



EcoGreen International Group Limited

中怡國際集團有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊之有限公司)

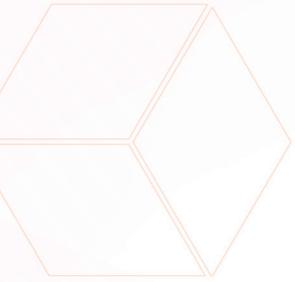
Stock code 股份代號 : 2341

EcoGreen, Eco-Friendly
愛地球、愛眾生



Environmental, Social and Governance Report 2020
環境、社會及管治報告

GREEN CH



Naturals
天然產物



Scent & Taste
芳香及味道



Specialty Chemicals
特殊化學品



EMISTRY

綠色化學

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Chairman's Statement

主席的話

On behalf of EcoGreen International Group Limited, I would like to deliver the Environmental, Social and Governance Report (“ESG Report”) of the Company and its subsidiaries (which are collectively referred to as “EcoGreen” or the “Group” or “we”) for the year ended December 31, 2020 (the “Year” or the “Reporting Period”) to all shareholders. The report explains how we have fulfilled our ambition and undertakings of sustainable development.

As a family member of our Earth and a leading fine chemical enterprise in China, the Group is fully aware of the importance of fulfilling corporate social responsibilities. Therefore, we never forget to pay attention to the sustainable development of society while pursuing business growth, especially in the precarious year of 2020, the Group tided over the difficulties together with the public. Despite the ever-changing market conditions, we have always been working towards our business vision of being “EcoGreen, Eco-friendly” and fulfilling our mission to “ensure health and well-being of both society and the Earth”.

In 2020, the outbreak of the novel coronavirus pneumonia pandemic (“pandemic”) that swept the world has affected the economic activities and people's lives, posing unprecedented challenges and interruptions to all walks of life. The fine chemical industry, in particular, flavours and fragrances sectors, however, managed to maintain robust growth despite the pandemic due to the strong demand from the industries of daily necessities and anti-epidemic supplies. The overall demand is still growing, especially in the medical and daily necessities sectors which produce anti-epidemic supplies, washing agents, disinfectants and hygiene materials. Such demand is especially urgent in the markets that are still affected by the pandemic. Despite the woeful operating environment, the Group bucked the trend and managed to achieve commendable growth. As one of the few enterprises in the global industry that resumed production and work the soonest amid the pandemic, the Group has successfully completed on schedule the yearly overhaul and technological advancement project at its Haicang Factory in early February and fully resumed production on March 6, providing stable supply to domestic and global clients. The Group has thus contributed to the worldwide efforts to combat the pandemic and helped maintain the stability of the global supply chain for daily necessities. Meanwhile, the Group also made solid progress in the strategic development and construction of two new production bases in Gulei and Changtai.

本人謹代表中怡國際集團有限公司，向各股東欣然呈報本公司及其子公司(統稱「中怡」或「本集團」或「我們」)截至二零二零年十二月三十一日止年度(「本年度」或「報告期」)之環境、社會及管治報告(「ESG報告」)並展現本集團對可持續發展的抱負與承擔。

身為地球大家庭的一員，同時也作為中國領先的精細化工集團公司，本集團深明履行企業社會責任的重要性，因此在追求業務增長的同時，我們不忘關注社會的可持續發展，尤其是在2020風雨飄搖的一年，集團與市民共渡時艱。即使市場環境變化不定，我們始終恪守「愛地球、愛眾生(EcoGreen, Eco-friendly)」的經營理念，將「成就眾生與地球健康平安之美」作為集團的崇高使命，更將其視為一項長遠且具有深遠意義的承諾。

2020年，席捲全球的新冠疫情為人類健康和世界經濟造成嚴重傷害，各行各業經歷前所未有的挑戰及打擊。萬幸的是，在精細化工、以及香精香料的細分領域，因為日用必需品以及抗疫產品所需，行業景氣尚能維持穩中有升。整體需求仍保持增長，尤其是在抗疫、洗滌、消毒、衛生材料等醫用、日用必需品類別，疫情中的市場需求較為迫切。集團在整體經營環境較為艱難的情況下，迎難而上，創造頗為亮麗的業績。疫情中，集團是全球行業內最快的復工復產企業之一，在2月初順利完成既定計劃的海滄工廠年度大修及技改項目後，3月6日就開始了全面的復產，為國內以及全球的客戶提供穩定的供應，為全球的抗疫努力、以及日用必需品的供應鏈保障作出重要貢獻。同時，集團於古雷、長泰兩個新廠區的策略性發展和產業建設上亦取得堅實的進步。

Chairman's Statement 主席的話

When executing its business strategy, the Group has always emphasized “Quality and Trust” and “Customers First”. It has been relentlessly improving its product quality and customer service, thus gaining customers' recognition and trust. We advocate the operating philosophy of “Green Chemistry” in the face of the worsening environmental problems around the world. Its core values consist of twelve key principles, including waste prevention, full use of resources, low toxicity, security, reducing the use of auxiliary substances, energy-saving, regeneration, simplicity, catalysis, biodegradability, monitoring the operations and preparing for crisis. We have also been stepping up the Group's efforts in environmental protection and sustainability through green financing during the Year. For instance, we have been trying to minimize the emissions of hazardous gases and wastes in our production process. We strictly comply with all applicable environmental laws and regulations, including those on the permission for discharging wastewater and emitting gas. We also do our best to comply with relevant local and international standards that apply to the operation of the Group. In addition, we always attach great importance to technological innovation and try to improve all aspects of our products. We are maintaining high standards of our products' quality while trying to minimize the damage to the environment during our manufacturing process, to maintain our Group as a pioneer of environmental protection.

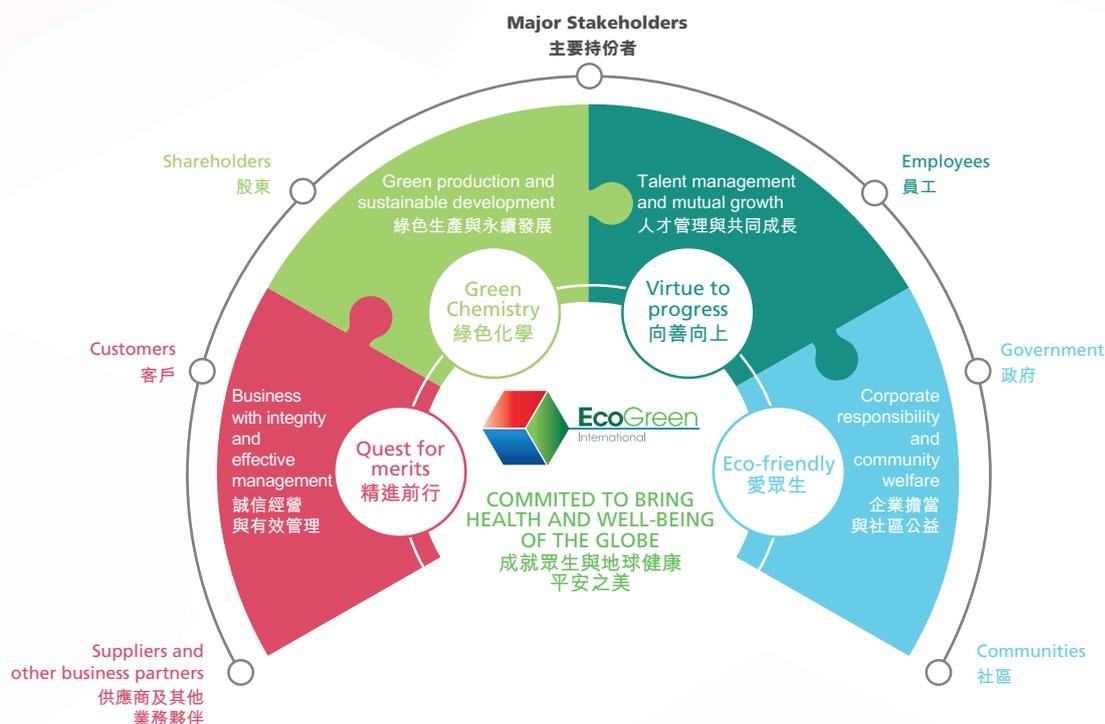
In addition to our persistent effort to protect the environment, we also pay attention to employees' personal growth as part of our social responsibilities. Employees are an important driving force of the Group's development. We see the need to protect their interest in order to maintain workplace harmony, which is also the key to sustainability and vitality of a company. To this end, we have established a comprehensive system for staff training that can serve as a platform for equal opportunity development. We also strictly comply with relevant local laws and regulations while taking a people-oriented approach in the operational level, and give priority to the needs of employees when making decisions. As an enterprise that places equal emphasis on social interests and benefits, we are actively involved in community investment and philanthropy, China has already progressed from the formulation of regulations to implementation of corporate social responsibility. Fulfilling corporate social responsibility is already an indispensable part of business development and this can lead to the fostering of a good corporate culture, which paves a better way for a company's sustainable development.

在經營策略上，本集團一直強調「品質與信心」以及「以客戶為先」，努力提升產品品質及客戶服務，獲得客戶的認同和信任。在全球日漸嚴重的環境問題下，我們倡導「綠色化學」的運營理念，其核心價值為防廢、物盡、低毒、保安、降輔、節能、再生、簡潔、催化、可解、監測及思危等十二個關鍵原則。今年透過綠色融資，我們加強了集團在環保上的作為及可持續性，在生產的過程中盡量使有害氣體及廢棄物的排放量降至最少。我們已嚴格遵守所有適用的相關環保法律法規，包括廢水排放許可、氣體排放許可規定及其他規定，並竭力符合與本集團營運有關的相關地方及國際標準。除此之外，我們亦繼續專注於技術創新，致力改善產品的每一個層面，持續保持產品高品質的同時，降低其製造過程對環境的傷害，以維持本集團在市場環境保護的領先地位。

除了環保方面的可持續性，關注員工成長是我們另一個履行社會責任的重點，我們意識到員工是支撐企業發展的力量，保障員工利益就是在為企業的和諧發展創造條件，也是永葆企業生命和活力的關鍵所在。為此，我們設立了完整的員工培訓制度，打造平等的發展平台，同時嚴格遵守相關地區法律法規，將「以人為本」的發展策略落到營運層面，在決策時優先考慮員工的需要。作為一家既重視社會利益又重視收益的企業，我們積極投身於社區福利投資和社會慈善事業。我們深知中國企業社會責任已從制度框架走向實質化的具體推進，履行企業社會責任已經是經營發展中不能缺少的一部分，推動優秀企業文化的建設，為企業的長遠可持續發展贏得良好的外部環境。

CORPORATE VISION

集團宏圖



Although the pandemic is not likely to end in the coming year, the world's major economies are poised for a strong rebound and economic recovery as many countries have already adopted vigorous anti-pandemic and relief measures. The Group is ready to seize the opportunities presented by this challenge and make greater contributions to the development of the industry by scaling up its production, actively improving its cost efficiency, optimizing its product mix, continuing with R&D efforts and forging ahead with its green operation. The Group will remain committed to the noble mission of "ensuing the health and well-being of the world" and continue to pursue the business vision of being "EcoGreen, Eco-friendly". It will continue to "Virtue to progress, Quest for merits" so as to meet its business operation targets and maintain consistent growth.

Lastly, on behalf of the Board, I would like to express my heartfelt gratitude to all our shareholders, customers, suppliers, banks and the staff members for their trust and unwavering support, which have been the key factors and the motivation for the Group's success. I would also like to extend my sincere thanks to all the directors of the Company (the "Directors") and the Group's advisors for their great support and valuable advice. And I wish everyone good health and safety.

Mr. Yang Yirong
Chairman of the Group

23 July 2021

儘管在未來一年裡，新冠疫情的大流行估計仍未能結束，但在各國大力的抗疫和救災舉措下，全球主要經濟將會迎來一次強力的反彈和復甦。本集團已準備好抓住這次挑戰帶來的機會，以擴大的生產規模、積極的成本效益、優化的產品結構、持續的研發、和綠色的經營為產業的發展作出更大的貢獻。集團將繼續秉承「成就眾生與地球健康平安之美」的崇高使命，並以「愛地球，愛眾生」為事業宗旨，「向善向上，精進前行」，為達成經營目標和保持經營績效而不懈努力。

最後，本人謹代表董事會，對廣大股東、客戶、供應商、銀行及集團全體員工致以衷心謝意。大家對本集團一如以往的信任與支持是本集團事業取得成功的根本要素和動力。同時，也真誠感謝本公司董事（「董事」）以及本集團顧問給予大力支持和寶貴建議。並祝大家健康和平安。

集團主席
楊毅融先生

二零二一年七月二十三日

About this Report

關於本報告

This ESG Report is the fifth ESG Report of EcoGreen International Group Limited. The Group hopes to continue to disclose its management, policies, performance, objectives and feedback relating to sustainable development in a transparent and open manner. The Group takes this opportunity to provide an account of our performance on environmental, social and governance issues to investors and all stakeholders of the Group, and make our commitment and contribution regarding social responsibilities.

The Group highly values your suggestions on sustainable development for the Group. This report aims at giving play to communication, hoping to arouse your response and discuss the opportunities and challenges faced during the process of sustainable development together with you and seeking for solutions accordingly. If you have any opinion or advice on this report and the Group's performance in terms of the economy, environment and society, please send such opinion or advice to ir-contact@ecogreen.com.

REPORT COMPILATION BASIS

This report has been prepared according to the core option of the Global Reporting Initiative (GRI) G4 Guidelines, and the requirements as set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "Stock Exchange") (the "Listing Rules") ("ESG Reporting Guide"). The Group has complied with the "comply or explain" provisions set out in the ESG Reporting Guide. During the Reporting Period, the Board of Directors supervised the Group's strategies, policies and reports on environmental, social and governance issues, monitored continuous compliance, and sought to improve the operation of the Group through more efficient business operation and resource utilization, and environmental protection measures for the purpose of sustainable development, so as to minimize our carbon footprint in the environment.

This ESG Report includes forward-looking statements, based on a number of assumptions and expectations as of the issuing date of this report. Such assumptions and expectations shall not be deemed to be reliable unless they are approved by internal review procedures. Relevant statements include known and unknown risks and uncertainties, which means that the actual results may be different from the expectations, predictions and conclusions in this report. The Group does not provide any guarantee on the accuracy of such statements, and explicitly disclaim any liability for the amendment or update of forward-looking statements if any of such statements do not come true or are confirmed as incorrect.

本 ESG 報告為中怡國際集團有限公司第五份 ESG 報告，集團希望繼續以透明、公開的方式披露集團有關可持續發展的管理、政策、表現、目標及反饋。集團謹藉此機會向本集團的投資者及各持份者匯報本集團在環境、社會及管治方面的表現，並就社會責任作出承諾及貢獻。

集團非常重視您對本集團於可持續發展方面的寶貴意見。此報告亦旨在發揮對話作用，期望引起您的迴響，與您共同探討在可持續發展的過程中面臨的機遇與挑戰，進而尋求解決之道。如您就本報告及本集團在經濟、環境和社會的表現上有任何意見及建議，敬請將閣下的意見或建議發送至 ir-contact@ecogreen.com。

報告編製依據

本報告乃按照全球報告倡議組織 (GRI) G4 指引的核心選項及香港聯合交易所有限公司 (「聯交所」) 證券上市規則 (「上市規則」) 附錄 27 所載規定 (「環境、社會及管治報告指引」) 而編製，集團遵守環境、社會及管治報告指引所載「不遵守就解釋」條文。報告期內，董事會負責監督本集團在環境、社會及管治方面的策略、政策和報告，並監察持續遵例情況及尋求透過提高業務營運及資源運用的效率及為實現可持續發展採取環保措施，以改善本集團的營運，從而盡量減少在環境中留下的碳足跡。

本 ESG 報告包含前瞻性陳述，有關陳述乃基於本報告發佈之時的若干假設及預期。該等假設及預期須於進行內部審閱程序後，方會被視為可靠。有關陳述包括已知及未知風險及不確定性因素，意味著實際結果可能與本報告所作預期、預測及結論有所不同。集團對陳述之準確性概不作出任何保證，及集團明確表示，倘任何陳述並未成為事實或被證實為不正確，集團概不對該等前瞻性陳述之修正或更新承擔任何責任。

About this Report 關於本報告

REPORTING PERIOD

This ESG Report covers all data of major operation regions of EcoGreen International Group in China during the Reporting Period of its 2020 Annual Report, i.e. from January 1, 2020 to December 31, 2020 (the "Reporting Period"). The Group is mainly engaged in the supply chain services of aroma chemicals, pharmaceutical products, natural materials and fine chemicals. In 2019, the Haicang Factory was the only major production base of the Group. The Gulei Factory was officially put into operation in 2020 and became another important production line of the group due to business expansion. Therefore, readers can expect that the Group's total operating emissions will increase significantly compared to last year, and a direct comparison of this year's total emissions with last year may not be meaningful. Similarly, the reference value of the operating data of the Gulei Factory during the Year may not be significant, as 2020 is the first year of operation of the factory, production is still in the process of commissioning, and the control of emission and resource use may not be the best.

FORMATS OF REPORT

This ESG Report is published in form of online edition and print edition.

The online edition is available on the designated website of the Stock Exchange (www.hkexnews.hk), and the Group's website (www.ecogreen.com/en/ir_esg.php).

報告範圍

本 ESG 報告涵蓋與二零二零年年報內相同的報告期間(自二零二零年一月一日至二零二零年十二月三十一日)(「報告期」)中怡國際集團於中國業務主要營運地區的資料。集團主要從事芳香化學品、醫藥產品、天然原料及精細化學品之供應鏈服務。二零一九年，海滄工廠為集團唯一的主要生產基地。由於業務擴展，古雷工廠在二零二零年正式投入營運，成為了集團另一重要生產線，故讀者可預期本集團的總營運排放將比去年明顯增加，而把今年排放總數與去年直接比較未必有意義。同樣，由於二零二零年是古雷工廠的首年營運，生產仍然在調試磨合當中，排放及資源使用控制未必為最佳，故今年工廠的營運數據未必具有重大的參考價值。

發佈方式

本 ESG 報告以網絡版和印刷版形式發佈。

網絡版可於聯交所指定網站(www.hkexnews.hk)及本集團網站(www.ecogreen.com/en/ir_esg.php)查閱。

About Us

關於我們

EcoGreen International Group is a leading fine chemical group in China and is also one of the few fine chemical enterprises in the world that use natural and renewable resources as key raw materials. EcoGreen International Group was established in 1994 and listed on the main board of the Hong Kong Stock Exchange (Stock Code: HK2341) in 2004. The Group produces three major categories of products, namely “Scent & Taste”, “Naturals” and “Specialty Chemicals”, with its industry-leading expertise in production of fine organic chemicals and separation techniques.

Apart from its core production of fine chemicals in synthetic aroma chemicals and pharmaceutical intermediates, the business of our Group has progressively expanded into other product categories such as natural extracts, safe food ingredients, seasonings and green specialty chemicals with the support of our customers. EcoGreen International is a large-scale fine chemical enterprise in China that uses both natural renewable energy and petroleum-based raw materials. It uses unique synthetic and biotransformation environmental protection technologies to become one of the world's leading solution providers for the fine chemical industry. As key raw materials, the products are widely used in daily flavor and fragrance ingredient, applicable in personal care, cleaning agents and disinfectants, foods, pharmaceuticals, agrochemicals and industrial solvents. The Group sells its products in many countries and regions, including China, Europe, America and Asia.

Looking back at the history of development, EcoGreen International Group has always considered technical innovation and improvement in products and services as drivers of its development and continues to sharpen its competitive edges. The Group's culture encourages both technological and management innovations with an emphasis on highly efficient operation. The Group has an elite team and enthusiastic talents who always try their best to improve the operation, product quality and customer services.

Adhering to the principle of “Green Chemistry”, the Group pursues sustainable development by providing a one-stop solution for the green chemical industry. Aspiring to become an operator of key basic fine chemical raw materials and a provider of specialty chemicals and functional chemicals, the Group leverages its balanced business mix, advanced technology and economies of scale to produce fine chemicals whose quality meets the international standards. Such products are widely used in daily necessities and vital to the improvement of health and living standards.

中怡國際集團是中國領先的精細化工集團，是世界上少數以天然可再生資源作原材料之精細化工企業。中怡國際集團成立於一九九四年，並於二零零四年在香港股票交易市場主板上市(股票代碼：HK2341)。利用享譽業內的專業精細有機化工及分離技術，集團生產三大類主要產品，包括「芳香及味道」、「天然產物」及「特殊化學品」。

在廣大顧客的支持下，集團的業務範疇已從以合成香料及醫藥中間體為主的精細化工領域，逐漸擴展到包含天然提取物、安全食品配料、調味品以及綠色特殊化學品幾大品種。中怡國際為中國具規模、同時採用天然可再生能源及石油基為原材料的精細化工企業，運用獨特的合成及生物轉化環保技術，致力成為精細化工業的全球領先解決方案供應商之一。作為關鍵的功能原料，本集團的產品適用於日化香精與食用香精、個人護理與洗滌、清潔與消毒、食品、制藥、農用化學品、工業溶劑等行業。本集團的主要產品市場除中國本土外，還包含歐洲、美洲、亞洲等眾多地方。

在中怡國際集團發展的歷史中，集團始終把技術創新和產品與服務的完善作為集團發展的驅動力。集團的團隊熟知如何通過具體的實踐提升企業的競爭優勢，集團的文化鼓勵技術和管理創新，強調高效的運營。集團擁有最頂尖的人才和充滿熱情的團隊，集團的努力使企業的運營得到持續的改善，產品品質和客戶服務得到不斷提升。

本集團秉承「綠色化學」的產業理念，堅持可持續發展，提供一站式綠色化工行業解決方案，旨在成為關鍵基礎精細化工原料運營商和以香原料為主的特殊化學品和功能性品供應商。集團憑藉平衡的產業結構和領先的技術和規模優勢，生產達到國際品質標準的精細化工產品。應用於各種各樣的日常生活品中，對人們提升健康水準、提高生活品質至關重要。

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GROUP STRUCTURE

集團架構

SUBSIDIARY 子公司	LOCATION 地點
EcoGreen International Group Limited 中怡國際集團有限公司	Hong Kong, China 中國香港
Doingcom International Limited 中坤國際有限公司	Hong Kong, China 中國香港
EcoGreen Fine Chemicals B.V. EcoGreen Fine Chemicals B.V.	Rotterdam, Netherlands 荷蘭鹿特丹
Xiamen Doingcom Chemical Company Limited 廈門中坤化學有限公司	Xiamen, Fujian, China 中國福建省廈門市
Xiamen Doingcom Biotechnology Company Limited 廈門中坤生物科技有限公司	Xiamen, Fujian, China 中國福建省廈門市
Xiamen Doingcom Food Company Limited 廈門中坤食品有限公司	Xiamen, Fujian, China 中國福建省廈門市
Xiamen Doingcom Enterprise Company Limited 廈門中坤貿易有限公司	Xiamen, Fujian, China 中國福建省廈門市
Zhangzhou Huiyou Enterprise Company Limited 漳州滙友實業有限公司	Zhangzhou, Fujian, China 中國福建省漳州市
Zhangzhou Doingcom Food Company Limited 漳州中坤食品有限公司	Zhangzhou, Fujian, China 中國福建省漳州市
EcoGreen Chemicals (Zhangzhou) Company Limited 中怡化工(漳州)有限公司	Zhangzhou, Fujian, China 中國福建省漳州市
Shanghai Fine Chemical Company Limited 上海萬凱化學有限公司	Shanghai, China 中國上海市
Chuxiong EcoGreen Forestry Trading Company Limited 楚雄中怡林產貿易有限公司	Chuxiong, Yunnan, China 中國雲南省楚雄市

THE GROUP'S SUSTAINABLE DEVELOPMENT CONCEPT

集團的可持續發展觀



Sustainable development is a megatrend that the world expects to achieve together, and it is also the direction that EcoGreen International Group strives for. The United Nations has issued the “2030 Agenda for Sustainable Development”, which laid out 17 sustainable development goals and contained 169 framework documents with specific objectives. Under this common goal, the Group hopes to promote concepts of the intra-generational and inter-generational fairness at corporate level, through sustainable procurement, low-carbon operations, and community donations, and take the initiative to eliminate injustice and inequality and improve the living environment to increase the degree of attention on the matter. The Group firmly believes that bearing social responsibilities and achieving sustainable development are our inevitable strategy and the utmost principles that we must uphold when making business decisions. While striving to improve operation results, the Group endeavors to focus on economic, social and environmental and to strike a balance of interests between all stakeholders, to generate best value to the society and take part in the framework of the United Nations to realize the long-term goals.

