



天德化工控股有限公司

TIANDE CHEMICAL HOLDINGS LIMITED

(於開曼群島註冊成立之有限公司) (股份代號：609)

(Incorporated in the Cayman Islands with limited liability) (Stock Code: 609)



2021

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



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關於本報告

天德化工控股有限公司（「**本公司**」，連同其附屬公司統稱為「**本集團**」）之主要業務為研發、生產和銷售精細化工產品。

本集團的環境、社會及管治（「**ESG**」）報告（「**本報告**」）乃根據香港聯合交易所有限公司（「**聯交所**」）證券上市規則附錄二十七所載「環境、社會及管治報告指引」（「**ESG 指引**」）而編製，並已遵守 ESG 指引內有關「強制披露」及「不遵守就解釋」條文的最新披露規定。

本集團秉持以下 ESG 指引概述的報告原則編制本報告：

- **重要性原則** – 本集團基於同業評審及持份者參與流程進行重要性審查項（詳情請參考本報告第 7 頁至 10 頁之「重要性評估」一節）以釐定對本集團而言重要的 ESG 事項，並作為本報告的重點。本公司董事會（「**董事會**」）每年對這些事項進行審查，以確保本集團持份者（「**持份者**」）的意見盡可能地反映在本報告中。
- **量化性原則** – 本集團採用可量化的關鍵績效指標（「**關鍵績效指標**」）以匯報環境及社會方面相關的績效，並確保關鍵績效指標的準確性和可溯性。

ABOUT THIS REPORT

Tiande Chemical Holdings Limited (the “**Company**” and together with its subsidiaries, collectively the “**Group**”) is principally engaged in research and development, manufacture and sale of fine chemical products.

This Environmental, Social and Governance (the “**ESG**”) Report of the Group (the “**Report**”) is prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “**ESG Guide**”) as set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”) and satisfied the latest “mandatory disclosure requirements” and “comply or explain” provisions of the ESG Guide.

The Group adheres to the following reporting principles outlined in the ESG Guide for preparation of this Report.

- **Materiality** – The Group performed a materiality review based on peer reviews and stakeholder engagements that determined the ESG issues which are material to the Group (for details, please refer to the section of Materiality Assessment on pages 7 to 10 of the Report) and the key matters of the Report. The board of directors of the Company (the “**Board**”) reviews these issues annually to ensure that the opinions of the stakeholders of the Group (the “**Stakeholders**”) are reflected as much as possible in this Report.
- **Quantitative** – The Group adopted measurable key performance indicators (the “**KPIs**”) to report the performance in relation to environmental and social aspects and ensured the accuracy and traceability of these KPIs.



關於本報告 (續)

- 一致性原則 - 本集團採納了一致的計量方法，以在可行情況下對期間內 ESG 績效進行公平的和有意義的比較。本報告的報告範圍未發生重大變化。
- 平衡性原則 - 本集團努力在本報告中對其 ESG 表現進行公正的概述，並在適用的情況下披露成就和改進領域。

本報告旨在向持份者傳達二零二一年一月一日至二零二一年十二月三十一日期間就濰坊濱海石油化工有限公司（「**濰坊濱海**」）之重要 ESG 事宜的可持續策略、管理方法和績效。本報告需與於二零二二年四月二十二日在聯交所及本公司網站刊載的本公司二零二一年年度報告一併閱讀，特別是其中所載的企業管治報告。本報告已獲董事會審議通過。

任何反饋將幫助本集團改善整體績效和本報告的披露。請隨時通過電子郵件將您的意見或建議發送至 info@tdchem.com。

ABOUT THIS REPORT (Continued)

- Consistency - The Group applied a consistent measurement methodology to achieve a fair and meaningful comparison of ESG performance over time whenever practicable. There was no significant change on the reporting scope of this Report.
- Balance - The Group endeavoured to present an unbiased overview of its ESG performance in this Report, disclosing both achievements and areas of improvements whenever applicable.

The Report aims to communicate with the Stakeholders on sustainable strategies, management approach and performance on material ESG issues of Weifang Binhai Petro-Chem Co., Ltd (the “**Weifang Binhai**”) for the period from 1 January 2021 to 31 December 2021. The Report is to be read in conjunction with the 2021 annual report of the Company which was published on the websites of the Stock Exchange and the Company on 22 April 2022, in particular the Corporate Governance Report contained therein. The Report has been reviewed and approved by the Board.

Any feedback will help the Group to improve our overall performance and disclosure in the Report. Please do not hesitate to send your comments or suggestions to us by email at info@tdchem.com.



可持續發展治理及董事會監督

可持續發展乃本集團實現企業增長的骨幹。因此，本集團致力將可持續發展概念融入其日常運營和決策過程中。同時，本集團承諾通過與持份者保持積極溝通，建立健全的 ESG 架構和機制，從而提高可持續業務實踐及為持份者創造最大價值。

董事會全面負責本集團的 ESG 管治、策略及匯報。董事會對 ESG 事宜進行監督，以實現本集團的長期發展及定位。

董事會認為，良好的 ESG 績效對實現業務可持續性及提升本集團競爭力具有決定性影響，因此，本集團的 ESG 框架、可持續發展重點目標和關鍵績效指標乃參照其核心業務而制定。由董事會委派，成立 ESG 工作組（「工作組」），以推動由董事會制定的 ESG 策略之規劃、管理和實施。工作組乃由本公司於二零零六年成立的安全環境保護委員會（「安全環保委員會」）牽頭，並由本集團各相關職能部門代表組成。董事會通過工作組定期向董事會匯報 ESG 相關事宜的實際表現，並與關鍵績效指標進行比較，從而對相關政策作出檢討及修正，以使 ESG 績效與本集團可持續業務發展的目標和指標一致。

SUSTAINABILITY GOVERNANCE AND BOARD'S OVERSIGHT

Sustainability forms the backbone of the Group to achieve corporate growth. Thus, the Group is dedicated to integrating the concept of sustainability into its day-to-day operation and decision making process. Meanwhile, the Group is committed to establish a sound ESG structure and mechanism via active communications with the Stakeholders so as to enhance sustainable business practices and maximise value to the Stakeholders.

The Board has overall responsibility for ESG management, strategy and reporting of the Group. The Board provides oversight of ESG issues with an aim on the Group's long-term development and positioning.

The Board believes that sound ESG performance has a decisive influence on achieving business sustainability and enhancing competitiveness of the Group. Hence, the ESG framework, sustainable development goals and KPIs of the Group are set with reference to its core business. Delegated by the Board, the ESG working group (the “**Working Group**”) is set up to drive the planning, management and implementation of ESG strategy mapped out by the Board. Led by the safety and environmental protection committee of the Company (the “**SEPC**”), which has been established since 2006, the Working Group is formed by representatives from relevant functional departments of the Group. Through regular reporting by the Working Group of the actual performance of the ESG related issues and comparison with KPIs, the Board re-evaluates and revises the relevant policies accordingly so as to ensure the ESG performance of the Group is consistent with the goals and indexes of sustainable business development of the Group.



可持續發展治理及董事會監督 (續)

工作組負責本集團 ESG 事宜的規劃和管理，並定期就 ESG 事項向董事會提供建議及匯報，包括：

1. 監督由董事會制定的 ESG 策略及政策的實施狀況；
2. 評估及釐定本集團 ESG 相關風險及機遇；
3. 確保本集團設有適當和有效的 ESG 風險管理及內部監控系統；
4. 規劃本集團 ESG 管理方針、策略、優次及目標；
5. 識別和評估 ESG 重要議題；
6. 檢討及監督 ESG 目標達成情況；
7. 檢討持份者參與渠道，確保本集團與持份者保持有效溝通；
8. 定期向董事會匯報與 ESG 相關事宜的工作進度；及
9. 編制 ESG 年度報告以供董事會批准。

安全環保委員會旨在領導本集團的安全及環保工作，負責評估本集團安全及環保等方面的重要事項，並向董事會提出修正和改進建議。

SUSTAINABILITY GOVERNANCE AND BOARD'S OVERSIGHT (Continued)

The Working Group is responsible for the planning and management of ESG issues of the Group and advises and reports to the Board on ESG issues on a regular basis, which includes:

1. overseeing the implementation of ESG strategy and policies set by the Board;
2. evaluating and determining ESG-related risks and opportunities of the Group;
3. ensuring the Group's appropriate and effective risk management and internal control systems in related to ESG are in place;
4. planning the Group's ESG management approach, strategy, priorities and objectives;
5. identifying and evaluating material ESG issues;
6. reviewing and monitoring the achievement of ESG-related goals;
7. reviewing the Stakeholders' engagement channels and ensuring effective communication is maintained between the Group and the Stakeholders;
8. reporting to the Board on the work progress of ESG related issues at regular intervals; and
9. preparing the ESG annual report for Board's approval.

The SEPC aims to lead the safety and environmental protection works of the Group and is responsible for evaluating critical issues relating to safety and environmental protection of the Group and making recommendations to the Board for rectification and improvement.



可持續發展治理及董事會監督 (續)

本集團已成立安全、健康及環境部（「安全、健康及環境部」），該部門乃工作組的主要成員，以制定本集團整體的安全、健康及環境政策和指引。安全、健康及環境部主要負責：（i）評估和識別本集團營運是否符合有關中華人民共和國（「中國」）地方當局頒布的有關環保法律法規之要求；（ii）檢討及更新安全、健康和環境方案；（iii）參與討論重大的安全、健康和環境措施；（iv）檢查和監督安全、健康和環境計劃的實施情況；（v）識別潛在的環境問題並向安全環保委員會提供預防和補救措施以供採納及實施；及（vi）審閱及處理環保工作的獎勵和紀律處分。

本集團相關職能部門負責組織和實施活動以完成由工作組所設定的各項 ESG 目標，並定期向工作組匯報與 ESG 相關管理舉措及實際績效。

SUSTAINABILITY GOVERNANCE AND BOARD'S OVERSIGHT (Continued)

The Group has set up the Safety, Health and Environment Department (the “SHE”), which is a key member of the Working Group, to formulate the general policies and guidelines of safety, health and environment. The SHE is mainly responsible for (i) evaluating and determining the Group’s operational compliance with the requirements of relevant laws and regulations on environmental protection issued by the relevant local authorities in the People’s Republic of China (the “PRC”); (ii) reviewing and updating the safety, health and environment programs; (iii) participating in the discussion of major safety, health and environment measures; (iv) inspecting and supervising the implementation of safety, health and environment plans; (v) identifying potential environmental issues and suggesting prevention and remedial measures to the SEPC for adoption and implementation; and (vi) reviewing and handling the rewards and disciplinary actions on environmental protection works.

Respective functional departments of the Group are responsible for organising and implementing actions to achieve various ESG goals set by the Working Group. They will regularly report management initiatives and actual performance in related to ESG to the Working Group.



重要性評估

持份者參與

本集團高度關注政府機構及監管機構、股東及投資者、客戶、僱員、供應商及業務合作夥伴、社區等整體持份者的訴求與期望，本集團通過各種渠道積極及持續與持份者保持有效溝通，包括現場巡查、股東大會、公告、公司網站、投資者會議及參觀考察、客戶和供應商會議、僱員培訓、文化和體育活動、客戶服務熱線、參加行業會議及/或展覽會，以及慈善和社會投資等，在增進持份者對本集團的了解和支持之同時，本集團亦收集他們的看法、意見及期望，以協助工作組識別和評估本集團業務營運中可能出現的風險及機遇，以及與 ESG 相關的重要議題。在收集持份者看法、意見及期望後，本集團的主要關注點及回應匯總列載如下：

MATERIALITY ASSESSMENT

Engagements with Stakeholders

The Group is highly concerned with the aspirations and expectations of the Stakeholders such as government authorities and regulatory bodies, shareholders and investors, customers, employees, suppliers and business partners and community, etc. The Group proactively keeps effective communications with the Stakeholders on an on-going basis through various channels, including on-site inspections, shareholders' meetings, announcements, Company's website, investors' meetings and site visits, customers' and suppliers' meetings, employee training, cultural and sports activities, customer services hotline, attending industry conferences and/or exhibitions, and charities and social investments, etc. While enhancing the Stakeholders' understanding on and support to the Group, the Group also gathered views, opinions and expectations from them so as to assist the Working Group to identify and evaluate possible emerging risks and opportunities to the business operations of the Group as well as material issues relating to ESG. After collecting the Stakeholders' views, opinions and expectations, a summary of the key concerns and responses of the Group is set out as follows:

持份者組別 Stakeholder groups	主要訴求與期望 Key aspirations & expectations	本集團的溝通與回應 Communications & responses of the Group
政府機關及法定監管機構 Government authorities and statutory regulatory bodies	<ol style="list-style-type: none"> 1. 遵守法規要求 Compliance with regulatory requirements 2. 安全環保 Safety and environmental protection 3. 職業健康 Occupational health 4. 促進地方經濟發展 Promoting local economic development 5. 就業稅收 Employment and tax income 	<ol style="list-style-type: none"> 1. 遵守法律法規 Maintaining compliance with laws and regulations 2. 堅持安全生產及推動綠色發展 Insistence on production safety and promoting green development 3. 維護職業健康防護 Upholding protection of occupational health 4. 參與地方社區活動，並提供就業機會 Participation in local community activities and providing jobs opportunities 5. 依時繳納稅費 Timely payment of taxes 6. 依時、準確報送企業信息 Timely and accurate submission of corporate information



重要性評估 (續)

持份者參與 (續)

MATERIALITY ASSESSMENT (Continued)

Engagements with Stakeholders (Continued)

持份者組別 Stakeholder groups	主要訴求與期望 Key aspirations & expectations	本集團的溝通與回應 Communications & responses of the Group
股東及投資者 Shareholders and investors	<ol style="list-style-type: none"> 1. 企業價值及財務表現 Corporate value and financial performance 2. 企業管治 Corporate governance 3. 可持續發展 Sustainable development 4. 風險管理 Risk management 5. 合規管理 Compliance management 	<ol style="list-style-type: none"> 1. 提升企業經營管理水平、財務業績及資產價值 Enhancing standards of corporate governance, financial results and asset value 2. 維持有效的治理體系 Upholding effective governance systems 3. 持續倡導環保 Continuous promotion of environmental protection 4. 提升防範及化解重大風險能力 Enhancing the capability of preventing and solving substantial risks 5. 完善合規管理制度 Improving compliance management system 6. 加強與持份者的溝通渠道 Enhancing communication channels with the Stakeholders
客戶 Customers	<ol style="list-style-type: none"> 1. 產品質量 Product quality 2. 客戶服務 Customer service 3. 客戶權益 Rights and interests of customers 	<ol style="list-style-type: none"> 1. 提高產品和服務質量 Enhancing product and services quality 2. 維護健全的客戶服務體系、完善客戶意見反饋及投訴處理機制 Upholding sound customer service system, improving mechanism for customer feedback and complaint handling 3. 維護及保障客戶信息庫安全 Safeguarding and protecting security of customer database



重要性評估 (續)

持份者參與 (續)

MATERIALITY ASSESSMENT (Continued)

Engagements with Stakeholders (Continued)

