



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

2023/24

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



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

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ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ABOUT THE ESG REPORT

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

Reporting Scope

The ESG Report covers the overall ESG performance of the Group’s operations in Hong Kong and the People’s Republic of China (the “**PRC**”) from 1 April 2023 to 31 March 2024 (the “**Year**”). The Group is principally engaged in the sourcing and sale of metal minerals and related industrial materials, and the production and sales of industrial products. The disclosure of environmental Key Performance Indicators (“**KPIs**”) covers the performance of the Group’s subsidiary, 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. (“**Waste Recycling Company**”)) in the PRC. The above-mentioned reporting scope has been carefully determined based on the entities of the Group’s operations that have major environmental impacts.

Reporting Guidelines

The ESG Report makes relevant disclosures in accordance with the ESG Reporting Guide (the “**ESG Guide**”) as set out in Appendix C2 of the Rules (the “**Listing Rules**”) Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”) and complies with the “Comply or Explain” provision therein.

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**」）欣然發表的環境、社會及管治（「**ESG**」）報告（「**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

ESG報告涵蓋本集團於二零二三年四月一日至二零二四年三月三十一日（「**本年度**」）在香港以及中華人民共和國（「**中國**」）內地營運業務的整體ESG表現。本集團主要從事採購及銷售金屬礦物及相關工業原料的生產及銷售工業用產品業務。環境關鍵績效指標（「**關鍵績效指標**」）的披露將集中檢視經營工業用產品業務的附屬公司，即位於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**」）的表現。上述報告範圍乃根據本集團業務中有主要環境影響的實體而審慎釐定。

報告框架

ESG報告乃根據香港聯合交易所有限公司（「**聯交所**」）刊發的證券上市規則（「**上市規則**」）附錄C2所載的《環境、社會及管治報告指引》（「**ESG指引**」）作出相關披露，並遵守當中「不遵守就解釋」的條文。

ABOUT THE ESG REPORT (continued)

Reporting Principles

The Group has prepared and compiled this ESG Report based on the four reporting principles of materiality, quantitative, balance and consistency, and has applied such reporting principles as set out in the ESG Guide above in the following manners:

Materiality:

The content of the ESG Report is determined based on stakeholder engagement and materiality assessment, which includes identifying ESG-related issues, gathering and reviewing the views of internal management and various stakeholders, assessing the relevance and materiality of the issues, and compiling and verifying the reported information. The ESG Report has comprehensively covered the key ESG issues of concern to stakeholders.

Quantitative:

The Group has disclosed the qualitative environmental and social KPIs in the ESG Report. The criteria, methodologies and references used to calculate the KPIs, as well as the conversion factors used for these KPIs are set out to enable stakeholders to have a comprehensive understanding of the Group's ESG performance.

Balance:

The relevant data and contents of the Group are disclosed in an objective and balanced manner.

Consistency:

The Group uses consistent reporting and calculation methods as far as reasonably practicable and details the significant changes in information or methods in relevant sections to facilitate the comparison of ESG performance between years.

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(續)

報告準則

本集團依照重要性、量化、平衡及一致性四大報告原則籌備及撰寫本報告，並按照下列方式採用上述ESG指引所載列的該等報告原則：

重要性：

ESG報告的內容乃根據持份者參與及重要性評估而釐定，當中包括識別與ESG相關的議題、收集及審視內部管理層及不同持份者的意見、評估議題的相關及重要程度，以及編製及核實所報告的資料。ESG報告已全面涵蓋持份者所關注的主要ESG議題。

量化：

本集團已於ESG報告中披露經量化的環境及社會關鍵績效指標，並列出了用於計算關鍵績效指標的標準、方法及參考資料，以及該等關鍵績效指標所用的轉換因數，讓持份者能全面了解本集團的ESG表現。

平衡：

本集團以客觀的態度均衡地披露本集團的相關數據及內容。

一致性：

本集團在合理可行的情況下會採用一致的報告及計算方法，並會於相關章節中詳細說明資料或方法的變化，以方便比較不同年度之ESG表現。

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)。本集團重視您對這份報告的看法，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。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ABOUT THE GROUP

New Provenance Everlasting Holdings Limited is a renowned company listed on the Main Board of the Stock Exchange (stock code: 2326). The Group's core activities revolve around the sourcing and sale of metal minerals and related industrial products, and the production and sales of industrial products. We continuously seek opportunities that encompass both development potential and sustainability.

With years of experience in the procurement and sales of metallic minerals and related raw materials, we have cultivated strong business relationships with leading mining companies and various business partners worldwide. The Group is dedicated to harnessing these relationships to capitalise on the growing infrastructure investments in the PRC and the anticipated expansion of the new energy development sector. By doing so, we aim to generate diversified income streams, achieve substantial profits, and ultimately maximise returns for our valued shareholders.

關於本集團

新源萬恒控股有限公司為一間於聯交所主板上市的公司(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的生產及銷售工業用產品。本集團同時積極拓展具發展潛力及可持續發展的機遇。

憑藉多年金屬礦物及相關工業原料的採購和銷售經驗，本集團與全球領先的礦業公司及多名商業合作夥伴建立了牢固的業務關係。本集團致力於利用上述關係，把握中國不斷增長的基礎設施投資及新能源開發行業的預期增長帶來的商機，實現可觀的利潤，並為本集團股東實現回報最大化。



ESG MANAGEMENT

The Group recognises the crucial role of efficient ESG governance in achieving corporate sustainability. Accordingly, the Group has established a robust ESG management framework that clearly defines responsibilities, ensuring the effective implementation of the ESG governance policy. The board of directors (the “**Board**”) of the Group assumes primary responsibility for overseeing the Group’s ESG governance. This includes determining the Group’s ESG approach, understanding and managing ESG-related risks, as well as supervising and guiding the management and relevant departments in formulating and implementing policies and measures. To facilitate effective communication among all working units, the Group employs a “top-down and bottom-up” management approach. This approach facilitates open and constructive dialogue among each working unit, allowing policymakers to gain practical insights from daily operations. By combining the perspectives of both senior leadership and operational teams, we can develop comprehensive and all-rounded ESG strategies.

ESG管治

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管治架構，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。這種管理方式促進了各單位之間公開透明和建設性的溝通，使決策者能夠從日常營運中獲得實際經驗。通過結合管理層和運營團隊的觀點，我們可以製定更加全面的ESG戰略。



ESG MANAGEMENT (continued)

To enhance the management of ESG matters, the Group has collaborated with an independent consulting firm during the Year. Their expertise has been instrumental in identifying key ESG issues and providing advice on the Group's ESG performance. The consulting firm assisted in the collection and analysis of stakeholders' opinions on ESG matters and conducted materiality assessments. The Board thoroughly reviews the assessment results and identifies the Group's key ESG issues. It is the Board's responsibility to regularly evaluate the communication channels for stakeholder engagement, ensuring effective communication with all stakeholders.

In order to effectively lead the Group's ESG initiatives, the Board will continue to oversee the ESG-related work and stay abreast of the latest ESG disclosure requirements of the Listing Rules. The Board also ensures close collaboration among all departments to achieve operational compliance and fulfil social responsibility. During the Year, the Group has set environmental targets, which are detailed in the "Environmental Goals and Progress" paragraph of the report. The Board will conduct regular reviews based on the progress made toward these goals, aiming to continuously enhance the Group's environmental performance.

Stakeholder Engagement

The ESG Report represents a collaborative effort among employees from various departments of the Group, with an objective to assess the current state of environmental and social development. The information collected not only provides a summary of the environmental and social initiatives during the Year but also serves as a foundation for the development of the Group's sustainable strategies for the future.

ESG管治 (續)

為了有效管理ESG事宜，本集團於本年度聘請了獨立諮詢公司協助識別重要的ESG議題，並就本集團的ESG表現提供建議。顧問公司協助收集和分析本集團持份者對ESG議題的意見，並進行重要性評估。董事會會審視評估結果，並確認本集團的重要ESG議題。董事會負責定期審視持份者參與的溝通渠道，以確保本集團與持份者保持有效的溝通。

為有效領導本集團的ESG進程，董事會會持續監督ESG的工作和留意上市規則對ESG披露的最新規定，並確保各部門間緊密合作，以實現業務合規和履行社會責任。本年度，本集團制定了環境方面的目標，詳情請參考本ESG報告的「環境目標及進度」段落。董事會將根據目標的達成程度定期進行檢討，以持續改善本集團的環境表現。

持份者參與

ESG報告的撰寫基於各部門員工的參與，目的旨在評估當前的環境和社會層面的發展水平。所收集的資料不僅總結了本集團於本年度內開展環境和社會相關的工作，而且也是本集團制訂未來可持續發展策略的基礎。

ESG MANAGEMENT (continued)

Stakeholder Engagement (continued)

Recognising the significant link between the opinions of the stakeholders and corporate development, the Group places great importance on engaging with its stakeholders. Through various communication channels, the Group actively collects and addresses their expectations and requirements on a daily basis. Furthermore, the Group also actively fosters mutually beneficial and trusting relationships with all stakeholders. In the future, the Group intends to enhance stakeholder engagement to gather invaluable insights regarding the Group's business and ESG performance in a more comprehensive manner.

ESG管治 (續)

持份者參與 (續)

本集團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，並已建立各種溝通渠道與持份者交流。未來，本集團將考慮持續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。

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 to 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 Inspection and supervision 檢查及監督
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 Group announcements 本集團公告
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 Negotiation and cooperation 洽談合作

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT
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ESG MANAGEMENT (continued)

ESG管治 (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
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
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"> Information transparency 資訊公開透明 	<ul style="list-style-type: none"> Group website 本集團網站 Group announcements 本集團公告

ESG MANAGEMENT (continued)

Materiality Assessment

In order to establish a robust and impactful ESG management strategy, the Group undertook a comprehensive materiality assessment during the Year. This assessment aimed to identify the key ESG issues that are important to both the Group's business operation and its stakeholders. The materiality assessment process was based on stakeholder surveys, the analysis of opinions from a third-party ESG consulting firm and materiality maps issued by reputable external parties¹.

During the Year, the ESG material issues identified by the Group were as follows:

Aspects

層面

Environmental

環境

Employment and Labour Practices

僱傭與勞工常規

Operating Practices

營運慣例

ESG管治 (續)

重要性評估

為清晰及有效地制定ESG管理方針，本集團於本年度進行了重要性評估，以識別對本集團業務及其持份者至關重要的ESG議題。此重要性評估是基於持份者問卷調查、第三方ESG諮詢公司的意見分析及知名外部機構¹提供的重要性圖譜所確立。

本年度，本集團所識別的ESG重要議題如下：

Material issues

重要議題

Environmental Compliance

環境合規

Wastewater management

廢水管理

Prevention and Handling of Environmental Incidents

環境事故預防及處理

Occupational health and safety

職業健康與安全

Remunerations and Benefits

薪酬及福利

Anti-corruption

反貪污

¹ The materiality maps referenced in the materiality assessment include the ESG Industry Materiality Map and the Sustainability Accounting Standards Board ("SASB") Materiality Map produced respectively by Morgan Stanley Capital International and the SASB.

¹ 重要性評估所參考的重要性圖譜分別包括由摩根士丹利資本國際公司提供的ESG行業重要性圖譜及由永續會計準則委員會 ("SASB") 提供的SASB重要性圖譜

GREEN OPERATION

The Group considers environmental protection and emission reduction as crucial aspects of its sustainable development strategy. During the Year, we have remained committed to environmental protection by reducing pollutants and greenhouse gas emissions, minimising resource consumption, and improving resource utilisation efficiency in our operations. By adopting green practices, we aim to minimise the environmental impact of our operations. We strictly adhere to the applicable laws and regulations concerning 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). Additionally, we have obtained the necessary national licenses, such as pollutant discharge permits.

