

SINGAMAS

勝獅貨櫃企業有限公司
SINGAMAS CONTAINER HOLDINGS LIMITED

HKEx Stock Code 聯交所上市編號：716

2023

環境、社會及管治報告

ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT



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Singamas upholds sustainability principles in our operations in the course of the business, stresses innovative development ideas over market changes, actively explores innovative production technologies, and establishes a more diversified product portfolio to seize opportunities beyond the traditional market and cope with market fluctuations.

勝獅集團在業務營運上秉持可持續發展的經營原則，跟隨市場變化轉換思維，積極探索創新的生產技術，建立更多元化的產品組合，以抓緊傳統市場以外的機遇及應對市場波動。

REPORTING SCOPE AND BOUNDARY

報告範圍及邊界

This Environmental, Social and Governance Report (this “Report”) is the eighth Environmental, Social and Governance (“ESG”) report that Singamas Container Holdings Limited (“Singamas” or the “Group”) presents. This Report is prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “Guide”) issued by The Stock Exchange of Hong Kong Limited (the “Stock Exchange”). This Report is prepared in compliance with all the provisions of “Comply or Explain” in the Guide. In this reporting period, we continue to apply the Reporting Principles of Materiality, Consistency, Quantitative and Balance in preparation of our ESG report. This Report was confirmed and approved by the board of directors on 14 March 2024.

REPORTING PERIOD AND SCOPE

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

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

The reporting period: From 1 January to 31 December 2023, which is the same as the financial period covered in our annual report.

本環境、社會及管治報告(「本報告」)為勝獅貨櫃企業有限公司(「勝獅集團」或「本集團」)第八份環境、社會及管治(「ESG」)報告，本報告按照香港聯合交易所有限公司(「聯交所」)發佈的《環境、社會及管治報告指引》(「指引」)制定。本報告已遵守指引的所有「不遵守就解釋」條文，並於編製本年度報告時，我們繼續應用重要性、一致性、量化及平衡的報告原則。本報告已於二零二四年三月十四日獲董事會確認及批准。

報告期和報告範圍

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

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

報告期：二零二三年一月一日至十二月三十一日，與年報的財政期間相同。

THE CORNERSTONE OF SUSTAINABLE DEVELOPMENT

可持續發展基石



Vision and Mission 願景及使命



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

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



ESG DEVELOPMENT STRATEGY

ESG 發展策略

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

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



THE CORNERSTONE OF SUSTAINABLE DEVELOPMENT

可持續發展基石

Sustainable Development Strategy 可持續發展策略

SOUND GOVERNANCE AND LAWFUL OPERATIONS

健全管治 合規經營

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



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



Partnerships for the Goals
促進目標實現的夥伴關係

QUALITY FIRST, SAFETY ASSURANCE

品質至上 安全保證

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



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



Responsible Consumption and Production
負責任消費和生產

Sustainable Development Strategy 可持續發展策略

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

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



Clean Water and Sanitation
清潔飲水和衛生設施



Affordable Clean Energy
經濟適用的清潔能源



Responsible Consumption and Production
負責任消費和生產



Climate Action
氣候行動

THE CORNERSTONE OF SUSTAINABLE DEVELOPMENT

可持續發展基石

Sustainable Development Strategy 可持續發展策略

RESPECT FOR TALENTS, SHARING SUCCESS

尊重人才 共享成功

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



Gender Equality
性別平等



Decent Work and Economic Growth
體面工作和經濟增長



Good Health and Well-being
良好健康與福祉

GIVE-BACK TO THE SOCIETY, SHARING HARMONY

回饋社會 共享和諧

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



No Poverty
無貧窮



Good Health and Well-being
良好健康與福祉



Sustainable Cities and Community
可持續城市和社區

ESG GOVERNANCE

ESG 管治

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

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

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

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

ESG GOVERNANCE STRUCTURE OF SINGAMAS 勝獅集團 ESG 管治架構



THE CORNERSTONE OF SUSTAINABLE DEVELOPMENT

可持續發展基石

AWARDS AND RECOGNITIONS

獎項及榮譽

Our factories consistently strive for excellence and exhibit a strong commitment to product innovation. Presented below is a table that highlights the awards and recognitions received by these factories in recent years.

我們的工廠致力於卓越，並展現出對產品創新的堅定承諾。下表展示近年來各工廠所獲得的獎項和榮譽。

Factories 工廠	Issuing/Certification Organization 頒發/認證機構	Award/Name of Certification 獎項/證書名稱
Shanghai Baoshan 上海寶山	Committee of Yanghang Town, Baoshan District of the Communist Party of China 中共寶山區楊行鎮委員會	2022 Outstanding Contribution Award for Economic and Social Development in Yanghang Town 楊行鎮2022年經濟社會發展卓越貢獻獎
Shanghai Baoshan 上海寶山	the People's Government of Yanghang Town, Baoshan District, Shanghai 上海市寶山區楊行鎮人民政府	Special Contribution Award for Foreign Investment 外資特別貢獻獎
Xiamen Pacific 廈門太平	Tongan District Federation of Industry and Commerce 同安區工商業聯合會	2023 Top 10 Manufacturing Private Enterprises in Tongan District 2023同安區製造業民營企業10強
Xiamen Pacific 廈門太平	SGS Certification SGS認證	"Assessed Supplier" Certification by Alibaba 阿里巴巴「金品誠企」認證
Huizhou Singamas 惠州勝獅	Bureau of Science and Technology of Huizhou Municipality 惠州市科技局	High-tech Enterprises 高新技術企業
Huizhou Singamas 惠州勝獅	Bureau of Science and Technology of Huizhou Municipality 惠州市科學技術局	The R&D Project was Selected as the "2022 Science and Technology Plan Project in the Field of Social Development in Huizhou" 研發項目入選「2022年惠州市社會發展領域科技計劃項目」

Factories 工廠	Issuing/Certification Organization 頒發/認證機構	Award/Name of Certification 獎項/證書名稱
Huizhou Singamas 惠州勝獅	Department of Industry and Information Technology of Guangdong Province 廣東省工業和信息化廳	“Excellent Award of Provincial Product Design Team” in the 11th “Governor Cup” Industrial Design Competition 第十一屆「省長杯」工業設計大賽「省級產品設計組優秀獎」
Huizhou Singamas 惠州勝獅	Department of Industry and Information Technology of Guangdong Province 廣東省工業和信息化廳	“Second Prize of Huizhou Product Design Team” in the 11th “Governor Cup” Industrial Design Competition 第十一屆「省長杯」工業設計大賽「惠州市產品設計組二等獎」
Huizhou Singamas 惠州勝獅	Department of Industry and Information Technology of Guangdong Province 廣東省工業和信息化廳	“Excellent Award of Huizhou Product Design Team” in the 11th “Governor Cup” Industrial Design Competition 第十一屆「省長杯」工業設計大賽「惠州市產品設計組優秀獎」
Huizhou Singamas 惠州勝獅	Department of Industry and Information Technology of Guangdong Province 廣東省工業和信息化廳 Department of Industry and Information Technology of Guangdong Province 廣東省工業和信息化廳	“Innovative Small and Medium-Sized Enterprise of Guangdong Province” 「廣東省創新型中小企業」 “Specialized and New” Small and Medium-Sized Enterprise in 2022” 「2022年「專精特新」中小企業」

THE CORNERSTONE OF SUSTAINABLE DEVELOPMENT




可持續發展基石



STAKEHOLDERS ENGAGEMENT

與持份者溝通

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

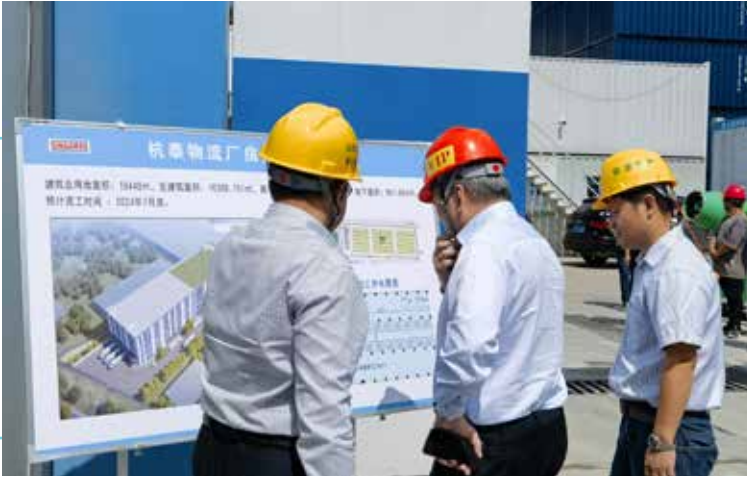
本集團高度重視持份者的需求與社會期望，我們建立了常態化且多元化的溝通渠道以了解並回應其關注點。我們希望通過深入討論，能夠更透徹了解他們對可持續發展事宜的關注及感興趣的範疇。有關與持份者溝通的更多詳情，請參閱下表：

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

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

THE CORNERSTONE OF SUSTAINABLE DEVELOPMENT

可持續發展基石



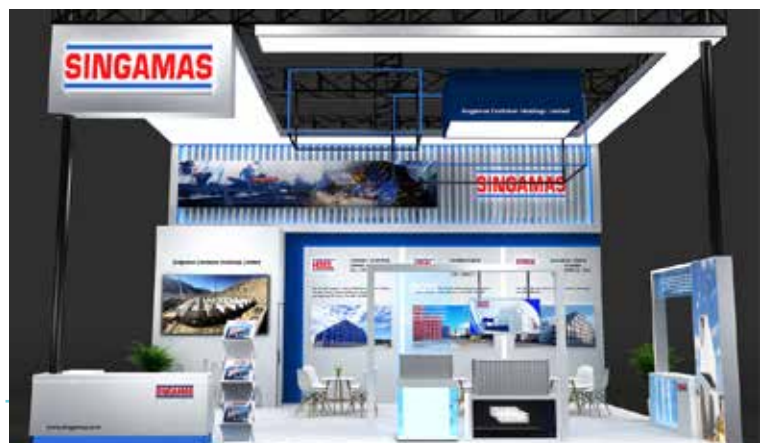
In 2023, senior management of Singamas, including the Chairman and Chief Executive Officer, Chief Operating Officer and Chief Financial Officer, visited the factory in person to provide guidance. They visited various departments, production lines and exhibition areas, and engaging in discussions and talks. The senior management expressed the recognition of the efforts and achievements, encouraged innovation, and emphasized the importance of staying alert to market changes. They provided improvement suggestions and expressed their care and concern for the employees.



在2023年，勝獅集團高層，包括主席兼首席行政總監，首席營運總監以及首席財務總監分別親臨工廠參觀指導。他們分別參觀了各部門、生產線和展示區，並進行了交流和座談。高層對公司的努力和成果表示肯定，鼓勵創新和強調密切關注市場變化的重要性。他們提出了改進建議，並表達了對員工的關懷。

Singamas actively participated in industry activities. In 2023, we participated in the Intermodal Asia exhibition. The Group demonstrated its manufacturing capabilities and diversified services, and had in-depth exchanges on industry development trends. We achieved resource sharing and business expansion among partners to promote green and sustainable development. Singamas continued to participate in industry events to promote innovation and sustainable development, expand customer network, and promote international trade and supply chain connectivity.

勝獅集團積極參與行業交流活動，在2023年我們參加亞洲Intermodal展覽。本集團展示其製造能力和多元化服務，深入交流行業發展趨勢。合作夥伴間實現資源共享和業務拓展，推動綠色可持續發展。勝獅集團持續參與行業活動，推動創新和可持續發展，擴大客戶網絡，促進國際貿易和供應鏈的互聯互通。



MATERIALITY ASSESSMENT

重要性評估

As there was no substantial change in our business for the financial year of 2023 as compared to the financial year of 2022 (1 January 2022–31 December 2023), the materiality assessment results in 2022 remain broadly applicable.