持份者組別 Stakeholder groups	主要訴求與期望 Key aspirations & expectations	本集團的溝通與回應 Communications & responses of the Group
僱員 Employees	<ol style="list-style-type: none"> 僱員權益 Rights and interests of employees 薪酬福利 Remuneration and benefits 健康安全 Health and safety 職業發展 Career development 僱員關愛 Care for employees 	<ol style="list-style-type: none"> 堅持平等僱傭機會準則及保障僱員合法權益 Adhering to the principle of equal opportunities in employment and protecting the legal rights and interests of employees 提供有競爭力的薪酬福利待遇, 完善各項僱員福利待遇 Providing competitive remuneration and benefits, and improving various employee benefits and welfare treatments 關注職業健康和心理健康, 改善工作環境及氛圍 Caring for occupational health and mental health, and improving working environment and ambience 加強僱員培訓, 完善激勵及晉升機制 Enhancing employee trainings, and improving incentives and promotion mechanism 組織僱員關愛活動, 關愛困難僱員 Organising employee engagement activities and caring for employees in need
供應商及合作夥伴 Suppliers and business partners	<ol style="list-style-type: none"> 及時履約 Punctual fulfillment of agreements 公平競爭 Fair competition 平等互惠 Equality for mutual benefits 合作共贏 Cooperation for mutual benefits 	<ol style="list-style-type: none"> 加強採購管理, 遵守合同條款 Strengthening the management of procurement and abiding terms of agreements 定期推進廉潔教育和反貪污培訓 Promoting probity education and anti-corruption training regularly 加強交流與合作、構建有效的合作機制與平台 Strengthening communications and cooperation, and building effective cooperation mechanisms and platforms 定期舉行會議、互訪及信息交流 Conducting meetings and mutual visits and exchanging information regularly
社區 Community	<ol style="list-style-type: none"> 公益活動 Charitable activities 當地就業及經濟發展 Local employment and economic development 	<ol style="list-style-type: none"> 積極參與扶貧、公益慈善活動及社會志願活動 Active participation in poverty alleviation, charitable activities and social volunteer activities 當地社會招聘優先 Prioritising recruitment for employees from local community



重要性評估 (續)

重要性議題識別

本集團通過分析宏觀政策、行業政策及法規、對標化工行業報告、收集持份者的看法及意見，並參考聯交所刊發的 ESG 指引，共識別 18 項重要的 ESG 議題，以使本報告可全面披露和覆蓋有關本集團業務及持份者關注重點議題的信息。

重要性議題優次排序

本集團從「對本集團業務的重要性」和「對持份者的重要性」兩個角度評估重要性議題優次排序，製作重要性議題矩陣。根據董事會、本集團高級管理層及持份者對本集團業務的意見，確定每個已識別問題的重要性優先級。結果以重要性矩陣形式進行分析，列載如下：

MATERIALITY ASSESSMENT (Continued)

Identification of Material Issues

The Group identified 18 material ESG issues through analysis on macroeconomic policies, industry policies and regulations, benchmarking chemical industry reports, collection of views and opinions from the Stakeholders and making reference to ESG guidance issued by the Stock Exchange that enabled the information regarding the key issues of the Group's business and the Stakeholders' concerns which are disclosed and covered in the Report comprehensively.

Prioritisation of Material Issues

The Group assessed the priority of material issues from the two perspectives of "materiality to the Group's business" and "materiality to the Stakeholders", and prepared the materiality assessment matrix. The priority of materiality of each identified issues was concluded from the views on the business of the Group formed by the Board, senior management of the Group and the Stakeholders. The results were analysed in form of materiality matrix which is set out as follows:





環境

本集團將環境保護視作企業責任之一，且致力於節約能源並減少污染物排放，通過（i）充分利用資源；（ii）深化循環經濟生產體系；及（iii）採用先進的節能技術及設備提高效率以減少對環境和自然資源的影響。

本集團所有生產場所均實施清潔生產。本集團所有業務均全面實踐「綠色、清潔、低碳和循環經濟」的理念。本集團各附屬公司承擔安全、健康及環境措施的具體執行，並對合規性負責。

本集團一直通過技術改造積極推動先進的節能技術、工藝和設備，以提高規模生產效益，由此不僅提高了本集團的經濟表現，而且顯著提升了環保效益。

本集團已建立一套高規格的环境管理體系，通過「規劃 - 執行 - 查核 - 行動」不斷改進環境管理體系，盡量減少對環境的損害。自二零一零年起，濰坊濱海已獲得 ISO14000 環境管理體系認證。

環保工作貫穿從產品設計到成品的整個生產週期，同時清潔生產審核定期及持續地進行。於二零二一年，據本集團所知，並無任何不遵守有關本報告所述環保層面的適用標準、規定及規管之任何重大事宜。

ENVIRONMENT

The Group undertakes environmental protection as part of its corporate responsibilities and is dedicated to the conservation of energy and minimisation of pollutant emission by (i) fully utilising resources; (ii) intensifying circular economy production system; and (iii) adopting advanced energy-saving technologies and facilities to enhance efficiency while reducing the impact on the environment and natural resources.

The Group implements clean production on all of its production sites. The philosophy of “green, clean, low-carbon and circular economy” has been adopted thoroughly in all operations of the Group. Each subsidiary of the Group is responsible for the practical implementation of safety, health and environment measures and the compliance thereof.

The Group consistently promotes the use of advanced energy-saving technologies, processes and facilities through technological upgrades in order to enhance the efficiency of scale production which not only strengthens the Group’s economic performance but also improves the effectiveness of environmental protection significantly.

The Group has established a high specification of environmental management system and continuously improves the environmental management system through “plan - do - check - act” to minimise damage to the environment. Weifang Binhai has been awarded the ISO14000 Environmental Management System certification since 2010.

Environmental protection works run through the entire production cycle from design to finishing of products, while clean production audit is performed regularly and continuously. In 2021, the Group was not aware of any material non-compliance with applicable standards, rules and regulations relating to the environmental protection aspects discussed in the Report.



環境 (續)

濰坊濱海為實現更環保的可持續生產，持續實施各項的安全環保工程以升級和優化生產工藝、節能環保技術和設施。

排放物

本集團採取全面的環境管理體系，旨在符合或甚至達到低於有關地方當局廢氣、廢水和固體廢物等排放標準。

本集團嚴格遵守稱為「三同時制度」的綠色措施，以確保防治污染設施同時納入項目設計、建設及生產過程。本集團鍋爐煙氣排放及鍋爐安裝均符合當地環保標準。

自二零二零年八月起，濰坊濱海通過審核並取得由濰坊市生態環境局發佈的排污許可證（「**排污許可證**」）後，濰坊濱海一直嚴格遵守相關規定，包括：(i) 相關污染物排放；及 (ii) 環境管理要求。此外，濰坊濱海已定期在「全國排污許可證管理信息平台」披露其在排放方面的執行報告，濰坊市生態環境局和公眾可以據此評估和監測濰坊濱海的污染物排放。

ENVIRONMENT (Continued)

With a view of achieving a more environmentally sustainable production, Weifang Binhai continued to implement various safety and environmental protection projects to upgrade and optimise the production process, and to use energy-saving and environmental protection technologies and facilities.

Emission

The Group adopts a comprehensive environmental management system which aims to meet or even achieve a level below the relevant local authorities' emission standards for exhaust gas, wastewater and solid waste, etc.

The Group strictly complies with a green measure "Three Simultaneous System" to ensure that the facilities for pollution prevention are incorporated into the project design, construction and production process simultaneously. Both the flue gas emission from boilers and the installation of boilers of the Group are in compliance with the relevant local environmental protection standards.

Since Weifang Binhai has passed the inspection and obtained the Pollutants Emission Permits (the "**PEP**") issued by the Weifang Bureau of Ecology and Environment since August 2020, Weifang Binhai has been strictly complying with relevant requirements including: (i) related pollutant emissions; and (ii) environmental administration. In addition, Weifang Binhai has regularly disclosed its execution reports regarding emissions on the "National Pollutants Emission Permits Administration Information Platform", so that the Weifang Bureau of Ecology and Environment and the public are able to evaluate and monitor Weifang Binhai's pollutant emissions.



環境 (續)

排放物 (續)

於二零二一年，濰坊濱海並無任何違反「鍋爐大氣污染物排放標準」(GB13271-2014)、「山東省鍋爐大氣污染物排放標準」(DB37/2374-2018)、「山東省區域性大氣污染物綜合排放標準」(DB37/2376-2020)、「山東省火電廠大氣污染物排放標準」(DB37/664-2020)、「揮發性有機物排放標準第6部分：有機化工行業」(DB37/2801.6-2018)、「揮發性有機物無組織排放控制標準」(GB37822-2020)及「污水排入城鎮下水道水質標準」(GB/T31962-2015)的行為。

廢氣和溫室氣體減排

本集團竭盡全力減少其在開展業務時對環境造成的影響，嚴格執行有關大氣污染物排放之規定，並符合所有相關排放標準。

濰坊濱海採用系統化的廢氣排放監控程式，並定期檢查廢氣排放系統性能，以確保廢氣排放系統正常運作。濰坊濱海已按相關規定的頻次定期對工廠內部的有組織廢氣排放和工廠邊界的無組織廢氣排放進行密切監測和測量，以確保廢氣排放符合相關的環境標準。

ENVIRONMENT (Continued)

Emission (Continued)

In 2021, Weifang Binhai was not in breach of the “Boiler Air Pollutant Discharge Standards” (GB13271-2014), the “Boiler Air Pollutant Discharge Standards in Shandong Province” (DB37/2374-2018), the “Regional Air Pollutant Comprehensive Emission Standards in Shandong Province” (DB37/2376-2020), the “Air Pollutant Emission Standards of Thermal Power Plant in Shandong Province” (DB37/664-2020), the “Emission Standards of Volatile Organic Compounds Part VI: Organic Chemical Industry” (DB37/2801.6-2018), the “Control Standards of Unorganised Emission of Volatile Organic Compounds” (GB37822-2020) and the “Quality Standards of Sewage Discharge to the Town Sewer” (GB/T31962-2015).

Reduction of Exhaust Gas and Greenhouse Gases

The Group makes every effort to minimise its impacts on the environment when conducting its business. The Group also rigorously adheres to the regulations on emission of atmospheric pollutants and meets all the relevant emission standards.

Weifang Binhai adopts the systematic exhaust gas emission monitoring program. The performance of exhaust gas emission system is regularly inspected to ensure that it functions normally. Weifang Binhai has followed the frequency stipulated by related regulations to closely monitor and measure its organised exhaust gas emission inside the factories and unorganised exhaust gas emission from the factory boundary at regular intervals, so as to ensure that exhaust gas emissions comply with the relevant environmental standards.



環境 (續)

排放物 (續)

廢氣和溫室氣體減排 (續)

濰坊濱海已於有機廢液焚燒裝置、天然氣導熱油爐、天然氣蒸汽鍋爐和燃煤蒸汽鍋爐等安裝在線監測系統，以全面跟蹤排放數據。同時，濰坊濱海工廠邊界已安裝揮發性有機物（「**揮發性有機物**」）在線監測系統，污染物排放數據通過揮發性有機物在線監測系統即時上傳到當地環保部門的監控平台以供其監測。此舉已體現本集團對促進環境保護的決心和承諾。

濰坊濱海已於多個生產車間配備尾氣吸收處理設施，年內，濰坊濱海再對若干尾氣吸收處理設施進行優化改造，進一步將經吸收處理後的尾氣匯總輸送至氰化鈉生產線內餘熱回收鍋爐作為助燃風使用，更有效減少揮發性有機物排放及降低尾氣排放濃度。即使在可見將來濰坊濱海的生產規模不斷擴大，此舉仍可保持低水平揮發性有機物排放。

濰坊濱海主要產生的廢氣有氮氧化物、二氧化硫和煙塵。污染物種類、相關排放資料及排放目標如下：

ENVIRONMENT (Continued)

Emission (Continued)

Reduction of Exhaust Gases and Greenhouse Gases (Continued)

Weifang Binhai has built-in online monitoring systems in organic waste liquid incineration treatment facilities, natural gas heat conduction oil furnaces, natural gas steam boilers and coal-fired steam boilers, etc., to keep track of emission data comprehensively. Meanwhile, volatile organic compounds (“**VOCs**”) on-line monitoring systems have been installed at the factory boundary of Weifang Binhai. The pollutant discharge data is thereby uploaded to the monitoring platform of local environmental protection authorities through VOCs on-line monitoring systems in real time, enabling their monitoring and assessment. This move has demonstrated the Group’s determination and commitment in regard of promoting environmental protection.

Weifang Binhai has installed tail gas absorption treatment facilities at various production lines. During the year, Weifang Binhai has upgraded certain tail gas absorption treatment facilities so as to further collect and convert the absorbed and treated tail gas to exhaust gas and such exhaust gas is collectively transported to built-in residual heat recovery boilers in the production line of sodium cyanide to be used as combustion air. This will reduce VOCs emissions and the density of tail gas emission effectively. This move can maintain a low emission level of VOCs in spite of the continuous expansion of Weifang Binhai’s production scale in the foreseeable future.

The exhaust gases produced by Weifang Binhai are mainly nitrogen oxides, sulfur dioxide and smoke and dust. Types of pollutants, relevant emission data and emission targets are shown as follows:



環境 (續)

排放物 (續)

廢氣和溫室氣體減排 (續)

ENVIRONMENT (Continued)

Emission (Continued)

Reduction of Exhaust Gases and Greenhouse Gases (Continued)

廢氣排放量 (以噸計)

Amount of exhaust gas emission (in tonnes)

	<u>2020</u>	<u>2021</u>	<u>2025</u>
	實際	實際	目標*
	<u>Actual</u>	<u>Actual</u>	<u>Target*</u>
氮氧化物 Nitrogen oxides	43.6	40.3	39.5
二氧化硫 Sulfur dioxide	12.3	10.1	9.9
廢氣中的煙塵 Smoke and dust in exhaust gas	3.2	4.0	3.9

廢氣排放濃度 (以每立方米之毫克計)

Density of exhaust gas emission (in mg/m³)

	<u>2020</u>	<u>2021</u>	<u>2025</u>
	實際	實際	目標*
	<u>Actual</u>	<u>Actual</u>	<u>Target*</u>
氮氧化物 Nitrogen oxides	29.3	24.0	23.5
二氧化硫 Sulfur dioxide	8.3	6.9	6.8
廢氣中的煙塵 Smoke and dust in exhaust gas	2.1	2.6	2.5

* 目標乃在二零二一年實際生產規模的基礎上比二零二一年減少 2%。

為滿足「山東省鍋爐大氣污染物排放標準」對廢氣中氮氧化物、二氧化硫和煙塵的要求，濰坊濱海生產廠房早已安裝脫硫、脫硝、除塵和超低排放等設施。該等設施亦已獲得當地環保部門的賞識。應因於二零二零年濰坊濱海已分別對 (i) 燃氣導熱油爐；及 (ii) 氰化鈉生產線內餘熱回收鍋爐的脫硝工藝進行改進，在脫硝設備中增加選擇性催化還原技術，該項技術改進於年內發揮全面效益，因此，儘管年內生產規模明顯擴大，氮氧化物排放量仍遠低於二零二零年。

* Targets are reducing by 2% from 2021 on the basis of actual production scales of 2021.

In order to fulfil the emission standards for nitrogen oxides, sulfur dioxide and smoke and dust as required by the “Boiler Air Pollutant Discharge Standards in Shandong Province”, the production plant of Weifang Binhai has installed desulfurisation, denitrification, dust removal and ultra-low emission facilities, etc. Such facilities have been complimented by the local environmental protection authorities. In 2020, due to the fact that Weifang Binhai had carried out modifications on the denitrification process respectively for (i) gas-fired heat conduction oil furnaces; and (ii) built-in residual heat recovery boilers in the production line of sodium cyanide, which entailed applying selective catalytic reduction technology to the denitrification facilities, the improvement of this technology became fully effective during the year. During the year, the amount of nitrogen oxides emission was still much lower than that in 2020 even though the production scale has expanded notably.



