



CHIHO ENVIRONMENTAL GROUP LIMITED  
齊合環保集團有限公司

(incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Stock Code 股份代號: 976

齊心贏未來 合力闖天下

Concert Hearts Inaugurate Highminded Orientation

環境、社會及管治報告  
Environmental, Social and  
Governance Report **2018**



# Environmental, Social and Governance Report 2018

## 二零一八年環境、社會及管治報告

### OUR VISION

To build a sustainable and environment-friendly world  
by making an impactful contribution

#### 我們的願景

為可持續發展積極貢獻，共建環境友善的世界

### OUR MISSION

To be a global market leader in resources recycling  
and environmental protection, earning a fair return for  
shareholders through the provision of quality products  
and services, by a group of motivated and diversified  
staff force.

#### 我們的使命

我們高效多樣的團隊通過提供優質產品及服務，致力  
成為全球資源回收及環保行業的市場領導者，並為股  
東獲取理想回報。

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# Environmental, Social and Governance Report 2018

## 二零一八年環境、社會及管治報告

### ABOUT THE REPORT

This is the third stand-alone Environmental, Social and Governance (“ESG”) report of Chiho Environmental Group Limited (hereafter referred to as “the Group” or “Company” or “Chiho”), disclosing the management approach of environmental and social aspects, as well as the performance of our major entities stated in the report boundary.

The Board of Directors has reviewed and approved the report, acknowledging that the content is presented in a fair and transparent manner. For information relating to the Group’s corporate governance practices, please refer to our annual report, available on our website.

### Reporting Framework

This report has been prepared in compliance with ESG Reporting Guide of Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (HKEX), and in accordance with the core option of the Global Reporting Initiative’s (“GRI”) Sustainability Reporting Standard. We have also aligned our disclosure with the United Nation’s Sustainable Development Goals (“SDGs”), with an aim to gradually establish related targets and move towards sustainable development.

### Report Boundary

This year’s report covers the environmental and social performance of the Group’s 10 major entities, including 1 located in China Taizhou, 1 in Hong Kong, 7 in Europe and 1 in United States, unless otherwise stated. This year, our data collection boundary has been expanded to include two additional entities, one in Europe and one in the United States. The Group is constantly improving its data collection methodology and will continue to expand its reporting boundary.

There have been no significant changes in the Company’s organisational structure nor has there been any significant restatement of data during the year.

### 關於本報告

本報告乃齊合環保集團有限公司（下稱「本集團」或「本公司」或「齊合環保」）的第三份環境、社會及管治（「ESG」）報告，披露了環境及社會層面的管理方針，以及我們在報告範圍內的主要實體的表現。

董事會已審閱及批准本報告，確認其內容公正透明。有關本集團企業管治慣例之資料，請參閱我們網站上的年度報告。

### 報告框架

本報告乃根據香港聯合交易所有限公司（「香港交易所」）證券上市規則附錄二十七所載的ESG報告指引以及全球報告倡議組織（「GRI」）的可持續發展報告標準的核心選項而編製。我們亦已參考聯合國可持續發展目標（「SDGs」）作出披露，以期逐步建立相關目標，實現可持續發展。

### 報告範圍

本年度的報告涵蓋本集團10間主要實體之環境及社會表現，除另有指明外，該等實體包括位於中國台州的一間、香港一間、歐洲七間以及美國一間。本年度，我們的數據收集範圍已擴大，增加兩間實體（歐洲一間及美國一間）。本集團正不斷改善其數據收集方法，並將繼續擴大其報告範圍。

於本年度，本公司組織架構概無重大變動，亦無任何重大數據重述。

## ABOUT THE REPORT (continued)

### Report Period

The reporting period covers the fiscal year from 1 January to 31 December 2018.

### Feedback

We pursue continuous improvement in ESG performance. We welcome your thoughts and feedback on this report. This report is published in English and Chinese. In case of any conflicts between the two versions, the English version shall prevail.

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## 關於本報告 (續)

### 報告期

本報告期涵蓋自二零一八年一月一日起至十二月三十一日之財政年度。

### 反饋

我們將不斷改進環境、社會及管治表現。歡迎閣下就本報告提出想法及反饋。本報告以中文及英文發佈。如兩個版本存在歧義，概以英文版本為準。

請透過以下方式聯絡我們：

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# Environmental, Social and Governance Report 2018

## 二零一八年環境、社會及管治報告

### ABOUT CHIHO

Headquartered in Hong Kong, Chiho is China's largest and one of the largest publicly listed global scrap metal recycling companies with extensive operations in the recycling of ferrous and non-ferrous metals scraps, end-of-life vehicles, electronic scraps and the production of secondary aluminum ingots from aluminum scraps.

Employing over 3,000 employees around the globe, the Group operates multiple metal processing facilities and is equipped to function in a vertically integrated manner, covering collecting, gathering, sorting and processing the materials to sale, utilization and recirculation of the finished products.

### 關於齊合環保

齊合環保總部設於香港，乃中國最大的公開上市廢金屬回收公司，亦為全球最大的此類公司之一，深耕黑色及有色廢金屬、報廢汽車及電子廢棄物回收業務以及使用鋁廢料生產二次鋁錠。

本集團於全球範圍僱傭逾3,000名僱員，營運多個金屬加工設施，其業務垂直整合，涵蓋物料的收集、集中、分類、加工以至製成品的銷售、利用及再循環流程。

#### Stable Upstream Materials 穩定的上游材料

We have strengthened our procurement network with established suppliers across the globe to obtain stable upstream materials.  
我們已加強全球資深供應商採購網絡以獲得穩定的上游材料。

#### Middle-stream Processing 中游加工

We handle breaking-down, demolition and separation of mixed metal scrap into scrap of different individual metals.  
我們將混合廢金屬進行分解、拆除及拆解成不同的種類的廢金屬。

#### Down-stream Foundry 下游鑄造業務

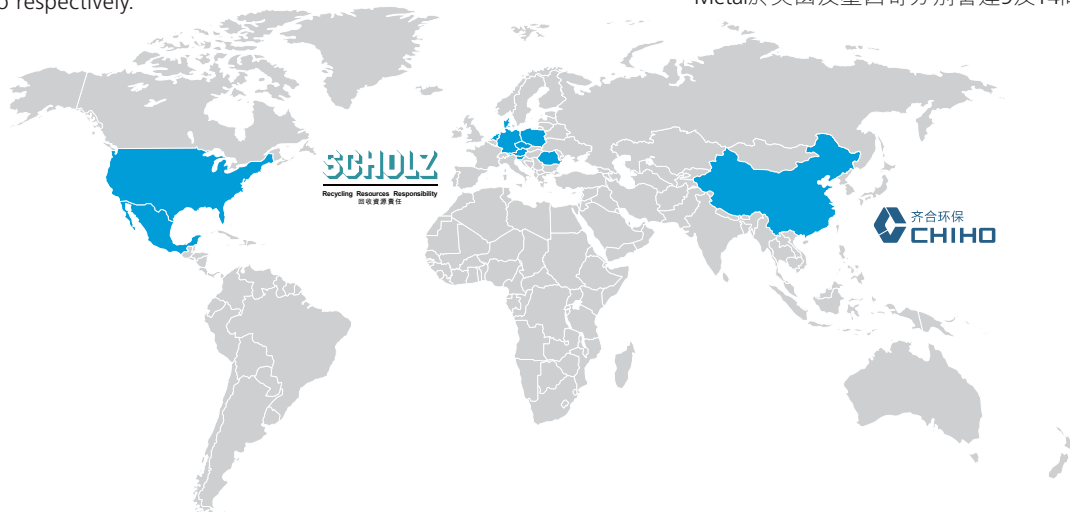
We use our recycled metal products for production and sales of aluminium-alloy ingots.  
我們將回收的金屬產品用於鋁錠的生產及銷售。

### Our worldwide operation

In Greater China, we have 3 major facilities located in Hong Kong, Taizhou and Yantai. In Europe, we have over 200 site plants situated mainly in Germany, in addition to Slovenia, Czech Republic, Austria, Poland, Romania, Denmark and Netherlands. Scholz's US-based subsidiary, Liberty Iron & Metal, operates 9 and 14 sites in USA and Mexico respectively.

### 我們的全球營運

我們於大中華地區有三家主要實體，分別位於香港、台州及煙台。我們於歐洲有逾200間料場，主要設立於德國，其次是斯洛文尼亞、捷克共和國、澳洲、波蘭、羅馬尼亞、丹麥以及荷蘭等地。Scholz的美國附屬公司Liberty Iron & Metal於美國及墨西哥分別營運9及14間工場。



ABOUT CHIHO (continued)

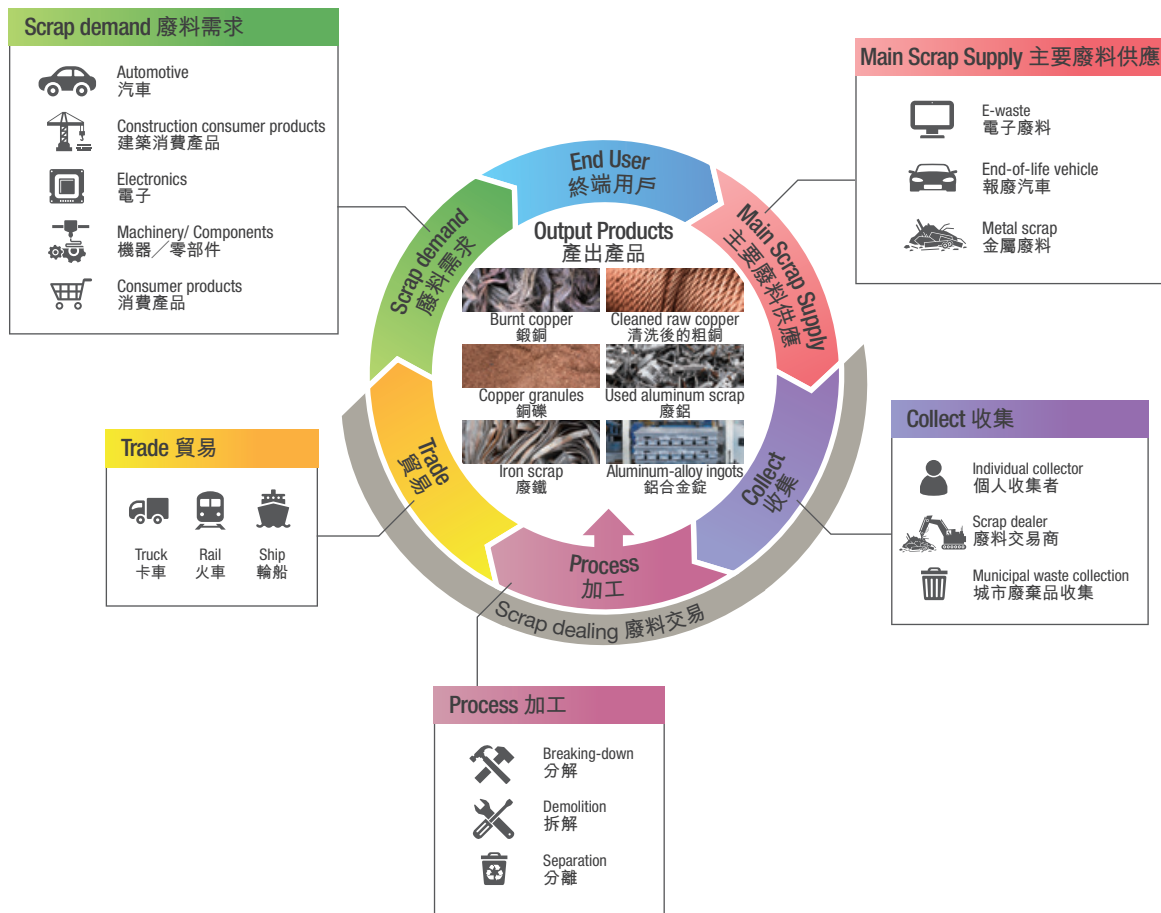
Our Business Model

The Group's transcontinental scale of operations is leveraged to integrate regional, upstream and downstream information in the recycled metals market, to optimize resource allocation. Synergistic benefits are reaped through pooling and sharing of operational and R&D resources across the Group.

關於齊合環保(續)

我們的業務模式

本集團利用橫貫大陸的營運規模整合金屬回收市場的區域、上游及下游資訊，以優化資源配置。本集團透過匯集及共用本集團範圍的營運及研發資源，取得協同效益。



## Environmental, Social and Governance Report 2018 二零一八年環境、社會及管治報告

### CEO MESSAGE

#### Dear stakeholders,

With global attention drawn to sustainability and “Circular Economy”, Chiho does not hesitate in embracing these concepts and translating them into actions. With operations in over 200 locations across the globe and mature technology in scrap metal recycling, the Group strives to reduce our impact on the environment and reliance on natural resources by employing the “Urban Mining” concept of recycling reusable resources.

The Group was awarded the “2018 Hong Kong Corporate Governance Excellence Award” during the year, in recognition of its outstanding performance in corporate governance. To build on this momentum, we have further aligned stakeholders’ concerns with specific targets of the SDGs in this year’s ESG report, to demonstrate how we contribute to the global agenda of sustainable development.

*“The Group strives to play an increasing part in reducing our impact on the environment and reliance on natural resources by employing the “Urban Mining” concept to recycle reusable resources.”*

Promoting circular economy has always been an integral part of our vision. During the year, our operations in Greater China achieved a recycling rate of 99.1%, while the European operations achieved 97% recovery rate for end-of-life vehicles. With an aim to create synergies, the Group introduced technologies for scrap recycling including end-of-life vehicles from our European operations to China. In Hong Kong, our recycling plant in Yuen Long obtained the license from the Environmental Protection Department to handle waste electrical appliances, contributing to the development of “Circular Economy” in Hong Kong.