In 2022, 19 ESG topics relevant to our business were considered during the materiality analysis process. Over 450 internal and external stakeholders were involved in the questionnaire survey and the process to rank the importance of the ESG topics. According to the assessment results, all 19 topics fell within the threshold of 'high' and 'moderate' materiality level. Among them, "Quality Assurance", "Occupational Safety and Health Management" and "Compliance and Business Ethics" remained the top three material topics.

These assessment results will help us better prepare for future ESG-related risks and opportunities, and ensure that we are paying full attention to relevant topics as a going concern.

由於我們在2023財政年度的業務與2022年度相比並沒有發生重大變化(2022/1/1–2023/12/31)，因此2022年的重要性評估結果仍然大致適用。

在2022年度的重要性分析過程中，我們考慮了與我們業務相關的19個ESG範疇，並邀請了超過450位內部和外部持份者參與問卷調查，以對這些ESG範疇的重要性進行排序。根據評估結果，所有19個範疇均被評為「高度」及「中度」重要性。其中，「質量保證」、「職安健管理」和「合規與商業道德」是排名前三的重要範疇。

這些評估結果將有助於我們更好地應對未來的ESG相關風險和機遇，並確保我們在持續經營中充分重視相關的範疇。



THE CORNERSTONE OF SUSTAINABLE DEVELOPMENT

可持續發展基石

MATERIALITY ASSESSMENT PROCESS 重要性評估程序

1

IDENTIFICATION 識別

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

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

2

COLLECTING OPINIONS 收集意見

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

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

3

PRIORITISATION 優先排序

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

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

4

CONFIRMATION 確認

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

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

Materiality Matrix 重要性矩陣



對勝獅集團的重要性 Significance to Singamas

THE CORNERSTONE OF SUSTAINABLE DEVELOPMENT

可持續發展基石

High Priority 高度重要

Topic no. Topics 編號 議題

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

Moderate Priority 中度重要

Topic no. Topics 編號 議題

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

Topic no. Topics 編號 議題

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

SOUND GOVERNANCE AND LAWFUL OPERATIONS

健全治理 合規經營



Peace, Justice and Strong Institution

和平、正義與強大機構



Partnerships for the Goals

促進目標實現的夥伴關係

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

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

PERFORMANCE INDICATOR HIGHLIGHTS 焦點績效指標



0

CORRUPTION LAWSUITS

有關貪污訴訟案件



2,694

**OF EMPLOYEE COMPLETED IN-HOUSE
ANTI-CORRUPTION TRAINING IN 2023**

名員工於二零二三年完成內部防貪培訓

SOUND GOVERNANCE AND LAWFUL OPERATIONS

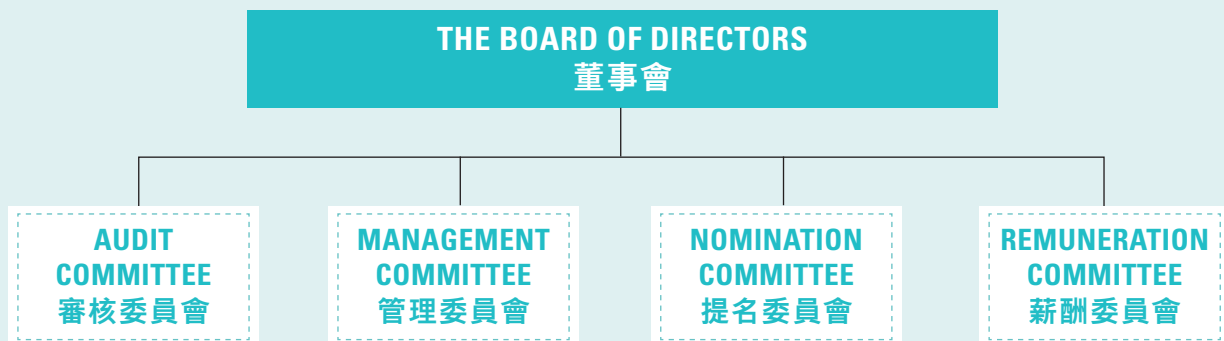
健全治理 合規經營

CORPORATE GOVERNANCE

公司治理

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

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



RISK MANAGEMENT

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

風險管理

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

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

COMPLIANCE AND BUSINESS ETHICS

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

合規與商業道德

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

SOUND GOVERNANCE AND LAWFUL OPERATIONS

健全治理 合規經營

Business Ethics and Governance

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

Whistle-blowing Mechanism

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

Training of Compliance

A culture of compliance is a critical component in our workplace culture. All directors and employees should familiarize and comply with the Code. The Group regularly organizes trainings for employees to strengthen ethical awareness and share the best measures to prevent corruption among employees. The Group also requires all business units to carry out compliance training for all employees at least once a year to enhance employees' awareness. During the year, the Group has conducted compliance trainings (including anticorruption) with 2,694 employees having participated in such trainings.

商業道德管治

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

舉報機制

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

合規培訓

合規文化是勝獅集團企業文化的重要組成部分。所有董事及僱員均有責任熟悉並遵守守則。本集團會定期為員工舉辦培訓以加強僱員的道德意識，分享預防貪污的最佳措施。本集團亦要求所有業務單位每年至少開展一次全員合規培訓，以提高員工意識。年內，本集團開展合規(含反貪腐)培訓，合共2,694人參與培訓。



2,694

Employees participated

名員工參與



GREEN INNOVATION TO PROTECT THE ENVIRONMENT

綠色創新 守護環境



Clean Water and Sanitation

清潔飲水和衛生設施



Responsible Consumption and Production

負責任消費和生產



Affordable Clean Energy

經濟適用的清潔能源



Climate Action

氣候行動

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

勝獅集團積極履行企業公民責任，不僅嚴格遵守法規，還不斷創新和推進有效的環保項目和措施，以改善營運時的環境表現。我們通過提高資源利用效率和採用創新方案，致力於改善價值鏈的環境績效，為可持續城市和社區的建設做出貢獻。

PERFORMANCE INDICATOR HIGHLIGHTS

焦點績效指標



100%

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

主要業務地點均獲取 **ISO 14001 環境管理體系認證**



Initiated a number of solar power projects, which are put into use in 2022. In 2023, the effective power generated from these projects is about

啟動多項光伏發電項目，於2022年正式投入使用，2023年由該等項目實際發電量約

2,198.71 MWh



The Group's Xiamen Pacific and Huizhou Singamas have passed ISO 50001 Energy Management System Certification

本集團的廈門太平及惠州勝獅均通過**ISO 50001 能源管理系統認證**

GREEN INNOVATION TO PROTECT THE ENVIRONMENT

綠色創新 守護環境

DIRECTIONAL TARGET ON ENVIRONMENTAL PROTECTION

環境保護的目標方向

Environmental Objectives 環境目標	Environmental Protection Facilities/ Environmental Protection Practices 環保設施／環保常規	Specific Environmental Performance Indicators 具體的環境效益指標
Reduction of Greenhouse Gas Emissions 減少溫室氣體排放	<ol style="list-style-type: none"> 1. Reduce the use of fossil fuels and increase the use of clean energy (natural gas) 減少化石燃料的使用，增加使用清潔能源(天然氣) 2. Phasing out fossil fuel vehicles and increasing electric vehicles 逐步淘汰燃油車輛、增加電動車輛 3. Install roof-distributed photovoltaic power generation system to reduce outsourced electricity 安裝屋頂分佈式光伏發電系統以降低外購電 	<ol style="list-style-type: none"> 1. Reduce greenhouse gas emissions (Scope 1) 減少範圍1溫室氣體排放量 2. Reduce greenhouse gas emissions (Scope 2) 減少範圍2溫室氣體排放量
Enhancing Efficiency of Energy and Resource 提升能源及資源使用效益	<ol style="list-style-type: none"> 1. Introduce automated mechanical equipment and electrical equipment 引進自動化的機械設備及電氣設備 	<ol style="list-style-type: none"> 1. Improve the production efficiency and stability, enhance the flexibility of the production processes, reduce energy and resource consumption per unit of finished products 改善生產效率和穩定性，以及加強生產流程的靈活性，降低單位產成品能源及資源耗用量
Reducing Air Emissions 減少廢氣排放	<ol style="list-style-type: none"> 1. Use suitable filtration equipment 採用合適的過濾設備 2. Use coating with as low VOC as the national law requires 使用符合國家低VOC含量的塗料 	<ol style="list-style-type: none"> 1. Enhance the effectiveness of treatment facilities for collecting and disposing of exhausted gas, improve the maintenance and repair of exhausted gas treatment facilities, and reduce exhausted gas emissions through end-of-pipe controls 提升廢氣處理設施的收集效率、處置效率，加強廢氣處理設施的運行維護，通過末端治理減少廢氣排放 2. Reduce the generation of volatile organic compounds from the source to reduce the impact of exhausted gas emissions on the environment during the production process 從源頭減少揮發性有機物的產生，以減少生產過程中廢氣排放對環境的影響

Environmental Objectives 環境目標	Environmental Protection Facilities/ Environmental Protection Practices 環保設施／環保常規	Specific Environmental Performance Indicators 具體的環境效益指標
Reduction of Waste 減少廢棄物	1. Use equipment or technology that can reduce waste 採用可減廢的設備或技術 2. Promote a paperless operation and a digitized record management 加強電子化的營運及檔案管理	1. Reduce hazardous and non-hazardous waste 減少有害及無害廢棄物 2. Reduce paper consumption 減少紙張的用量
Water Efficiency 用水效益	1. Through sewage treatment and recycling system to reuse treated wastewater that meets the standards 透過污水處理回收系統，重用處理達標後的廢水	1. Wastewater generated from production will be put to reuse after treatment to conserve fresh water 處理後的生產廢水，會進入循環系統，節省新鮮用水



GREEN INNOVATION TO PROTECT THE ENVIRONMENT

綠色創新 守護環境

TACKLING CLIMATE CHANGE

應對氣候變化

Enterprises around the world are all facing physical and transition risks caused by climate change. By conducting regular assessments of these potential risks, we can proactively prepare for any financial risks that may arise in the future, thereby mitigating any adverse effects on the Group's operations, financial position, operational performance, and reputation. According to the opinions of management, we have confirmed 3 climate-related risks that may significantly influence the business operations of the Group and its subsidiaries, as follows:

全球企業都在面臨氣候變遷所帶來的實質風險和轉型風險。通過定期評估這些潛在風險，我們可以為日後可能出現的財務風險提前部署，以避免對集團的運營、財務狀況、營運績效和聲譽產生負面影響。根據管理層的意見，我們確定了三個可能對本集團及其附屬公司業務運營產生重大影響的氣候變化風險，具體內容如下：

Type of Risks 風險類型	Description of the Risk 風險描述	Risk Response Measures 風險應對措施
Long-term Risk 長期性風險	<p>Long-term changes in climate patterns may lead to changes in rainfall, extreme weather fluctuations, rising average temperatures and sea level, which may increase the Group's risk management costs.</p> <p>氣候模式的長期變化可能導致降雨量變化、天氣極端波動、平均氣溫上升和海平面上升等影響，這可能增加本集團的風險管理成本。</p>	<p>The board of directors of Singamas established the ESG Working Group in 2021 to further improve the ESG governance structure. The Working Group systematically incorporates ESG management across all aspects of corporate operations and management. This approach enables proactive preparations for climate change risks and facilitates timely implementation of countermeasures to effectively reduce and minimize the Group's operating losses.</p> <p>勝獅集團董事會於2021年成立了ESG工作小組，進一步完善了ESG管治架構。該小組從企業經營管理的各個方面融入ESG管理工作，以提早洞悉氣候變化帶來的風險，並及時安排應對措施，從而減少和降低本集團的經營損失。</p>