環境 (續)

排放物 (續)

廢氣和溫室氣體減排 (續)

自二零一七年年年底起，濰坊濱海一直遵守濰坊市超低排放標準要求。於二零二零年，濰坊濱海的燃煤蒸汽鍋爐進行技術升級改造，因此污染物排放濃度及排放量符合「山東省火電廠大氣污染物排放標準」(DB37/664-2020)所規定之要求。於二零二一年，濰坊濱海貫徹「源頭減排」方針，採購和使用高質量且低雜質含量的動力煤，以降低污染物排放及提高生產效益。儘管該舉措將增加本集團營運成本，但從本集團整體而言，該舉措可有效降低廢氣排放。

於二零二一年，濰坊濱海的氮氧化物、二氧化硫和煙塵排放量一直保持在低於「山東省鍋爐大氣污染物排放標準」所規定之水平。濰坊濱海不斷尋求其他有效減排的先進技術，致力提升環保水平。

為達到二零二五年設定目標，除開展環保治理設施提標改造外，濰坊濱海亦會優化治理污染流程運作。

濰坊濱海產生的溫室氣體主要為二氧化碳，主要來自燃燒動力煤的直接排放及發電的間接排放組成。溫室氣體相關排放資料及排放目標如下：

ENVIRONMENT (Continued)

Emission (Continued)

Reduction of Exhaust Gases and Greenhouse Gases (Continued)

Weifang Binhai has been complying with the requirements of ultra-low emission standards of Weifang City since the end of 2017. Weifang Binhai has carried out technical upgrades on the coal-fired steam boilers, which enabled them to meet the requirements stipulated by the "Air Pollutant Emission Standards of Thermal Power Plant in Shandong Province" (DB37/664-2020) in relation to both the concentration and volume of pollutant emission in 2020. In 2021, in order to achieve a lower pollutant emission and enhance production efficiency, Weifang Binhai adhered to its approach of reducing emission at source through the procurement and use of thermal coal with higher-quality and fewer impurities. Although this measure will increase the Group's operating costs, it can effectively reduce exhaust emissions generated by the Group as a whole.

Weifang Binhai consistently kept its nitrogen oxides, sulfur dioxide and soot emissions well below the level stipulated by the "Boiler Air Pollutant Discharge Standards in Shandong Province" throughout the year of 2021. Weifang Binhai has been continuously seeking other advanced technologies for effective emission reduction and striving to enhance standards of environmental protection.

In order to achieve the targets set for 2025, in addition to the implementation of upgrading the environmental protection treatment facilities, Weifang Binhai will also optimise the operations of the pollution treatment process.

The greenhouse gas generated by Weifang Binhai is mainly carbon dioxide, which principally composes of direct emission from combustion of thermal coal and indirect emission from generation of electricity. Information relating to the emission and target of greenhouse gas is shown as follows:



環境 (續)

排放物 (續)

廢氣和溫室氣體減排 (續)

ENVIRONMENT (Continued)

Emission (Continued)

Reduction of Exhaust Gases and Greenhouse Gases (Continued)

溫室氣體排放 Emission of greenhouse gas			
	2020 實際 Actual	2021 實際 Actual	2025 目標* Target*
總排放量 (以噸二氧化碳當量計) Total emission (in tonnes of carbon dioxide equivalent)	444,940	494,016	469,315
- 直接排放 Direct emission	141,680	151,083	143,529
- 間接排放 Indirect emission	303,260	342,933	325,786
噸二氧化碳當量／人民幣百萬元營業額 tonnes of carbon dioxide equivalent per million RMB revenue	365.9	220.1	-

* 目標乃在二零二一年實際生產規模的基礎上比二零二一年減少 5%。

年內，濰坊濱海溫室氣體總排放量較二零二零年增加，主要原因是動力煤耗量和用電量隨著生產規模擴大而有所增加。然而，每人民幣百萬元營業額的噸二氧化碳當量較二零二零年明顯下降，該下降主要由於二零二一年產品銷售價格明顯上升所致。

為達到二零二五年設定目標，濰坊濱海將持續 (i) 實施更多節能減排措施及提升資源使用效益；及 (ii) 擴大廠區綠化面積以減少空氣中二氧化碳含量。以上措施可有助減少相應的溫室氣體排放。

* Targets are reducing by 5% from 2021 on the basis of actual production scales for 2021.

During the year, total emission of greenhouse gas of Weifang Binhai went up as compared in 2020, which was mainly attributable to the increases in the consumption of thermal coal and electricity along with the expansion of production scale. However, tonnes of carbon dioxide equivalent per million RMB revenue decreased significantly as compared in 2020, which was principally caused by the notable increase in products selling prices in 2021.

In order to achieve the target set for 2025, Weifang Binhai will continue to (i) implement further measures of energy conservation and emission reduction and enhance the efficiency of use of resources; and (ii) expand the green spaces of the plant area to reduce the amount of carbon dioxide in the air. The above measures will help to reduce the corresponding emission of greenhouse gas.



環境 (續)

排放物 (續)

廢水

本集團嚴格處理工業廢水，並採取各種措施回收利用廢水，以減少廢水排放總量和污染物濃度並遵守相關排放許可限值。濰坊濱海亦已根據排污許可證內管理信息相關規定的頻次定期對廢水排放進行密切監測和測量，以確保廢水排放符合相關的環境標準。

濰坊濱海採用生化處理加反滲透膜處理技術回收再利用廢水。廢水通過安裝在管架上的下水道從每個生產設施收集到污水處理站。此外，濰坊濱海已採用最新技術，通過設立每日2,000立方米的廢水處理設施，以應付不斷擴大的生產規模及進一步提高污水處理效率。濰坊濱海亦已提升污水處理系統中的好氧處理設備，從而改善廢水處理能力且進一步降低廢水中的氨氮濃度。

ENVIRONMENT (Continued)

Emission (Continued)

Wastewater

The Group conducts stringent treatments on its industrial wastewater and takes various measures to recycle and reuse wastewater in order to reduce the total amount and pollutant concentration of wastewater discharge whilst complying with the relevant permitted quotas. Weifang Binhai has also monitored closely and tested wastewater discharge at regular frequencies as stipulated by the relevant administration requirements of the PEP. This would ensure the compliance of wastewater discharge with the relevant environmental standards.

Weifang Binhai uses biochemical treatment plus reverse osmosis membrane treatment technology to recycle and reuse wastewater. Wastewater is collected from each of the production facilities to a sewage treatment station by linked sewer pipes installed on pipe racks. In addition, Weifang Binhai has adopted the latest technologies by setting up a new 2,000m³ per day wastewater treatment facility in order to cope with the enlarged production scale continuously as well as further enhance the efficiency of wastewater treatment. Weifang Binhai has also upgraded the built-in aerobic treatment facility in wastewater treatment system so as to improve the capability of wastewater treatment and further reduce the concentration of ammonia nitrogen in the wastewater.



環境 (續)

排放物 (續)

廢水 (續)

廢水相關排放資料及排放目標如下：

ENVIRONMENT (Continued)

Emission (Continued)

Wastewater (Continued)

Information relating to the emission and target of wastewater is shown as follows:

廢水排放 Emission of wastewater	<u>2020</u> 實際 Actual	<u>2021</u> 實際 Actual	<u>2025</u> 目標* Target*
總排放量 (以噸計) Total emission (in tonnes)	429,392	456,485	433,661
化學需氧量 (「化學需氧量」) 濃度 (以每升之毫克計) Chemical oxygen demand ("COD") concentration (in mg/L)	28.9	14.5	13.8
化學需氧量排放量 (以噸計) COD emission (in tonnes)	12.4	6.6	6.3

* 目標乃在二零二一年實際生產規模的基礎上比二零二一年減少 5%。

* Targets are reducing by 5% from 2021 on the basis of actual production scales of 2021.

由於新建生產線於年內已全面投入商業生產，濰坊濱海用水量大幅增加。於二零二一年，濰坊濱海再增置一套污水處理厭氧反應器，以提升處理廢水中化學需氧量的能力，從而進一步降低化學需氧量濃度。在深化循環經濟生產體系及持續提升污水處理性能後，年內濰坊濱海經處理後的廢水排放量較二零二零年僅略有上升，其化學需氧量濃度則明顯下降，化學需氧量排放量亦大幅降。

As the newly established production lines were fully put into commercial production during the year, the amount of water consumed by Weifang Binhai increased significantly. In 2021, Weifang Binhai newly installed a set of anaerobic reactors for sewage treatment in order to improve the capability of processing COD in the wastewater, therefore further reducing the COD concentration. After the intensification of circular economy production system and continuous improvement in sewage processing functions, the amount of treated wastewater of Weifang Binhai discharged during the year only slightly increased as compared with 2020, its COD concentration notably decreased and the COD emissions significantly decreased as well.



環境 (續)

排放物 (續)

廢水 (續)

上述廢水排放數據乃遠遠低於「污水排入城鎮下水道水質標準」及排污許可證之規定。該廢水經處理後未能再使用並排放至濰坊濱海工業園區內的集中污水廠處理。

為達到二零二五年設定目標，濰坊濱海將持續 (i) 改造提升污水處理設備和技術；及 (ii) 優化整體生產中的水資源調配和使用，並加強生活用水管理及促進節約用水，上述措施均有助進一步降低廢水污染物排放。

廢棄物處置

本集團非常重視廢棄物的產生和處置，並嚴格遵守有關地方當局之規定。

本集團已製定營運所產生廢棄物的處理指引及規例。所有廢棄物被分類為可回收、不可回收、有害或無害，它們被儲存於標有明確標籤的容器內。生產廠區內已劃分有害廢物儲存區，並在工廠平面圖上清晰標示。盛載有害廢物的容器必須一直處於密封狀態並定期運送到指定地點儲存。

ENVIRONMENT (Continued)

Emission (Continued)

Wastewater (Continued)

The aforesaid wastewater discharge data was still far below the thresholds set by the “Sewage Discharge to the Town Sewer Water Quality Standards” and the PEP. Such treated wastewater could not be reused and was discharged into the central sewage treatment plant located in the industrial park of Weifang Binhai.

In order to achieve targets set for 2025, Weifang Binhai will continue to (i) upgrade the sewage treatment facilities and technology; and (ii) optimise the allocation and usage of water resources in the overall productions, as well as strengthening the management of domestic water and promoting conservation of water. The aforementioned measures will help to further lower the pollutant emission of wastewater.

Disposal of Wastes

The Group places great emphasis on the generation and disposal of wastes and complies strictly with the requirements imposed by the relevant local authorities.

The Group has established guidelines and regulations for handling wastes which are generated from operations. All wastes are categorised as recyclable, non-recyclable, hazardous or non-hazardous, and are stored in the designated containers with clear labels. There are subdivided areas specifically for the storage of hazardous wastes within the production plants. These areas are clearly marked on the floor plan of the plants. Containers holding hazardous wastes must be fully sealed at all times and delivered to the designated areas for storage periodically.



環境 (續)

排放物 (續)

廢棄物處置 (續)

為減少對環境的影響，濰坊濱海額外設置一條生產線，將若干有害廢棄物料加工成為有用產品出售。此外，濰坊濱海建有有機垃圾焚燒處理設施，只要廢棄物滿足焚燒的要求，即可由有機垃圾焚燒處理設施處理若干液體或固體廢棄物（不論是有害或無害）。濰坊濱海有機廢物焚燒處理設施自二零一八年四月經中國有關地方環保局批准後，可以處理濰坊濱海同系附屬公司（「同系附屬公司」）產生的廢棄物。隨著業務發展和生產規模日益擴大，濰坊濱海已建設一套新的大型廢棄物焚燒設施，已於二零二零年年底開始運行。年內，上述兩套廢棄物焚燒設施共處理約 3,426.7 噸（二零二零年：3,266.9 噸）由濰坊濱海及同系附屬公司產生的廢棄物。

濰坊濱海已委託具資格的組織收集、回收和處置其無法處理的有害廢棄物。濰坊濱海有害廢棄物委外處置量及目標如下：

ENVIRONMENT (Continued)

Emission (Continued)

Disposal of Wastes (Continued)

In order to reduce the environmental impact, Weifang Binhai has built an additional production line to process certain hazardous waste materials into useful products that can be sold. In addition, Weifang Binhai has built an organic waste incineration treatment facility to process certain liquid or solid wastes (either hazardous or non-hazardous) provided that such wastes have fulfilled the requirement of incineration. The organic waste incineration treatment facility of Weifang Binhai has been approved by the relevant local environmental authorities in the PRC to process the wastes produced by the fellow subsidiaries of Weifang Binhai (the “**Fellow Subsidiaries**”) since April 2018. In view of the business development and gradual expansion of production scale, Weifang Binhai has established a new set of large-scale waste incineration facility which has been operating since the end of 2020. During the year, a total of approximately 3,426.7 tonnes (2020: 3,266.9 tonnes) of waste, which was generated by Weifang Binhai and the Fellow Subsidiaries, was processed by the aforementioned two waste incineration facilities.

Weifang Binhai has appointed qualified organisations to collect, recycle and dispose of those hazardous and non-processible wastes. The amount and target of hazardous wastes of Weifang Binhai disposed of by outsourced organisations are shown as follows:

	<u>2020</u> 實際 Actual	<u>2021</u> 實際 Actual	<u>2025</u> 目標* Target*
有害廢棄物委外處置量（以噸計） Hazardous wastes disposed of by outsourced organisations (in tonnes)	1,052.2	2,145.2	2,102.3
- 噸/人民幣百萬元營業額 tonnes per million RMB revenue	0.9	1.0	-

* 目標乃在二零二一年實際生產規模的基礎上比二零二一年減少 2%。

* Target is reducing by 2% from 2021 on the basis of actual production scales of 2021.



環境 (續)

排放物 (續)

廢棄物處置 (續)

由於濰坊濱海生產規模和產能持續擴大，加上以往年度剩餘的廢棄物，二零二一年有害廢棄物委外處置量較二零二零年大幅增加。然而，二零二一年每人民幣百萬元營業額的有害廢棄物委外處置量僅小幅上升，主要由於二零二一年的產品銷售價格上升所致。

濰坊濱海的無害廢棄物主要為動力煤燃燒產生的粉煤灰（「粉煤灰」）。粉煤灰可回收及再利用於建築業和農作業。濰坊濱海粉煤灰產生量及目標如下：

ENVIRONMENT (Continued)

Emission (Continued)

Disposal of Wastes (Continued)

Due to the continuous expansion of production scale and capacity of Weifang Binhai as well as the residual wastes generated from past years, the amount of hazardous wastes disposed of by outsourced organisations in 2021 increased significantly as compared with 2020. However, the amount of hazardous wastes disposed of by outsourced organisations per million RMB revenue in 2021 only went up slightly, which was mainly attributable to the increase in products selling prices in 2021.

Non-hazardous wastes of Weifang Binhai are mainly pulverised fuel ashes (the “PFA”) generated from the combustion of thermal coal. PFA can be recycled and reused in construction industry and agriculture industry. The amount of PFA generated by Weifang Binhai and its target are shown as follows:

	<u>2020</u> <u>實際</u> <u>Actual</u>	<u>2021</u> <u>實際</u> <u>Actual</u>	<u>2025</u> <u>目標*</u> <u>Target*</u>
粉煤灰 (以噸計) PFA (in tonnes)	10,436.3	11,058.4	10,505.5
- 噸/人民幣百萬元營業額 tonnes per million RMB revenue	8.6	4.9	-

* 目標乃在二零二一年實際生產規模的基礎上比二零二一年減少 5%。

* Target is reducing by 5% from 2021 on the basis of actual production scale of 2021.



