



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

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

2021



OUR VISION

我們的願景

Becoming a global circular economy solution partner.

成為全球循環經濟解決方案合作夥伴。

OUR MISSION

我們的使命

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

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

OUR CULTURE

我們的文化

- We are committed to building a long-term and win-win partnership with our customers including suppliers.
- 我們重視與客戶包括供應商建立長期合作關係並共同成長。
- We provide a safe workplace and career development opportunities for our employees.
- 我們重視為員工提供安全的工作環境並創造職業增長空間。
- We are devoted to achieving a quality, stable and continuous return for our shareholders.
- 我們重視為股東取得合理、穩定和持久的回報。
- We meet our corporate social responsibility by making continuous contributions to social well-being and environmental protection.
- 我們重視企業社會責任，為社區福祉及環境保護不斷做出貢獻。

Environmental, Social and Governance Report 2021

二零二一年環境、社會及管治報告

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ABOUT THIS REPORT

This is the sixth Environmental, Social and Governance (“ESG”) Report of Chiho Environmental Group Limited (hereafter referred to “the Group” or “the Company” or “Chiho”), highlighting the Group’s efforts to create a circular economy during the Year 2021. This report is published in both English and Chinese. In case of any discrepancies between the two versions, the English version shall prevail. For information relating to the corporate governance practices of the Group, please refer to our Annual Report available on our website.

Reporting Principles

This report is prepared in compliance with the ESG Reporting Guide set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (“HKEX”), and in accordance with Core Option of the GRI (“Global Reporting Initiative”) Standard. Aligning with the United Nation’s Sustainable Development Goals (“SDGs”), we strive to propel sustainable development by setting relevant sustainability targets. We have followed the reporting principles of Materiality, Quantitative, Balance and Consistency in the process of preparation of this report, as stated below:

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」）的第六份環境、社會及管治（「環境、社會及管治」）報告，聚焦本集團二零二一年對於構建循環經濟的貢獻。本報告以英文及中文發佈。倘兩個版本之間有任何差異，概以英文版本為準。有關本集團企業管治常規之資料，請在本公司網站上參閱年度報告。

報告原則

本報告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環境、社會及管治報告指引以及全球報告倡議組織（「GRI」）標準的核心選項而編制。我們結合聯合國的可持續發展目標（「可持續發展目標」）制定相關可持續發展目標，竭力推動可持續發展。編制本報告時，我們遵循重要性、量化、平衡及一致性匯報原則，闡述如下：

Materiality: 重要性：	The interests of stakeholders and broader economic, social or environmental topics raised by stakeholders have been taken into account in identifying material topics. 在識別重要議題時，考慮利益相關者關切的層面以及利益相關者提出的更廣泛的經濟、社會或環境議題。
Quantitative: 量化：	The report indicates which data have been estimated, the underlying assumptions and techniques used for the estimation, or where that information can be found. 報告明確披露估算的數據、估算所使用的基本假設與方法，或相關資料的來源。
Balance: 平衡：	The information in this report is presented in a format that allows users to see positive and negative trends in performance on a year-to-year basis. 報告中資料的呈報可幫助使用者清楚地了解各年度表現中的正面及負面趨勢。
Consistency: 一致性：	The report and its information can be compared on a year-to-year basis. Any significant variation between reporting periods can be identified and explained. 報告及其所載資料在各年度之間可作比較。報告可識別各報告期之間的重大差異並提供解釋。

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ABOUT THIS REPORT (continued)

Reporting Boundary and Period

This report discloses environmental and social performance of the Group for the financial year from 1 January 2021 to 31 December 2021 ("the Year"). This report covers the Group's 8 major operation groups, including 1 in Hong Kong, 1 in Taizhou, China and 6 in Europe. These entities are 100% owned by the Group, with a processing capacity of over 10,000 tonnes per month. As compared to 2020, our operation in the United States has been excluded from the reporting boundary for 2021 because the operation scale of the United States business has narrowed down and did not meet the minimum reporting criteria after the divestments of non-performing business during the Year. The Group continually improves its data collection and expands its reporting boundary when appropriate. There have been no significant changes in the Group's organisational structure or significant data restatement during the Year.

Feedback

Your thoughts and feedback on the report are appreciated for ongoing improvement of the Group's ESG performance. Please feel free to contact us.

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關於本報告 (續)

報告範圍及期間

本報告披露本集團截至二零二一年一月一日至二零二一年十二月三十一日止財政年度（「本年度」）在環境及社會方面的表現。本報告涵蓋本集團的八個主要營運集團，包括香港一個、中國台州一個及歐洲六個。本集團全資擁有該等實體，其加工能力每月超過10,000噸。相比二零二零年，在美國的營運不納入二零二一年的報告範圍，原因是美國業務的營運規模於本年度剝離不良業務後縮減，未達到最低的匯報標準。本集團持續改進數據收集方法並適時擴大報告範圍。於本年度，本集團組織架構概無重大變動，亦無任何重大數據重述。

反饋

歡迎提供反饋意見，幫助我們持續提高本集團在環境、社會及管治方面的表現。請隨時與我們聯繫。

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MESSAGE FROM CHAIRMAN

2021 was another challenging year for corporates and businesses across the globe. In the second year of the COVID-19 outbreak, the pervasive impact of the biggest pandemic in a century was continually felt in every area of the global economy. Yet, thanks to the unwavering dedication of our staff worldwide and the tremendous support given by our business partners, Chiho has not only weathered the storm, but has grown even stronger, delivering a remarkable set of annual results to our shareholders.

As the Chairman of Chiho, I am acutely aware of our obligations to strengthen our business and keep our pledges to investors, but our business value goes beyond purely delivering strong earnings. Chiho has always held a long-term vision of becoming the most desired circular economy solution partner and this vision has been empowered further by carbon neutral goals across the globe, in particular at China. Hence in 2021, we continued to make substantial efforts in improving not only our business and ESG performance, but also contributing to the sustainability ambitions of ecosystem globally. Our efforts include:

- Processed 4.3 million tonnes of scrap metal worldwide, which reduced carbon emissions by about 7.8 million tonnes after equivalent conversion.
 - o The recycled steel processed had saved 72% of energy consumption per tonne, which reduced carbon emissions by more than 65% after equivalent conversion.
 - o The recycled aluminum processed had saved 94% of energy consumption per tonne, which reduced carbon emissions by more than 85% after equivalent conversion.

主席致辭

對於全球的企業而言，二零二一年又是極具挑戰的一年。在新冠疫情爆發的第二年，全球各地的經濟仍然受到百年來規模最大的疫情的持續衝擊。但幸運的是，在全球各地員工的堅毅努力以及業務夥伴的巨大支持之下，齊合環保渡過風暴的洗禮，且愈加強大，為股東創造了非凡的年度業績。

作為齊合環保董事會的主席，我深切意識到我們有責任加強業務、信守對於投資者的承諾，但我們的企業價值不僅僅是創造豐厚的盈利。齊合環保一直堅守成為最理想的循環經濟解決方案合作夥伴的長期願景，而這一願景更是得到全球（尤其是中國）碳中和目標的賦能。因此，在二零二一年，我們繼續致力提升業務與環境、社會及管治表現，及為全球生態可持續發展的願望作出貢獻。我們所作的努力包括：

- 在全球加工4,300,000噸再生金屬，減少碳排放7,800,000噸（經等量轉換）。
 - o 經處理的回收鋼材每噸節省72%能源消耗，減少碳排放65%以上（經等量轉換）。
 - o 經處理的回收鋁材每噸節省94%能源消耗，減少碳排放85%以上（經等量轉換）。

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MESSAGE FROM CHAIRMAN (continued)

- Further enhanced our own proprietary technology that enables Chiho to transform 97% of end-of-life vehicles and 99% of fine grained residuals into new high quality products for industrial use in a way that far exceeds even the strictest European Union targets.
- Established a new industrial recycling facility in Binzhou, China, with China's largest aluminum producer, China Hongqiao Ltd. ("Hongqiao"), as well as investing in an end-of-life vehicles and electric vehicle battery recycling facility in Taizhou, China. Both facilities with combined processing capacities up to 150,000 tonnes of end-of-life vehicles and mixed metals, 10,000 tonnes of electric vehicle batteries and 500,000 tonnes of secondary aluminum.

In addition to our core ESG initiatives, we also continued to address material ESG concerns related to energy supply and waste materials. Chiho has significantly reduced its reliance on certain hydraulic oils in Europe, and increased our use of light-emitting diode ("LED") lighting and photovoltaic systems in the region. Our water conservation program pioneered in Taizhou, China, has demonstrated the effectiveness of water usage monitoring and has encouraged saving habits among our staff. The site's entire water needs are supplied by rainwater reservoirs. In 2021, we have completed the construction of the largest stand-alone solar power generation system in Hong Kong. Our operating sites in Europe have also started to obtain electricity from renewable energy sources.

On the waste management front, we have overhauled our supply chain selection, evaluation and management processes, with a strong emphasis on ensuring waste materials are properly handled. In addition, we have adopted strict environmental management systems under the ISO 14001 and ISO 50001 certifications and worked relentlessly in exploring and adopting cost-effective practices to boost energy efficiency and reduce emissions from our vehicle fleet while keeping air pollutants, effluents and noise levels to the minimum. We are committed to ensuring all of our operations and subsidiaries comply with relevant environmental laws and regulations in the locations where we operate.

主席致辭 (續)

- 進一步提升專有技術，達到齊合環保可將97%的報廢汽車及99%的細粒殘留物轉化為新的可用於工業用途的高質量產品的水平，甚至遠超歐盟最嚴格的目標。
- 與中國最大的鋁生產商中國宏橋有限公司（「宏橋」）合作，在中國濱州建立全新的工業循環設施，並於中國台州自設新報廢汽車及動力鋰電池回收設施。兩地設施的加工能力合計最高為150,000噸報廢汽車及混合金屬、10,000噸動力鋰電池及500,000噸再生鋁。

除了實施環境、社會及管治核心計劃，我們亦持續解決與能源供應及廢料有關的重要環境、社會及管治議題。在歐洲，齊合環保已大幅減少對使用液壓油的依賴，並增加了該地域發光二極管（「LED」）照明裝置及光伏系統的使用。在中國台州推行的節水計劃在監控用水量方面成效顯著，並鼓勵員工養成節水習慣。該工場的全部用水需求目前完全由雨水收集庫供應。於二零二一年，我們完成香港最大的單一太陽能發電系統的建設；歐洲的營運工場亦開始使用可再生能源產生的電力。

在廢棄物管理方面，我們全面檢視並修訂供應鏈挑選、評估及管理流程，尤其注重妥善處理廢料。此外，我們採用了ISO 14001及ISO 50001認證下的嚴格環境管理體系，並不遺餘力地探索及應用具有成本效益的措施，以提高能源效率及減少車隊的排放，同時將空氣污染物、污水及噪音水平保持在最低水平。我們努力確保所有業務及附屬公司均遵守營運所在地的相關環境法律法規。

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MESSAGE FROM CHAIRMAN (continued)

The nature of our business creates both positive environmental and social impacts on global citizens as we endeavor to promote a circular economy model where the world is less dependent on natural resources, thus preventing natural resource exhaustion. We are also committed to fostering the development of low-carbon economy by minimizing energy consumption and emissions, with an ultimate goal to help solving some of the world's most pressing issues like global warming. While we continue to promote the implementation of long-term and comprehensive plans that aim at creating more sustainable and better living environment, as a responsible corporate, we are also committed to giving back to local communities in the aspects of culture, education, health and sports.

Last but not least, we have carried out significant measures to enhance our corporate governance in the past year, upholding our core values of integrity, reliability and trust that underpin our success and operation stability. A management change has also been implemented, and as a result, the Board and I firmly believe that with the new management team onboard, we will be in a stronger position to make significant progress and grow even further. I have full confidence that our global recycling business will continue to perform exceptionally in this carbon neutral era. I would like to take this opportunity to thank all of our staff worldwide for their loyalty, dedication, continuous efforts and valuable contributions, and also to our customers and partners for their unwavering support and trust. I look forward to continuing to work closely with all of you to build a better and a more sustainable future together.

By Order of the Board
Li Linhui
Chairman

主席致辭 (續)

我們堅持不懈地推動世界各地減少對自然資源的依賴的循環經濟模式，以防止自然資源耗盡，這一業務性質給全球民眾帶來積極的環境及社會影響。我們亦不斷地減少能源消耗及排放，促進低碳經濟的發展，期望最終能夠為解決全球變暖等全世界面臨的最緊迫的議題貢獻一份力量。在繼續推動實施構建更可持續、更美好的居住環境的長期全面計劃的同時，我們作為負責任的企業，致力在文化、教育、醫療保健及體育運動方面回饋當地社區。

最後值得一提的是，我們在過去一年中推行重大舉措強化企業管治，弘揚支持我們成功及穩定營運的核心價值理念：誠信、可靠及可信。管理層亦有所變更，就此，董事會及我本人堅信新的管理團隊定將帶領我們取得更大的成就及增長。我深信，我們的全球回收業務在碳中和的時代中將繼續取得出色的表現。藉此機會，我衷心地感謝全球所有員工忠誠勤勉、努力不懈地做出寶貴的貢獻，感謝客戶及合作夥伴堅定不移地支持與信任。希望未來我們繼續攜手，共創更美好、更具可持續性的未來。

承董事會命
李林輝
主席

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ABOUT CHIHO

Chiho is China's largest and one of the world's largest publicly listed scrap metal recycling companies. Headquartered in Hong Kong, the Group has extensive global operations in the recycling of ferrous and non-ferrous scrap metal, end-of-life vehicles, waste electrical and electronic equipment, wasted oil and Zorba.

Our geographical presence extends across Asia, Europe and North America through a portfolio of over 200 processing plants and yard operations, enabling us to operate a truly vertically integrated business covering everything from sourcing to sales in these regions while also integrating upstream, mid-stream and downstream relating to their respective recycled scrap metals markets.

關於齊合環保

齊合環保為中國最大的上市再生金屬回收公司，亦為全球最大的再生金屬回收公司之一。本集團總部位於香港，業務遍佈全球各地，涉及黑色及有色廢金屬、報廢汽車、廢電器電子產品、廢油及破碎鋁料(Zorba)的回收。

我們的業務基地遍及亞洲、歐洲及北美洲，擁有逾200家處理廠及料場，以垂直整合業務模式營運，在該等地區進行由採購至銷售方面的業務，同時整合與各金屬回收市場相關的上游、中游及下游作業。

4.3 million tonnes of
recycled products
4,300,000 噸再生產品

In 2021, the Group processed and sold 4.3 million tonnes of recycled products, equivalent to a reduction of carbon emissions by approximately 7.8 million tons.
二零二一年，本集團加工及出售4,300,000 噸再生產品，相當於減少碳排放約 7,800,000 噸。

3 continents
三大洲

The Group is the only listed metals recycling corporation with major operating bases covering three continents including Asia, Europe and North America in the world.
本集團是唯一的上市再生金屬回收公司，經營業務基地遍及亞洲、歐洲及北美洲三大洲。

2,200+

Our diverse and dynamic workforce contribute expertise and talent across a wide range of skillsets.
多元化及充滿活力的團隊包含具備不同領域的技能與專業知識的人才。

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NORTH AMERICA and MEXICO

14 yards and 1 trading center situated in:

- **USA**, focus on brokerage business
- **Mexico**, joint venture with strong presence in northern part of the country with strong industrial supplier base

北美及墨西哥

14個工場及1個貿易中心位於以下地區：

- **美國**，專注於貿易業務
- **墨西哥**，透過合營企業運作，北部的市場佔有率強勁，並具有穩健的工業供應商基礎

EUROPE

Over 180 yards situated in:

- **Germany**, covering full scope of collection, sorting and processing with all types of equipment including the most advanced post-shredder material recovery technology
- **Poland**, covering full scope of collection, sorting and processing with all types of equipment
- **Austria**, joint venture being the market leader for ferrous scrap trading in the country and with strong track record in project business
- **Czech Republic**, with a very strong market share in ferrous market covering both old scrap and new scrap market
- **Slovenia**, well equipped with yard network, transportation assets and processing capabilities to cover all suppliers, with footprint in paper and plastic recycling
- **Romania**, joint venture with strong supply from industry and has high share in sales of non-metals, including significant portion of paper and plastics

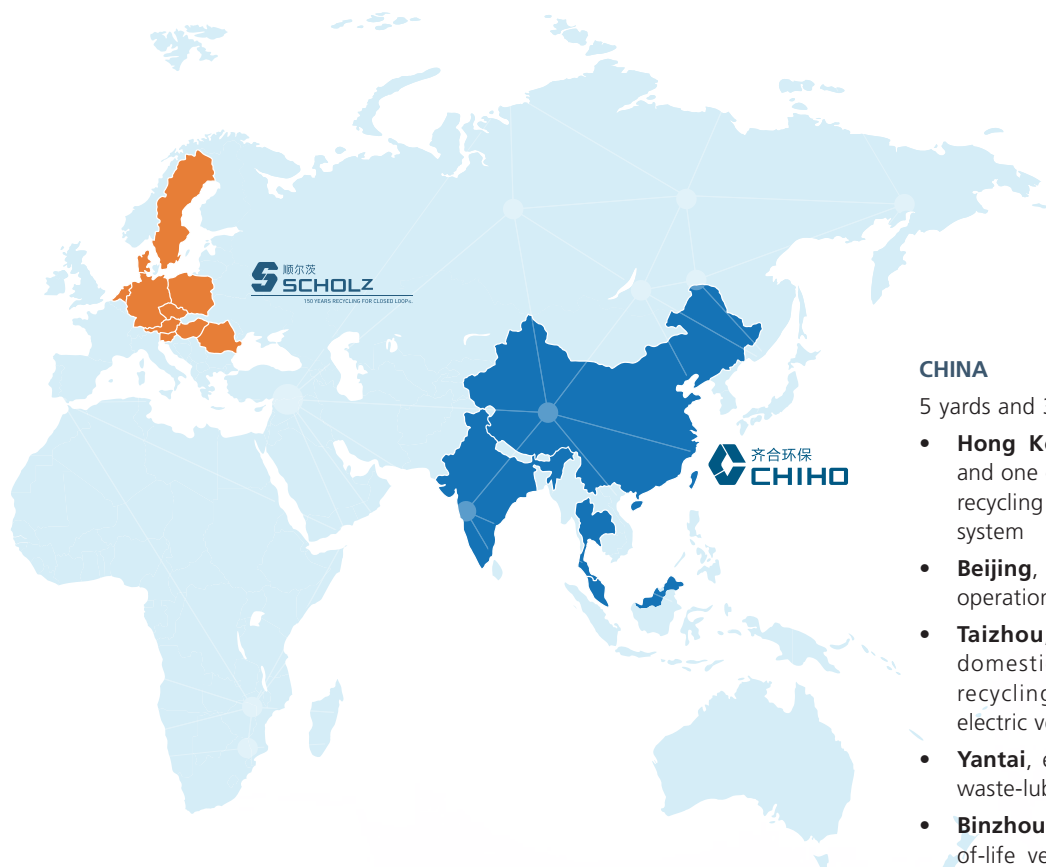
歐洲

超過180個工場位於以下地區：

- **德國**，設備齊全（包括最先進的破碎後物料回收技術），涵蓋全面的收集、分類及處理服務
- **波蘭**，設備齊全，涵蓋全面的收集、分類及處理服務
- **奧地利**，透過合營企業運作，乃當地黑色再生金屬買賣的市場領軍者，在項目業務方面有良好的往績
- **捷克共和國**，於黑色金屬市場（涵蓋舊廢料及新廢料市場）所佔市場份額獨佔鰲頭
- **斯洛維尼亞**，配備良好的工場網絡、運輸配套及加工能力以覆蓋全部供應商，涉足紙張及塑膠回收
- **羅馬尼亞**，透過合營企業運作，當地工業供應強勁，非金屬的銷售額佔比高（包括紙張及塑膠的佔比重大）



