



新源萬恒 控股有限公司

New Provenance Everlasting Holdings Limited

(Incorporated in Bermuda with limited liability 於百慕達註冊成立之有限公司)
(Stock Code 股份代號: 2326)



Environmental, Social and
Governance Report
2019/20
環境、社會和管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

CONTENT

ABOUT THE ESG REPORT

- SCOPE OF THE REPORT
- REPORTING GUIDELINES
- INFORMATION AND FEEDBACK

ABOUT THE GROUP

ESG GOVERNANCE

- STAKEHOLDER ENGAGEMENT

GREEN OPERATION

- ENHANCING RESOURCES UTILISATION
- EXHAUST EMISSION MANAGEMENT
- WATER MANAGEMENT
- WASTE MANAGEMENT
- SOIL MANAGEMENT
- CONSERVING RESOURCES

CARING FOR OUR EMPLOYEES

- EMPLOYEES' RIGHTS
- EMPLOYEES' WELFARE
- EMPLOYEES' CAREER PLANNING

SAFEGUARDING HEALTH AND SAFETY OF EMPLOYEES

- PRODUCTION SAFETY MECHANISM
- ACCIDENT PREVENTION AND HANDLING
- PROMOTION AND EDUCATION

COMMITMENT TO CLIENTS AND SUPPLIERS

- SUPPLIER MANAGEMENT
- QUALITY ASSURANCE
- CUSTOMER FOCUS
- BUSINESS ETHICS
- ANTI-CORRUPTION

COMMUNITY CARE

CONTENT INDEX OF ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE

目錄

關於ESG報告	2
報告範圍	2
報告準則	2
資訊及反饋	2
關於本集團	3
ESG管理	4
持份者參與	5
綠色營運	8
提高資源利用	9
廢氣管理	12
水資源管理	14
廢棄物管理	16
土壤管理	17
節約資源	18
關懷員工	20
員工權益	21
員工福利	22
員工職業規劃	23
保障員工的健康與安全	24
安全生產體系	24
事故預防及處理	25
宣傳及教育	27
對客戶及供應商的承諾	28
供應商管理	28
質量保障	29
重視客戶	30
保持商業道德	30
反貪污	31
關懷社會	31
有關《環境、社會及管治報告指引》內容索引	32

ABOUT THE ESG REPORT

The Environmental, Social and Governance (“ESG”) Report of New Provenance Everlasting Holdings Limited (the “Company”) and its subsidiaries (collectively as the “Group” or “we”) highlights the Group’s commitment to sustainable development and our work in fulfilment of the corporate social responsibility.

Scope of the Report

The major environmental impact of our business is resulted from the production and sales of industrial products and utilities. The ESG report focuses on reviewing the environmental and social performance of the subsidiaries operating the aforementioned businesses, including 寧夏華夏環保資源綜合利用有限公司 (literally translated as Ningxia Huaxia Integrated Waste Recycling Company Limited) (the “Waste Recycling Company”) and 寧夏天元發電有限公司 (literally translated as Ningxia Tianyuan Power Generation Co., Ltd) (the “Power Company”) in Shikong Industry Park of Zhongning County in Ningxia of the People’s Republic of China (the “PRC”), from 1 April 2019 to 31 March 2020 (the “Year”). The key performance indicators (“KPI”) disclosed continue focusing on the performance of the Waste Recycling Company and the Power Company. For more information on corporate governance, please refer to “Corporate Governance Report” of the Annual Report of the Year.

Reporting Guidelines

The ESG report makes relevant disclosures in accordance with the “Environmental, Social and Governance Reporting Guide” as set out in Appendix 27 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (“Hong Kong Stock Exchange”) and complies with the “Comply or Explain” provision therein.

Information and Feedback

For detailed information about the environmental, social and corporate governance of the Group, please refer to the Group’s official website (www.npegroup.com.hk). Your opinions on this report will be highly valued. Please contact us with any comments or suggestions at info@npegroup.com.hk.

關於ESG報告

新源萬恒控股有限公司(「本公司」)及其附屬公司(統稱「本集團」或「我們」)發表的環境、社會及管治(「ESG」)報告闡述本集團於業務中秉持的可持續發展理念,以及履行企業公民責任所推行的各項工作。

報告範圍

本集團業務中的主要環境影響來自工業用產品及公用產品的生產及銷售。因此,ESG報告的主要內容集中檢視經營此兩項業務的附屬公司於二零一九年四月一日至二零二零年三月三十一日(「本年度」)在環境及社會層面之表現,包括位於中華人民共和國(「中國」)寧夏中寧縣石空工業園區內的寧夏華夏環保資源綜合利用有限公司(「環保公司」)及寧夏天元發電有限公司(「電力公司」)。本集團繼續以環保公司及電力公司的表現作為關鍵績效指標的披露重點。有關企業管治的內容,請參閱本年度年報內的《企業管治報告》。

報告準則

ESG報告乃根據香港聯合交易所有限公司(「香港聯交所」)刊發的證券上市規則附錄二十七所載的《環境、社會及管治報告指引》作出相關披露,並遵守當中「不遵守就解釋」的條文。

資訊及反饋

有關本集團的環境、社會及企業管治的詳細信息,請參閱本集團的官方網站(www.npegroup.com.hk)。本集團重視您對此份報告的看法,若閣下有任何意見或建議,歡迎以電郵形式發送至以下郵箱:info@npegroup.com.hk。

ABOUT THE GROUP

New Provenance Everlasting Holdings Limited is a company listed on the Main Board of the Hong Kong Stock Exchange (stock code: 2326). The Group is principally engaged in the sourcing and sale of metal minerals and related industrial materials, production and sale of industrial products and production and sale of utilities. The Group is actively exploring business opportunities with development potential and sustainability.

Based on our professional knowledge in the sourcing of metal minerals and related industrial materials industry as well as the cooperation with our business partners through the years, the business of sourcing and sale of metal minerals and related industrial materials has generated stable revenue and cash flows for the Group, allowing the Group to be continually being recognised by our business partners, and has paved the way to establish a sound foundation for our future development.

We will continue to take full advantage of our long-standing relationships with our business partners and continue leveraging the financing capability as a listed company in an effort to expand in opportunities with potential and sustainable development in order to ensure the sustainable development of the Group as well as creating returns for shareholders.



關於本集團

新源萬恒控股有限公司為一間於香港聯合交易所主板上市的公司（股份代號：2326）。本集團主要從事採購及銷售金屬礦物及相關工業原料、生產及銷售工業用產品、以及生產及銷售公用產品。本集團亦正積極拓展具發展潛力及可持續發展的商機。

憑藉我們團隊在金屬礦物及相關工業原料採購行業內的專業知識，以及與本集團業務合作夥伴累積多年的良好合作關係，我們在金屬礦物及相關工業原料採購及銷售業務上為本集團帶來了穩定的收益及現金流，同時亦獲得業務合作夥伴的肯定及認同，為本集團未來發展奠定穩建的基礎。

我們將充份利用我們與各業務合作夥伴多年的良好關係及繼續利用上市公司自身的融資優勢，致力拓展具發展潛力及可持續發展的商機，以確保上市公司的持續發展能力，為股東創造回報。



ESG MANAGEMENT

The Group is fully aware of the importance of efficient ESG governance to corporate sustainability development. The Group has therefore established an ESG management framework with clear demarcation of responsibilities to ensure the effective implementation of the ESG governance policy. The Board of Directors (the “Board”) of the Group assumes primary responsibility for the supervision of the Group’s ESG governance, including determining the Group’s ESG approach, understanding and controlling ESG related risks, and supervising and leading the management and relevant departments in the formulation and implementation of relevant policies and measures. Through the adoption of a “top-down and bottom-up” management approach, the Group is able to facilitate effective communication among all working unites and allow policymakers to get a good grasp of practical experience in daily operations.

ESG管理

本集團充分意識到高效的ESG管治對企業可持續發展的重要性。因此，本集團已建立職責明確的ESG管理架構，確保其ESG管治政策得以有效全面實施。本集團董事會（「董事會」）在本集團的ESG方面上承擔主體責任，包括決定本集團的ESG方針、了解及控制本集團於ESG方面的風險、監督並領導管理層與各職能部門制定及執行相關政策和措施。透過採用一套由上而下及由下而上的管理方式，本集團促進各單位的高效溝通，並讓政策制定者及時了解日常營運中的實踐經驗。



ESG MANAGEMENT (continued)

Stakeholder Engagement

The ESG report represents the joint effort of employees from various departments of the Group and helps us understand the current level of environmental and social development. The information collected not only serves as a summary of the environmental and social initiatives adopted by the Group during the Year, but also acts as a basis for the formulation of the Group's sustainable development strategy.

The Group deeply understands the inseparable connection between the opinions of the stakeholders and corporate development. With that in mind, the Group attaches great importance to the communication with its stakeholders and actively collects and responds to their expectations and requirements through multiple channels in daily operations. The Group also actively builds a mutually helpful and trustful relationship with all stakeholders. In the future, the group will consider increasing the level of engagement of the stakeholders so as to collect their valuable opinions regarding the Group's business and its ESG performance in a more comprehensive manner.

ESG管理 (續)

持份者參與

ESG報告的撰寫過程有賴各部門同事的參與，使我們更了解目前在環境和社會層面的發展水平。所收集到的資料既總結了本集團於本年度內開展環境和社會相關的工作，也為本集團制訂可持續發展策略奠下基礎。

本集團同時深明持份者意見與企業發展的關係密不可分。因此，本集團高度重視與各方持份者的溝通，在日常營運中積極透過多種渠道收集並回應其期望與要求之餘，亦主動與其建立互信互助的關係。未來，本集團將考慮提升持份者的參與度，從而更全面收集其對本集團業務及ESG表現的寶貴意見。

ESG MANAGEMENT (continued)

ESG管理 (續)

Stakeholder Engagement (continued)

持份者參與 (續)

Stakeholders 持份者	Expectations and Requirements 期望與要求	Ways of Communication and Response 溝通與回應方式
Government and Regulators 政府與監管機構	<ul style="list-style-type: none"> • Compliance with national policies, laws and regulations • 遵守國家政策及法律法規 • Foster local economic development • 促進地方經濟發展 • Contribution in local employment • 帶動地方就業 • Tax payment in full and on time • 按時繳稅 	<ul style="list-style-type: none"> • Regular communication with regulatory authority • 定期與監管機構溝通
Shareholders 股東	<ul style="list-style-type: none"> • Income and returns • 收益回報 • Operational compliance • 合規營運 • Growth in corporate value • 提升公司價值 • Information transparency and effective communication • 資訊透明及有效溝通 	<ul style="list-style-type: none"> • General meetings • 股東大會 • Company's announcements • 公司公告
Business Partners 合作夥伴	<ul style="list-style-type: none"> • Operation with integrity • 誠信經營 • Fair competition • 公平競爭 • Performance of contracts • 依法履約 • Mutual benefits • 互利共贏 	<ul style="list-style-type: none"> • Business communication • 商務溝通
Customers 客戶	<ul style="list-style-type: none"> • Quality products and services • 優質產品與服務 • Health and safety • 健康與安全 • Performance of contracts • 依法履約 • Operation with integrity • 誠信經營 	<ul style="list-style-type: none"> • Customer meetings • 客戶溝通會議

