

Stock Code 股份代號: 726



DIT Group Limited
築友智造科技集團有限公司
(Incorporated in Bermuda with limited liability)
(於百慕達註冊成立之有限公司)

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及 管治報告

2021

INTELLIGENT
GREEN BUILDING
CONSTRUCTION
TECHNOLOGY

智能及環保
樓宇建築技術

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ABOUT THIS REPORT

關於本報告

DIT Group Limited (hereinafter referred to as “we”, “our”, or the “Company”, stock code: 00726) is delighted to present the annual environmental, social and governance (“ESG”) report for 2021, documenting our ongoing commitment to sustainable business practices. Fulfilling our corporate social responsibility (“CSR”), we aim to achieve our key mission — “to provide both green buildings and comprehensive solutions to urban households” and our motto — “to create a promising life with intelligence”. With our commitment to the creation of the largest modernised operating platform of the construction industry in China, we strive to give shape to the new construction industry which is environmentally friendly, highly efficient and of top quality by the process of informatisation with a seamless combination between technology and building.

REPORTING SCOPE

The scope of this report covers the Company’s Changsha head office and 11 prefabricated construction (“PC”) factories in Changsha, Hengyang, Huizhou, Shanghai, Nanjing, Hefei, Foshan, Jiaozuo, Xiangtan, Zhoukou, and Jiaozhou (collectively, the “Group”), which has significant contribution to our revenue, for the reporting period from 1 January 2021 to 31 December 2021 (“FY2021”). Unless otherwise indicated, the disclosure of key performance indicators (“KPIs”) only covers the 11 PC factories.

REPORTING STANDARD

The report has been prepared in accordance with the Global Reporting Initiative (“GRI”) Standards: Core option, and complies with the “Mandatory Disclosure Requirements” and “Comply or Explain” provisions of the Environmental, Social and Governance Reporting Guide under Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (“HKEx ESG Reporting Guide”). It also adopts the recommendations on reporting practices by the Task Force on Climate-Related Financial Disclosures (“TCFD”).

築友智造科技集團有限公司(以下簡稱「我們」、「我們的」或「本公司」，股票代碼：00726)欣然提呈二零二一年度的環境、社會及管治(「ESG」)報告，以記錄我們對可持續業務常規之持續承諾。為了履行我們的企業社會責任(「CSR」)，我們旨在達成我們的主要使命——「提供綠色建築和城市家居整體解決方案」及我們的宗旨——「智造美好生活」。我們致力於搭建中國的建築產業最大的現代化經營平台，完美結合科技和建築，透過資訊化的流程打造環保、高效及優質的新型建築產業。

報告範疇

於二零二一年一月一日至二零二一年十二月三十一日(「二零二一財年」)的報告期內，本報告的範疇涵蓋本公司的長沙總部及位於長沙、衡陽、惠州、上海、南京、合肥、佛山、焦作、湘潭、周口及膠州的十一家裝配式建築(「PC」)工廠(統稱「本集團」)，對我們的收入有重大貢獻。除另有注明外，關鍵績效指標(「KPI」)的披露僅涵蓋該十一家PC工廠。

報告準則

本報告按《全球報告倡議組織(「GRI」)準則：核心選項》編制，並遵守香港聯合交易所有限公司證券上市規則附錄二十七《環境、社會及管治報告指引》(「香港交易所ESG報告指引」)中的「強制披露規定」和「不遵守就解釋」條文。本報告還採納了氣候相關財務信息披露工作組(「TCFD」)關於報告實踐的建議。

ABOUT THIS REPORT 關於本報告

REPORTING PRINCIPLES

During the preparation process, the Group adheres to the fundamental reporting principles of the GRI Standards, and the HKEx ESG Reporting Guide, including the followings:

匯報原則

於編制過程中，本集團秉持GRI準則、香港交易所ESG報告指引中概述的基本匯報原則，包括以下內容：

Materiality 重要性	Clarity and Quantitative 明確及量化
<p>We performed a materiality assessment to determine the material ESG aspects to us and guide the focus of this report. The materiality matrix and details of stakeholder engagement are illustrated in the later section of this report.</p> <p>我們進行重要性評估的目的是釐定對我們而言屬重要的ESG範疇並指出本報告的重點。重要性矩陣及持份者參與的詳情於本報告後面章節說明。</p>	<p>All of the disclosed information, environmental and social KPIs were organised and calculated according to a series of standardised methodologies.</p> <p>所有披露資料(包括環境及社會KPI)均根據一系列標準化的方法編排及計算。</p>
Accuracy, Balance and Completeness 準確性、平衡性和完整性	Comparability and Consistency 可比性和一致性
<p>The board of directors (the “Board”) has acknowledged its responsibility to oversee the Company’s sustainable development and review the truthfulness, accuracy and completeness of this report. This report has been prepared carefully with a fair view.</p> <p>董事會已確認其負有監督本公司可持續發展狀況及檢討本報告真實性、準確性及完整性的責任。本報告經過精心編制，觀點公正。</p>	<p>This report has been prepared in the same way in terms of the reporting scope and methodologies when compared to those in previous years. We adopted a consistent environmental and social data management approach to allow a fair comparison of our performance over time.</p> <p>較過往年度而言，本報告在報告範疇及方法上均採用相同方式編制。我們採用一致的環境及社會資料管理方法，以公平地比較我們歷來的表現。</p>
Stakeholder Inclusiveness 持份者包容性	Sustainability Context 可持續發展背景
<p>The report identifies the Group’s stakeholders and explains how it has responded to their reasonable expectations and interests.</p> <p>本報告確定了本集團的持份者，並解釋了集團如何回應他們的合理期望和利益。</p>	<p>This report presents the Group’s performance in the wider context of sustainability. It explains how the Group contributes now, and how we will contribute in the future, no matter how the economic, environmental, and social conditions improve or deteriorate at different levels.</p> <p>本報告介紹了本集團在更廣泛的可持續發展背景下的表現，解釋了無論不同層面的經濟、環境及社會狀況如何改善或惡化，本集團現時和未來將如何做出貢獻。</p>

ABOUT THIS REPORT

關於本報告

Reliability 可靠性	Timeliness 時效性
<p>This report has been prepared with professional advice from external consultants. The process of gathering, recording, compiling, analysing, and reporting information for the preparation of this report can be subject to examination to ensure the quality and materiality of the information.</p> <p>本報告根據外部顧問的專業意見編制而成。為編制本報告而收集、記錄、編制、分析和報告資訊的過程可能會受到審查，以確保資訊的品質和重要性。</p>	<p>This report has been prepared in a timely manner such that information is available in time for stakeholders to make informed decisions.</p> <p>本報告的編制定時，以便持份者能夠及時獲得資訊而做出明智的決定。</p>

CONTACT & FEEDBACK

We believe the continuous improvement in CSR is essential for a better society and environment in future; therefore, we welcome your feedback on this ESG report. Please contact us through email at ir@cmdrawin.com.

聯絡及反饋

我們認為持續提升CSR乃於日後形成更理想的社會及環境之關鍵所在；因此，我們歡迎閣下對本ESG報告提供回饋意見。請透過電子郵箱 ir@cmdrawin.com 聯絡我們。

CHAIRMAN FOREWORD

主席前言

Since the establishment of DIT Group Limited, the Company has been insisting on its positioning as a provider of integrated smart building solutions and mission of “creating a beautiful life with intelligent construction”. Centring on its “intelligent construction of home” strategy, it will focus on R&D breakthrough, scientific investment, cost optimisation and organisational efficiency to set up a digital and intelligent business platform, explore asset-light development models and provide the industry and society with more cost-effective integrated smart building solutions, so that more people can enjoy the better life brought by the progress of construction technology.

While our business scale is growing rapidly, the Group actively undertakes more social responsibilities. In order to promote the green transformation and high-quality development of the construction industry, and better protect the legitimate rights and interests of employees, customers, shareholders and other relevant parties, DIT Group Limited continues to practice in improving corporate governance, protecting information and privacy security, environmental protection and sustainable development, and constantly holds to higher standards. The Group adhered to the corporate cultural characteristics of “keeping promises, being responsible, taking the right path, and doing business with integrity”, and established a “long-term, stable and win-win” industrial chain and cooperative relationship with suppliers, customers and consumers, actively promoting the improvement of customer experience and protection of rights and interests, and adhering to the corporate talent development concept of “professional spirit and professional quality” to grow together with employees.

Under the leadership of the Board, during the year, the Group won a number of awards including the “Best Sustainable Development Award” and “Most Valuable Industrial Manufacturing Company”. Two new factories were set up, and a total of 10 factories were rated as national high-tech enterprises; 1 new factory was set up, and a total of 8 factories were honoured as provincial-level prefabricated construction industry demonstration bases; 6 factories were honoured as provincial-level enterprises characterised by specialty, refinement, uniqueness and novelty; 2 factories were honoured as provincial-level technology-based small and medium-sized enterprises; dozens of products from 3 factories won the “China Green Construction Materials Certification”.

築友智造科技集團自成立以來，堅定「智慧建築整體解決方案服務商」的企業定位和「智造美好生活」的企業使命，圍繞「家智造」戰略，聚焦研發突破、聚焦科學投資、聚焦優化成本、聚焦組織效率四大工作路徑，打造數智化業務平台，探索更豐富的輕資產發展模式，進而為行業和社會提供更高性價比的智慧建築整體解決方案，讓更多的人能夠享受到建築科技進步所帶來的美好生活。

集團在業務規模快速增長的同時，積極承擔起更多的社會責任。為促進建築行業綠色轉型、高質量發展，更好地保障員工、客戶、股東等各相關方的合法權益，築友智造科技集團在提升公司治理、保護信息和隱私安全、環境保護與可持續發展等方面持續踐行，不斷以更高的標準自我要求。集團堅守「守信用、負責任、走正道、務正業」的企業文化特徵，與供應商、客戶、消費者共同建立「長期、穩定、共贏」的產業鏈與合作關係，積極推進客戶體驗提升與權益保護，堅持「職業精神、專業素養」的企業人才發展觀與員工共同成長。

在公司董事會的領導下，本年度，集團榮獲「最佳可持續發展獎」、「最具價值工業製造公司」等多項大獎。新增2家，累計10家工廠獲評國家高新技術企業；新增1家，累計8家工廠獲評省級裝配式建築產業示範基地；6家工廠獲評省級「專精特新」企業；2家工廠獲評省級科技型中心企業；3家工廠數十項產品榮獲「中國綠色建材產品認證證書」。

CHAIRMAN FOREWORD

主席前言

During the year, the Group held the Home Ecological Conference, participated in several industry summits such as the 4th China Intelligent Construction and Building Industrialization Development Summit Forum, appeared at the China (Changsha) International Prefabricated Building and China (Zhengzhou) Prefabricated Building and Green Building Technology Products Expo, and held the "DIT Cup" industrial worker skills competition in Nanjing, Hefei and other places. During this period, DIT has received extensive attention from the government, customers, peers, experts and scholars, and the news media, which greatly enhanced the Group's brand and social influence.

In 2022 and beyond, driven by the strategy of "Dual Carbon Goals" and "Building Industrialisation", the prefabricated building industry will usher in new development opportunities. Intelligent construction and green construction will become the mainstream trend of the future development of the building industry, and technological innovation will become the inherent requirement of the transformation and upgrading of the building industry.

The Group will focus on the strategy of "home intelligence" and strive to achieve standardised design, factory manufacturing, specialised construction, platform-based procurement, refined management and smart operation in the entire industry chain, form digital overall solutions for the prefabricated building industry, empower the high-quality development of building industrialisation, and contribute to the realisation of the strategic goals of carbon peaking and carbon neutrality.

Here, DIT Group Limited officially discloses the ESG Report 2021, aiming to comprehensively demonstrate our practice and performance in environmental, social and governance aspects in a more open and transparent manner, and we are committed to the sustainable development of the Company with a pragmatic attitude. We hope that through this Report, we can communicate effectively with various stakeholders, systematically respond to the expectations and demands of stakeholders, and accept further supervision from the public.

本年度，本集團舉辦「家製造生態大會」，參加「第四屆中國智能建造於建築工業化發展高峰論壇」等多個行業峰會，亮相長沙住博會、鄭州住博會；在南京、合肥等地舉辦「築友杯」產業工人技能大賽，收到了政府、客戶、同行、專家學者、新聞媒體的廣泛關注，極大提升了集團的品牌和社會影響力。

在二零二二年及未來，於「雙碳目標」和「建築工業化」的戰略推動下，裝配式建築行業將迎來新的發展機遇，智能建造、綠色建造將成為未來建築業發展的主流趨勢，科技創新將成為建築業轉型升級的固有要求。

集團將圍繞「家智造」戰略，力爭在全產業鏈實現標準化設計、工廠化製造、專業化施工、平台化採購、精細化管理和智能化運營，形成裝配式建築行業數字化的整體解決方案，賦能建築工業化的高質量發展，為碳達峰、碳中和戰略目標的實現貢獻企業力量。

在此，築友智造科技集團正式披露二零二一年度ESG報告，旨在以更公開透明的方式全面展示我們在環境、社會及治理等方面的實踐和績效，以實事求是的態度，致力於公司的可持續發展。我們希望通過該報告，能與各持份者進行有效交流，系統性地回應持份者的期望和訴求，並接受社會大眾的進一步監督。

CHAIRMAN FOREWORD 主席前言

I would like to take this opportunity to express my sincere gratitude to the staff for their hard work and dedication in the past year. I would also like to express our gratitude to all shareholders, investors and other business partners for their continuing support and trust to the Company.

本人謹藉此機會對全體員工過去一年的不懈努力及所作的貢獻致謝，並對所有股東、投資者及其他業務夥伴對本公司一貫的支持與信賴表示衷心的感謝。

DIT Group Limited
Liu Weixing
Chairman

Hong Kong, 31 March 2022

築友智造科技集團有限公司
主席
劉衛星

香港，二零二二年三月三十一日

ESG STRATEGY

ESG 戰略

The Group understands that ESG topics which have impact on our operations and stakeholders form the core of our environmental and social responsibility. We take account of the latest development across the worldwide sustainability agenda, the risk assessment, the materiality and relevancy of identified ESG topics which have been evaluated through different assessments, including the evaluation of the impact of these topics on our operations and stakeholders. Based on the result of the assessments, the formulated focus areas are aligned with United Nations Sustainable Development Goals ("SDG") and Sustainability Accounting Standards Board ("SASB"), and divided into three pillars of our ESG Strategy and shown as follows:

本集團明白 ESG 議題是我們環境及社會責任的重要組成部分，對我們的運營和持份者均有影響。考慮到全球可持續發展議程的最新發展，我們已通過不同的評估對已識別的 ESG 議題的風險評估、重要性和相關性進行了評估，包括評估這些議題對我們的運營和持份者的影響。根據評估結果，我們制定的重點領域與聯合國可持續發展目標（「SDG」）和可持續會計準則委員會（「SASB」）保持一致，並劃分為我們 ESG 戰略的三大支柱，如下所示：



ABOUT DIT GROUP LIMITED 關於築友智造科技集團有限公司

The Group has grown into a leading service provider of comprehensive and integrated solutions to intelligent buildings as well as an innovative high-tech enterprise engaging in the ecological chain construction of intelligent buildings. The Group is principally engaged in the research and development, design, production, sales, licensing of PC components, decoration and landscaping services and property investment in China.

PREFABRICATED CONSTRUCTION AS A SUSTAINABLE CONSTRUCTION SOLUTION

PC is a more environmentally-friendly alternative to conventional on-site construction methods. With the use of modular design, the amount of materials required to produce the prefabricated components can be more easily estimated and controlled. Leftover materials in the factory can be recycled and reused for other projects. In contrast, more materials will become construction waste in conventional constructions due to damages during transportation. Extra transportation cost often discourages builders from collecting and transporting the leftover materials from the site back to the inventory.

On the other hand, as the components are produced in the factory, it reduces the energy consumption and other emissions such as greenhouse gas and particulate matter generated by transportation commuting to and from construction sites. Permanent emission control devices and comprehensive treatment facilities can be installed in the factory to mitigate the environmental impact during the manufacturing process. However, it is difficult to apply these facilities on construction sites.

With a vast national network of smart digitalised plants located in more than 20 provinces and municipalities, the Group is in a great position to promote PC, a faster and more sustainable alternative to conventional construction, which contributes to the SDG of **Sustainable Cities and Communities**.

本集團已成為提供智慧建築整體解決方案服務的頂尖企業以及從事智慧建築生態鏈建設的創新型高科技企業。本集團主要在中國從事PC構件的研發、設計、生產、銷售、許可、裝飾及園林綠化服務及物業投資。

預製建築作為一種可持續的建築解決方案

PC作為一種替代品，比傳統的現場施工方法更環保。通過使用模組化設計，可以更輕鬆地估算和控制生產預製構件所需的材料量。可以對工廠的剩餘材料進行回收，重用於其他項目。相比之下，對於傳統建築，由於運輸過程中的損耗，更多的材料會成為建築垃圾。額外的運輸成本通常會妨礙建築商從現場收集並運送剩餘材料返回庫存內。

另一方面，由於組件是在工廠生產的，因此減少了運輸和往返施工現場的能源消耗和其他排放，例如溫室氣體和顆粒物。工廠可以安裝永久性排放物控制裝置和綜合處理設施，以減輕製造過程中對環境的影響，但建築工地則難以應用此設施。



憑藉遍佈二十多個省市龐大的全國智慧數位化工廠網絡，本集團在推廣PC方面，一種比傳統建築更快、更可持續的替代方案，處於有利地位，並為**可持續城市和社區**的可持續發展目標做出貢獻。

ABOUT DIT GROUP LIMITED

關於築友智造科技集團有限公司

OUR COMPETITIVE EDGE

One of the key advantages of the Group is its alignment with the SDG of **Industry, Innovation and Infrastructure**. The Group prides itself on being an innovator in the construction industry. We have independently developed a wide range of PC components that incorporated intelligent design, automation and informatisation of the manufacturing process.



Building upon the foundation of the conventional EPC model (Engineering, Procurement, Construction), the Group pioneered the EMPC model (Engineering, Manufacturing, Procurement, Construction), the first of its kind in the world. The production cycles, from design to completion, are carefully managed and controlled by our project teams. Thus, cost control, communication across different process owners, can be improved while the construction schedule is shortened and overall product quality is improved. On average, compared to convention on-site construction, the EMPC model enables the reduction of construction waste by 90%, construction-related water usage by 80%, revolving materials by 70%, and manual labour by 50%. The duration of work is also shortened by 40%.

The Group will continue to build upon our experience in technological innovation and progress toward sustainability.

我們的競爭優勢

本集團的主要優勢之一是與**工業、創新和基礎設施**的可持續發展目標保持一致。本集團以成為建築行業的創新者而感到自豪。我們自主研發了一系列集智慧設計、自動化和製造過程資訊化於一體的PC構件。

本集團在傳統EPC模式(設計、採購、施工)的基礎上，開創了全球首創的EMPC模式(設計、製造、採購、施工)。從設計到完工的生產週期，由我們的項目團隊精心管控。因此，我們能改善成本控制，以及與不同工序負責人之間的溝通，同時縮短施工進度並提高整體產品品質。一般來說，與常規現場施工相比，EMPC模式可減少90%的建築垃圾、80%的施工用水量、70%的周轉材料和50%的體力勞動。工作時間也縮短了40%。

本集團將繼續在技術創新和可持續發展方面積累經驗。

ABOUT DIT GROUP LIMITED 關於築友智造科技集團有限公司



BUSINESS PROFILE

The main sales market of the Group's precast concrete components is the real estate market in major cities in mainland China. We provide services to leading real estate developers and sub-contractors. In 2021, the Group sold approximately 417,000 m³ prefabricated components and recorded a sales revenue of approximately HK\$2,085 million. For further details of our business portfolio and performance, please refer to our 2021 Annual Report.

業務簡介

本集團預製混凝土構件的主要銷售市場為中國大陸主要城市的房地產市場。我們為頂尖房地產開發商和分包商提供服務。於二零二一年，本集團銷售預製構件的銷售量約為417,000 m³，錄得銷售收入約20.85億港元。有關我們業務組合和業績的更多詳情，請參閱我們的《二零二一年年度報告》。

ABOUT DIT GROUP LIMITED

關於築友智造科技集團有限公司

VISION, MISSION AND VALUES

We articulate our aspiration for sustainability through the incorporation of corporate vision, mission and values. Our core values closely align with that of Central China Group, our parent company, namely to take root in central China and contribute to society. We reiterate our corporate culture and values in the handbook issued by Central China's brand management department for distribution to all of our employees, which also stipulates details of our norms of behaviour, principles and standards.

Vision 願景

To innovate
technology and
intelligent products
for construction
創新建築科技
創造智慧產品

Mission 使命

To develop
brilliant living
智造美好生活

Core Values 核心價值觀

To ensure product quality,
maintain integrity,
encourage contribution
to development and
share the fruit of growth
精品立業 正道致遠
尊重貢獻 共享成長

INDUSTRIAL PARTICIPATION

To foster communications and exchange with our industry peers, we have joined different industry or other associations, and national or international advocacy organisations, including Nanjing Construction Industry Association, Shenzhen Construction Industrialization Association, Anhui Construction Industry Association, Hefei New Wallboard Materials Association, Shanghai Testing Association, Shanghai Construction Engineering Quality Management Association, Henan Province Prefabricated Construction Industry Development Association, Guangdong Province Construction Engineering Green and Prefabricated Development Association, Guangdong Prefabricated Building Branch, Shenzhen Construction Industrialization Association, and Foshan Prefabricated Building Association. As a pioneer in the industry, we actively participate in developing the national and regional guidelines and standards for the prefabricated concrete industry. Over the past years, we have been sparing our effort in the process of formulating 9 national standards and more than 10 provincial standards.