可持續發展是全球期望攜手達成的大趨勢，也是中怡國際集團努力的方向。聯合國提出了《二零三零年可持續發展議程》，其中包括17項可持續發展目標和169項具體目標的綱領性文件。在此共同目標下，本集團希望能在企業層面實踐該等理念，透過可持續採購、低碳營運、社區捐獻宣揚代內公平及跨代公平的理念，主動承擔消除不公義、不平等，及改善生活環境的責任，以推動社會各界關注相關議題。本集團堅信擔負社會責任與實行可持續發展，是義不容辭的方針及業務決策應秉持的最高原則。在努力提升經營業績的同時，集團致力關注經濟、社會和環境等各範疇，並權衡各持份者利益，盡最大努力為社會提供價值，在聯合國長遠目標的框架之下盡一份力。

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RELEVANT SUSTAINABLE DEVELOPMENT GOALS OF THE UNITED NATIONS 相關的聯合國可持續發展目標	RELEVANT PART OF THIS ESG REPORT 此 ESG 報告的相關部分
 <p>1 NO POVERTY</p> <p>No Poverty End poverty in all its forms everywhere 消除貧困 在全世界消除一切形式的貧困</p>	<p>Community Investment 社區投資</p>
 <p>5 GENDER EQUALITY</p> <p>Gender Equality Achieve gender equality and empower all women and girls 性別平等 實現兩性平等，增強所有婦女應有的權能</p>	<p>Employment 僱傭</p>
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> <p>Responsible Production and Consumption Adopt sustainable consumption and production patterns 負責任的生產和消費 採用可持續的消費和生產模式</p>	<p>Emission 排放物</p>
 <p>13 CLIMATE ACTION</p> <p>Climate Action Take urgent actions to combat climate change and its impact 氣候行動 採取緊急行動應對氣候變化及其影響</p>	<p>Emission 排放物</p>

STAKEHOLDER ENGAGEMENT

Stakeholder engagement is crucial to the long-term development and business sustainability of EcoGreen International Group as well as the Group's preparation of this ESG Report. As such, the Group strives to collect valuable opinions from stakeholders through multiple channels to understand its shortcomings and formulates improvement plans actively that paves the way for long-term development. The Group has consolidated and identified various kinds of stakeholders involved in the main businesses of the Group into six corresponding categories, including shareholders and investors, the government and regulatory authorities, employees, customers, suppliers and the community.

The Group believes that meeting the demands of stakeholders is the key to the Group's long-term success. Through the various communication channels listed in the table below, the Group humbly accepts the opinions of stakeholders, so that the Group has a better understanding of the core ESG issues related to the business, which will help the Group formulate sustainable development strategies and reduce operational risks.

持份者參與

持份者的參與對於中怡國際集團的長期發展、業務的可持續性以及集團撰寫這份 ESG 報告均至為重要。因此，集團努力收集來自持份者的寶貴意見，通過多種渠道展開了溝通，積極認識集團的不足並制定方案加以改善，以此把握機遇，力求長遠進步。集團綜合及識別涉及本集團主要業務的六個不同持份者分組，分別包括股東及投資者、政府及監管機構、員工、客戶、供應商及社區。

集團認為滿足持份者的訴求乃本集團長期成功的關鍵。透過下表所載各種通訊渠道，集團虛心接受持份者的意見，令集團更明白圍繞業務的核心 ESG 事宜，有助集團制定可持續發展對策，並減低營運風險。



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STAKEHOLDERS 持份者	EXPECTATIONS AND ASPIRATIONS 期望及訴求	RELEVANT RESPONSE 相關回應	COMMUNICATION CHANNELS 溝通渠道
SHAREHOLDERS AND INVESTORS 股東及投資者	Financial results 財務業績 Protection of interests 權益保護 Corporate transparency 企業透明度 Risk control 風險控制	Increase profitability 提高盈利能力 Business development 業務發展 information disclosure 業務發展資訊披露 Internal control and risk management 內部監控與風險管理	General meetings 股東大會 Annual and interim reports 年度及中期報告 Circulars/Announcements/Notices/Publications 通函／公告／通告／公佈 Investor relations inquiry 投資者關係查詢
THE GOVERNMENT AND REGULATORY AUTHORITIES 政府及監管機構	Compliance with laws and regulations 遵紀守法 Payment of taxes according to law 依法納稅 Support of local development 支持地方發展	Operate in compliance with laws and regulations 依法合規經營 Pay taxes in full and on time 按時足額納稅 Actively implement relevant policies 積極落實相關政策 Take the initiative to undertake social responsibilities 主動承擔社會責任	Annual and interim reports 年度及中期報告 Circulars/Announcements/Notices/Publications 通函／公告／通告／公佈 Continuous direct participation 持續直接參與
EMPLOYEES 員工	Career development platform 職業發展平台 Remuneration and benefits 薪酬與福利 Healthy and safe working environment 健康安全的工作環境	Improve career promotion mechanism 完善職業晉升機制 Provide competitive salary and benefits protection 有競爭力的薪資與福利保障 Implement a health and safety management system 落實健康安全管理體系 Implement an equal communication and complaint mechanism 平等溝通與申訴機制	Intranet 內聯網 Annual assessment 年度評核 Teamwork activities 團隊合作活動

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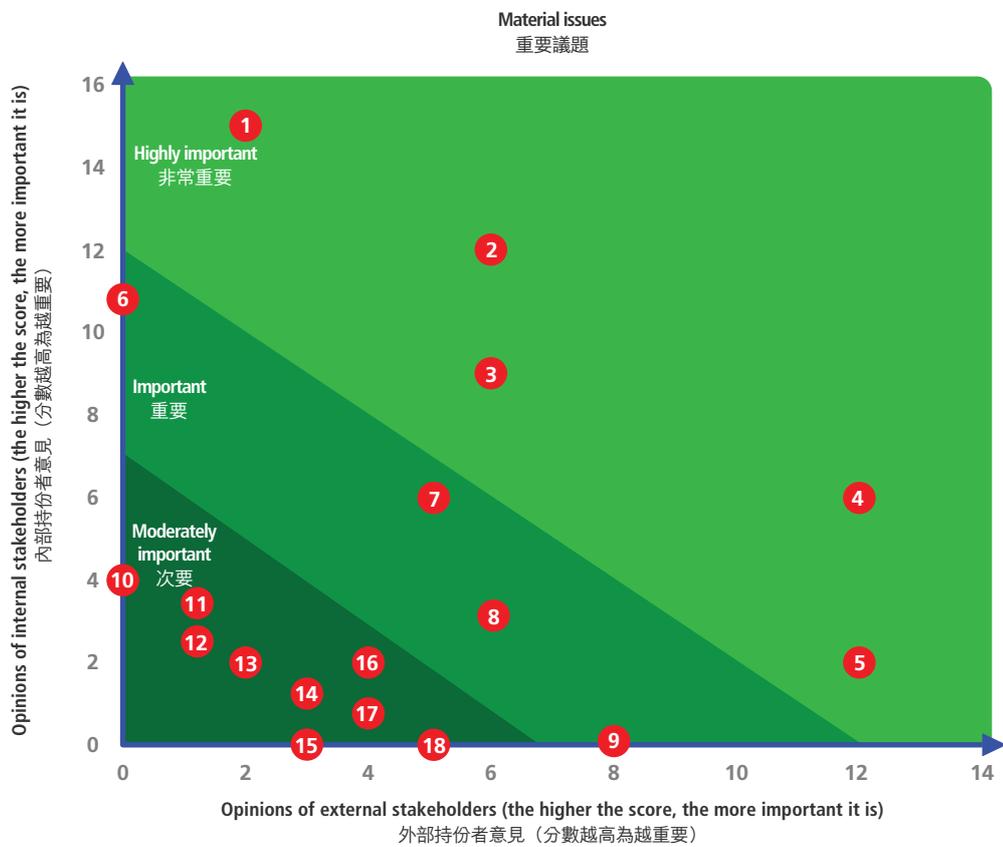
STAKEHOLDERS 持份者	EXPECTATIONS AND ASPIRATIONS 期望及訴求	RELEVANT RESPONSE 相關回應	COMMUNICATION CHANNELS 溝通渠道
CUSTOMERS 客戶	Product quality and cost performance 產品質量與性價比 Customer service quality 客戶服務品質 Protection of customer rights and interests 客戶權益保障	Provide full services 全方位服務 Maintain product quality 保持產品質量	The Group's website 集團網站 Daily communication with frontline employees 前線員工的日常溝通 Customer service hotline 客戶服務熱線
SUPPLIERS 供應商	Cooperation with integrity 誠信合作 Win-win cooperation 合作共贏 Business ethics and credibility 商業道德與信譽	Create a responsible supply chain 打造負責任供應鏈 Supplier regulation 規管供應商 Perform contracts legally 依法履行合同	Continuous direct participation 持續直接參與
THE COMMUNITY 社區	Caring for the underprivileged 關愛貧困群體 Support social charity 支持社會公益 Protection of the natural environment 保護自然環境	Participate in poverty relief 參與扶貧 Committed to charity 投身慈善事業 Adhere to green operations 堅持綠色運營	Continuous direct participation 持續直接參與

ESG MATERIAL ISSUES ASSESSMENT

We collected opinions via questionnaires from employees of all levels of Haicang operating area and external stakeholders to help the Board in assessing the sustainable development issues that are most important to the Group's business development and stakeholders' interests, thereby assisting the Group in determining next year's sustainable development goals, as well as the disclosure focus of this report, in order to actively respond to the expectations and aspirations of all parties. The following materiality matrix will reveal the issues discussed in this report:

ESG 重要議題評估

我們利用問卷收集了海滄營運區域的管理層及員工，以及外部持份者的意見，幫助董事會評估對於集團業務發展最為重要的、以及持份者最為關心的可持續發展議題，從而協助集團確定下一年度的可持續發展目標、以及本報告的披露重點，以積極回應各方的期望與訴求。以下重要性矩陣將揭示本報告重點探討之議題：



Highly important 非常重要

- 1 Employee welfare, opportunities and benefits / 員工待遇、機會及福利
- 2 Employee health and working environment safety / 員工健康及工作環境安全
- 3 Significant impact on the environment / 對環境構成的重大影響
- 4 Product quality and safety / 產品質量與安全
- 5 Stability and sustainability of the supply chain / 供應鏈的穩定性及可持續性

Important 重要

- 6 Improvement of work skills and development opportunities / 工作技能的提升及發展機會
- 7 Air pollutants and carbon emissions / 空氣污染物及碳排放
- 8 Sewage and waste / 污水及廢物
- 9 Customer opinions and complaint handling / 客戶意見與投訴處理

Moderately important 次要

- 10 Energy and power usage / 能源及電源使用
- 11 Bribery, extortion, fraud and money laundering / 賄賂、勒索、欺詐及洗黑錢
- 12 Use of water resources / 水資源使用
- 13 Use of child labor and forced labor / 童工及強制勞工的使用
- 14 The impact of climate-related issues on businesses / 氣候相關議題對企業的影響
- 15 Use of packaging materials / 包裝物料使用
- 16 Product market demand and innovation / 產品市場需求及創新
- 17 Contributions to the community / 社區貢獻
- 18 Environmental risk management of supply chain / 供應鏈的環境風險管理

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The figure above shows that the most important ESG issues for the Group are: “Employee welfare and benefits”, “Employee health and working environment safety”, “Significant impact on the environment”, “Product quality and safety” and “Stability and sustainability of the supply chain”. The Group is a chemical company that provides raw materials for production. Thus, safety of employees and the protection of the environment and ecology are the core concerns of stakeholders. In view of this, the Group deliberately formulated different plans to avoid potential ESG risks and meet the needs of stakeholders. We will do our best for the Company, others, and the society to balance the interests of all parties and coordinate the pace of social development. We will always remind our employees to take care of themselves and others, and to practice the philosophy of “EcoGreen, Eco-friendly”.

The Group is committed to seeking breakthroughs in environmental protection during the Year and has participated in the green finance certification program. Through green lending, we reorganized production on a large scale, innovated existing machines and technologies, and reduced various emissions. We actively help employees in adapting to the new equipment and production processes to ensure that they have sufficient expertise to reduce operational errors and increase productivity. This further demonstrates the Group's philosophy of seeking innovation and change, and not bounded by the routine procedures. We will join hands to overcome difficulties and challenges to keep moving forward, and outstand ourselves among the extensive ESG risks.

從上圖可見，對本集團較重要的ESG議題為：「員工待遇及福利」、「員工健康及工作環境安全」、「對環境構成的重大影響」、「產品質量與安全」及「供應鏈的穩定性及可持續性」。本集團乃提供產品原料的化工企業，對員工人身安全及環境生態的保障皆是持份者核心的關注範疇。有見及此，集團特意制定了不同方案，以規避潛在的ESG風險，滿足持份者的需求，為公司、為他人、為社會作出最大的努力，平衡各方利益，協調社會發展的步伐，並時刻提醒員工顧己及人，實踐中怡「愛地球，愛眾生」的理念。

集團今年在環保方面尋求突破，參加了綠色金融認證計劃。透過綠色借貸，我們大規模地重整生產，革新了現有機器和技術，減少各類排放。我們積極幫助員工適應新設備和生產流程，確保他們有足夠的專業知識，減少營運失誤，提高生產力。由此更彰顯集團求新求變，不被日常程序僵化的理念，與員工一起乘風破浪，推動公司向前，在廣泛ESG風險的漩渦之中突圍而出。

Summary of 2020 Performance

二零二零年業績摘要

2020 Economic Performance Highlights



2020年經濟表現摘要

RMB 人民幣 **408** million 百萬元

Consolidated net profit (+78% year-on-year)
綜合純利 (同比+78%)

RMB 人民幣 **52.69** Cents 分

Earning per share (2019: RMB29.67 cents)
每股盈利 (2019年: 人民幣29.67分)

HKD 港幣 **7.5** cents 仙

Divided per share (2019: HKD6.5 cents)
每股股息 (2019年: 6.5港仙)

HKD 港幣 **5.7** cents 仙

Among which, distribution of a dividend is proposed
其中, 建議派發末期股息

RMB 人民幣 **1,460** million 百萬元

Cash and cash equivalents (2019: RMB958 million)
現金及現金等價物 (2019年: 人民幣958百萬元)

RMB 人民幣 **2,237** million 百萬元

Bank loan (2019: RMB1,898 million)
銀行貸款 (2019年: 人民幣1,898百萬元)

84%

Gearing ratio: (2019: 83%)
負債率 (2019年: 83%)

2.5

Current ratio (2019: 1.8)
流動比率 (2019年: 1.8)

Summary of 2020 Performance 二零二零年業績摘要

BUSINESS DEVELOPMENT

2020 was a year filled with unprecedented circumstances. The unexpected global outbreak of the novel coronavirus pneumonia pandemic (“COVID-19”) has severely affected the economic activities and people’s lives in many countries worldwide. This, coupled with the escalating Sino-US trade conflicts and geopolitical frictions, has brought great challenges to all walks of life.

In the first half of 2020, to curb the spread of the raging epidemic, aggressive measures such as lockdown and suspension of production and business were enforced worldwide. This has posed unseen challenges to the global supply chain and pushed the economy of many countries into recession. Governments around the world have taken unconventional measures ranging from financial aids to aggressive expansionary monetary policies in the fight against the pandemic, to save people’s lives and restore the economy. Among them, the Chinese government adopted the most powerful and effective measures and achieved the best results in epidemic control. As a result, China has outperformed other countries in resuming economic activities and returning people’s daily lives back to normal. In response to the disrupted global supply chain, China’s manufacturing industry, with its strong supply capacity, has played a key role in providing anti-epidemic supplies and daily necessities to other countries around the world. Meanwhile, on the back of the restoration of people’s daily lives, the domestic consumer market recovered rapidly. The fine chemical industry, especially the businesses of medicines, flavours and fragrances, managed to maintain robust growth despite the epidemic outbreak. It was because there was a strong, urgent demand for washing agents, disinfectants and hygiene materials in the anti-epidemic supplies and daily necessities businesses. As a dedicated and reliable supplier noted for its “safe production, stable supply, superb quality and great integrity”, the Group has gained trust and recognition from clients around the world as a result of its persistent efforts, and achieved commendable growth despite the dire situation of the COVID-19 pandemic.

業務發展

2020年是極為不尋常的一年。因為不期而至的新型冠狀病毒疫情在全球蔓延，令世界各國的經濟活動與民眾生活均受到嚴重影響。加上中美貿易戰等地緣經濟和政治角力的加劇，給各行業的經營都帶來了極大的挑戰。

上半年，在新冠疫情之下，因為世界各地先後都採取了閉國封城、停產停業的極端措施以對抗洶湧的疫情，全球供應鏈因而受到了前所未有的挑戰。各國經濟面臨嚴重的倒退，情況極其嚴峻。從而各國政府均以非常規的舉措來抗疫救災，主要手段從財政救助到貨幣的天量投放，以期從大疫情中拯救民眾和社會。其中，以中國政府的措施最為有力和得當，控制疫情效果也是最好，國內的社會生產、民眾生活是恢復得最快的國家。面對全球供應停頓，中國製造業以其強大的供應力為全球各國提供了各種抗疫和生活必需品的關鍵保障；同時，因為民生活動的恢復，帶動了國內消費品市場需求的快速恢復。在精細化工行業，尤其是醫藥和香精香料，因其具有抗疫或生活必需的屬性，行業景氣在疫情中依然強勁。市場對洗滌、消毒、衛生材料類產品的需求最為迫切。本集團憑藉著「安全生產、穩定供應、優良品質、誠信經營」的安全可靠供應商特質，堅持耕耘，因而獲得了全球客戶進一步的信任與認同，使得集團經營在疫情的逆境中仍能取得難得的成長。

Summary of 2020 Performance

二零二零年業績摘要

As early as the beginning of 2020 when the epidemic was at its height, the Group took proactive measures to fight the epidemic and resume production and work. With the support of the local government and the tremendous efforts of the Group's entire staff, EcoGreen resumed work smoothly on February 10 and successfully completed on schedule the yearly maintenance and technological advancement project at its Haicang Factory. It also fully resumed production on March 6. The Group resumed its production, projects under construction and research and development work to normal the soonest among its peers worldwide. Its supply to global clients has returned to or even exceeded the level as it had been before the epidemic outbreak, and this capability has been maintained until now. The Group's products are mainly key ingredients in daily necessities, including washing agents, disinfectants, deodorants, foods and personal hygiene products. Demands for such products as washing agents and disinfectants grew explosively amid the epidemic. Therefore, all of the Group's downstream clients who were producers of daily life chemicals were running their operations at full capacity during the Year to meet the market's strong and urgent demand. The Group stepped up safety and environmental measures after it had overcome the difficulties caused by the epidemic. Thereby, succeeded in ensuring a reliable, sufficient supply to such clients at safety production in a turbulent operating environment in the first half of the year by raising both the production capacity and efficiency to the greatest extent possible, The Group has thus helped maintain the stability at the global supply chain and contributed to the worldwide effort in combating the epidemic.

While doing a good job in epidemic prevention and achieving business growth against a downturn, the Group adhered to the principle of running its chemicals in an environmentally friendly, safe and sustainable way, thus setting an example for global peers in industrial safety and environmental protection. After the Group's Haicang Factory was honoured with the title of "Green Factory" by the country's Ministry of Industry and Information Technology in 2019, the Group received the "Hong Kong Green Awards 2019 — Corporate Green Governance Award" from Hong Kong Green Council in the same year. Subsequently, at the beginning of 2020, the Group obtained the green financing qualification certification issued by Hong Kong Quality Assurance Agency ("HKQAA"). During the Year, the Group completed its first green syndicated financing, which reflected the high recognition and support from overseas and local banks for the Group's sustainable development. The success of this green financing has indicated that the Group has extended the scope of the concept of "green chemicals" from green raw materials and green technology to green operation and further to green financing. The Group has thus thoroughly applied the green concept to its whole business, asserting the Group's dedication to its business vision of being "EcoGreen, Eco-friendly". and fulfilling its "Commitment to bringing health and well-being to the globe".

本集團早在年初國內疫情最為緊張之時，已經採取主動抗疫和積極復工的舉措。在當地政府的支持下，經全體同仁的巨大努力，最快在二月十日順利啟動了復工，按時完成了海滄廠區的年度大修與技改擴產，並於3月6日實現了全面復產。在全球同行中，最快地恢復了常態性的生產、建設和研發，對全球客戶的供應量也已恢復甚至超過疫情之前的水準，並一直保持到現在。本集團的產品主要是為生活必需消費品，包括清潔、除臭、食品以及個人衛生材料等提供關鍵組分。在疫情之下，洗滌、消毒用品的需求反而呈現爆發性增長，集團下游日化類客戶均在年內保持著全力的生產和經營以應付急迫的市場需求。為此，集團在努力克服疫情的影響後，通過加強安全及環保的管理，最大限度地提升產能和效率，成功地在上半年動盪的經營環境中確保了安全的生產和可靠的供應，為全球的產業供應鏈的穩定作出重要貢獻，努力共同為全球抗疫。

本集團在一手做好防疫抗疫，一手實現業務逆勢增長的同時，亦一如既往堅持綠色化工和安全可持續發展的經營方針，以使本集團繼續成為全球同行在產業安全與環保上經營的典範。繼本集團的海滄廠區在2019年榮獲國家工信部頒發「綠色工廠」認證之後，本集團更在同年獲得了香港環保促進會(Hong Kong Green Council) 2019年度的「綠色企業大獎」。隨後，更在2020年初獲得了香港品質保證局(HKQAA)頒發了國際綠色融資的資格認證，並於年內完成集團首次的綠色銀團融資，顯示國際及本地銀行對集團可持續發展的高度認同與支持。綠色融資的成功，使得本集團綠色化工的內涵從綠色原料、綠色技術、到綠色營運，再到綠色融資，完成了一個「綠色一條龍」的經典組合，以實際的成就力證了「EcoGreen, Eco-friendly」、「愛地球，愛眾生」的企業宗旨！

Summary of 2020 Performance 二零二零年業績摘要

During the period, all the three business segments recorded growth in sales. The Group also overcame various difficulties caused by COVID-19 and made headway in the construction of new production bases in Gulei and Changtai. The successive completion and production at Changtai and Gulei Factories will boost the revenue for the Group. From now on until the year 2025, the Group's chemical production base in the national-level Gulei Petrochemical Park will be the key to the successful implement the Group's strategy of safe, environmental, sustainable and rapid development as it will coordinate with the downstream businesses in the petrochemical industry in development and the creation of value.

