遵守基於質量為目標之《產品作業指引》，如發生質量問題，集團要求相關部門對不合格項目進行整改，並制定預防措施計劃。憑藉全面的指導和良好的管理實踐，可以大大加強質量管理和運作。

售後服務

集團一直以客戶滿意度為經營重點，我們將客戶的關注點滲透到每個生產環節，著力提高業務各方面的績效水平。所有投訴個案，集團將以負責任的態度進行改善和解決，以提升集團在該方面的表現。我們重視顧客的意見，並提供多種渠道，讓顧客提出意見或查詢。我們鼓勵顧客透過多種渠道與我們溝通，例如電話熱線、查詢電郵和顧客滿意度問卷調查等。

PRACTICE WITH INTEGRITY

誠信實務

Customer protection

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

Intellectual Property Rights and Protection

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

Fair Marketing

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

客戶保障

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

知識產權及版權保護

我們一直極度重視及保護知識產權。為了維護公平競爭環境，集團全面遵守行業標準和規範。通過知識產權培訓，每個員工將具有一定的知識產權意識，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，並加以實施其要求，務求進一步保障集團的創新科技及創新技術開發。

公平行銷

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

CORPORATE GOVERNANCE

Management Approach and Policies

The Group recognises that the 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 of the Company. 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 anti-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, the company will be punished according to the company's disciplinary system. Any corruption and illegal activities will be passed to the judicial authorities for handling in accordance with the law. The Group also has a whistle-blowing policy that allows employees and other stakeholders to report any suspicious misconduct or illegal activities to the Group in a confidential manner. It will ensure that the information of the whistle-blower is kept confidential.

Whistle-blowing Mechanism

In order to enhance the employees' consciousness on the Group's internal justice, the Group has established a whistle-blowing mechanism as an internal control mechanism 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 via the Group's established whistle-blowing channels.

企業治理

管理方針及政策

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

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、舞弊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。而集團的供應商亦需遵從反貪污及反賄賂的法律法規，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內容。如有任何違反公司政策的行為，一經查證將根據公司紀律處分制度給予處罰。對於貪污違法行為，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，更會確保舉報者的資料保密。

舉報機制

為提高僱員對維持本集團內部公正的意識，集團制定了舉報機制，同時亦藉此作為一項內部監控機制，並就舉報向僱員及持份者提供渠道及指引。集團亦歡迎內部及外部的持份者透過集團設有的舉報渠道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。

CONTRIBUTIONS TO SOCIETY

回饋社區





CONTRIBUTIONS TO SOCIETY 回饋社區

The Group recognises that our responsibility lies not only in our direct contribution to the society and economy, but also in our business operations and public welfare projects which bring impact and effects on the entire society. The Group proactively contacts community groups which share similar concepts with the Group's corporate responsibility concept, in an effort to understand the needs of the community. In order to fulfil its obligations as a responsible corporate citizen and serve the society, the Group actively participated in the activities organised by community groups during the past year.

集團深明我們的責任不僅在於對社會經濟作出直接貢獻，更包含了我們的業務營運和公益項目，對整體社會帶來的影響和效應。集團主動聯絡與集團的企業責任概念相似的社區團體，以瞭解社區的需要。為履行身為企業公民的義務及服務社區，集團在過去一年積極參與社區團體的活動。



