

2021

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



JU TENG INTERNATIONAL HOLDINGS LIMITED
巨騰國際控股有限公司

(Incorporated in the Cayman Islands with limited liability)

Stock Code: 3336

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ABOUT THIS REPORT

Overview

This report is the sixth Environmental, Social and Governance (“ESG”) Report (“ESG Report”) released by Ju Teng International Holdings Limited (“Ju Teng International”, “the Group”, or “we”), and discloses information on our ESG strategy, measures, priorities, and performance.

Reporting period

Unless otherwise specified, the disclosed information of this report covers the period from 1 January to 31 December 2021 (the “Reporting Period”).

Basis of preparation

This report is prepared in accordance with “Environmental, Social and Governance Reporting Guide” (the “ESG Reporting Guide”) issued by The Stock Exchange of Hong Kong Limited (“HKEX”) as set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited. The content of this report is determined by a set of procedures, including identifying and prioritising stakeholders, identifying and prioritising material environmental, social and governance issues, collecting environmental metrics, and verifying the reported data.

Reporting scope and boundary

Unless otherwise specified, the content and metrics reported in this report cover the following subsidiaries only:

- Wujiang Dading Precision Mould Co., Ltd.
- Everyday Computer Components (Suzhou) Co., Ltd.
- Suzhou Dazhi Communication Accessory Co., Ltd. (the above three companies, collectively referred to as “Wujiang Production Plants”)
- Ju Teng (Neijiang) Communication Accessory Co., Ltd. (Abbreviated as “Neijiang Production Plant”)
- WIS Precision (Taizhou) Co., Ltd.
- Juteng Electronic Technology (Taizhou) Co. Ltd. (the above two companies, collectively referred to as “Taizhou Production Plants”)
- Compal Precision Module (Jiangsu) Co., Ltd. (Abbreviated as “Compal Production Plant”)
- Tasun (Chongqing) Electronic Technology Co., Ltd.
- Compal Electronic Technology (Chongqing) Co., Ltd. (the above two companies, collectively referred to as “Chongqing Production Plants”)
- Lian-Yi Precision (Zhongshan) Inc. (Abbreviated as “Lian-Yi Production Plant”)

Source of data

The information and case studies of this report are prepared based on the Group’s internal statistical reports and other relevant internal documents.

Board approval

This report was reviewed by the management and was approved by the Board of Directors (the “Board”) on 16 March 2022.

ABOUT JU TENG INTERNATIONAL

Company overview

Established in 2000, Ju Teng International is a casing manufacturer specialising in 3C products. Its major customers include HP, Dell, Acer and Asus and its production bases cover Eastern China, Western China and Taiwan. After 21 years of endeavours, Ju Teng International have been well recognised by our customers. In 2021, the global economy experienced a downward trend due to the continuous effect of the outbreak of the 2019 Coronavirus (COVID-19) pandemic. However, the pandemic has increased the demand for remote working and learning. Remote working and learning have become a new trend in lifestyle and have driven the development of the personal computer market, also bringing new opportunities and challenges to the Group. Taking advantage of this market opportunity, we take the initiative to improve the level of R&D and core competitiveness, while remaining cautious in the face of risks and uncertainties, adjusting our strategies flexibly and growing steadily in the midst of challenges.

Ju Teng International's vision

Ju Teng always believes that quality, scientific management and sustainable development are the foundation. With the increasingly stringent requirements of governments and markets on the electronics industry's production chain over the past 21 years, we have won the recognition of our customers worldwide by relying on our advanced technologies, responsible attitude, professional services and excellent product quality. We are well aware that a well-performing enterprise not only delivers high-quality products but also conducts scientific management and achieves sustainable development. With a view to performing the social responsibilities, promoting the progression of our suppliers and protecting the benefits of our broad investors, we promote the sustainable development of the electronics industry through our endeavours in the following five vision areas.



Ju Teng International's visions

In order to help public better understand Ju Teng International's business philosophy, mission and vision, environmental protection and social responsibility practices, we disclose and elaborate on environmental, social and governance, and other non-financial information publicly and in detail in this report, and also hope that this information disclosure will provide Ju Teng International with an opportunity to review its ESG risk management performance.

RESPONSIBILITIES OF THE MANAGEMENT

- ✓ Strictly complying with laws and regulations of jurisdictions that we operate in;
- ✓ Appointing dedicated personnel to take responsibility in implementing internationally recognised environmental, health and safety, labour rights management systems;
- ✓ Upholding business ethics, rooting out corruption, protecting confidential information and respecting intellectual property rights.

Ju Teng International has been working with all members of the value chain to reduce the environmental and social impact of the manufacturing process of electronic products. In response to the international community and investors’ demand for sustainable development, Ju Teng International continuously optimises the implementation of ESG management system to improve and enhance the Group’s ESG management and performance.

ESG organisation structure

With the goal of “Dynamic Maintenance and Improvement of ESG Management System”, Ju Teng International mainly adopts the ESG management procedures of “framework building, target setting and actions taking” to execute work tasks at all levels and actualise normalisation in management. Our current ESG management model is adopted under a top-down approach.

The Board of Directors of Ju Teng International is taking the lead in formulating ESG management policies at the Group level. The general manager of each production plant company (“Production Plant”) is responsible for constructing the ESG management system that meets the characteristics of the Production Plant, participating in the top-level design, controlling the policies and systems of all ESG-related aspects, and reporting to the Board of Directors the Production Plant’s ESG management results. Each operational unit in the Production Plants is required to strictly implement the ESG management system, including executing the ESG targets, ESG training, managing ESG-related data and collecting information. The Group’s ESG management organisation structure is as follows:



ESG Management Organisation Structure

The Group’s ESG management system can be distributed to all departments and units responsible for managing and implementing ESG issues and monitoring ESG trends to improve the Group’s ESG performance. Considering the safety risks in the manufacturing industry, the Group requires each operational unit in the Production Plants to assign designated staff to participate in the management of occupational safety and health, such as the formulation of internal regulations and policies, identification and evaluation of safety risks, etc.

RESPONSIBILITIES OF THE MANAGEMENT

Stakeholder identification and communication

Ju Teng International always attaches importance to multi-stakeholder communication and has established a regular communication mechanism with key stakeholders including shareholders/investors, customers, employees, suppliers and the community. We gain an in-depth understanding of the requirement, opinions and suggestions from various parties through media analysis, peer benchmarking, online feedback, customer hotlines, meetings and other channels, and integrate stakeholders' opinions and concerns into the operation and decision-making process, so as to integrate ESG with daily operations and clarify the future ESG improvement directions of our Group.