Type of Risks 風險類型	Description of the Risk 風險描述	Risk Response Measures 風險應對措施
<p>Policies and Laws 政策及法律</p>	<p>Regulatory requirements related to climate change in operations, products and services are more stringent, that leading to an increase of operating costs including compliance costs and product development costs. 與營運、產品和服務相關的氣候變化監管規定不斷收緊，可能導致本集團的營運成本增加，包括合規成本和產品開發成本增加。</p>	<p>Singamas has implemented a range of energy-saving and emission-reduction initiatives throughout its factories. The Group commits to comply with laws and regulations while maintaining production capacity. We consistently endeavors to improve energy conservation and emission reduction practices, so as to reduce production cost and demonstrate our dedication to ongoing enhancements in these areas. Please refer to the section headed “Environmental Impact Management” of this Report for further details. 勝獅集團的各個工廠一直實施多項節能減排措施。本集團致力於符合法律法規、維持產能的同時，不斷提升節能減排水平，以降低營運成本並展示我們對這些領域持續改進的貢獻。詳情請參閱本報告「環境影響管理」的章節。</p>
<p>Market Risk 市場風險</p>	<p>The market and governments of various countries would choose green products as priority due to their increasing concerns about climate change as well as the increasing acceptability of renewable energy. 市場和各國政府對氣候變化的關注度日益提高，對可再生能源的接受程度也在增加，這可能導致市場更傾向於選擇綠色產品。</p>	<p>Singamas has all along been upholding the development concept of green environmental protection. The application scope of customized products is now covering medical, environmental protection, energy storage and other fields. In the face of intense market competition, the Group aims to achieve sustainable development and meet the demand for green products. Please refer to the section headed “Green Product” of this report for further details. 勝獅集團一直秉持綠色環保的發展理念，在定製化產品的應用範圍中已經涵蓋醫療、環保和儲能等領域。本集團期望在激烈的市場競爭中實現可持續發展，以滿足市場對綠色產品的需求。詳情請參閱本報告「綠色產品」的章節。</p>

GREEN INNOVATION TO PROTECT THE ENVIRONMENT

綠色創新 守護環境

GREEN OPERATIONS

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

Green Product

Singamas has demonstrated strong innovation and all-round services in the field of container for energy storage system, making positive contributions to meeting the needs of the global green energy-saving market. The following are our efforts in this regard:

Establishment of production line for energy storage container in Shanghai Baoshan

In 2021, we established a dedicated production line focusing on the energy storage sector, providing one-stop customization services from design, manufacturing, integration, electric measurement, logistics to on-site placement. This production line has successfully delivered more than 3GWh of customized energy storage container and the products sold to North America, Europe, Australia, Southeast Asia, etc. In addition, Shanghai Baoshan actively participated in a number of national large-scale new energy power generation projects with energy storage integration, including Xinjiang Ronghe Power Station (新疆榮和電站), Xinjiang Xinhua Shengshu Photovoltaic Energy Storage Power Station (新疆新華聖樹光伏電站儲能電站), Xizang Gangba County Large-scale Photovoltaic Energy Storage Power Station (西藏崗巴縣大型光伏儲能電站), etc.

綠色營運

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

綠色產品

勝獅集團在儲能箱領域展示了強大的創新力和全方位服務，為滿足全球綠色節能市場的需求做出了積極貢獻。以下是我們在這方面的努力：

於上海寶山拓展儲能箱生產線

我們於2021年開設了一條專注於儲能領域的生產線，提供從設計、製造、集成、電測、物流到現場就位的一站式定製服務。這條生產線已成功交付超過3GWh的儲能定製箱，並將產品銷往北美、歐洲、澳洲、東南亞等地。此外，上海寶山還積極參與多個國家級大型新能源發電側儲能項目，包括新疆榮和電站、新疆新華聖樹光伏電站儲能電站、西藏崗巴縣大型光伏儲能電站等。



Enhance Technology research and development capability in Huizhou Singamas

Huizhou Singamas closely follows the trend and is committed to the research and development of energy storage system technology. In order to meet the requirements of energy storage system for water-tightness, the factory has independently developed an industry-leading IPX5 Water Spray Tester (IPX5 試水實驗台), which improves the production process and quality control capabilities through a number of spray schemes such as spray points and spray time. The plant has successfully completed several orders for the energy storage system market in the United States, achieving positive outcomes.

於惠州勝獅加大技術研發能力

惠州勝獅緊跟時勢，致力於儲能箱技術的研發。為了滿足儲能箱對水密性的要求，工廠自製了領先行業的IPX5試水實驗台，通過多個噴淋點、噴淋時間等噴淋方案，提升了生產製程和質量管控能力。該工廠已完成多個銷往美國儲能箱市場的訂單，並取得了良好的業績。



Technical support and after-sales services

In order to provide all-round support, Singamas has a professional customer service team who are readily available to assist customers throughout the installation, usage, and maintenance processes. We cooperate with research institutions and partners in various regions to jointly promote the innovation and application of energy storage technology.

Singamas is firmly committed to creating shared value for people and the planet. We recognize the importance of sustainable practices and actively incorporate new technologies which are focused on energy conservation and environmental protection into our specialized containers. Our products are widely used in areas such as renewable energy, medical and environmental protection. We have cooperated with over 40 new energy enterprises and established a department dedicated to the research and development of renewable energy containers. Furthermore, we also developed containers for data network as well as infrastructure and equipment, and thus capitalize on the digitization trend.

技術支持和售後服務

為了提供全方位的支持，勝獅集團設有專業的客戶服務團隊，確保客戶在安裝、使用和維護過程中得到及時幫助。我們與各地的研究機構和合作夥伴合作，共同推動儲能技術的創新和應用。

勝獅集團堅定地致力於為人民及地球創造共同價值，我們意識到可持續實踐的重要性，並將節能和環保的新技術應用於特種集裝箱。我們的產品廣泛應用於可再生能源、醫療和環保等領域。我們已與超過40個新能源企業合作，並成立了專門研發可再生能源集裝箱的部門。此外，我們還開發了用於數據網絡和基礎設施設備的集裝箱，以把握數字化的趨勢。

GREEN INNOVATION TO PROTECT THE ENVIRONMENT

綠色創新 守護環境

Automation Technology

Singamas has been committed to promoting the application of automation technologies in the production field to achieve higher efficiency and better quality levels. To mitigate the risks associated with material and labor costs, we are continuously investing in automation and upgrading our existing equipment. This initiative not only improves production efficiency and stability, but also enhances manufacturing flexibility and reduces labor intensity. This series of improvement measures further optimized the use of resources, and also reduced air emissions.

For example, we have reduced the paint consumption per container by approximately 2kg after the introduction of automation technology for 40-foot containers, achieving resource saving. At the same time, the application of the welding robotic system reduces product defect rate by about 5%, further improving the stability of production quality. In addition, the introduction of Automatic Drilling Machine for floorboard ramps up production speed by approximately 10%.



Spraying Arm reduces 2kg of paint per 40-foot container
噴塗機械臂使每40尺集裝箱減少2kg油漆的用量

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

焊接機器人系統令產品不良率下降5%左右



自動化技術

勝獅集團一直致力於在生產領域推動自動化技術的應用，以達到更高的效率和更佳品質水平。為了降低與材料和勞工成本相關的風險，我們持續地投資於自動化，並對現有設備進行升級。這項舉措不僅改善了生產效率和穩定性，同時也提升生產靈活性，並減少了勞工勞動強度。這一系列改進措施進一步優化了資源利用，同時減少廢氣排放。

舉例如下，我們以40呎集裝箱為例，引入自動化技術後，每個集裝箱的油漆耗量減少約2公斤，從而實現了資源節約。同時，焊接機器人系統的應用使產品不良率下降了約5%，進一步提升了生產品質的穩定性。此外，木地板自動鑽孔機的導入使生產速度提高了約10%。



Automatic Drilling Machine for floorboard ramps up production by 10%

木地板自動鑽孔機提高了10%的生產速度

Singamas will continue to phase out traditional machinery and increase the application scale of automated devices in order to further optimize the production process and to reduce exhaust emissions. We firmly believe that these efforts will make our production more competitive and be able to provide high-quality products and services to our customers. In the future, we will continue to invest in automation technology to enhance production efficiency and environmental sustainability.

Green Procurement

Singamas has been working on green procurement to ensure that our supply chain meets the requirements of environmental protection and sustainable development. To this end, our factories implement different green procurement measures according to their actual conditions to ensure that the purchased products and materials meet relevant environmental protection standards.

The coatings purchased by our factories comply with the relevant standard requirements of the Technical Requirement for Low-volatile-organic-compound-content Coatings Product (《低揮發性有機化合物含量塗料產品技術要求》) (GB/T38597-2020). This ensures the coatings that we are using have low volatile organic compounds content of the coating we use, thereby reducing the impact on the environment.

勝獅集團持續淘汰傳統機械，並擴大自動化設備的應用範圍，以進一步優化生產流程，降低廢氣排放。我們堅信，這些努力將使我們的生產更具競爭力，並能夠提供高品質的產品和服務給客戶。未來，我們將持續投資於自動化技術，以提升生產效率和環境可持續性。

綠色採購

勝獅集團一直致力於綠色採購，以確保我們的供應鏈符合環境保護和可持續發展的要求。為此，我們各家工廠按其實際情況，各自實施不同的綠色採購措施，以確保所採購的產品和材料符合相關的環保標準。

我們各家工廠採購的塗料均符合《低揮發性有機化合物含量塗料產品技術要求》(GB/T38597-2020)的相關標準要求。這確保了我們使用的塗料為低揮發性有機化合物含量，從而減少對環境的影響。

GREEN INNOVATION TO PROTECT THE ENVIRONMENT

綠色創新 守護環境

The procurement department of Xiamen Pacific regularly conducts evaluations of suppliers and gives priority to selecting suppliers who have passed the evaluation. We are committed to establishing long-term relationships with suppliers that meet environmental and sustainability requirements to ensure that their products and operations comply with relevant regulations and standards of environmental protection.

In cooperation with key material suppliers, Huizhou Singamas has signed the Commitment on Prohibition of Using Conflict Minerals (《有關禁止使用衝突礦物的承諾書》) and Supplementary Agreement on Environmental Protection Control (《關於環保管控的補充協議》) with them. These agreements explicitly prohibit the use of conflict minerals and require suppliers to conduct environmental control during the production process.

Shanghai Pacific has signed the Supplier Environmental and Safety Agreement (《供方環境及安全協議》) with suppliers of container material and component, requiring them to comply with the requirements related to environmental and safety practices within the factory management system. While focusing on safety production, we are also committed to reducing environmental pollution to ensure that the operations of suppliers meet our environmental protection targets.

Singamas will continue to promote green procurement practices to ensure that our supply chain complies with the best practices in the environment and sustainability. We firmly believe that these efforts will make a positive contribution to the achievement of our green and sustainable development targets.

Green Deposit

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

廈門太平的採購部門定期對供應商進行評審，並優先選擇經過評審合格的供應商進行採購。我們致力於與符合環境和可持續性要求的供應商建立長期合作關係，確保他們的產品和業務遵守相關的環保法規和標準。

惠州勝獅與關鍵物料供應商合作，與他們簽署了《有關禁止使用衝突礦物的承諾書》和《關於環保管控的補充協議》。這些協議明確禁止使用衝突礦物，並要求供應商在生產過程中進行環境管控。

上海太平與集裝箱材料及配件供應商簽署了《供方環境及安全協議》，要求他們符合工廠管理體系範圍內有關環境和安全行為的要求。我們著眼於安全生產的同時，也致力於減少對環境的污染，以確保供應商的運營符合我們的環保目標。

勝獅集團將繼續推動綠色採購的實踐，以確保我們的供應鏈遵守環境和可持續性的最佳實踐。我們堅信，這些努力將為我們實現綠色和可持續發展目標做出積極貢獻。

綠色存款

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

ENVIRONMENTAL IMPACT MANAGEMENT

環境影響管理

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

Energy Saving and Carbon Reduction

Singamas is committed to making active efforts in energy conservation and carbon reduction to address the risks brought by climate change. We are well aware of the importance of protecting the environment to the long-term success of an enterprise. Therefore, we have incorporated climate change into the consideration of energy management and supported the transition to a low-carbon economy.