環境 (續)

排放物 (續)

廢棄物處置 (續)

年內，由於生產規模持續擴大導致動力煤消耗量增加，濰坊濱海粉煤灰產生量較二零二零年有所增加。於二零二零年及二零二一年，濰坊濱海已全數出售該等粉煤灰用以回收再利用，有助減少環境污染並為本集團創造經濟效益。雖然二零二一年粉煤灰產生量較二零二零年有所增加，但由於二零二一年產品銷售價格大幅上升，因此每人民幣百萬元營業額產生的粉煤灰明顯下降。

為達到二零二五年設定目標，濰坊濱海將通過持續 (i) 優化其生產線流程以提升資源利用率；(ii) 深化循環經濟生產體系以降低廢棄物；(iii) 增加採購高質量且低雜質含量的動力煤比例；(iv) 通過定期維護和升級除塵裝置，使燃煤鍋爐長期保持良好狀態；及 (v) 積極採用額外的先進技術和設備升級，以盡量減少動力煤消耗和提高除塵效用。

資源使用

本集團致力源頭減廢。本集團實施清潔生產及深化循環經濟生產體系以加強資源循環利用及避免資源浪費。此外，本集團資源使用的原則乃嚴格遵守四大環保守則：一) 減少浪費；二) 資源回收；三) 循環再用；四) 使用環保替代品，此乃全面覆蓋本集團的所有業務活動。

ENVIRONMENT (Continued)

Emission (Continued)

Disposal of Wastes (Continued)

During the year, the continuous expansion of production scale resulted in an increase in the consumption of thermal coal, therefore the amount of PFA generated by Weifang Binhai increased as compared with 2020. In both 2020 and 2021, Weifang Binhai had completely disposed of these PFA for recycling, which helped to reduce the environmental pollution and create economic benefits for the Group. Although there was an increase in the amount of PFA in 2021 as compared with 2020, the PFA produced per million RMB revenue decreased noticeably due to the sharp increase in the products' selling prices in 2021.

In order to achieve targets set for 2025, Weifang Binhai will continuously (i) optimise the processes of its production lines to enhance the efficiency of resources usage; (ii) intensify circular economy production system to reduce wastes; (iii) enhance the proportion of procurement of thermal coal with high quality and fewer impurities; (iv) keep a good conditions of coal-fired boilers in the long run by regular maintenance and upgrade of their dust removal devices; and (v) actively adopt additional advanced technological and facilities upgrade to minimise thermal coal consumption and enhance effectiveness of dust removal.

Use of Resources

The Group is committed to reduce waste at source. The Group implements clean production and intensifies circular economy production system to strengthen recycling of resources and prevent waste of resources. Besides, the principle for the use of resources of the Group strictly follows the 4Rs (Reduce, Recycle, Reuse and Replace) which cover all the business activities of the Group.



環境 (續)

資源使用 (續)

本集團非常重視在營運過程中有效利用資源及盡量減少浪費，資源的使用是本集團的關鍵績效指標之一。僱員通過本集團工作流程中建立各種指引意識到資源節約的重要性。這不僅可以提升本集團的生產效率，也提供了教育及加強社區環境保護意識。

為了節省資源，包裝材料被最大程度地回收和再利用。倘客戶同意，本集團便會使用化工液態罐裝車或回收的包裝桶交付產品，以降低包裝物料的使用量。於二零二一年，濰坊濱海原應使用約 91,745 個（二零二零年：91,097 個）新塑料或鋼製包裝桶，但經採用回收再用的包裝桶以及化學品灌裝車交付產品後，實際使用約 48,238 個（二零二零年：48,391 個）新塑料或鋼製包裝桶。年內，濰坊濱海用於成品的所有包裝物料總重量為 1,188.3 噸（二零二零年：969.6 噸）。

ENVIRONMENT (Continued)

Use of Resources (Continued)

The Group highly emphasises on the effective use of resources and minimises wastes during operations. Use of resources is one of KPIs of the Group. Employees are aware of the importance of resource conservation through various guidance set up in the workflow of the Group. It not only promotes the production efficiency of the Group but also provides education and increases awareness on environmental conservation among the society in this regard.

In order to conserve resources, packaging materials are recycled and reused to the highest extent possible. The Group will also use chemical liquid tank trucks and recycled packaging barrels to deliver products in order to reduce the usage of packaging materials if this is agreeable to the customers. In 2021, Weifang Binhai would have used approximately 91,745 pieces (2020: 91,097 pieces) of new plastic or steel packing barrels; however, after using the recycled and reused packing barrels as well as engaging chemical liquid tank trucks to deliver products, it actually consumed approximately 48,238 pieces of new plastic or steel packaging barrels (2020: 48,391 pieces). During the year, the total weight of all packaging materials used by Weifang Binhai for the finished products was 1,188.3 tonnes (2020: 969.6 tonnes).



環境 (續)

資源使用 (續)

本集團從當地供水局及生產場地內的自備水井供應其工業用水。濰坊濱海的生產並無水源供應的問題。濰坊濱海的直接工業用水總消耗量及目標如下：

ENVIRONMENT (Continued)

Use of Resources (Continued)

The industrial water used by the Group is supplied by the local water supply authorities and self-constructed water wells within the production sites. Weifang Binhai does not have any issue in sourcing water for its production. The total direct consumption of industrial water of Weifang Binhai and its target are shown as follows:

	<u>2020</u> <u>實際</u> <u>Actual</u>	<u>2021</u> <u>實際</u> <u>Actual</u>	<u>2025</u> <u>目標*</u> <u>Target*</u>
工業用水 (以立方米計) Industrial water (in m ³)	474,108	593,600	563,920
- 立方米/人民幣百萬元營業額 m ³ per million RMB revenue	389.9	264.5	-

* 目標乃在二零二一年實際生產規模的基礎上比二零二一年減少 5%。

* Target is reducing by 5% from 2021 on the basis of actual production scale of 2021.

由於新建生產線於年內全面投產擴大了濰坊濱海生產規模，二零二一年的直接工業用水總消耗量比二零二零年有所增加。二零二一年的每人民幣百萬元營業額直接工業用水下跌是由於二零二一年的產品銷售價格上升所致。

As the production scale of Weifang Binhai expanded by newly established production lines which were in full operation during the year, the total direct consumption of industrial water in 2021 was increased as compared with 2020. The decrease in the direct consumption of industrial water per million RMB revenue in 2021 was caused by the increase in products selling prices in 2021.

為達到二零二五年設定目標，濰坊濱海將：(i) 精簡整體營運流程，提升用水效益；(ii) 擴大回收利用加熱過程產生的冷凝水；及 (iii) 持續改進節水工藝及技術。

In order to achieve the target set for 2025, Weifang Binhai will (i) streamline the overall operations processes and enhance the effectiveness of water usage; (ii) enhance the recycling of condensed water generated from heating processes; and (iii) continue to improve the water conservation processes and technologies.



環境 (續)

資源使用 (續)

使用能源

本集團使用的能源主要為動力煤及電力，及僅少量天然氣用於燃氣導熱油爐及廢棄物焚燒爐的運作。年內，由於新置廢棄物焚燒爐投入使用，濰坊濱海天然氣總消耗量增加至約 799,695 立方米（二零二零年：661,844 立方米）。

濰坊濱海的直接動力煤總消耗量及目標如下：

	<u>2020</u> 實際 Actual	<u>2021</u> 實際 Actual	<u>2025</u> 目標* Target*
動力煤（以噸計） Thermal coal (in tonnes)	69,495	89,183	87,399
- 噸/人民幣百萬元營業額 tonnes per million RMB revenue	57.1	39.7	-

* 目標乃在二零二一年實際生產規模的基礎上比二零二一年減少 2%。

二零二一年動力煤直接消耗量上升是由於新建生產線於年內全面投產擴大了濰坊濱海生產規模。二零二一年的每人民幣百萬元營業額的直接動力煤消耗量下降是由於二零二一年的產品銷售價格上升所致。

為達到二零二五年設定目標，濰坊濱海將 (i) 改善營運流程，提高動力煤使用效率；(ii) 通過定期維護和升級，使燃煤鍋爐長期處於良好狀態；及 (iii) 採用先進的餘熱回收工藝技術和設施，提高餘熱回用率。

ENVIRONMENT (Continued)

Use of Resources (Continued)

Energy Use

The energy used by the Group is mainly thermal coal and electricity. Only an insignificant amount of natural gas was used in the operations of gas-fired heat conduction oil furnaces and waste incinerators. During the year, due to operation of a newly installed waste incinerator, the total amount of natural gas consumed by Weifang Binhai increased to approximately 799,695m³ (2020: 661,844m³).

The total direct consumption of thermal coal by Weifang Binhai and its target are as follows:

* Target is reducing by 2% from 2021 on the basis of actual production scale of 2021.

The direct consumption of thermal coal increased in 2021 owing to the fact that the production scale of Weifang Binhai expanded by the newly established production lines which were in full operation during the year. The decrease in the direct consumption of thermal coal per million RMB revenue in 2021 was caused by the increase in products selling prices in 2021.

In order to achieve the target set for 2025, Weifang Binhai will (i) improve the operations processes and strengthen the efficiency of thermal coal usage; (ii) keep the coal-fired boilers in a good condition in long run by regular maintenance and upgrading; and (iii) adopt advanced technology and facilities of residual heat recovery processes to enhance the recovery rate of residual heat for reuse.



環境 (續)

資源使用 (續)

使用能源 (續)

濰坊濱海的總直接用電量及目標如下：

ENVIRONMENT (Continued)

Use of Resources (Continued)

Energy Use (Continued)

The total direct consumption of electricity of Weifang Binhai and its target are as follows:

	<u>2020</u> <u>實際</u> <u>Actual</u>	<u>2021</u> <u>實際</u> <u>Actual</u>	<u>2025</u> <u>目標*</u> <u>Target*</u>
電 (千瓦時) Electricity (in KWH)	302,908,106	331,071,199	324,449,775
- 千瓦時/人民幣百萬元營業額 KWH per million RMB revenue	249,085	147,520	-

* 目標乃在二零二一年實際生產規模的基礎上比二零二一年減少 2%。

* Target is reducing by 2% from 2021 on the basis of actual production scale of 2021.

二零二一年的直接用電量比二零二零年增加，原因是新建生產線於年內全面投產擴大了濰坊濱海生產規模。然而，二零二一年每人民幣百萬元營業額的直接用電量下跌，原因是二零二一年產品銷售價格上升所致。

The direct consumption of electricity in 2021 increased when compared with 2020 because the expansion of production scale of Weifang Binhai by newly established production lines which were in full operation during the year. However, the direct consumption of electricity per million RMB revenue showed a decrease in 2021 because of the higher products selling prices in 2021.

為達到二零二五年設定目標，濰坊濱海將：(i) 精簡營運流程，提升用電效益；(ii) 安裝高效用電設備；及(iii) 持續提升電力系統節能改造。

In order to achieve the target set for 2025, Weifang Binhai will (i) streamline the operations processes and strengthen the efficiency of electricity usage; (ii) install high efficiency electrical equipment; and (iii) enhance the energy conservation upgrades of the power system.



環境 (續)

資源使用 (續)

節約能源

本集團一直堅持「維修、再用、充份利用」的原則，以減少生產中所產生的廢物，並已制定若干管理措施，例如「節能減排管理辦法」及「節能減排監督管理實施細則」等。此外，本集團實施能源消耗定額管理，並將節能減排指標納入本集團各部門年度考核的一環。

此外，本集團不斷為節能減排投放更多資源，例如：(i) 安裝或優化高效能源設備；(ii) 安裝新型和高效的變壓器；(iii) 充份利用生產產生的餘熱餘壓；(iv) 回收利用排放廢氣所產生的能量；(v) 回收利用加熱過程產生的冷凝水；(vi) 電力系統節能；(vii) 不斷改進生產工藝及技術；及(viii) 精簡營運程序，籍此最大限度地減少動力煤、電、水等的消耗，以及提升營運中的資源使用效益。以上均為本集團積極努力成為資源節約型企業的部分措施。此外，以下生產工藝中的改進引證本集團節能工作的成效。

ENVIRONMENT (Continued)

Use of Resources (Continued)

Energy Conservation

The Group always adheres to the principle of “repair, reuse, full utilisation” to reduce wastes generated during production process. Certain management measures are formulated by the Group, such as the “Administrative Measures for Energy Conservation and Emission Reduction”, and the “Implementation Rules for Monitoring of Energy Conservation and Emission Reduction”, etc. Besides, the Group implements energy consumption quota management and the criteria of energy conservation and emission reduction forms part of the annual appraisal of each departments of the Group.

The Group continues to invest and provide additional resources in energy conservation and emission reduction, such as (i) installation or optimisation of high-efficiency energy equipment; (ii) installing new and efficient transformers; (iii) full utilisation of residual heat and pressure generated by productions; (iv) recycling of the energy released from exhaust gas emission; (v) recycling of the condensed water discharged from the heating process; (vi) preserving energy from electrical systems; (vii) continuous improvement in production processes and technologies; and (viii) streamlining the operations processes, thereby minimising the consumption of thermal coal, electricity and water as well as improving the efficiency of use of resources in its operations. All of these are part of the proactive efforts of the Group to become a resource-conservative enterprise. Besides, the following improvements in production processes have demonstrated the effectiveness of energy conservation efforts made by the Group.



環境 (續)

資源使用 (續)

節約能源 (續)

濰坊濱海已增設凝結水儲罐以收集各主要生產車間產生的帶餘熱凝結水，隨後通過除鐵過濾設施處理後，最終於燃煤蒸汽鍋爐和氰化鈉生產線內尾氣處理裝置回用。於二零二一年，濰坊濱海因此節水約 210,644 噸（二零二零年：130,725 噸）。此外，濰坊濱海根據以往積累的經驗，將冷凝水餘熱回收工藝延伸至其他生產線，並於年內啟動其他生產線的設施升級和優化。預期未來節水量將進一步增加。

採用綜合利用技術經氰化鈉生產線的尾氣處理裝置回收蒸汽，於二零二一年，濰坊濱海因此回收蒸汽約 252,508 噸（二零二零年：155,588 噸），節省生產成本約人民幣 53,000,000 元（二零二零年：人民幣 18,700,000 元）。

濰坊濱海有機垃圾焚燒處理設施已安裝餘熱回收設施，因此可以在有機垃圾焚燒處理設施運行期間同時產生及回收蒸汽。年內，合共大約 9,817 噸（二零二零年：5,286 噸）的蒸汽已經回收用於生產中。

ENVIRONMENT (Continued)

Use of Resources (Continued)

Energy Conservation (Continued)

Weifang Binhai has installed new storage tanks to collect condensed water with residual heat generated from various major production lines, subsequently processed by iron water filtration facilities and then finally reused in coal-fired steam boilers and built-in tail gas treating device in production line of sodium cyanide. In 2021, Weifang Binhai thereby saved approximately 210,644 tonnes (2020: 130,725 tonnes) of water. In addition, Weifang Binhai extends the recycling process of condensed water with residual heat to other productions lines according to past experiences obtained. Weifang Binhai has kicked-off the facilities upgrading and optimisation on other production lines during the year. It is expected that the amount of water-saving will be further increased in the future.

A comprehensive utilisation technique applied to steam recycling through built-in tail gas treating device in the production line of sodium cyanide, Weifang Binhai thereby recycled approximately 252,508 tonnes of steam (2020: 155,588 tonnes) and saved approximately RMB53.0 million (2020: RMB18.7 million) in terms of production cost in 2021.