ESG MANAGEMENT (continued)

ESG管理 (續)

Stakeholder Engagement (continued)

持份者參與 (續)

Stakeholders 持份者	Expectations and Requirements 期望與要求	Ways of Communication and Response 溝通與回應方式
Environment 環境	<ul style="list-style-type: none"> • Emission compliance • 達標排放 • Energy saving and emission reduction • 節能減排 • Ecological protection • 保護生態 	<ul style="list-style-type: none"> • Environmental investigation and inspection • 調研檢查
Industry 行業	<ul style="list-style-type: none"> • Formulate industry standards • 行業標準制定 • Enhancement of industrial development • 促進行業發展 	<ul style="list-style-type: none"> • Visits and mutual inspections • 考察互訪
Employees 員工	<ul style="list-style-type: none"> • Protection of rights • 權益維護 • Occupational health and safety • 職業健康及安全 • Remunerations and benefits • 薪酬福利 • Career development • 職業發展 • Humanity cares • 人文關懷 	<ul style="list-style-type: none"> • Employee meetings • 員工溝通會
Communities and the Public 社區及公眾	<ul style="list-style-type: none"> • Improve the community environment • 改善社區環境 • Participate in public welfare • 參與公益事業 • Information transparency • 資訊公開透明 	<ul style="list-style-type: none"> • Company website • 公司網站

GREEN OPERATION

The Group always regards environmental protection and emission reduction as the important considerations of the Group's sustainable development strategy. During the Year, we continue abiding by our commitment to environmental protection by reducing the emissions of pollutants and greenhouse gas, minimising the consumption of resources as well as enhancing resource utilisation efficiency in our operations. Through green operation, the impacts of our operations on the environment are minimised. We strictly comply with laws and regulations related to environmental protection, including but not limited to the Environmental Protection Law of the PRC, Atmospheric Pollution Prevention and Control Law of the PRC, Water Pollution Prevention and Control Law of the PRC, Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste, and Emission Standard of Pollutants for Sulphuric Acid Industry (GB26132-2010). We have also obtained national required licenses, such as pollutants discharge permits.

The Group believes that a sound and well-established system can provide a solid foundation for achieving sustainable development. Therefore, the Waste Recycling Company and the Power Company have established a comprehensive environmental management system to prevent and control environmental pollution. Under the system, each department is required to sign the environmental objective liability statement in order to take forward the participation in the environmental liability scheme. To achieve green operation, the Waste Recycling Company and the Power Company have established relevant management systems in respect of environment, exhaust emission, water resources, soil, waste and energy. In addition, environmental performance of each department is regularly assessed to avoid environmental incidents, while environmental training programmes are set up annually to promote staff's awareness of environmental protection. Environmental training are organised to help new employees get acquainted with the environmental policies of the Group; training are also provided to existing employees on various topics, covering the national environmental protection laws and regulations, current development of the Group's environmental management, instructions in using environmental protection facilities, environmental protection emergency plan and basic knowledge of ISO14001 Environmental Management Systems. Employees' feedback on the training will be collected to assess the training content and refine the teaching quality.

綠色營運

本集團一直視環境保護和減低排放為企業可持續發展策略的重要考量。本年度，我們繼續恪守保護環境的承諾，在營運中致力減低污染物及溫室氣體排放、降低資源耗用、提升資源使用效率，透過實踐綠色營運，將業務對環境的影響降至最低。我們嚴格遵守與環境保護相關的法例法規，包括但不限於《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法》、《中華人民共和國水污染防治法》、《中華人民共和國固體廢物污染環境防治法》及《硫酸工業污染物排放標準》(GB26132-2010)，並已取得國家要求的牌照，如排污許可證。

本集團深信完善且良好的制度能為實踐可持續發展提供穩固的基礎。因此，環保公司及電力公司已訂立全面的環境管理制度，旨在預防和控制環境污染。根據此制度，各部門需簽訂環保目標責任書，以全面推行環保工作責任制。環保公司及電力公司已針對環境、廢氣、水資源、土壤、廢棄物及能源，制訂了相關的管理制度，務求達致綠色營運。此外，環保公司及電力公司不僅定期評估各部門的環保表現，避免環境事故的發生，亦每年制訂環保培訓計劃，提高員工的環保意識。為了讓新員工了解本集團的環保政策，環保公司及電力公司為其提供環保培訓。環保公司及電力公司亦為現職員工提供不同題材的培訓，內容涵蓋國家環保法律法規、本集團環保管理現況、環保設施使用方法、環境保護應急預案及ISO14001環境管理體系基礎知識等。我們會收集員工對培訓的意見，以檢討培訓內容及提升教學質素。

GREEN OPERATION (continued)

Enhancing Resources Utilisation

The Waste Recycling Company and the Power Company spare no effort in embedding the concepts of environmental protection and resource conservation into their operation modes. To maximise the use of resources, the Waste Recycling Company and the Power Company collect non-hazardous wastes during the production of sulphuric acid and power generation. For example, reusable materials such as moist coal ashes, coal ashes and desulphurised gypsum are collected by the Power Company and transferred to the concrete factory of the industrial park as raw materials for the concrete production in order to turn wastes into resources. Paper wastes produced by offices during daily operations are collected by the Waste Recycling Company and the Power Company to reduce waste disposal and greenhouse gas emissions.

During the Year, the Waste Recycling Company and the Power Company has achieved remarkable results in improving the use of resources, including:

綠色營運 (續)

提高資源利用

環保公司及電力公司致力將環境保護及珍惜資源的概念融入其營運模式中。環保公司及電力公司會收集製作硫酸及發電過程中的無害廢棄物，以物盡其用。例如，電力公司會將收集到的濕粉煤灰、粉煤灰及脫硫石膏等可重用物料，轉交工業區內的水泥廠作生產水泥的原材料使用，轉廢為材。環保公司及電力公司亦會回收日常辦公所產生的廢紙，以減少廢棄物棄置量及溫室氣體排放。

本年度，環保公司及電力公司繼續在提高資源使用方面取得顯著成果，包括：



Recycled Resources	資源回收	2020 二零二零年	2019 二零一九年	Change 變動
Total Amount of Recycled Paper (kg)	總回收紙張量 (千克)	288	394	-27%
Total Amount of Recycled Water Used (m ³)	總回收水用量 (立方米)	1,342,283	1,298,096	3%
Total Amount of Recycled Non-Hazardous Waste (tonnes)	無害廢棄物總回收量 (噸)	191,835	253,077	-24%

GREEN OPERATION (continued)

Enhancing Resources Utilisation (continued)

In addition, the Waste Recycling Company and the Power Company put in place the facilities for residual heat power generation by turning the residual heat generated from the combustion process in the furnace into high-temperature and high-pressure steam, which drives turbine units to generate electricity. Excessive steam is condensed into water, which is reused in the production process through water circulation. In order to enhance the efficiency of the use of residual heat, the Waste Recycling Company and the Power Company frequently clean the dust in the furnace to maintain the heat transfer efficiency on the furnace's surface. The Power Company had already carried out environmental inspections in its factories during the Year to ensure stable operation and enhance energy efficiency of its equipment.

綠色營運 (續)

提高資源利用 (續)

另外，環保公司及電力公司亦配備餘熱發電的設施，把鍋爐燃燒過程所產生的餘熱轉化為高溫高壓的蒸汽，推動發電機組產生電能。多餘的蒸汽會被冷卻成水，然後透過水循環回路在生產過程中重用。為了提升使用餘熱的效能，環保公司及電力公司均會恆常清理鍋爐積塵，以維持鍋爐表面的傳熱效能。電力公司已於本年度進行廠區環境檢查，以確保設備穩定運行及提升設備能源效益。

Case: Water Circulation System of the Power Company

案例：電力公司的水循環系統

Using recycled water can help reduce our total water consumption. Taking the water circulation system of the Power Company as an example, apart from the residual heat generated from coal combustion, it also exploits the residual heat generated by the operations of other factories in the industrial park for power generation. The residual heat first undergoes combustion in the circulating fluidized bed ("CFB") furnace. The high-temperature and high-pressure steam generated in the combustion process drives steam turbine units for power generation. The exhausted steam generated in the power generation process is condensed into water in the condenser and returned to the CFB furnace for reuse. Throughout the power generation process, the Power Company repeatedly uses the recycled water to cool the steam turbine unit. The recycled water will be stored in the cooling tower after the heat exchange process and flow downward to the circulating pool, where natural heat dissipation takes place, so as to cool the recycled water naturally. After the cooling process, recycled water re-enters the condenser for heat transfer, forming a cycle which saves water resources.

使用循環水有助減少我們的整體耗水量，以電力公司的水循環系統為例，除了燃煤產生的餘熱外，電力公司還善用工業園區內其它工廠營運過程所產生的餘熱，用作發電。餘熱於循環流化床鍋爐進行燃燒並產生高溫高壓的蒸汽，推動汽輪發電機組發電。發電後產生的乏汽在凝汽器

中凝結成水，然後回流到循環流化床鍋爐重用。於整個發電過程中，電力公司重複利用循環水冷卻汽輪發電機組，並將熱交換後的循環水儲存於冷卻塔中。冷卻塔中的循環水可自由下落至循環水池，水中熱量自然上升，達至自然冷卻循環水的目的。冷卻後的循環水會再次回到凝汽器進行熱交換，形成循環，有助節省水資源。



GREEN OPERATION (continued)

Enhancing Resources Utilisation (continued)

To enhance the operational efficiency of electrical equipment, the Waste Recycling Company has implemented intermittent operation of motors in raw materials and slag removal processes, saving power and reducing production costs. At the same time, the Waste Recycling Company has strengthened daily repairs and maintenance of equipment to discover equipment problems or failures promptly and ensure stable operation of equipment. In addition, the Waste Recycling Company strictly controls the quality of equipment spare parts, strengthens the management of spare parts replacement, prolongs the lifespan of equipment through regular maintenance, and reduces waste generated by frequent replacement of equipment spare parts.

To raise the utilisation rate of sulphur in the production process and reduce exhaust emission, the Waste Recycling Company removes sulphur dioxide from the exhaust emission in the absorption tower by using hydrogen peroxide, which converts sulphur dioxide into sulphuric acid. Saturated dilute sulphuric acid solution undergoes drying and absorption process before turning into acid products, which will not affect the quality of acid end products. The recycling of sulphur dioxide in the exhaust emission not only cuts down the production costs of sulphuric acid, but also prevents secondary pollution. In the meantime, the Waste Recycling Company raises the sulphur content of ores used and stabilises the temperature in the furnace to reduce sulphur residual in slag and enhance the utilisation rate of sulphur.