願景、使命和價值觀

我們通過制定企業願景、使命和價值觀來表達我們對可持續發展的渴望。我們的核心價值觀與母公司建業集團的核心價值觀緊密契合，即根植中原，造福百姓。我們在築友集團品牌管理部印發給所有員工的手冊中重申了我們的企業文化和價值觀，其中還詳細說明了我們的行為規範、原則和標準。

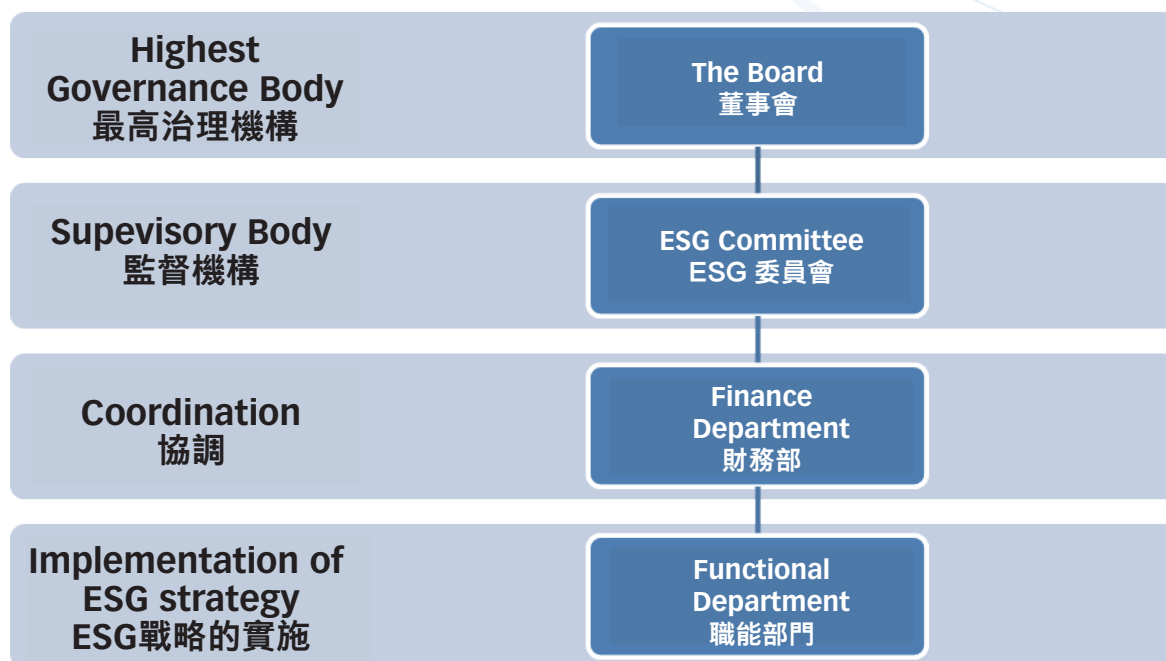
行業參與

為了促進與行業同行的溝通與交流，我們加入了各種行業或協會，以及國家或國際宣導組織，其中包括南京市建築業協會、深圳建築產業化協會、安徽省建築業協會、合肥市新型牆板材料協會、上海市檢測協會、上海市建設工程質量管理協會、河南省裝配式建築產業發展協會、廣東省建設工程綠色與裝配式發展協會、廣東省裝配式建築分會、深圳市建築產業化協會、佛山市裝配式建築協會。作為行業的先行者，我們積極參與制定國家和地區的預製混凝土行業指南和標準。多年來，我們參與了9個國家標準和10多個省級標準的制定。

ESG CORPORATE GOVERNANCE ESG 企業管治

ESG CORPORATE GOVERNANCE

Governance Structure



ESG 企業管治

管治架構

The Board is ultimately responsible for the ESG matters of the Group and for reviewing and approving the ESG report. In May 2021, the Board approved the formation of the ESG Committee, which comprises an executive director, an independent non-executive director ("INED"), and senior management. The committee meets at least twice a year. The daily operations and implementation of strategy are supported by various functional departments and coordinated by the finance department. The chief responsibility of the committee is to advise and report to the Board on the following issues:

1. Identify the relevant matters that significantly affect the operations of the Group and/or the interests of other important stakeholders in the ESG aspects

董事會最終負責本集團的ESG事宜，並負責審閱和批准ESG報告。二零二一年五月，董事會批准成立了ESG委員會，該委員會由一名執行董事、一名獨立非執行董事（「INED」）和高級管理人員組成。該委員會每年至少召開兩次會議。戰略的日常運作和實施由各職能部門支持，並由財務部門負責協調。該委員會的主要職責是就以下事項向董事會提供建議並進行報告：

1. 識別在環境、社會及治理方面顯著影響本集團運營和／或其他重要持份者利益的相關事項

ESG CORPORATE GOVERNANCE

ESG 企業管治

- | | |
|--|--|
| <ol style="list-style-type: none"> 2. Adopt and update as necessary the Group's policies on production safety, environmental protection, social responsibility management and corporate governance 3. Review and adopt the risks assessment in respect of the Group's impact on health, safety, environment and society 4. Monitor the Group in the areas of health, safety, environmental protection and social responsibility of monitoring the environment 5. Review the Group's ESG report | <ol style="list-style-type: none"> 2. 採納及按需要更新本集團有關安全生產、環境保護、社會責任管理及企業管治方面的政策 3. 審閱並採納有關本集團對健康、安全、環境及社會影響的風險評估 4. 在健康、安全、環境保護和監測環境的社會責任領域對本集團進行檢測 5. 審閱本集團的ESG報告 |
|--|--|

As per our Board Diversity Policy, the Group's nomination committee makes nomination recommendations on Board membership to maintain a balance of skills, knowledge, experience and diversity of perspectives within the Board. This includes ESG knowledge and practical skills. We also ensure such knowledge is updated by offering relevant training. In 2021, the INED who serves in the ESG committee received the following training:

- | | |
|---|--|
| <ul style="list-style-type: none"> • The latest ESG regulatory requirements and ESG integration at Board's Level • Green finance trends and opportunities • Morgan Stanley Capital International and other ESG ratings | <p>根據我們的董事會成員多元化政策，本集團提名委員會就董事會成員作出提名建議，以保持董事會內技能、知識、經驗和觀點多元化的平衡，其中包括ESG知識和實踐技能。我們還通過提供相關培訓來確保更新此類知識。二零二一年，ESG委員會的INED接受了以下培訓：</p> <ul style="list-style-type: none"> • 最新的ESG監管要求，以及董事會層面的ESG整合 • 綠色金融趨勢與機遇 • 明晟(MSCI)評級和其他ESG評級 |
|---|--|

Besides formal training, useful materials are circulated to the Board via social media platforms.

除了正式培訓外，我們還會通過社交媒體平台將有用的材料分發給董事會成員。

Furthermore, the Group's remuneration committee reviews the salary packages of the Group annually. Salary levels for Board members and senior management are tied to a multitude of criteria, including their performance in ESG matters.

此外，本集團薪酬委員會每年審閱本集團的薪酬待遇。董事會成員和高級管理層的薪酬水準與許多標準相關，包括他們在ESG事務中的表現。

ESG CORPORATE GOVERNANCE

ESG 企業管治

RISK MANAGEMENT

ESG risks are increasingly important for any company. Not only do they affect a company's operations, but also the decision-making of stakeholders such as customers, business partners and investors. The Group fully understands that ESG issues bring substantial risks to its business operations and the importance of integrating ESG factors into its internal controls and risk management systems.

The Group has engaged an external consultant to conduct a detailed ESG risk assessment. The Board and senior management were interviewed to complete a risk assessment survey. The results were analysed and consolidated into a prioritised list of ESG risks, most notably climate-related risks. The assessment has, with reference to the SASB standards, taking into consideration the material topics of Product Quality & Safety, Employee Health & Safety, and Product Design & Lifecycle Management for the Engineering & Construction Services industry. The assessment and recommendations are further supplemented by peer research. The Board and audit committee reviewed the recommendations on improving the ESG practices of the Group.

風險管理

ESG風險對任何公司都越來越重要。這些風險不僅會影響公司的運營，還會影響客戶、業務合作夥伴和投資者等持份者的決策。本集團充分理解ESG問題會對其業務運營帶來重大風險，亦理解將ESG因素納入內部控制和風險管理體系的重要性。

本集團已聘請外部顧問進行詳細的ESG風險評估。董事會和高級管理層接受了採訪，並完成了風險評估調查。外部顧問對結果進行了分析並將其整合到ESG風險的優先列表中，尤其是與氣候相關的風險。該評估參照SASB標準，考慮了工程與建築服務行業的產品品質與安全、員工健康與安全以及產品設計與生命週期管理等重要議題。同行研究對評估和建議做了進一步補充。董事會及審核委員會審閱了有關改善本集團ESG實踐的建議。

ESG CORPORATE GOVERNANCE

ESG 企業管治

The following are some of the major ESG risks that are material for the Group:

以下是對本集團具有重大意義的一些主要 ESG 風險：

Risks and Impacts 風險和影響	Our Response 我們的應對措施
<p>Climate physical risk (acute and chronic) 氣候物理風險(急性和慢性)</p> <p>Climate change poses a very real threat to the way of life as we know it. Extreme weather events which bring significant loss of lives and properties are occurring with increasing intensity and frequency. 氣候變化對我們熟知的生活方式構成了非常現實的威脅。極端天氣事件的發生強度和頻率越來越高，對生命和財產造成重大損失。</p> <p>The Group has many different business operations and facilities across China that are exposed to danger from acute events like typhoon, hail and flood in the short term or chronic phenomena like rising temperatures and sea levels. 本集團在中國各地有許多不同的業務運營和工廠，它們面臨著颱風、冰雹和洪水等短期突發事件或氣溫升高和海平面上升等慢性現象的風險。</p>	<p>Presently, the Group has already developed a typhoon contingency plan to make sure our employees are familiar with it by conducting annual drills. 目前，本集團已制定颱風應急預案，每年進行演練，以確保僱員熟悉應急預案。</p> <p>The Group will prioritise improving the structural resilience of its facilities, such as installing reinforced glasses. The capacity of the existing drainage system will be evaluated and improved when necessary. 本集團將優先提升其工廠的結構適應性，例如安裝強化玻璃。必要時，本集團將對現有排水系統的容量進行評估和改進。</p> <p>In the long term, we will adhere to our ESG strategy and action plan and commitment to reducing our carbon footprint and impact on the climate. 從長遠來看，我們將堅持我們的 ESG 戰略、行動計劃和承諾，以減少我們的碳足跡和對氣候的影響。</p>

ESG CORPORATE GOVERNANCE

ESG 企業管治

Risks and Impacts 風險和影響	Our Response 我們的應對措施
<p>Climate transition risk 氣候轉型風險</p> <p>Policy and legal: Global climate change calls for global actions. Governments around the world have pledged to work towards the ultimate goal of limiting global warming to below 2 degrees Celsius. China has also pledged to work towards the goal by making the announcement of reaching its carbon emissions peak by 2030 and achieving carbon neutrality by 2060.</p> <p>政策和法律：全球氣候變化需要採取全球行動。世界各國政府已承諾努力實現將全球變暖控制在2攝氏度以下的最終目標。中國還承諾為實現這一目標而努力，宣佈力爭於二零三零年前碳排放達峰，並於二零六零年前實現碳中和。</p> <p>Market: In light of this global trend, the Group observes new regulations and requirements are being introduced, while customers are expressing a higher preference for a more sustainable and socially responsible business. Any company that failed to adjust itself to meet these new demands and expectations may severely harm its reputation and incur financial costs.</p> <p>市場：鑒於這一全球趨勢，本集團注意到了正在引入的新法規和要求，而客戶則對更具可持續性和社會責任感的業務表示了更高的偏好。任何未能調整自身以滿足這些新需求和期望的公司都可能嚴重損害自身聲譽並產生財務成本。</p> <p>Technology: Low-carbon technology is developing to meet the global goals of carbon neutrality. It is important to keep up with the trend, which can reduce future capital investment and operating costs with higher energy efficiency. Furthermore, it can bring along new opportunities when a new low-carbon technology is introduced.</p> <p>技術：低碳技術正在發展以滿足全球碳中和目標。緊貼趨勢非常重要，這樣可以降低未來的資本投資和運營成本，提高能源效率。此外，引入新的低碳技術時，可以帶來新的機遇。</p>	<p>The Group's ESG governance bodies, such as the Board and ESG Committee, monitor the latest trends and requirements to ensure the Group's strategy, actions and performance remain in compliance with regulatory as well as social expectations.</p> <p>本集團的ESG治理機構（例如董事會和ESG委員會）將監控最新趨勢和要求，以確保本集團的戰略、行動和表現始終符合監管和社會期望。</p> <p>Furthermore, we will continue to enhance and improve our current management system. We will consult professional advice and develop relevant group-level policies, such as climate change policies, standardised ESG data collection and management procedures and ESG risk control management.</p> <p>此外，我們將繼續加強並改進我們現有的管理體系。我們將諮詢專業意見並制定相關的集團層面政策，例如氣候變化政策、標準化的ESG資料收集和管理程序，以及ESG風險控制管理。</p> <p>Appropriate KPIs and targets will be set to drive the Groups towards making continued progress and foster a culture of sustainability within the Group.</p> <p>我們將設定適當的KPI和目標，以推動本集團不斷取得進步，並在集團內部培養可持續發展的文化。</p> <p>In the transition to the low-carbon economy, we also actively look into green technology and green finance opportunities to attract funding for mitigating carbon emissions and increasing resilience to climate change issues.</p> <p>在向低碳經濟轉型的過程中，我們還積極尋找綠色技術和綠色金融方面的機遇，以吸引資金用於減緩碳排放和增強應對氣候變化問題的應變能力。</p>

ESG CORPORATE GOVERNANCE

ESG 企業管治

Risks and Impacts 風險和影響	Our Response 我們的應對措施
<p>Product quality risk 產品品質風險</p> <p>The quality of products determines customers' confidence in a company. This is especially true for the Group, where its products will one day become a part of people's homes or workplaces. The quality of our products will directly affect the quality of life and safety of the end users.</p> <p>產品的品質決定了客戶對公司的信心。對本集團來說更是如此，其產品有朝一日會成為人們家庭或工作場所的組成部分。我們的產品品質將直接影響最終用戶的生活品質和安全。</p> <p>As a pioneer of intelligent production in the PC industry, we often launch new products or self-developed technologies that attract attention and scrutiny from a wide range of audiences. Hence, any shortfall in quality control may bring about significant repercussions to the Group. Not only will it damage the Group's reputation and induce financial loss, but will also affect public health and safety.</p> <p>作為PC行業智慧生產的先行者，我們經常推出新產品或自主研發的技術，吸引廣大受眾的關注和推崇。因此，品質控制方面的任何不足都可能對本集團造成重大影響。這樣不僅會損害本集團的聲譽，並造成財務損失，還會影響公眾健康和安全。</p>	<p>The Group has established comprehensive internal control measures. More details can be found in the "Quality Assurance" section below. The Group will continue to assess the efficacy of the existing quality assurance management system, and supplement it with new policies in product design and life-cycle management.</p> <p>本集團已建立完善的內部控制措施。更多詳細資訊，請參閱下面的「品質保證」章節。本集團將繼續評估現有品質保證管理體系的有效性，並以新的產品設計和生命週期管理政策對其進行補充。</p>

ESG CORPORATE GOVERNANCE

ESG 企業管治

Risks and Impacts 風險和影響	Our Response 我們的應對措施
<p>Health and safety risk 健康和 safety 風險</p> <p>Employee health and safety is the most important agenda in our human resources management. As in any industrial manufacturing business, our frontline employees are facing a higher occupational health and safety (“OHS”) risk. 僱員健康和 safety 是我們人力資源管理中最重要議程。與任何工業製造企業一樣，我們的一線員工面臨著更高的職業健康與 safety (“OHS”) 風險。</p> <p>Based on our operations, the main sources of OHS hazards are identified as follows: 根據我們的運營情況，OHS 危害的主要來源如下：</p> <ol style="list-style-type: none"> 1. Electricity failure 電力故障 2. Fire 火災 3. Gas and chemical poisoning 氣體和化學品中毒 4. Dust 灰塵 5. Noise 噪音 6. Heatstroke 中暑 <p>The inability to mitigate these issues and create a safe and healthy working environment will inevitably lead to the loss of talents and reputation and legal actions. 如果無法緩解這些問題並創造安全健康的工作環境，將不可避免地導致人才和聲譽的損失，以及面臨法律訴訟。</p>	<p>The Group will continue to evaluate and improve existing OHS management measures, such as training, annual risk identification exercises, provision of protective work gears and regular inspections. More details can be found in the “Health, Safety and Wellness” section below. 本集團將繼續評估和改進現有的職業健康安全管理措施，例如培訓、年度風險識別演習、提供防護工作裝備和定期檢查。更多詳細資訊，請參閱下面的「安全與健康的工作場所」章節。</p> <p>With a national and expanding business outlook, the Group will develop standardised guidelines in OHS management and organise training to eliminate any discrepancies exhibited in safety standards of various subsidiaries and factories. 隨著業務前景在全國範圍內不斷擴展，本集團將制定標準化的職業健康安全管理指南並組織培訓，以消除各子公司和工廠在安全標準上出現的任何差異。</p>

STAKEHOLDER ENGAGEMENT AND MATERIALITY

持份者參與及重要性

We fully understand that stakeholders are key to our sustainable and stable development. We are committed to establishing a close relationship with our stakeholders and to understanding how our stakeholders think about our sustainability effort. We define our key stakeholders to be those who are, or expected to be, significantly affected by our operations and business. Identified key stakeholders included shareholders and investors, customers, employees and suppliers. The table below outlines the communication channels adopted by the Group for engaging stakeholders:

我們深明持份者對我們的可持續及穩定發展非常重要。我們致力與持份者建立緊密關係及瞭解持份者如何看待我們的可持續發展工作。我們將我們的主要持份者定義為那些受到或預期會受到我們運營和業務重大影響的人。確定的主要持份者包括股東及投資者、客戶、僱員和供應商。下表概述了本集團為與持份者互動而採用的各種溝通管道：



Stakeholder Groups 持份者組別	Concerned Topics 關注的議題	Engagement Methods 參與方式
Shareholders and investors 股東及投資者	<ul style="list-style-type: none"> Economic performance 經濟績效 Health and safety 健康與安全 Investment in innovation 創新投資 	<ul style="list-style-type: none"> Monthly newsletter 每月通訊 Annual and interim reports 年度及中期報告 Conference and roadshows 會議及路演 Annual and special general meetings 年度及特別股東大會
Customers 客戶	<ul style="list-style-type: none"> Product quality and safety 產品品質及安全 Business ethics and integrity 商業道德及誠信 	<ul style="list-style-type: none"> Company website 公司網站 Annual and interim reports 年度及中期報告 Regular customer satisfaction review 定期客戶滿意度評估 Customer services 客戶服務

STAKEHOLDER ENGAGEMENT AND MATERIALITY

持份者參與及重要性

Stakeholder Groups 持份者組別	Concerned Topics 關注的議題	Engagement Methods 參與方式
Employees 僱員	<ul style="list-style-type: none"> • Remuneration and welfare • 薪酬福利 • Training and development • 培訓與發展 • Career development ladders • 職業發展階梯 • Workplace safety • 工作場所安全 • Environmental impact • 對環境造成的影響 • Customer satisfaction • 客戶滿意度 	<ul style="list-style-type: none"> • Training and orientation • 培訓和入職培訓 • Performance review • 績效考核 • Company activities • 公司活動 • Social network • 社交網路
Suppliers and contractors 供應商和承包商	<ul style="list-style-type: none"> • Environmental impact • 對環境造成的影響 • Business ethics and integrity • 商業道德及誠信 	<ul style="list-style-type: none"> • Selection assessment • 選擇評估 • Regular performance assessment • 定期績效評估 • Procurement process • 採購流程

STAKEHOLDER ENGAGEMENT AND MATERIALITY

持份者參與及重要性

This year, the Group has been awarded the “Best IR Company” in the small-cap category by the Hong Kong Investor Relations Association. In addition, we have also won the awards in “Best IR Team” and “Best Investor Presentation Material”. These achievements reaffirm our effort in engaging with our investors, and we will continue to enhance our communications with all of our stakeholders.

今年，本集團榮獲香港投資者關係協會小型股類別的「最佳投資者關係公司」大獎。此外，我們還獲得了「最佳投資者關係團隊」和「最佳投資者演示材料」獎項。這些成就再次證明了我們在與投資者互動方面的努力，我們也將繼續加強與所有持份者的溝通。



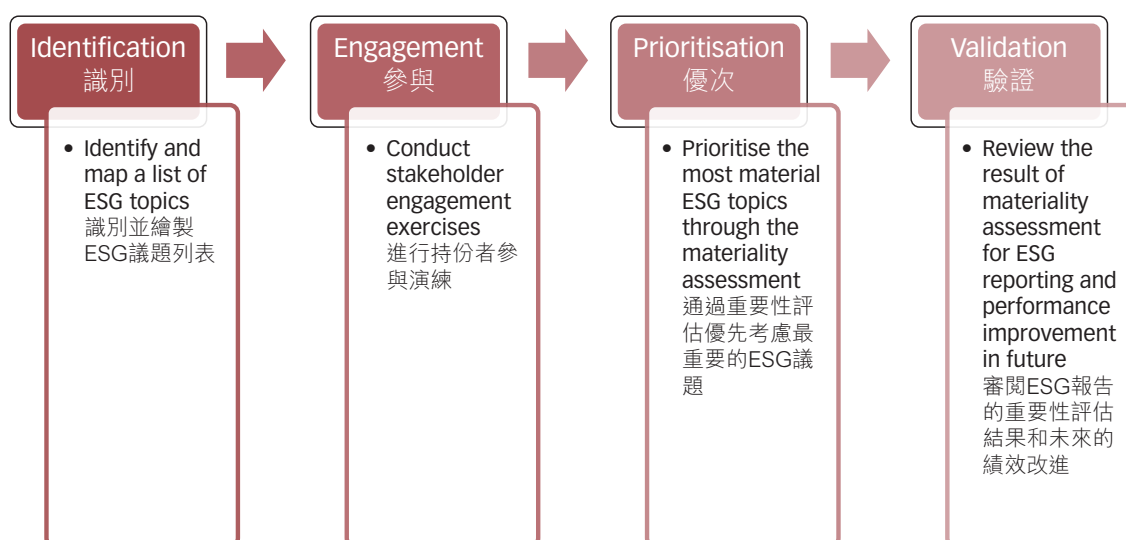
STAKEHOLDER ENGAGEMENT AND MATERIALITY 持份者參與及重要性

MATERIALITY ASSESSMENT

The Group conducted a materiality assessment through an online survey to determine the ESG issues that influence most of the Group's business operations. Internal and external stakeholders were asked to rank 27 ESG issues according to their importance and relevance to the Group's business and the stakeholders themselves. Based on the obtained results, a materiality analysis was conducted to identify and prioritise the most material ESG topics for the Group.