The Group recognises that a robust and well-established system is essential for achieving sustainable development. Therefore, the Group has implemented a comprehensive environmental management system to prevent and control environmental pollution. The Group has established management systems pertaining to the environment, exhaust emission, water resources, soil, waste, and energy to promote green operations. Under this system, each department is required to sign an environmental objective liability statement, committing to actively participate in the environmental responsibility scheme.

綠色營運

本集團認為環境保護和減低排放是可持續發展策略的一項重要考量。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適用的法例法規，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，本集團已訂立全面的環境管理制度，旨在預防和控制環境污染。本集團已針對環境、廢氣、水資源、土壤、廢棄物及能源，制訂了相關的管理制度以促進綠色營運。在此制度下，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。

GREEN OPERATION (continued)

Furthermore, regular assessments of each department's environmental performance are conducted to prevent environmental incidents. Annual environmental training programmes are organised to enhance staff awareness of environmental protection. These training sessions cater to both new and existing employees, covering topics such as national environmental protection laws and regulations, the Group's environmental management standards and policies, operating procedures for environmental protection facilities, requirements for clean production, and basic knowledge of environmental emergency plans. Feedback from employees is collected to assess the content and quality of the training, allowing for improvements to be made. In order to enhance environmental protection management and foster a sense of responsibility for environmental protection among employees, the Group has established an environmental protection reward and punishment system. This system rewards employees who effectively fulfil their environmental protection responsibilities and penalises those who neglect their duties, thereby motivating employees to actively participate in pollution prevention and control.

During the Year, the Group has conducted various drills for employees, including emergency drills for hazardous waste/gas leakage accidents, special emergency drills for natural disasters (such as earthquakes), and emergency drills for sulphuric acid leakage accidents. These drills aim to enhance employees' understanding of the Group's emergency response plan for environmental emergencies, enabling them to promptly, scientifically and effectively implement response and control measures in the event of an environmental accident, thereby minimising the impact on the environment. Furthermore, the Group evaluates personnel readiness, availability of materials, coordination among departments, drill results, and the effectiveness of support departments and collaboration following the drills. Based on these evaluations, revision plans are formulated and existing issues are addressed to improve the emergency response system.

綠色營運 (續)

此外，本集團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。這些培訓課程面向新員工和現有員工，內容涵蓋國家環保相關法律法規、本集團環保管理指標及制度、環保設施操作方法、清潔生產要求及環境保護應急預案基礎知識等。我們會收集員工對培訓的意見，以評估培訓的內容和質量，從而進行改進。為提高環保管理及員工的環保責任意識，本集團設有環保獎懲制度，對有效落實環保責任的員工予以獎勵，並對於疏忽職守的員工進行處分，以提高員工對環境污染防治工作的積極性。

本年度，本集團為員工進行了多方面的演練，如危險廢棄物／氣體洩露事故應急演練，自然災害事故（如地震）專項應急演練及硫酸洩漏事故應急演練，加強員工對本集團突發環境事件應急預案的認識，使他們能夠在發生環境事故時能快速、科學及有效地實行應對及控制措施，從而最大程度地減少對環境的影響。另外，本集團在演練後就人員情況、物資情況、協調情況、演練效果及支援部門和協作有效性進行評價，就存在的問題制定修改方案及進行改進。

GREEN OPERATION (continued)

Environmental Goals and Progress

The Group is dedicated to upholding transparency and monitoring the advancement of various initiatives aimed at accomplishing the goals we established during the Year. The table below outlines our environment-related targets across different aspects. Additionally, the Group remains committed to minimising the environmental impact of its production sites through ongoing enhancements and pledges to consistently track the progress of its objectives.

綠色營運 (續)

環境目標及進度

本集團致力於保持透明度，並追蹤各種舉措的進展情況，以實現我們在本年度制定的目標。下表概述了我們在不同層面的環境相關目標。此外，本集團通過持續改進並承諾不斷監督其目標的進展，確保最大限度地將其生產基地對環境的影響降到最低。

Aspects 層面	Our goals 我們的目標	Chapters on corresponding measures 相應措施的章節
Emissions 排放	Ensure no excessive emissions and pollution incidents 確保無過度排放及污染事故	Green Operation 綠色營運 <ul style="list-style-type: none"> Emission Management 排放管理 Waste Management 廢棄物管理 Conserving Resources and Protecting the Environment 節約資源及保護環境
Waste 廢棄物	Ensure that there are no pollution incidents caused by improper disposal of waste 確保無因不恰當處理廢棄物而引起的污染事故	Green Operation 綠色營運 <ul style="list-style-type: none"> Waste Management 廢棄物管理
Electricity 電力	Maintain or reduce energy consumption 維持或減少能耗	Green operation 綠色營運 <ul style="list-style-type: none"> Conserving Resources and Protecting the Environment 節約資源及保護環境
Water 用水	Maintain or reduce water consumption 維持或減少耗水量	Green operation 綠色營運 <ul style="list-style-type: none"> Conserving Resources and Protecting the Environment 節約資源及保護環境

GREEN OPERATION (continued)

Environmental Goals and Progress (continued)

During the Year, the Group has made significant strides in reducing its environmental footprint and benefited from the implementation of proactive environmental policies by the Board. These policies have paved the way for improvements in various environmental-related indicators, bringing us closer to our ultimate objective of minimising the Group's overall environmental impact. In the subsequent section, we will delve into the progress made by the Group in achieving its environmental goals, providing a more comprehensive overview of our accomplishments.

Emission Management

Air Pollutant Emission

The Group strictly adheres to national and local pollutant emission standards. We also comply with specific emission limits related to exhaust gas emissions, including but not limited to the Emission Standard of Pollutants for the Sulphuric Acid Industry (GB26132-2010), the Emission Limit Value Requirements for Discharge of Air Pollutants at the Boundary of Enterprises, the Indirect Emission Standard Limit Value Requirements for Water Pollutants in New Enterprises, and the Technical Specification for Continuous Monitoring of Flue Gas Emissions (SO₂, NO_x, Particulate Matter) from Stationary Sources (HJ-75-2017).

綠色營運 (續)

環境目標及進度 (續)

本年度，受益於本集團董事會設立的各種環境相關措施，本集團在不同層面的環境相關目標都得到相應的改善及進展，致力向降低對環境影響的大目標邁進。本集團的實質環境目標進度將於下列章節作更詳細的披露及陳述。

排放物管理

廢氣排放

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《硫酸工業污染物排放標準》(GB26132-2010)，《企業邊界大氣污染物無組織排放限值要求》，《新建企業水污染物間接排放標準限值要求》及《固定污染源煙氣 (SO₂, NO_x, 顆粒物) 排放連續監測技術規範》(HJ-75-2017)。

GREEN OPERATION (continued)

Emission Management (continued)

Air Pollutant Emission (continued)

The Group is committed to controlling and mitigating environmental pollution, particularly focusing on managing exhaust emissions resulting from the production process. The major sources of exhaust emission from the Group include industrial exhaust emission generated during the production process, flue gas generated by industrial kilns and furnaces, and dust from the material storage area, construction sites and provisional sites. To achieve the Group's annual environmental goals of preventing excessive emissions and pollution incidents, we have adopted the following measures to address these various types of exhaust emissions:

綠色營運 (續)

排放物管理 (續)

廢氣排放 (續)

此外，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。本集團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。為了實現本集團設置的防止過度排放及污染事故的年度環境目標，針對不同類型的廢氣，本集團採取了以下相應的廢氣排放處理措施：

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 areas
在粉塵儲存區域設置圍欄

GREEN OPERATION (continued)

Emission Management (continued)

Air Pollutant Emission (continued)

The Group has implemented various exhaust emission control measures to strengthen the management of exhaust emissions. We regularly monitor the level of exhaust emissions. Additionally, the Group has implemented a process that involves replacing traditional alkali with hydrogen peroxide. This substitution effectively converts sulphur dioxide into sulphuric acid. This innovative approach not only reduces the production costs of sulphuric acid but also prevents secondary pollution by recycling sulphur dioxide emissions.

The data on exhaust emission by the Group is as follows:

Exhaust Emission ¹	廢氣 ¹	2024 二零二四年	2023 二零二三年	Change 變動
Nitrogen Oxides (kg)	氮氧化物 (千克)	2.79	2.54	10%
Sulphur Oxides (tonnes)	硫氧化物 (噸)	223.01	159.56	40%
Particulates (tonnes)	顆粒物 (噸)	27.27	19.16	42%

Note:

- Exhaust gases include industrial exhaust gases and exhaust gases from vehicles. The amount of industrial waste gas is calculated based on the actual pollutant monitoring records of the Waste Recycling Company. The vehicle exhaust gas calculation method and emission factors come from Appendix II "Guidelines for Reporting Environmental Key Performance Indicators" ("Appendix II") provided by the Stock Exchange. Due to an increase in production of the Year, industrial exhaust emissions have increased.

Greenhouse Gas Emission

In addition to direct greenhouse gas emissions from vehicle fuels and direct greenhouse gas reductions from tree planting, the Group also considers other indirect greenhouse gas emissions from waste paper disposal and water treatment.

We actively encourage employees to conserve resources and collaborate in creating an environmentally friendly office while actively reducing greenhouse gas emissions. For example, the group encourages that employees turn off electronic devices such as lights and air conditioning when not in use in the office to minimise greenhouse gas emissions generated from electricity use.

綠色營運 (續)

排放物管理 (續)

廢氣排放 (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，本集團亦採取各種措施控制廢氣排放。我們定期監測廢氣排放量。此外，本集團用過氧化氫取代傳統鹼液吸收尾氣。這種替代物有效地將二氧化硫轉化為硫酸。這種創新方法不僅降低了硫酸的生產成本，而且通過回收二氧化硫排放物防止了二次污染。

本年度，本集團的廢氣排放數據如下：

Exhaust Emission ¹	廢氣 ¹	2024 二零二四年	2023 二零二三年	Change 變動
Nitrogen Oxides (kg)	氮氧化物 (千克)	2.79	2.54	10%
Sulphur Oxides (tonnes)	硫氧化物 (噸)	223.01	159.56	40%
Particulates (tonnes)	顆粒物 (噸)	27.27	19.16	42%

附註：

- 廢氣包含工業廢氣和車輛產生的廢氣。工業廢氣量乃根據環保公司的實際污染物監察記錄計算。車輛廢氣計算方法和排放因子來自聯交所提供的附錄二《環境關鍵績效指標匯報指引》(「附錄二」)。本年度由於生產量上升導致工業廢氣排放增加。

溫室氣體排放

除了車輛燃料的直接溫室氣體排放以及樹木種植的直接溫室氣體減排外，本集團還考慮廢紙處理和水處理產生的其他間接溫室氣體排放。

本集團積極鼓勵員工節約資源，合作創建環保辦公室，同時積極減少溫室氣體排放。例如，本集團鼓勵員工在不使用辦公室時間關閉電燈、空調等電子設備。以最大限度地減少在電力使用時產生的溫室氣體排放。

GREEN OPERATION (continued)

Emission Management (continued)

Greenhouse Gas Emission (continued)

Furthermore, to reduce carbon emissions and promote sustainable commuting, the Group conducts regular vehicle inspections and tyre inflation to maintain proper tyre pressure. We also encourage employees to use public transportation or carpooling.