Residual heat recovery facility has been installed in the organic waste incineration treatment facility of Weifang Binhai, thus steam can be generated and recycled during the operation of the organic waste incineration treatment facility simultaneously. A total of approximately 9,817 tonnes (2020: 5,286 tonnes) of steam was recycled and reused in the productions during the year.



環境 (續)

資源使用 (續)

節約能源 (續)

於二零二零年，4,6-二羥基嘧啶生產裝置的鹽水蒸發工藝已改造升級為三效蒸發工藝並已投入使用，旨在降低耗能及提高蒸汽使用率。於二零二一年，該生產工藝改進使濰坊濱海節約蒸汽用量約 15,000 噸（二零二零年：2,400 噸）。

濰坊濱海於二零二零年年底完成並啟動沼氣回收副產蒸汽項目。該項目對污水處理車間釋放的沼氣進行回收處理，並把經處理的沼氣輸送至焚燒處理設施進行處理，從而產生熱量及副產蒸汽。

上述各項目乃貫徹本集團清潔生產及深化循環經濟生產體系之營運方針，濰坊濱海將持續就進一步降低溫室氣體、揮發性有機物及氣味等之排放採用更多綠色改造及設施。

本集團亦在其工作場所推行節能措施，包括安裝節能照明系統、設置空調最佳溫度、以及在辦公時間之後或不使用時，關閉照明、空調、電腦及其他辦公設備，以及鼓勵僱員減少使用紙張。

濰坊濱海已通過中國山東省環境保護廳專家組進行的清潔生產評估。

ENVIRONMENT (Continued)

Use of Resources (Continued)

Energy Conservation (Continued)

In 2020, the saltwater evaporation processes of 4,6-Dihydroxypyrimidine production facilities had been upgraded to triple-effect evaporation for operation, with an aim to reduce energy consumption and enhance the utilisation rate of steam. In 2021, the improvement of this production process enabled Weifang Binhai to achieve steam conservation at an amount of 15,000 tonnes (2020: 2,400 tonnes).

Weifang Binhai completed and launched the project of recycling methane and generating steam as a by-product in the end of 2020. The methane released by sewage treatment facilities can be treated and recycled through this project. The treated methane is conveyed to the incineration treatment facilities for processing and thereby producing energy of heat and steam as a by-product.

The aforementioned projects demonstrated the implementation of the Group's operational approaches of clean production and intensified circular economy production system. Weifang Binhai will continue to adopt additional green transformation and facilities with a view to further reducing the emissions of greenhouse gas, VOCs and odour, etc.

The Group also applies energy saving measures in its workplaces including installation of an energy-saving lighting system, setting optimal temperature for all air-conditioning, and switching off the lights, air-conditioning, computers and other office equipment after office hours or when not in use as well as encouraging employees to reduce paper usage.

Weifang Binhai has passed the clean production assessment conducted by the expert team from the Shandong Provincial Environmental Protection Office in the PRC.



環境 (續)

資源使用 (續)

節約水資源

本集團大力提倡節約用水，積極採取節水措施，並實行多項提升節水技術。於二零二一年，濰坊濱海廢水處理回用系統已回用約 121,040 噸廢水（二零二零年：100,984 噸）。

環境及天然資源

本集團在營運過程中不可避免排放各種廢氣、廢水和廢物，然而，本集團已實施多項安全及環保措施，定期進行監察及檢查，以確保在妥善處理之前不會釋放有害排放物。本集團將持續採取各種措施以節約和減少天然資源的消耗。

為了履行從產品研發、採購、製造至產品交付客戶等的環境責任，本集團將其安全及環境措施與業務緊密結合。從生產工地收集的所有管道、閥門、配件、儀器儀表、電氣元件和設備等都必须進行檢查和修理，以恢復其原有功能。此舉不但有助減少生產中所產生的廢物，亦降低本集團營運成本。本集團致力加強綠色營運流程，確保其所有產品可獲業內認可，並符合產品的環保規定。

ENVIRONMENT (Continued)

Use of Resources (Continued)

Water Resource Conservation

The Group advocates water conservation and takes a proactive approach in adopting water-saving measures and implementing various water-saving technological upgrades. Wastewater treatment and reuse system of Weifang Binhai recycled an amount of approximately 121,040 tonnes (2020: 100,984 tonnes) of wastewater in 2021.

Environmental and Natural Resources

The emissions of various exhaust gas, wastewater and wastes produced in the course of the Group's operation are inevitable. However, the Group has implemented various safety and environmental protection measures with regular monitor and inspection to ensure that harmful emissions and discharges are not released before proper treatments. The Group will continuously take various measures to save and reduce its natural resources consumption.

The Group closely integrates its safety and environmental measures with operations in order to fulfil its environmental responsibilities throughout product research and development, procurement, manufacturing and products delivery to customers. All pipes, valves, fittings, instrumentation, electrical components and equipment, etc. collected from production sites must be inspected and repaired to restore their original functionality. This not only helps to reduce wastes from the production, but also lowers the operating costs of the Group. The Group is dedicated to enhancing its green operation flows, ensuring industry accreditation of all its products and meeting the products' environmental protection requirements.



環境 (續)

環境及天然資源 (續)

安全及環境措施的有效實施有賴於內部和外部的持份者支持和配合。因此，本集團致力確保其僱員清楚了解安全及環境相關政策和適用於本集團的綠色具體規定，並鼓勵業務合作夥伴與本集團的經營方針一致，以持續方式經營及不斷完善。

本集團將持續加強對潛在環境危害隱患的治理工作，以全面降低環境風險。

氣候變化

氣候變化已經對世界產生了明顯的影響。這項重要的環境議題也成為本集團保護其運營和僱員安全的必要責任。本集團已制定若干措施，以提高應對洪災或其他極端天氣發生時的能力，以及管理相關風險的能力，從而減少氣候變化對本集團帶來之負面影響。

ENVIRONMENT (Continued)

Environmental and Natural Resources (Continued)

Effective implementation of safety and environmental measures relies on the support and cooperation of the internal and the external Stakeholders. Therefore, the Group is committed to ensure that its employees have a clear understanding of the relevant safety and environmental policies and the specific green requirements applicable to the Group and to encourage its business partners to align with the Group's policies to operate in a sustainable manner and achieve continuous improvement.

The Group will consistently enhance its management initiatives for potential environmental hazards in order to minimise the environmental risk exposures in a comprehensive approach.

Climate Change

Climate change is already having a noticeable impact around the world. This important environmental issue has also become an essential responsibility for the Group in safeguarding its operation and employees' safety. The Group has formulated certain measures to enhance its capacity to handle flooding or other extreme weather if occurring, as well as managing related risks, thereby reducing the negative impact to the Group by climate change.



環境 (續)

氣候變化 (續)

氣候變化風險

實體風險

對本集團而言，氣候變化引發潛在最大的實體風險包括洪災及極端氣溫。洪災可能造成天然資源的破壞、財產損毀、人命傷亡及中斷供應鏈等負面沖擊。極端氣溫可能導致工作場所和生產廠房溫度過高或過低，影響生產設施及／或電子設備的正常運行及／或造成損毀，並增加僱員在戶外工作的健康安全風險及賠償。

過渡風險

為減緩氣候變化造成的負面影響，本集團過渡至更低碳經濟分別涉及 (i) 政策和法規；及 (ii) 技術發展兩大範疇。中國積極應對氣候變化，通過逐步收緊排放指標，並將控排責任落實到企業層面，與排放相關新出台的政策法規，增加企業的運營和合規成本。另一方面，開發低碳能源及環保節能技術成為全球應對氣候變化主流，本集團亦與時並進，通過不斷採用更有效的節能技術提升效益達至低碳經濟，以符合更嚴格的政策和法規標準要求。然而，升級設備將增加本集團營運成本。

ENVIRONMENT (Continued)

Climate Change (Continued)

Climate Change Risks

Physical Risks

From the Group's perspective, the highest physical risks potentially triggered by climate change include flooding and extreme temperatures. The negative impact of flooding may include destruction of natural resources, damages to properties, loss of human lives and interruption of supply chain, etc. Extreme temperatures may lead to excessively high or low temperatures in the workplace and production plants, which will affect the normal operation and/or cause damages to production equipment and/or electronic devices; and will elevate the health and safety risks and compensation for the employees who work outdoors.

Transition Risks

To lessen the negative impact of climate change, the Group's transition to a lower-carbon economy will cover two major areas: (i) policies and regulations; and (ii) technological development. The PRC is actively counteracting climate change by gradually tightening emission standards and delegating the responsibilities for emission control to enterprises. Introduction of new pertinent policies and regulations regarding emissions increased the operational and compliance costs of enterprises. On the other hand, the development of low-carbon energy and environmental protection and energy-saving technologies has become the mainstream globally in response to climate change. The Group also keeps pace with this mainstream by continuously adopting more effective energy-saving technologies to enhance efficiencies and achieve low-carbon economy for compliance of even more stringent policies and regulatory standards. However, equipment upgrades will increase the operational costs of the Group.



環境 (續)

氣候變化 (續)

應對措施及風險管理

本集團已制定並實施「防洪防汛專項應急預案」，以保障財產和僱員生命安全為前提、提高本集團綜合應急能力及以最大限度地避免或減輕洪災對本集團正常運營可能造成的負面影響。本集團已成立應急指揮領導小組及應急救援小分隊，他們明確區分各成員職責並制定預防及救援措施。當颱風及暴雨天氣預警發佈後，本集團各相應部門便立刻啓動響應，包括但不限於確保有足夠有效的防洪防汛救援物資、廠區防倒灌設施運作良好、通信暢通、足夠備用車輛、清晰連貫的安全通路等。當水位達到不同級別的預警水位線時，救援小組將聯同本集團各相應部門採取適當的應急措施，確保受影響地區即時獲得足夠物資裝備、醫療救急、通信訊息暢通等基本救援保障。此外，本集團定期舉行針對防洪防汛的應急預演，並定期舉辦應急救援知識和普及自救互救常識等宣傳活動，旨在提高僱員的防範意識和應急避險能力。針對負責應急管理的僱員，本集團提供定期專業培訓，確保他們熟悉和掌握應急預案的工作流程。

ENVIRONMENT (Continued)

Climate Change (Continued)

Response Measures and Risk Management

The Group has formulated and implemented the “Specific Contingency Plan for Flooding and Overflow” primarily for safeguarding properties and employees’ safety, enhancing the overall capability of the Group in counteracting emergencies and minimising or mitigating the possible adverse impact of flooding during the normal operation of the Group. The Group has established an emergency command leadership group and an emergency rescue team. They have defined distinct duties and responsibilities for each member and well formulated prevention and rescue measures. Whenever a typhoon or rainstorm warning is hoisted, the corresponding departments of the Group will respond rapidly, including but not limited to, ensuring the adequate supply of effective flooding and overflow preventive and rescue supplies, the anti-backflow facilities in the plant area are in good operating condition, seamless communication is maintained, sufficient standby vehicles are available and emergency paths and roads are safe and clear, etc. When the flooding level reaches the warning water level categorised by different tiers of alert levels, the rescue team will exercise emergency measures appropriately in conjunction with corresponding departments of the Group in order to make sure that immediate and adequate supplies and equipment are allocated to the affected areas including sufficient rescue supplies and equipment, emergency medical supplies and uninterrupted communications channel, etc. In addition, the Group regularly runs emergency drills relating to flooding and overflow, and promotes activities relating to knowledge in emergency response and general knowledge in helping oneself and others, with a view to raising the awareness of prevention of flooding and overflow as well as the employees’ basic skills on emergency preparedness. The Group provides regular professional training for those employees who are responsible for emergency management, so as to make sure that they are familiar with and fully understand the workflows of the contingency plan.



環境 (續)

氣候變化 (續)

應對措施及風險管理 (續)

除此之外，本集團應對洪災影響的措施還包括：(i) 為物業、廠房及各營運單位購買綜合保險；(ii) 透過地理分析、施工設計及適當的維護強化建築結構及其復元能力；(iii) 保持多元化的供應商，分散過於集中風險；及(iv) 擴大物流渠道，提升業務的靈活性。

面對極端氣溫構成的潛在風險，本集團採取的應對措施主要包括：(i) 於室內場所配備空調及暖氣片調節溫度；(ii) 於生產廠房內額外配備移動式調溫設備；(iii) 於非密封環境放置大型冰塊及安裝自動灑水系統進行降溫；(iv) 採用隔熱保溫材料包裹戶外設施，以保護設施維持適當溫度；(v) 採用蒸汽伴熱方法對戶外設施進行保溫及防凍；(vi) 使用壓縮空氣吹掃輸送管道以防積水、結冰或堵塞；(vii) 對特定的生產設備及場所安裝溫度監測儀即時監控溫度；及(viii) 向僱員提供保暖工裝、防暑降溫物資和應急藥品等。在極端氣溫預報發佈後，一律減少僱員戶外作業。本集團按照國家規定向相關僱員發放高溫補貼。在暴風寒冷天氣警告發出後，則禁止所有高處等特殊作業。

ENVIRONMENT (Continued)

Climate Change (Continued)

Response Measures and Risk Management (Continued)

Moreover, the measures taken by the Group to mitigate the impact caused by flooding include: (i) maintaining comprehensive insurance coverage for properties, factory plants and operational units; (ii) strengthening the structure and resilience of buildings through geographical analysis, construction design and proper maintenance; (iii) maintaining a diversified base of suppliers to avoid concentration risks; and (iv) expanding logistic network to improve business flexibility.

Faced with the potential risks posed by extreme temperatures, the counter measures adopted by the Group mainly include: (i) installing air-conditioners and heating panels at indoor workplace to adjust temperature; (ii) installing additional moveable air-conditioner for temperature adjustment inside production plants; (iii) lowering temperature in open areas by placing large ice cubes and installing automatic sprinklers; (iv) wrapping insulation materials for outdoor facilities to maintain appropriate temperatures; (v) keeping outdoor facilities warm and prevent them from freezing by steam tracing; (vi) using compressed air to sweep over conveyor pipes to prevent water accumulation, frosting or blockages; (vii) installing temperature monitors on specific production facilities and premises to keep check temperatures real-time; and (viii) providing employees with thermal uniforms, materials for preventing heat-strokes, emergency medication, etc. When extreme temperature warnings are issued, the outdoor activities of employees will be reduced across the board. The Group provides high temperature subsidies to relevant employees in accordance with national regulations. When blizzard and cold weather warnings are issued, special activities such as high-altitude work are forbidden.



環境 (續)

氣候變化 (續)

應對措施及風險管理 (續)

本集團：(i) 一直奉行遵守現行政策和法規，並及時調整生產工藝及設施以滿足更嚴格之環保要求；(ii) 在部署新產品的生產工藝時提前考慮加入低碳設計方案；(iii) 倡議深化循環經濟生產減少浪費；(iv) 及採用最新節能技術及設備，達到有效節能及降低損耗。上述舉措均有助本集團過渡至更低碳經濟，及減少因氣候變化對本集團產生的潛在影響。

ENVIRONMENT (Continued)

Climate Change (Continued)

Response Measures and Risk Management (Continued)

The Group: (i) consistently upholds the compliance with prevailing policies and regulations, while adjusting production processes and facilities on a timely basis to satisfy increasingly stringent environmental protection requirements; (ii) contemplates in advanced placing low-carbon designs when developing the production processes for new products; (iii) proposes deepening circular economy production to reduce wastage; and (iv) adopts the updated energy-saving technologies and equipment to effectively conserve energy and lower wear and tear. The aforementioned measures will assist the Group in its transition to a lower-carbon economy, as well as alleviate the potential impact of climate change on the Group.



