



ENVIRONMENTAL,
SOCIAL AND
GOVERNANCE REPORT

環境、社會及管治報告

2017

Contents 目錄

2	Chairman's Statement	主席的話
7	About Us	關於我們
8	Group Structure	集團架構
9	Our Sustainable Development Concept	我們的可持續發展觀
10	Stakeholder's Engagement And Materiality	持份者的參與及重要性
13	About this Report	關於本報告
13	Report Compilation Basis	報告編制依據
14	Reporting Period	報告期間
14	Appellation Description	稱謂說明
14	Formats of Report	發佈方式
15	2017 Highlights	二零一七年摘要
15	Business Development	業務發展
15	“Scent & Taste” Business	「芳香和味道」業務
16	“Naturals” Business	「天然產物」業務
16	Project Gulei	古雷專案
20	Corporate Governance Report	企業管治報告
20	Risk Management and Internal Control	風險管理及內部監控
22	Risk in environmental policy change	環保政策變化的風險
22	Risk in safety production	安全生產風險
23	A. Environment	A. 環境
23	A1 Emissions	A1 排放物
24	A1.1 Emissions and Pollutants	A1.1 排放物及污染物
25	A1.2 Exhaust Emission and Related Measures	A1.2 廢氣及溫室氣體
27	A1.3 Discharge of Hazardous Wastes	A1.3 有害廢棄物排放
28	A1.4 Discharge of Non-hazardous Waste	A1.4 無害廢棄物排放
28	A1.5 Relevant Control Measures on the Emission	A1.5 排放物相關管制措施
28	Waste Water	廢水
28	Exhaust Emission	廢氣
29	Noise	噪音
30	A1.6 Treatment Measures on Wastes	A1.6 廢棄物處理方法
30	Hazardous Wastes	有害廢棄物
30	Non-hazardous Wastes	無害廢棄物
31	A2 Resource Utilization	A2 資源使用
32	A2.1 Electricity Power	A2.1 能源電力
33	A2.2 Water Consumption in the Enterprise	A2.2 企業用水
35	B. Social	B. 社會
35	B1 Employment	B1 僱傭
36	B1.1 Team Profile	B1.1 團隊情況
37	B1.2 Turnover of Employees	B1.2 僱員流失情況
37	B2 Health and Safety	B2 健康與安全
39	B3 Staff Development and Training	B3 員工發展和培訓
42	B4 Labour Standards	B4 勞工準則
43	B5 Supply Chain Management	B5 供應鏈管理
44	B6 Product Responsibility	B6 產品責任
45	B7 Anti-corruption	B7 反貪污
46	B8 Community Investment	B8 社區投資
50	Your Feedback	您的反饋

Chairman's Statement
主席的話

*Ecogreen,
Eco-Friendly*

愛地球、愛眾生



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" or the "Group") for the year ended December 31, 2017 ("this Year") ("Environmental, Social and Governance Report" or "ESG Report") to all shareholders, and present our undertakings on sustainable development.

In September 2015, the "2030 Agenda for Sustainable Development", an agreement reached by 193 nation members, had been passed at the "United Nations Summit for Sustainable Development", which laid out 17 goals and contained 169 framework documents with specific objectives, aiming at realizing three long-term targets which are beneficial to human beings: eradicating extreme poverty, fighting against inequality and injustice and tackling climate change. As a leading fine chemical enterprise in China, we believe bearing social responsibilities and achieving sustainable development are our inevitable goals and the upmost principles that we must uphold when making decisions. While striving to improve operation results, we are trying our best endeavor to maintain sustainable economic, social and environmental development and to strike a balance of interests between all stakeholders, in order to generate value to the society and take part in the framework of the United Nations to realize the long-term goals. Albeit ever-changing market condition, we always pursue our everlasting vision of "EcoGreen, Eco-friendly" and uphold our noble mission of "Commitment to bringing health and well-being to the globe".

本人謹代表中怡國際集團有限公司，向各股東欣然呈報本公司及其附屬公司(統稱「中怡國際集團」或「本集團」)截至2017年12月31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。

2015年9月，「聯合國可持續發展峰會」通過了一份由193個成員國共同達成的文件，即《2030年可持續發展議程》。文件包括17項可持續發展目標和169項具體目標的綱領性文件，將推動世界在2030年前實現三個有利於眾生的長遠目標—消除極端貧窮、戰勝不平等和不公正，以及遏制氣候變化。作為中國領先的精細化工集團公司，我們堅信擔負社會責任與執行可持續發展，是集團義不容辭的方針及業務決策應秉持的最高原則。在努力提升經營業績的同時，我們致力於在經濟、社會和環境等各範疇均以可持續發展之方式進行，並權衡各持份者利益，盡最大努力為社會提供價值，在聯合國長遠目標的框架之下盡一分綿力。即使市場環境日新月異，我們一直恪守「愛地球、愛眾生(EcoGreen, Eco-friendly)」的經營理念，將「成就眾生與地球健康平安之美」作為集團的崇高使命，更將其視為一項長期且具有深遠意義的承諾。

Chairman's Statement 主席的話

Found in 1994, EcoGreen International Group incorporates its philosophy of "Green Chemistry" into its business operations and administrative procedures, adheres to its vision of "making the best use of talents and resources" and strives to become an outstanding contributor in the global fine chemicals market, so as to achieve mutual benefits to economic, social and environmental development. This ESG report presents our visions, missions and business strategies to all stakeholders.

"Green Chemistry" is our all time vision. The increasing industrial activities and expanding enterprise scale may result in environmental pollutions by every part of our operation. Deteriorating air quality and global warming have become public concern in recently years. As a chemical enterprise, our operating activities will have significant impact to the nature and resources as emission of hazardous gases and disposal of wastes are inevitable. As such, we acknowledge the importance of taking lead by setting ourselves as an example to devote much attention to safe production and environmental protection through adoption of environmental friendly production standards. In the previous year, we have paid unremitting effort to seek for and implement more advanced ecofriendly technologies to minimize our impact to the environment. We have maintained strict compliance with relevant environmental laws and regulations, including waste water emission permit, gas emission permit and others to reach local and international standards. We have made considerable progresses in reducing hazardous gases emissions and waste disposals, saving resources, preventing pollutions and raising the awareness of our staff in environmental protections.

中怡國際集團成立於1994年，在過去逾二十年的經營歷史中，我們堅定將「綠色化學」的理念融入業務運營與管理流程當中，追求「人盡其才，物盡其用」的事業願景，致力成為全球精細化工市場的傑出貢獻者，以實現經濟、社會與環境的全面發展和共贏局面。在這一份ESG報告當中，我們希望將集團的理念、使命、事業願景及方針策略展示給各位持份者。

「綠色化學」是我們長期倡導的產業理念。隨著工業活動的增加以及企業規模的擴大，經營業務的每一環節均可能對環境造成污染。近年來，空氣質量的下降以及全球氣候變暖等現象愈發引起大眾關注。作為化工企業，我們的經營活動對自然環境和資源具有巨大影響，在生產經營的過程中無可避免地產生有害氣體及廢棄物。因此，我們深知以身作則的重要性，更加注重安全生產和綠色環保，竭盡所能地採納對環境友善的生產準則。在過去一年間，我們努力不懈地尋求和實施更多更先進的環保技術，以降低我們的業務對環境產生之不良影響。我們已嚴格遵守所有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，在減少排放有害氣體及廢棄物、節約資源、防止污染以及提高員工在環境保護方面的意識等範疇均取得積極進展。



We have long been making all effort to perform social responsibilities and contribute to the society. As an enterprise committing to social responsibilities, we abide by business ethics, operational integrity and code of business conducts with an aim to create a healthy and active social image. We have focused on extending our reach to all sectors of the community last year by organizing cooperation and charity initiatives in respect of good environmental governance with the neighboring districts. Meanwhile, as employees are our most valuable asset, we strictly comply with the Labour Law of China and the applicable employment regulations of the jurisdictions in which we operate, and protect the rights and benefits of all staff by providing on-going and comprehensive trainings, bright career path, and fair promotion opportunities, thereby strengthening the harmonious and stable development environment of our enterprise.

Chinese government was making stronger effort in executing environmental laws and regulations in 2017, certain enterprises needed to have their operation suspended until they had met the requirements under the environmental protection law, and in even worse situation, had to close down. The increasingly stringent environmental protection requirements have caused small-to-medium enterprises to face increasingly difficult business condition, but allowed large-scale, standardized enterprises to be benefited in the mid to long run. Such situation exerted significant influence to the ecosystem of the chemical industry in China, and affected supply chains of many enterprises in the short term. EcoGreen International Group needs to comply with the environmental laws and regulations of China. Our sustainable development committee, which was still in the progress of preparation in 2017, will be comprised of duly authorized representatives to maintain our sustainable growth and implement proper management of the Group by actively responding to environmental protection and social responsibilities. Meetings will be held annually to review key procedures and identify any possible issue in the operations. Senior management will discuss with the committee in any identified important issue and the remedial measures. The relevant measures will be documented and filed to ensure effective implementation.