綠色營運 (續)

提高資源利用 (續)

為提高電器設備的運轉效益，環保公司在原料及排渣工序實行電機間斷運作，節省電力的同時降低生產成本。與此同時，環保公司加強設備日常維修和保養，以及時發現設備問題或故障，確保設備穩定運作。另外，環保公司嚴格把關設備備件的品質及加強管理備件更換，通過定期維修以提高設備壽命，減少因經常更換設備備件而造成的浪費。

為提升生產過程中硫的利用率及減少尾氣排放，環保公司於吸收塔內利用雙氧水脫除尾氣中的二氧化硫，使二氧化硫轉化為硫酸，飽和後的稀硫酸溶液進入乾吸工序，成為產品酸。產品酸對成品酸的質量並無影響，而尾氣中的硫被回收利用，降低了硫酸的生產成本且有效防止二次污染。與此同時，環保公司透過提高入爐礦的硫含量以及穩定爐溫，降低礦渣殘硫，提升硫利用率。

GREEN OPERATION (continued)

Exhaust Emission Management

The Group endeavours to control and mitigate environmental pollution, including the management of exhaust emission from the production process. Major sources of exhaust emission from the Waste Recycling Company and the Power Company include industrial exhaust emission generated during the production process, flue gas generated by industrial kiln and furnace, and dust from the material storage area, construction sites and provisional sites. The Waste Recycling Company and the Power Company adopted the following corresponding measures to deal with various types of exhaust emission:

綠色營運 (續)

廢氣管理

本集團致力控制及減輕環境污染，包括管理生產過程中的廢氣排放。環保公司及電力公司的廢氣主要為生產過程中的工業廢氣、工業窯爐排放的煙氣、以及材料場、工地及臨時作業現場產生的粉塵。針對不同類型的廢氣，環保公司及電力公司採取了以下相應的處理措施：

Industrial exhaust emission generated during the production process
生產過程產生的工業廢氣

- Purification
進行淨化
- Reuse of recyclable exhaust emission
可回收的廢氣會循環再用
- After-treatment and discharge of non-recyclable exhaust emission once emission limits are met
不可回收利用的廢氣會經後續處理並在檢測達標後排放

Flue gas generated by industrial kiln and furnace
工業窯爐產生的煙氣

- Desulfurisation, denitrification and dust removal
脫硫、脫硝、除塵
- Discharge after relevant standards are met
檢測達標後排放

Dust from material storage area, construction sites and provisional sites
材料場、工地及臨時作業現場產生的粉塵

- Adopting measures against rain, dust and wind
採取防風防雨降塵措施
- Sprinkling of water at dusty areas
向產生粉塵污染的場地進行灑水
- Building enclosures around storage area
在粉塵儲存區域設置圍欄

GREEN OPERATION (continued)

Exhaust Emission Management (continued)

In addition to the aforementioned exhaust emission management measures, to further strengthen the control on exhaust emissions, various exhaust emission control measures have also been adopted by the Waste Recycling Company and the Power Company. The Waste Recycling Company has upgraded the technique of exhaust gas absorption in the production process, of which hydrogen peroxide has been used to replace traditional alkali. To lower the concentration of nitrogen oxides in exhaust gas, the Power Company made alteration to the furnace exhaust gas denitration system during the Year to achieve ultra-low emissions.

Furthermore, the Waste Recycling Company and the Power Company regularly monitor the level of exhaust emission. For example, the Power Company conducts continuous and real-time tracking on pollutants in flue gas through a flue gas continuous emission monitoring system. The Group closely abides by the requirements of national and local pollutant emission standards and the requirements of emission limits relating to exhaust gas emission, including but not limited to the Emission Standard of Pollutants for Sulphuric Acid Industry (GB26132-2010) abided by the Waste Recycling Company, and the Integrated Emission Standard of Air Pollutants (GB16297-1996) abided by the Power Company.

The data of exhaust emission by the Waste Recycling Company and the Power Company are listed below:

Exhaust Emission	廢氣	2020 二零二零年	2019 二零一九年	Change 變動
Nitrogen Oxides (tonnes)	氮氧化物(噸)	118	160	-26%
Sulphur Oxides (tonnes)	硫氧化物(噸)	198	154	29%
Particulates (tonnes)	顆粒物(噸)	28	24	16%

綠色營運(續)

廢氣管理(續)

除了以上廢氣處理措施，為了進一步加強廢氣排放的控制力度，環保公司及電力公司亦採取各種措施控制廢氣排放。環保公司在生產過程中利用雙氧水替代傳統鹼液作吸收尾氣。而電力公司為了降低廢氣中的氮氧化物濃度，於本年度進行鍋爐廢氣脫硝系統改造，實現超低排放。

此外，環保公司及電力公司會定期監測廢氣排放量，例如電力公司會透過煙氣排放連續監測系統，對煙氣中污染物進行連續、實時的跟蹤測定。本集團嚴格遵守有關廢氣排放的國家或地方污染物排放控制標準及有關標準要求的排放限值，包括但不限於環保公司所遵守的《硫酸工業污染物排放標準》(GB26132-2010)及電力公司所遵守的《大氣污染物綜合排放標準》(GB16297-1996)。

環保公司及電力公司的廢氣排放數據如下：

GREEN OPERATION (continued)

Water Management

The Group proceeds to strive to embed the concept of water conservation into the business operation. The major sources of wastewater of the Waste Recycling Company and the Power Company are domestic sewage and industrial wastewater. The two types of wastewater will be separated in which the mix storage of domestic sewage, industrial wastewater and recycled water is strictly prohibited. For example, domestic sewage is first transported to the domestic sewage treatment plant in the industrial park and subsequently inspected by the domestic sewage treatment plant in accordance with the Discharge Standard of Pollutants for Municipal Wastewater Treatment Plant (GB18918-2002). The Waste Recycling Company and the Power Company will regularly commission independent third parties to monitor wastewater, as well as filter, precipitate and chemically treat all the inspected wastewater, so as to ensure that the water quality meets the requirements for recycling in our plants and achieve zero wastewater discharge. In addition, to ensure there is no leakage of wastewater, regular inspections on the wastewater sewers are conducted by the Waste Recycling Company and the Power Company. If there is a wastewater leakage, the Waste Recycling Company will strictly follow the emergency response plan and take relevant measures immediately, so as to control the situation and prevent the pollution from spreading widely. The Waste Recycling Company and the Power Company will continue to monitor the water quality and actively optimise the wastewater treatment procedure.

綠色營運 (續)

水資源管理

本集團繼續致力於業務營運中貫徹保護水資源的理念。環保公司及電力公司的主要污水來源為生活污水及生產廢水，兩類污水會經嚴格分類，並嚴正將生活污水、生產廢水及循環水混合儲存。例如，生活污水會先運送至園區生活污水處理廠，並由生活污水處理廠按照《城鎮污水處理廠排放標準》(GB18918-2002)的要求進行檢測。環保公司及電力公司會定期委託獨立第三方進行廢水監測，並將所有檢測後的廢水進行過濾、沉澱及化學處理，確保水質達至使用要求，以供給廠房循環使用，無廢水

排放。此外，環保公司及電力公司會定期檢查運輸污水的管道，確保污水沒有洩漏。假若發生廢水洩漏事件，環保公司將嚴格按照突發事件應急預案立即採取相關措施控制情況，防止污染事故擴大。環保公司及電力公司會繼續加強監察水質，並積極優化污水處理程序。



Case: The Technical Transformation of Wastewater Treatment System of the Waste Recycling Company

案例：環保公司的污水處理系統技術改造

The Waste Recycling Company adopts domestically and internationally advanced technologies and equipment and upgrades the original wastewater treatment system, so as to minimise the environmental pollution caused by wastewater as far as possible and achieve the goal of clean production. Upon preliminary screening for suspended materials and solid impurities at the sewage treatment station, sewage from the Waste Recycling Company will be transferred to sewage retention basin to homogenise the water quality. Sewage will then undergo aeration, neutralisation and sedimentation for three times for biodegradation, pH adjustment, precipitation and reduction of heavy metal content. Filtered water will be discharged into clean water discharge and monitoring reservoir to ensure that the filtered water satisfies the standards for discharge or can be reused in the production process, while sludge generated during the process of sewage treatment will be transported and disposed of as hazardous waste after dehydration and compression.

環保公司採用國內外先進技術和設備，對原有的污水處理系統進行改造，盡力減低廢水對環境的污染，以達清潔生產的目標。環保公司的污水在污水處理站完成初步篩除懸浮物及顆粒雜質後，會進入污水收集調節池，均勻水質。其後污水共經過三次曝氣中和和混凝沉澱池，進行生物降解、酸鹼（「pH」）調整、沉澱及降低水中重金屬含量。經過濾的水會排入清水排放監測池，確保達標排放或回用至生產過程。而污水處理過程中所產生的污泥經脫水及壓縮後，會運作危險廢棄物處置。

GREEN OPERATION (continued)

Water Management (continued)

In addition to managing the sewage properly, the Group also actively takes the initiative to conserve water. The Waste Recycling Company and the Power Company conduct regular examinations and maintenance work on the facilities to prevent water leakage. The Waste Recycling Company and the Power Company also produce statistics and analysis to reveal the water-saving performance of each department or by region, and to encourage water conservation by establishing water use targets. Furthermore, various water conservation technologies have been leveraged to effectively enhance water use efficiency. For example, the Waste Recycling Company recycles the cooling water to conserve water usage during production. The Power Company has fully enhanced the use of wastewater collection tank and discharged no recyclable wastewater; non-recyclable wastewater is delivered to the wastewater treatment plant in the industrial park for the treatment of reverse osmosis before reusing to the production process. The Power Company has also regularly cleaned the wastewater collection tank to improve the quality of recycled water and boost the efficiency of water treatment system. Not only can these processes reduce water discharge of the Power Company, but they can also promote the reuse of recycled wastewater in the production process, thereby reducing raw water consumption. By means of reusing wastewater treated in the wastewater collection tank and wastewater treatment plant, the Power Company reused up to 1,342,283 m³ wastewater in the Year. Apart from the technical improvements, employees of the Waste Recycling Company and the Power Company become more acquainted with water conserving measures and relevant scientific knowledge, which raise their awareness of water conservation. To encourage the participation of employees, the Power Company has established a reward and punishment system, of which an employee will be rewarded for reporting and fixing leakage of gas, water or liquid.