重要性評估

本集團通過線上調查進行了重要性評估，以確定對本集團業務運營影響最大的ESG問題。內部和外部持份者被要求根據其對集團業務和持份者本身的重要性和相關性對27個ESG問題進行了排名。我們根據獲得的結果，進行了重要性分析，以識別和優先考慮對本集團最重要的ESG議題。

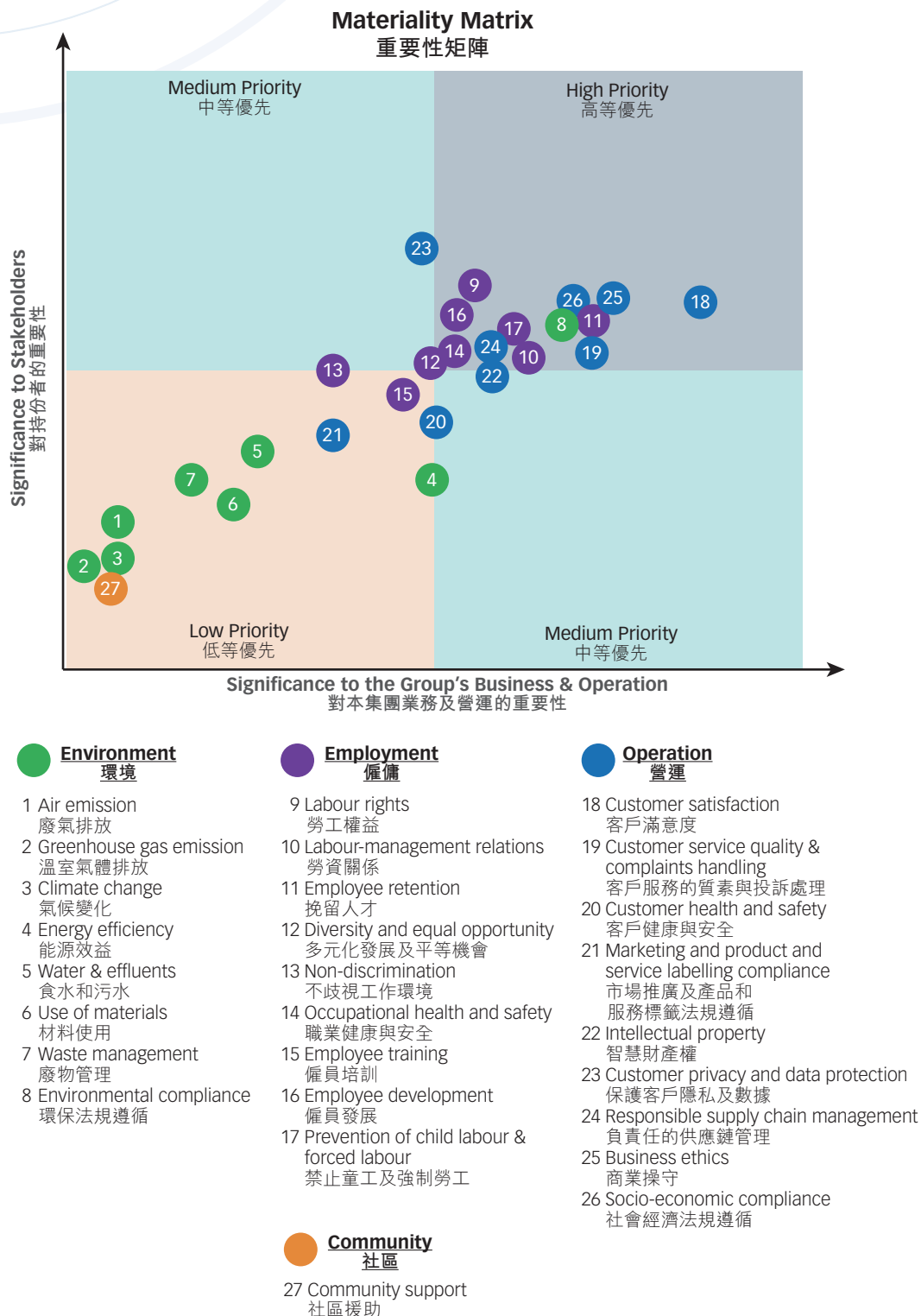


STAKEHOLDER ENGAGEMENT AND MATERIALITY

持份者參與及重要性

Based on the materiality of each of the ESG issues expressed by the stakeholders, those ESG topics were prioritised and shown in the materiality matrix below:

根據持份者表達的各 ESG 問題的重要性，釐定 ESG 議題的優次，並於下方重要性矩陣中列示：



STAKEHOLDER ENGAGEMENT AND MATERIALITY

持份者參與及重要性

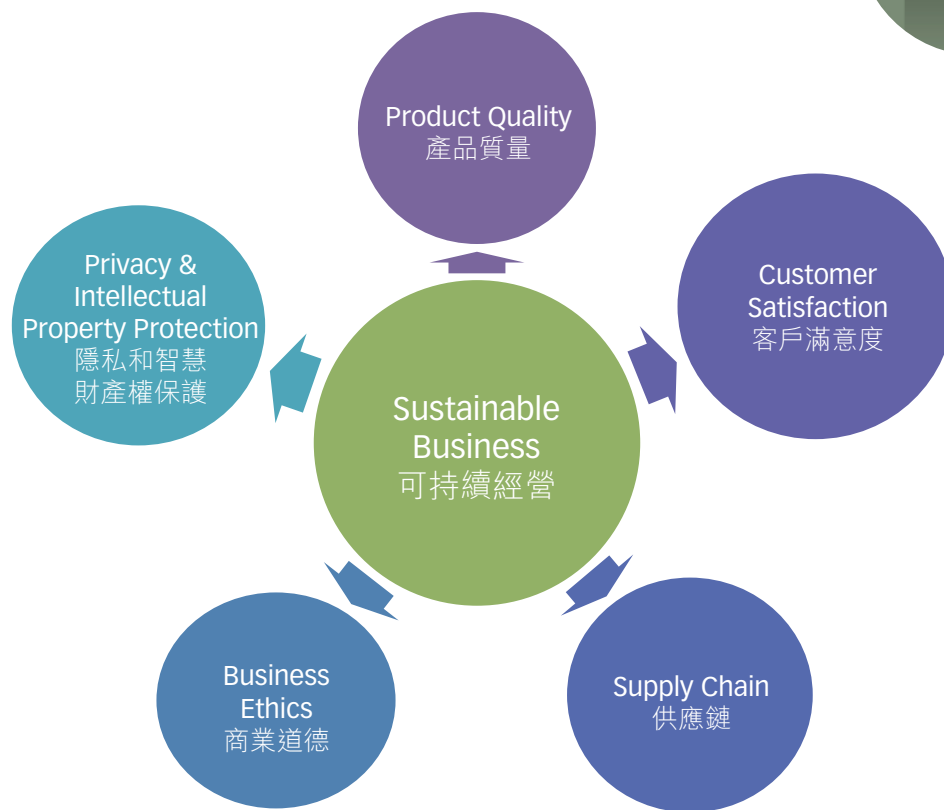
We prioritised those ESG topics into three categories: high, medium and low, for better strategic planning and resource allocation. The issues which fell in the upper right corner of the matrix were defined as the topics that matter most to the Group's business operations and our stakeholders are concerned about. After understanding the material topics, we reviewed the existing business strategies and policies in order to pursue continuous improvement on sustainability topics.

我們優先將該等ESG議題劃分為三個類別：高、中和低，以更佳地進行戰略規劃和資源配置。處於矩陣右上方的事項乃界定為對本集團業務營運最重要且持份者關注的議題。在瞭解了重要議題之後，我們回顧了現有的業務戰略和政策，以追求可持續發展議題的持續改進。

MAKING RESPONSIBLE BUSINESS 負責任企業

The Group firmly believes that the development of a sustainable business model is a key to long-term success for any business. We defined the five key components of our sustainable business model as follows.

本集團堅信，發展可持續的業務模式是任何企業取得長期成功的關鍵。我們將可持續業務模式的五個關鍵組成部分定義如下。



MAKING RESPONSIBLE BUSINESS 負責任企業

Sustainability Business Components 可持續經營的組成部分	Why is it important to us? 為什麼它對我們很重要？
Product Quality 產品品質	<p>The Group is aware of the potential hazard that may pose to public health and safety if buildings are poorly constructed. As a socially responsible enterprise and one of the leading PC builders, it is our responsibility to adhere to the highest safety and quality standards, and beyond.</p> <p>本集團知悉，如果建築物構造不良，可能對公眾健康和安全造成潛在危害。作為一家具有社會責任感的企業和領先的PC製造商之一，我們有責任遵守最高的安全和品質標準，甚至更高。</p>
Customer Satisfaction 客戶滿意度	<p>Many of our customers are major developers that are responsible for constructing quality housings or other uses. Therefore, providing the best customer services and supports will not only improve our corporate image, but also an important step toward our corporate mission of "developing brilliant life" for the people.</p> <p>我們的許多客戶都是負責建造優質房屋或其他用途的主要開發商。因此，提供最好的客戶服務和支援，不僅可以提升我們的企業形象，也是我們實現「智造美好生活」的企業使命的重要一步。</p>
Supply Chain 供應鏈	<p>The excellence of our products and services stemmed from strengthening the partnerships with our suppliers. It is of utmost importance to the Group that we work with suppliers that align with our values and perform professionally and responsibly.</p> <p>我們產品和服務的卓越性源於加強與供應商的合作關係。與符合我們價值觀並以專業和負責任的方式行事的供應商合作對本集團而言至關重要。</p>
Business Ethics 商業道德	<p>Unethical business practices will undoubtedly undermine our operations and harm the safety of our employees and end-user of our products. Being a leading PC enterprise with operations that span across the nation to produce housing and other buildings for the communities, the negative impacts of compromised integrity may potentially affect a significant portion of the community. Therefore, corruptions, fraudulent practices and other inappropriate business conducts are risks that we need to root out and constantly look out for.</p> <p>不道德的商業行為無疑會破壞我們的運營並損害我們僱員和產品最終使用者的安全。作為一家領先的PC企業，我們的業務遍及全國，為社區建造住房和其他建築物，誠信受損的負面影響可能會影響社區的很大一部分。因此，腐敗、欺詐行為和其他不當商業行為是我們需要根除並不斷密切關注的風險。</p>

MAKING RESPONSIBLE BUSINESS

負責任企業

Sustainability Business Components 可持續經營的組成部分	Why is it important to us? 為什麼它對我們很重要？
Data Privacy & Intellectual Property Protection 資料隱私和智慧財產權保護	<p>The Group aims at being one of the leading innovators in the PC industry. We developed and incorporated intelligent technologies throughout our operations, from cloud-based design platform to production output management. However, new ways of exploiting vulnerabilities are always being discovered by criminals and hackers. Infringement of intellectual property rights and leak of confidential data may bring serious harm and financial costs to the Group.</p> <p>本集團旨在成為PC行業的領先創新者之一。我們在整個運營過程中開發並整合了智慧技術，從基於雲的設計平台到生產輸出管理。然而，犯罪分子和駭客總是會發現利用漏洞的新方法。侵犯智慧財產權和洩露機密資料可能給本集團帶來嚴重損害，並造成財務成本。</p>

QUALITY ASSURANCE

It is highly important to us that we remain steadfast in monitoring and improving the quality of our products. A comprehensive quality management manual has been developed to assure product safety and quality. It outlines the policies and procedures for quality control. Clear inspection standards have been established every step of the way, from checking incoming material, regular sample checks, to final product examinations. Regular and ad hoc product quality meetings are held on to evaluate our performance and make continuous improvements. Our Nanjing factory was certified by the international ISO 9001:2015 Quality Management System, confirming our dedication to product quality control.

品質保證

我們始終堅定地監控並改進我們的產品品質，這對我們來說非常重要。我們編制了全面的品質管制手冊，以確保產品安全和品質。該手冊概述了品質控制的政策和程序。從檢查來料、定期抽樣檢查到最終產品檢驗，每一步都建立了明確的檢驗標準。我們會定期和臨時召開產品品質會議，以評估我們的績效並不斷改進。我們的南京工廠已通過國際ISO 9001：2015品質管制體系認證，肯定了我們對產品品質控制的專注。



MAKING RESPONSIBLE BUSINESS 負責任企業

SATISFYING OUR CUSTOMERS

Our key to improving our service standard and increasing client satisfaction is to keep in close contact with them. As a result, we make every effort to thoroughly meet our customers' changing needs, expectations and concerns. We conduct customer satisfaction surveys regularly to collect feedback from customers on our products and services. We conduct analysis and develop action plans to determine areas for improvement in order to improve our customer satisfaction.

滿足客戶

我們提高服務標準和提高客戶滿意度的關鍵是與他們保持密切聯繫。因此，我們盡一切努力徹底滿足客戶不斷變化的需求、期望，並解決他們的擔憂。我們定期進行客戶滿意度調查，以收集客戶對我們產品和服務的回饋。我們進行分析並制定行動計劃，以確定需要改進的領域，提高我們的客戶滿意度。

Case Study: 案例分析：

In FY2021, the Group's Jiaozuo factory has received different acknowledgements from clients in high recognition of our quality of PC components and services.

二零二一財年，本集團焦作工廠受到了客戶對於我們的PC構件和服務品質的高度認可。

From July 2021, the factory was rewarded the contracts of Rongxi Park of Sunac City, Changjian Huifeng Boyue Mansion, Zhengzhou Yuhuchen Garden and Xinghai Shida Yijing, with a total of 19 buildings.

二零二一年七月起，該工廠中標融創城融溪園、昌建滙豐博悅府、鄭州禦湖宸院、星海師大怡景等項目合同，共計19棟建築。



Boyue Mansion (博悅府)



Rongxi Park (融溪園)

In particular, the Rongxi Park project was transferred to the Group mid-way from a previous contractor, thus having a tight schedule. Nevertheless, our team was able to overcome unfavourable factors such as volatile epidemic situations and extreme weather, and managed to complete the construction of all projects. The clients appreciated and recognised the quality and progress of our products and services.

特別是融溪園專案，是在中途由原承建商轉至本集團的，工期較緊。儘管如此，我們的團隊還是克服了疫情多變、極端天氣等不利因素，順利完成了所有項目的建設。客戶對我們產品和服務的品質和進步表示了讚賞和認可。

MAKING RESPONSIBLE BUSINESS

負責任企業

Customer complaint handling procedures

We have established the Customer Complaint Handling Procedure to promptly and effectively handle customers' complaints. After receiving a complaint, the quality assurance department will convene cross-departmental meetings and investigations within 24 hours after the complaint was lodged to determine the appropriate remedial measures. Written feedback will be provided to the customer within this time, explaining the causes and the follow-up procedures. Depending on the situation, the defective products may be recalled or a team will be dispatched to make repairs on-site.

During the reporting period, we received 5 cases of product and service-related complaints. No products sold or shipped was subjected to recalls for safety and health reasons.

In FY2021, the Group was not aware of any material non-compliance with laws and regulations relating to health and safety, advertising and labelling matters of products and services in China.

Supply Chain Management

In FY2021, the Group worked with 787 suppliers for material, equipment, engineering and other services. All suppliers were from China. To manage our vast supplier network, we have developed the Supplier Management System to set guidelines for selecting, managing and accessing our suppliers in order to assure their performance in supplying quality products and services.

To reduce the social risks in our supply chain, we have set a strict entry requirement for business partnerships for any aspiring supplier. We only work with approved suppliers, who are listed in the regularly updated supplier directory. Before being added to our supplier directory, all potential new suppliers must undergo a thorough assessment process consisting of qualification review, technical review, information review, and site review. Furthermore, we scrutinise the background and reputation of the potential suppliers. Those who have been found to have caused significant social impacts by their operations will be blacklisted immediately.

客戶投訴處理程序

我們制定了客戶投訴處理程序，及時有效地處理客戶投訴。收到投訴時，質保部門將在接到投訴後24小時內召開跨部門會議並進行調查，以確定相應的補救措施。質保部門將在此時間內向客戶提供書面回饋，說明原因和後續程序。根據情況，有缺陷的產品可能會被召回，或者我們會派出團隊到現場進行維修。

報告期內，我們一共接獲5宗產品及服務類投訴。沒有任何已售或已發貨產品因安全及健康原因被回收。

於二零二一財年，本集團並不知悉存在任何嚴重違反中國有關健康和 safety、產品和服務的廣告和標籤事宜的法律和法規的情況。

供應鏈管理

於二零二一財年，本集團與787家供應商合作，以獲得材料、設備、工程和其他服務。所有供應商均來自中國。為了管理龐大的供應商網路，我們開發了供應商管理系統，為選擇、管理和接觸供應商設定指導方針，以確保他們在提供優質產品和服務方面的表現。

為了降低供應鏈中的社會風險，我們對任何有志合作的供應商設定了嚴格的商業夥伴准入要求。我們只與定期更新的供應商目錄中列出的通過審批的供應商合作。在被添加到我們的供應商目錄之前，所有潛在的新供應商必須經過全面的評估過程，包括資格審查、技術審查、資訊審查和現場審查。此外，我們還會審查潛在供應商的背景和聲譽。經查明其經營活動曾造成重大社會影響的供應商，將立即被列入黑名單。

MAKING RESPONSIBLE BUSINESS 負責任企業

Supplier assessments are undertaken on a regular basis to evaluate the performance of current suppliers. Performance in quality control, safety management, project progress, and coordination are among the aspects being evaluated. We also conduct an annual review of all the suppliers we worked with during the year. As a general principle, higher preferences will be given to potential or existing suppliers with better performance in terms of fulfilling their CSR, provided their service quality is aligned with our requirement. Currently, we are improving our policies and procedures on identifying environmental risks along the supply chain, and are expected to be implemented from 2022 onwards.

Furthermore, to ensure the business integrity in our supply chain, sunshine provisions are included in the service contracts, which serves as the rules that govern the business conduct in dealing with suppliers. It prohibits any forms of bribery, gifting, dishonesty and concealing of conflict of interest by all parties. Suppliers who failed the assessment or violated the terms of the agreement will be blacklisted.



我們會定期進行供應商評估，以評估當前供應商的表現。品質控制、安全管理、專案進度和協調方面的績效都在被評估的範疇之內。我們還對本年度與之合作的所有供應商進行了年度審查。作為一般原則，在履行企業社會責任方面表現更好的潛在或現有供應商將獲得更高優先權，前提是彼等的服務質量符合我們的要求。目前，我們正在完善供應鏈環境風險識別政策及程序，預計二零二二年起實施。

此外，為確保我們供應鏈中的商業誠信，服務合同中包含陽光規定，作為管理與供應商打交道的商業行為的規則。該規定禁止各締約方進行任何形式的賄賂、饋贈、不誠實和隱瞞利益衝突的行為。未通過評估或違反協議條款的供應商將被列入黑名單。

Ethical Business

In our business operations, we emphasise our employees' integrity. We have implemented measures to prevent, detect and reduce corruption and bribery in all their forms, as well as supporting the development of effective, accountable and transparent institutions at all levels within our value chain, in response to the SDG of **Peace, Justice and Strong Institutions**.

Clear rules are established to govern business operations and reduce the business integrity risks, with which our employees must comply. Bribery, extortion, fraud and money laundering will not be tolerated in the Group's operations. All employees are not permitted to solicit or accept gifts, rewards or advantages from external parties. The Group's expectation of ethical conduct is clearly communicated to all in the form of a written commitment to be signed by all staff at the beginning of the employment.

Our anti-corruption requirement extends to the suppliers. In addition to the inclusion of the sunshine provisions in the service contracts, suppliers are also required to declare their integrity compliance status.

誠信經營

在業務運營中，我們強調僱員的誠信。我們已採取措施預防、發現和減少一切形式的腐敗和賄賂，並支持在我們價值鏈的各個層面建立有效、負責和透明的機構，以回應**和平、正義和強大機構**的可持續發展目標。

我們制定了明確的規則來管理業務運營並降低業務誠信風險，我們的僱員必須遵守以上規則。本集團的運營中不會容忍賄賂、勒索、欺詐和洗錢行為。所有僱員均不得索取或接受外部各方的禮物、獎勵或利益。本集團將其對道德行為的期望以書面承諾的形式明確傳達給所有人，所有僱員在入職之初都要簽署。

我們的反貪污要求延伸至供應商層面。除了在服務合同中納入陽光規定外，我們還要求供應商聲明其誠信合規狀態。

MAKING RESPONSIBLE BUSINESS

負責任企業

The Group has engaged an external consultant to conduct a risk assessment on our operations, which covered all 12 locations within the reporting scope, including the head office in Changsha and the 11 PC factories. No significant risk related to corruption was identified through the risk assessment, and the overall ethical risk within the Group's operations was assessed to be low.

Whistle-blowing and investigation mechanism

Besides setting up rules, the Group also developed the reporting system such that any perpetrators of inappropriate or even illegal actions will be held accountable, regardless of their positions. We have established a system for employees or suppliers to report any potential cases of misconduct anonymously. Hotline or mail to the Group's internal audit department is available. After receiving the report, the internal audit department will determine and seriousness of the case and pass the case to the relevant department and even senior management. The department concerned is expected to provide feedback to the internal audit department on the progress and remedial actions taken.

To encourage relevant stakeholders to report irregularities, we have also developed a reward and punishment system. Any persons who failed to declare their potential conflict of interest truthfully and/or within a reasonable time will be punished according to the Group's regulation and even reported to the law enforcement agency in more serious cases. In contrast, rewards are offered to employees and suppliers who reported material cases of misconduct in the forms of monetary awards or bonus scoring in the annual appraisal/supplier assessment.

The Group's anti-corruption policies and procedures have been communicated to all of our employees and suppliers.

Business integrity training

In 2021, we arranged a total of 4,537.98 hours of training on anti-corruption for our general and management staffs.