履行社會責任、造福社會亦是我們長期努力的目標。作為一家對社會責任有承擔的集團，我們恪守商業道德，堅持誠信經營，嚴格遵守商業行為準則，打造健康積極的企業社會形象。在過去的一年中，我們更加注重與社會各界的廣泛聯繫，不斷開展與周邊社區良好的環境治理合作和慈善計劃，實踐我們的企業社會責任。同時，員工是我們最珍貴的資產，我們嚴格遵守中國勞動法及營運所在地司法權區的適用僱傭法律，注重保障公司員工的各項切身利益，為員工提供持續、全方位的員工培訓，暢通員工成長路徑，打造平等的發展平台，強化企業發展環境的和諧穩定。

2017年，中國政府加大力度實施環保法規，部分企業需要暫停營業以改善其不符合環境保護法例要求的行為，甚至關停結業。在嚴厲的環保壓力下，中小規模的企業要面對日益嚴峻的經營環境，而行業規模較大、並規範經營的企業在中長線上卻反而受惠。這種情況正在對中國化工的行業生態產生深刻影響，同時短期影響著很多企業的供應鏈。中怡國際集團主要須遵守中國環境法律及法規。2017年內，本集團可持續發展委員會仍在籌備當中，該委員會將由獲正式授權維護本集團可持續發展之人士組成，並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。

Chairman's Statement 主席的話

Looking ahead to 2018, EcoGreen International Group will adhere to its strategies for sustainable development, minimize our adverse impact to the environment and undertake corporate social responsibilities in pursuit of more transparent and meaningful communication between the community and other stakeholders as well as making contribution to a better and harmonious society.

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.

We will be committed to maintaining prominent operation and sustainable economic, social and environmental development so as to generate long-term value and fruitful returns to all stakeholders and the society.

Mr. Yang Yirong
Chairman of the Group
July 2018

展望2018年，中怡國際集團將堅定不移地實施可持續發展戰略，減少對環境的負面影響，承擔企業社會責任，促進與社區及其他持份者建立更具透明度及建設性的對話，為建設美好和諧的社會做出貢獻。

本人謹代表董事會，對廣大股東、客戶、供應商、銀行及全體員工繼續致以衷心謝意。大家對集團一如以往的信任與支持是本集團持續穩健發展的主要動力。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。

今後我們將繼續保持卓越營運，堅守經濟、社會及環境的可持續發展承諾，向所有持份者和社會提供長遠價值及可觀回報。

集團主席
楊毅融先生
二零一八年七月



EcoGreen International Group Limited is the leading fine chemicals company in China, 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 a key supplier of specialty chemicals (mainly flavors and fragrances materials), functional chemicals and basic fine chemicals. 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 living standard.

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 flavors and fragrances, widely applicable in personal care, cleaning and disinfection, food, pharmacy, agrochemicals and industrial solvent industries, and are sold in many countries and regions including China, Europe, Americas and Asia.

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。中怡國際集團於2004年3月在香港股票交易市場主板上市(股票代碼：HK2341)。

本集團秉承「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品中，對人們提升健康水準、提高生活品質至關重要。

中怡國際集團成立於一九九四年，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、制藥、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。



About Us 關於我們

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 culture is to encourage technology innovations and to emphasize high-efficiency operation, to keep improving our competitive edges. 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。在中怡國際集團發展的歷史中，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。

Group Structure

集團架構

Parent Company 母公司	Location 地點
EcoGreen International Group Limited 中怡國際集團有限公司	Hong Kong, China 中國香港
Subsidiary 子公司	Location 地點
Doingcom International Limited 中坤國際有限公司	Hong Kong, China 中國香港
EcoGreen Fine Chemicals B.V. 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 Food Company Limited 廈門中坤食品有限公司	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 Enterprise Limited 廈門中坤貿易有限公司	Xiamen, Fujian, China 中國福建省廈門市
漳州匯友實業有限公司 漳州匯友實業有限公司	Xiamen, 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



Sustainability is the trend for development and also the policy of EcoGreen. We will persist in the comprehensive promotion of Quality, Safety, Environment and Health.

可持續是發展的趨勢，也是中怡國際集團的方針。我們堅持做到：品質(Quality)、安全(Safe)、環境(Environment)、健康(Health)全面推進。

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

Stakeholder's engagement is crucial to the long-term development and business sustainability of EcoGreen and our preparation of this environmental, social and governance report. As such, we value every connection with our stakeholders and pay full attention to the invaluable opinions and suggestions from stakeholders, as well as understand our shortcomings and formulate improvement plans actively, so as to seize opportunities and strive for long-term improvement. We try our best to meet relevant local and international standards related to our operation, and adhere to environmental protection and social responsibilities. We have consolidated and identified various kinds of stakeholders involved in main businesses of the Group into corresponding categories, including shareholders, clients, employees, suppliers, partners, communities and the government.

From materiality assessment, we can conclude that our stakeholder emphasis on different aspects of the Group, and they hope EcoGreen can keep renovating its products and services to satisfy clients' requirements and to prevent corruption and fraud in the operations. 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 the regulatory framework, the qualification of stakeholders is vital for those who are responsible for relevant plans and activities. Apart from complying with laws and regulations, we consider stakeholders' opinions the key of sustaining success and sustainable development. We accept opinions in all aspects from stakeholders, which help the Group identify and understand the key concerns of stakeholders, assess and enhance engagement of stakeholders. We classify relevant issues and submit them to relevant departments for handling, via all communication channels as stated in the following table.

The Group continually strengthens communication and relationship with investors. Designated senior management personnel keep close contact with shareholders and investors through email, teleconference, one-on-one meetings, participation in investor forums and non-deal roadshows, to ensure shareholders and investors can get the latest information of the Group in a fair and timely manner, thus help them making investment decisions. The Group will give detailed and timely response to inquiries from investors.

持份者的參與，對於中怡國際集團的長期發展、業務的可持續性以及我們撰寫這份環境、社會及管治報告均至為重要。因此，我們珍惜與持份者的每一次接觸，充分重視來自持份者的寶貴意見和建議，透過健全的管理系統和雙向的溝通參與渠道，積極認識我們的不足並制定方案加以改善，以此把握機遇，力求長遠進步。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持份者分組，分別包括股東、客戶、僱員、供應商、合作方、社區及政府等。

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，同時希望中怡國際集團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。

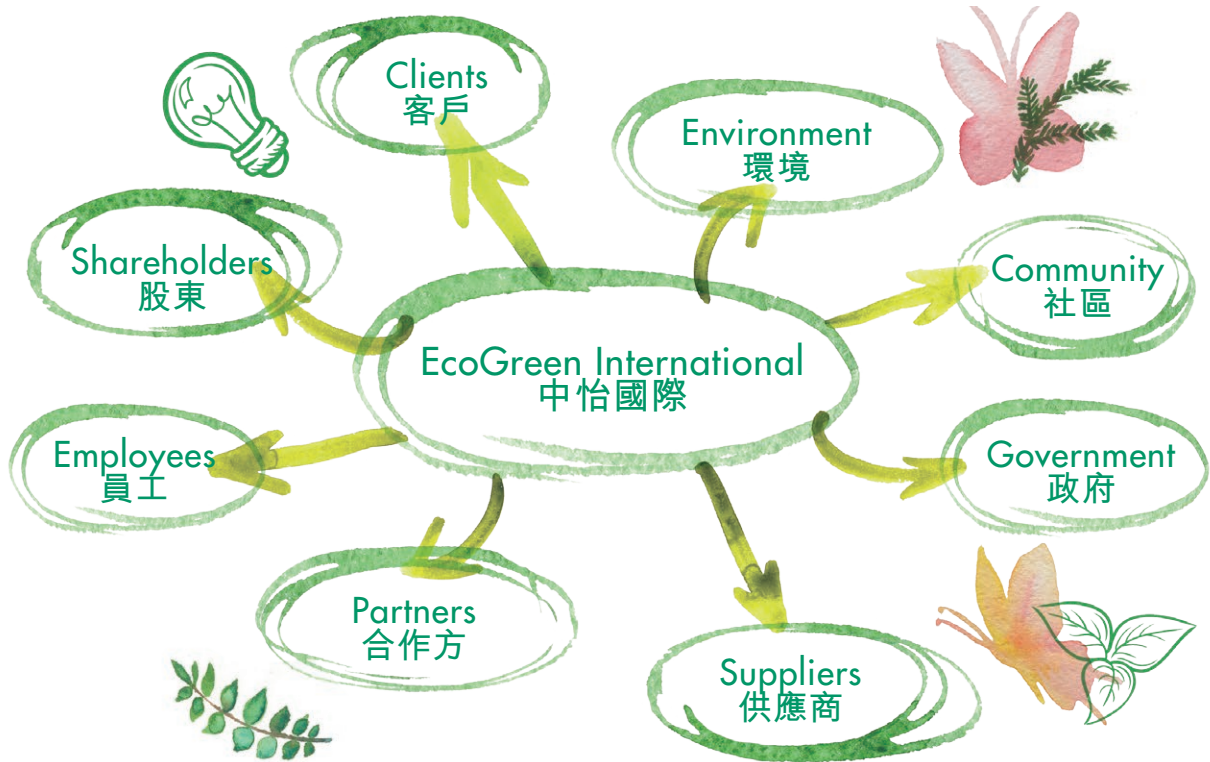
在法例框架下，符合持份者參與要求對該等負責相應計劃及活動的人士而言為一個重要事宜。除履行法律制約外，我們認為持份者的意見乃本集團長期成功及可持續發展的關鍵。我們接受持份者各方面的意見，有助本集團界定及理解持份者的關鍵問題，評估及加強持份者的參與、介入及參加。透過下表所載各種通訊渠道，將相關問題進行分類並送交有關部門進行處理。

本集團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。本集團會對投資者之查詢作出詳盡及適時之回應。



We have made a materiality evaluation to identify material matters in EcoGreen Group's businesses which have significant influence on economy, environment and society, and which are the most important for stakeholders. With reference to the result of assessment, we hope to fulfil our commitments and undertake our responsibilities for all stakeholders.