### 行政總裁的話

#### 各位利益相關者：

在全球目光聚焦可持續發展及「循環經濟」的形勢下，齊合環保毫無遲疑地採納該等理念並付諸實踐。本集團於全球逾200個地點營運業務，於廢金屬回收方面擁有成熟的技術，並致力於透過應用「城市採礦」理念回收可再用資源，減少對環境的影響及對自然資源的依賴。

本集團於本年度獲得「2018年度香港公司管治卓越獎」，該獎項認可了本集團於企業管治方面的傑出表現。我們以此為動力，進一步將利益相關者的關注點與本年度環境、社會及管治報告中SDGs的具體目標相結合，為全球可持續發展議程作出貢獻。

*「本集團致力於透過不斷應用「城市採礦」理念回收可再用資源，減少對環境的影響及對自然資源的依賴。」*

促進循環經濟始終是我們願景不可或缺的一部分。於本年度，我們於大中華地區業務的回收率已達99.1%，而於歐洲業務的報廢汽車回收率已達97%。為形成協同效應，本集團從歐洲業務引進廢料回收（包括報廢汽車）技術到中國。在香港，我們位於元朗的回收廠已獲得環保局發放的許可證以處理廢棄電器設備，為香港的「循環經濟」發展作出貢獻。

## CEO MESSAGE (continued)

While recycling is our core business, we also recognize the potential environmental impact of our operations. We take responsibility of minimizing those impacts through the ISO 14001-certified environmental management system, with initiatives to prevent flood damage at the yards, as well as managing noise pollution and effluent. The installation of energy usage monitoring equipment and introduction of a new energy supplier with a greater proportion of renewable energy at our major European subsidiary have also helped realise our objective of reducing our carbon footprint.

Providing our employees with a safe and decent working environment is crucial to our business. Safety inspections and training are conducted regularly to ensure continuous improvement on safety management and increase employee awareness of safety hazards. We also provide equal opportunities for employees to excel in their positions, striving to understand their needs through open dialogue.

The trend of recovering raw materials from the city is here to stay. Looking ahead, we will continue to promote “Urban Mining” through our global operation of scrap metal recycling. I would like to this opportunity to thank our investors, employees, suppliers, regulators and environmental NGOs for their support. We shall continue to look for ways to engage and cooperate with them to better our sustainability performance, joining forces together in building a greener and sustainable world.

By Order of the Board  
**Qin Yongming**  
*Chief Executive Officer*

## 行政總裁的話 (續)

雖然回收業務乃我們的核心業務，但我們亦認識到我們的營運產生的潛在環境影響，並透過經ISO 14001認證之環境管理系統承擔儘量減少該等影響的責任，採取措施預防洪水對工場的損壞並管理噪音污染及污水。我們安裝能源使用監察設備，並為主要歐洲附屬公司引入可再生能源佔比較大的新能源供應商，幫助我們實現減少碳足跡的目標。

為僱員提供安全良好的工作環境對我們的業務至關重要。我們定期開展安全檢查及培訓，確保不斷改善安全管理，增強僱員的安全隱患意識。我們亦為僱員提供公平的職位競爭機會，並竭力透過開放性談話了解其需求。

於城市內回收原材料的趨勢將長久持續下去。展望未來，我們將繼續透過全球廢金屬回收業務促進「城市採礦」。本人藉此機會感謝我們的投資者、僱員、供應商、監管機構及各非政府環保組織的支持。我們將繼續尋求機會與上述各方合作，改善我們的可持續發展表現，攜手共建一個綠色可持續的世界。

承董事會命  
**秦永明**  
*行政總裁*



## Environmental, Social and Governance Report 2018 二零一八年環境、社會及管治報告

### SUSTAINABILITY MANAGEMENT APPROACH

It is becoming clearer than ever before that the case for business longevity is grounded on factors beyond economic gains. We manage our business in a holistic manner. Our environmental and social impacts are not an afterthought, but ingrained in our strategies. A sustainable business is founded on robust corporate governance.

The Group's Board of Directors are seasoned leaders spearheading the Group's business, strategic decisions concerning environmental, social and governance. The responsibility of managing and implementing the ESG initiatives is cascading down to each of our subsidiaries where environmental and safety performance are key responsibility of the operations department reporting to senior management.

### 可持續發展管理方針

我們日益清楚地認識到，企業壽命乃基於多種因素而非僅僅是經濟收益。我們採用整體方法管理業務。我們對環境及社會影響的態度絕非事後的臨時起意，而是融入到我們的戰略之中。強大的企業管治乃是企業可持續發展的基礎。

本集團董事會成員均為經驗豐富的領導者，引領本集團的業務及有關環境、社會及管治的戰略決策。我們將環境、社會及管治措施的管理實施責任分擔到各附屬公司，由向高級管理層匯報的業務部門主要負責環境及安全表現。

#### ESG Governance 環境、社會及管治治理

##### Board of Directors 董事會

Adhering to the Group's vision and mission, the Board oversees the execution of the Company's strategy concerning environmental, social and governance, as part of their oversight of business strategy and risk management  
董事會秉承本集團願景及使命，全面監察本公司有關環境、社會及管治戰略的執行，作為其經營戰略及風險管理監督工作的一部分

#### Board Review for 2018 ESG material topics 董事會檢討二零一八年環境、社會及管治實質性議題

Occupational Health & Safety | Economic value generated | Product Quality & Safety | Anti-corruption | Compliance | Talent management | Anti-discrimination | Resource recycling  
職業健康與安全 | 產生的經濟價值 | 產品質量及安全 | 反貪污 | 合規 | 人才管理 | 反歧視 | 資源回收

Chiho's Sustainability Management Approach is embedded in its strategies across the major departments of the Group's subsidiaries, including but not limited to Quality, Environmental, Health & Safety, Human Resources, Operations, Purchasing, Trading, Legal & Compliance, etc.

齊合環保將可持續發展管理方針應用於其為本集團附屬公司主要部門制定的戰略之中，包括但不限於質量、環境、健康及安全、人力資源、業務營運、採購、貿易以及合法及合規等方面

SUSTAINABILITY MANAGEMENT APPROACH  
(continued)

Materiality Assessment

Leading a sustainable business is about focusing on what matters. Based on the Group-wide materiality assessment we conducted last year, eight material topics were identified. This year, these material topics were further reviewed and validated by the senior management and confirmed to remain having significance to our business and stakeholders.

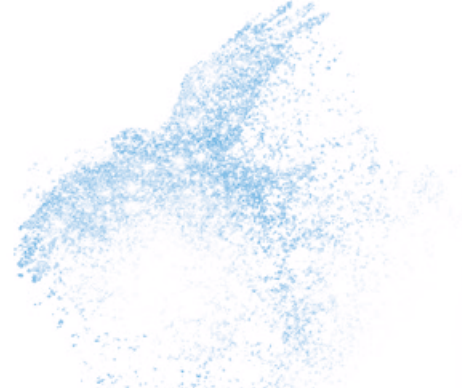
可持續發展管理方針 (續)

實質性評估

領導業務可持續發展，關鍵在於專注重要事項。基於我們去年進行之集團範圍的實質性評估，我們已識別八項實質性議題。本年度，高級管理層進一步檢討及核實該等實質性議題，並確認彼等對我們的業務及利益相關者仍屬重要。

Materiality Matrix  
實質性矩陣圖





**SUSTAINABILITY MANAGEMENT APPROACH**  
 (continued)




**Responding to Stakeholders' Concern**

A sustainable business is one that listens to the concerns of its stakeholder groups. The Group regularly engages with its internal and external stakeholders through various channels. We have aligned stakeholders' key topics of concern with the United Nations' Sustainable Development Goals. Below are details of how we are addressing the topics in our strategies and day-to-day operations.

**可持續發展管理方針 (續)**

**回應利益相關者關注點**

可持續發展企業會傾聽其利益相關者群體的關注點。本集團定期透過多種渠道與其內部及外部利益相關者進行溝通。我們已將利益相關者之主要關注點議題與聯合國可持續發展目標相結合。下文詳述我們如何於戰略及日常營運中處理有關議題：

Stakeholder groups 利益相關者群體	Communication channel 溝通渠道	Material topics <sup>1</sup> 實質性議題 <sup>1</sup>	Stakeholders' interests and concerns 利益相關者的利益及關注點	Our actions and contributions 我們的行動及貢獻	Corresponding SDGs 對應SDGs
Customer 客戶 	Meeting 會議  Customer satisfaction survey 顧客滿意度調查  Phone interview 電話訪談	Product quality & safety 產品質量及安全  Resource recycling 資源回收	<ul style="list-style-type: none"> <li>Demand products of greater purity and quality, as regions in Asia tighten waste import standards 要求提高產品純度及質量，原因為亞洲各地區收緊廢棄品進口標準</li> <li>Expect our operations to be grounded on sound environmental practices 期望我們的營運建立在良好的環境慣例上</li> <li>Expect resource-saving strategies at the Group, which mitigate climate change 期望本集團制定節約資源戰略，助力緩解氣候變化</li> </ul>	<ul style="list-style-type: none"> <li>We have achieved products of higher purity through enhanced operations at Germany and Denmark that comply with stricter standards of Asia. 我們已透過加強在德國及丹麥的業務生產出純度更高的產品，該等產品符合亞洲更為嚴格的標準。</li> <li>Constantly furthering its frontiers, the Group is expanding its geographical boundaries and product offerings that drive forward development of a circular economy. 本集團不斷擴展其邊界，擴大其地理邊界覆蓋範圍以及產品種類，推動循環經濟發展。</li> <li>At our European operations, we achieve 97% recovery rate for end-of-life vehicles – greater than the EU target directive. This year, our operations in Greater China achieved a recycling rate of 99.1%. 在我們於歐洲的業務中，報廢車輛回收率達97%，高於歐盟的目標指令。本年度，我們於大中華地區的業務錄得99.1%的回收率。</li> </ul>	 

<sup>1</sup> All identified topics have an impact both inside and outside the Group, except anti-discrimination and talent management impact which only within the Group.



<sup>1</sup> 所有已識別議題對本集團內部及外部均有影響，惟反歧視及人才管理影響僅涉及本集團內部。

SUSTAINABILITY MANAGEMENT APPROACH  
(continued)

Responding to Stakeholders' Concern (continued)

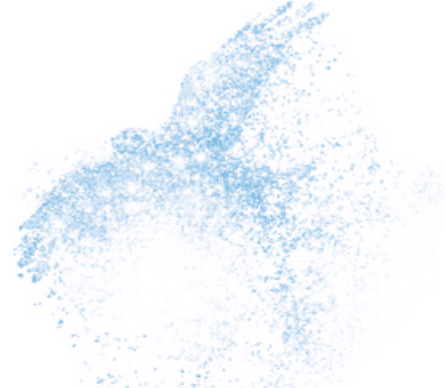
可持續發展管理方針(續)

回應利益相關者關注點(續)

Stakeholder groups 利益相關者群體	Communication channel 溝通渠道	Material topics <sup>1</sup> 實質性議題 <sup>1</sup>	Stakeholders' interests and concerns 利益相關者的利益及關注點	Our actions and contributions 我們的行動及貢獻	Corresponding SDGs 對應SDGs
<p>Government 政府</p> 	<p>Annual report 年報</p>	<p>Compliance 合規</p> <p>Anti-corruption 反貪污</p>	<ul style="list-style-type: none"> <li>Favor companies with standardized and scaled operations that can comply with tightening regulations 青睞遵守日趨嚴格的監管規定且具標準化及規模化營運的公司</li> <li>Demand the highest level of legal compliance and business ethics 要求具備最高水平的法律合規及商業道德</li> </ul>	<ul style="list-style-type: none"> <li>Our largest European subsidiary made a switch to a new electricity supplier with an energy mix composed of renewable energy in proportion comparable to the German average. 我們最大的歐洲附屬公司已改用新的電力供應商。該供應商能源組合中可再生能源比例與德國平均水平相當。</li> <li>We have successfully completed this year the installation of telematics to equipment at all 28 of our major European subsidiary's work sites, which allows real-time fuel use monitoring. 於本年度，我們已成功為我們歐洲主要附屬公司的所有28個工場的設備安裝上遠程信息處理系統，可對燃料使用進行實時監察。</li> <li>At our major yards in Essingen, we address the rising risk of severe flood damage via the dual-chamber pipe system. 在我們位於埃辛根的主要工場，我們透過雙腔管道系統應對不斷加劇的嚴重洪水災害風險。</li> <li>We provide clear training and guidance to our employees regarding anti-corruption laws and practices. 我們為僱員提供有關反貪污法律法規的明確培訓及指導。</li> <li>We build a culture of honesty and integrity via our whistleblowing policy. 我們透過舉報政策建立誠信廉潔文化。</li> </ul>	 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS 和平、正義與強大機構</p>

# Environmental, Social and Governance Report 2018

## 二零一八年環境、社會及管治報告






### SUSTAINABILITY MANAGEMENT APPROACH (continued)

### 可持續發展管理方針 (續)

#### Responding to Stakeholders' Concern (continued)

#### 回應利益相關者關注點 (續)





Stakeholder groups 利益相關者群體	Communication channel 溝通渠道	Material topics <sup>1</sup> 實質性議題 <sup>1</sup>	Stakeholders' interests and concerns 利益相關者的利益及關注點	Our actions and contributions 我們的行動及貢獻	Corresponding SDGs 對應SDGs
Employees 僱員 	Regular meeting; surveys 定期會議、調查  General manager mailbox 總經理郵箱	Occupational health & safety 職業健康與安全  Anti-discrimination 反歧視  Talent management 人才管理	<ul style="list-style-type: none"> <li>Recognise the importance of legislative compliance to ensure robust environmental management 認識到法律合規的重要性以確保良好的環境管理</li> <li>Place occupational safety as top priority. In particular, protection against hazardous amounts of noise are of concern 將職業安全作為首要考慮事項。尤其關注防止過量噪音危害</li> <li>Value employment that is fairly compensated and looked after their rights 重視給予其公平薪資並保障其權益的僱傭關係</li> <li>Have expressed views that more attention needs to be paid to talent acquisition and retention 建議更加關注人才招聘及挽留</li> </ul>	<ul style="list-style-type: none"> <li>We regularly review our safety policies and targets to drive continuous safety enhancements. 我們定期檢討我們的安全政策及目標以不斷提升安全保障。</li> <li>We hold detailed safety training that ensures our employees take measures against all types of hazardous risk. 我們對僱員進行詳盡的安全培訓，確保我們的僱員能夠採取措施應對任何類型的有害風險。</li> <li>We go beyond compliance and strive for zero accidents. For example, at our Hong Kong site we have appointed a Registered Safety Officer though it is not mandated by law. 我們比法律要求做的更多，並爭取做到零事故。例如，我們在香港工場委任註冊安全主任，而法律並無強制要求我們如此行事。</li> <li>We provide equal employment opportunities that embraces all irrespective of ethnicity, sex, age, religion, nationality and social origin. 我們為不同種族、性別、年齡、宗教、國籍以及社會出身的應聘者提供平等的僱傭機會。</li> <li>We collect the training needs from different business units and establish annual training plans. 我們收集不同業務部門的培訓需求，並建立年度培訓計劃。</li> </ul>	<div style="background-color: #28a745; color: white; padding: 5px; text-align: center;"> <b>3</b> GOOD HEALTH AND WELL-BEING 良好健康與福祉  </div> <div style="background-color: #dc3545; color: white; padding: 5px; text-align: center;"> <b>10</b> REDUCED INEQUALITIES 減少不平等  </div>