綠色營運 (續)

水資源管理 (續)

除了妥善管理污水，我們亦積極採取各項節約用水措施。環保公司及電力公司定期檢查及維修用水設施，以防止漏水情況。環保公司及電力公司亦定期統計、分析及公布各部門或區域的用水與節水情況，並制定用水目標，以鼓勵節約用水。另外，環保公司及電力公司按其運作模式採用不同的節水技術，有效提高了水資源的使用效益。例如，環保公司循環使用冷卻水以節約生產用水。電力公司則充分提高廢水收集池的利用率，將可回收的廢水全部回收不外排；而不可回收的廢水會先送往園區內的污水處理廠進行反滲透處理，然後回用至生產過程中。電力公司亦定期清理廢水收集池，提高回收水的水質及水處理系統的效率。此舉在減少電力公司排水的同時，回收後的廢水可再次進入生產過程循環使用，降低了原水的消耗。本年度，通過回用廢水收集池及污水處理廠處理後的廢水，電力公司在生產過程中回用了高達1,342,283立方米的廢水。除技術提升外，環保公司及電力公司亦向員工推廣節水方法及相關科學知識，提高員工節水意識。為了鼓勵員工參與，電力公司利用獎罰制度，獎勵發現和處理設備「跑、冒、滴、漏」的員工。

GREEN OPERATION (continued)

Water Management (continued)

The detailed water consumption of the Waste Recycling Company and the Power Company is as follows:

Water Consumption	耗水量	2020 二零二零年	2019 二零一九年	Change 變動
Total Water Consumption (m ³)	總耗水量 (立方米)	1,539,251	1,535,132	0%
Water Consumption Intensity (m ³ /HK\$'000 Revenue)	耗水量密度 (立方米 / 千港元收益)	5.39	5.64	-4%

Waste Management

Non-hazardous wastes of the Waste Recycling Company and the Power Company are mainly moist coal ashes, sulphuric acid residue, coal ashes, desulphurised gypsum and domestic waste. Treatment and storage of sulphuric acid residue are under a strict supervision system and are in accordance with the Standards for Pollution Control on the Storage and Disposal Site for General Industrial Solid Wastes (GB18599-2001). We also executed clear guidelines for the conveyance and storage of sulphuric acid residue against any environmental pollution caused by improper handling of sulphuric acid residue. To facilitate full utilisation, the treated sulphuric acid residue, coal ashes and desulphurised gypsum are recycled by concrete factory of the industrial park for the concrete production. During the Year, the Waste Recycling Company and the Power Company recycled 191,835 tonnes of non-hazardous waste in total. When handling hazardous wastes, such as sludge containing heavy metals, waste catalysts and other hazardous wastes, the Waste Recycling Company is in strict compliance with the Standard for Pollution Control on Hazardous Waste Storage (GB18597-2001), and collects such wastes separately and stores them in designated containers. Safety measures are carried out to prevent the environmental pollution caused by hazardous wastes leakage. Also, labelled hazardous wastes will be delivered to qualified units for further handling.



綠色營運 (續)

水資源管理 (續)

環保公司及電力公司的詳細耗水量如下：

Water Consumption	耗水量	2020 二零二零年	2019 二零一九年	Change 變動
Total Water Consumption (m ³)	總耗水量 (立方米)	1,539,251	1,535,132	0%
Water Consumption Intensity (m ³ /HK\$'000 Revenue)	耗水量密度 (立方米 / 千港元收益)	5.39	5.64	-4%

廢棄物管理

環保公司及電力公司主要的無害廢棄物為濕粉煤灰、硫酸渣、粉煤灰、脫硫石膏及生活垃圾。環保公司及電力公司均採取嚴格的監督制度，按照《一般工業固體廢物貯存、處置場污染控制標準》(GB18599-2001)的要求處理及儲存硫酸渣，並針對硫酸渣的轉運過程及儲存方法制定了清晰的指引，減少因不當處理硫酸渣所造成的環境污染。經處理的硫酸渣、粉煤灰及脫硫石膏會由工業區內的水泥廠回收，用作生產水泥，達至物盡其用。本年度，環保公司及電力公司合共回收了191,835噸無害廢棄物。處理有害廢棄物時，環保公司會嚴格遵守《危險廢物儲存污染控制標準》(GB18597-2001)，先將含重金屬的污泥及廢催化劑等有害廢棄物分類收集及存放在特定容器內，並採取適當的防洩漏措施，減少環境污染。貼有標籤的有害廢棄物將交由合資格公司進行後續處理。

GREEN OPERATION (continued)

Waste Management (continued)

Apart from proper waste management, the Group is also committed to reducing waste at source. The Waste Recycling Company and the Power Company promote paper-free operation by encouraging the use of email for internal and external communication as well as the utilisation of Office Automation ("OA") system for administrative procedures such as notification, and application of transfer and leave. To strengthen employees' awareness of environmental protection, we regularly monitor the situation of waste production and encourage all departments to reduce waste actively. The Waste Recycling Company established measures to reduce the production of hazardous waste by improving the production techniques, which help reduce sludge with heavy metal concentration and the frequency of catalysts replacement.

The detailed data of hazardous waste and non-hazardous wastes produced by the Waste Recycling Company and the Power Company are listed below:

Wastes	廢棄物	2020 二零二零年	2019 二零一九年	Change 變動
Total Hazardous Waste Produced (kg)	有害廢棄物產生總量 (千克)	3,200	7,000	-54%
Intensity of Hazardous Waste Produced (kg/HK\$'000 Revenue)	有害廢棄物量密度 (千克/千港元收益)	0.01	0.03	-56%
Total Non-hazardous Waste Produced (tonnes)	無害廢棄物產生總量 (噸)	191,851	253,103	-24%
Intensity of Non-hazardous Waste Produced (tonnes/HK\$'000 Revenue)	無害廢棄物量密度 (噸/千港元收益)	0.67	0.93	-28%

Soil Management

As part of the consistent effort to avoid soil pollution, the Waste Recycling Company and the Power Company constantly refine the technologies and facilities, including leak-proof ground solidification for the disposal site and raw material site, and installation of wind-proof and dust control nets. The dust-free production line is introduced to the plant to mitigate soil pollution significantly. Moreover, the Waste Recycling Company will regularly entrust independent third parties to monitor the soil near the plant, so as to ensure the surrounding soil quality during operation meets the Soil Environmental Quality Risk Control Standard for Soil Contamination of Development Land (GB36600-2018).



綠色營運 (續)

廢棄物管理 (續)

除妥善處理廢棄物外，本集團亦從源頭著手，致力減少廢棄物產生。環保公司及電力公司推行無紙化辦公，鼓勵員工使用電子郵件進行內部和外部溝通，使用辦公自動化（「Office Automation」，縮寫OA）系統進行通知、調動申請、假期申請等行政程序。我們亦定期監察廢棄物產生的情況，鼓勵各部門積極減廢，加強員工環保意識。環保公司亦已制定減少產生有害廢棄物措施，透過改進生產工藝技術，從而減少產生含重金屬的污泥及催化劑的更換次數。

環保公司及電力公司所產生的有害廢棄物及無害廢棄物之詳細數據如下：

土壤管理

環保公司及電力公司一直透過改良技術及設施，以避免土壤污染。環保公司及電力公司於渣場及原料場的地面採取硬化防滲漏措施，並於場地周圍安裝防風抑塵網。工廠的無塵化生產線亦大大減少了對土壤的污染。另外，環保公司會定期委託獨立第三方監測工廠附近的土壤，確保營運期間週遭土壤質量符合《土壤環境質量建設用地土壤污染風險管控標準（試行）》（GB36600-2018）。

GREEN OPERATION (continued)

Conserving Resources

The Waste Recycling Company and the Power Company have set up a comprehensive energy management system and established an energy management team to formulate, implement and monitor energy-saving and emission reduction measures and to ensure such measures coordinate with the operation mode of the Group. The energy management team is responsible for regularly identifying the problems concerning energy use, and providing suggestions for improvements accordingly. The Waste Recycling Company and the Power Company regularly monitor the energy consumption of departments, while each department is required to perform regular analysis on the energy use and give a summary of its work on energy conservation with suggestions. To encourage the active participation of the employees in conserving energy, the Waste Recycling Company and the Power Company adopts a reward and punishment system for energy conservation, promotes energy-saving measures and provides various training on energy conservation to its employees, so as to raise employees' awareness and skills in energy conservation. In addition, aiming to reduce the energy consumption in the production process, the Waste Recycling Company and the Power Company have put in place multiple energy-saving measures. During the Year, the Waste Recycling Company has adopted the following energy-saving measures:

- Using high-power motor soft starters and variable-frequency drive to eliminate no-load operation of motor and reduce power consumption;
- Replacing original energy-consuming motors by energy-saving motors;
- Adjusting the power of motors according to the actual production needs for energy reduction; and
- Formulating equipment startup plans to avoid frequent activation of large equipment.

綠色營運 (續)

節約資源

環保公司及電力公司已制定完善的能源管理制度，並設立能源管理小組，從而制定、執行及監察配合本集團營運模式的節能減排措施。該小組定期識別有關能源使用的問題，並提出相應的改善建議。環保公司及電力公司亦會定期監察各部門的能源消耗量，而各部門則定期分析其能源耗用量及總結節能工作，並提出節能的新建議。為鼓勵員工積極參與節能工作，環保公司及電力公司訂立了節能獎懲制度，同時向員工宣傳節能方法，以及舉辦不同的節能相關培訓，提高員工的節能意識和技術質素。

此外，環保公司及電力公司亦以降低生產過程中的能耗為目標，採取了多項節能降耗措施。例如，環保公司於本年度採取了以下節能降耗措施：



- 利用大功率電機緩衝啟動器和變頻裝置，杜絕電機空載運作，減少電力耗用；
- 以節能電機替代原有的高耗能電機；
- 根據生產需要調節電機功率，降低能耗；及
- 制定設備啟動方案，嚴禁頻繁啟動大型設備。

GREEN OPERATION (continued)

綠色營運 (續)

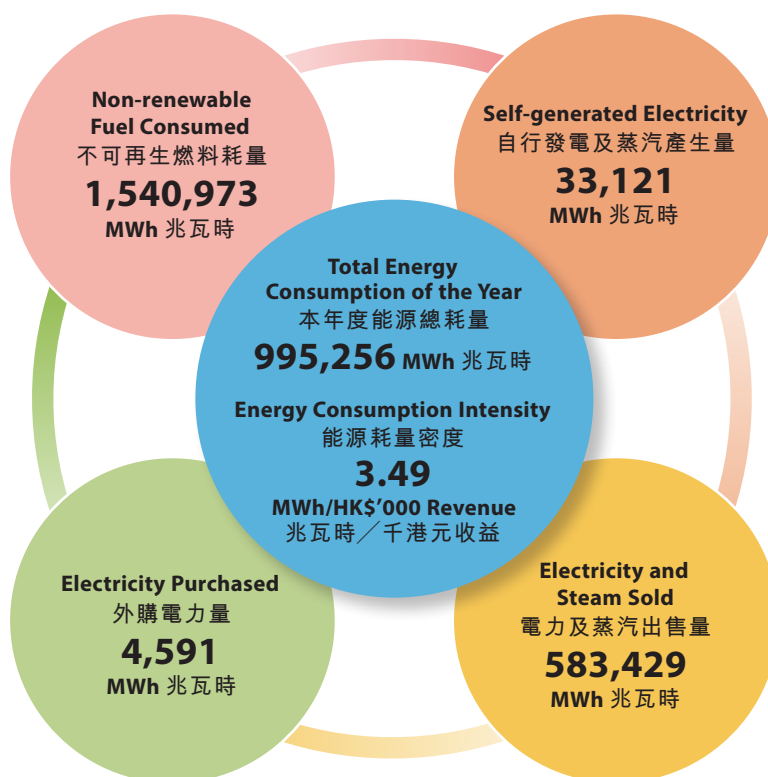
Conserving Resources (continued)

節約資源 (續)

The energy consumption of the Waste Recycling Company and the Power Company is listed below:

環保公司及電力公司的能源耗量如下：

Energy Consumption	能源耗量	2020 二零二零年	2019 二零一九年	Change 變動
Total Energy Consumption ¹ (MWh)	能源總耗量 ¹ (兆瓦時)	995,256	701,758	42%
Non-renewable Fuel Consumed ² (MWh)	不可再生燃料耗量 ² (兆瓦時)	1,540,973	1,363,018	13%
Self-generated Electricity ³ (MWh)	自行發電量 ³ (兆瓦時)	33,121	33,800	-2%
Electricity and Steam Sold (MWh)	電力及蒸汽出售量(兆瓦時)	583,429	698,647	-16%
Electricity Purchased (MWh)	外購電力耗量(兆瓦時)	4,591	3,587	28%
Energy Consumption Intensity (MWh/HK\$'000 Revenue)	能源耗量密度 (兆瓦時/千港元收益)	3.49	2.58	35%



¹ The Group has improved the calculation method of total energy consumption during the Year, and accordingly restated relevant data for 2019. Total energy consumption was calculated based on non-renewable fuel consumed, self-generated electricity, electricity and steam sold as well as electricity purchased.