As part of the Group's green reform, we have installed distributed photovoltaic power generation panels and containers for energy storage system in Shanghai Pacific and Xiamen Pacific. These distributed photovoltaic power generation panels provide clean energy for our factories while reducing energy costs, creating a win-win situation in both environmental protection and economic benefits. The total area of the solar panels of the two factories is approximately 15,000 square meters, and the power generation capacity reached 2,198.71 MWh in 2023, accounting for approximately 5% of total electricity consumption of the Group. This is an important milestone in our use of renewable energy.

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

節能減碳

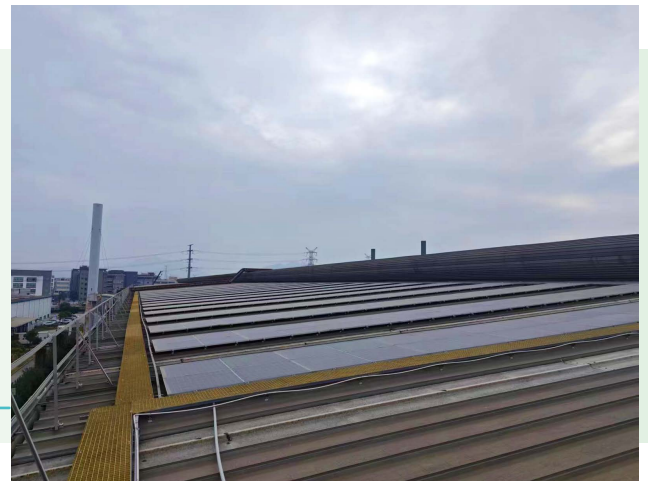
勝獅集團致力於在節能減碳方面做出積極的努力，以應對氣候變化所帶來的風險。我們深知保護環境對於企業長期成功的重要性，因此我們已將氣候變化納入能源管理的考慮因素，並支持低碳經濟轉型。

作為本集團的綠色改革一環，我們在上海太平和廈門太平安裝了分佈式光伏發電板和儲能箱。這些分佈式光伏發電板為我們的工廠提供了潔淨能源，同時降低了能源成本，創造了環保和經濟效益的雙贏局面。兩家工廠的太陽能板總面積約1萬5千平方米，在2023年的發電量達到約2,198.71兆瓦時，佔本集團的總用電量約5%。這是我們在可再生能源利用方面的重要里程碑。



The power generation capacity reached 2,198.71 MWh in 2023, accounting for approximately 5% of total electricity consumption of the Group.

兩家工廠的太陽能板發電量達到2,198.71兆瓦，佔本集團的總用電量約5%



GREEN INNOVATION TO PROTECT THE ENVIRONMENT

綠色創新 守護環境

In addition to solar energy generation, Singamas has also taken other important measures to reduce carbon emissions. Firstly, we strive to reduce the use of fossil fuels and shift to clean energy such as natural gas. Secondly, we gradually phased out fossil fuel vehicles and increased the use of electric vehicles to reduce the environmental impact of road transportation.



Singamas will continue to look for opportunities to increase the use of renewable energy, reduce energy consumption and reduce carbon emissions. We firmly believe that through these efforts, we can not only contribute to environmental protection, but also achieve sustainable development in our business operations. We will strive diligently to adhere to relevant local laws and regulations and strive to become an industry model, promoting the development of a low-carbon economy and making our contribution to creating a better future.

除了太陽能發電，勝獅集團還採取了其他重要措施來減少碳排放。首先，我們努力減少化石燃料的使用，轉向使用清潔能源，如天然氣。其次，我們逐步淘汰燃油車輛，增加電動車輛的使用，以減少道路交通對環境的負擔。



勝獅集團將繼續尋找機會使用更多可再生能源，減少能源消耗，降低碳排放。我們堅信通過這些努力，我們不僅能夠為環境保護作出貢獻，還能夠在企業運營中實現可持續的發展。我們將盡力堅守當地相關的法律法規，並努力成為行業的典範，推動低碳經濟的發展，為創造更美好的未來做出我們的貢獻。

The Group's greenhouse gas emissions are as follows:

本集團的溫室氣體排放量如下：



GREEN INNOVATION TO PROTECT THE ENVIRONMENT

綠色創新 守護環境

Water Resources Management

Water is one of our precious natural resources on earth, Singamas understands its importance and therefore has committed to the effective management of water resources and sewage treatment. In order to ensure that our factories strictly control wastewater discharge and strengthen the management of water resources, we comply with the Law of the People's Republic of China on the Prevention and Control of Water Pollution and other relevant laws and regulations. We conduct regular inspections of water supply pipelines in our facilities and carry out water conservation awareness campaigns.

Our factories hold the Drainage License and are equipped with sewage treatment equipment to meet the relevant discharge standards and reduce the discharge of pollutants. In addition, we take the Water Balance Assessment regularly in accordance with the requirement of regional water resources department for formulating the feasible water saving solution.

水資源管理

水是地球上珍貴的天然資源之一，勝獅集團深知其重要性，因此我們致力於水資源的有效管理和污水處理。為確保我們的工廠嚴格控制廢水排放並加強水資源管理，我們堅守《中華人民共和國水污染防治法》等相關法律法規。我們定期巡視工廠的供水管道，同時進行節約用水的宣傳活動。

我們的工廠均持有《排水許可證》，並在工廠設置了污水處理設備，以達到相關排放標準並減少污染物的排放。此外，根據地方水務局的要求，我們定期進行水平衡測試，以制定可行的節約用水方案。



In Huizhou Singamas, we have implemented advanced industrial sewage treatment systems, achieving zero discharge of industrial wastewater while promoting its recycling. Simultaneously, domestic sewage undergoes biological treatment, Membrane Bio-Reactor, and carbon filtration to meet the corresponding emission standards. We have developed a comparative analysis schedule of monthly water charges to evaluate the effectiveness of water saving.

Xiamen Pacific has implemented measures to recycle wastewater. With proper treatment, the wastewater has been reused for relevant purposes in our production line, thereby saving valuable water resources and minimizing the impact on the environment.

We strictly follow the requirements to separate rainwater and sewage to ensure that rainwater and sewage are collected and treated separately, which will relieve the burden on sewage system caused by rainwater, while ensuring appropriate treatment of sewage, thus preventing environmental pollution. We conduct regular inspections and monitoring of the water pipeline system, promptly repairing any damaged pipes to prevent any leaks or losses, thus minimizing water wastage and conservation.

在惠州勝獅，我們配備了先進的工業污水處理系統，實現了工業廢水零排放，並被循環利用。同時，生活污水經過生化處理、膜生物反應器和碳過濾處理後，也達到了相應的排放標準。我們制定了每月水費對比分析表，評估省水成效。

在廈門太平亦實行了循環使用廢水的措施，通過適當的處理，我們能夠將廢水再次用於生產線的相關用途，從而節約了寶貴的水資源，同時減少了對環境的影響。

我們嚴格按照要求進行雨污分流，確保雨水和污水得到分開收集和處理。這樣做的好處在於避免了雨水對污水系統的負擔，同時確保了污水得到適當的處理，不對環境造成污染。我們定期巡視和監測水管系統，及時修復損壞的管道，防止任何滲漏問題，從而減少水的浪費和保護水資源。



GREEN INNOVATION TO PROTECT THE ENVIRONMENT

綠色創新 守護環境

Waste Management

Singamas is always committed to strictly follow with relevant laws and regulations, including the National Catalogue of Hazardous Wastes, the Measures on the Management of Hazardous Waste Transfer, the Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Waste and the Administrative Measures for Municipal Domestic Waste, and other laws and regulations of the places where it operates. Each of our factories has developed waste disposal management guideline and implemented corresponding measures.

For non-hazardous waste, we perform waste sorting at our production site, placing them in designated bins. Subsequently, the waste is transferred to waste disposal sites for further classification. Finally, we will entrust qualified parties to safely transport the waste to the government-designated landfill for disposal. For hazardous waste (such as paint residue), we will entrust qualified parties to carry out incineration treatment. In addition, our hazardous waste storage facilities are equipped with measures to prevent rainwater infiltration, theft, and leakage, ensuring the secure storage of waste.

For hazardous waste, we are committed to strictly implementing storage and disposal measures in compliance with regulations. We assess the hazard level of waste according to the National Catalogue of Hazardous Wastes (2021 Version). In accordance with the latest Law of the People's Republic of China on the Prevention and Control of the Environmental Pollution of Solid Wastes, we collect and store hazardous waste, and transfer it to qualified third parties for processing to minimize the impact on the environment.

In addition, Singamas actively adopts new technologies and processes to reduce the generation of non-hazardous waste, increase recycling rates, and improve processing efficiency. Through relevant training programs, we enhance employee awareness of conserving resources, effectively reducing material waste. Moreover, we have entered into general solid waste treatment contracts with qualified party through public bidding, and execute in accordance with the requirements of the Solid Waste Pollution Law. We also regularly monitor the material utilization rates and analyze on the usage of various materials.

廢棄物管理

勝獅集團一直以嚴格遵守相關法律法規為原則，包括《國家危險廢物名錄》、《危險廢物轉移聯單管理辦法》、《中華人民共和國固體廢物污染環境防治法》和《城市生活垃圾管理辦法》，等所在運營地的法律法規。我們的各個工廠都制定了廢棄物處置的管理規範，並實施相應的措施。

對於無害廢棄物，我們在生產場所進行垃圾分類入桶，然後再轉移至垃圾場作進一步分類。最終，我們會委託有資質的單位將廢棄物安全運輸到政府指定的堆填區進行填埋處理。而危險廢物(如漆渣)則委託有資質的單位進行焚燒處理。此外，我們的危廢儲存場所都配備了防雨、防盜和防滲措施，以確保廢棄物的安全存放。

對於有害廢棄物，我們嚴格執行符合法規的存放和處置措施。根據《國家危險廢物名錄(2021年版)》，我們對廢棄物的危害程度進行評估。根據最新的《中華人民共和國固體廢物污染環境防治法》，我們根據規定收集、儲存有害廢棄物，並委託具有相應資質的第三方進行處理，以減少對環境的影響。

此外，勝獅集團積極採用新工藝和技術，減少無害廢棄物的產生量，提高回收利用率和處理效率。通過開展相關培訓，我們加強了員工節約原材料的意識，有效減少了物料的浪費。同時，我們通過公開招標與具有相應資質的單位簽訂了一般固廢處置合同，並按照固廢法的要求對相關處置情況進行跟蹤。我們還定期統計原材料利用率，對各類物料的使用進行統計分析。

Exhaust Gas Management

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

Packaging Materials

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

廢氣管理

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

包裝物料

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

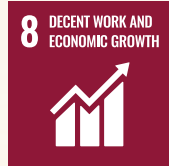


RESPECT FOR TALENTS, SHARING SUCCESS

尊重人才 共享成功



Gender Equality
性別平等



**Decent Work and
Economic Growth**
體面工作和經濟增長



Good Health and Well-being
良好健康與福祉

Upholding on the principle of people-oriented, Singamas attaches great importance to human capital management. We are committed to recruiting and cultivating and capitalizing on the strength of outstanding talents. Through competitive benefits and a safe and healthy working environment, we support our staff to thrive as an efficient team and deliver outstanding products and services to our customers. With team collaboration and open communication as core values, we encourage sharing and collaboration to enhance job satisfaction. Singamas' talent management policies help to promote employee growth and shape a successful corporate culture.