SUSTAINABILITY MANAGEMENT APPROACH  
(continued)

Responding to Stakeholders' Concern (continued)

可持續發展管理方針 (續)

回應利益相關者關注點 (續)

Stakeholder groups 利益相關者群體	Communication channel 溝通渠道	Material topics <sup>1</sup> 實質性議題 <sup>1</sup>	Stakeholders' interests and concerns 利益相關者的利益及關注點	Our actions and contributions 我們的行動及貢獻	Corresponding SDGs 對應SDGs
Suppliers 供應商 	Qualification reviews 資格審查	Resource recycling 資源回收  Occupational health & safety 職業健康與安全  Compliance 合規	<ul style="list-style-type: none"> <li>Regard our environmental performance as a high priority, and expect first-mover actions in adopting innovation 將我們的環保表現視作優先事項，期望於採納創新舉措方面率先行動</li> <li>Regard safety concerns as top priority, with regard to the operation of supplied machinery and equipment 首要關注有關所供應之機械及設備的操作方面的安全問題</li> <li>Our suppliers of end-of-life vehicles deem operational transparency as critical to stamp out black markets of components and parts 我們的報廢汽車供應商將經營透明度視為杜絕黑市零部件的關鍵一環</li> </ul>	<ul style="list-style-type: none"> <li>We endeavor to gradually establish a stable network of domestic scrap metals suppliers in Greater China to minimize the impact of the tighter waste import regulations. 我們致力於在大中華地區逐步建立起一個穩定的國內廢金屬供應商網絡，以最大程度降低廢棄品進口規定收緊帶來的影響。</li> <li>The Group seeks suppliers of high-quality materials for imports and strategic logistic arrangements to speed customs clearance. 本集團就進口方面尋找高質素材料供應商及制定戰略物流安排以加速清關。</li> <li>We protect the Group's interests via confidentiality agreements with our business partners. 我們通過與商業夥伴訂立保密協議以保護本集團利益。</li> <li>We establish strict Information Security measures that protect our data assets from breaches, leaks and hacks. 我們建立嚴格的資料安全措施，保護我們的數據資產免於入侵、洩露及黑客攻擊。</li> </ul>	
Shareholders/ Investors 利益相關者/ 投資者 	Annual general meeting 股東週年大會  Annual report 年報  ESG report 環境、社會及管治報告	Economic value generated 產生的經濟價值  Compliance 合規	<ul style="list-style-type: none"> <li>Concern our operating performance and stability 關注我們的營運表現及穩定性</li> </ul>	<ul style="list-style-type: none"> <li>The Group's new management team delivered effective measures that show healthy recovery of our European and North American businesses this year. 本集團的新管理團隊採取了有效措施，使得本年度我們於歐洲及北美業務穩健復甦。</li> <li>We focused on streamlining our inventory cycle this year to minimize the impact of price volatility. 我們於本年度專注於精簡庫存週期，以最大程度降低價格波動的影響。</li> </ul>	

## Environmental, Social and Governance Report 2018 二零一八年環境、社會及管治報告

### ENVIRONMENTAL STEWARDSHIP

*Spanning across three different continents, the Group's recycling operation plays a leading role in driving forward a circular economy. And we also make sure that impacts generated from our operations are minimized and mitigated.*

#### Resources Recycling

Sustainability is at the core of our business. With acquisition of the Scholz Group, our operational activities have diversified from scrap motor dismantling and electronic waste processing to ferrous scrap and end-of-life vehicles processing. As a global metals recycler, the Group processes mixed metals scrap and other resources into outputs with regained value. Fed back into refineries, foundries and smelters, the resource-intensive process of virgin material extraction is bypassed. Resource recycling also alleviates the burden on our landfills that furthers the world's transition into a closed-loop economy. This year, our operations in Greater China achieved a recycling rate of 99.1%, while a 97% recovery rate for end-of-life vehicles was achieved in Europe – greater than the EU target directive.

Sustainability at the Group does not stop there. Chiho is constantly evolving to address industry developments. Our Hong Kong facility is one of the three licensed operators to handle waste electrical appliances, producing outputs which are compliant with the stricter Chinese regulations. Showing great resilience, the Group has also successfully achieved products of higher purity through greater reprocessing activities at Germany and Denmark that comply with the tightening standards in Asia. At our North American operations, we are achieving better quality products with new plastic processors, while making plans to establish our own facility in the near future. Moving towards total waste management solutions, the Group endeavors to lead the global shift to an economy grounded on responsible consumption and production.

#### 環境管理

本集團回收業務橫跨三個大陸，對推動循環經濟起到領導作用。我們亦確保將我們營運產生的影響降至最低。

#### 資源回收

可持續發展乃是我們業務的核心。於收購順爾茨集團後，我們的經營活動更加多樣，涵蓋從廢電機拆解及電子廢料加工到黑色金屬廢料及報廢汽車的加工。作為全球性金屬回收商，本集團對混合廢金屬及其他資源進行加工，生成重具價值的產品。我們將該等產品重新投入精煉廠、鑄造廠及冶煉廠，避免資源密集的原材料提取過程。資源回收亦降低了我們的堆填區負擔，進一步推進全球閉環經濟進程。本年度，我們於大中華地區之業務回收率已達99.1%，而於歐洲之報廢汽車回收率也已達97%—超過歐盟目標指令。

本集團的可持續發展不止於此。齊合環保不斷改進以適應產業發展。我們的香港工場乃可處理廢棄電器設備的三家持牌營運者之一，其產品符合中國較為嚴格的規定。本集團透過於德國及丹麥增加再加工業務，成功生產出純度更高的產品，符合亞洲不斷提高的標準，展現出極強的應變能力。我們於北美的業務透過新的塑料加工商不斷產出更高質量的產品，同時亦計劃於不久的將來建立自己的設施。本集團逐步發展全面廢棄品管理解決方案，致力於領導全球經濟向以負責任消費和生產為基礎的經濟轉變。

## ENVIRONMENTAL STEWARDSHIP (continued)

### Environmental management

The Group ensures all operational sites have regulatory compliant environmental management systems in place. Major facilities with greater potential environmental impacts are managed under ISO 14001-certified systems. The environmental management systems are overseen by responsible departments within each subsidiary, such as the EHS department.

The concerned departments coordinate with regional leaders to ensure that all activities are aligned with all applicable environmental legislation and internal records are documented. Environmental Impact Assessment (EIA) is conducted for all new facilities to ensure compliance with all legislations prior to commencement of operations. Regular internal and external audits are conducted at sites of operations to ensure full adherence to environmental system protocols, while any deviations are reported and corrective actions implemented. Our environmental management systems are subject to review on a fixed basis through our environmental risk assessment procedure.

During the year, we were not aware of any non-compliance of relevant laws and regulations that have a significant impact on the environment or the Group relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.

### Resource consumption and carbon emissions

The Group's operations rely on various energy sources. This year, the Group's subsidiaries in the data boundary scope consumed a total of 1,028,091,974 MJ during the year. The main sources of direct fuel consumption were diesel (49%), gasoline (8%), natural gas (8%), while electricity accounted for approximately a third of our Group-wide energy consumption.

### 環境管理 (續)

#### 環境管理

本集團確保所有營運工場均設立符合監管規定的環境管理系統。潛在環境影響較大的主要設施受ISO14001認證的系統管理。環境管理系統受各附屬公司的責任部門(如環境、健康及安全部門)監管。

有關部門與區域領導者進行合作，確保進行的所有活動符合一切適用環境法律，且內部記錄存有備案。我們就所有新設施進行環境影響評估，確保其開始營運前已符合一切有關法律。我們對工場的業務營運定期進行內部及外部審核，以保證該等營運遵守環境體系條例，對一切偏離問題予以呈報並採取行動更正。我們亦通過環境風險評估程序對我們的環境管理體系進行定期審查。

於本年度，我們並未知悉任何違反有關廢氣及溫室氣體排放、向水及土地的排污以及有害及無害廢棄物且對環境或本集團有重大影響的法律法規的情況。

#### 資源消耗量及碳排放

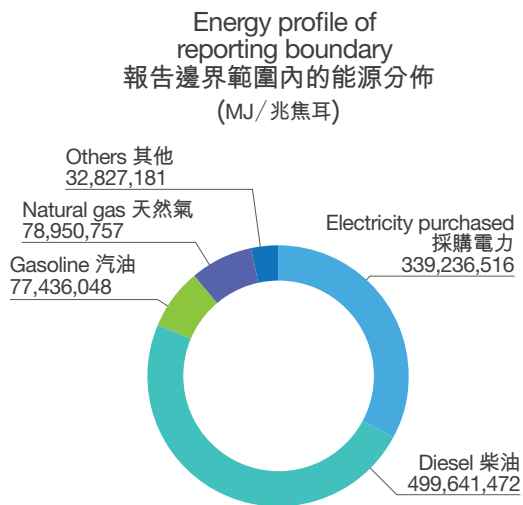
本集團營運依賴於各種能量來源。本年度，本集團在數據邊界範圍內的附屬公司共消耗1,028,091,974兆焦耳。直接燃料消耗的主要來源為柴油(49%)、汽油(8%)、天然氣(8%)，而電力約佔本集團全部能源消耗的三分之一。



**ENVIRONMENTAL STEWARDSHIP (continued)**

**Resource consumption and carbon emissions (continued)**

Energy consumption fully accounts for our carbon footprint. Group-wide, our direct carbon emissions (Scope I) accounted for two-thirds of our entire footprint, while indirect carbon emissions (Scope II) composed the remaining one-third.



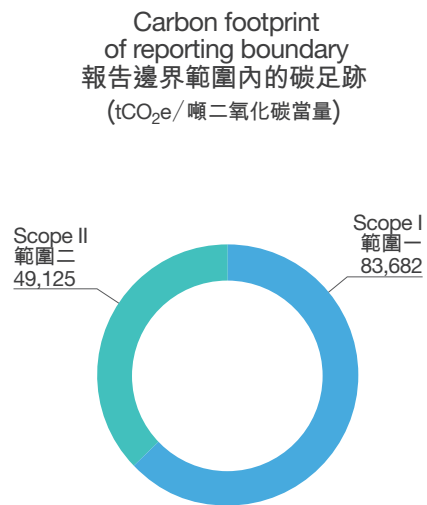
**Water consumption**

Our major uses of water resources are domestic and for cleaning of metal scrap. Across the Group, we did not encounter any problems in sourcing our water needs. In Taizhou, we have in place a water conservation program, which monitors our water usage as well as instils water-saving habits among our staff. The site proudly meets its water needs for irrigation and cleaning via rainwater harvesting reservoir of 10,000m<sup>3</sup> capacity, which also partially feeds our industrial processes. Water withdrawals from municipal sources are further cut through our water circulation system which maximises the use of our wastewater. This year, our overall water consumption in Greater China fell to 56,884m<sup>3</sup>, which marks a 34.6% drop. It is a drop corresponding to the fall in imports of waste for handling this year due to stricter legislations.

**環境管理 (續)**

**資源消耗量及碳排放 (續)**

能源消耗乃我們碳足跡的全部來源。在整個集團範圍內，我們的直接碳排放（範圍一）佔我們全部足跡的三分之二，而間接碳排放（範圍二）則佔餘下三分之一。



**水消耗**

我們主要將水資源用於生活用途及廢金屬清潔。在整個集團範圍內，我們在求取適用水源上未遇到任何問題。在台州，我們實施一項節水計劃，以監察我們的用水情況，並培養員工的節水習慣。該工場備有10,000立方米容量的雨水收集水庫，可完全滿足其灌溉及清潔用水需求，並部分供應我們的工業流程。我們透過水循環系統最大限度地利用廢水，從而進一步減少來自市政源的取水量。本年度，我們於大中華地區的用水總量降至56,884立方米，減少34.6%。此項減少與今年因法律更加嚴格而造成的廢棄品進口處理量下降相關。

## ENVIRONMENTAL STEWARDSHIP (continued)

### Resource consumption and carbon emissions (continued)

#### Water consumption (continued)

Across our European and North American subsidiaries, we build a culture of water-conservation through internal training activities. Tangible actions are adopted to reduce water usage, including installation of water-saving devices. Our subsidiary situated in Czech Republic operates shredders that use rainwater. This year, our European and US subsidiaries in scope consumed a total of 138,304 cubic meter of water.

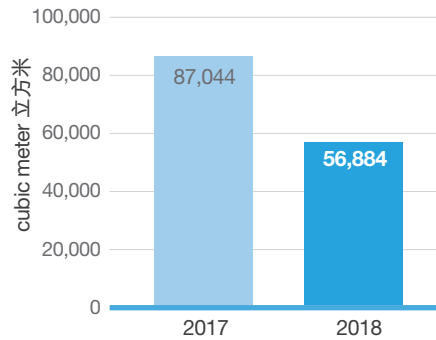
#### 環境管理 (續)

#### 資源消耗量及碳排放 (續)

#### 水消耗 (續)

在我們的歐洲及北美附屬公司，我們透過內部培訓活動建立節水文化。我們採取切實措施減少用水量，包括安裝節水裝置。我們位於捷克共和國的附屬公司操作使用雨水的粉碎機。本年度，我們報告範圍內的歐洲及美國附屬公司共消耗138,304立方米的水。

Water consumption - Greater China  
水消耗 — 大中華地區



#### Energy saving

At operations in Greater China, our office energy consumption is streamlined through programs such as Hong Kong's Energy Conservation Management Program. Building a green office culture, our office staff are playing their part in conserving resources. We also pay attention to the scope of impact of our industrial facilities. The aluminium processing facility in Taizhou saves as much as one-fifth of its original fuel input via heat recycling. This year, we have also completed replacement of our lighting systems with more energy-efficient LED alternatives.