The data on greenhouse gas emissions of the Group is as follows:

綠色營運 (續)

排放物管理 (續)

溫室氣體排放 (續)

除此之外，為減少碳排放並促進可持續通勤方式。本集團定期為本集團車輛進行檢查及為輪胎充氣，以保持正確的胎氣。同時鼓勵員工乘搭公共交通工具或共乘交通工具。

本年度，本集團的溫室氣體排放數據如下：

Greenhouse Gas Emissions	溫室氣體	2024 二零二四年	2023 二零二三年	Change 變動
Total Greenhouse Gas Emissions ¹ (tonnes CO ₂ e)	溫室氣體排放總量 ¹ (噸二氧化碳當量)	161	231	-31%
Scope 1 – Direct Emissions ² (tonnes CO ₂ e)	範圍一—直接排放 ² (噸二氧化碳當量)	-113.25	-9.95	1,038%
Mobile Combustion Sources (tonnes CO ₂ e)	移動燃燒源排放 (噸二氧化碳當量)	1.75	1.55	13%
Emission Reduction from Tree Planting(tonnes CO ₂ e)	樹木種植減排 (噸二氧化碳當量)	-115.50	-11.50	900%
Scope 2 – Energy Indirect Emissions (tonnes CO ₂ e) ³	範圍二—能源間接排放 ³ (噸二氧化碳當量)	NA	NA	NA
Scope 3 – Other Indirect Emissions ⁴ (tonnes CO ₂ e)	範圍三—其他間接排放 ⁴ (噸二氧化碳當量)	274	242	13%
Water Treatment (tonnes CO ₂ e)	水處理產生的電力消耗 (噸二氧化碳當量)	274.28	241.72	13%
Waste Paper Disposal (tonnes CO ₂ e)	廢紙處置所產生的甲烷 (噸二氧化碳當量)	0.03	0.07	-57%
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)	0.19	0.12	58%

GREEN OPERATION (continued)

Emission Management (continued)

Greenhouse Gas Emission (continued)

Note:

1. Total greenhouse gas emissions are calculated in accordance with Appendix II, and the "Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purpose) in Hong Kong" published by the Environmental Protection Department and the Electrical and Mechanical Services Department. The Group's greenhouse gas emissions include carbon dioxide, methane and nitrous oxide. For ease of reading and understanding, the data on greenhouse gas emissions are presented in tonnes of carbon dioxide equivalent ("tonnes CO₂e").
2. Scope 1 covers emissions from mobile combustion sources and emission reduction from tree planting. The calculation method of fuel consumption by vehicle is based on Appendix II published by the Stock Exchange and emission factors are based on the "Land Transport Enterprises – Guidelines on Greenhouse Gas Emission Accounting and Reporting (Trial)" issued by the National Development and Reform Commission (the "NDRC"). The calculation method and emission reduction coefficient of tree planting emission reduction are all from Appendix II. During the Year, there has been a significant increase in the planting of trees to enhance the greenery and moisture retention in the factory area, resulting in a substantial decrease in Scope 1 greenhouse gas emissions for the Year.
3. Scope 2 covers indirect emissions from purchased electricity, since the Group generates all of its electricity through self-generation, the Group does not generate Scope 2 greenhouse gas emissions.
4. Scope 3 covers emissions from water treatment and waste paper disposal, which are calculated based on Appendix II published by the Stock Exchange, "Study on Energy Consumption of Urban Water Supply System in China" published by Tsinghua University, and "Statistical Analysis and quantitative identification of the law of energy consumption in urban sewage treatment plants in China" published by Tsinghua University and National Urban Water and Drainage Engineering Technology Research Centre. The calculation method and emission factor data for methane greenhouse gases generated from waste paper disposal are based on Appendix II. Due to a decrease in paper usage and an increase in the proportion of recycled paper during the Year, the methane generated from the disposal of waste paper in the Scope 3 has decreased.

綠色營運 (續)

排放物管理 (續)

溫室氣體排放 (續)

附註：

1. 溫室氣體排放總量乃根據聯交所刊發的附錄二及環保署與機電工程署出版的《香港建築物（商業、住宅或公共用途）的溫室氣體排放及減除的核算和報告指引》計算。本集團的溫室氣體排放包括二氧化碳、甲烷及氧化亞氮。為易於閱讀及理解，溫室氣體排放數據以噸二氧化碳當量呈列。
2. 範圍一涵蓋源自移動燃燒源的排放以及樹木種植的減排。車輛燃燒燃料的計算方法根據聯交所刊發的附錄二，排放因子乃根據中國國家發展和改革委員會（「發改委」）發佈的《陸上交通運輸企業—溫室氣體排放核算方法與報告指南（試行）》。樹木種植減排的計算方法和減排係數均來自附錄二。本年度為了提升廠區綠化面積以及為了廠區保濕，樹木種植量大幅度增加，導致本年度範圍一溫室氣體排放量大幅度下降。
3. 範圍二涵蓋外購電力所產生的能源間接排放，因本集團用電量全部為自發電，故不產生範圍二的溫室氣體。
4. 範圍三涵蓋源自水處理的電力消耗及廢紙處置所產生的甲烷，水處理的排放係數乃根據香港聯交所刊發的附錄二、清華大學發佈的《中國城市供水系統能耗研究》及清華大學和國家城市給水排水工程技術研究中心發佈的《我國城市污水處理廠能耗規律的統計分析與定量識別》。廢紙處置所產生甲烷的溫室氣體計算方法和排放因子數據均來自附錄二。因本年度紙張用量減少，且回收紙張的比例較去年有所增加，導致範圍三廢紙處置所產生的甲烷減少。

GREEN OPERATION (continued)

Waste Management

Hazardous wastes of the Group are mainly sludge containing heavy metals, while non-hazardous wastes are primarily sulphuric acid residue, iron dust and domestic waste. Regarding hazardous wastes, the Group strictly complies with the Standard for Pollution Control on Hazardous Waste Storage (GB18597-2001) when handling such materials. Hazardous wastes are collected separately and stored in designated containers, with safety measures in place to prevent environmental pollution resulting from any leakage. Labelled hazardous wastes are then delivered to qualified units for further treatment. Meanwhile, measures have been implemented to minimise the generation of hazardous waste by improving production techniques, thereby reducing the production of heavy metal-laden sludge and the frequency of catalyst replacement.

For non-hazardous waste treatment, the Group has set a clear goal of preventing waste generation and incidents resulting from improper waste disposal. The treatment and storage of sulphuric acid residue are subject to strict supervision and adhere to the Standards for Pollution Control on the Storage and Disposal Site for General Industrial Solid Wastes (GB18599-2020). The Group has established comprehensive guidelines for the conveyance and storage of sulphuric acid residue to prevent any environmental pollution due to mishandling. The treated sulphuric acid residue is effectively recycled by a concrete factory within the industrial park for concrete production. In the meantime, the Group has taken measures to enhance the utilisation of sulphur and minimise sulphuric acid residue. This includes increasing the sulphur content of the ores used and stabilising the temperature in the furnace. These actions have proven effective in reducing sulphuric acid residue and optimising the utilisation rate of sulphur. Notably, no pollution incidents resulting from improper handling were reported during the Year.

綠色營運 (續)

廢棄物管理

本集團的有害廢棄物主要為含重金屬污泥，無害廢棄物主要為硫酸渣、鐵粉及生活垃圾。關於有害廢棄物，本集團在處理有害廢棄物時嚴格遵守《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。同時，本集團已採取措施，通過改進生產工藝，從而減少含重金屬污泥的產生和催化劑更換的頻率。

在無害廢棄物處理方面，本集團設定了明確的目標，即確保無因不恰當處理廢棄物而引起的污染事故。本集團已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》(GB18599-2020)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。經處理的硫酸渣會由工業區內的水泥廠回收，用作生產水泥，達至物盡其用。同時，本集團已採取措施提高硫的利用率，例如提高所用礦石的硫含量和穩定熔爐中的溫度，以儘量減少硫殘留。本年度，本集團並沒有發現因不恰當處理廢棄物而引起的污染事故。



GREEN OPERATION (continued)

Waste Management (continued)

In addition to waste management, the Group is dedicated to waste reduction at its source. One initiative involves promoting paperless operations by encouraging the use of email for internal and external communication and implementing an Office Automation system for administrative procedures such as notifications and leave applications. The Group also monitors waste production regularly and encourages all departments to actively participate in waste reduction.

During the Year, detailed data on the hazardous waste and non-hazardous waste produced by the Group is as follows:

Wastes	廢棄物	2024 二零二四年	2023 二零二三年	Change 變動
Total Hazardous Waste Produced ¹ (kg)	有害廢棄物產生總量 ¹ (千克)	5,440	2,730	99%
Intensity of Hazardous Waste Produced (kg/HK\$'000 Revenue)	有害廢棄物量密度 (千克/千港元收益)	0.006	0.001	500%
Total Non-hazardous Waste Produced ² (tonnes)	無害廢棄物產生總量 ² (噸)	323,120	110,940	191%
Intensity of Non-hazardous Waste Produced (tonnes/HK\$'000 Revenue)	無害廢棄物量密度 (噸/千港元收益)	0.37	0.06	517%

Notes:

- Hazardous waste includes sludge containing heavy metals, waste catalysts, and other waste materials. The data is calculated based on the actual total amount of waste generated. The catalyst used in the sulphuric acid production process has a usage cycle of 2-3 years, and it was replaced by the Group during the Year. Additionally, the arsenic content in the sulphur concentrate used for production increased, resulting in an increase in the generation of sludge containing heavy metals by the Group during the Year. Therefore, the total amount of hazardous waste generated by the Group increased during the Year.
- Non-hazardous waste includes sulphuric acid residue, domestic waste and iron dust. The data is calculated based on the actual amount of waste generated. During the Year, data on the generated sulphuric acid residue is newly added. Additionally, due to the lower iron content in the sulphur concentrate purchased during the Year, a higher proportion of iron powder had to be added during the production process to maintain the quality compliance of the iron powder product. This resulted in an increase in the generation of iron dust in the non-hazardous waste. Therefore, the total amount of non-hazardous waste generated by the Group increased during the Year.

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。本集團推行無紙化辦公，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」）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。

本年度，本集團所產生的有害廢棄物及無害廢棄物之詳細數據如下：

附註：

- 有害廢棄物涵蓋含重金屬的污泥、廢催化劑及其他廢棄物，數據乃根據實際廢棄物總量記錄計算。本集團生產硫酸過程中使用的催化劑使用週期2-3年，本年度本集團對催化劑進行了更換。同時，本年度生產所用硫精礦中砷含量增加，導致含重金屬的污泥產生量增加。故本年度本集團的有害廢棄物產生總量增加。
- 無害廢棄物涵蓋硫酸渣、生活垃圾及鐵粉，數據乃根據實際廢棄物量記錄計算。本年度新增硫酸渣的數據。同時，因本年度採購的硫精礦鐵含量較低，生產過程中為保持鐵粉產成品質量合格率，鐵粉添加比例較高，導致無害廢棄物中鐵粉的產生量增加。故本年度本集團的無害廢棄物產生總量增加。

GREEN OPERATION (continued)

Conserving Resources and Protecting the Environment

The Group is committed to integrating the concepts of environmental protection and resource conservation into its operations. In the production process of sulphuric acid, the Group extensively uses pyrite. To effectively utilise resources, we have installed facilities for waste heat power generation. These facilities convert the waste heat generated during the combustion of pyrite into high-temperature and high-pressure steam, which drives generators to produce electricity for our own use.

During the Year, the Group's pyrite consumption amounted to 169,789 metric tonnes, slightly higher than the previous year's consumption of 142,809 metric tonnes.

綠色營運 (續)

節約資源及保護環境

本集團致力將環境保護及珍惜資源的概念融入其營運中。本集團在生產硫酸過程中會大量使用硫鐵礦，為有效利用資源，本集團配備餘熱發電的設施，將硫鐵礦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供自用。

本年度本集團的硫鐵礦使用量為169,789噸，較之去年的142,809噸略有增加。

GREEN OPERATION (continued)

Conserving Resources and Protecting the Environment (continued)

Water Conservation

The Group is committed to water conservation and reducing water consumption in its operations. We consider water conservation as a fundamental principle in resource management. The Group's wastewater primarily consists of domestic sewage and industrial wastewater, which are strictly separated. Domestic sewage is transported to the designated treatment plant within the industrial park and undergoes inspection according to the Discharge Standard of Pollutants for Municipal Wastewater Treatment Plant (GB18918-2002).