In 2020, the Group's turnover rose by 4% year on year to approximately RMB2,510 million. Reported profit for the year attributable to owners of the Company increased by 78% year on year to RMB408 million (2019: RMB230 million).

In terms of core business of "Scent & Taste", the fluctuations in the average price of its main raw material, turpentine, which has an impact on the price of natural resources-based products. However, the Group still managed to expand its market share with a significant 27% increase in sales volume of scent products compared to last year. Meanwhile, the business of petroleum-based aroma chemical products achieved robust growth thanks to the increase in both prices and sales volume. In particular, sales of certain petroleum-based aroma chemical products doubled during the Year as there was raw materials synergy between the production of these products and the Group's functional materials business. The advancement of the production techniques also contributed to the growth. Notwithstanding the pandemic weighing on mainland China's catering industry, the Group achieved solid growth in the sales of "Taste" products in both volume and revenue. During the Year, the sales of the "Scent & Taste" business reached RMB1.588 billion, a slight drop of 4% from 2019, accounting for 63% of total revenue.

In its "Natural products" business, the consolidated turnover of three major categories of products, namely natural food ingredients, natural essential oil, and natural extracts recorded a significant increase of 30%. The revenue from the sales of oyster sauce, in particular, increased by more than 9% as the Group became the largest supplier to China's largest oyster sauce manufacturer. With the successful completion of the upgrading of second phase of Changtai factory in 2020, the "Natural products" business has been equipped with production facilities that meet the SC certification for food production and will be able to scale up its operation to provide key ingredients of taste and nutrition for the industries of frozen food, fast food and pet nutrition food. The natural essential oil production line was officially put into operation on 5 March 2020, while the food ingredient production started at the end of the third quarter of 2020. During the Year, the sales of "Natural products" reached RMB594 million, an increase of 30% from last year, accounting for 24% of total revenue.

業績期內本集團三大類業務銷量均錄得增長，並且古雷、長泰新廠區也克服了新冠疫情帶來的種種困難，各項建設都取得了良好的進展。長泰和古雷廠區的陸續建成投產，將給集團帶來新的營收貢獻。同時，從現在起至未來五年，立足於國家級古雷石化園區的中怡化工產業製造基地，通過在石化下游產業鏈延伸的協同發展和價值創造，是集團落實安全、環保、可持續快速發展戰略的關鍵保證。

2020年，集團營業額約為人民幣25.1億元，同比上升4%。本公司股東應佔賬面利潤同比上升78%至人民幣4.08億元(2019年：人民幣2.30億元)。

核心業務「芳香和味道」方面，因主要原料松節油平均價格大幅度波動而影響天然基類的芳香產品價格，但因銷量比去年大幅增加27%，市場份額仍得以擴大。石油基類的芳香產品增長強勁，量價均升。尤為可喜的是，與集團的功能材料新業務具有原料協同優勢的若干類石油基芳香產品得益於生產工藝的進步，產品之銷售獲得倍升。儘管國內餐飲業深受新冠疫情之影響，但集團的「味道」產品全年仍取得銷售量和銷售額的穩健增長。年內，「芳香和味道」業務的銷售額達人民幣15.88億元，較2019年輕微下跌4%，佔總收入63%。

「天然產物」業務中，「天然食品配料」、「天然精油」與「天然提取物」三組類別綜合營業額錄得30%明顯增長。其中，蠔汁產品業績增長超過9%，集團已成為中國最大蠔油品牌的最大供應商。長泰廠區第二期於2020年已完成升級改造，配備食品規範SC認證的廠區，可以規模化為生產冷凍食品、快速食品、寵物營養食品等提供關鍵的味道及營養組分和配料。其中，天然植物精油生產線已於2020年3月5日正式投料生產，而食品配料生產車間已於2020年第3季度末投產。年內，「天然產物」的銷售額達人民幣5.94億元，較去年增加30%，佔總收入的24%。

Summary of 2020 Performance

二零二零年業績摘要

During the Year, the sales of “Specialties and Others” reached RMB328 million, a year-on-year increase of 3%, accounting for 13% of total revenue. As to the Group’s business of functional materials, the construction of the main unit and its ancillary facilities in first phase of Gulei Chemical Industrial Park was completed in the third quarter of 2020, and it has been commissioned for trial operation at the end of October. After two months of hard work, the main unit and its ancillary facilities have now been successfully put into smooth operation with consistent production quality. The product quality has been tested and approved by major international well-known clients, and the Group’s first functional material product has been officially put up for sales. The product launch produced in first phase marked a significant progress in the construction of Gulei Chemical Industrial Park. Hydrogenated hydrocarbon resin is the “functional material” product rolled out in the first stage, which is a key adhesive component for the newly emerging consumer products and also applicable for the automobile, manufacturing and construction industries. The functional materials business is expected to become a new growth driver of the Group development as it will mark a beginning of the Group’s materials chemicals business in the future, and will have raw materials synergy and support to the Group’s existing business of aroma chemical products. The work on the second stage of first phase of the Gulei Chemical Industrial Park commenced at the end of 2020. Several sets of multi-functional units will be built in the second stage for the production of the most sought-after new functional chemicals and a new product portfolio under the “Scent & Taste” business, as a move to accelerate the Group’s development and business expansion. The Group will realize the synergistic development of resources and business at a higher level, and the Gulei Factory will gradually develop into the core production base for the Group in its future development and business expansion.

年內，「特殊化學品及其他」的銷售額達人民幣3.28億元，同比增長3%，佔總收入13%。「功能材料」業務方面，到2020年第三季度，古雷化工園區第一期的主裝置及其配套工程已完成建設，並於10月底試車投料。經過兩個月的奮戰，現已成功實現品質穩定的連續生產。產品品質獲得全球主要知名用戶檢驗通過，並實現全面銷售。一期項目的成功投產是中怡古雷園區建設標誌性的進展。目前第一期第一階段的產品是市場需求強盛的「功能材料」—氫化石油樹脂，主要為新興的消費品、汽車、工業和建築產品提供核心的粘劑組分。該業務將成為集團新的增長點，為集團未來的材料化學品打開一個全新的天地，亦為集團現有的芳香化學品在未來的優勢發展提供強大的原料協同支援。古雷一期的第二階段，已於2020年底展開，計劃將建設多組多功能裝置以製造市場需求殷切的新功能化學品以及「芳香及味道」的新產品組合，以加速產業發展及業務擴張。集團將在更高水準上實現資源與產業的協同發展，古雷廠區將會逐步發展成為集團未來的產業發展、業務擴張之核心產業基地。

Sustainability of Corporate Governance

企業管治的可持續性

The Board of Directors believes that the stable development of the Group is based on good corporate governance and long-term vision. Therefore, it actively communicates with various units to assess the business needs of the company, understand the source of corporate risks, formulate long-term plans and strengthen internal supervision, so as to lead the group to navigate in the tough environments. The Board of Directors understands the importance of sound corporate governance, and promises to improve the corporate governance code of practice, so as to increase the transparency and safeguard shareholders' interests. The corporate governance of the Group is based on and determined by the principles ("Principles") and code provisions ("Code Provisions") set out in Appendix 14 Corporate Governance Code ("Corporate Governance Code"). During the Reporting Period, the Group complied with the Code Provisions of the Corporate Governance Code set out in Appendix 14 to the Listing Rules, except for the deviations from Code Provisions A.2.1. For further information about the Group's corporate governance and other information of the Board of Directors, please visit the designated website of the Stock Exchange (www.hkexnews.hk) and the Group's website (www.ecogreen.com) for the Group's relevant contents in the 2020 Annual Report.

For risk management and internal control, the Board of Directors determines the nature and extent of the risks that the Group is willing to undertake to achieve its strategic objectives, and maintains a robust and effective risk management and internal control system. The Board of Directors supervises the management in designing, implementing and monitoring the risk management and internal control system. The Group has established a set of continuous procedures to identify, assess and manage the significant risks of the Group. The Business Departments are responsible for identifying, assessing and monitoring risks related to their organizations. The evaluation results will be reported to the management through regular internal meetings. The management prepares a risk assessment report every year, which lists the identified risks and the management's assessment of the impact on the Group.

The Board of Directors will discuss the results in the risk assessment report, and assess the effectiveness of risk management and internal control system at the board meeting. The Group will handle and distribute inside information prudently. Employees must abide by the confidentiality clause in the employee handbook. Only the personnel in appropriate level are allowed to access sensitive price data and inside information. The Group designs and formulates appropriate policies and monitoring measures to ensure that assets are protected and prevent improper use or disposal; The Group also abides by and complies with relevant rules and regulations, and keeps reliable financial and accounting records in accordance with relevant accounting standards and regulatory reporting requirements. Based on the scale and cost effectiveness, the Group has not established an internal audit function.

董事會相信集團的穩定發展是建基於良好的企業管治及長遠寬廣的目光，因此絕不怠懈，積極與各單位溝通，以評估企業的營運需要，瞭解企業風險的來源，制定長遠計劃及加強內部監管，帶領集團在風高浪急的環境中航行。董事會深明良好企業管治的重要性，承諾改善企業管治常規，並以增加透明度及保障股東利益為目標。本集團之企業管治常規乃根據附錄14所載企業管治守則（「企業管治守則」）內所列之原則（「原則」）及守則條文（「守則條文」）而釐定。報告期內，本集團一直遵守上市規則附錄14所載之《企業管治守則》之守則條文，惟偏離有關守則條文第A.2.1條者除外。如欲進一步瞭解本集團的企業管治及董事會的其他資料，可透過聯交所指定網站(www.hkexnews.hk)及本集團網站(www.ecogreen.com)瀏覽集團二零二零年年報中的相關內容。

風險管理及內部監控董事會釐定本集團為達成策略目標所願承擔的風險性質及程度，並維持穩健及有效的風險管理及內部監控系統。董事會負責監察管理層在設計、實行和監察風險管理及內部監控系統方面的工作。本集團已制訂一套持續的程序，以識別、評估及管理本集團的顯著風險。業務部門負責識別、評估及監察與本身單位相關的風險。評價結果將通過定期內部會議向管理層報告。管理層每年編製風險評估報告，列出所確定的風險，以及管理層對本集團所受影響的評估。

董事會討論風險評估報告中的結果，並在董事會會議上評估風險管理及內部監控系統的成效。本集團審慎處理和發放內幕消息。員工必須遵守員工手冊中的保密條款。僅適當級別的人員才獲准接觸價格敏感資料及內幕消息。本集團設計並制訂適當的政策和監控措施，以確保資產得到保障，防止不當使用或處置；集團亦恪守和遵從相關規則和規例，並且根據相關會計準則和監管報告規定存置可靠的財務和會計記錄。基於本集團的規模及本著成本效益，本集團並無設立內部審計職能。

Sustainability of Corporate Governance

企業管治的可持續性

During the year under review, the Board of Directors reviewed the internal control system of the Group from time to time and considered that the system was effectively implemented. The review includes all major matters, including financial, operational and regulatory monitoring and risk management functions. The Board of Directors also considers the resource adequacy of the Group's accounting and financial reporting functions and the qualifications and experience of its employees, as well as its training courses and budget. The Group will continue to consider the need for an internal audit function every year.

EcoGreen has established a green development committee, a green operation crew, and a social responsibility and environmental safety management structures to comply with the requirements of the green development era, and to integrate and make good use of the talents and resources of the entire Group. The committee members include five executive directors and two senior vice presidents. The chairman of the committee is the chief executive officer of EcoGreen. The purpose of the committee is to coordinate the Group's environmental, safety, and social responsibility policies and work in all aspects, adhere to the path of quality, efficiency and sustainable development, and commit to green chemistry. We practice the Company's purpose of "Ecogreen, Eco-friendly" and philosophy of "green chemistry" with practical actions to promote our sustainable development, compose our new era of green development, and undertake social responsibilities.

The Board of Directors attaches great importance to the impact of the Group on the environment and society, so it has established the governance policy on environmental protection, safe production and product assurance, and requires the management to keep track of and make repeated reviews on the pollution, casualties caused during operation and product quality figures, and constantly look for new opportunities, such as cleaner fuels and more reliable suppliers of raw materials, so as to promote the notion of sustainable development in the industry. The Board of Directors leads the Group's ESG development and is determined to take ESG affairs as the core of corporate governance. It holds regular meetings every year to discuss relevant matters, and formulates ESG goals and plans based on the nature of the business and the external environment, so as to promote the awareness of caring about the environment and society at all levels of the company.

於回顧年度內，董事會已經不時對本公司之內部監控系統進行檢討並認為該系統被有效地執行。該檢討包含全部重大監控，包括財務、營運及法規監控及風險管理功能。董事會亦考慮本集團會計及財務匯報職能的資源充裕程度及員工的資質及經驗，以及其培訓課程及預算。本集團每年繼續檢討是否需要設立內部審計職能。

為順應綠色發展時代要求，並整合及善用全集團的人才及資源，中怡已成立綠色發展委員會並組建綠色工廠運行團隊和社會責任與環境安全管治團隊。委員會之組成包括由中怡的行政總裁擔任委員會主任，成員包括五位執行董事及兩位資深副總裁。委員會的宗旨為統籌集團在各方面的環境、安全、社會責任政策及工作，堅持走質量、效益和可持續發展道路，致力於綠色化學。以實際行動踐行公司「愛地球、愛眾生」的宗旨和「綠色化學」理念，促進公司的可持續發展，譜寫公司新時代綠色發展之路，承擔企業應有的社會責任。

董事會高度重視集團對環境及社會所帶來的影響，因此確立了關於環境保護、安全生產及產品保證的管治方針，要求管理層持續追蹤及匯報集團在營運當中所造成的污染、傷亡及產品質量數字，反覆作出檢討，並不斷尋找新的機會，如更潔淨的燃料、更可靠的原材料供應商等，務求帶領公司及同業在可持續發展方面更上一層樓。董事會帶領集團的ESG發展，決心把ESG事務推向企業管治的核心，每年定期召開會議討論有關事項，根據業務性質及外在環境制定ESG目標及計劃，以在企業各層面推廣關顧環境及社會的意識。

Environmental Sustainability

環境的可持續性

The Group is well aware that sustainability is the trend of development and policy focus of China. In terms of sustainable development, the Group adheres to the full promotion of: Quality, Safe, Environment and Health. The Gulei Factory and the Haicang Factory are important production bases of the Group and are also the Green Factory at national-level. They are green production bases that fully realize intensive use of land, harmless raw materials, clean production, waste recycling, and low-carbon energy. On this basis, the Group will continue to operate as a "Green Factory", comprehensively improve the infrastructure, management system, energy resources input, products, environmental emissions, etc., and constantly promote the construction of green factories.

DEVELOPING GREEN FINANCE AND CREATING MORE OPPORTUNITIES

The Group makes full use of the green financial mechanism to finance the Group's green development projects in order to implement green environmental protection investment and production. The Group actively promoted the "green financing" project and participated in the green finance certification program. We also successfully obtained the "International Green Financing" certification issued by the Hong Kong Quality Assurance Agency (HKQAA) in early 2020, affirming our direction in environmental protection. In May 2020, the Group completed its first green financing. China Construction Bank (Asia), Standard Chartered Bank (Hong Kong) and Hong Kong Hang Seng Bank jointly led the underwriting of "Green Syndicated Loan" and successfully raised US\$185 million in total to provide financing for the first phase environmental protection infrastructure project of the Group's Gulei Factory, and to provide strong support for the Group's future large-scale development projects in environmental protection and sustainable development. The large green syndicated loan shows that international and local banks highly recognize and support the sustainable development of the Group.

我們深知可持續是發展的趨勢，也是中國的方針。在可持續發展上，我們堅持向著質量(Quality)、安全(Safe)、環境(Environment)、健康(Health)全面推進。古雷工廠及海滄工廠為本集團的重要生產基地，其亦為國家級綠色工廠，是全面實現了用地集約化、原料無害化、生產潔淨化、廢物資源化以及能源低碳化的綠色生產基地。在此基礎上，我們將繼續運行和維護好這些綠色工廠，在基礎設施、管理體系、能源資源投入、產品、環境排放等方面全面改進，持續推進綠色工廠建設工作走得更遠、更踏實。

發展綠色金融 創造更多機遇

為了貫徹綠色環保投資與生產，本集團充分利用綠色金融機制為集團的綠色發展項目融資。本集團積極推行「綠色融資」專項，參與了綠色金融認證計劃，並於2020年初成功獲得香港品質保證局HKQAA頒發的「國際綠色融資」資格認證，對我們在環保工作上的方向予以肯定。於2020年5月，集團完成了首次綠色融資，由建行亞洲、香港渣打及香港恆生共同牽頭包銷並成功籌組總集資額為1.85億美元的「綠色銀團貸款」，為集團未來在環保及可持續發展方面等大規模發展項目提供了強而有力的支持。是次大額綠色銀團貸款顯示國際及本地銀行對集團可持續發展的高度認可與支持。

This announcement appears as a matter of record only




EcoGreen International Group Limited
USD185 Million 3.5-Year Transferable Green Term Loan Facility

Mandated Lead Arrangers, Bookrunners and Underwriters
 China Construction Bank (Asia) Corporation Limited
 Hang Seng Bank Limited
 Standard Chartered Bank (Hong Kong) Limited

Mandated Lead Arrangers
 Bank of Communications Co., Ltd. Hong Kong Branch
 (A joint stock company incorporated in the People's Republic of China with limited liability)
 China CITIC Bank International Limited
 Chiyu Banking Corporation Limited

Lead Arrangers
 The Bank of East Asia, Limited
 Bank SinoPac, Hong Kong Branch
 Far Eastern International Bank Co., Ltd
 KBC Bank N.V.

Green Finance Structuring Advisor
 China Construction Bank (Asia) Corporation Limited

Facility Agent
 Standard Chartered Bank (Hong Kong) Limited

Security Agent
 Hang Seng Bank Limited



May 2020

此通告僅供參考用途




中怡國際集團有限公司
一億八千五百萬美元3.5年期可轉換綠色定期貸款

委任牽頭安排行、簿記行及包銷行
 中國建設銀行(亞洲)股份有限公司
 恒生銀行有限公司
 渣打銀行(香港)有限公司

委任牽頭安排行
 交通銀行股份有限公司香港分行
 (於中華人民共和國註冊成立的股份有限公司)
 中信銀行(國際)有限公司
 集友銀行有限公司

牽頭安排行
 東亞銀行有限公司
 永豐商業銀行股份有限公司 香港分行
 遠東國際商業銀行股份有限公司
 比利時聯合銀行

綠色金融結構顧問
 中國建設銀行(亞洲)股份有限公司

貸款代理行
 渣打銀行(香港)有限公司

抵押品代理行
 恒生銀行有限公司



2020年5月

Environmental Sustainability

環境的可持續性

Looking forward to the future, we will continue to follow the green loan principles of the Green Financing Framework(《綠色融資框架書》) to best perform in the "Use of Funds Raised", "Project Evaluation and Process", "Financial Approval and Tracking Process" and "Project Operation and Effectiveness Monitoring Report". We will also plan the Gulei project in accordance with the national standard requirements of GB/T 36132-2018 Green Factory Evaluation General Principles (《GB/T 36132-2018 綠色工廠評價通則》).