#### 節約能源

在大中華地區的業務中，我們的辦公室能源消耗透過香港節能管理計劃等計劃予以降低。我們的辦公室員工於節約資源方面發揮本身作用，建立綠色辦公室文化。我們亦關注我們的工業設施的影響範圍。台州的鋁加工設施透過回收熱能，節省原始燃料輸入達五分之一。本年度，我們亦於照明系統中完成改用更節能的LED產品。

## ENVIRONMENTAL STEWARDSHIP (continued)

### Resource consumption and carbon emissions (continued)

#### Energy saving (continued)

At our operations in Europe and North America, ISO 50001-certified energy management systems are well-established and are subject to regular internal auditing. Energy consumption is systematically measured, recorded and monitored. Potential energy savings are determined by conducting regular evaluation of our main energy-consuming work processes. Site-specific action plans are implemented, and are aligned with strategic and operational energy goals. Keen to maintain a modern and efficient production chain, our forward-looking strategy does not hesitate to invest resources on equipment upgrades. Energy efficiency is one of the primary factors of consideration during procurement of new equipment and accessories. This year, several of our sites have fully replaced lighting with more energy-efficient LED systems which helps achieving the site's energy targets.

A major European player, SRG successfully completed the installation of telematics on handling equipment at 28 of its work sites. Our American subsidiary has also done so for 10 sites (83 trucks), while the entire truck fleet (34 trucks) in Poland is currently using such a system. The telemetry systems monitoring real-time fuel usage provide greater leverage for us to control fuel usage rate. Likewise implementation to SRG's excavators is in parallel progress. Keen to embrace latest technology, SRG is also in the process of introducing FleetCARS, a controlling tool for the entire car fleet. In efforts to cut our carbon footprint, SRG has switched to a new electricity supplier this year which has an energy mix composed of renewable energy proportion comparable to the German average.

#### Waste management

During our operations and processes, hazardous and non-hazardous wastes are generated. In Hong Kong, the main hazardous waste generated is waste oil, whilst the Taizhou facility generates hazardous waste comprised of waste circuit boards and waste oil, as well as small proportions of waste batteries, wastewater sludge and slag. Strict protocols are in place that ensure hazardous waste are stored and transported securely to authorized handlers.

#### 環境管理 (續)

#### 資源消耗量及碳排放 (續)

#### 節約能源 (續)

在我們在歐洲和北美的業務中，我們已建立經ISO 50001認證的完善能源管理系統並定期進行內部審核。我們系統地測量、記錄及監測能源消耗。我們透過定期評估主要耗能工作流程，確定潛在節能領域。根據工場具體情況實施行動計劃，並配合戰略及營運能源目標。我們熱衷於維持現代化及高效的生產線，採納前瞻性戰略，毫不猶豫地投入資源進行設備升級。能源效率乃採購新設備及配件時考慮的主要因素之一。本年度，我們的若干工場已全部改用更節能的LED照明系統，有助於實現工場的能源目標。

作為歐洲的一間主要公司，SRG成功於其28個工作場所的處置設備上安裝遠程信息處理系統。我們的美國附屬公司亦為10個工場（83輛卡車）採取相同措施，而波蘭的整個卡車車隊（34輛卡車）目前正在使用上述系統。遙測系統實時監察燃料使用情況，極大促進我們對燃料使用率的控制。我們亦對SRG的挖掘機同步落實相同措施。SRG熱衷於採納最新技術，同時引入FleetCARS（一個整體控制車隊的工具）。為了減少我們的碳足跡，SRG今年已改用新的電力供應商，該供應商能源組合中可再生能源比例與德國平均水平相當。

#### 廢棄物管理

我們的營運及程序產生有害及無害廢棄物。在香港，所產生的有害廢棄物主要為廢油，而台州設施產生的有害廢棄物包括廢電路板及廢油以及少量廢電池、廢水污泥及爐渣。我們已制定嚴格規程，確保有害廢棄物得以安全存儲及運送至獲授權處理人員。

## ENVIRONMENTAL STEWARDSHIP (continued)

### Waste management (continued)

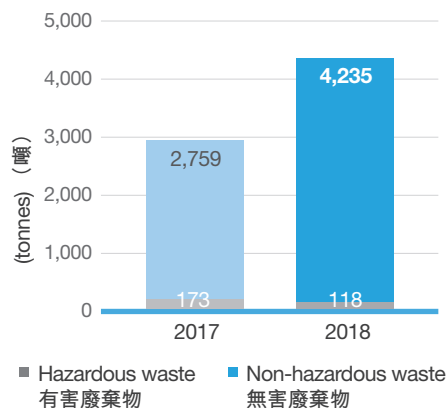
Non-hazardous waste, including municipal waste and waste paper, plastic and wood, are categorized and disposed to third-party waste management operations, complying with requirements of the Prevention and Control of Environmental Pollution by Solid Wastes and other relevant laws. This year, there was significant rise in non-hazardous waste generated in Taizhou, due to the dismantling of scrap motors with higher non-recyclable content.

### 環境管理 (續)

#### 廢棄物管理 (續)

城市廢棄品及廢棄紙張、塑膠及木材等無害廢棄物予以分類並處置至第三方廢物管理設施，符合《固體廢物污染環境防治法》及其他相關法律的要求。本年度，台州產生的無害廢棄物大幅增加，乃由於拆除含有大量不可回收物質的廢電機所致。

Waste generated - Greater China  
產生的廢棄物 — 大中華地區



In Europe, a hierarchic disposal system is applied across the industry. The reuse and recycling of waste is prioritised as opposed to incineration or disposal at landfill. Waste generated during operations are categorised by type and stored at designated areas. During quality control of incoming waste streams, we have procedures in place to deal with hazardous components. Oil tanks that have not been cleaned, used oil filters, asbestos-containing materials, explosives, radioactive material, etc. are screened out. Hazardous waste generated include batteries, emulsion and waste oil, which are quarantined at restricted storage areas and containers, and are subject to emergency procedures during a spill. Hazardous waste that requires greater protection from exposure to rain or other pollutants is placed in the "fortified area" that is maintained regularly. At appropriate intervals, licensed companies handle the transportation and disposal of the waste. The disposal proof clearly documents the amount and nature of the waste disposed.

在歐洲，整個行業均採用分類處理系統。優先考慮再利用及回收廢棄物，而非於堆填區進行焚燒或處置。營運過程中產生的廢棄物按類型分類並存放於指定區域。在進料廢棄物物流的質量控制過程中，我們已制定有害零部件處理程序。未經清潔的油箱、廢油過濾器、含石棉材料、爆炸物、放射性物質等均予以篩出。產生的有害廢棄物包括電池、乳化劑及廢油，該等廢棄物隔離置於受限制儲存區域及容器，如有洩漏須啟動緊急程序。需要更多保護以免暴露於雨水或其他污染物的有害廢棄物放置於定期維護的「強化區域」中。持牌公司按適當間隔處理廢棄物的運輸及處置，並於處置證明內清晰記錄處置廢棄物的數量及性質。

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### ENVIRONMENTAL STEWARDSHIP (continued)

#### Waste management (continued)

For our operations in Germany, we have revamped our waste management system to adhere to the new Commercial Waste Ordinance. Our new system ensures mandated waste generated on site are sorted at a minimum sorting rate of 85%. At our North American subsidiary, we have newly implemented a waste reduction plan this year through separation of waste metals and organic debris which are recycled for second use. Across the Group, we also implement paper-saving strategies through digitalization of invoices and hard-copy documents. Moreover, all waste logistics are optimized to ensure resource usage is streamlined. This year, our European operations in the data boundary scope generated a total of 65,387 and 304,791 tonnes of hazardous and non-hazardous waste respectively.

#### Pollution mitigation

##### Air Emissions

Air emissions are generated from the operation of heavy-duty vehicles and machinery as well as industrial processes at foundries and furnaces. In compliance with local statutory requirements on air emissions, we follow proper protocol and measures, including safe use and disposal of asbestos-containing products for facility plant renovation. In Taizhou, our systems meet the second level of GB16297-1996 Integrated Emission Standards for Atmosphere Pollutant and GB1843-2001 Catering Industry Soot Emission Standards. The Group devotes significant resources to enhance its emissions quality – a total of 46 million RMB was invested on the pyrolysis furnace retrofit with the installation of a baghouse filter system and exhaust gas outlet extension.

In Europe, inventory of air emissions records is mandated by national regulations, which continually update air emission regulations to more stringent standards. At major sites, we have adopted particulate matter filter systems on our operating shredders. SRG, the Group's biggest subsidiary is executing a comprehensive truck and excavator investment plan to continually reduce our air emissions. This year, our European subsidiaries replaced at least 46 trucks and 30 excavators with emission-reducing models. The replacement of heat pumps at site storage rooms has also resulted in emissions reduction. We have also established solid plans for gradual adoption of electric equipment models and hybrid vehicles.

#### 環境管理 (續)

##### 廢棄物管理 (續)

就我們於德國的業務而言，我們已改進廢棄物管理系統，以遵守新的《商業廢物條例》(Commercial Waste Ordinance)。我們的新系統確保現場產生的強制性廢棄物按至少85%分類比率的予以分類。在我們的北美附屬公司，我們於本年度新近實施廢棄物減少計劃，分離廢棄金屬及有機碎屑（彼等可回收再利用）。於本集團範圍內，我們亦透過對發票及紙質文件進行數字化處理，實施紙張節約策略。此外，所有廢棄物物流均經過優化，以確保減少資源使用。本年度，我們在數據邊界範圍內的歐洲業務分別產生了合共65,387和304,791噸有害及無害廢棄物。

##### 減緩污染

##### 廢氣排放

廢氣排放來自重型車及機械的操作以及鑄造廠及熔爐的工業流程。根據有關廢氣排放的當地法定要求，我們遵循適當的標準及措施，包括安全使用及處置含石棉產品以進行設施廠房改造。在台州，我們的系統符合GB16297-1996大氣污染物綜合排放標準及GB1843-2001餐飲業油煙排放標準二級標準。本集團投入大量資源用於提升其排放質量，合共投資人民幣46百萬元用於安裝袋式過濾系統及擴建廢氣出口，進行熱解爐改造。

在歐洲，國家法規強制規定須保存廢氣排放記錄，該等法規不斷更新廢氣排放規定以達到更嚴格的標準。於主要工場，我們在粉碎機採用懸浮顆粒過濾系統。本集團最大附屬公司SRG正落實一項綜合卡車及挖掘機投資計劃，以持續減少我們的廢氣排放。本年度，我們的歐洲附屬公司將至少46輛卡車和30台挖掘機替換為減排型號。替換工場儲藏室熱泵亦實現減排。我們亦已制定一項逐步採用電力設備型號及混合動力汽車的穩健計劃。

## ENVIRONMENTAL STEWARDSHIP (continued)

### Pollution mitigation (continued)

#### Effluent

Treating waste of various compositions, the Group invests resources to ensure all effluent generated is treated in compliance with all relevant local laws and regulations. Third-party agencies conduct regular testing of treated wastewater to keep levels of heavy metals, chemical oxygen demand (COD), suspended solids (SS) and other pollutants regulatory-compliant. In Taizhou, we meet the third level of the GB8978-1996 Integrated Wastewater Discharge Standard.

At our more manufacturing-intensive sites in Europe, we have established detailed protocols to ensure proper effluent control. Drainage installations must be inspected and cleaned, besides the oil separator and sand grid system which require routine maintenance. Collection of emulsifying oil system follows strict protocol to ensure there is no effluent leakage. It is also critical to secure fuel tankers against collisions to prevent spillage at all costs. In areas with snowfall, we ensure melted snow and rain wastewater is treated of any dissolved petroleum-based substances. All such steps need to be accurately documented and maintained. More advanced measures such as the installation of underground steel plate barriers prevent soil and water contamination. At Essingen, sophisticated flood protection measures include the dual-chamber pipe which minimizes the damage to our effluent management systems.

#### Climate change ready at Essingen

Climate change resilience is just as important as its mitigation. At our major yards in Essingen, we address the rising risk of severe flood damage. Significant environmental impacts can occur, playing havoc with our effluent management systems. We have rapid flood detection systems in place via an alerting chain. In a flooding event deemed consequential, the most damage-prone areas are protected via double-chambered hose systems – which channel water in clearly defined routes that minimize flooded areas.

#### 環境管理 (續)

#### 減緩污染 (續)

#### 污水

於處理成分各異的廢棄物時，本集團投入資源以確保所產生的所有污水均按照所有相關當地法律法規進行處理。第三方機構定期對處理後的廢水進行測試，以保持重金屬、化學需氧量 (COD)、懸浮固體 (SS) 及其他污染物符合法規要求。在台州，我們符合 GB8978-1996 廢水排放綜合標準三級標準。

在我們生產較為密集的歐洲工場，我們已制定詳細規程以確保適當的污水控制。除需定期維護的油分離器及砂柵系統外，還須檢查及清潔排水裝置。乳化劑系統收集遵循嚴格的規程以確保無污水洩漏。務必防止油罐車碰撞，不惜一切代價以防止溢出。在降雪地區，我們務必確保針對融雪及雨污水處理任何溶解的石油基物質。所有該等措施均需準確記錄及存置。安裝地下鋼板屏障等更為先進的措施可防止土壤及水污染。在埃辛根，我們採取雙腔管道等先進防洪措施，最大限度減少對污水管理系統的損害。

#### 埃辛根準備好應對氣候變化

氣候變化應變與減緩同樣重要。在我們位於埃辛根的主要工場，我們應對不斷加劇的嚴重洪水災害風險。對環境產生重大影響的事件可能會發生，嚴重影響我們的污水管理系統。我們透過警報鏈，建立快速洪水檢測系統。在被認為嚴重的洪災事件中，雙腔軟管系統按明確的路線引水，最大限度地減少洪水區域，使最易受損的區域得到保護。

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### ENVIRONMENTAL STEWARDSHIP (continued)

#### Pollution mitigation (continued)

##### Noise

Waste disassembly and processing are noise-intensive operations. Our operations comply with all local legislations of sites of operations, including the German Technical Instructions on Noise and the Chinese Prevention and Control of Environmental Noise Pollution. Careful site planning and restructuring ensure noise from machinery, such as operating shredders, is well-contained and managed. Custom-made to site specifications, noise barriers are state-of-the-art technology that take into account needs of the local vicinity.

