

QPL International Holdings Limited

(Stock Code 股份代號 : 00243)



ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT

環境、社會及管治報告

2023

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ABOUT THIS REPORT

QPL International Holdings Limited (the “Company”) and its subsidiaries (collectively referred to as the “Group” or “we”) are pleased to present its Environmental, Social and Governance (“ESG”) Report (the “ESG Report”) for the year ended 30 April 2023. This ESG Report provides an annual update on the sustainability performances, accomplishments and challenges faced over the past few years. It has been updated to reflect the interest of various stakeholders.

REPORTING SCOPE AND BOUNDARY

This ESG Report details the ESG performance of the Group from 1 May 2022 to 30 April 2023 (the “Reporting Period”). We apply the concept of materiality in the planning and development of the ESG Report.

Given the relatively immaterial environmental footprint of business operation in Hong Kong, this ESG Report focuses on our major industrial operations in the People’s Republic of China (the “PRC”) and excludes the environmental and social data of Hong Kong headquarter during the Reporting Period, which is consistent with the reporting boundary of our ESG Report in the previous reporting period. The Group will continue to expand the reporting scope in the future to cover all operating businesses.

REPORTING PRINCIPLES

The ESG Report is prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) in Appendix 27 of the Rules Governing the Listing of Securities on the Main Board of The Stock Exchange of Hong Kong Limited (“Stock Exchange”). According to the ESG Reporting Guide, the following principles are underpinned:

1. **Materiality:** ESG issues that have major impacts on investors and other stakeholders must be set out in this ESG Report.
2. **Quantitative:** If the key performance indicators (KPIs) have been established, they must be measurable and applicable to valid comparisons under appropriate conditions. They must also be able to describe the purpose and impacts of quantitative information.
3. **Balance:** This ESG Report must provide an unbiased picture of the ESG performance of the Group. It should avoid selecting, omitting, or presenting formats that may inappropriately influence a decision or judgment by the reader.

關於本報告

QPL International Holdings Limited (「本公司」) 及其附屬公司 (統稱「本集團」或「我們」) 欣然提呈截至二零二三年四月三十日止年度的環境、社會及管治 (「環境、社會及管治」) 報告 (「環境、社會及管治報告」)。本環境、社會及管治報告提供有關過往數年的可持續發展表現、成就及所面臨挑戰的年度最新資料。本報告已進行更新，以反映各方持份者的利益。

匯報範圍及邊界

本環境、社會及管治報告詳述本集團於二零二二年五月一日至二零二三年四月三十日止期間 (「報告期間」) 的環境、社會及管治表現。我們於規劃及制定本環境、社會及管治報告時應用重要性的概念。

鑑於我們於香港的業務營運對環境的影響相對較小，本環境、社會及管治報告專注於我們在中華人民共和國 (「中國」) 的主要工業營運，不包括香港總部於報告期間的環境及社會方面數據，這與上一報告期間的環境、社會及管治報告的匯報範圍一致。本集團日後將繼續擴大報告範圍，以涵蓋所有營運業務。

匯報原則

本環境、社會及管治報告乃根據香港聯合交易所有限公司 (「聯交所」) 主板證券上市規則附錄 27 所載環境、社會及管治報告指引 (「環境、社會及管治報告指引」) 編製。根據環境、社會及管治報告指引，本環境、社會及管治報告遵循以下原則：

1. **重要性：**對投資者及其他持份者有重要影響的環境、社會及管治事宜必須在本環境、社會及管治報告中列出。
2. **量化：**如有訂立關鍵績效指標，該等指標須可予以計量且於適當情況下可作出有效對比。該等指標亦須闡述有關量化信息的目的及影響。
3. **平衡：**環境、社會及管治報告須不偏不倚地呈報本集團在環境、社會及管治方面的表現，以及避免可能會不恰當地影響讀者決策或判斷的選擇、遺漏或呈報格式。

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4. Consistency: This ESG Report should use consistent and statistical methodologies to allow meaningful comparisons of related data over time. Any changes to the methods used must be specified in the ESG Report.

CONFIRMATION

The information documented in this ESG Report is sourced from official documents, statistical data, and management and operation information collected by the Group in accordance with relevant internal policies. The Group has established internal controls and a formal review process to ensure that any information presented in this ESG Report is as accurate and reliable as possible.

This ESG Report shall be uploaded and published both in Chinese and English on the websites of the Group and the Stock Exchange at www.hkexnews.hk. Should there be any discrepancy between the Chinese and the English versions, the English version shall prevail.

FEEDBACK

The Group discloses the latest information regularly to investors and the public via the publication of the annual report and the ESG Report. We also welcome investors and shareholders to share their views on the ESG Report and performances with the board of directors of the Group by emailing inquiry@qplhk.com.

ABOUT THE GROUP

The Group is principally engaged in the manufacture and sales of integrated circuit lead frames, heatsinks, stiffeners and related products, investment holding and money lending. Our competitive strength is the ability to provide timely and reliable products to consumers. Our solid track record and experienced management team have established an excellent reputation in the industry over the years.

BOARD STATEMENT OF ESG GOVERNANCE

The board of directors (the “Board”) formulates the Group’s ESG strategies and the executive directors and senior management which then execute the plan. As the highest decision-making level of the Group, the Board bears the full responsibility of the Group’s ESG strategies and reporting. Meanwhile, the Board of Directors is responsible for overseeing the performance and progress of all ESG work, reviewing and approving ESG management policies and strategies, including ESG material issues, risks and opportunities. The Board reviews the Group’s ESG Report annually, analyses and evaluates the key risks and makes relevant recommendations for the reporting year.

4. 一致性：環境、社會及管治報告應使用一致的披露統計方法，使相關數據日後可作有意義的比較。若統計方法有任何變更，亦須在環境、社會及管治報告中說明。

確認

本環境、社會及管治報告引用的資料均來自本集團的官方文件、統計數據以及根據有關內部政策收集的本集團管理及營運資料。本集團已制訂內部監控措施及正式審核程序，以確保於本環境、社會及管治報告呈列的任何資料均盡可能準確可靠。

本環境、社會及管治報告的中英文版本將刊載於本集團網站及聯交所網站 www.hkexnews.hk。中英文版本如有任何歧義，概以英文版本為準。

反饋

本集團透過刊發年報及環境、社會及管治報告，定期向投資者及公眾人士披露最新資料。我們亦歡迎投資者及股東通過發送電郵至 inquiry@qplhk.com，與本集團董事會分享其對環境、社會及管治報告及表現的看法。

關於本集團

本集團主要從事製造及銷售集成電路引線框、散熱片、加強桿及相關產品、投資控股及借貸業務。我們的競爭優勢在於能夠及時向消費者提供可靠的產品。多年以來，我們卓越的往績及經驗豐富的管理層團隊已在業內樹立良好的聲譽。

董事會關於環境、社會及管治的治理聲明

董事會（「董事會」）制定本集團的環境、社會及管治策略，並由執行董事及高級管理層執行計劃。作為本集團的最高決策層，董事會對本集團的環境、社會及管治策略及匯報承擔全部責任。同時，董事會負責監督各項環境、社會及管治工作的表現及進展，審批環境、社會及管治的管理政策及策略，包括重大的環境、社會及管治議題、風險及機遇。董事會每年審閱本集團的環境、社會及管治報告，分析及評估主要風險，並就報告年度提出相關建議。

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To effectively leverage ESG management, the Board has approved the establishment of an ESG Working Group that is authorized to monitor and promote measures on various ESG issues. The ESG Working Group is responsible for reviewing and monitoring the Group's ESG policies and practices and discussing with external professional consultants regularly to ensure that the Group complies with relevant legal and regulatory requirements. The ESG Working Group monitors and responds to the latest ESG issues, report to the Board on major issues and make relevant recommendations to enhance the Group's ESG performance. Thereafter, the executive directors and senior management report the key risks and the execution procedure of the recommendations at the regular Board meetings and the Board takes appropriate measures if required.

Regarding the existing business operation and overall environment of the Group, the Board identifies waste management and health and safety as the major ESG risks. It constantly strives to improve the safety of its different business areas to provide a safe and healthy work environment to employees. For further details, please refer to the relevant sections of the ESG Report.

In order to better govern the material ESG issues of the Group and the Group's performance in these aspects, the Group has set environmental targets for greenhouse gas emissions, waste management, energy consumption and water management. The Group will continue to strive towards achieving these targets. The Group's management will review the progress of these targets and take measures to achieve them and report on the progress and make suggestions if needed to the Board at least annually.

為有效發揮環境、社會及管治管理的作用，董事會已批准成立環境、社會及管治工作小組，該小組獲授權監察及推行針對各項環境、社會及管治事宜的措施。環境、社會及管治工作小組負責審閱及監察本集團的環境、社會及管治政策及常規，並定期與外部專業顧問討論，以確保本集團遵守相關法律及監管規定。環境、社會及管治工作小組監察最新的環境、社會及管治事宜及就此作出回應，並就重大事宜向董事會匯報及提出相關建議，以提升本集團於環境、社會及管治方面的表現。其後，執行董事及高級管理層於董事會例會上匯報主要風險及有關建議的執行程序，而董事會於必要時會採取適當措施。

就本集團現有業務營運及整體環境而言，董事會將廢棄物管理以及健康與安全事宜確定為主要環境、社會及管治風險。本集團一直致力提高各個業務領域的安全性，為僱員提供安全及健康的工作環境。有關進一步詳情，請參閱本環境、社會及管治報告的相關章節。

為更好地管理本集團的重大環境、社會及管治事宜及本集團於該等方面的表現，本集團已就溫室氣體排放、廢棄物管理、能源消耗及用水管理設定環保目標。本集團將繼續努力實現該等目標。本集團的管理層將檢討達標進度及採取措施以實現該等目標，並至少每年向董事會報告進展及提出建議（如有需要）。

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STAKEHOLDER ENGAGEMENT

As part of its business strategies, the Group communicates with the stakeholders in an open, honest and proactive approach. To achieve this objective and improve transparency, we take active measures to promote investor relations and communication. In addition, we have developed the investor relations policy to ensure that investors have fair and timely access to the information of the Group. The Group's major stakeholders are listed below.

持份者參與

作為其業務戰略的一部分，本集團以公開、誠實及積極的方式與持份者進行溝通。為達到這一目的並提高透明度，我們採取積極措施促進投資者關係及溝通。此外，我們已制定投資者關係政策以確保投資者可公平及適時地獲取有關本集團的資料。本集團的主要持份者列載如下。

Major Stakeholders 主要持份者	Areas of Concern 關注範疇	Communication Channels 溝通渠道
Stock Exchange 聯交所	<ul style="list-style-type: none"> Compliance with listing rules 遵守上市規則 	<ul style="list-style-type: none"> Announcements on the Stock Exchange website Discussions and meetings as necessary Emails and other correspondences 於聯交所網站刊發公告 進行討論及舉行會議（如需要） 電郵及其他通訊方式
Government and regulatory bodies 政府及監管機構	<ul style="list-style-type: none"> Laws and regulations Taxation 法律及法規 稅務 	<ul style="list-style-type: none"> Site visits and audits Regular declarations Public notice of new laws and regulations Reports and other publications on their websites 實地視察及審核 定期申報 刊登有關新法律及法規的公告 於其網站刊發報告及其他刊物
Shareholders and investors 股東及投資者	<ul style="list-style-type: none"> Return on investment Information disclosure Protection on rights and interests of shareholders and fair treatment of shareholders 投資回報 信息披露 保障股東權益及公平對待股東 	<ul style="list-style-type: none"> Annual and general meetings Annual reports, announcements and other disclosures/publications Company website Disclosures on the Stock Exchange website Group email managed by designated employees 股東週年大會及其他股東大會 年報、公告及其他披露／刊物 公司網站 於聯交所網站進行披露 由指定僱員管理的集團電郵

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Major Stakeholders 主要持份者	Areas of Concern 關注範疇	Communication Channels 溝通渠道
Employees 僱員	<ul style="list-style-type: none"> Salaries and welfares Protection of employee's rights and interests Health and safety Feedback opportunities 薪金及福利 保障僱員權益 健康與安全 反饋機會 	<ul style="list-style-type: none"> Regular meetings Employee training Intranet and emails Regular employee activities 定期會議 僱員培訓 內聯網及電郵 定期僱員活動
Customers 客戶	<ul style="list-style-type: none"> Product safety and quality Customer satisfaction After-sales services 產品安全及質量 客戶滿意度 售後服務 	<ul style="list-style-type: none"> Website 網站
Suppliers 供應商	<ul style="list-style-type: none"> Long-term and sustainable business relationship Fair competition 長期及可持續的業務關係 公平競爭 	<ul style="list-style-type: none"> Supplier contracts, emails, teleconferences and interview Bidirectional supplier evaluation 供應商合約、電郵、電話會議及面談 雙向供應商評估
Community 社區	<ul style="list-style-type: none"> Environmental protection Contribution to the community 環境保護 回饋社區 	<ul style="list-style-type: none"> Voluntary activities Community visits 義工活動 社區探訪

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MATERIALITY ASSESSMENT

Materiality is defined as any area that the Group's businesses have the greatest impact on and have the greatest influence on our operation and stakeholders. Materiality assessment has been conducted to identify sustainability topics that are considered to be material and relevant to the Group. We referred to the ESG Reporting Guide to identify potential material topics for disclosure. The table below demonstrated the material topics of the Group. The other topics that are not stated in the table are identified as irrelevant topics and may not be disclosed in the ESG Report.