¹ 本集團於本年度改善了能源總耗量的計算方法，因此對二零一九年度的相關數據作出重列。能源總耗量乃根據本集團不可再生燃料耗量、自行發電量、電力及蒸汽出售量，以及外購電力耗量計算所得。

² The non-renewable fuel consumption comes from the raw coal and coal gas used by the Power Company to generate electricity.

² 不可再生燃料耗量來自電力公司發電時所用的原煤及煤氣。

³ The amount of self-generated electricity includes electricity transformed from heat in furnace of the Waste Recycling Company.

³ 自行發電量包括環保公司利用鍋爐內的熱力轉化的電力。

GREEN OPERATION (continued)

Conserving Resources (continued)

In addition to the above energy conserving measures, the Group is also eager to encourage employees to conserve resources and work hand in hand to create a green office as well as reducing greenhouse gas emissions. For instance, the Waste Recycling Company and the Power Company not only encourage employees to exploit OA system, but also recycle non-reusable wastepaper, so as to reduce greenhouse emitted from disposing of wastepaper to landfills. During the Year, the Power Company and the Waste Recycling Company developed a scheme on increasing revenue and reducing expenditure, with the formulation of various goals together with various measures in hopes of reducing energy consumption and emissions.

The data of greenhouse gas emissions of the Waste Recycling Company and the Power Company are listed below:

Greenhouse Gas Emissions	溫室氣體	2020 二零二零年	2019 二零一九年	Change 變動
Total Greenhouse Gas Emissions (tonnes CO ₂ e)	溫室氣體排放總量 (噸二氧化碳當量)	418,987	417,959	0%
Scope 1 – Direct Emissions (tonnes CO ₂ e)	範圍1-直接排放 (噸二氧化碳當量)	415,298	414,940	0%
Scope 2 – Energy Indirect Emissions (tonnes CO ₂ e)	範圍2-能源間接排放 (噸二氧化碳當量)	3,062	2,393	28%
Scope 3 – Other Indirect Emissions (tonnes CO ₂ e)	範圍3-其他間接排放 (噸二氧化碳當量)	627	626	0%
Greenhouse Gas Emissions Intensity (tonnes CO ₂ e/HK\$'000 Revenue)	溫室氣體排放量密度 (噸二氧化碳當量/ 千港元收益)	1.47	1.53	-4%

CARING FOR OUR EMPLOYEES

The Group believes that the hard work of employees is indispensable to its long-lasting development and success. The Group keeps making every effort to ensure its operation is in compliance with laws and regulations related to employment, including but not limited to the Labour Law of the PRC, Labour Contract Law of the PRC and Provisions on the Prohibitions of Using Child Labour. To attract and retain high-end talent for the fulfilment of the Group's operation needs and the promotion of implementing the Group's corporate strategy, the Group spares no effort in protecting employees' rights and interests by providing them with competitive remunerations and benefits, training and development opportunities.

綠色營運 (續)

節約資源 (續)

除上述節能措施外，本集團亦積極鼓勵員工節約資源，攜手打造綠色辦公文化，減少溫室氣體排放。例如，環保公司及電力公司除了鼓勵員工善用OA系統外，亦回收無法重用的廢紙，以減少棄置廢紙到堆填區所排放的溫室氣體。電力公司及環保公司亦於本年度制定了增收節支計劃，制定各項目標及措施，以達至節能降耗及減少排放。

環保公司及電力公司的溫室氣體排放數據如下：

關懷員工

員工辛勞的付出與本集團業務的長遠發展及成功有密不可分的關係。本集團繼續謹守僱傭相關的法例法規，包括但不限於《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及《禁止使用童工規定》。為吸納和挽留優秀人材，以配合本集團經營發展的需要和推進企業戰略的實踐，本集團堅持保障員工權益，並為其提供具競爭力的薪酬福利、培訓及發展機會。

CARING FOR OUR EMPLOYEES (continued)

Employees' Rights

The Group places emphasis on talent cultivation and is committed to establishing an equal and caring working environment for its employees. The Waste Recycling Company and the Power Company adhere to the principle of "Open Recruitment, Equal Competition, Talent Acquisition" during recruitment. Regardless of the nationality, gender, age, race, religious belief or disability, candidates with relevant professional qualifications and working experience would receive equal consideration for employment. A close examination of the identification documents is carried out on candidates for age verification and avoidance of child labour. Prior to the official commencement of employment, employees will enter into labour contract with well-defined job descriptions, duties and responsibilities clearly set forth to prevent forced labour. Employees working overtime, in which the Group does not encourage, are voluntary in nature. If employees need to work overtime, the Waste Recycling Company and the Power Company will pay the overtime in accordance with relevant laws and regulations. In order to improve the operation of the Group, the Waste Recycling Company and the Power Company will arrange an exit interview for departing employees to understand the reason of leaving and make the outstanding payment in a timely manner.

During the Year, the Waste Recycling Company and the Power Company employed a total of 254 employees (2019: 278), all of whom were full-time employees in the PRC.

關懷員工 (續)

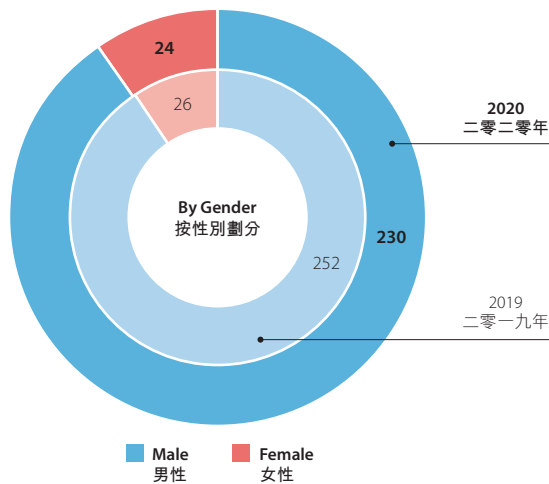
員工權益

本集團著重人才經營，致力營建平等及關愛員工的良好工作環境。環保公司及電力公司按照「公開招聘，平等競爭，擇優錄用」的原則招聘員工。只要應徵者的能力符合崗位所需條件，環保公司及電力公司均給予應徵者同等受聘機會，不會因性別、年齡、種族、宗教等而差別對待。環保公司及電力公司透過檢查身份證明文件，核實應聘者的年齡，避免僱用童工。員工正式加入本集團之前，環保公司及電力公司會向其詳細說明工作內容，闡述該職位的責任，並按勞動合約委聘員工，以避免強制勞工。本集團並不鼓勵加班，倘若員工需逾時工作，加班必須建基於自願原則，而環保公司及電力公司亦會按相關法例法規支付加班費用。為改善本集團的運作，環保公司及電力公司會為離職員工安排面談，了解其離開的原因，並依時發放餘下的工資。

本年度，環保公司和電力公司共僱用254名員工（二零一九年：278名），全數為內地全職員工。

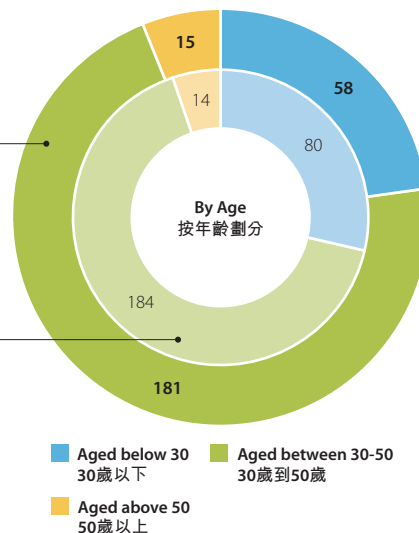
Total Workforce of the Waste Recycling Company and the Power Company (By Gender)

環保公司及電力公司的員工人數 (按性別劃分)



Total Workforce of the Waste Recycling Company and the Power Company (By Age)

環保公司及電力公司的員工人數 (按年齡劃分)



CARING FOR OUR EMPLOYEES (continued)

Employees' Rights (continued)

The overall turnover rate of the Waste Recycling Company and the Power Company was 12% in the Year (2019: 12%). The turnover rates of male and female employees were 11% and 21% respectively (2019: 12% and 12%). The turnover rates of employees from the age group of below 30 years old, 30 to 50 years old and over 50 years old were 34%, 6% and 0% respectively (2019: 18%, 10% and 0%).

Employees' Welfare

The retention of talent is of paramount importance to the Group's sustainable development. With that in mind, the Waste Recycling Company and the Power Company have established an equal, competitive and motivating remuneration system. The pay structure of employees is reviewed on a regular and yearly basis, with reference to factors such as the work performance of employees, regional pay level of the industry and yearly operating budget. In addition to basic salary and statutory welfare, the Group offers extra benefits to employees in recognition of their values and contributions. The Waste Recycling Company and the Power Company offer the following various types of benefits to applicable staff:

Rest Periods

各類型假期

- Sick leave
病假
- Annual leave
年假
- Compassionate leave
恩恤假
- Maternity leave
產假
- Paternity leave
侍產假

關懷員工 (續)

員工權益 (續)

環保公司和電力公司本年度的整體員工流失率為12% (二零一九年: 12%)，當中男性及女性員工的流失率分別為11%及21% (二零一九年: 12%及12%)，30歲以下、30至50歲及50歲以上員工的流失率分別為34%、6%及0% (二零一九年: 18%、10%及0%)。

員工福利

挽留優秀人材對本集團業務的可持續發展至關重要。因此，環保公司及電力公司已訂立具競爭力、公平及富激勵性的薪酬體系，每年根據員工工作表現評估、地區同業工資水平及年度經營預算等因素，定期檢討員工的薪酬結構。為肯定工作團隊的價值及貢獻，除基本薪金及法定福利外，本集團亦提供額外的員工福利。環保公司及電力公司會為適用的員工提供以下各種福利：

Employees Well-being

關注身心健康

- Annual health check-up
年度健康檢查
- Construction of recreational facilities
建設休閒娛樂場所
- Festive and leisure activities
舉辦節日及康樂活動

CARING FOR OUR EMPLOYEES (continued)

Employees' Career Planning

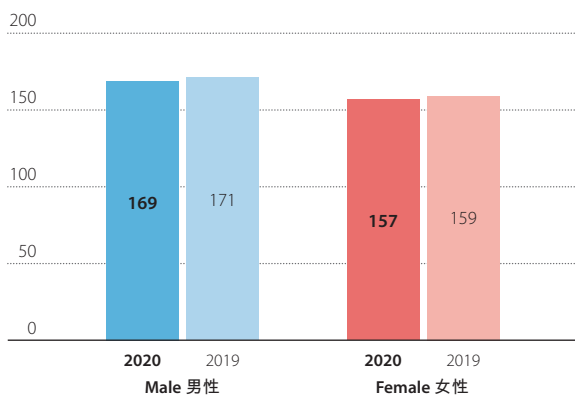
To establish an excellent talent force and motivate employees to improve, the Waste Recycling Company and the Power Company have built a comprehensive performance assessment system to regularly assess and closely monitor employees' performance of working abilities, qualification and experiences, contribution and ability to cooperate. Promotion decisions for outstanding employees are made based on factors such as assessment results and professional knowledge.