社會

僱傭及勞工

本集團的政策是為各級僱員提供均等的就業及晉升機會。本集團目前及日後均不會基於種族、宗教、性別、懷孕、年齡、婚姻狀況、殘疾等原因而歧視任何合資格的申請人或僱員。

本集團嚴格遵守「中華人民共和國勞動合同法」、「中華人民共和國社會保險法」及「香港僱傭條例（香港法例第57章）」有關補償及解僱、招聘及晉升、工時、休息時間、平等機會、多元化、反歧視及其他業務所在地的福利等範疇。本集團亦已制定「僱員手冊」、「僱員薪酬管理政策」、「僱員考勤和假期管理政策」、「僱員有薪年假管理政策」、「僱員招聘管理政策」及「僱員操守準則」，以不斷完善和優化其僱員組織結構、職能調整、薪酬水平、表現考核及僱員培訓等，目的是確保關鍵人員留任以維持本集團穩步發展。

本集團有義務承擔人才招聘和培育的社會責任。本集團的招聘透過內部調職、內部晉升和外部招聘進行，並堅持機會均等的原則。優先考慮現有僱員，並只有在沒有適合的內部僱員可填補空缺的情況下，方會進行外部招聘。本集團提倡多元化的勞動力，包括年齡及性別等。

SOCIETY

Employment and Labour

It is the policy of the Group that equal employment and advancement opportunities are provided for employees of all levels. The Group does not and will not discriminate against any qualified applicant or employee based on race, religion, gender, pregnancy, age, marital status and disability, etc.

The Group strictly complies with the “Labor Contract Law of the People’s Republic of China”, “Social Insurance Law of the People’s Republic of China” and “Employment Ordinance (Chapter 57 of the laws of Hong Kong)” in relation to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare in the locations where the Group operates. The Group has also formulated the “Employee Handbook”, “Employee Remuneration Management Policy”, “Employee Attendance and Holiday Management Policy”, “Employee Paid Annual Leave Management Policy”, “Employee Recruitment Management Policy” and “Employee Code of Conduct”, in order to continuously improve and optimise its employee organisational structure, work roles adjustments, remuneration levels, performance appraisals and employee training, etc., with the aim to ensure the retention of key personnel for sustaining the steadfast development of the Group.

The Group is obligated to assume social responsibilities of talent recruitment and cultivation. The recruitment of the Group is conducted through internal redeployment, internal promotion and external recruitment and it adheres to the principle of equal opportunities. Priorities are given to the existing employees while external recruitment would be conducted only if there is no suitable internal employee to fill the vacancy. The Group promotes the diversity of workforce, including age and gender, etc.



社會 (續)

僱傭及勞工 (續)

於二零二一年十二月三十一日，本集團共有 1,403 名（二零二零年：1,368 名）全職僱員。其中，1,401 名全職僱員位於中國內地（二零二零年：1,366 名），2 名全職僱員位於香港（二零二零年：2 名）。

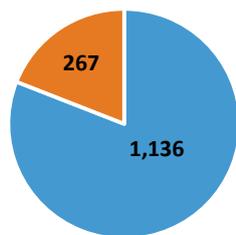
SOCIETY (Continued)

Employment and Labour (Continued)

As at 31 December 2021, the Group had 1,403 (2020: 1,368) full-time employees, of which 1,401 (2020: 1,366) full-time employees were located in the PRC and 2 (2020: 2) full-time employees were located in Hong Kong.

於二零二一年十二月三十一日
As at 31 December 2021

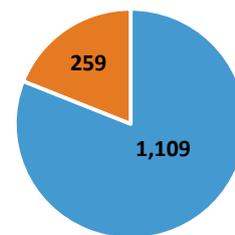
按性別劃分的全職僱員人數
Total number of full-time employee by gender



■ 男 Male ■ 女 Female

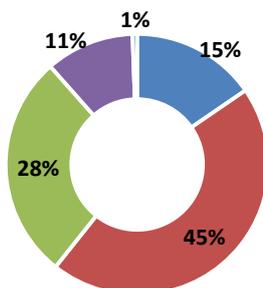
於二零二零年十二月三十一日
As at 31 December 2020

按性別劃分的全職僱員人數
Total number of full-time employee by gender



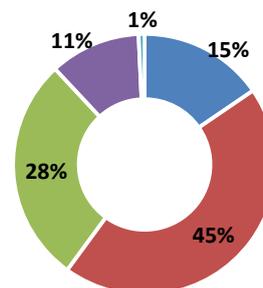
■ 男 Male ■ 女 Female

按年齡劃分的全職僱員人數
Total number of full-time employee by age



■ 18 - 27 ■ 28 - 37 ■ 38 - 47 ■ 48 - 57 ■ 超過 over 57

按年齡劃分的全職僱員人數
Total number of full-time employee by age



■ 18 - 27 ■ 28 - 37 ■ 38 - 47 ■ 48 - 57 ■ 超過 over 57

於二零二一年十二月三十一日，具有大學或以上學歷全職僱員有 211 名（二零二零年：227 名）。他們都位於中國內地和香港。

As at 31 December 2021, there were 211 (2020: 227) full-time employees with university or higher education. They were all located in the PRC and Hong Kong.



社會 (續)

僱傭及勞工 (續)

於二零二一年，本集團共有 284 名（二零二零年：271 名）僱員離職，離職率為 20.2%（二零二零年：19.8%）。本集團按性別、地區及年齡組別劃分的僱員離職率如下：

SOCIETY (Continued)

Employment and Labour (Continued)

During the year of 2021, a total of 284 (2020: 271) employees of the Group resigned, representing a turnover rate of 20.2% (2020: 19.8%). Employee turnover rates by gender, geographical region and age group of the Group are as follows:

按性別劃分的僱員離職率(以百分比計) Employee turnover rate by gender (in %)	2020	2021
- 男性 Male	21.5	21.2
- 女性 Female	12.7	16.1
按地區劃分的僱員離職率(以百分比計) Employee turnover rate by geographical region (in %)		
- 中國內地 the PRC	19.8	20.3
- 香港 Hong Kong	0.0	0.0
按年齡組別劃分的僱員離職(以百分比計) Employee turnover rate by age group (in %)		
- 18 至 27 歲 18-27	43.1	49.1
- 28 至 37 歲 28-37	16.9	16.2
- 38 至 47 歲 38-47	13.5	14.6
- 48 至 57 歲 48-57	12.4	11.1
- 超過 57 歲 over 57	60.0	12.5

僱員是本集團賴以成功的最寶貴資產。本集團已制訂完善的人力資源策略以吸引和挽留優秀人才。在兼顧市場競爭和內部公平的基礎上，本集團為僱員提供完善並富競爭力的薪酬福利制度，與此同時，僱員享有年假、病假、婚假、產假及其他法定假期。僱員薪酬乃根據職位、技能和知識、表現和能力釐定，並會考慮本集團的經營業績。本集團的管理層定期檢討及修訂現有的薪酬福利方案，以確保能夠在行業中保持競爭力，從而吸引和挽留人才。

Employees represent the most valuable asset of the Group and the foundation upon which its success is built. The Group has well-established human resources strategies to attract and retain competent employees. Taking into account the basis of market competition and internal fairness, the Group provides employees with a comprehensive and competitive remuneration and benefit regime. At the same time, the employees are entitled to annual leave, sick leave, marriage leave, maternity and other statutory leaves. Employees' remunerations are determined according to their positions, skills and knowledge, performance and capabilities while taking the Group's operating results into consideration. The management of the Group regularly reviews and amends the existing remuneration and benefits packages to make sure it is able to attract and retain talents by staying competitive in the industry.



社會 (續)

僱傭及勞工 (續)

本集團人力資源管理制度的目標之一是為僱員締造公平、安全、健康和愉快的工作環境，並確保工作場所不受任何騷擾、暴力和歧視。僱員的身心健康是本集團關注的事項之一。本集團成立了僱員福利會，以培養及教育僱員道德，可通過舉行旅遊、籃球比賽、乒乓球比賽、越野比賽、歌唱比賽等體育文化活動，讓僱員在忙碌工作過後能夠放鬆和緩解壓力。本集團管理層力求豐富僱員的工餘生活，建立企業凝聚力。僱員福利會代表亦會出席僱員家屬的婚禮或葬禮，為貧困職工提供財政援助，並慰問和探訪退休或生病的僱員。

於二零二一年，新型冠狀病毒肺炎（「**新型冠狀病毒肺炎**」）疫情（「**疫情**」）仍然持續，因此，本集團年內仍持續實施社交距離措施。僱員福利會亦沒有組織任何線下體育文化活動，以避免人員聚集，防止及控制病毒傳播。

於二零二一年和二零二零年，並無違反有關僱用僱員的所有適用法律及法規。

SOCIETY (Continued)

Employment and Labour (Continued)

One of the objectives of the human resources management system of the Group is to create a fair, safe, healthy and pleasant working environment for its employees. It also ensures that the workplace is free from harassment, violence and discrimination of any kind. Physical and mental well-being of the employees is one of the concerns of the Group. The Group has set up an employee welfare club to cultivate and educate the ethics of employees and organise sports and cultural activities, such as outings, basketball competition, table tennis competition, cross country competition, singing contest to enable the employees to relax and relieve stress after hectic work. The management of the Group strives to enliven its employees' after work life and create solidarity. The representatives of the employee welfare club will also attend weddings or funerals of the family members of our employees, provide financial assistance to destitute employees, and pay condolences and home visits to retired or sick employees.

In 2021, due to the persistence of the Novel Coronavirus (the "**COVID-19**") pandemic (the "**Pandemic**"), the Group continued to implement social distancing measures during the year. The employee welfare club did not organise any physical sports or cultural activities in order to avoid crowd gathering and to prevent and control spreading of the virus.

There was no non-compliance case regarding all applicable employment laws and regulations in both 2021 and 2020.



社會 (續)

健康與安全

於二零二一年，由於疫情持續，本集團仍持續實施「疫情工作應急預案」和「疫情防控工作方案」，再配合其他嚴格的疫情防控措施，包括本集團於年內組織其僱員接種新型冠狀病毒肺炎疫苗，以抵禦疫情影響。本集團仍維持經營安全及穩定。年內，本集團的經營範圍內未有發現任何新型冠狀病毒肺炎病例。

本集團嚴格遵守「中華人民共和國職業病防治法」。本集團以「安全第一」為原則，致力創造舒適安全的工作環境。濰坊濱海設有完善的「職業健康安全管理體系」，並已獲 ISO18000 認證。所有僱員每年都通過職業健康檢查，並未發現職業病或疑似職業病患者。於二零二一年、二零二零年及二零一九年期間，並無與工作有關的死亡事故。於二零二一年，因工受傷導致的損失工作天數為 185 日（二零二零年：155 日）。

SOCIETY (Continued)

Health and Safety

In 2021, due to the on-going Pandemic, the Group continued to implement the “Pandemic Emergency Contingency Plan” and the “Pandemic Prevention and Control Work Plan” in conjunction with other strict measures on the prevention and control of the Pandemic, including organising COVID-19 vaccination for its employees to protect them against the impact of the Pandemic. The Group still maintains safety and stability of its operation. During the year, no COVID-19 case was found within the scope of operation of the Group.

The Group strictly complies with the “Law of the People’s Republic of China on Prevention and Treatment of Occupational Diseases”. The Group is dedicated to creating a comfortable and safe workplace based on the “Safety First” principle. Weifang Binhai has a well-established “Occupational Health and Safety Management System” with ISO18000 certification. All employees have passed occupational health examinations annually, and no actual or suspected occupational disease has been found. During the years of 2021, 2020 and 2019, there was no work-related fatality. The number of lost workdays due to work-related injuries was 185 in 2021 (2020: 155).



社會 (續)

健康與安全 (續)

本集團極為重視安全生產，已制定「安全管理規章制度」，其已涵蓋一套全面的指導方針和操作程序，為本集團的生產廠區維持安全運作提供指引。本集團所有生產廠區的日常營運都採納6s（整理-整頓-清掃-標準工作流程-持續-安全）管理系統，以促進和維持高水平的生產力和安全性。此外，本集團不斷完善工作場所內的設備及防爆設施，並擴大自動化生產，以及定期修訂和更新與安全生產相關的指引和政策，以降低發生工業意外或工傷的可能性。

於二零二一年，濰坊濱海新設「危化品安全生產信息化管理平台」，引入先進人工智能技術，包括「重大危險源監測預警系統」、「安全風險分區管理系統」及「生產全流程管理系統」等功能模組，濰坊濱海的生產廠區因此建構了人工智能網絡，為安全生產活動提供更有效的監測及通訊，同時亦大大提升防範風險能力及提升有效的安全管理。

SOCIETY (Continued)

Health and Safety (Continued)

The Group places utmost importance of production safety and has established the “Safety Management Rules and Regulations” which encompasses a comprehensive set of guidelines and operating procedures for the safe operations of the production plants of the Group. All production plants of the Group adopt 6s (sort – set in order – shine – standardise – sustain – safety) management system in their daily operations to promote and sustain high level of productivity and safety. Besides, the Group unabatedly improves its equipment in workplace and blasting protection facilities, enlarges automation production, as well as regularly revises and updates certain guidelines and policies in relation to safe production in order to minimise the probability of industrial accident or work-related injury.

In 2021, Weifang Binhai newly established “Safe Production of Hazardous Chemicals Information Management Platform” by introducing advanced artificial intelligence technologies, including function modules, such as “Major Hazards Source Monitoring and Alert System”, “Safety and Risks Area Segmentation Management System” and “The Whole Production Process Management System”, etc. An artificial intelligence network is set up in the production site of Weifang Binhai to provide more effective monitoring and communications for safety production activities. Meanwhile, it also elevated significantly the risk prevention capabilities and provided more effective safety management.



社會 (續)

健康與安全 (續)

於二零二一年，濰坊濱海對其生產廠區內的：(i) 消防供水系統進行升級改造以提升消防供水能力；(ii) 各車間內的起重電動葫蘆設備進行升級改造及維護並安裝防護籠以強化其安全性能；及(iii) 若干車間控制室的抗爆裝置進行升級改造以提升廠區防範風險能力。該等項目的實施可有效排除安全隱患，提升廠區安全管理水準。

濰坊濱海生產廠區均已實施安全風險分級管理和安全隱患排查治理的雙重預防機制，作為嚴密監測和控制主要危害成因而的其中一環。於二零二一年，濰坊濱海已進行 26 次（二零二零年：43 次）深入潛在安全隱患檢查，並發現若干潛在安全威脅，並予以即時糾正。

除此之外，濰坊濱海生產廠區已制定全面的「重大安全環境因素應急預案」，以有效管理、糾正和防範重大安全環境變化。按照「重大安全環境因素應急預案」，年內，安全、健康及環境部組織本集團僱員在濰坊濱海的生產廠區進行了 12 次（二零二零年：12 次）預演，從而提高全體僱員的安全環境應急能力和意識。此外，濰坊濱海於年內定期組織僱員進行應急技能的操作練習，例如滅火器和空氣呼吸器的使用練習等。

SOCIETY (Continued)

Health and Safety (Continued)

In 2021, Weifang Binhai carried out the following measures at its production plants: (i) upgrading the water supply system to enhance the fire fighting and water supply capability; (ii) upgrading and implementing maintenance on the electric hoists in its production lines as well as installing protective cages on the electric hoists to bolster their safety; and (iii) improving the anti-explosion devices for control rooms in certain production lines to enhance risk prevention capabilities of the production site. The execution of these projects effectively eliminated hidden safety hazards and raised the level of safety management of the production site.