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SOUTHEAST ASIA

3 yards situated in:

- **Malaysia, India and Thailand**, joint ventures engaging in dismantling of scrap motors and other mixed scrap metal

東南亞

3個工場位於以下地區：

- **馬來西亞、印度及泰國**，透過合營企業運作，從事廢舊電機及其他廢舊混合金屬拆解

CHINA

5 yards and 3 offices situated in:

- **Hong Kong**, the Group's headquarters and one of the few operations in the area recycling materials within a closed-loop system
- **Beijing**, head office of the Greater China operations
- **Taizhou**, a major metal importer and domestic metal trader; engaging in recycling of end-of-life vehicles and electric vehicle batteries
- **Yantai**, engaging in metal recycling and waste-lubricant oil recycling operations
- **Binzhou**, joint venture engaging in end-of-life vehicles dismantling, mixed scrap metals recycling, secondary aluminum production and electric vehicle batteries recycling
- **Shanghai**, trading hub with focus on import of recycled metals

中國

5個工場及3個辦事處位於以下地區：

- **香港**，為本集團總部，以及該地區屈指可數、閉環回收並利用物料的營運商之一
- **北京**，大中華區營運總部
- **台州**，主要金屬進口商及國內金屬貿易商，從事報廢汽車及動力鋰電池回收業務
- **煙台**，從事金屬回收及廢油回收業務
- **濱州**，透過合營企業運作，從事報廢汽車拆解、混合廢金屬回收、再生鋁生產及動力鋰電池回收
- **上海**，專注於再生金屬進口的貿易中心

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Awards and Recognitions by our Hong Kong operation group

香港營運集團的獎項與榮譽

Awards 獎項	Awarding Institution 頒獎機構
Q-Mark awards from the Federation Hong Kong Industries 香港工業總會Q嘜獎	Hong Kong Q-Mark Council, Federation of Hong Kong Industries 香港優質標誌局、香港工業總會
Friends of EcoPark Certificate of Appreciation 「環保園之友」嘉許狀	Hong Kong Environment Bureau 香港環境局
2020-2021 Special Recognition – Outstanding Contribution to Resource Recycling 2020-2021年度特別嘉許－ 資源再生傑出貢獻	Hong Kong Economic Times (HKET) 香港經濟日報(HKET)
Recycling Industry – OSH Star Enterprise Award (2021-2024) 回收再造業－職安健星級企業 (2021-2024)	Hong Kong Occupational Safety & Health Council 香港職業安全健康局

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External Initiatives

The Group is actively involved in a number of initiatives and associations promoting sustainable development in economic, environmental and social aspects. The Group is a corporate member of industry associations listed below:

外部倡議

本集團積極參與推動經濟、環境及社會可持續發展的倡議組織及協會，為以下行業協會的企業會員：

Member 會員

- Bureau of International Recycling (BIR)
國際回收局(BIR)
- China Association of Metal Scrap Utilization
中國廢鋼鐵應用協會
- China Energy Storage Alliance
中關村儲能產業技術聯盟
- Chinese Manufacturers' Association of Hong Kong
香港中華廠商聯合會
- European Union Chamber of Commerce in China
中國歐盟商會
- Federal Association of German Steel Recycling (BDSV)
德國廢鋼回收與廢物管理公司聯盟(BDSV)
- Federal Association of the German Waste Management Industry (BDE)
德國廢品處理業聯邦協會(BDE)
- German Chamber of Commerce
德國商會
- German Federation of Metal Traders (VDM)
德國金屬商聯合會(VDM)
- Institute of Scrap Recycling Industries (ISRI)
美國廢料回收工業協會(ISRI)

Vice-president member 副會長

- China Nonferrous Metals Industry Association Recycling Metal Branch
中國有色金屬工業協會再生金屬分會
- China's End-of-Life Vehicle Recycling Dismantling and Reuse Branch and China Power Battery Recycling and Ladder Utilization Union
中國再生資源回收利用協會報廢車分會及中國動力電池回收與梯次利用聯盟

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SUSTAINABILITY MANAGEMENT APPROACH

We are unwavering about managing environmental and social impacts of all parts of our operations in a manner conducive to building a sustainable future for the Company, the society and the planet.

可持續發展管理方針

我們以堅定的理念管理業務中所有環節對於環境及社會產生的影響，推行有利措施，為公司、社會及地球構建可持續的未來。



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Board Statement

Sustainability forms the core of our vision, mission and business strategy because recycling natural resources extracted from used products reduces the need for consumption of virgin resources, thereby helping the world move towards a circular economy.

While the Board assumes the overall responsibility for overseeing all ESG-related risks and considers them when making decisions about the Group's operations, the Group has a senior management team that is responsible for managing risk management, strategic decisions and performance regarding environmental, social and governance issues and implementing sustainability strategies and plans with the support of key functional departments. They report to the Board on a regular basis and the Board assesses the outcome of all ESG-related decisions.

董事會聲明

從廢舊產品中提取自然資源加以回收利用可減少原始資源的消耗，助力世界邁向循環經濟，因此，可持續發展成為我們願景、使命及業務策略的核心。

董事會整體負責監控所有的環境、社會及管治相關風險，並在有關本集團業務營運的決策時考慮此等風險。本集團指定高級管理層團隊負責與環境、社會及管治議題相關的風險管理、戰略決策及表現，在關鍵職能部門的支持下實施可持續發展戰略及計劃。高級管理層團隊定期向董事會匯報工作，董事會評估所有環境、社會及管治相關決策的成效。

ESG Governance 環境、社會及管治治理

Board of Directors 董事會

The CEO and the Board oversee execution of the Company's sustainability strategy concerning environmental, social and governance, as part of their oversight of business strategy and risk management
行政總裁及董事會全面監察本公司有關環境、社會及管治可持續發展戰略的執行，作為其經營戰略及風險管理監督工作的一部分



Board review for 2021 material ESG topics 董事會檢討二零二一年環境、社會及管治重大議題

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



Sustainability Management Approach 可持續發展管理方針

Chiho's sustainability management approach is embedded in its strategies across different departments and 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融入其為不同部門及附屬公司制定的戰略之中，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、貿易以及法務合規等方面

The Group's risk management strategy takes ESG issues into consideration. Targets are established for mitigating our impact on the environment and community and reviewed by the Board regularly.

The Board has reviewed and approved the report to ensure integrity of the disclosures. To the best of its knowledge, this report addresses all material topics and fairly presents the ESG management approach and performance of the Group.

本集團的風險管理策略涵蓋環境、社會及管治議題，設定目標減少對於環境及社區造成的影響，並由董事會定期檢討此等目標。

董事會已審閱並批准本報告，保證披露的完整性。據董事會所知，本報告回應所有重大議題，且不偏不倚地呈報本集團的環境、社會及管治治理方針與表現。

Environmental, Social and Governance Report 2021 二零二一年環境、社會及管治報告

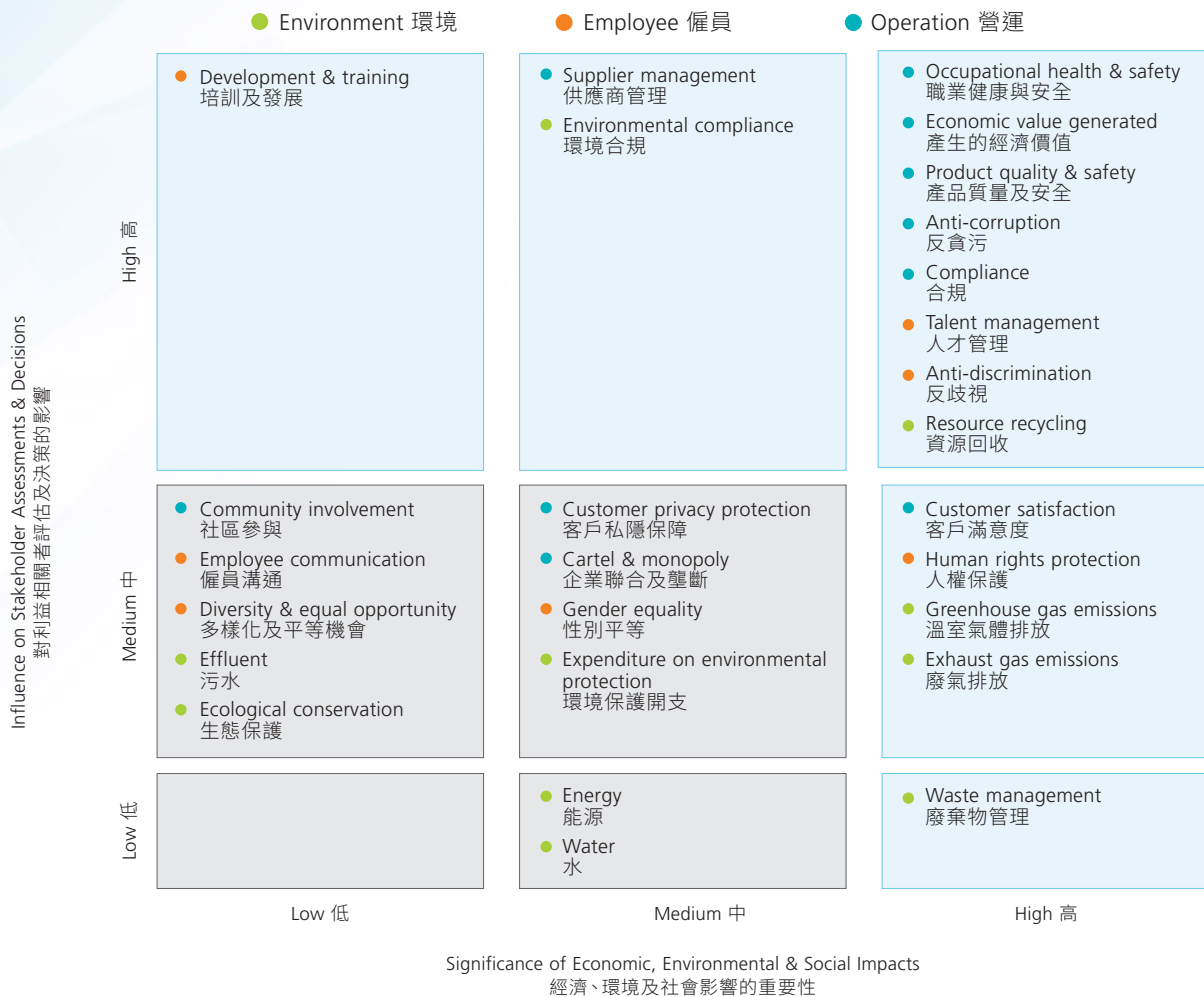
Chiho's Materiality

We believe the only way to understand needs and expectations of all stakeholders in a holistic manner is to communicate with them in an effective manner. Therefore, we have been maintaining regular communication with our internal as well as external stakeholders to identify ESG related issues. Adhering to materiality principle, we assign priority to each of them according to the significance of impacts to economy, environment and society, and the substantive influence on stakeholders' decision-making process. Seven topics were identified as significant to the Group and its stakeholders. ESG-related topics that are considered important are listed and are prioritised after engaging with stakeholders. The list of material topics is validated by the Board, forming the basis for formulation of the Group's ESG management strategy.

齊合環保重要性評估

我們認為，全面了解所有利益相關者的需求與期望的唯一途徑是與利益相關者保持有效的溝通。因此，我們定期與內部及外部利益相關者溝通，以識別環境、社會及管治相關議題。我們遵循重要性原則，根據相關議題對經濟、環境及社會影響的重大程度以及對於利益相關者決策的實質性影響評定議題的優先級別，識別出對本集團及其利益相關者重要的七個議題。經過利益相關者的溝通及參與後，將被視為重要的環境、社會及管治議題列入清單並評定其優先級別。董事會確認該重要議題清單，並以此作為制定本集團環境、社會及管治策略的基礎。

Materiality Matrix 重要性矩陣圖



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Responding to Stakeholders' Concerns

The Group is playing its due role in pursuit of sustainable development and has identified and aligned 6 SDGs considered as material and important to us and all our stakeholders. We have put in considerable efforts to contribute to attainment of these SDGs and hope to continue to work in this direction and help create long-term value for the environment, economy, human beings and the community.

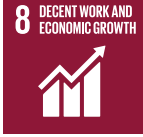
回應利益相關者關注

本集團在實現可持續發展的過程中發揮其應有的作用，已識別與可持續發展目標相對應、對我們自身及所有利益相關者重要的六個層面。我們大量投入資源以實現此等可持續發展目標，並希望按照這一方向繼續努力，為環境、經濟、人類及社區創造長期的利益。

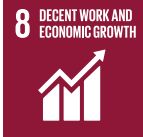
Stakeholder groups and material topics 利益相關者群體及重要議題	Communication channel 溝通渠道	Our actions taken in 2021 於二零二一年採取的行動	Corresponding SDGs 對應的可持續發展目標
Customer 客戶 - Product quality & safety 產品質量及安全 - Resource recycling 資源回收 - Customer satisfaction 客戶滿意度	Meetings 會議 Customer satisfaction survey 客戶滿意度調查 Phone interviews 電話訪談 Site visits 實地視察 Company websites 公司網站 WeChat platform 微信平台	- Achieve approximately 97% recovery rate for end-of-life vehicles in European operations – greater than the EU target directive 在歐洲的業務實現了報廢汽車約97%回收率，該回收率優於歐盟目標指引 - Adopt suitable methods and procedures to control the quality of products 採用適當的方法及程序管控產品的質量 - Handle complaints according to our systematic Complaint Handling Procedure 根據投訴處理程序系統性地處理投訴 - Develop a platform for client relationship management 開發客戶關係管理平台 - Set up new research and development team in China to enhance our innovation and technology, in particular for recycling electric vehicle batteries 在中國組建新的研發團隊加強創新與科技，尤其是動力鋰電池回收方面 - Set up new Chinese website and WeChat platform to allow customers to understand more about our products and services and latest development 建立新的中文網站及微信平台幫助客戶更多地了解我們的產品與服務以及最新發展 - Continuously assisting our customers to improve on-site waste and residual management and minimising handling and logistics emissions 持續協助客戶改善現場廢棄物和殘餘物管理及減少因處理廢棄物及物流產生的排放	

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Stakeholder groups and material topics 利益相關者群體及重要議題	Communication channel 溝通渠道	Our actions taken in 2021 於二零二一年採取的行動	Corresponding SDGs 對應的可持續發展目標
Government 政府 - Compliance 合規 - Anti-corruption 反貪污	Annual report 年報 Company websites 公司網站	- Provide regular training and clear guidance to employees to ensure compliance with anti-corruption laws and avoidance of illegal practices 為僱員提供定期培訓及明確指引，以確保遵守反貪污法律法規、防止違法行為 - A strict whistleblowing mechanism is in place to uphold high standards of honesty and integrity 實施嚴格的舉報機制，以維持高標準的誠實與廉正 - Establish a comprehensive environmental management system in compliance with all applicable environmental laws and regulations 建立符合所有適用環境法律法規的綜合環境管理系統	
Employees 僱員 - Occupational health & safety 職業健康與安全 - Anti-discrimination 反歧視 - Talent management 人才管理 - Development & training 發展及培訓 - Human rights protection 人權保護	Regular meetings 定期會議 Surveys 調查 General manager mailbox 總經理郵箱	- Establish a mechanism for maintaining workplace health and safety in light of the Corona Virus Disease 2019 (COVID-19) outbreak 針對冠狀病毒病(COVID-19)爆發建立保障工作場所健康與安全的機制 - Adopt safety measures and review them continuously according to the pandemic development 根據疫情發展情況採取安全措施並持續檢討此等措施 - Provide adequate protection gears, including high quality masks and disinfectant to employee 為僱員提供充足的防護裝備，包括優質口罩及消毒液 - Arrange various types of safety training for employees, including induction, regular and online safety training 為僱員安排各類安全培訓，包括入職、定期及線上安全培訓 - Strictly comply with labour-related laws and regulations 嚴格遵守勞工相關法律法規	  

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Stakeholder groups and material topics 利益相關者群體及重要議題	Communication channel 溝通渠道	Our actions taken in 2021 於二零二一年採取的行動	Corresponding SDGs 對應的可持續發展目標
Suppliers 供應商	Qualification 合規	Follow a rigorous supplier selection and evaluation procedure 遵守嚴格的供應商挑選及評估程序	
Supplier management 供應商管理	Reviews 資格審查	Provide training materials to educate suppliers about waste and scrap recycling 為供應商提供培訓資料，提升其對其廢棄物及廢料回收再造的認識	
Resource recycling 資源回收	Meetings 會議		
Compliance 合規	Site visits 實地視察	- Monitor suppliers through a standardised rating system to ensure quality and reliability 通過標準化的評級系統監督供應商，以確保質量及可靠性 - Arrange seminars to educate suppliers about waste management legislation to ensure they comply with all legal standards 安排研討會向供應商簡介廢棄物管理法例，以確保供應商遵守所有法定標準 - Sign confidentiality agreements with suppliers and adopt information security policies to protect confidential information 與供應商簽訂保密協議並實施信息安全政策，保護機密信息	