OUTLOOK

展望





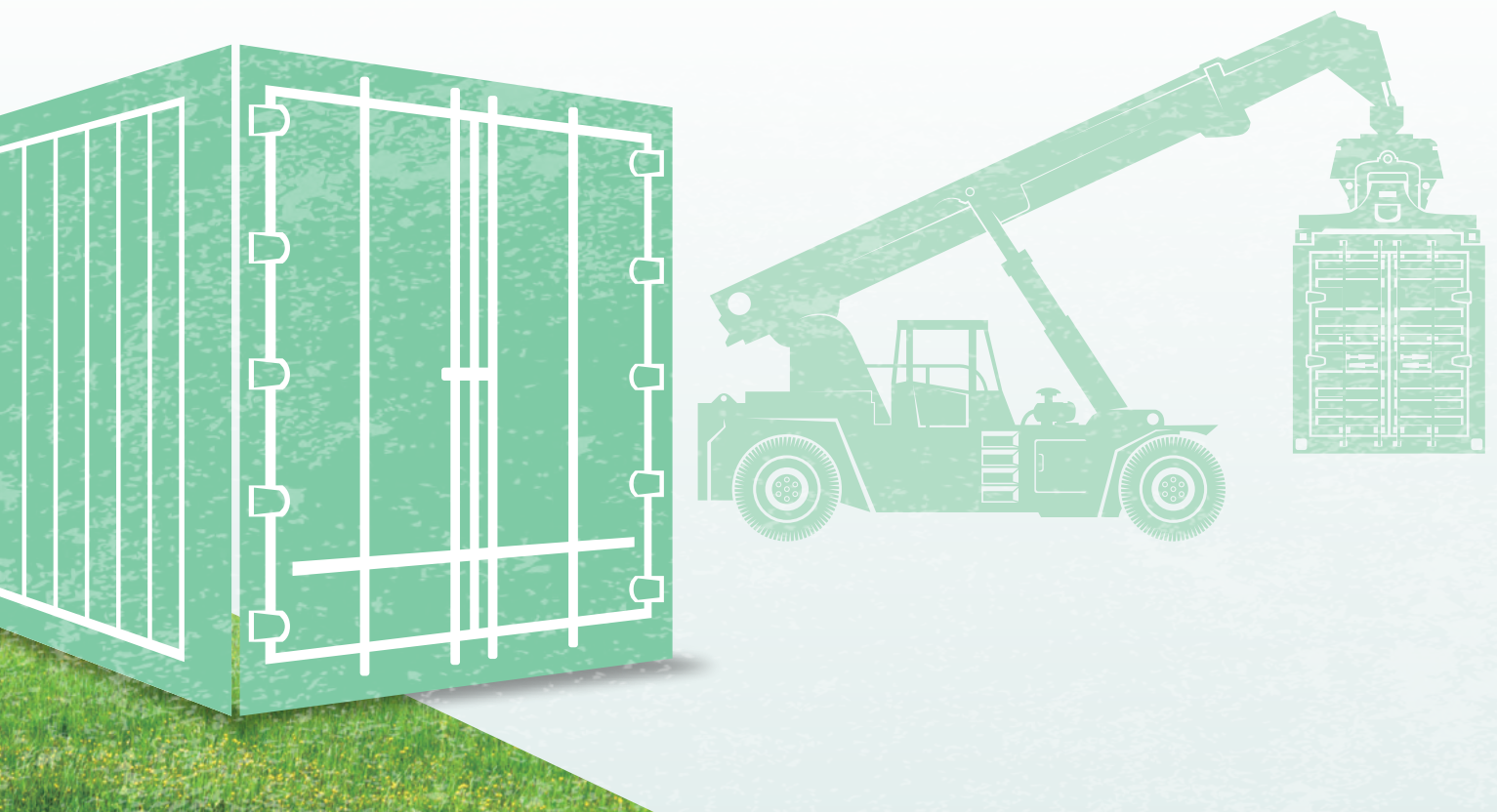
OUTLOOK 展望

Against the backdrop of today's increasingly fierce competition, enterprises are facing rising price of raw materials, and how to reduce costs, enhance productivity and improve quality has become one of the important indicators to measure whether an enterprise enjoys competitive advantages. The Group has been committed to researching and developing environmental protection technologies, promoting energy conservation and consumption reduction, which are regarded as important strategic options to reduce corporate costs, expand environmentally friendly emerging markets and turn challenges into opportunities.