本集團已聘請外部顧問對我們的業務進行風險評估，評估範圍涵蓋報告範疇之內的全部十二處經營處所，包括長沙總公司和十一家PC工廠。通過對本集團的風險評估，未發現與貪污腐敗相關的重大風險，且本集團營運的整體道德風險被評估為低。

舉報及調查機制

除制定規則外，本集團亦建立舉報制度，對任何不當甚至違法行為的肇事者，不論其職位如何，均須追究其責任。我們為僱員或供應商建立了系統，供匿名舉報任何潛在不當行為的案例。僱員或供應商可透過本集團內部審計部門的熱線電話或郵件進行舉報。接到舉報後，內審部門將確定案件的嚴重性，並將案件移交給相關部門，甚至高級管理層。有關部門應向內審部門提供有關進展和採取的補救措施的回饋。

為鼓勵相關持份者舉報違規行為，我們還制定了獎懲制度。任何未能如實和／或在合理時間內申報其潛在利益衝突的人員將根據本集團的規定受到處罰，在更嚴重的情況下，甚至會被舉報給執法機構。反之，我們會在年度評估／供應商評估中以金錢獎勵或獎勵評分的形式向舉報重大不當行為的僱員和供應商做出獎勵。

本集團已將反貪政策和程序傳達給我們的所有員工及供應商。

商業誠信培訓

於二零二一年，我們共安排員工及管理層反貪污培訓4,537.98小時。

Anti-corruption training in FY2021

二零二一財年反貪污培訓

Number of employees trained	受訓僱員的人數	208
Total training hour	總培訓時間	4,537.98
Management	管理層	307.80
General staff	普通員工	4,230.18

MAKING RESPONSIBLE BUSINESS 負責任企業

In FY2021, the Group was not aware of any material non-compliance with laws and regulations in China relating to bribery, extortion, fraud, and money laundering. There was no legal case regarding corrupt practices brought against the Group or our employees.

DATA PRIVACY & INTELLECTUAL PROPERTY RIGHTS

We put a high priority on confidentiality at all times, keeping customers' information confidential and not exposing any information, directly or indirectly. Every employee has to sign a confidentiality agreement as part of the employment terms.

Furthermore, we have developed a comprehensive IT management system to regulate employees' access to data. We established a clear authorisation structure and responsibilities to ensure only the authorised personnel can access customers' data. IT systems are regularly checked, tested and maintained, with detailed system logs and maintenance records available.

As a technology-oriented enterprise, we recognise the necessity of protecting our intellectual property ("IP") rights and respecting that of others. In this regard, the Group established the "Intellectual Property Management Method" to manage IP and patent-related issues. It clearly defined the responsibilities of each relevant department or personnel.

In FY2021, the Group received 2 complaints from outside parties concerning breaches of customer privacy and substantiated by the Group. We are determined to protect our IP rights while also respecting the IP rights of others. Patent infringement in any form is not tolerated, and violations or misuse of IP rights will be punished with suitable legal actions. Employees are also given training to enhance their knowledge and ensure they understand what they need to do when handling IP rights. This year, we organised employee training in foundational IP knowledge, patent application procedures and the search for and usage of proprietary information.

The Group was not aware of any material non-compliance with laws and regulations relating to IP rights and to privacy matters of products and services in China in the reporting year.

於二零二一財年，本集團並不知悉任何嚴重違反香港和中國有關賄賂、勒索、欺詐及洗錢的法律和法規的情況。沒有針對集團本身或我們的僱員提起的腐敗行為的法律案件。

數據隱私和智慧財產權

我們始終高度重視保密性，對客戶資訊保密，亦不會直接或間接洩露任何資訊。作為僱傭條款的組成部分，每位僱員都必須簽署保密協定。

此外，我們還開發了一套綜合IT管理系統，以規範僱員對資料的訪問。我們建立了明確的授權架構及職責，確保只有經授權的人員才能訪問客戶資料。我們定期檢查、測試和維護IT系統，並提供詳細的系統日誌和維護記錄。

作為一家技術型企業，我們認識到保護自身智慧財產（「智慧財產」）權並尊重他人智慧財產權的必要性。對此，本集團制訂了「智慧財產權管理辦法」，對智慧財產權和專利相關問題進行管理。該管理辦法明確了各相關部門或人員的職責。

於二零二一財年，本集團收到2宗涉及侵犯客戶隱私的外部投訴，並經本集團證實。我們決心保護自身的智慧財產權，同時也尊重他人的智慧財產權。我們絕不容忍任何形式的專利侵權行為，侵犯或濫用智慧財產權將受到適當的法律制裁。我們的僱員還接受了培訓，以提高其認知，並確保其瞭解在處理智慧財產權時需要做些什麼。今年，我們組織了智慧財產權基礎知識、專利申請程序以及專有資訊的搜索和使用等方面的員工培訓。

於報告年度內，本集團並不知悉存在任何嚴重違反中國有關智慧財產權、產品和服務的隱私事宜的法律和法規的情況。

MAKING RESPONSIBLE BUSINESS 負責任企業

SUSTAINABLE COMMUNITY

Guided by our corporate mission to “develop brilliant living” for people, we are devoted to serving the community where we locate and operate. We encourage employees to participate in volunteer work and support investment in community development. Looking ahead, the Group will continue to look for opportunities where we can leverage our expertise in society.

The Group responds to the ever-changing needs of the community and adjust our focus area of community investment accordingly. This year, under the rampant outbreak of the coronavirus pandemic, we focused on the public health areas, and devoted 29 hours of volunteering services in combating the outbreaks. Our employees from the Nanjing and Jiaozuo factories have assisted with organising COVID testings, as well as distributing food and supplies to lockdown areas.

As a pioneer in incorporating smart technologies into our operations, the Group highly values talent. Therefore, education is another key area of our community engagement policies. As a recurring effort to support university students in stringent financial conditions, we donated HK\$18,452.00 to the charity drive by the Xiuwu County Commerce and Industry Association.

可持續社區

以為人類「智造美好生活」的企業使命為指導，我們致力於服務於我們集團位址和經營場所地址所在的社區。我們鼓勵僱員參與志願工作，並支援對社區發展的投資。展望未來，本集團將繼續物色機遇，以發揮我們在社會上的專長。

本集團響應社區不斷變化的需求，並相應調整社區投資的重點領域。今年，在新冠肺炎疫情肆虐的情況下，我們聚焦公共衛生領域，為抗擊疫情投入了29小時的義工服務。我們來自南京和焦作工廠的員工協助組織了新冠病毒檢測，以及向封鎖區域分發食品和物資。

作為將智能技術融入運營的先行者，本集團高度重視人才。因此，教育是我們社區參與政策的另一個關鍵領域。為支持經濟困難的大學生，我們向修武縣工商業聯合會的慈善活動捐款18,452.00港元。

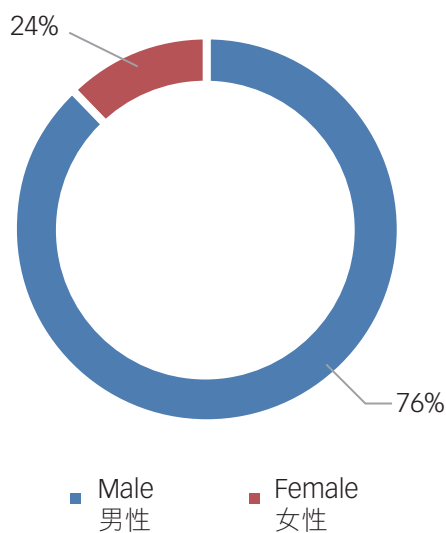
RESPECTING OUR EMPLOYEES 尊重僱員

Following a people-oriented approach, we implement systematic recruitment, training and incentive platform, providing internal fuel for the growth of the Group. By doing so, we create a desirable workplace for our employees to develop and flourish. As at the end of FY2021, the total number of employees is 1,249, who are all full-time employees distributed in China. The total workforce and turnover information are as follows:

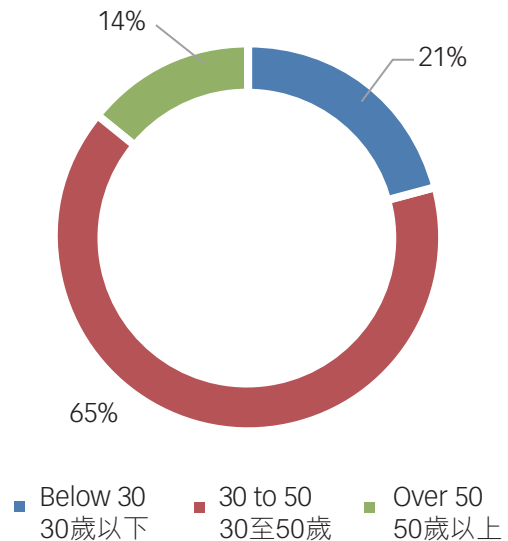


我們遵循以人為本的方針，實施系統的招聘、培訓和激勵平台，為本集團的成長提供內生動力。通過這樣做，我們為僱員創造了理想的工作場所，讓其得以蓬勃發展。截至二零二一財年末，本集團僱員總數為1,249人，均為全職員工，分佈在中國各地。員工總數和流動資訊如下：

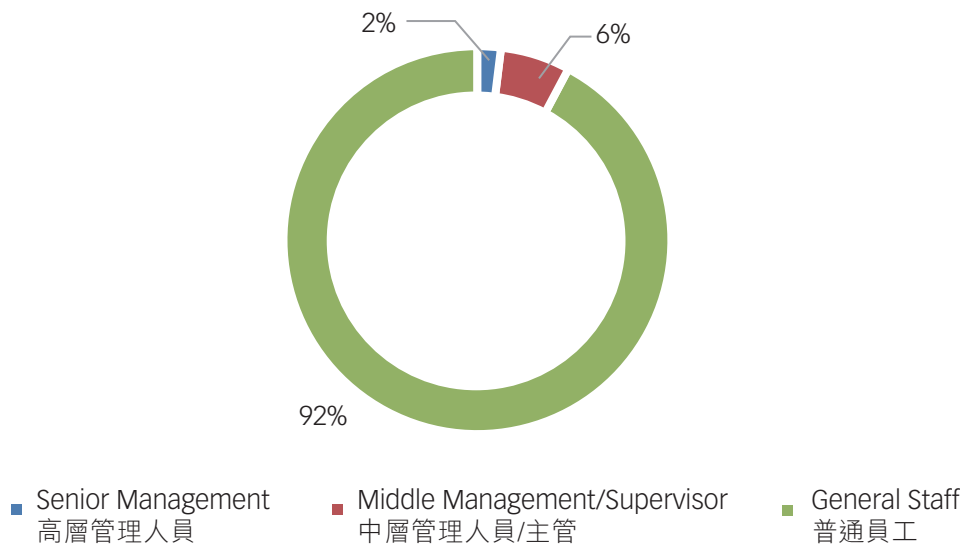
Total Workforce by Gender
按性別劃分的員工總數



Total Workforce by Age Group
按年齡組別劃分的員工總數



Total Workforce by Position
按職位劃分的員工總數



RESPECTING OUR EMPLOYEES

尊重僱員

Total Workforce 員工總數		2021 二零二一年	2020 二零二零年
By Gender	按性別		
Male	男	947	1,072
Female	女	302	153
By Age Group	按年齡組別		
Below 30	30歲以下	262	229
30-50	30至50歲	818	826
Over 50	50歲以上	169	100
By Position	按職位		
Senior Management	高層管理人員	20	14
Management/Supervisor	管理人員／主管	75	87
General Staff	普通員工	1,154	1,124
Total	總計	1,249	1,225

Employee Turnover Rate for FY2021 (%)¹ 二零二一財年員工流動率(%)¹

Total			70.78
總計			
By gender	Male	男性	81.31
按性別	Female	女性	37.75
By age group	Below 30	30歲以下	108.02
按年齡組別	30 to 50	30至50歲	65.16
	Over 50	50歲以上	40.24

¹ The turnover rate was calculated by dividing the number of employees in the specified category leaving employment during FY2021 by the number of employees in the specified category at the end of FY2021.
流動率計算方法是二零二一財年離職的特定類別員工人數除以二零二一財年末特定類別員工人數。

RESPECTING OUR EMPLOYEES 尊重僱員

HEALTH, SAFETY AND WELLNESS

Maintaining a safe, healthy and secure working environment for all employees is one of the targets under the SDGs of **Good Health and Well-being and Decent Work and Economic Growth**, and it has always been a top priority of the Group. We have implemented a Group level OHS management system according to the legal requirement of relevant legislations in China, including the Laws on Prevention and Control of Occupational Diseases and the Work Safety Law. In addition, we strictly following the “three simultaneities” principle as required by Article 53 of the Labour Law of PRC, we place a strong emphasis on OHS throughout different stages — from design, construction to operations — in all our construction projects. All factories and employees are covered by the OHS management system.



健康、安全及福祉

為所有員工維護一個安全、健康和有保障的工作環境是**良好健康與福祉、體面工作和經濟增長**等可持續發展目標之一，而且始終是本集團的首要任務。我們根據《職業病防治法》、《安全生產法》等中國相關法規的法律要求，

實施了集團層面的職業健康安全管理體系。此外，我們根據中國勞動法第53條的規定嚴格遵循「三同時」原則，在我們所有的建設專案中，從設計、施工到運營的各個階段都非常重視職業健康安全。職業健康安全管理體系涵蓋所有工廠及僱員。

Design 設計	<ul style="list-style-type: none"> Ensure the OHS facilities to be implemented in the project are in line with national or industry standards 確保項目實施的職業健康及安全設施符合國家或行業標準
Construction 施工	<ul style="list-style-type: none"> Supervise the construction to ensure the OHS facilities are constructed appropriately and to obtain the acceptance for operation 監理施工，確保職業健康及安全設施的建設妥當，並通過運營驗收
Operation 營運	<ul style="list-style-type: none"> Conduct the occupational hazard control acceptance check in accordance with the national laws 按照國家法律規定進行職業危害控制驗收

RESPECTING OUR EMPLOYEES

尊重僱員

We implement a safety responsibility system in our factories, stipulating in making our commitment to employees' safety and wellness, relevant policies and programmes are in place to ensure a safe and healthy workplace for our employees. To demonstrate our commitment to safeguarding employees' safety and wellbeing, various preventative practices are implemented:

我們在工廠實施安全責任制，規定了我們對員工安全和福祉的承諾，並制定了相關的政策和計劃，以確保我們的僱員有安全健康的工作場所。為了證明我們對保障僱員安全和福祉的承諾，我們實施了各種預防措施：

Our OHS Measures 我們的職業健康及安全措施	
Contingency Plans 應急計劃	<p>We have developed contingency plans for fire, personal injuries, power outage and typhoon. Drills on these plans are held every October.</p> <p>我們制定了火災、人身傷害、停電和颱風的應急計劃。每年十月都會對這些計劃進行演習。</p>
Safety Inspections 安全檢查	<p>On-site safety engineers conduct regular checks and properly record the results. Repairs and rectifications for serious safety risks are to be performed immediately.</p> <p>現場安全工程師進行定期檢查，並妥善記錄結果。對存在嚴重安全隱患的，要立即進行維修及整改。</p>
Hazard Source Identification 危險源識別	<p>Hazard Source Identification using the Likelihood, Exposure, Consequences method are also conducted to identify the potential risks as well as their level of impact significance, to ensure a safe working environment and prevent accidents from happening.</p> <p>我們還採用可能性、暴露、後果方法進行危險源識別，以識別潛在風險及其影響程度，確保安全的工作環境並防止事故發生。</p>
Safety Training 安全培訓	<p>To ensure the new factory recruits are familiar with the necessary OHS knowledge and skills required in our work, they have to pass safety training and examinations before commencing their work.</p> <p>為確保新工廠員工熟悉我們工作所需的職業健康安全知識和技能，在開始工作之前，他們必須通過安全培訓和考試。</p> <p>Monthly safety training are also organised. In addition, first-aid training and fire safety training are held every April and July respectively.</p> <p>我們每月還會組織安全培訓。此外，我們每年四月和七月會分別舉辦急救培訓和消防安全培訓。</p>

RESPECTING OUR EMPLOYEES

尊重僱員

Our OHS Measures 我們的職業健康及安全措施	
Working Guidelines 工作指南	<p>We established safety working guidelines and procedures that cover the following areas: 我們制定了涵蓋以下領域的安全工作指南和程序：</p> <ul style="list-style-type: none"> Occupational health hazards prevention 職業健康危害預防 Operation and storage of equipment and machinery 設備和機械的操作和儲存 "6S" management system 6S管理體系
Provision of Personal Protective Equipment 提供個人防護裝備	<p>We provide our factory workers with all the necessary personal protective equipment for them to safely perform their duties, as well as protect them from occupational sicknesses such as respiratory diseases and hearing loss. Equipment is regularly checked and replaced, and workers are all trained to use them properly. 我們為工廠工人提供所有必要的個人防護設備，讓他們安全地履行職責，並保護他們免受呼吸系統疾病和聽力喪失等職業病的侵害。定期對防護設備進行檢查和更換，且工人均接受過正確使用設備的培訓。</p>

Our Nanjing factory was accredited to the international ISO 45001:2018 Occupational Health and Safety Management System. Safety meeting is also held quarterly to review our performance in maintaining a safe and healthy workplace, as well as looking for improvement areas.

我們的南京工廠通過了國際ISO 45001：2018職業健康安全管理體系認證。我們還會在每季度舉行一次安全會議，以審查我們在維護安全健康的工作場所方面的表現，以及尋找可以改進的領域。

In FY2021, there were 4 recorded cases of work-related injuries and 1 case of high-consequence work-related injuries; the lost days due to work-related injuries were 155. All work related injuries cases were handled in compliance with the requirement of the Work Safety Law of China. There had been no work-related fatalities for the past 3 years including the reporting period. The Group was not aware of any material non-compliance with laws and regulations relating to providing a safe working environment and protecting employees from occupational hazards in China.

二零二一財年，可記錄工傷事故4宗，後果嚴重工傷事故1宗；因工傷損失工作日天數為155天。所有工傷已遵照中國安全生產法的要求進行處理。過去三年包括報告期內沒有發生與工作有關的死亡事件。本集團並不知悉存在任何嚴重違反中國有關提供安全工作環境及保護僱員免受職業危害的法律和法規的情況。

RESPECTING OUR EMPLOYEES

尊重僱員

TALENT DEVELOPMENT

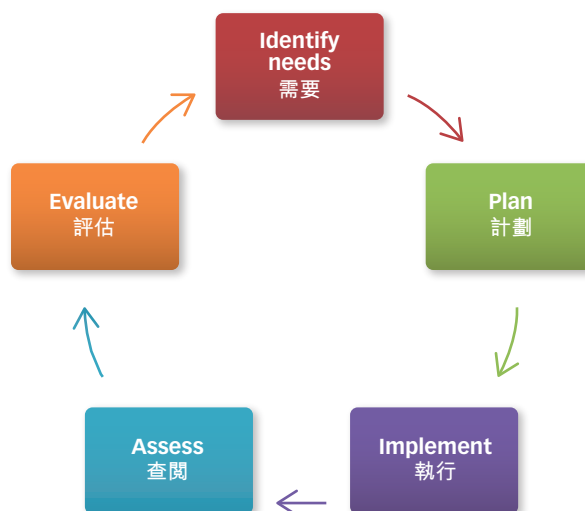
Since the Group strives to be more competitive in the industry, we focus greatly on nurturing our employees by providing a series of internal training opportunities, which are aligned with one of the targets under the SDG of **Quality Education**. We have built the performance management system to assess, track and monitor the performance of each employee in a fair and objective manner so that we can support them in pursuing their career goals.



人才發展

由於本集團力求在行業中更具競爭力，我們非常注重通過提供一系列內部培訓機會來培養我們的員工，這與可持續發展目標當中的**優質教育**目標相一致。我們建立了績效管理體系，

以公平客觀的方式評估、跟蹤和監控每位員工的績效，以支援其追求職業目標。



An annual training plan is developed each year based on both corporate strategic direction as well as employees' needs. We also provide extensive external training opportunities for our employees to learn new technical skills and pursue professional qualifications. After every training workshop, we review and evaluate effectiveness through various means such as exams and questionnaires, for our continuous improvement in the training plan for the next year.

我們每年根據企業戰略方向和員工需求制定年度培訓計劃。我們還為員工提供豐富的外部培訓機會，以學習新的技術技能和追求專業資格。每次培訓工作坊結束後，我們都會通過考試、問卷等多種方式對培訓效果進行審核和評估，以持續改進下一年的培訓計劃。

RESPECTING OUR EMPLOYEES 尊重僱員

In FY2021, a variety of training programmes are held, covering the following areas:

- Environmental Protection
- Safety and Health
- Anti-Corruption
- Human Rights
- Regular Mental Relief

Regular Mental Relief is a weekly training series we introduce for the whole Group. It runs throughout the year, covering topics such as introduction of new PC technologies and their applications, as well as sharing of the experience of managing and completing unique construction projects. It serves as a special occasion to promote knowledge and skills exchange between different factory teams.