Regarding industrial wastewater, the Group remains committed to monitoring water quality and continuously optimising its wastewater treatment procedures to ensure compliance with national or local pollutant discharge control standards and relevant regulations, such as the Emission Standard of Pollutants for the Sulphuric Acid Industry (GB26132-2010), and all tested wastewater was filtered, precipitated, and chemically treated to ensure that the water quality meets the requirements for use, in order to supply the factory for recycling and ultimately achieve zero discharge of wastewater. During the Year, an independent third party has been commissioned to monitor the groundwater quality near the factory, ensuring compliance with the Standard for Groundwater Quality (GB/T14848-2017) throughout the Group's operations. All inspected wastewater is thoroughly filtered, precipitated, and chemically treated. These measures guarantee that the water quality meets recycling requirements within the Group's plants, ultimately achieving zero wastewater discharge. Additionally, the Group conducts routine inspections of its wastewater sewers to prevent any leakage. In the event of a wastewater leak, the Group employs its emergency response plan, promptly taking appropriate actions to control the situation and prevent further pollution.

綠色營運 (續)

節約資源及保護環境 (續)

節約用水

本集團認為節約用水是資源管理的一項基本原則，並致力節約生活用水及減少業務營運中的用水量。本集團的主要污水來源為生活污水及生產廢水，兩類污水經嚴格分類，並嚴禁將生活污水、生產廢水及循環水混合儲存。生活污水會先運送至園區生活污水處理廠，按照《城鎮污水處理廠排放標準》(GB18918-2002)的要求進行檢測。

關於生產廢水，本集團加強水質監測，並不斷優化廢水處理程序，以確保符合國家或地方污染物排放控制標準和相關規定。本集團嚴格遵守有關廢水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《硫酸工業污染物排放標準》(GB26132-2010)，並將所有檢測後的廢水進行過濾、沉澱及化學處理，確保水質達到使用要求，以供給廠房循環使用，最終實現廢水零排放。此外，本集團於本年度委託獨立第三方監測工廠附近的地下水質，以防止任何污水洩漏污染地下水，本集團於營運期間周圍地下水質量均符合《地下水質標準》(GB/T14848-2017)。一旦發生廢水洩漏事件，本集團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。



GREEN OPERATION (continued)

Conserving Resources and Protecting the Environment (continued)

Water Conservation (continued)

In pursuit of the water conservation goals, the Group not only focuses on proper wastewater management but also actively engages in water conservation initiatives. We conduct regular examinations and maintenance to prevent water leakage from our facilities. Statistical analysis is performed to assess water-saving performance by department or region, and water use targets are established to promote water conservation. Moreover, the Group recycles sewage, condensate, and water treatment drainage to minimise water withdrawal and enhance water resource utilisation efficiency. Furthermore, the Group prioritises the education of our employees on water-conserving measures and relevant scientific knowledge. This initiative increases their awareness of water conservation, fostering a culture of responsible water usage.

During the Year, the Group did not have any issues in sourcing water.

During the Year, the water consumption of the Group is as follows:

Water Consumption¹	耗水量¹	2024 二零二四年	2023 二零二三年	Change 變動
Total Water Consumption (m ³)	總耗水量 (立方米)	674,804	594,703	13%
Water Consumption Intensity (m ³ /HK\$'000 Revenue)	耗水量密度 (立方米/千港元收益)	0.78	0.31	152%

Note:

- The water consumption is calculated based on the actual water consumption of the Group. During the Year, due to the increase in production, water consumption was increased.

綠色營運 (續)

節約資源及保護環境 (續)

節約用水 (續)

為了實現本集團制定的節水目標，除了妥善管理污水，我們亦積極採取各項節水措施。本集團定期檢查及維修用水設施，以防止漏水情況。本集團亦定期統計、分析及公佈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，本集團循環使用排污水、冷凝水及水處理排水以減少額外用水量，有效提高了水資源的使用效益。除技術提升外，本集團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。

本年度，本集團在求取適用水源方面並無任何問題。

本年度，本集團的耗水量如下：

附註：

- 本集團的耗水量乃根據實際耗水量計算。本年度因生產量上升導致用水量增加。

GREEN OPERATION (continued)

Conserving Resources and Protecting the Environment (continued)

Energy Conservation

The Group has implemented a comprehensive energy management system and established a dedicated energy management team. The team is responsible for formulating, implementing, and monitoring energy-saving and emission-reduction measures, ensuring they align with the Group's operational mode and environmental targets.

To identify energy-related issues, the energy management team conducts regular assessments and provides suggestions for improvement. The Group monitors the energy consumption of each department, which is required to analyse its energy use and provide summaries of its energy conservation efforts along with suggestions for further improvements.

To foster employee engagement in energy conservation, the Group has implemented a reward and punishment system. It also promotes energy-saving measures and provides training to enhance employees' awareness and skills in energy conservation.

In order to reduce energy consumption during the production process, the Group has implemented various energy-saving measures. These include the utilisation of high-power motor soft starters and variable frequency drives to eliminate the no-load operation of motors. Additionally, infrequently used motors are operated intermittently to increase their effective operating rate and reduce unnecessary power consumption.

Furthermore, the Group has implemented residual heat power generation facilities as part of its energy-saving measures. During the combustion process in the furnace, the residual heat is harnessed and transformed into high-temperature and high-pressure steam. This steam is then utilised to drive turbine units, generating electricity. Any excess steam is condensed back into water, which is recycled within the production process through a water circulation system. To maximise the efficiency of residual heat utilisation, the Group places emphasis on regular furnace cleaning to maintain optimal heat transfer efficiency on the furnace's surface. In order to improve the operational efficiency of electrical equipment, the Group has implemented several measures. Daily repairs and maintenance of equipment have been strengthened to promptly identify and address any equipment problems or failures, ensuring stable operation. Furthermore, the Group ensures strict quality control of equipment spare parts, enhances the management of spare parts replacement, and prolongs the lifespan of equipment through regular maintenance. These efforts contribute to reducing waste generated by frequent replacement of equipment spare parts.

綠色營運 (續)

節約資源及保護環境 (續)

能源管理

本集團已制定完善的能源管理制度，並設立能源管理小組，負責制定、執行及監察配合本集團營運模式的節能減排措施，確保這些措施符合本集團的營運模式和環境目標。

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。本集團亦會定期監察各部門的能源消耗量，要求部門定期分析其能源耗用量及總結節能工作，並提出進一步改進的建議。

為鼓勵員工積極參與節能工作，本集團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能。

此外，為降低生產過程中的能耗，本集團採取了多項節能降耗措施。其中包括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；及對非經常使用的電機實行間斷運行以提高有效運轉率，減少非必要用電。

另外，作為節能措施的一部分，本集團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，然後透過水循環在生產過程中重用。為了提升使用餘熱的效能，本集團會定期清理鍋爐積塵，以維持鍋爐表面的傳熱效能。為了提高電器設備的運行效率，本集團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，本集團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。

GREEN OPERATION (continued)

Conserving Resources and Protecting the Environment (continued)

Energy Conservation (continued)

Overall, these initiatives demonstrate the Group's commitment to energy efficiency and waste reduction throughout its operations.

During the Year, the energy consumption of the Group is as follows:

綠色營運 (續)

節約資源及保護環境 (續)

能源管理 (續)

總的來說，這些舉措表明了本集團在整個運營過程中對能源效率和減少廢棄物的承諾。

本年度，本集團的能源耗量如下：

Energy Consumption	能源耗量	2024 二零二四年	2023 二零二三年	Change 變動
Total Energy Consumption ¹ (MWh)	能源總耗量 ¹ (兆瓦時)	30,145	31,224	-3%
Non-renewable Fuel Consumed ² (MWh)	不可再生燃料耗量 ² (兆瓦時)	6.65	5.88	13%
Self-consumed Electricity ³ (MWh)	自行發電耗量 (兆瓦時)	30,138	31,218	-3%
Energy Consumption Intensity (MWh/HK\$'000 Revenue)	能源耗量密度 (兆瓦時／千港元收益)	0.03	0.02	50%

Notes:

- Total energy consumption is calculated based on the Group's non-renewable fuel consumed and self-consumed electricity.
- Non-renewable fuel consumed is derived from the use of vehicle fuel by the Waste Recycling Company, which is calculated based on the actual consumption. The fuel and energy unit conversion factors used are based on the "Land Transport Enterprises - Guidelines on Greenhouse Gas Emission Accounting and Reporting (Trial)" issued by the NDRC of the PRC and the Chinese National Standard GB17930-2016 "Gasoline for Motor Vehicles".
- The amount of self-consumed electricity includes the electricity converted from the heat in the boilers by the Waste Recycling Company and it is calculated based on the actual amount of electricity consumption.

附註：

- 能源總耗量乃根據本集團不可再生燃料耗量與自行發電耗量計算。
- 不可再生燃料耗量來自本集團的車輛燃料使用，燃料耗量乃根據實際耗用量計算。所使用的燃料和能量單位轉換系數來自發改委發佈的《陸上交通運輸企業—溫室氣體排放核算方法與報告指南(試行)》，以及中國國家標準GB17930-2016《車用汽油》。
- 自行發電耗量為本集團利用鍋爐內的熱力轉化的電力，數據根據實際消耗電量計算。

GREEN OPERATION (continued)

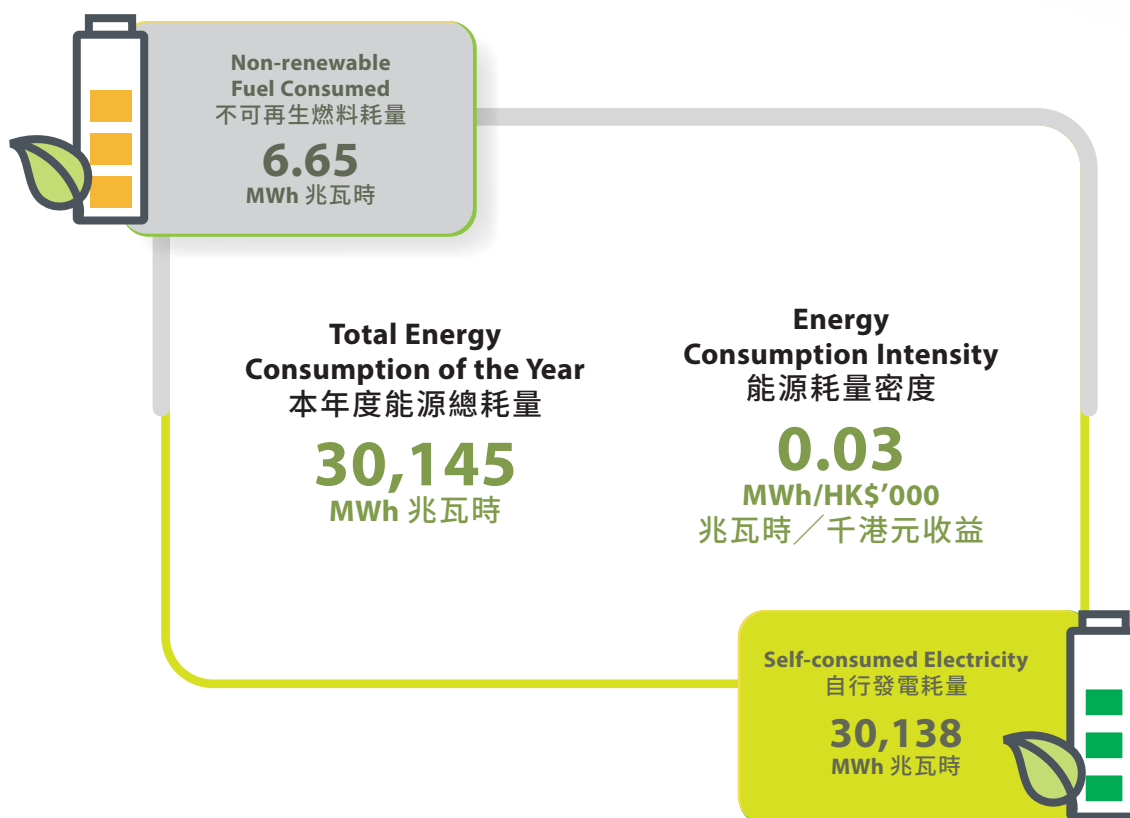
綠色營運 (續)

Conserving Resources and Protecting the Environment
(continued)

節約資源及保護環境 (續)

Energy Conservation (continued)

能源管理 (續)



GREEN OPERATION (continued)

Conserving Resources and Protecting the Environment (continued)

Preventing Soil Pollution

The Group's operations adhere to the Soil Environmental Quality Risk Control Standard for Soil Contamination of Development Land (GB36600-2018). In order to effectively prevent soil pollution, the Group consistently enhances its technologies and facilities. This includes implementing leak-proof ground solidification measures at disposal and raw material sites, as well as installing wind-proof and dust control nets. The introduction of a dust-free production line at the plant has proven to be instrumental in significantly reducing soil pollution. Furthermore, during the Year, the Group engaged independent third-party entities to monitor the soil condition in the vicinity of the plant. These measures ensure that the Group maintains high standards of soil quality and effectively prevents soil pollution.