A dual prevention mechanism consisting of the management of safety risks by grading and the investigation and management of hidden hazards has been implemented in the production site of Weifang Binhai as part of its stringent efforts to monitor and control major sources of hazards. In 2021, Weifang Binhai carried out 26 (2020: 43) of in-depth potential safety hidden hazards inspections and identified certain potential safety threats which were rectified immediately.

Apart from that the aforesaid, the production plants of Weifang Binhai have developed a comprehensive “Significant Safety and Environmental Factors Contingency Plan” to effectively manage, rectify and prevent any significant safety and environmental changes. In accordance with the “Significant Safety and Environmental Factors Contingency Plan”, the SHE organised the employees of the Group to perform drills for 12 times (2020: 12 times) at the production site of Weifang Binhai during the year to improve the capacity and awareness of all employees in responding safety and environmental emergency. Furthermore, Weifang Binhai regularly organised practical exercises of emergency skills for the employees during the year, for instance practices for using fire extinguishers and respirators, etc.



社會 (續)

健康與安全 (續)

本集團的安全培訓按持續形式安排，亦加強了對承建商的安全管理，從而進一步提高營運管理水平。於建設工程項目開展前，本集團會先與承建商/供應商簽訂安全協議，並指示供應商必須遵守有關安全規則。於施工過程中，安全、健康及環境部會對承建商進行監督及提供現場安全培訓。此外，特定的採購協議，本集團也要求載有有關安全管理和環境保護的條文。同時，為了僱員和訪客的安全，在進入廠區前，安全、健康及環境部將向他們提供安全須知，並規定在進入本集團的生產廠區時須佩戴安全帽。

濰坊濱海生產廠區已實施以下與健康與安全相關措施：

- 採用先進的生產技術以減少產生的粉塵；使用高效過濾除塵器；安裝吸塵裝置及通風設施；及定期為僱員提供防塵口罩。
- 如涉及有毒物質，僱員必須使用防護裝備。生產過程將採取封閉的管道式自動運輸設施，而儲存有毒物質嚴格按照「五雙管理」，即所有關鍵程序均由雙重僱員處理。

SOCIETY (Continued)

Health and Safety (Continued)

The Group's safety training is arranged on a continuous basis while safety management imposed on subcontractors is also strengthened so as to further improve our level of excellence in operational management. Prior to the commencement of construction projects, the Group enters into safety agreements with contractors/suppliers and instructs them to comply with relevant safety regulations. In the course of constructions, the SHE supervises and provides on-site safety trainings. In addition, the Group requires that specific procurement agreements containing provisions in relation to safety management and environmental protection. Concurrently, for the safety of employees and visitors, the SHE will provide them with safety guide before entering factory areas and require them to wear safety helmets when entering the production plants of the Group.

Furthermore, all the following measures in relation to health and safety are implemented at the production plants of Weifang Binhai:

- Adoption of advanced production technology to reduce the amount of dust generated; use of efficient dust filter; installation of dust removal devices and ventilation facilities; and provision of dust masks to employees on regular basis.
- If toxic substances are involved, employees must use protective equipment. The production process will use closed pipeline automatic transport facilities, and the storage of toxic substances is strictly in accordance with "five pairs of management", that is, all critical procedures are handled by dual employees.



社會 (續)

健康與安全 (續)

- 提供足夠的教育、培訓和詳細的操作手冊，以保障安全工作，並加強僱員的健康及安全意識和他們處理緊急情況的能力。到現場工作之前，將為專門操作崗位提供額外的實踐培訓。
- 設立相應的應急救援設施，包括緊急淋浴間及4,000立方米地下自流式事故應急池。並配備智能消防系統及兩台8噸泡沫乾粉消防車。
- 採用低噪音設備、吸音技術、配備噪音防護裝備，並採用減聲裝置以消除、降低和控制噪音和震動。
- 採用先進的生產技術提升工藝以避免能源外洩導致室溫上升、安裝隔熱處理及通風和冷卻設施、提供冷飲和相應的保護設備，以及備用治療中暑的緊急藥物。
- 在實驗室、操作室及辦公室等室內環境提供空調。
- 在生產車間設置供暖設施，並在冬季期間加強室內保溫，防止熱量流失。
- 持續改進和提升安全儀表系統，以應對較高風險的生產工藝。

SOCIETY (Continued)

Health and Safety (Continued)

- Provision of adequate education, training and detailed operations manual to ensure work safety and strengthen employees' health and safety awareness and their ability to handle emergency situations. Additional practical training will be provided for specific operating roles before commencement of work on the sites.
- Establishment of relevant emergency rescue facilities including emergency shower rooms and a 4,000m³ underground self-flowing accident emergency pool. An intelligent fire protection system and two dry powder fire engines with 8 tonnes of foam were also equipped.
- Adopt low-noise equipment and sound absorption technology, equipped with noise protective equipment and adopt noise cancellation equipment to eliminate, reduce and control noise and vibration.
- Adoption of advanced production technology for process upgrades to avoid temperature rise caused by energy leakage, installation of heat insulation treatment and ventilation and cooling facilities, provision of cold drinks and corresponding protective equipment, as well as keeping standby emergency medicine for treating heat stroke.
- To provide air conditioning in indoor environment, such as laboratories, operating rooms and offices.
- To set up heating facilities in the production lines and enhance indoor insulation to prevent heat loss during winter time.
- To continuously improve and upgrade safety instrument systems to address higher risk production process.



社會 (續)

健康與安全 (續)

本集團通過制定年度職業衛生培訓計劃，加強職業健康培訓，為不同類別的僱員提供切合所需的培訓。

本集團定期組織僱員進行身體檢查，並運用「職業健康管理系統」定期填報僱員健康體檢信息，加強對僱員健康狀況的監測和管理，同時提升職業健康的管理水平。本集團對衛生安全進行定期檢查和管理，以確保政策和措施的有效性。

除法定保險外，本集團還購買僱主責任保險和生產安全責任保險，於發生事故時向僱員提供額外保障。

於二零二一年和二零二零年，本集團均無獲悉有任何不遵守有關健康及安全的相關法律及法規。通過推動和實施安全生產、明確劃分工作職責及定期召開安全審查會議，於二零二一年和二零二零年並無發生重大有害化學品洩漏、火災、爆炸、環境污染事故或直接導致重大損失責任的其他事故。

SOCIETY (Continued)

Health and Safety (Continued)

The Group's occupational health training is enhanced by formulating annual occupational hygiene training scheme under which tailored trainings are provided for different categories of employees.

The Group regularly arranges health checks for its employees and uses the "Occupational Health Management System" to regularly report such information so as to enhance the monitoring and management of employees' health status as well as raising the management standards for occupational health. The Group conducts regular inspections and management review of health and safety to ensure the effectiveness of the policies and measures.

In addition to statutory insurance coverage, the Group has also enrolled Employer's Liability Insurance and Safety Production Liability Insurance to provide additional protection to the employees in the event of accident.

In both 2021 and 2020, the Group was not aware of any non-compliance with relevant laws and regulations relating to health and safety. Through promoting and implementing production safety, clearly delineating job responsibilities and holding regular review meetings relating to safety, there was no incidents of material leakage of hazardous chemicals, fire, explosion, environmental pollution or any other types of incident that might have directly incurred a substantial loss or liability during the years of 2021 and 2020.



社會 (續)

發展及培訓

本集團堅信人才的可持續發展是企業長青之基石。本集團因而非常重視僱員發展及培訓工作，並滿足僱員各個階段的發展需求。本集團還制定「僱員培訓管理政策」，為僱員建立成長晉升平台，並提供各種培訓，例如在職培訓、勞動力素質培訓、學徒培訓和團隊合作等。本集團並根據僱員自身能力為其提供前瞻性培訓課程及安排行業考察以拓寬技能和視野，從而協助他們實現事業發展和個人成長，使其最終成為本集團的寶貴資產。

新聘僱員獲提供在職培訓，以協助彼等熟悉本集團的文化、業務和營運。此外，就技術職位而言，每位新聘僱員均會接受職前技術培訓，以提高與工作相關的專業技能。

於二零二一年，本集團向 1,060 名僱員（二零二零年：1,028 名僱員）提供內部培訓。本集團按性別和僱員級別劃分的內部受訓僱員百分比、以及按性別和僱員級別劃分的每名僱員平均培訓時數如下：

SOCIETY (Continued)

Development and Training

The Group firmly believes that sustainable talent development is the cornerstone for the long-lasting development of an enterprise. Hence, the Group places great emphasis on employees' development and trainings, and caters to the development needs of employees at various stages. The Group has also formulated the "Employee Training Management Policy" whereby a growth and promotion platform has been developed and various kinds of trainings are provided to employees, such as on-the-job training, workforce quality training, apprenticeship and team-building. The Group also provides prospective training courses to employees based on their abilities and arranges industry visitation to broaden their skills and visions thereby assisting them in achieving career development as well as personal growth so that eventually they will become valuable assets to the Group.

New employees are provided with on-board trainings to help them familiarise with the culture, business and operations of the Group. In addition, for technical positions, every newly-hired employee will be provided with pre-job technical training to improve job-related professional skills.

In 2021, the Group provided in-house training to 1,060 employees (2020: 1,028 employees). The percentage of internally trained employees by gender and employee category, and the average training hours completed per employee by gender and employee category of the Group are as follows:



社會 (續)

發展及培訓 (續)

SOCIETY (Continued)

Development and Training (Continued)

按性別劃分的內部受訓僱員百分比 (以百分比計)	2020	2021
Percentage of internally trained employees by gender (in %)		
- 男性 Male	75.6	76.0
- 女性 Female	73.4	73.8
按僱員級別劃分的內部受訓僱員百分比 (以百分比計)		
Percentage of internally trained employees by employee category (in %)		
- 管理級別 Managerial grade	81.8	82.9
- 主管級別 Senior grade	71.7	72.7
- 初級僱員 Junior employees	75.2	75.5
按性別劃分的每名僱員平均培訓時數 (以小時計)		
Average training hours completed per employee by gender (in hour)		
- 男性 Male	60	61
- 女性 Female	60	61
按僱員級別劃分的每名僱員平均培訓時數 (以小時計)		
Average training hours completed per employee by employee category (in hour)		
- 管理級別 Managerial grade	56	57
- 主管級別 Senior grade	56	57
- 初級僱員 Junior employees	61	61

此外，於二零二一年，本集團共有 174 名僱員（二零二零年：200 名僱員），包括 30 名管理級別，35 名主管級別和 109 名初級僱員（二零二零年：27 名管理級別，39 名主管級別和 134 名初級僱員）參加由外部專業人士舉辦的培訓課程，每名僱員平均培訓時間超過 60 小時（二零二零年：超過 60 小時）。

勞工準則

本集團致力保護僱員的合法權益，嚴禁聘用童工及強制勞工，並承諾創造尊重人權的工作環境。

In addition, in 2021, a total of 174 employees (2020: 200 employees) of the Group including 30 managerial grade, 35 senior grade and 109 junior employees (2020: 27 managerial grade, 39 senior grade and 134 junior employees) attended training courses organised by external professional parties, which represented an average of over 60 hours (2020: over 60 hours) of training per employee.

Labour Standards

The Group is dedicated to protecting the legitimate interests of its employees, strictly prohibiting the employment of children and forced labour, and is committed to creating a working environment which respects human rights.



社會 (續)

勞工準則 (續)

本集團嚴格遵守「中華人民共和國勞動法」、「禁止使用童工規定」及中國其他相關法律法規。為了防止童工，招聘過程中需要申請人的身份證件進行年齡驗證。工時、休假及假期均符合當地有關的勞動法規。僱員不得強制超時工作，並根據當地法規有權收取超時工資。於二零二一年，本集團在嚴禁聘用童工及強制勞工等方面均沒有違規事項（二零二零年：無）。

供應鏈管理

本集團重視與供應商的夥伴關係，並深化與他們的合作關係，以確保有效管理和其產品達質量標準。因此，本集團不斷優化和改善供應商管理制度，與供應商攜手合作，促進彼等所處行業的可持續發展。

與供應商溝通是本集團供應鏈管理的關鍵要素之一。與供應商有效溝通可促進本集團履行日常工作，通過本集團的技術支持與供應商形成戰略合作，建立本集團的行業競爭優勢，及通過加強合作實現雙贏。

SOCIETY (Continued)

Labour Standards (Continued)

The Group strictly complies with the “Labour Law of the People’s Republic of China”, “Provisions on the Prohibition of Using Child Labour” and other relevant laws and regulations in the PRC. In order to prevent child labour, the identity documents of the applicants are required for age verification during the recruitment process. The working hours, leaves and holidays are in line with the relevant local labour laws and regulations. Employees are not forced to work beyond working hours and are entitled to overtime pay in accordance with local regulations. In 2021, the Group did not breach the strict prohibition of employing children and forced labour (2020: Nil).

Supply Chain Management

The Group values partnership with suppliers and develops deep collaborative relationships with them to ensure effective management and quality standards of its products. Thus, the Group continuously optimises and improves the supplier management system and collaborates with suppliers to promote the sustainable development of their respective industries.

Communication with suppliers is one of key elements for supply chain management of the Group. An effective communication with suppliers facilitates fulfillment of routine works of the Group, forms strategic cooperation with suppliers through technical support provided by the Group, establishes the Group’s competitive advantage in the industry, and accomplishes a win-win situation by strengthening the cooperation with each other.



社會 (續)

供應鏈管理 (續)

於二零二一年十二月三十一日，本集團共有供應商 1,002 家（二零二零年十二月三十一日：1,011 家）。由於本集團主要業務活動在中國，而境內已備有充裕的供應，因此本集團供應商主要位於中國國內。本集團供應商按地區劃分的數目載列如下：

於二零二一年十二月三十一日
As at 31 December 2021
按地區劃分的供應商數目
Number of suppliers by geographical region



SOCIETY (Continued)

Supply Chain Management (Continued)

The Group had 1,002 suppliers in total as at 31 December 2021 (31 December 2020: 1,011). As the principal business activities of the Group are in the PRC and there are sufficient supplies within the boundary, the suppliers of the Group are mainly located in the PRC. Number of suppliers of the Group by geographical region is set out as follows:

於二零二零年十二月三十一日
As at 31 December 2020
按地區劃分的供應商數目
Number of suppliers by geographical region





社會 (續)

供應鏈管理 (續)

本集團制定「採購招標控制程序」以規範採購流程，對供應商進行定期監督和考評。本集團已設立跨部門團隊，負責編制資格審查標準、造訪供應商、實地檢查、監督、評估、認定和取消供應商的資格，旨在不斷提高本集團供應鏈管理的專業水平和透明度。為了保持供應商的產品和服務質量，本集團於每年及每季都對供應商進行評估，評估主要包括供應商的背景、資歷、產品和服務質素控制、技術、財務狀況、過去相近類型服務的表現、合同履約、項目團隊的專業性、企業誠信及社會責任等。評估結果將確定供應商是否合資格，那些最終未能通過評估的供應商將從本集團認可供應商名單中刪除。

SOCIETY (Continued)

Supply Chain Management (Continued)

The Group formulated the “Procurement Bidding Control Procedures” to standardise the procurement process for supervising and evaluating suppliers regularly. A cross-department team has been established and is responsible for compiling qualification vetting standards, visiting suppliers, site-inspection, supervision, evaluation, recognition and disqualification of suppliers, with an aim to continuously improve the professionalism and transparency of supply chain management of the Group. In order to maintain the quality of products and services from the suppliers, an evaluation of suppliers is conducted annually and quarterly, which mainly includes evaluation of the background, qualification, quality control of products and services, technologies, financial status, past performance in similar services, fulfillment of contract, professionalism of project team, corporate integrity and social responsibility of the suppliers. The evaluation results will determine whether the supplier is qualified, and those suppliers which fail to meet the requirements ultimately will be removed from the approved suppliers list of the Group.