A total of 50,075 hours of training were held and the staff training profile² classified by gender and employee category is illustrated below:

二零二一財年，我們舉辦了各種各樣的培訓項目，涵蓋以下領域：

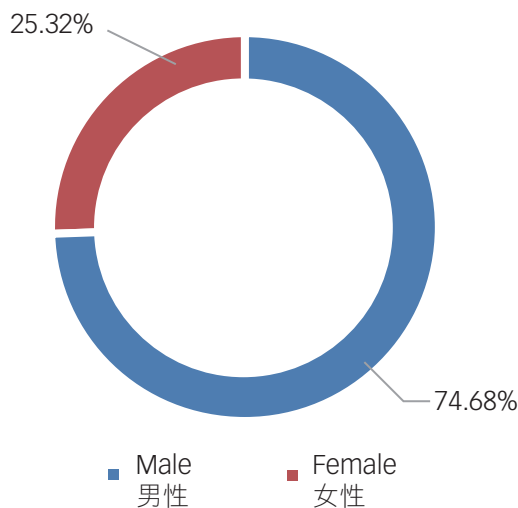
- 環境保護
- 安全及健康
- 反貪污
- 人權
- 定期思想充電

定期思想充電是我們為整個集團推出的每周培訓系列。它全年運行，涵蓋的主題包括介紹新的個人電腦技術及其應用，以及分享管理和完成獨特建築項目的經驗。它是促進不同工廠團隊之間知識和技能交流的特殊場合。

我們舉辦了總計50,075小時的培訓，按性別及僱員類別劃分的員工培訓情況²詳述如下：

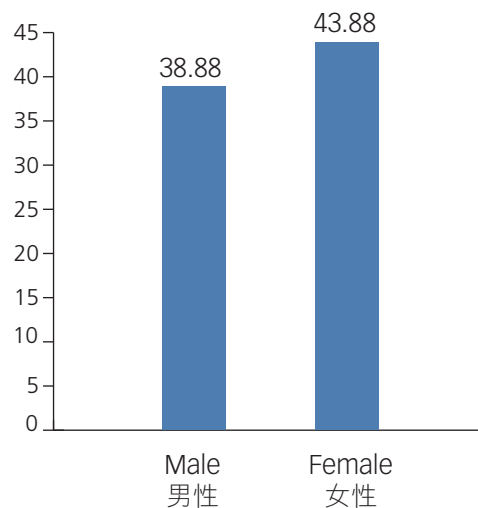
By gender

Percentage of Employee Trained
已培訓僱員百分比



按性別

Average Training Hours
平均培訓時數



² The average training hour was calculated by dividing the total number of training hours provided to employees in the specified category by the number of employees in that specified category at the end of FY2021.

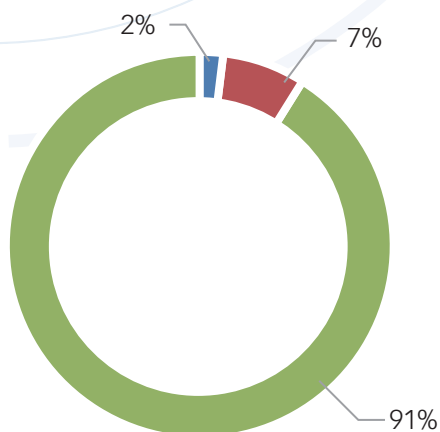
平均培訓時數乃按二零二一財年末指定類別員工的培訓總時數除以指定類別員工人數計算而得。

RESPECTING OUR EMPLOYEES

尊重僱員

By employee category

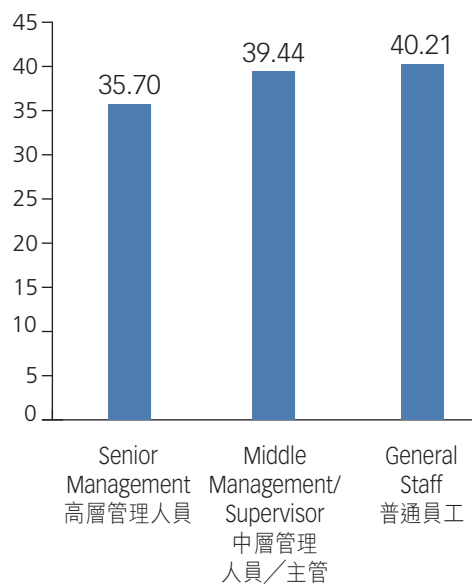
Percentage of Employee Trained
已培訓僱員百分比



- Senior Management
高層管理人員
- Middle Management/Supervisor
中層管理人員／主管
- General Staff
普通員工

按僱員類別

Average Training Hours
平均培訓時數



RESPECTING OUR EMPLOYEES 尊重僱員

LABOUR RELATIONS MANAGEMENT

We believe our responsibility as an employer is to create a respectful, fair, and inclusive environment for our people to work in. Strictly following relevant laws and regulations, we have set up guidelines relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, to make sure everyone is treated fairly and their rights are protected under the law.

Talent requisition

In respect of recruitment, promotion, performance evaluation, and salary management, we will not take unfair and differentiated treatment due to differences on the ground of nationality, age, ethnicity, political inclination, and/or other forms of difference that is unrelated to the job requirements. Staff Referral Scheme is also established for talent acquisition by offering extra monetary incentives.

This year, a total of 936 new employees had joined the DIT family. They are categorised as follows:

勞資關係管理

我們相信，我們作為僱主的責任乃為員工創造一個尊重、公平及包容的工作環境。我們嚴格遵守相關法律法規，制定了有關薪酬與解僱、招聘與晉升、工作時間、休息時間的指導方針，確保每個人都得到公平對待，且其權利受到法律的保護。

人才招聘

在招聘、晉升、績效評估和薪酬管理方面，我們不會因國籍、年齡、種族、政治傾向和／或與工作要求無關的其他形式的差異而採取不公平和區別對待。所有決定都是基於資格、經驗、能力和表現做出的。為招聘人才，我們制訂了員工推薦計劃，通過提供額外的金錢獎勵來獲得人才。

今年，共有 936 名新僱員加入築友智造大家庭。彼等分類如下：

New Employee Recruited	新聘僱員	Number of New Employee Hires (Percentage) 已僱用新僱員數量 (百分比)
By Gender	按性別	
Male	男	890 (95.09%)
Female	女	46 (4.91%)
By Age Group	按年齡組別	
Below 30	30 歲以下	889 (94.98%)
30 to 50	30 至 50 歲	47 (5.02%)
Over 50	50 歲以上	0

RESPECTING OUR EMPLOYEES

尊重僱員

Diversity in workplace

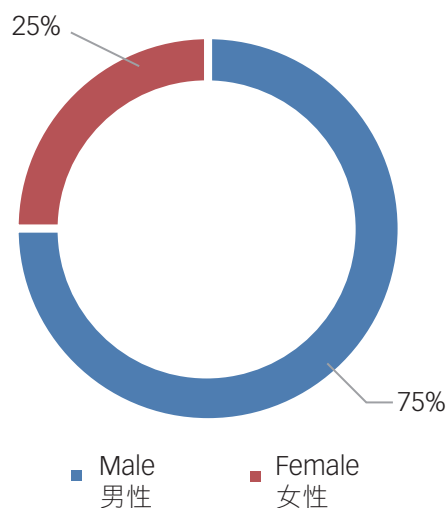
We are working to go further in support of the SDGs of **Gender Equality** and **Reduce Inequalities** to ensure that women and other minority group have full and effective participation and equal opportunities for leadership positions. We will continue to improve gender equality within the Group by ensuring all employment and promotion decisions are made based on key criteria such as qualifications, experiences, capabilities and performance.



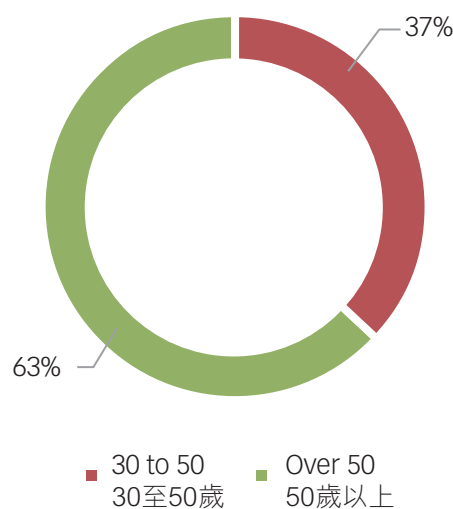
工作場所多元化

我們正在努力進一步支持**性別平等**和**減少不平等**的可持續發展目標，以確保女性和其他少數群體有充分、有效的參與以及擔任領導職務的平等機會。我們將確保所有僱傭和晉升決策均基於資格、經驗、能力和績效等關鍵標準，從而繼續改善集團內部的性別平等。

Board Composition by Gender
按性別劃分的董事會組成



Board Composition by Age Group
按年齡組別劃分的董事會組成



RESPECTING OUR EMPLOYEES

尊重僱員

Appraisal, Promotions and Dismissal

In order to keep the competitiveness of our employees, monthly performance evaluation will be conducted and each employee will be given a grade based on his/her performance. Their basic salary will be adjusted depending on the grading they received, staff are entitled to extra remuneration in recognition of their performance and hard work. Dismissal will proceed in accordance with labour laws, as well as the terms and conditions of the labour contract. A minimum notice period of 30 days will be given to employees if significant operational changes that could make the continuation of employment or renegotiation of employment terms impossible.

A thorough performance management is fundamental to the career development of employees. We encourage employees to constantly strive for self-improvement, and regular performance and career development reviews are vital to help them identify their strengths and weakness.

評估、晉升和解僱

為了保持員工的競爭力，我們將每月進行績效評估，並根據每位員工的表現給予評分。他們的基本工資將根據其獲得的等級進行調整，員工有權獲得額外的報酬，以表彰其表現和辛勤工作。解僱將根據勞動法以及勞動合同的條款和條件進行。倘重大營運變化可能導致無法繼續僱傭或重新談判僱傭條款，則將向員工提供至少三十天的通知期。

全面的績效管理是員工職業發展的基礎。我們鼓勵員工不斷努力自我提升，定期的績效和職業發展評估對於幫助他們識別自己的強項和弱點至關重要。

Percentage of total employees receiving regular performance and career development reviews		定期接受績效和職業發展審查的員工總數百分比
By Gender		按性別
Male	男	79.20%
Female	女	78.48%
By employee category		按僱員類別
Senior Management	高層管理人員	70.00%
Middle Management	中層管理人員	77.33%
General Staff	普通員工	79.29%
Total	總計	79.02%

RESPECTING OUR EMPLOYEES

尊重僱員

Salary package

The Group is committed to fostering an engaging and productive atmosphere for our employees by offering competitive remuneration packages, which are regularly reviewed to ensure compliance with the latest national and local labour laws and regulations. To motivate and retain our people, we offer highly competitive salaries which are reviewed regularly to maintain our competitive advantage. A higher salary will be given according to the job nature and the skills required.

Employee Conditions and Welfare

Standard working hours are 8 hours per day and 40 hours per week. Any work performed beyond the normal working hours is considered overtime upon approval by factory management. In accordance with relevant labour legislation, staff are entitled to annual leave, bereavement leave, marriage leave, sick leave, festivity and statutory holidays.

The Group cares for its employee who is also working mothers. In accordance with China's labour law, female employees of childbearing age are entitled to 158-day maternity leaves. In 2021, 161 employees were entitled to maternity leave. 18 employees had taken the leave, all of which are still employed 12 months after their return to work.

Employees are duly insured in accordance with the social security regulations, which covered pension, unemployment, medical, work-related injuries and maternity, as well as the housing fund. They are also entitled to various subsidies and allowances for meals, transportation, telecom and housing. Bonuses or other monetary rewards are offered to all employees during major festivals such as Chinese New Year, Mid-Autumn Festival or the anniversary of the company. Additional monetary rewards for excellent performance or major contributions are also available.

In FY2021, the Group was not aware of any material non-compliance with laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, other benefits and welfare in China. We did not find any incident of discrimination in the reporting period.

薪資待遇

本集團致力於通過提供具有競爭力的薪酬待遇，為我們的員工營造一種參與和富有成效的氛圍，並定期對其進行審查以確保遵守最新的國家和地方勞動法律法規。為了激勵和留住我們的員工，我們提供極具競爭力的薪酬，並定期接受審查以保持我們的競爭優勢。我們將根據工作性質和所需技能給予更高的薪水。

僱傭條件和福利

標準工作時間為每天8小時，每周40小時。任何超出正常工作時間的工作，經工廠管理層批准後均視為加班。根據相關勞動法例，員工享有年假、喪假、婚假、病假、節假日和法定節假日。

本集團關心其作為職場媽媽的員工。根據中國勞動法，育齡女員工享有158天產假。於二零二一年，161名員工享受產假。18名員工已休完產假，且在復工十二個月後仍全部在崗。

按照社會保障規定，我們員工會獲得適當的保障，包括養老金、失業、醫療、工傷和生育以及住房公積金。他們還享受各種膳食、交通、電信和住房方面的補貼和津貼。在農曆新年、中秋節或公司周年紀念等重大節日期間，我們會向所有員工發放獎金或其他金錢獎勵。我們還可以為員工的出色表現或重大貢獻提供額外的金錢獎勵。

於二零二一財年，本集團並不知悉存在任何嚴重違反中國有關薪酬及解僱、招聘及晉升、工作時間、休息時間、機會均等、多元化、反歧視、其他利益及福利的法律和法規的情況。於報告期內，本集團並無發現歧視事件。

RESPECTING OUR EMPLOYEES 尊重僱員

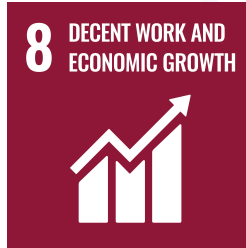
CHILD & FORCED LABOUR

The exploitative practice of child and forced labour is a violation of human rights which go against the Group's values and ethical commitment. We firmly support the SDG of **Decent Work and Economic Growth** by the active elimination of forced and child labour across our national business network.

Our policy strictly prohibits child and forced labour of any kind. Our human resources policy stipulates that all overtime work should be voluntary and fully compensated. Staff who wish to undertake overtime work must be approved by the factory management in advance.

We have engaged an external consultant to perform a risk assessment, which covered all 12 locations within the reporting scope, including the Changsha office in and the 11 manufacturing factories of PC components. The overall human rights risk of the Group and its operations was assessed to be low. Nevertheless, the Group remains vigilant. To eliminate the risk of such practices occurring, we have implemented precautionary measures in our recruitment procedures. All of our employees must have reached the statutory age and possess identification documents before the commencement of work. This condition is verified by document scrutiny and background check before making a formal job offer and regular reviews. All of our staff designate their consent for work by signing legally binding employment contracts, and their rights are protected by relevant labour laws and regulations.

In FY2021, the Group was not aware of any material non-compliance with laws and regulations relating to child and forced labour in China, including the Law of the People's Republic of China on the Protection of Minors and the Labour Law of the People's Republic of China.



童工及強迫勞動

剝削童工及強迫勞動是對人權的侵犯，違背了本集團的價值觀和道德承諾。我們通過在全國商業網絡中積極消除強迫勞動和童工，堅定地支援**體面工作和經濟增長**的可持續發展目標。

我們的政策嚴格禁止任何形式的童工和強迫勞動。我們的人力資源政策規定，所有的加班工作都應出於自願，並且有充分的補償。員工加班必須事先得到廠方的批准。

我們已聘請外部顧問進行了風險評估，其範圍涵蓋報告範疇之內的全部十二處經營處所，包括長沙總公司和十一家PC構件工廠。本集團及其營運的整體人權風險被評估為低。儘管如此，本集團仍保持警惕。為了消除發生此類行為的風險，我們在招聘程序中實施了預防措施。我們所有的員工在開始工作前必須已達到法定年齡，並持有身份證明檔。在提供正式工作機會和定期審查之前，我們會通過文件審查和背景調查來驗證這種情況。我們所有的員工都通過簽訂具有法律約束力的僱傭合同來表示他們同意參加工作，他們的權利受到相關勞動法律法規的保護。

於二零二一財年，本集團並不知悉存在任何嚴重違反中國有關童工及強迫勞動的法律和法規（包括《中華人民共和國未成年人保護法》和《中華人民共和國勞動法》）的情況。

ENVIRONMENTAL SUSTAINABILITY

環境可持續性

The motto of the Group is “developing brilliant life” for the people. One of the most important elements of this mission is to ensure an ideal environment is protected and maintained in the long term. Therefore, we believe that promoting sustainability in our operations is not only the key to our long-term success but also a responsibility. In this regard, we remain steadfast in identifying areas of improvement and adopting various measures to improve our sustainability performances.

In December 2021, the Group won the Best Sustainable Development Award at Gelonghui’s “Greater China Best Listed Companies 2021”. The candidates included all Chinese listed companies listed in Hong Kong, Shanghai, Shenzhen, as well as the United States. Winners were selected based on their value, growth, innovation, social responsibility and brand influence.

The award serves as a formal recognition of the Group’s effort, and the Group will continue to take the lead in developing a more sustainable business model and practices in the industry.

本集團的座右銘是為人們「智造美好生活」。這項使命最重要的因素之一，就是確保理想的環境得到長期保護和維護。因此，我們相信，在運營中促進可持續發展不僅是我們長期成功的關鍵，也是一種責任。為此，我們將堅定不移地找出可改進的領域，並採取各種措施來改善我們的可持續發展表現。

二零二一年十二月，本集團榮獲格隆匯「2021大中華區最佳上市公司」評選的最佳可持續發展獎。候選人包括在香港、上海、深圳和美國上市的所有中國上市公司。獲獎者是根據這些公司的價值、成長、創新、社會責任和品牌影響力選出的。

該獎項是對本集團努力的正式認可，我們將繼續引領行業發展更可持續的商業模式和實踐。



ENVIRONMENTAL SUSTAINABILITY 環境可持續性

ENVIRONMENTAL MANAGEMENT

環境管理

Healthy growth and sustainable business development are closely related to the environment. Therefore, we are committed to the furtherance of the SDG of **Responsible Consumption and Production** by minimising impacts on the environment through encouraging responsible consumption of natural resources and energy, as well as taking steps to reduce the generation of construction waste.



健康成長和可持續的業務發展與環境息息相關。因此，我們致力於通過鼓勵負責任地消費自然資源和能源以及採取措施減少建築垃圾的產生，最大限度地減少對環境的影響，從而促進**負責任的消費和生產**的可持續發展目標。

The Group adheres to the national strategy of “giving priority to protection, focusing on prevention, conducting comprehensive treatment”, as set out in Article 5 of the Environmental Protection Law of China. Accordingly, we formulated the Environmental Management Procedures to define responsibilities and regulate the conduct of employees at all levels and subsidiaries.

本集團堅持中國《環境保護法》第五條規定的「保護優先、預防為主、綜合治理」的國家戰略。為此，我們制定了《環境管理程序》，明確責任，並規範各級員工和子公司的行為。

“Three Simultaneities” in Environmental Protection

To minimise the environmental impact of the project, we follow the “three simultaneities” principle. It stipulates that the design, construction and commencement of operations of pollution prevention and control installations should be conducted simultaneously with the main structures of a construction project.

環境保護「三同時」

為儘量減少項目對環境的影響，我們遵循「三同時」原則。該原則規定，污染防治設施的設計、施工和投產應當與建設專案主體結構同時進行。

As part of our commitment to protect the environment, we have established Environmental Management Standards for all our factories to regulate the direct environmental impacts and emissions from our daily operations. We ensure all emissions and discharges are only carried out with valid permits and licenses, and in accordance with the following national standards:

作為我們保護環境承諾的組成部分，我們為所有工廠制定了《環境管理標準》，以規範我們日常運營對環境的直接影響和排放。我們確保所有氣體排放和液體排放僅在持有有效許可證和執照的情況下進行，並符合以下國家標準：

- | | |
|---|-------------------------------|
| • Integrated wastewater discharge standard (GB8978-1996) | • 污水綜合排放標準(GB 8978-1996) |
| • Emission standard of air pollutants for cement industry (GB4615-2013) | • 水泥工業大氣污染物排放標準(GB 4615-2013) |
| • Integrated emission standard of air pollutants (GB16279-1996) | • 大氣污染物綜合排放標準(GB 16279-1996) |
| • Emission standard for community noise (GB22337-2008) | • 社會生活環境雜訊排放標準(GB 22337-2008) |

ENVIRONMENTAL SUSTAINABILITY

環境可持續性

It is also important to evaluate our environmental management approach regularly and its effectiveness in minimising adverse environmental impacts. Every year, each subsidiary of the Group will conduct evaluations on significant environmental factors within their operational inputs and outputs. To standardise the evaluation practice across our vast national network of factories, we have established a rating system.

定期評估我們的環境管理方法及其在減少不利環境影響方面的有效性也非常重要。每年，本集團各子公司都會對其運營投入產出中的重要環境因素進行評估。為了規範對我們龐大的全國工廠網路的評估實踐，我們建立了一個評級系統。

Input Factors 投入因素	Output Factors 產出因素
<p>We review and understand our consumption pattern of energy, natural resources and other materials, before identifying the potential to reduce consumption or to adopt alternative materials with a lower degree of toxicity. We also ensure we are in compliance with legal or customers' requirements.</p> <p>在確定減少消耗或採用毒性程度較低的替代材料的可能性之前，我們會審查並瞭解我們對能源、自然資源和其他材料的消費模式。我們還確保自身要遵守法律或客戶的要求。</p>	<p>We monitor our environmental outputs, such as pollutants, noise, and other wastes. Specifically, we examine the scope, severity and frequency of impact and legal compliance of each environmental parameter. 我們監控自身的環境產出，例如污染物、噪音和其他廢物。具體來說，我們會檢查影響的範圍、嚴重性和頻率，以及每個環境參數的法律合規性。</p> <p>Furthermore, as a responsible enterprise, we also take into consideration the concerns of the community affected by our environmental output. 此外，作為一家負責任的企業，我們還考慮到受我們的環境產出影響的社區的擔憂。</p>

With reference to the evaluation results, we prioritise the factors based on their overall rating and formulate control measures to address those issues or make improvements accordingly.

參考評價結果，我們根據其總體評級對因素進行優先排序，並制定控制措施來解決這些問題或進行相應的改進。

During the reporting year, we are not aware of any material non-compliance with laws and regulations relating to air and greenhouse gas emissions, discharges into water and land, generation of waste and use of resources in China.

報告期內，本集團並不知悉存在任何嚴重違反中國有關空氣和溫室氣體排放、液體廢棄物排放到水和土地、廢物的產生和資源的使用的法律和法規的情況。

ENVIRONMENTAL SUSTAINABILITY 環境可持續性

OUR STRATEGIC PLAN

Combating climate change is an urgent global issue, requiring devotion and cooperation from all sectors and groups around the world. To support the SDG of **Climate Action**, we are committed to reducing 50% of greenhouse gas ("GHG") emissions (Scope 1 and Scope 2) by 2030 when compared to the 2021 baseline and achieving carbon neutrality by 2060. To meet our goals, we establish a strategic plan and milestones to reduce our environmental footprint and achieve long-term success.