我們已進行重要性評估以識別反映中怡國際集團之業務於經濟、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。



Stakeholder's Engagement and Materiality

持份者的參與及重要性

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, address 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
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、關注其健康和職業發展
Partners 合作方	Achieve mutual development on the basis of good faith 以誠信為基礎、共同發展
Communities 社區	Contribute to a 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
Suppliers 供應商	Establish a long-term strategic cooperation with suppliers, ensuring the best economic interests as well as legal rights and interests of both suppliers and buyers 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

This report is EcoGreen Group's second environmental, social and governance report and we hope to disclose the Group's management, policies, performance, objectives and feedback relating to sustainable development in a transparent and open manner. We take this opportunity to provide an account of our performance on environment, society and governance issues to all investors and stakeholders of the Group, and make our commitment and contribution regarding social responsibilities.

We highly value your suggestions on sustainable development for the Group. This report aims at giving play to the dialogue roles and discuss the opportunities and challenges faced during the process of sustainable development together with stakeholders and seek for solutions accordingly. 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. During the period, the Board of Directors supervised our strategies, policies and reports on environment, society and governance issues, monitored continuous compliance, and sought to improve the business of the Group through more efficient business operation and resource utilization, and environmental protection measures for purpose of 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.

本報告為中怡國際集團第二份環境、社會及管治報告，我們希望繼續以透明、公開的方式披露集團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集團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。此報告亦旨在發揮對話作用，與利益相關方共同探討在可持續發展的過程中面臨的機遇與挑戰，進而尋求解決之道。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。

報告編制依據

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 of EcoGreen in China during the reporting period of 2017 Report, i.e. from January 1, 2017 to December 31, 2017).

Appellation Description

For the purpose of statement and reading, EcoGreen International Group Limited is also expressed as "EcoGreen International Group", 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 Group's website (www.ecogreen.com).

報告期間

本環境、社會及管治報告涵蓋與二零一七年報內所報告之相同報告期間(自二零一七年一月一日至二零一七年十二月三十一日)中怡國際集團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(「中怡國際集團」)、(「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)及本集團網站(www.ecogreen.com)查閱。



Business Development

2017 is the fourth year of implementation of the Group's "New EcoGreen" Ten-Year Strategic Plan. In the face of the changing global competitive landscape, and led by the strategy of "New EcoGreen", the Group is implementing the corporate transformation strategies in full force. These include actively looking for opportunities in mergers and acquisitions and business integration in the supply chain, enhancing the integrated competitiveness and profitability of the business, and striving to expand horizontally in potential areas to increase the scale of collaborative operations, thus reaching a new horizon in the upstream and downstream supply chain synchronization.

The Group has actively implemented the "Smart Production + Supply Chain Services" and "360-degree aroma chemicals industry strategy" and has gradually achieved results in recent years. On one hand, the Group has been focusing on increasing the comprehensive business contribution from existing major international customers by providing closer supply chain services to large-scale midstream and downstream manufacturers in the world, and thus effectively raising the Group's global market share. On the other hand, the Group has actively adopted strategic sourcing and resource operation measures to achieve overall cost advantage and improve the integration benefits of the supply chain operations. Meanwhile, the Group has managed the risks resulted from the environmental protection law's impact on the industry supply chain during the period. In particular, the Group has achieved economies of scale from the aroma chemical integrated platform.

"Scent & Taste" Business

In respect of the "Scent & Taste" business, the Group's petroleum-based aroma chemicals attained a rapid growth benefited from the Group's proactive upgrades in environmental protection and safety over the years, and the downsizing in the domestic manufacturing capacity of chemicals as a result of China's new environmental protection policy and supply-side reforms. In the scent product category, the Group has been actively developing the downstream aroma business and are well-received by key customers. As for the taste product category, the Group has been providing standardized compounded flavoring sauce to catering providers (centralized kitchens), and providing solutions for standardization of Chinese cuisine. The Group will continue to add more new products to the aroma chemicals and scent product categories to enrich its product portfolio. The Group's pursuit of product quality and customer service has provided guarantee for the steady growth of the Scent & Taste business.

業務發展

二零一七年，是集團「新中怡」十年戰略計劃實施的第四個年頭。面對全球行業競合格局的變化，集團在「新中怡」戰略的指引下，正在大力推動企業轉型策略的實施，其中包括：在供應鏈上積極尋求企業並購和業務整合的機會，強化業務的綜合競爭力和提高業務盈利水平；努力橫向拓展具有發展潛力的產業領域，增大協同經營的規模，最終達成一個上下游協同發展的新格局。

集團積極實施的「精準製造+供應鏈服務」策略及「360度全景香原料產業戰略」佈局在近年已逐步取得成果。一方面，注重提升現有國際大客戶的綜合業務貢獻，通過為全球大型中下游生產商提供更緊密的供應鏈服務，有效地提升本集團在全球市場的份額。另一方面，積極地採取策略性採購及資源運營的舉措，發揮綜合成本優勢，提升供應鏈業務的集成效益。同時也對行業供應鏈在期內因環保所受衝擊的風險進行了管理。其中香原料產品的集成平台已為集團帶來規模化效益。

「芳香和味道」業務

在「芳香和味道」業務方面，得益於集團過往多年在環保、安全上的主動升級改造，加上中國的環保新政壓力以及供給側改革對國內化工產能的壓縮，集團在以石油基為原料的香原料產品上獲得了較快的增長。另一方面，香氣產品類別中香料的下業業務也在積極發展中，並獲得了重要客戶的採用。味道產品類別中，集團已在向團餐客戶（中央廚房）供應標準化複合調味醬，以及提供中餐標準化關鍵解決方案。集團將會繼續新增更多的香原料品種、和味道的產品以豐富產品組合。本集團追求產品質素和服務客戶的宗旨對芳香和味道業務的穩定增長提供了保障。

“Naturals” Business

In respect of the “Naturals” business, the growth has been stable. As the facilities at the existing Xinglin production base have been close to full utilization, the Group planned to upgrade and move the related business to the Changtai production base and expand new production lines. The construction of the Changtai production base will comprise production facilities of three major business segments, including natural food additives, natural essential oil, and natural extracts. The upgraded Changtai base will become a brand new natural products industrial park of the Group. The production lines for natural food additives are expected to be completed and commence operation in the first half of 2019. The Group also launched a forward-looking strategic plan in relation to its upstream supply chain. The database and sourcing analytic system for natural products have already commenced operation, thereby laying a solid foundation for the operation of the natural essential oil supply chain.

Project Gulei

The construction of Project Gulei started at the end of 2017 based on a new plan, and has entered the phase of large-scale construction after several years of comprehensive planning and adjustments. “EcoGreen Gulei” is the first project allowed to kick off in the Gulei Petrochemical Industrial Park since an industrial accident happened in 2015. The Group’s target is to turn the EcoGreen Gulei Industrial Park into a world-class production base of functional chemicals and functional materials. Supported by the new strategic supply chain of natural-based and petroleum-based resources, the Group hopes to actively expand the supply and applications of the key fine chemical raw materials and enhance business values. The Group is speeding up the construction of the Gulei Industrial Park, and part of the plant is expected to complete construction and gradually commence production in the first half of 2019.

