



EcoGreen International Group Limited

中怡國際集團有限公司

(incorporated in the Cayman Islands with limited liability 於開曼群島註冊成立之有限公司)

Stock code 股份代號: 2341



**Environmental, Social
and Governance Report**

環境、社會及管治報告

2016



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Chairman's Statement 主席的話

I, on behalf of EcoGreen International Group Limited, am glad to deliver the Environmental, Social and Governance Report of the Company and its Subsidiaries (collectively, "EcoGreen International Group") for the year as of December 31, 2016 ("this Year") ("Environmental, Social and Governance Report" or "ESG Report") to all shareholders, and present our undertakings on sustainable development.

Along with economic development and improvement of Chinese's living quality, environmental pollution issues in modern society are increasingly critical. As a listed company and a member of the society, we must undertake our obligations of improving the whole society welfare and responsibilities in environment-related decision-making.

We always try our best endeavour to perform our social responsibilities based on our philosophy of "EcoGreen, Eco-friendly", "to bring health and wellbeing to human beings and the earth". We have been pursuing the business vision of "making the best possible use of manpower and materials", and committing ourselves to becoming an outstanding contributor of global fine chemicals market. In this ESG Report, we hope to present our philosophy, mission and business vision to all stakeholders.

Reports and studies pointed out that sources of air pollution are mostly from industrial emissions, automobile exhaust and coal burning. As the scale of corporate activities is enlarging, various kinds of hazardous and greenhouse gases are emitted in the air, which causes global warming, as well as change of rainfall and atmospheric circulation. Climate is getting abnormal due to all kinds of ecological environment changes, the destroyed ecosystem causes drought and flood disaster. Enterprises, especially in chemical business, must lead by example to contribute to the society to counter with the air pollution problem. Over a year, we have strictly complied with relevant applicable environmental laws and regulations including requirements of waste water discharge permit, gas emission permit and other requirements. In addition, we have strived to meet up with relevant local and international standards related to the operation of the Group.

本人謹代表中怡國際集團有限公司，向各股東欣然發表本公司及其附屬公司（統稱「中怡國際集團」）截至二零一六年十二月三十一日止年度（「本年度」）之環境、社會及管治報告（「環境、社會及管治報告」或「ESG報告」）並展現本集團對可持續發展的承擔。

伴隨著經濟發展及國人生活品質的改善，現代社會環境污染問題亦趨嚴重，作為一家上市公司，亦是社會一分子，我們除了著眼於企業原有的經營活動外，亦必須自覺肩負起改善社會整體福利的義務及環境有關議題下的決策責任。

我們一直以「愛地球、愛眾生 (EcoGreen, Eco-friendly)」作為經營理念，以「成就眾生與地球健康平安之美」為集團的崇高使命，盡力履行企業社會責任。在過去的經營當中，

我們堅定追求「人盡其才，物盡其用」的事業願景，並致力成為全球精細化工市場的傑出貢獻者。在這一份ESG報告當中，我們希望將集團的理念、使命及事業願景展示給各位持份者。

不少報導及研究指出，空氣受污染的源頭主要是工業排放、汽車廢氣和燒煤。由於企業生產活動規模越來越大，向大氣排放多種有害及溫室氣體，令大氣品質受到影響，氣候有逐漸變暖的趨勢，影響降雨和大氣環流的變化。各種生態環境的變化使氣候漸趨反常，導致生態系統受到破壞，造成旱澇災害。空氣污染問題，企業首當其衝，尤其是化工企業，必須以身作則，為社會作一分貢獻。過去一年間，我們在所有重大方面均已嚴格遵守適用的相關環保法律法規，包括廢水排放許可、氣體排放許可規定及其他規定，並竭力符合與本集團營運有關的相關地方及國際標準。





Chairman's Statement 主席的話

In respect of corporate social responsibility, we have abided by business ethics, emphasizing integrity and best conduct in operation and business. Illicit compensation claimed by staff in any forms are explicitly prohibited. We have also obeyed the Labor Law of the PRC and applicable employment laws in the jurisdictions where we operate. Meanwhile, we have formulated human resources policies and procedures as well as added bonus and incentive into the remuneration system. For talent nurture, we have organized sustainable and all-rounded employee trainings, human resources development and interactive career planning. Through a completed, diversified and systematic mechanism, we have expanded the horizons of international talents, advanced their professional knowledge, strengthened corporate prospects and created innovative ideas for the dynamic environment,

EcoGreen International Group will continue to try our best in reducing any negative impacts on local community incurred by our operation, also facilitate transparent and constructive communications with the community and other stakeholders to understand their concerns and needs, so as to build up a harmonic and pleasant community.

I, on behalf of the Board of Directors, express our cordial gratitude to all shareholders, clients, suppliers, banks and all employees. Your persistent trust and support to the Group is the essential driver for the Group's success. I also appreciate all directors of the Group (the "Directors") and consultants for the strong supports and valuable suggestions.

In the future, by adhering to our environmental, social and governance philosophy, we will continue to make efforts for providing cleaner energy, higher efficiency and sustainability, and creating excellent value for all stakeholders.

Chairman of the Group
Mr. Yang Yirong

於企業社會責任方面，我們恪守商業道德，堅持誠信經營，嚴格遵守商業行為準則，明令禁止員工以任何形式索取不合理報酬。我們遵守中國勞動法及營運所在地司法權區的適用僱傭法律，並同時制定其人力資源政策及程序，於其薪酬制度中加入花紅及獎勵。於培育人才方面，我們建立了持續、全方位的員工培訓、人力資源開發和互動式職業生涯規劃模式。透過全面、多元化及系統化的發展機制，我們拓闊國際人才視角、深化其專業知識、強化企業願景及針對瞬息萬變的環境提出創見。

中怡國際集團於來年將會繼續設法盡量減少我們的營運對地方社區造成的任何負面影響，並促進與社區及其他持份者建立具透明度及具建設性的對話，瞭解各方面訴求及需要，共創和諧美好的社區。

本人謹代表董事會，對廣大股東、客戶、供應商、銀行及全體員工致以衷心謝意。大家對集團一如以往的信任與支持是本集團事業取得成功的根本要素。同時，也感謝集團各位董事（「董事」）以及顧問所給予的大力支持和寶貴建議。

今後，遵循我們的環境、社會和管治理念，我們將繼續力爭實現更清潔的能源、更高的效率以及可持續性，為所有持份者創造卓越的價值。

集團主席
楊毅融先生

About Us 關於我們

EcoGreen International Group Limited is the leading fine chemicals company in the PRC, and it is also one of the few fine chemicals companies in the world that uses natural renewable resources as its key raw material. EcoGreen is engaged in production, R&D and sales of fine chemicals including flavors and fragrances materials and specialty chemicals. EcoGreen has been successfully listed on the main board of the Hong Kong Stock Exchange (Stock Code: HK2341) in March 2004.

In accordance with the Group's 'Green Chemistry' philosophy, the Group provides one-stop green chemicals industry solutions, adhering to sustainable development, with the aim to become an operator of key basic fine chemical materials and a supplier of specialty chemicals (mainly flavors and fragrances materials) and functional products. Based on its balanced business structure, advanced technology and economies of scales, the Group produces fine chemicals products with international quality standard, which are widely used in daily life and crucial to improve healthiness and the standard of life.

EcoGreen, established in 1994, produces three main product categories, namely "Scent & Taste", "Naturals" and "Specialty Chemicals and Others", utilizing its renowned specialization in professional fine organic chemical and separation techniques. These products are key raw materials applicable in the daily use chemical essences and edible essences, personal care and washing, cleaning and disinfection, food, pharmacy, agricultural chemicals, and industrial solvent industries, and are sold in many countries and regions including Europe, the Americas and Asia, in addition to China.

Headquartered in Hong Kong, EcoGreen sets its operation center in Xiamen, China, and has established its offices in Shanghai, Guangzhou and Europe. We believe that high-efficiency operation and sustainable competitive edges are essential for an enterprise's success in such increasingly intense global competitions in the fine chemicals industry. In the history of EcoGreen's development, we always consider technical innovation and improvement in products and services as drivers for its development. Our team will improve our competitive edges through practice. Our culture is to encourage innovations on technology and management and to emphasize high-efficiency operation. EcoGreen has an elite team of passionate talents and experts, who strive the very best to continuously improve EcoGreen's operation and product quality and customer service.

中怡國際集團是中國領先的精細化工集團，是世界上少數以天然可再生資源作原材料之精細化工企業集團，專業從事香原料、特殊化學品等精細化工產品的生產、研發和銷售。中怡國際於2004年3月在香港股票交易市場主板成功上市（股票代碼：HK2341）。

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

中怡國際成立於一九九四年，利用享譽業內的專業精細有機化工及分離技術，生產三大類主要產品，包括「芳香及味道」、「天然產物」及「特殊化學品及其他」。作為關鍵的功能原料，產品適用於日化香精與食用香精、個人護理與洗滌、清潔與消毒、食品、製藥、農用化學品、工業溶劑等行業，產品市場除中國本土外，主要還包含歐洲、美洲、亞洲等眾多國家和地區。

中怡國際總部設在香港，營運中心在中國廈門，並在上海和廣州設有辦事處，集團還在歐洲設有分支服務機構。我們相信在全球競爭日益激烈的精細化工行業，高效的運營和可持續的競爭優勢是企業成功的關鍵。在中怡國際發展的歷史中，我們始終把技術創新和產品與服務的完善作為集團發展的驅動力。我們的團隊熟知如何通過具體的實踐提升企業的競爭優勢，我們的文化鼓勵技術和管理創新，強調高效的運營。我們擁有最頂尖的人才和充滿熱情的團隊，我們的努力使企業的運營得到持續的改善，產品品質和客戶服務得到不斷提升。



About Us
關於我們

Group Structure

集團架構

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

Our Sustainable Development Concept

我們的可持續發展觀



About this Report 關於本報告

This is our first environmental, social and governance report, which discloses EcoGreen's management, policies, performance, objectives and feedback relating to sustainable development. We take this opportunity to report our performance on environment, society and governance issues to all investors and stakeholders of the Company, and make our commitment and contribution regarding to social responsibilities.

We highly value your suggestions on sustainable development for the Group. If you have any opinion or advice on this Report and our performance in terms of economy, environment and society, please send such opinion or advice to ir-contact@ecogreen.com.

Report Compilation Basis

This Report has been prepared according to the core option of the Global Reporting Initiative ("GRI") G4 Guidelines, and the "Environmental, Social and Governance Reporting Guide" ("ESG Reporting Guide") as set out in Appendix 27 to the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited (the "Stock Exchange") (the "Listing Rules"). We have complied with the "comply or explain" provisions set out in the ESG Reporting Guide. In the reporting period, the Board of Directors has supervised our strategies, policies and reports on environment, society and governance issues, monitored continuous compliance, and sought to improve operation of the Group through improving efficiency of business operation and resource utilization and taking environmental protection measures for realizing its sustainable development, thus minimizing our carbon footprint in the environment.

This ESG Report includes forward-looking statements, based on a number of assumptions and expectations as of the issuing date of this Report. Such assumptions and expectations shall not be deemed to be reliable unless they are approved by internal review procedures. Relevant statements include known and unknown risks and uncertainty, which means that the actual results may be different from these expectations, predictions and conclusions in this Report. We do not provide any guarantee on the accuracy of these statements, and we make it clear that, if any of the statements do not come true or are confirmed as incorrect, we shall not bear any responsibilities on amendment or update of such forward-looking statements.

這是我們的首份環境、社會及管治報告，其披露中怡國際有關可持續發展的管理、政策、表現、目標及反饋。我們謹藉此機會向本公司的投資者及持份者匯報本集團在環境、社會及管治方面的表現，並就社會責任作出我們的承諾及貢獻。

我們非常重視您對本集團於可持續發展方面的寶貴意見。如您就本報告及本集團在經濟、環境和社會的表現上有任何意見及建議，敬請將閣下的意見或建議發送至 ir-contact@ecogreen.com。

報告編製依據

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

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



About this Report 關於本報告

Reporting Period

This ESG Report covers all data of main operation regions in the PRC of EcoGreen during the reporting period of 2016 Report (from January 1, 2016 to December 31, 2016).

Appellation Description

For the purpose of statement and reading, EcoGreen International Group Limited is also expressed as "EcoGreen", the "Group" and "We" in this ESG Report.