展望將來，我們將繼續按照《綠色融資框架書》的綠色貸款原則，做好「募集資金使用」、「專案評估及篩選流程」、「財務審批及追蹤流程」和「專案運行和成效監控報告」，並按照按《GB/T 36132-2018綠色工廠評價通則》國家標準要求規劃古雷項目。

According to "Use of Funds Raised", the funds raised from green loans will be used in the following areas:

根據「募集資金使用」，綠色貸款所籌集的資金，將運用於以下方面：

1. Industrial energy saving (energy efficiency and energy conservation) 工業節能(能源效益和節約能源)	Such as: Purchasing energy-saving equipment, updating and retrofitting energy-saving equipment 如：購買節能設備、更新及改造節能設備
2. Sustainable buildings (energy efficiency and energy conservation) 可持續建築(能源效益和節約能源)	Such as: Constructing or transforming into green buildings, and complying with GB/T50378 Green Building Evaluation Standards (《GB/T50378 綠色建築評價標準》) 如：興建或改造成綠色建築，並符合《GB/T50378綠色建築評價標準》
3. Wastewater treatment (sustainable water resources) 廢水治理(可持續水資源)	Such as: Optimizing the sewage treatment process and complying with GB8978 1996 Comprehensive Wastewater Discharge Standard (《GB8978 1996污水綜合排放標準》) 如：優化污水處理工藝，並符合《GB8978 1996污水綜合排放標準》
4. Waste gas treatment (pollution prevention) 廢氣治理(污染防治)	Such as: VOCs treatment (RTO waste gas treatment), and meeting the Ambient Air Quality Standards (《環境空氣品質標準》) 如：VOCs治理(RTO廢氣處理)，並符合《環境空氣品質標準》
5. Recycling and utilization of solid waste, waste gas and wastewater 固體廢物、廢氣和廢水的回收和利用	Such as: Wastewater reuse (recycling of hydrated solvents), harmless treatment of solid waste (solid waste incinerator) 如：廢水回用(水合溶劑回收利用)、固廢無害化處理(固廢焚燒爐)
6. Recycling, processing and utilization of renewable resources 可再生資源的回收、加工、利用	Such as: All by-product materials are recycled and reused (including solvents) 如：所有副產品物料迴圈回收利用(含溶劑)
7. Sustainable transportation 可持續運輸	Such as: Use of clean fuel (LNG energy instead of diesel) 如：使用清潔燃料(LNG能源代替柴油)
8. Tackling climate change 應對氣候變化	Such as: planting trees, vegetation restoration 如：種植樹木、植被修復

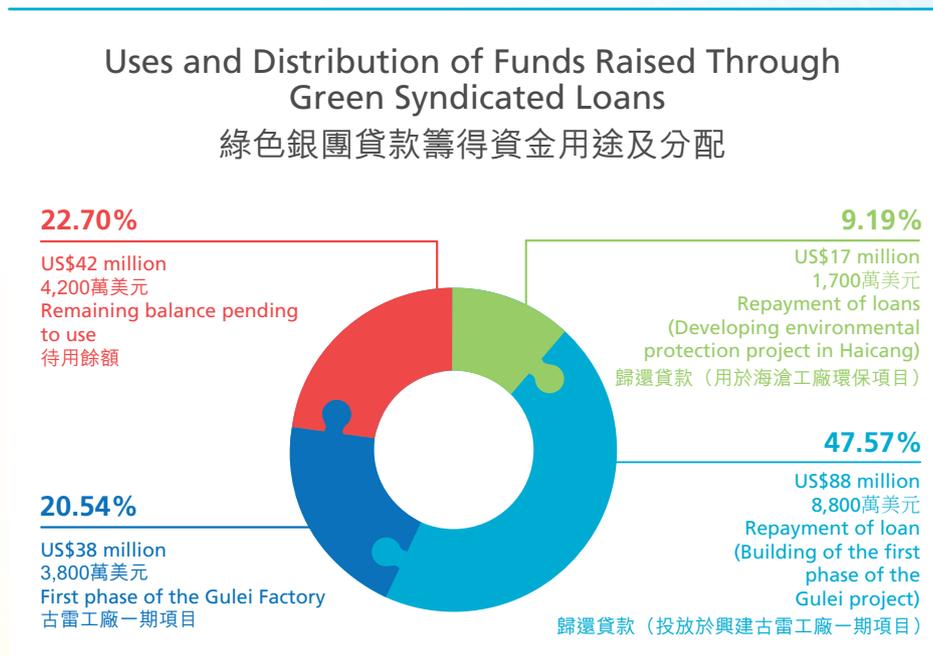
Environmental Sustainability 環境的可持續性

Uses and Distribution of Funds Raised Through Green Syndicated Loans

The green syndicated loan has raised a total capital of US\$185 million and will expire in 2025 at the latest. This loan is mainly used to repay the previous loan and develop the first phase of the Gulei Factory, of which US\$17 million is used to repay the loan which has been used to develop the environmental protection project of the Haicang Factory and the working capital for the aroma chemicals supply chain during the previous period, and US\$88 million is used to repay the loan which has been used to build the first phase of the Gulei Factory during the previous period, US\$38 million will be used to develop the first phase of the Gulei Factory, and the remaining balance pending to use is US\$42 million. The funds pending to use are handled in accordance with the Group's consistent liquidity management strategy, and will be deposited in time deposits and high-interest capital guaranteed structure deposits, and are planned to be used as capital expenditures for the second part of the first phase of Gulei Factory. We ensure that the funds pending to use will be used for projects that comply with the Green Financing Framework. The following are the uses and distribution of funds raised through green syndicated loans:

綠色銀團貸款籌得資金用途及分配

綠色銀團貸款總集資額1.85億美元，最遲2025年到期。此貸款主要用於歸還上期貸款及發展古雷工廠一期項目。其中，1,700萬美元用於歸還上期投放於海滄工廠環保項目及香料供應鏈營運資金的貸款，8,800萬美元用於歸還上期投放於興建古雷工廠一期項目的貸款，3,800萬美元用於繼續發展古雷工廠一期項目，剩餘待用餘額為4,200萬美元。待用資金按照集團一貫的流動性管理策略處理，存放於定期存款及高息保本結構存款，並計劃投放於古雷工廠一期第二部份作資本性支出。我們確保待用資金將用於符合《綠色融資框架書》的項目上。以下為綠色銀團貸款籌得資金的用途及分配：



Environmental Protection Project of Haicang Factory

The Haicang Factory is located in Haicang District, Fujian, and is mainly engaged in the production of flavors and fragrances and related products. The Haicang Factory was awarded the "Green Factory" certification by the Ministry of Industry and Information Technology in 2019. It was the only chemical green manufacturing enterprise in Fujian Province that obtained this certification.

海滄工廠環保項目

海滄工廠位於福建海滄區，主要生產香精香料及其相關產品。海滄工廠在2019年獲得了國家工信部頒發「綠色工廠」的認證，是福建省內唯一一家獲得該項認證的化工類綠色製造企業。

Environmental Sustainability

環境的可持續性



圖：古雷工業鳥瞰圖

Picture: Aerial view of Gulei Industrial Park

The First Phase of Gulei Factory

The Gulei production base in Zhangzhou, Fujian has a planned land area of 666,000 square meters and a green area rate of 25%. The Company takes the "Green Factory" at national-level as its goal, and promotes the Company's sustainable and stable development by continuously practicing "Green Chemistry" and green development-related concepts. At present, the first phase of the Gulei Factory has been fully constructed with 220,000 square meters. The first set of production facilities focusing on the production of new functional materials has been completed and put into operation in the second quarter of 2020, and the scale has been further expanded in the fourth quarter of 2020. We will also successively commence fine chemicals manufacturing production lines that mainly produce aroma chemicals to complete the construction of a sustainable manufacturing industry. The first-phase production facility of Gulei Factory has an existing production capacity of 33,000 tons per year, and is expected to expand its production capacity to 66,000 tons per year after one year. It will become a leading domestic production base in terms of fine chemical production capacity.

古雷工廠一期

位於福建漳州的古雷生產基地目前規劃用地面積66.6萬平方米，綠地率25%，公司以國家級「綠色工廠」為目標，不斷踐行「綠色化學」和綠色發展相關理念，促進公司的可持續穩定發展。現時，古雷工廠一期22萬平方米已全面建設，首批以生產新型功能材料為主的生產裝置已於2020年第二季度建成投產，並於2020年第四季進一步擴大該新型功能材料裝置規模，及陸續啟動以香原料為主的精細化學品製造生產線，完成可持續發展的製造產業建設。古雷工廠一期生產裝置現產能每年3.3萬噸，預計一年後擴大產能至每年6.6萬噸，將成為國內精細化工產能位於前列的生產基地。



圖：石油樹脂車間
Picture: DCPD Workshop

The project has undergone innovations, especially in environmental protection, efficiency and safety, etc. By improving the production process technology and increasing energy recovery and utilization, the material of the device is optimized and the product quality is improved. In particular, we further improve the energy saving and production efficiency of the device by adopting technologies such as continuous production technology, waste heat recovery, energy exchange, and adding cryogenic equipment to recover and reuse low-boiling materials. In addition, in order to strengthen the automation of production processes and improve environmental benefits, the project also includes the construction and improvement of supporting facilities, such as shortening logistics pipelines, circulating water stations, sewage treatment facilities, and central control rooms.

本工程項目特別針對環保、效能及安全等方面進行革新。通過改進生產工藝技術和增加能源回收利用，優化裝置的材質，提高產品品質。特別是採用連續生產工藝、餘熱回收、能量交換、增加深冷裝置回收低沸點物料再利用等技術，進一步提升裝置的節能及生產效率。此外，本項目還包括了配套設施的建設和改善，例如縮短物流管道、迴圈水站、污水處理設施和中心控制室等，以加強生產流程自動化和提升環保效益。



圖：公用系統配套
Picture: Public Utilities Facilities



圖：氫化車間
Picture: Hydrogenation Unit

SETTING ENVIRONMENTAL OBJECTIVES AND IMPLEMENTING IMPROVEMENT MEASURES

As climate disasters and resource scarcity are of growing prominence, in parallel to the living standards, efficient business models, and environmental-friendly technologies shall be employed by companies in order to balance economic and environmental benefits. Therefore, we are determined to use green funds to reform the current production methods to alleviate various environmental problems in society, such as insufficient water resources, air pollution, high-carbon production, etc., so that the people could have a comfortable life. In this regard, the Group has formulated a series of goals and measures to reduce consumption and pollution in an all-rounded way.

制定環境目標 落實改善措施

在氣候災難肆虐、資源越見匱乏、生活質素要求不斷提升的情況下，企業有責任利用更佳、更高效、更環保的技術營運，平衡經濟與環境利益。故此，我們決心運用綠色資金改革現行的生產方式，以緩和社會各類環境問題，如水資源不足、空氣污染、高碳生產等，令人民能安居樂業。就此，集團制定了一系列的目標與措施，全面降低消耗與污染。

Objective 1: Reduce Water Consumption By 2,000 Tons Per Year

Water is a precious natural resource that brings vitality to the earth and nurtures the growth of enterprises. Therefore, cherishes every drop of the resource, actively sets water-saving goals, and encourage all members of the Group to work together to create feasible saving solution with latest technology.

The Group fully promotes the use of dry screw pumps to replace water ring vacuum pumps. The previous technology uses water as a gas squeezer. As the impeller inside the container rotates, a hollow water ring is formed by centrifugal force, and the gas to be treated is introduced into the vacuum space, and finally discharged through the water ring squeeze. This practice requires regular water supply, because the gas processed during the vacuum process may dissolve in the water in the pump. To ensure the cleanliness of the water ring, we must regularly replace the water. We currently use dry screw pumps in our business, which can save water greatly as compared to the water consumption of 1 ton per hour in Haicang Factory in the past, because no water is involved in the vacuum process, the gas can be squeezed by the operation of a pair of screw rods.

The Group is committed to developing water sources other than tap water, so it has built rainwater collection ponds, which can not only collect rainwater for production, but also serve as a landscape to provide employees with a more appealing working environment. The Group is also studying the feasibility of steam condensate recovery. This technology condenses the used steam into water at a temperature of approximately 90°C-110°C. Due to the high temperature, the condensed water has a wide range of uses, such as heating materials and cleaning production equipment. After cooling, it can be used as cooling water or re-turned into steam being an endless cycle, which can greatly reduce the input of additional water resources.

In addition, since the Group relies heavily on machine production, routine maintenance is required. The Group currently uses tap water for cooling, which may lead to equipment corrosion and scaling, and is sometimes not so effective. Therefore, the Group has formulated two plans: one is to use water of higher quality, and the other is to first reduce the temperature of the cooling water to make cooling more effective. Taking advantage of the geographical location, the Group uses the clean water source near the Gulei Factory to reduce the impurities in the water in the evaporation system, thereby reducing the waste water that needs to be discharged considering the excessive impurities, and this can naturally reduce the amount of supplementary water. The Group also plans to use 0°C water to cool pure water to improve cooling efficiency and reduce overall water consumption. Pure water does not contain ions, salts and other minerals. It can not only be recycled, but also ensure the operating efficiency and service life of the equipment.

目標1：每年減少用水2000噸

水是珍貴的天然資源，為大地帶來生機，孕育企業成長。故此，集團十分珍惜用水，積極訂立節水目標，並利用最新的科技，鼓勵集團同心合力創造出可行的節約方案。

本集團全面推動乾式螺桿泵的使用，以替代水環真空泵。舊有技術利用水作為氣體擠壓器，在容器內部葉輪的旋轉過程中藉離心力形成一個中空的水環，把需要處理的氣體引進該真空空間，最後透過水環擠壓將氣體排出。此做法需要定期供水，因為在真空的過程處理的氣體或會溶於泵內水體，為確保水環的潔淨，我們必須定期更換水。以往海滄工廠的補水量為每小時1噸，現在業務使用乾式螺桿泵，在真空的過程不會涉及水，靠著一對螺旋杆的運行便可以將氣體擠壓，大大節水。

本集團致力開拓自來水以外的水源。集團建造雨水收集池，將雨水納入生產使用，亦可作為景觀為員工提供一個較優美的工作環境。集團亦研究蒸汽冷凝水回收的可行性。此技術把用過的蒸汽凝結成水，溫度大約為90°C-110°C。由於溫度甚高，冷凝水的用途廣泛，例如可以用於加熱物料、清潔生產設備，降溫後更可以用作冷卻水，又或再度化為蒸汽，循環不息，可以大幅減少額外水資源的投入。

另外，由於本集團十分依賴機器生產，日常維護是必要的步驟。集團現時採用自來水冷卻，容易導致設備腐蝕、結垢，且有時未能達到理想的效果。因此，集團展開了兩個方案：一是利用質量較高的水，二是先把冷卻水降溫，令冷卻事半功倍。集團把握地利，運用古雷工廠附近的潔淨水源，減低蒸發系統內的水的雜質，從而減少因雜質過多而需要排放的污水，自然也可以減少補充水量。集團亦計劃用0°C的水為純水降溫，提升冷卻效率，減少整體用水。純水是不含離子的水，沒有鹽分及其他礦物，因此十分潔淨，可以循環利用之餘，亦可保障設備的運行效率及使用壽命。

Objective 2: Reducing Electricity Consumption By 1.5 Million KWH Per Year

The Group truly understands the importance of energy saving to human life. As a responsible company, we have put forward relevant reform plans because we have been considering the livelihood of society and the future. The Group has set energy targets, and the Production Management Department disassembles the targets into operational indicators based on the actual conditions of each department, such as energy use, energy types, and energy-saving potential, to facilitate the implementation of each department. When energy targets, indicators and energy consumption quotas cannot be completed on time or cannot be implemented normally, the Production Management Department will organize relevant departments to find out the reasons and analyze them.

We provide variable frequency motors for some high-power equipment at the Gulei Factory. By changing the frequency of the power supply and controlling the speed of the motor according to the electricity demand, the motor does not have to run at full speed when the machine is running lightly, thereby can save power and reduce the loss and pressure of the motor running at high speed. This technology has been applied to cooling fans, circulating water pumps, polymerization mixers and other equipment, which can reduce 1,880 tons of carbon emissions each year. It may be further expanded in the future to achieve full adoption.

Since almost all of the Group's machine control buildings and offices use air conditioners, the Group changed to adopt the VRV (Variable Refrigerant Volume) multi-point connection air-conditioning method instead. The VRV system accommodates many indoor air conditioners connected to an outdoor unit at the same time. It can determine the distribution and flow of refrigerant by controlling independent valves to ensure that each connection point is assigned the minimum required amount of refrigerant, which can accurately meet the temperature requirements of users in different rooms, providing comfort while also saving power. The VRV system also adopts the above-mentioned frequency conversion technology. The compressor of the air conditioner will slow down to save electricity after the air conditioner has been running for a period of time (when the indoor temperature is maintained at a specified degree).

In addition to improving the air-conditioning system, the Group also tried to reduce the use of mechanical ventilation. At the Gulei Factory, natural ventilation is our first consideration for indoor spaces where people rarely stay for a long period of time (such as workshops and warehouses). The Group has specially increased the number of exterior windows and installed natural ventilators to introduce air by using the air pressure difference between inside and the outside to minimize the use of electricity.

目標2：每年減少用電150萬千瓦時

本集團真切明白到節省能源對於人類生活的重要性，作為一家負責任的企業，我們時刻考慮社會民生和未來，故提出了相關改革方案。本集團設定了能源目標，生產管理部根據各部門的能源使用、能源品種、節能潛力大小等實際情況，將目標拆解成營運指標，方便各部門執行。當能源目標、指標及耗能定額不能按時完成或不能正常實施時，生產管理部組織有關部門會查明原因，並進行分析。

我們在古雷工廠為部分大功率設備提供變頻電機，透過改變電源的頻率，並根據用電需求控制馬達的速度，所以在機器輕度運作的情況下可以避免馬達火力全開，以達到省電的效果，亦可以減少馬達一直保持高速運行的損耗和壓力。此技術已應用於散熱風機、迴圈水泵、聚合攪拌機等設備，每年可減少1,880噸碳排放。未來或會進一步擴展，達至全面採用。

由於集團的機器控制樓、辦公室幾乎全部使用空調，本集團淘汰了舊有的空調系統，改而採用VRV(Variable Refrigerant Volume)多點連線的空調方式。VRV系統容許多部室內冷氣機同時連接一個室外機組。系統可以透過控制獨立閥門決定製冷劑的分配及流動，確保每個連接點都獲分最低所需的製冷劑量，所以可以準確滿足不同房間使用者的溫度需求，令人舒適之餘亦可省電。VRV系統更採納上述的變頻技術，在空調運行一段時間後(室內氣溫維持在指定的度數時)，冷氣機的壓縮機便會降速，從而省電。

在改善空調系統之餘，本集團亦設法減少機械通風的使用。在古雷工廠，室內較少長時間停留的空間(如車間及倉庫)優先採用自然通風，集團特地增加了向外窗的數量及設置自然通風器，利用室內外氣壓差將空氣引入，以將電力的使用降至最低。

Objective 3: Meeting the Three-level Discharge Standard in Table 4 of the GB8978-1996 Comprehensive Wastewater Discharge Standard (《GB8978-1996污水綜合排放標準》), and Implementing the Water Quality Standard for Sewage Discharged into Urban Sewers (《污水排入城鎮下水道水質標準》) (GB/T 31962-2015) for Total Phosphorus and Ammonia Nitrogen

The Group continues to improve its wastewater treatment process in order to protect the oceans and rivers and reduce the impact on the environment. The Group sets up a grease trap at the entrance of the sewage station to filter various oils and organic matter. After adopting the new technology, the COD (chemical oxygen demand) in sewage can be reduced by 16.5 tons per year, which means that the oxidizable substances in the sewage are greatly removed to meet the requirements for discharge to the urban drainage system. The new technology can also effectively filter particles in the water, reducing the amount of dewatered sludge to of the original treatment method, which is worth reusing when the Group expands its factories in the future. In addition to the grease trap, the Haicang Factory also uses distillation to extract solvents from the chemically-processed water, which can remove impurities, improve the purity of the solvent, and recycle it to reduce solvent discharge. Through distillation separation, the COD value per ton of sewage can be reduced from 30,000 mg/l to 3,000 or 4,000 mg/l.

In the process of sewage transportation, the degree of intact of the sewage underground pipeline network is very important. In May 2019, in order to solve the underground leakage, the Group specially replaced the underground sewage pipe network with an overhead sewage pipe network. This makes it convenient for inspectors to keep an eye on the status of sewage transportation, and to replace and repair the cracks immediately when they are found, without the need for digging into the ground that might harm the land structures. In addition, it can also reduce the risk of soil and groundwater pollution due to leakage. All of the Group's production wastewater is transported through stainless steel pipe networks to ensure that the pipelines are not easily corroded by chemicals, air or moisture. This not only extends the service life of the pipelines, but also makes transportation more secure and safe.

目標3: 達到《GB8978-1996污水綜合排放標準》表4中的三級排放標準總磷及氨氮執行《污水排入城鎮下水道水質標準》(GB/T 31962-2015)

為了保護海洋、河流，降低對環境的影響，本集團不斷改善污水處理流程。集團在污水站入口設置隔油池，過濾各種油類和有機物。採用新技術後，污水中的COD（化學需氧量）可以每年減少16.5噸，代表著污水中可以氧化的物質被大幅除掉，以符合排放至城鎮排水系統的要求。而新技術亦能有效過濾水中微粒，令工藝廢水中的污泥量脫水後可降低至原有的5-7%，值得集團未來擴建工廠時繼續大力使用。除隔油池外，海滄工廠亦透過蒸餾把溶劑從經過化學程序的水中抽取出來，移除雜質，提高溶劑純度，並將其回收利用，減少溶劑排放。透過蒸餾分離，每噸污水的COD值可由30,000 mg/l降至3,000或4,000 mg/l。

在污水的運送過程中，污水地下管網的完整度至關重要。在2019年5月，集團為了嚴肅對抗污水地下管網滲漏，特意將地下式污水管網換成架空式污水管網，以便檢查人員可以時刻留意污水輸送情況，發現裂痕時隨即更換修補，不必費工深入地下探究，亦能降低因滲漏而釀成土壤及地下水污染的風險。另外，集團確保所有生產污水是透過不銹鋼管網輸送，令輸送管道不輕易受到化學物質、空氣或水分侵蝕，延長使用壽命，令運送更安心安全。

Environmental Sustainability 環境的可持續性

In the past, the Group relied on the vigilance of workers and regular sampling of wastewater to prevent pollutants from flowing directly into the public sewage system. It was therefore difficult to ensure constant compliance and might go out of system easily. Therefore, the Group has built an automatic detection system at the Haicang Factory to monitor the sewage in real time. Once abnormality is found, it will be automatically processed or prompted for manual processing. The system will send the data to our control facilities and the government environmental protection bureau, which helps to accurately monitor the sewage quality. In addition to show alerts of exceeding standards, the data can also reveal the time when the data is close to the exceeding standard in the daily procedures, allowing the Group to focus on improving and controlling the corresponding production process.

Objective 4: Meet the Comprehensive Emission Standard for Air Pollutants (《大氣污染物綜合排放標準》) (GB16297-1996), Emission Standard of Air Pollutants for Xiamen City (《廈門市大氣污染物排放標準》) (DB35/323-2018) and GB31572-2015 Emission Standard of Pollutants for Synthetic Resin Industry (《GB31572-2015合成樹脂工業污染物排放標準》)

The waste gas emitted by the Group in the course of its business mainly comes from the processing of petroleum extracts and the use of automobiles. In order to reduce the emission of VOC (volatile organic compounds, or non-methane hydrocarbons), since 2017, the Group has adopted regenerative oxidation (RTO) to treat waste gas, that is, by introducing waste gas into a regenerative oxidation furnace, and oxygen is used to decompose VOC into harmless substances when the boiler rises to 800°C. During the decomposition process, it releases a large amount of heat energy that would be stored in the oxidation furnace, allowing the waste gas that later enters the system to be preheated without the fuel, reducing the need for fuel replenishment. With this technology, the Group can reduce the emission of 240 tons of VOC per year with the performance of air processing capacity of up to 40,000 m³ per hour. At present, the RTO facilities of Haicang Factory uses natural gas as fuel, resulting in minimal SO₂ emissions.

In order to avoid the leakage of waste gas, the Group replaced the existing IBC waste gas barrels with sealed storage tanks. The Group purchased 7 and 5 storage tanks in the multi-functional workshop and manufacturing workshop respectively, and added a large number of movable gas collecting hoods in the production workshop to enhance the collection of unorganized waste gas, so as to maximize the delivery of waste gas to the RTO treatment facilities.

過往，本集團靠著工人的警覺及定期抽查廢水樣本防止污染物直接流出至公共污水系統，難以確保日常污水可以百分百達到指標。因此，集團在海滄工廠建設了自動檢測系統，實時監察污水，一旦發現異常將自動處理，或提示人工處理。系統會將資料發送至廠內控制室和政府環保局的數據平台，有助準確掌握污水質量。資料除了提示超標的現象，還可以透露日常程序中接近超標的時刻，讓集團集中改善對應生產流程，做好管控。

目標4: 達到《大氣污染物綜合排放標準》(GB16297-1996)、《廈門市大氣污染物排放標準》DB35/323-2018)及《GB31572-2015合成樹脂工業污染物排放標準》

本集團在業務過程中排放的廢氣主要來自石油提取物的加工和汽車使用。為了降低VOC(揮發性有機化合物，或稱非甲烷總烴)排放，由2017年開始，本集團採用了蓄熱式氧化技術(RTO)處理廢氣，即透過將廢氣導入蓄熱式氧化爐內，在鍋爐上升至800°C時利用氧氣將VOC分解成無害物質。分解過程中會釋放出大量熱能，並儲藏於氧化爐內，令之後進入系統的廢氣可以不用燃料預熱，減低燃料補充的需要。藉著此技術，在每小時處理風量高達40,000 m³的性能下，本集團每年可以減少240噸VOC的排放。現在海滄工廠的RTO設施使用天然氣作為燃料，以致SO₂的排放量微乎其微。

為了不讓廢氣洩漏，本集團將現有的IBC廢氣桶換成密封的儲罐。集團於多功能車間及製造車間分別購入了7個及5個儲罐，並在生產車間增添大量的可移動集氣罩，加強無組織廢氣的收集，務求盡量令廢氣全被輸送往RTO處理設施。

Environmental Sustainability 環境的可持續性

In addition to RTO technology, the Group also uses the following technologies to reduce pollutant emissions:

- Activated carbon adsorption: using the high surface area and porosity of activated carbon to adsorb pollutants.
- Waste gas scrubber: spraying chemical liquid into the waste gas to absorb pollutants and particles.
- Cryogenic recycling: condensing waste gas into liquid for easy collection.
- Bag filter: filtering waste gas and preventing dust from spreading out through the bag.

