

The logo for SINGAMAS, featuring the word "SINGAMAS" in a bold, red, sans-serif font. The text is centered and flanked by two horizontal blue bars, one above and one below.

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

The year "2022" is displayed in a large, white, sans-serif font. It is enclosed within a white, stylized bracket-like frame that consists of two vertical lines and two horizontal lines, one above and one below the text.

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Singamas actively explores innovative production technologies, stress innovative development ideas over market changes, uphold sustainability principles in our operations, and seize opportunities to accelerate the pace of transformation into “New Singamas” with the development of appropriate measures in the course of the business.



勝獅貨櫃積極探索創新的生產技術，跟隨市場變化轉換思維，秉持可持續發展的經營原則，在業務營運上制定相應的措施，抓住機遇，以加快轉型及升級為「新勝獅」。

REPORTING SCOPE AND BOUNDARY

報告範圍及邊界

This Environmental, Social and Governance Report (this “Report”) is the seventh Environmental, Social and Governance (“ESG”) report that Singamas Container Holdings Limited (“Singamas” or the “Group”) presents. This Report is prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “Guide”) issued by The Stock Exchange of Hong Kong Limited (the “Stock Exchange”). This Report is prepared in compliance with all the provisions of “Comply or Explain” in the Guide. In this reporting period, we continue to apply the Reporting Principles of Materiality, Consistency, Quantitative and Balance in preparation of our ESG report. This Report was confirmed and approved by the board of directors on 15 March 2023.

REPORTING PERIOD AND SCOPE

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

This Report covered operating locations including the Hong Kong Head Office, Shanghai Management Centre, Shanghai Baoshan Pacific Container Co., Ltd. (“Shanghai Baoshan”), Shanghai Pacific International Container Co., Ltd. (“Shanghai Pacific”), Huizhou Singamas Energy Equipment Co., Ltd. (“Huizhou Singamas”), and Xiamen Pacific Container Manufacturing Co., Ltd. (“Xiamen Pacific”), that accounted for over 90% of the Group’s total turnover.

The reporting period: From 1 January to 31 December 2022, which is the same as the financial period covered in our annual report.

本環境、社會及管治報告(「本報告」)為勝獅貨櫃企業有限公司(「勝獅貨櫃」或「本集團」)第七份環境、社會及管治(「ESG」)報告，本報告按照香港聯合交易所有限公司(「聯交所」)發布的《環境、社會及管治報告指引》(「指引」)制定。本報告已遵守指引的所有「不遵守就解釋」條文，並於編製本年度報告時，我們繼續應用重要性、一致性、量化及平衡的報告原則。本報告已於二零二三年三月十五日獲董事會確認及批准。

報告期和報告範圍

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

本報告所涵蓋的營運地點包括香港總辦公室、上海管理中心、上海寶山太平貨櫃有限公司(「上海寶山」)、上海太平國際貨櫃有限公司(「上海太平」)、惠州勝獅能源裝備有限公司(「惠州勝獅」)、及廈門太平貨櫃製造有限公司(「廈門太平」)，以上地點的營運佔本集團總營業額九成以上。

報告期：二零二二年一月一日至十二月三十一日，與年報的財政期間相同。

THE CORNERSTONE OF SUSTAINABLE DEVELOPMENT

可持續發展基石



Vision and Mission 願景及使命

Singamas Container Holdings Limited is a renowned manufacturer of containers, operator of container depots and provider of logistics services. The Group is committed to create a chain of energy-saving, environmentally friendly and sustainable container industry, providing fast and convenient container logistics service solutions, integrating the world and giving back to the society.

勝獅貨櫃企業有限公司為全球著名的集裝箱製造商、集裝箱堆場營運商，以及物流服務供應商。本集團致力於打造節能環保、可持續性的新型集裝箱產業鏈，提供快速、便捷的集裝箱物流服務方案，融通四海、回饋社會。

ESG DEVELOPMENT STRATEGY

Sustainable development is an important element for us to fulfill our corporate vision and mission. In order to effectively implement the sustainable development strategy, we have set up an ESG working group guiding the Group to oversee our efforts and social contributions in various fields, and turn our core operating approaches and objectives into reality. The Group aligns its sustainability strategy with the United Nations Sustainable Development Goals ("SDGs"). It actively promotes the realization of the global sustainable development goals, and is committed to eradicating poverty by 2030, protecting the earth and ensuring a peaceful and prosperous world for all. For more details on the SDGs, please visit <https://sdgs.un.org/goals>.

ESG 發展策略

可持續發展是我們履行企業願景及使命的重要元素，為使可持續發展策略扎實落地，本集團成立覆蓋全集團的ESG工作小組，全面監督我們在各範疇所作的努力和社會貢獻，實現我們的核心經營方針和目標得以實現。本集團的可持續發展策略與聯合國可持續發展目標(簡稱「SDGs」)一致，積極推動全球可持續發展目標的實現，致力在不遲於2030年消除貧窮、保護地球並確保每個人都享有和平與繁榮。有關SDGs的更多詳情，請瀏覽<https://sdgs.un.org/goals>。

Sustainable Development Strategy 可持續發展策略

SOUND GOVERNANCE AND LAWFUL OPERATIONS

健全管治 合規經營

- Comply with Laws and Regulations — Ensure our corporate governance structure meets the applicable laws and regulations
合法合規 — 確保集團的企業管治架構符合適用的法律法規
- Risk Management — Review and monitor the internal control systems and risk management processes to ensure the overall effectiveness with continuous improvement
風險管理 — 監察及檢討內部監控系統及風險管理程序，以確保整體效益及持續改善
- Code of Ethics — Uphold the highest ethical standards of business integrity and foster a culture of compliance throughout the company
道德規範 — 恪守商業誠信道德標準，並在整個公司樹立合規的文化



Peace, Justice and Strong Institutions
和平、正義與強大機構



Partnerships for the Goals
促進目標實現的伙伴關係

QUALITY FIRST, SAFETY ASSURANCE

品質至上 安全保證

- Product Innovation — Actively improve its corporate R&D and manufacturing capabilities to form a comprehensive product customization service and operational system
產品創新 — 積極提升企業研發製造能力，形成完善的產品定製化服務和經營體系
- Product Quality — To ensure that the product is of good quality and meets the highest safety standards
產品質素 — 確保產品質素良好，並符合最高的安全標準
- Environmentally Friendly Products — Integrate the concept of sustainable development into product design
環保產品 — 把可持續發展理念融入產品設計



Industry, Innovation and Infrastructure
產業、創新和基礎設施



Responsible Consumption and Production
負責任消費和生產

THE CORNERSTONE OF SUSTAINABLE DEVELOPMENT

可持續發展基石

Sustainable Development Strategy 可持續發展策略

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

- Environmental Management — Monitor various environmental parameters and review production plans regularly to minimize related environmental impacts
環境管理 — 定期監察各類環境參數及檢討生產方案，盡量減少相關的環境影響
- Climate Change Strategy — Review the Group's approach to climate change and formulate a sustainable development plan to identify and respond to relevant entities and transformational risks and opportunities
氣候變化策略 — 檢討集團應對氣候變化的方針，並制定可持續發展計劃，以識別和應對相關的實體和轉型風險與機遇
- Green Production Practices — Committed to reducing the environmental impact of the Group's operation
綠色生產實務 — 致力減低集團運作對環境帶來的影響
- Efficient Production Chain — Committed to improving resources efficiency and increasing productivity
高效生產鏈 — 致力提升資源效益及提高生產力



Clean Water and Sanitation
清潔飲水和衛生設施



Affordable Clean Energy
經濟適用的清潔能源



Responsible Consumption and Production
負責任消費和生產



Climate Action
氣候行動

Sustainable Development Strategy 可持續發展策略

PEOPLE-ORIENTED AND GROW TOGETHER

以人為本 共同成長

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



Gender Equality
性別平等



Decent Work and Economic Growth
體面工作和經濟



Good Health and Well-being
良好健康與福祉

GIVE-BACK TO THE SOCIETY, SHARING HARMONY

回饋社會 共享和諧

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



No Poverty
無貧窮



Good Health and Well-being
良好健康與福祉



Sustainable Cities and Community
可持續城市和社區

THE CORNERSTONE OF SUSTAINABLE DEVELOPMENT

可持續發展基石

ESG GOVERNANCE

Singamas firmly believes that high-level governance for sustainable development is a significant foundation for the long-term development of our business. The board of directors of the Group will continue to oversee the implementation of the sustainable development strategy of the Company as part of the supervision of business strategy and risk management. The ESG Working Group (the "Working Group") under the Group will assist the board of directors in overseeing the purpose, values and sustainability strategy of the Group to achieve long-term success for the Company.

The Working Group is responsible for implementing the strategy formulated by the board of directors, addressing sustainability issues and policies and driving strategic initiatives across the Group. The Working Group is composed of key members of senior management of the head office and the business divisions of the Group, so that it's easier to promote better policies in various aspects, oversee performance, disseminate messages, collect figures and report findings in various aspects. With a strengthened sustainability governance structure, the Working Group together with the relevant departments to enable Singamas to operate in compliance with all relevant laws and regulations, to manage its risks and opportunities and to achieve long-term sustainable growth.

ESG 管治

勝獅貨櫃堅信高水平的可持續發展管治是推動我們業務長遠發展的重要根基。本集團的董事會會繼續以監督本公司可持續發展策略的執行，作為監督業務策略及風險管理的一部分。本集團的ESG工作小組(「工作小組」)會協助董事會監察集團的宗旨、價值觀和可持續發展策略，務求令公司取得長遠成功。

工作小組會負責執行董事會所制定之策略；處理可持續發展問題及政策；以及在整個集團中推進策略措施之執行。成員由集團總部及各業務部門高級管理層中甄選組成，以便在各個方面完善政策、監察績效、傳遞訊息、收集及匯報數據。透過更完善的可持續發展管治架構，工作小組與相關部門的力量，使勝獅貨櫃能夠遵循所有相關法律及法規營運，管理其風險及機遇，並實現可持續的增長。

ESG GOVERNANCE STRUCTURE OF SINGAMAS 勝獅貨櫃 ESG 管治架構



STAKEHOLDERS ENGAGEMENT

The Group attaches great importance to the concerns of stakeholders and the expectations of the community. We have established diversified regular communication channels to identify and respond to their concerns. By facilitating in-depth discussions with our stakeholders, we hope to better understand their concerns and interests in sustainability. Please refer to the table below for more details about Stakeholder Engagement.




與持份者溝通

本集團高度重視持份者的需求與社會期望，我們建立了常態化且多元化的溝通渠道以了解並回應其關注點。我們希望通過深入討論，能夠更透徹了解他們對可持續發展事宜的關注及感興趣的範疇。有關與持份者溝通的更多詳情，請參閱下表：

Stakeholder Groups 持份者組別	Regular Engagement Channels 溝通渠道
 <p>CUSTOMERS 客戶</p>	<ul style="list-style-type: none"> • Phone calls / e-mails • 電話 / 電子郵件 • Customer evaluation form • 客戶評價表 • Customer visits and factory audits • 客戶參觀及工廠審核 • Trade exhibitions • 行業展覽會 • Survey • 問卷調查
 <p>EMPLOYEES 僱員</p>	<ul style="list-style-type: none"> • Training for occupational health and safety • 職業健康與安全培訓 • Regular meetings • 定期會議 • Internal circulars and publications / notice board • 內部通函 / 告示板 • Opinion collection boxes / mail box / e-mails • 意見箱 / 信箱 / 電子郵件 • Job performance assessment • 工作表現評核 • Survey • 問卷調查 • Internal magazine • 企業內刊
 <p>SHAREHOLDERS AND INVESTORS 股東及投資者</p>	<ul style="list-style-type: none"> • Annual results and interim results announcements • 全年及中期業績公布 • Annual reports and interim reports • 年報及中期報告 • Corporate website • 企業網站

THE CORNERSTONE OF SUSTAINABLE DEVELOPMENT

可持續發展基石

Stakeholder Groups 持份者組別	Regular Engagement Channels 溝通渠道	
 <p>REGULATORY AGENCIES 監管機構</p>	<ul style="list-style-type: none"> • Government website • 政府網站 • Official documents / meetings • 公文 / 會議 • Written reports / visits • 文書報告 / 拜訪 	<ul style="list-style-type: none"> • Monitoring / inspections and assessments • 監督 / 檢查及評估
 <p>SUPPLIERS 供應商</p>	<ul style="list-style-type: none"> • Phone calls / e-mails • 電話 / 電子郵件 • On-site inspections • 實地考察 • Annual audits for suppliers • 供應商年度審核 	<ul style="list-style-type: none"> • Survey • 問卷調查
 <p>LOCAL COMMUNITY 當地社區</p>	<ul style="list-style-type: none"> • Participations in community activities • 參與社區活動 • Donation / sponsorship • 捐獻 / 贊助 	

MATERIALITY ASSESSMENT

During the reporting period, we re-assessed the materiality to better address future ESG-related risks and opportunities. The materiality matrix shows the relative importance and significance of selected ESG topics respective to our stakeholders and business. In 2022, 19 ESG topics relevant to our business were considered during the materiality analysis process. Over 450 internal and external stakeholders were involved in the questionnaire survey and the process to rank the importance of the ESG topics. In 2022, all 19 topics fell within the threshold of 'high' and 'moderate' materiality level. Meanwhile, "Quality Assurance", "Occupational Safety and Health Management" and "Compliance and Business Ethics" remained the top three material topics.