We are committed to responsibly managing our business and supply chain, and making contributions to the sustainability of our business and the communities around us. In addition, while improving efficiency in our production process, our employees will work safely, healthily and comfortably to achieve their personal and organisational values, thus giving full play to various production factors in a more efficient manner. At the same time, we will maintain high levels of corporate governance and business conduct to consolidate the Group's financial sustainability and to guide us to focus on important sustainability issues by adopting pragmatic measures, endeavouring to bring positive effects to our stakeholders.

在競爭日益激烈的今天，企業面臨原材料價格不斷的上漲，如何降低成本，提高生產效率，提升品質成為衡量企業是否具有競爭優勢的重要指標之一。集團致力於研發推廣節能環保技術、促進節能降耗，並將其視為降低企業成本、拓展環保新興市場，化挑戰為機遇的重要戰略選擇。

我們承諾有責任地管理我們的業務和供應鏈，並對我們的業務與所身處的社區的可持續進程作出貢獻。另外，在生產過程中提高效率的同時，員工又能安全、健康、舒適地工作，實現個人及組織價值，進而能更好地發揮各生產要素的作用。與此同時，我們保持嚴格的企業管治及營商操守，以鞏固集團財務上的可持續發展，指引我們以務實措施，聚焦重要的可持續發展議題，為持份者帶來正面影響。





SUSTAINABILITY AT A GLANCE

可持續發展概覽

ENVIRONMENTAL 環境		
Emissions 污染排放物	Unit 單位	
Air Emissions 廢氣排放物		
NOx emissions 氮氧化物排放量	kg 千克	671.06
SOx emissions 硫氧化物排放量	kg 千克	21.34
PM emission 顆粒物排放	kg 千克	55.61
Solid Waste 固體廢棄物		
Hazardous Waste 有害廢棄物	tonnes 公噸	10,635.34
Hazardous Waste Intensity* 有害廢棄物密度*	kg per TEU 千克/TEU	15.57
	kg per CCU 千克/CCU	4.93
	kg per Unit 千克/台	25.45
Non-hazardous Waste 無害廢棄物	tonnes 公噸	26,431.89
Non-hazardous Waste Intensity* 無害廢棄物密度*	kg per TEU 千克/TEU	38.97
	kg per CCU 千克/CCU	Not Applicable 不適用
	kg per Unit 千克/台	30.62
Greenhouse Gases Emissions and Intensity 溫室氣體排放量及密度		
Total GHG Emissions 溫室氣體排放總量	tonnes of CO ₂ e 公噸二氧化碳當量	189,489.96
Direct (Scope 1) Emissions 直接排放	tonnes of CO ₂ e 公噸二氧化碳當量	25,961.70
Energy Indirect (Scope 2) Emissions 能源間接排放	tonnes of CO ₂ e 公噸二氧化碳當量	163,453.69
Other Indirect (Scope 3) Emission 其他間接排放	tonnes of CO ₂ e 公噸二氧化碳當量	74.57
Emission Intensity 排放密度	tonnes of CO ₂ e per TEU 公噸二氧化碳當量/TEU	0.27
	tonnes of CO ₂ e per CCU 公噸二氧化碳當量/CCU	0.72
	tonnes of CO ₂ e per Unit 公噸二氧化碳當量/台	0.84

Usage of Packaging Materials 包裝材料使用量		
Plastic 塑料	tonnes 公噸	849.10
Paper 紙張	tonnes 公噸	2,871.84
Other material 其他物料	tonnes 公噸	14,438.73
Usage of Production Materials 生產材料使用量		
Metal 金屬	tonnes 公噸	655,019.99
Wood 木材	tonnes 公噸	64,188.86
Energy used 能源使用		
Purchased Electricity 購買的電力	kWh 千瓦時	196,803,909.85
Purchased Electricity Intensity 用電密度	kWh per TEU 千瓦時/TEU	284.25
	kWh per CCU 千瓦時/CCU	812.68
	kWh per Unit 千瓦時/台	957.21
Renewable Energy 再生能源	kWh 千瓦時	5,788,910.00
Renewable Energy Intensity 再生能源使用密度	kWh per TEU 千瓦時/TEU	8.59
	kWh per CCU 千瓦時/CCU	Not Applicable 不適用
	kWh per Unit 千瓦時/台	Not Applicable 不適用
Natural Gas 天然氣	m ³ 立方米	8,322,121.20
Natural Gas Intensity 天然氣使用密度	m ³ per TEU 立方米/TEU	12.28
	m ³ per CCU 立方米/CCU	22.43
	m ³ per Unit 立方米/台	8.29