Stakeholder category	Aspiration and expectation	Engagement channel	Frequency
Shareholders/Investors	<ul style="list-style-type: none"> Enterprise risk management Business ethics Transparent operation 	<ul style="list-style-type: none"> HKEX official website "Investor relations" section on the official website 	Unscheduled announcement
Customers	<ul style="list-style-type: none"> Product quality and safety control Customer services and communication Customer privacy management Product and technological innovation Emission control Human rights protection Quality and quick service response 	<ul style="list-style-type: none"> Official website Customer satisfaction survey On-site research communication 	Frequent communication during the cooperation period
Employees	<ul style="list-style-type: none"> Labour law compliance Employees' wellbeing and development Employees' health and safety 	<ul style="list-style-type: none"> Worker union Various staff activities WeChat official accounts managed by respective Production Plants Employee complaints mechanism Employee performance appraisal 	<p>Few posts per week on the official accounts</p> <p>Two to four issues of the internal magazine per year</p>
Suppliers	<ul style="list-style-type: none"> Supplier management Energy use management Fair and open procurement Supplier support and growth 	<ul style="list-style-type: none"> On-site examination Supplier self-assessment questionnaires 	Frequent communication during the cooperation period
Community	<ul style="list-style-type: none"> Anti-corruption Environmental impact Giving back to the community 	<ul style="list-style-type: none"> Press release Community activities 	Unscheduled announcement and activities

RESPONSIBILITIES OF THE MANAGEMENT

Materiality identification and communication

Assuming there were no significant changes in the market, business operation and risks of the Group during the Reporting Period, and in light of the Group's business development and the stakeholders' focuses during the Reporting Period, we have reviewed the list of material issues for 2021 to ensure the continuity and focus of the Group's ESG issues. In addition, we understand that some customers are paying attention to issues such as renewable energy and climate change. The Group will strengthen the management of energy and greenhouse gas emissions in the future. The list of material issues of Ju Teng International is as follows:

Environment	Labour
<ul style="list-style-type: none">• Minimising emission and wastewater• Waste management• Energy saving and minimising greenhouse gas emission• New energy application• Environmental compliance	<ul style="list-style-type: none">• Complying with labour laws• Protecting workers against health and safety hazards• Labour relations• Training and development
Governance and community	Product responsibility
<ul style="list-style-type: none">• Anti-corruption• Managing suppliers' environmental and social performance	<ul style="list-style-type: none">• Protecting customer information and privacy• Assuring product quality• Satisfying customer service and communication• Fair sales of products• Product and technological innovation

Anti-corruption management

During the Reporting Period, Ju Teng International strictly complied with the "Anti-Unfair Competition Law of the People's Republic of China" to protect the fair competition market and stop unfair competition practices. Meanwhile, we remain committed to managing our business practices in accordance with the "Responsible Business Alliance (RBA) Code of Conduct", and require that the management and all employees strictly abide by it. We have established this Code as a programmatic document to achieve the Company's professional ethics, honest operation and compliance goals. Ju Teng International had not provided trainings on ethics and anti-corruption for employees during the year due to the COVID-19 pandemic. In accordance with this Code, we have formulated the internal "Business Ethics Management Procedure" to strictly manage the business ethics of our employees. We continue to provide channels such as telephone hotlines and emails for anyone to report corruption and immorality of our employees in real names or anonymously.

Anti-corruption management

- Adopting a zero-tolerance policy and prohibiting any form of bribery, extortion and corruption
- Stipulating that employees are required not to promise, offer, grant, give or accept any third party bribe, or provide other forms of benefits to third parties to obtain improper advantages
- Ensuring that all business dealings are transparent, and are recorded in our business books accurately and in detail

During the Reporting Period, Ju Teng International continued to apply its internal "Laws and Regulations Management Procedures" to monitor and identify the laws and regulations applicable to the Group and the procedures required by customers, and to maintain regular updates to ensure the compliance and legal operation of our business. Meanwhile, the Group has conducted compliance promotion for employees to prevent corruption-related incidents. During the Reporting Period, there were no filed and concluded case of corruption lawsuits against Ju Teng International or its employees.

RESPONSIBILITIES OF THE OPERATION

- ✓ Mutual success with customers
 - Being oriented to customers' satisfaction and being responsible to customers at all times;
 - Satisfying customers' needs, achieving management targets on quality, cost, delivery, service and safety;
 - Implementing a sound customer complaint and improvement system;
- ✓ Mutual success with suppliers
 - Implementing supplier audit mechanism to ensure protection to labour rights, natural environment and ethical business practices across the supply chain;
 - Forbidding the use of conflict minerals.

Quality control

Following the guiding principle of "Do It Right at First Time", taking customer satisfaction as the goal and based on the ISO 9001 international quality standard, Ju Teng International formulated two whole process operation systems such as the "Process Inspection and Testing Procedure" and "Unqualified Product Control Procedure", as well as operational management systems such as "Incoming Material Control Procedure", "Measurement and Monitoring Procedure for Finished Product Quality Inspection", and "Corrective and Preventive Measures Control Procedure". Strict control is carried out in the whole process of incoming materials, finished products in storage and delivery, thus forming a complete product management system.

At the operation level of the Production Plants, in order to ensure the quality of outputs and to prevent unqualified raw materials and products from entering the next stage, "Quality Control Personnel" (staffs of Quality Management Departments of all Production Plants) must be responsible for conducting label management on the outputs of each production stage, and inspection and testing procedures. Outputs which fail to meet the Group's quality requirements are required to be inspected and labelled. Regarding the management of unqualified products, Ju Teng International has established a whole-process inspection system to manage and inspect unqualified products from five aspects: incoming material inspection, process inspection, finished product inspection, delivery inspection and customer return. It is not allowed to release or deliver unqualified products until these products are re-inspected by the Quality Control Personnel and become qualified to ensure the quality of products leaving the factory. During the Reporting Period, no products of the Group sold or shipped were recalled for safety and health reasons.



To be responsible to the customers, suppliers, partners and employees, Ju Teng International adopts the "Product Identification and Traceability Procedure", which enables all incoming materials, work in process and finished goods to be identified and tracked at any time, so as to fundamentally guarantee the quality of the finished products and raw materials at each stage.

RESPONSIBILITIES OF THE OPERATION

Mutual success with customers

Customer opinions are vital to the development of Ju Teng International. The Group has established “Customer Complaint Handling”, “Customer Complaint Handling Procedure” and “Corrective and Preventive Measures Control Procedure” to standardise the handling process of customer complaints in each Production Plant, and has set up the Quality Assurance Centre under all Production Plants (hereinafter referred to the “Quality Assurance Centre”) to retain the back-end customers. The Quality Assurance Centre receives customer complaints mainly through phone, email, written quality complaint form, business department or other means. After receiving customer feedback, the Quality Assurance Centre is required to communicate with the customer as soon as possible to confirm the details of defective products, clarify the defective situation and defective rate of the products, or visit the customer for confirmation.

In order to improve customer service, optimise quality assurance management capabilities, ensure customer interests and enhance the Group’s image, the Group collects, summarises and analyses customer feedback on the Group’s product quality and service quality, and responds to them one by one according to the “Customer Complaint Handling” and “Customer Complaint Handling Procedure”.

	Unit	2019	2020	2021
Number of Product Complaints Received and Handled	Cases	879	722	721

In addition, the Group will invite customers to fill in the “Customer Satisfaction Survey” via email or fax every six months. By establishing customer communication and feedback channels, the Group obtains and understands customer satisfaction with our products and services on a regular basis. When the customer is dissatisfied or the rating is below the Group’s internal target, the relevant departments is required to submit an improvement plan within three days and implement the improvement measures.