重要性評估

在本報告期內，我們重新進行重要性評估，以更好地應對未來ESG相關的風險和機會。重要性矩陣展示了選定的ESG範疇對持份者及業務的相對重要性及意義。在2022年度的重要性分析過程中，我們考慮了19個與我們業務相關的ESG範疇，超過450位內部及外部持份者參與問卷調查，並就這些ESG範疇的重要性進行排序。在2022年度，該19個範疇均評為「高」及「中度」重要性。而「質量保證」、「職安健管理」和「合規與商業道德」是首三位的重要性範疇。

MATERIALITY ASSESSMENT PROCESS 重要性評估程序

1

To identify major ESG issues that are considered relevant and important to our businesses and stakeholders based on the ESG guidelines issued by Hong Kong Stock Exchange, company policies and management strategies, characteristics of the industry, and business risks and opportunities.

參考香港聯交所ESG指引、公司政策及管理策略、行業特點及業務的風險與機遇等，以識別對集團業務和持份者最為相關和重要的ESG議題。

2

To conduct a questionnaire survey and invite stakeholders including the board, employees, suppliers and customers to evaluate the importance of each issue from their own perspectives.

進行問卷調查，邀請包括董事會、員工、供應商及客戶等持份者從自身角度評價各議題的重要性程度。

3

To select the important issues, draw the materiality assessment matrix, and obtain the preliminary evaluation results, so as to determine the strategic focus of sustainable development and improve the governance of sustainable development.

篩選出重要議題，並繪製重要性評估矩陣，得出初步評估結果，從而確定可持續發展戰略重點，完善可持續發展管治。

4

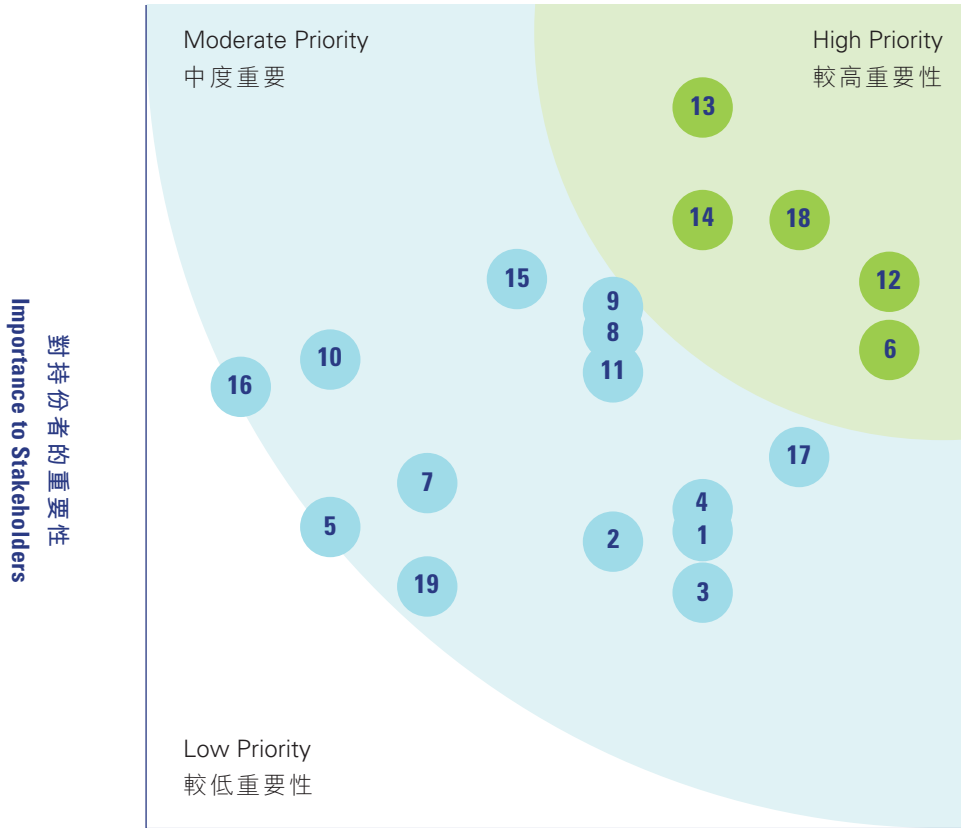
The Working Group will discuss about and identify the assessment result to get final results of the materiality assessment. Final results are reported to the Board.

由工作小組對評估結果進行討論和確認，並將最終確定重要性評估結果，彙報給董事會。

THE CORNERSTONE OF SUSTAINABLE DEVELOPMENT

可持續發展基石

Materiality Matrix 重要性矩陣



對勝獅集團的重要性 Significance to Singamas

High Priority 高度重要

Topic no. Topics 編號 議題

13	Quality Assurance 質量保證
12	Occupational Health and Safety Management 職安健管理
18	Compliance and Business Ethics 合規與商業道德
6	Emission Control 排放管理
14	Information Security and Protection of Personal Data 信息安全及個人資料保護

Moderate Priority 中度重要

Topic no. Topics 編號 議題

17	ESG Governance ESG管治
9	Labor Rights Protection 勞工權益保障
8	Talent Management 人才管理
15	Supply Chain Management 供應鏈管理
11	Cultivate Talents 培育人才
4	Water Resources Management 水資源管理
1	Green Procurement 綠色產品

Topic no. Topics 編號 議題

3	Electricity Consumption Management 用電管理
2	Green Procurement 綠色採購
10	Equal Opportunity and Diversity Inclusion 平等機會及多元共融
7	Tackling Climate Change 應對氣候變化
16	Anti-competitive Practices 反競爭行為
19	Give-Back to The Society 回饋社區
5	Packaging Materials Management 包裝物料管理

SOUND GOVERNANCE AND LAWFUL OPERATIONS

健全管治 合規經營



Peace, Justice and Strong Institution

和平、正義與強
大機構



Partnerships for the Goals

促進目標實現的
伙伴關係

Singamas firmly believes that maintaining high standard of business conduct, accountability and transparency can safeguard our stakeholders and retains trust in our business. We ensure regulatory compliance, risk management and business ethics are in place, to conduct ourselves ethically and forge a strong corporate reputation, so as to achieve the objective of becoming a trusted and respected company and ethical leader in the industry.

勝獅貨櫃堅信維持誠信的商業操守、責任承擔及高透明度能夠保護我們的持份者，並維繫他人對我們業務的信任。在業務營運中，我們確保符合法規、企業風險管理、商業道德規範踐行，務求保持誠信精神和優良的企業口碑，從而達致成為行業內被受信任及尊敬的企業和道德領導者的目標。

PERFORMANCE INDICATOR HIGHLIGHTS

焦點績效指標



0

CORRUPTION LAWSUITS

有關貪污訴訟案件



100 %

**OF EMPLOYEE COMPLETED IN-HOUSE
ANTI-CORRUPTION TRAINING IN 2022**

的員工於二零二二年完成內部防貪培訓

CORPORATE GOVERNANCE

The Group strictly abides by the listing rules and relevant laws and regulations, continuously refines its governance structure under the premise of safeguarding our shareholders' interest and providing them sustainable returns. Internal control policies and implementation are regularly reviewed to ensure sustainable and robust development in the Group's operations. Committees have been established under the board of directors to assist the board of directors in performing the aforementioned management and supervision responsibilities. Please visit our website <https://www.singamas.com/zh-hk/committees/index> for the terms of reference of each committee.

公司治理

本集團嚴格按照上市規則和相關法律法規要求，並以維護股東利益及為股東帶來持續回報為前提，不斷完善公司治理架構，並定期對內部控制制度與運行的有效性進行跟蹤評價，確保本集團各項業務的持續健康發展。董事會轄下已成立各委員會，協助董事會履行管理及監督職責。有關各委員會的職權範圍請到本公司網站<https://www.singamas.com/zh-hk/committees/index>了解。



RISK MANAGEMENT

The Group understands that our business nature and operating environment put us into various potential risks, which will affect the interests of stakeholders, brand reputation, finances, operations and the Group's sustainability performance. Our Audit Committee manages issues related to enterprise risk. In response to the risks and opportunities that sustainable development brings to the operation of the Group, the Group regularly holds management meetings to assess the risks of different aspects of the Group's operations, including but not limited to ESG issues, and develops the related measures responding to the identified risks, in order to mitigate the negative impact.

風險管理

集團深明自身的業務性質及營運所在環境令我們面臨各種潛在風險，並會影響持份者利益、品牌名聲、財政、營運及集團的可持續發展績效。我們的審核委員會負責管理企業風險相關事宜。而為應對可持續發展對本集團營運所帶來的風險與機遇，本集團定期舉行管理層會議，評估對本集團營運各方面的風險，包括但不限於ESG議題，並根據已識別的風險制定相關改善措施，以緩減其負面影響。

SOUND GOVERNANCE AND LAWFUL OPERATIONS

健全管治 合規經營

The Top 3 ESG Risks Identified 已識別最高3項的ESG風險	Risk Description 風險描述	Relevant Chapter 應對章節
Emission Management 排放管理	Risk to reputation and environment due to poor waste and resource management 因廢物和資源管理不善而造成污染及聲譽受損的風險	Environmental Impact Management 環境影響管理
Occupational Health and Safety Management 職安健管理	Risk of safety hazards for employees at manufacturing sites resulting in injury or fatality 生產基地出現安全風險引致員工傷亡的風險 Risk of physical and mental health issues for employees and the community 員工和社區身心健康問題的風險	Occupational Health and Safety Management 職安健管理 Diversity Inclusion 多元共融
Information Security and Personal Data Protection 信息安全及個人資料保護	Potential consequences such as litigation, fines from product claims or recalls, reputational damage and commercial risk due to leakage of corporate and personal data and information 因洩露企業及個人資料及訊息，引致訴訟、產品索賠或召回的罰款、聲譽損害及商業風險等潛在後果	Quality Assurance 品質保證

COMPLIANCE AND BUSINESS ETHICS

High ethical standards are core to our culture and serve as the foundation for embedding sustainability in all aspects of our business. We have zero tolerance against any form of fraud or bribery, and is committed to the prevention, deterrence, detection and investigation of all forms of fraud and bribery. The Board holds overall responsibility for business ethics as an essential part of its corporate governance responsibilities. The Executive Directors assist the Board in overseeing the Group's legal and regulatory compliance efforts. The Group strictly complies with the Law of the People's Republic of China on Anti-money Laundering, Criminal Law of the People's Republic of China and other laws and regulations on anti-corruption, prevention of extortion, fraud and money laundering.