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Stakeholder groups and material topics 利益相關者群體及重要議題	Communication channel 溝通渠道	Our actions taken in 2021 於二零二一年採取的行動	Corresponding SDGs 對應的可持續發展目標
Environment 環境 - Environmental compliance 環境合規 - Greenhouse gas emissions 溫室氣體排放 - Exhaust gas emissions 廢氣排放 - Waste management 廢棄物管理	ESG report 環境、社會及管治報告 Company websites 公司網站 WeChat platform 微信平台	- Set environmental targets to minimise carbon emissions 設定減少碳排放的環境目標 - Establish climate change policy to mitigate climate-related impacts 制定氣候變化政策，以減輕氣候相關影響 - Invest in new facilities for recycling end-of-life vehicles and electric vehicle batteries and improve relevant technology to enhance development of circular economy models 投資報廢汽車及動力鋰電池回收的新設施並提升相關的科技水平，以更有力地推動循環經濟模式的發展 - Continuously enhance our recycling technology to achieve high recycling rate and extend scope of recycling to reduce carbon emissions 持續提升回收技術水平，以實現更高的回收率，並拓展回收範圍，從而減少碳排放 - Replace traditional lighting with LED lights in European operations 將歐洲營運基地的傳統照明替換為LED燈具 - Upgrade various equipment and purchase cleaner vehicles to reduce air emissions 升級各類設備並購買更環保的車輛，以減少空氣污染物排放 - Increase the use of renewable energy and invest in solar energy technologies 增加可再生能源的使用並投資太陽能技術 - Handle waste in compliance with relevant laws and regulations 根據相關法律法規處理廢棄物 - Share news and information on recycling to promote environmental protection 分享回收再造的新聞與資訊，推廣環境保護	

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Stakeholder groups and material topics 利益相關者群體及重要議題	Communication channel 溝通渠道	Our actions taken in 2021 於二零二一年採取的行動	Corresponding SDGs 對應的可持續發展目標
Shareholders/ Investors 股東／投資者 - Economic value generated 產生的經濟價值 - Compliance 合規	Shareholders' meeting 股東大會	Conduct regular portfolio review to ensure resources are diverted to profitable business and enhance business efficiency 定期檢視業務組合結構，以確保資源分配至較高利潤的業務，以及提升業務效益	Not applicable 不適用
	Annual report 年報		
	ESG report 環境、社會及管治報告	Exercise stringent cost control and reduction measures, and implement restructuring plans to ensure stable operations, as needed 實施嚴格的成本控制及削減措施，在必要時實行重組計劃，以保證穩定的營運	
	Presentation and roadshows 展示會及路演	Continue to identify growth opportunities to strengthen our footprint and capture the great opportunities presented under the favourable government policies 不斷地尋找促進增長的機會以鞏固我們的市場地位，及抓緊政府利好政策帶來的巨大機遇	
	Company websites 公司網站		
	WeChat platform 微信平台		

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ENVIRONMENTAL STEWARDSHIP

As Chiho, we make continuous contribution to the establishment of a circular economy, enabling other companies to benefit from our processed metal scraps products. By doing so, we help companies avoid generating millions of tons of carbon emissions that would otherwise result each year from their having to solely rely on primary raw materials.

Our commitments and programs as described above contribute to:



Target 12.4, 12.5 – Achieve the environmentally sound management of chemicals and all wastes throughout their life cycles, as well as substantial reduction in waste through recycling and reuse
目標12.4、12.5 – 在化學品及所有廢棄物的整個生命週期中實現無害環境管理，並通過回收及再利用大幅減少廢棄物



Target 13.3 – Improve human and institutional capacity on climate change mitigation
目標13.3 – 增強人類及機構在減緩氣候變化方面的能力

環境管理

齊合環保為構建循環經濟堅持不懈地努力，提供經處理的再生金屬產品予其他企業，幫助其他企業減少每年因依賴主要原材料而產生的數百萬噸碳排放。

我們的上述承諾及計劃有助於實現：

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Recycling Business Development

While most countries across the globe have begun to recover from the pandemic in 2021, new opportunities are emerging for recycling business because of the economic recovery as well as the global trend shifting towards a more sustainable development pathway. We are confident of capturing these new opportunities.

Since the lifting of the lockdowns, our European operations have performed consistently well. We saw an increase in sales of ferrous products in Europe over the same period. We expect our core business in Europe to continue to grow. Our Germany operations will continue to function as the research and development hub to support other operations across regions with expertise in recycling technology, while our operations in the North America will be leaner and more focused on achieving higher overall efficiency.

Our Value Chain

The Group operates over 200 recycling yards or processing facilities around the world, with recycling capacities of approximately 4.8 million tons of scrap metals each year. We collect, process, and refine non-ferrous and ferrous scrap metals, end-of-life vehicles, waste electrical and electronic equipment, wasted oil and Zorba, and turn them into recycled iron, recycled aluminum and recycled copper, which will then be sold as industrial materials for further production.

回收業務發展

二零二一年開始，全球各國從新冠疫情中復甦，經濟得以復甦，加上全球趨向更注重可持續性發展，為回收再造業帶來新機遇。我們有信心能夠抓緊此等新機遇。

自封鎖政策取消以來，歐洲的業務一直表現良好，同期歐洲的黑色金屬產品銷售錄得增長。我們預計在歐洲的核心業務將持續增長。德國的營運將繼續作為集團的研發中心，以其回收再造科技專長支持其他地區的業務營運；北美洲的營運將更精簡、更注重提升整體效益。

我們的價值鏈

本集團在全球經營超過200個回收工場或處理工場，回收能力約為每年4,800,000噸再生金屬廢料。我們回收、處理及精煉有色及黑色金屬廢料、報廢汽車、廢電器電子產品、廢油及破碎鋁料(Zorba)，將其變為再生鐵、再生鋁及再生銅，作為用於再生產的工業材料出售。

Stable Upstream Materials 穩定的上游材料供應

- We keep strengthening procurement network with established and developed suppliers network across the globe, enabling us to obtain stable supplies of materials and ensure better control of the supply chain. See "Engaging Our Suppliers".
我們不斷加強與全球成熟及知名的供應商的採購關係，保證我們獲得穩定的材料供應，並確保更有效地管控供應鏈。請參閱「管理供應商」。

Mid-stream Processing 中游加工

- We handle dismantling, demolition and separation of mixed metal scrap such as motor scrap, end-of-life vehicles and electric wire into their respective metal constituents, comprising mainly copper scrap, steel scrap, aluminium scrap and iron scrap. See "Our Recycling Business".
我們將混合金屬廢料（如廢電機、報廢汽車及電線）拆解、拆除及分拆成相關的金屬成分，主要為再生銅、再生鋼、再生鋁及再生鐵。請參閱「我們的回收業務」。

Down-stream Processing 下游加工

- The recycled metals are then sold as industrial materials for further production. See "Product Responsibility".
再生金屬作為用於再生產的工業材料出售。請參閱「產品責任」。

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Our Asian operations have shown great improvement compared to last year. Southeast Asian operations have been focusing on the profitable e-motor recycling business since we shifted the operations from China to Southeast Asia in 2019. The region maintained stable growth as we ramped up operations in Malaysia, India and Thailand by sending skilled supervisors and personnel to these markets from February 2021 onwards. Our operations in Southeast Asia will continue to expand and play a more important role in supporting our Chinese business.

In 2021, we heavily invested in our business operations in China, one of our key growth markets in the coming years. The Chinese government stated in its 14th Five-Year Plan that a circular economy would be a priority for the country's future development. The favourable policies and active discussions on achieving carbon neutrality have offered immediate growth opportunities for us. As a leading player in the recycling business, we made a head start by collaborating with China's largest aluminum producer, Hongqiao, to establish a new industrial recycling facility in Binzhou, China, as well as investing in a new end-of-life vehicle and electric vehicle battery recycling facility in Taizhou, China. Both facilities are expected to bring tremendous, long-term revenue growth to the Group.

In Europe, as the demand for the safe and efficient recycling of electric vehicle batteries continues to grow, we will further strengthen our technology and capacity to fulfill the market need.

與上一年度相比，我們在亞洲的業務顯著增長。自二零一九年業務從中國轉移至東南亞以來，東南亞的業務一直專注於發展較高利潤的電機回收業務。從二零二一年二月起，我們派遣資深的主管及技工到馬來西亞、印度及泰國，以加強當地的業務營運，保持穩定增長。我們將繼續擴大在東南亞的業務，使其在支持中國的業務中發揮更重要的作用。

於二零二一年，我們加強對中國的業務投資。中國是我們未來數年的主要增長市場之一。中國政府於「十四五」規劃中指出，循環經濟將是國家未來發展的重點。有關實現碳中和的有利政策及熱切討論為我們提供了直接的增長機遇。作為全球領先的回收公司，我們率先與中國最大的鋁生產商宏橋合作，在中國濱州建立全新的工業循環設施，並於中國台州自設新報廢汽車及動力鋰電池回收設施，預期此兩項投資將為本集團帶來巨大的長期收益增長。

在歐洲，對安全高效地回收動力鋰電池的需求持續增加，我們將進一步鞏固我們的技術和能力，以滿足市場需求。

Tackling Climate Change

The Group recognises that climate change impacts its operations. The risks that climate change may bring to the Group include physical risks such as extreme weather events and sea level rise and transition risks such as the enactment of laws and regulations related to climate change.

Chiho is committed to mitigating climate change and managing impacts on its recycling business. We have established a Climate Change Policy which outlines the management approaches Chiho takes to tackle climate change. This policy lists adaptation and mitigation measures which apply to all business units of the Group.

應對氣候變化

本集團深切意識到氣候變化會影響業務營運。氣候變化致使本集團面臨的風險包括實體風險（如極端天氣及海平面上升）及過渡風險（如有關氣候變化的法律法規的實施）。

齊合環保一直致力於減輕氣候變化、管理氣候變化對於回收業務的影響。我們已制定氣候變化政策，該政策明確齊合環保為應對氣候變化應採取的管理對策，列舉適用於本集團所有業務實體的適應和減緩措施。

Mitigation 減緩措施

- Comply with applicable laws and regulations regarding carbon emissions at jurisdictions where the Company's operations are based
遵守本公司營運所在司法管轄區有關碳排放的適用法律法規
- Reduce carbon emissions by establishment and implementation of reduction targets
設定及實施減排目標，以減少碳排放
- Ensure high quality in Greenhouse gas (GHG) emissions data collection, calculation and documentation
確保高質量的溫室氣體排放數據收集、計算及記錄
- Favouring low-carbon technologies in facilities and operations
在工場設施及業務營運中運用低碳技術
- Adopt environmentally responsible procurement processes, such as selecting environmentally friendly raw materials and equipment
採用對環境負責的採購流程，如優先選擇環境友好型原材料及設備
- Encourage suppliers to reduce carbon emissions in their daily operations when practicable
鼓勵供應商在實際可行的情況下減少日常業務營運中的碳排放

Adaptation 適應措施

- Evaluate and analyse climate risks to business and take advantage of opportunities that may arise
評估及分析企業可能面臨的氣候風險，並有效利用可能出現的機會
- Address climate-related risks as part of the risk management process by adoption of mitigation measures
採取減緩措施，將氣候相關風險納入風險管理流程
- Incorporate climate change and extreme weather events into business operation and continuity plans, establish contingency measures that are monitored and reviewed regularly to prevent or minimise potential damage
將氣候變化及極端天氣納入業務營運及持續經營計劃之中，制定應急反應措施，並定期監測及檢討該等措施，以防止或減少潛在的損失

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We review this climate policy from time to time as appropriate. In the future, we will further promote various energy saving and emission reduction measures to gradually achieve a strategy consistent with industry best practices, thereby mitigating the impact of climate change on our business.

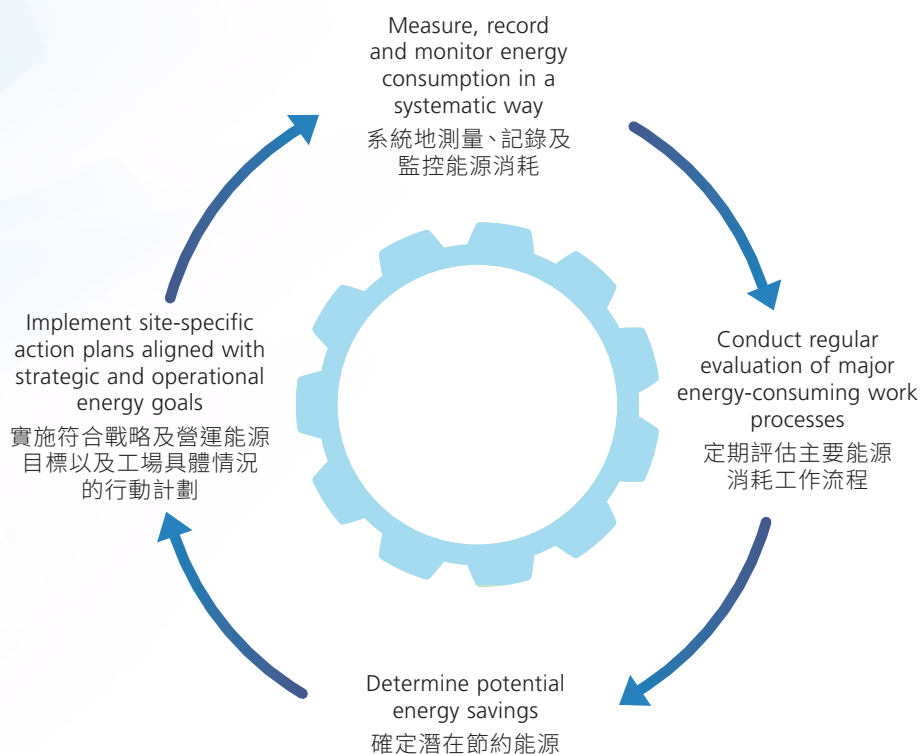
Energy & Carbon Emissions

The Group continuously enhances its energy management and explores energy saving opportunities. Our operations in Europe and North America have ISO 50001 certification in place for energy management systems and are internally audited on a regular basis.

我們適時檢討此氣候政策。未來，我們將進一步推行多項節能減排措施，逐步制定與行業最佳實踐相一致的策略，以減少氣候變化對業務的影響。

能源及碳排放

本集團持續加強能源管理，並不斷地探索節約能源的機會。我們在歐洲及北美的業務擁有經ISO 50001認證的能源管理系統，並定期進行內部審核。



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In 2021, our operation in Hong Kong has invested in solar energy technologies, supporting the development of green energy technology. Our operating sites in Europe have also started to obtain electricity from renewable energy sources.

於二零二一年，香港營運集團投資太陽能科技，支持綠色能源科技的發展。在歐洲的營運工場亦開始使用可再生能源產生的電力。



We completed the construction of the largest stand-alone solar power system in Hong Kong, with the capacity of generating approximately 1 MW

我們完成香港最大的獨立太陽能系統的建設，其產能約為1MW

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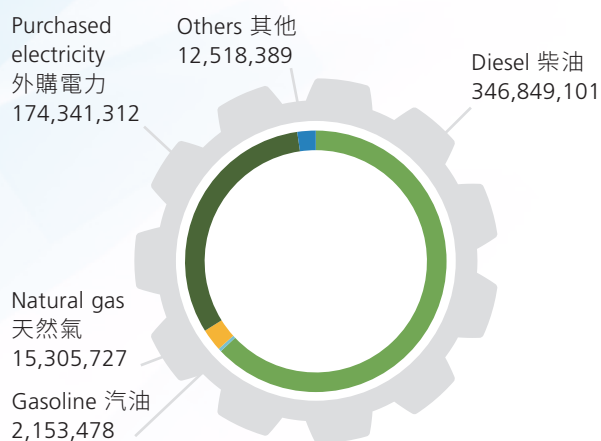
The Group's energy consumption comprises diesel, gasoline, natural gas, liquid gas, propane gas, heating oil, heating and purchased electricity. In 2021, the Group consumed a total of 551,168,007 MJ of energy, 23% less compared to 2020. The energy intensity was 184.0 MJ per tonne of product sold.

The total carbon emissions in 2021 were 37,086 tCO₂e. Direct emissions (Scope 1) and indirect emissions (Scope 2) were 30,100 tCO₂e and 6,986 tCO₂e, respectively. A 75% reduction in indirect emissions compared with 2020 is achieved by our effort in increasing the use of renewable energy sources. Carbon intensity was computed as 0.0124 tCO₂e per tonne of product sold.

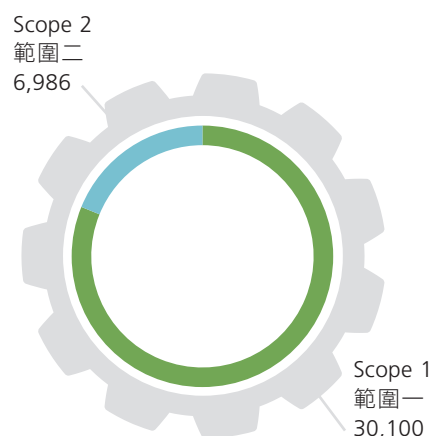
本集團的能源消耗包括柴油、汽油、天然氣、液化氣、丙烷氣、燃料油、熱能及外購電力。於二零二一年，本集團合共消耗551,168,007兆焦耳能源，較二零二零年減少23%。能源密度為每噸售出產品184.0兆焦耳。

於二零二一年，總碳排放量為37,086噸二氧化碳當量。直接排放（範圍一）及間接排放（範圍二）分別為30,100噸二氧化碳當量及6,986噸二氧化碳當量。我們大力地增加可再生能源資源的使用，因此，間接排放較二零二零年減少75%。碳密度為每噸售出產品0.0124噸二氧化碳當量。

2021 Energy Profile
二零二一年能源簡況
(MJ)
(兆焦耳)



2021 Carbon Emissions
二零二一年碳排放
(tCO₂e)
(噸二氧化碳當量)



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Energy Saving

Our subsidiaries across Europe, North America and Asia have been striving to discover any energy-saving opportunities and enhance energy efficiencies through embarking on various initiatives. Our operational sites in Europe have continued to replace traditional lighting with LED lights during the Year. Telemetry systems are installed in our fleets to enhance operational efficiency, thereby lowering energy consumption. Operational processes are also equipped with technology that supports advanced monitoring in order to monitor our energy use. At our operations in Hong Kong, green office initiatives are continuously implemented, minimising unnecessary energy consumption. Measures include turning off electrical appliances such as air-conditioning and lights when not in use.