Formats of Report

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

The online edition is available on the designated website (www.hkexnews.hk) of Stock Exchange, and our Company's website (www.ecogreen.com).

Miscellaneous

This report shall be published both in Chinese and English. Should there be any discrepancy between the Chinese and the English version, the Chinese version shall prevail.

報告期間

本環境、社會及管治報告涵蓋與二零一六年報內所報告之相同報告期間(自二零一六年一月一日至二零一六年十二月三十一日)中怡國際於中國業務主要營運地區的資料。

稱謂說明

為方便於表述和閱讀，中怡國際集團有限公司在本ESG報告亦以(「中怡國際」)、(「本集團」)及(「我們」)表示。

發佈方式

報告以網絡版和印刷版形式發佈。

網絡版可於聯交所指定網站(www.hkexnews.hk)及本公司網站(www.ecogreen.com)查閱。

其他事項

本報告以中英文刊發，如中英文版本有任何歧義，概以中文版為準。

Stakeholder's Engagement and Materiality 持份者的參與及重要性

We understand that, EcoGreen's sustaining success depends on sustainable development of business, premium services provided by diligent and innovative employees for clients and business partners, and valuable contributions of certain stakeholders of the Group. We try our best to meet relevant local and international standards related to our operation. We manage our businesses positively adhering to environmental protection and responsibilities to the society, which is in line with the adopted policies. We have consolidated and identified five different kinds of stakeholders involved in main businesses of the Group into corresponding categories, including shareholders, clients, employees, communities and the government.

From materiality evaluation, we can conclude that stakeholders' degree of emphasis on different categories of the Group, and also hope EcoGreen can renovates its products and services to satisfy clients' requirements and to prevent corruption and fraud in operation of the Group. To this end, we will continue to strive for excellent environmental, social and governance philosophy, policies and performance, and hope to create a win-win situation for the Group.

Under regulation framework, qualification of stakeholders is one material matter for those persons who are responsible for relevant plans and activities. In addition to being subject to laws and regulations, we think stakeholders' opinions are the key of sustaining success and sustainable development. We accept opinions in all aspects from stakeholders, which help the Group to identify and understand the key concerns of stakeholders, and assess and enhance engagement, involvement and participation of stakeholders. We classify relevant issues and submit them to relevant authorities for handling, via all communication channels as stated in the following table.

我們明白中怡國際的長期成功有賴於業務的可持續發展性及勤奮創新的僱員，向客戶及商業夥伴提供優質服務及對本集團之若干持份者作出有益貢獻。我們竭力符合與本集團營運有關的相關地方及國際標準。我們以環保及對社會負責之方式積極管理業務，其與所採納政策一致。綜合及識別涉及本集團主要業務的五個不同持份者分組，分別包括股東、客戶、僱員、社區及政府。

從重要性評估可得出持份者對於本集團於不同範疇之間的重視程度，同時希望中怡國際不斷革新產品及服務，滿足客戶需求以及防止本集團於運營當中的腐敗及舞弊。考慮到此等結果，我們將繼續努力追求卓越的環境、社會及管治理念、方針及表現，並希望能為集團取得一個雙贏局面。

在法例框架下，符合持份者參與要求對該等負責相應計劃及活動的人士而言為一個重要事宜。除履行法律制約外，我們認為持份者的意見乃本集團長期成功及可持續發展的關鍵。我們接受持份者各方面的意見，有助本集團界定及理解持份者的關鍵問題，評估及加強持份者的參與、介入及參加。透過下表所載各種通訊渠道，將相關問題進行分類並送交有關部門進行處理。



Stakeholder's Engagement and Materiality 持份者的參與及重要性

Stakeholders 持份者	Issues of Major Concerns 主要關注問題	Communication Channels 通訊渠道
Shareholders 股東	<ol style="list-style-type: none"> 1. Financial Performance 財務表現 2. Corporate Governance 企業管治 3. Corporate Image 企業形象 	<ol style="list-style-type: none"> a. Annual Report and Interim Report 年報及中期報告 b. Annual General Meeting and other meetings 股東週年大會及其他股東大會 c. HKEx Website 披露易網站 d. Company Website 公司網站 e. Notices of Meetings and Explanatory Materials 大會通告及說明材料
Government 政府	<ol style="list-style-type: none"> 1. Corporate Governance 企業管治 2. Compliance with Laws and Regulations 遵守法律法規 	<ol style="list-style-type: none"> a. Cooperate with the government and regulatory authorities on compliance inspections 配合政府及監管機構的合規檢查
Customers 客戶	<ol style="list-style-type: none"> 1. Product Quality 產品質量 2. Risk Management 風險管理 	<ol style="list-style-type: none"> a. Email and Phone Contacts 電郵及電話聯絡方式 b. Visits, Meetings and Seminars 拜訪、會議及研討會
Employees 僱員	<ol style="list-style-type: none"> 1. Job Security 工作保障 2. Salaries and Benefits 薪金及福利 3. Reasonableness of Rules and Regulations 規章制度的合理性 4. Working Hours 工作時間 5. Long-term Development 長期發展 	<ol style="list-style-type: none"> a. Internal Website 內部網站 b. E-mail 電郵 c. Employee Welfare Committee 員工福利委員會 d. Committee for Complaints 投訴委員會 e. Surveys/Forums 調查／論壇
Community 社區	<ol style="list-style-type: none"> 1. Compliance with Laws and Regulations 遵守法律法規 2. Career Opportunities 就業機會 3. Community Welfare Outreach Activities 社區福利拓展活動 	<ol style="list-style-type: none"> a. Proactive Visits 主動訪問 b. Public Welfare Activities 公益活動 c. Company Website 公司網站

Stakeholder's Engagement and Materiality 持份者的參與及重要性

The Company continually strengthens communication and relationship with investors. Designated senior management personnel keep close contact with shareholders and investors through email, teleconference, one-to-one meetings, participation in broker forums and non-trading roadshow or other forms, so as to ensure shareholders and investors can get latest information of the Group in a fair and timely manner, helping them make investment decisions. The Company will give a detailed and timely response to inquiries from investors.

We have made a materiality evaluation to identify material matters in EcoGreen's businesses which have significant influence on economy, environment and society, and are most important for stakeholders. In accordance with evaluation results, we hope to make our commitments and undertake our responsibilities to all stakeholders.

本公司持續加強與其投資者之溝通及關係。特定高級管理人員通過電郵、電話會議、一對一會面、出席經紀座談會及非交易路演等形式與股東及投資者保持緊密聯繫，以確保股東及投資者能夠公平、及時地得到本集團最新資訊以協助彼等作出投資決定。本公司會對投資者之查詢作出詳盡及適時之回應。

我們已進行重要性評估以識別反映中怡國際之業務於經濟、環境及社會方面之重大影響之事項及對持份者而言屬最為重要之事項。根據評估結果，我們希望對所有利益相關方作出我們的承諾以及承擔我們的責任。

Stakeholders 利益相關方	Our Commitments and Responsibilities 我們的承諾及責任
Clients 客戶	Provide safe, high-quality products and services 提供安全、高品質產品及服務
Environment 環境	Save energy and reduce consumption, reduce waste of resources, respond to climate changes, and develop circular economy 節能降耗、減少資源浪費、應對氣候變化、發展循環經濟
Shareholders/investors 股東／投資方	Keep sound operation, provide reasonable and sustainable returns 穩健運營、提供合理可持續回報
Employees 員工	Provide safe sites, good welfare and compensation, pay attention to their health and occupational development 提供安全場所、良好福利待遇、關注其他們的健康和職業發展
Business partners 商業合作夥伴	Achieve mutual development on the basis of good faith 以誠信為基礎、共同發展
Communities 社區	Make contributions to harmonious development and care of communities 為社區和諧發展做出貢獻、關愛社區
Government 政府	Pay taxes by laws and conform to laws and regulations 依法納稅、遵紀守法



2016 Highlights 二零一六年摘要

Business Development

2016 is the third year of the Group's "New EcoGreen" Ten-Year Development Strategy, EcoGreen has made new breakthroughs in every business aspect:

"Scent & Taste" Business

The "Scent & Taste" business is still the core product category of the Group, providing a stable source of primary income for the Group. As the key functional components of multiple daily necessary consumables, the market demands for scent & taste products of the Group are still growing due to wide application and development of emerging market.

The downstream business of the flavors and fragrances industry chain is developing actively and has been adopted by key customers. Besides, the Group has developed tailor-made seasoning product series to catering customers (the centralized kitchen), providing standardised Chinese meals compound flavor sauce solutions. The product has been widely welcomed by the end-users.

"Naturals" Business

The Natural Essential Oil Business Group has carried out a progressive layout in the upstream resource origin and established the natural resource information database and analytic system, which lay an excellent foundation for the operation of natural essential oil full-industry chain. The natural food ingredients are growing steadily with the increase of flavor ingredients exceeding 50% and the resource control of seafood extracts (fresh oysters) is further consolidated. Meanwhile, Xinglin Plant is planned to upgrade and relocate to Changtai Plant. The turpentine base and petroleum base functional chemicals developed by the Group have been well extended to electronics, medical intermediates and pesticide agents industries.

With the help of multiple parties, the Group's revenue is growing steadily in recent years.

業務發展

二零一六年，是集團宣示開啟「新中怡」十年的第三個年頭，中怡國際在各個業務層面都有新的突破：

「芳香和味道」業務

本集團之核心產品類別仍是「芳香和味道」產品業務，為集團提供了穩定的主要收入。作為多種日常必需消費品的關鍵功能組份，本集團的芳香及味道產品因為應用廣泛及新興市場的發展而導致的市場需求仍然增加。

香料產業鏈下游業務正在積極發展中，已經開始獲得重要客戶的採用；另外，面對消費客戶的調味產品系列轉向面對團餐客戶（中央廚房），並從客戶需求出發，提供中餐標準化的解決方案－標準化復合調味醬。該產品已經在終端用戶使用，並得到一致好評。

「天然產物」業務

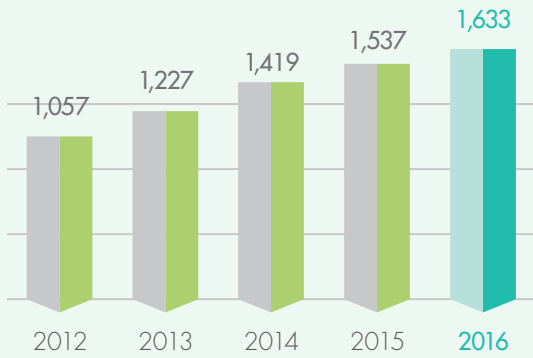
天然精油事業群在上游資源產地展開了前瞻性的佈局，建立了天然資源資訊數據庫和採集分析共用系統，為天然精油全產業鏈的運營打下良好基礎；天然食品配料增長穩定，其中風味配料增長超過50%，而海鮮提取物（鮮蠔）的資源控制得到進一步鞏固，同時正計劃將現已生產飽和的杏林廠區整體升級搬遷到長泰廠區。集團的松樹基和石油基功能化學品分別在電子行業、醫藥中間體和農藥增效劑等領域均獲得良好的拓展。