合規與商業道德

高道德標準乃勝獅貨櫃的文化核心，亦是將可持續發展融入我們業務各範疇的基礎。我們絕不容忍任何形式的欺詐或賄賂，並承諾預防、阻止、偵查及調查任何形式的欺詐及賄賂。董事會承擔商業道德的整體責任，作為企業管治責任的重要部分。執行董事協助董事會監察集團的法律及合規監管工作。本集團嚴格遵守《中華人民共和國反洗錢法》、《中華人民共和國刑法》等反貪腐、防止勒索、欺詐及洗黑錢方面的法律法規。

Business Ethics and Governance

All directors and employees are required to strictly follow the Code of Practice for Business Ethics formulated by the Group. The Code of Practice for Business Ethics serves as a guide to employees as to conducting business with openness in accordance with all legal requirements, while stipulating how to manage conflicts of interest and corruption and etc, as well as reporting of illegal and unethical behavior. Business partners and suppliers are required to comply with applicable laws and regulations in the jurisdictions where we operate, and their performance on business ethics are being re-evaluated annually to maintain the highest standards of ethical conduct and professionalism.

Whistle-blowing Mechanism

The Group has established a whistleblowing mechanism as an internal control system, so that internal and external stakeholders could raise their concerns about any suspected misconduct, fraud and inappropriate, unethical or unfair treatment founded in the supply chain. All reporting matters are handled in a confidential and cautious manner, including the identity of the whistleblower. The Group has a zero tolerance for any violation of laws or regulatory requirements found in investigation of those whistleblowing reportings, and will refer such case to local regulatory authorities such as the Hong Kong Police Force, the Hong Kong's Independent Commission Against Corruption or the Securities and Futures Commission or relevant domestic authorities.

Training of Compliance

A culture of compliance is a critical component in our workplace culture. All directors and employees should familiarize and comply with the Code. The Group regularly organizes trainings for employees to strengthen ethical awareness and share the best measures to prevent corruption among employees. The Group also requires all business units to carry out compliance training for all employees at least once a year to enhance employees' awareness. During the year, the Group has conducted compliance trainings (including anti-corruption) with 3,355 employees having participated in such trainings which amounted to 2,247 training hours in total.

商業道德管治

所有董事與僱員均須嚴格遵守本集團制定的《商業道德行為守則》。該守則的目的是提供指引，協助員工以公開的方式及在遵守所有法律要求的情況下開展業務，同時訂明如何處理利益衝突及貪污等，以及非法及不道德行為之舉報程序。我們要求合作的業務夥伴與供應商遵從所有營運當地適用的反貪污及賄賂的法律法規，其商業道德表現會每年進行再評估，以確保其維持最高的道德操守與專業水平。

舉報機制

本集團建立舉報機制藉此作為一項內部監控機制，內部及外部持份者就供應鏈中任何懷疑的不當行為、舞弊，以及不合適、不道德或不公平的待遇提出他們的疑慮。所有的舉報事宜均以保密及慎重的態度處理，包括舉報者的身份。所有舉報事宜經調查後若發現任何違反法律或規管要求，本集團絕不姑息，並將有關個案交由當地規管機構如香港警務處、香港廉政公署或證券及期貨事務監察委員會或當地有關機構處理。

合規培訓

合規文化是勝獅集團企業文化的重要組成部分。所有董事及僱員均有責任熟悉並遵守守則。本集團會定期為員工舉辦培訓以加強僱員的道德意識，分享預防貪污的最佳措施。本集團亦要求所有業務單位每年至少開展一次全員合規培訓，以提高員工意識。年內，本集團開展合規(含反貪腐)培訓，合共3,355人參與培訓，累計授課時長2,247小時。

GREEN INNOVATION TO PROTECT THE ENVIRONMENT

綠色創新 守護環境



Clean Water and Sanitation
清潔飲水和衛生設施



Responsible Consumption and Production
負責任消費和生產



Affordable Clean Energy
經濟適用的清潔能源



Climate Action
氣候行動

Singamas is committed to being a responsible corporate citizen. Beyond compliance, we continually innovate and promote effective environmental protection projects and measures to improve the environmental performance of our operations. Through optimizing resource efficiency and leveraging innovative solutions, the Group seeks to improve the environmental performance of the value chain, and contribute to building sustainable cities and communities.

勝獅貨櫃積極擔當企業公民責任，除嚴格遵守相關的法規外，亦不斷創新且推進有效的環保項目及措施，以積極改善營運時的環境表現。本集團透過提高資源應用效益、及運用創新的方案，以改善價值鏈的環境績效，務求為建設可持續城市及社區作出貢獻。

PERFORMANCE INDICATOR HIGHLIGHTS

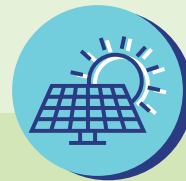
焦點績效指標



100%

of our principal place of business obtaining **ISO 14001 Environmental Management System Certification**

主要業務地點獲取
ISO 14001 環境管理體系認證



Initiated a number of solar power projects, which are put into use in 2022. The effective power generation is about

啟動多項光伏發電項目，於2022年正式投入使用，實際發電量約

2,000 MWh

DIRECTIONAL TARGET ON ENVIRONMENTAL PROTECTION

環境保護的目標方向

Environmental Objectives 環境目標	Environmental Protection Facilities/ Environmental Protection Practices 環保設施／環保常規	Specific Environmental Performance Indicators 具體的環境效益指標
Reduction of Greenhouse Gas Emissions 減少溫室氣體排放	<ol style="list-style-type: none"> 1. Reduce the use of fossil fuels and use clean energy (natural gas) 減少化石燃料的使用，使用清潔能源(天然氣) 2. Install roof-distributed photovoltaic power generation system to reduce outsourced electricity 屋頂分佈式光伏發電系統降低外購電 	<ol style="list-style-type: none"> 1. Reduce greenhouse gas emissions (Scope 1) 減少範圍1溫室氣體排放 2. Reduce greenhouse gas emissions (Scope 2) 減少範圍2溫室氣體排放量
Enhancing Efficiency of Energy and Resource 提升能源及資源使用效益	<ol style="list-style-type: none"> 1. Introduce automated mechanical equipment and electrical equipment 引進自動化的機械設備及電氣設備 	<ol style="list-style-type: none"> 1. Improve the production efficiency and stability, enhance the flexibility of the production processes, reduce energy and resource consumption per unit of finished products 改善生產效率和穩定性，以及加強生產流程的靈活性，降低單位產成品能源及資源耗用量
Reducing Emissions of Exhaust Gases 減少廢氣排放	<ol style="list-style-type: none"> 1. Use suitable filtration equipment 採用合適的過濾設備 2. Use coating with as low VOC as the national law requires 使用符合國家低VOC含量的塗料 	<ol style="list-style-type: none"> 1. Enhance the effectiveness of treatment facilities for collecting and disposing of exhausted gas, improve the maintenance and repair of exhausted gas treatment facilities, and reduce exhausted gas emissions through by end-of-pipe controls 提升廢氣處理設施的收集效率、處置效率，加強廢氣處理設施的運行維護，通過末端治理減少廢氣排放 2. Reduce the generation of volatile organic compounds from the source to reduce the impact of exhausted gas emissions on the environment during the production process 從源頭減少揮發性有機物的產生，以減少生產過程中廢氣排放對環境的影響

GREEN INNOVATION TO PROTECT THE ENVIRONMENT

綠色創新 守護環境

Environmental Objectives 環境目標	Environmental Protection Facilities/ Environmental Protection Practices 環保設施／環保常規	Specific Environmental Performance Indicators 具體的環境效益指標
Reduction of Waste 減少廢棄物	<ol style="list-style-type: none"> 1. Use equipment or technology that can reduce waste 採用可減廢的設備或技術 2. Promote a paperless operation and a digitized record management 加強電子化的營運及檔案管理 	<ol style="list-style-type: none"> 1. Reduce hazardous and non-hazardous waste 減少有害及無害廢棄物排放量 2. Reduce paper consumption 減少紙張的用量
Water Efficiency 用水效益	<ol style="list-style-type: none"> 1. Through sewage treatment and recycling system to reuse treated wastewater 透過污水處理回收系統，重用經處理的廢水 2. Convert into energy-saving and intelligent flushing toilets in the factories 工廠洗水間改用節能智能沖水 	<ol style="list-style-type: none"> 1. Wastewater generated from production will be put to reuse after treatment to conserve water 處理後的生產廢水，會進入循環系統，節省用水 2. It is expected to bring about a daily water saving of 4 m³ 預計每天節約水為4立方米



TACKLING CLIMATE CHANGE

Enterprises around the world are all facing physical and transformational risks caused by climate change. By assessing these potential risks regularly, we can make early preparations for financial risks that may be brought about in the future, to avoid negative impacts on the operation, financial status, operating performance and reputation of the Group. According to the opinions of internal management, the Group has confirmed 3 climate-related risks based on their impact on business and operations of Singamas that may significantly influence the business operations of the Group and its subsidiaries, as follows:

應對氣候變化

全球企業均面臨氣候變化的實體風險及轉型風險，定期評估該等潛在風險，可為日後可能會帶來的財務風險提早作出部署，避免對集團的業務、財務狀況、營運業績及聲譽造成負面影響。通過內部管理層的意見，按照其對勝獅貨櫃業務和營運的影響，確立了3項對於本集團及其附屬公司業務運營有可能帶來較為顯著影響的氣候變化風險，詳細信息如下：

Type of Risks 風險類型	Description of the Risk 風險描述	Risk Response Measures 風險應對措施
Long-term Risk 長期性風險	<p>Long-term changes in climate patterns, such as changes in rainfall and extreme fluctuations in weather patterns due to global warming, growing average temperatures and sea level, resulting in continuous increase of the Group's risk management costs.</p> <p>氣候模式之長期變化，如因全球暖化導致降雨量變化和天氣模式極端波動、平均氣溫上升及海平面上升，造成集團必須不斷提高其風險管理成本。</p>	<p>The board of directors established the Working Group in 2021 to further improve the ESG governance structure, integrate ESG management into all aspects of corporate operation and management, and make early preparation for all the risks caused by climate change, and arrange countermeasures timely and properly to reduce the operating losses of the Group.</p> <p>董事會於二零二一年成立了工作小組，進一步完善了ESG管治架構，由上至下將ESG管理工作融入企業經營管理的各個方面，提早洞悉氣候變化所有引發的各種風險，以及時及妥善安排應對措施，從而減少集團的經營損失。</p>

GREEN INNOVATION TO PROTECT THE ENVIRONMENT

綠色創新 守護環境

Type of Risks 風險類型	Description of the Risk 風險描述	Risk Response Measures 風險應對措施
<p>Policies and Laws 政策及法律</p>	<p>Regulatory requirements related to climate change in operations, products and services are more stringent, that leading to an increase of operating costs including compliance costs and product development costs.</p> <p>在與營運、產品和服務方面的氣候變化相關的監管規定日益收緊，從而導致營運成本增加、包括合規成本和產品開發成本增加。</p>	<p>All of our factories have implemented a number of energy-saving and emission- reduction measures, as well as fully complying with all environmental- related laws and regulations in the past years, in order to improve the level of energy conservation and emission reduction as much as possible while complying with regulations and maintaining production capacity. Please refer to the section headed “Environmental Impact Management” of this Report for further details.</p> <p>過去集團的各個工廠均實施多項的節能減排措施，並全面遵守所有環境相關的法例，務求在符合法規及維持產能的同時，盡可能提升節能減排的水平。詳情請參閱本報告「環境影響管理」的章節。</p>
<p>Market Risk 市場風險</p>	<p>The market and governments of various countries would choose green products as priority due to their increasing concerns about climate change as well as the increasing acceptability of renewable energy.</p> <p>市場及各國政府日益關注氣候變化及全球多個國家對可再生能源的接受程度不斷提升，因此會優先選擇綠色產品。</p>	<p>The Group had all along been upholding the development concept of green environmental protection. The application scope of the company’s customized products is now covering the medical, environmental protection, energy storage and other fields. We hope to achieve sustainable development within this fierce market competition. Please refer to the section headed “Green Product” of this report for further details.</p> <p>集團一直秉持綠色環保的發展理念，我們的定製產品應用範圍已涵蓋醫療、環保、儲能等領域，期望可在激烈的市場競爭中實現可持續發展。詳情請參閱本報告「綠色產品」的章節。</p>

GREEN OPERATIONS

Understanding that environmental sustainability is fundamental to the achievement of our long-term success, the Group has long been committed to fully integrating an environmental strategy into our business. All our manufacturing sites have comprehensive Environmental Management Systems (EMS) in place, and are compliant with ISO 14001 Environmental Management System Standards (EMS). In the meantime, we have also strengthened our product research and development, integrating ideas for sustainable development, and made every effort to promote the concept of sustainable development to all levels of our value chain.