### 環境管理 (續)

#### 減緩污染 (續)

##### 噪音

廢料拆卸及加工乃噪聲嚴重的作業。我們的營運符合營運地點的所有當地法規，包括德國《噪聲技術指令》及中國《環境噪聲污染防治》。對場地進行精心規劃及重建可確保機器噪音（如粉碎機）得以妥善控制及管理。按照工場規格定制的隔音屏障計及周邊地區需求，屬尖端科技。



*Nürnberg noise barrier*

紐倫堡隔音屏障

## OUR PEOPLE

People is the cornerstone of our business. The Group is committed to providing a safe workplace and career development opportunities for our employees.

### Occupational Health and Safety

The Group is committed to creating and maintaining safe and healthy working conditions for employees. Having established a comprehensive safety management system helps us effectively identify occupational hazards and implement controls to safeguard our employees.

## 我們的員工

員工乃我們業務的基石。本集團致力於為僱員提供安全的工作場所及職業發展機遇。

### 職業健康與安全

本集團致力於為僱員創建及維持安全及健康的工作環境。我們建立全面的安全管理系統，幫助我們有效識別職業危害並實施控制措施，以保護我們的僱員。



To manage safety related issues in operations, a Safety Production Management Committee is established at China operational sites. The committee is responsible for preventing occurrence of occupational injuries through conducting regular safety inspections. Immediate actions are taken when potential risks are identified to reduce the cases of work injuries.

In Hong Kong, we have established a Safety Committee for monitoring the safety performance at the workplace regularly. The committee reviews safety related policies and sets targets once every two years. The perspectives from all levels of employees on safety issues are taken into account during the review process. A Registered Safety Officer is stationed, a voluntary measure undertaken to inspect the workplace and identify potential hazards and advise the management on measures to be taken in the interest of safety and health.

為管理運營過程中的安全相關問題，我們在中國運營工場成立安全生產管理委員會。該委員會負責定期開展安全檢查，預防職業傷害。發現潛在風險時立即採取行動，以減少工傷事故發生。

在香港，我們成立安全委員會，定期監察工作場所的安全表現。該委員會審查安全相關政策，並每兩年設定一次目標。審查過程中計及各級僱員對安全問題的看法。我們採取自願措施，派駐一名註冊安全主任，檢查工作場所及識別潛在危險，並就為實現安全及健康所採取的措施向管理層提出建議。



## OUR PEOPLE (continued)

### Occupational Health and Safety (continued)

In Europe, the Health and Safety Organisation is responsible to ensure compliance with health and safety protocols by employees through regular safety inspections. The organisation reviews and revises the internal safety regulations regularly with updated laws and regulations. A workplace assessment is conducted on fire prevention, noise, chemicals, optical radiation and other aspects, every three years to identify safety risks, after which policies and mitigation measures are modified accordingly.

The Group registers the types of work involving harmful biological factors in the operations. For example, the process of discharging and disassembling scrap metals, respiratory particulates including dust, surface oxides and metal debris are generated. Employees have the right to know the potential occupational risks in their positions. Personal protective equipment, clothing and footwear are provided for them. We schedule body check-ups regularly for our employees to let them understand their health status.

We strictly comply with the relevant laws and regulations at locations where we have operations, including but not limited to the Production Safety Law of the PRC, the Occupational Health and Safety Ordinance in Hong Kong and the Occupational Injury Act in Europe.

During the year, the Group was not aware of any non-compliance of relevant laws and regulations that have a significant impact on the Group relating to providing a safe working environment and protection of employees from occupational hazards.

There were 271 work-related incidents and the number of days lost due to work injuries was 5,714 for 2018. The injury rate was 9% (2017: 6.79%) and there were no work-related fatalities reported.

## 我們的員工 (續)

### 職業健康與安全 (續)

在歐洲，健康與安全組織負責透過定期開展安全檢查確保僱員遵守健康及安全標準。該組織定期根據經更新法律法規審查及修訂內部安全規例。該組織每三年對防火、噪聲、化學品、光輻射等方面進行工作場所評估，以識別安全風險，之後相應地修改政策及緩解措施。

本集團將業務中涉及有害生物因素的工作類型記錄在案。例如，排放及分解廢金屬的過程中產生灰塵、表面氧化物及金屬碎屑等呼吸顆粒。僱員有權了解其職位的潛在職業風險。我們為其提供個人保護裝備、衣服及鞋類。我們定期為僱員安排體檢，讓其了解自己的健康狀況。

我們嚴格遵守我們經營所在地的相關法律法規，包括但不限於《中華人民共和國生產安全法》、香港《職業健康及安全條例》及歐洲《職業傷害法案》。

年內，本集團並未知悉任何違反有關為僱員提供安全工作環境及保護僱員免受職業危害且對本集團有重大影響的相關法律及法規。

二零一八年共發生271起工傷事故，因工傷而損失的天數為5,714天。工傷比率為9%（二零一七年：6.79%），並無報告因工作關係而死亡的事務。



## OUR PEOPLE (continued)

### Occupational Health and Safety (continued)

The number of work-related injuries and lost days are approximately reduced by half for Taizhou this year. The increased lost days and injury rate were due to inclusion of the European operations for the whole of the year, whereas the 2017 data included only the second half year for operations in Europe.

Employees have to strictly follow the handling procedures laid out in the internal policy. When an occupational accident happens, the employees report without undue delay to the supervisors. The management then analyses the accidents and discusses with workers to come up with ideas for corrective and preventive actions. This helps prevent recurrence of the accidents and to achieve the zero occupational accident target.

#### Safety Training

To guarantee that we operate in a safe manner, the Group continues to allocate resources for organising safety training to raise our employees' safety awareness.

In 2018, there were a total of 2,006 training person-times and 1,692 training hours for Hong Kong and Taizhou operations taken together. The number of employees in Taizhou this year is reduced, and thereby we organised less safety trainings.

## 我們的員工 (續)

### 職業健康與安全 (續)

台州本年度工傷及損失天數約減少一半。損失天數及工傷比率增加乃由於納入全年的歐洲業務，而二零一七年的數據僅納入下半年的歐洲業務。

僱員必須嚴格遵守內部政策中規定的處理程序。發生職業事故時，僱員須向主管報告，不得無故拖延。管理層隨後分析事故並與工人商討糾正及預防措施的方案。此舉有助於防止事故再次發生並實現零職業事故目標。

#### 安全培訓

為確保我們安全營運，本集團繼續分配資源用於組織安全培訓，以提高僱員的安全意識。

二零一八年，香港及台州業務總培訓人次為2,006人次，培訓時數為1,692小時。由於今年台州僱員人數減少，因此我們舉辦的安全培訓次數減少。



\* The training hours for 2017 Taizhou data is revised

\* 二零一七年台州數據內的培訓時數已予以修訂

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### OUR PEOPLE (continued)

#### Occupational Health and Safety (continued)

##### Safety Training (continued)

The Group provides induction and periodic safety trainings to employees to minimise potential occupational hazards and prevent accidents. The newly-admitted employees undergo the safety induction training to ensure they understand the operations risks and the safety technical knowledge related to their positions. They are prohibited from operating if they are not trained.

Periodic training programs are also arranged. All levels of employees, including the management, general staff and contractors have a thorough idea of requirements of the internal occupational health and safety policies. For workstations with higher safety risks, we organise training more frequently.

##### Development and Training

The Group endeavours to develop and retain exceptional talents with provision of career advancement opportunities for dedicated employees. The Human Resources Department collects details of training needs of different business units and establishes an annual training plan. For Europe operations, the Scholz Academy is responsible for organising training programmes for our employees.

To keep our staff abreast of the latest developments in the industry, we provide learning opportunities including on-the-job training, induction training and transferees training. We arrange training for our current employees on international standards such as ISO 9001 Quality Management System and ISO 14001 Environmental Management System. The induction program is conducted for new-comers to familiarise themselves with the internal policies. Transferees and specific workers have to receive training for the new positions, they are not allowed to work if they fail in the assessments.

The Group engages its employees in a variety of continuous learning opportunities that are managed via both in-house and outsourced training. If the internal training cannot satisfy the developmental needs, we subsidise our employees for external training. In 2018, there were approximately a total of 52% of our employees were trained, receiving 6 hours of training on average.

### 我們的員工 (續)

#### 職業健康與安全 (續)

##### 安全培訓 (續)

本集團為僱員提供入職培訓及定期安全培訓，以盡量減少潛在職業危害並防止事故發生。新入職僱員接受入職安全培訓，以確保其了解營運風險及與其職位相關的安全技術知識。未經培訓不得進行操作。

我們還安排定期培訓計劃。包括管理層、普通僱員及合約僱員在內的各級僱員均對內部職業健康與安全政策的要求有透徹了解。對於具有較高安全風險的工作站，我們會更頻繁地組織培訓。

##### 發展及培訓

本集團致力培養及挽留優秀人才，為敬業員工提供職業發展機會。人力資源部門收集各業務部門的培訓需求詳情，並制定年度培訓計劃。對於歐洲業務而言，Scholz Academy負責為僱員組織培訓計劃。

為使我們的僱員緊跟行業最新發展，我們提供學習機會，包括在職培訓、入職培訓及調任培訓。我們為現有僱員安排有關ISO 9001質量管理體系及ISO 14001環境管理體系等國際標準的培訓。我們對新入職僱員進行入職培訓，使其熟悉內部政策。調任人及特定工人就任新職位時必須接受培訓，如彼等未能通過評估，則不得工作。

本集團透過內部培訓及外包培訓為僱員提供眾多持續學習機會。如內部培訓無法滿足發展需求，我們會給予僱員補貼，供其進行外部培訓。二零一八年，合共約52%的僱員已接受培訓，平均受訓時數為6小時。

## OUR PEOPLE (continued)

### Labour Practices

The Group recognises that people are its greatest asset and upholds human rights in the regions where it operates. We strictly comply with the laws and regulations including but not limited to the Labour Law of the PRC and the Employment Ordinance.

Hiring child or using forced labour is strictly prohibited in the Group. The Human Resources (HR) Department checks identification documents of new-comers. People using forged documents are subject to termination immediately. The labour contracts are made based on mutual agreement between the Group and the employees. There was no reported case regarding child or forced labour during the year.

Working hours, rest periods and social insurance are established based on legal regulations. In the event of overtime work, employees are compensated at premium rates of pay, or with rest days to offset time spent.

Discrimination is not tolerated in the Group and each individual is valued in his or her own right. Everyone is treated equally by colleagues of all ranks regardless of ethnicity, colour, sex, religion, nationality and social origin, personal circumstances, state of health or age. Each of them receives the same opportunities, attitudes, performance-related remuneration and employment conditions.

For promoting an open and fair working environment, we have implemented an employee satisfaction survey in some of our subsidiaries. We collect their opinions through regular communication which leads to efficient and satisfied employees.

During the year, the Group was not aware of any non-compliance of relevant laws and regulations that have a significant impact on the Group relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.

## 我們的員工 (續)

### 勞工常規

本集團認識到人才乃其最寶貴資產，並在其經營所在地區維護人權。我們嚴格遵守法律法規，包括但不限於《中華人民共和國勞動法》及《僱傭條例》。

本集團嚴禁僱傭童工或使用強制勞工。人力資源部會檢查新入職僱員的身份證明文件。使用偽造文件的人員將立即終止僱傭。勞動合約乃根據本集團與僱員之間相互協商而訂立。年內並無報告關於童工或強制勞工的案例。

我們根據法律規定確定工作時數、假期及社會保險。僱員若超時工作將以更多的工資補償，或以休假補償超時工作的時間。

本集團絕不容忍歧視，每個人都有自己的價值。每名僱員均獲得各級別同事的平等對待，不論其種族、膚色、性別、宗教、國籍及社會出身、個人情況、健康狀況或年齡如何。每名僱員均獲得同樣的機會、態度、績效工資及僱傭條件。

為了促進開放及公平的工作環境，我們於若干附屬公司進行僱員滿意度調查。我們透過定期溝通徵集彼等之意見，使僱員工作高效、心情愉悅。

年內，本集團並未知悉任何違反有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利且對本集團有重大影響的相關法律法規。

## Environmental, Social and Governance Report 2018 二零一八年環境、社會及管治報告

### OUR PEOPLE (continued)

#### Employee Profile

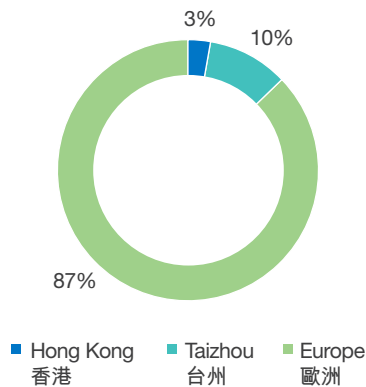
The Group employs a total of 3,036 staff as at the end of 2018 in Hong Kong, Taizhou and Europe, and hired 990 contract labour in Taizhou. Among 3,036 internal employees, 1,454 (48%) and 1,202 (40%) are aged 30-50 and above 50 respectively. The proportion of male to female is almost 79:21. In terms of functional profile, approximately 13% of them are at managerial level and 87% are general staff. The overall turnover rate in the three regions in 2018 was approximately 13%.