「天然產物」業務

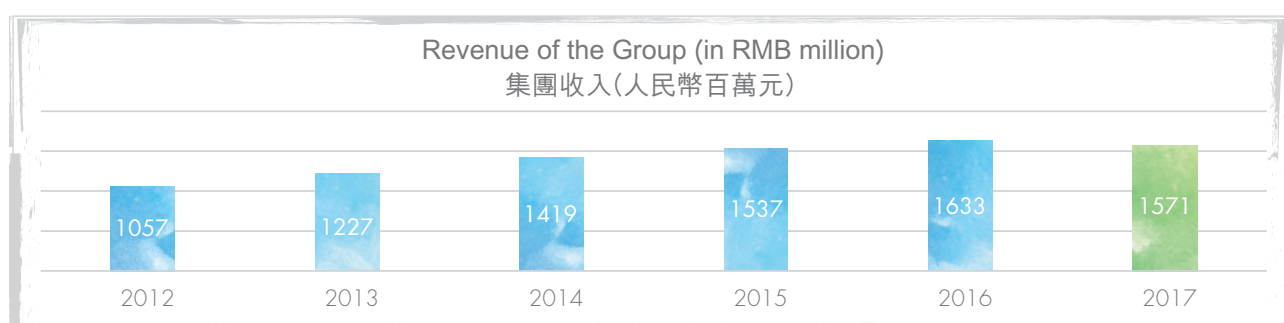
在「天然產物」業務方面，增長穩定。由於杏林現有廠區的生產設備已滿負荷，相關業務正計劃整體升級搬遷到長泰廠區並擴充新生產線。長泰廠區的建設將包括天然食品配料、天然精油、與天然提取物三大板塊業務類別的生產裝置。升級後的長泰將成為集團全新的天然產物工業園，預期天然食品配料新生產線將於2019年上半年建成投產。集團在上游資源產地亦展開了前瞻性的佈局，天然資源資訊資料庫和採集分析共用系統已在運作中，並為天然精油的全產業鏈運營打下良好基礎。

古雷專案

古雷專案，在經過幾年精心的籌劃和調整後，已在二零一七年年尾以全新的規劃和佈局正式動工，並進入大規模建設階段。「中怡古雷」是古雷石化工業園在二零一五年工業事故處理後第一家獲准入區啟動的專案，集團的目標是將古雷中怡產業園打造成為世界級的功能化學品和功能材料主產基地，集團希望以天然基和石油基的新型優勢戰略資源供應鏈作為支撐，積極地拓展關鍵精細化工原料的資源供應維度和綜合應用廣度，從中實現價值提升。古雷產業園已在加速建設中，預期部份廠房將於二零一九年上半年完成建設並開始逐步投產。

The Group's strategic planning in Gulei corresponds to the upcoming changes in global economic trends, and the new environmental protection policy of China. In response to the technology advancement and the changes in industry demand, it has optimized product mix of international and domestic markets, and emphasized its "aroma chemicals and functional materials industry co-development strategy" based on the balanced supply chain of its natural-based and petroleum-based resources. The Gulei Industrial Park is expected to cover a more enriched product portfolio of functional chemicals and functional materials. In the coming years, the Gulei Industrial Park will gradually become the Group's multifunctional chemicals and new materials production base in China, as well as the core driver of the Group's future business growth, so as to achieve the vision of "New EcoGreen" and create greater corporate value for investors.

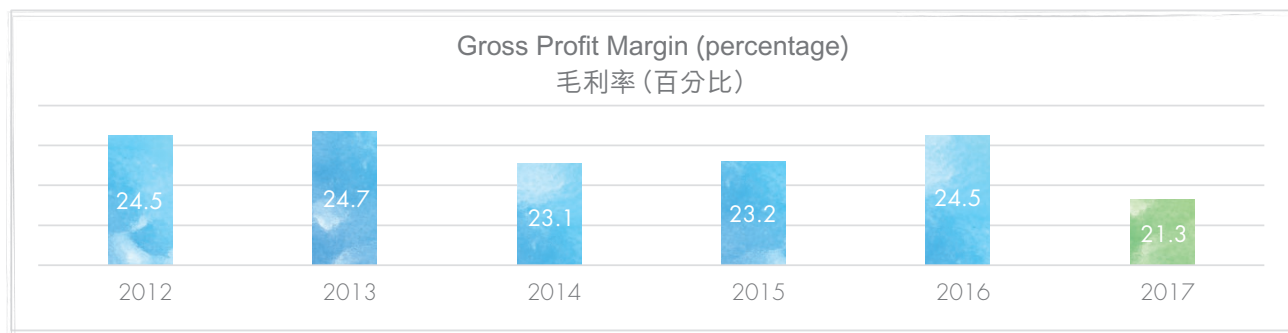
集團對古雷的佈局，因應了全球未來經濟形勢的變化，以及中國大陸環保新政的要求，針對技術的進步和行業需求的變化，包括優化國際與內銷市場產品結構組合，突出了在天然基與石油基原料的資源平衡供應下，香原料產業與功能材料產業的協同發展戰略。資源協同的多產業整合發展計劃將在古雷逐步實施，預期未來所涵蓋的功能化學品和功能材料的產品組合將更豐富多彩，在未來幾年將會逐步成為集團在中國的多功能化學品和新材料製造基地，以及未來業務倍增的核心基地，全面實現「新中怡」的宏偉事業，為投資者創造更高企業價值。



During the period, due to the strict logistics control in Xiamen and surrounding areas as a result of the BRICS Summit held in Xiamen in September, the Group's two major factories located in Haicang and Changtai had to suspend production for more than one month in the third quarter. To cope with this, the Group immediately adopted a number of measures to minimize the impact on operations with its existing inventory and external supply chain deployment. Nevertheless, the restrictions from the BRICS Summit, together with the later incidents of public steam supply delays, caused an accidental shutdown of the Haicang plant for more than a month, which inevitably affected the business and sales of the full year, and led to a decrease in annual sales revenue by 4% compared to the previous year.

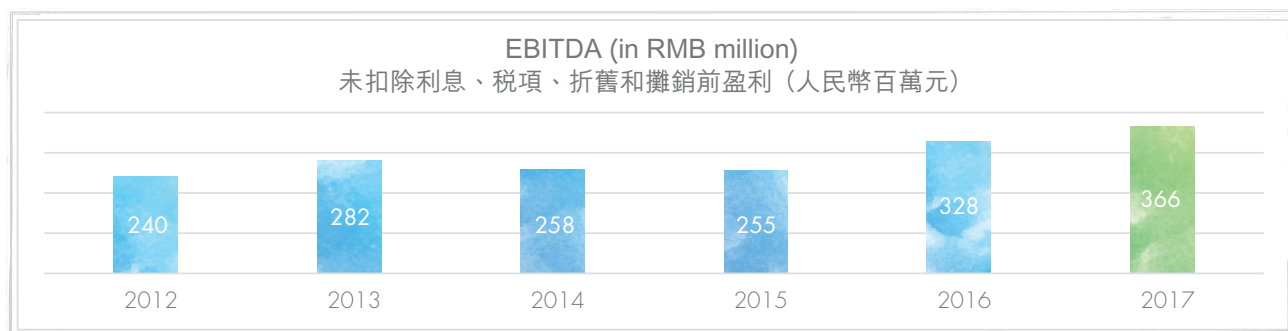
期內，因受到九月初於廈門舉辦之「金磚峰會」對廈門以及周邊地區的嚴格物流限制，集團於海滄、長泰兩個主要工廠在第三季度內的一個多月裏幾乎陷於半停產的經營狀態。對此，集團已即時採取多種應對措施，依靠僅有的庫存以及外部供應鏈調配等方法去儘量減少運營的影響。儘管如此，「金磚峰會」的限制以及其後公用供氣單位出現的延誤事故，導致海滄廠區意外地停產一個多月，對全年的業務行銷無可避免地會產生一定的影響，致使本年度的銷售收入較去年減少4%。

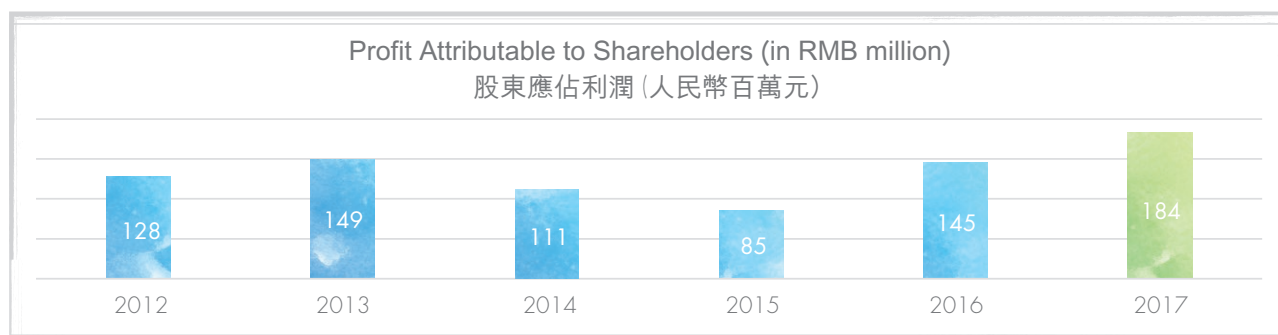
2017 Highlights 二零一七年摘要



During the year under review, the Group's gross profit decreased by 17% to RMB334 million. Gross profit margin decreased from 24.5% in 2016 to 21.3% in 2017. By product category, the gross profit margin of "Scent and Taste" decreased from 26.3% in 2016 to 23.0% in 2017, while "Naturals" decreased from 18.2% in 2016 to 16.8% this Year. The gross profit margin of "Specialty Chemicals and Others" decreased from 26.4% in 2016 to 23.0% in 2017.

回顧年內，本集團的毛利減少17%至人民幣3.34億元。本集團的毛利率由二零一六年的24.5%下降至二零一七年21.3%之水平。按本集團產品類別分析，「芳香及味道」的毛利率由二零一六年的26.3%下調至二零一七年的23.0%，而「天然產物」的毛利便由二零一六年的18.2%下調至本年度的16.8%，「特殊化學品及其他」的產品類別之毛利率由二零一六年26.4%下調至二零一七年的23.0%。





Profit attributable to shareholders in 2017 was RMB184 million, representing an increase of 26% as compared to a profit of RMB145 million in 2016. Basic earnings per share was approximately RMB26.81 cents (2016: RMB22.35 cents). Earnings before interest, taxes, depreciation and amortization (EBITDA) for the year amounted to RMB366 million as compared to RMB328 million in 2016, representing an increase of 12%.