Respond to Climate Change

The Group acknowledges the significance of identifying and addressing climate change risks and has implemented different measures to assess and mitigate these risks. The Group recognises physical risks associated with climate change, such as changes in rainfall patterns and extreme weather events. These risks have the potential to impact on the Group's operations, leading to increased operating costs. To manage these risks, the Group has been considering adopting new practices and processes to address extreme weather events, deal with transportation difficulties, and allocate additional budgets for maintenance and repairs.

綠色營運 (續)

節約資源及保護環境 (續)

防止土壤污染

本集團嚴格遵守《土壤環境質量建設用地土壤污染風險管控標準(試行)》(GB36600-2018)。為了有效防止土壤污染，本集團不斷改進技術及設施。本集團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。工廠引入無塵化生產線亦大大減少了對土壤的污染。另外，本集團已於本年度委託獨立第三方監測工廠附近的土壤。這些措施確保本集團保持高標準的土壤品質，並有效防止土壤污染。

應對氣候變化

本集團深明識別及應對氣候變化相關風險的重要性，並已採取不同的措施以評估及減輕風險。本集團已識別出不同的實體風險，例如降雨模式的改變和天氣模式的極端變化，可能會導致營運成本增加，包括管理極端天氣事件的新慣例和流程的實施、運輸變得困難、維護及維修預算增加等。

GREEN OPERATION (continued)

Respond to Climate Change (continued)

The Group conducts thorough assessments to determine the appropriate level of exposure to climate-related risks for our business. This enables us to identify potential climate-related risks and implement necessary measures to mitigate them. In addition, the Group emphasises climate resilience within its supply chain by requiring suppliers to take precautions against climate-related risks.

To enhance the preparedness of employees, the Group conducts regular evacuation drills. These drills improve the ability of employees to respond to incidents caused by climate change. Additionally, the Group issues safety warnings and implements special work arrangements during extreme weather conditions or incidents to ensure the safety of our employees and on-site personnel.

By addressing climate change risks through risk assessment, supplier requirements, employee training, and safety measures, the Group demonstrates its commitment to managing and adapting to climate-related challenges.

綠色營運 (續)

應對氣候變化 (續)

本集團對自身業務進行全面評估，以判斷業務可承受氣候相關風險的適當水準及辨別潛在的氣候相關風險，並採取必要措施緩解此類風險。此外，本集團要求供應商採取與氣候相關的風險預防措施，定期進行相關疏散演習，提升員工對由氣候變化引起的事故的應對能力，強調其供應鏈中的氣候適應性。

為加強員工對相關風險的應對工作，本集團定期進行疏散演習。這些演習提高了員工應對氣候變化事件的能力。此外，本集團在極端天氣條件或事故期間發佈安全警告並實施特殊工作安排，以確保員工和現場人員的安全。

通過風險評估、供應商要求、員工培訓和安全措施應對氣候變化風險，本集團展示了其管理和適應氣候相關挑戰的承諾。

CARING FOR OUR EMPLOYEES

The Group recognises the invaluable contribution of our employees' hard work to its sustained growth and prosperity. We are committed to upholding compliance with employment laws and regulations, including but not limited to the Employment Ordinance (Cap. 57 of the Laws of Hong Kong), the Employees' Compensation Ordinance (Cap. 282 of the Laws of Hong Kong), the Labour Law of the PRC, Labour Contract Law of the PRC and Provisions on the Prohibitions of Using Child Labour. In line with our dedication to attracting and retaining top-tier talent to meet the operational needs of the Group and effectively implement our corporate strategy, we prioritise the protection of employees' rights and interests. This is achieved through the provision of competitive remuneration and benefits, as well as ample training and development opportunities. Our goal is to create an environment where employees can thrive and contribute to the Group's overall success.

Employment and Welfare

The Group places a strong emphasis on talent cultivation and is dedicated to creating an equitable and supportive working environment for all employees. During the recruitment process, the Group adheres to the principle of "Open Recruitment, Equal Competition, Talent Acquisition". Regardless of nationality, gender, age, race, religious belief, or disability, candidates with relevant professional qualifications and working experience are given equal consideration for employment. As part of the recruitment process, a thorough examination of identification documents is conducted to verify the age of candidates and prevent the hiring of child labour.

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。本集團致力於遵守僱傭相關的法例法規，包括但不限於《僱傭條例》(香港法例第57章)、《僱員補償條例》(香港法例第282章)、《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》。我們致力於吸引和挽留優秀人才，以滿足本集團經營發展的需求和推進企業戰略的實踐。因此，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。我們的目標是創造一個讓員工能夠茁壯成長的環境，從而為本集團的整體成功做出貢獻。

僱傭與員工福利

本集團非常重視人才培養，致力於為所有員工創造一個平等及關愛的工作環境。本集團按照「公開招聘，平等競爭，擇優錄用」的原則招聘員工。只要候選人的能力符合崗位所需條件，本集團給予候選人同等受聘機會，不會因性別、年齡、種族、宗教等而差別對待。本集團通過檢查身份證明文件，核實候選人的年齡，避免僱用童工。

CARING FOR OUR EMPLOYEES (CONTINUED)

Employment and Welfare (continued)

Before formal employment commences, employees are provided with labour contracts that include job descriptions, duties and responsibilities, ensuring transparency and preventing forced labour. In the event that a mistake is made and child labour or forced labour is unintentionally hired, the Group promptly stops the individual from his/her duties and conducts a thorough investigation to prevent any recurrence of such situations. While the Group does not encourage overtime work, any instances of overtime are voluntary in nature. If employees need to work overtime, the Group ensures compliance with relevant laws and regulations by providing compensation for overtime hours worked. To enhance the overall operations of the Group, exit interviews are conducted with departing employees to understand the reason for their departure. Additionally, outstanding payments owed to departing employees are promptly settled.

Overall, the Group is committed to upholding these policies and continuously improving its practices to ensure a fair and respectful workplace environment for all employees.

關懷員工 (續)

僱傭與員工福利 (續)

員工正式加入本集團之前，本集團會向其詳細說明工作內容，闡述該職位的責任，並按勞動合約聘用員工，以避免強制勞工。若發現有誤僱童工或強制勞工的情況，本集團會立即停止相關人士的工作，並對事件進行調查以避免此類情況再次發生。本集團不鼓勵加班，如果員工需逾時工作，加班必須建基於自願原則，而本集團亦會按相關法例法規支付加班費用。為加強本集團的整體，本集團會對離職員工進行離職面談，以了解其離職原因，並依時發放餘下的工資。

本集團致力於堅持這些政策，並不斷改進其實踐，以確保為所有員工提供平等的工作環境。

CARING FOR OUR EMPLOYEES (CONTINUED)

關懷員工 (續)

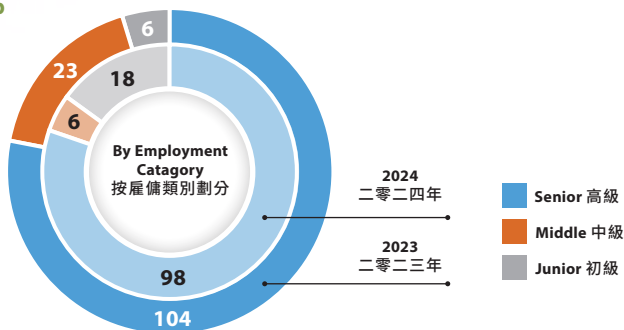
Employment and Welfare (continued)

During the Year, the employment data of the Group is as follows:

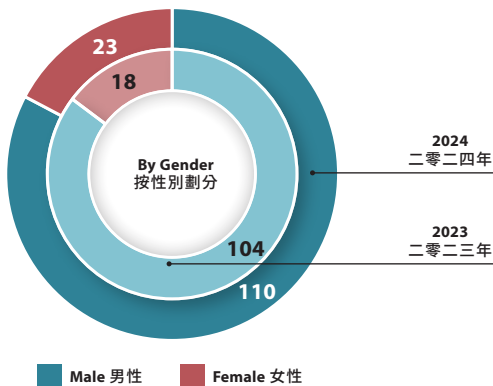
僱傭與員工福利 (續)

本年度，本集團的僱傭數據如下：

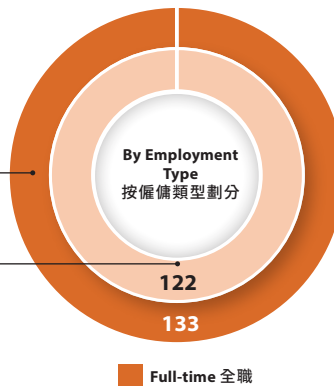
Total Workforce of the Group
(By Employment Category)
員工人數 (按僱傭類別劃分)



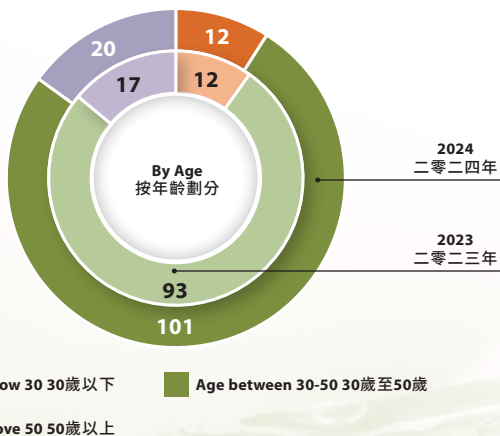
Total Workforce of the Group (By Gender)
員工人數 (按性別劃分)



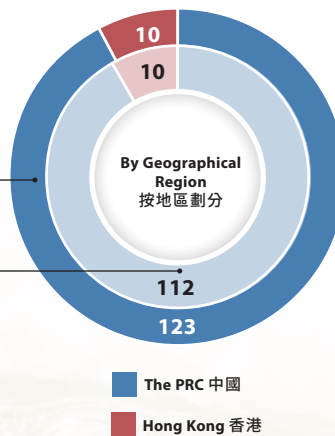
Total Workforce of the Group
(By Employment Type)
員工人數 (按僱傭類型劃分)



Total Workforce of the Group (By Age)
員工人數 (按年齡劃分)



Total Workforce of the Group
(By Geographical Region)
員工人數 (按地區劃分)



CARING FOR OUR EMPLOYEES (CONTINUED)

關懷員工 (續)

Employment and Welfare (continued)

僱傭與員工福利 (續)

The turnover rate of the Group during the Year are as below:

本集團本年度的員工流失率如下：

Turnover rate (%) 流失率 (%)		2024 二零二四年	2023 二零二三年
Total	總計	4	15
By Gender	按性別劃分		
Male	男性	5	14
Female	女性	0	17
By age	按年齡劃分		
Below 30 years old	30歲以下	17	15
Between 30-50 years old	30至50歲	3	17
Above 50 years old	50歲以上	0	0
By Geographic Region	按地區劃分		
The PRC	中國內地	4	15
Hong Kong	香港	0	0

Outstanding talents are considered crucial for the Group's sustainable development. To attract and retain such talents, the Group has implemented an equitable, competitive and motivating remuneration system. The pay structure of employees has two categories, either on a regular basis or an annual basis, taking into account factors such as individual work performance, regional pay levels, and yearly operating budget.