### 我們的員工 (續)

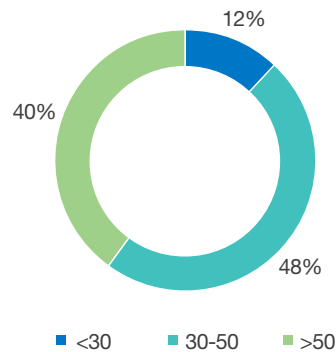
#### 僱員分佈

截至二零一八年底，本集團於香港、台州及歐洲合共僱傭3,036名僱員，並於台州僱傭990名外判商工人。於3,036名內部僱員中，30-50歲及50歲以上分別為1,454名（48%）及1,202名（40%）。男女比例接近79:21。就職能分佈而言，約13%為管理層，87%為普通員工。二零一八年，三個地區的總體離職率約為13%。

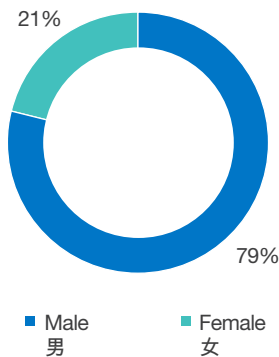
Geographical Profile  
地區分佈



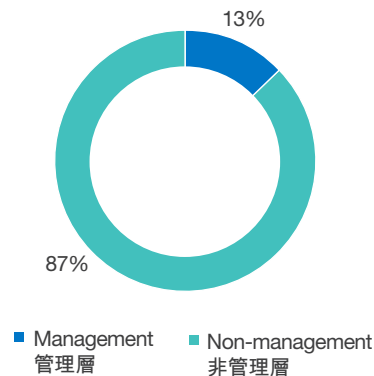
Age Profile  
年齡分佈



Gender profile  
性別分佈



Functional Profile  
職能分佈



## OPERATIONAL EXCELLENCE

*By maintaining a sustainable supply chain, optimizing quality management system as well as striving for the highest standard of integrity, Chiho is committed to building a long-term and win-win partnership with our customers and suppliers.*

### Supply Chain Management

Maintaining a stable and sustainable supply chain is critical to the Group's continuous success in the resources recycling industry. In 2018, there were 69,785 suppliers and subcontractors for our operations in Europe, while there were 8 and 50 suppliers and subcontractors across the globe for our Taizhou and Hong Kong sites respectively. We have strengthened our procurement network with established suppliers across the globe to obtain stable upstream materials.

To obtain compliant and high-quality upstream materials, we select and monitor suppliers in accordance with stringent assessment control procedures. Before they are officially listed into the Suppliers Register, a qualifications review is conducted that assesses suppliers' compliance status, financial status, reputation, environmental performance, material quality, etc.

### 卓越經營

齊合環保透過維持可持續供應鏈、優化質量管理系統以及追求最高誠信標準，致力於與客戶及供應商建立長期、雙贏的合作夥伴關係。

### 供應鏈管理

維持穩定及可持續的供應鏈對本集團於資源回收行業持續取得成功而言至關重要。二零一八年，我們的歐洲業務有69,785名供應商及分包商，而我們的台州及香港工場在全球範圍內分別擁有8及50名供應商及分包商。我們已加強與全球知名供應商的採購網絡，以獲得穩定的上游材料。

為獲取合規及優質的上游材料，我們按照嚴格的評估控制程序甄選及監察供應商。在將彼等正式列入供應商登記冊之前，我們將進行資格審查，以評估供應商的合規狀況、財務狀況、聲譽、環境表現、材料質量等。



For qualified suppliers, quality inspection, site visit and annual assessment are carried out by the sales department. In case of any quality problems, relevant suppliers are required to implement corrective measures. Suppliers who are not able to meet our quality requirements after rectification are terminated. At our operations in Europe, we have adopted a rating system to systematically evaluate suppliers' performance in terms of reliability, material quality, expertise, flexibility, technical equipment and delivery.

對於合格供應商，銷售部進行質量檢驗、現場考察及年度評估。如出現任何質量問題，相關供應商必須採取糾正措施。整改後仍無法滿足我們質量要求的供應商將予以終止合作。於我們的歐洲業務中，我們採用評級系統，系統地評估供應商於可靠性、材料質量、專業知識、靈活性、技術設備及交付等方面的表現。

## Environmental, Social and Governance Report 2018 二零一八年環境、社會及管治報告

### OPERATIONAL EXCELLENCE (continued)

#### Supply Chain Management (continued)

We have clearly communicated our Environmental, Health and Safety (EHS) policy to suppliers, which clearly stipulates our requirements on occupational health and safety, environmental performance and quality. For instance, the contractors are obliged to provide necessary personal protective equipment (PPE) to their employees, ensure the waste/scrap supplied must not be radioactive, flammable or explosive, organise safety training for employees, etc.. Suppliers or contractors who contravene the policy receive penalties of warnings or termination of contracts.

#### Product Responsibility

An integral part of our corporate culture, product responsibility includes all necessary actions for minimising the impact of the Group's scrap trading process for health, safety and natural and social environment. To achieve this, we have formulated a comprehensive product liability policy:

### 卓越經營 (續)

#### 供應鏈管理 (續)

我們向供應商明確傳達我們的環境、健康及安全 (EHS) 政策，明確規定我們在職業健康與安全、環境績效及質量方面的要求。例如，承包商有義務向其僱員提供必要的個人保護裝備 (PPE)，確保所提供的廢棄物／廢料不得具有放射性、易燃或易爆，並為僱員舉行安全培訓等。違反政策的供應商或承包商將受到警告或終止合約的處罰。

#### 產品責任

作為我們企業文化不可分割的一部分，產品責任包括為盡量減少集團廢料交易過程對健康、安全及自然以及社會環境的影響而採取的所有必要行動。為實現此目標，我們制定了全面的產品責任政策：

#### Assess the effects of our products on the natural and social environment

##### 評估我們的產品對自然及社會環境的影響

- We regularly evaluate the risks of scrap trading process to EHS and society, and immediately take necessary actions to prevent or mitigate the negative impact of the risks  
我們定期評估廢料交易流程對環境、健康及安全以及社會的風險，並立即採取必要措施以防止或減輕風險的負面影響

#### Implement innovative methods of processing and producing

##### 實施創新的加工及生產方法

- We constantly improve our policies and procedures to mitigate negative impact on environment  
我們不斷改進政策及程序，以減輕對環境的負面影響

#### Comply with the principles of best practice

##### 遵守最佳實踐原則

- We are in compliance with accepted labour and EHS standards and always consider the possibility of stricter requirements to be applied  
我們遵守公認的勞工以及環境、健康及安全標準，並始終考慮應用更嚴格要求的可能性

## OPERATIONAL EXCELLENCE (continued)

### Product Responsibility (continued)

#### Quality Assurance

To ensure our products meet international standards and customer requirements, the Group's quality management system is ISO 9001 certified. We have formulated a management manual to continually improve our business operations process through regularly reviewing and evaluating our management process, as well as eliminating any potential causes of failure. All employees are obliged to report any incidents, errors and problems to the responsible supervisors directly.

We carry out quality control process of scrap in accordance with established procedures. All raw materials are monitored at the yards where they are classified and tested for quality. Quality control is conducted based on regulations and requirements concerning environmental health and safety impacts. Materials that do not meet the requirements are either returned to the supplier or undergo re-processing or other corrective measures in accordance with our nonconforming product control procedures.

Regular site inspections are carried out by site managers and safety officers to check the implementation of quality improvement measures and EHS performance. Any defects found are recorded and immediately solved by the site managers.

To maintain product quality, we carry out self-monitoring of procedures, instructions as well as quality plan which regulates the production activities, specifies the required resources, production methods, performance criteria and control methods. Process goals are set during the planning stage to confirm that the production process fulfils the adopted criteria.

During the year, we were not aware of any incidents of non-compliance with laws and regulations that have a significant impact on the Group concerning health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.

## 卓越經營 (續)

### 產品責任 (續)

#### 質量保證

為確保我們的產品符合國際標準及客戶要求，本集團的質量管理系統通過了ISO 9001認證。我們制定管理手冊，透過定期檢討及評估我們的管理流程，消除任何潛在故障根源，不斷改進我們的業務營運流程。所有僱員均有義務直接向負責主管報告任何事故、錯誤及問題。

我們按照既定程序進行廢料的質量控制過程。所有原材料均在工場予以監察，並對其進行分類及質量檢測。質量控制乃根據有關環境健康及安全影響的法規及要求進行。不符合要求的材料或退還給供應商，或根據我們的不合格產品控制程序進行再加工或採取其他糾正措施。

現場經理及安全主任定期進行現場檢查，以查驗質量改進措施的落實以及環境、健康與安全表現。所發現的任何缺陷均由現場經理記錄並立即解決。

為維持產品質量，我們對規範生產活動的程序、指示及質量計劃進行自我監察，明確所需的資源、生產方法、性能標準及控制方法。過程目標於計劃階段設定，以確認生產過程符合所採用的標準。

年內，我們並未知悉任何違反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且對本集團有重大影響的法律法規的事件。



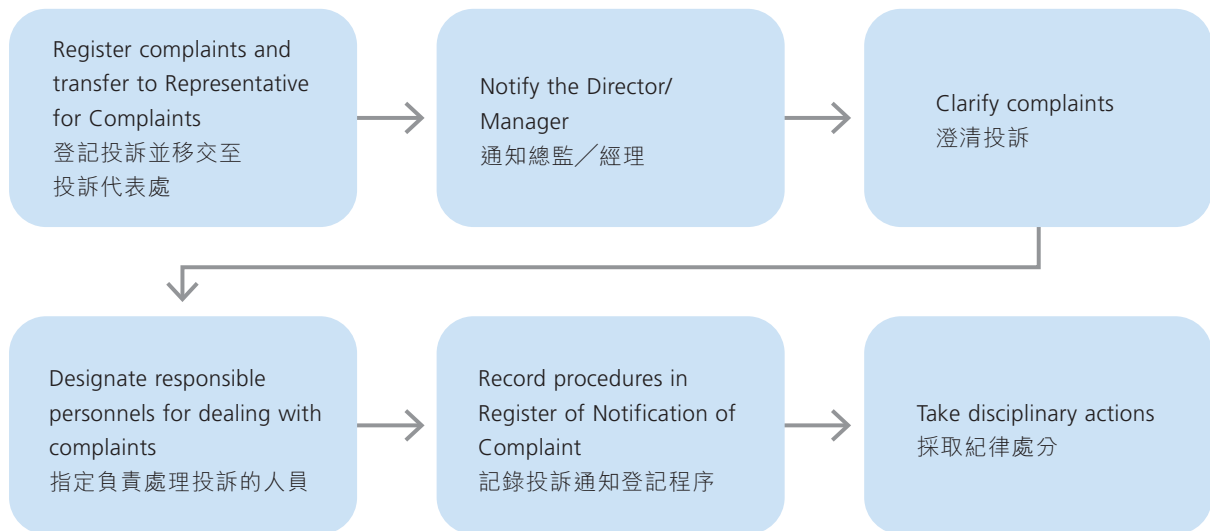


**OPERATIONAL EXCELLENCE (continued)**

**Product Responsibility (continued)**

**Customer Satisfaction**

We monitor and evaluate customer satisfaction on our products and service quality in accordance with established control procedures. Customer satisfaction survey is conducted by the sales department once a year, to assess satisfaction on quality, service, price and delivery issues. We analyse our customer satisfaction and implement corrective and improvement measures whenever appropriate. The sales department formulates customer satisfaction target every year for the Group's continuous improvement. Complaints are handled in a prompt manner according to established procedures as shown below.



Complaint Handling Procedure  
投訴處理程序

**Information Security**

We are committed to protecting our data assets which include customer information, from breaches, leaks and hacks. Our Information Security Instruction specifies management regulations applicable to authorisation for access to information systems, the use of business information, information processing, etc.. The IT department is responsible for monitoring the data on an ongoing basis. While our employees are expected to exercise due diligence during the use of business information to avoid unintentional disclosure or use of information by taking appropriate measures, such as destructing documents, records or notes that are not subject to the storage obligation.

**卓越經營 (續)**

**產品責任 (續)**

**客戶滿意度**

我們根據既定的控制程序監察及評估客戶對我們產品及服務質量的滿意度。銷售部每年進行一次客戶滿意度調查，以評估對質量、服務、價格及交付事宜的滿意度。我們會分析客戶滿意度，並在適當時實施糾正及改進措施。銷售部每年制定客戶滿意度目標，以實現本集團的持續改進。我們根據下文所示的既定程序及時處理投訴。

**信息安全**

我們致力於保護包括客戶資料在內的數據資產免遭入侵、洩密及黑客攻擊。我們的資料安全指示規定了適用於資料系統的授權訪問、業務資料的使用、資料處理等的管理規定。IT部門負責持續監察數據。僱員於使用業務資料時須進行盡職調查，採取適當的措施以避免無意中披露或使用信息，例如破壞不受存儲義務約束的文件、記錄或票據。

## OPERATIONAL EXCELLENCE (continued)

### Product Responsibility (continued)

#### Information Security (continued)

Our business partners are required to sign a confidentiality agreement, which prevents the leakage of transaction details and patented technologies. Terms related to intellectual property rights are also stated in employment contracts.

The Group operates in accordance with necessary permits for transport, storing, processing and production of scrap. Our business does not involve in advertising and product labelling activities. Therefore, these aspects do not have significant impact on our operations. During the year, there were no reported incidents of infringement of laws and regulations regarding product responsibility.

### Anti-corruption

Chiho is committed to maintaining the highest standards of integrity in its business operations. We adopt a zero-tolerance policy towards corruption and bear our responsibility of preventing, detecting and reporting bribery and any other forms of corruption. All employees are expected to strictly adhere to our anti-corruption policy which stipulates proper business practices and prohibited acts, including receiving gifts and benefits, invitations that involve criminal risks, as well as donations and sponsorships.

The Group's operations strictly abide by applicable laws and regulations related to anti-corruption, including the Prevention of Bribery Ordinance, the Competition Ordinance, the Anti-Unfair Competition Law of the PRC and the Criminal Law of the PRC. During the reporting year, the Group was not aware of any non-compliance of relevant laws and regulations that have a significant impact on the Group relating to bribery, extortion, fraud and money laundering.

#### Anti-corruption Training

Our anti-corruption policy is reinforced by compliance training arranged periodically across the Group to maintain a high level of employee awareness. All staff members are provided with online compliance training with topics covering all relevant laws and regulations, code of conduct, anti-corruption policy, benefits of compliance, etc..