除了RTO技術，集團還利用了以下技術降低污染物排放：

- 活性碳吸附：利用活性碳的高表面積及多孔性吸附污染物。
- 尾氣洗滌塔：噴灑化學液於廢氣中，將污染物及顆粒吸收。
- 深冷回收：把廢氣冷凝成液體，方便收集。
- 袋濾器：過濾廢氣，令灰塵不能通過袋子往外散播。

Objective 5: Comply with the GB/T 50378 Evaluation Standard for Green Building (《GB/T 50378 綠色建築評價標準》)

In order to build the Gulei Factory into a green factory, the Group has incorporated the concept of environmental protection into the design, taking into account factors such as performance, safety, durability, economy, and aesthetics, and improving the selection of construction technologies, equipment and materials:

- The double-layer profiled steel roof (雙層壓型鋼板屋面), the design that meets the patent "CN 1773046A", is adopted in the roof steel structure. By using the continuous laying method, the glass wool felt with good thermal insulation function is placed under the steel roof, and the hard plastic thermal insulation board is used as the sandwich to prevent the top steel plate that is often exposed to sunlight from directly contacting the lower support, ensuring effective heat and sound insulation and reducing the demand for refrigeration of air conditioners.
- The hydrophobic expanded perlite plate (憎水型膨脹珍珠岩版), the material that meets the patent "CN 102898113A", is adopted in cast-in-place reinforced concrete roof. This material is particularly suitable for the surface of buildings due to its high hydrophobicity, so that the moisture in the air is not easily absorbed, ensuring long-lasting insulation performance. In addition, the low thermal conductivity and high chemical stability of the material make it difficult to transfer heat from the outside to the room, which can help reduce the consumption of air conditioners or refrigeration equipment.

目標5: 符合《GB/T 50378綠色建築評價標準》

為了打造古雷工廠為綠色工廠，本集團在設計上加入了環保的理念，綜合考慮性能、安全、耐久、經濟、美觀等因素，改善建築技術、設備和材料選用：

- 鋼結構屋頂採用專利《CN 1773046A》之設計—雙層壓型鋼板屋面。運用整體連續鋪設的方式，將有良好保溫隔熱功能之玻璃綿氈置於鋼板屋面板下，又使用硬質塑膠隔熱板作為夾心，防止經常遭受日照的頂層鋼板與下層支架直接接觸，可以有效隔熱、隔音，減少使用空調製冷需求。
- 鋼筋混凝土現澆屋面採用專利《CN 102898113A》之材料—憎水型膨脹珍珠岩版。此材料特別適合用於建築物表面，由於憎水率高，空氣中的水分不易被吸收，確保保溫性能持久。另外，材料的導熱系數低、化學穩定度高，令熱不容易從外部傳入室內，可以幫助減少空調或製冷設備耗用。

Environmental Sustainability 環境的可持續性

- The autoclaved aerated concrete (蒸壓加氣混凝土) is adopted as the material of exterior walls with the block strength of grade B05 (A3.5). Autoclaved aerated concrete possesses better thermal insulation and fire resistance than traditional clay bricks, which can also help save energy and improve safety.
- For the exterior wall windows of the building, the 6+12A+6 hollow double-layer glass is used for the parts with air conditioning and energy saving to reduce the thermal conductivity of indoor and outdoor and achieve the energy saving of air conditioners.
- Inductive flushing valves are used in toilets and faucets, and the flushing tank is a water-saving product.
- LED lights are fully adopted to increase the power efficiency from 65% to 90%.
- The factory is planned and constructed in accordance with GB/T 36132-2018, General Principles for the Evaluation of Green Factory (《GB/T 36132-2018 綠色工廠評價通則》) to increase its plot ratio. At present, the plot ratio of Gulei Factory is 73%, the building factor is 40%, and the greening rate is 18%.
- The plants with strong adaptability to cruel climate conditions are planted in the factory to expand green vegetation and reduce carbon emissions.
- Through the differentiated structural design of the municipal roads in the plant area, rainwater discharged directly from the road and municipal rainwater pipe network system is significantly reduced, and a large amount of rainwater is stored in the soil layer by using the favorable factors of the geological soil in the plant area to achieve the effect of sponge city. Part of the rainwater is collected and used for continuous irrigation of the green land.
- 建築物外牆採用蒸壓加氣混凝土為材料，砌塊強度為級別B05 (A3.5)。蒸壓加氣混凝土比傳統的黏土磚有更好的保溫、防火性能，故亦可以幫助節能，並提高安全性。
- 建築物外牆窗，針對有空調節能的部分採用6+12A+6型中空雙層玻璃，減少室內外的導熱系數，以達到空調節能的目的。
- 洗手間坐廁及水龍頭均使用感應式沖洗閥，沖洗水箱為節水型產品。
- 全面採用LED燈，將用電效率65%提高至90%。
- 按綠色工廠標準《GB/T 36132-2018綠色工廠評價通則》規劃和建設，提高工廠容積率。目前古雷工廠容積率為73%，建築系數為40%，綠化率為18%。
- 在園內栽種耐候性強的植物，擴大綠色植被，減少碳排放。
- 通過廠區市政道路的差異化結構設計，減少大量的雨水由道路市政雨水管網系統直接排走，利用廠區地質土壤的有利因素，將大量雨水存入土層之中，以達到海綿城市的效果。部分雨水收集後用於綠化用地的持續澆灌。

EMISSION AND USE OF RESOURCES

The Group has always followed the environmental laws and regulations related to emissions in its operation place. The main emissions generated in the daily operation process include greenhouse gas, sewage, waste gas and waste.

排放物及資源使用

中怡遵守營運所在地關於排放物相關的法律法規，在日常營運過程中產生的主要排放物包括溫室氣體、污水、廢氣及廢物。

Greenhouse Gas

In order to establish the tracking and reducing greenhouse gas in internal management and adapt to the national and international trends as soon as possible, the Group began to account the greenhouse gas generated in the production process in 2017, indicating clearly that the main greenhouse gas emission of the Group is the indirect emission from purchased electricity. According to the verification results, the Group has further promoted energy conservation activities, continuously improved energy utilization efficiency to reduce energy consumption through technical transformation, selected energy-saving equipment as much as possible in equipment renewal, and strengthened equipment maintenance to reduce abnormal operation of equipment, improved equipment operation efficiency to reduce energy loss. The secondary energy-saving motors are applied in all electric equipment at the plants of the Group, and the fluorescent lamps at the Haicang Factory are replaced by LED lamps in batches, which can save lighting electricity and maintenance costs.

The Group also uses cleaner energy sources and has converted two sets of thermal oil furnaces to run on liquefied natural gas instead of diesel. According to statistics from the UK Ministry of Environment, Food and Rural Affairs, LNG only emits approximately 0.185kg of carbon dioxide equivalent per kilowatt-hour of energy, representing approximately 27% less than diesel. The use of liquefied natural gas also increases the combustion efficiency of the boiler from 90% to 95%, thereby effectively reducing fuel consumption.

溫室氣體

為建立內部管理溫室氣體追蹤減量的績效，及早適應國家和國際趨勢，公司在2017年開始就對營運過程產生的溫室氣體進行盤查統計，確認公司主要排放為來自外購電力的間接排放。根據核查結果，我們推動節約能源活動，通過技術改造等方式不斷提高能源利用效率，減少能源消耗，在設備更新上盡可能選用節能設備，同時加強設備維修保養，減少設備不正常運行，提升設備運作效率，降低能源損耗。集團全廠所有電動設備均採用二級節能電機，而海滄工廠的日光燈亦已開始分批更換成LED燈，可節省照明用電及維修費用。

集團亦採用較潔淨的能源，把兩套導熱油爐變成以液化天然氣為燃料運行，摒棄以往使用柴油的方式。根據英國環境、糧食和農村事務部的統計，液化天然氣每提供1千瓦時的能量只排放出約0.185千克的二氧化碳當量，比柴油少約27%。使用液化天然氣亦令鍋爐的燃燒效率由90%提升至95%，從而有效減少燃料消耗。

Environmental Sustainability

環境的可持續性

The calculation criteria of greenhouse gas emissions are based on the Guidelines of Environmental, Social and Governance Report, and international standards such as GHG Protocol.

溫室氣體排放的計算乃根據「環境、社會及管治報告指引」以及溫室氣體排放協議(GHG Protocol)等國際標準。

Type of scope (Note 1) 範圍類型 (註1)	Total emissions (2020) 總排放量 (2020)	Emissions (2020 - Gulei) 排放量 (2020—古雷)	Emissions (2020 - Haicang) 排放量 (2020—海滄)	Emissions (2019 - Haicang) (Note 2) 排放量 (2019—海滄) (註2)	Unit 單位
Scope 1 範圍一 - Use of air-conditioning equipment or refrigerator 使用空調冰箱等冷氣設備	2,738,425	1,592,645	1,145,780	1,282,512	Carbon dioxide equivalent/kg 千克二氧化碳當量
Scope 2 範圍二 - Use of purchased electricity 使用外購電力	13,560,670	3,086,201	10,474,469	11,141,428	Carbon dioxide equivalent/kg 千克二氧化碳當量
Scope 3 範圍三 - Indirect sources 間接來源	6,951	2,693	4,258	52,876	Carbon dioxide equivalent/kg 千克二氧化碳當量
Total 總數	16,306,046	4,681,539	11,624,507	12,476,816	Carbon dioxide equivalent/kg 千克二氧化碳當量

Type of scope (Note 1) 範圍類型 (註1)	Density (2020 - Haicang and Gulei) 密度(2020—海滄及古雷)	Density (2019 - Haicang) (Note 2) 密度(2019—海滄) (註2)	Unit 單位
Scope 1 範圍一 - Use of air-conditioning equipment or refrigerator 使用空調冰箱等冷氣設備	4,187	2,116	Carbon dioxide equivalent/ kg/employee 千克二氧化碳當量/員工
Scope 2 範圍二 - Use of purchased electricity 使用外購電力	20,735	18,385	Carbon dioxide equivalent/ kg/employee 千克二氧化碳當量/員工
Scope 3 範圍三 - Indirect sources 間接來源	11	87	Carbon dioxide equivalent/ kg/employee 千克二氧化碳當量/員工
Total 總數	24,938	20,589	Carbon dioxide equivalent/kg/employee 千克二氧化碳當量/員工

Environmental Sustainability 環境的可持續性

Notes:

(1) The Group's greenhouse gas emissions are mainly from the direct combustion of fossil fuels in stationary sources and vehicles, the use of air-conditioning equipment or refrigerators (Scope 1), the use of purchased electricity (Scope 2) and other indirect sources such as employees' business air travel (Scope 3).

(2) The data for 2019 only includes those of Haicang Factory.

In 2020, the emissions of Haicang Factory in Scope 1, Scope 2, and Scope 3 are all lower than that of 2019. The emissions in Scope 1 reduced by 10% compared with 2019, showing that the Group has achieved results in reducing combustion emissions. The Group will continue to work hard and have better control on fuel and power consumption of Gulei Factory, which was put into production in 2020, in the next few years.

Waste Gas

The Group is committed to ensuring that the boiler waste gas produced can be discharged steadily up to standard; the waste gas from production workshop, odor from sewage treatment station, waste gas from warehouse, packaging workshop, hazardous waste workshop and storage tank are collected in two sets of organic waste gas treatment facilities. The waste gas treatment process is RTO, with the designed treatment capacity of 10,000 m³/h and 20,000 m³/h, respectively. The emission of waste gas can stably meet the national and local emission standards, and the total emissions meet the control requirements of pollutant discharge permit. The emission of non-methane hydrocarbons generated during the Reporting Period was in line with the Emission Standard of Air Pollutants for Xiamen (DB35 323-2018), and the emission concentration was less than 40 mg/m³. Due to the low power of thermal oil furnaces of the Group and the use of liquefied natural gas as fuel, the SO₂ and NO_x emissions are very small, therefore the Group's emissions from stationary sources are not significant.

註：

(1) 本集團的主要溫室氣體排放來源於固定源在使用化石燃料期間產生的直接溫室氣體排放、車輛使用燃料造成的直接溫室氣體排放以及空調冰箱等冷氣設備在製冷過程產生的逸散性溫室氣體排放(範圍一)、外購電力造成的能源間接溫室氣體排放(範圍二)和僱員乘坐飛機出外公幹造成的其他間接溫室氣體排放(範圍三)。

(2) 2019年只包含海滄工廠的數據。

2020年海滄工廠在範圍一、範圍二、範圍三的排放均較2019年低，範圍一較2019年降低了10%，顯示集團在減少燃燒排放方面取得了成果。集團將繼續努力，並承諾在未來數年間，把於2020年首度投入生產的古雷工廠的燃料及電源耗用控制得更好。

廢氣

公司致力確保產生的鍋爐廢氣能穩定達標排放；生產車間的廢氣、污水處理站臭氣、倉庫、包裝間、危廢間及儲罐廢氣均收集至兩套有機廢氣治理設施中，廢氣處理工藝為RTO，設計處理能力分別為10000 m³/h、20000 m³/h，廢氣能穩定達到國家和地方排放標準，排放總量符合排污許可證總量控制要求。報告期間產生的非甲烷總烴排放符合《廈門市大氣污染物排放標準》(DB35 323-2018)，排放濃度小於40 mg/m³。由於本集團的導熱油爐功率偏低，又改用液化天然氣作燃料，所以SO₂及NO_x的排放量很小，故集團在固定源方面的廢氣排放並不顯著。

Environmental Sustainability

環境的可持續性

In addition, the Group's automobile exhaust mainly contains nitrogen oxides, sulfur oxides and particulate matter. As the Group used fewer light trucks this year, nitrogen oxides and particulate matter were significantly reduced compared to last year, which strongly supports the Group's determination to reduce emissions. The emissions are shown in the table below:

另外，集團的汽車尾氣主要包含氮氧化物、硫氧化物和顆粒物。由於集團於本年度較少使用輕型貨車，所以氮氧化物和顆粒物都較去年顯著減少了，力證集團減排的決心。排放量如下表所示：

Item 項目	Total emissions (2020) 總排放量(2020)	Emissions (2020 - Gulei) 排放量 (2020—古雷)	Emissions (2020 - Haicang) 排放量 (2020—海滄)	Emissions (2019 - Haicang)* 排放量 (2019—海滄)*	Unit 單位
Nitrogen oxide 氮氧化物	50.2	25.6	24.5	350	kg 千克
Sulfur oxides 硫氧化物	423	139	284	457	g 克
Particulate 顆粒物	3.8	2.3	1.5	29	kg 千克

* Note: The data for 2019 only includes those of Haicang Factory.

*註：2019年只包含海滄工廠的數據。

The above data only relates to automobile exhaust emissions.

以上數據只關乎汽車廢氣排放。

Environmental Sustainability

環境的可持續性

Sewage

The industrial wastewater produced by the Group includes: waste water generated by washing process and hydration process in the manufacturing workshops and lactone workshops, drainage from ground cleaning water, equipment cleaning water, waste water from washing cooling towers, spray water in tank area etc. After the pre-treatment in the oil separator of the workshop, the process waste water is discharged to the sewage treatment station, and other industrial waste water is directly discharged to the sewage treatment station. The domestic waste water refers to the waste water generated in the office building and canteen. The wastewater from the canteen would have gone through oil separation before officially going into the treatment works, where it eventually mixes with other domestic water for further treatment, and the initial rainwater in the plant is pumped into the sewage treatment station after being collected through the initial rainwater collection pool.

污水

本集團製造的工業廢水包括：製造工場、內酯工場洗滌工序和水合工序產生的工藝廢水、地面清洗水、設備清洗水、冷卻塔清洗廢水、罐區噴淋水等。工藝廢水經過工場隔油池預先處理後排入污水處理站，其餘工業廢水直接排入污水處理站。而生活廢水則為辦公樓以及食堂所產生的廢水。食堂廢水經隔油沉渣處理後與其他生活廢水經化糞池處理進入污水處理站；廠區初期雨水經初期雨水收集池收集後抽入污水處理站。

Item 項目	Total emissions (2020) 總排放量(2020)	Emissions (2020 - Gulei) 排放量 (2020—古雷)	Emissions (2020 - Haicang) 排放量 (2020—海滄)	Emissions (2019 - Haicang)* 排放量 (2019—海滄)*	Unit 單位
Domestic waste water 生活廢水	171,943	160	171,783	16,011	tonnes 噸
Industrial waste water 工業廢水	0	0	0	146,052	tonnes 噸

* Note: The data for 2019 only includes those of Haicang Factory.

*註：2019年只包含海滄工廠的數據。

Waste

The Company attaches great importance to the management of solid wastes, and collects and disposes them according to the specification requirements. General solid wastes have been comprehensively recycled. For hazardous wastes, the Group conducts standardized management according to the requirements of the Ministry of Ecology and Environment, and sets up special and standardized temporary storage facilities and premises for hazardous wastes to prevent secondary pollution caused by volatilization, wetting, and leakage of residual liquid, and comprehensively reuse and harmlessly dispose the oil residual and residuum. Warning signs are posted in the hazardous waste storage rooms, which satisfies the requirements of the Standard for Pollution Control on Hazardous Waste Storage (GB18597-2001). All hazardous wastes are entrusted to the organizations with hazardous waste treatment qualifications for harmless treatment. In accordance with the Xiamen Soil Pollution Prevention Action Plan, soil management is strengthened to prevent soil pollution, ensure soil safety, protect ecological environment and safeguard human health. In order to reduce chemical solid wastes, the Group adopts Dr.M catalyst filter to separate the used catalyst from the solvent and resin, and entrusts the substances to a professional catalyst manufacturer for treatment after recycling.

廢物

公司重視固體廢物的管理工作，按規範要求進行分類收集、處置。一般固廢均進行了綜合回收利用；對於危險廢物，公司按環保部門的要求進行規範化管理，設置了專用、規範的危險廢物分類暫存設施和貯存場所，防止殘液揮發、淋濕、滲漏等產生二次污染，做好含油廢渣、殘渣的綜合利用和無害化處置工作。危險廢物貯放間設有警示標誌，符合《危險廢物貯存污染控制標準》(GB18597-2001)要求。危險廢物均委託具備危廢處理資質的單位進行無害化處理，並按規定配合廈門市土壤污染防治行動計劃實施方案的落實，加強土壤環境管理，防止土壤污染，保障土壤安全，保護生態環境，維護人體健康。集團為了減少化學固體廢物，採用了Dr.M催化劑篩檢程式，把使用過的催化劑從溶劑與樹脂中分離出來，回收後委託專業的催化劑廠商處理。

Environmental Sustainability

環境的可持續性

The Group strictly carried out the classification, allocation, minimization and detoxification of solid wastes during the Reporting Period. The solid wastes generated by the Group include industrial solid wastes and domestic wastes such as oil residue, waste engine oil, waste gas filter medium, waste containing mineral oil, waste ion exchange resin and sludge generated from sewage treatment. The sludge from sewage treatment and domestic waste from office buildings and employee canteens are harmless solid wastes. The Group has engaged Xiamen Haicang Municipal Construction Management Center to clean, remove and dispose of the domestic waste in time to prevent the generating smell, stink and avoiding fly-breeding to the surrounding environment.

本集團於報告期內落實固體廢棄物的分類、資源化、減量化和無害化處理工作。集團產生的固體廢棄物包括油渣、廢機油、廢尾氣過濾介質、含礦物油廢物、廢離子交換樹脂和污水處理產生的污泥等工業固體廢棄物和生活垃圾。其中，污水處理產生的污泥、來源於辦公樓和員工食堂的生活垃圾屬於無害固體廢棄物，本集團委託廈門海滄市政建設管理中心及時清運處置生活垃圾，防止對周圍環境製造異味、惡臭、蚊蠅污染。

Item 項目	Total emissions (2020) 總排放量(2020)	Emissions (2020 - Gulei) 排放量 (2020—古雷)	Emissions (2020 - Haicang) 排放量 (2020—海滄)	Emissions (2019 - Haicang) (Note 2) 排放量 (2019—海滄) (註2)	Unit 單位
Hazardous waste (Note 1) 有害廢料(註1)	10,828	1,110	9,718	9,710	kg 千克
Sludge generated from sewage treatment 污水處理產生的污泥	142	0	142	200	tonnes 噸
Domestic waste 生活垃圾	136	59	77	205	tonnes 噸

Item 項目	Density (2020 - Haicang and Gulei) 密度(2020—海滄及古雷)	Density (2019 - Haicang)* 密度(2019—海滄)*	Unit 單位
Hazardous waste 有害廢料	16.56	16.02	kg/employee 千克/員工
Sludge generated from sewage treatment 污水處理產生的污泥	0.22	0.33	tonnes/employee 噸/員工
Domestic waste 生活垃圾	0.21	0.34	tonnes/employee 噸/員工

Notes:

(1) Hazardous waste includes oil residue, resin, mineral oil waste, etc.

(2) The data for 2019 only includes those of Haicang Factory.

註:

(1) 有害廢料包含油渣、樹脂、礦物油廢物等。

(2) 2019年只包含海滄工廠的數據。

Environmental Sustainability 環境的可持續性

Use of Resources

The Group has attached great importance to the clean production awareness of “energy saving, consumption reduction, pollution reduction and efficiency improvement”, and firmly moves forward towards a new path of sustainable industrialization. In the process of operation, we strive to reduce the use of resources, and design the production mode with high efficiency, accuracy and fine division of labor to reduce product errors and waste as far as possible, hoping to achieve coordinated development of industrial production and environmental protection. With the improvement of comprehensive utilization of resources and the reduction of environmental pollution emissions, the Group has not only achieved economic benefits, but also promoted the society forward, encouraging all employees to improve their awareness, change their ideas, and consciously devote themselves to the green life.