優秀人材對本集團業務的可持續發展至關重要。為了吸引和留住這些人才，本集團實施了公平、具有競爭力和激勵性的薪酬體系。員工的薪酬結構分為月薪和年薪兩種，每年根據員工工作表現、地區同業工資水平及年度經營預算等因素評估，定期檢討員工的薪酬結構。

To ensure effective communication between management and staff, the Group organises management communication meetings during the Year. These meetings serve as a platform for addressing staff queries and concerns in a timely manner, fostering a sense of belonging and engagement among employees. By actively listening to employees' needs and feedback, the Group aims to create a supportive and inclusive work environment.

為確保管理層與員工之間的有效溝通，本集團組織召開管理層溝通會議。這些會議為及時解決員工的疑問提供了一個平台，培養了員工的歸屬感和參與感。通過積極聽取員工的需求，本集團旨在創造一個支持性和包容性的工作環境。

We prioritise the well-being and work-life balance of our employees. The Group has provided various benefits to its employees, including employee compensation insurance, medical insurance and personal accident insurance for its Hong Kong employees. We make monthly contributions to Mandatory Provident Fund Schemes under the Mandatory Provident Fund Schemes Ordinance (Cap. 485 of the Laws of Hong Kong) and Occupational Retirement Schemes under the Occupational Retirement Schemes Ordinance (Cap. 426 of the Laws of Hong Kong) for employees in Hong Kong, as well as Five Social Insurances and One Housing Fund for employees in the PRC. The Group also participates in a defined contribution state-managed retirement benefit scheme.

我們積極考慮員工福利和工作與生活的平衡。本集團為員工提供各種福利，包括為香港員工提供的員工補償保險、醫療保險和人身意外傷害保險。我們根據香港法例第485章《強制公積金計劃條例》下之強積金計劃和香港法例第426章《職業退休計劃條例》下之職業退休計劃為香港僱員每月供款，同時向於中國工作的僱員提供「五險一金」。

CARING FOR OUR EMPLOYEES (CONTINUED)

Employment and Welfare (continued)

Furthermore, we offer a range of leave entitlements to our employees, such as annual leave, wedding leave, compassionate leave, maternity leave, paternity leave, and statutory holidays. To promote the health and well-being of our employees, we provide annual health check-ups and distribute heat relief supplies to ensure their comfort during extreme weather conditions. Additionally, we invest in the construction of recreational facilities to encourage physical activity and relaxation.

Health and Safety

The Group consistently prioritises the safety and health of its employees and strives to continuously improve its corporate safety management practices. The Group operates in full compliance with all applicable laws and regulations pertaining to production safety, including but not limited to the Law of the People’s Republic of China on the Prevention and Control of Occupational Diseases, the Production Safety Law of the People’s Republic of China, and the Code for Fire Protection Design of Buildings. The Group also maintains strict compliance with standards outlined in the Safe Management of Hazardous Chemicals, Identification of Major Hazard Installations for Dangerous Chemicals (GB18218-2018) and other related laws and regulations.

Adhering to the principle of “Safety First,” the Group places utmost importance on safeguarding the well-being of its employees. Stringent adherence to labour protection policies and measures is enforced to ensure production safety. The Group also takes comprehensive measures and provides necessary protective facilities to ensure the safety of its employees. Furthermore, the Group actively promotes and educates employees to enhance their awareness of occupational health and safety. During the Year, the Group was not aware of any violations of safety laws and regulations.

During the Year, the health and safety data of the Group is as follows:

Health and safety indicators

指標	
Number of work-related fatalities	因工死亡人數 (例)
Rate of work-related fatalities (%)	因工死亡比率 (%)
Work-related injuries (cases)	工傷人數 (例)
Lost work days due to work injury	因工傷損失的工作天數

關懷員工 (續)

僱傭與員工福利 (續)

此外，我們為員工提供一系列假期，如年假、婚假、關愛假、產假、陪產假和法定假期。為了促進員工的健康和福祉，我們每年都會進行健康檢查，並分發散熱用品，以確保他們在極端天氣條件下的工作安全。此外，我們投資建設娛樂設施，以鼓勵員工進行體育活動和放鬆。

健康與安全

本集團一直將員工的安全及健康放在首位，並努力不斷提升企業安全管理水平。本集團一貫嚴格遵守與安全生產適用的法例法規，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》。本集團亦嚴格遵守《危險化學品安全管理》、《危險化學品重大危險源辨識》(GB18218-2018)及其他相關法律法規用於管理危險化學品運輸、儲存及使用。

本集團貫徹「安全第一」的方針，高度重視保護員工安全健康，嚴格執行勞動保護政策及措施，確保安全生產。本集團建立了完善的制度，並提供所需防護設施，保障員工安全。此外，本集團積極宣傳及教育員工，增強員工的職業健康及安全意識。本年度，本集團未發現任何違反安全法律法規的行為。

本年度，本集團的健康與安全相關的數據如下：

	2024 二零二四年	2023 二零二三年	2022 二零二二年
Number of work-related fatalities	0	0	0
Rate of work-related fatalities (%)	0	0	0
Work-related injuries (cases)	0	1	0
Lost work days due to work injury	0	15	0

CARING FOR OUR EMPLOYEES (CONTINUED)

Health and Safety (continued)

Guided by the production safety management principle of “Safety First, Prevention Crucial, Integrated Control and Management,” the Group has implemented a robust production safety liability system. This includes the establishment of a safety targets liability statement, which outlines the responsibilities of each unit and its respective managerial personnel in terms of production safety. A comprehensive safety management system for hazardous chemicals has been implemented, with designated units responsible for managing the transfer, storage, and usage of such chemicals, as well as formulating emergency and contingency plans. Regular safety inspections and assessments are carried out across all departments to identify potential dangers and hazards. The Group also employed a third-party company to perform inspections on special equipment during the Year, including furnace, pressure vessel, safety valves and crane, to ensure proper functioning. This ensures compliance with laws, reduces the risk of accidents, and safeguards employees’ occupational health. Any identified potential hazards are promptly addressed without delay.

Safety precautions play a crucial role in preventing occupational diseases and industrial accidents. With a strong emphasis on “Prevention Crucial”, the Group ensures that employees are equipped with an ample supply of personal protective equipment (PPE) and establishes safety protection facilities throughout the plant. The Group procures safety protective equipment exclusively from qualified suppliers and conducts thorough inspections, examinations, and regular maintenance of safety protection facilities to uphold employee safety. To maximise the effectiveness of safety protective equipment, the Group educates employees on proper usage instructions and protection requirements. Additionally, all employees are expected to be familiar with the “Three Skills”: the skill of checking, the skill of proper use, and the skill of repair when it comes to safety supplies.

關懷員工 (續)

健康與安全 (續)

本集團貫徹「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。本集團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、使用及編製應急預案等工作。本集團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。本集團亦委託第三方公司對特種設備進行檢驗，包括鍋爐、壓力容器、安全閥及起重機等，確保特種設備正常運作。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。

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，本集團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。本集團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，本集團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。

CARING FOR OUR EMPLOYEES (CONTINUED)

Health and Safety (continued)

To ensure effective safety management, a dedicated production safety committee has been formed. This committee is responsible for refining and updating the safety management system, conducting regular inspections of different departmental work environments, implementing a tracking mechanism to address significant safety issues, and providing safety knowledge training. The production safety committee also sets annual production safety targets and fully implements the formulated production safety working plan. Furthermore, production safety leading groups and safety officers are appointed in each department to promote compliance with production safety laws and regulations and oversee the implementation of a comprehensive production safety system. The management teams of the Group hold monthly meetings to stay informed about work safety issues within the organisation and devise solutions to existing production safety challenges.

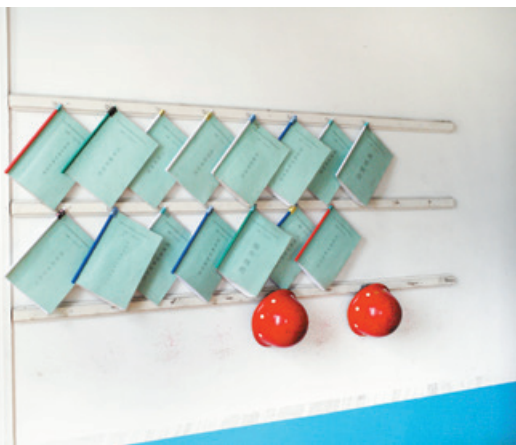
In order to foster employee engagement in production safety, the Group has established a reward and punishment system. Units or individuals demonstrating outstanding performance in production safety are rewarded, while appropriate penalties are imposed on units or individuals involved in production safety incidents.

關懷員工 (續)

健康與安全 (續)

為了確保有效的安全管理，本集團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。本集團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，本集團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。



CARING FOR OUR EMPLOYEES (CONTINUED)

Health and Safety (continued)

In addition to prioritising safety management, the Group places great emphasis on promoting employee awareness of production safety and fostering a sense of responsibility to establish a safe and injury-free workplace. A three-tier education model, which is factory-level education, workshop-level education, and team-level education, is implemented to enhance employees' occupational safety awareness. Besides, production safety education, pre-job safety training, and regular on-the-job safety training were also applied to both new and existing employees. This model aims to ensure that employees are well-informed about safety practices and the proper use of safety protective equipment.

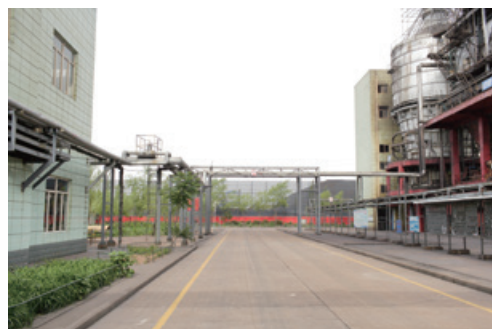
Newly hired employees or those transferred from other departments are required to undergo a third-tier safety education and technical training, which includes passing an assessment before commencing their official duties. The training curriculum covers various topics such as occupational hygiene laws, regulations, and standards, fundamental knowledge of production safety management, production safety management systems and procedures, correct usage of protective equipment and personal protective products, emergency measures, and case studies of accidents. Furthermore, the Group has developed specific emergency and contingency plans for various incidents to enhance employees' ability to prevent and respond to emergencies. To minimise the risk of casualties in the event of accidents, comprehensive emergency rescue drills are conducted at least once a year. During the Year, the Group conducted drills and training sessions for employees on emergency plans for production safety accidents. These drills covered various scenarios such as sulphuric acid leakage, fire and explosion, poisoning and suffocation, natural disasters (such as earthquakes), as well as other special emergency plans. The objective was to familiarise employees with the contents of the emergency plans and enhance their ability to respond to safety accidents. By doing so, the Group aims to reduce the risk of injuries or fatalities resulting from accidents.

關懷員工 (續)

健康與安全 (續)

除制訂適合的安全制度外，本集團還非常重視提高員工的安全生產意識，培養建立安全無傷害工作場所的責任感。本集團採用工廠級教育、車間級教育和班組級教育三級教育模式，提高員工的職業安全意識，並對新員工和在職員工進行安全生產教育、崗前安全培訓和定期上崗安全培訓。該模式旨在確保員工充分了解安全實踐和安全防護設備的正確使用。

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。此外，本集團為員工進行了生產安全事故應急預案演習，包括硫酸洩露事故、火災爆炸事故、中毒窒息、自然災害（如地震）及特種事故等專項應急預案的演練及培訓，使員工熟悉應急預案內容及加強安全事故應對能力，減低因事故而造成傷亡的風險。



CARING FOR OUR EMPLOYEES (CONTINUED)

關懷員工 (續)

Development and Training

To cultivate an exceptional talent force and inspire employee growth, the Group has implemented a comprehensive performance assessment system to regularly evaluate and closely monitor employees' working abilities, qualifications, experiences, contributions, and collaboration skills. Promotions for outstanding employees are based on factors such as assessment results and professional knowledge.