二零一七年度股東應佔利潤為人民幣1.84億元，較二零一六年的人民幣1.45億元增長26%，每股基本收益約為人民幣26.81分（二零一六年：人民幣22.35分）。本年度的未扣除利息、稅項、折舊和攤銷前盈利(EBITDA)為人民幣3.66億元，較二零一六年的人民幣3.28億元上升12%。

Corporate Governance Report 企業管治報告

The Board of Directors understands the importance and advantages of excellent corporate governance, 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 regulated to safeguard shareholders' benefit. The corporate governance 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, 2017, EcoGreen followed the Code Provisions of the Corporate Governance Code set out in Appendix 14 to the Listing Rules, except for the deviations from Code Provisions A.2.1 and 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 is entrusted with the overall responsibility of: (i) developing and reviewing the Company's policies and practices on corporate governance and making recommendations to the Board of Directors; (ii) reviewing and monitoring the training and continuous professional development of the Company's Directors and senior management; (iii) reviewing and monitoring the Company's policies and practices on compliance with legal and regulatory requirements; (iv) developing, reviewing and monitoring codes of conduct and compliance manuals (if any) applicable to the Company's employees and Directors; and (v) reviewing the Company's compliance with the Corporate Governance Code and disclosure in the Corporate Governance Report. During the year under review, the Board of Directors reviewed and monitored the training and continuous professional development of the Directors and company secretary of the Company in compliance with the Corporate Governance Code and the Listing Rules. Further, the Board of Directors reviewed and monitored the Group's policies and practices and noted that the Group had complied with the relevant legal and regulatory requirements in all material respects during the year under review. The Board of Directors also reviewed the employees' manual applicable to the employees of the Company. Lastly, the Board of Directors reviewed the Company's compliance with the Corporate Governance Code and the disclosure of the Corporate Governance Report.

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集團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。截至二零一七年十二月三十一日止年度內，本集團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)及本集團網站(www.ecogreen.com)瀏覽。

風險管理及內部監控

董事會獲委統籌負責以下事項：(i)建立及檢討本公司企業管治政策及常規並向董事會作出建議；(ii)檢討及監督本公司董事及高級管理人員的培訓及持續專業發展；(iii)檢討及監督本公司符合法律及規管規定的政策及常規；(iv)建立、檢討及監督適用於本公司僱員及董事的行為守則及法規手冊(如有)；及(v)檢討本公司遵守企業管治守則的情況，及企業管治報告內的披露資料。回顧年度內，董事會已檢討及監督董事及本公司公司秘書的培訓及持續專業發展，以符合企業管治常規及上市規則。此外，董事會已檢討及監督本集團的政策及常規，並發現本集團於回顧年度在各重大方面均已符合相關法律法規的規定。董事會亦已檢討適用於本公司僱員的員工手冊。最後，董事會已檢討本公司遵守企業管治守則的情況，以及本企業管治報告內的披露資料。

The Board of Directors must be fully responsible for maintaining sound and effective risk management and internal control system, 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 the 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 on the Group. The Board of Directors discusses the results in the risk evaluation report and evaluates the impact of risk management and internal control system in the board meeting.

With regards to the Group's scale and cost effectiveness, the Group does not have internal audit function. During the year under review, the internal control system was 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 the resource adequacy of the Group's accounting and financial reporting functions, qualifications and experience of employees as well as training courses and budget. The Group continues to review the need of setting up an internal audit function every year.

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效。

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集團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。



Risk in environmental policy change

Turpentine, being the core raw material of the Group's business, is a green resource characterized by its environment-friendly and renewable nature. However, chemical reaction is required during the deep processing, thus resulting in sewage, exhaust gases, solid wastes and certain influence on the ecological environment. Hence, the business activities of the Group are subject to the regulation of various laws and regulations on environmental protection in China. Any changes in the laws and regulations related to environmental protection, or any failure to comply with such laws and regulations may incur additional fees and expenses to the Group. EcoGreen's three-waste discharge initiatives are in compliance with the existing national environmental protection laws and regulations. Along with the change of economic development in China and comprehensive implementation of the sustainable development strategy, the national environmental protection policies will be strengthened. Therefore, the Group will increase its environmental investment in the future, which may increase product cost and affect the Group's gross profit margin.

Risk in safety production

Part of the raw materials used for production, 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 certificates. The Group has strengthened internal management in daily operation and safety management, so as to improve employees' safety awareness, and apply safety management to detail. During the reporting period, the Group did not have significant safety accidents. However, any negligence in safety management or misoperation by employees may cause safety accidents and economic loss to the Group.

環保政策變化的風險

集團業務的核心原材料—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，並會產生污水、廢氣和固體廢物，從而對生態環境造成一定的影響，因此集團業務活動受中國及本集團生產設施所在地的各種環保法例及法規的規限，環保法例或法規的任何變動或本集團未能遵守環保法例或法規可能令本集團產生額外費用及開支。中怡國際集團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平。

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。中怡國際集團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，報告期內本集團並無重大安全事故發生。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。

A1 Emissions

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. For the year under review, the Group complied with the applicable environmental protection laws and regulations in all material aspects, including the waste water discharge permit, gas emission permit and other provisions. We also adopted measures facilitating 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 of our daily operation.

We are devoted to maintaining the balance among the quality, price and environmental influence when we consume the resources and materials. We closely monitor the consumption of energy and water. It is important to educate staffs on the rationale of environmental-friendly choices.

The Group's production activities will result in discharge of waste water, exhaust gases and solid wastes, and cause noise to the neighboring environment. As of today, the Group has built up the sewage collection and biological treatment systems within the plants. We also have a regenerative thermal oxidizer, as a new organic waste gas treatment equipment, to classify, collect, store and deliver the hazardous wastes and ordinary household garbage timely. Meanwhile, the Group consciously takes measures to prevent noise pollution, such as sound insulation, vibration attenuation and noise reduction. The contents and the total quantity of waste water and exhaust gases discharged by the Group have met the national or stricter local standards, and the storage for dangerous wastes is up to the control standards, which will be regularly cleared and delivered by entrusted qualified units under centralized treatment. The industrial noise is also up to the "Emission Standard for Industrial Enterprises Noise at Boundary".

A1 排放物

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。

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。生產也符合工業企業廠界環境排放標準。

A. Environment

A. 環境

In order to reduce the waste quantity, the Group strives to carry out the core idea of "making the best use of everything" by recycling and reusing the leftovers in the course of production through R&D. For instance, certain production wastes can be converted into adhesive of public goods by means of technology.

A1.1 Emissions and Pollutants

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

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，如部分生產廢料可透過技術改變成為公用物品的膠黏劑。

A1.1 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。



The waste water generated by the Group mainly refers to the industrial waste water and domestic waste water. The industrial waste water includes waste water generated by washing process and hydration process in the manufacturing workshops and lactone workshops, drainage from vacuum pump rooms, steam condensate, ground cleaning water, equipment cleaning water, waste water from washing cooling towers, spray water in tank area and initial rainwater inside the plant. The domestic waste water 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 waste water is discharged to the sewage treatment station, and other production waste water is directly discharged to the sewage treatment station. The waste water from canteen is discharged into the sewage treatment station with other domestic waste water 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.

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。

A1.2 Exhaust Emission and Related Measures

The exhaust gases generated in the Group mainly contain the exhaust gases generated by thermal oil furnaces, workshops, 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 furnaces and in the production workshops is shown as follows:

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

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

During the production and processing procedures, the Group indirectly discharges the carbon dioxide to the air through energy consumption, rather than directly discharging. In addition, during the waste water treatment and sludge storage, a small amount of methane and nitrogen oxide will also be discharged.

A1.2 廢氣及溫室氣體

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：

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。

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。此外，在廢水處理、污泥貯存過程中也會有少量甲烷和氧化亞氮排放。

A. Environment

A. 環境

During the reporting period, the total mileages of the vehicle of the Group amounted to approximately 201,580 miles, with total 26,300 liters of gasoline consumed.

於報告期間，本集團汽車里程數總計約201,580公里，累積油耗約26,300公升。

Greenhouse gases equivalent generated by the vehicles 汽車產生的溫室氣體排放當量	Unit 單位	Emission 排放量
Nitric oxide (NOx) 氮氧化物(NOx)	Gram ("g") 克	Approximately 22,000g 約22,000克
Sulfur dioxide (SOx) 二氧化硫(SOx)	g 克	Approximately 390g 約390克
Particulate 顆粒物	g 克	Approximately 1,760g 約1,760克

During the reporting period, the annual electricity consumption of the Group was approximately 13,630,000 kWh and the annual water consumption was approximately 146,000 cubic meters.