Ensuring customer privacy is also the basic principle of Ju Teng International. For customer privacy, Ju Teng International has always been committed to doing its best to safeguard all confidential information, personal information and intellectual property delivered by customers and other third-party companies to Ju Teng International, and employees only have limited access to customer codes or product codes, which fundamentally reduces the possibility of customer confidential information leakage. Besides, through the “Business Ethics Management Procedure”, the Group clarifies the management process of customer information and the standard process of collecting, storing, processing, and transmitting customer information, thus improving the confidentiality of customer privacy from the management system.

RESPONSIBILITIES OF THE OPERATION

Mutual success with suppliers

Ju Teng International clarifies the cooperation, communication, and management model with suppliers and potential suppliers at all stages through the “Supplier Management Procedure”. Through effective management of suppliers, Ju Teng International understands suppliers’ quality, price, delivery, coordination, labour, environmental protection, safety, ethics and other relevant information, and follows up and deals with supplier problems in a timely manner. For different types of suppliers, Ju Teng International has different management processes in order to manage them in a more targeted manner. For example, for the management of non-enclosure suppliers, Ju Teng International revised the relevant management requirements (on-site audit, production part approval process (PPAP) submission, quality technical agreement terms, etc.). After an abnormal problem occurs, the 8D or applicable problem solving procedures are initiated so that the abnormal problem can be solved in a timely and thorough manner.

In addition to the basic management of suppliers, in 2021, the Group has assisted suppliers in improving their quality and system management capabilities as soon as possible to better serve customers through continuous tracking management and supplier coaching mechanism for monthly evaluation of non-achievement of targets.

Hold QTI meetings with outsourced suppliers on a regular basis

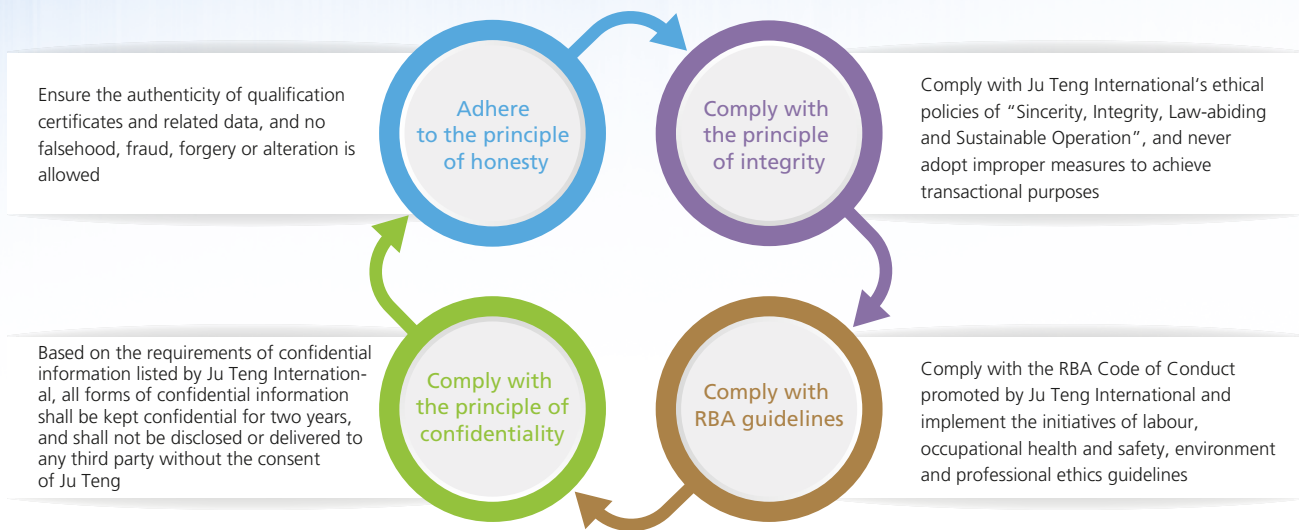


The Group found that the qualification of outsourced supplier is weak while their quality is unstable. There is negligence in the work to promote the improvement of quality abnormality, and the outsourced suppliers fail to conduct continuous tracking to confirm the improvement effect after significant anomalies. In 2021, the Group assigned relevant staff to hold a QTI meeting lasting about one hour every day with suppliers, at which mainly review the significant abnormalities in the manufacturing procedure, external inspection and rejection, the yield rate of anode final inspection, and various checks and operation status of inspectors.

Ju Teng International formulated the “Environment-Related Substance Reduction Plan Form”, which imposes strict requirements on the suppliers to ban the use of heavy metals, formaldehyde, ozone hazardous substances, radioactive substances and so on. In order to restrict suppliers from using prohibited materials or chemical substances in the production process and on the products, parts and packaging materials provided to Ju Teng International, Ju Teng International has signed the “Environmental Protection Agreement” with suppliers. In addition, Ju Teng International performs due diligence on the source and chain of custody of the purchased minerals, and requires the suppliers to complete and sign the “Metal Mineral Origin Survey Form” and the “Commitment on the Non-use of Conflict Minerals” so that no conflict minerals are used in the production process and on the products. That is, whenever reasonably possible, the products manufactured do not contain minerals such as gold, tantalum, tin and tungsten from armed groups abusing human rights in the Democratic Republic of the Congo or its neighbouring countries/regions.

During the Reporting Period, 100% of Ju Teng International’s suppliers signed the Agreement and the Commitment. In addition to the environmental agreements, Ju Teng International also requires suppliers to sign the “Quality Agreement” and the “Commitment on Integrity and Confidentiality”, and to fill in the information required for RBA audits to further improve supplier management.

RESPONSIBILITIES OF THE OPERATION



Ju Teng International classifies all the suppliers into different levels (A/B/C/D) by the quality of the supplier's products and services and the degree of risk involved. Ju Teng International has conducted a risk assessment based on the risk items listed in the "Supplier's Basic Information Table". High-risk suppliers (scores below 80) are required to provide a rectification plan and make rectification, and if the rectification is not completed within the agreed period, the audit qualification of these suppliers will be cancelled. In addition, all Production Plants of Ju Teng International have introduced new procurement categories such as moulds, auxiliary materials, and equipment to strengthen centralised management of the procurement process.

- Level-A Suppliers:** Excellent suppliers (Total scores reach 90 marks or above)
- Level-B Suppliers:** Qualified suppliers (Improvement required, within 80-89 marks)
- Level-C Suppliers:** Suppliers who need to undergo on-site improvement and review (Within 70-79 marks)
- Level-D Suppliers:** Unqualified suppliers (69 marks and below)

Excellent and qualified suppliers will be included in Ju Teng International's "Qualified Suppliers List". During the Reporting Period, the number and percentage of Ju Teng International's qualified suppliers by location is as follows:

Percentage of Qualified Suppliers by Region	2019	2020	2021
Mainland China and Hong Kong	95.0%	90.5%	90.2%
Taiwan	4.5%	8.8%	9.2%
Other regions	0.5%	0.7%	0.6%

Number of Qualified Suppliers by Region	2021
Mainland China and Hong Kong	749
Taiwan	76
Other regions	5

RESPONSIBILITY FOR ENVIRONMENTAL PROTECTION

- ✓ Actualising industrial waste minimisation and resource recycling;
- ✓ Minimising generation and emission of air pollutant, noise and hazardous waste; and
- ✓ Using energy and resources efficiently and protecting the environment.