We have set up directional targets to propel our performance in mitigating our fossil fuel consumption and carbon reduction, which are listed in the table below.

節約能源

我們在歐洲、北美洲及亞洲的附屬公司一直不斷地尋找節能機會、實施多項措施提高能源效益。於本年度，歐洲的營運工場繼續將傳統照明替換為LED燈具。車隊裝配遙測系統，以提升營運效率、降低能源消耗。各營運流程應用支持高級監控的科技監測能源使用。香港營運集團持續推行綠色辦公舉措，減少不必要的能源消耗。該等措施包括在不需要使用時關閉冷氣機及電燈等電器。

我們制定指導性目標以提升我們在減少化石燃料消耗及碳排放層面的表現，其詳情如下表所載。

Aspect 層面	Environmental target 環境目標	Progress made in 2021 於二零二一年取得的進展
Fossil fuel consumption/ GHG emissions 化石燃料消耗／ 溫室氣體排放	Increase the adoption of renewable energy 增加可再生能源的使用	- Our Hong Kong operation built the largest stand-alone solar power system in Hong Kong, with a capacity to generate 1 million kWh of electricity per year which is estimated to reduce carbon emissions by approximately 572,000 kg per year 香港營運集團建成香港最大的獨立太陽能系統，其產能為每年1,000,000千瓦時電力，預計每年減少碳排放約572,000千克 - In Europe, approximately 75 percent of electricity consumption was from renewable energy 在歐洲，約75%的電力消耗來源於可再生能源

Water Resources

The Group's major water use is for cleaning, fire-fighting and industrial use. In 2021, our overall water consumption was 94,779 cubic metres, representing a 49% drop from that in 2020. This is achieved by the huge reduction in water consumption in the United States due to reduction in processing operations after the divestments of the non-performing business. Water intensity was computed as 0.0316 m³ per tonne of product sold. In 2021, there were no issues in sourcing water that is fit for the purpose.

水資源

本集團主要在清潔、消防及工業用途中使用水資源。二零二一年的總耗水量為94,779立方米，較二零二零年的耗水量減少49%，主要原因是不良業務剝離後，美國的加工業務減少，在美國的耗水量也因此而大幅下降。用水密度為每噸售出產品0.0316立方米。於二零二一年，我們在求取適用水源上並無任何問題。

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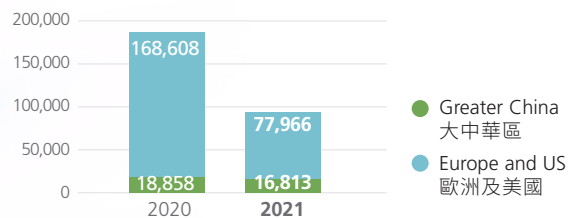
To prevent excess water consumption, water use at our Europe and North America operations is monitored on a daily basis. Water-saving devices such as sensors on water taps and water saving ceiling shower heads have been installed to increase water use efficiency. To raise our employees' awareness of water saving, we have been providing internal training on water conservation to our staff.

We have been implementing a water conservation programme in Taizhou to track and monitor water usage. A rainwater collection system with a capacity of 10,000 m³ is installed on rooftops, collecting rainwater for irrigation, cleaning, firefighting, and industrial processes. A water circulation system is also adopted, recycling wastewater to minimise freshwater consumption.

為防止過度用水，歐洲及北美洲的營運實體每日監測用水量，安裝水龍頭傳感器及節水天花板淋浴噴頭等節水設備提高用水效益。我們為員工提供有關節約水資源的內部培訓，以增強員工的節水意識。

我們在台州實施節水計劃追蹤及監測用水量。屋頂裝配了容量為10,000立方米的雨水收集系統，收集雨水用於灌溉、清潔、消防及工業流程。同時，應用水循環系統回收利用廢水，減少鮮活水的耗用。

Water Consumption 水消耗
(tonnes) (噸)



Rooftop rainwater circulation system at Taizhou factory
台州工廠屋頂雨水循環系統

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Environmental Management

The Group is committed to reducing environmental impacts of its operations through effective environmental management. To ensure environmental compliance, major facilities with greater environmental impacts have certified their environmental management system ("EMS") with ISO 14001 certification. Proper implementation of the EMS is ensured by the concerned departments of each subsidiary. The EMS is reviewed on a regular basis according to stringent environmental risk assessment procedures to ensure its effectiveness.

To ensure compliance with environmental legislations, we conduct Environmental Impact Assessment ("EIA") for all new facilities. Internal and external on-site audits are conducted on a regular basis to ensure adherence to environmental system protocols. We keep ourselves prepared for environmental accidents. Our operational sites have detailed plans in place to address emergency situations such as fire or explosion.

We constantly provide environmental trainings to employees in order to raise their awareness and knowledge of environmental management. We ensure that our employees are equipped with required knowledge and understanding of ISO 14001 standards, environmental laws and regulations, as well as environmental policies of the Group.

In 2021, a small yard located in Slovenia had been found non-compliance with certain wastewater treatments requirements. We have initiated a project to build a new pool for wastewater and oil catchers. Other than this, we were not aware of any non-compliance with relevant laws and regulations¹ 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 during the Year.

環境管理

本集團致力於通過有效的環境管理減少其運營對環境的影響。為確保符合環保要求，對環境影響較大的主要設施的環境管理系統（「環境管理系統」）已通過ISO 14001認證。各附屬公司的有關部門確保環境管理系統的妥善執行。環境管理系統乃根據嚴格的環境風險評估程序定期審核，以確保其有效性。

為確保遵守環境法規，我們對所有新設施進行環境影響評估（「環境影響評估」）。我們定期進行內外部工場審核，以確保遵守環境體系條例。我們時刻準備好應對環境事故。我們的運營工場訂有詳細的計劃，以應對火災或爆炸等緊急情況。

我們不斷為員工提供環境培訓，以提高彼等的環境管理意識及認知。我們確保我們的員工具備對ISO 14001標準、環境法律和法規以及本集團環境政策的必要認知及了解。

二零二一年，位於斯洛維尼亞的一處小院子經發現不符合若干廢水處理要求。我們已經啟動一個項目，為廢水和集油器建造一個新的水池。除此之外，我們於本年度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¹的情況。

¹ Please refer to the section headed "Laws and Regulations" for environment-related laws and regulations.

¹ 有關環境的法律法規，請參閱「法律及法規」一節。

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Emission Control

Effluent & Waste

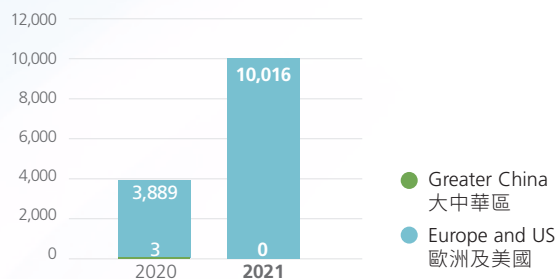
Hazardous and non-hazardous waste are generated during our production process. During the Year, the Group generated 10,016 tonnes of hazardous waste and 105,608 tonnes of non-hazardous waste. In 2021, the total hazardous waste recorded was higher than that in 2020 due to the increased iron fillings emulsion processes.

Our waste types

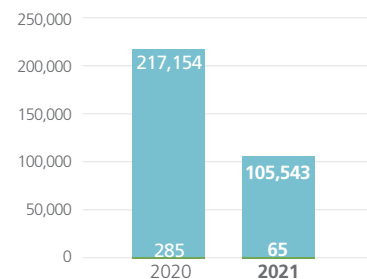
我們的廢棄物種類

Hazardous waste 有害廢棄物	Emulsion, Waste oil, circuit boards, batteries, wastewater sludge, electric arc furnace dust and oil impregnated insulation paper 乳化劑、廢油、電路板、電池、廢水污泥、爐渣、電弧爐粉塵及油浸漬絕緣紙
Non-hazardous waste 無害廢棄物	Municipal waste and wastepaper, plastic and wood 城市廢棄品、廢紙、塑料和木材

Hazardous Waste Generation
產生有害廢棄物
(tonnes) (噸)



Non-hazardous Waste Generation
產生無害廢棄物
(tonnes) (噸)



To ensure that both hazardous and non-hazardous waste are handled in strict compliance with relevant laws and regulations, hazardous and non-hazardous waste are stored, transported and disposed according to stringent waste storage control procedures at our operational sites. Before disposal, a preliminary screening process is conducted where uncleaned oil tanks, used oil filters and asbestos-containing materials are first removed. Hazardous waste is separated into different categories and stored in designated hazardous waste storage warehouses or in specific containers to prevent spillage and leakage. After separation, it is disposed by specialised waste handling companies for incineration. Non-hazardous waste is classified into industrial waste and general waste and handled by a designated industrial property management company.

排放控制

污水及廢棄物

我們的生產過程中產生有害及無害廢棄物。於本年度，本集團產生10,016噸有害廢棄物及105,608噸無害廢棄物。二零二一年錄得的有害廢棄物總量超過二零二零年，原因在於鐵填料乳化工藝增加。

為確保有害及無害廢棄物的處理均嚴格遵守相關法律法規，我們營運工場的有害及無害廢棄物均按嚴格的廢棄物儲存控制程序儲存、運輸和處置。在處置之前，會經過初步篩選程序（篩選出未經清潔的油箱、廢油過濾器、含石棉材料等）。有害廢棄物會分成不同類別，存放在指定的有害廢棄物儲存倉庫或特定容器中，防止溢出和洩漏。分離後，由專門的廢棄物處理公司進行焚燒處理。無害廢棄物乃分類為工業廢物和一般廢物，並由指定的工業物業管理公司處理。

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To ensure that hazardous and non-hazardous waste are handled properly, European recyclers are examined and verified to ensure that they are accredited service providers. The amount of and type of waste collected are clearly documented.

In addition, waste generated in Europe operations is managed according to a hierarchical disposal system. We minimise the amount of waste by reducing waste generation. For example, we ensure that all technical devices are in good condition through proper maintenance, and manage the use of materials, raw materials and technical devices with care. When waste arises, it should, if possible, be reused and recycled. We also adopt paper-saving measures such as digitalisation of invoices and other hard-copy documents in offices.

Effluent

The Group ensures that effluent generated from its operations are treated and discharged in compliance with all relevant local laws and regulations through various control measures. We conduct regular third-party testing to ensure that the levels of heavy metals, chemical oxygen demand ("COD"), suspended solids ("SS") and other pollutants in effluent are within the regulatory requirements. Due to the intensive industrial process involved at European production sites, we follow stringent guidelines when managing wastewater.

為確保妥善處理有害及無害廢棄物，我們對歐洲回收商進行審查和驗證，以確保彼等為經過認證的服務提供商。所收集廢棄物數量及種類都有明確記錄。

此外，在歐洲營運中產生的廢棄物會按照分級處理系統進行管理。我們通過減少廢棄物的產生而盡量減少廢棄物數量。例如，我們通過適當的維護確保所有技術設備處於良好狀態，並謹慎管理材料、原材料和技術設備的使用。當產生廢物時，如可能，應予再利用及回收。我們亦採取節省紙張的措施，例如將發票及辦公室內其他硬拷貝文件數字化。

污水

本集團已採取多項控制措施，確保營運過程中產生的污水的處理及排放符合所有相關當地法律及法規。我們進行定期的第三方測試，以確保污水中重金屬、化學需氧量（「COD」）、懸浮固體（「SS」）和其他污染物的水平保持在監管規定之內。由於歐洲生產工場涉及密集的工業流程，我們在管理廢水時遵循嚴格的指導方針。

Preservation measures 維護措施	Routine measures 日常保養措施	Construction measures 建設措施
- Regular maintenance of the oil separator and sand grid is conducted. 對油分離器及砂柵進行例行定期維護。 - Drainage installations are inspected and cleaned. 檢查及清潔排水裝置。 - To effectively eliminate the risk of spillage in the event of collisions, fuel tankers must be secured. 為減輕因碰撞而漏油的風險，油罐車必須加固。	Strict regulations are followed when collecting emulsifying oil to avoid effluent leakage. 於收集乳化劑時遵循嚴格的規程，確保無污水洩漏。	Underground steel plate barriers are installed to prevent soil and water contamination. 安裝地下鋼板屏障，防止土壤及水受污染。

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Discharge of effluents at Taizhou facilities has reached the third level of the GB8978-1996 Integrated Wastewater Discharge Standard. Wastewater is handled by sewage treatment facilities. Sewage produced at construction sites is treated by septic tanks before being discharged into sewage pipe network, while collected domestic sewage is not discharged. The Group's target in 2022 is to maintain 100% compliant disposal and discharge.

台州設施污水排放符合GB8978-1996廢水排放綜合標準三級標準。廢水由污水處理設施處理。建築工地產生的污水經化糞池處理後排入污水管網，而收集的生活污水則不會排放。本集團二零二二年的目標是保持100%的合規處置和排放。



Sewage treatment facilities at Taizhou factory
台州工廠污水處理設施

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Air Emissions

Air emissions are generated in the course of use of machinery for recycling, including air pollutants and carbon emissions. The Group has been adopting various measures to reduce air emissions generated.

In 2021, our operating sites in Europe upgraded various equipment to reduce air emissions. Electric excavators were adopted to reduce emissions from the use of diesel. Battery forklifts, hybrid cars and cleaner vehicle models were also purchased. To reduce and remove air emissions, we have upgraded our dedusting equipment and adopted double-walled tanks for storage and internal distribution of exhaust reduction fluids.

On the other hand, we also try to replace business travel with digital meetings to reduce air emissions arising from travelling. Baghouse filter systems and desulphurisation devices were adopted in Taizhou, which fulfils both the second level of GB16297-1996 Integrated Emission Standards for Atmosphere Pollutant and GB1843-2001 Catering Industry Soot Emission Standards. Air emissions from our operations in Hong Kong are reported every 3 months to ensure compliance. Our household electrical appliances recycling facilities collect exhaust and dust generated to prevent emitting into the atmosphere.

In 2021, the Group generated 2,449 kg, 2,113 kg and 1,651 kg of nitrogen oxides ("NO_x"), sulphur oxides ("SO_x") and particulate matters ("PM"), respectively.

Noise

To minimise the noise pollution generated by its waste disassembly and processing operations, the Group conducts regular audits and takes measurements of the noise level. If the noise level exceeds regulatory limits, investigation and rectification actions are initiated. We ensure proper maintenance of our equipment and machinery on an ongoing basis to eliminate any abnormal noise generation resulting from aging and heavy usage. While site planning, restructuring and noise mapping are conducted to ensure noise from machinery, such as operating shredders, is well-contained and managed, we also set up noise barriers to minimise noise pollution.

廢氣排放

在使用機械進行回收利用的過程中會產生廢氣排放，包括空氣污染物及碳排放。本集團一直採取多項措施減少產生的廢氣排放。

二零二一年，我們的歐洲運營工場升級多種設備以減少廢氣排放。我們採用電動挖掘機以減少使用柴油產生的排放。我們亦購買電動叉車、混合動力汽車及清潔車型。為減少及消除廢氣排放，我們升級除塵設備，並採用雙壁罐以儲存及內部分配廢氣還原液。

另一方面，我們亦嘗試以數字會議代替商務旅行，以減少旅行產生的廢氣排放。台州採用袋式除塵系統及脫硫設備，符合GB16297-1996《大氣污染物綜合排放標準》二級和GB1843-2001《餐飲業煙塵排放標準》。我們每3個月報告一次我們在香港運營的廢氣排放，以確保合規。我們的家用電器回收設施收集產生的廢氣和灰塵，以防止排放到大氣中。

二零二一年，本集團分別產生氮氧化物（「NO_x」）、硫氧化物（「SO_x」）及顆粒物（「PM」）2,449千克、2,113千克及1,651千克。

噪音

為盡量減輕因廢物拆解及加工作業所產生的噪音污染，本集團進行定期審核，並對噪音水平進行測量。如噪音超出監管標準，則會立即進行檢測及採取補救行動。我們確保對我們的設備及機器進行持續的適當維護，以消除因老化和大量使用而產生的任何異常噪音。在進行工場規劃、重組及噪音測繪以確保機器（如碎紙機）產生的噪音得到良好控制及管理的同時，我們亦設置有隔音屏障，以盡量減少噪音污染。

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PROTECTING OUR PEOPLE

At Chiho, we are dedicated to creating a safe workplace and a safety culture, ensuring everybody goes home safe and healthy every day.



Our commitments and programs as described above contribute to:
Target 3.9 – reduce the number of deaths and illnesses from hazardous chemicals and other environmental pollution

我們的上述承諾和計劃有助於實現：
目標3.9—減少危險化學品及其他環境污染物所致死亡及生病人數

保護員工

在齊合環保，我們致力於營造安全的工作場所及營造安全文化，確保人人每天安全健康地回家。

Safety Management and Governance

To ensure that workers have a safe and healthy workplace, a thorough safety management system and disciplinary procedures are in place. Internal policies and procedures that employees must follow are used to proactively manage safety hazards. Different responsible committees make up our management structure, covering all operations in Hong Kong, China, and Europe.

安全管理及管治

為確保工人擁有安全和健康的工作場所，我們制定了完善的的安全管理制度和紀律處分程序。要求員工必須遵守內部政策及程序旨在積極管理安全隱患。我們的管理架構由不同的專責委員會組成，涵蓋香港、中國和歐洲的所有業務。



- Take immediate action when potential risks are identified
發現潛在風險時立即採取行動
- Plan, implement and review safety initiatives to minimise hazard occurrence
計劃、實施及審視安全措施，盡量避免危險發生
- Oversee and advise the Site Safety Committee
監察工場安全委員會，並向其提出建議
- Maintain communication with Site Safety Committee
與工場安全委員會保持溝通
- Enhance safety policies, conditions and practices
改善安全政策、條件和常規
- Perspectives from all levels of employees are considered during policy review
確保政策審視過程中考慮到各級員工的觀點
- Ensure implementation of both internal and external safety policies
確保實施內部和外部安全政策
- Update internal regulations subject to current laws and regulations
根據現行法律法規更新內部法規

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Safety performance

Our recycling yards in China review their safety policies adhering to the ISO45001 Occupational Health and Safety Management System certification. Additionally, Chiho has been assessed and complied with the requirement of Recycling Industry – OSH Star Enterprise. In 2021, the Group recorded 154 work-related incidents and 2,959 person days lost due to work injuries, representing a decrease of 8.3% and 17.1% respectively. There were no work-related fatalities occurred in each of the past three years including the reporting year. The Group strictly complies with all relevant laws and regulations² at locations where it operates. In 2021, we were not aware of any non-compliance with relevant laws and regulations that have a significant impact on the Group relating to providing safe working conditions and protecting of employees from occupational hazards.