重要性評估

重要性定義為本集團業務對我們的營運及持份者產生最大影響及具有最大影響力的任何範疇。我們已進行重要性評估，以識別對本集團而言屬重大及相關的可持續發展議題。我們參考環境、社會及管治報告指引，識別潛在重大議題以作披露。下表列示本集團的重大議題。表格中未列出的其他議題被確定為不相關議題，可能不會在本報告中披露。

Aspects 層面	Material ESG Issues 重大環境、社會及管治事宜
A. Environmental Aspect 環境層面	
A1. Emissions A1. 排放物	<ul style="list-style-type: none"> • Wastewater treatment • Hazardous waste management • 廢水處理 • 有害廢棄物管理
A2. Use of Resources A2. 資源使用	<ul style="list-style-type: none"> • Efficient use of raw materials • 有效使用原材料
B. Social Aspect 社會層面	
B1. Employment B1. 僱傭	<ul style="list-style-type: none"> • Employee welfare • Inclusion and equal opportunities • Talent attraction and retention • 員工福利 • 包容與平等機會 • 吸引及挽留人才
B2. Health and Safety B2. 健康與安全	<ul style="list-style-type: none"> • Occupational health and safety • 職業健康與安全
B3. Development and Training B3. 發展及培訓	<ul style="list-style-type: none"> • Development and training • 發展及培訓
B5. Supply Chain Management B5. 供應鏈管理	<ul style="list-style-type: none"> • Supply chain management • 供應鏈管理

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Aspects

層面

B6. Product Responsibility

B6. 產品責任

B7. Anti-corruption

B7. 反貪污

Material ESG Issues

重大環境、社會及管治事宜

- Quality assurance
- Customer's satisfaction
- Protection of intellectual property rights
- Consumer data protection
- 質量保證
- 客戶滿意度
- 保護知識產權
- 客戶資料保護

- Corporate governance
- Anti-corruption
- 公司治理
- 反貪污

ENVIRONMENTAL ASPECTS

The Group has a responsibility to the environment and sustainable development. As a producer of integrated circuit lead frames, we produce hazardous and non-hazardous wastes, gases and emissions during the production process, and thus recognize the importance of environmental protection. The Group has been committed to environmental protection and strictly complies with the relevant environmental law regulated by the local authorities.

We have implemented policies and taken measures to ensure its business is operated efficiently in terms of energy, water and resources to minimize the emission of greenhouse gases and wastes, and reduce negative impacts on the environment.

While endeavouring to produce “Zero Defect” products, the Group also formulated the “Environmental Policy” seeking a “Zero Pollution” environment. Aiming to strike a balance between business activities and environmental conservation, the Group actively devotes itself to environmental protection with a high standard. We strive to reduce the negative impacts on the environment and society. According to the “Environmental Policy”, the Group is committed to:

- Conforming to all applicable international, national, local laws and regulations;
- Enhancing the control and management of products in all progress;
- Lowering the generation of waste as well as the consumption of resources;

環境層面

本集團對環境及可持續發展負有責任。作為集成電路引線框架的製造商，我們於生產過程中會產生有害及無害廢棄物、氣體及排放物，因此我們認識到環境保護的重要性。本集團一直致力於環境保護，並嚴格遵守相關環境法律及地方當局的規定。

我們已實施政策及採取措施，以確保業務營運有效利用能源、水及其他資源，盡量減少溫室氣體及廢物排放，減少對環境的負面影響。

努力製造「零缺陷」產品的同時，本集團亦設有「環境政策」，追求「零污染」的生存環境。為實現業務經營與環境保護之間的平衡，本集團積極致力於高標準的環境保護。我們力求減少對環境及社會的負面影響。根據「環境政策」，本集團承諾：

- 遵守所有適用的國際、國家及地方法律及法規；
- 加強產品全過程的控制和管理；
- 減少廢棄物產生量及資源耗用量；

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- Maintaining effective control of the waste to avoid or reduce the negative impacts on the environment;
 - Strengthening the sustainability-related training for the personnel to improve the staff's environmental protection awareness and technical skills;
 - Establishing the environmental management system and periodic reviews; and
 - Strengthening environmental protection through cooperation with suppliers, contractors and other partners.
- 保持對廢棄物的有效控制，避免或減少對環境的負面影響；
 - 加強對員工的可持續發展相關培訓，提高全員的環保意識和技能；
 - 建立環境管理體系，並定期檢討；及
 - 與供應商、承包商及其他合作夥伴共同努力，以強化環境保護。

The Group has established a comprehensive environmental management system which involves stringent periodic reviews and continuous improvements, including improving employees' environmental awareness and technical skills, as well as strengthening environmental protection through cooperation with suppliers, contractors and other business partners. The Group has been awarded the following certificates in relation to environmental control and management for the manufacture of semi-conductor IC lead frames and related management activities:

- a. Environmental Management System – ISO14001:2015, valid till 18 January 2024;
- b. Hazardous Substances Process Management – IECQ-HLCIE 09.0016, valid till 11 January 2024; and
- c. Quality Management System – IATF16949:2016, valid till 2 September 2024; and ISO9001:2015, valid till 2 September 2024.

The Group has the prime objective of 'Reducing, Recycling and Reusing' (as "3R") for resource management and has established the KPIs for "Electricity, Water, Solid Waste and Gas Emissions" for the management to routinely monitor accordingly. At all times, the Group aims to reduce the toxicity and volume of gas emissions, polluted water and solid waste through various chemical and physical treatments. We will continue to upgrade our manufacturing processes and install the latest systems and equipment to achieve this objective.

本集團已建立全面的環境管理體系，當中涵蓋嚴格的定期檢討及持續改進，包括提高僱員的環保意識及技能，以及透過與供應商、承包商及其他業務夥伴合作加強環境保護。本集團已就製造半導體集成電路引線框架及相關管理活動獲授以下有關環境控制及管理的證書：

- a. 環境管理體系 – ISO14001:2015，有效期至二零二四年一月十八日止；
- b. 有害物質過程管理 – IECQ-HLCIE 09.0016，有效期至二零二四年一月十一日止；及
- c. 質量管理體系 – IATF16949:2016，有效期至二零二四年九月二日止；及 ISO9001:2015，有效期至二零二四年九月二日止。

本集團以減少、重複使用及回收（「3R」）作為資源管理的主要目標，並就「電力、水、固體廢物及氣體排放」設立關鍵績效指標，以便管理層進行定期監測。本集團一直致力於透過各種化學及物理處理方法減少所產生的氣體排放物、污染水體及固體廢物的毒性和數量。我們將繼續改進我們的製造工序並安裝最新系統及設備以達致此目標。

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During the Reporting Period, the Group was not aware of any material non-compliance regarding all the local, national and international environmental rules, regulations and laws, and industry standards on gases, water and solid emissions and discharges, such as the Environmental Protection Law, Prevention and Control of Atmospheric Pollution, Prevention and Control of Water Pollution, Prevention and Control of Environmental Pollution by Solid Waste and National Environmental Emergency Response Plan of the PRC.

EMISSIONS

The Group has produced different types of emissions and wastes during the production process:

- Raw Material Cleaning – acidic and alkaline wastewater; exhaust gas and alkaline gases emissions;
- Etching – acidic and alkaline wastewater; etching fluid, hydrochloric acid mist, phosphoric acid mist, exhaust gas and alkaline gases emissions; and
- Plating – acidic and alkaline wastewater and cyanide wastewater; exhaust gas, acidic mist, alkaline gas and cyanide gas emissions.

The Group fully understands and is aware of its manufacturing procedure produced polluted, hazardous and/or non-hazardous wastes, gases and/or emissions, which, if not managed stringently and correctly, could have significant impacts on the health and safety of employees, residents, plants and animals, and the surrounding environment. The Group has thereby invested continuously in its environmental pollution control system(s) and related equipment amounting to RMB6.4 million for years ended 30 April 2023.

Investment projects

投資項目

Treatment system for exhaust gas and sewage
廢氣及污水處理系統

Hazardous waste management system
有害廢棄物管理系統

Maintenance of the pollution control systems and equipment
污染控制系統及設備維護

Other environmental protection projects
其他環保項目

Amount (in RMB)

金額 (人民幣元)

4,000,000

900,000

400,000

500,000

於報告期間，本集團並無發現任何嚴重違反有關氣體、水及固體排出及排放的地方、國家及國際環境規則、法規及法律以及行業標準的情況，例如中國的《環境保護法》、《大氣污染防治法》、《水污染防治法》、《固體廢物污染環境防治法》及《國家突發環境事件應急預案》等。

排放物

本集團於生產過程中產生不同類型的排放物及廢棄物：

- 原材料清洗－酸鹼性廢水；廢氣及鹼性氣體排放；
- 蝕刻－酸鹼性廢水；蝕刻液、鹽酸酸霧、磷酸霧、廢氣及鹼性氣體排放；及
- 鍍層－酸鹼性廢水及含氰廢水；廢氣、酸霧、鹼性氣體及氰化氫排放。

本集團全面瞭解及知悉，其製造過程中產生污染、有害及／或無害廢物、氣體及／或排放物，倘未能嚴格及妥善管理，將會對僱員、居民、動植物的健康及安全以及周邊環境造成重大影響。因此，於截至二零二三年四月三十日止年度，本集團持續投入大量資金購置及維護環境污染控制系統及相關設備，投資金額達人民幣6,400,000元。

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The Group has implemented strict rules and measures, and undertaken continuous monitoring and management procedures to ensure that all hazardous and/or non-hazardous wastes, gases and/or emissions are managed at all times and has strictly complied with the local, national and international laws and regulations as well as the industry standards.

Air Emissions

Our manufacturing facility and staff's quarters may produce hazardous and non-hazardous waste gases:

- a. Manufacturing: The etching and plating process produces acidic hydrogen chloride and sulfuric acid gas emissions and alkaline ammonia gas emissions. The cyanide plating process produces hydrogen cyanide which contains cyanide gas, and the lamination process produces organic total volatile organic compound (TVOC) gas emissions. The manufacturing plant currently has two, four and four gas emission cylinder pipes for hydrogen cyanide, acidic and alkaline gas emissions respectively. Greenhouse gas is produced directly and indirectly through the use of diesel and electricity respectively.
- b. Staff's Quarters: oily smoke is generated from cooking and carbon dioxide is indirectly generated from the use of electricity for daily operation and living purposes.

The Group has introduced different handling methods to manage and reduce gas emissions by installing and putting in place different types of equipment and procedures. Spray towers and the water absorption method are used for sanitizing acidic and alkaline gas emissions. Spray towers and the alkaline absorption method are used with sodium hydroxide and sodium carbonate solution to dissolve and sanitize hydrogen cyanide gas emissions. Filtering pumps are used to filter the oil fumes. After filtering and cleansing, the treated gases must satisfy the <Plating Pollutants Emission Standard> (21900-2008) before emitting through the twelve 25-meter-high discharge tubes.

The emissions of air pollutants, including nitrogen oxides (NO_x), sulphur oxide (SO_x) and respirable suspended particles (RSP), are not a material topic of the Group's operation.