Attaching great importance to the environmental conservation, Ju Teng International strictly complies with the “Environmental Protection Law of the People’s Republic of China” as well as the environmental protection laws, regulations and standards of the industry in the jurisdiction where we operate. Driven by management, we are concerned about energy and resource consumption during production and operation, and strictly control the emission of pollutants to reduce the burden on the ecological environment by promoting green operation and continuously optimising production technology. Ju Teng International promises to implement the concept of environmental protection into every production and manufacturing process by constantly improving the environmental management system and to promote a green office culture to integrate green environmental protection into every employee’s daily work.

In 2021, we set the following qualitative environmental targets to demonstrate our commitments to reduce carbon footprint and enhance environmental data disclosure. In combination with current targets, the Group plans to lay a foundation for setting more comprehensive environmental targets in the future.

Targets	Purpose
Develop climate change policies	Summarise the methods to mitigate climate-related risks in business operations
Upgrade the lighting, HVAC systems and electrical appliances in all premises to the energy-saving mode in stages	Improve the disclosure and transparency of environmental data
Disclose the quantity of hazardous and non-hazardous wastes recycled by all Production Plants of the Group	Improve the disclosure and transparency of environmental data
Promote the paperless business operation	Reduce paper consumption and promote digital transformation
Drive all Production Plants to strengthen the recycling of water resources and the reuse of reclaimed water	Enhance water efficiency

Environmental management

Ju Teng International strictly complies with various environmental laws and regulations. On top of that, we established the internal management policies such as the “Administrative Provisions of Environmental Protection”, the “Accountability System on Environmental Protection”, the “Management of Environmental Incidents” and the “Environmental Factors and Hazardous Source Management Procedures” to manage possible negative environmental impacts in the production, maintenance, and service process in each Production Plant. All Production Plants of Ju Teng Group have obtained the ISO 14001 Environmental Management Systems Certification and IECQ HSPM 080000 Hazardous Substance Process Management Systems Certification.

RESPONSIBILITY FOR ENVIRONMENTAL PROTECTION

In addition, all Production Plants of Ju Teng Group also have regularly collected and updated environment-related laws and regulations and local policies applicable to the production and operation process, identified environmental factors and potential risks that may be involved in the production and operation process, and formulated corresponding control measures. The Neijiang Production Plant updated the “2020 Confirmation of Applicability of Laws, Regulations and Other Requirements”, including pollutant emission management regulations such as the “Limit Value of Volatile Organic Compounds Content in Cleaning Agents”, “Limit Value of Volatile Organic Compounds (VOCs) Content in Inks” and “Volatile Organic Compounds Unorganised Emission Control Standard (GB 37822-2019)” to further ensure the compliance of pollutant emission and control during the production and operation.

Resource conservation

In accordance with the “Energy Conservation Law of the People’s Republic of China” and other national and local laws and regulations in the region where we operate, Ju Teng International established and implemented the “Energy and Resource Management Procedures”, which outlines the roles and responsibilities of relevant departments in energy and resource management alongside offering detailed operational rules for energy and resource consumption in the production and operation process. Ju Teng International encourages all Production Plants to manage their targets according to their actual production and operation conditions. By setting specific targets on electricity, water, gas, and energy consumptions, the efficiency on use of natural resources is greatly increased, hence, minimising the negative environmental impacts brought by the Group.

During the Reporting Period, with the support and cooperation of the energy working group, all departments of the Compal Production Plant have mobilised employees at all levels to participate in discussions on production energy use analysis. Starting from various aspects that affect energy consumption, such as personnel, machinery and equipment, material use, and process methods, and combining the process flow of production operations and the Company’s “Energy and Resource Management Procedure”, these departments have conducted a comprehensive analysis of the energy utilisation and consumption data and equipment operation records for the year 2021. Besides, the Compal Production Plant has sorted out the energy use of the plants and strengthened the energy consumption management of all plants in accordance with the energy efficiency limit standards of various types of equipment, the economic operation standards of various types of equipment, the design parameters of various types of energy-consuming equipment, and the advanced energy consumption level of the industry, etc.

Water resource management

Ju Teng International truly understands that water is the important source of production and life and requires all Production Plants to use water resources in a responsible manner. To reduce the water wastage, Ju Teng International defined the strategy of water resource management in the “Energy and Resource Management Procedure”, which requires our staff to turn off water sources after usage while consciously maintaining water facilities and equipment; notify the management department immediately once a malfunction occurs to reduce the loss of water resources.

During the Reporting Period, the Chongqing Production Plants have recycled and reused the treated sewage in the painting and spraying workshop, which is expected to save about 10,000 m³ of tap water in a year.

RESPONSIBILITY FOR ENVIRONMENTAL PROTECTION

Energy management

Purchased electricity, natural gas and diesel are the main types of energy consumed by Ju Teng International in the course of production and operation. Ju Teng International has systematically strengthened the management of energy use through the "Energy and Resource Management Procedure". By adopting environmentally and socially friendly measures which are technically feasible and economically viable, we have actively updated our internal management regulations on energy use and mobilised all employees to save energy and reduce consumption. During the Reporting Period, the Compal Production Plant has adopted scientific methods to formulate production quota assessment and fully motivate the staff to save energy and reduce consumption through the combination of assessment and reward and punishment system. According to the load change and operation condition of the equipment, the characteristics of frequency conversion control technology are used to carry out energy-saving technical transformation of some equipment running at low load, which has achieved a power saving rate of about 30%. Meanwhile, all plants adopt green lighting to reduce energy consumption.

Energy management measures

Purchased electricity

- Set temperature limit for use of air-conditioner: The air-conditioner can be turned on only when the room temperature is higher than 27°C or lower than 10°C; except for special circumstances.
- Close all windows and doors when the air-conditioner is on to avoid unnecessary power consumption.
- Turn off lighting in areas with sufficient luminance or unoccupied areas at all times and request close monitoring from responsible personnel.
- Turn off computers or monitors without any "Energy Star" logo that are left idling.
- The last employee leaving the office or plant and the security guards should ensure all lighting, air conditioners, computers, fans, and other electrical appliances are turned off.
- Pay attention to electricity saving for machinery and equipment not in use in the process of production and manufacturing.

Diesel

- Use of oil mainly includes diesel for forklift trucks. All departments are required to submit a Requisition Form if needed and ensure the full use of it.

Natural gas

- Natural gas is mainly used for boiler preheating. All Production Plants are required to completely document the natural gas usage to ensure the full use of it.