有賴各方支持，本集團近年來的收入穩步上升。

2016 Highlights 二零一六年摘要

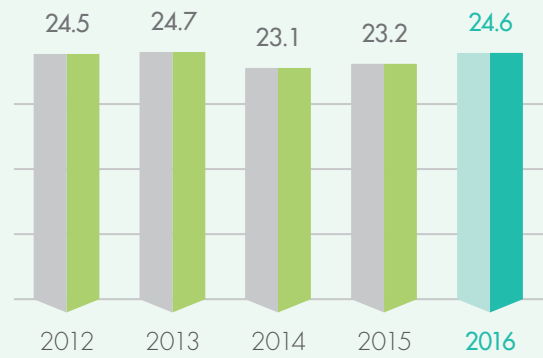
Revenue 收入

in RMB million
人民幣百萬元



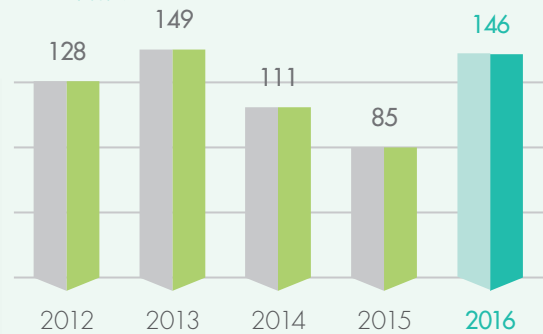
Gross Profit Margin 毛利率

percentage
百分比



Profit Attributable to Shareholders of the Company 本公司股東應佔利潤

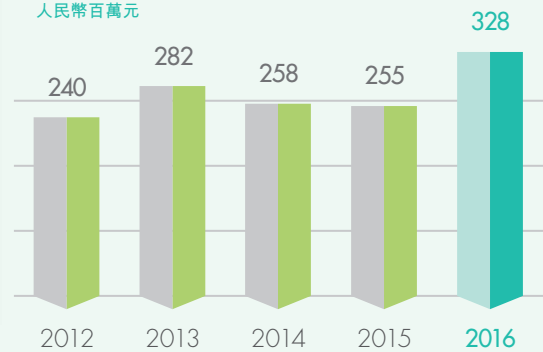
in RMB million
人民幣百萬元



EBITDA

未扣除利息、稅項、折舊和攤銷前盈利

in RMB million
人民幣百萬元





2016 Highlights 二零一六年摘要

Business Development (continued)

As one of the internationally leading raw material manufacturers of flavors and fragrances, EcoGreen has inherited the industrial spirit of "green chemistry, naturals and bioscience", insisted on the strategic policy of sustainable development, and obtained noble performance. Since the establishment, the Group has passed the Kosher certification, ISO9001:2008 standard of quality management systems and ISO14001:2004 standard of environmental management system, and also obtained the permission for national food industry products (flavors and fragrances), hygiene licenses for production and sales of flavors and fragrances and production license of pharmaceuticals adjuvant. Sustainability is the trend for development and also the policy of EcoGreen. Regarding the sustainable development, we will persist in the comprehensive promotion of quality, safety, environment and health.

Corporate Governance Report

The Board of Directors knows the importance and advantages of excellent corporate governance convention very well, and promises to improve the corporate governance code of practice, so as to increase the transparency and ensure the Group's business activities and decision-making process being suitably regulated to guarantee the shareholder benefit. The corporate governance convention of the Group is based on and determined by the principles ("Principles") and code provisions ("Code Provisions") listed in the Appendix 14 Corporate Governance Code ("Corporate Governance Code"). As of December 31, 2016, EcoGreen has followed the Appendix 14 Corporate Governance Code of listing rules, except Article A.2.1 and Article A.6.7. For further information about the Group's corporate governance and other data of the Board of Directors, please visit the website designated by Stock Exchange (www.hkexnews.hk) and the Group's website (www.ecogreen.com).

Risk Management and Internal Control

The Board of Directors must be comprehensively responsible for maintaining sound and effective risk management and internal control system, so as to ensure the Group's assets and stakeholders' rights and interests and review the effectiveness of such system by internal review and through the support of Audit Committee.

The Group has formulated a set of continuous procedures to identify, evaluate and manage the Group's significant risks. The Business Department is responsible for the identification, evaluation and supervision of risks related to the unit. The evaluation results will be reported to the management through regular internal conferences. Each year, the management prepares the risk evaluation report, lists the determined risks and evaluation made by the management on the influence suffered by the Group. The Board of Directors discusses the results in the risk evaluation report and evaluates the effects of risk management and internal control system in the board meeting.

業務發展 (續)

中怡國際是國際領先的香原料製造商之一，本集團秉持「綠色化學、天然產物、生命科學」的產業精神，堅持可持續發展戰略方針，取得不俗的成績。自創建至今，本集團通過了Kosher潔食認證，ISO9001:2008國際品質體系認證和ISO14001:2004國際環境體系認證，同時獲得了全國食品工業產品（香精香料）許可、生產、銷售香精香料衛生許可和藥用輔料生產許可證。可持續是發展的趨勢，也是中怡國際的方針。在可持續發展上，我們堅持做到：品質(Quality)、安全(Safe)、環境(Environment)、健康(Health)全面推進。

企業管治報告

董事會深明良好企業管治常規的重要性及好處，並承諾改善企業管治常規，以增加透明度及確保本公司的業務活動及決策過程受到適當之規管以保障股東利益。本集團之企業管治常規乃建基於附錄14所載企業管治守則（「企業管治守則」）內所列之原則（「原則」）及守則條文（「守則條文」）而釐定。截至二零一六年十二月三十一日止年度內，中怡國際一直遵守上市規則附錄14所載之《企業管治守則》之守則條文，惟偏離有關守則條文第A.2.1條及A.6.7條者除外。如欲進一步瞭解本集團的企業管治及董事會的其他資料，可透過聯交所指定網站(www.hkexnews.hk)及本公司網站(www.ecogreen.com)瀏覽。

風險管理及內部監控

董事會須全面負責維持健全及有效的風險管理及內部監控系統，以保障本集團的資產及持份者權益，以及透過內部審核及審核委員會的支持檢討該系統的有效性。

本集團已制訂一套持續的程序，以識別、評估及管理本集團的顯著風險。業務部門負責識別、評估及監察與本身單位相關的風險。評價結果將通過定期內部會議向管理層報告。每年，管理層編製風險評估報告，列出所確定的風險，以及管理層對本集團所受影響的評估。董事會討論風險評估報告中的結果，並在董事會會議上評估風險管理及內部監控系統的成果。

2016 Highlights 二零一六年摘要

Risk Management and Internal Control (continued)

In regards of the Group's scale and cost effectiveness, the Group has not set up the internal audit function. During the year, the internal control system has been reviewed by the Board of Directors from time to time and effectively implemented. The review of controlling metrics include financial, operational and regulatory control and risk management function. The Board of Directors also considers under the abundant resource of the Group's accounting and financial reporting functions, and qualification and experience of employees as well as training courses and budget. The Group will continue to review the establishment of internal audit function every year.

Risk in environmental policy change

Turpentine is a green resource with the environment-friendly and renewable characteristics. However, chemical reaction is required during the deep processing, thus resulting in sewage, exhaust gas, solid wastes and certain influence on the ecological environment. EcoGreen's three-waste discharge satisfies the existing national environmental protection laws and regulations. Along with the change of economic development in China and comprehensive implementation of sustainable development strategy, the national environmental protection policies will be strengthened. Therefore, the Group will increase its environmental investment in the future, which will possibly resulting in the increase of product cost and affecting the Group's gross profit margin.

Risk in safety production

Part of raw materials, semi-products and finished products of the Group are flammables and combustibles. EcoGreen has obtained all safety production licenses related to current production and operation and dangerous chemical business certificate. The Group has strengthened internal management in daily operation and safety management, so as to improve employees safety awareness. However, should there be any negligence in safety management or misoperation by employees, will possibly cause the safety accidents and economic loss to the Group. Within the report period, the Group has no major safety accident.

Supply Chain Management

The Group continues to actively implement the strategy of "Smart Production and Supply Chain Management" and "360° aroma chemicals business strategy" and has achieved fruitful results in the past few years. The Group has succeeded in providing outstanding services to global large middle and downstream customers, including one-stop supply chain service solutions from R&D, purchasing, production, warehousing to logistics.

風險管理及內部監控(續)

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

環保政策變化的風險

松節油是一種綠色資源，具有環保、可再生的特點，但在其深加工過程中需要進行化學反應，因此會產生污水、廢氣和固體廢物，從而對生態環境造成一定的影響。中怡國際的三廢排放符合國家現行環保法規的要求，隨著我國經濟增長模式轉變和可持續發展戰略的全面實施，國家環保政策將日益完善，本集團未來環保投入會有所增加，可能會導致產品成本上升，進而影響本集團的毛利率水準。

安全生產風險

本集團生產中所需的原材料、半成品及產成品中部分為易燃易爆物品。中怡國際已取得所有與目前生產經營相關的安全生產許可證及危險化學品經營許可證，並在日常經營中通過加強內部管理，提高職工安全意識，將安全管理落實到每一個細節。但如果公司在安全管理的某個環節發生疏忽，或員工操作不當，可能發生安全事故，給本集團造成經濟損失。報告期內本集團並無重大安全事故發生。

供應鏈管理

集團繼續積極實施「精進製造+供應鏈服務」的策略和「360度全景香原料產業戰略」，這已在幾年間取得豐厚成果。使得本集團成功為全球大型中下游生產商提供更緊密服務產品，包括為客戶提供由研發、採購、生產到倉儲至物流等一站式的供應鏈整體服務方案。



2016 Highlights 二零一六年摘要

Supply Chain Management (continued)

The international supply chain for natural and petroleum-based products has been preliminarily constructed. In particular, a balanced and complementary mechanism has been built with the domestic supply chain of natural base raw materials mainly based on turpentine, to guarantee the Group's natural resource supply and price stability. And the petroleum-based resources mainly based on C5 has provided the brand new and powerful raw material basis for the Group's fine chemicals business.

The Group has set up a set of complete criterion, procedures and guidelines for selection of suppliers and contractors. Taking the Group's core raw material – turpentine as an example, the Group will further select qualified suppliers through sample inspection and on-site investigation. The supplier management procedures and procurement management process will be used as the guideline during the selection.

Within the reporting period, EcoGreen has contacted over 390 suppliers or contractors from China, Brazil, Argentina, Greece, Germany and Taiwan. The Group's procurement is classified into 3 types, namely direct procurement, indirect procurement and tender purchase. During the supplier selection, the Group has always adhered to the principles of "honesty and trustworthiness, mutual benefit, win-win cooperation and joint development", to establish a long-term strategic cooperation with suppliers, ensuring the economic interests and legitimate rights and interests of both suppliers and buyers. The Group regularly reviewed on-site safety environment management of the suppliers, and will cooperate with suppliers obtaining excellent performance and good scores in the evaluation and terminate the cooperation with the suppliers obtaining bad performance. In 2016, the Group's largest supplier and top five suppliers respectively account for 10% and 34% of the total purchasing amount.

Expansion policies for other business

In May 2016, Deputy Director of State Administration of Foreign Exchange Xiamen Branch, led the personnel in International Revenue and Expenditure Department, Current Account Department and Capital Account Department of the Branch and People's Bank of China Ximen Downtown Branch Office and Monetary Credit Department (Cross-border Office) to Xiamen Doingcom Chemical Company Limited for investigation.

The investigation team interpreted the foreign exchange administration policy and cross-border RMB business management policy on site to the Group and answered and addressed the problems and difficulties proposed by the Group. Deputy Director Zheng Weiguo raised requirements and suggestions in terms of cooperating with State Administration of Foreign Exchange, strengthening the communication with the supervisory department, using flexibly the foreign exchange fund pools of Free Trade Zone and multi-national corporations, etc. and expanding cross-border RMB business for the Group.

供應鏈管理 (續)

天然基和石油基產品的國際供應鏈初步建構完成。其中，以松節油為主的天然基與國內供應鏈築成一個均衡互補的機制，保障了集團的天然資源供應和價格的穩定性；以五碳分子(C5)為主的石油基資源則為集團的精細化工事業群提供全新的、強大的原料基礎。

本集團設有一套完善的供應商及承包商的選擇準則、程序及指引。以集團核心原材料—松節油為例，本集團會通過樣品認證及現場實地考察後確定為合格供應商後，再進行進一步遴選。而遴選過程將按照供應商管理程序及採購管理流程作指引。

報告期內，中怡國際與超過390間來自中國、巴西、阿根廷、希臘、德國及台灣的供應商或承包商有業務上的往來。本集團的採購按交易主體的方式分為3個類型，分別為直接採購、間接採購和招標採購。在選擇供應商的過程中，集團一直本著「誠實守信、互惠互利、合作共贏、共同發展」的原則，與供應商建立長期的戰略合作關係，最大限度保證供需雙方的經濟利益和合法權益，並會定期評審供應商的現場安全環境管理響應。集團會優先考慮與表現優異，並於評估中取得良好分數的供應商合作。反之，我們會考慮與表現較差的供應商中止合作。二零一六年度本集團之最大供應商及五大供應商應佔採購總額分別為10%及34%。

其他業務拓展方針

二零一六年五月，國家外匯管理局廈門分局副局長帶領分局國際收支處、經常項目處、資本項目處和人民銀行廈門市中心支行辦公室和貨幣信貸處(跨境辦)有關人員前往廈門中坤化學有限公司開展調研。

調研組向本集團現場解讀了外匯管理政策和跨境人民幣業務管理政策，對企業提出的問題和困難現場解答並出謀劃策。鄭衛國副局長結合外匯管理工作實際，對本集團在配合外匯局工作要求、加強與監管部門溝通聯繫、靈活運用自貿區、跨國公司外匯資金池等政策紅利、拓展跨境人民幣業務等方面提出明確要求和建議。

1. Environment 環境

The Group values the environmental protection during the production and takes multiple measures and monitoring methods to fulfill the responsibilities for the environmental protection. The Group constantly updates and complies with the suitable environmental protection laws and regulations. The Group has neither produced significant waste materials during the production, nor discharged significant number of pollutants. In the year of review, the Group has obeyed the applicable environmental protection laws and regulations in all significant aspects, including the waste water discharge permit, gas emission permit and other provisions. We have also taken measures to have effective use of resources, energy conservation and reduction of waste products. Related measures include sewage and gas management, noise control, emission of greenhouse gases and resource management.