Apart from paving a well-defined career path, the Group also offers its employees various training for building a high-quality team. In order to enrich employees' knowledge along with working skills and quality, the Waste Recycling Company and the Power Company formulate yearly training plans and various drills for employees, covering knowledge enrichment, management skills, position-related professional training, new staff training and qualification enhancement. During the Year, the Power Company continued to provide employees with professional training on desulphurisation, electricity, steam turbines, equipment and furnace. Employees attended to position-related professional training are required to pass the written or practical assessments for the inspection of their learning outcomes. To encourage self-betterment, employees are encouraged to attend external training courses. Subsidies for training fees, food, accommodation and basic salary during training are provided to employees who attend an approved course.

During the Year, all employees of the Waste Recycling Company and the Power Company received training, thereby achieving full training.

Average Training Hours of the Employees of the Waste Recycling Company and the Power Company (By Gender)

環保公司及電力公司的員工平均受訓時數（按性別劃分）



關懷員工（續）

員工職業規劃

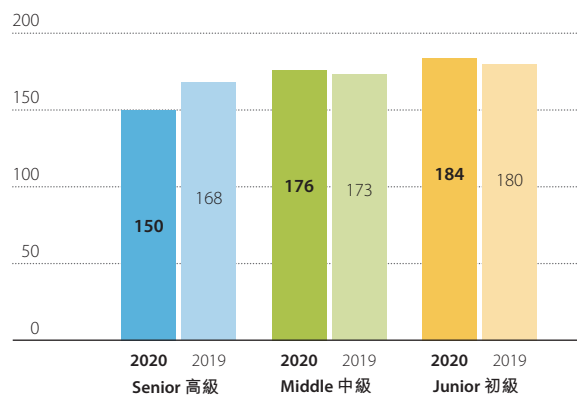
為了建立優秀的人才團隊，並激勵員工持續進步，環保公司及電力公司已建立完善的績效考核體系，定期對員工的工作能力、學歷及經驗、業績成果及團隊協作能力等方面作出評核，監察員工表現。環保公司及電力公司會根據評核結果、專業知識等因素，向優秀的員工予以晉升機會。

本集團為員工提供清晰事業發展路徑的同時，亦為其提供各項培訓，以建立一支高水準的員工團隊。環保公司及電力公司每年均會制訂年度培訓計劃，為員工提供不同的業務培訓，提升員工的各類知識，提高工作技能及質素。培訓內容包括知識培訓、管理技能、崗位專業培訓、新員工培訓和進修等。電力公司於本年度繼續提供了脫硫、電氣、汽輪機、設備及鍋爐等方面的專業培訓。為了確認員工的學習成果，完成崗位專業培訓的員工需要通過筆試或實際操作等考核。為了鼓勵員工自我增值，環保公司及電力公司鼓勵員工參與外部培訓，亦會為經批准的培訓項目資助培訓費用、食宿費及培訓期間的基本工資。

本年度，環保公司和電力公司全體員工均有接受培訓，達到全員受訓。

Average Training Hours of the Employees of the Waste Recycling Company and the Power Company (By Employment Category)

環保公司及電力公司的員工平均受訓時數（按僱員級別劃分）



SAFEGUARDING HEALTH AND SAFETY OF EMPLOYEES

The Group always places the highest priority on the safety and health of its employees and is devoted to enhancing the level of corporate safety management. The Group always operates in strict compliance with the laws and regulations related to production safety, including but not limited to the Law of the PRC on the Prevention and Control of Occupational Diseases, Production Safety Law of the PRC and Code for Fire Protection Design of Building. Underpinned by the principle of "Safety First", the Group places the highest priority on protecting the well-being of its employees and production safety work is highly emphasised while strictly enforcing labour protective policies and measures. Employees' safety is also safeguarded through the introduction of comprehensive system and provision of necessary protective facilities. The occupational health and safety awareness of employees are enhanced through promotion and education.

Production Safety Mechanism

The Group adheres strictly to the principle of safe development and is firmly committed to maintaining a safe and healthy workplace for employees. Upholding the production safety management principle of "Safety First, Prevention Crucial, Integrated Control and Management", the Waste Recycling Company and the Power Company implement production safety liability system and sign a liability statement on safety targets, which specifies the duties in terms of production safety of each unit, with different managerial persons. A production safety committee is also set up to refine and revise the safety management system, perform regular inspections of the working environment of different departments, employ a tracking mechanism in handling the significant safety issues and provide training regarding safety knowledge. The production safety committee also sets yearly production safety targets and fully implements the formulated production safety working plan. Production safety leading groups and safety officers in each department are responsible for promoting production safety laws and regulations as well as implementing a comprehensive production safety system. Management crews of the Waste Recycling Company and the Power Company hold monthly meeting to keep abreast of the work safety issues in the plant and map out solutions for existing production safety issues. In addition, to encourage all employees to participate in production safety work, units or individuals with outstanding performance in production safety will be rewarded while punishments will be inflicted to units or individuals that are involved in production safety incidents, under the reward and punishment system on production safety.

保障員工的健康與安全

本集團一直將員工的安全及健康放在首位，並提升企業安全管理水平。本集團一貫嚴格遵守與安全生產相關的法例法規，包括但不限於《中華人民共和國職業病防治法》、《中華人民共和國安全生產法》及《建築設計防火規範》。本集團重視保護員工安全健康及堅持安全生產工作，貫徹「安全第一」的方針，嚴格執行勞動保護政策及措施。我們不但建立了完善的制度，亦提供所需防護設施，保障員工安全。透過宣傳及教育，員工對職業健康及安全的意識得以提升。

安全生產體系

本集團矢志牢固安全發展理念，致力為員工營建安全、健康的工作場所。環保公司及電力公司貫徹「安全第一，預防為主，綜合治理」的安全生產管理方針，全面落實安全生產責任制，並與管理人員簽訂安全目標責任書，明確劃分各單位於安全生產的職責。環保公司及電力公司已設立安全生產委員會，負責完善及修訂安全管理制度、定期檢查各部門的工作環境、引入追蹤機制處理重大安全事故，以及提供相關安全知識培訓。安全生產委員會同時會訂立年度的安全生產目標，並全面執行所制定的年度安全生產工作計劃。各部門亦設有安全生產領導小組及安全員，負責宣傳生產安全法規及全面實施安全生產制度。環保公司及電力公司的管理人員每月舉行例會，了解廠內工作安全事宜，並就生產安全中存在的問題制定相應措施。此外，環保公司及電力公司透過安全生產的獎懲制度，獎勵安全生產方面有傑出表現的單位或個人，同時對導致生產安全事故者予以處罰，從而鼓勵全體員工參與安全生產的工作。

SAFEGUARDING HEALTH AND SAFETY OF EMPLOYEES (continued)

Accident Prevention and Handling

Safety protective measures are central to the prevention of occupational diseases and industrial accidents. For full practice of "Prevention Crucial", the Waste Recycling Company and the Power Company provide employees with sufficient supplies of personal protective equipment and set up safety protection facilities in the plant. The Waste Recycling Company and the Power Company purchase safety protective equipment only from qualified suppliers and undergo careful inspections, examination and regular maintenance on safety protection facilities to safeguard the safety of employees. To maximise the function of safety protective equipment, employees of the Waste Recycling Company and the Power Company are educated about the usage instructions and protection requirements and they should be acquainted with skills to check, use properly and repair such equipment.

To protect employees from the dangers of hazardous chemicals, the Waste Recycling Company and the Power Company strictly abide by the Regulations on the Safe Management of Hazardous Chemicals and other relevant laws and regulations. The Waste Recycling Company and the Power Company have formulated a comprehensive safety management system for hazardous chemicals. Designated units are responsible for managing the transfer, storage and use of hazardous chemicals as well as formulating emergency and contingency plans. In addition, in order to strengthen employees' ability to prevent and respond to emergencies, the Waste Recycling Company and the Power Company have formulated emergency and contingency plans with regard to different incidents. To lower the risk of casualties in case of accidents, comprehensive emergency rescue drills are conducted at least once a year.

保障員工的健康與安全 (續)

事故預防及處理

安全防護措施在預防職業病及工傷事故中發揮著重要的作用。為了貫徹「預防為主」的方針，環保公司及電力公司為員工提供足夠的勞動防護用品，並在廠房內設置安全防護設施。環保公司及電力公司只會向受認可的供應商購置安全防護用品，並對安全防護設施進行驗收、檢查及定期維修保養，確保員工得到妥善保護。為充分發揮安全防護用品的功能，環保公司及電力公司會教育員工用品的使用規則和防護要求，務求全體員工做到「三會」，即會檢查、會正確使用、會維修保養。

為保護員工免受危險化學品的危害，環保公司及電力公司嚴格按照《危險化學品安全管理條例》及相關法律法規，制定全面的危化品安全管理制度，由指定單位負責管理危化品的運輸、儲存、使用及編制應急預案等工作。此外，為加強員工防範和應對緊急情況的能力，環保公司及電力公司就各類型事故制訂了緊急應變措施，並至少每年進行一次全面的緊急救援演習，減輕發生事故時造成重大傷亡的風險。

SAFEGUARDING HEALTH AND SAFETY OF EMPLOYEES (continued)

Accident Prevention and Handling (continued)

The Waste Recycling Company and the Power Company strictly comply with the standards of the Identification of Major Hazard Installations for Dangerous Chemicals (GB18218-2018) and related laws and regulations, and regularly conduct safety inspections and assessments on all departments to identify dangers and potential hazards, so as to ensure all departments' compliance with laws, reduce the risk of accidents and safeguard employees' occupational health. All potential hazards found will be addressed immediately without any delay. For example, in order to eliminate the potential safety hazards caused by corrosion of chimneys due to moisture of flue gas, the Power Company strengthens the structure and corrosion resistance of the chimneys to ensure its long-term stability and smooth operation by carrying out anti-corrosion improvement work on concrete chimneys.