我們的戰略計劃

應對氣候變化是一項緊迫的全球性問題，需要全球各行各業的投入與相互合作。為支援**氣候行動**的可持續發展目標，我們承諾到二零三零年將溫室氣體（「GHG」）排放（範圍一和範圍二）與二零二一年的基線相比減少50%，並在二零六零年之前實現碳中和。為了實現我們的目標，我們制定了戰略計劃及里程碑，以減少我們的環境足跡並取得長期成功。

Aspect 層面	Our Targets and Action Plans 我們的目標及行動計劃
GHG Emission 溫室氣體排放	<ul style="list-style-type: none"> Offer low-carbon training course to all employees and new joiners annually 每年為所有員工和新員工提供低碳培訓課程 By 2022: Assign at least one Sustainability Specialist for each subsidiary to manage the company's ESG issues, including the management of carbon emission and other environmental emissions 到二零二二年：為每個子公司任命至少一名可持續發展專家來管理公司的ESG問題，包括對碳排放和其他環境排放的管理 By 2023: Complete the development of the Group's GHGs emission database and the procedure of GHGs data collection 到二零二三年：完成集團溫室氣體排放資料庫的開發及溫室氣體資料收集程序 By 2024: Appoint external consultation to verify the GHGs, to maintain the credibility and accuracy of the data at a standardised level 到二零二四年：任命外部顧問以驗證溫室氣體，以將資料的可信度和準確性保持在標準化水準 By 2026: Set up GHGs reduction target based on SBTi standard 到二零二六年：制定基於科學碳目標倡議組織(SBTi)標準的溫室氣體減排目標

ENVIRONMENTAL SUSTAINABILITY

環境可持續性

Aspect 層面	Our Targets and Action Plans 我們的目標及行動計劃
Energy Consumption 能源消耗	<ul style="list-style-type: none"> By 2030: Reduce the intensity of annual electricity consumption by 9% (compared to the 2021 baseline) 到二零三零年：年用電強度降低9%（與二零二一年基線相比） By 2023: Complete the proposal and planning of installation of renewable energy facilities (e.g. install solar panels on the factory) 到二零二三年：完成可再生能源設施安裝的提案和規劃（例如在工廠安裝太陽能電池板） By 2025: Replace all hybrid vehicles and diesel vehicles with bio-diesel car 到二零二五年：將所有混合動力車輛和柴油車輛更換為生物柴油車輛 By 2025: Replace all cooking appliance with electronic cooktops 到二零二五年：將所有炊具更換為電子灶具 By 2025: Replace all traditional lighting with LED lamps in the office 到二零二五年：將辦公室所有傳統照明更換為LED燈具
Air Emission 廢氣排放	<ul style="list-style-type: none"> By 2023: Install air pollutant monitoring system in all factory 到二零二三年：在所有工廠安裝空氣污染物監測系統 By 2023: Install mist filtration systems including the baghouse filter and water sprayer in all factories, to eliminate the particles of air pollutants 到二零二三年：在所有工廠安裝煙霧過濾系統，包括袋式除塵器和噴水器，以消除空氣污染物的顆粒 By 2023: Develop Green Procurement Policy, to standardise the quality of raw materials such as welding, in order to control the toxicity and concentration of the air pollutant. 到二零二三年：制定《綠色採購政策》，規範焊接等原材料品質，以控制大氣污染物的毒性和濃度。
Waste 廢棄物	<ul style="list-style-type: none"> By 2022: Install recycling factories in all factories and offices 到二零二二年：在所有工廠和辦公室安裝回收設施 By 2023: Set up recycle system of computers, monitors, hard disks and other accessories, and printer toner cartridges in office 到二零二三年：建立辦公室電腦、顯示器、硬碟等配件及印表機硒鼓回收系統

ENVIRONMENTAL SUSTAINABILITY 環境可持續性

CLIMATE RESILIENCE

In gradually achieving our commitment to the 2030 goals and 2050 carbon neutrality, we have enhanced our disclosures in alignment with the TCFD recommendations and illustrating our moving steps.

氣候韌性

在逐步實現我們對二零三零年目標和二零五零年碳中和的承諾的過程中，我們根據氣候相關財務資訊披露工作組的建議加強了我們的披露，並詳述了我們的行動步驟。

<p>Governance 治理</p>	<p>Based on the foundation of our sustainability governance structure, our ESG Committee is responsible to oversee the effectiveness of ESG risk management including climate risks and opportunities. The risks are regularly reviewed by the functional departments and external consultants if necessary to ensure the Group is on par with the market trend and industrial practices. The results are reported to the Board on a regular basis. Details of the governance can be found in ESG Corporate Governance section.</p> <p>基於我們可持續發展治理架構的基礎，我們的ESG委員會負責監督ESG風險管理的有效性，包括氣候風險和機遇。必要時，職能部門和外部顧問會定期審查風險，以確保本集團與市場趨勢及行業慣例保持一致，並將結果定期向董事會報告。更多詳細資訊，請參閱ESG企業治理章節。</p>
<p>Strategy 戰略</p>	<p>As a leading PC builder, our business is susceptible to a range of climate risks. The external factors such as market preference, policies, business landscape are kept changing. Therefore, we endeavour to review our strategy regularly and the implementation of the programmes through:</p> <p>作為領先的PC製造商，我們的業務容易受到一系列氣候風險的影響。市場偏好、政策、商業格局等外部因素會不斷變化。因此，我們努力通過以下方式定期審查我們的戰略和計劃的實施：</p> <ul style="list-style-type: none"> • Strengthening the internal management on climate change management and supervision 加強對氣候變化管理及監督的內部管理 • Improving the credibility and accuracy of our carbon emission portfolio 提高我們碳排放組合的可信度和準確性 • Commitment to international initiatives in carbon neutrality 致力於碳中和的國際倡議 • Use of energy-efficient products and participate in innovative technological development 使用節能產品並參與創新技術開發 • Actively engaging in industry association to identify low-carbon technology and construction methods 積極參與行業協會，確定低碳技術和建設方式

ENVIRONMENTAL SUSTAINABILITY

環境可持續性

Climate-related risk management
氣候相關風險管理

It is important to evaluate the impact of climate risks both in the short and long term on our business operations. We understand that climate change may cause irreversible changes to the environment.

評估氣候風險對我們業務運營的短期和長期影響，這一點非常重要。我們瞭解氣候變化可能對環境造成不可逆轉的變化。

The following climate risks and opportunities during the ESG risk assessment process are considered.

在ESG風險評估過程中，我們考慮了以下氣候風險和機遇。

Physical Risks**物理風險**

- Extreme weather events (such as flooding, typhoons)
極端天氣事件(如洪水、颱風)
- Increase in temperature
溫度升高
- Water stress
水荒

Transitional Risks**過渡風險**

- Change in climate-related policy
氣候相關政策的變化
- Potential carbon price
潛在碳價
- Technological updates
技術更新

Our Actions**我們的行動**

- Understanding the impact to our businesses
瞭解氣候風險對我們業務的影響
- Planning of climate risk management approach
規劃氣候風險管理方法
- Formulation of targets
制定各種目標

Opportunities**機遇**

- Potential green finance opportunities and ESG investment
潛在的綠色金融機遇和ESG投資
- Grabs the market opportunities of sustainable construction methods
抓住可持續建築方法的市場機遇

We understand that the climate risks can interrupt business operations due to the changes in the weather pattern, causing potential financial costs and increasing carbon-related operating and compliance costs. By understanding the short-term and long-term impact on our Group, we can formulate appropriate plans in tackling the climate issues. Key climate risks (physical risks and transitional risks) and their impacts are illustrated in the section — Risk Management.

我們瞭解氣候風險會因天氣模式的變化而中斷我們的業務運營，從而導致潛在的財務成本，並增加與碳相關的運營和合規成本。通過瞭解氣候風險對本集團的短期和長期影響，我們可以制定應對氣候問題的適當計劃。關於主要氣候風險(物理風險和過渡風險)及其影響，在風險管理章節進行了說明。

ENVIRONMENTAL SUSTAINABILITY

環境可持續性

Targets and metrics 目標和指標	<p>We monitor and record our carbon inventory in order for analysing our performance, which is elaborated in the section — Greenhouse Gas Emission. We keep track of our carbon footprint and set a carbon neutrality target by 2060 and a medium-term target of reducing 50% of the carbon emission by 2030. Details of our targets can be found to Our Strategic Plan.</p> <p>關於我們監控並記錄我們的碳清單，以便分析我們的績效，在溫室氣體排放章節進行了詳細說明。我們跟蹤自身的碳足跡，並設定了到二零六零年達到碳中和的目標，以及到二零三零年將碳排放量減少50%的中期目標。關於我們的目標的詳細內容，請參閱我們的戰略計劃。</p>
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Greenhouse Gas Emission

GHG is emitted during our operations with the use of energy resources. To understand our performance and manage our carbon footprint, we continue to conduct carbon accounting this year. In FY2021, we emitted a total of 8,967 tonnes of CO₂e of GHG, generated from the use of purchased electricity, fuels for boilers and company vehicles, business air travel by our employees and paper disposal. Specifically, our GHG emission intensity is 0.03 tonnes of CO₂e per production volume (in m³)³. We will continue to focus on lowering the carbon footprint of our operations.

溫室氣體排放

我們在運營過程中使用能源，並排放溫室氣體。為了瞭解我們的績效並管理我們的碳足跡，我們今年會繼續進行碳核算。於二零二一財年，我們總共排放了8,967噸CO₂e溫室氣體，這些溫室氣體來自於使用購買的電力、鍋爐和公司車輛的燃料、我們員工的商務航空旅行和紙張處理。具體而言，我們的溫室氣體排放強度為每產量CO₂e(以立方米為單位)0.03噸。我們將繼續專注於降低運營中的碳足跡。

³ All intensity KPIs in this report were calculated per production volume of PC components in m³.
本報告中的所有強度KPI均按PC構建的產量計算，以立方米為單位。

ENVIRONMENTAL SUSTAINABILITY

環境可持續性

GHG emissions ⁴ 溫室氣體排放 ⁴	Unit 單位	FY2021 二零二一財年	FY2020 二零二零財年
Scope 1 — Direct GHG emissions ^{5,6} 直接的溫室氣體排放(範圍一 ^{5,6})	Tonnes CO ₂ e 噸二氧化碳當量	1,260.55	2,327.02
Biogenic emission from biomass combustion ⁷ 生物質燃燒產生的生物排放 ⁷	Tonnes CO ₂ e 噸二氧化碳當量	602.24	1,110.52
Intensity 強度	Tonnes CO ₂ e/m ³ 噸二氧化碳當量/立方米	0.004	—
Scope 2 — Energy indirect GHG emissions ⁸ 能源間接溫室氣體排放(範圍二 ⁸)	Tonnes CO ₂ e 噸二氧化碳當量	7,631.66	6,635.00
Intensity 強度	Tonnes CO ₂ e/m ³ 噸二氧化碳當量/立方米	0.02	—
Scope 3 — Other indirect GHG emissions ⁹ 其他間接溫室氣體排放(範圍三 ⁹)	Tonnes CO ₂ e 噸二氧化碳當量	74.79	4.33
Intensity 強度	Tonnes CO ₂ e/m ³ 噸二氧化碳當量/立方米	0.0002	—
Total 總計	Tonnes CO ₂ e 噸二氧化碳當量	8,967.00	8,966.35
Intensity 強度	Tonnes CO ₂ e/m ³ 噸二氧化碳當量/立方米	0.03	0.03

⁴ Gases included in the calculation are CO₂, CH₄ and N₂O.

計算中包括的氣體為二氧化碳(CO₂)、甲烷(CH₄)和氧化亞氮(N₂O)。

⁵ Scope 1 represents direct GHG emissions generated by the use of fuels for stationary and mobile sources.

範圍一代表將製冷劑和燃料用於固定和移動源所產生的直接溫室氣體排放。

⁶ Unless otherwise specified, the scope 1 emission data was calculated using the emission factors published in the Greenhouse Gas Protocol Tool for Energy Consumption in China (version 2.1).

除非另有說明，範圍一排放資料是使用中國的《能源消耗引起的溫室氣體排放計算工具》(2.1版)中公佈的排放因數計算的。

⁷ The figure was calculated using the Greenhouse Gas Protocol – Emission Factors from Cross-Sector Tools (March 2017) — Stationary Combustion.

該資料是使用《溫室氣體核算體系：跨行業工具的排放因數(二零一七年三月) — 固定燃燒》計算的。

⁸ Scope 2 represents energy indirect GHG emissions generated by the use of electricity. It includes our office which consumed electricity and thus emitted corresponding Scope 2 GHG. Emission data was calculated with reference to the 2019 China Regional Power Grid Baseline Emission Factors.

範圍二代表使用電力產生的能源間接溫室氣體排放。其中包括我們辦公室因電力消耗而產生對應範圍二溫室氣體排放的情況。排放數據參照《二零一九年中國區域電網基準排放因子》計算。

⁹ The Scope 3 data collection has been refined in FY2021 to represents other indirect GHG emissions generated by paper disposal on top of business air travel.

範圍三的數據收集於二零二一財年進行改進，以代表除商務航空旅行外的紙張處置產生的其他間接溫室氣體排放。

ENVIRONMENTAL SUSTAINABILITY
環境可持續性

EMISSION CONTROL

During our manufacturing process, a small amount of air pollutants is inevitably generated, such as dust from concrete mixing and fume from welding works. The Group works hard to minimise the impacts posed to the environment as well as the health and safety of our staff and the local communities. The Group adopts a three-pronged approach, which means adopting preventative measures, monitoring our emissions, and undertaking mitigation treatment to limit our impacts:

排放物控制

在我們的製造過程中，不可避免地會產生少量的空氣污染物，例如混凝土攪拌產生的灰塵和焊接工作產生的煙霧。本集團努力減少自身對環境，以及我們員工和當地社區的健康和安全造成的影響。本集團採取三管齊下的方法，即採取預防措施、監測排放和進行緩和處理，以限制我們造成的影響：

Prevention 預防	Mitigation 減輕
<div><div>➢ Use less toxic welding rods to reduce soot concentration and toxicity 使用毒性較低的焊條來降低煙塵濃度及毒性</div></div>	<div><div>➢ Install baghouse dust collectors to remove dust in mixing stations before emitting it into the atmosphere 安裝袋式除塵器，在攪拌站內的粉塵排放到大氣中之前將其清除</div><div>➢ Exhaust gas is released through 8 to 15 meter tall chimneys to prevent inhalation 廢氣通過8至15米高的煙囪排放，以防止吸入</div><div>➢ Install dust suppression cannons to maintain the air humidity of the finished product yards, thus reducing the amount of dust generated in the open-air area 安裝抑塵炮，保持成品貨場空氣濕度，從而減少露天區域產生的粉塵量</div><div>➢ Install water spray nozzle and spray regularly onto the surface of the sand pile 安裝噴水嘴，定期噴灑在沙堆表面</div></div>
Monitoring 監控	
<div><div>➢ Install realtime dust monitoring systems 安裝即時粉塵監測系統</div></div> <div></div>	

ENVIRONMENTAL SUSTAINABILITY

環境可持續性

The Group's total air emissions generated by gasoline fueled vehicles, including nitrogen oxides ("NO_x"), sulphur oxides ("SO_x") and particulate matter ("PM"), were as follows:

本集團汽油車輛產生的廢氣排放總量，包括氮氧化物（「NO_x」）、硫氧化物（「SO_x」）和顆粒物（「PM」），如下所示：

Air Emissions ¹⁰ 廢氣排放 ¹⁰	Unit 單位	FY2021 二零二一財年	FY2020 二零二零財年
NO _x NO _x	kg 千克	1.69	2.46
SO _x SO _x	kg 千克	0.04	0.05
PM PM	kg 千克	0.12	0.18

The Group will continue to improve our data collection and monitoring system to collect emission data of other significant air emissions relevant to our operations.

本集團將繼續完善我們的資料收集和監測系統，以收集與我們的營運相關的其他重大廢氣排放的排放資料。

¹⁰ The figures were calculated with the emission factors published in Appendix 2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited.

這些資料是根據香港聯合交易所有限公司證券上市規則附錄二中公佈的排放因數計算的。

ENVIRONMENTAL SUSTAINABILITY 環境可持續性

RESPONSIBLE USE OF RESOURCES

The Group focuses on making sustainable buildings that can bring a positive impact on the environment. Energy-saving properties are always incorporated throughout the product development — from product design to manufacturing — to minimise the carbon footprint. In our operational activities, we consume various types of resources such as energy, water, and paper. Reducing our consumption of resources not only conserves the environment but also lowers our operations cost and creates value for our stakeholders. Therefore, we always make sure our use of resources is as efficient as possible to help sustain the natural environment. Some examples to control our resource usage are highlighted below:

負責任地使用資源

本集團專注於製造對環境產生積極影響的可持續建築。節能特性始終貫穿於產品開發的整個過程（從產品設計到製造），以降低碳足跡。在經營活動中，我們消耗各種資源，例如能源、水和紙張。減少我們的資源消耗不僅可以保護環境，還可以降低我們的運營成本，並為我們的持份者創造價值。因此，我們始終確保對資源的使用盡可能高效，以幫助維護自然環境。下面重點介紹了一些控制我們的資源使用的示例：

Energy 能源

- Power down idle appliances and lights
關掉閒置的電器和燈
- Make use of natural daylight in our facilities
在我們的設施中利用自然光
- Identifying and replacing old equipment or machineries with energy efficient models
識別舊設備或機器，以節能型號進行更換
- Encourage energy saving behaviours and practices
鼓勵節能行為及做法
- Install solar panels on factory grounds
在工廠場地安裝太陽能電池板



Water 水

- Conduct regular water pipe maintenance to prevent water leakage
定期保養水管，以防止漏水
- Attach signage to remind our employees of water saving
張貼告示牌，提醒員工節水
- Opt for water saving devices and faucets in our workplace
在我們的工作場所選用節水設備及水龍頭
- Promote water-saving behaviours to all staff
向全體員工宣傳節水行為
- Collect and reuse rainwater
收集雨水並進行再利用



Paper 紙張

- Encourage using both side of the papers
鼓勵雙面用紙
- Promote the use of e-communication channels
提倡使用電子通訊渠道

ENVIRONMENTAL SUSTAINABILITY

環境可持續性

We continue to improve our data tracking and measurement system to track our resource consumption. The main types of energy consumed are electricity, natural gas and biomass for heating water in gas boilers, as well as diesel and gasoline for vehicles and forklifts. Our annual resource consumption is presented in the following table:

我們持續改進自身資料跟蹤和測量系統，以跟蹤我們的資源消耗。我們消耗的主要能源類型為電力、天然氣和用於燃氣鍋爐加熱水的生物質，以及用於車輛和叉車的柴油和汽油。我們的年度資源消耗於下表呈列：

Energy Consumption ^{11,12} 能量消耗 ^{11,12}	Unit 單位	FY2021 二零二一財年	FY2020 二零二零財年
Electricity 電力	kWh 千瓦時	9,075,375.93	7,969,771.13
Intensity 強度	kWh/m ³ 千瓦時／立方米	25.79	25.98
Natural gas 天然氣	m ³ 立方米	260,065.93	412,242.57
Intensity 強度	m ³ /m ³ 立方米／立方米	0.74	3.21
Diesel 柴油	Litres 公升	100,718.27	214,365.14
Intensity 強度	Litres/m ³ 公升／立方米	0.29	0.82
Gasoline 汽油	Litres 公升	2,708.00	3,230.00
Intensity 強度	Litres/m ³ 公升／立方米	0.01	0.07
LPG ¹³ 液化石油氣 ¹³	kg 千克	0	260.00
Intensity 強度	kg/m ³ 千克／立方米	0	0.24
Biomass 生物質	Tonnes 噸	474.30	874.61
Intensity 強度	Tonnes/m ³ 噸／立方米	0.01	0.02

¹¹ The figures were calculated using the Greenhouse Gas Protocol — Emission Factors from Cross-Sector Tools (March 2017) — Stationary Combustion.

這些資料是使用《溫室氣體核算體系：跨行業工具的排放因數（二零一七年三月）— 固定燃燒》計算的。

¹² The figures also include our office which consumed electricity.

這些資料也包括我們辦公室消耗的電力。

¹³ LPG was consumed in factory kitchens in the previous year. Under national pandemic restriction measure, meals for employees were not provided in our factories this year.

去年，液化石油氣主要消耗處所為工廠廚房。根據國家防疫限制措施，今年我們的工廠沒有為員工提供膳食。

ENVIRONMENTAL SUSTAINABILITY

環境可持續性

Energy by fuel type ¹⁴ 按燃料類型劃分的能源 ¹⁴	Unit 單位	FY2021 二零二一財年	FY2020 二零二零財年
<i>Non-renewable</i> 不可再生	GJ 千兆焦耳	45,814.97	50,403.59
Electricity 電力	GJ 千兆焦耳	33,350.04	28,691.18
Diesel 柴油	GJ 千兆焦耳	3,637.94	7,742.87
Gasoline 汽油	GJ 千兆焦耳	88.77	105.89
Natural gas 天然氣	GJ 千兆焦耳	8,738.22	13,851.35
LPG 液化石油氣	GJ 千兆焦耳	0	12.30
<i>Renewable</i> 可再生			
Biomass 生物質	GJ 千兆焦耳	5,501.88	10,145.48
Total energy 能源總量	GJ 千兆焦耳	51,101.85	60,549.07
Intensity 強度	GJ/m ³ 千兆焦耳／立方米	0.15	0.20

The consumption intensity values of non-electricity fuels exhibit significant drop compared with the previous year due to both the reduced consumption of these fuels as well as the increased production volume. Compare with the previous year, we achieved a reduction of 0.05 GJ in energy requirements per cubic metre of sold products during the reporting period.

非電力燃料的消費強度值較上年顯著下降，原因是這些燃料的消費量減少，以及產量增加。與上年相比，報告期內，我們實現每立方米銷售產品的能源需求減少0.05千兆焦耳。

¹⁴ For the conversion factors from fuel consumption to energy units, we made reference to Greenhouse Gas Protocol — Emission Factors from Cross-Sector Tools.

對於從燃料消耗到能源單位的轉換因數，我們參考了《溫室氣體核算體系：跨行業工具的排放因數》。

ENVIRONMENTAL SUSTAINABILITY

環境可持續性

7 AFFORDABLE AND
CLEAN ENERGY

To make use of sustainable energy, 11% of our total energy consumption in 2021 was generated from biomass in our Changsha factory. Our biomass gas boiler has a thermal efficiency of over 80%, which is 15% higher than that of a coal-burning boiler on average. It also produces a smaller amount of particulate matter relative to a coal-fueled model, thus reducing air pollution and health hazard to our employees. The Group will continue to increase the share of sustainable energy in its energy consumption pattern and work towards the SDG of **Affordable and Clean Energy**.