RESPONSIBILITY FOR ENVIRONMENTAL PROTECTION

During the Reporting Period, the Chongqing Production Plants have continuously strengthened the energy efficiency through process optimisation, renewal of equipment, and the use of new energy. This specifically includes:

- The residual heat from the air compressor and boiler is recovered and used to heat the tap water in the living area and for constant temperature and humidity in the painting and spraying workshop, respectively. It is estimated that around 1,100 MWh of purchased electricity and around 5,200 m³ of natural gas are saved each year;
- The heat exchange efficiency of the cooling water is improved after a descaling instrument is provided in the cooling circulating water of the air-conditioner unit; it is estimated that around 3,000 MWh of purchased electricity are saved each year;
- According to the actual usage, the temperature for the chilled water of the air conditioner is adjusted upward; it is estimated that around 1,800 MWh of purchased electricity are saved each year.

Air compressor residual heat recovery unit to reduce energy consumption of purchased electricity

During the Reporting Period, both the Compal Production Plant and the Neijiang Production Plant adopted the residual heat recovery unit of air compressor to heat domestic water and reduce the consumption of electricity and energy. The residual heat recovery of the Compal Production Plant was 745.89 million kcal replacing 455,600 m³ of natural gas and 553 tons of coal equivalent; the Neijiang Production Plant saved 300,000 m³ of natural gas and reduced 369 tons of coal equivalent for the whole year.



Air compressor residual heat recovery unit

Clean energy utilisation – photovoltaic power generation

Ju Teng International always encourages each Production Plant to fully utilise its own advantages and resources to develop and build new energy projects such as photovoltaic power generation. During the Reporting Period, the Compal Production Plant continued to utilise the unused vacant land and roof of the plant for photovoltaic power generation. In 2021, 11,890 MWh of photovoltaic power was generated, saving 1,462 tons of coal equivalent. Clean electricity produced by photovoltaic power plants was used for the Company's production and operation, which reduces the purchased electricity and indirectly reduces the greenhouse gas emissions caused by thermal power generation, with a decrease in emission of 11,316 tons CO₂.



Distributed photovoltaic power plant

RESPONSIBILITY FOR ENVIRONMENTAL PROTECTION

Material management

The main packaging materials used by Ju Teng International in its production and operation are cartons and plastics. Most of our customers sort and recycle their packaging materials through third parties. In addition, all departments of Ju Teng International are required to reuse paper printed on single side to reduce the cost while uplifting the paper recycling rate.

The Group's use of resources and energy is as follows:

Category	Unit	2019	2020	2021	YoY Change
Water					
Water consumption	m ³	6,545,454	6,692,940	7,524,755	12.43%
Water intensity	m ³ /HK\$ million income	734.1	667.3	666.9	-0.06%
Energy					
Diesel consumption	L	287,185	159,414	171,475	7.57%
Purchased electricity consumption	MWh	674,919	736,225	763,645	3.72%
Natural gas consumption	m ³	19,820,768	16,699,469	20,298,888	21.55%
Total energy consumption	MWh	885,062	912,505	977,713	7.15%
Energy intensity	MWh/HK\$ million income	99.3	91.0	86.7	-4.76%
Recycling of scrap materials					
Paper	Tons	1,625	1,660	1,936	16.63%
Plastic	Tons	2,531	3,697	7,255	96.26%
Metal	Tons	15,723	18,943	16,480	-13.00%
Total use of packaging materials					
Cardboard	Tons	4,848	10,649	7,723	-27.47%
Plastic	Tons	2,796	5,795	3,337	-42.43%

RESPONSIBILITY FOR ENVIRONMENTAL PROTECTION

Emission reduction

Ju Teng International attaches importance to the treatment and discharge of the three wastes, and strictly complies with the “Laws and Regulations of the People’s Republic of China on the Prevention and Control of Atmospheric Pollution”, the “Law of the People’s Republic of China on Water Pollution Control”, the “Law of the People’s Republic of China on the Prevention and Control of Environmental Noise Pollution”, the “Law of the People’s Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste” and other laws, regulations and local policies to control the generation and discharge of pollutants of the Group.

Management measures of various types of pollutant emission

Sewage management

- Install sewage treatment facilities on the basis of the actual needs of different Production Plants to collect and treat sewage in a centralised manner
- It is strictly forbidden to directly discharge two kinds of effluent which can produce chemical reaction and contain flammable or explosive chemicals into the sewage pipelines
- Regularly monitor sewage discharge and keep complete sewage disposal records for regular tracking and inspection
- Enhance the reuse of reclaimed water

Waste gas management

- Reduce the harm of dust to human beings and emissions to the atmosphere by installing dust removal facilities
- Process industrial waste gas treatment to ensure compliance with emission standards
- Install desulfurisation and denitrification devices to reduce emissions of sulphur oxides and nitrogen oxides

Waste management

- Classify and store general solid wastes and hazardous wastes with appropriate labels, keep complete records and hand the wastes over to qualified third parties for centralised treatment
- Carry out recycling activities to improve the resources utilisation

Noise management

- Require all operating equipment to meet the standard outlined in the “Hygiene Standard of Noise for Industrial Enterprises”. Equipment exceeding the standard will be fixed as planned
- Designate operating zone and duration for noisy machines
- Conduct regular testing for monitoring noise pollution by third parties with appropriate professional qualifications

RESPONSIBILITY FOR ENVIRONMENTAL PROTECTION

During the Reporting Period, according to the operation conditions and emissions of key pollutants in various regions, all Production Plants have optimised their own pollutant emission management with details as follows:

Waste gas management

The Group has reduced the harm of dust to human beings and emissions to the atmosphere by installing dust removal facilities. The Group has also processed industrial waste gas collected to ensure compliance with emission standards. During the Reporting Period, the Group has carried out the following improvement activities to reduce the emission of waste gas in the course of the Group's production and operation:

- The painting and spraying waste gas treatment system of the Chongqing Production Plants was updated from the original "water curtain paint mist capture + water spray tower + adsorption and oxidation" treatment process to "zeolite rotor + RTO" treatment process, effectively reducing the concentration content of pollutants in the discharged



Installation of "zeolite rotor + RTO"



Waste gas emission monitoring station room

painting and spraying waste gas. Meanwhile, the Chongqing Production Plants have built a waste gas emission monitoring station room next to the existing boiler room waste gas emission chimney, and installed additional online monitoring equipment such as flue gas online analyser, dust meter, temperature-pressure-flow integrated machine, etc. to monitor the concentration of pollutants in the boiler emission in real time, effectively reducing the degree of impact on the atmosphere and the surrounding environment.

- The five injection moulding workshops in the Neijiang Production Plant have adopted the "UV photolysis + activated carbon adsorption VOCs" treatment process through the installation of waste gas collection and treatment facilities to strengthen the centralised collection and treatment of VOCs emissions.