本集團已實行嚴格的規則及措施，執行持續的監控及管理程序，以確保所有有害及／或無害廢物、氣體及／或排放物始終得到控制及嚴格遵守當地、國內及國際法律法規以及行業標準。

廢氣排放

我們的製造設施及員工宿舍可能產生有害及無害的廢氣：

- a. 製造：蝕刻及電鍍過程中產生氯化氫、硫酸廢氣及鹼性氨氣排放物。氰化物電鍍過程中產生含有氰化物氣體的氰化氫，而層壓過程中產生有機總揮發性有機物 (TVOC) 氣體排放物。目前，生產車間分別有2條、4條及4條氣缸管，分別用於排放氰化氫、酸性及鹼性廢氣。溫室氣體在使用柴油及電力過程中直接及間接產生。
- b. 員工宿舍：烹飪過程中產生油煙，而日常營運及生活用電間接產生二氧化碳。

本集團通過安裝不同設備及採用不同程序，引入多種不同處理方法來管理及減少氣體排放。我們採用填料噴淋塔及水吸收法清洗所排放的酸鹼性廢氣，採用填料噴淋塔及鹼吸收法以氫氧化鈉及碳酸鈉溶液溶解及清洗所排放的氰化氫廢氣，採用過濾泵過濾油煙。於過濾及清洗後，經處理後的氣體須符合《電鍍污染物排放標準》(21900-2008) 方可通過12條25米高的排放管排出。

就本集團的業務營運而言，空氣污染物（包括氮氧化物 (NO_x)、硫氧化物 (SO_x) 及可吸入懸浮粒子 (RSP) 的排放並非重大議題。

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Greenhouse Gas Emissions

The Group's greenhouse gas emissions were direct emissions (Scope 1) from the combustion of the diesel and energy indirect greenhouse gas emissions (Scope 2) from the use of purchased electricity of the Group. Our main emissions during our normal course of business and operation are indirect greenhouse gases, primarily carbon dioxide from energy consumption.

During the Reporting Period, our Group directly and indirectly, via the use of diesel for supporting the power generator and purchase of electricity, generated 10,252.8 tonnes of carbon dioxide equivalent (CO₂-e) with an intensity of 33.1 tonnes of carbon dioxide equivalent per million revenue in Hong Kong dollars. In the Reporting Period, the Group has set target for greenhouse gas emissions and aims to achieve a 2% reduction in intensity of scope 1 and 2 emissions by 2032 against the 2022 baseline.

溫室氣體排放

本集團的溫室氣體排放為燃燒柴油產生的直接排放（範圍1）及使用本集團所購電力產生的能源間接溫室氣體排放（範圍2）。我們於日常業務及營運過程中產生的主要排放物為間接溫室氣體，主要為能源消耗所產生的二氧化碳。

於報告期間，本集團因使用柴油運作發電機及外購電力直接及間接產生10,252.8噸二氧化碳當量的溫室氣體排放，密度為每百萬港元收益33.1噸二氧化碳當量。於報告期間，本集團已制定減少溫室氣體排放的目標，以二零二二年為基準，力爭於二零三二年實現範圍1及範圍2排放密度降低2%。

Greenhouse gas emissions 溫室氣體排放	2023 二零二三年	2022 二零二二年	2021 二零二一年	Unit 單位
Scope 1 emissions 範圍1排放	123.6	354.9	76.5	tonnes CO ₂ -e 噸二氧化碳當量
Scope 2 emissions 範圍2排放	10,129.2	13,349.4	12,508.1	tonnes CO ₂ -e 噸二氧化碳當量
Total greenhouse gas emissions 溫室氣體排放總量	10,252.8	13,704.4	12,584.6	tonnes CO ₂ -e 噸二氧化碳當量
Intensity (by revenue) 密度（按收益計算）	33.1	28.2	34.2	tonnes CO ₂ -e/million HKD 噸二氧化碳當量／百萬港元

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Waste Management

The manufacturing procedure produces various wastes, including hydraulic oil, cutting fluid, acid cotton core, light bulbs, clothes, gloves, empty containers, film slag, etching fluid, wastewater treatment sludge, copper concentrate liquid, circuit boards and frame materials. These wastes are collected and handled by licensed environmental treatment or waste recycling companies.

During the Reporting Period, the Group produced 4,300 kg of chemical waste during operation, with an intensity of 13.9 kg per million revenue in Hong Kong dollars. The Group has initiated a target of 5% reduction of hazardous waste production intensity by 2032, compared with the baseline year of 2022.

The non-hazardous wastes generated by the Group are mainly daily office waste and paper. The production of non-hazardous wastes is considered to be immaterial to the Group's operation. During its daily operation, employees are used to separate domestic wastes to avoid disposing recyclable wastes. For example, plastic and cans were collected by the municipal sanitation department for further disposal. Apart from the daily domestic wastes, the Group has carefully collected the packaging materials by category, such as paper, cardboard and used boxes. To avoid unnecessary waste, the Group sells them to the recycle stations for centralized recycling and reuse.

廢棄物管理

製造過程中產生多種廢棄物，包括液壓油、切削液、酸棉芯、燈泡、布條、手套、空容器、膜渣、蝕刻液、廢水處理污泥、銅濃縮液、電路板及框架材料等。該等廢棄物由持牌的環境治理或廢物回收公司收集及處理。

於報告期間，本集團於營運過程中產生4,300千克化學廢物，密度為每百萬港元收益13.9千克。本集團已制定目標，以二零二二年為基準年，到二零三二年實現有害廢棄物產生密度下降5%。

本集團產生的無害垃圾主要為日常辦公廢棄物及紙張。無害廢棄物的產生量對本集團的營運而言並不重大。在日常營運中，員工會生活垃圾分類，避免棄置可回收廢棄物。例如，塑料及易拉罐由市政環衛部門收集作進一步處理。除日常生活垃圾外，本集團亦按類別仔細收集包裝材料，如紙張、紙板及廢舊包裝盒。為避免不必要的浪費，本集團將所收集的廢舊包裝材料出售予回收站進行集中回收及再利用。

Hazardous waste 有害廢棄物	2023 二零二三年	2022 二零二二年	2021 二零二一年	Unit 單位
Total hazardous waste produced 所產生有害廢棄物總量	4.3	4.2	4.1	tonnes 噸
Intensity (by revenue) 密度 (按收益計算)	13.9	8.6	11.1	kg/million HKD 千克/百萬港元

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Wastewater Treatment

During the processing of raw material and its cleaning, etching, plating, pre-treatment and post-treatment, our manufacturing plant produces four types of wastewater, including (i) acidic, (ii) alkaline, (iii) cyanide wastewater, which is hazardous, and (iv) the general domestic wastewater, which is generally non-hazardous. The etching wastewater is collected through pipes into specialized containers for treatment, and the treated water is reused thereafter. The plating wastewater, which contains a relatively high concentration of pollutants, passes through three rinsing pools: in the first and second rinsing pools, it channels through a polluted water treatment station procedure; once it reaches the third rinsing pool, the pollutants decrease to a relatively lower rate, at which the plating wastewater will be piped to a recycling pool for treatment and then is reused in production.

- a. Highly acidic and alkaline wastewater with pH levels below 1 and pH levels of 14 or above respectively – they are collected separately in respective acidic/alkaline wastewater tanks, and pumped back under meter control to the acidic and alkaline adjusting tank for dilution purposes.
- b. Cyanide wastewater – due to its poisonous nature, the high and low concentration cyanide wastewater is collected in an adjusting pool from where it is pumped to the first and second cyanide cracking reaction tank and then adding limestone to control the pH level. At the same time, sodium hypochlorite oxidizer is added to crack the cyanide, and thereafter the treated wastewater is sent to the central treatment station for final treatment to reach the required standard, before being released to the public drainage system.
- c. Low acidic and alkaline wastewater – the manufacturing process produces substantial amounts of low acidic and alkaline wastewater, which is collected, mixed and neutralized in the acid and alkaline adjusting pool, after which it is sent to the central treatment station either for reuse or for further treatments.
- d. Domestic wastewater – this is first pumped to three graded septic tanks for initial treatment and an oil filtering pool for oil filtering, before draining to the central station for final treatment and releasing to the public drainage system.

廢水處理

於原材料加工及其清洗、蝕刻、鍍層、預處理及後處理過程中，我們的生產車間會產生四類廢水，包括三類有害廢水，即(i)酸性廢水、(ii)鹼性廢水、(iii)含氰廢水，以及(iv)通常無害的一般生活廢水。蝕刻廢水通過管道導入專用容器集中處理，其後經過處理的水會被重複使用。鍍層廢水（包含的污染物濃度相對較高）將流經3個沖洗池：在第一及第二個沖洗池，其將通過管道被導入污水處理站進行處理，一旦其到達第三個沖洗池，污染物濃度將減至相對較低的水平，鍍層廢水在此將通過管道被導入回收池進行處理，其後在生產中重複使用。

- a. PH值低於1及PH值為14或以上的高酸鹼性廢水—分別被收集在酸性／鹼性廢水池中，並在儀表的控制下被泵回酸性及鹼性調節池以供稀釋。
- b. 含氰廢水—由於具有毒性，高濃度及低濃度的含氰廢水均被收集到調節池，其後會被輸送至第一及第二個氰化物裂化反應池，隨後加入鹼液以控制PH值，同時加入次氯酸鈉氧化劑以裂解氰化物，其後經過處理的廢水將被輸送至集中處理站進行最後處理，直至達到規定標準方可排放至公共排水系統。
- c. 低酸鹼性廢水—製造過程中產生大量低酸鹼性廢水，此類廢水在酸鹼調節池中經收集、混合及中和處理後，排往集中處理站以供重複使用或進一步處理。
- d. 生活廢水—此類廢水先輸送至三個分級化糞池進行初步處理及濾油池進行濾油處理，然後排往集中站進行最後處理，再排放到公共排水系統。

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USE OF RESOURCES

The Group is committed to saving energy, water and resources and promoting the sustainable development of its activities both to reduce production and operational costs and also assist with the sustainable development of our natural world and environment. We are aware that as an integrated circuit lead frames products manufacturer, we use substantial amounts of various resources including electricity and diesel for power generation; water for cleansing and cooling; raw materials for production including but not limited to metals, including but not limited to lead frames, copper, iron, chemicals (namely hydrochloric acid, iron oxide, sodium hydroxide, ammonium persulfate, sulfuric acid, etc.), and plastic bags and carton boxes for products packaging. In our administrative and sales offices, we use printing paper, inks and other consumables.

We constantly research and upgrade our manufacturing and production processes to ensure the most environmentally friendly and efficient use of resources, whilst at the same time implementing clear guidelines and measures including a 3R principle based environmental policy for our employees, encouraging and ensuring that they “reduce, reuse and recycle” in their daily operations.

During our manufacturing and office operation, the Group has implemented the following to save electricity, freshwater, paper and specified metals and chemicals consumption:

- a. Electricity and diesel – strengthen the electricity usage management on air-conditioning and compressors; regular maintenance to prevent leakage of cooling and compressed air; wrapping insulation on air-conditioning pipes; installing separation doors for different types of working areas; adjusting and fixing the air temperature to a reasonable level; the optimal arrangement of production processes, and upgrading to more energy-efficient production equipment.
- b. Water – installing meters to monitor water consumption regularly, and adjusting whenever necessary; regular maintenance of production equipment to prevent leakage or any other wastage.
- c. Paper – promoting automation and paperless offices, such as storage of documents in electronic version, communication via emails and messages; printing on both sides of the paper, and use of recycled paper.

資源使用

本集團致力於節省能源、水及其他資源並促進其各項業務的可持續發展，以減少生產及營運成本，同時亦助力自然界及環境的可持續發展。我們深知，作為集成電路引線框產品製造商，我們使用大量各種資源，包括電力及發電所使用的柴油；用於清洗及冷卻的水資源；用於生產的原材料，包括但不限於引線框、銅、鐵等金屬、化學製品（即鹽酸、鐵氧化物、氫氧化鈉、過硫酸銨、硫磺酸等），及用於產品包裝的塑料袋及紙箱。我們的行政及銷售辦事處使用打印紙、墨水以及其他消耗品。

我們持續研究及改進我們的製造及生產工藝以確保最環保及最有效地利用資源，與此同時我們實施清晰的指引及措施，包括向員工推行以3R原則為導向的環保政策，鼓勵及確保彼等於日常營運中履行「減少、重複使用及回收」原則。

本集團已於製造及辦公營運過程中實施以下措施，以節約電力、淡水、紙張以及特定金屬及化學製品的消耗：

- a. 電力及柴油－加強空調及壓縮機用電管理；定期維護以防止冷卻及壓縮空氣洩漏；對空調管道進行繞包絕緣；為不同類型的工作區域安裝隔離門；調節及固定室溫至合理水平；優化安排生產工序及升級至更節能的生產設備。
- b. 水資源－安裝儀表以定期監測耗水量，並於必要時作出調整；定期維護生產設備以防止滲漏或任何其他浪費。
- c. 紙張－促進自動化及無紙化辦公，如以電子版存儲文件、透過電子郵件及訊息溝通；紙張雙面打印及紙張回收利用。

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- d. Metals and chemicals – constantly researching and introducing advanced technology and systems for production to reduce the consumption of specific metals and chemicals.