勝獅集團以人為本，重視人力資本管理。我們致力於招聘、培養優秀人才，並善用他們的所長。透過具競爭力的福利和安全健康的工作環境，我們協助員工成為高效團隊，提供優質產品和服務。團隊合作和開放溝通是我們的核心理念，鼓勵共享和合作，提升工作滿意度。勝獅集團的人材管理政策促進員工成長，塑造成功企業文化。

PERFORMANCE INDICATOR HIGHLIGHTS 焦點績效指標



0%

WORK-RELATED MORTALITY
因工死亡率



30,537.50

TRAINING HOURS IN TOTAL
總培訓時數(小時)



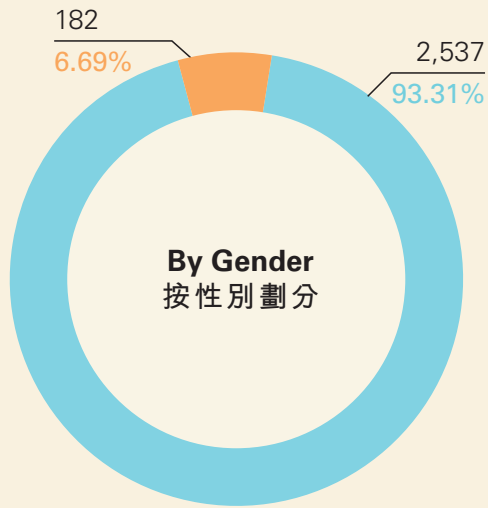
100%

**PASS RATE OF ISO 45001
OCCUPATIONAL HEALTH
AND SAFETY MANAGEMENT
SYSTEMS CERTIFICATION
FOR ALL FACTORIES OF THE
GROUP**

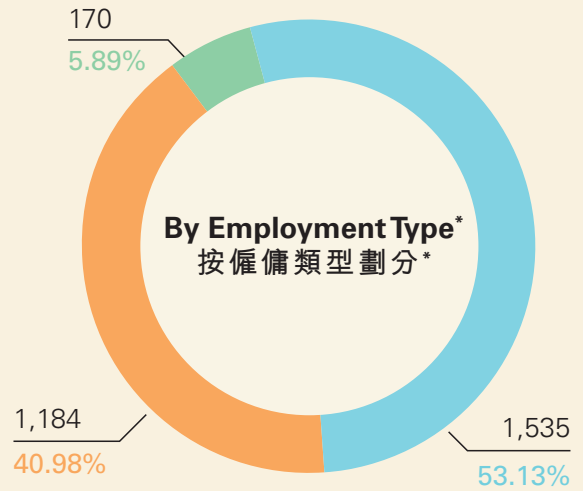
本集團的所有工廠均通過
ISO 45001職業安全衛生管
理系統認證

OUR TEAM

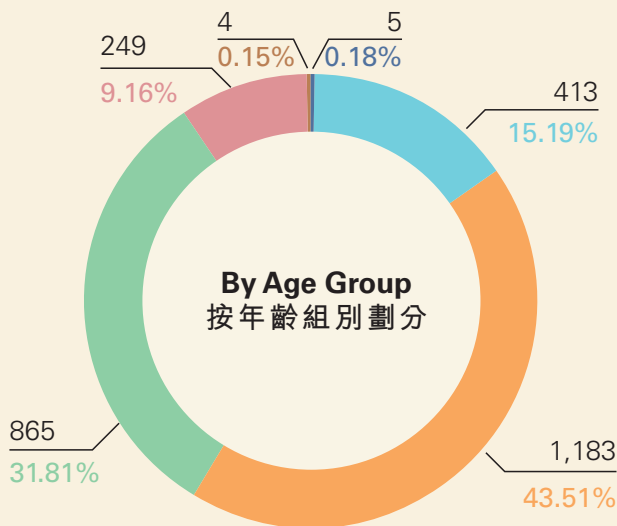
我們的團隊



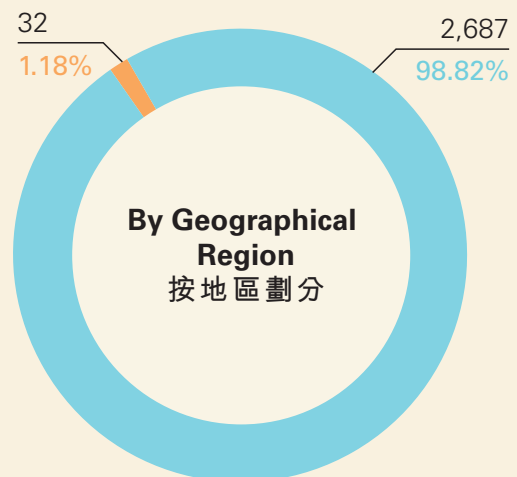
● Male 男性 ● Female 女性



● Full-time 全職 ● Others 其他 ● Outsourced Employees 外包工人數



● ≤20 20歲或以下 ● 21-30 21至30歲 ● 31-40 31至40歲
● 41-50 41至50歲 ● 51-60 51至60歲 ● 60≥ 60歲或以上



● Mainland China 中國大陸 ● Hong Kong SAR 香港特別行政區

Notes:

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

附註：

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

RESPECT FOR TALENTS, SHARING SUCCESS

尊重人才 共享成功

DIVERSITY INCLUSION

Singamas adheres to the core value of diversity inclusion and integrates it into all aspects of corporate culture. We firmly believe that in an environment characterized by diversity, inclusivity, and equality, we can unleash the full potential and creativity of each stakeholder involved.

The Group strictly complies with the Labor Law of the People's Republic of China, Labor Contract Law of the People's Republic of China, Law of the People's Republic of China on Employment Promotion, Special Rules on the Labor Protection of Female Employees, Trade Union Law of the People's Republic of China, Minors Protection Law of the People's Republic of China, the Employment Ordinance of Hong Kong and other laws and regulations and corresponding practices. We ensure that all employees are entitled to wages, benefits and working conditions that meet the requirements of the law, and prohibit any form of discrimination and unfair treatment.

In our recruitment and promotion processes, we adopt the principle of "fit for purpose" and assess the suitability of employees based on their performance, experience, abilities and potentials. We encourage diverse talents to join our team and provide equal opportunities and platforms for them to achieve their career goals.

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

多元共融

勝獅集團堅持以多元共融為核心價值，將其融入企業文化的各個層面。我們深信，在一個充滿多元性、包容性和平等的環境中，才能激發出每位持份者的最大潛力和創造力。

本集團從嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國就業促進法》、《女職工勞動保護特別規定》、《中華人民共和國工會法》、《中華人民共和國未成年人保護法》及香港《僱傭條例》等法律法規及相應的慣例。我們確保所有員工都能享受到符合法例規定的工資、福利和工作條件，並且禁止任何形式的歧視和不公平對待。

在我們的招聘和晉升流程中，我們以「適才適用」為原則，根據員工的工作表現、經驗、能力和潛力來評估他們的適宜程度。我們鼓勵多元化的人才加入我們的團隊，並提供平等的機會和平台，讓每個人都能實現自己的職業目標。

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

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

We attach importance to the physical and mental health and well-being of our employees. We regularly organize outdoor activities, occupational safety training and mental health support to ensure that every employee can develop and grow in a safe and quality workplace. We are also committed to creating family-friendly culture, supporting employees to achieve a balance between work and family through flexible work arrangements and welfare measures.

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

我們重視員工的身心健康和福祉。我們定期舉辦戶外活動、職業安全培訓和心理健康支持，以確保每位員工都能在安全和良好的工作環境中發展和成長。我們也致力於建立家庭友善的工作文化，通過彈性工作安排和福利措施，支持員工在工作和家庭之間取得平衡。



3.8 HAPPY WOMEN'S DAY

Female employees participated in the activities organized by our factories on the International Women's Day on 8 March, gathering at a cultural experience site to celebrate the festival. We took this event to extend holiday blessings to female employees, which demonstrates our care and support for female employees, promotes communication and friendship among them, as well as shows Singamas' s emphasis and respect for female employees.

3.8 女神節

女性員工們在3月8日的女神節參加了由工廠組織的活動，聚集在文化體驗場地共度一個愉快的盛會。通過這次活動向女性員工們致以節日祝福，展現了對她們的關愛和支持。以此活動促進女職工間的交流與友誼，同時展現了勝獅集團對女性員工的重視和尊重。

RESPECT FOR TALENTS, SHARING SUCCESS

尊重人才 共享成功



1ST MAY MODEL WORKER

Singamas has always valued and supported workers. Our factory organized a voting activity for the selection of "1st May Model Worker" in the production department. Singamas acknowledges and appreciates to nominated excellent candidates who have shown diligence, innovation and dedication in their work, and encouraged them to continue spread positive energy in their positions and motivate colleagues, so as to fostering a positive and uplifting work environment.

五一勞動模範

勝獅集團一直重視和支持員工。我們的工廠舉辦了生產部「五一勞模」評選投票活動。獲提名的候選人在工作中展現了勤奮、創新和奉獻的精神。勝獅集團給予候選人充分肯定，鼓勵他們在崗位上傳承正能量，激勵同事，營造積極向上的工作環境。



CARE AND ENCOURAGEMENT

The trade union of Huizhou Singamas organized department heads to visit the staff at front-line production line to convey the Company's and the trade union's care and sympathy to the staff. We aim to create an environment where staff members feel the warmth of the Company like a family, while enhancing inter-departmental exchange and cooperation. We realised that employees are the key to the success of the Company. We encouraged employees to actively participate in the Company's policy reform to build a better team. Department heads communicated with front-line teams in a cordial manner and demonstrated the care and warmth of the Trade Union of Singamas to employees, enhanced the cohesion of employees, and brought a better prospect to the Group's future.

關愛鼓勵

惠州勝獅工會組織部門主管前往一線車間慰問員工，傳遞公司和工會對員工的關心和慰問。期望在增強部門間交流合作的同時，讓員工感受到公司如家人般的溫暖。我們知道員工是公司成功的關鍵，鼓勵員工積極參與公司政策改革，打造更優秀的團隊。各部門主管與一線班組進行親切交流，表達對員工的關愛和溫暖，提升了員工的凝聚力，為本集團的未來帶來更美好的展望。

CULTIVATE TALENTS

培育人才

As an excellent enterprise, Singamas is well aware of the importance of talent cultivation to organizational development. We firmly believe that only by having a team of professional elites, we can continue to grow and succeed in the highly competitive market. Therefore, Singamas proactively fosters internal atmosphere of learning, promotes the organizational transformation and upgrading, and takes advantage of new technologies, new equipment and new management concepts.

勝獅集團作為一家優秀的企業，深知人材培育對於組織發展的重要性。我們堅信，只有擁有一支專業精英的團隊，才能在競爭激烈的市場中持續成長並取得成功。為此，勝獅集團積極營造內部學習氛圍，推動公司的轉型升級，並持續提升新技術、新設備和新管理理念的學習與傳承。

Talent Cultivation Policies and Initiatives of Singamas

勝獅集團的人材培育政策和措施

FOSTER INTERNAL ATMOSPHERE OF LEARNING

建立內部學習氛圍

Singamas proactively fosters internal atmosphere of learning, promotes the organizational transformation and upgrading, and takes advantage of new technologies, new equipment and new management concepts.

勝獅集團積極營造良好的內部學習氛圍，推動公司的轉型升級，並持續提升新技術、新設備和新管理理念的學習與傳承。

TRAINING NEEDS ASSESSMENT

培訓需求評估

The human resources department reviews the training needs of employees, evaluates the content and results of training courses, and formulates training plans each year that help to improve employees' knowledge and skills as well as meeting business needs.

人力資源部門每年檢討員工的培訓需求，評估培訓課程的內容和成果，制定符合業務需要並有助於提高員工知識和技能的培訓計劃。

INDUCTION TRAINING

入職培訓

Induction training for new employees covers corporate information, management policies, systems and standards of Singamas, enabling them to quickly integrate into the team and understand the core values of the Group.