VOCs treatment process

RESPONSIBILITY FOR ENVIRONMENTAL PROTECTION

Sewage management

Ju Teng International regularly monitors sewage discharge and keeps complete sewage disposal records for regular tracking and inspection. According to the actual needs of different Production Plants, the Group installed sewage treatment facilities to collect and treat sewage in a centralised manner. During the Reporting Period, the Group has carried out the following improvement activities to optimise the Group's sewage discharge management:

- The spray painting sewage from the Lian-Yi Production Plant was treated by the sewage treatment system and then recycled and used through the reclaimed water recycling system, which reduces the discharge of harmful substances;
- The Taizhou Production Plants adopted the reclaimed water reuse system to reuse the surface treatment workshop cleaning water to the workshop after treatment by the water reuse system, which reduces the discharge of sewage and thus reduces the discharge of total phosphorus;
- The Wujiang Production Plants changed the types of cutting fluid and made more recycling efforts, achieving a reduction in the frequency of waste cutting fluid generation. Cutting fluids were replaced with SK1200Z type and SK37 type cutting fluids with better environmental protection, which can be recycled for 25 days and reduce the amount of waste cutting fluid by about 25%.

Waste management

Ju Teng International has classified and stored general solid waste and hazardous waste, kept complete records and handed the wastes over to qualified third parties for treatment. During the Reporting Period, the Group has carried out the following improvement activities to optimise the Group's waste discharge management:

- New sludge drying devices were provided in the Chongqing Production Plants for the treatment of paint sludge and sludge after the treatment of paint spraying sewage and chemical plastic sewage. The amount of hazardous waste generated from paint sludge and sludge has been significantly reduced after treatment by the sludge drying devices.



Sludge drying device

RESPONSIBILITY FOR ENVIRONMENTAL PROTECTION

The Group's greenhouse gas, sewage and waste emissions are as follows:

Category	Unit	2019	2020	2021	YoY Change
Effluent discharged	m ³	2,791,076	2,354,812	2,107,135	-10.52%
Effluent discharged intensity	m ³ /HK\$ million	313.0	234.8	186.8	-20.46%
Hazardous waste					
Total hazardous waste disposed	Tons	/	/	3,278	N/A
Intensity of total hazardous waste disposed	Tons/HK\$ million income	/	/	0.4	N/A
Non-hazardous waste					
Total non-hazardous waste disposed	Tons	/	/	1,133	N/A
Intensity of total non-hazardous waste disposed	Tons/HK\$ million income	/	/	0.1	N/A
Greenhouse gas emission					
Scope 1 greenhouse gas emission	tCO ₂ equivalent	43,560	37,750	44,291	17.33%
Scope 2 greenhouse gas emission	tCO ₂ equivalent	581,784	653,503	465,900	-28.71%
Greenhouse gas emissions intensity	tCO ₂ equivalent/HK\$ million income	70.1	68.9	45.2	-34.39%

Climate change

During the Reporting Period, we engaged third-party consultants to assess the impact of climate change and identify significant climate issues influencing the Group's operations. Climate risks are typically classified into two categories: physical risks and transition risks. Physical risk refers to events such as extreme weather, water stress, floods, etc. Transition risks include strict government policies, market demands and supply chain impacts. Potential climate risks and opportunities related to our operations include:

Potential climate risks and opportunities	Impact on the Group's operations
Water shortage	Water shortage may cause the rise in water charges by the government, or in more extreme cases, limit water consumption, thus affecting our overall capacity.
Flooding	The high rainfall and rise in sea level caused by climate change will lead to flooding, which would result in the disruption of operation and the damage to facilities located along the coast and rivers at high risk of flooding, thereby increasing the operating expenses for maintenance and the capital expenditure for strengthening the flood resistance of facilities.

RESPONSIBILITY FOR ENVIRONMENTAL PROTECTION

Potential climate risks and opportunities Impact on the Group's operations

Government policies and market demands

Preparations should be made to address the increasingly stringent government policies and regulations, as well as evolving consumer preferences for low-carbon products.

As sustainability issues are becoming increasingly important, many mechanical parts manufacturers have announced their sustainable development goals and commit to using more recyclable materials in their new products. To meet the needs of customers and the market demands, the Group will increase the use of recyclable materials in the process of production.

In addition, the Group will strictly abide by the relevant regulations on the disposal of electrical and electronic products across the production process to ensure full utilization of resources and protection of environment and public health.

Impact on supply chain

The procurement of raw materials may be affected by climate-related risks, thus affecting the supply and cost of raw materials.

Technology innovation

New technologies are introduced in the process of transformation toward low-carbon economy to improve the resource efficiency of our operating facilities.

To mitigate and adapt to climate risks more effectively, the Group also plans to develop climate change policies in the future. According to past records, climate-related risks have not had a serious negative impact on the Group's business. Nevertheless, we have implemented a series of operational measures to mitigate and response to the climate risks so as to prevent identified climate-related risk, for example:

- We have taken measures to improve water efficiency, such as strengthening the recycling of water resources and the reuse of reclaimed water in the production process.
- We have formulated emergency response plans for natural disasters, including flood prevention plans, in a bid to provide guidelines for actions before, during and after disasters.

RESPONSIBILITIES OF THE EMPLOYER

- ✓ Respecting basic labour rights of employees;
- ✓ Creating a fair working environment, and eradicating any forms of discrimination in the workplace;
- ✓ Providing safe and hygienic condition for working and living to ensure the safety and health of employees;
- ✓ Arranging appropriate working hours and leave;
- ✓ Providing reasonable compensation and benefits;
- ✓ Forbidding employment of child labour and any forms of forced labour.

Employment management

Adhering to its mission of “being people-oriented”, Ju Teng International respects and cares for all employees, provides reasonable compensation and benefits and a fair and healthy working environment for employees. As the Group regards its employees, and focus on employee development as key assets, Ju Teng International strives to promote the common development of employees and the Group, which is the value that Ju Teng has always maintained.

The Group has formulated human resources policies such as “Personnel Recruitment Management Procedures”, “Employee Communication Management Procedures”, “Working Time and Remuneration Management Procedures” and “Employee Shared Benefits Management Procedures”, to protect the legitimate rights and interests of employees in recruitment, resignation, promotion, compensation and benefits; in order to provide equal opportunities for employees and prevent employment discrimination, the Group has established the “Procedures for the Administration of Prohibited Discriminatory and Disciplinary Measures” and ensures that its employees are not discriminated in the workplace due to race, skin colour, gender, age, sexual orientation, religion, and other factors.

For child labour and forced labour, Ju Teng International strictly implements the “Provisions on the Prohibition of Using Child Labour”, “Law of the People’s Republic of China on the Protection of Minors” and “Special Protection of Minors Regulations” issued by the State Council, and formulated the “Management Procedures of Prohibited Use of Child Labour and Minors” at the group level. Employees will not be accepted until we confirm their true identity by conducting identity check, observing the candidates’ characteristics in appearance, and conducting interviews.