The Power Company has appointed a third-party company in the Year to conduct on-site inspections on safety facilities, in regard to electrical safety in hazardous locations and workplace safety conditions, ensuring a safe working environment for employees. Apart from inspections on safety facilities, the Waste Recycling Company and the Power Company also employ a third-party company to perform inspections on special equipment annually, including furnace and crane, to ensure proper functioning.

保障員工的健康與安全 (續)

事故預防及處理 (續)

環保公司及電力公司嚴格按照《危險化學品重大危險源辨識》(GB18218-2018)的標準及相關法律法規，定期對各部門進行安全檢查及評估，識別各種危險及隱患，確保各部門都守法循章，減少發生意外的風險及確保員工的安全健康。所有發現的隱患問題都會立即處理，絕不拖延。例如，為了處理煙囪受濕煙氣腐蝕而造成的安全隱患，電力公司通過混凝土煙囪防腐改善工程，以強化煙囪的結構及防腐性能，確保其得以長期穩定運行。



為了確保員工得予在安全環境下工作，電力公司在本年度已委託第三方公司，針對危險場所電氣安全及作業場所安全條件方面，進行實地安全設施檢測。除了對安全設施進行檢測外，環保公司和電力公司亦每年委託第三方公司對特種設備進行檢驗，包括鍋爐及起重機等，確保特種設備正常運作。

SAFEGUARDING HEALTH AND SAFETY OF EMPLOYEES (continued)

Promotion and Education

In addition to safety management, the Group also seeks to raise employees' awareness of production safety and sense of responsibility through promotion and education to build a safe and injury-free workplace. To strengthen the occupational safety awareness of employees, a three-tier education model of production safety, pre-job and regular on-the-job safety training are adopted, while the proper use of safety protective equipment is promoted. New staff or staff transferred from other departments are obligated to participate in the third tier safety education and technical training and pass an assessment, prior to work officially. Training contents cover laws, regulations and standards related to occupational hygiene, elementary knowledge of production safety management, production safety management system and operation flow, proper use of protective equipment and personal protective products, emergency measures and case study in the event of an accident. Beyond that, the Waste Recycling Company and the Power Company conduct periodic inspections based on the 5S principle (namely seiri, seiton, seiso, seiketsu and shitsuke) and encourage employees to maintain a clean and organised workplace at all times and place items in a neat and ordered manner, so as to cultivate their self-discipline. To enhance training efficiency and boost employees' operational skills accordingly, the Power Company has changed the training mode from a centralised and theoretical mode to a point-to-point and face-to-face mode. Meanwhile, the Power Company has continued to formulate a reasonable and detailed training plan for each employee. In order to improve employees' operational skills and the overall quality of management personnel, the Power Company also oversees the implementation of the training plan and conducts skill assessments and practical assessments every month. During the Year, the Power Company provided employees with training in disinfection and prevention against the coronavirus disease 2019, and taught employees the correct personal protection means, so as to prevent the virus from spreading in the workplace.

保障員工的健康與安全 (續)

宣傳及教育

除制訂適合的安全制度外，本集團透過宣傳和教育提高員工的生產安全意識和責任感，致力締造安全、零意外的辦公環境。為了提高員工的職業安全意識，環保公司及電力公司落實生產安全三級教育制度，提供職前安全培訓及定期在職安全培訓，並監督員工正確使用勞動防護用品。新入職員工或調崗員工必須進行三級安全教育和技術培訓並通過考核，方可正式工作。培訓內容包括與職業衛生相關的法律、法規與標準、生產安全管理的基本知識、生產安全管理制度和操作規程、正確使用防護設備和個人防護用品，以及發生事故時的應急措施及事故案例等。除此之外，環保公司及電力公司定期進行5S（即整理、整頓、清掃、清潔、素養）管理的檢查，鼓勵員工時刻保持工作場所乾淨整潔，物品擺放整齊有序，培養員工自律守規的習慣。為提高培訓效率，以及有針對性地提高員工的操作技能水平，電力公司將員工培訓由原來的集中培訓、理論培訓模式，改為點對點、面對面的技術培訓。同時，電力公司繼續為每名員工制定詳細合理的培訓計劃，監督培訓計劃實施，並每月進行技能考試及實際操作考評，以提高員工操作水平和管理人員的整體質素。本年度，電力公司針對2019冠狀病毒病為員工提供消毒與防控相關的培訓，教導員工正確的個人防護方法，防止病毒在工作場所傳播。



COMMITMENT TO CLIENTS AND SUPPLIERS

Through the continuous enhancement of relationship with clients and suppliers, the Group actively promotes environmental and social concepts to achieve common progress and sustainable development. Upholding business integrity, the Group seeks to provide quality services for its clients. As a responsible corporate citizen, our anti-corruption commitment is demonstrated through the enforcement of various measures which advance corruption-free operations and social wellbeing.

Supplier Management

A stable supply of raw materials from suppliers supports the operation and continuous business development of the Group. During the procurement, expectations and policies and requirements of procurement procedures are clearly stated in the contracts signed by the Waste Recycling Company, the Power Company and the suppliers. The Waste Recycling Company also requires goods and equipment provided by suppliers must possess safety technical manual, safety labels, safety maintenance manual and other safety manual to minimise the risks arisen from the supply chain. Moreover, we will select suppliers that are able to deliver materials with short delivery time and delivery distance, where appropriate, so as to lower carbon emissions from transportation. When selecting a new supplier, the Waste Recycling Company and the Power Company will require the supplier to provide samples, if necessary, to ensure that the quality of the goods complies with the production requirements. As for suppliers of hazardous chemicals, the Waste Recycling Company strictly implements relevant systems of hazardous chemicals safety management, reviews their operating permits, and ensures that their transportation qualifications and vehicles meet national requirements. Periodic reviews on suppliers with regard to the quality of goods, supply capacity and quality assurance are conducted to ensure the performance and service quality of the suppliers. We will consider terminating contracts with suppliers involved in delaying product arrival or if the inspection results of product are not compliant with the agreed quality requirement in contract.

對客戶及供應商的承諾

本集團不斷加強與客戶及供應商之間的溝通，推廣本集團關於環境及社會方面的理念，達至共同進步及可持續發展。除了堅守商業誠信，本集團致力為客戶提供卓越服務。作為良好企業公民，我們致力打擊貪污，實施多項措施以維持零貪污經營，推動社會文明進步。

供應商管理

有賴供應商穩定的原材料支持本集團營運，本集團的業務得以持續發展。在採購過程中，環保公司及電力公司與供應商簽署合同，明確列出環保公司及電力公司的期望、採購程序的政策及要求。環保公司更要求供應商提供的貨物及設備等必須具有安全技術說明書、安全標籤、安全維修說明書等安全說明，盡量減低由供應鏈產生的風險。另外，如情況許可，我們會選擇能以較短運輸時間及較近運輸距離交付材料之供應商，從而減少運輸過程中的碳排放。選擇新供應商時，環保公司及電力公司會在必要時要求供應商提供樣品試用，以確保貨品質素符合生產要求。針對危險化學品供應商，環保公司嚴格執行危險化學品安全管理相關制度，審查其經營許可證，並確保其運輸資格及運輸車輛符合國家要求。環保公司及電力公司亦會定期對供應商的樣品、供貨能力及質量保證能力等進行評審，以了解供應商的情況及服務質素。若供應商延期到貨或所供產品的驗收結果不符合合同約定的質量要求，我們會考慮與其解除合同。

COMMITMENT TO CLIENTS AND SUPPLIERS (continued)

Quality Assurance

Utmost emphasis is given to product quality and much has been done to ensure that our products satisfy customers' quality requirements and conform to relevant laws and regulations, including but not limited to the Product Quality Law of the PRC, while the Waste Recycling Company continued to optimise relevant quality management systems during the Year. We value the quality of raw materials, thus raw material inspections are done by the Waste Recycling Company and the Power Company upon arrival at the plant to assure the quality of raw materials is up to standard. Apart from examining and testing raw materials, the Waste Recycling Company and the Power Company conduct regular calibration and maintenance for instruments and equipment, to prevent product quality from deviation due to malfunction of instruments and equipment. In order to strengthen equipment management to maintain high-quality production, the Power Company has already formulated a reasonable equipment maintenance plan, under which each team is responsible for the management of equipment. Teams will be penalised for any failure to timely cope with potential hazards in terms of equipment, while individuals or teams with outstanding performance in maintaining smooth and excellent operation of equipment will be rewarded. Spot-checks for semi-finished and finished products are also performed by the Waste Recycling Company to ensure the product quality. If quality deviation is found in products due to improper operation, equipment failure or other reasons, the Waste Recycling Company will take immediate measures to minimise the loss caused by the incident and store the unqualified products separately. After that, the Waste Recycling Company will verify and analyse the cause of the incident and propose preventive and corrective measures to ensure that the high quality of products can be maintained.

對客戶及供應商的承諾 (續)

質量保障

本集團著重產品質量，確保產品質量達到客戶的質量要求及相關的法例法規，包括但不限於《中華人民共和國產品質量法》，而環保公司於本年度繼續完善相關質量管理制度。我們重視原材料的品質，因此環保公司及電力公司於原材料抵達廠房時會進行檢驗，確保原材料的質量符合標準。除了對原材料進行檢驗和測試，環保公司及電力公司定期對所用儀器及設備進行校準及保養，避免產品質量因儀器及設備未能正常運作而受到影響。為加強設備管理以維護高質量的生產，電力公司已制定合理的設備維護保養計劃，將全部設備管理責任下放到各班組，對沒有及時處理設備隱患的單位處罰，同時對能維持設備運轉暢順及完好的優異班組和個人給予績效獎勵。此外，環保公司亦會突擊抽查半製成品及製成品的質量，確保產品質素。如發現產品因操作不當、設備故障或其他原因導致品質偏差，環保公司會立即採取處理措施，盡可能減少事故帶來的損失，並把不合格產品分開儲存。及後，環保公司會核實與分析事故原因，並提出預防和改善措施以確保產品得以維持優質水準。

COMMITMENT TO CLIENTS AND SUPPLIERS (continued)

Customer Focus

The Group is of a strong belief that customer feedback drives the sustainable development of enterprises. Therefore, the Waste Recycling Company and Power Company carry out annual customer satisfaction survey to collect customer opinions and strengthen communication with customers, thereby improving customers' satisfaction. Our customers can pass their views on the products and services of the Waste Recycling Company and the Power Company through various channels. Also, the Waste Recycling Company and the Power Company have designated a department for handling and investigating customer complaints and mapping out solutions and preventive measures. For technical problems in respect of the use and management of product, the Waste Recycling Company and the Power Company will offer assistance to customers, with an aim to solve their problems to mitigate the potential health and safety risks of products. During the Year, the Waste Recycling Company and the Power Company did not receive any major customer complaints.