Green Product

The Group applies new technologies of energy saving and environmental protection to specialised containers, to mitigate our business risks and build stakeholder trust as we strive to create shared value for people and the planet. We have been developing containers for energy storage system and generator for many years, and have cooperated with over 40 new energy enterprises. In order to continue to develop the specialised container business, the Group has set up a department dedicated to the research and development of this type of container, focusing on renewable energy containers. Other than the current research and development center in Shanghai, the Group has set up a second research and development center in Huizhou in October 2021, to bring innovative solutions to the market in a timely manner.

In addition to renewable energy, the products of the Group are used for various applications cover, among others, environmental protection and medical, including sewage treatment in the case of the former, and CT scans and negative pressure isolation in the case of the latter, both container types perfectly address current market demands. Furthermore, the Group also developed equipment containers for data network and infrastructure support, and thus capitalize on the digitization trend.



綠色營運

本集團深明環境可持續發展乃我們取得長期成功的基礎，故此一直竭力將環境策略完全融入到業務當中。我們所有生產基地均設有全面的環境管理體系(EMS)，並符合國際標準化組織(ISO) 14001環境管理系統標準。同時，我們亦加強自身的產品研發，融入可持續發展理念，盡量把環境保護意識應用至各個價值鏈的層面。

綠色產品

我們竭力為人民及地球創造共同價值，而本集團把節能及環保的新技術運用到特種集裝箱上，有助我們降低業務風險，並建立持份者的信任。我們已持續多年發展儲能箱及發電機箱，並已與超過四十個新能源企業合作。而為持續發展特種集裝箱業務，本集團已成立專門研發該類集裝箱的部門，以可再生能源集裝箱為重點。繼現時位於上海的研發中心之後，本集團於二零二一年十月在惠州開設了第二個研發中心，可及時為市場帶來更多創新的解決方案。

除了可再生能源之外，集團產品應用範圍還涵蓋環保及醫療等領域，如前者用作污水處理或後者用作電腦斷層掃描和負壓隔離，兩種集裝箱正可滿足當前的市場需求。另外，本集團亦開發用於數據網絡及基建設備的集裝箱，以把握數碼化的趨勢。



GREEN INNOVATION TO PROTECT THE ENVIRONMENT

綠色創新 守護環境

Automation Technology

To mitigate risks associated with material and labor costs, the Group will further invest in automation and upgrade the Group's existing facilities, which not only helps to improve production efficiency and stability, but also enables it to optimize resources and reduce labor intensity. In the future, the Group will continue to phase out traditional machinery and increase the application scale of automated devices in order to further optimize the production process and to reduce exhaust emissions.

自動化技術

為減低與材料及勞工成本相關的風險，本集團將進一步投資於自動化並對現有設備進行升級，此舉不僅改善生產效率和穩定性，更可有助優化資源及減少工人勞動強度。未來集團將繼續逐步淘汰傳統機械，並增自動設備的應用規模，以進一步優化生產流程，減低廢氣排放。



Spraying Arm reduces 2kg of paint per 40-foot container

噴塗機械臂使每40尺集裝箱減少2kg油漆的用量

The welding robotic system to reduce product defect rate by about 5%

焊接機器人系統令產品不良率下降5%左右





Automatic Drilling Machine for wood floors ramps up production by 10%

木地板自動鑽孔機提高了10%的生產速度

Green Deposit

Singamas is committed to taking sustainable development as a factor of consideration for investment, as well as promoting low-carbon economy and sustainable development by purchasing the green deposit plan launched. We purchased the green deposit scheme launched by The Hongkong and Shanghai Banking Corporation Limited. Such deposits will be used to fund environmental protection projects, including effectiveness of energy and water saving, renewable energy generation and management of wastewater.

綠色存款

勝獅貨櫃致力將可持續發展因素納入投資考量，並透過參與銀行推出的綠色存款計劃，促進低碳經濟及可持續發展。我們參與了由香港上海滙豐銀行有限公司推出的綠色存款計劃，有關的存款會用於資助環保項目包括節能及節水效益、產出可再生能源和廢水管理等。

GREEN INNOVATION TO PROTECT THE ENVIRONMENT

綠色創新 守護環境

ENVIRONMENTAL IMPACT MANAGEMENT

The Group has adopted and implemented a series of measures to reduce carbon emissions and use of resources, such as reducing business travel, giving priority to a more environmentally friendly equipment, giving preference over the use of renewable energy and installing treatment devices for exhausted gas and sewage.

Carbon Emission Management

The Group recognizes the risks brought by climate change. We therefore integrate climate change considerations into our energy management, and support the transition to a low-carbon economy. We support the China 2060 Carbon Neutrality Target and comply with relevant local laws and regulations where we operate, such as: Energy Conservation Law of the People's Republic of China.

The Group's greenhouse gas emissions are as follows:

環境影響管理

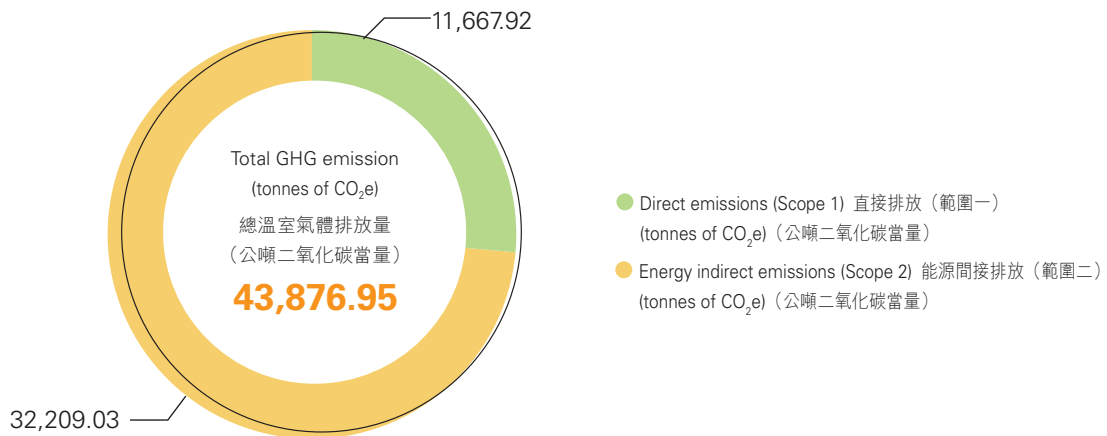
本集團已採納及實踐一系列的措施以減少碳排放及資源使用，如減少商務差旅措施；優先選用較環保的設備；增加使用可再生能源及設置廢氣及污水處理裝置等。

碳排放管理

本集團明白氣候變化所帶來的風險，因此將氣候變化納入我們的能源管理考慮因素，並支持向低碳經濟轉型。我們支持《中國2060碳中和目標》，並遵照營運當地的相關法律法規，例如：《中華人民共和國節約能源法》。

集團的溫室氣體排放量如下：

Greenhouse Gas (GHG) Emission 溫室氣體排放



Notes: The calculations were based on the Reporting Guidance on Environmental KPIs issued by the Stock Exchange, 2006 IPCC Guidelines for National Greenhouse Gas Inventories, IPCC Fifth Assessment Report, and the latest emission factors for grid electricity;

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

Scope 2 includes indirect energy emissions from purchased electricity.

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

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

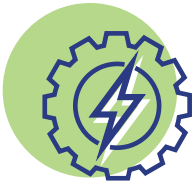
範圍2包括購買電力的能源間接排放。

Energy Management

Procurement of renewable energy is a key measure for us to reduce carbon. In view of this, we have identified more energy saving and carbon reduction measures at the operational level through systematic monitoring and regular assessment. In terms of the use of renewable energy, Shanghai Pacific and Xiamen Pacific have initiated the Photovoltaic Power Generation Project, the total area covered by solar panels exceeds 120,000 square meters, and the power generation capacity reached approximately 2,000 MWh in 2022, accounting for approximately 18% and 5% of the total electricity consumption of Shanghai Pacific and Xiamen Pacific, respectively. In the future, the Group will actively look for opportunities to use more renewable energy, reduce electricity consumption and reduce carbon emissions.

能源管理

可再生能源採購是我們減碳的關鍵措施，有見及此，我們已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。在使用可再生能源方面，上海太平及廈門太平已啟用光伏發電項目；太陽能板覆蓋的總面積將超過12萬平方米，在2022年的發電量達到約2,000兆瓦時，分別佔上海太平及廈門太平的總用電量約18%及5%。在未來，集團會積極尋找機會使用更多可再生能源的機會，減少用電及降低碳排放。



GREEN INNOVATION TO PROTECT THE ENVIRONMENT

綠色創新 守護環境

Water Resources Management

Water is one of our valuable natural resources in the world. The Group therefore has been required each factory to strictly control the sewage treatment and discharge and to strengthen the management of water resources. We strictly comply with the Law of the People's Republic of China on the Prevention and Control of Water Pollution and other relevant laws and regulations on wastewater discharge in the places where we operate. All factories are equipped with sewage treatment equipment and adopt chemical coagulation-flocculation method to reduce emissions of pollutants and achieve discharge targets. Our factories take the Water Balance Assessment regularly in accordance to the requirement of regional water resources department for formulating the acceptable water saving solution.



The Group strictly complies with the "Water Law of the People's Republic of China" and other laws and regulations. We inspect the plant's water pipelines, and conduct water conservation publicity regularly.

Packaging Materials

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

水資源管理

水是我們世界上寶貴的天然資源，故集團要求各工廠嚴格管控污水處理排放及加強水資源的管理。我們嚴格遵守《中華人民共和國水污染防治法》等運營所在地的廢水排放相關法律法規，所有工廠均設有污水處理設備，採用化學混凝沉澱法，以達致降低污染物的排放，及排放目標。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。



集團嚴格遵守《中華人民共和國水法》等法律法規的要求，定期巡視廠房輸水管道，並開展節約用水宣傳。

包裝物料

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

Waste Management

The Group strictly complies with 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, and other laws and regulations of the places where it operates. All factories have formulated the management regulations and related measures for waste disposal.

For hazardous waste, we strictly implement storage and disposal measures, and collect and store hazardous waste according to the latest Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste. It also transfers hazardous waste to qualified third parties for processing to limit the impact on the environment. As for non-hazardous waste, the Group actively adopts new processes and technologies to reduce the volume generated and improve recycling and treatment efficiency.

Exhaust Gas Management

The Group's production process inevitably produces air pollutants, but we strictly comply with "the People's Republic of China Air Pollution Prevention and Control Law" and different standards for the emissions of exhaust gases set by different provinces and cities. The Group uses advanced technology and strict management to reduce air pollutants. We would conduct maintenance work for the exhaust gas treatment facilities regularly to ensure they are in effective operation. We would also engage third-party organization to conduct regular inspection on the facilities to make sure that the emission standards are met throughout the year, as well as enhance and improve the exhaust gas treatment facilities, to further reduce emissions.

廢棄物管理

本集團嚴格遵守《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》，等所在運營地的法律法規。各個工廠均制定廢棄物處置的管理規範及實施有關措施。

對於有害廢棄物，我們嚴格實行合規的存放及處置舉措，根《中華人民共和國固體廢物污染環境防治法》要求收集、儲存有害廢棄物，並委託有資質的第三方處理，減少其對環境的影響。而針對無害廢棄物，本集團積極採用新工藝和技術，減少廢棄物產生量，提高回收利用率以及處理效率。

廢氣管理

本集團的生產過程無可避免會產生空氣污染物。但是，我們嚴格遵從《中華人民共和國大氣污染防治法》、以及不同省市的廢氣排放指標。集團利用先進的技術和嚴格的管理來減少空氣污染物。我們會定期對廢氣處理設施進行維護保養，以確保設備有效運作；定期委託具備環境資質的第三方機構進行監測，以確保全年達標排放；以及對廢氣處理設施進行升級優化，使廢氣排放量將進一步得到減少。



PEOPLE-ORIENTED AND GROW TOGETHER

以人為本 共同成長



Gender Equality
性別平等



Decent Work and Economic Growth
體面工作和經濟



Good Health and Well-being
良好健康與福祉

We believe that it is essential to adopt a human capital management approach that responds to our business priorities. The Group strives to recruit, retain and capitalize on the strength of outstanding talents. We provide competitive benefits, a safe and healthy work environment, and support our staff to thrive as a high-performing team and deliver outstanding products and services to our customers.