安全表現

我們在中國的回收廠根據ISO45001職業健康與安全管理體系認證審查其安全政策。此外，齊合環保已通過評估並符合回收行業-職安健星級企業的要求。於二零二一年，本集團錄得工傷事故154宗，因工傷而損失2,959人日，分別下降8.3%和17.1%。包括報告年度在內的過去三年每年均未發生與工作有關的死亡事件。本集團嚴格遵守經營所在地的所有相關法律法規²。二零二一年，我們並不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的情況。



Awarded OSH Star Enterprise
榮獲職安健星級企業

The registered safety officer in Hong Kong evaluates potential dangers and makes suggestions to management in terms of workplace evaluation. Employees' perspectives on safety issues are used to develop safety goals every two years. In Europe, safety checks are carried out every three years to identify potential dangers, followed by policy review and mitigation actions.

香港註冊安全主任評估潛在危險，並就工作場所評估向管理層提出建議。我們每兩年根據員工對安全問題的看法制定安全目標。在歐洲，每三年進行一次安全檢查以識別潛在危險，然後進行政策審查和採取緩解措施。

Operation manuals for dangerous tasks, such as flame cutting and use of excavator, are available online for all blue-collar employees to ensure safe and proper operations.

為所有藍領員工在線提供火焰切割和挖掘機使用等危險任務的操作手冊，以確保安全和恰當操作。

² Please refer to the "Laws and Regulations" section for the health and safety-related laws and regulations.

² 有關健康與安全的法律法規，請參閱「法律及法規」一節。

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When safety events are reported to management, prompt and appropriate follow-up action is taken. To minimise the recurrence of such occurrences, management examines safety hazards and issues corrective and preventive measures.

Safety rules for all contractors have been documented as part of our contractor safety and health policy. External business partners are obligated to follow our safety rules and practices by signing contracts and agreements, such as risk assessment, implementing preventive measures, and handling hazardous materials and incidents. To ensure compliance, all contractors review safety policies. Contractors personnel are given safety instructions on a regular basis, and site managers and safety professionals react to questions about work and safety.

To fulfil our commitment to occupational health and safety, safety inspections are conducted at workplaces on regular basis, covering aspects as fire prevention, chemicals management, optical radiation, etc.

The Group relies on comprehensive training and employee engagement to mitigate the risks of workplace injuries. Trainings and drills were conducted throughout the year to provide new employees with vital operating information, while regular training is provided to all current employees with focus on work accident prevention. In 2021, 7,807 person-times of safety training were completed totaling 7,295 hours.

向管理層報告安全事件時，我們將採取即時適當的跟進措施。為盡量減少此類事件的再次發生，管理層會檢查安全隱患並發佈糾正及預防措施。

為所有承包商制定的安全規則已作為我們承包商安全及健康政策的一部分記錄在案。外部業務合作夥伴有義務通過簽署合同及協議，遵守我們的安全規則及慣例，例如風險評估、實施預防措施以及處理危險材料及事故。為確保合規，所有承包商均會審查安全政策。我們會定期向承包商人員提供安全指導，工場經理及安全專員會對有關工作和安全的問題作出回應。

為履行我們對職業健康和安全的承諾，我們定期在工作場所進行安全檢查，包括防火、化學品管理、光輻射等方面。

本集團依靠全面的培訓及員工參與降低工傷風險。全年開展培訓和演練，為新員工提供重要的操作信息，同時為所有現任員工提供定期培訓，重點是工傷預防。二零二一年，我們完成安全培訓7,807人次，共計7,295小時。



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Induction Safety Training 新入職安全培訓

- To ensure new employees are familiarised with daily operational techniques and its safety risks in relation to their positions
確保新入職員工熟悉日常操作技術及與其職位相關的安全風險
- Operations are only permitted upon completion of induction training
須完成新入職培訓後才可進行操作



Regular Safety Training 定期安全培訓

- To avoid occupational hazards and accidents
避免職業危害和事故
- Frequent training plans are formulated for high-risk workstations
針對高危工作地點制訂較頻密的培訓



Online Safety Training 網上安全培訓

- To enrich employees' knowledge under social distancing restrictions
在社交距離限制下提升員工知識
- Topics include operational procedures, use of machines and handling of hazardous substances
提供包括操作程序、機器使用和有害物質處理等培訓主題

Combating COVID-19

In 2021, we have focused on protecting and supporting our employees throughout the COVID-19 pandemic. The Group has strictly followed government guidelines and regulations, and appropriate operational adjustments have been made. We established organizational preventive measures, including hygiene norms and instructions, to reduce virus propagation in our business premises and the community where we operate. Chiho has a high vaccination rate, and unvaccinated employees are examined on a regular basis to ensure a safe working environment. To avoid unnecessary personal contacts, business travel is suspended, and split-team work arrangement is implemented. We also supply complimentary masks to our staff once a month to protect their health. N95 masks are offered to production workers as an added layer of protection.

Our crisis team has been keeping a close eye on the development of the pandemic, analysing the societal effects of the public health issue on an hourly basis and responding accordingly. Internal communication channels, including notices, emails, and online instructions, keep employees engaged and informed at all times. If suspected cases of infection are identified, they are handled under an established COVID-19 response mechanism. Operating procedures and instructions are suggested in the mechanism and outlined in the Employee Manual which is updated regularly to ensure compliance with the latest COVID-19 related regulations.

對抗COVID-19疫情

二零二一年，在整個COVID-19疫情期間，我們一直專注於保護及支持我們的員工。本集團嚴格遵守政府的指導及規定，並進行了適當的運營調整。我們制定了組織預防措施，包括衛生規範和指示，以減少病毒在我們的營業場所和我們運營所在社區的傳播。齊合環保的疫苗接種率很高，未接種疫苗的員工會定期接受檢查，以確保安全的工作環境。為避免不必要的人際接觸，暫停出差，並實行分班工作安排。我們亦每月向員工提供一次免費贈送口罩，以保護其健康。生產工人可獲發N95口罩，多加一層保障。

我們的危機團隊一直密切關注疫情的發展，每小時分析公共衛生問題的社會影響並做出相應的反應。員工可通過內部溝通渠道，包括通知、電子郵件及在線指示，始終保持參與及知情。如發現疑似感染病例，將根據既定的COVID-19應對機制進行處理。該機制建議的操作程序及指示概述於員工手冊中，而該員工手冊將定期更新以確保符合最新的COVID-19相關法規。

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OUR PEOPLE & COMMUNITIES

Chiho believes its people are the most valuable assets of the Group. We aim to cultivate a culture where people feel safe and valued, and foster a workplace focused on safety and commitment to the communities where we operate.



Our commitments and programs as described above contribute to:

Target 8.5 – Achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value



Target 10.3, 10.4 – Ensure equal opportunity and reduce inequality of outcome, as well as adopt policies to progressively achieve greater equality

我們的員工及社區

齊合環保認為人才乃本集團最為珍貴的資產。我們旨在深耕讓員工感到安全及受重視的文化，並營造注重安全及對我們經營所在社區承諾的工作場所。

我們的上述承諾和計劃有助於實現：

目標8.5－實現所有男女（包括年輕人及殘疾人）的充分生產性就業和體面工作，並且同工同酬

目標10.3、10.4－確保機會均等，減少結果不平等，並採取政策逐步實現更大程度的平等

Development and Training

At Chiho, we are committed to helping all employees reach their full potential, offering various career opportunities and empowering its employees with comprehensive professional knowledge and skills. In Hong Kong and Taizhou, taking internal policies and training needs of different business units into consideration, an annual training plan is developed by the Human Resource Department for employees. In Europe, the Scholz Academy is responsible for planning and organising staff training. During the Year, a total of 3,441 training hours were reported.

We strive to provide a variety of internal and external training programmes beyond onboarding and individual job task assignments, covering different aspects such as leadership, communication and computer software skills. With the help of online tools, we assist our employees in mastering the expertise as well as skills needed for their positions. In addition to on-the-job and transferee training, new employees are required to undergo and pass the induction qualification training before on boarding. We also provide subsidies for external training based on needs of the concerned employee.

發展與培訓

在齊合環保，我們致力幫助所有僱員充分發揮其潛力，提供各種工作機會，使僱員具備全面的專業知識及技能。在香港及台州，考慮到內部政策及不同業務部門的培訓需求，由人力資源部為僱員制定年度培訓計劃。在歐洲，Scholz Academy負責規劃及組織員工培訓。於本年度，共錄得3,441個小時的受訓時數。

除入職及個人工作任務分配外，我們亦努力提供各種內外部培訓計劃，內容涵蓋領導力、溝通及電腦軟件技能等不同方面。我們運用網上工具協助僱員掌握其崗位所需的專業知識及技能。除在職培訓及轉職培訓外，新僱員在入職前還須接受並通過入職資格培訓。我們亦根據相關僱員的需要提供外部培訓津貼。

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In 2021, we launched a series of Leadership Masterclasses trainings for around 60 management executives from our global operations. The international group of participants ranges from the management board to the country managers and department heads. The Leadership Masterclasses aims to assist our management team to consciously deal with their own understanding of leadership, develop a common language and gain clarity about the way in which leadership will mean in Chiho Group in the future.

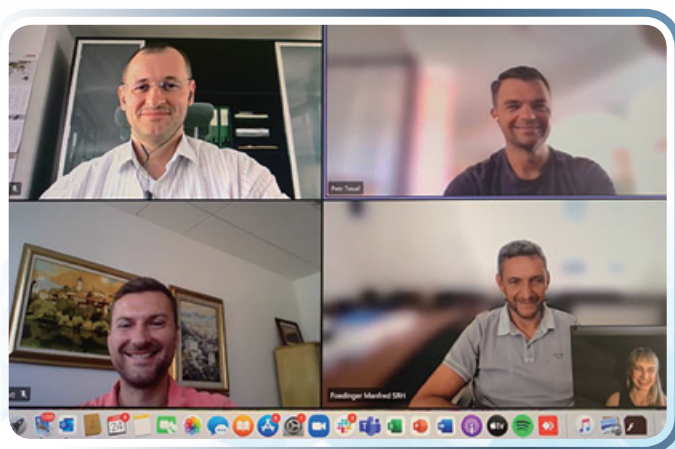
The Leadership Masterclasses consisted of three modules of 6 hours each in the form of online training. The trainings were held in fixed groups of 6 – 7 participants so that, in addition to professional input, there was also space for individual reflection and discussion. The Leadership Masterclasses laid the foundation for personal and collective growth. Individual leadership skills have been improved, while our global leadership team grows closer together by sharing their own experiences and best practices.

Participant Cristian Draghici, Manager in Rumania, described his impression: *"I consider learning as a continuous journey throughout lifetime and these Leadership Masterclass courses gave me the opportunity of seeing other points of view as well as similarities to my experiences. In our case the group involved opened up their mind and mostly their hearts creating an emotional and memorable experience of being human and thus bringing us closer."*

二零二一年，我們為來自全球業務的約60名管理人員舉行了一系列領導力大師班培訓。該國際團體的參與者包括管理委員會、地區經理及部門主管。領導力大師班旨在協助我們的管理層團隊自覺達成其對領導力的理解，發展共同語言，並明確未來領導力對齊合環保集團的意義。

領導力大師班由三個模塊組成，每個模塊6小時，採用在線培訓的形式。培訓以6至7人的固定小組形式進行，因此除專業意見外，還有個人反思及討論的空間。領導力大師班為個人與集體的成長奠定基礎。個人領導技能得到提高，而我們的全球領導團隊通過分享自身的經驗及最佳實踐聯繫更加緊密。

參與者Cristian Draghici是羅馬尼亞的經理，如此描述其感受：「我認為學習是貫穿一生的持續旅程，而這些領導力大師班課程讓我有機會獲悉其他觀點以及與我的經驗相似之處。於我們而言，參與的小組放開思想，用心創造了令人難忘的情感交流體驗，從而拉近了我們的距離。」



One of the participating groups at the Leadership Masterclasses
領導力大師班的參與小組之一

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Diversity and Inclusion

As of December 31, 2021, the Group employed a total of 2,283 employees, of which 16 were based in Hong Kong, 53 in Taizhou and the remaining 2,214 were in Europe. The male to female ratio was approximately 3.5:1. The majority of our employees were aged between 30 and 50, comprising 46% of the entire workforce.

多樣性及共融性

截至二零二一年十二月三十一日，本集團共有2,283名僱員，其中包括位於香港的16名僱員，位於台州的53名僱員，及其餘位於歐洲的2,214名僱員。男女比例約為3.5:1。大部分僱員年齡介乎30至50歲之間，佔總人數46%。

2021 Employee Diversity

二零二一年僱員多樣性

Gender

性別

Male	78%
男性	
Female	22%
女性	

Age

年齡

Under 30 years old	11%
30歲以下	
30-50 years old	46%
30至50歲	
Over 50 years old	43%
50歲以上	

Geographical location

地理位置

Europe	97%
歐洲	
Taizhou	2%
台州	
Hong Kong	1%
香港	

Function

職能

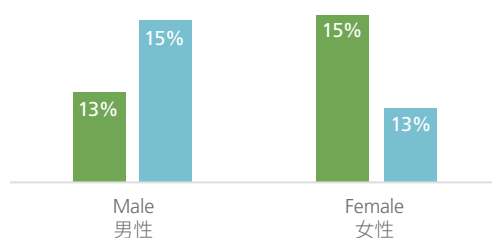
Management	11%
管理層	
Non-management	89%
非管理層	

Through our robust human resources management, the Group has fostered a culture where people stay for the long-term. During the Year, the Group's overall employee turnover rate was 14%, which declined from 24% in 2020. The new hire rate was 15%.

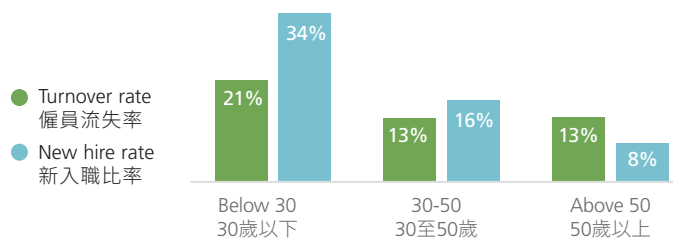
通過強有力的人力資源管理，本集團培育了員工長期留任的文化。於本年度，本集團的整體僱員流失率為14%，較二零二零年的24%有所下降。新入職比率為15%。

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Turnover and New Hire Rates (by Gender)
僱員流失率和新入職比率 (按性別劃分)



Turnover and New Hire Rates (by Age)
僱員流失比率和新入職比率 (按年齡劃分)



Employee Rights and Benefits

We make every effort to create and maintain a diversified and inclusive working environment for our employees, irrespective of race, age, gender, sexual orientation, personal circumstances, etc. In line with our values, the Group has employment and recruitment policies in place to ensure equality and prevent any form of discrimination. Prompt investigation is conducted when allegations of conduct violating our policies arise, including but not limited to discrimination, intimidation, harassment and retaliation. Proper disciplinary actions, up to and including discharge, are taken when necessary.

All policies and practices in respect of employees are in compliance with relevant laws and regulations. We respect and treat every employee fairly by signing employee contracts based on mutual agreement. The Group has set up standard guidelines that specify employees' working hours. Extra holidays or OT salaries at premium rates are given to employees who work overtime. To maintain exceptional employees, the Group offers competitive remuneration and benefits packages, including paid leave benefits, health and compensation insurance.

"Getting better together." – Under this motto, we launched a global online employee survey Pulse Check in 2021 to allow employees across the globe to express their opinion on the current change process and future development of Chiho group. It aimed to get an authentic picture of the staff's feeling and, above all, in order to be able to respond to suggestions, ambiguities or criticism. Results of the Pulse Check have been shared with the management team who is working on the follow-up actions.

僱員權益與福利

我們全力為僱員營造和維持一個多元化和共融的工作環境，不論種族、年齡、性別、性取向及個人情況等。根據我們的價值觀，本集團制定了僱傭及招聘政策，以確保平等並防止任何形式的歧視。若出現違反我們政策的行為指控（包括但不限於歧視、恐嚇、騷擾及報復），我們會立即展開調查。如有需要，我們會採取適當的紀律處分，直至並包括解僱。

所有與僱員有關的政策及慣例均符合相關法律法規。我們尊重並公平對待每名僱員，在雙方同意的基礎上簽訂員工合同。本集團已制定規範僱員工作時間的標準指引。僱員如超時工作，將獲得額外的假期或更高費率的超時工作薪金。為挽留優秀員工，本集團提供具競爭力的薪酬及福利待遇，包括帶薪休假福利、健康及補償保險。

「一起變得更好。」—以此為座右銘，我們於二零二一年啟動全球在線僱員調查Pulse Check，讓全球僱員表達其對齊合環保集團當前變革進程及未來發展的意見。該調查旨在了解僱員的真實感受，最重要的是，能夠對建議、分歧或批評作出回應。Pulse Check的結果已分享予正在採取後續行動的管理團隊。

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We also organised several regional online sharing and discussion forums “Ask Anything” in various locations. Management executives, including managing directors, were invited to participate in the “Ask Anything” forum which was a new form of dialog offered to local employees to allow them to have direct interactions with management team. In the forums, representative from the management team shared the latest information on the development of the Group while local employees could ask any live questions to the management executives. We believe that these “Ask Anything” forums provide valuable platforms to enhance communication between management and local employees.

我們還在不同地點組織多個區域性在線分享及討論論壇「有問必答」。包括董事總經理在內的管理行政人員受邀參加「有問必答」論壇，這是一種向當地僱員提供的新對話形式，讓彼等能夠與管理團隊進行直接互動。在論壇上，管理團隊代表分享了本集團發展的最新資訊，而當地僱員可現場向管理行政人員提出任何問題。我們相信，該等「有問必答」論壇為加強管理層與當地僱員之間的溝通提供了寶貴的平台。



“Ask Anything” in China
中國的「有問必答」

In 2021, we continued to focus on protecting and supporting our employees throughout the COVID-19 pandemic, including providing adequate high quality protection gears to our employees. Our employees are encouraged to maintain their physical exercise habits during the pandemic.

二零二一年，我們繼續專注於在整個COVID-19疫情期間保護及支持僱員，包括為僱員提供充足的優質防護裝備。我們鼓勵僱員在疫情期間保持體育鍛煉的習慣。

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The Group is also committed to supporting mental and physical wellness of our employees. Various activities are organised regularly to promote a healthy work-life balance. Moving forward, the Group will continue to enhance the relationships and maintain well-being of employees by organising a variety of corporate activities.