新員工入職培訓涵蓋勝獅集團的企業信息、管理政策、系統和標準，使他們快速融入團隊並了解集團的核心價值觀。

PROFESSIONAL SKILLS TRAINING

專業技能培訓

We implement the Mentor Program and cross-functional comprehensive training, and provide job-related professional skills training, including safety training, integrity training and environmental protection training, to improve employees' ability to cope with different challenges.

實施導師計劃和跨職能綜合培訓，提供與工作相關的專業技能培訓，包括安全培訓、廉潔培訓和環保培訓等，以提高員工應對不同挑戰的能力。

EXTERNAL PROFESSIONAL QUALIFICATION TRAINING

外部專業資格培訓

Encourage employees to participate in professional qualification training, provide financial assistance schemes to support them to participate in external professional technical and operational skills training and obtain recognized qualification certificates.

鼓勵員工參與專業資格培訓，提供資助計劃以支持他們參加外部的專業技術和操作技能培訓，並取得認可的資格證書。

SELF-DIRECTED LEARNING AND AFTER-WORK STUDY

自主學習和工餘進修

We encourage employees to engage in self-directed learning in spare time and provide opportunities for enrolling in continuing education in spare time flexibly, so that they can continuously enrich their professional knowledge and skills.

鼓勵員工在工餘時間進行自主學習，彈性提供工餘進修機會，使他們能夠不斷豐富專業知識和技能。

RESPECT FOR TALENTS, SHARING SUCCESS

尊重人才 共享成功

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

本集團按不同類別劃分的僱員培訓比率及平均時數如下：

The Percentage of Total Employees Trained by different categories

按不同類別劃分的受訓員工百分比

By Gender

按性別劃分

Male	%	96.94
男性		
Female	%	3.06
女性		

By Employee Category

按僱員類別劃分

Director	%	0.05
董事		
Executive and above	%	0.11
總助及以上		
Managerial	%	0.48
經理／副經理		
Clerical	%	7.34
科長／副科長		
General Staff	%	92.02
一般員工		

The Average Training Hours Completed per Employee by different categories

按不同類別劃分每名僱員的平均受訓時數

By Gender

按性別劃分

Male	hour	11.77
男性	小時	
Female	hour	3.71
女性	小時	

By Employee Category

按僱員類別劃分

Director	hour	13.34
董事	小時	
Executive and above	hour	2.04
總助及以上	小時	
Managerial	hour	3.02
經理／副經理	小時	
Clerical	hour	5.24
科長／副科長	小時	
General Staff	hour	12.44
一般員工	小時	



The factories organize communication groups from time to time to share successful experiences in business development. This series of exchange activities not only promoted the sharing of knowledge, but also stimulated innovation and improvement, injecting a steady stream of impetus into the development of the Group.

各工廠不時組織交流小組，分享業務發展的成功經驗。這一系列的交流活動不僅促進了知識的共享，還激發了創新和進步，為本集團的發展注入了源源不斷的動力。



RESPECT FOR TALENTS, SHARING SUCCESS

尊重人才 共享成功

The factories organize different skills competitions from time to time, such as paint spraying skill contest, welding skill contest and forklift skill contest. The contests encouraged employees to learn and grow, highlighting the competitive learning atmosphere. Singamas will continue to organize similar activities to improve the professional quality of employees.

各工廠不時自行舉辦不同的技能比賽，例如：油漆工噴塗技能比賽、焊接技能比賽和叉車技能比賽等。該等比賽激勵員工學習和成長，彰顯競技學習氛圍。勝獅集團將持續舉辦類似活動，提升員工專業素質。



OCCUPATIONAL SAFETY AND HEALTH MANAGEMENT

職安健管理

Singamas regards occupational safety and health management as the core of corporate responsibility, and we are committed to providing a safe and healthy working environment for our employees. By complying with relevant regulations, establishing dedicated departments, strengthening communication and training and other measures, we continuously improve the level of occupational safety and health management to ensure the well-being of employees and the sustainable development of the organization. Singamas will continue its efforts to protect the safety and health of the employees and set an example in the industry. The Group complies with the relevant laws and regulations of the jurisdictions where it operates, such as the Prevention and Treatment of Occupational Diseases Law of the People's Republic of China and the Hong Kong Occupational Safety and Health Ordinance.

勝獅集團將職業安全與健康管理視為企業責任的核心，我們致力為員工提供安全健康的工作環境。通過遵守相關法規、成立專門部門、加強溝通和培訓等措施，我們不斷提升職業安全與健康管理的水平，確保員工的福祉和組織的可持續發展。勝獅集團將繼續努力，以保護員工的安全和健康及樹立行業榜樣。本集團恪守營運所在地的司法管轄區的相關法規，如《中華人民共和國職業病防治法》及《香港職業安全及健康條例》。



RESPECT FOR TALENTS, SHARING SUCCESS

尊重人才 共享成功



Occupational Safety and Health Management 職業安全與健康管理

- Attaching importance to the well-being of employees: Singamas regards the health and safety of employees as an important part of organizational operations and provides a good working environment for employees.
重視員工福祉：勝獅集團將員工的健康與安全視為組織運營的重要組成部分，並為員工提供良好的工作環境。
- Compliance with regulatory requirements: The Group complies with the relevant laws and regulations of the jurisdictions where it operates, such as the Prevention and Treatment of Occupational Diseases Law of the People's Republic of China and the Hong Kong Occupational Safety and Health Ordinance, to ensure business compliance.
遵守法規要求：本集團遵守所在地司法管轄區的相關法規，如中華人民共和國職業病防治法和香港職業安全及健康條例，確保業務合規運作。
- The Occupational Safety, Health and Environment Department: We have established a dedicated Occupational Safety, Health and Environment Department (the "OSHE Department") to monitor and implement the occupational risk management plan, assess and analyse potential risks in the workplace.
職業健康安全環境部門：成立專門的職業健康安全環境部(安環部)，負責監察和執行職業風險管理計劃，評估和分析工作場所的潛在風險。
- Employee engagement and communication: We encourage employees to actively participate in occupational safety and health-related activities, hold regular safety meetings, and provide various communication channels to promote the improvement of employee awareness and vigilance.
員工參與與溝通：鼓勵員工積極參與職業安全與健康相關活動，定期舉行安全會議，提供多種溝通渠道，以促進員工意識和提高其警覺性。
- Establishment of safety culture: we attach importance to the cultivation of safety culture, reinforce the supervision and management of safety risks and employee wellness through the structured management system, thereby promoting the implementation and objectives of various occupational health and safety plans.
安全文化建立：重視安全文化的培養，通過有組織的管理加強對安全風險和員工健康的監督和管理，推動職業健康與安全計劃的實施和目標。
- Third-party audits: we appoint the third-party testing, inspection and certification organization to carry out regular audits to ensure that occupational safety and health management meets the highest standards, and continuously improve and enhance the management system.
第三方審核：委託第三方檢測認證機構進行定期審核，確保職業安全與健康管理符合最高標準，並持續改進和提升管理體系。



Singamas always puts the safety and health of employees in the first place. We regularly hold safety trainings to remind employees to maintain a high level of safety awareness and strictly implement various safety measures to ensure a safe and excellent working environment.

勝獅集團一直把員工的生命安全和健康放在首位。我們定期舉辦安全培訓，提醒了員工們要時刻保持對安全的高度警覺，嚴格執行各項安全措施，確保安全和優良的工作環境。

QUALITY FIRST, SAFETY ASSURANCE

品質至上 安全保證



Industry, Innovation and Infrastructure

產業、創新和基礎設施



Responsible Consumption and Production

負責任消費和生產

Singamas deeply believes that we shall provide products and services fairly and responsibly and expand our business based on the principles of regulatory compliance, people-oriented mindset, ethics and business integrity, and environmental protection. We are committed to building a reliable supply chain that brings positive influence to the society and ensures that our business achieves long-term sustainability while maintaining a competitive edge.

勝獅集團深信以公平和負責的態度提供產品和服務，同時秉持符合法規、以人為本、道德與商業操守以及環境保護的原則來拓展業務。我們致力於建立可靠的供應鏈，為社會帶來積極的影響力，同時確保我們的業務在維持競爭優勢的同時，實現長期可持續發展。

PERFORMANCE INDICATOR HIGHLIGHTS

焦點績效指標



Achieved the target of
實現了產品

0

RECALL OF OUR PRODUCT
召回目標



All factories of the group have passed ISO 9001 Quality Management System certification

本集團的所有工廠均通過ISO 9001品質管理系統認證



There was 1 complaint only during the year, and it has been dealt with. No product has to be recalled due to quality issues

年內只有1宗投訴，並已處理，當中未有因品質問題而須回收產品

QUALITY FIRST, SAFETY ASSURANCE

品質至上 安全保證

QUALITY ASSURANCE

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

The six pillars of our quality management system

"top quality"; "safe production"; "customer orientation"; "energy conservation"; "corporate harmony"; "sustainability"

PRODUCT RESPONSIBILITY

Singamas is well aware of our responsibility to protect the interests of stakeholders by producing high quality and safe products, and for such purpose, all of our factories in the Mainland implement ISO9001:2015 quality management system to monitor product quality. We strictly perform quality inspection management procedures, including the control of raw materials, the entire production process and finished products, to ensure that the quality of products meets the highest standards.

During the reporting period, no products sold or delivered were recalled due to safety or health reasons. This is the result of our ongoing efforts to provide safe and reliable products and ensure customer satisfaction.

品質保證

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

我們的品質管理體系的六大支柱

「品質第一」、「安全生產」、「客戶至上」、「節能環保」、「企業和諧」、「可持續發展」

產品責任

勝獅集團深知我們有責任通過生產高質量和安全的產品來維護持份者的利益。為此，我們在國內所有工廠中實行了ISO9001：2015品質管理系統，以監管產品的品質。我們嚴格執行質量檢驗管理程序，包括對原材料、生產全過程和成品的管控，以確保產品的品質符合最高標準。

在報告期內，沒有因安全或健康理由而須回收已出售或已交付的產品。這是我們持續努力的結果，旨在提供安全可靠的產品，並確保客戶的滿意度。



Our Basic Quality Control Process

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

我們基本的品質管控流程

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



QUALITY FIRST, SAFETY ASSURANCE

品質至上 安全保證

We are committed to ensuring that all employees possess the necessary expertise and skills, and therefore regularly hold training activities for the staff of the Quality Inspection Department. Every inspector is required to be well-trained before he/she is qualified and allowed to work on site. They conduct inspection and assessment according to industry standards and customers' requirements. In order to ensure the product specifications are consistent with customers' requirements, we would conduct compliance audits before each delivery.

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

我們致力確保所有員工擁有所需的專業知識和技能，因此定期為質檢部門的員工舉辦培訓活動。我們要求每位檢查人員通過嚴格的培訓課程後方可上崗，他們依據行業標準和客戶要求進行檢驗和評估。為確保產品符合客戶要求的規格，我們在每次出貨前都進行合規稽查。

為了確保產品質量，我們在本集團管理中心的監督下，不時對供應商的产品進行質量檢測。這樣做可以確保產品的品質。若果同一供應商出現三次相同的質量問題，我們將取消其供應受影響產品的資格。此外，針對品質風險較高的原材料，我們定期舉辦供應商交流會議，旨在加強供應商管理，提高供應商的產品質量和服務意識。



The “Quality Assurance Pledge Meeting” held by Huizhou Singamas on 30 March 2023 demonstrated the Company’s commitment to quality. Detailed quality control requirements were presented at the meeting, emphasizing the importance of employee training, and strengthened quality management and awareness. Singamas will continue to improve quality to meet customer needs.