我們相信人力資本管理應以達成業務目標為根本。本集團營造以人為本及和諧的職場文化，招聘、挽留人才並善用他們的所長。我們提供具競爭力的福利及安全健康的工作環境，協助員工成為高質素團隊，為客戶提供卓越的產品和服務。

PERFORMANCE INDICATOR HIGHLIGHTS

焦點績效指標



0%

WORK-RELATED MORTALITY

因工死亡率



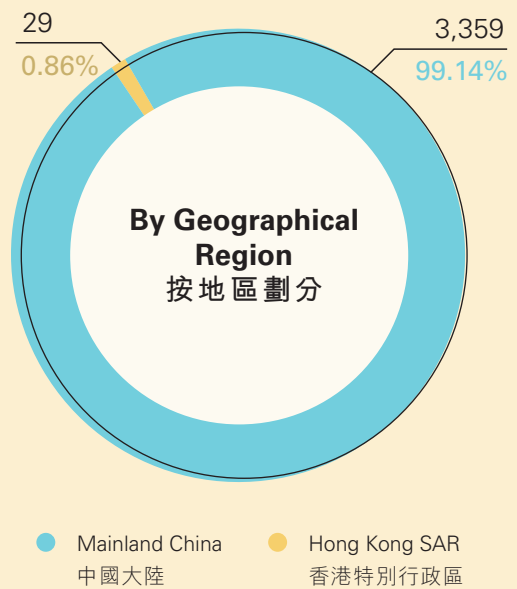
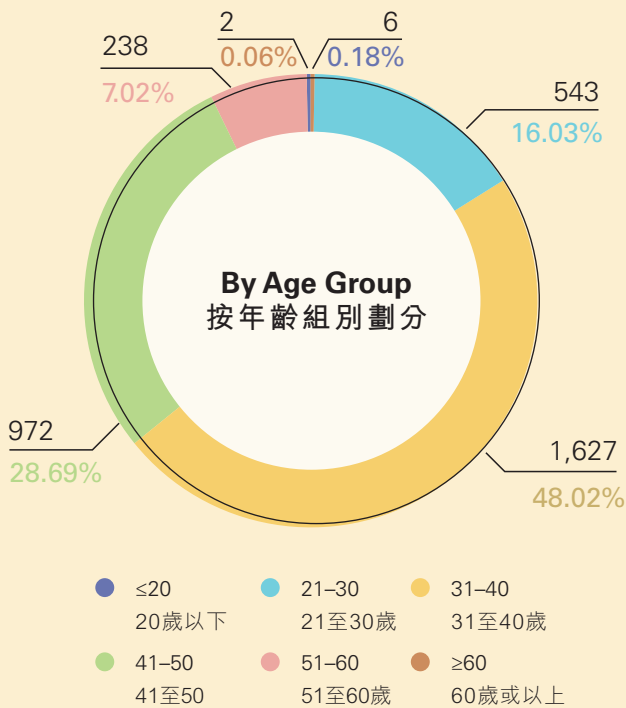
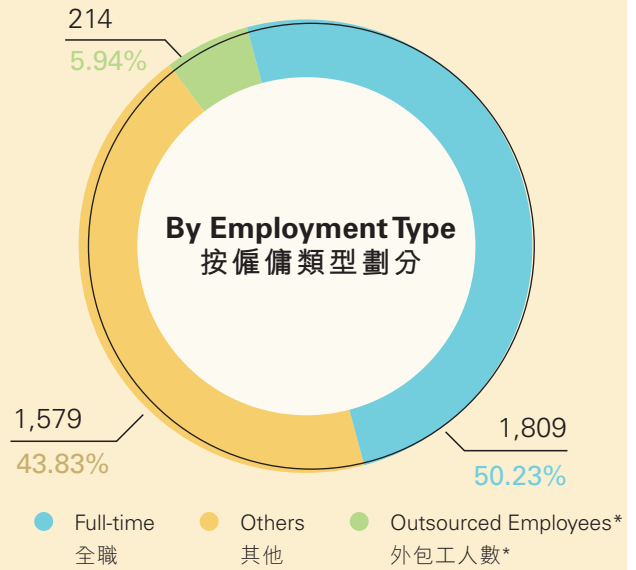
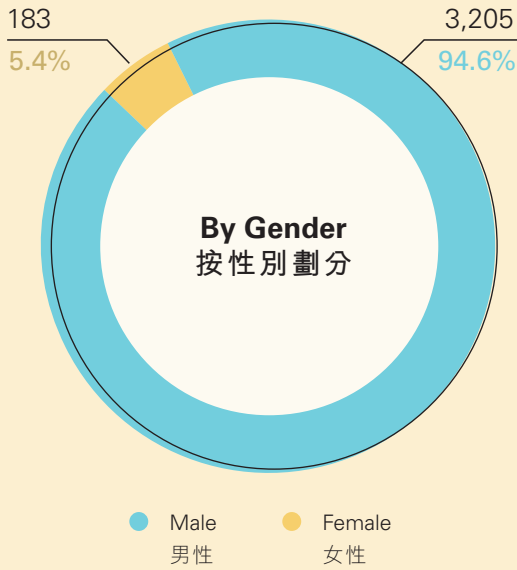
28,629.5

TRAINING HOURS IN TOTAL

總培訓時數(小時)

OUR TEAM

我們的團隊



* The number of outsourced workers is not included in the total headcount
外包工人數並不涵蓋在總人數內

PEOPLE-ORIENTED AND GROW TOGETHER

以人為本 共同成長

DIVERSITY INCLUSION

Singamas is committed to treating all our stakeholders with dignity, fairness and respect. We provide competitive packages to attract and retain talents, and maintain our competitiveness. These are commensurable with employees' contributions to the Group and rewards are made for outstanding performance. We adopt the principle of "fit for purpose" and make reference to the performance evaluation of employees, their experience and personal abilities and potentials as the criteria for promotion.

The Group strictly complies with the Labor Law of the People's Republic of China, Labor Contract Law of the People's Republic of China, Law of the People's Republic of China on Employment Promotion, Special Rules on the Labor Protection of Female Employees, Trade Union Law of the People's Republic of China, Minors Protection Law of the People's Republic of China, the Employment Ordinance of Hong Kong and other laws and regulations and corresponding practices.

We entered into an employment contract with all employee, which clearly states the terms of social insurance contribution base and payment ratio, the implementation of the irregular working hours system and the comprehensive calculation of working hours to effectively protect the rights and interests of employees. We also set out the principles and policies regarding issues including remuneration, benefits, employment and dismissal, promotion, occupational safety and health, prevention of child labor and forced labor, and anti-discrimination in our staff handbook. We will not tolerate child labor or forced labor. We verify the identity information of employees within three months of their employment, and encourage reporting of violations. Should any unlawful employment be suspected, the matter will be investigated and dealt with in accordance with our policies above. Our Corporate Human Resources Management staff implements, refines and reviews the relevant policies.

多元共融

勝獅貨櫃致力於以顧及尊嚴、公平和尊重的態度對待我們的持份者。我們提供具吸引力的待遇吸納和挽留優秀人才及維持集團的競爭力，每位員工所獲得的待遇與他們對集團的貢獻成正比，表現傑出的更會獲得獎勵。我們以「適才適用」為原則，並參照員工的工作表現評估、就其經驗及個人能力及潛力作為員工晉升的條件。

本集團嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國就業促進法》、《女職工勞動保護特別規定》、《中華人民共和國工會法》、《中華人民共和國未成年人保護法》及香港《僱傭條例》等法律法規及相應的慣例。

我們與每名員工簽訂僱傭合同，明確包括社會保險繳費基數及繳費比例、實行不定時工作制和綜合計算工時工作制等舉措切實保障員工權益；亦在員工手冊內列明與薪酬、福利、僱傭及解僱、晉升、職業安全及健康、防止童工和強制勞工，以及反歧視等議題相關的原則和政策。我們絕不容忍童工或強迫勞動，在員工入職3個月內對其身份信息進行核查，並鼓勵舉報違規行為。任何疑似非法僱傭情況，將根據我們上述的政策調查和處理。我們企業的人力資源管理人員會專責執行、完善和檢討相關政策。

The above requirements are applicable to our corporate supply chain partners, such as suppliers, contractors, subcontractors and service providers. All employees of suppliers shall be treated with respect and not be subject to discrimination in hiring, compensation or discipline on the basis of gender, age, religion, race, sexual orientation, disability, disease, marital status, pregnancy or political affiliation.

上述的要求均適用於我們的公司供應鏈合作夥伴，例如供應商、承辦商、分包商和服務提供者等。供應商的所有僱員均應當受到尊重，不應因性別、年齡、宗教信仰、種族、性取向、殘障、疾病、婚姻狀況、懷孕或政治聯繫，而於招聘、報酬和紀律上受到歧視。



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

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

PEOPLE-ORIENTED AND GROW TOGETHER

以人為本 共同成長

CULTIVATE TALENTS

Systematic training is essential for employees to enhance their professional skills and comprehensive abilities and to achieve their career development goals. Therefore, we actively foster proactive internal atmosphere of learning, promotes the organizational transformation and upgrading, and takes advantage of new technologies, new equipment and new management concepts. The human resources department reviews the training needs of employees, evaluates the content and results of training courses, and formulates training courses each year that help to improve employees' knowledge and skills as well as meeting business needs. We continually improve the professional skills of our employees through diversified training programs in a well-structured training system. During the reporting period, the percentage of employees trained reached 100%.

培育人才

系統化培訓對員工提升專業技能和綜合能力，實現職業發展目標至關重要。因此，積極營造良好的內部學習氛圍，推動公司轉型升級，持續提升新技術、新設備、新管理理念的學習與傳承。人力資源部門每年均會檢討員工的培訓需要、評估培訓課程的內容和成果，並制定既符合業務需要，同時又有助提高員工知識和技能的培訓課程。我們通過務實的培訓體系和培訓內容，不斷提升員工的專業技能水平。報告期內，本集團受訓僱員佔比為100%。

INDUCTION TRAINING

入職培訓

Induction training for new employees
新員工入職培訓

Introduction of the corporate information, management policies, systems and standards, as well as employee benefits of the Group

介紹集團的企業信息，管理政策，系統和標準以及員工福利

ON-THE-JOB TRAINING

在職培訓

Mentor Program and Cross-functional Comprehensive Training
導師計劃及跨職能綜合培訓

Trainings mainly include job-related professional skills training, safety training (safety education, safety production regulations and operating procedures, accident handling and emergency response, etc.), integrity training and environmental protection training.

培訓主要包括與工作相關的專業技能培訓、安全培訓（安全教育、安全生產規定及操作規程、事故處理及突發事件應對等）、廉潔培訓及環保培訓。

PROFESSIONAL QUALIFICATION TRAINING

專業資格培訓

Subsidize employees to participate in external professional technical operation skills and qualification certificate training to help them obtain recognized qualifications and take the step on the professional ladder
資助員工參與外部的專業技術操作技能和資格證書培訓，以協助他們考取認可資格，踏上專業階梯

SELF-STUDY IN SPARED TIME

工餘自學

Encouraging employees to enroll in continuing education in spare time not only helps improving their personal ability, but also enriching their lives and promoting their physical and mental health
鼓勵工餘進修不但可以提升個人能力，還可豐富會員的工餘生活，促進身心健康

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

本集團按不同類別劃分的僱員培訓比率及平均時數如下：

The Percentage of Total Employees Trained by different categories 按不同類別劃分的受訓員工百分比		
By Gender 按性別劃分		
Male 男性	%	96.50
Female 女性	%	3.50
By Employee Category 按僱員類別劃分		
Director 董事	%	0.02
Executive and above 總助及以上	%	0.37
Managerial 經理／副經理	%	2.59
Clerical 科長／副科長	%	7.67
General Staffs 一般員工	%	89.35
The Average Training Hours Completed per Employee by different categories 按不同類別劃分每名僱員的平均受訓時數		
By Gender 按性別劃分		
Male 男性	hour 小時	8.68
Female 女性	hour 小時	4.60
By Employee Category 按僱員類別劃分		
Director 董事	hour 小時	14.93
Executive and above 總助及以上	hour 小時	4.87
Managerial 經理／副經理	hour 小時	8.20
Clerical 科長／副科長	hour 小時	6.60
General Staffs 一般員工	hour 小時	8.66

PEOPLE-ORIENTED AND GROW TOGETHER

以人為本 共同成長



The factories of the Group organizes their own communication groups to share successful experiences in business development and expand their ideas to learn from each other.