於報告期間，本集團全年用電量約1,363萬千瓦時、全年用水量約146,000立方米。

Greenhouse gases equivalent generated by the electricity consumption 用電產生的溫室氣體排放當量	Unit 單位	Emission 排放量
Carbon dioxide (CO2) 二氧化碳(CO2)	Tons 噸	Approximately 11 tons 約11噸

Greenhouse gases equivalent generated by the water consumption 用水產生的溫室氣體排放當量	Unit 單位	Emission 排放量
Carbon dioxide (CO2) 二氧化碳(CO2)	Tons 噸	Approximately 62 tons 約62噸

A1.3 Discharge of Hazardous Wastes

The hazardous wastes generated by the Group in the course of production include waste engine oil, waste resin catalyst, titanium dioxide catalyst and oil residue and etc.

A1.3 有害廢棄物排放

本集團生產過程中產生的有害廢棄物包括廢機油、廢樹脂催化劑、鈦白粉催化劑及油渣等。

Item 項目	Unit 單位	Emission 排放量
Waste engine oil 廢機油	Tons 噸	Approximately 0.9 ton 約0.9噸
Waste resin catalyst 廢樹脂催化劑	Tons 噸	Approximately 1.5 tons 約1.5噸
Titanium dioxide catalyst 鈦白粉催化劑	Tons 噸	Approximately 0.9 tons 約0.9噸
Oil residue 油渣	Tons 噸	Approximately 2.5 tons 約2.5噸

Due to the catalyst needs to be changed after several years depending on the production, the catalyst waste is generated irregularly. As to the other wastes, they are mainly generated from the equipment overhaul, which are all hazardous and will be properly handled and controlled by the Group to minimize their impacts to the environment.

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。至於其他廢棄物主要來源於設備檢修時產生，這些均屬於有害廢棄物，本集團定時妥善處理及監督其對環境所產生的影響。



A. Environment

A. 環境

A1.4 Discharge of Non-hazardous Waste

The non-hazardous wastes generated by the Group mainly refer to household garbage, with annual generation amounted to approximately 24 tons.

A1.5 Relevant Control Measures on the Emission

Waste Water

The Group's sewage treatment station is capable of treating about 700 tons of waste water each day, and the quality of treated waste water reaches the Level-III discharge standards in Discharge Standard of Water Pollutants for Xiamen (DB35/322-2011). At the final stage, the sewage is further treated by Haicang Sewage Treatment Plant after discharging to the place where the plant is located via the municipal sewage pipe network.

In order to reduce the waste water discharge, we have purchased movable tents for covering the materials on a regular basis to avoid using cooling sprays and reduce water for ground cleaning. The steam condensate at the plant is reused as the circulating cooling water to the greatest extent, which improves the water circulating rate. Meanwhile, we have also adopted the indirect cooling method, so as to improve the water circulating rate and increase the reuse of steam condensate.

To ensure the effective use of water, we use the water-saving instruments, perform the water leakage control for the water supply system regularly, formulate the specific management system of water conservation, etc. The water discharged by the sewage treatment station is reused by the Group for green planting after being further purified.

Exhaust Emission

As to the exhaust gases generated by the Group, we have formulated following measures to minimize its impact to the environment.

A1.4 無害廢棄物排放

本集團產生的無害廢棄物主要是生活垃圾，其按年產生量約24噸。

A1.5 排放物相關管制措施

廢水

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。

為減少廢水排放，我們會定期外購可移動帳篷，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。至於經污水處理站處理過的排放水，經過進一步淨化後本集團會用於廠區綠化。

廢氣

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：

We have built up a 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 to the 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 which will reduce the operating cost substantially. Upon 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 environmental-friendly than light diesel oil, as it generates less pollutants. The Group is considering replacing light diesel oil with natural gas as the major energy in the upcoming future. 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 an increasingly stringent environmental protection scene, the use of cleaner energy will further alleviate the Group's environmental protection pressure. Through constructing in-plant natural gas pipelines and control valves, the natural gas is used as the raw materials of thermal oil furnace so as to boost the thermal efficiency of boilers. Such measures have achieved the goals of energy conservation, consumption reduction, pollution reduction and efficiency increase, 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 trimmed production cost.

Noise

The major source of noise generated by the Group arise from the operation of equipment in the production line. In order to minimize noise pollution to the surrounding environment, we purchase communication equipment with lower noise levels, coupled with reasonable allocation of those equipment. In the meantime, we implement measures aiming at vibration reduction, sound proofing and noise reduction for high noise equipment such as water pumps, fan machines and air compressors.

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。

由於天然氣比輕柴油更清潔、更環保，產生的污染物更少，集團現正考慮在不久將來能夠以天然氣取代輕柴油作為主要能源。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。

噪音

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。

A. Environment

A. 環境

A1.6 Treatment Measures on Wastes

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 wastes. Special and standardized temporary storage facilities and premises for hazardous waste classification are set in the plant to prevent secondary pollution from residual liquid volatilization, getting wet and leakage, while 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

Non-hazardous Wastes

We have consigned Xiamen Haicang Municipal Construction Management Center to clean, transport and dispose of the household garbage in time. 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 harmlessness of solid wastes were strictly carried out during the period.

A1.6 廢棄物處理方法

有害廢棄物

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。

中怡國際集團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。

無害廢棄物

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。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。另外，集團於期內嚴格落實固體廢棄物的分類、資源化、減量化和無害化處理工作。



A2 Resource Utilization

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. Coupled with various promotion methods, the Group encourages all employees to have a stronger awareness of participation, stimulates their creativity and drive, such that they consciously participate in energy saving and environmental protection initiatives. The Group has increased the awareness and concept of “energy saving, consumption reduction, sewage decrease and efficiency increase” for clean production and established the scientific development concept of “economical, clean, safety, green and sustainable development”, for circular economy and a new path of industrialization with 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 a sharp reduction of domestic water and electricity consumption.

A2 資源使用

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。

Internal Guidance, Notifications and Proposals Regarding Environment

有關環境方面的內部指引、通知及倡議書

1.	Notice Regarding the Usage of Disposable Paper Cup 關於一次性紙杯使用規定的通知
2.	Notice for Discretionary Reduction of Food Waste 關於酌情減少菜量避免浪費的通知
3.	Reminder for Air-conditioner Usage 空調使用溫馨提示
4.	Proposal for Water and Electricity Saving 節約用水用電倡議書
5.	Proposal for Energy Saving 節約能源倡議書
6.	Proposal for Food Saving 節約糧食倡議書
7.	Proposal for Food Cherishing 珍惜糧食倡議書

A. Environment

A. 環境

A2.1 Electricity Power

The Group's annual electricity consumption is about 13,630,000 kWh, mainly consumed by Xiamen factory area, which was supplied by the power supply system of Xinyang Industrial Park.

A2.1 能源電力

本集團全年用電量約1,363萬千瓦時，電力消耗以廈門廠區為主，廠區用電由新陽工業區供電系統提供。

Project 項目	Unit 單位	Consumption 消耗量
Electricity consumption 用電量	kWh 千瓦時	Approximately 13,629,000 kWh 約13,629,000 千瓦時

In order to effectively achieve the goal of energy saving and emission reduction, the Group implemented the following schemes for the daily operation of the Group:

本集團為有效達成節能減排的目標，針對集團日常營運，實施了以下方案：

Scheme, Measures and Regulations 方案、措施及規章	Description 說明
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 80,000 kWh electricity can be 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
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 230,000 kWh electricity can be 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
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
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
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

A2.2 Water Consumption in the Enterprise

The water consumption in the 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 146,000 tons annually, including over 80% of production water while the remaining was domestic water. Domestic water is mainly used for office (including R&D), office in production workshops, canteen, plants watering, road cleaning, etc. The Group complies with the Urban Domestic Water Quota in Xiamen (65 to 100 liters each day for the authorities and commercial buildings); and the daily water consumption per capita for canteen is about 26 liters (on the basis of 2 seats per day per person), which conforms to the Urban Domestic Water Quota in Xiamen (non-operating catering of 13 per seat).

A2.2 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14.6萬噸，其中生產用水佔超過80%，其餘則屬於生活用水。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，本集團符合《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)。

Project 項目	Unit 單位	Emission 排放量
Water consumption 用水量	Ton 噸	approximately 146,000 tons 約146,000噸



A. Environment

A. 環境

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.

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。

Scheme, Measures and Regulations 方案、措施及規章	Description 說明
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 660 ton 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
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
Adjustment of production parameters 生產參數調整	Turn off unnecessary equipment, 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
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
Other measures 其他措施	We have applied 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

B1 Employment

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 for employees and departments, 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.

The Group has formulated human resources policies and procedures as well as 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.

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.

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 realize their respective personal value.