SUSTAINABILITY AT A GLANCE

可持續發展概覽

Diesel (Generator Set) 柴油(發動機用)	Litre 升	1,416,446.20
Diesel Intensity 柴油使用密度	Litre per TEU 升/TEU	1.98
	Litre per CCU 升/CCU	Not Applicable 不適用
	Litre per Unit 升/台	14.45
Municipal water 市政水	m ³ 立方米	889,233.79
Water Intensity 用水密度	m ³ per TEU 立方米/TEU	1.24
	m ³ per CCU 立方米/CCU	0.50
	m ³ per Unit 立方米/台	10.02
LPG 液化石油氣	kg 千克	21,166.79
LPG Intensity 液化石油氣使用密度	kg per TEU 千克/TEU	0.03
	kg per CCU 千克/CCU	Not Applicable 不適用
	kg per Unit 千克/台	Not Applicable 不適用
Acetylene 乙炔	kg 千克	32,194.30
Acetylene Intensity 乙炔使用密度	kg per TEU 千克/TEU	0.05
	kg per CCU 千克/CCU	0.73
	kg per Unit 千克/台	0.50
Towngas 煤氣	MJ 兆焦耳	69,117,503.84
Towngas Intensity 煤氣使用密度	MJ per TEU 兆焦耳/TEU	102.57
	MJ per CCU 兆焦耳/CCU	Not Applicable 不適用
	MJ per Unit 兆焦耳/台	Not Applicable 不適用

Notes:

Data disclosed included performance of 2 management offices and 9 factories, unless otherwise stated, namely, Hong Kong Corporate office, Shanghai management office, Qidong Singamas Energy Equipment Co., Ltd., Hui Zhou Pacific Container Co., Ltd., Ningbo Pacific Container Co., Ltd., Qingdao Pacific Container Co., Ltd., Qidong Singamas Offshore Equipment Co, Ltd., Shanghai Baoshan Pacific Container Co., Ltd., Singamas Container Industry Co., Ltd., Shanghai Pacific International Container Co., Ltd., and Xiamen Pacific Container Manufacturing Co., Ltd..

1. CCU is only applicable in Qidong Singamas Offshore Equipment Co, Ltd..
2. Unit is only applicable in Qidong Singamas Energy Equipment Co., Ltd. and Shanghai Pacific International Container Co., Ltd..
3. Carbon emission included Scope 1 and Scope 2 emissions from the use of combustion fuel for mobile vehicle, the use of diesel (generator sets), purchased electricity and purchased natural gas.
4. Reference of emission Factor for GHG calculation

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

附註：

披露的數據包括2間管理中心及9間工廠的績效，除非另有說明，分別為香港總辦公室、上海管理中心、啓東勝獅能源裝備有限公司、惠州太平貨櫃有限公司、寧波太平貨櫃有限公司、青島太平貨櫃有限公司、啓東勝獅海工裝備有限公司、上海寶山太平貨櫃有限公司、勝獅貨櫃工業有限公司、上海太平國際貨櫃有限公司及廈門太平貨櫃製造有限公司。

1. CCU單位僅適用啓東勝獅海工裝備有限公司。
2. 台單位僅適用啓東勝獅能源裝備有限公司及上海太平國際貨櫃有限公司。
3. 碳排放包括範圍1和範圍2排放：燃油使用(移動車輛)、柴油使用(發電機組)、購買電力和購買天然氣。
4. GHG計算排放因子參考指引