本集團亦致力支持僱員的身心健康。本集團定期組織各種活動，以促進工作與生活的健康平衡。展望未來，本集團將繼續透過組織各種企業活動，增進員工關係及維持員工福祉。



Snacks to employee during Mid-Autumn festival
中秋節期間為僱員提供零食

Labour Practices

The Group respects all human and labour rights, with zero tolerance for the use of child and forced labour. To eliminate the risk of child or forced labour, the Human Resource Department has implemented stringent rules on employees' age limit, which is enforced by identity checking for new hires. In Europe, all our permanent employees are 18 years old or older. In terms of young apprentices, we strictly comply with relevant labour laws and regulations and record the number of working hours for interns. In case of any instance of child employment due to the use of forged documents, we immediately terminate the contract. In 2021, the Group was not aware of any non-compliance with relevant laws and regulations³ that have a significant impact on the Group relating to employment and labour standards. There were no reported cases of child or forced labour during the Year.

勞工常規

本集團尊重所有人權及勞工權利，對使用童工及強制勞工抱零容忍的態度。為消除童工或強制勞工的風險，人力資源部對僱員的年齡限制實施嚴格的規定，會對新入職僱員進行身份檢查。在歐洲，我們所有的長期僱員均年滿18歲。對於青年學徒，我們嚴格遵守相關勞工法律法規，記錄實習工時數。如發生任何因使用偽造文件而導致僱傭童工的情況，我們將立即終止合同。二零二一年，本集團並無發現任何違反有關僱傭及勞工標準且對本集團造成重大影響的相關法律法規³的情況。於本年度並無報告童工或強制勞工的案例。

³ Please refer to the "Laws and Regulations" section for the labour-related laws and regulations.

³ 有關勞工的法律法規，請參閱「法律及法規」一節。

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Community Involvement

The Group fulfils its corporate social responsibility by continuously contributing to the community, driving positive changes through a wide range of activities in the aspects of environmental protection, sports, culture, health and education.

社區參與

本集團履行企業社會責任，持續回饋社會，在環保、體育、文化、健康及教育等領域開展廣泛的活動，推動積極變革。



Environmental protection 環保

Donate to the Sustainability and Recycling club;
向可持續發展及回收俱樂部捐款
Conduct paper collection from schools and plastic caps collection
從學校收集紙張及塑料瓶蓋



Sport 體育

Sponsor local sport clubs for promotion of youth sports and image, including tennis clubs, football clubs, horse clubs and wrestling clubs
贊助當地體育俱樂部，以推廣青少年運動及形象，包括網球俱樂部、足球俱樂部、馬術俱樂部和摔跤俱樂部



Culture 文化

Support an annual village festival; Make donations to local associations
支持一年一度的鄉村節日；向當地協會捐款



Health 健康

Donate to hospitals and families with children suffering from cancer;
向醫院及有患癌兒童的家庭捐款；
Support local fire departments; Join "Run for Women" to support local women's mental health
支持當地消防部門；加入「為女性而跑」，支持當地女性的心理健康



Education 教育

Provide funding for operations and education of local kindergarten and elementary school
為當地幼兒園及小學的運營及教育提供資金

Since 1999, Chiho has been providing collection, dismantling and recycling services for non-regulated electrical appliances under the "Green in the District" project which is oversight by the Environmental Protection Department of the Hong Kong SAR Government. We have collected and processed over 1,000 tons of end-of-life electrical appliances under the "Green in the District" project, making contributions to the local recycling and helping to reduce the burden on local landfills.

自一九九九年，齊合環保一直在香港特區政府環境保護署監管的「綠色區域」項目下，提供非管制電器的收集、拆解及回收服務。我們在「綠色區域」項目下收集及處理超過1,000噸報廢電器，為當地回收作出貢獻，幫助當地垃圾填埋場減輕負擔。

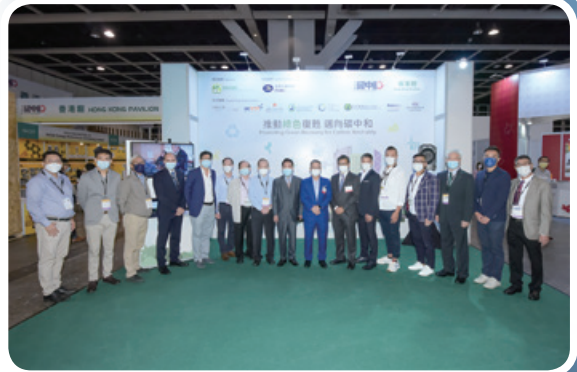
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Look ahead, we will continue to engage the communities where we have operations.

展望未來，我們將繼續參與我們經營所在社區的活動。



Jockey Club Look for Green Mobile Recycling Programme Opening
賽馬會尋找綠色手機回收計劃開幕



Promoting Green Recovery for Carbon Neutrality
推進綠色復甦邁向碳中和



Green – Sai Kung Opening Ceremony
「綠在西貢」開幕禮



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OPERATIONAL EXCELLENCE

The Group's strategy is to systematically raise the quality of operations and work processes, striving for excellence in all aspects of our operations and services, including supply chain management, product quality, customer service, and data privacy.



Our commitments and programs as described above contribute to: Target 16.5, 16.6 – Reduce all forms of corruption and bribery, as well as to develop effective, accountable and transparent institutions at all levels

我們的上述承諾及計劃有助於實現：目標16.5、16.6—減少一切形式的貪污及賄賂，並在各級建立有效、具問責性及透明度的機構

卓越經營

本集團的策略是系統地提高營運及工作流程的質量，在供應鏈管理、產品質量、客戶服務及數據私隱等營運及服務的各個方面力求卓越。

Engaging Our Supply Chain

The Group is devoted to conducting business with suppliers who share our commitment to sustainability. We pay close attention to the development of a robust procurement network and work with only renowned suppliers worldwide to ensure the stability of upstream supplies and to improve control over our supply chain.

Raw materials are sourced from a range of suppliers located around the world. The Group's sourcing strategy helps diversify the risk exposure to changes in regulatory policy in specific places. We are confident of our ability to respond quickly to unanticipated occurrences that may impact our business. We had a total of 31,310 suppliers during the Year.

參與供應鏈

本集團致力與具有相同可持續發展理念的供應商開展業務。我們密切關注健全採購網絡的發展，僅與全球知名供應商合作，以確保上游供應的穩定性，提高對供應鏈的控制。

原材料自世界各地的許多供應商採購。本集團的採購策略有助於分散特定地區監管政策變化帶來的風險。我們相信，我們能夠快速應對可能影響我們業務的意外事件。於本年度，我們共有31,310間供應商。

Number of Suppliers by Geographical Region

按地區劃分的供應商數目

Europe 歐洲	31,181
Taizhou 台州	109
Hong Kong 香港	20

We have a rigorous supplier selection and evaluation procedure in place to assure the integrity of our procurement and a steady supply of high-quality raw materials. We select and engage with suppliers who adhere to our sustainability criteria, with an emphasis on those who use internationally recognised management systems. Prior to entering any agreements, suppliers are selected based on their material quality, financial stability, reputation, and environmental performance.

我們設有嚴格的供應商挑選及評估程序，以確保採購的完整性及優質原材料的穩定供應。我們選擇並聘用符合我們可持續發展標準的供應商，特別是該等採用國際公認管理體系的供應商。於訂立任何協議之前，我們根據材料質量、財務穩定性、聲譽及環境績效選擇供應商。

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The Group closely monitors its suppliers to ensure compliance with its expectations. We arrange for an in-person visit with the suppliers to verify the accuracy of the data and information provided. In addition, we constantly assess our suppliers through questionnaires and other means of contact to ensure that their business practices adhere to our standards. We also monitor supplier performance on an annual basis using our standardised rating system, ensuring corrective action can be taken early in case of a quality or reliability issue. Otherwise, appropriate disciplinary action, including termination of the commercial agreement, is taken.

We provide training materials to our suppliers in order to educate them about our business operation, helping them improve the effectiveness of waste scrap collection in their processes. This action contributes to carbon reduction by minimizing waste raw materials and promoting a sustainable economy. Each year, we host a few seminars to educate suppliers about any changes in waste management legislation, ensuring they comply with all legal standards and help reduce operational impacts on the environment.

Product Responsibility

Quality Assurance

The Group has committed to providing high-quality products and services. Our scrap transport, storage, processing, and production activities adhere to all applicable environmental licenses and regulations, as well as health and safety standards. We have a business policy in place that outlines our approaches to quality control and our quality management systems are certified under the ISO 9001 Standard.

Throughout the manufacturing process, we closely monitor materials and product quality. Waste materials are inspected upon arrival at our processing facilities for dismantling and classification. Product quality and standards are monitored in accordance with our non-conforming product control methods. The director of the operation center is immediately notified if any defective product is found. The Purchasing Department is responsible for communicating with associated departments regarding the reporting and return of unqualified products. Non-conforming batches are reviewed and isolated to prevent misuse of unqualified materials, which are returned to suppliers for reprocessing or other corrective steps.

本集團密切監察其供應商以確保符合其預期。我們安排與供應商進行面對面訪問，以驗證所提供數據及資料的準確性。此外，我們通過問卷調查及其他聯繫方式不斷評估我們的供應商，以確保其商業行為符合我們的標準。我們亦使用標準化評級系統每年監察供應商的表現，確保在出現質量或可靠性問題時能夠及早採取糾正措施。否則，我們將採取適當的紀律處分，包括終止商業協議。

我們向供應商提供培訓材料，以使彼等了解我們的業務營運，幫助彼等提高工藝流程中廢料收集的效率。此舉有助於最大限度地減少原材料浪費及促進可持續經濟來減少碳排放。我們每年會舉辦多次研討會，向供應商宣傳有關廢棄物管理立法的任何變化，確保彼等遵守所有法律標準並幫助減少營運對環境的影響。

產品責任

質量保證

本集團一直致力於提供優質的產品及服務。我們的廢料運輸、儲存、加工及生產活動均遵守所有適用的環境許可及法規，以及健康與安全標準。我們設有業務政策，其中概述我們的質量控制方法，且我們的質量管理體系已通過ISO 9001標準認證。

我們在整個生產過程中均會密切監控材料和產品質量。廢料在送達加工場後會先進行檢查再進行拆解及分類。我們會根據不合格產品控制程序對產品質量和標準進行監察。若發現任何有瑕疵的產品，須立即告知營運中心主管。採購部會負責就不合格產品的匯報和退貨與相關部門保持溝通。不合規格的產品批次會進行複檢及分開存放，以免誤用不合格的材料。不合規格的產品批次會被退回供應商進行再加工或其他糾正措施。

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We set targets to ensure that all inspection standards are met, including those pertaining to the environmental quality status, categorization, and authentication. The quality department inspects materials in line with the disassembly quality standards and maintains monthly records for data analysis. In 2021, there was no case reported on product recalls for health and safety reasons.

Customer Satisfaction

The Group constantly strives to exceed customer expectations by taking consumer thoughts and feedback seriously. Our client relationship management digital platform enables us to keep a master data set for customer information and the history of communication with each customer, enabling us to provide tailored services and improve customer interactions.

The Sales Department conducts a consumer satisfaction survey on an annual basis, aiming to gauge client feedback on our product quality, service, pricing, and delivery. In the pursuit of continual improvement, we have established customer satisfaction targets and track our progress on an annual basis.

We have a complaint process in place to address consumer concerns and communicate with them about our services and products. The Register of Notification of Complaints is the key component of the mechanism established for collecting and documenting client comments and complaints. According to our complaint handling policy, complaints are documented and investigated by the appropriate departments, which subsequently propose and implement corrective measures.

Information Privacy

To protect the privacy of the Group, its employees, and customers, we have established an internal confidentiality management policy that stipulates the collection, use, and disclosure of company and customer information. Unauthorised disclosure of any personal data, customer information, business status, or other information to any third party is strictly prohibited.

我們訂立目標以確保達到所有檢驗標準（包括與環保質量狀況、分類及鑑定有關者）。質量部門會按照拆解質量標準對材料進行檢驗，並每月保存記錄進行數據分析。二零二一年，概無報告因健康與安全原因而召回產品的案例。

客戶滿意度

本集團認真對待消費者的想法和反饋，不斷努力超越客戶的期望。我們的客戶關係管理數字平台使我們能夠保留客戶信息的主數據集以及與每名客戶的溝通記錄，從而使我們能夠提供量身定制的服務並改善客戶互動。

銷售部每年進行一次消費者滿意度調查，旨在了解客戶對我們的產品質量、服務、定價及交付的反饋。為追求持續改進，我們制定了客戶滿意度目標並每年跟蹤我們的進度。

我們設有投訴流程，以解決消費者的擔憂並與彼等就我們的服務和產品進行溝通。投訴通知登記冊是為收集和記錄客戶意見和投訴而建立的機制的關鍵組成部分。根據我們的投訴處理政策，投訴由相關部門記錄和調查，隨後提出並實施糾正措施。

信息私隱

為保護本集團、其僱員及客戶的私隱，我們已制定內部保密管理政策，訂明公司及客戶信息的收集、使用及披露。嚴禁未經授權向任何第三方披露任何個人數據、客戶信息、業務狀況或其他信息。

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Our data protection officers are responsible for the protection and upkeep of our organization's data assets. To avoid unintended disclosure of company information, all workers must exercise due diligence when handling such information. Additionally, business information is safeguarded through the use of confidentiality agreements with external contractors and suppliers, with the goal of preventing leakage of transaction details and information on patented technologies. To protect the Group's intellectual property rights, we have registered our ownership and entered into contracts with our business partners.

In 2021, we were not aware of any instance of non-compliance with laws and regulations⁵ having a significant impact on the Group concerning health and safety, advertising, labelling⁴ and privacy matters relating to products and services provided.

Our Hong Kong operation group has obtained the ISO 27001:2013 Information Security Management certification during the Year, demonstrating our system's capability to perform business operations relating to data erasure, hard disk data degaussing, and private information destruction.

In Europe, we have set up the data protection group to oversee the matters related to data protection. Information technology policy and data protection policy are reviewed regularly and updated when necessary to ensure compliance with the latest rules and regulations. Internal audits on compliance with information technology policy and data protection policy are also carried out regularly to identify non-compliance and weaknesses, followed by policy review and mitigation actions.

In order to enhance our information protection, we upgraded our email system and set up two-factor authentication for all email logins in 2021. Regular information and trainings concerning information technology protection and security are also provided to employees to improve the general awareness of information security in the Group.

數據保護人員負責保護及維護組織的數據資產。為避免公司資料遭意外洩露，所有員工在處理有關資料時都必須進行盡職調查。此外，我們通過使用與外部承包商及供應商的保密協議來保護業務資料，以防洩露交易細節及專利技術資料。為保護本集團的知識產權，我們已註冊自身的所有權並與業務夥伴簽訂合同。

二零二一年，我們並無發現任何與所提供的產品及服務在健康及安全、廣告、標籤⁴及私隱方面有關，且對本集團造成重大影響的違法違規事件⁵。

我們的香港營運集團於本年度取得ISO 27001:2013信息安全管理認證，證明我們的系統有能力執行與數據清除、硬盤數據消磁及私人信息銷毀有關的業務操作。

在歐洲，我們成立了數據保護小組，以監督與數據保護相關的事項。信息技術政策及數據保護政策會定期予以審查並在必要時更新，以確保符合最新的規則及法規。我們亦定期對信息技術政策及數據保護政策的合規性進行內部審計，以識別不合規情況及薄弱環節，然後進行政策審查及採取緩解措施。

為加強信息保護，我們於二零二一年對郵箱系統進行升級，並對所有郵箱登錄設置雙因素認證。我們亦定期向僱員提供有關信息技術保護與安全方面的信息及培訓，提高本集團的整體信息安全意識。

⁴ The Group's business does not involve in advertising and product labelling activities.

⁵ Please refer to the "Laws and Regulations" section for the product responsibility-related laws and regulations.

⁴ 本集團的業務不涉及廣告及產品標籤活動。

⁵ 有關產品責任的法律法規，請參閱「法律及法規」一節。

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Anti-corruption

The Group continued to maintain high standards of good faith, prohibiting any form of embezzlement, money laundering, bribery, fraud, and other immoral practices. Our anti-corruption policy, stipulating the business norms to be followed, is included in the employee handbook, helping employees understand relevant roles, rules, and requirements to ensure accountability. In 2021, the Company recorded zero concluded legal cases regarding corrupt practices and was not aware of any non-compliance of relevant laws and regulations⁶ that have a significant impact on the Company relating to bribery, extortion, fraud and money laundering which was not involved in any corruption cases.

We review our operations for corruption risks and organise our training to address those risks. In 2021, in addition to the anti-corruption and online compliance training organised, our European operation held a compliance day in November 2021 for all middle management employees.

The Group has a strict whistleblowing mechanism in place, encouraging employees to report any corrupt behaviors such as corruption, bribery and fraud. Employees can submit complaints through several channels including the 24-hour hotline, emails and mails. The investigation is conducted based on incident seriousness and information credibility. Appropriate actions are taken when necessary upon reporting to the board of directors.

反貪污

本集團繼續保持高標準的誠信，禁止任何形式的貪污、洗錢、賄賂、欺詐及其他不道德行為。我們的反貪污政策規定了應遵循的業務規範，並納入員工手冊，有助員工了解相關角色、規則及要求，以確保可予問責。二零二一年，本公司有關貪污行為的已審結法律案件記錄為零，並無發現任何違反有關賄賂、勒索、欺詐及洗錢且對本公司造成重大影響的法律法規⁶的情況，概無涉及任何貪污案件。

我們審查業務是否存在貪污風險，並組織培訓以應對該等風險。二零二一年，除組織反貪污及在線合規培訓外，我們的歐洲營運據點於二零二一年十一月為所有中層管理員工舉辦了合規日。

本集團設有嚴格的舉報機制，鼓勵僱員舉報貪污、賄賂及欺詐等腐敗行為。僱員可通過24小時熱線、電子郵件及信件等多種渠道提交投訴。我們根據事件嚴重性及信息可信度進行調查。如有需要，我們會在向董事會匯報後採取適當行動。

⁶ Please refer to the "Laws and Regulations" section for the anti-corruption-related laws and regulations.