### 卓越經營 (續)

#### 產品責任 (續)

#### 信息安全 (續)

我們的業務合作夥伴必須簽署保密協議，以防止洩露交易細節及專利技術。僱傭合同中亦規定與知識產權相關的條款。

本集團按照運輸、儲存、加工及生產廢料的必要許可證營運。我們的業務不涉及廣告及產品標籤活動。因此，該等層面對我們的營運並無重大影響。年內，並無報告違反有關產品責任的法律法規的事件。

### 反貪污

齊合環保致力於在業務營運中保持最高誠信標準。我們對貪污採取零容忍政策，並承擔我們預防、偵查及報告賄賂以及任何其他形式貪污的責任。所有僱員均應嚴格遵守我們的反貪污政策，該政策規定了適當的業務常規及禁止行為，包括接受禮品及福利、涉及刑事風險的邀請以及捐贈及贊助。

本集團的業務嚴格遵守有關反貪污的適用法律法規，包括《防止賄賂條例》、《競爭條例》、《中華人民共和國反不正當競爭法》及《中華人民共和國刑法》。於報告年度，本集團並無知悉違反有關賄賂、勒索、欺詐及洗錢且對本集團造成重大影響的相關法律及法規。

#### 反貪污培訓

我們的反貪污政策得到本集團範圍開展的定期合規培訓的支持，以保持高水平的員工意識。我們向所有僱員提供網上合規培訓，主題涉及所有相關法律法規、行為準則、反貪污政策、合規裨益等。

## Environmental, Social and Governance Report 2018 二零一八年環境、社會及管治報告

### OPERATIONAL EXCELLENCE (continued)

#### Anti-corruption (continued)

##### Whistleblowing Policy

The Group has established a whistleblowing policy to encourage employees and others to report any suspicious cases regarding misconduct. Complaints can be submitted via a 24-hour hotline, and all of them are treated confidentially and examined with due diligence. Chairman of Audit Committee, an Independent Non-Executive Director, records the complaint and conducts an investigation. Outcome of the investigation is reported to the Board of Directors who take appropriate actions if needed.

The complainants are protected under the policy when making complaints on a confidential and an anonymous basis. Any act of retaliation to the complainants is treated as a serious violation of the Company's policy, and may result in dismissal.

#### Community Involvement

The Group is striving to create positive impact to the environment and local community through facilitating the development of recycling industry as well as donations. In 2018, our European operations contributed approximately EUR 20,000 to communities in areas of health care, education, culture and sports. Looking forward, we will continue to contribute to the renewable resources industry and encourage our employees to participate in community activities.

##### Scholz Recycling donated EUR 1,000 to the German youth fire brigade

In 2018, Scholz Recycling donated EUR 1,000 to the German youth fire brigade to thank them for their help in the accident that happened in July.

On July 12, three toxic cartridges were discovered when unloading a scrap metal container, which then triggered the alarm. Around a 40 strong task force of the fire department arrived at the site, supported by 11 ambulances and 2 emergency physicians. The accident was handled properly with the support from the youth fire brigade.

The Company thanked the voluntary youth fire brigade with a donation. The CEO Dr. Klaus Hauschulte emphasised that the incident showed how important the work of fire brigade is in an emergency.

#### 卓越經營 (續)

##### 反貪污 (續)

##### 舉報政策

本集團已制定舉報政策，鼓勵僱員及其他人士舉報任何有關不當行為的可疑案件。投訴可以透過24小時熱線提交，所有投訴均經保密處理，並進行盡職調查。審核委員會主席（獨立非執行董事）將記錄該投訴並進行調查。調查結果將呈報予董事會，供其於必要時採取適當措施。

投訴人以保密及匿名方式作出的投訴均受到政策保護。任何針對投訴人採取的報復行為均被視為嚴重違反本公司政策，並可能導致解僱。

##### 社區參與

本集團致力於透過促進回收行業的發展及作出捐贈為環境和當地社區創造積極影響。於二零一八年，我們的歐洲業務於醫療保健、教育、文化及體育領域為社區捐獻約20,000歐元。展望未來，我們將繼續為可再生資源行業作出貢獻，並鼓勵員工參與社區活動。

##### Scholz Recycling向德國青年消防隊捐贈1,000歐元

於二零一八年，Scholz Recycling向德國青年消防隊捐贈1,000歐元，以感謝他們於七月份發生的事故中給予的幫助。

七月十二日，於卸下廢金屬容器時發現三個有毒墨盒，觸發了警報。約40名消防部門特遣隊抵達現場，並由11輛救護車及2名急救醫生提供支援。在青年消防隊的支持下，事故得到妥善處理。

本公司向志願青年消防隊作出捐款以示感謝。行政總裁Klaus Hauschulte博士強調，該事件彰顯出消防隊工作在緊急情況下多麼重要。

## Environmental, Social and Governance Report 2018 二零一八年環境、社會及管治報告

### PERFORMANCE DATA SUMMARY

- \* 2017 report includes data from Hong Kong, Taizhou and second half of the year from Europe.
- ^ 2018 report includes data from Hong Kong, Taizhou, Europe and US.

### 表現數據概要

- \* 二零一七年報告包括來自香港、台州的數據以及歐洲下半年數據。
- ^ 二零一八年報告包括來自香港、台州、歐洲及美國的數據。

	Unit 單位	2018 <sup>^</sup> 二零一八年 <sup>^</sup>	2017* 二零一七年*	
<b>Workforce Demographics</b> 員工統計	<b>Total Number of Employees</b> 員工總數			
	<b>By Geographical Distribution</b> 按地區劃分			
	Hong Kong 香港		94	102
	Taizhou (internal employees) 台州(內部僱員)	No. of People 人數	300	2,334
	Taizhou (contractors) 台州(外判商工人)		990	
	Europe 歐洲		2,642	1,894
	<b>By Age</b> 按年齡劃分			
	Below 30 30歲以下		380	531
	30 to 50 30至50歲	No. of People 人數	1,454	2,572
	Above 50 50歲以上		1,202	1,227
	<b>By Gender</b> 按性別劃分			
	Male 男性	No. of People 人數	2,390	3,119
	Female 女性		646	1,211
	<b>By Profession Distribution</b> 按專業分佈劃分			
	Management 管理層	No. of People 人數	385	276
Non-management 非管理層		2,651	4,054	

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PERFORMANCE DATA SUMMARY (continued)

表現數據概要 (續)

	Unit 單位	2018 <sup>^</sup> 二零一八年 <sup>^</sup>	2017* 二零一七年*
<b>Employee Turnover Rate<sup>®</sup></b> 僱員流失比率 <sup>®</sup>		<b>13%</b>	45%
<b>By Age<sup>&amp;</sup></b> 按年齡劃分 <sup>&amp;</sup>			
Below 30 30歲以下		<b>24%</b>	10%
30 to 50 30至50歲		<b>12%</b>	30%
Above 50 50歲以上		<b>10%</b>	5%
<b>By Gender<sup>&amp;</sup></b> 按性別劃分 <sup>&amp;</sup>			
Male 男性		<b>13%</b>	30%
Female 女性		<b>11%</b>	16%
<b>Employee New Hire Rate<sup>®</sup></b> <b>(Hong Kong and Taizhou)</b> 新聘僱員比率 <sup>®</sup> (香港及台州)		<b>15%</b>	95%
<b>By Age<sup>&amp;</sup></b> 按年齡劃分 <sup>&amp;</sup>			
Below 30 30歲以下		<b>26%</b>	14%
30 to 50 30至50歲		<b>15%</b>	68%
Above 50 50歲以上		<b>9%</b>	12%
<b>By Gender<sup>&amp;</sup></b> 按性別劃分 <sup>&amp;</sup>			
Male 男性		<b>16%</b>	60%
Female 女性		<b>14%</b>	35%

<sup>®</sup> The 2018 Taizhou data excludes contractors, therefore, the turnover and new hire rates are lower than that in 2017.

<sup>&</sup> The computation method for 2018 is revised.

<sup>®</sup> 二零一八年台州數據不含外判商工人，故流失比率及新聘僱員比率較二零一七年低。

<sup>&</sup> 二零一八計算方法經修訂。

PERFORMANCE DATA SUMMARY (continued)

表現數據概要 (續)

		Unit 單位	2018 <sup>^</sup> 二零一八年 <sup>^</sup>	2017* 二零一七年*
<b>Health and Safety</b> 健康與安全	<b>Safety Performance</b> 安全表現			
	Work-related injuries 工傷	Persons 人數	271	294
	Lost days due to work injury 因工傷損失工作日數	Days 日數	5,714	3,507
	Injury rate 工傷率	%	9	6.79
	Work-related fatalities 因工作關係而死亡	Number 數目	0	0
	<b>Occupational Health and Safety Education (Hong Kong and Taizhou)</b> 職業健康與安全教育 (香港及台州)			
<b>Training</b> 培訓	Person-times trained 受訓人次	Person-times 人次	2,006	2,637
	Total OHS training hours 職業健康與安全培訓總時數	Hours 小時	1,692	2,536 <sup>#</sup>
	<b>Average training hours (Hong Kong and Europe)</b> 平均培訓時數 (香港及歐洲)			
	<b>By Gender</b> 按性別劃分			
	Male 男性	Hours 小時	5.9	4.8
	Female 女性	小時	6.1	6.0
<b>By Profession Distribution</b> 按專業分佈劃分				
Management 管理層	Hours 小時	12.7	6.2	
Non-management 非管理層	小時	5.0	5.6	

<sup>#</sup> The training hours for 2017 Taizhou data is revised

<sup>#</sup> 二零一七年台州數據內的培訓時數已予以修訂

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PERFORMANCE DATA SUMMARY (continued)

表現數據概要 (續)

	Unit 單位	2018^ 二零一八年^	2017* 二零一七年*
<b>Supply Chain</b> 供應鏈	<b>Total Number of Suppliers</b> 供應商總數		
	Hong Kong 香港	50	34
	Taizhou 台州	8	63
	Europe 歐洲	69,785	59,068
	<b>Total</b> 總數	<b>69,843</b>	59,165
<b>Environment</b> 環境	<b>Annual Sales Quantities (Group-wide)</b> 年度銷量 (全集團)	tonnes 噸	
		<b>4,444,381</b>	5,125,246
	<b>Resources Consumption</b> 資源消耗量		
	Total energy consumption 能源消耗總量	MJ 兆焦耳	444,235,722
	Energy intensity 能源密度	MJ/tonne 兆焦耳/噸	–
	Electricity purchased 採購電力	kWh 千瓦時	45,012,496
	Heat purchased 採購熱能	kWh 千瓦時	31,972
	Diesel 柴油	L 升	5,081,293
	Natural gas 天然氣	m <sup>3</sup> 立方米	2,493,619
	Propane gas 丙烷	L 升	85,413
	Heating oil 燃料油	L 升	35,721
	Gasoline 汽油	L 升	34,370
	Liquid gas 液化氣	L 升	34,219
	Water 水	m <sup>3</sup> 立方米	130,422
	Packaging material (Europe) 包裝材料 (歐洲)	tonnes 噸	72
	Plastic bags (Hong Kong) 塑膠袋 (香港)	pcs 個	9,400

PERFORMANCE DATA SUMMARY (continued)

表現數據概要 (續)

	Unit 單位	2018^ 二零一八年^	2017* 二零一七年*
<b>Greenhouse Gas Emissions</b> 溫室氣體排放量			
Total emissions 總排放量	tCO <sub>2</sub> e 噸二氧化碳當量	<b>132,807</b>	43,699
Scope I 範圍一	tCO <sub>2</sub> e 噸二氧化碳當量	<b>83,682</b>	6,338
Scope II 範圍二	tCO <sub>2</sub> e 噸二氧化碳當量	<b>49,125</b>	15,460
<b>Air Emissions</b> 廢氣排放量			
SO <sub>x</sub> 硫氧化物	kg 公斤	<b>0.04</b>	0.029
NO <sub>x</sub> 氮氧化物	kg 公斤	<b>1.75</b>	1.32
Particulate matter 懸浮顆粒	kg 公斤	<b>0.13</b>	0.0974
<b>Waste Production</b> 廢棄物的產生			
Hazardous waste 有害廢棄物	tonnes 噸	<b>65,505</b>	38,518
Non-hazardous waste 無害廢棄物	tonnes 噸	<b>309,026</b>	1,969,770



# Environmental, Social and Governance Report 2018

## 二零一八年環境、社會及管治報告



### CONTENT INDEX

#### GRI and HKEX ESG Content Index

This Content Index includes references to Key Performance Indicators of the GRI Standards and the HKEX ESG Reporting Guide.

### 內容索引

#### GRI及香港交易所環境、社會及管治報告 內容索引

本內容索引包含GRI標準及香港交易所環境、社會及管治報告指引的關鍵績效指標。

Material Aspects 實質性方面	GRI Indicator GRI 指標	ESG Guide 環境、 社會及 管治指引	Description 描述	Section and Remarks 章節及備註
<b>General Standard Disclosures</b> 一般標準披露				
Organizational Profile 組織概況	102-1	–	Name of the organization 組織名稱	<b>About the Report</b> 關於本報告
	102-2	–	Activities, brands, products, and services 活動、品牌、產品和服務	<b>About Chiho</b> 關於齊合環保
	102-3	–	Location of headquarters 總部位置	<b>About Chiho</b> 關於齊合環保
	102-4	–	Location of operations 營運位置	<b>About Chiho</b> 關於齊合環保
	102-5	–	Ownership and legal form 所有權與法律形式	Public limited Company 公眾有限公司
	102-6	–	Markets served 服務的市場	<b>About Chiho</b> 關於齊合環保
	102-7	–	Scale of the organization 組織規模	<b>Performance Data Summary; 2018 Annual Report</b> 表現數據概要； 二零一八年年報
	102-8	B1.1	Information on employees and other workers 關於僱員和其他工人的信息	<b>Performance Data Summary</b> 表現數據概要

CONTENT INDEX (continued)

GRI and HKEX ESG Content Index (continued)

內容索引 (續)

GRI及香港交易所環境、社會及管治報告  
內容索引 (續)

Material Aspects	GRI Indicator	ESG Guide	Description	Section and Remarks
實質性方面	GRI 指標	環境、 社會及 管治指引	描述	章節及備註
Organizational Profile 組織概況	102-9	B5.1	Supply chain 供應鏈	<b>About Chiho; Supply Chain Management</b> 關於齊合環保； 供應鏈管理
	102-10	–	Significant changes to the organization and its supply chain 組織及其供應鏈的重大變化	No significant changes to the Group's size, structure, ownership, or supply chain in the reporting year. 於報告年度，本集團的規模、架構、擁有權或供應鏈概無重大變化。
	102-11	–	Precautionary Principle or approach 預警原則或方針	<b>Environmental Stewardship</b> 環境管理
	102-12	–	External initiatives 外部倡議	We do not currently pledge to any external initiatives 我們現時並未向任何外部倡議作出保證