員工發展與培訓

為了建立優秀的人才團隊，並激勵員工持續進步，本集團已建立完善的績效考核體系，定期對員工的工作能力、資質、經驗、業績成果及團隊協作能力等方面作出評估，考察員工表現。本集團會根據評核結果、專業知識等因素，向優秀的員工予以晉升機會。

In addition to establishing a clear career path, the Group offers a wide range of training sessions to develop a high-quality team. Each year, the Group develops training plans and conducts various drills to enrich employees' knowledge, working skills and overall quality. These training programs encompass areas such as knowledge enrichment, management skills, professional knowledge training, new employee orientation, and qualification enhancement. Employees participating in position-related professional training are required to pass written or practical assessments to evaluate their learning outcomes. The Group also encourages employees to attend external training courses for personal development. Subsidies for training fees, food, accommodation and a basic salary during training are provided to employees attending approved courses.

本集團為員工提供清晰的職業發展道路的同時，亦為其提供各項培訓，以建立一支高水準的員工團隊。本集團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，提高工作技能及素質。培訓內容包括知識培訓、管理技能、專業知識培訓、新員工培訓和進修等。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，本集團鼓勵員工參與外部培訓，為經批准的培訓項目資助培訓費用、食宿費及提供培訓期間的基本工資。

During the Year, the training data of the employees of the Group is as follows:

本年度，本集團的員工受訓數據如下：

Training indicators 培訓指標		2024 二零二四年	2023 二零二三年
Total employees trained (% trained)	員工總受訓人數 (受訓百分比)	131(98)	122(100)
By Gender	按性別		
Male employees trained (% trained)	男性員工受訓人數 (受訓百分比)	109(99)	104(100)
Female employees trained (% trained)	女性員工受訓人數 (受訓百分比)	22(96)	18(100)
By Employee Category	按僱傭級別		
Senior trained (% trained)	高層人員受訓人數 (受訓百分比)	104(100)	98(100)
Middle trained (% trained)	中層人員受訓人數 (受訓百分比)	21(91)	6(100)
Junior trained (% trained)	基層人員受訓人數 (受訓百分比)	6(100)	18(100)
Average Training Hours Completed	員工平均受訓時數	112	120
By Gender	按性別		
Average hours of training for male employees	男性員工平均受訓時數	115	120
Average hours of training for female employees	女性員工平均受訓時數	97	120
By Employee Category	按僱傭級別		
Average hours of training for Senior	高層人員平均受訓時數	114	120
Average hours of training for Middle	中層人員平均受訓時數	106	120
Average hours of training for Junior	基層人員平均受訓時數	103	120

OPERATION PRACTICE

The Group actively cultivates relationships with clients and suppliers, promoting environmental and social awareness to drive collective progress and sustainable development. Upholding the highest standards of business integrity, the Group is committed to providing exceptional services to our customers. As a responsible corporate citizen, the Group demonstrates its dedication to anti-corruption and enhancing social well-being through the implementation of robust measures.

Given the nature of our business, there are no products that require recycling due to safety or health considerations.

Supply Chain Management

A stable supply of raw materials from suppliers is crucial to supporting the operation and continuous business development of the Group. To ensure smooth procurement processes, the Group clearly defines its expectations, policies and requirements of procurement procedures in the contracts signed with suppliers. The Group also emphasises the importance of safety in the supply chain and requires suppliers to provide safety documentation, such as safety technical manuals, safety labels, safety maintenance manuals, and other relevant safety manuals. These measures aim to minimise the risks associated with the supply chain.

When selecting new suppliers, the Group follows a rigorous evaluation process. In some cases, the Group may request samples from potential suppliers to verify the quality of goods and ensure they meet production requirements. For suppliers dealing with hazardous chemicals, the Group strictly implements chemical safety management systems, reviews their operating permits, and ensures compliance with national requirements for transportation qualifications and vehicles. To maintain the performance and service quality of suppliers, the Group conducts periodic reviews. This includes assessing the quality of goods, supply capacity, and quality assurance are conducted. If suppliers consistently delay product arrival or fail to meet agreed quality requirements, the Group may consider terminating contracts with them.

營運常規

本集團積極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，推動共同進步及可持續發展。本集團堅守商業誠信，致力於為客戶提供卓越服務。作為負責任的企業，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。

基於本集團的業務性質，本年度本集團沒有因安全或健康原因回收的產品。

供應鏈管理

供應商穩定的原材料供應對本集團的可持續發展和運營至關重要。在採購過程中，本集團與供應商簽署合同，明確列出本集團的期望、採購程序的政策及要求。本集團強調安全在供應鏈中的重要性，要求所有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，盡量降低由供應鏈產生的風險。

在選擇新供應商時，本集團遵循嚴格的評估程序。本集團會在必要時要求供應商提供樣品試用，以驗證貨物質量並確保其符合生產要求。針對危險化學品供應商，本集團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。為保證供應商的業績和服務質量，本集團亦會定期對所有供應商的樣品、供貨能力及質量保證能力等進行審核。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。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

OPERATION PRACTICE (CONTINUED)

Supply Chain Management (continued)

Environmental and social risks in the supply chain are a significant concern for the Group. Regular communication with internal and external stakeholders helps identify and understand environmental risks. When selecting suppliers, the Group takes into account their environmental and social performance. Environmental protection and energy-saving requirements are specified in tender invitations, and priority is given to suppliers with relevant certifications in areas such as environmental protection, energy management, social responsibility, and safety management. Suppliers are also required to sign a social responsibility commitment.

The Group integrates environmental conservation principles into its supply chain management and procurement practices. Environmental impacts are considered during the procurement process, and suppliers are encouraged to provide environmentally friendly products. The Group selects products with minimal environmental impacts based on business needs.

During the Year, suppliers of the Group that are distributed as follows:

營運常規 (續)

供應鏈管理 (續)

本集團關注供應鏈中的環境及社會風險，因此我們會定期與內部及外部持份者溝通，以了解及識別此類風險。在選擇供應商時，本集團會考慮其環境及社會表現，在招標時明確提出環保和節能等方面的要求，優先考慮具有環境保護、能源管理、社會責任及安全管理等環境及社會方面相關認證的供應商，並要求供應商簽署社會責任承諾書。

本集團在供應鏈管理及採購方面融合環保理念，在採購過程中會考慮產品的環境影響，並鼓勵供應商提供環保產品。本集團會按業務需求選擇對環境影響較少的產品。

本年度，本集團的供應商數據如下：

Supplier distribution	供應商數目	2024 二零二四年	2023 二零二三年
Region	地區		
North China ¹	華北 ¹	3	2
Northwest China ²	西北 ²	5	1
Central China ³	華中 ³	1	0
Suppliers with relevant supplier management	已實施相關供應商管理的供應商		
Supplier selection	供應商選擇	9	3
Identification and management of environmental risk in the supply chain	供應鏈環境風險的識別和管理	9	3
Identification and management of social risk in the supply chain	供應鏈社會風險的識別和管理	9	3

Notes

1. North China: Beijing, Tianjin, Hebei Province, Shanxi Province, Shandong Province, Inner Mongolia (excluding Chifeng, Tongliao, Hulunbuir, and Hinggan League) Autonomous Region
2. Northwest China: Shaanxi Province, Gansu Province, Qinghai Province, the Ningxia Hui Autonomous Region, Xinjiang Uygur Autonomous Region
3. Central China: Henan Province, Hubei Province, Hunan Province, Jiangxi Province, Sichuan Province, Chongqing

附註：

1. 華北地區為一北京市、天津市、河北省、山西省、山東省、內蒙古(除赤峰、通遼、呼倫貝爾和興安盟外的內蒙古其他地區)自治區
2. 西北地區為一陝西省、甘肅省、青海省、寧夏回族自治區、新疆維吾爾族自治區
3. 華中地區為一河南省、湖北省、湖南省、江西省、四川省、重慶市

OPERATION PRACTICE (CONTINUED)

Quality Assurance

Utmost emphasis is placed on product quality, and significant efforts have been undertaken to ensure that our products satisfy customers' quality requirements and comply with the applicable laws and regulations such as the Product Quality Law of the PRC. During the Year, the Group has continued to optimise our quality management systems.

To ensure the quality of our products, the Group gives careful attention to the quality of raw materials. Upon arrival at the plant, raw materials undergo thorough inspections to ensure they meet the required standard. In addition to inspecting and testing raw materials, the Group regularly calibrates and maintains instruments and equipment to prevent deviations in product quality due to equipment malfunctions.

To further ensure product quality, the Group conducts spot-checks on both semi-finished and finished products. These checks serve to verify that product quality meets the necessary standards. In cases where quality deviations are identified due to improper operation, equipment failure, or other reasons, the Group takes immediate measures to minimise losses and segregates any substandard products. Following such incidents, the Group conducts a thorough analysis to determine the cause and proposes preventive and corrective measures. This approach helps to maintain consistently high product quality.

Customer Focus

The Group strongly believes that customer feedback is essential for driving the sustainable development of enterprises. Therefore, the Group places great emphasis on communication with customers to continually improve their satisfaction. Various channels are provided for customers to express their views on the Group's products and services. To address customer concerns effectively, the Group has established a dedicated department responsible for handling and investigating customer complaints. This department is tasked with developing solutions and implementing preventive measures to resolve issues raised by customers. In cases where customers encounter technical problems related to the use and management of products, the Group offers assistance to mitigate the potential health and safety risks of products.

During the Year, the Group did not receive any customer complaints.

營運常規 (續)

質量保障

本集團非常重視產品質量，並作出重大努力確保我們的產品達到客戶的質量要求，並符合適用的法例法規，包括但不限於《中華人民共和國產品質量法》。本年度，本集團繼續完善相關質量管理制度。

為確保我們的產品質量，本集團十分重視原材料的品質，因此本集團在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，本集團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。

為進一步確保產品品質，本集團對半製成品及製成品的質量進行抽查。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，本集團會立即採取回收及處理措施，盡可能減少損失，並把不合格產品分開儲存。之後本集團會核實分析以確定原因，並提出預防和改善措施，以確保產品維持始終如一的高水準。

重視客戶

本集團堅信，客戶的意見對推動企業可持續發展至關重要。因此，本集團非常重視與客戶的溝通，不斷提升客戶滿意度。客戶亦可透過不同渠道反映，對本集團的產品和服務作出意見。為了有效解決客戶的問題，本集團成立了專責部門，負責處理及調查客戶投訴。該部門的職責是制定客戶投訴解決方案並提出改善及預防措施，以解決客戶的問題。與此同時，本集團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，本集團並無收到任何重大的客戶投訴。

OPERATION PRACTICE (CONTINUED)

Information and Intellectual Property Rights Protection

The Group maintains a strong commitment to adhering to privacy protection laws and regulations, including but not limited to the Tort Liability Law of the PRC and Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong). To enhance privacy protection for both employees of the Group and customers, strict measures are being put in place. Existing and departed employees of the Group are legally bound by confidentiality agreements and a comprehensive confidentiality policy designed to prevent the disclosure of confidential commercial information. Departed employees are required to adhere to non-competition restrictions, which prohibit them from joining competitors of the Group for a specified period and engaging in the production, operation, or promotion of similar products or businesses.

In addition to privacy protection, the Group strictly adheres to laws and regulations concerning advertising and intellectual property rights. This includes compliance with the Advertising Law of the PRC, Trademark Law of the PRC, Patent Law of the PRC, and other relevant regulations. Professionals within the Group hold responsibility for providing accurate product explanations to ensure that precise and reliable information is conveyed to customers.