We pay high attention to excellent environmental management and environmental protection. We hope that the concept of sustainable development will be carried out through various aspects in daily operation.

We are devoted to maintaining the balance among the quality, price and environmental influence when we consume the resources and materials. Such as, we will closely monitor the energy consumption and water consumption. The environmental protection concept is an important subject for our employees training.

As EcoGreen's operation is in China, the Group must follow China's environmental laws and regulations. We are establishing a sustainable development committee (composed by representatives from different business departments) and will actively manage the Group's environmental protection and social responsibility. They will hold meetings each year to review main procedures and operations, and the senior management will discuss and design measures with the committee accordingly to ensure effective implementation.

The Group's production activities will result in discharge of waste water, exhaust gases and solid wastes. The Group has built up the sewage collection and biological treatment systems inside the plant. And a set of new organic waste gas treatment equipment (regenerative combustion furnace), to classify, collect, store and immediately clean and transport the hazardous wastes and ordinary household garbage. Meanwhile, the Group consciously takes measures to prevent the noise pollution, such as sound insulation, vibration attenuation and noise reduction. The contents and total quantity of waste water and exhaust gases discharged by the Group have reached the national or stricter local standards, and the storage for dangerous wastes satisfies the control standards, which will be regularly cleared and transported with centralized treatment. The industrial noise also satisfies the standards for discharging the plant-boundary environmental noise from industrial enterprises.

本集團重視生產過程中的環境保護，並採取多項措施及監控方法履行對保護環境的責任。本集團不斷更新適用的相關環保法律法規的規定，確保已經遵從。本集團並無於其生產過程中製造重大廢料，亦無排放重大數量的污染物。回顧年度內，本集團在所有重大方面均已遵守適用的相關環保法律法規，包括廢水排放許可、氣體排放許可規定及其他規定。我們亦已採納措施以取得有效利用資源、節能及減少廢品。有關措施包括廢水及氣體管理、噪音控制、溫室氣體排放及資源管理。

我們重視良好的環境管理，並致力保護環境。我們希望環境可持續發展的理念貫徹於日常營運的各個層面。

在消耗資源及材料的同時，我們致力於維持質量、價格及環境影響的平衡。透過該理念，我們密切監控能源消耗及耗水量，而該理念亦是我們對員工進行環保選擇概念及應用培訓的重要課題之一。

由於中怡國際在中國營運，故本集團主要須遵守中國環境法律及法規。我們正式成立一個委員會，該委員會為由獲正式授權維護本集團可持續發展之人士組成之小組，該委員會（由來自各營運部門之代表組成）將積極以環保及對社會負責之方式積極管理本集團的業務。彼等將每年舉行會議以檢討主要流程及識別有關部門的營運可能涉及的環節，高級管理團隊將與該委員會就所識別的任何重大環節及設計措施進行相應討論，該等措施將存檔作參考以確保有效實施。

企業的生產活動會產生廢水、廢氣以及固體廢棄物的排放，並給周圍環境帶來一定的雜訊影響。截至目前，企業廠區內部已自行建造污水收集和生物處理系統，新建一套有機廢氣處理設備蓄熱式燃燒爐，並將危險廢物和一般生活垃圾做好分類收集貯存，及時清運。同時，自覺做好隔音、減振、降噪等防治噪音污染的措施。企業排放的廢水和廢氣中的污染物濃度和總量均達到國家或者更嚴格的地方標準，危險廢物的貯存也符合控制標準，定期清運並委託相關資質單位進行集中處理。生產雜訊也符合工業企業廠界環境雜訊排放標準。



1. Environment 環境

In order to reduce the waste quantity, the Group strives to carry out the core idea of "best use of everything" to recycle and reuse the leftovers in the course of production through R&D, such as part of production by-products can be transformed into valuable functional chemicals by technology.

1.1 Emissions and Pollutants

The environmental pollutants generated by the Group in this year mainly include: organic waste gas and greenhouse gases, industrial wastewater and domestic wastewater, hazardous and harmless industrial waste, and household garbage.

1.1.1 Wastewater Discharge and Related Measures

The wastewater generated by the Group mainly refers to the industrial wastewater and domestic wastewater. The industrial wastewater includes wastewater generated by washing process and hydration process in the manufacturing workshop and lactone workshop, drainage from vacuum pump room, steam condensate, ground cleaning water, equipment cleaning water, waste water from washing cooling tower, spray water in tank area and initial rainwater inside the plant. The domestic wastewater refers to the waste water generated in the office building and canteen. After the pre-treatment in the oil separator of the workshop, the process wastewater is discharged to the sewage treatment station, and other production wastewater is directly discharged to the sewage treatment station. The wastewater from canteen is discharged into the sewage treatment station with other domestic wastewater through the treatment in the digestion tank after the oil separation and sludge treatment, and the initial rainwater in the plant is pumped into the sewage treatment station after being collected through the initial rainwater collection pool.

The Group's sewage treatment station is capable of treating almost 700t wastewater each day, and the quality of treated wastewater reaches the Level-III discharge standards in Discharge Standard of Water Pollutants for Xiamen (DB35/322-2011). Finally, the sewage is further deeply treated after entering into the place where the plant is located through the municipal sewage pipe network by Haicang Sewage Treatment Plant.

為減少廢物數量，本集團盡量希望貫徹「物盡其用」的核心理念，透過科技研發將生產過程中的剩餘物循環再用，如部份生產副產物可以透過技術改變成為有經濟價值的功能化學品。

1.1 排放物及污染物

於本年度本集團所產生的環境污染物主要包括：有機廢氣及溫室氣體、生產廢水及生活廢水、有害及無害的工業廢棄物和生活垃圾等。

1.1.1 廢水排放及相關措施

本集團產生的廢水主要為生產廢水和生活廢水。生產廢水包括製造工場、內酯工場洗滌工序和水合工序產生的工藝廢水、真空泵房排水、蒸汽冷凝水、地面清洗水、設備清洗水、冷卻塔清洗廢水、罐區噴淋水和廠內初期雨水等。而生活廢水則為辦公樓以及食堂所產生的廢水。其中工藝廢水經過工場隔油池預處理後排入污水處理站，其它生產廢水直接排入污水處理站；食堂廢水經隔油沉渣處理後與其他生活廢水經化糞池處理進入污水處理站；廠區初期雨水經初期雨水收集池收集後抽入污水處理站。

本集團污水處理站每日能夠處理約700噸廢水，其中經過處理後的廢水水質達到《廈門市水污染物排放標準》(DB35/322-2011)三級排放標準，最後進入廠區所在地經市政污水管網由海滄污水處理廠進行進一步深度處理。

1. Environment 環境

1.1 Emissions and Pollutants *(continued)*

1.1.1 Wastewater Discharge and Related Measures *(continued)*

Quality of Treated Wastewater of the Group (data are from the sampling inspection by the third-party testing institution in November 2016)

1.1 排放物及污染物 (續)

1.1.1 廢水排放及相關措施 (續)

本集團經處理後的廢水水質情況 (數據為第三方檢測機構於2016年11月抽樣檢測的結果)

Test Item 檢測項目	Unit 單位	Inspection Results 檢測結果	Level-III standards in Discharge Standard of Water Pollutants for Xiamen 《廈門市水污染物排放標準》三級	Comments 評價
pH 酸鹼值	Dimensionless 無量綱	7.6	6 – 9	Conform to the standards 符合標準
Suspended solids 懸浮物	mg/L 毫克/公升	13	350	Conform to the standards 符合標準
Five-day biochemical oxygen demand 五日生化需氧量	mg/L 毫克/公升	11.8	250	Conform to the standards 符合標準
Chemical oxygen demand 化學需氧量	mg/L 毫克/公升	49.3	400	Conform to the standards 符合標準
Petroleum category 石油類	mg/L 毫克/公升	N/A	20	Conform to the standards 符合標準
Ammonia-nitrogen 氨氮	mg/L 毫克/公升	1.45	35	Conform to the standards 符合標準

In order to reduce the wastewater discharge, we have purchased 9 movable tents for covering the materials, avoiding the cooling spray and reducing the ground cleaning water. The steam condensate in the plant is reused as the circulating cooling water to the greatest extent, improving the water circulating rate. Meanwhile, we have also adopted the indirect cooling method, to improve the water circulating rate and increase the reuse of steam condensate.

To ensure the effective use of water, we have applied the water-saving instruments, performed the water leakage control for the water supply system regularly, formulated the specific management system of water conservation, etc. The water discharged by the sewage treatment station is reused partly by the Group for the green planting after being further purified, remaining discharge will be further processed by the municipal government sewage system.

為減少廢水排放，我們外購9個可移動帳篷，用於遮蓋物料，避免噴灑降溫，減少地面清洗用水。廠區蒸汽冷凝水儘量作為循環冷卻水補充水回用，提高循環用水率。同時我們亦採用冷卻水間接冷卻方式，提高了循環用水率且增加了回用蒸汽冷凝水。

為確保有效率用水，我們採用節水型器具、定期對供水系統進行漏水控制，並制定節約用水具體管理制度等。至於污水處理站排放水，部份經過進一步淨化後本集團用於廠區綠化，其他進入市政管網匯入污水處理廠作深度處理。



1. Environment 環境

1.1 Emissions and Pollutants *(continued)*

1.1.2 Exhaust Emission and Related Measures

The exhaust gases generated in the Group mainly contain the exhaust gases generated by thermal oil furnace, workshop, and storage tanks, etc.

The Group has strictly obeyed the Emission Standard of Air Pollutants for Boiler (GB13271-2014) and Emission Standard of Air Pollutants for Xiamen (DB35 323-2011). From the environmental monitoring data, all indexes regarding the contents of all pollutants discharged by the Group have reached the above standards. The discharge of exhaust gases from thermal oil furnace and in the production workshop is shown as follows:

1.1 排放物及污染物 (續)

1.1.2 廢氣排放及相關措施

本集團所產生的廢氣主要為導熱油爐所產生的廢氣、工場生產廢氣以及儲存罐呼吸廢氣等。

本集團嚴格遵循《鍋爐大氣污染物排放標準》(GB13271-2014)及《廈門市大氣污染物排放標準》(DB35 323-2011)。由環保監測資料可知，企業排放的廢氣各項污染物濃度指標均達到上述標準。導熱油爐以及生產工場廢氣排放情況如下：

Test Item 檢測項目	Unit 單位	Discharge 排放量	Comments 評價
Sulphur dioxide 二氧化硫	Tons 噸	1.03	Conform to the standards 符合標準
Nitrogen oxide 氮氧化物	Tons 噸	0.77	Conform to the standards 符合標準
Smoke dust 煙塵	Tons 噸	0.043	Conform to the standards 符合標準
Non-methane hydrocarbon 非甲烷總烴	Tons 噸	0.39	Conform to the standards 符合標準
Organic waste gases in the storage tank area 儲存罐區有機廢氣	Tons 噸	1.19	Conform to the standards 符合標準

Based on the waste discharge permission of the Group, the annual maximum discharge of pollutants allowed (2.1t of sulfur dioxide and 0.8t nitrogen oxide). The Group has satisfied the standards by comparing its actual discharge of waste gas pollutants.