B1 僱傭

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、實現價值的舞台。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。

本集團制定其人力資源政策及程式，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。

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鮮血液外，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升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。

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。

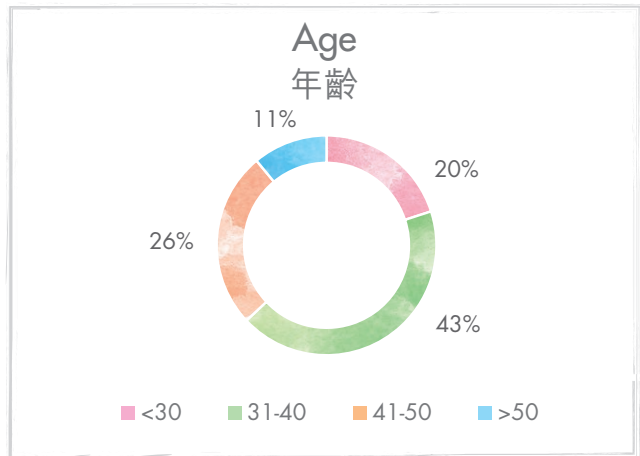
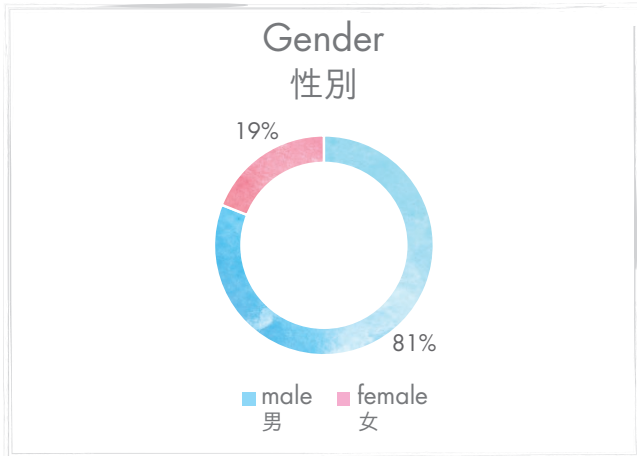
B. Social
B. 社會

B1.1 Team Profile

We use different recruitment channels to hire talents in diversified nationalities, genders, ages and religions fairly and justly. According to our diverse production business portfolio, the Group hired 414 employees as of December 31, 2017 (433 employees in 2016), with the employee composition shown as follows:

B1.1 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，於二零一七年十二月三十一日，本集團僱用414名員工(二零一六年：433名)，員工組成如下：

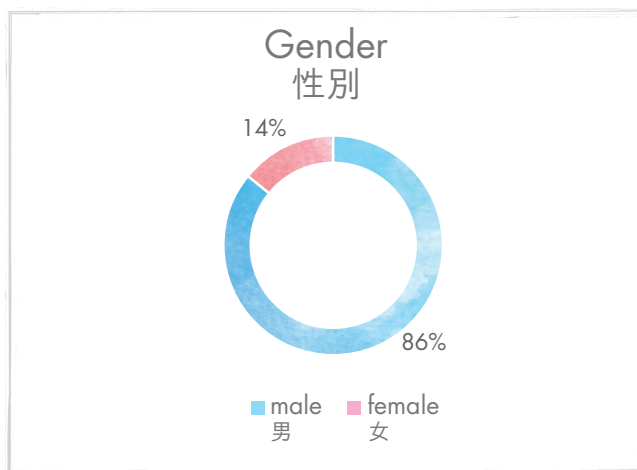


By gender, the male employees in the Group account for about 81% and the female employees account for about 19%. By age, the employees in the Group aged under 30, between 31-40, between 41- 50 and above 50 account for about 20%, 43%, 26% and 11% respectively. Both genders enjoy equal opportunities and 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.

按僱員性別分類，本集團男性僱員佔約81%，而女性僱員佔餘下約19%。按僱員年齡分類，本集團30歲以下員工佔約20%，31至40歲佔約43%，41至50歲佔約26%，50歲以上員工佔約11%。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。

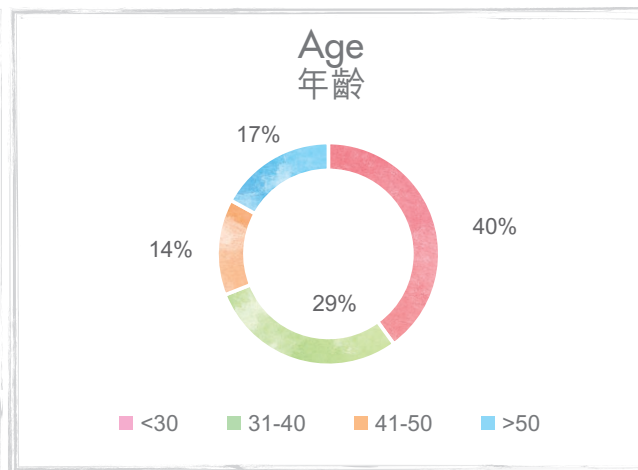
B1.2 Turnover of Employees

In the reporting period, the Group has 42 departing employees, among which, male employees account for about 86% and female employees account for about 14%. By age of the departing employees, the employees in the Group aged under 30, between 31-40, between 41- 50 and above 50 account for about 40%, 29%, 14% and 17%.



B1.2 僱員流失情況

報告期內集團離職員工共42名，其中男性僱員佔約86%，而女性僱員佔餘下約14%。按離職僱員年齡分類，本集團30歲以下員工佔約40%，31至40歲佔約29%，41至50歲佔約14%，50歲以上員工佔約17%。



B2 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 criteria 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.

B2 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。

B. Social

B. 社會

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

本集團的生產運營嚴格遵照國家相關安全規定執行，相關法律法規如下：

Laws and regulations 法律法規	Region 地區
Production Safety Law of the People's Republic of China 中華人民共和國安全生產法	China 中國
Regulation on Work-Related Injury Insurances 工傷保險條例	China 中國
Measures for the Work-related Injuries 工傷認定辦法	China 中國
Law of the People's Republic of China on the Prevention and Control of Occupational Diseases 中華人民共和國職業病防治法	China 中國
Regulation on the Safety Management of Hazardous Chemicals 危險化學品安全管理條例	China 中國
Occupational Safety and Health Regulation (Chapter 509 of the Laws of Hong Kong) 職業安全及健康條例(香港法例第509章)	Hong Kong, China 中國香港

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.

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。

In 2017, the Group had a total of 7 ordinary work-related injuries, and the total number of working days lost due to work-related injuries was 81 days. All employees of work-related injuries received real-time and appropriate arrangement. In the same year, no work-related accidents caused death.

於二零一七年度，本集團共發生7單普通工傷事件，工傷損失工作日數總數為81天，所有工傷員工已經接受即時及妥善安排。同年度，集團沒有因工作關係而導致死亡的事項發生。

B3 Staff Development and Training

The Group has valued 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-rounded 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.

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 2017, the Group continued to provide on-the-job trainings for employees such as skill trainings, career planning, promotion trainings to guide employees to advance their career 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 according to the assessment and recommendations of department heads. After the trainings, employees have to undergo all kinds of assessments, examinations and surveys for evaluating the performance and results of the training. Trainings provided by the Group during the reporting period are as follows:

B3 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。

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，本集團於二零一七年持續為僱員提供在職培訓，如技能培訓、職業規劃指引及晉升培訓等，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。報告期間，集團提供的培訓如下：

Training Course 項目	Number of participants 參與人數	Content 內容
Workshop for Continued Improvement on the Operation Front Line 運營一線持續改善工作坊	30 30	To master "effective management", knowledge and methodologies to improve, stimulate and develop staff awareness on sustained improvement, and gather efforts from the team to identify and analyze problems, so as to enhance the overall problem-solving skills, lower the cost and raise efficiency, and provide an ongoing support to innovation 為了掌握《精益管理》及現場改善知識與方法，激發、培養員工持續改善意識，以及利用團隊的力量來識別和分析問題，從而切實提升整體解決問題的能力，為企業的降本增效、改善創新提供持續支援

B. Social

B. 社會

Training Course 項目	Number of participants 參與人數	Content 內容
Fundamental Course for Finance 財務基礎知識	30 30	Understand the basic knowledge of corporate-related taxation and measurement of manufacturing cost 瞭解與企業相關的稅務基礎知識以及生產過程成本核算
The Practice of Contract Review 合同審查實務	35 35	Have basic understanding of the legal knowledge of contracts, enhance awareness on the risks of entering into a contract, implementation and prevention, so as to avert related risks 掌握基本的合同法律知識，增強合同簽訂、履行、防範風險的意識，有效規避合同風險
MTP Management Training MTP管理訓練養成	42 42	Improve the management skills of junior management personnel by practical practices, including daily motivation, communication, education and work improvement etc 用具體的演練提升基層管理人員的管理水準，包含了日常激勵、溝通、教導、工作改善等內容
Problem Analysis and Solving Skills 問題分析與解決	43 43	Learn effective problem analysis and solving skills through a series of tools and methodologies. The training aims to offer better methods and support for the subsequent sustainable improvement plan of the company 通過學習一系列的工具和方法，來有效的分析問題和解決問題。為公司後續的持續改善計劃提供更好的方法支持
Staff Orientation Training 員工入職培訓	11 11	Introduce the history of the company, organizational structure, objectives and culture etc., so as to assist them in understanding their job duties and benefits 為員工介紹公司歷史、組織架構、目標文化等內容，幫助員工瞭解工作職責與員工福利
Training of Fire Safety 消防安全培訓	120 120	Enhance the ability to inspect inherent fire risks 提高作業人員消防安全隱患排查能力
Use, Repair and Maintenance of Key Equipment 重要設備使用及維護保養	60 60	Understand the key equipment and the standard of usage, repair and maintenance to ensure smooth operation 瞭解重要設備及使用規範、維護保養，保障平穩運行
Skills Regarding the Use and Maintenance of Instruments 儀錶使用及維護技巧	60 60	Learn the usage and basic maintenance of key instruments so as to ensure smooth operation 瞭解重要儀錶的使用方法及基本維護，保障平穩運行
Safety and Environmental Protection Training 安全環保培訓	120 120	Gain a good grasp of the current condition of the company's safety and environmental protection, increase awareness of safety and environmental protection and the ability of handling emergency 瞭解公司安全環保現狀，提高安全環保意識，提高應急處置能力
Contingency Training 應急處置方案培訓	120 120	Enhance their ability of handling contingency at workshops and in their respective positions 提高個車間及崗位的應急處置能力