The resources used by the Group mainly include electricity, water, paper, LPG, diesel and gasoline. The consumption during the Reporting Period is shown in the table below:

資源使用

本集團高度重視「節能、降耗、減污、增效」的清潔生產意識，堅定朝著可持續的新型工業化道路前行。在經營過程中，我們努力減少資源使用，並設計了高效、準確、精細分工的生產模式，盡可能減少產品的失誤和浪費，希望能取得工業生產和環境保護的協調發展。隨著資源綜合利用率的提高和環境污染排放量的減少，企業不僅獲得了良好的經濟效益，同時也推動社會向前，激勵全體員工提高意識，轉變觀念，自覺投入到綠色生活之中。

本集團使用的資源主要包括電力、水、紙張、液化天然氣、柴油和汽油。在報告期內的消耗量如下表所示：

Item 項目	Total consumption (2020) 總消耗量(2020)	Consumption (2020- Gulei) 消耗量 (2020—古雷)	Consumption (2020 - Haicang) 消耗量 (2020—海滄)	Consumption (2019 - Haicang) (Note 2) 消耗量 (2019—海滄) (註2)	Unit 單位
Electricity 電力	17,120	3,896	13,224	13,254	MWh 兆瓦時
Water 水	197,052	43,584	153,468	164,452	tonnes 噸
Paper (Note 1) 紙張(註1)	1,834	611	1,223	1,293	kg 千克
Liquefied petroleum gas 液化天然氣	1,146,317	1,138,757	7,560	0	Litres 升
Diesel fuel oil 柴油	418,744	4,119	414,625	380,083	Litres 升
Gasoline 汽油	28,064	9,466	18,598	27,630	Litres 升

Environmental Sustainability

環境的可持續性

Item 項目	Density (2020 - Haicang and Gulei) 密度 (2020—海滄及古雷)	Density (2019 - Haicang) (Note 2) 密度 (2019—海滄) (註2)	Unit 單位
Electricity 電力	26.18	21.87	MWh/employee 兆瓦時／員工
Water 水	301.3	271.37	tonnes/employee 噸／員工
Paper 紙張	2.8	2.13	kg/employee 千克／員工
Liquefied petroleum gas 液化天然氣	1,752.78	15.92	Litres/employee 升／員工
Diesel fuel oil 柴油	640.14	627.20	Litres/employee 升／員工
Gasoline 汽油	42.91	45.59	Litres/employee 升／員工

Notes:

(1) In 2020, 1,223 kg of paper was used in Haicang Factory, of which 336 kg was recycled. In addition, 50 kg of the 611 kg of paper used in the Gulei Factory was recycled.

(2) The data for 2019 only includes those of Haicang Factory.

註：

(1) 2020年海滄工廠使用了1,223千克的紙，其中336千克被回收。另在古雷工廠使用的611千克的紙當中，50千克被回收。

(2) 2019年只包含海滄工廠的數據。

Paper is consumed considerably in our offices. The Group is devoted to establishing an electronic office, using online systems to communicate and establishing electronic workflows. Our employees are encouraged to avoid printing and copying documents, reduce the use of paper, use old envelopes and recycle used paper, cartons and binders. The office is responsible for supervising the consumption of paper. The waste paper is recycled and disposed by the Administration and Management Department and Office in a centralized way. In addition, we will collect and reuse reusable paper products, such as document envelopes, and minimize the use of disposable paper products, such as paper cups and paper napkins. In addition, the Group also posted “environmental protection messages” on office equipment to enhance employee’s awareness of environmental protection.

紙張是本集團於辦公室的主要消耗之一。本集團致力建立一個電子化的辦公室，利用網上系統溝通，建立電子工作流程。我們鼓勵員工盡量避免列印及複印文件，減少使用紙張，並盡量使用舊信封和循環使用曾用過的紙張、紙箱及文件夾。辦公室負責監督紙張用量；廢棄紙張由行政管理部及辦公室統回收處理。另外，我們會收集並重複利用可反復使用的紙製品，如公文袋、信封等，以及盡量減少使用一次性紙製品，如紙杯、紙巾。除此以外，本集團亦盡可能在辦公室設備貼上「環保訊息」提示，以提高員工的環保意識。

OTHER ENVIRONMENTAL IMPACTS

Nature is the mother of all living beings and also supports the operations of the Group. Therefore, the Group strives to uphold the principle of "getting in a right way and using it properly" to reduce the impact on the ecological environment, and is committed to striving for further improvement in environmental protection in its factories to practice its philosophy of "EcoGreen, Eco-friendly". The Group has established an environmental management agency to implement various environmental protection policies and requirements, and check the operation of facilities and waste discharge. In addition, we prepare the environmental emergency plan every year, organize training and drills for employees, and prepare for emergencies to reduce environmental risks.

The Group has formulated the Identification and Evaluation Procedures of Environmental Factors to strengthen the management of environmental factors throughout the product life cycle, and evaluate the environmental impacts arising from the acquisition, design, production, transportation and delivery, use, end-of-life treatment and final disposal of raw materials, make employees and other relevant parties aware of the urgency and importance of environmental protection. The Company strictly implements environmental assessment procedures, and considers seven aspects before, during and after the project, including:

- Frequency of environmental factor
- Use of environmental factors or emission of related pollutants
- Severity of environmental impact
- Range of environmental influence involved
- Compliance with relevant laws and regulations
- Control and monitoring measures adopted for environmental factors and corresponding results
- Accident and compliant on environmental factor

The Group inevitably generates noise due to the operation of various equipment. To minimize noise pollution to the surrounding environment, the Group has purchased equipment with lower noise levels, and incorporated sound insulation coaming with rational configuration of such equipment. The Group has also implemented measures aiming at vibration reduction, sound proofing and noise reduction for loud equipment such as water pumps, fan machines and air compressors.

其他的環境影響

大自然是眾生之母，供應滋養集團營運，故本集團竭力奉行「取之有道、用得其所」的原則，降低對生態環境的影響，致力令工廠在環保方面更上一層樓，以實踐集團「愛地球，愛眾生」的理念。中怡成立了環境管理機構，落實各項環保政策和要求，檢核設施的運行情況、廢物排放情況等。此外，我們每年編製企業的環境應急預案，對員工進行培訓和演練，做好突發事件的應急準備，降低環境風險。

本集團制定了《環境因素識別與評價程序》，以期在整個產品生命週期中加強管理環境因素，評估原材料獲取、設計、生產、運輸和交付、使用、壽命結束後處理和最終處置所產生的環境影響，讓員工和其他相關方意識到環境保護的迫切性與重要性。公司嚴格執行環境評價程序，在項目的前、中、後期把七個方面列入考量，包括：

- 環境因素發生的頻次
- 環境因素的使用量或相關污染物排放量
- 對環境影響的嚴重程度
- 環境影響涉及的範圍
- 與相關法律法規要求的符合程度
- 對環境因素所採取的監控措施及效果
- 與環境因素相關的事故或投訴

由於各類設備運行，本集團無可避免地產生噪音。為確保對附近環境的噪音污染減至最低，集團選購低雜訊設備，配合合理佈局，加設隔音圍板，並針對水泵、風機、空壓機等高噪音源落實減振、消聲、降噪等防噪音污染的措施。

CLIMATE CHANGE

Climate change is a common problem faced by many countries around the world, and it concerns the fate of every economy, every society, and every enterprise. Therefore, the Group has actively made adjustments in its governance policies and production to adapt to climate risks and remind employees to pay attention to related issues. The Group regularly inspects the roofs and external walls of the two production bases — Gulei and Haicang Factories to ensure that there are no cracks or water seepage during the rainy season. The Group also try to use strong materials as building materials to resist the ravages of extreme weather such as typhoons or excessive rain.

Since food processing is one of the businesses of the Group, bacteria and mosquitoes are prone to breed under conditions of prolonged sunshine and higher temperatures, we must improve the constant temperature, dryness and freezing performance of the storage room to ensure that the food is healthy and tasty before and after processing, thus providing consumers with reliable products.

In addition, in order to minimize the scourge of natural disasters, the Group adopted the DCS control system and SIS safety instrumented system to automate the operating procedures, increase production capacity, and reduce the defect rate of products. The SIS system uses the monitoring data of the temperature and pressure gauges of the production device to connect with the shut-off valve group, and will automatically cuts off the dangerous source (such as hydrogen, etc.) when the temperature or pressure exceeds the threshold value for warning; therefore, when unusual conditions occur due to storms, floods, snow disasters or extremely hot weather, it can avoid accidents or causing chain hazards to other processes in a timely manner.

氣候變化

氣候變化乃全球多個國家正共同面對的問題，關乎每個經濟體、每個社會、每家企業的命運。故此，集團在管治方針和生產上積極作出了調動，以盡早適應氣候風險，並提醒員工多多關注相關議題。集團定期檢查兩個生產基地—古雷和海滄工廠—的房頂及外牆，確保沒有裂縫，在雨季時不會滲水。集團亦盡量使用堅固的物料作為建築物材料，以抵抗極端天氣如颱風或過量雨水的摧殘。

由於食物加工為本集團其中一項業務，在日照加長、氣溫升高的情況下，細菌蚊蟲容易滋生，因此，我們必須提高儲藏室的恆溫、乾爽及冷凍性能，確保食物在加工前後均健康可口，令消費者放心。

另外，集團為了將天災的禍害降至最小，採用了DCS控制系統和SIS安全儀錶系統，把操作程序自動化，提高產能，降低產品不良率。SIS系統利用生產裝置溫度、壓力等儀錶的監控數據與切斷閥組連繫，當溫度或壓力超過警戒值時，自動切斷危險源(如氫氣等)，在因風暴、水災、雪災或酷熱天氣出現異常情況時，能夠及時避免發生事故，或造成其他工序的連鎖危害。

Social Sustainability

社會的可持續性

PRODUCTION SAFETY, PEOPLE-ORIENTED CULTURE

As a representative company in the industry, the Group has always been committed to taking care of the needs of its employees and putting their happiness and health in the first place. In order to reassure employees and their families, the Group deliberately strengthens the prevention of occupational safety hazards, especially in preventing diseases and protecting the health of workers, and adopts a number of measures to reduce the risk of accidents so as to provide strong protection for employees and avoid disruption to our business operations.

Overall Strategies

Sound system: Establishing the Responsibility System for Production Safety and safety standardization, implementing the "safety first, prevention primarily" policy, comprehensively strengthening safety management, safety technology and safety education in order to prevent accidents; formulating occupational disease prevention and control plans and distributing labor protection appliances (products) and health care supplements, and standardizing the management of documents on occupational health.

Standardized operation: formulating operation instructions and operation flow chart, carrying out pre-job and on-the-job training in time, strengthening the level of occupational knowledge of our operators, raise awareness of occupational hazards, organizing drills of all kinds of accident emergency plans, and enhancing the self-protection ability of operators.

Site safeguard: putting up warning signs, monitors are responsible for safeguarding environmental safety and carefully inspect the environment and equipment on the production sites before operation; placing labor protection supplies and first aid kits in conspicuous places.

Regular physical examination: Monitoring occupational health of operators, organizing occupational health examination regularly, so that the employees can better understand their physical conditions, supervisors can arrange jobs to the operators according to their health conditions.

Risk assessment: Through assessment, the management can identify the potential risks of daily operations, and formulate relevant actions and plans to minimize these risks and provide good working environment for the technicians of the Group.

安全生產 員工為上

作為一家在業界具代表性的公司，中怡一直承諾照顧員工的需要，將員工的幸福安康放在首位。為了讓員工及其家人放心，集團特意加強防治職業安全隱患，特別是在預防疾病、保護勞動者健康方面，採取多項措施減低意外事故風險，為員工提供有力保障，同時避免企業營運受影響。

整體策略

健全制度：建立《安全生產責任制》和安全標準化，落實「安全第一、預防為主」的方針，全面加強安全管理、安全技術和安全教育工作，防止事故的發生；制定職業病防止計劃及勞動防護用品和保健品發放管理制度，規範職業衛生檔案管理。

規範操作：制定作業指導書和操作流程圖，開展崗前及在崗培訓，加強對作業人員職業知識教育，提高對職業危害的認識，組織各類事故應急預案的演練，增強作業人員自我保護的能力。

現場保障：落實警示標誌，由班長負責監督安全，作業前認真檢查生產現場的環境及設備；在顯眼地方放置勞保用品和急救箱。

定期體檢：開展作業人員職業健康監護，定期組織職業健康檢查，讓員工更好地掌握自己身體狀況，方便主管安排合適的工作，以免加重員工身體負擔。

風險評估：透過評估，管理層能夠辨別日常營運的潛在風險，並制定相關行動及計劃以盡量降低該等風險，並為集團的技術人員提供最佳工作場所。

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Risk Assessment

As a chemical company that provides diversified products, the Group's operations involve a wide range of potential crises, such as leakage of hazardous substance, outbreak of fire incidents due to of flammable materials, employees falling from heights, and accidental operations in restricted area. In order to implement the policy of "efficient, safe and standardized production", risk assessment will be crucial. The Group requires the production department to comply with the "Administration System for Risk Assessment", which is widely applied in operations such as: project construction, machine operation, daily cleaning and maintenance, chemical processing, raw material and product transportation, plant transportation, device disassembly, etc. Before the commencement of a project, the responsible persons of safe production is responsible for setting up assessment organization, conducting risk assessment and determining risk level. Based on the risk evaluation results and operating conditions, the Company determines major risks, formulates and implements control measures. The Company considers feasibility, safety and reliability when adopting risk control measures, which include:

- Engineering technical measures to achieve intrinsic safety;
- Management measures to standardize safety management;
- Training and education measures to improve the operating skills and safety awareness of employees;
- Personal protective measures to reduce occupational injuries.

The Group identifies and determines the hazard sources as per GB18218-2018; carries out safety evaluation every three years and sets up the safety monitoring and alarm system in accordance with the relevant provisions and makes proper records; formulates emergency rescue plans and maintains necessary rescue equipment and conducts drills at least once a year. The Company has also reported major hazard sources as well as related safety and emergency measures to the local supervision and administration department of production safety under the people's government and any relevant county or above level department for records.

The Group has formulated relevant occupational safety codes for employees, stipulating that the employees should check whether tools and site supports are secure and intact before operation, set up corresponding safety signs, wear labor protection articles properly, maintain good working posture and obtain specific operation certificates. The Group has also set up the safety supervision team to supervise employees to see whether they strictly comply with the regulations during the production process, so as to minimize the chances of work injury accidents. Through weekly safety inspection, the supervision team can ensure production safety and avoid potential risks. The Group also regularly reviews and enhances the codes and performs internal safety training for employees timely. The codes also set out the countermeasures in the event of emergencies or accidents.

風險評估

作為一家提供多元產品的化工企業，集團營運過程牽涉廣泛危機，如有害物質洩漏、易燃物起火、高處墮下、進入受限空間作業等。要加強防治，實踐「高效、安全、規範生產」的方針，風險評估將是重要的一環。集團規定生產部門遵從《風險評估管理制度》，其應用範圍甚廣，包括項目建設、機器運行、日常清潔維護、化學品處理、原材料及產品運輸、廠區交通、裝置拆卸等等。在項目開始以前，安全生產主要負責人成立評價組織，進行風險評價，確定風險等級。企業根據風險評價結果及經營情況等，確定重大風險，制定並落實控制措施。企業在選擇風險控制措施時考慮了可行性、安全性、可靠性。而風險控制措施包括：

- 工程技術措施，實現本質安全；
- 管理措施，規範安全管理；
- 培訓教育措施，提高職工的操作技能和安全意識；
- 個體防護措施，減少職業傷害。

企業按照 GB18218-2018 辨識並確定本公司的危險來源，每三年展開一次安全評估，按照有關規定設置安全監控報警系統，並做好記錄，制定應急救援預案，配備必要的救援器材、裝備，每年至少進行 1 次演練。企業亦將重大危險源及相關安全措施、應急措施報送當地縣級以上人民政府安全生產監督管理部門和有關部門備案。

本集團規定員工遵守工作安全守則，當中包含了詳盡的職業健康與安全規程，要求員工作業前須檢查工具、確認現場支撐是否牢固、完好，設立相應的安全標誌，妥善穿戴勞動保護用品，維持良好工作姿勢，並取得特定的作業操作證。同時亦設立了安全監察小組，以監督員工在生產過程是否嚴格按照規程執行，把工傷憾事發生的機會減至最低。監察小組會通過每週的安全檢查，來判斷生產過程安全，規避潛在風險；集團也會定期檢討及完善守則，並及時對員工進行內部安全培訓。守則亦規定了發生緊急情況或事故的善後對策。

In the event of an accident, the Group strictly adopts the principles of “4 Unacceptables”:

- “The causes of the accident have not been investigated” is not acceptable
- “The responsible persons have not been punished” is not acceptable
- “The improvement measures have not been implemented” is not acceptable
- “The operators have not received relevant education” is not acceptable

Through in-depth investigations in various aspects, the Group actively seeks out the cause of the accidents, and identifies the areas that need to be improved in the work process by restoring the case. The Group also fulfills its accountability system and provides guidance to positions where negligence or mistakes occur to prevent accidents from recurring, demonstrating that the Group takes work safety and employee awareness seriously.

The Group’s business operations comply with the laws and regulations of Mainland China and Hong Kong. During the Reporting Period, the Group’s total number of working days lost due to work-related injuries was 64 days, and all employees involving work-related injuries received immediate and appropriate arrangement. During the Reporting Period, there were no fatalities as a result of work-related accidents.

GUARANTEEING THE PRODUCT SAFETY AND RESPONSIBLE PRODUCTION

As a company widely recognized by the public, we always keep a close eye on society and people’s livelihood, respond to the needs of the times, avoid working behind closed doors and operating only at a fixed pace of development. Under the panic situation caused by severe epidemic last year, the domestic demand for disinfection products soared, the grain market was snapped up, and all industries were in depression. Under such difficult operating environment, the Group still maintained its faith and shouldered the mission of fighting against the epidemic. After the government announced the ending of lockdown, we immediately resumed work in an all-round way, kept the needs of the public in mind and maximized the production capacity to maintain a stable supply of goods and fight against the epidemic.

若不幸發生事故，集團嚴格採取「四不放過」原則：

- 「事故原因未查清」不放過
- 「責任人員未處分」不放過
- 「改善措施未落實」不放過
- 「作業人員未受到教育」不放過

集團透過多方面深入調查，積極尋找事故發生原因，並藉還原案情，查出工作流程中有待完善的地方，填補漏洞。集團亦履行問責制，並對出現疏忽或失誤的崗位加以輔導，防止事故再次發生，顯示出集團嚴肅認真看待工作安全與員工意識。

本集團的生產運營遵守中國內地及香港的法律法規。報告期內，本集團因員工工傷損失工作日數總數為64天，所有工傷員工已經接受即時及妥善安排。報告期內，集團沒有因工作關係而導致死亡的事件發生。

保證產品安全 負責任生產

作為一家受大眾認可的企業，我們時刻緊扣社會民生，回應時代當下的需要，避免閉門造車，只按固守的發展意向步伐營運。在去年疫情嚴峻、人心惶惶之時，國內對於消毒產品的需求大增，市面糧食被搶購一空，百業蕭條。集團在如此艱難的營運條件下，仍然保持信念，肩負起抗疫的使命，在政府宣佈解禁後隨即全面復工，急市民之所急，最大程度提升產能，以維持穩定的商品供應，協助對抗疫情，心繫普羅大眾。

Social Sustainability

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As one of the leading raw material manufacturers of flavors and fragrances, the Group has been moving forward in line with the strategic policy of sustainable development and upholding the industrial spirit of “green chemistry, naturals and bioscience”, and has achieved outstanding results in the market. In order to enhance customer confidence, we have established and implemented hygienic standard operating procedures to prevent food safety hazards to the greatest extent. The Group has passed the Kosher certification, ISO9001:2015 standard of quality management systems and ISO14001:2015 standard of environmental management systems, and also obtained relevant licenses for production and sales of flavors and fragrances.

We believe, through our sincerity and professionalism devoted to products we produced, are the best bridge to communicate with customers. Therefore, the Group has been striving to pursue product quality and lay a solid foundation to benefit customers and win reputation. In accordance with the requirements of the ISO9001 quality management system, the Company has established a complete production process management and customer service system to ensure smooth production operations and provide customers with good product experience. The Company humbly listens to the opinions of all customers, and strives to provide customers with better services and create more value through continuous innovation and improvement. The Company also attaches great importance to the health of users, which is not only reflected in providing quality-guaranteed products, but also in ensuring the health and safety of the products themselves.

The Group always keeps in mind the concept of sustainable development, and reduces the use of raw materials or chemicals that are harmful to human health, community safety, and ecological environment in product manufacturing. The Group conducts inspections at each stage of production to ensure product quality. If the standards are not met or any deficiency is identified, the products shall go through the production process again to ensure that the quality meets the customers' expectations. The Company has also obtained the “Kosher Certification”, a mark of Kosher food certification. This certification, although derived from religious traditions, has gradually been recognized by consumers around the world due to the strict requirements of Jews for food safety, and it focuses on the control of raw and auxiliary materials in the production process and production process operations, such as standardizing the cleaning and maintenance of cooking equipment, and not allowing the use of preservatives and emulsifiers.

身為領先的香原料製造商之一，本集團遵循著可持續發展戰略方針邁進，秉持一貫的「綠色化學、天然產物、生命科學」之產業精神，在市場上取得佳績。為了增加客戶的信心，我們建立並實施衛生標準操作程序，最大程度上加強對食品安全的保障。本集團通過了Kosher潔食認證，ISO9001:2015國際質量管理體系認證和ISO14001:2015國際環境管理體系認證，也獲得了香精香料相關生產和銷售許可。

集團認為產品承載著我們服務的誠意、製作的認真，是與客戶溝通的最佳橋樑，因此，集團一直竭力追求產品質量，打好硬實力基礎，以造福顧客、贏得客戶口碑。公司根據ISO9001質量管理體系的要求，建立了完善的生產流程管理與客戶服務制度，確保生產運作流暢，令客戶有良好的產品體驗。虛心接納所有客戶的意見，並通過不斷創新與改善，努力為客戶提供更優質服務，創造更多價值。公司還非常重視使用者健康，不僅在於提供質量保證的產品，更注重於產品自身的健康與安全性。

集團將可持續發展的概念深銘於心，在產品製造上減少使用對人體健康、社區安全、生態環境有害的原料或化學品。集團在每個生產作業階段均展開檢測，確保產品品質。若不達標或發現異常，產品需要重新經過生產步驟，確保質量符合客戶的期望。公司還取得了Kosher「潔食認證」，是猶太食品認證的標誌。雖然源自宗教傳統，但由於猶太人對食物安全的要求嚴謹，此認證已經逐漸為全球消費者所認可，其重點在於產品生產過程中原輔材料及生產工藝流程操作的控制，如規範煮食設備的清潔和保養，而防腐劑、乳化劑是不允使用的。

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Moreover, the Company adheres to the HACCP management system, which is internationally recognized and accepted food safety assurance system and requires food manufacturers to implement safety control for chemical, physical and biological hazards in products. According to this system, food manufacturers must establish transparent and measurable standards by making use of time, temperature, humidity, water activity, pH and other parameters to define the acceptable range of food conditions. The system also strictly requires the Group to establish the control procedures and document relevant data in order to detect whether any standard of procedure is missing or shows a tendency of deviating from the right track.

The Group focuses not only on the sales of products, but also product experience and after-sales services, to offer high-quality services and establish friendly relationships with customers and business partners. The Group has made great efforts to protect customers' interests by providing complete performance and instructions for each product to reduce damage to human health caused by misuse, and maintaining product quality insurance according to the characteristics of customers to reduce the risk of product contamination or injury caused by accident. The Group has prepared and implemented complete customer communication management, goods return processing and customer complaint handling procedures, and has kept relevant records of each communication with customers, so as to facilitate all relevant personnel to understand customer needs and expectations, follow up timely, and ensure that customers enjoy excellent product experience. Any complaints from customers will be recorded by the operation team and investigated in accordance with internal complaint management procedures to ensure that customers' complaints can be resolved in a timely, accurate and reasonable manner.