根據本集團的排污許可證可知污染物年允許最大排放量(二氧化硫2.1噸;氮氧化物0.8噸)·與本集團的實際排放量對比可知廢氣污染物總量符合標準。

1. Environment 環境

1.1 Emissions and Pollutants *(continued)*

1.1.2 Exhaust Emission and Related Measures *(continued)*

For the waste gas discharge of the Group, we have formulated the following measures to reduce the influence on the environment:

We have built up the solvent recycle device to reheat the solvent in the distillation column, and fully cool down and recycle the distillates. The recycled solvents methylbenzene will be reused to reduce the production cost and the discharge of methylbenzene in air and water. Besides, we oxidize the volatile organic compounds (VOCs) in the waste gases under high temperature into carbon dioxide and water through a set of new regenerative thermal oxidizer (RTO), so as to purify the waste gases and improve the waste gas treatment effect. With low operating cost, such equipment can treat the low-concentrated waste gases in a large amount of air. In case of higher concentration, the heat waste can be reused, to largely reduce the operating cost. After the collection of waste gases, it will be put into the RTO waste gas purification device. The removal rate of non-methane hydrocarbon in the exhaust gas emissions reached above 80%.

Natural gas is cleaner and more environment-friendly than the light diesel oil, as it generates less pollutants. Along with the constant construction of natural gas pipeline in Haicang Xinyang Industrial Park, the Group has the conditions to use the natural gas. Besides, due to the increasingly stringent environmental protection, the use of cleaner energy will further reduce the Group's environmental protection pressure. Through constructing the in-plant natural gas pipelines and control valves, the natural gas is used as the raw materials of thermal oil furnace so as to enhance the thermal efficiency of boiler. Such measures have reached the goals of energy conservation, consumption reduction, decrease pollution and increase efficiency, with obvious environmental and economic benefits. After the implementation, it has further reduced the discharge of waste gas pollutants, increased the thermal efficiency of boiler to 90% and saved the production cost.

1.1 排放物及污染物 (續)

1.1.2 廢氣排放及相關措施 (續)

針對集團的廢氣排放，我們制定以下措施，以降低對環境所造成的影響：

我們建立溶劑回收裝置，其採用蒸餾塔將溶劑進行加熱，將蒸餾物充分冷卻並回收。甲苯等溶劑通過循環回流裝置回收使用，一方面降低生產成本，另一方面也減少了甲苯於大氣和水中的排放量。另外，我們通過新建一套蓄熱式燃燒爐設備(RTO)，在高溫下將廢氣中的有機物(VOCs)氧化成二氧化碳和水，從而淨化廢氣，提高廢氣處理效果。該設備運行成本低，能處理大風量中低濃度廢氣，濃度稍高時，還可進行餘熱回收，大大降低生產運營成本。廢氣收集後引入RTO廢氣淨化裝置，對排放尾氣中的非甲烷總烴去除率達80%以上。

天然氣比輕柴油更清潔、更環保，產生的污染物更少。隨著海滄新陽工業區天然氣管網的不斷建設，企業具備使用天然氣的條件，且在環保形勢日益嚴峻的今天，使用更清潔的能源，可進一步降低企業環保壓力。通過建設廠內天然氣管道和控制閥組，將天然氣作為導熱油爐原料，提高鍋爐熱效率。該措施達到了節能、降耗、減污和增效的目的，具有顯著的環境效益和經濟效益，實施後進一步降低廢氣污染物排放量，並將鍋爐熱效率提高至90%，節約生產成本。



1. Environment 環境

1.1 Emissions and Pollutants *(continued)*

1.1.3 Discharge of Greenhouse Gases

During the production and processing, the Group indirectly discharges the carbon dioxide to the air through energy consumption, rather directly discharges to the air. In the reporting period, the Group's electricity consumption, steam consumption and diesel oil consumption of each unit product are respectively 3,300kwh/t, 29.62t/t and 0.04t/t and the converted comprehensive energy consumption of unit product is 4.28 tce (the coefficients of converting into standards are 1.229 tce/10,000kWh for electric equivalent value, 1.4571 tce/t for diesel oil and 0.1286 kg tce/kg for steam). The standard carbon emission factor of coal is about 0.75t carbon/10,000t standard coal. Therefore, the discharge of greenhouse gases in the plant of carbon dioxide is equivalent to 1.17 kg CO₂-eq/t.

Besides, during the wastewater treatment and sludge storage, a small amount of methane and nitrogen oxide will be discharged.

1.1.4 Discharge of Hazardous Wastes and Related Measures

The hazardous wastes generated by the Group in the course of production include catalyst waste, mineral oil waste, waste-oil rags and organic solvent waste.

Due to the catalyst needs to be changed after several years depending on the production, the catalyst waste is generated irregularly. The organic solvent waste and mineral oil waste and waste-oil rags are mainly generated from the equipment overhaul, which are all hazardous wastes. The Group has established the hazardous waste storage room to prevent the secondary pollution inside the plant, so as to conveniently and safely transport, store and dispose the hazardous wastes. The warning signs are set in the hazardous waste storage room, to satisfy the Standard for Pollution Control on Hazardous Waste Storage (GB18597-2001).

To comply with the State's requirements in solid waste disposal, EcoGreen has well classified and disposed the wastes. Special and standard temporary storage facilities and storage sites for hazardous waste classification are set in the plant to prevent the secondary pollution from residual liquid volatilization, getting wet and leakage, hazardous waste of residual oil is reused properly and harmlessly treated. The hazardous wastes are transported externally in accordance with the strict hazardous waste transfer methods and disposed by Xiamen's environmental protection company with hazardous waste disposal qualification. The Group has produced and externally transported the organic solvent waste of about 3,000kg, the mineral oil waste and waste-oil rags of about 9,000kg and other wastes (mainly composed of activated carbon) of about 2,000kg in the whole year.

1.1 排放物及污染物 (續)

1.1.3 溫室氣體排放

本集團在生產及加工過程中，並不會直接向大氣排放溫室氣體，而是通過耗能間接地向大氣中排放二氧化碳。於報告期間，本集團每單位產品用電量、用蒸汽量以及用柴油量分別約為0.33萬kwh/噸、29.62噸/噸和0.04噸/噸，折算單位產品綜合能耗為4.28 tce（電當量值折標係數為1.229 tce/萬kWh，柴油折標係數為1.4571 tce/噸，蒸汽的折標係數為0.1286 kg tce/kg）。標準煤的碳排放係數約為0.75噸碳/萬噸標準煤，因此該廠溫室氣體排放折合二氧化碳當量為1.17 kg CO₂-eq/噸。

此外，在廢水處理、污泥貯存過程中也會有少量甲烷和氮氧化物排放。

1.1.4 有害廢棄物排放及相關措施

本集團生產過程中產生的有害廢棄物包括廢催化劑、廢礦物油、廢油抹布以及廢有機溶劑。

因催化劑視生產情況需數年更換一次，故廢棄催化劑不定期產生。至於廢棄有機溶劑、廢棄礦物油及抹布主要來源於設備檢修時產生的，這些均屬於危險廢物。本集團在廠區內建有防止二次污染的危險廢物貯存間，以方便安全運輸、貯存及處置危險廢物。危廢貯放間設置有警示標誌，符合《危險廢物貯存污染控制標準》(GB18597-2001)要求。

中怡國際嚴格按照國家關於固體廢物處理要求，做好廢物的分類和處理。廠區設置專用、規範的危險廢物分類暫存設施和貯存場所，防止殘液揮發、淋濕、滲漏等產生二次污染，做好含油廢渣、殘渣的綜合利用和無害化處置工作。危險廢物按照嚴格的危險廢物轉移方式外運並委託具有危險廢物處理資質的廈門環保公司處理，企業全年產生並外運廢有機溶劑約3,000公斤，廢礦物油及抹布約9,000公斤以及其他廢物（主要成分是活性炭）約2,000公斤。

1. Environment 環境

1.1 Emissions and Pollutants *(continued)*

1.1.5 Discharge of Non-hazardous Waste and Related Measures

The non-hazardous wastes generated by the Group mainly refer to household garbage. We have consigned Xiamen Haicang Municipal Construction Management Center to clean, transport and dispose the household garbage in time. The annual quantity of household garbage is about 24t. We have cleaned and transported the household garbage in time for not generating the smell, stink and flies pollution to the surrounding environment. The classification, allocation, minimization and harmless treatment of solid wastes have been carried out.

1.1.6 Noise Control Measures

Major noise pollution sources of the Group are from the operation noises of all equipment in the production line. In order to minimize the noise pollution for surrounding environment, we have selected the low-noise equipment with reasonable arrangement, and implemented the measures to prevent the noise pollution, such as vibration attenuation, noise elimination and noise reduction from high-noise sources, such as water pump, draught fan and air compressor.

1.2 Resource Utilization

1.2.1 Electricity Power

The power in the plant of the Group is supplied by the power supply system of Xinyang Industrial Park. The annual electricity consumption is about 11,000,000kwh, including about 1,500,000kwh living power utility and 9,500,000kwh production power utility. In the production power utility, the electricity used in the manufacturing workshop and lactone workshop and for public purposes are respectively about 4,000,000kwh, 1,500,000kwh and 3,500,000kwh, respectively accounting for about 44%, 17% and 39% of the production power utility.

1.1 排放物及污染物 (續)

1.1.5 無害廢棄物排放及相關措施

本集團產生的無害廢棄物主要是生活垃圾。我們委託廈門海滄市政建設管理中心及時清運處置生活垃圾。生活垃圾的年產生量約24噸。我們及時清運生活垃圾，不對周圍環境產生異味、惡臭、蚊蠅污染。落實固體廢棄物的分類、資源化、減量化和無害化處理工作。

1.1.6 噪音管制措施

本集團主要的噪音污染源來自於生產線的各類設備的運行噪音。為確保對附近環境的噪音污染減至最低，我們選購低雜訊設備，配合合理佈局，並落實水泵、風機、空壓機等高噪音源的減振、消聲、降噪等防噪音污染的措施。

1.2 資源使用

1.2.1 能源電力

本集團廠區用電由新陽工業區供電系統提供，全年用電量約1,100萬kwh，其中生活用電約150萬kwh，生產用電約950萬kwh。生產用電中，製造工場、內酯工場和公共用電量分別約400萬kwh，150萬kwh和350萬kwh，分別佔生產用電量約44%、17%和39%。



1. Environment 環境

1.2 Resource Utilization (continued)

1.2 資源使用 (續)

1.2.1 Electricity Power (continued)

1.2.1 能源電力 (續)

Scheme, Measures and Regulations 方案、措施及規章	Description 說明
1. Improvement of cooling methods 冷卻方式的改進	According to the Group's measures and schemes for D-100 and D-200 water tanks, after the implementation of the scheme, about 80,000kWh electricity is saved 針對集團D-100及D-200水箱的措施及方案，方案實施後可節約用電約8萬kWh
2. Optimization of hydration boiler reaction time 水合釜反應時間優化	According to the production status, the time for hydration boiler stirring is optimized, and after the implementation of the scheme, about 230,000kWh electricity is saved 根據生產狀況，優化水合釜攪拌時間，該方案實施後可節約用電約23萬kWh
3. Power saving of vacuum system 真空系統節電	The waste of electricity possibly generated before will be improved 改善以往可能產生的用電浪費
4. Reduction of heat loss 減少熱損失	During the equipment outage, the valves of all inlets and outlets of various cooling systems are closed to save the heat loss, reduce the load of cooling tower and refrigeration station and save the electric energy 在設備停用期間將各冷卻系統的所有進出口閥門關閉，節約散熱損失，降低冷卻塔和冷凍站的負荷，節約電能
5. Maintenance time management 維修保養時間管理	The in-plant devices are regularly repaired and maintained to reduce the potential waste of electricity 定期維修及保養廠區設備，減少潛在用電浪費

1. Environment 環境

1.2 Resource Utilization (continued)

1.2.2 Steam

The steam used in the Group's manufacturing workshop and lactone workshop is provided by Xinyang Thermal Power Plant in Xinyang Industrial Park. The annual steam consumption is about 95,500t, including 94,700t used in the manufacturing workshop and 800t in lactone workshop. The steam consumption used in the manufacturing workshop almost accounts for 99.2% of the steam consumption in the whole plant. Since 2014, through such measures as technology improvement, process optimization and increase of waste steam utilization, the Group has reduced the steam consumption and the steam consumption for unit product has been decreased year by year.