為了利用可持續能源，二零二一年我們總能耗的11%來自長沙工廠的生物質能。我們的生物質燃氣鍋爐熱效率達到80%以上，平均比燃煤鍋爐高15%。與燃煤鍋爐相比，生物質燃氣鍋爐產生較少量的顆粒物，從而減少了空氣污染及對我們員工的健康危害。本集團將繼續增加可持續能源在其能源消費模式中的份額，並為實現經濟適用的清潔能源的可持續發展目標而努力。



MANAGEMENT OF WATER RESOURCES

水資源管理

The Group withdraws water from municipal water supplies for production and domestic consumption in our factories and office. We are deeply aware of the preciousness of water resources, especially in the context of water stress in China. Although the business locations of the Group are located mostly in Central and Southern China instead of the Northern provinces where water stress is more serious, the Group realise the needs of improving its extant water management practices. As such, we have set the following targets with reference to our industry peers:

本集團從市政供水中取水用於我們工廠和經營處所的生產和生活消耗。我們深知水資源的寶貴，尤其是在中國缺水的背景下。儘管本集團的運營地點主要位於華中和華南地區，而非水資源壓力較為嚴重的北方省份，但本集團意識到改善現有水資源管理實踐的需要。因此，我們參考業內同行設定了以下目標：

- | | |
|--|--|
| 1. Establishing a comprehensive water management policies by 2023 | 1. 到二零二三年，制定全面的水資源管理政策 |
| 2. Improve the current water consumption and discharge data collection system, and set specific reduction targets by 2025 | 2. 完善現行用水和排放資料獲取系統，並制定到二零二五年的具體減排目標 |
| 3. By 2025, complete research and risk assessment relating to water supply to the Group to understand any risks and precautions concerning water scarcity in the future | 3. 到二零二五年，完成本集團供水相關研究和風險評估，瞭解未來水資源短缺的風險和注意事項 |
| 4. By 2025, construct wastewater collection and sedimentation treatment system to improve recycling of water for all factories based on the current application in the Changsha factory. Please refer to the waste management section below for further details. | 4. 到二零二五年，在長沙工廠現有應用的基礎上，建設廢水收集沉澱處理系統，提高所有工廠的水迴圈利用能力。欲瞭解更多詳情，請參閱以下的廢棄物管理章節。 |

ENVIRONMENTAL SUSTAINABILITY

環境可持續性

In 2021, the Group had increased its production volume. Hence, consumption of water and paper resources had increased compared with the previous year.

二零二一年，本集團產量增加。因此，水資源和紙張資源的消耗量與上年相比有所增加。

Resource use 資源使用	Unit 單位	FY2021 二零二一財年	FY2020 二零二零財年
Water consumption ¹⁵ 用水量 ¹⁵	ML 百萬升	361.67	307.77
Intensity 強度	ML/m ³ 百萬升／立方米	0.001	0.001
Paper use 用紙量	Tonnes 噸	14.40	11.02
Intensity 強度	Tonnes/m ³ 噸／立方米	0.00004	0.00004

WASTE MANAGEMENT

Wastes are generated throughout the different stages of our operations. We are fully aware of the environmental and health impacts posed by waste, particularly hazardous ones such as chemical waste. Poorly handled wastes that are produced in our operations can cause pollution or contamination of air and water, as well as health hazards to the local communities. To protect the environment as well as the health and safety of the people around us, we are committed to complying with local laws and regulations.

Hazardous waste is stored in the designated area in sealed containers with clear labelling to avoid mixing with other waste to prevent secondary pollution. Our main hazardous waste in the reporting year is empty chemical storage barrels.

Non-hazardous industrial wastes are generated at different stages of our manufacturing process such as scrap metal and cement waste left over from assembly. In order to reduce waste generation, the loss rate of raw materials is strictly controlled to not exceed 2% through a series of material and cost control measures as well as process improvement.

廢棄物管理

在我們運營的不同階段都會產生廢棄物。我們充分知悉廢棄物(尤其是化學廢物等危險廢物)帶來的環境及健康影響。我們營運過程中產生的處理不當的廢棄物會導致空氣污染和水污染，以及對當地社區的健康危害。為了保護環境以及我們周圍人們的健康及安全，我們致力於遵守當地法律法規。

我們將危險廢物存放在指定區域的密封容器中，並有清晰的標籤，以避免與其他廢物混合，防止二次污染。於報告年度，我們的主要危險廢物是空的化學品儲存桶。

在我們製造過程的不同階段會產生無害的工業廢物，例如組裝過程中留下的廢金屬和水泥廢物。為減少廢物產生，我們通過一系列材料和成本控制措施，以及工藝改進，將原材料的損失率嚴格控制在2%以內。

¹⁵ The figure includes our office which consumed water. There was no issue in sourcing water in FY2021 as all of the water is supplied by local water supply authorities.

此資料包括我們辦公室消耗的水。由於我們所有用水均由當地供水部門供應，故於二零二一財年概無採購用水的問題。

ENVIRONMENTAL SUSTAINABILITY

環境可持續性

The wastes will be gathered and stored in designated areas respectively, where they will be weighted. They will then be consigned to licensed waste collectors for handling and treatment. During the reporting year, the weight and intensity of hazardous and non-hazardous generated are presented as follows:

我們會將廢棄物分別收集並存放在指定區域，並在該區域對其進行稱重。然後，我們會將危險廢物委託給有執照的廢物收集者進行處置及處理。報告期內，所產生的有害和無害廢棄物的重量和強度列示如下：

Solid Waste generation ¹⁶ 廢棄物產生 ¹⁶	Unit 單位	FY2021 二零二一財年	FY2020 二零二零財年
Hazardous waste ¹⁷ 危險廢物 ¹⁷	tonnes 噸	0.6	0
Intensity ¹⁸ 強度 ¹⁸	tonnes/m ³ 噸／立方米	0	0
Non-hazardous waste 無害廢物	tonnes 噸	6959.76	6456.41
Scrap metal ¹⁹ 廢金屬 ¹⁹	tonnes 噸	102.77	104.41
Cement waste 水泥廢料	tonnes 噸	5126.00	4601.26
Domestic waste 家居廢物	tonnes 噸	1731.00	1737.00
Food waste ²⁰ 食物浪費 ²⁰	tonnes 噸	0	13.74
Intensity 強度	tonnes/m ³ 噸／立方米	0.02	0.02

¹⁶ All generated wastes were handled by licensed waste collectors.

所有產生的廢棄物均由有執照的廢物收集者處理。

¹⁷ Hazardous waste consists mostly of empty containers of chemical material.

危險廢物主要由空的化學材料容器組成。

¹⁸ Intensity figures are the sum of the recorded data divided by the production capacity of PC components (in m³) of FY2021.

強度資料是記錄資料的總和除以二零二一財年PC構件的生產能力(以立方米為單位)。

¹⁹ Scrap metal was re-categorised from hazardous and non-hazardous materials in FY2021. Data of FY2020 is also re-categorised accordingly to maintain data consistency and comparability.

於二零二一財年，廢金屬從危險和無害材料中進行了重新分類。我們也對二零二零財年的資料進行了相應的重新分類，以保持資料的一致性和可比性。

²⁰ Under national pandemic restriction measure, meals for employees were not provided in our factories this year.

根據國家防疫限制措施，今年我們的工廠沒有為員工提供膳食。

ENVIRONMENTAL SUSTAINABILITY 環境可持續性

Reduce from the Source

We implement information technology, intelligent equipment, and efficient production lines to set up intelligent plants for the production of PC components. With the aid of intelligent design and manufacturing technologies, the Group can estimate the number of construction materials and components required accurately to prevent excessive procurement orders, thus minimising wastage of construction materials.

For example, being one of the most important materials in our operations, the usage of steel bars is closely monitored and regulated. If the usage of any given month exceeded the estimated level, factory and project management will convene a special meeting to identify the causes and solutions.

Towards a Circular Economy

We also minimise waste generation from our operations by turning seemingly unwanted waste into valuable resources. Wherever possible, we reuse the leftover materials. For example, the Group's inventory management procedures for steel bars clearly stipulate that discarding steel bars that exceeded a specific length as construction waste is strictly forbidden. Instead, they will be reused.

Similarly, we utilise moulding extensively in our PC component production. Whenever a project is completed, the moulding engineer will examine the mould and determine whether it can be recycled and reused.

Besides, we reuse wastewater after sedimentation treatment and dilution. Wastewater is mainly generated from ground washing and cleaning in the factory areas. We have established a wastewater collection and sedimentation treatment system in our Changsha factory. Wastewater is collected through the ditches and diverted to the sedimentation pool for treatment. Treated water is then diluted with clear water before being reused again. In 2021, the factory in Changsha consumed 12.40 ML of water and emitted only 3.52 ML of wastewater. All effluent discharge by the Group is in compliance with the relevant legal requirement, including the Law of the People's Republic of China on the Prevention and Control of Water Pollution, as well as the integrated wastewater discharge standard (GB8978-1996). The Group will continue to improve our performance in working towards "zero industrial water discharge" in its facilities, and contribute to the SDG of **Clean Water and Sanitation**.

從源頭減少

我們實施資訊技術、智慧裝備、高效生產線，以建立生產PC構件的智慧化工廠。借助智慧設計和製造技術，本集團可以準確估算所需的建築材料和部件的數量，以防止採購訂單過多，從而最大限度地減少建築材料的浪費。

例如，作為我們運營中最重要的材料之一，鋼筋的使用受到嚴密監控和監管。如果任何給定月份的使用量超過估算水準，工廠和專案管理人員將召開特別會議，以確定原因和解決方案。

邁向迴圈經濟

我們還將看似不需要的廢物轉化為寶貴的資源，從而最大限度地減少我們運營中產生的廢物。我們盡可能重複使用剩餘材料。例如，本集團鋼筋庫存管理程序明確規定，嚴禁將超過規定長度的鋼筋作為建築垃圾丟棄。相反，我們將對其重複使用。

同樣，我們在PC構件生產過程中廣泛使用模具。每當一個專案完成時，模具工程師都會檢查模具並確定其是否可以被回收再利用。



此外，我們對沉澱處理和稀釋後的廢水進行回用。廢水主要來自廠區地面的清洗及保潔。我們在長沙廠區建立了廢水收集和沉澱處理系統。廢水通過溝渠收集並轉移到沉澱池進行處理。處理過的水在再次使用之前以清水進行稀釋。二零二一年，長沙工廠耗水1,240萬升，廢

水排放僅352萬升。本集團所有污水排放均符合相關法律規定，包括《中華人民共和國水污染防治法》以及污水綜合排放標準(GB8978-1996)。本集團將繼續提升在我們設施中實現「工業水零排放」的績效，並為**清潔飲水和衛生設施**的可持續發展目標做出貢獻。

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Aspect A Environmental 層面A環境		
A1 Emissions A1 排放物	Information on: — the policies; and — compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous wastes. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： — 政策；及 — 遵守對發行人有重大影響的相關法律及規例的資料。	Environmental Sustainability — Environmental Management 環境可持續性 — 環境管理
KPI A1.1 KPI A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放資料。	Environmental Sustainability 環境可持續性
KPI A1.2 KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接排放（範圍一）及能源間接排放（範圍二）溫室氣體總排放量（以噸計算）及（如適用）強度（如以每產量單位、每項設施計算）。	Environmental Sustainability — Greenhouse Gas Emission 環境可持續性 — 溫室氣體排放
KPI A1.3 KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生的有害廢棄物總量（以噸計算）及（如適用）強度（如以每產量單位、每項設施計算）。	Environmental Sustainability — Waste Management 環境可持續性 — 廢棄物管理
KPI A1.4 KPI A1.4	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）強度（如以每產量單位、每項設施計算）。	Environmental Sustainability — Waste Management 環境可持續性 — 廢棄物管理
KPI A1.5 KPI A1.5	Description of emission target(s) set and steps taken to achieve them. 描述設定的排放量目標及為實現目標所採取的步驟。	Environmental Sustainability — Our Strategic Plan 環境可持續性 — 我們的戰略計劃

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KPI A1.6 KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理危險及無害廢物的方法、減低產生量的措施及所取得的成果。	Environmental Sustainability — Waste Management 環境可持續性 — 廢棄物管理
A2 Use of Resources A2 資源使用	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Environmental Sustainability — Responsible Use of Resources 環境可持續性 — 負責任地使用資源
KPI A2.1 KPI A2.1	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)及強度(如以每產量單位、每項設施計算)。	Environmental Sustainability — Responsible Use of Resources 環境可持續性 — 負責任地使用資源
KPI A2.2 KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總用水量及強度(如以每產量單位、每項設施計算)。	Environmental Sustainability — Responsible Use of Resources 環境可持續性 — 負責任地使用資源
KPI A2.3 KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所設定的能源使用效率目標及實現目標所採取的措施。	Environmental Sustainability — Responsible Use of Resources 環境可持續性 — 負責任地使用資源
KPI A2.4 KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述取得適用水源方面是否存在任何問題、所設定的節水目標及實現目標所採取的措施。	Environmental Sustainability — Responsible Use of Resources 環境可持續性 — 負責任地使用資源
KPI A2.5 KPI A2.5	Total packaging material used for finished products (in tonnes), and, if applicable, with reference to per unit produced. 用於製成品的總包裝材料(以噸為單位計算), 並參考每生產單位(如適用)。	N/A — The Group's operations do not involve material use of packaging materials 不適用 — 本集團的運營不涉及大量使用包裝材料

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A3 The Environment and Natural Resources A3 環境及天然資源	Policies on minimising the issuer's significant impact on the environment and natural resources. 儘量減低發行人對環境及自然資源的重大影響的政策。	Environmental Sustainability — Environmental Management 環境可持續性 — 環境管理
KPI A3.1 KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述各種活動對環境及天然資源的重大影響，以及為管理這些影響而採取的行動。	Environmental Sustainability — Environmental Management 環境可持續性 — 環境管理
A4 Climate Change A4 氣候變化	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	Environmental Sustainability — Climate Resilience 環境可持續性 — 氣候韌性
KPI A4.1 KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, 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。	ESG Corporate Governance — Risk Management ESG企業管治 — 風險管理
Aspect B Social 層面B社會		
B1 Employment B1 僱傭	Information on: — the policies; and — compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： — 政策；及 — 遵守對發行人有重大影響的相關法律及規例的資料。	Respecting Our Employees 尊重僱員

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KPI B1.1 KPI B1.1	Total workforce by gender, employment type (for example, full- 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。	Respecting Our Employees 尊重僱員
KPI B1.2 KPI B1.2	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。	Respecting Our Employees 尊重僱員
B2 Health and Safety B2 健康與安全	Information on: — the policies; and — compliance with relevant laws and regulations that have a significant impacts on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： — 政策；及 — 遵守對發行人有重大影響的相關法律及規例的資料。	Respecting Our Employees — Health, Safety and Wellness 尊重僱員 — 健康、安全及福祉
KPI B2.1 KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年（包括匯報年度）每年因工亡故的人數及比率。	Respecting Our Employees — Health, Safety and Wellness 尊重僱員 — 健康、安全及福祉
KPI B2.2 KPI B2.2	Lost days due to work injury. 因工傷損失工作日數。	Respecting Our Employees — Health, Safety and Wellness 尊重僱員 — 健康、安全及福祉
KPI B2.3 KPI B2.3	Description of occupational health and safety measures adopted, 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。	Respecting Our Employees — Health, Safety and Wellness 尊重僱員 — 健康、安全及福祉

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B3 Development and Training B3 發展及培訓	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities 有關提升僱員履行工作職責的知識及技能的政策。 描述培訓活動	Respecting Our Employees — Talent Development 尊重僱員 — 人才發展
KPI B3.1 KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	Respecting Our Employees — Talent Development 尊重僱員 — 人才發展
KPI B3.2 KPI B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Respecting Our Employees — Talent Development 尊重僱員 — 人才發展
B4 Labour Standards B4 勞工準則	Information on: — the policies; and — compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強迫勞動的： — 政策；及 — 遵守對發行人有重大影響的相關法律及規例的資料。	Respecting Our Employees — Child & Forced Labour 尊重僱員 — 童工及強迫勞動
KPI B4.1 KPI B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述審查就業實踐以避免童工和強迫勞動的措施。	Respecting Our Employees — Child & Forced Labour 尊重僱員 — 童工及強迫勞動
KPI B4.2 KPI B4.2	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。	Respecting Our Employees — Child & Forced Labour 尊重僱員 — 童工及強迫勞動

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B5 Supply Chain Management B5 供應鏈管理	Policies on managing environmental and social risks of supply chain. 管理供應鏈的環境及社會風險方面的政策。	Making Responsible Business — Supply Chain Management 負責任企業 — 供應鏈管理
KPI B5.1 KPI B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Making Responsible Business — Supply Chain Management 負責任企業 — 供應鏈管理
KPI B5.2 KPI B5.2	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。	Making Responsible Business — Supply Chain Management 負責任企業 — 供應鏈管理
KPI B5.3 KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述用於識別供應鏈中環境及社會風險的慣例，以及相關執行及監察方法。	Making Responsible Business — Supply Chain Management 負責任企業 — 供應鏈管理
KPI B5.4 KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述甄選供應商時用於推廣環保產品和服務的慣例，以及相關執行及監察方法。	During the reporting year, the Group has not implemented environmental criteria in supplier selection and evaluation. We will improve our supplier and procurement practices to include environmental considerations from 2022 onwards. 於報告年度，本集團尚未在供應商甄選及評估中執行環境標準。我們將改進我們的供應商及採購慣例，從二零二二年起納入環境考慮因素。

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香港交易所ESG報告指引內容索引

HKEx ESG Reporting Guide General Disclosures & KPIs 香港交易所ESG報告指引一般披露及KPI		Explanation/Reference Section 解釋／參考章節
B6 Product Responsibility B6 產品責任	<p>Information on:</p> <ul style="list-style-type: none"> the policies; and compliance with relevant laws and regulations that have a significant impact on the issuer <p>relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.</p> <p>有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的：</p> <ul style="list-style-type: none"> 政策；及 遵守對發行人有重大影響的相關法律及規例的資料。 	<p>Making Responsible Business</p> <ul style="list-style-type: none"> Satisfying Our Customers <p>負責任企業</p> <ul style="list-style-type: none"> 滿足客戶
KPI B6.1 KPI B6.1	<p>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找回的百分比。</p>	<p>Making Responsible Business</p> <ul style="list-style-type: none"> Satisfying Our Customers <p>負責任企業</p> <ul style="list-style-type: none"> 滿足客戶
KPI B6.2 KPI B6.2	<p>Number of products and service related complaints received and how they are dealt with.</p> <p>接獲關於產品及服務的投訴數目以及應對方法。</p>	<p>Making Responsible Business</p> <ul style="list-style-type: none"> Satisfying Our Customers <p>負責任企業</p> <ul style="list-style-type: none"> 滿足客戶
KPI B6.3 KPI B6.3	<p>Description of practices relating to observing and protecting intellectual property rights.</p> <p>描述與維護及保障智慧財產權有關的慣例。</p>	<p>Making Responsible Business</p> <ul style="list-style-type: none"> Data Privacy & Intellectual Property Rights <p>負責任企業</p> <ul style="list-style-type: none"> 數據隱私和智慧財產權
KPI B6.4 KPI B6.4	<p>Description of quality assurance process and recall procedures.</p> <p>描述品質保證過程及產品召回程序。</p>	<p>Making Responsible Business</p> <ul style="list-style-type: none"> Satisfying Our Customers <p>負責任企業</p> <ul style="list-style-type: none"> 滿足客戶
KPI B6.5 KPI B6.5	<p>Description of consumer data protection and privacy policies, how they are implemented and monitored.</p> <p>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。</p>	<p>Making Responsible Business</p> <ul style="list-style-type: none"> Data Privacy & Intellectual Property Rights <p>負責任企業</p> <ul style="list-style-type: none"> 數據隱私和智慧財產權

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香港交易所ESG報告指引內容索引

HKEx ESG Reporting Guide General Disclosures & KPIs 香港交易所ESG報告指引一般披露及KPI		Explanation/Reference Section 解釋／參考章節
B7 Anti-corruption B7 反貪污	<p>Information on:</p> <ul style="list-style-type: none"> the policies; and compliance with relevant laws and regulations that have a significant impact on the issuer <p>relating to bribery, extortion, fraud and money laundering.</p> <p>有關防止賄賂、勒索、欺詐及洗黑錢的：</p> <ul style="list-style-type: none"> 政策；及 遵守對發行人有重大影響的相關法律及規例的資料。 	<p>Making Responsible Business</p> <ul style="list-style-type: none"> Ethical Business <p>負責任企業</p> <ul style="list-style-type: none"> 誠信經營
KPI B7.1 KPI B7.1	<p>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.</p> <p>於報告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。</p>	<p>Making Responsible Business</p> <ul style="list-style-type: none"> Ethical Business <p>負責任企業</p> <ul style="list-style-type: none"> 誠信經營
KPI B7.2 KPI B7.2	<p>Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.</p> <p>描述防範措施及舉報程序，以及相關執行及監察方法。</p>	<p>Making Responsible Business</p> <ul style="list-style-type: none"> Ethical Business <p>負責任企業</p> <ul style="list-style-type: none"> 誠信經營
KPI B7.3 KPI B7.3	<p>Description of anti-corruption training provided to directors and staff.</p> <p>描述向董事及員工提供的反貪污培訓。</p>	<p>Making Responsible Business</p> <ul style="list-style-type: none"> Ethical Business <p>負責任企業</p> <ul style="list-style-type: none"> 誠信經營

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HKEx ESG Reporting Guide General Disclosures & KPIs 香港交易所ESG報告指引一般披露及KPI		Explanation/Reference Section 解釋／參考章節
B8 Community Investment B8 社區投資	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來瞭解發行人營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Sustainable Community 可持續社區
KPI B8.1 KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	Sustainable Community 可持續社區
KPI B8.2 KPI B8.2	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)。	Sustainable Community 可持續社區