惠州勝獅於2023年3月30日召開的「品質保證誓師大會」展示了公司對品質的真誠承諾。會上提出詳細的品質管控要求，強調員工培訓的重要性，加強品質管理和意識。勝獅將持續提升品質，滿足客戶需求。



INTELLECTUAL PROPERTY RIGHTS PROTECTION

Singamas attaches great importance to patent application, which is regarded as the key to the establishment of intellectual property rights. Under the guidance of the Group’s patent team, each factory actively contributes to the Company’s innovation development. We provide staff trainings on intellectual property rights to cultivate the awareness of innovation, integrity and intellectual property rights protection. The Legal Department of the Group will pay close attention to the latest regulatory requirements to ensure the protection of the Group’s technological innovation and technology development.



知識產權保護

勝獅集團重視專利申請，視其為推進知識產權建設的關鍵。在本集團專利團隊的指導下，各工廠積極助力公司創新發展。我們為員工提供知識產權培訓，培養創新、誠信和保護知識產權的意識。本集團法律事務部密切關注最新的法規要求，確保保護本集團的創新科技和技術開發。



QUALITY FIRST, SAFETY ASSURANCE

品質至上 安全保證

INFORMATION SECURITY AND PERSONAL DATA PROTECTION

Singamas is dedicated to ensuring that intellectual property information related to product development and manufacturing provided by customers, including data, design and materials, are properly stored and maintained. We have a Patent Management System, which clearly stipulates that relevant staffs have the obligation to keep patents information confidential. In addition, confidentiality clauses are included in the labor contracts of specific level of employees of the factory to protect the interests of the Group.

We have formulated the "Privacy Policy" in place to collect and process the personal data of customers, employees and factory partners in a legal and fair manner to protect the security and confidentiality of personal data, and ensure that personal data will not be subject to unauthorized or accidental access, processing, deletion, loss or use, etc. The Group will continue to monitor and regularly review the implementation of existing policies and measures, such as firewalls, data leakage protection, anti-virus software and mail gateway protection to ensure that the measures are effective.

The Information Technology Department of Singamas will regularly update the internal operating system in order to fix the loopholes and avoid attacks from external networks. We are committed to protecting intellectual property rights and the security of personal data to ensure the confidentiality and integrity of data.



信息安全及個人資料保護

勝獅集團致力於確保客戶提供的涉及產品開發和製造的知識產權數據，包括數據、設計和物料等，得到適當的儲存和維護。我們建立了「專利管理制度」，明確規定相關人員對專利擁有保密的義務。此外，工廠特定級別的僱員在勞動合同中附帶保密協議，以保護本集團的利益。

為保障個人資料的安全和保密，我們制定了《保密政策》，規範以合法且公平地收集、處理客戶、員工和合作廠商的個人資料。我們確保個人資料不會未經授權或意外地被查閱、處理、刪除、丟失或使用。本集團持續監察和定期檢討現有政策和措施的實施情況，例如通過防火牆、資料外洩防護、防毒軟件和郵件閘道防護等措施，確保其有效性。

勝獅集團的資訊科技部定期更新內部作業系統，修補漏洞，以防止外部網路攻擊。我們致力於保護知識產權和個人資料的安全，確保資料的機密性和完整性。



SUSTAINABLE SUPPLY CHAIN MANAGEMENT

可持續供應鏈管理

Singamas values long-term relationships with suppliers in sustainable supply chain management and assesses their overall performance. We select suppliers based on a number of criteria, give preference to companies that holding relevant certifications and certificates, conduct regular assessments on the supplier's undertaking and practice in environmental protection and issue warnings and rectification requirements for suppliers who fail to meet the standards. Meanwhile, we convey sustainable development concepts through various forms of meetings and learning activities. These efforts will contribute to the achievement of Singamas's sustainability goals.

Select suppliers:

When selecting suppliers, Singamas takes into account criteria such as company background, product or service quality, price, service process performance and corporate social responsibility. We focus on suppliers' undertaking to environmental protection and give preference to companies that holding relevant ISO certification and other quality certificates.

Regular assessments:

Singamas conducts regular assessments of qualified suppliers to evaluate their undertaking and practice in environmental protection, including checking the suppliers' environmental equipment and measures, to ensure the suppliers on the qualified list are consistently performing at a satisfactory level. For suppliers who fail to meet the standards of assessments, Singamas will issue warnings and require the suppliers to take rectification action within a certain period of time. Repeated failure to meet the standards within a year will lead to the disqualification of the supplier, it ensures the sustainability of the supply chain.

Supplier's meetings and experience sharings:

Singamas shares its sustainable development concepts and experiences with suppliers through supplier conferences, supplier visits, and site visits, etc. We learn advanced experiences and the latest technologies from the Mainland and abroad proactively to promote the sustainable development of the supply chain.

勝獅集團在可持續供應鏈管理方面重視與供應商的長期合作關係，並對其綜合表現進行評估。我們以多項準則選擇供應商，並優先考慮持有相關認證和證書的公司。定期考核供應商對環境保護的承諾和實踐情況，並對不達標的供應商提出警告和整改要求。同時，我們透過不同形式的會議和學習活動，傳遞可持續發展理念。這些努力將有助於實現勝獅集團的可持續發展目標。

供應商選擇：

勝獅集團在選擇供應商時，考慮公司背景、產品或服務質量、價格、服務過程表現以及企業社會責任等準則。我們重視供應商的環境保護承諾，並優先選擇持有相關ISO認證和其他質量證書的公司。

定期考核：

勝獅集團定期對合格供應商進行考核，評估他們在環境保護方面的承諾和實踐情況。這包括檢視供應商的環保設備和措施等。我們確保批准名單上的供應商能夠持續表現良好。對於考核不達標的供應商，勝獅集團會發出警告並要求其限期內進行整改。如果供應商在年度考核中多次未能達標，我們將取消其供應商資格，以確保供應鏈的可持續性。

供應商會議和經驗分享：

勝獅集團通過供應商大會、供應商走訪、實地考察等形式，與供應商進行交流和分享可持續發展理念和經驗。我們積極學習國內外先進經驗和最新技術，以促進供應鏈的可持續發展。

QUALITY FIRST, SAFETY ASSURANCE

品質至上 安全保證

GEOGRAPHICAL DISTRIBUTION OF SUPPLIERS

The Group engages 1,182 raw material suppliers in total, all of which were from Mainland China. All newly engaged suppliers and the suppliers currently working with us satisfied our supplier practices.

供應商地理分佈

本集團所聘用的原材料供應商共有1,182家，全部均來自中國內地。當中所有新加入及現正合作供應商均通過我們所制定的供應商慣例。

Region 地區	No. of Suppliers 供應商數目
China 中國內地	1,182

GIVE-BACK TO THE SOCIETY, SHARING HARMONY

回饋社會 共享和諧



No Poverty
無貧窮



Good Health and Well-being
良好健康與福祉



Sustainable Cities and Community
可持續城市和社區

Singamas spares no effort in social responsibility and community engagement, actively participates in social welfare undertakings, gives back to the industries it serves, and makes contributions to the communities. We adhere to the principles of corporate ethics and transparency and continuously improve our social responsibility practice.

勝獅集團在社會責任和社區參與方面不遺餘力。我們積極參與社會公益事業，回饋所服務的產業，並為社區做出貢獻。我們堅守企業倫理和透明度原則，持續改進我們的社會責任實踐。

KEY PERFORMANCE INDICATOR 焦點績效指標



- Huizhou Singamas donated RMB10,000 to Huiyang District Charity Federation of Huizhou City (惠州市惠陽區慈善總會) for "6.30 Guangdong Poverty Alleviation Day"
- Huizhou Singamas donated RMB20,000 to Huiyang District Charity Federation of Huizhou City for the purpose of providing Yonghu Town educational scholarship
- 惠州勝獅向惠州市惠陽區慈善總會「6.30廣東扶貧濟困日」活動捐贈人民幣1萬元
- 惠州勝獅向惠州市惠陽區慈善總會捐贈永湖鎮獎學金人民幣2萬元

GIVE-BACK TO THE SOCIETY, SHARING HARMONY

回饋社會 共享和諧

GIVE-BACK TO THE SOCIETY

In a highly competitive modern business environment, Singamas not only pays attention to corporate development, but also integrates social responsibility into its core values. We are committed to giving back to the community and making a positive impact on the society, given that no act of kindness, no matter how small, is ever wasted.

GIVE-BACK TO THE SOCIETY, IMPROVE LIFE:

Singamas is convinced that the success of an enterprise is closely linked to the prosperity of the community. Guided by this belief, the Group is committed to improving the living environment of community residents through various community investment activities.

Huizhou Singamas also regularly donated funds to Huiyang District Charity Federation of Huizhou City (惠州市惠陽區慈善總會) to support local charity projects. At the same time, they also donated Yonghu Town Scholarship to help promising students continue their education and pursue their personal dreams. Apart from changing the lives of the beneficiaries, these good deeds also bring hope and motivation to the entire community.



回饋社區

在現代商業競爭激烈的環境下，勝獅集團不僅關注企業發展，更將社會責任融入核心價值觀。我們以「勿以善小而不為」的理念，致力於回饋社區，為社會帶來積極影響。

回饋社區，改善生活：

勝獅集團深信，企業的成功與社區的繁榮息息相關。在這個信念的引領下，本集團通過多種社區投資活動，致力於改善社區居民的生活環境。

惠州勝獅還向惠州市惠陽區慈善總會定期捐贈資金，支持當地的慈善項目。同時，他們也向永湖鎮捐助獎學金，幫助有潛力的學生繼續接受教育，實現個人夢想。這些善舉不僅改變了受助者的命運，也為整個社區帶來了希望和激勵。

PROMOTE CARE, GATHER STRENGTH:

Singamas believes that corporate social responsibility is not only the responsibility of the management, but also the shared mission of every employee. Therefore, by encouraging employees to participate in voluntary activities, public welfare initiatives, and cultural events, they promote the further implementation of volunteer activities with care for others, care for the society and care for nature.

The development of this corporate culture not only strengthens teamwork and group cohesion, but also cultivates employees' social awareness and responsibility. By actively participating in volunteer service activities, employees have established a deep emotional connection with community residents and have jointly promoted the development and progress of the community.

LOOK AHEAD, FURTHER GIVE-BACK TO THE SOCIETY:

Singamas is convinced that on the road of community connection, we still have a lot to do. Therefore, they are committed to continuously enhancing community welfare and making greater contributions to community development. We look forward to cooperating with community organizations which share similar sustainability beliefs, as well as working together with all social stakeholders to create a better living environment for our next generation.

推動關愛，凝聚力量：

勝獅集團堅信，企業的社會責任不僅是管理層的職責，更應該成為每位員工的共同使命。因此，他們鼓勵僱員參與各類義工活動、公益活動和文體文化活動，推動關愛他人、關愛社會、關愛自然的志願服務活動。

這種企業文化的建設不僅加強了團隊合作和凝聚力，也培養了員工的社會意識和責任感。員工們積極參與志願服務活動，與社區居民建立了深厚的情感聯繫，共同推動社區的發展和進步。

展望未來，繼續回饋社區：

勝獅集團深信，在社區連結的道路上，仍有許多改善的空間。因此，他們承諾將繼續完善社區公益事務，為社區的發展做出更大的貢獻。同時，我們歡迎與我們可持續發展理念相似的社區團體一同合作，並期望與各社會持份者共同努力，為我們的下一代創造一個更美好的生活環境。



OUTLOOK

展望

In recent years, the container industry has ushered in a new era of opportunity. The global demand for renewable energy containers has increased. In the future, our Group will focus on the development of specialized containers and provide a range of customized products. We are committed to the research and development of various innovative products, especially renewable energy containers with promising prospects. At the same time, we also actively improve our research and development and manufacturing capabilities, adhere to the principle of sustainability and provide comprehensive product customization services. In order to mitigate risks associated with material and labor costs, we will further invest in automation and upgrade existing facilities to reduce the impact of cost changes while optimizing resource utilization and improving productivity.