1.2.3 Water Consumption in Enterprise

The water consumption in enterprise includes the production water and domestic water, and all water is supplied by the municipal pipeline networks of tap water. The Group has consumed the water of about 70,000t annually, including 8,000t domestic water, 62,000t production water and 21.8t/t water consumption per unit product. The domestic water is mainly used for office (including R&D), office in production workshops, canteen, plants watering, road cleaning, etc. The annual daily average water consumption is about 24.4t, 14.3t used for office, 5.7t for canteen and 4.4t for plants watering and road cleaning. The daily water consumption per capita for office is about 65 liters, satisfying the Urban Domestic Water Quota in Xiamen (65-100 liters each day for the authorities and commercial buildings); and the daily water consumption per capita for canteen is about 26 liters satisfying the Urban Domestic Water Quota in Xiamen.

The Group has constantly improved the management in daily production, proposed and carried out a series of water saving measures. In particular, along with the unceasing optimization of technology and the constant improvement of production automation, the water consumption in the production workshop has been decreasing. While along with the enhancement of employees' saving water consciousness and automation level, the domestic water consumption has also been significantly decreased.

1.2 資源使用 (續)

1.2.2 蒸氣

企業製造工場和內酯工場使用的蒸汽由新陽工業區的新陽熱電廠提供。全年蒸汽用量約95,500噸，其中製造工場用量94,700噸，內酯工場用量約800噸。製造工場蒸汽用量佔全廠蒸汽量約99.2%，2014年以來企業通過技術工藝改造，過程優化，並增加廢蒸汽利用途徑等措施，降低了蒸汽用量，單位產品蒸汽用量也逐年降低。

1.2.3 企業用水

企業用水包括生產用水和生活用水，所有用水由市政自來水管網供給。本集團全年耗水量約7萬噸，其中生活用水8,000噸，生產用水62,000噸，單位產品耗水量21.8噸/噸。生活用水主要分為辦公(含研發)用水、生產工場辦公用水、食堂用水、綠化及道路灑掃用水等，全年日均生活用水量今日約24.4噸，其中辦公用水每日約14.3噸，食堂用水每日約5.7噸，綠化、景觀和道路灑掃用水每日約4.4噸。其中辦公人均用水量每日約65公升，符合《廈門市城市生活用水定額》的要求(機關及商貿辦公樓每日65至100公升/人)；食堂人均用水量每日約26公升，每人每天2座次，符合《廈門市城市生活用水定額》的要求(非營業性餐飲13/座次)。

企業在日常生產中不斷加大力度管理力度，提出並落實一系列的節水措施，尤其是隨著工藝不斷優化，生產自動化水準不斷提高，生產工場用水量下降，且伴隨著員工節水意識提高和自動化水準提高，生活用水量也大幅度下降。



1. Environment 環境

1.2 Resource Utilization (continued)

1.2.3 Water Consumption in Enterprise (continued)

1.2 資源使用 (續)

1.2.3 企業用水 (續)

Scheme, Measures and Regulations 方案、措施及規章	Description 說明
1. Improvement of cooling methods 冷卻方式的改進	According to the Group's measures and schemes for D-100 and D-200 water tanks, after the implementation of the scheme, about 660t cooling water consumption is saved 針對集團D-100及D-200水箱的措施及方案，方案實施後節約冷卻用水量660噸
2. Reduction of engine cooling water consumption 減少電機冷卻水用量	Part of equipment is connected in series to reduce the running water flow of engines, and after the scheme implementation, about RMB16,000 has been saved for the water cost 將某部分設備串聯，減少電機長流水量，方案實施後節約用水成本約1.6萬元
3. Adjustment of production parameters 生產參數調整	Turn off unnecessary equipments, when producing products having lower requirements on the vacuum 生產某部分對真空要求不高的產品時，關閉不需要或可避免的相關設備
4. Improvement of water circulating rate 提高循環用水率	The steam condensate in the plant is reused as the circulating cooling water to the greatest extent 廠區蒸汽冷凝水儘量作為循環冷卻水補充水循環再用
5. Other measures 其他措施	We have applied the water-saving instruments, performed the water leakage control for the water supply system regularly, and formulated the specific management system of water conservation 採用節水型器具，定期對供水系統進行漏水控制，並制定節約用水具體管理制度

1. Environment 環境

1.3 Internal Guidance, Notifications and Proposals Regarding Energy-Saving and Cost-reducing

The Group has constantly reinforced measures for saving water, electricity and steam in the daily production and management. The Group has introduced the clean production evaluation and approval mechanism and actively implemented the clean production scheme. The Group has enhanced the training on environmental protection and energy saving. The Group has increased the awareness of "energy saving, consumption reduction, sewage decrease and efficiency increase" and established concept of "economical, clean, safety, green and sustainable development", for circular economy and a new path of industrialization in sustainable development. Along with the unceasing optimization of technology and constant improvement in the production automation, electricity and water consumption has been greatly reduced in the production, and the enhancement of employees' electricity saving consciousness also results in large reduction of domestic water and electricity consumption.

Internal Guidance, Notifications and Proposals regarding Environment

1. Notice regarding Usage of Disposable Paper Cup
2. Notice for Reduction of Food Waste
3. Reminder for Air-conditioner usage
4. Proposal for Water and Electricity Saving
5. Proposal for Energy Saving
6. Proposal for Food Saving
7. Proposal for Food Cherishing

1.3 關於節能降耗的內部指引、通知及倡議書

企業在日常生產及管理不斷加大力度，提出並落實一系列的節水、節電和節約蒸汽的措施。企業引入清潔生產評估與審核機制，積極落實清潔生產方案。加強環境保護及節約能源的培訓，通過各種宣傳方式促使全體員工提高參與意識，激發創造動力，自覺投入到節能、環保的工作中。在領導和全體員工思想中牢固樹立「節能、降耗、減污、增效」的清潔生產意識和觀念，樹立「節約發展、清潔發展、安全發展、綠色發展，實現可持續發展」的科學發展觀，大力發展循環經濟，走可持續發展的新型工業化道路。隨著工藝不斷優化，生產自動化水準不斷提高，生產工場用水用電能耗下降，且伴隨著員工節水節電意識提高，生活用水用電量也大幅下降。

有關環境方面的內部指引、通知及倡議書

1. 關於一次性紙杯使用規定的通知
2. 關於酌情減少菜量避免浪費的通知
3. 空調使用溫馨提示
4. 節約用水用電倡議書
5. 節約能源倡議書
6. 節約糧食倡議書
7. 珍惜糧食倡議書



2. Social 社會

Aligned with the Group's business vision of "Best use of talents and full use of things", talents are the precious assets of the Group. We value and cultivate talents and constantly attract outstanding talents based on advanced management philosophy and positive corporation culture. We strive to provide a platform for talents to fully exert their abilities and realize their value. We have formulated a set of human resources management policy and procedures to provide excellent working conditions and healthy and a safe workplace for them to be engaged in work and develop their strengths. The Group has established orientation trainings and continuous education courses, regular meetings, internal newsletters, bulletin board, intranet, etc. for employees to better understand the Group's culture, vision, mission and values. We have also provided an interactive channel for the Group to form a mutual-aid community.

According to the development plan and strategic goal, the Group has set up the human resource plan and made regular reviews. Except from the external recruitment, the Group has also established the internal employee training programs for all levels of posts selection and evaluation, to optimize the human resource distribution and internal promotion, which cultivates employees with potentials to be the future leaders in related departments. The following data are the aggregate labor force and turnover rate of the Group covering all subsidiaries in China and Hong Kong.

2.1 Labor Standards

Fairness, efficiency, motivation, consistency and legitimacy are the five principles for guidelines. The Group has provided the reasonable and competitive remuneration for employees, sharing the Group's business platform and development achievements, and helped the employees to realize the personal value.

The Group has established a set of comprehensive human resources policies regarding employment, remuneration, training, welfare, promotion and dismissal. In order to guarantee the employees' welfare, the Group has followed the Labor Law of the PRC and the employment laws applicable to the jurisdictions where we operate. The Group has also formulated the human resources policies and procedures and added bonus and incentive into the remuneration system. The remunerations of employees are determined as per their duties and in line with local market level. The welfares include medical insurance and retirement pension. The Group has established a set of effective performance evaluation system. On this basis, the Group has set the employees' salary and bonus system according to employees' performance. The Group has also adopted the share option scheme to reward the management, technical employees and other qualified participants contributing to the successful operation of the Group. We have strictly obeyed related local laws on the equal employment opportunity.

正如本集團的事業願景「人盡其才，物盡其用」所言，我們視人才為集團的珍貴資產，重視人才的選育用留，以先進精細的管理理念和積極向上的企業文化不斷吸引優秀人才加盟，努力為人才提供一個充分發揮才幹、實現價值的舞臺。我們已制訂一套人力資源管理政策及程序以提供良好的工作條件及健康安全的工作場所，讓僱員投入工作，盡展所長。本集團為員工設有入職培訓、持續教育課程、員工及部門工作例會、內部期刊、宣傳欄及內聯網等，幫助員工充分理解本集團文化、願景、使命和價值觀，同時提供互動渠道以使本集團上下形成一個相互幫助社區。

本集團根據其發展計劃及戰略性目標擬定人力資源計劃及作出定期檢討。除制訂外部招聘計劃以持續為本集團引入新血外，本集團亦制訂內部員工培訓及人才儲備計劃，建立從所有層級的崗位挑選及評估制度以優化人力資源分配及在內部晉陞及培育具潛力的僱員為其相關範疇的未來領袖。以下為本集團的總勞動力及流失率的資料，涵蓋所有其於中國及香港的子公司。

2.1 勞工準則

本集團以公平、效益、激勵、相符、合法等五項原則為指引，發揮薪酬的激勵作用和調節作用，給予員工合理、有競爭力的回報，讓員工與企業共用事業平台、共用發展成果，在實現企業價值的同時，幫助員工實現個人價值。

本集團已就僱傭、薪酬、培訓、福利、晉陞及解僱設立一套全面的人力資源政策規定。為保障僱員福利，本集團遵守中國勞動法及營運所在地司法權區的適用僱傭法律，並同時制定其人力資源政策及程序，於其薪酬制度中加入花紅及獎勵。向員工發放之酬金待遇乃根據其職責而釐訂，且符合當時當地的市場水準。員工福利包括醫療保險及退休金。本集團亦設立一套有效表現評估制度，據此，本集團設定僱員的薪金及花紅制度，並按僱員表現發放適當的獎勵。本集團亦已採納購股權計劃，以獎勵及獎賞曾對本集團成功經營作出貢獻的管理人員和技術骨幹以及其他合資格參與人士。我們亦已就平等就業機會嚴格遵守有關地區法律。

2. Social 社會

2.1 Labor Standards (continued)

Besides, we have regularly supervised the information related to employment to avoid violation of the labor law. We strictly forbid any child laborers and forced laborers and prohibit the arrangement of underage workers for restricted work. All employees must conform to the legal working age and the human resources department will request the job applicants to present effective identity certificates in the recruitment and perform reference check according to the materials provided. Meanwhile, the Group signs the labor contracts with all employees under mutual agreement.

2.2 Team Profile

We use different recruitment channels to hire talents in diversified nationalities, genders, ages and religions fairly and justly. In the diversified production business combination, the Group has hired 433 employees as of December 31, 2016 (443 employees in 2015), with the employee composition shown as follows:

By gender, the female employees in the Group account for about 19% and the male employees account for about 81%. By age, the employees in the Group aged under 20, between 20-30, between 31-40, between 41-50 and above 50 account for about 1%, 25%, 41%, 24% and 9% respectively. Both genders enjoy equal opportunities and compensations, which will be fairly justified by business development and performance. We accept the equal guidance in the work between male and female employees: i) in the course of recruitment, there is no discrimination with hiring the best candidates as per suitable vacancies; and ii) we provide equal opportunities for candidates according to their capabilities and intentions in task assignment or job rotation but not by genders. Based on the business nature, the Group's male employees are slightly more than female employees.