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全球報告倡議組織(GRI)準則內容索引

GRI Standard GRI 標準	Disclosure 披露	Explanation/Reference Section 解釋／參考章節
GRI 102: General Disclosures – 2016 GRI 102 : 一般披露 – 2016	102-1 Name of the organization 102-1 組織名稱	About this Report 關於本報告
	102-2 Activities, brands, products, and services 102-2 活動、品牌、產品和服務	About this Report 關於本報告
	102-3 Location of headquarters 102-3 總部位置	Reporting Scope 報告範疇
	102-4 Location of operations 102-4 經營位置	Reporting Scope 報告範疇
	102-5 Ownership and legal form 102-5 所有權與法律形式	About DIT Group Limited 關於築友智造科技集團有限公司
	102-6 Markets served 102-6 服務的市場	About DIT Group Limited 關於築友智造科技集團有限公司
	102-7 Scale of the organization 102-7 組織規模	About DIT Group Limited Details please refer to the 2021 Annual Report 關於築友智造科技集團有限公司 詳情請參閱 《二零二一年年度報告》
	102-8 Information on employees and other workers 102-8 關於員工和其他工作者的資訊	Respecting our Employees 尊重僱員
	102-9 Supply chain 102-9 供應鏈	Supply Chain Management 供應鏈管理

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全球報告倡議組織(GRI)準則內容索引

GRI Standard GRI 標準	Disclosure 披露	Explanation/Reference Section 解釋／參考章節
	102-10 Significant changes to the organization and its supply chain 102-10 組織及其供應鏈的重大變化	<p>The Group completed the issue and allotment of 300,000,000 shares under general mandate to Glodon (Hongkong) Software Limited (the Subscriber) in November 2021. The Subscriber controls 9.67% of the Group's share immediately after the completion of the issue.</p> <p>No significant change in the supply chain during the reporting period.</p> <p>本集團於二零二一年十一月完成向廣聯達(香港)軟體有限公司(認購人)發行及配發一般授權 300,000,000 股股份。認購人於本次發行完成後立即控制本集團 9.67% 的股份。</p> <p>報告期內供應鏈未發生重大變化。</p>
	102-11 Precautionary Principle or approach 102-11 預警原則或方針	<p>ESG Corporate Governance — Risk Management ESG 企業管治 — 風險管理</p>
	102-12 External initiatives 102-12 外部倡議	<p>The Group adheres to the United Nations Sustainable Development Goals.</p> <p>本集團堅持《聯合國可持續發展目標》。</p>
	102-13 Membership of associations 102-13 協會的成員資格	<p>About DIT Group Limited — Industrial Participation 關於築友智造科技集團有限公司 — 行業參與</p>
	102-14 Statement from senior decision-maker 102-14 高級決策者的聲明	<p>Chairman Foreword 主席前言</p>
	102-16 Values, principles, standards, and norms of behaviour 102-16 價值觀、原則、標準和行為規範	<p>About DIT Group Limited — Vision, Mission and Values 關於築友智造科技集團有限公司 — 願景、使命和價值觀</p>

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全球報告倡議組織(GRI)準則內容索引

GRI Standard GRI 標準	Disclosure 披露	Explanation/Reference Section 解釋／參考章節
	102-18 Governance structure 102-18 管治架構	Governance Structure 管治架構
	102-40 List of stakeholder groups 102-40 持份者群體列表	Stakeholder Engagement and Materiality 持份者參與及重要性
	102-41 Collective bargaining agreements 102-41 集體談判協定	Collective bargaining agreements are not included in employment terms and conditions. 僱傭條款和條件中不包含集體談判協定。
	102-42 Identifying and selecting stakeholders 102-42 持份者的識別和選擇	Stakeholder Engagement and Materiality 持份者參與及重要性
	102-43 Approach to stakeholder engagement 102-43 持份者參與方針	Stakeholder Engagement and Materiality 持份者參與及重要性
	102-44 Key topics and concerns raised 102-44 提出的主要議題和關切問題	Stakeholder Engagement and Materiality 持份者參與及重要性
	102-45 Entities included in the consolidated financial statements 102-45 合併財務報表中所涵蓋的實體	Please refer to the Group's Annual Report 請參閱本集團《年度報告》
	102-46 Defining report content and topic boundaries 102-46 界定報告內容及議題範圍	About this Report — Reporting Scope 關於本報告 — 報告範疇
	102-47 List of material topics 102-47 重要議題列表	Stakeholder Engagement and Materiality — Materiality Assessment 持份者參與及重要性 — 重要性評估

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全球報告倡議組織(GRI)準則內容索引

GRI Standard GRI 標準	Disclosure 披露	Explanation/Reference Section 解釋／參考章節
	102-48 Restatements of information 102-48 信息重述	Restatements have been explained in the relevant sections. 重述已在相關章節中解釋。
	102-49 Changes in reporting 102-49 報告變化	No significant change from previous reporting periods in the list of material topics and topic boundaries. 重要議題列表及議題範圍與之前的報告期相比沒有顯著變化。
	102-50 Reporting period 102-50 報告期	About this Report — Reporting Scope 關於本報告 — 報告範疇
	102-51 Date of most recent report 102-51 最近報告日期	The most recent previous ESG Report was published in April 2021. 本集團上一份 ESG 報告於二零二一年四月發佈。
	102-52 Reporting cycle 102-52 報告週期	The ESG report is published annually. ESG 報告每年發佈一次。
	102-53 Contact point for questions regarding the report 102-53 有關本報告問題的聯絡人資訊	About this Report — Contact & Feedback 關於本報告 — 聯絡及反饋
	102-54 Claims of reporting in accordance with the GRI Standards 102-54 符合 GRI 標準進行報告的聲明	About this Report — Reporting Standard 關於本報告 — 報告準則
	102-55 GRI content index 102-55 GRI 內容索引	GRI content index GRI 內容索引
	102-56 External assurance 102-56 外部鑒證	The report is reviewed by the management and Board. 本報告由管理層及董事會審查。

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全球報告倡議組織(GRI)準則內容索引

GRI Standard GRI 標準	Disclosure 披露	Explanation/Reference Section 解釋／參考章節
GRI 204: Procurement Practices – 2016 GRI 204 : 採購實踐 – 2016	Management approach disclosures 管理方針披露	Making Responsible Business — Supply Chain Management 負責任企業 — 供應鏈管理
	103-1 Explanation of the material topic and its Boundary 103-1 解釋重要議題及其範圍	
	103-2 The management approach and its components 103-2 管理方針及其要素	
	103-3 Evaluation of the management approach 103-3 管理方針的評估	
	204-1 Proportion of spending on local suppliers 204-1 向當地供應商採購支出的比例	The Group has no overseas suppliers. All suppliers were from China. 本集團無海外供應商。所有供應商均來自中國。

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全球報告倡議組織(GRI)準則內容索引

GRI Standard GRI 標準	Disclosure 披露	Explanation/Reference Section 解釋／參考章節
GRI 205: Anti-corruption – 2016 GRI 205 : 反貪污 – 2016	Management approach disclosures 管理方針披露	Making Responsible Business — Ethical Business 負責任企業 — 誠信經營
	103-1 Explanation of the material topic and its Boundary 103-1 解釋重要議題及其範圍	
	103-2 The management approach and its components 103-2 管理方針及其要素	
	103-3 Evaluation of the management approach 103-3 管理方針的評估	
	205-1 Operations assessed for risks related to corruption 205-1 已進行貪污風險評估的營運據點	Making Responsible Business — Ethical Business 負責任企業 — 誠信經營
	205-2 Communication and training about anti-corruption policies and procedures 205-2 反貪污政策和程序的傳達及培訓	Making Responsible Business — Ethical Business 負責任企業 — 誠信經營
	205-3 Confirmed incidents of corruption and actions taken 205-3 已確認的貪污事件及採取的行動	Making Responsible Business — Ethical Business 負責任企業 — 誠信經營

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GRI Standard GRI 標準	Disclosure 披露	Explanation/Reference Section 解釋／參考章節
GRI 302: Energy – 2016 GRI 302 : 能源 – 2016	Management approach disclosures 管理方針披露	Environmental Sustainability — Environmental Management 環境可持續性 — 環境管理
	103-1 Explanation of the material topic and its Boundary 103-1 解釋重要議題及其範圍	
	103-2 The management approach and its components 103-2 管理方針及其要素	
	103-3 Evaluation of the management approach 103-3 管理方針的評估	
	302-1 Energy consumption within the organization 302-1 組織內部的能源消耗量	Environmental Sustainability — Responsible Use of Resources 環境可持續性 — 負責任地使用資源
	302-3 Energy intensity 302-3 能源強度	Environmental Sustainability — Responsible Use of Resources 環境可持續性 — 負責任地使用資源
	302-5 Reduction in energy requirements of products and services 302-5 降低產品及服務的能源要求	Environmental Sustainability — Responsible Use of Resources 環境可持續性 — 負責任地使用資源

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GRI Standard GRI 標準	Disclosure 披露	Explanation/Reference Section 解釋／參考章節
GRI 303: Water and Effluents – 2018 GRI 303 : 水資源與污水 – 2018	Management approach disclosures 管理方針披露	Environmental Sustainability — Responsible Use of Resources and Waste Management 環境可持續性 — 負責任地使用資源及廢棄物管理
	303-1 Interactions with water as a shared resource 303-1 與水作為共用資源的相互作用	
	303-2 Management of water discharge-related impacts 303-2 排水相關影響的管理	
	303-4 Water discharge 303-4 排水	Environmental Sustainability — Waste Management 環境可持續性 — 廢棄物管理
	303-5 Water consumption 303-5 用水量	Environmental Sustainability — Responsible Use of Resources 環境可持續性 — 負責任地使用資源

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GRI Standard GRI 標準	Disclosure 披露	Explanation/Reference Section 解釋／參考章節
GRI 305: Emissions – 2016 GRI 305 : 排放 – 2016	Management approach disclosures 管理方針披露	Environmental Sustainability 環境可持續性
	103-1 Explanation of the material topic and its Boundary 103-1 解釋重要議題及其範圍	
	103-2 The management approach and its components 103-2 管理方針及其要素	
	103-3 Evaluation of the management approach 103-3 管理方針的評估	
	305-1 Direct (Scope 1) GHG emissions 305-1 直接(範圍一)溫室氣體排放	Environmental Sustainability — Greenhouse Gas Emission 環境可持續性 — 溫室氣體排放
	305-2 Energy indirect (Scope 2) GHG emissions 305-2 能源間接(範圍二)溫室氣體排放	Environmental Sustainability — Greenhouse Gas Emission 環境可持續性 — 溫室氣體排放
	305-3 Other indirect (Scope 3) GHG emissions 305-3 其他間接(範圍三)溫室氣體排放	Environmental Sustainability — Greenhouse Gas Emission 環境可持續性 — 溫室氣體排放
	305-4 GHG emissions intensity 305-4 溫室氣體排放強度	Environmental Sustainability — Greenhouse Gas Emission 環境可持續性 — 溫室氣體排放
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions 305-7 氮氧化物(NOX)、硫氧化物(SOX)和其他重大氣體排放	Environmental Sustainability — Emission Control 環境可持續性 — 排放物控制

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GRI Standard GRI 標準	Disclosure 披露	Explanation/Reference Section 解釋／參考章節
GRI 306: Waste – 2020 GRI 306 : 廢棄物 – 2020	Management approach disclosures 管理方針披露	Environmental Sustainability — Waste Management 環境可持續性 — 廢棄物管理
	306-1 Waste generation and significant waste-related impacts 306-1 產生的廢棄物及廢棄物相關的重大影響	
	306-2 Management of significant waste-related impacts 306-2 重大廢棄物相關影響的管理	
	306-3 Waste generated 306-3 廢棄物產生	Environmental Sustainability — Waste Management 環境可持續性 — 廢棄物管理
GRI 307: Environmental Compliance – 2016 GRI 307 : 環境合規 – 2016	Management approach disclosures 管理方針披露	Environmental Sustainability — Environmental Management 環境可持續性 — 環境管理
	103-1 Explanation of the material topic and its Boundary 103-1 解釋重要議題及其範圍	
	103-2 The management approach and its components 103-2 管理方針及其要素	
	103-3 Evaluation of the management approach 103-3 管理方針的評估	
	307-1 Non-compliance with environmental laws and regulations 307-1 違反環境法律法規	Environmental Sustainability — Environmental Management 環境可持續性 — 環境管理

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全球報告倡議組織(GRI)準則內容索引

GRI Standard GRI 標準	Disclosure 披露	Explanation/Reference Section 解釋／參考章節
GRI 401: Employment – 2016 GRI 401 : 僱傭 – 2016	Management approach disclosures 管理方針披露	Respecting Our Employees 尊重僱員
	103-1 Explanation of the material topic and its Boundary 103-1 解釋重要議題及其範圍	
	103-2 The management approach and its components 103-2 管理方針及其要素	
	103-3 Evaluation of the management approach 103-3 管理方針的評估	
	401-1 New employee hires and employee turnover 401-1 新進員工和員工流動率	Respecting Our Employees 尊重僱員
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees 401-2 提供給全職員工(不包括臨時或兼職員工)的福利	Respecting Our Employees — Employee Conditions and Welfare 尊重僱員 — 僱傭條件和福利
	401-3 Parental leave 401-3 育兒假	Respecting Our Employees — Employee Conditions and Welfare 尊重僱員 — 僱傭條件和福利

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GRI Standard GRI 標準	Disclosure 披露	Explanation/Reference Section 解釋／參考章節
GRI 402: Labour/Management Relations – 2016 GRI 402 : 勞資關係 – 2016	Management approach disclosures 管理方針披露	Respecting Out Employees — Labour Relations Management 尊重僱員 — 勞資關係管理
	103-1 Explanation of the material topic and its Boundary 103-1 解釋重要議題及其範圍	
	103-2 The management approach and its components 103-2 管理方針及其要素	
	103-3 Evaluation of the management approach 103-3 管理方針的評估	
	402-1 Minimum notice periods regarding operational changes 402-1 有關運營變更的最短通知期	Respecting Out Employees — Labour Relations Management 尊重僱員 — 勞資關係管理

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GRI Standard GRI 標準	Disclosure 披露	Explanation/Reference Section 解釋／參考章節
GRI 403: Occupational Health and Safety – 2018 GRI 403 : 職業健康與安全 – 2018	Management approach disclosures 管理方針披露	Respecting Our Employees — Health, Safety and Wellness 尊重僱員 — 健康、安全及福祉
	403-1 Occupational health and safety management system 403-1 職業健康安全管理體系	
	403-2 Hazard identification, risk assessment, and incident investigation 403-2 危害辨識、風險評估及事故調查	
	403-3 Occupational health services 403-3 職業健康服務	
	403-4 Worker participation, consultation, and communication on occupational health and safety 403-4 有關職業安全衛生之工作者參與、諮商與溝通	
	403-5 Worker training on occupational health and safety 403-5 工作者職業健康安全培訓	
	403-6 Promotion of worker health 403-6 促進工人健康	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 403-7 預防和減輕與業務關係直接相關聯之職業安全衛生的衝擊	
	403-8 Workers covered by an occupational health and safety management system 403-8 職業健康安全管理體系覆蓋的工作者	Respecting Our Employees — Health, Safety and Wellness 尊重僱員 — 健康、安全及福祉
	403-9 Work-related injuries 403-9 工傷	Respecting Our Employees — Health, Safety and Wellness 尊重僱員 — 健康、安全及福祉

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GRI Standard GRI 標準	Disclosure 披露	Explanation/Reference Section 解釋／參考章節
GRI 404: Training and Education – 2016 GRI 404 : 培訓與教育 – 2016	Management approach disclosures 管理方針披露	Respecting Our Employees — Talent Development 尊重僱員 — 人才發展
	103-1 Explanation of the material topic and its Boundary 103-1 解釋重要議題及其範圍	
	103-2 The management approach and its components 103-2 管理方針及其要素	
	103-3 Evaluation of the management approach 103-3 管理方針的評估	
	404-1 Average hours of training per year per employee 404-1 每名員工每年接受培訓的平均時數	Respecting Our Employees — Talent Development 尊重僱員 — 人才發展
	404-3 Percentage of employees receiving regular performance and career development reviews 404-3 定期接受業績和職業發展審查的僱員百分比	

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GRI Standard GRI 標準	Disclosure 披露	Explanation/Reference Section 解釋／參考章節
GRI 405: Diversity and Equal Opportunity – 2016 GRI 405 : 多元化與平等機會 – 2016	Management approach disclosures 管理方針披露	Respecting Our Employees — Labour Relations Management 尊重僱員 — 勞資關係管理
	103-1 Explanation of the material topic and its Boundary 103-1 解釋重要議題及其範圍	
	103-2 The management approach and its components 103-2 管理方針及其要素	
	103-3 Evaluation of the management approach 103-3 管理方針的評估	
	405-1 Diversity of governance bodies and employees 405-1 管治機構與僱員的多元化	Respecting Our Employees 尊重僱員
GRI 406: Non-discrimination – 2016 GRI 406 : 反歧視 – 2016	Management approach disclosures 管理方針披露	Employment Standards 僱傭標準
	103-1 Explanation of the material topic and its Boundary 103-1 解釋重要議題及其範圍	
	103-2 The management approach and its components 103-2 管理方針及其要素	
	103-3 Evaluation of the management approach 103-3 管理方針的評估	
	406-1 Incidents of discrimination and corrective actions taken 406-1 歧視事件及採取的糾正行動	There had been no case of discrimination incident during the reporting period. 報告期內未發生歧視事件。

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GRI Standard GRI 標準	Disclosure 披露	Explanation/Reference Section 解釋／參考章節
GRI 408: Child Labour – 2016 GRI 408 : 童工 – 2016	Management approach disclosures (GRI 103) 管理方針披露 (GRI 103)	Respecting Our Employees — Child & Forced Labour 尊重僱員 — 童工及強迫勞動
	103-1 Explanation of the material topic and its Boundary 103-1 解釋重要議題及其範圍	
	103-2 The management approach and its components 103-2 管理方針及其要素	
	103-3 Evaluation of the management approach 103-3 管理方針的評估	
	408-1 Operations and suppliers at significant risk for incidents of child labour 408-1 具有重大童工事件風險的運營點和供應商	Respecting Our Employees — Child & Forced Labour 尊重僱員 — 童工及強迫勞動

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GRI Standard GRI 標準	Disclosure 披露	Explanation/Reference Section 解釋／參考章節
GRI 409: Forced or Compulsory Labour – 2016 GRI 409 : 強迫或強制勞動 – 2016	Management approach disclosures 管理方針披露	Respecting Our Employees — Child & Forced Labour 尊重僱員 — 童工及強迫勞動
	103-1 Explanation of the material topic and its Boundary 103-1 解釋重要議題及其範圍	
	103-2 The management approach and its components 103-2 管理方針及其要素	
	103-3 Evaluation of the management approach 103-3 管理方針的評估	
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour 409-1 具有強迫或強制勞動事件重大風險的運 營點和供應商	Respecting Our Employees — Child & Forced Labour 尊重僱員 — 童工及強迫勞動

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GRI Standard GRI 標準	Disclosure 披露	Explanation/Reference Section 解釋／參考章節
GRI 413: Local Communities – 2016 GRI 413 : 當地社區 – 2016	Management approach disclosures 管理方針披露	Sustainable Community 可持續社區
	103-1 Explanation of the material topic and its Boundary 103-1 解釋重要議題及其範圍	
	103-2 The management approach and its components 103-2 管理方針及其要素	
	103-3 Evaluation of the management approach 103-3 管理方針的評估	
	413-1 Operations with local community engagement, impact assessments, and development programs 413-1 有當地社區參與、影響評估和發展計劃的運營點	Sustainable Community 可持續社區

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GRI Standard GRI 標準	Disclosure 披露	Explanation/Reference Section 解釋／參考章節
GRI 414: Supplier Social Assessment – 2016 GRI 414 : 供應商社會評估 – 2016	Management approach disclosures (GRI 103) 管理方針披露 (GRI 103)	Making Responsible Business — Supply Chain Management 負責任企業 — 供應鏈管理
	103-1 Explanation of the material topic and its Boundary 103-1 解釋重要議題及其範圍	
	103-2 The management approach and its components 103-2 管理方針及其要素	
	103-3 Evaluation of the management approach 103-3 管理方針的評估	
	414-1 New suppliers that were screened using social criteria 414-1 使用社會標準篩選的新供應商	Making Responsible Business — Supply Chain Management 負責任企業 — 供應鏈管理

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GRI Standard GRI 標準	Disclosure 披露	Explanation/Reference Section 解釋／參考章節
GRI 416: Customer Health and Safety – 2016 GRI 416 : 客戶健康與安全 – 2016	Management approach disclosures (GRI 103) 管理方針披露 (GRI 103)	Making Responsible Business 負責任企業
	103-1 Explanation of the material topic and its Boundary 103-1 解釋重要議題及其範圍	
	103-2 The management approach and its components 103-2 管理方針及其要素	
	103-3 Evaluation of the management approach 103-3 管理方針的評估	
	416-1 Assessment of the health and safety impacts of product and service categories 416-1 對產品和服務類別的健康與安全影響的 評估	All products underwent quality assurance procedures. 所有產品均經過質量保證程序。
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services 416-2 涉及產品和服務的健康與安全的違規事 件	Making Responsible Business 負責任企業

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GRI Standard GRI 標準	Disclosure 披露	Explanation/Reference Section 解釋／參考章節
GRI 418: Customer Privacy – 2016 GRI 418 : 客戶隱私 – 2016	Management approach disclosures (GRI 103) 管理方針披露 (GRI 103)	Making Responsible Business — Data Privacy & Intellectual Property Rights 負責任企業 — 數據隱私和智慧財產權
	103-1 Explanation of the material topic and its Boundary 103-1 解釋重要議題及其範圍	
	103-2 The management approach and its components 103-2 管理方針及其要素	
	103-3 Evaluation of the management approach 103-3 管理方針的評估	
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data 418-1 關於侵犯客戶隱私和丟失客戶資料的實質性投訴	Making Responsible Business — Data Privacy & Intellectual Property Rights 負責任企業 — 數據隱私和智慧財產權



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