To allow the management to monitor the progress of the implemented policies and measures, the Group has established and maintained the “Electricity, Diesel, Water, Specified Minerals and Metals Consumption Record”.

Energy Consumption

During the Reporting Period, the Group consumed an aggregate of 17,434.1 MWh of electricity. For diesel, we consumed 47,220 liters for the operation of the power generator. By applying the energy efficiency measures above, the Group has initiated a target of 2% reduction in term of energy intensity by 2032, compared with the baseline year of 2022. The table below shows the energy consumption of the Group during the Reporting Period.

Direct and indirect energy consumption

by type	2023	2022	2021	Unit
按類型劃分的直接及間接能源消耗量	二零二三年	二零二二年	二零二一年	單位
Direct energy consumption 直接能源消耗量	1,699.6	4,890.0	1,055.4	GJ 吉焦
Indirect energy consumption 間接能源消耗量	17,434.1	22,976.6	20,501.7	MWh 兆瓦時
Total energy consumption 能源消耗總量	17,906.2	24,335.0	20,794.8	MWh-e 兆瓦時等值
Intensity (by revenue) 密度 (按收益計算)	57.9	50.2	56.5	MWh-e/million HKD 兆瓦時等值/百萬港元

Water Consumption

The Group strives to achieve the objective of water conservation and reduce water consumption within its operation, and treat such objective as the main principle in resource management. Water used by the Group is sourced from clean and safe source and is properly treated to ensure that it is fit for production.

The Group invested in the development and maintenance of the internal treatment system for exhaust gas and sewage. Certain equipment is also installed in the Group’s premises to treat water before discharge. All inspected wastewater will be filtered, precipitated, and chemically treated, so as to ensure that the water quality meets the requirements of recycling in our plants and achieve safe discharge. Regular inspections on the wastewater sewers are conducted to ensure there is no leakage of wastewater.

- d. 金屬及化學製品—持續研究及引進先進的技術及生產系統以減少特定金屬及化學製品的消耗。

為使管理層能監控所實行政策及措施的進展，本集團已建立及維持「電力、柴油、水、特定礦產及金屬消耗量記錄」。

能源消耗

於報告期間，本集團共消耗17,434.1兆瓦時電力。另外，發電機的運行消耗47,220升柴油。憑藉上述節能措施，本集團設定以二零二二年為基準年，到二零三二年將能源消耗密度降低2%的目標。下表載列本集團於報告期間的能源消耗情況。

用水

本集團致力實現節約用水的目標，在營運中減少耗水量，並將節水目標視為資源管理的主要原則。本集團所使用的水取自清潔安全的水源，並經過適當處理以確保適合用於生產。

本集團投資於開發及維護內部廢氣及污水處理系統。本集團的廠房亦安裝了污水處理設備，污水經過處理方會排放。所有檢測到的廢水將進行過濾、沉澱及化學處理，以確保水質符合我們廠房的循環使用要求並實現安全排放。本集團亦定期檢查污水渠，以確保不會出現污水滲漏。

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As for water conservation initiative measures, water pipelines and other related facilities are checked for leakage or malfunction regularly, any problem found will be reported to the relevant facilities administration department for timely repairment. In addition, the Group requires production units to minimize water consumption. Meters and sub-meters are installed in the factory to monitor and control any inefficient usage of water. Water usage records of the factory are maintained and reported to the management monthly. Any abnormal usage will be analyzed, investigated and rectified.

For water, we consumed an aggregate of 872,867.0 m³. Due to its operating locations, the Group did not encounter any significant issues in sourcing water that is fit for purpose. There was also no issue in sourcing water for purpose and the water sourced was not from areas with high water stress. The Group aims at reducing water intensity in our operations by 2% by 2032 against the 2022 baseline.

Water consumption in total and

intensity 耗水總量及密度	2023 二零二三年	2022 二零二二年	2021 二零二一年	Unit 單位
Total water consumption 耗水總量	872,867.0	1,292,791.0	1,288,248.0	m ³ 立方米
Intensity (by revenue) 密度 (按收益計算)	2,821.1	2,664.3	3,500.7	m ³ /million HKD 立方米/百萬港元

Use of Packaging Materials

For packaging materials, it is not a material topic to the Group's operation and the Group will consider the establishment of the data collection system for packaging materials.

The reductions in the consumption of resources evidence the effectiveness of our resource efficiency measures. We will continue to implement energy-saving measures and improve overall energy productivity per employee.

在節水措施方面，定期檢查水管及其他相關設施是否有滲漏或故障，如發現任何問題，將向相關設施管理部門報告以便及時進行維修。此外，本集團要求生產單位盡量降低用水量。工廠安裝了總水錶及分水錶，以監測及控制低效的用水情況。工廠的用水記錄會予以保存，並每月向管理層報告。對於任何異常的用水情況，將會進行分析、調查及糾正。

在用水方面，我們共消耗872,867.0立方米水。由於營運地點的原因，本集團在求取適用水源上並無遇到任何重大問題。求取適用水源上亦無任何問題，且水源並非來自用水高度緊張的地區。本集團的目標是以二零二二年為基準，到二零三二年將業務營運的用水密度降低2%。

包裝材料使用

就本集團營運而言，包裝材料耗用並非重大議題，但本集團亦會考慮建立包裝材料的數據收集系統。

資源消耗量下降表明我們提高資源效益的措施取得成效。我們將會繼續實行節能措施及提升每名僱員的整體能源生產率。

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THE ENVIRONMENT AND NATURAL RESOURCES

The Group's business and operations consume large amounts of various natural resources including metals, chemicals, electricity, diesel and water. We are, however, committed to being environmentally friendly and responsible. We have both constantly researched and implemented the latest manufacturing processes and treatment technologies. We are also committed to training our employees in the adopted policies and procedures in line with the internationally recognized "3R" principles and practices which aim to extract maximum practical benefits from product use while generating a minimal amount of wastes:

- Reduce: reduce waste materials;
- Reuse: reuse waste materials without processing; and
- Recycle: recycle and reuse materials as resources.

Constantly reviewing and implementing these practices and directing our employees on the importance of "green practices" not only preserve natural resources but also help to save excessive operational costs for the Group. Along with the various technologies and practices adopted in our manufacturing operations, in our offices, we have policies on reducing the use of electricity by turning off lights, computers and air-conditioning as well as encouraging regular maintenance and prolonged use of our computers, printers, fax machines, photocopiers, and other common office equipment to reduce the frequency of replacement.

CLIMATE CHANGE

The Group addresses climate-related risks based on the nature of the risk to our business operations. The physical impacts of climate change, including extreme weather events that can potentially cause damages to facilities will have immediate operational impacts to the Group and are treated as operational risks. Long-term challenges, such as emerging ESG issues and climate-related risks and opportunities, may be discussed by the Group's ESG Working Group. The Board, as the ultimate responsible body, gives guidance and final decision on the risk management, overseeing the Group's policies, programs, and performance relating to the environment, including climate change. The ESG Working Group works closely with the Group's different operation departments, with an aim to develop consistent and enhanced approaches on addressing ESG risk issues and report to the Board.

環境及天然資源

本集團的業務及營運需消耗大量多種天然資源，包括金屬、化學品、電力、柴油及水。然而，我們致力推行環保及履行責任，並一直研究及實施最新製造工藝及處理技術。我們亦致力根據國際公認的「3R」原則及常規，就所採用的政策及程序對僱員進行培訓，藉以在產生最少廢物的同時從產品使用中獲得最大實際利益：

減少：減少廢料；

重複使用：在毋須處理情況下重複使用廢料；及

回收：將材料作為資源回收及再利用。

不斷檢討及實施該等常規並為僱員提供有關「綠色踐行」重要性的指導，不但可保護天然資源，亦有助於為本集團節省經營成本。我們的製造業務採用各類技術及常規，同時我們的辦公室亦制定有關減少用電（通過及時關燈、關電腦及關空調等方式）的政策，並鼓勵定期維護電腦、打印機、傳真機、影印機及其他常用辦公設備，從而延長使用期，降低更換頻率。

氣候變化

本集團根據業務營運所面臨風險的性質應對氣候相關風險。氣候變化的實質影響（包括可能對設施造成破壞的極端天氣事件）將對本集團的營運產生直接影響，被視為營運風險。本集團的環境、社會及管治工作小組可能會討論長期挑戰，例如新出現的環境、社會及管治問題以及氣候相關風險與機遇。董事會作為最終負責機構，就風險管理提供指導及作出最終決定，監督本集團於環境方面（包括氣候變化）的政策、計劃及表現。環境、社會及管治工作小組與本集團各營運部門緊密合作，旨在制定一致且更完善的方法以應對環境、社會及管治風險問題，並向董事會匯報。

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The increased frequency and severity of extreme weather events, such as typhoons, storms, heavy rains and heatwave, pose acute and chronic physical risks to the Group's business. The Group's assets may be damaged and operations may be disrupted, resulting in reduced revenue from lower productivity and higher maintenance costs. Climate change may also adversely impact its employees in terms of health and safety during commuting and cause displacements in communities where we operate. In order to minimise the resilient risk, the Group has established contingency measures for the majority of weather-related events. The Group will explore immediate emergency plan to enhance business stability during the adverse weather.

In response to the national call to have carbon emissions peak before 2030 and achieve carbon neutrality before 2060, we strive to explore opportunities to use alternative energy or enhance the energy efficiency in our operations. The Power Rationing ("限電令") may also be adopted by the Government and thus result in the increased in the compliance cost. Policy actions may also force the Group to start to develop emerging technologies on climate change mitigation, for example, using alternative energy source in the new operation system or switching to low-carbon energy sources. Supporting the transition to a low-carbon economic system may bring risks to the Group's technological transformation and increase its operating costs. The Group will also monitor its energy consumption and strive to cut down its greenhouse gas emissions.

SOCIAL ASPECTS

EMPLOYMENT AND LABOUR PRACTICES

The Group's business development and growth rely heavily on the skills, passion and commitment of its employees and we see our employees as our most valuable asset. We are committed to complying with all the laws, rules and regulations on the employment arrangements, including the Labour Laws of the PRC and the Employment Ordinance of Hong Kong, and strongly forbid the recruitment of child labour and forced labour. The Group also formulated an internal policy aiming to provide all employees with good working and living environment and enhance their sense of belongings to the Group.

The Group is also committed to providing equal opportunities to all employees in recruitment, promotion, compensation and benefits, and to establishing a happy, harmonious, safe and healthy working environment for all employees. The Group strives to strengthen its human resources management with employee-oriented policies to encourage motivation and innovation and protect the interests and legal rights of the employees, and ultimately achieve a positive, constructive and harmonious relationship with its employees.