集團的各工廠會自組交流小組，分享業務發展的成功經驗，拓展思路互相學習。



The Group organizes training courses for its employees. These courses include knowledge on energy storage system, on welding, as well as on electrical and mechanical engineering.

集團按照不同崗位的需要制定合適的培訓，如：儲能箱知識、焊接知識培訓及電工培訓等。



The Group trains up its middle management's sense of responsibility and leadership.
集團培養中層管理人員的責任感和領導能力。



PEOPLE-ORIENTED AND GROW TOGETHER

以人為本 共同成長

OCCUPATIONAL SAFETY AND HEALTH MANAGEMENT

Health, safety and well-being are the primary concerns of all business units. The Group complies with the relevant laws and regulations of the jurisdictions where it operates, such as the Prevention and Treatment of Occupational Diseases Law of the People's Republic of China and the Hong Kong Occupational Safety and Health Ordinance. The Occupational Safety, Health and Environment Department (the "OSHE Department") is responsible for monitoring and implementing the occupational risk management plan.

We encourage participation and raises the awareness and alertness of health, safety and well-being in the workplace. Therefore, to ensure opinions from different functions can be taken into account, we hold safety meetings and provide various communication channels regularly.

Further reinforce the supervision and management of safety risks and employee wellness through the structured management system, thereby promoting the implementation and objectives of various occupational health and safety plans, and strengthening the corporate safety culture.



職安健管理

健康、安全和福祉是每個業務部門的首要關注事項。本集團恪守營運所在地的司法管轄區的相關法規，如《中華人民共和國職業病防治法》及《香港職業安全及健康條例》。職業健康安全環境部（「安環部」）負責監察及執行職業風險管理計劃。

我們鼓勵員工參與以提高他們對工作間健康、安全和福祉的意識和警覺性。因此，為確保能採納來自不同職能的員工意見，我們會定期舉行安全會議及提供多項溝通渠道。

通過有組織的管理，進一步加強對安全風險和員工健康的監督與管理，從而推動各項職業健康與安全計劃的實施及目標，加固企業安全文化。





MISSION OF THE OSHE DEPARTMENT

安環部的使命

- For any safety issues that may be caused by production, investigations on potential problems would be carried out to ensure they are eliminated before anything happens, hence reducing the accident rate;
針對任何生產所帶來的安全問題，進行隱患排查，確保將安全隱患扼殺在萌芽狀態，以降低事故發生率；
- The OSHE Department convenes regular meetings for the Group's performance in occupational safety, health and environment to review the effectiveness of the implemented measures and conduct risk assessment for potential hazards;
安環部定期召開有關職業健康安全及環境表現的會議，以檢討已實行措施拖的成效及為潛在的隱患進行風險評估；
- Responsible for training new and existing employees on safety, fire control, environmental protection and other related areas, and to strengthen the safety guidance on the work site, as well as improving the safety awareness of the employees; and
負責對新員工和在崗人員進行安全、消防、環保等相關範疇的培訓，並加強作業現場安全指導，提高員工安全防範意識；以及



- The Group appoints the third-party testing, inspection and certification organization to carry out audits each year, reinforcing the safety culture of "Safety is the Prerequisite for Development, Development is the Safeguard of Safety" to ensure the safe development of the company.
集團委託第三方檢測認證機構進行年度審核，鞏固「安全是發展的前提，發展是安全的保障」的安全文化，保障公司安全發展。

QUALITY FIRST, SAFETY ASSURANCE

品質至上 安全保證



Industry, Innovation and Infrastructure

產業、創新和基礎設施



Responsible Consumption and Production

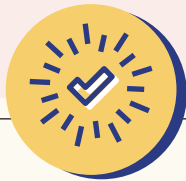
負責任消費和生產

Singamas provides products and services fairly and responsibly and expand our business based on regulatory compliance, people-oriented mindset, ethics and business integrity, and environmental protection. We proactively look to enhance the sustainability of the overall value chain, create synergies and focus on having a positive influence on society, while maintaining our competitive edge.

勝獅貨櫃以公平、負責的態度提供產品及服務，並在符合法規、以人為本、道德與商業操守及環境保護的基礎上拓展業務。我們承諾在保持競爭優勢的同時，積極提升價值鏈整體的可持續性，創造協同效應，堅持為社會帶來積極的影響力。

PERFORMANCE INDICATOR HIGHLIGHTS

焦點績效指標



Achieved the target of
實現了產品

0

RECALL OF OUR PRODUCT
召回目標



All factories of the group have passed ISO 9001 certification

集團的所有工廠均通過ISO 9001認證



There were a total of 44 complaints during the period, and all of them have been dealt with. Among these complaints, no product has to be recycled due to quality problems

期內共有44宗投訴，並已悉數處理，當中未有因品質問題而須回收產品的情況

QUALITY ASSURANCE

Singamas devotes itself to producing and providing high-quality and safe products for customers. We strictly abide by the "Product Quality Law of the People's Republic of China", "Law of the People's Republic of China on Protection of Consumer Rights and Interests", and "Advertising Law of the People's Republic of China".

The six pillars of our quality management system- "top quality"; "safe production"; "customer orientation"; "energy conservation"; "corporate harmony"; "sustainability"

PRODUCT RESPONSIBILITY

The Group is responsible for producing high quality and safe products. All of our factories in Mainland implement the ISO9001: 2015 quality management system to monitor product quality. The quality inspection management procedures include the control of raw materials, the entire production process and finished products to protect the interests of stakeholders. During the reporting period, the Group did not recall any sold or delivered products for safety or health reasons.

品質保證

勝獅貨櫃致力為客戶生產及提供優質與安全的產品。我們嚴格遵守《中華人民共和國產品質量法》、《中華人民共和國消費者權益保護法》及《中華人民共和國廣告法》。

我們的品質管理體系的六大支柱「品質第一」、「安全生產」、「客戶至上」、「節能環保」、「企業和諧」、「可持續發展」

產品責任

本集團有責任生產高質量和安全的產品。我們國內所有工廠均執行ISO9001：2015質量管理體系對產品品質進行監管，當中質量檢驗管理程序包括對原材料、生產全過程及成品實施管控，以保障持份者利益。報告期內，本集團沒有因安全或健康理由而須回收已出售或已交付的產品。

Our Basic Quality Control Process

- 1 Undertake detailed examination of pretreated material
- 2 Carry out inspection of specifications of equipment after installation according the drawings
- 3 Check the dimension of label in completion process
- 4 Quality controller to check the inside of the finished container
- 5 Quality controller to check the container number, check the door seal and etc.

我們基本的品質管控流程

- 1 對預處理材料仔細檢查
- 2 根據圖紙，工藝進行裝配後尺寸的檢驗
- 3 完工線檢查標貼的定位尺寸
- 4 品管員再次對成品箱內部進行檢驗
- 5 品管員再次核對箱號，檢查門封等



1



2



3



4



5

QUALITY FIRST, SAFETY ASSURANCE

品質至上 安全保證

In order to maintain a high level of transparency and accuracy, the information to be published on the corporate website will be reviewed by the senior management, marketing department and engineering department. We provide various channels for customers to make their comments or raise their inquiries. The number of complaints received by the Group in relation to products and services during the year were 44 cases. The Group responded to customers' complaints about products and services in a positive manner in accordance with the requirements of the quality complaint handling procedures.

We arrange regular training for the staff of the Quality Inspection Department to ensure that they have knowledge and skills required for business. Every inspector is well-trained before he is qualified and allowed to work on site. They conduct inspection and make judgments according to industry standards and customers' requirements. In order to ensure the product specifications are consistent with customers' requirements, we would conduct compliance audits before each container is delivered.

為保持高度的透明度和準確性，本集團於公司網站上所發布的內容均需高級管理層、市場部門和工程部門進行審查。我們設有多種渠道讓顧客提出意見或查詢。本集團於年內接獲有關產品及服務的投訴數目為44宗。本集團依循質量投訴處理程序要求，以積極的態度回應客戶對於產品及服務的投訴。

我們會定期安排質檢部門的員工進行培訓，以確保員工擁有業務所需的專業知識和技能。每個檢查人員均經過嚴格培訓才合格上崗，他們根據行業標準及客戶要求進行檢驗和判定。為確保產品規格與客戶要求一致，在每個集裝箱出貨前，我們均會進行合規稽查。



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

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



INTELLECTUAL PROPERTY RIGHTS PROTECTION

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



知識產權保護

勝獅貨櫃了解專利挖掘和申報是推進集團知識產權建設的關鍵，是集團專利布局的基礎。各工廠在集團的專利團隊的專業指導下，做好專利布局工作，不斷提升公司無形資產創造價值的能力，為公司的創新發展助力。我們為員工提供有關知識產權的培訓，讓每位員工具有一定的知識產權知識，以及樹立創新、誠信，及保護知識產權的觀念。對於知識產權法和專利法，集團法律事務部會緊貼最新的規則要求及實施，務求進一步保障集團的創新科技及

先進技術開發。



QUALITY FIRST, SAFETY ASSURANCE

品質至上 安全保證

INFORMATION SECURITY AND PERSONAL DATA PROTECTION

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

In addition, the Group has the "Privacy Policy" in place to collect and process the personal data of customers, employees and factory partners in a legal and fair manner to protect personal data from unauthorized or accidental access, processing, deletion, loss or use, etc. The Group will continue to monitor and regularly review the implementation of existing policies and measures, such as firewalls, data leakage protection, anti-virus software and mail gateway protection to ensure that the measures are effective. The Information Technology Department of the Group will also regularly update the internal operating system in order to fix the loopholes and avoid attacks from external networks.

信息安全及個人資料保護

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

此外，集團設有《保密政策》，以合法、公平的方式收集處理客戶、員工以及各合作廠商的個人資料，保障個人資料不會未經授權或意外地被查閱、處理、刪除、喪失或使用等。本集團會持續監察及定期檢討現有政策及措施(例如：通過防火牆、資料外洩防護、防毒軟件及郵件閘道防護等)的實行情況，確保措施行之有效。本集團的資訊科技部，亦會定期更新內部的作業系統，修補漏洞以避免外部網路的攻擊。



SUSTAINABLE SUPPLY CHAIN MANAGEMENT

We are committed to developing long-term and mutually beneficial business relationships with our partners and suppliers. When selecting suppliers, we will consider criteria such as a company's background, quality of goods or services, price, delivery of service and corporate social responsibility performance, and will give preference to companies that holding relevant ISO certification and other relevant quality certificates. We conduct regular assessments on the suppliers in the Qualified Supplier List, check the supplier's undertaking to environmental protection and its practice in environmental equipment and measures, to ensure the suppliers on the qualified list are performing at a satisfactory level. For suppliers who fail to meet the standards of regular assessments, the Group will issue warnings and require the suppliers to take rectification action within a certain period of time. Repeated failure to meet the standards within a year will lead to the disqualification of the supplier. Meanwhile, the Group conveys sustainable development concepts and experiences in the supply chain through supplier conferences, supplier visits, and exchanges during site visits, etc. At the same time, the Group learns advanced experiences and the latest technologies from Mainland and the rest of the world proactively to keep abreast of latest development.

GEOGRAPHICAL DISTRIBUTION OF SUPPLIERS

The Group engages 1,087 raw material suppliers in total, 1,081 are from Mainland China and 6 are from Hong Kong. All newly engaged suppliers and the suppliers currently working with us satisfied our supplier practices.