## Environmental, Social and Governance Report 2018 二零一八年環境、社會及管治報告



### CONTENT INDEX (continued)

#### GRI and HKEX ESG Content Index (continued)

### 內容索引 (續)

#### GRI及香港交易所環境、社會及管治報告 內容索引 (續)

Material Aspects 實質性方面	GRI Indicator GRI 指標	ESG Guide 環境、 社會及 管治指引	Description 描述	Section and Remarks 章節及備註
	102-13	–	Membership of associations 協會的成員資格	<p>The Group is member of the <b>Institute of Scrap Recycling Industries (ISRI)</b>, a gold member of the <b>Bureau of International Recycling (BIR)</b>, <b>BDSV</b> (Federal Association of German Steel Recycling), <b>VDM</b> (German Federation of Metal Traders) and Federal Association of the German Waste Management Industry (BDE).</p> <p>本集團為美國廢料回收工業協會 (<b>Institute of Scrap Recycling Industries, ISRI</b>) 的成員、國際回收利用工業局 (<b>Bureau of International Recycling, BIR</b>)、<b>BDSV</b> (Federal Association of German Steel Recycling)、<b>VDM</b> (German Federation of Metal Traders) 及 Federal Association of the German Waste Management Industry (BDE) 的金級會員。</p>

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GRI and HKEX ESG Content Index (continued)

內容索引 (續)

GRI及香港交易所環境、社會及管治報告  
內容索引 (續)

Material Aspects	GRI Indicator	ESG Guide	Description	Section and Remarks
實質性方面	GRI 指標	環境、 社會及 管治指引	描述	章節及備註
Strategy 戰略	102-14	–	Statement from senior decision-maker 高級決策者的聲明	<b>CEO Message</b> 行政總裁的話
Ethics and Integrity 道德和誠信	102-16	–	Values, principles, standards, and norms of behavior 價值觀、原則、標準及行為規範	<b>Our Vision and Mission</b> 我們的願景及使命
Governance 管治	102-18		Governance structure 管治架構	2018 Annual Report; <b>Sustainability Management Approach</b> 二零一八年年報： 可持續發展管理方針
Stakeholder Engagement 利益相關者參與	102-40	–	A list of stakeholder groups engaged by the organisation 利益相關者群體列表	<b>Sustainability Management Approach</b> 可持續發展管理方針
	102-41	–	Collective bargaining agreements 集體談判協議	No employees are covered by collective bargaining agreements. 概無僱員受集體談判協議保障。
	102-42	–	Identifying and selecting stakeholders 利益相關者的識別和遴選	<b>Materiality Assessment</b> 實質性評估
	102-43		Approach to stakeholder engagement 利益相關者參與方針	<b>Materiality Assessment</b> 實質性評估
	102-44	–	Key topics and concerns raised 提出的主要議題和關切問題	<b>Sustainability Management Approach</b> 可持續發展管理方針

## Environmental, Social and Governance Report 2018 二零一八年環境、社會及管治報告



### CONTENT INDEX (continued)

#### GRI and HKEX ESG Content Index (continued)

### 內容索引 (續)

#### GRI及香港交易所環境、社會及管治報告 內容索引 (續)

Material Aspects	GRI Indicator	ESG Guide	Description	Section and Remarks
實質性方面	GRI 指標	環境、 社會及 管治指引	描述	章節及備註
Reporting practice 報告實踐	102-45	–	Entities included in the consolidated financial statements 合併財務報表中所涵蓋的實體	2018 Annual Report 二零一八年年報
	102-46	–	Defining report content and topic Boundaries 界定報告內容及議題邊界	<b>About the Report</b> <b>關於本報告</b>
	102-47	–	List of material topics 實質性議題列表	<b>Materiality Assessment</b> <b>實質性評估</b>
	102-48	–	Restatements of information 信息重述	<b>Performance Data Summary</b> <b>表現數據概要</b>
	102-49	–	Changes in reporting 報告變化	No significant changes from previous reporting periods in the list of material topics and topic boundaries. 相較過往報告期間的實質性議題列表及議題邊界並無重大變化。
	102-50	–	Reporting period 報告期	<b>About the Report</b> <b>關於本報告</b>
	102-51	–	Date of most recent report 最近報告日期	2017 ESG Report 二零一七年 環境、社會及管治報告
	102-52	–	Reporting cycle 報告週期	Annual reporting cycle 年度報告週期

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GRI and HKEX ESG Content Index (continued)

內容索引 (續)

GRI及香港交易所環境、社會及管治報告  
內容索引 (續)

Material Aspects	GRI Indicator	ESG Guide 環境、 社會及 管治指引	Description	Section and Remarks
實質性方面	GRI 指標		描述	章節及備註
Reporting practice 報告實踐	102-53	–	Contact point for questions regarding the report 有關本報告問題的聯絡人信息	<b>About the Report</b> <b>關於本報告</b>
	102-54	–	Claims of reporting in accordance with the GRI Standards 遵照GRI標準進行報告的聲明	<b>About the Report</b> <b>關於本報告</b>
	102-55	–	GRI content index GRI內容索引	<b>GRI and HKEX ESG Content Index</b> <b>GRI及香港交易所環境、社會及管治報告內容索引</b>
	102-56	–	External assurance 外部鑑證	No external assurance was sought for this report. 本報告並無尋求外部鑑證。
Management Approach 管理方法	103-1	–	Explanation of the material topic and its Boundary 對實質性議題及其邊界的說明	Present in each material topic below. 於下列各實質性議題內呈列。
	103-2	–	The management approach and its components 管理方法及其組成部分	
	103-3	–	Evaluation of the management approach 管理方法的評估	

# Environmental, Social and Governance Report 2018

## 二零一八年環境、社會及管治報告



### CONTENT INDEX (continued)

#### GRI and HKEX ESG Content Index (continued)

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#### GRI及香港交易所環境、社會及管治報告 內容索引 (續)

Material Aspects 實質性方面	GRI Indicator GRI 指標	ESG Guide 環境、 社會及 管治指引	Description 描述	Section and Remarks 章節及備註
<b>Performance Indicators – Material Topics</b> 績效指標 – 實質性議題				
<b>1. Environmental</b> 環境				
Resource recycling 資源回收	–	A3	Management Approach 管理方法	<b>Environmental Stewardship;</b> <b>Environmental management</b> 環境管理; 環境管理
	–	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	<b>Sustainability Management Approach</b> 可持續發展管理方針
<b>2. Social</b> 社會				
Employment 僱傭	103	B1	Management Approach 管理方法	<b>Labour Practices</b> 勞工常規
		B1.2	Workforce by gender, employment type, age group and geographical region 按性別、僱傭類型、年齡組別及地區劃分的僱員總數	<b>Employee Profile;</b> <b>Performance Data Summary</b> 僱員概況; 表現數據概要
	401-1	B1.2	New employee hires and employee turnover 新進僱員和離職僱員	<b>Employee Profile;</b> <b>Performance Data Summary</b> 僱員概況; 表現數據概要

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GRI and HKEX ESG Content Index (continued)

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GRI及香港交易所環境、社會及管治報告  
內容索引 (續)

Material Aspects 實質性方面	GRI Indicator GRI 指標	ESG Guide 環境、 社會及 管治指引	Description 描述	Section and Remarks 章節及備註
Anti-discrimination 反歧視	103	B1	Management Approach 管理方法	<b>Labour Practices</b> 勞工常規
	406-1	–	Incidents of discrimination and corrective actions taken 歧視事件以及所採取的改善行動	<b>Labour Practices</b> 勞工常規
Occupational health and safety 職業健康與安全	103	B2	Management Approach 管理方法	<b>Occupational Health and Safety</b> 職業健康與安全
	403-2	B2.1, B2.2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities 傷害類別、傷害、職業病、損工日數、缺勤等比率，以及因工死亡件數	<b>Performance Data Summary</b> 表現數據概要
	–	B2.3	Occupational health and safety measures adopted, how they are implemented and monitored 所採納的職業健康與安全措施，相關執行及監察方法	<b>Occupational Health and Safety</b> 職業健康與安全
Product Quality and Safety 產品質量與安全	103	B6	Management Approach 管理方法	<b>Product Responsibility</b> 產品責任
	–	B6.4	Description of quality assurance process and recall procedures 描述質量檢定過程及產品回收程序	<b>Product Responsibility</b> 產品責任
	416-2	–	Incidents of non-compliance concerning the health and safety impacts of products and services 違反有關產品與服務的健康和安全法規之事件	<b>Product Responsibility</b> 產品責任



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Anti-corruption 反貪污	103	B7	Management Approach 管理方法	<b>Anti-corruption</b> 反貪污
	205-3	B7.1	Confirmed incidents of corruption and actions taken 已確認的貪腐事件及採取的行動	<b>Anti-corruption</b> 反貪污
	–	B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored 描述防範措施及舉報程序，以及相關 執行及監察方法	<b>Sustainability Management Approach</b> 可持續發展管理方針
Socioeconomic compliance 社會經濟法規遵循	103	B1 B2 B4 B6 B7	Management Approach 管理方法	<b>Labour Practices; Occupational Health and Safety; Product Responsibility; Anti- corruption</b> 勞工常規； 職業健康與安全； 產品責任； 反貪污
		419-1	B1 B2 B4 B6 B7	Non-compliance with laws and regulations in the social and economic area 違反社會與經濟領域之法律和規定

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<b>3. Economic</b> 經濟				
Economic Performance 經濟表現	201	–	Direct economic value generated and distributed 所產生及分配的直接經濟價值	2018 Annual Report 二零一八年年報
<b>Performance Indicators – Non-material Topics</b> 績效指標 – 非實質性議題				
<b>1. Environmental</b> 環境				
Energy 能源	103	A2	Policies on the efficient use of resources, including energy, water and other raw materials 有關有效使用資源 (包括能源、水及其他原材料) 的政策	<b>Resources Consumption and Carbon Emissions</b> 資源消耗及碳排放
	302-1	A2.1	Energy consumption within the organization, and intensity 組織內部的能源消耗量及密度	<b>Performance Data Summary</b> 表現數據概要
		A2.3	Energy use efficiency initiatives and results achieved 能源使用效益計劃及所得成果	<b>Energy saving</b> 節約能源

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Water 水	103	A2	Policies on the efficient use of resources, including energy, water and other raw materials 有關有效使用資源(包括能源、水及其他原材料)的政策	<b>Water consumption</b> 水消耗
	303-1	A2.2	Water withdrawal by source 依來源劃分的取水量	<b>Performance Data Summary;</b> Most of our water withdrawals are solely from municipal water supplies. <b>表現數據概要;</b> 我們大部分的取水量僅來自城市供水。
		A2.4	Issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved 求取適用水源上的問題, 以及提升用水效益計劃及所得成果	<b>Water consumption</b> 水消耗
Emissions 排放物	103	A1	Policies and compliance with relevant laws and regulations relating to air and greenhouse gas emissions 有關廢氣及溫室氣體排放的政策及遵守相關法律及規例	<b>Pollution mitigation;</b> <b>Resources consumption and carbon emissions</b> 減緩污染; 資源消耗及碳排放
	305-7	A1.1	Types of emissions and respective data 排放物種類及相關數據	<b>Performance Data Summary</b> 表現數據概要
	305-1	A1.2	Direct (Scope 1) GHG emissions 直接(範圍一)溫室氣體排放	<b>Performance Data Summary</b> 表現數據概要
		A1.5	Measures to mitigate emissions and results achieved 減低排放量的措施及所得成果	<b>Pollution mitigation; Energy saving</b> 減緩污染; 節約能源

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Effluents and Waste 廢污水及廢棄物	103	A1	Policies and compliance with relevant laws and regulations relating to discharges in water and land, and generation of hazardous and non-hazardous waste 有關向水及土地的排污，以及有害及無害廢棄物產生等的政策及遵守相關法律及規例	<b>Waste management</b> 廢棄物管理
	306-2	A1.3, A1.4, A1.6	Waste by type and disposal method 按類別及處置方法劃分的廢棄物	<b>Performance Data Summary</b> 表現數據概要
Packaging material 包裝材料		A2.5	Packaging material used for finished products 製成品所用包裝材料的總量	<b>Performance Data Summary</b> 表現數據概要
Environmental Compliance 環境合規	307-1	A1	Non-compliance with environmental laws and regulations 違反環境法律法規	<b>Environmental management</b> 環境管理
<b>2. Social</b>				
Training and Education 培訓及教育	103	B3	Policies on improving employees' knowledge and skills for discharging duties at work 有關提升僱員履行工作職責的知識及技能的政策	<b>Development and Training</b> 發展及培訓
	404-1	B3.2	Average hours of training per year per employee 每名僱員每年接受訓練的平均時數	<b>Performance Data Summary</b> 表現數據概要

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實質性方面	GRI 指標	環境、 社會及 管治指引	描述	章節及備註
Child and forced labour 童工及強制勞工	–	B4	Policies and compliance with relevant laws and regulations relating to preventing child and forced labour 有關防止童工及強制勞工的政策及遵守相關法律及規例	<b>Labour Practices</b> 勞工常規
	–	B4.1	Measures to renew employment practices to avoid child and forced labour 檢討招聘慣例的措施以避免童工及強制勞工	<b>Labour Practices</b> 勞工常規
	–	B4.2	Steps taken to eliminate such practices when discovered 在發現違規情況時消除有關情況所採取的步驟	<b>Labour Practices</b> 勞工常規
Supplier Social Assessment 供應商社會評估		B5	Policies on managing environmental and social risks of the supply chain 有關管理供應鏈的環境及社會風險的政策	<b>Supply Chain Management</b> 供應鏈管理
		B5.1	Number of suppliers by geographical region 按地區劃分的供應商數目	<b>Performance Data Summary</b> 表現數據概要
		B5.2	Practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 有關聘用供應商的慣例、向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法	<b>Supply Chain Management</b> 供應鏈管理

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實質性方面	GRI 指標	環境、 社會及 管治指引	描述	章節及備註
Community Investment 社區投資	–	B8	Policies on community engagement to understand the needs of the local communities and to ensure consideration for the communities' interests 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策	<b>Community Involvement</b> 社區參與
	–	B8.1	Focus area of contribution 專注貢獻範疇	<b>Community Involvement</b> 社區參與
	–	B8.2	Resources contributed 所貢獻資源	
Customer Privacy 客戶私隱	–	B6	Policies and compliance with relevant laws and regulations relating to privacy matters 有關私隱事宜的政策及遵守相關法律及規例	<b>Information Security</b> 信息安全
	–	B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored 描述消費者資料保障及私隱政策，以及相關執行及監察方法	<b>Information Security</b> 信息安全



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