颱風、風暴、暴雨及熱浪等極端天氣事件的發生頻率及嚴重程度增加，對本集團的業務營運構成急性及慢性實體風險。本集團的資產可能會受到損壞，營運可能會受到干擾，導致生產力下降及維護成本增加，從而導致收益減少。氣候變化亦可能對僱員在通勤期間的健康及安全產生不利影響，並導致我們營運所在社區的居民被迫遷移。為盡量降低抗災風險，本集團已就大部分天氣相關事件制定應急措施。本集團將探索緊急應變計劃，提升於惡劣天氣下的業務穩定性。

為響應國家於二零三零年前實現碳達峰及於二零六零年前實現碳中和的號召，我們努力探索在營運中使用替代能源或提高能源效率的機會。政府亦可能實施限電令，從而導致合規成本增加。政策行動亦可能迫使本集團著手開發減緩氣候變化的新興技術，例如在新營運系統中使用替代能源或改用低碳能源。支持向低碳經濟體系轉型可能會給本集團的技術轉型帶來風險及使經營成本上漲。本集團亦將監控能源消耗，努力減少溫室氣體排放。

社會層面

僱傭及勞工常規

本集團的業務發展及增長在很大程度上依賴員工的技能、積極性及承擔，我們將員工視為最寶貴的資產。我們恪守有關僱傭安排的所有法律、規則及法規，包括中國《勞動法》及香港《僱傭條例》，並嚴禁招募童工及強迫勞工。本集團亦訂有內部政策，旨在為所有員工提供良好的工作及生活環境，並增強員工對本集團的歸屬感。

本集團亦致力在招聘、晉升、薪酬及福利方面為所有員工提供平等機會，並為所有員工營造一個愉快、和諧、安全及健康的工作環境。本集團強化人力資源管理，推行以員工為本的政策，激發活力及創新，保護員工的利益及合法權益，最終與員工建立積極、具有建設性及和諧的關係。

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EMPLOYMENT

The Group recognizes our employees are key stakeholders and contributors to our business and its growth. We are committed to providing our staff with a satisfying, safe and equitable workplace where our staff and the Group can grow together. The Group strictly complies with the relevant laws and regulations as stipulated in the Employment Ordinance of the Hong Kong and Labour Law of the PRC. The recruitment of child labour and forced labour is strongly forbidden.

The Group has a comprehensive human resources policy in place regarding recruitment, dismissal, promotion, leave, holidays and benefits to support its works on manpower resources. The Human Resource Manager reports directly to the Group's chief executive and is charged with the responsibility and duty to ensure the full and legal implementation of the Group's human resources strategies and policies which are detailed in the employee handbook. All the terms and conditions contained therein related to recruitment, probation, promotion, termination, remuneration, bonus and allowances, holidays and leaves, retirement scheme, medical, travel and social security insurance, mandatory provident fund, work schedules, performance assessment and communication, communication processes, etc., are in strict compliance with national and local government labour laws, rules and regulations.

During the Reporting Period, the Group honored all obligations including the payment of salaries and wages, holidays and leave, compensation, insurance and health benefits and no material non-compliance with the laws and regulations regarding employment was reported. The employment-related laws and regulations includes the Employment Ordinance of the Hong Kong and Labour law, Labour Contract Law, Employment Promotion Law, Social Insurance Law, Production Safety Law, and Prevention and the Control of Occupational Diseases of the PRC.

Talent Attraction and Retention

On employment, the Group has adopted a mixed policy of external recruitment and international promotion for vacancies. The HR Department after discussing with the hiring supervisors should select the most efficient and cost-effective approach for searching suitable candidates, including advertising in the Labour Department, recruitment advertisement, recruitment agency and referral.

僱傭

本集團深明員工乃我們業務經營及增長的主要持份者及貢獻者。我們致力於為員工提供稱心、安全及公平的工作場所，讓員工及本公司共同成長。本集團嚴格遵守香港《僱傭條例》以及中國《勞動法》等相關法律法規，並嚴禁僱用童工及強迫勞工。

本集團設有全面的人力資源政策，涵蓋招聘、解僱、晉升、休假、假期及福利等方面，以支持人力資源工作。人事部經理直接向本集團行政總裁匯報，承擔確保全面及合法實施本集團人力資源策略及政策的職責。本集團人力資源策略及政策詳情載於僱員守則，當中所有條件及條款（有關招聘、試用、晉升、終止合約、薪酬、花紅及津貼、假期及休假、退休計劃、醫療、差旅及社會保障保險、強積金、工作日程、表現評估、溝通及溝通流程等）均嚴格遵守國家及地方政府的勞動法律、法規及法例。

於報告期間，本集團已履行所有義務，包括支付薪金及工資、假期及休假、補償、保險及醫療福利，並無出現嚴重違反僱傭方面法律法規的情況。僱傭相關法律及法規包括香港《僱傭條例》及中國《勞動法》、《勞動合同法》、《就業促進法》、《社會保險法》、《安全生產法》及《職業病防治法》。

吸引及挽留人才

於僱傭方面，本集團採用外部招聘與內部提拔相結合的政策以甄選人員填補職位空缺。人事部經與招聘主管討論後，選擇最有效及具成本效益的方式物色合適人選，包括在勞工處刊登廣告、發佈招聘廣告、借助招聘代理及轉介等。

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The Company aims to provide career advancement opportunities for employees to develop and utilize their potential whenever possible, while at the same time recognizing their outstanding performance and enabling the Group to retain qualified staff. Whenever vacancies arise, the hiring supervisors should consider the possibility of promoting existing employees from within before recruiting externally.

The Group's remuneration policy is built upon the principles of providing equitable, motivating and market-competitive remuneration packages that can stimulate and drive staff at all levels to work towards achieving the Group's objectives. Employees' remuneration is determined with reference to the prevailing market level as well as their competence, performance, qualifications and experiences. Pay review will be conducted annually, normally in January each year, for all employees who have completed 12 months of employment with the Group. For employees with outstanding performance, the Group will give rewards, including promotions, bonuses, salary increases or additional allowances, based on the overall assessment. Salaries and wages are paid directly to employees' bank accounts within the prescribed wage period.

Compensation and Dismissal

Employees must submit their resignation letters to their immediate managerial supervisors and allow a certain notice period. The resignation letter should be forwarded immediately to the Department. Resigning employees are invited to complete and return an exit questionnaire on the last working day. Apart from resigning from the Group, an employee will be dismissed with notice or summarily dismissed depending on the seriousness of the offence, with approval from the Chairman, after verbal and written warnings have been given and if no improvement is made.

Inclusion and Equal Opportunity

All vacancies are open to all with equal opportunities, to be decided with no discrimination on sex, religion, gender, age and disability, and to be selected on qualification, skill and competency basis. All successful employees must enter into proper and standardized contracts in writing between the respective employees and the Group.

To maintain the Group's non-discrimination policy, the Group appoints the head of the administration department to implement the policy and report to the Group if the third-party agencies have any issues of discrimination during screening and selecting suitable candidates. Corrective measures and investigation will be taken promptly if there are any discrimination complaints.

本公司旨在為僱員提供職業發展機會，務求盡量發揮及利用僱員潛能，同時表彰僱員的出色表現，使本公司能夠挽留合資格員工。於出現職位空缺時，招聘主管在進行外部招聘前須考慮內部提拔現有僱員的可能性。

本集團的薪酬政策建基於提供公平、具激勵性及市場競爭力的薪酬待遇的原則，以激勵及推動各級員工為實現本集團的目標而努力。僱員薪酬乃參考現行市場水平及僱員個人能力、表現、資歷及經驗釐定。本集團每年（通常於一月份）對所有受僱於本集團滿12個月的僱員進行薪酬檢討。對於表現突出的員工，本公司會根據整體考核情況給予獎勵，包括晉升、獎金、加薪或額外津貼。薪金及工資在規定的工資期內直接支付至僱員的銀行賬戶。

薪酬及解僱

僱員須向其直屬主管提交辭職函，並給予一定的通知期。辭職函應立即轉交人事部。於最後一個工作日，本集團邀請離職僱員填寫並交回離職問卷。除辭職情況外，倘僱員有違規行為，且於收到口頭及書面警告後並無作出改進，經主席批准，本集團將根據違規的嚴重程度發出解僱通知或即時解僱。

包容與平等機會

所有職位空缺向所有人開放，機會平等，所作出決定不存在基於性取向、宗教、性別、年齡及殘疾的歧視，而是按資格、技能及能力進行甄選。所有成功獲錄取的僱員必須各自與本集團以書面形式簽訂正式、規範的合同。

為貫徹本集團的反歧視政策，本集團委派行政部主管執行該政策，並向本集團匯報第三方機構於篩選及甄選合適人選過程中是否存在任何歧視問題。如有任何歧視投訴，我們將及時採取糾正措施及進行調查。

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Working Hours and Rest Periods

The Group encourages employees to finish their duties during their normal working hours. It is the responsibility of supervisors to ensure that overtime work is only performed when necessary and unavoidable. Regular or perpetual overtime is discouraged.

Other Benefits and Welfare

The Group offers group hospitalization insurance to all full-time employees to provide 24 hours worldwide hospitalization coverage and medical benefits to employees on a non-contributory basis. The Group also offers outpatient medical plans to eligible employees to provide outpatient benefits on a non-contributory basis.

The management structure chart, the Group organizational chart and the department function chart are made available to all staff for understanding their career paths within the Group. Training and career development programs are monitored closely by the human resources managers. To build a mutual understanding and acceptable working environment, the Group encourages employees to communicate open-heartedly. Employee representatives are invited regularly to meetings to discuss issues relating to working conditions, health and safety and employment terms and conditions. Grievance procedures are listed in the employee handbook and all employee grievances will be handled independently and treated in the strictest confidence.

The Human Resources Manager has maintained an “Employment Record” with a breakdown of the total number of employees in different levels and sectors based on gender and age distribution for the management to monitor the Group’s employment status regularly.

工作時數及休息時間

本集團鼓勵僱員於正常工作時間內完成工作。主管有責任確保僅在必要及不可避免的情況下方會加班。本集團不鼓勵經常或長期加班。

其他福利待遇

本集團為所有全職僱員投購團體住院醫療保險，提供24小時全球住院保險及醫療福利，僱員毋須供款。本公司亦為合資格僱員提供門診醫療計劃，該等僱員毋須供款即可享受門診醫療福利。

本集團之管理結構圖、集團組織結構圖、部門職能圖均可供所有員工閱覽，以瞭解彼等在本集團內的職業發展之路。人事經理密切監察培訓及職業發展方案。為建立相互理解及獲認可的工作環境，本集團鼓勵僱員進行坦誠溝通。本集團定期邀請僱員代表參加會議以討論與工作條件、健康與安全以及僱傭條款及條件有關的事宜。僱員手冊載有申訴程序，所有僱員申訴將得到獨立處理並嚴格保密。

人事部經理備有按性別及年齡分佈載列各級別及部門僱員總數明細的「僱傭記錄」，以供管理層定期監察本集團的僱傭狀況。

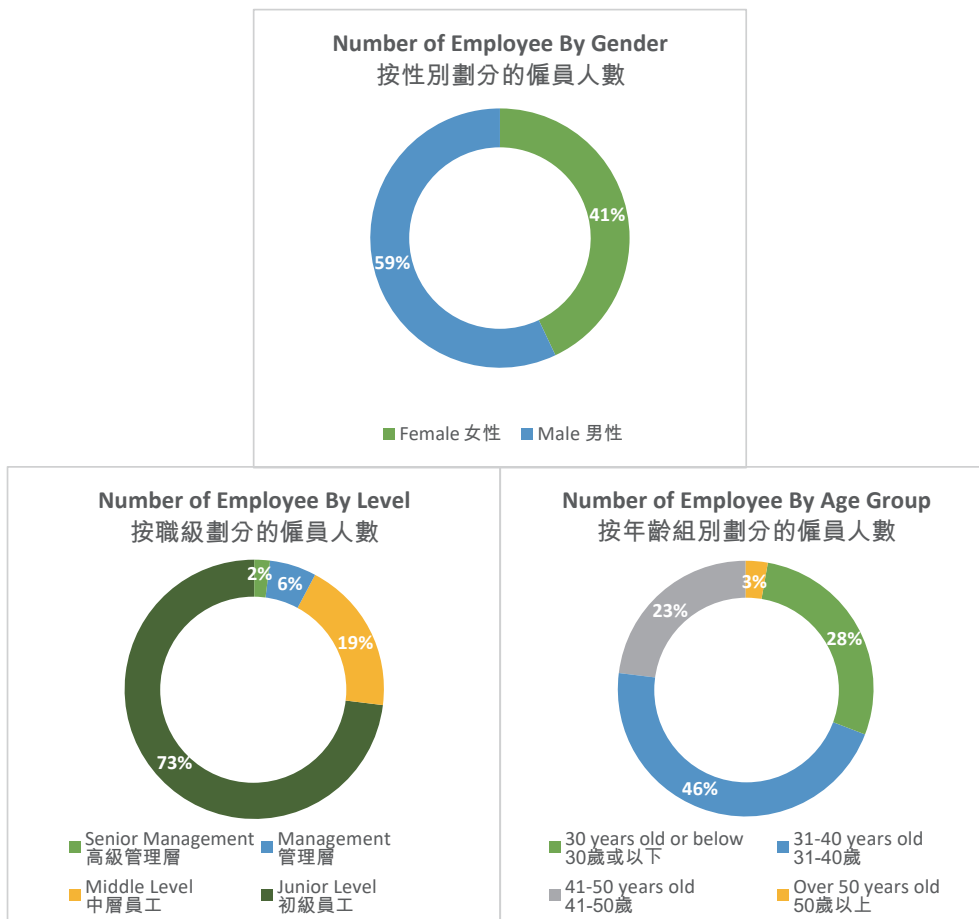
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 環境、社會及管治報告

As at 30 April 2023, the Group had a total of 828 employees, of which 490 were male and 338 were female, and of which all of the employees were in our manufacturing operations in the PRC. Among the PRC manufacturing operations employees, 822 were rural-sourced workers and only 6 were city-sourced workers. 232, 376, 193 and 27 workers were aged 30 years old or below, 31-40 years old, 41-50 years old and above 50 years old respectively. All of them were on a full-time working basis.