In the face of fierce competition, the Group is struggling to get ahead and does not accept the view of "no complaint means good performance", and actively collects customer opinions to improve operations and avoid resting on its laurels. The Group takes the initiative to know customer satisfaction by means of visiting, inquiring and questionnaire survey every year, and calculate the final scores of each customer's satisfaction to the Company as set out in Customer Satisfaction Survey Summary Table. If customers make relevant inquiries, the Group will provide them with evidence that the Company can meet their particular requirements, and obtain their trusts in and satisfaction with our product quality.

The Group has always complied with applicable laws and regulations relating to quality of products and services that have a significant impact on the Group in all material aspects. During the Reporting Period, the Group did not receive any major complaints on product quality.

另一方面，公司遵行HACCP管理體系，此乃國際上共同認可和接受的食品安全保證體系，要求食品製造商針對產品化學、物理和生物危害進行安全控制。根據體系，食品製造商必須利用時間、溫度、濕度、水分活性和酸鹼值等參數，建立透明、可量度的準則，以界定食品狀態的可接受範圍。而體系亦嚴格要求集團訂立監控程序，保存相關資料，以便觀察廠房的流程是否有缺漏、偏離軌道的傾向。

集團的目標並不止於出售產品，產品體驗及售後服務也是我們所關注的重點，為的就是希望將最好的服務奉上，與客戶及商業夥伴建立友好信任關係。集團在保障客戶方面下足了功夫，為每個產品提供完整的性能和使用說明，減少因錯誤使用造成對人體健康的傷害，並根據客戶的特點開展產品質量保險，減少意外事故造成的產品污染或傷害事件。集團編製及落實完善的客戶溝通管理、退貨處理及客戶投訴處理程序，並保留每次與客戶溝通的相關記錄，以方便各相關人員瞭解客戶的需求與期望，適時跟進，保證客戶有良好的產品體驗，所收到的任何客戶投訴將由營運團隊記錄及將依循內部投訴管理程序進行調查，確保客戶的投訴能及時、準確、合理地解決。

在激烈的競爭浪潮之下，集團破釜沈舟，力爭上游，並不以為「沒有投訴便是佳」，積極收集客戶意見以改善營運，避免安於小成。集團每年以走訪、詢問、問卷調查等方式主動瞭解顧客滿意情況，並按《顧客滿意度調查匯總表》的要求，算出各客戶給我司滿意度的最終得分。若顧客進行相關查詢，公司會向顧客提供能夠滿足顧客規定要求的證據，獲取顧客對本公司產品質量的信心和滿意程度。

本集團一直遵守與產品及服務質量有關之適用法律法規，該等法律法規在所有重大方面對本集團有重大影響。報告期內，本集團沒有接獲關於產品質量的重大投訴。

Social Sustainability

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The Group pursues innovation and constantly explores the space for the development of new products. Therefore, the Group has invested heavily in development and research in order to provide customers with better experience. In order to standardize the Company's patent work, promote enterprise technological innovation and form enterprise independent intellectual property rights, promote production technology progress, and improve the market competitiveness and economic benefit, the Group undertakes to protect its patents, proprietary technology and confidential business information in strict compliance with the "Patent Management System" and "Intellectual Property Operative Management Regulations". The Company stipulates that, after the completion of technical projects, the person in charge of the project should report timely to the competent department, submit all the scientific and technological archives according to the regulations of the Company, and put forward the necessity and feasibility of applying for patents, and complete the application matters early. Furthermore, the Group uses its stakeholders' information with caution and signs confidentiality agreements with suppliers, customers or cooperative business partners every time. Meanwhile, it requires employees to agree and promise not to use data without legal authorization of others when performing their duties, and to ensure that there will be no copying and imitation of other people's intellectual property rights, or to make the third party aware of the same in any way. During the Reporting Period, the Group did not receive any major complaints on product quality. The Group has followed all relevant laws and regulations of Mainland China and Hong Kong in relation to product responsibility, including health and safety of customers and the public, service quality, advertising, labeling and privacy matters.

SUPPLY CHAIN MANAGEMENT

The Group continues to actively implement the strategy of "Smart Production and Supply Chain Services", allowing the Group to provide more cohesive services and products to the world's sizable midstream and downstream manufacturers, which encompass one-stop supply chain comprehensive service solutions for our customers ranging from R&D, procurement, production, warehousing to logistics. During the Year, the Group has launched more than 100 "Scent " products which are sold to customers around the world. The Group will continue to expand its market share in aroma chemicals, allowing major customers in this industry to rely on the integrated supply chain integrated supply of the Company. In view of this goal, the Group strives to establish sound relationship with its suppliers, manage quality well, and achieve internal and external coordination in production to meet the demand for increased capacity.

集團追求創新，不斷探索發展新產品的空間。因此在開發研究上投入了不少，以求為顧客帶來更優質的體驗。為規範本公司的專利工作，促進企業技術創新和形成企業自主知識產權，推動生產技術進步，提高公司市場競爭力 and 經濟效益，集團承諾嚴謹按照《專利管理制度》及《知識產權工作管理規定》保護好本集團擁有的專利權、專有技術和商業機密。公司規定技術項目完成後，項目負責人須及時向主管部門報告，按本公司的規定提交全部科技檔案文件，並提出申請專利的必要性和可行性，盡早辦理申請事項。另外，集團謹慎處理持份者的資訊，每次與供應商、客戶或合作夥伴協商皆需簽訂保密協議，同時亦要求員工同意且承諾在執行職務時，不使用未經他人合法授權的資料，並保證不致有抄襲模仿他人的知識產權的事情發生，或以任何方式使第三人知悉。報告期內，本集團沒有接獲關於產品質量的重大投訴。本集團已遵守中國內地及香港有關產品責任如顧客及公眾的健康與安全、服務質量、廣告、標籤及私隱事宜之法律法規。

供應鏈管理

集團積極實施「精進製造+供應鏈服務」的策略，使得本集團成功為全球大型中下游生產商提供更緊密產品服務，包括為客戶提供由研發、採購、生產到倉儲至物流等一站式的供應鏈整體服務方案。於本年度內，集團已經推出超過100種「芳香」產品銷往全球客戶。集團將會繼續擴大在香料領域的市場份額，使本行業的重要客戶更多仰賴本公司整合供應鏈集成供應。在此目標之上，集團努力與其供應商建立好關係，做好質量管理，在生產上做到內外協同，以滿足加大產能的需求。

Social Sustainability 社會的可持續性

The Group produces diversified products and has a wide network of suppliers, which allows us to easily purchase a variety of high-quality chemicals on the market, widely absorb the strengths of various suppliers, and also reduce corporate risks and avoid "putting all eggs in the same basket" and relying heavily on individual suppliers. The Group has set up evaluation standards for them to ensure the quality of suppliers and help the Group promote the concept of "quality first".

The Group has always adhered to the principle of "honesty and trustworthiness, mutual benefit, win-win cooperation and joint development", so as to establish a long-term strategic cooperative relationship with suppliers and ensure the economic interests and legitimate rights and interests of both parties. The Group is cautious in the selection process of suppliers and requires the suppliers to provide certification. Suppliers of food raw materials and packaging materials are required to provide business licenses, production licenses QS (or SC certificates for those involving food and drug categories under the management of the National Drug Administration) and other relevant certifications required by national laws and regulations (or hazardous indicators of heavy metals in self-checking raw materials), and the Group will not purchase from suppliers that cannot provide product-related qualifications. Suppliers or service providers of production equipment manufacturing, spare parts, and instrumentation are required to provide business licenses and qualification certificates required by national laws and regulations. In addition to the above, the Group will also take into consideration the suppliers' production capacity, traceability, environmental management system, price and operational risks. The Group prioritizes cooperation with suppliers with proven track records while ceases to cooperate with those that underperform.

Supervision is also an important part of supply chain management. The Group stipulates that the suppliers of chemicals such as methanol, catalysts, turpentine are required to conduct sample certification on a regular basis. In addition, according to the annual purchase quantity and supply quality of traded goods, the procurement department will conduct on-site inspection for suppliers of traded goods through which we can know about their delivery, production capacities, quality and technical standards, equipment processing accuracy, engineering ability, etc., and give them guidance or propose improvement requirements according to our relevant control requirements.

集團生產多元化產品，所以擁有龐大的供應商網絡，方便選購市場上各類優質的化學品，廣納百家之長，同時亦減低企業風險，避免「把所有雞蛋放在同一籃子裡」，過度依賴個別供應商。集團為他們設立評鑒標準，確保供應商質素之餘，亦有助集團宣揚「質量為先」的理念。

集團一直本著「誠實守信、互惠互利、合作共贏、共同發展」的原則，與供應商建立長期的戰略合作關係，最大限度保證雙方的經濟利益和合法權益。集團選擇供應商的過程絕不馬虎，規定各類供應商提供認證。食品原輔料、包裝物供應商需提供營業執照、生產許可證 QS（涉及食品藥品類歸藥監局管理提供 SC 證）等國家法規規定的相關證明（或公司自檢原料中的重金屬等危害指標），無法提供符合產品相關資質將不予以採購。生產設備製造、備品配件、儀器儀錶的供應商或服務商要求提供營業執照、及國家法規規定的資質證明。除以上所述外，供應商的生產能力、可溯源性、環境管理體系、價格及營運風險亦是集團的考量因素。集團優先考慮與過往表現優異的供應商合作，同時與表現較差的供應商中止合作。

監督也是供應鏈管理重要的一部分。集團規定提供化學品如甲醇、催化劑、松節油等的供應商需定期進行樣品認證。此外，採購部根據貨品的年採購量、供貨質量等情況，會對供應商進行實地認證。通過實地認證可瞭解供應商或服務商等外部供方的交貨、生產能力、質量技術標準、設備的加工精度、工程能力等，並可根據我們的相關控制要求對其進行輔導或提出改善要求。

Social Sustainability

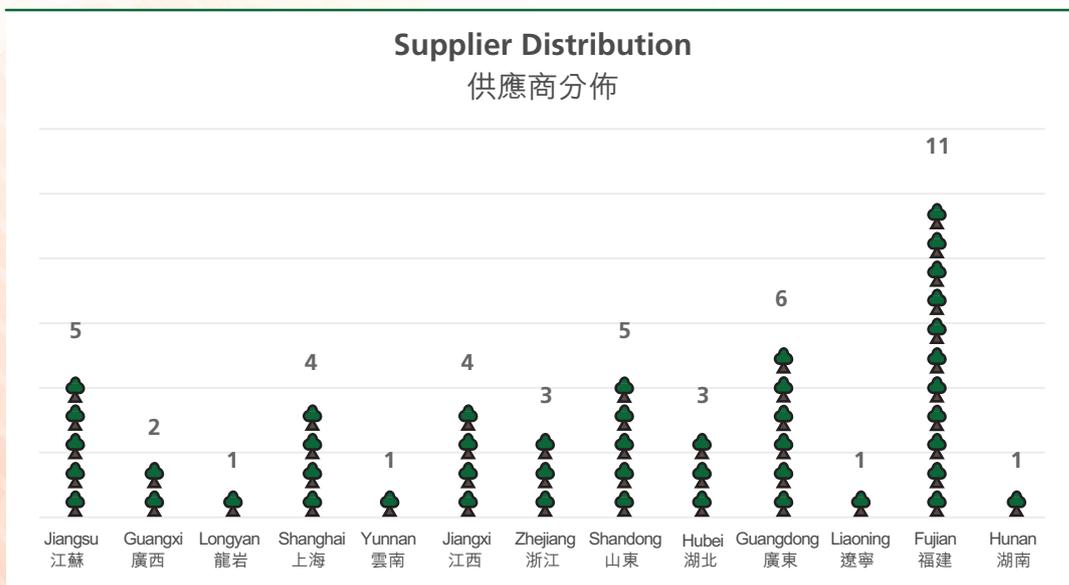
社會的可持續性

In order to enhance environmental protection, the Group has not only applied the Green Procurement Guideline of ISO14001:2015 Environmental Management System, but also established a supply chain management system in the procurement department. The Group has a set of comprehensive criteria, procedures and guidelines for selection of suppliers and contractors to perform green management functions. During the selection of raw materials, apart from the consideration of its quality and prices, the Group also takes the potential environmental impacts into consideration. When performing comprehensive evaluation on suppliers, apart from considering the stability of their quality, ethical standards and services, chemical contents and ingredients of the raw materials are also an important factor. Taking turpentine, a key raw material of the Group, as an example, the Group will further select qualified suppliers after sample inspections and onsite investigations. The supplier management procedures and procurement management procedures are used as guidelines during the selection to determine that whether it is appropriate for suppliers to use tree resources in the process of extracting turpentine. As turpentine is widely procured, the Group has gradually established a natural-based supply chain mainly comprised of turpentine, ensuring the stability of the Group's natural resource supply and procurement prices; Petroleum-based resources mainly comprised of C5 have provided a brand new and powerful raw material basis for the Group's fine chemicals business.

During the Reporting Period, the Group's suppliers were all over China, among which the production equipment suppliers were mainly located in Fujian, Jiangsu and Shanghai, and the chemical suppliers were located in Fujian, Shanghai, Jiangsu, Guangdong, Shandong, etc. The Group undertakes to continue to explore high-quality suppliers and expand the supply chain to boost the petrochemical industry in various regions, support the local economy, and promote the vision of "Green Chemistry" of the Group.

為了加強對環境的保護，本集團不只應用ISO14001:2015環境管理體系內的綠色採購指引，同時也於採購部建立供應鏈管理體系，並擁有一套完善的供應商及承包商的選擇準則、程序及指引以履行綠色管理的職能，在選取原材料時，除了考慮其質量及價格外，集團也將其潛在環境影響的因素一併納入考量中，而在對供應商進行全面的評估時，除了考慮其品質的穩定性、道德標準及服務外，原材料化學含量及成份也是一大考量因素。以集團的重要原物料—松節油為例，集團會通過樣品認證及現場實地考察後確定為合格供應商後，再進行進一步遴選。而遴選過程將按照供應商管理程序及採購管理流程作指引，監察供應商在提取松節油過程中利用樹木資源是否得宜。由於集團廣泛採購松節油，集團逐漸建構了以松節油為主軸的天然基供應鏈，保障了集團的天然資源供應和採購價格的穩定性；以五碳分子(C5)為主的石油基資源則為集團的精細化工事業群提供全新的、強大的原料基礎。

報告期內，本集團的供應商遍佈中國，其中生產設備供應商主要分佈於福建、江蘇、上海，化學品供應商則分佈在福建、上海、江蘇、廣東、山東等。集團承諾會繼續發掘優質的供應商，並擴大供應鏈版圖，以助長各地的石油化工業，幫助當地經濟，並使集團「綠色化工」的願景得以遠播。



EMPLOYMENT

For the long-term success of the Group, it is essential to establish a talent knowledge system, to inherit and cultivate the talents, as the Groups precious assets. In addition to thanking and rewarding existing employees for their contributions, the Group also recruits talents from all walks of life to work and grow together in accordance with the development plans and strategic goals. In terms of recruitment, the Group continues to attract outstanding talents with the “people-oriented” concept and positive corporate culture, and is committed to providing talents with a platform where they can give full play to their strengths and realize value. The Group has formulated human resources management policies on employment, salary, training, benefits, and promotion, hoping to provide employees with the best guarantee and create an improved working environment, so that employees can devote themselves to the jobs with great enthusiasm and fully enjoy the life.

The Group has continuously established and enhanced its talent recruitment and selection system. The Human Resources Department is responsible for formulating the annual plan on headcounts, selecting recruitment channels, posting recruitment information, attracting and recruiting excellent talents, and adhering to the talent selection principle of fairness, justice and openness to guarantee that the merit, knowledge, capability, experience and physical constitution of employee are suitable for the position. The Group has clear basis and process for promotion, transfer and demotion management of personnel, and has a standardized departure process to protect the interests of employees and the Group.

The Group takes the five principles of fairness, efficiency, incentive, conformity and legality as the guidance of salary. In order to standardize corporate welfare management, the Group has established a sound welfare system to enhance the stability and cohesiveness of the workforce and promote the Group’s sustainable and stable development. The Group’s remuneration package to its employees is determined according to their job duties and is in line with local market standards at the time. The Group also provides bonuses and rewards in its remuneration system. In addition, employee benefits also include medical insurance and pensions. The Group has also established an effective performance appraisal system to regularly evaluate the quantity, quality, cost, efficiency and other contributions made by employees to the Enterprise. These ratings will be taken as the basis for merit pay, talent cultivation, salary increase and promotion to optimize the human resources allocation of the Group. The Group also actively stimulates the potential of employees and offers them the opportunities to perform different duties, so that they can understand their strengths and make the best use of them to enhance their self-worth and realize the Group’s vision of “best use of talents and full use of things”.

僱傭

對中怡的長遠成功而言，建立人才知識體系，落實薪火相傳，培育有志之士，都是至關重要。本集團視人才為集團的珍貴資產，關於人才方面的政策一直是集團最優先的考量。除了答謝回報現有員工的貢獻之外，集團也根據發展計劃及戰略性目標徵召各界精英與集團共同奮鬥及成長。在招聘上，集團以「以人為本」的理念和積極向上的企業文化不斷吸引優秀人才加盟，致力為人才提供一個可以充分發揮才幹、實現價值舞台。集團已制訂僱傭、薪酬、培訓、福利、晉升等人力資源管理政策，希望員工能得到最好的保障，同時創造完善的工作環境，令員工更投入和享受工作。

本集團不斷建立和完善人才招聘選拔制度。人力資源部負責制定公司年度人員編制計劃和招聘計劃、選擇招聘管道、發佈招聘信息、不斷吸引和招攬優秀人才，並堅持公正、公平、公開的篩選人才原則，確保員工的品德、學識、能力、經驗和體格適合於所任崗位。本集團明確人員晉升、調動和降級管理的依據及流程，規範離職流程，以保障員工和集團雙方的利益。

本集團以公平、效益、激勵、相符及合法等五項原則為薪酬待遇的指引。為規範公司福利管理，建立完善的福利體系，提升員工隊伍的穩定性和凝聚力，促進集團持續穩定的發展，集團向員工發放之酬金待遇乃根據其職責釐定，且符合當時當地的市場水準，並在其薪酬制度中加入花紅及獎勵，除此之外，員工福利還包括醫療保險及公積金。本集團亦設立有效的表現評估制度，定期評估員工完成工作的數量、質量、成本費用、效率以及為企業作出的其他貢獻等。這些評分將會成為集團發放績效工資、培養人才以及晉薪晉職的依據，以改善人力資源的分配。集團也積極激發員工的潛能，容許員工有嘗試承擔不同職責的機會，讓他們瞭解自己的長處，並多加利用，以提升其自我價值，實現集團「人盡其才，物盡其用」之願景。

Social Sustainability 社會的可持續性

Employees are the root of an enterprise, silently supporting the development of the enterprise at all times. What the outside world may see is the lush foliage and fruitfulness of the enterprise, but actually the root is the foundation of an enterprise. Therefore, the Group is committed to providing ideal working environment and conditions to thank the employees for their hard work. The Group encourages innovation and tolerance, and firmly believes that under this work culture, employees can complement each other's deficiencies, grow up steadily, and help the enterprise achieve its goal of becoming a one-stop green chemical company. To help new employees integrate into this culture, the Group provides induction training, organizes orientation activities, and regularly distributes corporate news internally to help employees fully understand the vision, mission and values of the Group, enhance their sense of belonging, make employees feel proud, share development results and realize their own value while achieving the corporate value. The following is a summary of the Group's human resources, covering all of its subsidiaries in China and Hong Kong.

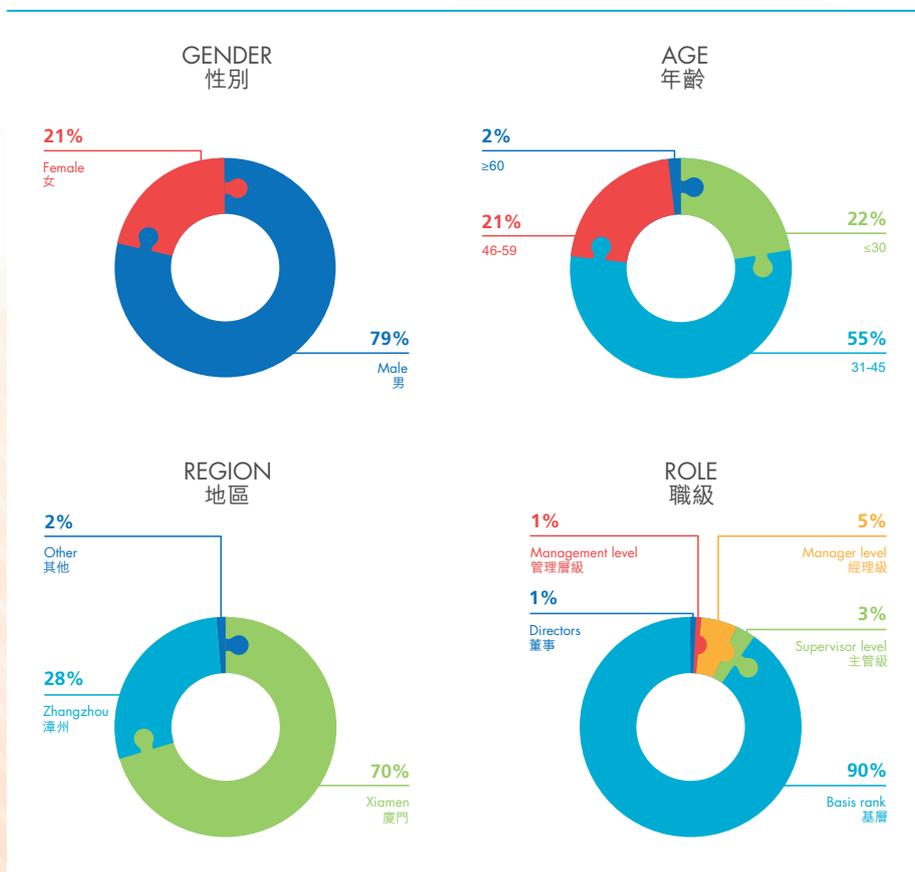
員工是企業的根，無論或晴或雨都默默支撐企業發展。外界或只著眼企業枝葉茂盛，碩果纍纍，其實根才是企業之本，所以集團致力提供理想的工作環境及條件，以答謝員工辛勤的付出。集團鼓勵創新及包容，深信在此等工作文化下，員工才能互補不足，展翅成長，幫助企業實現成為一站式的綠色化工企業的目標。為了讓新員工投入到此文化中，本集團提供入職培訓，舉辦迎新活動，並定期在內部發放企業消息，幫助員工充分理解本集團的願景、使命和價值觀，增強其歸屬感，讓員工感到與有榮焉，共用發展成果，在實現企業價值的同時，幫助員工實現個人價值。以下為本集團的人力資源概況，資料涵蓋所有其於中國及香港的子公司。

OVERVIEW OF HUMAN RESOURCES

The Group uses different recruitment channels to recruit talents of different nationalities, genders, ages and religions fairly and justly. In the diversified production business portfolio, as at December 31, 2020, the Group employed 654 employees (2019: 606) as follows:

人力資源概況

集團利用不同招聘管道公平公正地招募不同國籍、性別、年齡及宗教的人才。在多元化的生產業務組合中，於二零二零年十二月三十一日，本集團僱用654名員工（二零一九年：606名），員工組成如下：



Social Sustainability 社會的可持續性

The Group's male employees and female employees accounted for approximately 79% and 21%, respectively. By age of employees, the Group's employees aged under 45 and between 31 to 45 accounted for approximately 77% and 55%, respectively, who are in their prime of life and have extensive work experience. This provides a productivity guarantee for the Group and is beneficial to the business development. The Group's employees are mainly located in Xiamen and Zhangzhou, which are the operating areas of the Haicang and Gulei Factories, respectively. Since the Gulei Factory was put into service this year, we hired additional workers to coordinate production, with approximately 90% of employees at the basic rank.