近年來，集裝箱產業迎來了新的機遇。全球對可再生能源集裝箱的需求增加。未來，我們集團將專注於特種集裝箱的開發，並提供更多客製化產品。我們致力於研發各種創新產品，特別是具有良好前景的可再生能源集裝箱。同時，我們也積極提升研發和製造能力，秉持綠色環保的發展理念，提供完善的產品定製服務。為了降低材料和勞工成本的風險，我們將進一步投資於自動化並升級現有設備，以減少成本變動的影響，同時優化資源利用和提高生產力。



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

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

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

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

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

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

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

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

SUSTAINABILITY AT A GLANCE

可持續發展概覽

Energy Consumption 能源耗量		2021	2022	2023
Direct energy consumption 直接能源耗量	kWh in '000s 千千瓦時	57,611.70	60,348.24	38,851.15
Intensity of direct energy consumption 直接能源耗量密度	kWh in '000s / total product weight (tonnes) 千千瓦時／總生產量(公噸)	0.08187	0.12875	0.13786
Indirect energy consumption 間接能源耗量	kWh in '000s 千千瓦時	77,601.47	56,464.15	44,785.27
Intensity of indirect energy consumption 間接能源耗量密度	kWh in '000s / total product weight (tonnes) 千千瓦時／總生產量(公噸)	0.11027	0.12046	0.15892
Renewable energy (solar energy) consumption 可再生能源(太陽能)耗量	kWh in '000s 千千瓦時	1,178.49	2,043.97	2,198.71
Intensity of renewable energy (solar energy) consumption 可再生能源(太陽能)耗量密度	kWh in '000s / total product weight (tonnes) 千千瓦時／總生產量(公噸)	0.00167	0.00436	0.00780
Total energy consumption 總能源耗量	kWh in '000s 千千瓦時	136,391.66	118,856.36	85,835.13
Intensity of total energy consumption 總能源耗量密度	kWh in '000s / total product weight (tonnes) 千千瓦時／總生產量(公噸)	0.19381	0.25357	0.30458
Direct Energy Consumption 直接能源耗量				
Petrol consumption 燃油耗量	kWh in '000s 千千瓦時	15,843.17	13,481.00	8,362.99
Intensity of petrol consumption 燃油耗量密度	kWh in '000s / total product weight (tonnes) 千千瓦時／總生產量(公噸)	0.02251	0.02876	0.02968
Fuel gas consumption 燃氣耗量	kWh in '000s 千千瓦時	41,768.53	46,867.24	30,488.16
Intensity of fuel gas consumption 燃氣耗量密度	kWh in '000s / total product weight (tonnes) 千千瓦時／總生產量(公噸)	0.05935	0.09999	0.10819
Total direct energy consumption 總直接能源耗量	kWh in '000s 千千瓦時	57,611.70	60,348.24	38,851.15
Intensity of total direct energy consumption 總直接能源耗量密度	kWh in '000s / total product weight (tonnes) 千千瓦時／總生產量(公噸)	0.08187	0.12875	0.13786

SUSTAINABILITY AT A GLANCE

可持續發展概覽

Energy Consumption 能源耗量		2021	2022	2023
Indirect energy consumption 間接能源耗量				
Electricity consumption 電力耗量	kWh in '000s 千千瓦時	77,601.47	56,464.15	44,785.27
Intensity of electricity consumption 電力耗量密度	kWh in '000s / total product weight (tonnes) 千千瓦時／總生產量(公噸)	0.11027	0.12046	0.15892
Total indirect energy consumption 總間接能源耗量	kWh in'000s 千千瓦時	77,601.47	56,464.15	44,785.27
Intensity of total indirect energy consumption 總間接能源耗量密度	kWh in'000s / total product weight (tonnes) 千千瓦時／總生產量(公噸)	0.11027	0.12046	0.15892

Water Consumption 耗水量		2021	2022	2023
Water consumption 耗水量	m ³ 立方米	272,194.55	254,552.30	179,889.57
Intensity of water consumption 耗水量密度	m ³ / total product weight (tonnes) 立方米／總生產量(公噸)	0.38679	0.54306	0.63833

Packaging Materials Consumption 包裝物料耗量		2021	2022	2023
Total consumption of packaging materials 包裝物料總耗量	Tonnes 公噸	222,415.14	136,585.54	73,092.87

SUSTAINABILITY AT A GLANCE

可持續發展概覽

Waste Generated Volume 廢棄物產量		2021	2022	2023
Hazardous waste 有害廢棄物	tonnes 公噸	4,395.94	4,248.72	2,562.66
Intensity of Hazardous waste 有害廢棄物密度	tonnes / total product weight (tonnes) 公噸 / 總生產量 (公噸)	0.00625	0.00906	0.00909
Non-hazardous waste 無害廢棄物	tonnes 公噸	10,116.76	2,264.34	1,324.58
Intensity of Non-hazardous waste 無害廢棄物密度	tonnes / total product weight (tonnes) 公噸 / 總生產量 (公噸)	0.01438	0.00483	0.00470

Exhaust Gas Pollutant Emission Volume 廢氣排放量		2021	2022	2023
Nitrogen oxides (NO _x) 氮氧化物	kg 公斤	38.25	58.16	71.65
Sulphur oxide (SO _x) 硫氧化物	kg 公斤	0.77	0.69	0.61
Particle (PM) 顆粒物	kg 公斤	2.82	4.81	5.91

Greenhouse Gas (GHG) Emission 溫室氣體排放		2021	2022	2023
Direct emissions (Scope 1) 直接排放(範圍一)	tonnes of CO ₂ e 公噸二氧化碳當量	16,586.85	11,667.92	7,172.36
Energy indirect emissions (Scope 2) 能源間接排放(範圍二)	tonnes of CO ₂ e 公噸二氧化碳當量	45,094.36	32,209.03	25,547.03
Total GHG emissions 總溫室氣體排放量	tonnes of CO ₂ e 公噸二氧化碳當量	61,681.21	43,876.95	32,719.39
Intensity of total GHG emissions 總溫室氣體排放量密度	tonnes of CO ₂ e / total product weight (tonnes) 公噸二氧化碳當量 / 總生產量 (公噸)	0.08765	0.09361	0.11610

SUSTAINABILITY AT A GLANCE

可持續發展概覽

Number of Employees by different categories 按不同類別劃分的僱員人數	2021	2022	2023
By Gender 按性別劃分			
Male 男性	2,970	3,205	2,537
Female 女性	167	183	182
By Employment Type 按僱傭類型劃分			
Full-time 全職	1,687	1,809	1,535
Others 其他	1,450	1,579	1,184
Outsourced Employees 外包工人數	284	214	170
By Age Group 按年齡組別劃分			
≤20	12	6	5
21–30	565	543	413
31–40	1,516	1,627	1,183
41–50	826	972	865
51–60	215	238	249
60 ≥	3	2	4
By Geographical Region 按地區劃分			
Mainland China 中國大陸	3,112	3,359	2,687
Hong Kong SAR 香港特別行政區	25	29	32

SUSTAINABILITY AT A GLANCE

可持續發展概覽

Employee's Turnover Rate by different categories 按不同類別劃分的員工流失率		2021	2022	2023
By Gender 按性別劃分				
Male 男性	%	7.51	8.54	5.68
Female 女性	%	0.95	1.37	1.83
By Age Group 按年齡組別劃分				
≤20	%	18.96	27.27	19.03
21–30	%	9.59	14.82	15.64
31–40	%	6.80	7.26	4.49
41–50	%	7.71	7.76	2.98
51–60	%	0.66	1.24	0.98
60 ≥	%	2.71	3.33	11.11
By Geographical Region 按地區劃分				
Mainland China 中國大陸	%	7.22	8.20	5.46
Hong Kong SAR 香港特別行政區	%	0.34	1.44	2.65

SUSTAINABILITY AT A GLANCE

可持續發展概覽

The Percentage of Total Employees Trained by different categories 按不同類別劃分的受訓員工百分比		2021	2022	2023
By Gender 按性別劃分				
Male 男性	%	94.72	96.50	96.94
Female 女性	%	5.28	3.50	3.06
By Employee Category 按僱員類別劃分				
Director 董事	%	0.09	0.02	0.05
Executive and above 總助及以上	%	0.25	0.37	0.11
Managerial 經理／副經理	%	3.05	2.59	0.48
Clerical 科長／副科長	%	11.19	7.67	7.34
General Staffs 一般員工	%	85.42	89.35	92.02

SUSTAINABILITY AT A GLANCE

可持續發展概覽

The Average Training Hours Completed per Employee by different categories

按不同類別劃分每名僱員的平均受訓時數

2021

2022

2023

By Gender

按性別劃分

Male	Hour	12.15	8.68	11.77
男性	小時			
Female	Hour	4.51	4.60	3.71
女性	小時			

By Employee Category

按僱員類別劃分

Director	Hour	14.17	14.93	13.34
董事	小時			
Executive and above	Hour	2.59	4.87	2.04
總助及以上	小時			
Managerial	Hour	6.30	8.20	3.02
經理／副經理	小時			
Clerical	Hour	4.87	6.60	5.24
科長／副科長	小時			
General Staffs	Hour	12.59	8.66	12.44
一般員工	小時			

Health & Safety

健康與安全

2021

2022

2023

Number and rate of work-related fatalities occurred in each of the past three years, including the reporting year.	%	0	0	0
過去三年(包括匯報年度)因工亡故的人數及比率				
Lost days due to work injury.	Days	375	322	307
因工傷損失工作日數	日			

SUSTAINABILITY AT A GLANCE

可持續發展概覽

Number of suppliers by region

不同地區劃分的原材料供應商數目

2021

2022

2023

China

822

1,081

1,182

中國

Others

6

6

0

其他

Product Responsibility

產品責任

2021

2022

2023

Percentage of total products sold or shipped subject to recalls for safety and health reasons.

0

0

0

已售或已運送產品總數中因安全與健康理由而須回收的百分比。

Number of products and service related complaints received.

6

44

1

接獲關於產品及服務的投訴數目。

Anti-corruption

反貪污

2021

2022

2023

Number of concluded legal cases regarding corrupt practices during the reporting period.

0

0

0

於匯報期內提出並已審結的貪污訴訟案件的數

SUSTAINABILITY AT A GLANCE

可持續發展概覽

Notes:

Unless otherwise stated, all major performance indicators are compiled and calculated in accordance with the “Appendix 2: Reporting Guidance on Environmental KPIs” and “Appendix 3: Reporting Guidance on Social KPIs” in “How to Prepare Environmental, Social and Governance Reports — Environmental, Social and Governance Reporting Guide” published by the Hong Kong Stock Exchange;

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

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

Scope 2 includes indirect energy emissions from purchased electricity;

The conversion of the energy data unit to kWh is based on the lower heating value announced by International Energy Agency;

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

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

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

In light of our increasing production volume of specialized containers, we have decided to adopt a more accurate measure of organizational intensity by approximating the total product weight. We have retrospectively amended the 2021 and 2022 data to incorporate this new approach;

All human resources data provided is based on monthly averages;

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

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

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

附註：

除另有說明，所有關鍵績效指標均按照香港聯合交易所發佈的《如何編備環境、社會及管治報告 — 環境、社會及管治匯報指南》中《附錄二：環境關鍵績效指標匯報指引》及《附錄三：社會關鍵績效指標匯報指引》進行統計及計算；

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

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

範圍2包括購買電力的能源間接排放；

能源數據參考較國際能源總署供佈低熱值換算為千瓦時；

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

燃氣耗量包括：購買的天然氣、液化石油氣及乙炔等；

可再生能源為太陽能，並只適用於上海太平工廠及廈門工廠；

鑑於特種集裝箱產量上升，我們決定採納更精準方法，以估算總產品重量作為密度單位。我們已對2021年和2022年的數據進行追溯性修改；

提供的所有人力資源數據均基於月平均值；

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

培訓數據中一般員工包括合同工、勞務工和臨時工；以及

上述供應商數目僅包括集裝箱生產的原材料供應商數目。