可持續供應鏈管理

我們致力與合作夥伴及供應商建立長久互利的業務關係。我們會以公司背景、貨品或服務質量、價格、服務過程表現及企業社會責任表現等準則甄選供應商，並會優先選擇持有相關ISO認證和其他相關質量證書的公司。我們會對合格供應商名單中的供應商進行定期考核，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，確保批准名單上的供應商表現良好。對於定期考評不達標的供應商，本集團會作出警告，並要求供應商在限期內整改，如年內多次考核未能達標，有關供應商將被取消供應商資格。同時，本集團透過供應商大會、供應商走訪、實地考察交流等形式在供應鏈上傳遞可持續發展理念和經驗，同時積極學習國內外先進經驗和最新技術，與時俱進。

供應商地理分佈

本集團所聘用原材料的供應商共有1,087家，有1,081家來自中國內地及6家來自香港。所有新加入及現正合作供應商均通過我們所制定的供應商慣例。

Region 地區	No. of Suppliers 供應商數目
Mainland China 中國內地	1,081
Hong Kong SAR 香港特別行政區	6

GIVE-BACK TO THE SOCIETY, SHARING HARMONY

回饋社會 共享和諧



No Poverty
無貧窮



Good Health and Well-being
良好健康與福祉



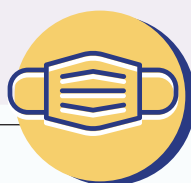
Sustainable Cities and Community
可持續城市和社區

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

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

KEY PERFORMANCE INDICATOR

焦點績效指標



Donated anti-epidemic materials worth approximately
向永湖鎮捐贈約總值

RMB 50,000 人民幣

to the Yonghu Town
的防疫物資

GIVE-BACK TO THE SOCIETY

While striving for its own growth, the Group does not forget the public welfare undertakings and returns to society. We arranged the Hong Kong head office to participate in different types of community activities, including donating old computer equipment to those in need; Huizhou Singamas donating fees to Dongjiang Column Guangdong-Jiangxi-Hunan Frontier Column Veterans Association (東江縱隊粵贛湘邊縱隊老戰士聯誼會) for publishing veteran soldiers' notes; and donating Yonghu Town Scholarship to Huiyang District Charity Federation of Huizhou City (惠州市惠陽區慈善總會). By encouraging employees to participate in various volunteer, public welfare, sports and cultural activities, we promote the further implementation of volunteer activities with care for others, care for the society and care for nature.

We are convinced that on the road of community connection, we still have a lot to do. In the future, the Group will do its best and continue to contribute to our community public welfare affairs. We look forward to cooperating with community organizations which share similar sustainability beliefs, as well as working together with all social stakeholders to create a better living environment for our next generation.

回饋社區

集團在企業發展壯大同時，不忘公益事業，回報社會。我們安排集團的香港總辦公室參與了不同類型的社區活動，包括將老舊的電腦設備捐贈予有需要的人士；惠州勝獅亦向東江縱隊粵贛湘邊縱隊老戰士聯誼會捐贈抗日老兵編纂出版費用；向惠州市惠陽區慈善總會捐贈永湖鎮獎學助學助教金。我們鼓勵僱員參與各類義務活動、公益活動、文體文化活動，推動關愛他人，關愛社會，關愛自然的志願服務活動持續深入開展。

我們深信在社區連繫的道路上，我們還有很多改善空間；未來集團會克盡己任，不斷完善我們的社區公益事務，我們歡迎與我們可持續發展理念相似的社區團體一同合作，並期望與各社會持份者共同努力，為我們的下一代創造一個更美好的生活環境。



OUTLOOK

展望

In recent years, demand for renewable energy containers from around the world growth steadily was stable, and demand for isolation modular integrated construction ("MIC") containers in Mainland China and Hong Kong for temporary quarantine camps and hospitals was increasing, so there would be more market opportunities for the container industry. In the future, the Group will shift its development focus to specialized container products, and develop more customized products. We will research and develop a variety of innovative products, especially renewable energy containers that will bring bright prospect. While upholding the concept of green development, the Group actively improve its corporate R&D and manufacturing capabilities to form a comprehensive product customization service and operational system.

At the same time, to mitigate risks associated with material and labor costs, the Group will further invest in automation and upgrade the Group's existing facilities, which not only helps to minimize the impact of such cost movements, but also enables it to optimize resources and achieve higher productivity.

近年來，全球對可再生能源集裝箱的需求穩步增長，中國大陸和香港用於臨時檢疫營地和醫院的隔離模塊化集成建築（「MIC」）集裝箱需求增加，因此集裝箱行業將有更多市場機遇。未來，本集團將把發展重點轉向特種集裝箱產品，開發更多定製化產品。我們將研究和開發多種創新產品，特別是可再生能源集裝箱，這將帶來廣闊的前景。在秉承綠色發展理念的同時，集團積極提升企業研發和製造能力，形成完善的產品定製服務和運營體系。

同時，為降低與材料和人工成本相關的風險，本集團將進一步投資於自動化和升級本集團現有設施，這不僅有助於將此類成本變動的影響降至最低，也有助於優化資源和實現更高的生產力。



HKEX ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE INDEX

聯交所《環境、社會及管治報告指引》索引

A	Environmental 環境	Chapter 章節
ASPECT A.1 方面A.1	Emissions 排放物	Management of Environmental Impacts 環境影響管理
<i>Indicator A.1.1</i> 指標A.1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Management of Environmental Impacts 環境影響管理
<i>Indicator A.1.2</i> 指標A.1.2	Direct (Scope 1) and Indirect (Scope 2) greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Management of Environmental Impacts 環境影響管理
<i>Indicator A.1.3</i> 指標A.1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Management of Environmental Impacts 環境影響管理
<i>Indicator A.1.4</i> 指標A.1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Management of Environmental Impacts 環境影響管理
<i>Indicator A.1.5</i> 指標A.1.5	Description of the emission targets set and the steps taken to reach these targets. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Directional Target on Environmental Protection and Management of Environmental Impacts 環境保護的目標方向及環境影響管理
<i>Indicator A.1.6</i> 指標A.1.6	Description of the methods to handle hazardous and non-hazardous waste, and the description of the waste reduction targets set and the steps taken to achieve these targets. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Directional Target on Environmental Protection and Management of Environmental Impacts 環境保護的目標方向及環境影響管理

HKEX ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE INDEX

聯交所《環境、社會及管治報告指引》索引

A	Environmental 環境	Chapter 章節
ASPECT A.2 方面A.2	Use of Resources 資源使用	Management of Environmental Impacts 環境影響管理
<i>Indicator A.2.1</i> 指標A.2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	Management of Environmental Impacts 環境影響管理
<i>Indicator A.2.2</i> 指標A.2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	Management of Environmental Impacts 環境影響管理
<i>Indicator A.2.3</i> 指標A.2.3	Description of the energy efficiency targets set and the steps taken to achieve these targets. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Directional Target on Environmental Protection and Management of Environmental Impacts 環境保護的目標方向及環境影響管理
<i>Indicator A.2.4</i> 指標A.2.4	Description of whether there is any issue in sourcing water that is fit for purpose, and the water efficiency targets set and the steps taken to achieve these targets. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Directional Target on Environmental Protection and Management of Environmental Impacts 環境保護的目標方向及環境影響管理
<i>Indicator A.2.5</i> 指標A.2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位估量。	Management of Environmental Impacts 環境影響管理

A	Environmental 環境	Chapter 章節
<p>ASPECT A.3 方面 A.3</p> <p><i>Indicator A.3.1</i> 指標 A.3.1</p>	<p>Environment and Natural Resources 環境及天然資源</p> <p>Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。</p>	<p>Green Operations 綠色營運</p> <p>Green Operations 綠色營運</p>
<p>ASPECT A.4 方面 A.4</p> <p><i>Indicator A.4.1</i> 指標 A.4.1</p>	<p>Climate Change 氣候變化</p> <p>Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。</p>	<p>Tackling Climate Change 應對氣候變化</p> <p>Tackling Climate Change 應對氣候變化</p>

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B Social 社會		
ASPECT B.1 方面 B.1	Employment 僱傭	Talents Management 人才管理
<i>Indicator B.1.1</i> 指標 B.1.1	Total workforce by gender, employment Type (e.g. full-time or part-time), age group and geographical region. 按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。	Talents Management 人才管理
<i>Indicator B.1.2</i> 指標 B.1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Talents Management 人才管理
ASPECT B.2 方面 B.2	Health and Safety 健康與安全	Occupational Safety and Health Management 職安健管理
<i>Indicator B.2.1</i> 指標 B.2.1	Number and rate of work-related fatalities in the past three years (include reporting year). 過去三年(包括匯報年度)每年因工亡故的人數及比率。	Occupational Safety and Health Management 職安健管理
<i>Indicator B.2.2</i> 指標 B.2.2	Lost days due to work injury. 因工傷損失工作日數。	Occupational Safety and Health Management 職安健管理
<i>Indicator B.2.3</i> 指標 B.2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Occupational Safety and Health Management 職安健管理

B	Social 社會	
<p>ASPECT B.3 方面 B.3</p> <p><i>Indicator B.3.1</i> 指標 B.3.1</p> <p><i>Indicator B.3.2</i> 指標 B.3.2</p>	<p>Development and Training 發展及培訓</p> <p>The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。</p> <p>The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。</p>	<p>Cultivate Talents 培育人才</p> <p>Cultivate Talents 培育人才</p> <p>Cultivate Talents 培育人才</p>
<p>ASPECT B.4 方面 B.4</p> <p><i>Indicator B.4.1</i> 指標 B.4.1</p> <p><i>Indicator B.4.2</i> 指標 B.4.2</p>	<p>Labor Standards 勞工準則</p> <p>Description of measures to review employment practices to avoid child and forced labor. 描述檢討招聘慣例的措施以避免童工及強制勞工。</p> <p>Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。</p>	<p>Talents Management 人才管理</p> <p>Talents Management 人才管理</p> <p>No Violations during the Period 期內未有違規情況</p>

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B	Social 社會	
ASPECT B.5 方面B.5	Supply Chain Management 供應鏈管理	Sustainable Supply Chain Management 可持續供應鏈管理
<i>Indicator B.5.1</i> 指標B.5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Sustainable Supply Chain Management 可持續供應鏈管理
<i>Indicator B.5.2</i> 指標B.5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	Sustainable Supply Chain Management 可持續供應鏈管理
<i>Indicator B.5.3</i> 指標B.5.3	Description of the practices related to the identification of environmental and social risks in each section of the supply chain, as well as related implementation and monitoring methods. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Sustainable Supply Chain Management 可持續供應鏈管理
<i>Indicator B.5.4</i> 指標B.5.4	Description of the practices that promote the use of environmentally friendly products and services when selecting suppliers, as well as related implementation and monitoring methods. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Sustainable Supply Chain Management 可持續供應鏈管理

B Social 社會		
ASPECT B.6 方面 B.6	Product Responsibility 產品責任	Quality Assurance 品質保證
Indicator B.6.1 指標 B.6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Quality Assurance 品質保證
Indicator B.6.2 指標 B.6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Quality Assurance 品質保證
Indicator B.6.3 指標 B.6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Quality Assurance 品質保證
Indicator B.6.4 指標 B.6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Quality Assurance 品質保證
Indicator B.6.5 指標 B.6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Quality Assurance 品質保證

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B Social 社會		
ASPECT B.7 方面 B.7	Anti-corruption 反貪污	Compliance and Business Ethics 合規與商業道德
<i>Indicator B.7.1</i> 指標 B.7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Compliance and Business Ethics 合規與商業道德
<i>Indicator B.7.2</i> 指標 B.7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Compliance and Business Ethics 合規與商業道德
<i>Indicator B.7.3</i> 指標 B.7.3	Description of the anti-corruption training provided to directors and employees. 描述向董事及員工提供的反貪污培訓。	Compliance and Business Ethics 合規與商業道德
ASPECT B.8 方面 B.8	Community Investment 社區投資	Give-Back to the Society 回饋社區
<i>Indicator B.8.1</i> 指標 B.8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	Give-Back to the Society 回饋社區
<i>Indicator B.8.2</i> 指標 B.8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	Give-Back to the Society 回饋社區