The Group considers that equal opportunities and compensation between male and female employees are fair and equitable and are able to promote sound business development and better performance. The Group recognizes the equal guidance in the work between male and female employees: (i) in the course of recruitment, there is no discrimination with hiring the best candidates as per suitable vacancies; and (ii) we provide equal opportunities for candidates according to their capabilities and intentions but not by genders in task assignment or job rotation. Due to the nature of business, the Group has relatively more male employees.

During the Reporting Period, the Group had a total of 69 departed employees with a turnover rate of 9.5%. Male employees accounted for approximately 83% of the departed employees with a turnover rate of approximately 10%, and female employees accounted for approximately 17% with a turnover rate of approximately 8%. 85% of departed employees are aged 45 or under, and the turnover rate of employees aged 30 or under is higher than the overall rate, at 16.6%. The Group will actively implement countermeasures to retain young talents.

本集團男性員工佔約79%，而女性員工佔21%。按年齡分類，本集團有77%的員工在45歲或以下，55%在31歲和45歲之間，正值壯年之餘亦擁有豐富的工作經驗，為集團提供了一個生產力的保障，有利集團發展。集團的員工主要分佈在廈門及漳州，分別為海滄和古雷工廠的營運地區。由於古雷工廠於本年度投入服務，我們聘請了額外的工人協調生產，所以約九成的員工皆是基層。

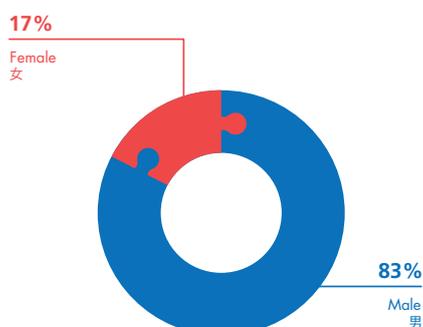
集團認為男女員工之間的機會及待遇平等，屬公平公正並促進良好業務發展及更佳表現。集團認可男女員工間工作中的平等指引：i) 招聘過程中不存在歧視，以就適當的空缺錄取最佳候選人；及ii) 分派任務或調配崗位時根據候選人的才能及意願而非按管理層的性別先入為主的觀念為候選人提供平等的機會。基於業務性質，本集團男性員工偏多。

報告期內集團離職員工共69名，總離職率為9.5%，其中男性員工佔約83%，離職率約10%，而女性員工佔約17%，離職率約8%。85%的離職員工均來自45歲或以下年齡組別。而30歲或以下的員工離職率較整體高，有16.6%，集團將積極展開對策，以挽留年輕的人才。

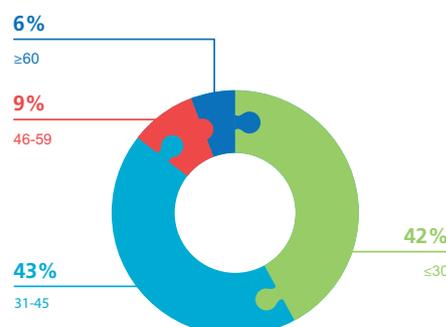


圖：二十年員工合影紀念
Picture: Picture with 20-year employees

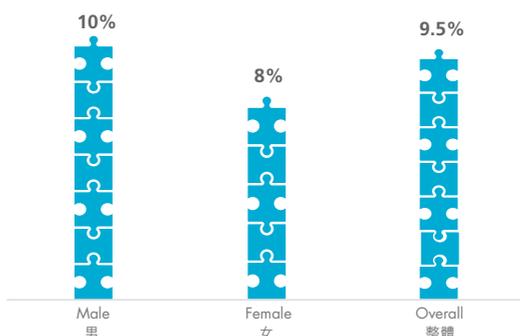
Gender distribution of departed employees
離職員工性別分佈



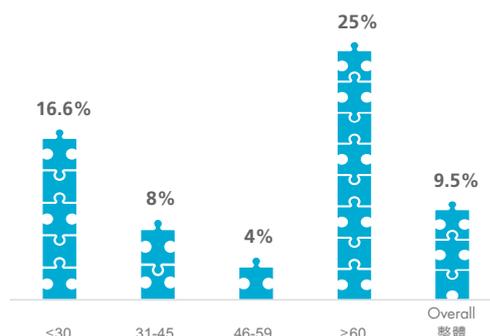
Age distribution of departed employees
離職員工年齡分佈



Turnover rate – by gender
離職率—性別



Turnover rate – by age
離職率—年齡



During the Reporting Period, the Group follows laws and rules of Mainland China and Hong Kong. During the Reporting Period, the Group did not identify any matters of material non-compliance of laws and regulations in relation to employee and labor standards.

報告期內，本集團遵守中國內地及香港的法律法規。報告期內，本集團並沒有發現任何重大不遵守有關僱傭及勞工法律及規例的情況。

STAFF DEVELOPMENT AND TRAINING

The Group is well aware that the progress of the Company depends on the growth of employees. Therefore, the Group has been striving for a long time to establish a culture of active learning, create an atmosphere of mutual growth, encourage employees to constantly improve themselves and deepen their understanding of professional areas, and adapt to the constantly changing society and industry landscape. The Group is committed to building a team of dedicated, professional and aggressive talents, and therefore training is indispensable. The Group has planned its training resources, and formulated and implemented training schemes to enhance the knowledge, skills and attitude of employees and increase work efficiency. Through interactive career planning with employees, individual career development of each employee is well connected with the development of the enterprise and talent cultivation and team establishment can be well achieved.

員工發展和培訓

集團明白企業的進步源於員工的成長，因此長久以來，集團努力建立積極求知學習的文化，創造共同成長的氛圍，鼓勵員工不斷裝備自己，加深對專業範疇的認識，並將行業情況與瞬息萬變的社會狀況連結。集團的目標是打造一支對工作富有熱誠、具備專業知識、充滿進取精神的人材隊伍，所以視培訓為必不可少的部分。本集團規劃培訓資源，並制定及實施培訓計劃，使員工的知識、技能、態度等諸方面得到改進，增加工作效率，再通過與員工進行互動式的職業生涯規劃，使每位員工個人的職業發展與企業發展良性結合，使人才培養與梯隊建設得以順利的實現。

Social Sustainability 社會的可持續性

During the Reporting Period, the Group provided employees various trainings such as skills training, corporate system training, safety training, and cultural training to enhance their knowledge and personal qualities and help establish a healthy and harmonious working environment. In order to consolidate the cohesiveness of our employees and spark their team spirit, the Group regularly held internal events and competitions, hoping that our employees could understand the importance of a team through such competitions and expecting that they could fully utilize the power of team work during operations. Such activities also help to facilitate the relationships between employees and strengthen communications for a more harmonious environment.

The Group continued to provide on-the-job trainings such as skill trainings, career planning guidelines and promotion trainings for employees to guide them in the career development. According to the production, operation and development needs of the system, the system supervisors of the Company propose the special training needs to be promoted in the following year. For example, the departments of each special position will review special positions needed in their own departments every year, to see if it is necessary to increase the certificates of special types of work or certificates of professional practice, and put forward the training needs. The human resources department provide staff trainings according to the assessment and recommendations of the head of each department. After the trainings, employees have to undergo all kinds of assessments, examinations and surveys for evaluating the performance and results of such trainings.

During the Reporting Period, all employees received relevant trainings. Each employee received an average of 16 hours (approximately two working days) of training, and the average training hours received by position and age are quite close, ranging from 15-16 hours.

報告期內，集團提供的培訓內容包括技能培訓、公司制度培訓、安全培訓以及文化培訓，以提升員工各方面的知識及個人修養，有助建立健康、和諧的工作環境。為了凝聚集團員工的向心力和激發團隊士氣，本集團定期舉辦內部活動及比賽，希望藉由這些比賽讓員工們能瞭解團隊的重要性，並期許他們能在工作上充分運用團隊合作的力量，也透過活動增進員工間的友誼，促進相互交流，使得工作環境能更加的融洽。

本集團持續為員工提供在職培訓，如技能培訓、職業規劃指引及晉升培訓等，引導員工進行職業發展。公司各系統主管根據本系統生產經營及發展需要，提出次年需推動的專項培訓需求，如各特殊工種用人部門每年會對本部門的特殊工種進行盤點，判斷是否需要增加特殊工種持證或從業人員持證，提出培訓需求。人力資源部根據部門主管的評估及建議執行員工培訓。培訓結束後，員工須接受各類評估、考試及問卷調查，以評估培訓的績效與成果。

報告期內，所有員工皆接受了培訓。每人平均接受了16小時（約兩個工作天）的培訓，而各職級、各年齡組別平均所接受的培訓時數相當接近，均在15-16小時之間。



圖：員工活動培訓
Picture: Employee's training and activities

LABOR STANDARDS

The Group strictly forbids any child labor and forced labor and prohibits the arrangement of underage workers for restricted work. All employees must meet the legal working age. The human resources department requires job applicants to present valid identity documents in the recruitment and performs background check according to the materials provided as appropriate. Meanwhile, the Group enters into the labor contracts with all employees under mutual agreement. The Group will also carefully check the educational background and work experience of the employees to avoid improper appointment.

Cultivating a healthy, safe and equal working environment for our employees has always been a goal that the Group strives for. In order to protect the rights and interests of our employees, the Group has complied with the Labor Law of the PRC and applicable employment laws in the jurisdictions where we operate. Meanwhile, we have formulated a set of human resources policies and procedures which could cover different aspects and needs. On the premise of ensuring employees' basic living, the main factors for deciding their salary are position level, ability and work performance, and the needs of enterprise development, economic circumstances and market wages are taken into account at the same time. Employee benefits provided by the Group include medical insurance and provident fund. A set of effective performance evaluation system has been set up, in which appropriate incentives and bonus are distributed based on the employees' performance in a reasonable and fair manner.

According to national regulations, our employees must retire when they reach a certain age. For the male staff of over 60 years old, and the female staff of over 50 years old, they have to retire upon the completion of resignation procedures, so as to ensure the health of employees and the efficiency of production. The Group will also appoint the retired higher-level professional technicians to act as the consultants depending on the business needs to ensure that valuable experience and skills are not lost.

勞工準則

集團嚴禁任何童工及強制勞工並且禁止安排未成年人從事限制性勞動，所有員工必須符合法定工作年齡，人力資源部會於招聘時要求求職者出示有效的身份證明文件，並根據其提供的資料適切地進行背景調查，同時集團與所有員工均在自願原則基礎上簽訂勞動合同。集團亦會小心核實員工的學歷背景及工作經驗，以防僱用不適合的人。

為員工打造一個健康、安全又平等的工作環境一直是集團努力的目標，為保障員工的權利及利益，集團恪守中國勞動法及營運所在地司法權區的適用僱傭法律，並同時制定能夠覆蓋各個面向及需求的一套人力資源政策及程序。在保障員工基本生活的前提下，以工作崗位、工作能力、工作業績為核定員工薪酬的主要因素，同時兼顧企業發展、實際現狀及市場水準需要。集團提供的員工福利包括醫療保險及公積金，也設立一套有效表現評估制度，會依照合理且公正的評判員工的績效，發放適當的激勵獎金及花紅。

集團按照國家規定，員工屆滿特定年齡便須退休。如男員工年滿60周歲，女工人年滿50周歲便須辦理離職手續，以確保員工的健康及生產的效率。集團亦會按業務需要聘請已退休的較高級的專業技術人員為顧問，確保極寶貴的經驗和技術不會多重流失。

ANTI-CORRUPTION

The Group takes zero tolerance towards any improper business behaviors. The Group has been making considerable efforts to create an integrity and self-disciplined culture and embed an anti-graft ideology in the office. All employees are required to receive relevant guidance and education and the senior management are required to regularly review the updates of industrial laws and regulations and set an example for the employees of the Group and manage the subordinate staff. The Group strictly requires all employees to fulfill their duties in the daily practices, and convey the internal rules and provisions and external laws and regulations to all employees through the meetings and communication with employees. The employees are constantly required to abide by the relevant laws and regulations, uphold their integrity and reject beneficial temptations to prevent corruption and money laundering.

The Group has formulated the code of conduct and anti-corruption regulations, so as to monitor the performance and behavior of employees in all aspects of daily operation. The Company prohibits employees from accepting gifts or cash from any business units. If the interests from any other companies cannot be rejected, the objects have to be reported to the administration department of the Company in time and handed over for unified handling. Employees also must not embezzle public money for private entertainment activities, adopt cronyism and form cliques in recommending and selecting talents, or use their authorities to seek illegitimate interests, or collect kickbacks, agency fees, handling fees, etc. in various names. The Group carries out annual self-assessment to review the implementation of the code of ethics and relevant regulations, aiming to ensure the consistent fulfillment of the Group's rules in actual operation and management practice, so as to balance and secure the interests of stakeholders of the Group and establish a long-term partnership.

The Group has engaged independent auditors for external audit, so as to prevent corruption within the Group through internal supervision and external audits.

The Group and its employees have observed relevant laws and regulations of Mainland China and Hong Kong. During the Reporting Period, the Directors, their associates or, to the knowledge of the Directors, any shareholders of the Company who owned more than 5% of the issued share capital of the controlling company of the Group did not have any interest in the Group's top five customers and top five suppliers. During the Reporting Period, the Group was not aware of any significant non-compliance with any of the relevant standards, rules, codes and regulations. During the Reporting Period, the Group was not informed of any complaints against corruption committed by the Group or any of its employees.

反貪污

本集團並不容忍任何不正當之商業行為，一直努力不懈樹立廉潔自律的工作文化，將反貪污的意識形態植入辦公室之中。本集團要求全體上下員工接受相關的指導和教育，高階管理層須定期查閱行業法律法規的更新，成為集團內部員工的榜樣且對下屬員工進行管理。集團嚴格要求本集團員工在日常實踐活動中恪盡職守，並通過會議宣講、員工溝通等活動，不斷地把集團的規章制度和外部法律法規傳達給每一位員工，時刻強調依法營運、堅守道德底綫、拒絕利益誘惑，防止貪污舞弊和涉及洗黑錢的行為發生。

本集團已制定的操守守則及反貪污條例，以確保員工的行為及道德操守於整個日常營運中受到監察。公司禁止員工收受任何業務單位的禮品或現金。未能拒收業務單位利益的，須把實物及時向公司行政部申報並移交統一處理。員工亦不能挪用公款作私人消遣用途，或在推薦、選拔人才中任人唯親、拉幫結派，或利用職權謀取不正當的利益，以各種名義收取回扣、仲介費、手續費等。集團每年會進行一次自我評估以檢查操守守則及相關條例的落實情況，其目的旨在確保本集團在實際營運及管理慣例得到完全一致的履行，從而平衡及保障集團持份者的利益及建立長期夥伴關係。

本集團聘用獨立核數師進行外部審核，藉以透過內部監督及外部審核，防止本集團內出現貪污行為。

本集團及員工已遵循中國內地及香港的相關法律法規。報告期內，董事、彼等之聯繫人士或據董事所知任何擁有本集團控股公司已發行股本5%以上之股東，概無擁有本集團五大客戶及五大供應商之任何權益。報告期內，本集團並不知悉有任何重大未遵守任何有關標準、規則、守則及規例的情況。報告期內，集團並無獲悉有任何針對本集團或任何員工有關貪污的投訴。

Social Sustainability

社會的可持續性

COMMUNITY INVESTMENT

The Group has always been facing the society, caring for the needs of the public, and actively maintaining good neighborhood relations to build a harmonious, safe and prosperous community. The Group focuses on poverty and works together with all parties on related issues to help families lacking materials and resources get out of the dilemma. The Group provides assistance to children and poor families through donations and charity activities in different communities. In the fight against the epidemic in 2020, the Group cared about the frontline medical staff and donated protective suits to them, reflecting the spirit of “selfless and boundless love and mutual assistance” of the Group.

During the Reporting Period, the donations and charity activities participated by the Group are as follows:

社區投資

本集團一直面向社會，聆聽大眾的需要，積極維持良好的鄰裡關係，以構建和諧、安全及繁榮的社區。集團重點關注貧窮問題，因此在相關議題上與各方有志者攜手同行，幫助缺乏物質、資源的家庭走出困局。集團透過不同社區捐獻與慈善活動，為兒童及貧困家庭提供援助。在2020年的疫情之中，集團心繫身前線的醫護人員，因此把防護套裝化作心意獻上，體現中怡「民胞物與、互助互愛」的精神。

報告期內，集團的捐款和所參與的公益活動如下：

Summary of events 活動概述	Amount invested by the Company 公司投入金額	Targets/content of activities 對象/活動內容
Charity donations to the affected areas during the outbreak of COVID-19 epidemic 肺炎疫情捐贈給疫區	HK\$100,000 港幣100,000元	Used for anti-epidemic in the affected areas 用於疫區抗疫
Donations to the Haicang Charity Foundation (海滄區慈善總會) 向海滄區慈善總會捐款	RMB50,000 人民幣50,000元	Used for poverty alleviation in Jingyuan County, Ningxia 用於寧夏涇源縣扶貧
Donations to the Central Committee of Taiwan Democratic Self-Government League (台灣民主自治同盟中央委員會) 向台灣民主自治同盟中央委員會捐款	RMB10,000 人民幣10,000元	Used for children's activity center 用於兒童活動中心
Xiamen General Chamber of Commerce (廈門總商會) 廈門總商會	RMB100,000 人民幣100,000元	Used for poverty alleviation 扶貧募捐

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《環境、社會及管治報告指引》內容索引

Major category 主要範疇	Content 內容	Page index/remarks 頁碼索引/備註
A. Environment		
A. 環境		
A1 Emissions		
A1 排放物		
General Disclosure 一般披露	Relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste: (a) The policies; and (b) Compliance with relevant laws and regulations that have a significant impact on the issuer. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物產生的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	34-35
A1.1	Types of emissions and related emission data. 排放物種類及相關排放數據。	35-40
A1.2	Total greenhouse gas emissions (in tonnes) and (if applicable) density. 溫室氣體總排放量(以噸計算)及(如適用)密度。	35-36
A1.3	Total amount of hazardous wastes generated (in tons) and (if applicable) density. 所產生有害廢棄物總量(以噸計算)及(如適用)密度。	37-40
A1.4	Total amount of harmless wastes generated (in tonnes) and (if applicable) density. 所產生無害廢棄物總量(以噸計算)及(如適用)密度。	39-40
A1.5	Description of the measures to reduce emissions and the results achieved. 描述減低排放量的措施及所得成果。	37-38
A1.6	Description of the methods for the treatment of hazardous and harmless wastes, the measures to reduce output and the results achieved. 描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果。	39
A2 Use of Resources		
A2 資源使用		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	41
A2.1	Total direct and/or indirect energy consumption (in 1,000 KWH) and density by type. 按類型劃分的直接及/或間接能源總耗量(以千個千瓦時計算)及密度。	41-42

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Major category 主要範疇	Content 內容	Page index/remarks 頁碼索引/備註
A2.2	Total water consumption and density. 總耗水量及密度。	42
A2.3	Description of the energy efficiency programs and the results achieved. 描述能源使用效率計劃及所得成果。	42
A2.4	Description of any difficulties in obtaining suitable water sources, as well as plans to improve water efficiency and the results achieved. 描述在求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果。	Not Applicable 不適用
A2.5	Total amount of packaging materials used by finished products (in tonnes). 製成品所用包裝材料的總量(以噸計算)。	Not Material 不重大
A3 Environment and Natural Resources		
A3 環境及天然資源		
General Disclosure 一般披露	Policies on minimizing the issuer's significant impact on the environment and natural resources. 減少發行人對環境及天然資源造成的重大影響的政策。	43
A3.1	Description of significant impact of business activities on the environment and natural resources and actions that have been taken to manage the impact. 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。	43
A4 Climate Change		
A4 氣候變化		
General Disclosure 一般披露	Policies on identifying and responding to major climate-related issues that have and may have an impact on the issuer 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	44
A4.1	Description of the major climate-related issues that have and may have an impact on the issuer, and countermeasures therefor 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。	44

Major category 主要範疇	Content 內容	Page index/remarks 頁碼索引/備註
B. Society		
B. 社會		
B1 Employment		
B1 僱傭		
General Disclosure 一般披露	Relating to remuneration and dismissal, recruitment and promotion, working hours, holidays, equal opportunities, diversity, anti-discrimination and other benefits and welfare: (a) The policies; and (b) Compliance with relevant laws and regulations that have a significant impact on the issuer. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視和其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	45, 53-58
B1.1	The total number of employees divided by gender, employment type, age group and region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	53-58
B2 Health and Safety		
B2 健康與安全		
General Disclosure 一般披露	Relating to provision of a safe working environment and protecting employees from occupational hazards: (a) The policies; and (b) Compliance with relevant laws and regulations that have a significant impact on the issuer. 有關提供安全工作環境及保障僱員免受職業性危害之： (a) 政策；及 (b) 遵守對發行人有重大影響之相關法律及規例之資料。	46
B3 Development and Training		
B3 發展及培訓		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	46-47

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Major category 主要範疇	Content 內容	Page index/remarks 頁碼索引/備註
B4 Labor Standards		
B4 勞工準則		
General Disclosure 一般披露	Relating to preventing child and forced labor: (a) The policies; and (b) Compliance with relevant laws and regulations that have a significant impact on the issuer. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	58
B5 Supply Chain Management		
B5 供應鏈管理		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	50-52
B6 Product Responsibility		
B6 產品責任		
General Disclosure 一般披露	Relating to health and safety, advertising, labeling and privacy matters relating to products and services provided and methods of redress: (a) The policies; and (b) Compliance with relevant laws and regulations that have a significant impact on the issuer. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	47-48
B6.2	The number of complaints received about products and services and countermeasures therefor 接獲關於產品及服務的投訴數目以及應對方法。	49
B6.3	Description of practices related to the maintenance and protection of intellectual property rights. 描述與維護及保障知識產權有關的慣例。	50
B6.5	Description of the consumer data protection and privacy policy and its enforcement and supervision methods. 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。	50

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Major category 主要範疇	Content 內容	Page index/remarks 頁碼索引/備註
B7 Anti-corruption B7 反貪污		
General Disclosure 一般披露	Relating to bribery, extortion, fraud and money laundering: (a) The policies; and (b) Compliance with relevant laws and regulations that have a significant impact on the issuer. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	59
B8 Community Investment B8 社區投資		
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