Employee profile

Total number and percentage of Ju Teng International’s employees by gender, age, and employment category

	As of 31 December 2019	As of 31 December 2020	As of 31 December 2021
Breakdown by gender			
Male	58.19%	56.51%	57.03%
Female	41.81%	43.49%	42.97%
Breakdown by age			
16-17	1.59%	2.59%	7.29%
18-25	25.82%	21.14%	22.19%
26-35	39.01%	36.02%	30.80%
36-50	32.96%	39.20%	37.06%
51 or above	0.62%	1.04%	2.66%
Breakdown by employee category			
Salaried employees (non-production workers)	18.58%	14.17%	14.23%
Hourly employees (general production workers)	81.42%	85.83%	85.77%

RESPONSIBILITIES OF THE EMPLOYER

The number of employees

	As of 31 December 2021
Breakdown by gender	
Male	18,660
Female	14,057
Breakdown by age	
16-17	2,385
18-25	7,261
26-35	10,077
36-50	12,124
51 or above	870
Breakdown by employee category	
Salaried employees (non-productive workers)	4,655
Hourly employees (general productive workers)	28,062
Breakdown by region¹	
China mainland	32,717
Other areas	143

Employee turnover rate

Employee turnover rate of Ju Teng International's employees by gender and employment category

	As of 31 December 2021
Breakdown by gender	
Male	339.17%
Female	315.48%
Breakdown by employee category	
Salaried employees (non-production workers)	49.41%
Hourly employees (general production workers)	375.37%

¹ The scope covers all employees mentioned in "Reporting scope and boundary", together with employees of Gi-Li Co., Ltd., Lian-Yi (Far East) Ltd. and Hong Ya Technology Corp. within "Reporting scope and boundary".

RESPONSIBILITIES OF THE EMPLOYER

Compensation and benefits

Ju Teng International strictly follow the “Labour Law of the People’s Republic of China” and established internal policies and systems such as “Working Time and Remuneration Management Procedures” and “Personnel Administrative Systems and Related Norms”, and employees are provided with reasonable and appropriate rest time during normal working hours. The Group persists in not forcing any employees to work overtime and adopt an appropriate rest system. According to the internal “Management Procedure for Employees’ Shared Benefits”, the Group provide annual leave, paid sick leave and other legal holidays for employees; male employees are entitled to paid paternity leave; employees in special jobs, such as smashers and grain pumpers, are entitled to special subsidies.

Ju Teng International established a legal and incentive-based salary and welfare system in accordance with laws and regulations to make distribution on the basis of performance, provide equal pay for equal work, and ensure employees receive reasonable and legitimate remuneration. In addition, Ju Teng International has developed an employee share award plan. This is to reward eligible participants who have made outstanding contributions to the construction and development of the Group and to attract suitable talents to join the Group and promote its further development.

Communication and care

Employee communication mechanisms help create a harmonious work environment and serve as a bridge for internal collaboration. Ju Teng International established the “Employee Communication Management Procedures”, and employees can make requests to department heads or the Human Resources Department through SMS, phone, interview, company WeChat platform, company suggestion box and other channels. Meanwhile, for the purpose of protecting whistleblowers, employees may voluntarily decide whether or not to disclose personal information during the complaint process, and the Group will protect the personal information of employees who file complaints to ensure their anonymity and promote the effective operation of the employee communication mechanisms.



Through diversified staff activities, Ju Teng International promotes communication among employees and builds harmonious and cooperative working relationship while transmitting Ju Teng International’s corporate culture. At the same time, Ju Teng International also organises a variety of recreational activities for employees to achieve the work-life balance. This move also reflects Ju Teng International’s efforts to enhance its corporate culture.

Dachangbao Welfare Distribution Activity in 2021

At the end of 2021, supervisors distributed rice, noodles and other daily necessities to employees in the Welfare Distribution Activity.



Dachangbao Singing and Dancing Club Activities in 2021

In 2021, the Group set up a singing and dancing club to encourage employees to sing and dance after work, adding a great deal of pleasure to their dull factory life.



RESPONSIBILITIES OF THE EMPLOYER

Development and training

Ju Teng International understands that its development depends on the cultivation of talents. Therefore, improving the business and management level of our talents and teams is a top priority for the development of our company. The Group attaches great importance to staff development, establishes an effective training system, and formulates annual training plans based on the "Education and Training Management Procedures". The Group promotes staff development and implements training systems by conducting skills training, product quality training, system implementation and management training.

In the first half of 2021, despite the impact of the pandemic, the Group did not stop its staff training activities and conducted staff development and training both online and offline. Starting from the second half of the year, in order to provide excellent frontline workers with training courses, improve quality management and control and enhance management level, the Group has provided "Training Camp for Excellent Production Workers at Frontline", Advanced Qualification Program (AQP) for suppliers and cadre training for different trainee groups.

During the Reporting Period, all Production Plants of Ju Teng International have completed trainings in accordance with the annual training plan:

Average training hours per employee of Ju Teng International by gender and employee category

As of 31 December
2021

Breakdown by gender

Male	13.5
Female	12.5

Breakdown by employee category

Salaried employees (non-production workers)	15.1
Hourly employees (general production workers)	12.7

ERP Manager Quality Training

From 24 September to 26 September 2021, the Group invited DELL-recognised instructors to provide AQP training for a total of 37 senior supervisors and engineers from all Production Plants.



Laser Engraving Technology Training

In August 2021, Dachangbao Production Plant organised instructors to train employees on laser engraving technology.



Promotion training of the Group's cadres

In 2021, each Production Plant of Ju Teng International has successively carried out cadre training to improve the management level, increase the understanding of each department, and encourage cadres to empower downward and act as a bridge between employees and the Company.



RESPONSIBILITIES OF THE EMPLOYER

Health and safety

Ju Teng International adheres to national and local laws and regulations on occupational health and safety such as the “People’s Republic of China’s Work Safety Law” and “The Law of the People’s Republic of China on Occupational Disease Prevention and Control”. On this basis, we formulated safety and occupational health systems such as the “Comprehensive Emergency Response Plan for Production Safety Accidents”, the “Fire Safety Management System” and the “Occupational Disease Prevention and Control Plan and Implementation Plan”, and required each Production Plant to strictly implement relevant laws and regulations to ensure the occupational health and safety of employees and to provide a sound working environment for employees.

In the daily work, the Group and each Production Plant upload problems to WeChat in a timely manner with the help of WeChat and constantly update the treatment progress, and security departments of the Production Plants follow up the information from WeChat, thus ensuring that problems are dealt with in a close end cycle from discovery to resolution. In addition to the basic health and safety regulations and systems, Ju Teng International has also formulated the “Risk Assessment and Control Management Procedures”, “Hazardous Chemicals Safety Management Procedures” and “Production Safety Accident Emergency Management System” according to its own industry characteristics. Regarding the management of hazardous chemicals, we strictly control the whole process (transportation, storage and custody, entry and exit, use and post-processing) of hazardous products in accordance with the “Hazardous Chemicals Safety Management Regulations” and internal management procedures. In addition, the Group’s various safety systems enable the Group identify the risk sources in the process of production, services and activities, control the risks in all links, and take measures to influence the possible hazards, so that the risks can be controlled effectively to achieve the policy of “Safety First, Prevention First, and Comprehensive Management”.