The Group remains committed to upholding these legal and regulatory frameworks to safeguard privacy, protect intellectual property, and ensure responsible advertising practices.

Anti-Corruption

The Group upholds a corporate culture of integrity and self-discipline, demonstrating a strong commitment to preventing corruption. The Group continues to closely abide by laws and regulations that prevent bribery, extortion, fraud and money laundering, including but not limited to the Criminal Law of Prevention of Bribery Ordinance (Cap. 201 of the Laws of Hong Kong), the Anti-Unfair Competition Law of the PRC and the Criminal Law of the PRC.

營運常規 (續)

信息安全與知識產權保護

本集團堅持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》和《個人資料(私隱)條例》(第486章)。為加強本集團員工及客戶雙方的隱私保護，本集團採取了嚴格的措施。為防止員工洩露商業機密，本集團在職員工和離職員工均簽署保密協議書。離職員工必須遵守競業限制，於一定時間內不得與本集團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。

除了隱私保護，本集團嚴格遵守與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》。本集團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。

本集團承諾致力於維護這些法律和監管框架，以保護隱私、保護知識產權和確保負責任的廣告實踐。

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》、《防止賄賂條例》(第201章)、《中華人民共和國反競爭法》和及《中華人民共和國公司法》。

OPERATION PRACTICE (CONTINUED)

Anti-Corruption (continued)

To deter corruption and malpractice, the Group maintains stringent oversight of various expenses. In order to safeguard against involvement in money laundering activities, the Group conducts thorough assessments of the qualifications and reputations of clients before establishing business relationships. When compiling contracts, the Group includes necessary provisions related to business ethics, imposing strict regulations on the activities of both parties.

The Group has implemented internal reporting procedures and mechanisms to encourage employees to monitor and report any instances of corruption or unethical behaviour. Furthermore, the Group has established a well-defined mechanism that prohibits the existence of superior or subordinate relationships among family members. This mechanism emphasises the importance of honesty, and loyalty to duties, and prohibits the abuse of power for unlawful benefits.

During the Year, the Group was not involved in any corruption lawsuits and did not provide anticorruption training.

COMMUNITY CARE

Over the years, the Group has consistently fulfilled its social responsibilities and remained dedicated to making meaningful contributions to the community. To encourage employee engagement in community service, the Group actively promotes and supports participation in various voluntary works, which focus on, but are not limited to, areas such as poverty alleviation, education, vocational training, environmental protection and community culture. In addition, the Group upholds the spirit of society contribution and places great importance on maintaining a positive relationship with the community by enhancing communication and engagement efforts.

營運常規 (續)

反貪污 (續)

為防止貪污舞弊行為，本集團定期檢查及監督各種支出。為了防止參與洗錢活動，本集團與客戶合作前，會先了解其經營資格及信譽。制定合同時，本集團會按其需加入與商業道德相關的內容，嚴格規範雙方的商業行為。

本集團設立內部舉報程序與機制，鼓勵員工監督和舉報任何貪污或不道德行為。另外，本集團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，本集團並無牽涉任何貪污訴訟案件，亦無提供有關反貪污之培訓。

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。為了鼓勵員工參與社區服務，本集團積極推動和支持參與各種志願工作，這些工作包括但不限於扶貧、教育、職業培訓、環境保護和社區文化等領域。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。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

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 ESG指標	Summary 概述	Sections 章節	Page 頁碼
Environmental 環境			
Aspect A1: Emissions 層面A1：排放物	General Disclosure 一般披露 Information on: 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： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer (b) 遵守對發行人有重大影響的相關法律及規 例的資料。 relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Green Operation 綠色營運 • Emission Management 排放物管理 • Waste Management 廢棄物管理	10 13 18
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 • Emission Management 排放物管理 • Waste Management 廢棄物管理	10 13 18
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 • Emission Management 排放物管理	10 13
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 • Waste Management 廢棄物管理	10 18
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 • Waste Management 廢棄物管理	10 18

CONTENT INDEX OF ENVIRONMENTAL,
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GUIDE (continued)

有關《環境、社會及管治報告指引》內
內容索引(續)

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 emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Green Operation 綠色營運 • Environmental Goals and Progress 環境目標及進度 • Emission Management 排放物管理 • Waste Management 廢棄物管理 • Conserving Resources and Protecting the Environment 節約資源及保護環境	10 12 13 18 20
KPI A1.6 關鍵績效指標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. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Green Operation 綠色營運 • Environmental Goals and Progress 環境目標及進度 • Waste Management 廢棄物管理	10 12 18
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 • Conserving Resources and Protecting the Environment 節約資源及保護環境	10 20
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 • Conserving Resources and Protecting the Environment 節約資源及保護環境	10 20

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

CONTENT INDEX OF ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE (continued)

有關《環境、社會及管治報告指引》內容索引(續)

ESG Indicators ESG指標	Summary 概述	Sections 章節	Page 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	10
		<ul style="list-style-type: none"> Conserving Resources and Protecting the Environment 節約資源及保護環境 	20
KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Green Operation 綠色營運	10
		<ul style="list-style-type: none"> Environmental Goals and Progress 環境目標及進度 Conserving Resources and Protecting the Environment Water Management 節約資源及保護環境 	12 20
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 target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題, 以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Green Operation 綠色營運	10
		<ul style="list-style-type: none"> Environmental Goals and Progress 環境目標及進度 Conserving Resources and Protecting the Environment 節約資源及保護環境 	12 20
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。	NA

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Aspect A3: The Environment and Natural Resources 層面A3：環境及天然資源	General Disclosure 一般披露	Green Operation 綠色營運	10
	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。	• Conserving Resources and Protecting the Environment 節約資源及保護環境	20
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	10
		• Conserving Resources and Protecting the Environment 節約資源及保護環境	20
Aspect A4: Climate Change 層面A4：氣候變化	General Disclosure 一般披露	Green Operation 綠色營運	10
	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。	• Respond to Climate Change 應對氣候變化	26
KPI A4.1 關鍵績效指標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。	Green Operation 綠色營運	10
		• Respond to Climate Change 應對氣候變化	26

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社會			
<i>Employment and Labour Practices</i>			
<i>僱傭及勞工常規</i>			
Aspect B1: Employment 層面B1：僱傭	<p>General Disclosure 一般披露</p> <p>Information on: 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：</p> <p>(a) the policies; and (a) 政策；及</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer (b) 遵守對發行人有重大影響的相關法律及規例的資料。</p> <p>relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.</p>	<p>Caring for Our Employees 關懷員工</p> <ul style="list-style-type: none"> • Employment and Welfare 僱傭與員工福利 	<p>28</p> <p>28</p>
KPI B1.1 關鍵績效指標B1.1	<p>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。</p>	<p>Caring for Our Employees 關懷員工</p> <ul style="list-style-type: none"> • Employment and Welfare 僱傭與員工福利 	<p>28</p> <p>28</p>
KPI B1.2 關鍵績效指標B1.2	<p>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。</p>	<p>Caring for Our Employees 關懷員工</p> <ul style="list-style-type: none"> • Employment and Welfare 僱傭與員工福利 	<p>28</p> <p>28</p>

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<i>Employment and Labour Practices</i> (continued) 僱傭及勞工常規(續)			
Aspect B2: Health and Safety 層面B2：健康與安全	General Disclosure 一般披露	Caring for Our Employees 關懷員工	28
	Information on: 有關提供安全工作環境及保障僱員避免職業性危害的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer (b) 遵守對發行人有重大影響的相關法律及規例的資料。 relating to providing a safe working environment and protecting employees from occupational hazards.	• Health and Safety 健康與安全	32
KPI B2.1 關鍵績效指標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。	Caring for Our Employees 關懷員工	28
		• Health and Safety 健康與安全	32
KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	Caring for Our Employees 關懷員工	28
		• Health and Safety 健康與安全	32

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Employment and Labour Practices (continued) 僱傭及勞工常規(續)			
KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Caring for Our Employees 關懷員工	28
		• Health and Safety 健康與安全	32
Aspect B3: Development and Training 層面B3：發展及培訓	General Disclosure 一般披露 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。	Caring for Our Employees 關懷員工	28
		• Development and Training 員工發展與培訓	36
KPI B3.1 關鍵績效指標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。	Caring for Our Employees 關懷員工	28
		• Development and Training 員工發展與培訓	36
KPI B3.2 關鍵績效指標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。	Caring for Our Employees 關懷員工	28
		• Development and Training 員工發展與培訓	36

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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	28
	Information on: 有關防止童工或強制勞工的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer (b) 遵守對發行人有重大影響的相關法律及規例的資料。 relating to preventing child and forced labour.	• Employment and Welfare 僱傭與員工福利	28
KPI B4.1 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Caring for Our Employees 關懷員工	28
		• Employment and Welfare 僱傭與員工福利	28
KPI B4.2 關鍵績效指標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。	Caring for Our Employees 關懷員工	28
		• Employment and Welfare 僱傭與員工福利	28

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<i>Operating Practices</i> 營運慣例			
Aspect B5: Supply Chain Management 層面B5：供應鏈 管理	General Disclosure 一般披露	Operation Practice 營運常規	37
	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。	• Supply Chain Management 供應鏈管理	37
KPI B5.1 關鍵績效指標B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Operation Practice 營運常規	37
		• Supply Chain Management 供應鏈管理	37
KPI B5.2 關鍵績效指標B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and 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。	Operation Practice 營運常規	37
		• Supply Chain Management 供應鏈管理	37
KPI B5.3 關鍵績效指標B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Operation Practice 營運常規	37
		• Supply Chain Management 供應鏈管理	37
KPI B5.4 關鍵績效指標B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Operation Practice 營運常規	37
		• Supply Chain Management 供應鏈管理	37

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Aspect B6: Product Responsibility 層面B6：產品責任	General Disclosure 一般披露	Operation Practice 營運常規	37
	Information on: 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	37
	(a) the policies; and (a) 政策；及	• Customer Focus 重視客戶	39
	(b) compliance with relevant laws and regulations that have a significant impact on the issuer (b) 遵守對發行人有重大影響的相關法律及規例的資料。 relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	• Information and Intellectual Property Rights Protection 信息安全與知識產權保護	40
KPI B6.1 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	The Group does not involve product recycling in operating business. 營運常規	NA
KPI B6.2 關鍵績效指標B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Operation Practice 營運常規	37
KPI B6.3 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	• Customer Focus 重視客戶	39
		• Information and Intellectual Property Rights Protection 信息安全與知識產權保護	40
KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Operation Practice 營運常規	37
		• Quality Assurance 質量保障	37

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KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Operation Practice 營運常規 • Information and Intellectual Property Rights Protection 信息安全與知識產權保護	37 40
Aspect B7: Anti-corruption 層面B7：反貪污	General Disclosure 一般披露 Information on: 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer (b) 遵守對發行人有重大影響的相關法律及規例的資料。 relating to prevention of bribery, extortion, fraud and money laundering.	Operation Practice 營運常規 • Anti-corruption 反貪污	37 40
KPI B7.1 關鍵績效指標B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Operation Practice 營運常規 • Anti-corruption 反貪污	37 40
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Operation Practice 營運常規 • Anti-corruption 反貪污	37 40
KPI B7.3 關鍵績效指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Operation Practice 營運常規 • Anti-corruption 反貪污	37 40

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<i>Operating Practices</i> (continued) 營運慣例(續)			
Aspect B8: Community Investment 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. 有關以社區參與來了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	41
KPI B8.1 關鍵績效指標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)。	Community Care 關懷社會	41
KPI B8.2 關鍵績效指標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)。	The Group's community investment does not involve the use of resources. 本集團的社區投資並不涉及動用資源。	NA



新源萬恒 控股有限公司
New Provenance Everlasting Holdings Limited