⁶ 有關反貪污的法律法規，請參閱「法律及法規」一節。

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LAWS AND REGULATIONS

法律及法規

Topics 議題	Applicable Laws and Regulations 適用的法律法規	Section/Remarks 章節／備註
Emissions 排放物	- Environmental Protection Law of the PRC 《中華人民共和國環境保護法》 - Atmospheric Pollution Prevention and Control Law of the PRC 《中華人民共和國大氣污染防治法》 - Water Pollution Prevention and Control Law of the PRC 《中華人民共和國水污染防治法》 - Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste 《中華人民共和國固體廢物污染環境防治法》 - Law of the PRC on Prevention and Control of Pollution from Environmental Noise 《中華人民共和國環境噪聲污染防治法》 - Commercial Waste Ordinance 《商業廢物條例》 - German Technical Instructions on Noise 德國《噪聲技術指令》 - Federal Emission Control Act (Bundes-Immissionsschutzgesetz) (BImSchG) 《聯邦排放控制法》(Bundes-Immissionsschutzgesetz) (BImSchG)	ENVIRONMENTAL STEWARDSHIP – Environmental Management 環境管理－環境管理

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LAWS AND REGULATIONS (continued)

法律及法規 (續)

Topics 議題	Applicable Laws and Regulations 適用的法律法規	Section/Remarks 章節／備註
Use of Resources 資源使用	- Energy Conservation Law of the PRC 《中華人民共和國節約能源法》 - Meteorology Law of the PRC 《中華人民共和國氣象法》 - Water Law of the PRC 《中華人民共和國水法》 - Federal Water Resources Act (Wasserhaushaltsgesetz) (WHG) 《聯邦水資源法》(Wasserhaushaltsgesetz) (WHG) - Natural Resources Management Act 《自然資源管理法》 - Resource Conservation and Recovery Act (RCRA) 《資源保護與回收法》(RCRA)	ENVIRONMENTAL STEWARDSHIP – Environmental Management 環境管理－環境管理

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LAWS AND REGULATIONS (continued)

法律及法規 (續)

Topics 議題	Applicable Laws and Regulations 適用的法律法規	Section/Remarks 章節／備註
Environmental and Natural Resources 環境及自然資源	- Cleaner Production Promotion Law of the PRC 《中華人民共和國清潔生產促進法》 - Emergency Response Law of the PRC 《中華人民共和國突發事件應對法》 - Law of the PRC on Appraising Environmental Impacts 《中華人民共和國環境影響評價法》 - Federal Soil Protection Act (Bundes-Bodenschutzgesetz) (BBodSchG) 《聯邦土壤保護法》(Bundes-Bodenschutzgesetz) (BBodSchG) - Nature Protection and Landscape Conservation Act (Bundes-Naturschutzgesetz) (BNatSchG) 《自然保護與景觀保護法》(Bundes-Naturschutzgesetz) (BNatSchG) - Environmental Impact Assessment Act (Umweltverträglichkeitsprüfungsgesetz) (UVPg) 《環境影響評估法》(Umweltverträglichkeitsprüfungsgesetz) (UVPg) - Closed Cycle Management Act (Kreislaufwirtschaftsgesetz) (KrWG) 《閉合循環管理法》(Kreislaufwirtschaftsgesetz) (KrWG) - National Environmental Policy Act 《國家環境政策法》	ENVIRONMENTAL STEWARDSHIP – Environmental Management 環境管理－環境管理

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LAWS AND REGULATIONS (continued)

法律及法規 (續)

Topics 議題	Applicable Laws and Regulations 適用的法律法規	Section/Remarks 章節／備註
Labour 勞工	- Labour Law of the PRC 《中華人民共和國勞動法》 - Labour Contract Law of the PRC 《中華人民共和國勞動合同法》 - Law of the PRC on the Protection of Disabled Persons 《中華人民共和國殘疾人保障法》 - Women's Right Protection Law of the PRC 《中華人民共和國婦女權益保障法》 - Trade Union Law of the PRC 《中華人民共和國工會法》 - Special Rules on the Labour Protection of Female Employees 《中華人民共和國女職工勞動保護特別規定》 - Law of the PRC on the Protection of Minorities 《中華人民共和國少數民族保護法》 - Provisions on the Prohibition of Using Child Labour 《禁止使用童工規定》 - The Employment Ordinance in Hong Kong 香港《僱傭條例》 - The Employee's Compensation Ordinance in Hong Kong 香港《僱員補償條例》 - The Sex Discrimination Ordinance in Hong Kong 香港《性別歧視條例》	OUR PEOPLE & COMMUNITIES – Labour Practices 我們的員工與社區 – 勞工常規

LAWS AND REGULATIONS (continued)

法律及法規 (續)

Topics 議題	Applicable Laws and Regulations 適用的法律法規	Section/Remarks 章節／備註
	- The Race Discrimination Ordinance in Hong Kong 香港《種族歧視條例》 - The Disability Discrimination Ordinance in Hong Kong 香港《殘疾歧視條例》 - The Employment of Children Regulations in Hong Kong 香港《僱用兒童規例》 - The Federal Vacation Act (Bundesurlaubsgesetz – BUrlG) 《聯邦度假法》(Bundesurlaubsgesetz – BUrlG) - Working Time Act (Arbeitszeitgesetz – ArbZG) 《工作時間法》(Arbeitszeitgesetz – ArbZG) - Maternity Protection Act (Mutterschutzgesetz – MuSchG) 《生育保護法》(Mutterschutzgesetz – MuSchG) - Fair Labor Standards Act (FLSA) 《公平勞動標準法》(FLSA) - Federal Employees’ Compensation Act (FECA) 《聯邦僱員賠償法》(FECA) - Employee Retirement Income Security Act (ERISA) 《員工退休收入保障法》(ERISA) - Labor-Management Reporting and Disclosure Act (LMRDA) 《勞資報告與披露法》(LMRDA)	

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LAWS AND REGULATIONS (continued)

法律及法規 (續)

Topics 議題	Applicable Laws and Regulations 適用的法律法規	Section/Remarks 章節／備註
Health and Safety 健康與安全	- Law of the PRC on the Prevention and Control of Occupational Diseases 《中華人民共和國職業病防治法》 - Regulations on Workplace Occupational Health Supervision 《工作場所職業衛生監督管理規定》 - National Occupational Disease Control Plan (2016-2020) 《國家職業病防治規劃》(2016-2020) - The Employees' Compensation Ordinance in Hong Kong 香港《僱員補償條例》 - Production Safety Law of the PRC 《中華人民共和國安全生產法》 - The Occupational Safety and Health Ordinance in Hong Kong 香港《職業安全及健康條例》 - Occupational Injury Act in Europe 歐洲《職業傷害法案》 - Occupational Health and Safety Act (Arbeitsschutzgesetz) 《職業健康與安全法》(Arbeitsschutzgesetz) - Occupational Safety and Health (OSH) Act 《職業安全衛生法》	PROTECTING OUR PEOPLE – Safety Management and Governance 保護員工－安全管理與治理

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LAWS AND REGULATIONS (continued)

法律及法規 (續)

Topics 議題	Applicable Laws and Regulations 適用的法律法規	Section/Remarks 章節／備註
Product Responsibility 產品責任	- Product Quality Law of the PRC 《中華人民共和國產品質量法》 - Production Safety Law of the PRC 《中華人民共和國安全生產法》 - Law of the PRC on the Protection of Consumer Rights and Interests 《中華人民共和國消費者權益保護法》 - Provisions of the Safety Management 《安全管理條例》 - Patent Law of the PRC 《中華人民共和國專利法》 - The Personal Data Ordinance in Hong Kong 香港《個人資料條例》 - European Union Data Protection Ordinance (GDPR) 《歐盟數據保護條例》(GDPR) - Product Liability Act (Produkthaftungsgesetz) 《產品責任法》(Produkthaftungsgesetz) - Consumer Protection Act 《消費者保護法》 - Personal Jurisdiction 《個人管轄權》	OPERATIONAL EXCELLENCE – Product Responsibility 卓越經營－產品責任

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法律及法規 (續)

Topics 議題	Applicable Laws and Regulations 適用的法律法規	Section/Remarks 章節／備註
Anti-corruption 反貪污	- Criminal Law of the PRC 《中華人民共和國刑法》 - Anti-Unfair Competition Law of the PRC 《中華人民共和國反不正當競爭法》 - Supervision Law of the PRC 《中華人民共和國監察法》 - Prevention of Bribery Ordinance in Hong Kong 香港《防止賄賂條例》 - The Competition Ordinance in Hong Kong 香港《競爭條例》 - German Criminal Code 《德國刑法》 - The Foreign Corrupt Practices Act 《反海外腐敗法》	OPERATIONAL EXCELLENCE – Anti-corruption 卓越經營－反貪污

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PERFORMANCE DATA SUMMARY

表現數據概要

		2021 二零二一年	2020 二零二零年
Environment 環境	Annual Group Sales Quantities (tonnes) 年度集團銷量 (噸)	2,996,021	2,863,201
	Total Energy Consumption (MJ) 能源消耗總量 (兆焦耳)	551,168,007	711,653,845
	Energy Intensity (MJ/tonne of product sold) 能源密度 (兆焦耳／噸售出產品)	184.0	248.6
	Electricity purchased (kWh) 採購電力 (千瓦時)	48,428,142	74,238,484
	Heating purchased (kWh) 採購熱能 (千瓦時)	169,416	1,254,181
	Diesel (litres) 柴油 (升)	9,625,420	10,773,783
	Natural gas (m ³) 天然氣 (立方米)	396,537	983,891
	Propane gas (litres) 丙烷 (升)	123,780	154,190
	Heating oil (litres) 燃料油 (升)	117,381	120,563
	Gasoline (litres) 汽油 (升)	70,086	60,921
	Liquid gas (litres) 液化氣 (升)	162,810	173,117
	Water 水		
	Water (m ³) 水 (立方米)	94,779	187,466
	Water intensity (m ³ /tonne of product sold) 水密度 (立方米／噸售出產品)	0.0316	0.066
	Packaging 包裝		
	Plastic bags (Hong Kong) (pcs) 塑膠袋 (香港) (個)	3,300	4,800
	Packaging material (Europe) (tonnes) 包裝材料 (歐洲) (噸)	196	167

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PERFORMANCE DATA SUMMARY (continued)

表現數據概要 (續)

	2021 二零二一年	2020 二零二零年
Greenhouse Gases Emissions 溫室氣體排放量		
Total emissions (tCO ₂ e) 總排放量 (噸二氧化碳當量)	37,086	58,649
Scope 1 (tCO ₂ e) 範圍一 (噸二氧化碳當量)	30,100	30,494
Scope 2 (tCO ₂ e) 範圍二 (噸二氧化碳當量)	6,986	28,155
Emission intensity (tCO ₂ e/tonne of product sold) 排放密度 (噸二氧化碳當量／噸售出產品)	0.0124	0.021
Air Emissions 廢氣排放量		
Sulphur oxides (SO _x) (kg) 硫氧化物(SO _x) (千克)	2,113	1,931
Nitrogen oxides (NO _x) (kg) 氮氧化物(NO _x) (千克)	2,449	2,311
Particulate matters (PM) (kg) 懸浮顆粒(PM) (千克)	1,651	2,199
Waste 廢棄物		
Hazardous waste (tonnes) 有害廢棄物 (噸)	10,016	3,892
Non-hazardous waste (tonnes) 無害廢棄物 (噸)	105,608	217,438

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PERFORMANCE DATA SUMMARY (continued)

表現數據概要 (續)

		2021 二零二一年	2020 二零二零年
Workforce Demographics 員工統計	Total Number of Employees 僱員總數	2,283	2,543
	By Geographical Distribution 按地區劃分		
	Hong Kong 香港	16	18
	Taizhou 台州	53	86
	Europe 歐洲	2,214	2,439
	By Age 按年齡劃分		
	Below 30 30歲以下	253	301
	30 to 50 30至50歲	1,048	1,177
	Above 50 50歲以上	982	1,065
	By Gender 按性別劃分		
	Male 男性	1,770	1,999
	Female 女性	513	544
	By Employment Type 按僱傭類型劃分		
	Full-time 全職	2,175	—
	Part-time 兼職	108	—
	By Profession Distribution 按專業劃分		
	Management 管理層	240	244
	Non-management 非管理層	2,043	2,299

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PERFORMANCE DATA SUMMARY (continued)

表現數據概要 (續)

	2021 二零二一年	2020 二零二零年
Employee Turnover Rate 僱員流失比率	14%	24%
By Age 按年齡劃分		
Below 30 30歲以下	21%	34%
30 to 50 30至50歲	13%	28%
Above 50 50歲以上	13%	17%
By Gender 按性別劃分		
Male 男性	13%	24%
Female 女性	15%	26%
By Geographical Distribution 按地區劃分		
Hong Kong 香港	19%	—
Taizhou 台州	77%	—
Europe 歐洲	12%	—

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PERFORMANCE DATA SUMMARY (continued)

表現數據概要 (續)

	2021 二零二一年	2020 二零二零年
Employee New Hire Rate 新聘僱員比率	15%	19%
By Age 按年齡劃分		
Below 30 30歲以下	34%	65%
30 to 50 30至50歲	16%	19%
Above 50 50歲以上	8%	6%
By Gender 按性別劃分		
Male 男性	15%	20%
Female 女性	13%	14%
By Geographical Distribution 按地區劃分		
Hong Kong 香港	6%	—
Taizhou 台州	15%	—
Europe 歐洲	15%	—

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PERFORMANCE DATA SUMMARY (continued)

表現數據概要 (續)

		2021	2020
		二零二一年	二零二零年
Health and Safety 健康與安全	Safety Performance 安全表現		
	Work-related injuries 工傷	154	168
	Lost days due to work injury 因工傷損失工作日數	2,959	3,570
	Injury rate 工傷率	7%	7%
	Work-related fatalities 因工作關係而死亡	0	0
	Safety Training 安全培訓		
	Training person-times 受訓人次	7,807	7,755
	Total training hours 培訓總時數	7,295	7,502

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PERFORMANCE DATA SUMMARY (continued)

表現數據概要 (續)

		2021 二零二一年	2020 二零二零年
Training 培訓	Average Training Hours 平均培訓時數		
	By Gender 按性別劃分		
	Male 男性	1.55	5.20
	Female 女性	1.40	5.05
	By Profession Distribution 按專業劃分		
	Management 管理層	3.35	7.02
	Non-management 非管理層	1.30	4.97
	Percentage of Employees Trained 受訓僱員百分比		
	By Gender 按性別劃分		
	Male 男性	28%	75%
	Female 女性	49%	87%
	By Profession Distribution 按專業劃分		
	Management 管理層	48%	84%
	Non-management 非管理層	30%	77%

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PERFORMANCE DATA SUMMARY (continued)

表現數據概要 (續)

		2021 二零二一年	2020 二零二零年
Supply Chain 供應鏈	Total Number of Suppliers 供應商總數	31,310	30,934
	By Geographical Distribution 按地區劃分		
	Hong Kong 香港	20	18
	Taizhou 台州	109	62
	Europe 歐洲	31,181	30,854

* Notes:

(1) Calculation standards and methodologies for GHG emissions:

Carbon emissions are calculated using "Greenhouse Gas Protocol" published by the World Resources Institute and World Business Council on Sustainable Development

The sources of published emission factors for the reporting of GHG emissions are:

- (a) 2020 Sustainability Report of CLP
- (b) "Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong" published by the Environmental Protection Department
- (c) "2019 China Regional Grid Baseline Emission Factor for Emission Reduction Project" published by the Ministry of Ecology and Environment of the People's Republic of China

* 附註：

(1) 溫室氣體排放的計算標準與方法：

碳排放乃使用世界資源研究所及世界企業永續發展委員會刊發的「溫室氣體盤查議定書」計算

關於報告溫室氣體排放的已刊發排放因子的來源如下：

- (a) 中電2020年可持續發展報告
- (b) 環境保護署刊發的「香港建築物(商業、住宅或公共用途)的溫室氣體排放及減除的核算和報告指引」
- (c) 中華人民共和國生態環境部刊發的「2019年度減排項目中國區域電網基準線排放因子」

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GRI AND HKEX ESG CONTENT INDEX

Chiho references Global Reporting Initiative (GRI), a global framework for sustainability reporting, and the HKEX ESG Reporting Guide.