Business Ethics

The Group continues to closely conform to privacy protection related laws and regulations, including but not limited to the Tort Liability Law of the PRC. To step up protection for privacy of both the Group and customers, existing and departed employees of the Waste Recycling Company and the Power Company are legally bound by the confidentiality agreement signed and the confidentiality policy which is designed against the disclosure of confidential commercial information. Departed employees shall comply with the restriction on competition and shall not join the competitors of the Waste Recycling Company and the Power Company for a certain period of time, and are prohibited from producing or operating similar products or engaging in similar business.

The Group continues to strictly abide by the laws and regulations related to advertising and intellectual property rights, including but not limited to the Advertising Law of the PRC, Trademark Law of the PRC and Patent Law of the PRC. Under the product quality responsibility mechanism, professionals of the Waste Recycling Company and the Power Company are in charge of product explanation to ensure accurate product information is delivered to customers.

對客戶及供應商的承諾 (續)

重視客戶

客戶的意見是推動企業可持續發展的重心，因此透過每年進行客戶滿意度調查，環保公司及電力公司收集客戶意見，加強與客戶的溝通，從而提升客戶滿意度。客戶亦可透過不同渠道反映對環保公司及電力公司的產品和服務作出意見。而環保公司及電力公司亦設有專責部門處理及調查客戶投訴，並提出改善及預防措施。與此同時，環保公司及電力公司會幫助客戶解決有關產品使用及管理方面的技術問題，減少產品潛在的健康及安全風險。本年度，環保公司及電力公司並無接獲任何重大的客戶投訴。

保持商業道德

本集團繼續嚴格遵守與保障私隱相關的法例法規，包括但不限於《中華人民共和國侵權責任法》。為維護本集團及客戶雙方的私隱，環保公司及電力公司制定了保密政策，並與員工簽署保密協議書，約束在職員工和離職員工，防止員工泄露商業機密。離職員工同時需要遵守競業限制，於一定時間內不得與環保公司及電力公司競爭者存有任何僱傭關係，亦禁止自行生產或經營同類產品或從事同類業務。

本集團繼續嚴格遵守廣告和知識產權相關的法例法規，包括但不限於《中華人民共和國廣告法》、《中華人民共和國商標法》及《中華人民共和國專利法》。環保公司及電力公司實行產品質量承諾制，派出專業人員向客戶介紹產品，確保客戶得到正確產品資訊。

COMMITMENT TO CLIENTS AND SUPPLIERS (continued)

Anti-Corruption

The Group advocates the corporate culture of integrity and self-discipline and is committed to preventing corruption. The Group continues to closely abide by laws and regulations that prevent bribery, extortion, frauds and money laundering, including but not limited to the Criminal Law of the PRC and Company Law of the PRC. The Waste Recycling Company and the Power Company keep a close tab on various expenses to deter corruption and malpractice. Prior to the commencement of business relationship with clients, the Waste Recycling Company and the Power Company conduct assessments on the qualification and reputation of the clients to guard itself against the involvement of money-laundering activities. While compiling contracts, business-ethics-related contents will be included in the contracts, where necessary, so as to perform stringent regulations on business activities for both parties.

A well-defined avoidance mechanism of the Waste Recycling Company and the Power Company is also put in place to prohibit superior or subordinate relationship among family members, which clearly stipulates that employees shall be honest and loyal to their duties and forbids the abuse of power for unlawful benefits. During the Year, the Waste Recycling Company and the Power Company were not involved in any corruption lawsuits.

COMMUNITY CARE

Over the years, the Group has always been undertaking its social responsibilities and is committed to community contribution. Therefore, the Group encourages employees to actively participate in various voluntary works. Upholding the spirit of contributing to society, the Group spares no effort in maintaining a good relationship with the community by enhancing liaison and communication.

對客戶及供應商的承諾 (續)

反貪污

本集團倡導廉潔自律的企業文化，致力抵制貪污腐敗，並繼續嚴格遵守與防止賄賂、勒索、欺詐及洗黑錢相關的法例法規，包括但不限於《中華人民共和國刑法》及《中華人民共和國公司法》。環保公司及電力公司定期檢查及監督各種支出，避免貪污舞弊。環保公司及電力公司與客戶合作前，會先了解其經營資格及信譽，以防止洗黑錢情況。制定合同時，環保公司及電力公司會按其需要加入與商業道德相關的內容，嚴格規範雙方的商業行為。

另外，環保公司及電力公司已建立明確的迴避制度，員工不得與親屬建立直接的上司下屬關係，並明確規定員工需廉潔奉公，盡忠職守，不得利用職權謀取任何不當利益。本年度，環保公司及電力公司並無牽涉任何貪污訴訟案件。

關懷社會

多年來，本集團一直肩負其社會責任，熱心公益，致力回饋社區，因此本集團鼓勵員工積極參與各種義工活動。此外，本集團秉持服務社區的精神，並與社區保持良好關係，加強與社區的溝通和聯繫。

**CONTENT INDEX OF ENVIRONMENTAL,
SOCIAL AND GOVERNANCE REPORTING
GUIDE**

有關《環境、社會及管治報告指引》內容索引

ESG Indicators	Summary	Sections	Page
ESG 指標	概述	章節	頁碼
Environmental 環境			
Aspect A1: Emissions 層面A1：排放物	General Disclosure 一般披露	Green Operation 綠色營運	8
	Information on: (a) the policies; and (b) 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 waste. 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：	<ul style="list-style-type: none"> Exhaust Emission Management 廢氣管理 	12
	(a) 政策；及	<ul style="list-style-type: none"> Water Management 水資源管理 	14
	(b) 遵守對發行人有重大影響的相關法律及規例的資料。	<ul style="list-style-type: none"> Waste Management 廢棄物管理 Soil Management 土壤管理 	16 17
KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Green Operation 綠色營運	8
		<ul style="list-style-type: none"> Exhaust Emission Management 廢氣管理 Water Management 水資源管理 	12 14
KPI A1.2 關鍵績效指標A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 溫室氣體總排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	Green Operation 綠色營運	8
		<ul style="list-style-type: none"> Conserving Resources 節約資源 	18
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	Green Operation 綠色營運	8
		<ul style="list-style-type: none"> Waste Management 廢棄物管理 	16
KPI A1.4 關鍵績效指標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）密度（如以每產量單位、每項設施計算）。	Green Operation 綠色營運	8
		<ul style="list-style-type: none"> Waste Management 廢棄物管理 	16

ESG Indicators ESG指標	Summary 概述	Sections 章節	Page 頁碼
Environmental (continued) 環境 (續)			
KPI A1.5 關鍵績效指標A1.5	Description of measures to mitigate emissions and results achieved. 描述減低排放量的措施及所得成果。	Green Operation 綠色營運	8
		• Enhancing Resources Utilisation 提高資源利用	9
		• Exhaust Emission Management 廢氣管理	12
KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved. 描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果。	Green Operation 綠色營運	8
		• Enhancing Resources Utilisation 提高資源利用	9
		• Waste Management 廢棄物管理	16
Aspect A2: Use of Resources 層面A2：資源使用	General Disclosure 一般披露 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。	Green Operation 綠色營運	8
		• Enhancing Resources Utilisation 提高資源利用	9
		• Water Management 水資源管理	14
		• Conserving Resources 節約資源	18
KPI A2.1 關鍵績效指標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）及密度（如以每產量單位、每項設施計算）。	Green Operation 綠色營運	8
		• Conserving Resources 節約資源	18

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT
環境、社會及管治報告

ESG Indicators	Summary	Sections	Page
ESG 指標	概述	章節	頁碼
Environmental (continued) 環境 (續)			
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度 (如以每產量單位、每項設施計算)。	Green Operation 綠色營運 • Water Management 水資源管理	8 14
KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency initiatives and results achieved. 描述能源使用效益計劃及所得成果。	Green Operation 綠色營運 • Conserving Resources 節約資源	8 18
KPI A2.4 關鍵績效指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved. 描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果。	Green Operation 綠色營運 • Water Management 水資源管理	8 14
KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量 (以噸計算) 及 (如適用) 每生產單位佔量。	The Group does not involve the use of packaging material in operating business. 本集團的業務營運並不涉及包裝材料的使用。	-
Aspect A3: The Environment and Natural Resources 層面A3：環境及天然資源	General Disclosure 一般披露 Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Green Operation 綠色營運 • Conserving Resources 節約資源	8 18
KPI A3.1 關鍵績效指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Green Operation 綠色營運 • Soil Management 土壤管理 • Conserving Resources 節約資源	8 17 18

ESG Indicators	Summary	Sections	Page
ESG指標	概述	章節	頁碼
Social 社會			
<i>Employment and Labour Practices 僱傭及勞工常規</i>			
Aspect B1: Employment 層面B1：僱傭	General Disclosure 一般披露	Caring for Our Employees 關懷員工	20
	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer	• Employees' Rights 員工權益	21
	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： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	• Employees' Welfare 員工福利	22
Aspect B2: Health and Safety 層面B2： 健康與安全	General Disclosure 一般披露	Safeguarding Health and Safety of Employees 保障員工的健康與安全	24
	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer	• Production Safety Mechanism 安全生產體系	24
	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： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	• Accident Prevention and Handling 事故預防及處理	25
		• Promotion and Education 宣傳及教育	27

ESG Indicators	Summary	Sections	Page
ESG指標	概述	章節	頁碼
Social (continued) 社會 (續)			
<i>Employment and Labour Practices (continued) 僱傭及勞工常規 (續)</i>			
Aspect B3: Development and Training 層面B3：發展及培訓	General Disclosure 一般披露	Caring for Our Employees 關懷員工	20
	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。	• Employees' Career Planning 員工職業規劃	23
Aspect B4: Labour Standards 層面B4：勞工準則	General Disclosure 一般披露	Caring for Our Employees 關懷員工	20
	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	• Employees' Rights 員工權益	21
<i>Operating Practices 營運慣例</i>			
Aspect B5: Supply Chain Management 層面B5：供應鏈管理	General Disclosure 一般披露	Commitment to Clients and Suppliers 對客戶及供應商的承諾	28
	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	• Supplier Management 供應商管理	28
Aspect B6: Product Responsibility 層面B6：產品責任	General Disclosure 一般披露	Commitment to Clients and Suppliers 對客戶及供應商的承諾	28
	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 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：	• Quality Assurance 質量保障	29
	(a) 政策；及	• Customer Focus 重視客戶	30
	(b) 遵守對發行人有重大影響的相關法律及規例的資料。	• Business Ethics 保持商業道德	30

ESG Indicators ESG指標	Summary 概述	Sections 章節	Page 頁碼
Social (continued) 社會 (續)			
<i>Operating Practices (continued) 營運慣例 (續)</i>			
Aspect B7: Anti-corruption 層面B7：反貪污	General Disclosure 一般披露	Commitment to Clients and Suppliers 對客戶及供應商的承諾	28
	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to prevention of bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	• Anti-Corruption 反貪污	31
<i>Community 社區</i>			
Aspect B8: Community Investment 層面B8：社區投資	General Disclosure 一般披露 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。	Community Care 關懷社會	31