於二零二三年四月三十日，本集團共聘用828名僱員，其中490名為男性，338名為女性，所有僱員均為我們於中國境內的製造業務所聘用。在中國製造業務僱員中，822人為農民工，城鎮工人僅6人。其中，232人為30歲或以下，376人年齡介乎31至40歲，193人年齡介乎41至50歲，27人為50歲以上。彼等全部為全職僱員。

The following charts are snapshots of the total number of employees in manufacturing operations in the PRC by gender, level and age group.

以下為按性別、職級及年齡組別劃分的中國製造業務僱員總數速覽。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

HEALTH AND SAFETY

The employee's handbook provides details on health and safety protection and procedures, and the Group fully complies with the labour laws and regulations of the PRC and the Employment Ordinance of Hong Kong. A complete set of safety and health measures is available. Training is provided to equip employees with the adequate knowledge and skills to perform their duties safely. As outlined in the employee handbook, the Group strives to identify potential dangers and risks to employees during work and to ensure a safe and hygienic working environment could be provided by reducing, eliminating and controlling hazards at the workplace. In case of accidents, regardless of minor or serious, employees are required by the in-house rules to notify their superiors immediately without delay. Appropriate remedial measures and compensation actions including any necessary reporting in accordance with the local or national laws are handled promptly.

The Group offers group insurance to eligible employees to cover term life benefits, accidental health, dismemberment benefit and total and permanent disability benefit in the event of death and permanent, total or partial disablement. In addition, medical insurance and travel insurance are offered to eligible employees in Hong Kong. For all qualified employees in the PRC, national social security insurance is provided in accordance with national laws and regulations.

During the past three years, including the Reporting Period, the Group did not record any accidents that resulted in death or serious physical injury and did not identify any material non-compliance with laws and regulations relevant to the health and safety of employees, such as the Occupational Safety and Health Ordinance of Hong Kong, Work Safety Law, Safety Production Law and Occupational Disease Prevention Law of the PRC. The Group did not record any compensation claim or work-related injury investigation by any relevant government officials in the PRC and Hong Kong.

健康與安全

僱員手冊提供有關健康及安全保護及程序的詳細資料，本集團全面遵守中國勞動法律法規及香港《僱傭條例》。本公司設有一整套安全及健康措施，並提供培訓，使僱員掌握足夠的知識及技能，以安全履行職責。誠如僱員手冊所述，本集團致力識別僱員於工作期間所面對的任何潛在危險及風險，並通過減少、消除及控制工作場所的危害，為僱員創造安全衛生的工作環境。如發生意外，無論是輕微事故或嚴重事故，僱員均須按照內部規則立即通知上級，及時採取適當的補救措施及補償行動，包括根據當地或國家法律作出任何必要報告。

本集團向合資格僱員提供團體保險，涵蓋定期壽險、意外健康及傷殘險以及完全及永久傷殘險（倘受保人身故及永久、完全或部分失去行動能力）。此外，本集團亦為香港合資格僱員提供醫療保險及旅遊保險，並根據國家法律及法規為所有中國合資格僱員繳納社保。

於過去三年（包括報告期間），本集團並無發生任何導致死亡或嚴重受傷的意外事件，亦無發現任何嚴重違反僱員健康與安全相關法律及法規（如香港《職業安全及健康條例》、中國《安全生產法》、《職業病防治法》）的情況。本集團並無發生任何索償事件或受到中國及香港任何相關政府機構的工傷調查。

	2023 二零二三年	2022 二零二二年	2021 二零二一年
Number of work-related fatalities 因工亡故的人數	0	0	0
Rate of work-related fatalities 因工亡故的比率	0%	0%	0%
Lost days due to work injury 因工傷損失工作日數	69	23	25

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

DEVELOPMENT AND TRAINING

The Group recognises the importance of self-reliance and encourages all employees to continue learning and improving their knowledge and job skills for the benefit of themselves as well as the Group.

The Group offers different types of training programs on a regular basis if necessary. Upon commencement of employment, new employees receive basic induction training to familiarize themselves with the Group's culture and occupational health and safety and relevant rules and regulations. The Group has provided training programs for different levels and types of employees during the Reporting Period. The relevant Human Resources and/or departmental managers maintain the record of executed training programs records as a KPI to monitor and evaluate the effectiveness of the executed training programs showing the types and number of attendants.

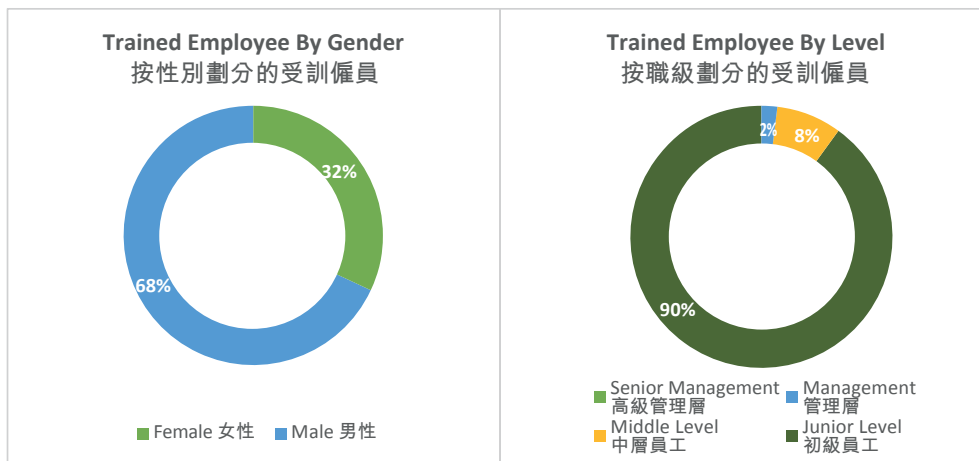
During the Reporting Period, a total of 260 employees received a total of 796 hours of training and the average training hour was 1.0 hour per employee. The Group concentrated on internal training for new joiners to ensure that they received proper training before operation.

發展及培訓

本集團深知自力更生的重要性，鼓勵所有僱員深造以及提升其知識及工作技能，此舉對僱員自身以及本集團均有利。

如有需要，本集團會定期提供不同類型的培訓計劃。新僱員於入職時接受基本的入職培訓，以熟悉本集團的文化及職業健康與安全以及相關規章制度。於報告期間，本集團為不同級別及類別的僱員提供培訓計劃。相關人事經理及／或部門經理須保存已執行的培訓計劃記錄作為一項關鍵績效指標以監察及評核已執行培訓計劃的效果（包括參與培訓的僱員類別及人數）。

於報告期間，合共260名僱員接受合計796個小時的培訓，每名僱員的平均受訓時數為1.0小時。本集團集中開展新入職者內部培訓，確保新入職者上崗前經過適當的培訓。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

LABOUR STANDARDS

The Group strictly complies with the Labour Laws of People's Republic of China and the Employment Ordinances of Hong Kong, and adopts the irrespective standards as well as local market practices as its minimum labour standard on labour protection and welfare including recruitment, dismissal, promotion, leave and holidays, benefits as well as ensuring equal employment opportunities to all sexes, genders, ages, races and religions.

The Group strictly prohibits the recruitment of employees lower than the legal minimum working age and any threats, such as force, exploitation and abuse of labour forcing employees to work against their will. Company managers should communicate effectively with employees, and must not force employees to perform operations that have significant safety and health risks or operations that violate regulations.

The Group also maintains strict compliance with the laws in relation to the prevention of child or forced labour in different regions in which it operates. All job applicants are required to submit, and the Group maintains, credentials such as academic qualifications, professional skill certificates, references and identity cards for verification and record purpose during recruitment.

If there are any cases of forced labour, child labour and illegal immigrant labour on staff, employment with all these candidates will be immediately terminated. The Group would also take responsibility for the investigation.

During the Reporting Period, no labour disputes or litigation related to labour standards have been reported and the Group paid all wages and salaries, benefits and compensation on time.

勞工準則

本集團嚴格遵守《中華人民共和國勞動法》及香港《僱傭條例》，並採納相關標準以及當地市場慣例作為勞工保護及福利方面之最低勞工標準（包括招聘、解僱、晉升、休假及假期、福利方面）以及確保所有不同性取向、性別、年齡、種族以及宗教的僱員得到公平僱傭的機會。

本集團嚴格禁止招聘低於法定最低工作年齡的僱員以及任何強迫僱員違背意願工作的威脅（如武力、剝削及虐待勞工）。公司經理應與僱員進行有效溝通，不得強迫僱員進行存在重大安全及健康風險的作業或違反法規的作業。

本集團亦持續嚴格遵守其營運所在的不同地區有關防止童工或強迫勞工的法例。於招聘過程中，所有求職者須提交學歷證書、專業技能證書、推薦人及身份證等證明文件以作核實及記錄，並由本集團作保存。

倘發現任何強制勞工、童工及非法移民勞工的情況，我們將立即終止與所有相關人士的僱傭關係。本集團亦會承擔調查責任。

於報告期間，本集團並無發生任何與勞工準則有關的勞工糾紛或訟訴，且本集團已按時支付所有薪金及工資、福利以及補償。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

OPERATING PRACTICES AND SOCIAL INVESTMENT

SUPPLY CHAIN MANAGEMENT

The Group sources metals and chemicals worldwide. The Group has established and implemented a material procurement management system and supplier management system to purchase metals and chemicals, such as copper alloy, potassium cyanide, purify cleanser and photoresist, for further value-added production. Placement of supplies contracts is executed by means of tendering under open-bid and/or invitation, private negotiation, etc.

To strengthen the management of sourcing and procurement and to reduce procurement costs, strict assessments on suppliers are conducted to ensure suppliers are not only committed to the cost and quality of the products/materials but also committed to compliance with laws, rules and regulations. The market reputation and previous track records of the suppliers are also considered. Preference is also given to environmentally and socially responsible suppliers that have a lower impact on the environment.

The Group is committed to being a responsible corporate citizen and supporting sustainable practices throughout our operations. As part of this commitment, we have developed an internal company policy on green procurement to ensure that we are making environmentally responsible purchasing decisions. We carefully evaluate our suppliers to ensure that they align with our values and principles on sustainability. We prioritize suppliers who have a strong commitment to environmental protection and who have implemented environmental management systems.

The Group also focused on the environmental and social risks of its suppliers. The Group maintains close communication with various suppliers to ensure that the suppliers' businesses comply with local laws and regulations in their operating countries and regions. The Group also operates in a good faith by adhering to their business ethics such as prohibition on employing child and forcing labour, and maintaining high levels of quality control and their respective environmental and social responsibilities.