2.1 勞工準則 (續)

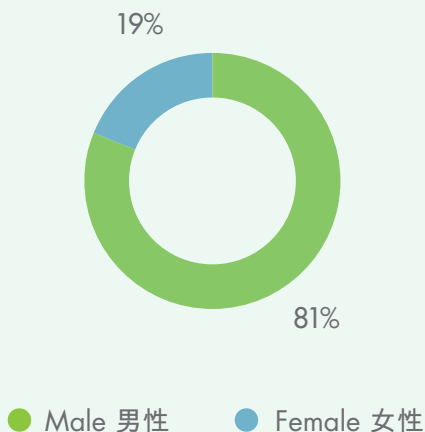
此外，我們定期監察僱傭相關資訊，避免不符合勞動法律法規事宜。我們嚴禁任何童工及強制勞工並且禁止安排未成年工從事禁忌勞動，所有員工必需符合法定工作年齡，人力資源部會於招聘時要求求職者出示有效的身份證明檔，並根據其提供的資料適切地進行背景調查，同時本集團與所有員工在自願原則基礎上簽訂勞動合同。

2.2 團隊情況

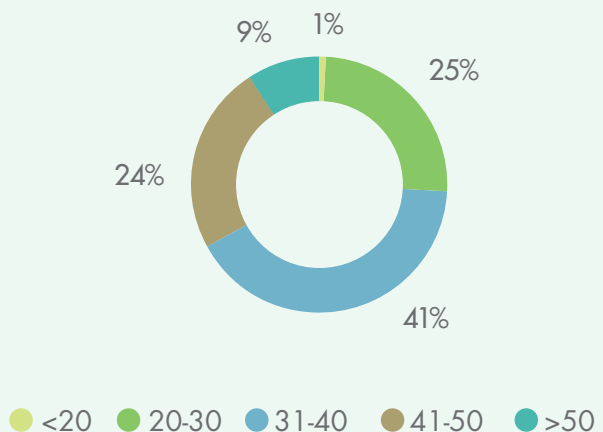
我們利用不同招聘渠道公平公正地招募不同國籍、性別、年齡及宗教的人才。在多元化的生產業務組合中，於二零一六年十二月三十一日，本集團僱用433名員工（二零一五年：443名），員工組成如下：

按僱員性別分類，本集團女性僱員佔約19%，而男性僱員佔餘下約81%。按僱員年齡分類，本集團20歲以下佔約1%，20至30歲佔約25%，31至40歲佔約41%，41至50歲佔約24%及50歲以上佔約9%。我們認為男女僱員之間的機會及待遇平等，屬公平公正並促進良好業務發展及更佳表現。我們認可男女僱員間工作中的平等指引：i)招聘過程中不存在歧視，以就適當的空缺錄取最佳候選人；及ii)分派任務或調配崗位時根據候選人的才能及意願而非按管理層的性別先入為主的觀念為候選人提供平等的機會。基於業務性質，本集團男性僱員稍多於女性僱員。

Total number of employees by gender
按性別劃分的員工總數



Total number of employees by age
按年齡劃分的員工總數





2. Social 社會

2.3 Health and Safety

A safe workplace is crucial for supporting the Group's precious assets (the Group's employees), and the key to ensure the safety and welfare of all personnel operation in the chemistry business. Alongside with the international labor criterion and laws, we have formulated special internal guidelines and systems for the chemical industry, so as to ensure the effective and safe fulfillment of duties by the Group's employees. In addition, the Group has established the self-risk evaluation, which is composed of three parts, namely identification, evaluation and control. In the course of evaluation, the management can identify the potential risks in the daily operation, formulate related actions and plans to reduce such risks to the greatest extent, and provide the best workplace for our technicians.

The Group's production and operation is in strict compliance with national and local labor laws and related safety regulations. Related laws and regulations followed by the Group are shown as follows:

1. *Production Safety Law of the People's Republic of China*
2. *Regulation on Work-Related Injury Insurances*
3. *Measures for the Work-related Injuries*
4. *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases*
5. *Regulation on the Safety Management of Hazardous Chemicals*
6. *Occupational Safety and Health Regulation of Hong Kong*

The Group has formulated the operating standards and codes for employees, including detailed occupational health and safety procedures required by the above national laws and regulations. The Group has set the safety supervision team to supervise the production process. Through the weekly safety inspection, the supervision team will ensure the production safety and avoid the potential risks, and will regularly review and complete the standards and codes and perform the internal safety training for employees timely. The standards and codes have specified the countermeasures for emergencies or accidents.

In 2016, the Group has a total of 6 ordinary work-related injuries, and the total number of working days lost due to work-related injuries is 89.5 days. In the same year, no work-related accidents caused death. All employees of work-related injuries have received real-time and appropriate arrangement.

2.3 健康與安全

安全的工作場所對於支持本集團的寶貴資產（本集團的僱員）至關重要，化工業務的關鍵重點是要確保所有與營運有關的人士的安全及福祉。除國際勞工準則及法律外，我們制定專門針對化工行業的內部指導方針及制度，以確保本集團的員工有效及安全地履行職責。另外，本集團設有自身的風險評估過程，其由三大部分組成：識別、評估及控制，評估過程中管理層能夠辨別日常營運的潛在風險，並制定相關行動及計劃以盡量降低該等風險，並為我們的技術人員提供最佳工作場所。

本集團的生產運營嚴格遵照國家與當地勞動法及相關安全規定執行。本集團所遵循的相關法律法規如下：

1. 《中華人民共和國安全生產法》
2. 《工傷保險條例》
3. 《工傷認定辦法》
4. 《中華人民共和國職業病防治法》
5. 《危險化學品安全管理條例》
6. 香港《職業安全及健康條例》

本集團為僱員制定了工作守則，當中包含了詳盡的職業健康與安全規程，要求生產過程中必須遵守上述國家法律法規。本集團設立了安全監察小組，監督生產過程是否嚴格按照規程執行。監察小組通過每週的安全檢查，確保生產安全，規避潛在風險；亦會定期檢討及完善守則，並及時對僱員進行內部安全培訓。守則亦規定了發生緊急情況或事故的善後對策。

於二零一六年度，本集團共發生6單普通工傷事件，工傷損失工作日數總數為89.5天。同年度，沒有因工作關係而導致死亡的事項發生。所有工傷員工已經接受即時及妥善安排。

2. Social 社會



2.4 Work-life Balance

We think that the balance between work and life refers to an abstract idea supporting the employees to allocate the time and energy in work and other aspects of life. Assisted by the Group, the balance made by the employees between work and life will reduce the pressure and discomfort. The employees enjoy excellent work-life balance will better achieve the best performance and improve the efficiency. We also think that the promotion of work-life balance is beneficial for the Group and employees.

2.5 Staff Development and Training

The Group has valued the talent cultivation and created a talent team with professional knowledge, management experience and strong business acumen, full of passion and entrepreneurial spirit, which is a strong guarantee for the Group's continuous progress. The talent cultivation and promotion are the important tasks and goals of the management. To realize the growth of employees with the enterprise, we have set up a continuous and all-around staff training, human resources development and interactive career planning model. All kinds of training improve employees' knowledge, skills and attitudes. Through interactive career planning with employees, the individual career development of each employee is well connected with the development of the enterprise.

2.4 工作生活平衡

我們認為，工作與生活的平衡為一種抽象觀念，支持僱員努力將其時間及精力在工作與其生活的其他方面之間作出分配。僱員在工作與生活的平衡可在本集團的協助下減少其壓力及不快。享受良好工作與生活平衡的僱員可更好地達致其最佳表現及提升其效率。我們同時認為，推動工作與生活平衡對本集團及僱員均有利。

2.5 員工發展和培訓

本集團重視人才培養，打造一支具備專業知識、懂管理、善經營，富有激情，充滿進取精神的人才隊伍，是企業不斷前行的有力保障。人才培養和梯隊建設是各級管理者重要的工作內容和孜孜以求的目標。為實現員工與企業共同成長，我們建立了持續、全方位的員工培訓、人力資源開發和互動式職業生涯規劃模式。通過各種培訓，使員工的知識、技能、態度等諸方面得到改進，通過與員工進行互動式的職業生涯規劃，使每位員工個人的職業發展與企業發展良性結合。





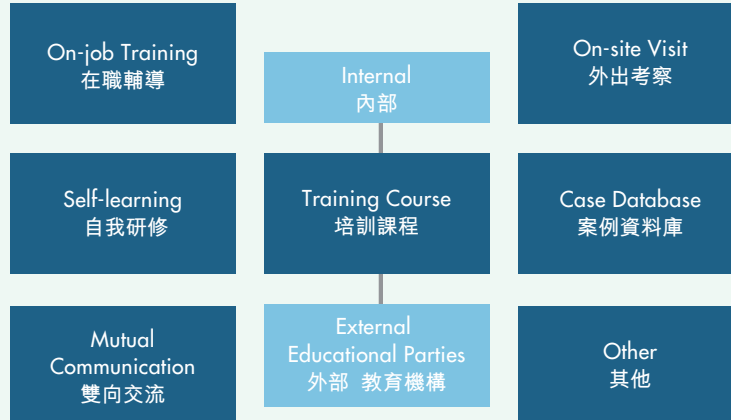
2. Social 社會

2.5 Staff Development and Training *(continued)*

We deeply understand the importance of development and training to the Group, and improving the employees with proper knowledge is not only beneficial to the long-term development of the Group, but also beneficial to the society as a whole. Employees are the key factors for enterprise's success in terms of work efficiency, product specification, occupational safety, industrial competition and other aspects. In terms of this, in 2016, the Group has continued to provide on-job training for employees, such as skill training, career planning, promotion training and so on to guide employees to perform career development and continuously improve working skills. Supervisors of all departments formulate annual training standards, contents and plans, and the human resources department performs the staff training as the assessment. After the training, employees have to accept all kinds of assessments, examinations and surveys for evaluating the performance and results of the training. Comprehensive trainings and development opportunities of the Group are as follows:

2.5 員工發展和培訓 (續)

我們深明發展與培訓對本集團之重要性，提升員工適當的知識，不但有利於本集團的長遠發展，對整個社會亦有莫大裨益。僱員為我們於工作效率、產品規格、工作安全及行業競爭等方面成功之關鍵因素，有見及此，本集團於二零一六年持續為僱員提供在職培訓，如技能培訓、職業規劃指引及晉陞培訓等，引導僱員進行職業發展，不斷提高工作技能。各部門主管根據需要及要求，為本部門僱員製定年度培訓標準、內容及計劃，人力資源部根據部門主管的評估及建議執行僱員培訓。培訓結束後，僱員須接受各類評估、考試及問卷調查，以評估培訓的績效與成果。本集團綜合培訓和發展機會如下：

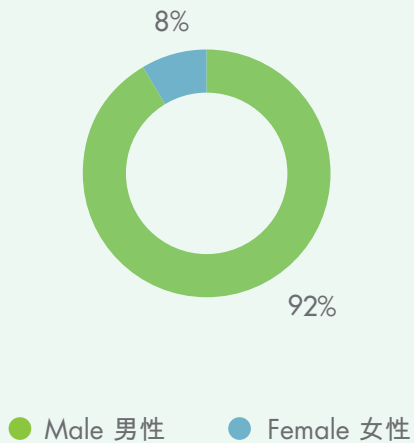


2. Social 社會

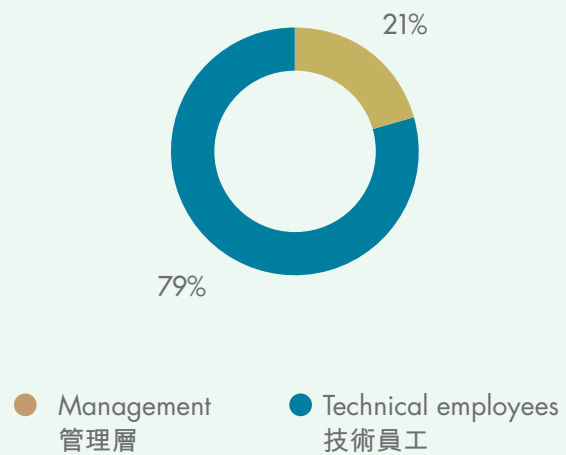
Through comprehensive, diverse and systematic development mechanism, we broaden the perspective of international talents, deepen their professional knowledge, strengthen corporate outlook and put forward creative thinking for the changing environment. During the reporting period, the proportion of each employee under training is as follows:

透過全面、多元化及系統化的發展機制，我們拓闊國際人才視角、深化其專業知識、強化企業願景及針對瞬息萬變的環境提出創見。於報告期間，各受訓員工的比例如下：

Total number of employees by gender
按性別劃分的受訓員工比例



Percentage of trained staff by class
按階級劃分的受訓員工比例





2. Social 社會

2.6 Anti-corruption

The Group highly values integrity and takes justice and equality as principle for daily operation. The management of the Group regularly attends the study of industry laws and regulations that must be observed and incorporated into daily operation management as a code of conduct and employees in the Group are strictly required to comply with the moral rules, laws and regulations in their daily duties. Through meetings and communication with employees, the rules and regulations are continuously conveyed. The employees are constantly required to abide by the relevant laws and regulations, uphold their integrity and reject beneficial temptations to prevent corruption and money laundering.