GRI及香港交易所環境、社會及管治內容索引

齊合環保參考了全球報告倡議組織(GRI) (一個可持續發展報告的全球框架) 及香港交易所環境、社會及管治報告指引。

Topics	Disclosure	HKEX ESG Guide	Section Title	Page	Remarks/Reasons for Omission
指標	描述	香港交易所環境、社會及管治指引	章節	頁碼	備註／省略原因
GRI 101: Foundation 2016 GRI 101：基礎2016					
GRI 102: General Disclosures 2016 GRI 102：一般披露2016					
Organizational Profile 組織概況					
102-1	Name of the organization 組織名稱		About this Report 關於本報告	2-3	
102-2	Activities, brands, products and services 活動、品牌、產品及服務				
102-3	Location of headquarters 總部位置		About Chiho 關於齊合環保	7-11	
102-4	Location of operations 營運位置				
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		About Chiho 關於齊合環保	7-11	
102-7	Scale of the organization 組織規模		Performance Data Summary; 2021 Annual Report 表現數據概要； 二零二一年年報	59-66	

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治內容索引 (續)**

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指標	描述	香港交易所環 境、社會及管 治指引	章節	頁碼	備註／省略原因
102-8	Information on employees and other workers 關於僱員及其他工人的資料	KPI B1.1 關鍵績效指標 B1.1	Diversity and Inclusion; Performance Data Summary 多樣性及共融性； 表現數據概要	40-41; 59-66	
102-9	Supply chain 供應鏈	KPI B5.1 關鍵績效指標 B5.1	Engaging Our Supply Chain 參與供應鏈	46-47	
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. 概無重大變動。
102-11	Precautionary principle or approach 預警原則或方針		Environmental Management 環境管理	29	
102-12	External initiatives 外部倡議				No pledges to external initiatives. 概無向外部倡議作出 保證。
102-13	Membership of associations 協會的成員資格		About Chiho 關於齊合環保	7-11	

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Topics	Disclosure	HKEX ESG Guide	Section Title	Page	Remarks/Reasons for Omission
指標	描述	香港交易所環境、社會及管治指引	章節	頁碼	備註／省略原因
Strategy 戰略					
102-14	Statement from senior decision-maker 高級決策者的聲明		Message from Chairman 主席致辭	4-6	
Ethics and Integrity 道德與誠信					
102-16	Values, principles, standards, and norms of behaviour 價值觀、原則、標準及行為規範		Our Vision; Our Mission; Our Culture 我們的願景；我們的使命； 我們的文化	Cover 封面	
Governance 管治					
102-18	Governance structure 管治架構		2021 Annual Report; Sustainability Management Approach 二零二一年年報； 可持續發展管理方針	12-19	

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Topics	Disclosure	HKEX ESG Guide	Section Title	Page	Remarks/Reasons for Omission
指標	描述	香港交易所環境、社會及管治指引	章節	頁碼	備註／省略原因
Stakeholders 利益相關者					
102-40	List of stakeholder groups 利益相關者群體列表		Sustainability Management Approach 可持續發展管理方針	12-19	
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 利益相關者的識別及遴選		Chiho's Materiality 齊合環保重要性評估	14	
102-43	Approach to stakeholder engagement 利益相關者參與方針				
102-44	Key topics and concerns raised 提出的主要議題及關切問題		Sustainability Management Approach 可持續發展管理方針	12-19	

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Topics	Disclosure	HKEX ESG Guide	Section Title	Page	Remarks/Reasons for Omission
指標	描述	香港交易所環 境、社會及管 治指引	章節	頁碼	備註／省略原因
Reporting Practice					
報告實踐					
102-45	Entities included in the consolidated financial statements 綜合財務報表中所涵蓋的實體				2021 Annual Report 二零二一年年報
102-46	Defining report content and topic boundaries 界定報告內容及議題邊界		About this Report 關於本報告	2-3	
102-47	List of material topics 重要議題列表		Chiho's Materiality 齊合環保重要性評估	14	
102-48	Restatements of information 資料重述				There are no restatements. 概無作出重述。
102-49	Changes in reporting 報告變動				No significant changes. 概無重大變動。
102-50	Reporting period 報告期		About this Report 關於本報告	2-3	
102-51	Date of most recent report 最近報告日期				July 2021 二零二一年七月

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指標	描述	香港交易所環境、社會及管治指引	章節	頁碼	備註／省略原因
102-52	Reporting cycle 報告週期				Annual reporting cycle 年度報告週期
102-53	Contact point for questions regarding the report 有關本報告問題的聯絡人信息		About this Report 關於本報告	2-3	
102-54	Claims of reporting in accordance with the GRI standards 遵照GRI標準進行報告的聲明				
102-55	GRI content index GRI內容索引		GRI and HKEX ESG Content Index GRI及香港交易所環境、社會及管治內容索引	67-91	
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。

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Topics	Disclosure	HKEX ESG Guide	Section Title	Page	Remarks/Reasons for Omission
指標	描述	香港交易所環 境、社會及管 治指引	章節	頁碼	備註／省略原因
Material Topics 重要議題					
GRI 201: Economic Performance GRI 201：經濟績效					
GRI 103: Management Approach 2016 GRI 103：管理方法2016					
103-1	Explanation of the material topic and its boundary 對重要議題及其邊界的說明	A4 General Disclosure A4一般披露	Tackling Climate Change 應對氣候變化	23-24	
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				
Topic-specific Disclosures 議題專項披露					
201-1	Direct economic value generated and distributed 所產生及分配的直接經濟價值				2021 Annual Report 二零二一年年報
201-2	Financial implications and other risks and opportunities due to climate change 氣候變化帶來的財務影響以及 其他風險和機遇	KPI A4.1 關鍵績效指標 A4.1	Tackling Climate Change 應對氣候變化	23-24	

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指標	描述	香港交易所環境、社會及管治指引	章節	頁碼	備註／省略原因
GRI 205: Anti-corruption 2016 GRI 205：反貪污2016					
GRI 103: Management Approach 2016 GRI 103：管理方法2016					
103-1	Explanation of the material topic and its boundary 對重要議題及其邊界的說明	B7 General Disclosure; KPI B7.2 B7一般披露；關鍵績效指標 B7.2	Anti-corruption 反貪污	50	
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				
Topic-specific Disclosures 議題專項披露					
205-3	Confirmed incidents of corruption and actions taken 已確認的貪腐事件及採取的行動	KPI B7.1 關鍵績效指標 B7.1	Anti-corruption 反貪污	50	The Group will plan training for directors in 2022. 本集團將於二零二二年計劃為董事培訓。
205-2	Communication and training about anti-corruption policies and procedures 關於反貪污政策及程序的溝通和培訓	KPI B7.3 關鍵績效指標 B7.3			

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指標	描述	香港交易所環境、社會及管治指引	章節	頁碼	備註／省略原因
GRI 307: Environmental Compliance 2016 GRI 307：環境合規2016					
GRI 103: Management Approach 2016 GRI 103：管理方法2016					
103-1	Explanation of the material topic and its boundary 對重要議題及其邊界的說明	A1 General Disclosure A1一般披露	Environmental Management 環境管理	29	
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				
Topic-specific Disclosures 議題專項披露					
307-1	Non-compliance with environmental laws and regulations 違反環境法律法規	A1 General Disclosure A1一般披露	Environmental Management 環境管理	29	There was no non-compliance with environmental laws recorded during the Year. 於本年度並無違反環境法例。

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Topics	Disclosure	HKEX ESG Guide	Section Title	Page	Remarks/Reasons for Omission
指標	描述	香港交易所環境、社會及管治指引	章節	頁碼	備註／省略原因
GRI 305: Emissions 2016 GRI 305：排放2016					
GRI 103: Management Approach 2016 GRI 103：管理方法2016					
103-1	Explanation of the material topic and its boundary 對重要議題及其邊界的說明	A1 General Disclosure; KPI A1.5 A1一般披露； 關鍵績效指標 A1.5	Air Emissions 廢氣排放	33	
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				

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指標	描述	香港交易所環境、社會及管治指引	章節	頁碼	備註／省略原因
Topic-specific Disclosures 議題專項披露					
305-1	Direct (Scope 1) GHG emissions 直接(範圍1)溫室氣體排放	KPI A1.2 關鍵績效指標 A1.2	Performance Data Summary 表現數據概要	59-66	
305-2	Energy indirect (Scope 2) GHG emissions 能源間接(範圍2)溫室氣體排放	KPI A1.2 關鍵績效指標 A1.2			
305-4	GHG emissions intensity 溫室氣體排放強度	KPI A1.2 關鍵績效指標 A1.2			
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions 氮氧化物(NO _x)、硫氧化物(SO _x)和其他重大廢氣排放	KPI A1.1 關鍵績效指標 A1.1			

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指標	描述	香港交易所環境、社會及管治指引	章節	頁碼	備註／省略原因
GRI 401: Employment 2016 GRI 401：僱傭2016					
GRI 103: Management Approach 2016 GRI 103：管理方法2016					
103-1	Explanation of the material topic and its boundary 對重要議題及其邊界的說明	B1 General Disclosure B1一般披露	Employee Rights and Benefits; Diversity and Inclusion 僱員權益與福利； 多樣性及共融性	40-43	
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				
Topic-specific Disclosures 議題專項披露					
401-1	New employee hires and employee turnover 新進僱員和僱員流動率	KPI B1.2 關鍵績效指標 B1.2	Diversity and Inclusion; Performance Data Summary 多樣性及共融性； 表現數據概要	40-41; 59-66	

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指標	描述	香港交易所環境、社會及管治指引	章節	頁碼	備註／省略原因
GRI 403: Occupational Health and Safety 2018 GRI 403：職業健康與安全2018					
GRI 103: Management Approach 2016 GRI 103：管理方法2016					
103-1	Explanation of the material topic and its boundary 對重要議題及其邊界的說明	B2 General Disclosure B2一般披露	Protecting Our People 保護員工	34-37	
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				

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Topics	Disclosure	HKEX ESG Guide	Section Title	Page	Remarks/Reasons for Omission
指標	描述	香港交易所環 境、社會及管 治指引	章節	頁碼	備註／省略原因
Topic-specific Disclosures 議題專項披露					
403-1	Occupational health and safety management system 職業健康安全管理體系	B2 General; KPI B2.3 B2一般披露； 關鍵績效指標 B2.3	Protecting Our People 保護員工	34-37	
403-2	Hazard identification, risk assessment, and incident investigation 危險識別、風險評估和事故調查				
403-3	Occupational health services 職業健康服務				
403-4	Work participation, consultation, and communication on occupational health and safety 職業健康安全事務：工作者的參與、協商和溝通				
403-5	Worker training on occupational health and safety 工作者職業健康安全培訓				
403-6	Promotion of worker health 促進員工健康				
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 預防和減輕與商業關係直接相關的職業健康安全影響				

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Topic-specific Disclosures 議題專項披露					
403-9	Work-related injuries 工傷	KPI B2.1 關鍵績效指標 B2.1	Performance Data Summary 表現數據概要	59-66	
GRI 406 Training and Education 2016 GRI 406：培訓與教育2016					
GRI 103: Management Approach 2016 GRI 103：管理方法2016					
103-1	Explanation of the material topic and its boundary 對重要議題及其邊界的說明	B3 General Disclosure; B3一般披露；	Development and Training 發展與培訓	38-39	
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				
Topic-specific Disclosures 議題專項披露					
404-1	Average hours of training per year per employee 每名僱員每年接受訓練的平均時數	KPI B3.2 關鍵績效指標 B3.2	Performance Data Summary 表現數據概要	59-66	

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GRI 406 Non-discrimination 2016 GRI 406：反歧視2016					
GRI 103: Management Approach 2016 GRI 103：管理方法2016					
103-1	Explanation of the material topic and its boundary 對重要議題及其邊界的說明	B1 General Disclosure B1一般披露	Employee Rights and Benefits; 僱員權益與福利；	41-43	
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				
Topic-specific Disclosures 議題專項披露					
406-1	Incidents of discrimination and corrective actions taken 歧視事件以及所採取的改善行 動		Employee Rights and Benefits; 僱員權益與福利；	41-43	

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指標	描述	香港交易所環境、社會及管治指引	章節	頁碼	備註／省略原因
GRI 414: Supplier Social Assessment 2016 GRI 414：供應商社會評估2016					
GRI 103: Management Approach 2016 GRI 103：管理方法2016					
103-1	Explanation of the material topic and its boundary 對重要議題及其邊界的說明	B5 General Disclosure; KPI B5.4 B5一般披露； 關鍵績效指標 B5.4	Engaging Our Supply Chain 參與供應鏈	46-47	
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				
Topic-specific Disclosures 議題專項披露					
308-1	New suppliers that were screened using environmental criteria 使用環境標準篩選的新供應商	KPI B5.2, B5.3 關鍵績效指標 B5.2、B5.3	Engaging Our Supply Chain 參與供應鏈	46-47	
414-1	New suppliers that were screened using social criteria 使用社會標準篩選的新供應商				

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指標	描述	香港交易所環境、社會及管治指引	章節	頁碼	備註／省略原因
GRI 416: Customer Health and Safety 2016 GRI 416：客戶健康與安全2016					
GRI 103: Management Approach 2016 GRI 103：管理方法2016					
103-1	Explanation of the material topic and its boundary 對重要議題及其邊界的說明	B6 General Disclosure; B6一般披露；	Product Responsibility 產品責任	47-49	
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				
Topic-specific Disclosures 議題專項披露					
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services 與產品及服務健康及安全有關的違規事件		Product Responsibility 產品責任	47-49	There was no non-compliance concerning the health and safety impacts of products and services recorded during the Year. 於本年度並無發生與產品及服務健康及安全有關的違規情況。

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GRI 419: Social-economic Compliance 2016 GRI 419：社會經濟合規2016					
GRI 103: Management Approach 2016 GRI 103：管理方法2016					
103-1	Explanation of the material topic and its boundary 對重要議題及其邊界的說明	B1 General Disclosure B1一般披露	Employee Rights and Benefits; Labour Practices; Safety Management and Governance; Product Responsibility; Anti- Corruption 僱員權益與福利；勞工常規； 安全管理及管治；產品責任； 反貪污	41-43; 34-37; 47-50	
103-2	The management approach and its components 管理方法及其組成部分	B2 General Disclosure B2一般披露			
103-3	Evaluation of the management approach 管理方法的評估	B4 General Disclosure B4一般披露 B6 General Disclosure B6一般披露 B7 General Disclosure B7一般披露			
Topic-specific Disclosures 議題專項披露					
419-1	Non-compliance with laws and regulations in the social and economic area 違反社會與經濟領域之法律及 規定	B1 General Disclosure B1一般披露 B2 General Disclosure B2一般披露 B4 General Disclosure B4一般披露 B6 General Disclosure B6一般披露 B7 General Disclosure B7一般披露	Employee Rights and Benefits; Labour Practices; Safety Management and Governance; Product Responsibility; Anti- Corruption 僱員權益與福利；勞工常規； 安全管理及管治；產品責任； 反貪污	41-43; 34-37; 47-50	There was no non- compliance with social laws recorded during the Year. 於本年度並無違反社 會法律。

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指標	描述	香港交易所環境、社會及管治指引	章節	頁碼	備註／省略原因
Resource recycling 資源回收					
GRI 103: Management Approach 2016 GRI 103：管理方法2016					
103-1	Explanation of the material topic and its boundary 對重要議題及其邊界的說明	A3 General Disclosure KPI A3.1 A3一般披露 關鍵績效指標 A3.1	Sustainability Management Approach; Environmental Stewardship 可持續發展管理方針； 環境管理	12-33	
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				
Human Rights Protection 人權保護					
GRI 103: Management Approach 2016 GRI 103：管理方法2016					
103-1	Explanation of the material topic and its boundary 對重要議題及其邊界的說明	B1 General Disclosure B1一般披露	Employee Rights and Benefits 僱員權益與福利	41-43	
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				

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指標	描述	香港交易所環境、社會及管治指引	章節	頁碼	備註／省略原因
Customer Satisfaction 客戶滿意度					
GRI 103: Management Approach 2016 GRI 103：管理方法2016					
103-1	Explanation of the material topic and its boundary 對重要議題及其邊界的說明		Customer Satisfaction 客戶滿意度	48	
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				
Other Topics 其他議題					
GRI 201: Economic Performance 2016 GRI 201：經濟表現2016					
201-1	Direct economic value generated and distributed 所產生及分配的直接經濟價值	KPI B8.2 關鍵績效指標 B8.2	Community Involvement 社區參與	44-45	
GRI 203: Indirect Economic Impacts 2016 GRI 203：間接經濟影響2016					
203-1	Infrastructure investment and services supported 所支持的基建投資及服務	KPI B8.1 關鍵績效指標 B8.1	Community Involvement 社區參與	44-45	
GRI 301: Materials 2016 GRI 301：材料2016					
301-1	Materials used by weight or volume 按重量或體積使用的材料	KPI A2.5 關鍵績效指標 A2.5	Performance Data Summary 表現數據概要	59-66	

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GRI 302: Energy 2016 GRI 302：能源2016					
103-2	The management approach and its components 管理方法及其組成部分	A2 General Disclosure A2一般披露	Energy & Carbon Emissions 能源及碳排放	24-28	
302-1	Energy consumption within the organization 組織內能源消耗	KPI A2.1 關鍵績效指標 A2.1	Performance Data Summary 表現數據概要	59-66	
302-3	Energy intensity 能源密度	KPI A2.1 關鍵績效指標 A2.1			
302-4	Reduction of energy consumption 減少的能源消耗量	KPI B2.3 關鍵績效指標 B2.3	Energy & Carbon Emissions 能源及碳排放	24-28	
GRI 303: Water and Effluents 2018 GRI 303：水資源與污水2018					
303-1	Interactions with water as a shared resource 組織與水(作為共有資源)的相互影響	KPI A2.4 關鍵績效指標 A2.4	Water Resources 水資源	27-28	
303-5	Water Consumption 耗水量	KPI A2.2 關鍵績效指標 A2.2	Performance Data Summary 表現數據概要	59-66	

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GRI 306: Waste 2020 GRI 306：廢棄物2020					
306-3	Waste generated 廢棄物的產生	KPI A1.3, A1.4 關鍵績效指標 A1.3、A1.4	Effluent & Waste; Performance Data Summary 污水及廢棄物；表現數據概要	30-31; 59-66	
306-4	Waste directed to disposal 直接處理的廢棄物	KPI A1.6 關鍵績效指標 A1.6	Performance Data Summary 表現數據概要	59-66	
GRI 408: Child Labour 2016 GRI 408：童工2016					
408-1	Operations and suppliers at significant risk for incidents of child labour 營運據點和供應商使用童工之重大風險	KPI B4.1, B4.2 關鍵績效指標 B4.1、B4.2	Labour Practices 勞工常規	43	

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GRI 409: Forced or Compulsory Labour 2016 GRI 409：強迫或強制勞動2016					
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour 具強迫或強制勞動事件重大風險的營運據點和供應商	KPI B4.1, B4.2 關鍵績效指標 B4.1、B4.2	Labour Practices 勞工常規	43	
GRI 413: Local Communities 2016 GRI 413：當地社區2016					
413-1	Operations with local community engagement, impact assessments, and development programs 有當地社區參與、影響評估和發展計劃的營運據點	B8 General Disclosure B8一般披露	Community Involvement 社區參與	44-45	
GRI 418: Customer Privacy 2016 GRI 418：客戶私隱2016					
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data 與侵犯客戶私隱及丟失客戶資料有關的經證實的投訴	KPI B6.2, B6.5 關鍵績效指標 B6.2、B6.5	Information Privacy 信息私隱	48-49	
Topics that are not directly covered by the GRI Standards GRI 標準未直接涵蓋的議題					
	Lost days due to work injury 因工傷損失工作日數	KPI B2.2 關鍵績效指標 B2.2	Performance Data Summary 表現數據概要	59-66	

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指標	描述	香港交易所環境、社會及管治指引	章節	頁碼	備註／省略原因
	The percentage of employees trained by gender and employee category 按性別及僱員類別劃分的受訓僱員百分比	KPI B3.1 關鍵績效指標 B3.1	Performance Data Summary 表現數據概要	59-66	
	Percentage of total products sold or shipped subject to recalls for safety and health reasons 已售或已運送產品總數中因安全與健康理由而須回收的百分比	KPI B6.1 關鍵績效指標 B6.1	Quality Assurance 質量保證	47-48	
	Description of practices relating to observing and protecting intellectual property rights 描述與維護及保障知識產權有關的慣例	KPI B6.3 關鍵績效指標 B6.3	Information Privacy 信息私隱	48-49	
	Description of quality assurance process and recall procedures 描述質量檢定過程及產品回收程序	KPI B6.4 關鍵績效指標 B6.4	Quality Assurance 質量保證	47-48	



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