營運慣例及社會投入

供應鏈管理

本集團於全球採購金屬及化學製品，如銅合金、氰化鉀、淨化劑及光致抗蝕劑，用於進一步增值生產。本集團已設立及實施材料採購管理制度及供應商管理制度，以規管金屬及化學製品採購。供應合約通常透過公開招標及／或邀請招標以及私下磋商等方式訂立。

為加強採購管理及降低採購成本，本集團對供應商實施嚴格評估，確保其除了致力保證產品／材料成本及質量外，同時承諾遵守法律、法規及規例。供應商之市場聲譽及往績記錄亦在考量範疇內。此外，我們優先考慮具有環保及社會責任意識、對環境影響較小的供應商。

本集團致力成為負責任的企業公民，並在整個營運過程中支持可持續發展實踐。作為此承諾的一部分，我們已就綠色採購制定內部公司政策，以確保我們作出對環境負責的採購決策。我們審慎評估供應商，以確保其符合我們的可持續發展價值觀及原則。我們優先考慮堅定踐行環境保護且已實施環境管理體系的供應商。

本集團亦關注供應商的環境及社會風險。本集團與各供應商保持密切溝通，確保供應商的業務遵守其營運所在國家及地區的當地法律及法規。本集團亦秉持誠信經營原則，恪守商業道德，例如禁止僱用童工及強迫勞工，並維持高水平的質量控制，積極承擔環境及社會責任。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

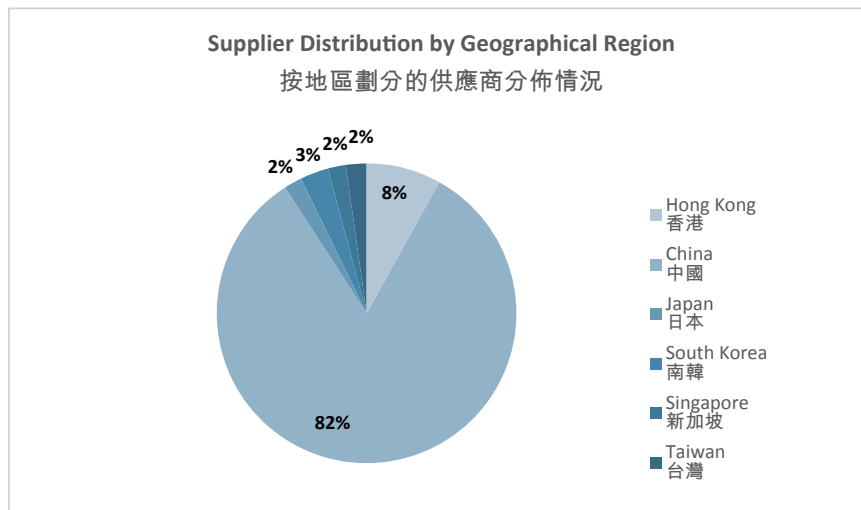
環境、社會及管治報告

To support calls from international organizations for fair trade and sustainable development, we have requested our contracted suppliers to comply with “QPL’s Conflict Metals Policy” and “EICC-Ge SI Conflict-free Smelter Program”, under which contracted suppliers are required to provide a guarantee on the sourcing of non-conflict-metals from smelters/mining to ensure materials are not sourced from mines in conflict areas.

During the Reporting Period, the Group had a total of 61 major suppliers, which are all subject to the supplier engagement practice. The Group gives priority to local suppliers when developing businesses all over the country in order to create employment opportunities for local communities and fulfil corporate social responsibility. 90% of the Group’s procurement was conducted through local suppliers in Hong Kong and the PRC. A local supplier is defined as an organization that provides a product or service to the Group and that is based in the same geographical market as the Group without transnational payments to the supplier made.

為響應國際組織對於公平交易及可持續發展之倡議，我們要求已訂立合約之供應商遵守「QPL 衝突金屬政策」及「電子行業行為準則－全球電子可持續發展推進協會非衝突冶煉計劃」，據此，已訂立合約之供應商須提供有關從冶煉廠／採礦廠採購非衝突金屬的保證，以確保材料並非源自衝突地區礦場。

於報告期間，本集團共有61名主要供應商，均須遵守供應商聘用慣例。本集團在全國各地開展業務時，優先考慮當地供應商，為當地社區創造就業機會，履行企業社會責任。本集團90%的採購乃透過香港及中國的當地供應商進行。當地供應商被界定為向本集團提供產品或服務與本集團位於同一地區市場的組織，本集團毋須向此類供應商作出跨國付款。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

PRODUCT RESPONSIBILITY

Quality Assurance

The Group is acutely aware of the importance of product quality and customer satisfaction and is committed to providing high-quality products and real-time customer service which we are known for in the industry. Starting from sourcing and procurement of raw materials and throughout the production process until the delivery of finished products to customers, the Group has implemented strict in-process quality assurance and 100% final inspection procedures to guarantee product quality.

The design team within the Group can adjust our services according to different customer requirements. In addition to the design of etching and stamping sheets in accordance with customer requirements, we also produce a wide range of standard products including SOIC (small outline integrated circuit), QFP (Quad Flat Package), TQFP (thin quad flat package), PDIP (plastic dual in-line package), PLCC (plastic leaded chip carrier) and TSOP (thin small outline package). We work together with customers who require long-term lead frame products by reducing costs and enhancing services through consultation to achieve long-term cooperation.

Complaint Management

The Group views customers as its important long-term partners to achieve mutual business success and will follow up complaints in a timely manner. The Group has implemented the “Products and Services Related Complaints Handling Guide – QSG 3004” to deal with customer complaints. It is our policy that should the customer complaint be validated. When complaints are received and verified as valid, the Group will review their nature, identify the root cause and the critical issues involved. We will accept returns and provide replacements.

During the Reporting Period, owing to our strict adherence to the quality production and services assurance process, the sales returned and/or complaints owing to quality and services defects amounted to only 1.02% of the total turnover and the number of products and service-related complaints received was 65. Furthermore, all returned products and/or complaints were immediately remedied and settled to the satisfaction of the clients.

產品責任

質量保證

本集團深知產品質量及客戶滿意度之重要性，致力於提供我們藉以聞名業內的高品質產品及實時客戶服務。自原料採購開始貫穿整個生產過程，直至將成品交付予客戶，本集團實施嚴格的過程質量保證並執行100%終檢程序，以確保產品質量。

本集團設計團隊可根據不同的客戶要求對服務作出調整。除根據客戶要求設計蝕片及壓片外，我們亦可生產使用範圍廣泛的標準產品，包括SOIC（小外型集成電路封裝）、QFP（方型扁平式封裝）、TQFP（薄型四方扁平封裝）、PDIP（塑料雙列直插式封裝）、PLCC（有引線塑料芯片載體）及TSOP（超薄小型封裝）。我們與長期需要引線框產品的客戶合作，以透過與客戶協商降低成本並提升服務，以達致長期合作。

投訴管理

本集團視客戶為重要的長期合作夥伴，尋求實現共贏，並及時跟進投訴。本集團已實施「產品及服務相關投訴處理指引 – QSG 3004」，以處理客戶投訴。按我們的政策，客戶投訴須經過核實。於接獲投訴並經核實屬實後，本集團將審查投訴的性質、找出根本原因及所涉及的關鍵問題。我們接受退換貨。

於報告期間，由於我們嚴格遵守高水準生產及服務保證流程，有關質量及服務缺陷的銷售退貨及／或投訴僅佔總營業額的1.02%，接獲的產品及服務相關投訴數目為65宗。此外，所有退回產品及／或投訴均即時以令客戶滿意的方式予以補救及解決。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Intellectual Property Rights

The Group recognizes the importance of intellectual property (IP) rights, especially as a holder of patents and trademarks itself. The Group has established the internal “Intellectual Property Ownership Agreement” to ensure that the employee will keep in confidence all the employer’s confidential information, including the IP, as well as trade secrets and know-how. Without the consent of the Group, the patent owned by the Group is prohibited to be infringed, transferred or sold. The Group did not receive any intellectual property rights complaints or material non-compliance with the laws and regulations during the Reporting Period, such as the Trademark Law, Patent Law and Copyright Law of the PRC.

Consumer Data Protection

The Group generates a great amount of private, confidential and sensitive data from our suppliers, co-operation partners, customers and employees worldwide. Our clients consistently provide us with their integrated circuit designs, operation status, financial positions and commercial terms of contracts, etc. We at all times abide by the Personal Data (Privacy) Ordinance of Hong Kong and other relevant laws, regulations and requirements in both Hong Kong and the PRC and other jurisdictions where we operate to ensure that we safeguard and protect all such information.

All employees are required to sign an undertaking assuring they will not access and use the information they may come across at work without the approval of the Group as outlined in clause 7 of our employee handbook. The Group has the right to take legal action against employees if they breach their undertaking. We have also enforced special management procedures and instigated security protection hardware to prevent unauthorized access and possible information leakage. The Group did not experience any private information leakage and material non-compliance with the laws and regulations regarding privacy protection during the Reporting Period.

ANTI-CORRUPTION

The Group strictly prohibits any form of bribery and corruption and all staff are required to comply with both all the relevant laws and regulations in the countries we operate in and the Group’s internal policies as covered in the employee handbook. Under the Code of Conduct in Section 6 of the employee handbook, proper monitoring and management of the issues related to bribery, conflict of interests and intellectual property rights are outlined and channels and procedures for reporting any misconduct, malpractice or illegal behaviour are included.

知識產權

作為專利及商標持有人，本集團深明知識產權的重要性。本集團已制定內部「知識產權擁有權協議」，以確保僱員對僱主的所有機密資料（包括知識產權）以及商業秘密及技術知識保密。未經本集團同意，禁止侵犯、轉讓或出售本集團擁有的專利。於報告期間，本集團並無接獲任何有關知識產權的投訴，亦無發現嚴重違反中國《商標法》、《專利法》及《著作權法》等法律法規的情況。

客戶資料保護

本集團自全球各地的供應商、合作夥伴、客戶及僱員獲得大量私人、機密及敏感資料。客戶經常向我們提供其集成電路設計、營運狀況、財務狀況及合同商業條款等資料。我們一貫遵守香港《個人資料（隱私）條例》以及香港、中國及我們經營所處其他司法權區的其他相關法律、法規及規定，以確保我們保障及保護所有此類資料。

如我們的僱員手冊第7條所述，所有僱員均須簽署承諾書，保證彼等不會在未經本集團批准的情況下訪問及使用在工作中無意獲知的資料。若違反承諾，本集團有權採取法律行動控訴有關僱員。本集團亦已執行特殊管理程序及安裝安全保護硬件以防止未經授權訪問及資料洩露。於報告期間，本集團並無發生私人資料遭洩露及嚴重違反隱私保護法律法規的情況。

反貪污

本集團嚴禁任何形式的貪污受賄，且全體員工均須遵守我們經營所在國家的相關法律法規以及僱員手冊所涵蓋的本集團內部政策。僱員手冊第六條行為守則概述對賄賂、利益衝突及知識產權相關問題的適當監管及管理，並載列舉報任何不當行為、違規行為或違法行為的途徑及程序。

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In order to encourage our employees to report illegality, irregularity, malpractice, unethical or inappropriate conducts, which may damage the Group's interests, we established whistleblowing policy and implement procedures for our employees to report improprieties via a confidential reporting channel to the extent that is made possible to all employees. The Group is committed to addressing the concerns in a fair and reasonable manner and to handling the reports with due care and conducting a comprehensive and independent investigation for each reasonably established report.

Conflict of Interest

No employee may solicit advantage from any persons (including individuals and entities of any kind whether or not having a separate legal identity) having dealings with the Group (e.g., customers, suppliers, contractors, consultants, financial service providers, etc.). Employees should decline to accept an advantage if:

- the acceptance could affect employees' objectivity or induce them to act against the interests of the Group;
- the acceptance could lead to questions or complaints of bias, favouritism or impropriety; and
- employees feel that they would be obliged to reciprocate an advantage by returning a favour in connection with any business dealings.

The Group upholds the operational principles of honesty and trustworthiness, and has built a control system according to the Criminal Law of the PRC, the Anti-Money Laundering Law of the PRC, the Prevention of Bribery Ordinance of the Laws of Hong Kong and other national or regional laws and regulations.

Although we were unable to hold relevant training sessions during the Reporting Period due to the limitations on physical gatherings under the COVID-19 pandemic, the Group recorded zero corrupted cases nor breach of any anti-corruption laws during the Reporting Period, due to our daily anti-corruption methods and internal policies.

COMMUNITY INVESTMENT

The Group has carried out its business and operation in an environmentally and socially friendly manner and is committed to Corporate Social Responsibility in accordance with the Electronic Industry Citizenship Coalition (EICC) Code of Conduct. We have allocated resources to encourage employees to provide voluntary services and participate in voluntary and charitable events to support society, the local community and those in need.