For emergency management work, in order to protect the safety of employees and the public, and to reduce environmental damage and social impact, Ju Teng International and its Production Plants have formulated the “Comprehensive Emergency Response Plan for Production Safety Accidents”, which stipulates prior prevention, emergency response, on-the-spot disposition and the handling of the aftermath of the incident. In 2021, fire drills and training, first-aid knowledge training, etc. were conducted in several Production Plants of the Group to improve employees’ fire-fighting awareness and increase their knowledge of first aid, so as to prevent problems before they occur.

	Unit	2021
Number of work-related incidents	Case	154
Lost days due to work-related accidents	Day	2,467
Incident rate per one million work hours ²	/	4.43
Lost day rate per one million work hours ³	/	71.0

	Unit	2019	2020	2021
Number of work-related fatalities (Percentage)	Person	0(0%)	1(0.000038%)	1(0.000039%)

². The formula of incident rate per one million work hours is: number of injuries ÷ total working hours x 1,000,000.

³. The formula of lost day rate per one million work hours is: number of lost days ÷ total working hours x 1,000,000.

RESPONSIBILITIES OF THE EMPLOYER

During the Reporting Period, our Production Plants adopted the following four measures to further enhance employee safety:

We set up a special environmental safety and health audit team to audit and evaluate the entire plant on safety, occupational health, environmental protection and other aspects every week

We carried out various forms of safety knowledge promotion activities and used the Company's WeChat public account to host online safety quizzes to continuously improve employees' safety awareness

We carried out testing and evaluation work of occupational disease hazards at least once a year to identify and evaluate potential risks. We recorded the results in the Company's occupational health file, reported regularly to the local health administrative unit and published to employees

Professional external third-party occupational health medical check-up agents were hired to dispatch dedicated medical examination vehicles and assign special personnel to our plants to conduct medical check-up services for our employees

Four initiatives to further enhance employee safety

Fire drills

In 2021, the Group conducted fire drills in some Production Plants to allow employees to participate in fire drills and teach them how to extinguish the initial fire, so as to prevent problems before they occur.



Training on first aid treatment for first-aiders

In June 2021, the Group provided training on rescue knowledge for first-aiders to allow employees to participate in a first-aid drill and teach first aid knowledge, so as to prevent problems before they occur.



Training on the use of occupational disease protective supplies for employees

In 2021, Neijiang Production Plant provided training on the use of occupational disease protective supplies to enable employees to correctly use protective supplies to avoid occupational disease hazards in the production process.



Ju Teng International has established the "Contractor Safety Management Measures". We not only provide health and safety related management systems for our employees, but also put forward the same requirements for contractors to formulate detailed safety management regulations for their employees. We supervise and inspect the contractors' activities on site to ensure that they are fulfilling their social responsibilities.

RESPONSIBILITIES TO THE COMMUNITY

- ✓ Promoting the well-being of the community;
- ✓ Participating in charity activities and supporting vulnerable groups in the community; and
- ✓ Involving in community building and contributing to community development.

Faced with the pandemic in 2021, Ju Teng International took social responsibilities and provided materials for the frontline anti-pandemic personnel of the Group. At the same time, in the case of insufficient blood collection during the pandemic, employees donated blood for three times in May, June and December respectively, and took their practical actions to help fight against the pandemic. More than 190 employees joined the blood donation team in the Wujiang Production Plant alone, and the blood donation amount reached 60,000 ml.



Voluntary blood donation in 2021



Distribution of necessities including rice and noodles at the end of 2021

In the future, Ju Teng International will continue to pay attention to the development of the community, make more investments in the community, and focus on the common development of the Group and the community where we operate.

APPENDIX: HKEX ESG REPORTING GUIDE INDEX

Key Performance Indicators		Report Content Index
A. Environmental		
Aspect A1	Emissions	
General Disclosure	<p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.</p> <p>Air emissions include NO_x, SO_x, and other pollutants regulated under national laws and regulations.</p> <p>Greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride.</p> <p>Hazardous wastes are those defined by national regulations.</p>	Responsibility for environmental protection
A1.1	The types of emissions and respective emissions data.	Emission reduction
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Emission reduction
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Emission reduction
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Emission reduction
A1.5	Description of emissions target(s) set and steps taken to achieve them.	Emission reduction
A1.6	Description of how hazardous and non-hazardous wastes are handled, a description of reduction targets and steps taken to achieve them.	Emission reduction
Aspect A2	Use of Resources	
General Disclosure	<p>Policies on the efficient use of resources, including energy, water and other raw materials.</p> <p>Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc.</p>	Resource conservation
A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Resource conservation
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Resource conservation
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Resource conservation
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Resource conservation
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Resource conservation

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Key Performance Indicators		Report Content Index
Aspect A3	The Environment and Natural Resources	
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	Responsibility for environmental protection
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Responsibility for environmental protection
Aspect A4	Climate Change	
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Responsibility for environmental protection
A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	Responsibility for environmental protection
B. Social		
Employment and Labour Practices		
Aspect B1	Employment	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Employment management
B1.1	Total workforce by gender, employment type (for example, full-or part-time), age group and geographical region.	Employment management
B1.2	Employee turnover rate by gender, age group and geographical region.	Employment management Employee turnover rate by age group is not available this year and will be disclosed in the report for next year.

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Key Performance Indicators		Report Content Index
Aspect B2	Health and Safety	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Health and safety
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Health and safety
B2.2	Lost days due to work injury.	Health and safety
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Health and safety
Aspect B3	Development and Training	
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. Training refers to vocational training. It may include internal and external courses paid by the employer.	Development and training
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Development and training The percentage of employees trained was not recorded since there was a significant change in the total number of production workers based on the business nature of the Group.
B3.2	The average training hours completed per employee by gender and employee category.	Development and training
Aspect B4	Labour Standards	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Employment management
B4.1	Description of measures to review employment practices to avoid child and forced labour.	Employment management
B4.2	Description of steps taken to eliminate such practices when discovered.	Employment management

APPENDIX: HKEX ESG REPORTING GUIDE INDEX

Key Performance Indicators		Report Content Index
Operating Practices		
Aspect B5	Supply Chain Management	
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Mutual success with suppliers
B5.1	Number of suppliers by geographical region.	Mutual success with suppliers
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Mutual success with suppliers
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Mutual success with suppliers
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Mutual success with suppliers
Aspect B6	Product Responsibility	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Quality control
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Quality control
B6.2	Number of products and service related complaints received and how they are dealt with.	Quality control
B6.3	Description of practices relating to observing and protecting intellectual property rights.	Quality control
B6.4	Description of quality assurance process and recall procedures.	Quality control Mutual success with customers
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Mutual success with customers

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Key Performance Indicators		Report Content Index
Aspect B7	Anti-corruption	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Anti-corruption management
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Anti-corruption management
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Anti-corruption management
B7.3	Description of anti-corruption training provided to directors and staff.	Anti-corruption management
Community		
Aspect B8	Community Investment	
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Responsibilities to the community
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Responsibilities to the community
B8.2	Resources contributed (e.g. money or time) to the focus area.	Undisclosed