SUSTAINABILITY AT A GLANCE

可持續發展概覽

Energy Consumption 能源耗量		2020	2021	2022
Direct energy consumption 直接能源耗量	kWh in '000s 千千瓦時	19,873.43	57,611.70	60,348.24
Intensity of direct energy consumption 直接能源耗量密度	kWh in '000s/TEU in '000s 千千瓦時/每千TEU	179.03	154.33	258.00
Indirect energy consumption 間接能源耗量	kWh in '000s 千千瓦時	33,317.75	77,601.47	56,464.15
Intensity of indirect energy consumption 間接能源耗量密度	kWh in '000s/TEU in '000s 千千瓦時/每千TEU	300.14	207.87	241.40
Renewable energy (solar energy) consumption 可再生能源(太陽能)耗量	kWh in '000s 千千瓦時	812.85	1,178.49	2,043.97
Intensity of renewable energy (solar energy) consumption 可再生能源(太陽能)耗量密度	kWh in '000s/TEU in '000s 千千瓦時/每千TEU	7.32	3.16	8.74
Total energy consumption 總能源耗量	kWh in '000s 千千瓦時	54,004.03	136,391.66	118,856.36
Intensity of total energy consumption 總能源耗量密度	kWh in '000s/TEU in '000s 千千瓦時/每千TEU	486.49	365.36	508.14
Direct Energy Consumption 直接能源耗量				
Petrol consumption 燃油耗量	kWh in '000s 千千瓦時	5,289.28	15,843.17	13,481.00
Intensity of petrol consumption 燃油耗量密度	kWh in '000s/TEU in '000s 千千瓦時/每千TEU	47.65	42.44	57.63
Fuel gas consumption 燃氣耗量	kWh in '000s 千千瓦時	14,584.15	41,768.53	46,867.24
Intensity of fuel gas consumption 燃氣耗量密度	kWh in '000s/TEU in '000s 千千瓦時/每千TEU	131.38	111.89	200.37
Total direct energy consumption 總直接能源耗量	kWh in '000s 千千瓦時	19,873.43	57,611.70	60,348.24
Intensity of total direct energy consumption 總直接能源耗量密度	kWh in '000s/TEU in '000s 千千瓦時/每千TEU	179.03	154.33	258.00

SUSTAINABILITY AT A GLANCE

可持續發展概覽

Energy Consumption 能源耗量		2020	2021	2022
Indirect energy consumption 間接能源耗量				
Electricity consumption 電力耗量	kWh in '000s 千千瓦時	33,317.75	77,601.47	56,464.15
Intensity of electricity consumption 電力耗量密度	kWh in '000s/TEU in '000s 千千瓦時/每千TEU	300.14	207.87	241.40
Total indirect energy consumption 總間接能源耗量	kWh in '000s 千千瓦時	33,317.75	77,601.47	56,464.15
Intensity of total indirect energy consumption 總間接能源耗量密度	kWh in '000s/TEU in '000s 千千瓦時/每千TEU	300.14	207.87	241.40
Water Consumption 耗水量		2020	2021	2022
Water consumption 耗水量	m ³ 立方米	212,668.41	272,194.55	254,552.30
Intensity of water consumption 耗水量密度	m ³ /TEU in '000s 立方米/每千TEU	1,915.78	729.14	1,088.27
Packaging Materials Consumption 包裝物料耗量		2020	2021	2022
Total consumption of packaging materials 包裝物料總耗量	Tonnes 噸	242,563.60	222,415.14	136,585.54

Waste Generated Volume 廢棄物產量		2020	2021	2022
Hazardous waste 有害廢棄物	tonnes 噸	2,671.54	4,395.94	4,248.72
Intensity of Hazardous waste 有害廢棄物密度	tonnes/TEU in '000s 噸/每千TEU	24.07	11.78	18.16
Non-hazardous waste 無害廢棄物	tonnes 噸	3,541.98	10,116.76	2,264.34
Intensity of Non-hazardous waste 無害廢棄物密度	tonnes/TEU in '000s 噸/每千TEU	31.91	27.10	9.68

Exhaust Gas Pollutant Emission Volume 廢氣排放量		2020	2021	2022
Nitrogen oxides (NO _x) 氮氧化物	kg 公斤	90.52	38.25	58.16
Sulphur oxide (SO _x) 硫氧化物	kg 公斤	0.80	0.77	0.69
Particle (PM) 顆粒物	kg 公斤	6.58	2.82	4.81

Greenhouse Gas (GHG) Emission 溫室氣體排放		2020	2021	2022
Direct emissions (Scope 1) 直接排放(範圍一)	tonnes of CO ₂ e 公噸二氧化碳當量	4,384.80	16,586.85	11,667.92
Energy indirect emissions (Scope 2) 能源間接排放(範圍二)	tonnes of CO ₂ e 公噸二氧化碳當量	20,312.16	45,094.36	32,209.03
Total GHG emissions 總溫室氣體排放量	tonnes of CO ₂ e 公噸二氧化碳當量	24,696.96	61,681.21	43,876.95
Intensity of total GHG emissions 總溫室氣體排放量密度	tonnes of CO ₂ e in 000's TEU 公噸二氧化碳當量/每千TEU	222.48	165.23	187.58

SUSTAINABILITY AT A GLANCE

可持續發展概覽

Number of Employees by different categories 按不同類別劃分的僱員人數			
	2020	2021	2022
By Gender 按性別劃分			
Male 男性	1,698	2,970	3,205
Female 女性	158	167	183
By Employment Type 按僱傭類型劃分			
Full-time 全職	1,226	1,687	1,809
Others 其他	630	1,450	1,579
Outsourced Employees 外包工人數	133	284	214
By Age Group 按年齡組別劃分			
≤20	4	12	6
21–30	341	565	543
31–40	731	1,516	1,627
41–50	587	826	972
51–60	188	215	238
60 ≥	5	3	2
By Geographical Region 按地區劃分			
Mainland China 中國大陸	–	3,112	3,359
Hong Kong SAR 香港特別行政區	–	25	29

Employee's Turnover Rate by different categories		2020	2021	2022
按不同類別劃分的流失人數				
By Gender				
按性別劃分				
Male	%	–	7.51	8.54
男性				
Female	%	–	0.95	1.37
女性				
By Age Group				
按年齡組別劃分				
≤20	%	–	18.96	27.27
21–30	%	–	9.59	14.82
31–40	%	–	6.80	7.26
41–50	%	–	7.71	7.76
51–60	%	–	0.66	1.24
60 ≥	%	–	2.71	3.33
By Geographical Region				
按地區劃分				
Mainland China	%	–	7.22	8.20
中國大陸				
Hong Kong SAR	%	–	0.34	1.44
香港特別行政區				

SUSTAINABILITY AT A GLANCE

可持續發展概覽

The Percentage of Total Employees Trained by different categories 按不同類別劃分的受訓員工百分比		2020	2021	2022
By Gender 按性別劃分				
Male 男性	%	95.68	94.72	96.50
Female 女性	%	4.32	5.28	3.50
By Employee Category 按僱員類別劃分				
Director 董事	%	0.94	0.09	0.02
Executive and above 總助及以上	%	0.66	0.25	0.37
Managerial 經理／副經理	%	2.20	3.05	2.59
Clerical 科長／副科長	%	3.89	11.19	7.67
General Staffs 一般員工	%	92.30	85.42	89.35

The Average Training Hours Completed per Employee by different categories				
按不同類別劃分每名僱員的平均受訓時數		2020	2021	2022
By Gender				
按性別劃分				
Male	Hour	10.15	12.15	8.68
男性	小時			
Female	Hour	6.61	4.51	4.60
女性	小時			
By Employee Category				
按僱員類別劃分				
Director	Hour	12.17	14.17	14.93
董事	小時			
Executive and above	Hour	3.72	2.59	4.87
總助及以上	小時			
Managerial	Hour	7.14	6.30	8.20
經理／副經理	小時			
Clerical	Hour	6.99	4.87	6.60
科長／副科長	小時			
General Staffs	Hour	10.53	12.59	8.66
一般員工	小時			

Health & Safety				
健康與安全		2020	2021	2022
Number and rate of work-related fatalities occurred in each of the past three years, including the reporting year.	%	0	0	0
過去三年(包括匯報年度)因工亡故的人數及比率				
Lost days due to work injury.	Days	561	375	322
因工傷損失工作日數	日			

SUSTAINABILITY AT A GLANCE

可持續發展概覽

Number of suppliers by region			
不同地區劃分的原材料供應商數目	2020	2021	2022
China 中國	719	822	1081
Others 其他	3	6	6

Product Responsibility			
產品責任	2020	2021	2022
Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	0	0	0
Number of products and service related complaints received. 接獲關於產品及服務的投訴數目。	7	6	44

Anti-corruption			
反貪污	2020	2021	2022
Number of concluded legal cases regarding corrupt practices during the reporting period. 於匯報期內提出並已審結的貪污訴訟案件的數	0	0	0

Notes:

Unless otherwise stated, all major performance indicators are compiled and calculated in accordance with the "Appendix 2: Reporting Guidance on Environmental KPIs" and "Appendix III: Appendix 3: Reporting Guidance on Social KPIs" published by Hong Kong Stock Exchange;

The calculations were based on the Reporting Guidance on Environmental KPIs issued by the Stock Exchange, 2006 IPCC Guidelines for National Greenhouse Gas Inventories, IPCC Sixth Assessment Report, and the latest emission factors for grid electricity;

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

Scope 2 includes indirect energy emissions from purchased electricity.

Since the new national average emission factors for electricity in 2020 and 2021 were updated by the China government, the greenhouse gas data for electricity for 2020 and 2021 have been adjusted;

The town gas originally calculated for direct emission is confirmed as liquefied natural gas, so the greenhouse gas data for 2020 and 2021 have been adjusted;

The unit for energy data is converted to kWh with reference to lower heating value. Fuel oil includes unleaded gasoline and diesel. Fuel gas includes liquefied petroleum gas and natural gas.

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

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

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

The actual values of the Group's energy consumption, water consumption, waste volume and greenhouse gas emissions all improved or remained similar to those of the previous year. Due to the decline in production volume, the intensity of these KPIs in 2022 was higher than last year.

The data used for intensity calculation only includes the production volume of standard containers. The Group will actively seek to unify the unit of production volume of standard and customized containers in the future.

Full-time employees presented in human resources data include all contract employees, others include main contractor (dispatched labors), temporary staffs/other contract employees, and the number of outsourced workers is not included in the total headcount.

2020 turnover rate for different employee categories has not been recorded.

General employees presented in the training data include contract staffs, dispatched labors and temporary staffs.

The number of suppliers above only includes the number of raw material suppliers for container production.

附註：

除另有說明，所有關鍵績效指標均按照香港聯合交易所的《附錄二：環境關鍵績效指標匯報指引》及《附錄三：社會關鍵績效指標匯報指引》進行統計及計算；

附註計算乃基於聯交所發布的環境關鍵績效指標報告指引、二零零六年IPCC國家溫室氣體清單指南、IPCC第六次評估報告、最新全國電力平均排放因子；

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

範圍2包括購買電力的能源間接排放。

由於按照中國政府更新了2020及2021新全國電力平均排放因子，故2020及2021的溫室氣體數據已作出調整；

原計算於直接排放的煤氣確認為液化天然氣，故2020及2021的溫室氣體數據已作出調整；

能源數據參考較低熱值換算為千瓦時。燃油包括無鉛汽油及柴油。燃氣包括液化石油氣及天然氣。

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

燃油耗量包括：購買的天然氣、液化石油氣及乙炔等；以及

可再生能源為太陽能，並只適用於上海太平工廠及廈門工廠。

本集團能源消耗量、用水量、廢棄物量及溫室氣體排放量的實際值均較上年有所改善或持平。2022年的KPI密度因產量下降而高於去年。

用於強度計算的數據僅包括A標準容器的生產量。本集團未來將積極尋求統一標準集裝箱和定制集裝箱的產量單位。”

人力資源數據中全職員工已包括所有合約員工，其他包括總派遣工(勞務工)、臨時工/其他合約員工，而外包工人數並不涵蓋在總人數內。

2020年不同員工類別的流動率並未有記錄。

培訓數據中一般員工包括合同工、勞務工和臨時工。

上述供應商數目僅包括集裝箱生產的原材料供應商數目。