為鼓勵員工舉報可能損害本集團利益的違法、違規、瀆職、不道德或不當行為，我們已制定舉報政策及實施相關程序，盡可能讓員工可透過保密的舉報渠道舉報不當行為。本集團承諾以公平合理的方式解決有關問題，謹慎處理舉報，對每宗有理據的舉報進行全面、獨立的調查。

利益衝突

僱員不得向與本集團有業務往來的任何人士（包括個人及任何類型的實體，不論是否具有獨立的法人身份）（例如客戶、供應商、承包商、顧問、金融服務提供商等）索取利益。在下列情況下，僱員應拒絕收受利益：

- 收受利益會影響僱員的客觀性或誘使彼等違背本集團的利益行事；
- 收受利益可能會導致出現偏頗、偏袒或不當行為的問題或投訴；及
- 僱員認為，其將有義務就任何業務往來給予好處，以作為回報。

本集團秉持誠實守信的經營原則，並已根據《中華人民共和國刑法》、《中華人民共和國反洗錢法》、香港法例《防止賄賂條例》及其他國家或地區法律法規建立監控體系。

於報告期間，由於抗擊 COVID-19 疫情而實施的人群聚集限制，我們無法舉辦相關培訓，但得益於我們良好的日常反貪污措施及內部政策，本集團於報告期間並無發生貪污案件或違反任何反貪污法律的情況。

社區投資

本集團以對環境及社會友好的方式開展業務及營運，並致力於遵照電子行業行為準則履行企業社會責任。我們亦已進行資源投放以鼓勵僱員提供志願服務以及參與志願及慈善活動，支持社會、地方社區及有需要的人士。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SUMMARY OF KEY PERFORMANCE INDICATORS

關鍵績效指標總覽

Environmental Aspects ¹ 環境層面 ¹	2023 二零二三年	2022 二零二二年	2021 二零二一年	Unit 單位
Aspect A1: Emissions 層面 A1 : 排放物				
A1.2 Greenhouse gas emissions in total and intensity² 溫室氣體總排放量及密度 ²				
Scope 1 emissions 範圍1排放	123.6	354.9	76.5	tonnes CO ₂ -e 噸二氧化碳當量
Scope 2 emissions 範圍2排放	10,129.2	13,349.4	12,508.1	tonnes CO ₂ -e 噸二氧化碳當量
Total greenhouse gas emissions 溫室氣體總排放量	10,252.8	13,704.4	12,584.6	tonnes CO ₂ -e 噸二氧化碳當量
Intensity (by revenue) ³ 密度 (按收益計算) ³	33.1	28.2	34.2	tonnes CO ₂ -e/million HKD 噸二氧化碳當量/百萬港元
A1.3 Hazardous waste 有害廢棄物				
Total hazardous waste produced 所產生有害廢棄物總量	4.3	4.2	4.1	tonnes 噸
Intensity (by revenue) 密度 (按收益計算)	13.9	8.6	11.1	kg/million HKD 千克/百萬港元
Aspect A2: Use of Resources 層面 A2 : 資源使用				
A2.1 Direct and/or indirect energy consumption by type 按類型劃分的直接及/或間接能源消耗量				
Direct energy consumption ⁴ 直接能源消耗量 ⁴	1,699.6	4,890.0	1,055.4	GJ 吉焦
Indirect energy consumption 間接能源消耗量	17,434.1	22,976.6	20,501.7	MWh 兆瓦時
Total energy consumption 能源總耗量	17,906.2	24,335.0	20,794.8	MWh-e 兆瓦時等值
Intensity (by revenue) 密度 (按收益計算)	57.9	50.2	56.5	MWh-e/million HKD 兆瓦時等值/百萬港元
A2.2 Water consumption in total and intensity 耗水總量及密度				
Total water consumption 耗水總量	872,867.0	1,292,791.0	1,228,248.0	m ³ 立方米
Intensity (by revenue) 密度 (按收益計算)	2,821.1	2,664.3	3,500.7	m ³ /million HKD 立方米/百萬港元

1 The environmental KPIs are calculated in accordance with the "How to Prepare an ESG Report? – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange.
環境關鍵績效指標乃根據聯交所發佈的「如何編備環境、社會及管治報告—附錄二：環境關鍵績效指標匯報指引」計算。

2 The emissions factor used for calculating the emissions generated from diesel consumption in China is adopted from 'Guidelines for Accounting and Reporting Greenhouse Gas Emissions China Electronic Equipment Manufacturing Enterprises (Trial)'.
用於計算中國柴油消耗量所產生的排放量系數來自《中國電子設備製造企業溫室氣體排放核算方法與報告指南(試行)》。

3 The total revenues of the Group for the years 2021, 2022 and 2023 were approximately HKD368 million, HKD485 million and HKD309 million respectively. Such figures would also be used for calculating other intensity data in the ESG Report.
本集團於二零二一年、二零二二年及二零二三年的總收益分別約為368,000,000港元、485,000,000港元及309,000,000港元。有關數字亦會用於計算環境、社會及管治報告的其他密度數據。

4 The calorific value used for calculating diesel consumption in China is adopted from 'General rules for the calculation of the comprehensive energy consumption' ("綜合能耗計算通則") (GBT 2589-2020).
用於計算中國柴油消耗量的熱值來自《綜合能耗計算通則》(GBT 2589-2020)。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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Social Aspects ⁵		2023	2022	2021	Unit
社會層面 ⁵		二零二三年	二零二二年	二零二一年	單位
Aspect B1: Employment					
層面 B1 : 僱傭					
B1.1 Total workforce⁶					
員工總數 ⁶					
Total number of employees		828	973	762	employee
僱員總數					人
By gender	Female	338	418	452	employee
按性別劃分	女性				人
	Male	490	555	337	employee
	男性				人
By employment type	Full-time	828	973	762	employee
按僱傭類型劃分	全職				人
	Part-time	0	0	0	employee
	兼職				人
By age group	30 years old or below	232	309	225	employee
按年齡組別劃分	30歲或以下				人
	31-40 years old	376	457	370	employee
	31-40歲				人
	41-50 years old	193	190	155	employee
	41-50歲				人
	Over 50 years old	27	17	12	employee
	50歲以上				人
By level	Senior management	16	16	-	employee
按職級劃分	高級管理層				人
	Management	51	42	-	employee
	管理層				人
	Middle level	159	85	-	employee
	中層員工				人
	Junior level	602	830	-	employee
	初級員工				人
By employment category	City-sourced worker	822	967	-	employee
按僱傭類別劃分	城鎮工人				人
	Rural-sourced worker	6	6	-	employee
	農民工				人
By geographical region	China	828	973	762	employee
按地區劃分	中國				人

5 The social KPIs are calculated in accordance with the “How to Prepare an ESG Report? – Appendix 3: Reporting Guidance on Social KPIs” issued by the Stock Exchange.

社會關鍵績效指標乃根據聯交所發佈的「如何編備環境、社會及管治報告—附錄三：社會關鍵績效指標匯報指引」計算。

6 The workforce disclosed only includes the employees in the manufacturing operations in the PRC.
所披露的員工總數僅包括中國製造業務的僱員。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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Social Aspects 社會層面		2023 二零二三年	2022 二零二二年	2021 二零二一年	Unit 單位
B1.2	Employee turnover rate				
	僱員流失比率				
	Total employee turnover rate	10%	11%	9%	%
	僱員總流失率				
	By gender				
	按性別劃分				
	Female	11%	13%	10%	%
	女性				
	Male	9%	9%	7%	%
	男性				
	By employment type				
	按僱傭類型劃分				
	Full-time	10%	11%	9%	%
	全職				
	Part-time	–	–	0%	%
	兼職				
	By age group				
	按年齡組別劃分				
	30 years old or below	18%	25%	16%	%
	30歲或以下				
	31-40 years old	7%	8%	8%	%
	31-40歲				
	41-50 years old	8%	8%	1%	%
	41-50歲				
	Over 50 years old	0%	0%	0%	%
	50歲以上				
	By level				
	按職級劃分				
	Senior management	25%	25%	–	%
	高級管理層				
	Management	20%	33%	–	%
	管理層				
	Middle level	18%	12%	–	%
	中層員工				
	Junior level	7%	9%	–	%
	初級員工				
	By employment category				
	按僱傭類別劃分				
	City-sourced worker	10%	11%	–	%
	城鎮工人				
	Rural-sourced worker	0%	0%	–	%
	農民工				
	By geographical region				
	按地區劃分				
	China	10%	11%	9%	%
	中國				

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Social Aspects		2023	2022	2021	Unit
社會層面		二零二三年	二零二二年	二零二一年	單位
Aspect B2: Health and Safety					
層面B2：健康與安全					
B2.1	Number of work-related fatalities	0	0	0	no.
	因工亡故的人數				人
	Rate of work-related fatalities	0%	0%	0%	%
	因工亡故的比率				
B2.2	Lost days due to work injury	69	23	25	day
	因工傷損失工作日數				天
Aspect B3: Development and Training					
層面B3：發展及培訓					
B3.1	Percentage of trained employees				
	受訓僱員百分比				
	Percentage of total employees trained	31%	36%	33%	%
	受訓僱員佔僱員總數百分比				
	By gender				
	按性別劃分				
	Female	32%	41%	48%	%
	女性				
	Male	68%	59%	52%	%
	男性				
	By level				
	按職級劃分				
	Senior management	0%	1%	3%	%
	高級管理層				
	Management	2%	2%	–	%
	管理層				
	Middle level	8%	14%	15%	%
	中層員工				
	Junior level	90%	83%	82%	%
	初級員工				
	By employment category				
	按僱傭類別劃分				
	City-sourced worker	2%	2% ⁷	–	%
	城鎮工人				
	Rural-sourced worker	98%	98%	–	%
	農民工				

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The percentage of trained employees by employment category in 2022 has been revised to better reflect the performance. 二零二二年按僱傭類別劃分的受訓僱員百分比已予修訂，以更好地反映實際情況。

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Social Aspects 社會層面		2023 二零二三年	2022 二零二二年	2021 二零二一年	Unit 單位
B3.2	Average training hours completed				
	完成受訓的平均時數				
	Average training hours per employee	1.0	1.1	1.1	hour/employee
	每名僱員的平均受訓時數				小時/人
By gender	Female	0.8	1.1	0.9	hour/employee
按性別劃分	女性				小時/人
	Male	1.1	1.1	1.3	hour/employee
	男性				小時/人
By level	Senior management	0.0	0.6	–	hour/employee
按職級劃分	高級管理層				小時/人
	Management	0.3	0.5	–	hour/employee
	管理層				小時/人
	Middle level	0.4	1.7	–	hour/employee
	中層員工				小時/人
	Junior level	1.2	1.1	–	hour/employee
	初級員工				小時/人
By employment category	City-sourced worker	2.5	3.1 ⁸	–	hour/employee
按僱傭類別劃分	城鎮工人				小時/人
	Rural-sourced worker	1.0	1.1	–	hour/employee
	農民工				小時/人
Aspect B5: Supply Chain Management					
層面 B5 : 供應鏈管理					
B5.1	Number of suppliers by geographical region				
	按地區劃分的供應商數目				
	Total number of suppliers	61	71	69	supplier
	供應商總數				名
By geographical region	Hong Kong	5	8	12	supplier
按地區劃分	香港				名
	China	50	58	52	supplier
	中國				名
	Japan	1	1	1	supplier
	日本				名
	South Korea	2	2	2	supplier
	南韓				名
	Singapore	1	1	1	supplier
	新加坡				名
	Philippines	1	1	1	supplier
	菲律賓				名
	Taiwan	1	0	0	supplier
	台灣				名

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Social Aspects		2023	2022	2021	Unit
社會層面		二零二三年	二零二二年	二零二一年	單位
Aspect B6: Product Responsibility					
層面B6：產品責任					
B6.1	Percentage of total products sold or shipped subject to recalls 已售或已運送產品總數中須回收的百分比	1.02%	0.49%	0.76%	%
B6.2	Number of products and service-related complaints received 接獲關於產品及服務的投訴數目	65	0	0	no. 宗
Aspect B7: Anti-corruption					
層面B7：反貪污					
B7.1	Number of concluded legal cases regarding corruption 已審結的貪污訴訟案件數目	0	0	0	case 宗
B7.3	Anti-corruption training 反貪污培訓				
	Number of anti-corruption training sessions 反貪污培訓課程數目	0	0	-	no. 次



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