社會 (續)

供應鏈管理 (續)

本集團已把主要供應商按其供應特性分為三大類別，而每個類別均按特定相應的方法進行管理。第一類供應商是對產品生產和產品質素存有關鍵影響的供應商，且涉及較大的交易金額，例如核心原材料供應商。於二零二一年，第一類供應商共計 23 家（二零二零年：26 家）。本集團與該類供應商建立長期緊密的合作關係，本集團與其進行頻繁且深入交流並以本集團最高規格進行監督和評估。第二類供應商是向本集團提供定制性或非標準性的供應，涉及的採購金額一般相對第一類供應商低，其供應質量差異性較大且在市場中可選擇的替換性低，例如特定或個別的原材料供應商，於二零二一年，第二類供應商共計 9 家（二零二零年：6 家）。本集團對第二類供應商亦須定期進行較頻繁的監督和以本集團較高規格進行評估，該類供應商必須與本集團維持良好穩定的合作關係。本集團對第三類供應商的依賴性較低，原因是其供應在市場中有較大的選擇性和替換性，例如一般性的生產裝置和維修服務、五金設備、包裝輔料等。於二零二一年，第三類供應商共計 840 家（二零二零年：837 家）。本集團對第三類供應商進行定期監察和評估。除上述第一、二、三類供應商外，本集團還有少數供應商，例如工程施工承包商、排污和環境評價檢測、辦公用品等非直接涉及產品生產和供應。該等供應商將按個別獨特性、重要性及需要性作出管理。

SOCIETY (Continued)

Supply Chain Management (Continued)

The major suppliers of the Group have been divided into three main categories according to their characteristics, each of them is managed in a specific way. Type 1 suppliers are those who are pivotal to the production and quality of the products and are involved in larger value of transactions, for example suppliers of core raw materials. The total number of Type 1 suppliers amounted to 23 in 2021 (2020: 26). The Group has established a closely-knitted long-term cooperative relationship with this type of suppliers. The Group has frequently in-depth interactions with them, and they are supervised and evaluated by the highest standards of the Group. Type 2 suppliers are those who provide specific or non-standardised supplies. The monetary value of procurements of this type of suppliers is generally lower than that of Type 1 suppliers. Their supplies have a wide range of variations in quality but low substitutability in the market. Specific or exceptional raw materials are examples of Type 2 suppliers, which amounted to 9 in 2021 (2020: 6). The Group also conducts frequent supervision on Type 2 suppliers and evaluates by higher standards of the Group. Basically, these suppliers should have amicable and stable cooperative relationships with the Group. The Group has relatively less reliance upon Type 3 suppliers as their supplies have greater optionality and substitutability in the market, for example general production equipment and repair services, metal tools and equipment, ancillary packaging materials, etc. The total number of Type 3 suppliers amounted to 840 in 2021 (2020: 837). The Group performs regular supervision and evaluation on Type 3 suppliers. Apart from Type 1, 2 and 3 suppliers, the Group also has a small number of other suppliers, such as suppliers in relation to contractors of construction projects, pollutants emission and environment evaluation and examination, office supplies which have no direct connection with product production and supply. These suppliers are managed according to their individual characteristics, importance and necessity.



社會 (續)

供應鏈管理 (續)

本集團只聘用合資格的運輸公司運送有害化學品。運輸公司必須接受定期培訓，以提高運輸從業員的安全意識。運輸公司、駕駛員、裝卸技術人員和押運員均會接受嚴格審查和評估。化學車輛必須定期檢修，確保運送途中不會出現洩漏。

本集團在物色供應商和合作夥伴時，對方是否具備良好的營商手法、環保安全意識、道德標準、與本集團持有相同理念及有志攜手實踐可持續發展等因素作為主要考量之一。本集團亦會把環境、安全及社會標準應用在供應商評估考核中。若現有供應商行為對環境及社會造成負面影響或涉及相關負面新聞，本集團必定加以審視判斷是否有終止合作的必要。同時，在選擇供應商時，本集團會優先考慮具有 ISO14000、ISO18000 及 ISO9000 認證的供應商以支持其營商規範的程度。

本集團嚴格要求供應商確保產品的安全包裝和運輸，避免運輸途中有害物質洩漏。

SOCIETY (Continued)

Supply Chain Management (Continued)

The Group only engages qualified logistics companies to deliver hazardous chemical products. The logistics companies must receive regular training to improve the safety awareness of the service providers. Logistics companies, drivers, loading and unloading technicians and escorts are subject to rigorous review and assessment. The chemical trucks must be inspected and maintained regularly to ensure that no dripping will happen during transportation.

When the Group is seeking new suppliers or cooperation partners, some factors are important such as whether the other party follows good business practices, possesses environmental protection awareness, upholds ethical standards, shares common values with the Group and aspires to jointly fulfill sustainable development. The Group will also apply environmental, safety and social standards in the assessment and evaluation of suppliers. In the event that any existing supplier's conducts have caused negative impact on the environment or society, or if the supplier is involved in the relevant negative news, the Group will definitely examine and decide if it is necessary to terminate the supplier. At the same time, when selecting suppliers, priority preference will be given to those with ISO14000, ISO18000 and ISO9000 certifications which substantiate the extent of their good business practices.

The Group places strict requirements on the suppliers who must ensure that the goods are packaged and transported safely and securely, thereby avoiding the leakage of hazardous substances during transportation.



社會 (續)

產品責任

提供優質的產品和服務是本集團可持續發展的主旨。本集團的目標是所提供的全部產品和服務均達到其最高標準。本集團已建立並不斷完善品質管理制度，而濰坊濱海的品質管理制度均已通過 ISO9001 認證。本集團亦已制定若干政策及措施以涵蓋產品或服務質量保證、安全、公平廣告和售後服務，確保政策及措施符合相關法律法規。

本集團非常重視產品和服務的質素和安全，並已確立不同類型產品和服務的相關質素和安全檢查政策。從原材料到成品整個生產流程中均進行各種檢驗、測試和取樣。產品的存儲和交付均符合所有當地及國際相關的安全標準。本集團大部份產品已獲得歐盟監管的「關於化學品註冊、評估、許可和限制」通過及註冊。本集團亦與已合作長久的客戶建立密切聯繫。

本集團採用有效的質量控制體系以不斷提高其產品質量，嚴格執行產品檢驗流程，按照本集團「不合格品控制程序」，對不合格產品進行處理，以確保只有優質的產品才能交付給客戶。於二零二一年和二零二零年，本集團沒有因產品安全或健康問題而回收任何產品。二零二一年和二零二零年的退貨比率分別為 0.004% 和 0.005%。

SOCIETY (Continued)

Product Responsibility

Delivering quality products and services is a main theme of the sustainable development of the Group. The Group aims to achieve its highest standard for all its products and services. The Group has established its quality management system and has continuously improved it. In particular, the quality management system of Weifang Binhai has been certified by ISO9001. The Group has also formulated certain policies and measures to cover product or service quality guarantee, safety, fair advertising and after-sale services in order to ensure that such policies and measures comply with the relevant laws and regulations.

The Group pays close attention to the quality and safety of its products and services, and has set out relevant quality and safety inspection policies for different types of products and services. Various types of inspections, testings and samplings are conducted throughout the production process from raw materials to finished goods. Products storage and delivery comply with all the relevant local and international safety standards. Most of the products of the Group have passed and are registered under the “Registration, Evaluation, Authorisation and Restriction of Chemicals” (“REACH”) governed by the European Union. The Group has also established a close connection with its customers through long-term cooperation.

The Group adopts an effective quality control system to keep improving its product quality. Strictly product inspection process is applied and unqualified products are disposed of in accordance with the “Non-conforming Product Control Procedures” formulated by the Group to ensure that only qualified products are shipped to the customers. In both 2021 and 2020, the Group had not recalled any product due to product safety or health risks. Products return rates of 2021 and 2020 were 0.004% and 0.005% respectively.



社會 (續)

產品責任 (續)

本集團規定向客戶所提供有關本集團產品的所有資料均應準確無誤。客戶可透過電話熱線和電子郵件查詢產品和服務詳情，以提供更好的售前和售後服務。本集團亦定期向客戶進行問卷調查以瞭解他們的滿意程度，調查結果將作分析，以採取相應的改進。

於二零二一年，本集團接獲關於產品及服務的投訴兩宗（二零二零年：無）。針對投訴情況，本集團依據「客戶投訴及相關滿意度測量控制程序」積極與客戶進行溝通和協商，並記錄客戶回饋的詳細信息。本集團品質管理部門會根據客戶回饋信息進行分析和評審，識別客戶投訴的根源，形成報告並交相關負責部門制定糾正措施，亦會把跟進情況回饋至客戶，致力達到客戶滿意。

本集團一直重視知識產權的有效管理。本集團獲得若干生產技術的版權登記證，從而通過法律途徑保障本集團的無形資產。

SOCIETY (Continued)

Product Responsibility (Continued)

The Group stipulates that all information provided to its customers regarding the Group's products should be true and accurate. Telephone hotlines and e-mails are available for customers' enquiries on products and services details in order to provide better pre-sale and after-sale services. The Group also conducts regular surveys to understand the satisfaction level of the customer. Survey results are subject to analysis and corresponding actions will be taken accordingly.

In 2021, the Group received 2 products and services related complaints (2020: Nil). The Group responded to these complaints in accordance with "Control Procedures for Customer Complaints and Related Satisfaction Measurement" by actively engaging in dialogue and consultation with the customers, as well as keeping a detailed record of their feedback. The quality control department of the Group will analyse and gauge the customers' feedback with a view to identifying the root cause of the customer's complaint. The quality control department will compile a report and hand it over to the relevant departments for them to formulate rectification measures; while the department also uses the best endeavour to procure satisfaction of the customer by keeping the customer informed of the follow-up status.

The Group always treasures the effective management of intellectual property. The Group obtained several copyright registration certificates of its production technologies for protection of the legitimate rights of its intangible assets.



社會 (續)

產品責任 (續)

本集團十分尊重客戶的私隱，在日常運營中嚴格遵守客戶資料保密準則以確保客戶資料安全。本集團各附屬公司亦根據本身業務的特性制定相應的私隱政策，並明確設定處理客戶資料的程序。新入職僱員須簽訂僱員保密協議，承諾將客戶資料保密，嚴禁以任何不正當方式洩露資料。

本集團強化信息系統防禦能力，加強數據傳輸和終端數據保護，並提升網絡安全風險識別和應急處置能力，保障業務及客戶數據安全可用。

反貪污

本集團於營運中全面提倡誠信行事，防止不道德的行為，對腐敗或賄賂採取零容忍態度。本集團嚴格遵守反貪污、賄賂、勒索、欺詐行為和洗錢的法律法規。本公司已制定反貪污政策及舉報政策，並鼓勵僱員報告任何可疑的商業違規行為。如發現出現涉嫌違反職權、濫用權力、受賄等情況時，僱員應向董事會報告以待進行調查及查證，並在有必要時向監管機構及/或執法機關舉報。於二零二一年和二零二零年，本集團均無獲悉任何與貪污有關的舉報或訴訟，亦無發現有關其僱員參與貪污事件的投訴。

SOCIETY (Continued)

Product Responsibility (Continued)

The Group highly respects client privacy and strictly complies with the code of client information privacy in its daily operation, so as to ensure the security of such information. Each of the Group's subsidiaries has also set up relevant privacy policies corresponding to the characteristics of its respective business and defined procedures for handling client information. New employees are required to sign and adhere to the Employee Confidentiality Agreement, whereby the employees undertake to keep client information confidential, and divulgence of information in any wrongful way is strictly forbidden.

The Group strengthened the protection of information system, reinforced protection on data transmission and terminal data, and enhanced identification of cybersecurity risks and capability on emergency preparedness and responses, thus secured safe and useable data of business and customers.

Anti-corruption

The Group fully promotes integrity and prohibits unethical pursuits throughout its operations and adopts a zero-tolerance attitude towards corruption or bribery. The Group strictly complies with laws or regulations relating to anti-corruption, bribery, extortion, fraudulent behaviour and money-laundering. The Company has set up anti-corruption policy and whistleblowing policy and employees are encouraged to report any suspicious business irregularities. When suspected wrongdoings are identified, such as breach of duty, abuse of power, receiving bribes, etc., employee should report to the Board for investigation and verification, and report to the regulator and/or to law enforcement authority as and when necessary. In both 2021 and 2020, the Group was not aware of any report or litigation related to corruption, nor uncovered any complaint about the involvement of its employees in corruption cases.



社會 (續)

反貪污 (續)

本集團一貫重視董事及僱員誠信和廉潔操守，並持續強化相關教育工作。本集團所有董事及僱員一律須接受本集團定期舉辦的反貪污培訓及相關考試，而本集團「僱員行為守則」已列明該等要求，新入職僱員的迎新培訓亦涵蓋相關內容。

社區

本集團十分關注當地社區運作聯繫，並積極參與各種社區關懷活動，並主動瞭解所在社區的需求。本集團努力確保其業務發展同時促進當地社區利益，並與社區保持良好關係。

本集團多年來一直關注社區的扶貧、教育、慈善及就業事務，並積極透過不同方式投資社區，包括公益事業、服務社區建設、捐資助學等。本集團旨在建立和諧共融的社區關係，與社群及公眾共享可持續發展的價值。

如出現職位空缺，本集團會優先考慮業務所在社區的合資格人選。通過協助解決當地的就業問題，並與當地社區攜手共同發展。

SOCIETY (Continued)

Anti-corruption (Continued)

The Group has always placed strong emphasis on the integrity and probity of the directors and employees, and continuously strengthened the related educational work. All the directors and employees of the Group must attend anti-corruption training and related examinations held by the Group at regular intervals. The “Employee Conduct Code” of the Group has clearly set out such requirements. Such requirements are also incorporated in the onboarding training for new employees.

Community

The Group pays great attention to the bonding of local community operation. The Group actively participates in a variety of community care activities and takes initiatives to understand the needs of the community in which it operates. The Group makes efforts to ensure that its business development simultaneously promotes local community interests and maintains a good relationship with the community.

The Group has been focusing on poverty alleviation, education, charity and employment of the community for many years. The Group also actively invests in the community through various means, including participating in charitable work, rendering services to community development, making donations and providing aids for students. The Group aims to build a harmonious community relationship and share the values of sustainable development with the community and the public.

When there is any job vacancy, the Group would give priority to eligible candidates in the community where it operates. By helping in solving the local employment issues, the Group joins hands with the local community to achieve joint development.



社會 (續)

社區 (續)

於二零二一年，本集團已：(i) 向濰坊春雨社區義工公益服務中心捐款人民幣 60,000 元，用於幫扶困境兒童活動；及(ii)積極響應濰坊市濱海區管委會的號召，參與中國重慶市竹溪鎮的扶貧活動。

SOCIETY (Continued)

Community (Continued)

In 2021, the Group: (i) donated RMB60,000 to Weifang Chunyu Volunteer Community Service Center for organising activities for underprivileged children; and (ii) participated in the poverty relief activities organised by Weifang Binhai Management Committee in Zhuxi town, Chongqing in the PRC.



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