To ensure the employees' honesty, loyalty behavior and moral integrity, we have adopted our own code of personal integrity and anti-corruption rules to monitor the performance and behaviors of employees in daily operation. We have carried out annual self-assessment, which are aimed to ensure the fulfillment of the Group's rules in actual operation and management practice, so as to balance and secure the interests of stakeholders of EcoGreen and to have long-term partnership. The Group has hired independent auditors for external audit, to prevent corruption in the Group through internal supervision and external audits.

The Group and the employees strictly abide by all the relevant laws, regulations and codes of personal integrity. Directors, their associates or, any shareholders of the Company who own more than 5% of the issued share capital of the Company, do not have any interest in the Group's five largest customers and the five largest suppliers. During the 2016 financial year, the Group was not aware of any significant non-compliance with any of the relevant standards, rules, codes and regulations. There were no complaints against corruption committed by the Group or any of its employees in 2016.

The Group strictly follows the laws, regulations and guidelines concerning anti-corruption in the following countries and regions:

1. *Company Law of the People's Republic of China*
2. *Criminal Law of the People's Republic of China*
3. *Competition Law of the People's Republic of China*
4. *Prevention of Bribery Ordinance of Hong Kong*
5. *Theft Ordinance of Hong Kong*
6. *Corruption Prevention Guide for the Listed Company of Hong Kong*

2.6 反貪污

本集團重誠信廉潔，日常營運以公平公正為原則。本集團管理層定期學習行業必須遵循的法律法規，並將此納入日常運營管理中，同時作為中怡國際內部管理行為規範，嚴格要求本集團員工在日常實踐活動中，務必遵守道德規範、法律法規，恪盡職守，通過會議宣講、員工溝通等活動，不斷地把中怡國際的規章制度和外部法律法規傳達給本集團的每一位員工，時刻強調人人遵守有關法律法規、堅守道德底線、拒絕利益誘惑，防止貪污舞弊和涉及洗黑錢的行為發生。

為確保僱員的誠實、忠誠行為及道德操守，我們已採納本身的操守守則及反貪污條例，以使僱員的執行及行為於整個日常營運中均受到監察。我們進行年度自我評估以檢查操守守則及相關條例的落實情況，其目的旨在確保本集團在實際營運及管理慣例得到完全一致的履行，從而平衡及保障中怡國際持份者的利益及建立長期夥伴關係。本集團聘用獨立核數師進行外部審核，藉以透過內部監督及外部審核，防止本集團內出現貪污行為。

本集團及僱員嚴格遵循所有相關法例、規例及操守守則。董事、彼等之聯繫人士或據董事所知任何擁有本公司已發行股本5%以上之本公司股東，概無擁有本集團五大客戶及五大供應商之任何權益。於二零一六年財政年度內，本集團並不知悉有任何重大未遵守任何有關標準、規則、守則及規例的情況。於二零一六年內概無針對本集團或任何僱員有關貪污的投訴。

本集團嚴格遵循下列國家及地區有關反貪污的法律法規及指引：

1. 《中華人民共和國公司法》
2. 《中華人民共和國刑法》
3. 《中華人民共和國反不正當競爭法》
4. 香港《防止賄賂條例》
5. 香港《盜竊罪條例》
6. 香港《上市公司防貪指引》

2. Social 社會

2.7 Our Community

We are dedicated to building a harmonious, safe and prosperous relationship between enterprise and community. We actively fulfill our responsibilities as a corporate citizen in the real community. We actively participate in charities, provide donations to the victims of natural disasters, provide assistance to out-of-school children, and provide assistance to employees with critical illness. Part of the contributions made by the Group thereto in respect of philanthropy is as follows:

Spring Festival greetings in 2016	100 households
Sunshine assistance to students in 2016	4 people

The management of EcoGreen is leading all employees to actively participate in organizing and strengthening good community environment to build up a harmonious society and community.

2.7 我們的社區

我們致力構建推動和諧、安全及繁榮的企業與社區關係。我們積極履行作為一家企業公民於現實社區的責任。我們積極參與慈善事業，為災民提供捐款，為失學兒童提供援助以及為有危疾的員工提供補助。其中，本集團於慈善方面所作的部分貢獻如下：

2016年度春節慰問	100戶
2016年度陽光助學	4人

中怡國際管理層一直秉承建立和諧社會、和諧小區的理念，帶領全體員工積極參與組織和強化良好的小區環境。





2. Social 社會

2.8 Product Responsibility

We value greatly to the Group's product quality and the loyalty of our customers and business partners. Customers are our top priority with focus on customers' product experience and after-sales service. Therefore, the Group has established and implemented an all-rounded customer communication management, returns processing and customer complaint handling procedures, and retained the relevant customer records, so as to facilitate timely following-up for customers needs and expectations, ensuring the customers have a good product experience. Any complaint received from customer will be recorded and investigated in accordance with the internal complaint management procedures.

During the 2016 financial year, the Group has complied with the applicable laws and regulations relating to the quality of products and services that have a significant impact on the Group in all significant aspects. During the year, the Group received no major complaints about product quality.

2.8 產品責任

我們十分重視本集團貨品的質量以致所有客戶、商業夥伴對本集團產品的忠誠度。我們的宗旨是以客戶為先，客戶的產品體驗及售後服務為本集團的關注焦點。故此本集團編製及落實完善的客戶溝通管理、退貨處理及客戶投訴處理程序，並保留每次與客戶溝通的相關記錄，以方便各相關人員瞭解客戶的需求與期望，適時跟進，保證客戶有良好的產品體驗。所收到的任何客戶投訴將由營運團隊記錄及將依循內部投訴管理程序進行調查。

於二零一六年財政年度，本集團一直遵守與產品及服務質量有關之適用法律法規，該等法律法規在所有重大方面對本集團有重大影響。年度中，本集團沒有接獲關於產品質量的重大投訴。

HKEX Environmental, Social and Governance Report Guide Index 香港聯交所環境、社會及管治報告指引索引

Aspects 層面	Summary 內容	Details 詳情
Level A1: 層面A1 : Emissions 排放物	<p>Relating to the emission of waste gas and greenhouse gases, pollution discharge to water and land, generation of poisonous and non-hazardous wastes, etc.:</p> <p>a) Policies; and b) Comply with the relevant laws and regulations which have a significant impact on the issuer.</p> <p>有關廢氣及溫室氣體排放、向水及土地排污、有害及無害廢棄物的產生等的：</p> <p>a) 政策；及 b) 遵守對發行人有重大影響的相關法律及法規的資料。</p>	<p>Please refer to Pages 17 to 22 for more details 有關更多詳情，請參閱第17至22頁</p>
Level A2: 層面A2 : Resource use 資源使用	<p>Policies for the efficient use of resources (including energy, water and other raw materials).</p> <p>有效使用資源（包括能源、水及其他原材料）的政策。</p>	<p>Please refer to Page 22 to 26 for more details 有關更多詳情，請參閱第22至26頁</p>
Level A3: 層面A3 : Environment and natural resources 環境及天然資源	<p>A policy that reduces the issuer's significant impact on the environment and natural resources.</p> <p>減低發行人對環境及天然資源造成重大影響的政策。</p>	<p>Please refer to Pages 16 to 17 for more details 有關更多詳情，請參閱第16至17頁</p>
Level B1: 層面B1 : Employment 僱傭	<p>Materials relating to the following items:</p> <p>a) Policies; and b) Comply with the relevant laws and regulations which have a significant impact on the issuer.</p> <p>有關以下各項的資料：</p> <p>a) 政策；及 b) 遵守對發行人有重大影響的相關法律及法規。</p>	<p>Please refer to Pages 27 to 28 for more details 有關更多詳情，請參閱第27至28頁</p>
Level B2: 層面B2 : Health and safety 健康與安全	<p>Materials relating to the following items:</p> <p>a) Policies; and b) Comply with the relevant laws and regulations which have a significant impact on the issuer</p> <p>有關以下各項的資料：</p> <p>a) 政策；及 b) 遵守對發行人有重大影響的相關法律及法規。</p>	<p>Please refer to Pages 29 to 30 for more details 有關更多詳情，請參閱第29至30頁</p>
Level B3: 層面B3 : Development and training 發展及培訓	<p>Policies relating to improving the employees' knowledge and skills for performing their duties. Describe the training activities.</p> <p>有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。</p>	<p>Please refer to Pages 30 to 32 for more details 有關更多詳情，請參閱第30至32頁</p>



HKEX Environmental, Social and Governance Report Guide Index 香港聯交所環境、社會及管治報告指引索引

Aspects 層面	Summary 內容	Details 詳情
Level B4: 層面B4 : Labor principles 勞工準則	<p>Relating to prevent child laborers and forced labors:</p> <p>a) Policies; and b) Comply with the relevant laws and regulations which have a significant impact on the issuer</p> <p>有關防止童工或強制勞工的：</p> <p>a) 政策；及 b) 遵守對發行人有重大影響的相關法律及法規的資料。</p>	<p>Please refer to Pages 27 to 28 for more details 有關更多詳情，請參閱第27至28頁</p>
Level B5: 層面B5 : Supply chain management 供應鏈管理	<p>Policies on managing environmental and social risks of the supply chain 管理供應鏈的環境及社會風險政策。</p>	<p>Please refer to Pages 14 to 15 for more details 有關更多詳情，請參閱第14至15頁</p>
Level B6: 層面B6 : Product liability 產品責任	<p>Relating to the health and safety, advertisement, tag and privacy matters and remedies for the products and service provided:</p> <p>a) Policies; and b) Comply with the relevant laws and regulations which have a significant impact on the issuer.</p> <p>有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的：</p> <p>a) 政策；及 b) 遵守對發行人有重大影響的相關法律及法規的資料。</p>	<p>Please refer to Page 35 for more details 有關更多詳情，請參閱第35頁</p>
Level B7: 層面B7 : Anti-corruption 反貪污	<p>Relating to prevention of bribery, blackmail, fraud and money laundering:</p> <p>a) Policies; and b) Comply with the relevant laws and regulations which have a significant impact on the issuer</p> <p>有關防止賄賂、勒索、欺詐及洗黑錢的：</p> <p>a) 政策；及 b) 遵守對發行人有重大影響的相關法律及法規的資料。</p>	<p>Please refer to Page 33 for more details 有關更多詳情，請參閱第33頁</p>
Level B8: 層面B8 : Community investment 社區投資	<p>Policies relating to community participation to understand the needs of the issuer's operations and to ensure that his business activities will take the interests of the community into account. 有關以社區參與來瞭解發行人營運所在社區需要和確保其業務活動會考慮社區利益的政策。</p>	<p>Please refer to Page 34 for more details 有關更多詳情，請參閱第34頁</p>

Your Feedback 您的反饋

Dear readers,
Thank you for reading EcoGreen International Group Limited's Environmental, Social and Governance Report 2016. If you have any suggestions and comments on this report, please fill in the following feedback form and send it to us by mail, fax or e-mail. We would like to express our deep appreciation to you for your valuable comments!

尊敬的讀者，您好！
非常感謝您閱讀了《中怡國際有限公司二零一六年環境、社會及管治報告》。如果您對本報告有任何建議和意見，請您填寫下面的意見反饋表，通過郵寄、傳真或電子郵件發給我們。對於您的寶貴意見，我們致以深深的謝意！

Name : _____
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How would you evaluate this report?

您如何評價本報告？

		Excellent 非常好	Good 好	Average 一般	Poor 差
Readability	可讀性	_____	_____	_____	_____
Cogency	中肯性	_____	_____	_____	_____
Typesetting design	排版設計	_____	_____	_____	_____
Overall impressions	整體印象	_____	_____	_____	_____

Your valuable suggestions:

您的寶貴意見：

Do you have any suggestions for our next annual report?

您對我們下一年度報告的建議？