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

SUSTAINABILITY AT A GLANCE

可持續發展概覽

SOCIAL 社會		
Employee 僱員	Unit 單位	
By Age 年齡分佈		
18-20	Nos. 人數	45
21-30	Nos. 人數	2,302
31-40	Nos. 人數	3,411
41-50	Nos. 人數	1,490
51-60	Nos. 人數	269
≥60	Nos. 人數	7
By Gender 性別分佈		
Male 男	Nos. 人數	7,088
Female 女	Nos. 人數	436
By Educational Background 學歷分佈		
Master & Above 碩士及以上	Nos. 人數	21
Bachelor 大學本科	Nos. 人數	393
College 大學專科	Nos. 人數	429
Technical School 中專／職校／技校	Nos. 人數	908
High School 高中	Nos. 人數	5,739
Below High School 中學及以下	Nos. 人數	34

By Employee Category 職能分佈		
Director 董事	Nos. 人數	3
Executive 總助及以上	Nos. 人數	56
Managerial 經理／副經理／經理助理	Nos. 人數	168
Clerical 科長／副科長／文員／科員	Nos. 人數	670
Worker 勞務工	Nos. 人數	6,627
Employee Turnover 人員流失		
Turnover Rate 流失比率	Percentage 百分比	4.9%
Training and development 培訓與發展		
Total Training Hours 總培訓時數	hours 小時	121,195
Average Training Hours 人員平均培訓時數	hours 小時	14.2
Average Training Hours By Gender 按性別劃分的平均培訓時數		
Male 男	hours 小時	14.76
Female 女	hours 小時	3.92
Average Training Hours By Employee Category 按職能劃分的平均培訓時數		
Director 董事	hours 小時	12.33
Executive 總助及以上	hours 小時	2.14
Managerial 經理／副經理／經理助理	hours 小時	6.32
Clerical 科長／副科長／文員／科員	hours 小時	7.47
Worker 勞務工	hours 小時	15.06

SUSTAINABILITY AT A GLANCE

可持續發展概覽

Health & Safety 健康與安全		
Work-related Fatalities 因工作關係死亡人數	Nos. 人數	1
Work-related Injury 工傷事故	Nos. 人數	97
Lost Days 因工傷損失工作天數	days 日	2,823.50
No. of Prosecutions Against Health and Safety Regulatory Violations 因不符合健康與安全相關法律法規而被罰款或起訴	No. of cases 次數	0
Number of Suppliers 供應商數量		
Mainland China 中國內地	Nos. 間	1,895
Hong Kong 香港	Nos. 間	1
Others 其他	Nos. 間	29
Product Responsibility 產品責任		
% of Product recall due to Health and Safety reasons 產品因健康與安全理由而須回收的百分比	Percentage 百分比	0
Number of products and service related complaints received 產品及服務的投訴數目	No. of cases 個案	67
Anti-corruption 反腐敗		
No. of Prosecutions Against Corruption 對貪污的起訴數目	No. of cases 次數	0

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|------------------------|---|
| 1. Turnover Rate | Average of monthly turnover rate during the reporting period |
| 2. Work-related Injury | Includes
Slightly injury: Work breaks for injured workers are less than 3 working days.
Minor injury: Work breaks for injured workers are equal to or more than 3 working days and less than 105 working days.
Major injury: Work breaks for injured workers are equal to or more than 105 working days. |
| 3. Lost days | Sick leaves due to all types of work-related injuries. |
| 4. Workers | Including Contract Employees, Agent Employees and Temporary Employees. |
| 1. 流失比率 | 於報告期內的每月平均流失率 |
| 2. 工傷事故 | 包括
輕微傷事故：受傷職工歇工少於3個工作日(不含3個工作日)。
輕傷事故：受傷職工歇工等於或超過3個工作日及少於105個工作日。
重傷事故：受傷職工歇工等於和超過105個工作日。 |
| 3. 損失工作日數 | 指各種工傷導致的病假。 |
| 4. 勞務工 | 包括合同工及契約／非正式勞務工。 |