Training Course 項目	Number of participants 參與人數	Content 內容
Training on Key Onsite Operation Skills at Workshops 車間設備現場操作要點培訓	60 60	To get familiar with the operation flow of key equipment 熟悉車間主要設備的操作流程
Training on Production Skills of All Workshops 各車間生產工藝培訓	120 120	Improve staff's production and operation skills, and the ability to handle any abnormalities arising from production 強化生產操作技能，以及對生產異常問題的處理能力
Safety Training and Case Study Analysis 安全培訓和案例分析	120 120	Highlight the importance of safety on five aspects including people, machine, materials, laws and environment; and to heighten safety awareness of staff by analyzing reasons through case studies 從人機料法環五方面講述安全重要性；以往案例分析原因，加強員工安全意識
Fire Drills 消防演練	120 120	Familiar with and understand how to use fire-fighting equipment 熟悉並使用各種消防器材
Notes to Operations Regarding Each Inspection Roles 各檢驗崗位操作注意事項	8 8	Boost the awareness of quality control staff towards matters that worth attention when fulfilling their inspection roles 強化QC人員對自崗位檢驗注意事項
Conclusion on Handling Complaints and Defections of 2016 2016年度客訴及不合格處理匯總	30 30	Understand customers' complaints and defections, sum up the experience and lessons learnt from case study analysis 瞭解客訴及不合格情況，通過案例分析，總結經驗教訓
Fundamental Knowledge of Standardization 標準化相關基礎知識	11 11	Upgrade the knowledge of quality control personnel regarding standardization 加強品管人員對標準相關知識的瞭解
Assessment of Flavors and Fragrances by Sense 香精香料的感官評價	40 40	Strengthen their knowledge of scent assessment 加強公司人員的評香知識

Through a 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.

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。

B. Social

B. 社會

B4 Labour Standards

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 the local market level. The staff benefits 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.

Besides, we have regularly supervised the information related to employment to avoid violation of the labour laws and regulations. We strictly forbid any child labour and forced labour 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 background check according to the materials provided as appropriate. Meanwhile, the Group enters into the labor contracts with all employees under mutual agreement.

B4 勞工準則

本集團已就僱傭、薪酬、培訓、福利、晉升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。

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。

Laws and Regulations 法律法規	Region 地區
The Labour Law of the People's Republic of China 中華人民共和國勞動法	China 中國
The Employment Ordinance (Chapter 57 of the Laws) 香港僱傭條例(香港法例第57章)	Hong Kong, China 中國香港
The Employees' Compensation (Chapter 282 of the Laws) 僱員補償條例(香港法例第282章)	Hong Kong, China 中國香港
The Minimum Wage Ordinance (Chapter 608 of the Laws) 最低工資條例(香港法例第608章)	Hong Kong, China 中國香港

B5 Supply Chain Management

The Group continues to actively implement the strategy of “Smart Production and Supply Chain Management” and “360 degree aroma chemicals business strategy”, with astounding success in the past few years. The Group has succeeded in providing more cohesive services to the world’s sizable midstream and downstream producers, which encompass one-stop supply chain service solutions for our customers ranging from R&D, procurement, production, storage to logistics.

Starting from sourcing raw materials, the Group has taken into account the potential environmental impact caused by raw materials. In view of this, the Group not only applies the Green Procurement Guideline of ISO14001:2004 Environmental Management System, but also establishes a supply chain management system in the procurement department to perform a comprehensive assessment of our suppliers. Apart from considering the stability of their quality, ethical standards and services, chemical contents and ingredients of the raw materials are considered when selecting our suppliers. The Group has in place a set of comprehensive criteria, procedures and guidelines for selection of suppliers and contractors. Taking turpentine as an example, the Group will further select qualified suppliers through sample inspections and on-site investigations. The supplier management procedures and procurement management process will be used as the guideline during the selection. 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. The petroleum-based resources mainly based on C5 have provided the brand new and powerful raw material basis for the Group’s fine chemicals business.

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 best economic interests and legal rights of both suppliers and buyers. The Group regularly reviews on-site safety environment management of the suppliers, and will give priority to suppliers with excellent track record and cease to cooperate with those that underperform. In 2017, the Group’s largest supplier and top five suppliers accounted for 15% and 33% of the total purchasing amount, respectively.

B5 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。

本集團從選購原材料開始，就已考慮其潛在環境影響的因素。有見及此，本集團不只應用ISO14001:2004環境管理體系內的綠色採購指引，同時也於採購部建立集團供應鏈管理體系，對供應商進行全面的評估。除了考慮其品質的穩定性、道德標準及服務外，原材料化學含量及成份亦納入供應商選擇因素。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。以松節油為例，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。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。集團會優先考慮與過往表現優異的供應商合作，同時與表現較差的供應商中止合作。二零一七年度，本集團之最大供應商及五大供應商應佔採購總額分別為15%及33%。

B. Social
B. 社會

B6 Product Responsibility

As one of the internationally leading raw material manufacturers of flavors and fragrances, the Group 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, ISO9001:2015 standard of quality management systems and ISO14001:2015 standard of environmental management system, and also obtained the permission for national food industry products (food additive), hygiene licenses for production and sales of flavors and fragrances and production license of pharmaceuticals adjuvant.

We attach great importance 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.

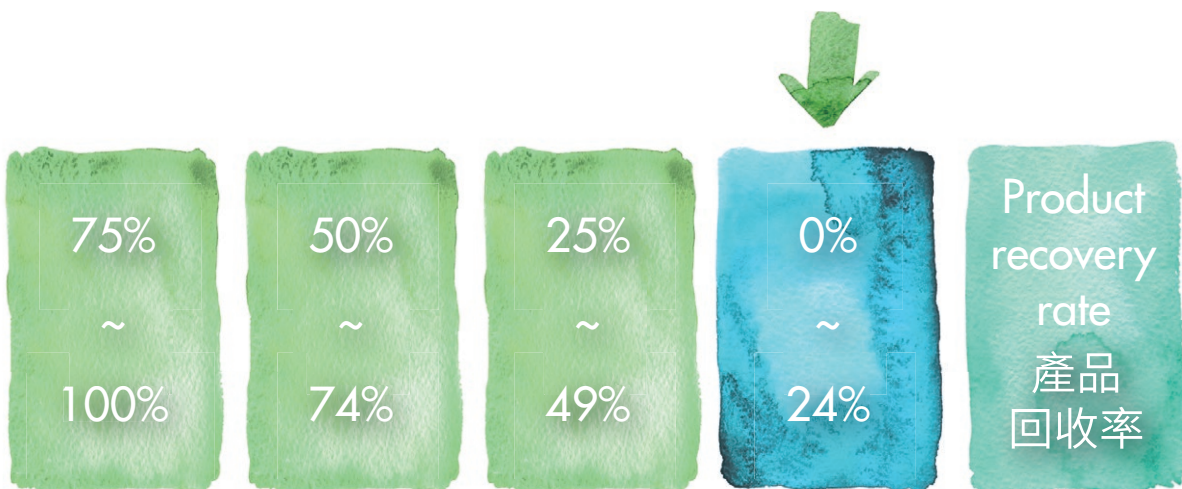
The Group has complied with the applicable laws and regulations relating to the quality of products and services that have a significant impact on the Group in all significant aspects. During the reporting period, the Group received no major complaints about product quality, hence, the product recovery rate was below 25.0% during the reporting period.

B6 產品責任

集團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，ISO9001:2015國際質量管理體系認證和ISO14001:2015國際環境管理體系認證，同時獲得了全國工業產品(食品添加劑)生產許可、生產、銷售香精香料衛生許可和藥用輔料生產許可證。

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。

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。於報告期間，本集團沒有接獲關於產品質量的重大投訴，因此，集團產品回收率在報告期間低於25.0%。



The Group respects intellectual property and we are committed to be in strict compliance with the “Patent Management System” and “Intellectual Property Operative Management Regulations” to ensure patents, proprietary technology and confidential business information of the Group and related parties are properly protected and managed. Furthermore, the Group is also vigilant for stakeholders’ privacy. Prior to engaging the suppliers, customers or other business partners in negotiations, involved parties are required to sign a confidentiality agreement to protect the interests and privacy of all parties. During the reporting period, the Group’s operations were carried out in compliance with all relevant laws and regulations in regards to product responsibility, including health and safety, advertising, labelling and privacy matters.

B7 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 reviewing the execution of the code of ethics and relevant regulations, which are aimed to ensure the consistent 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.

集團尊重知識產權，承諾嚴謹按照《專利管理制度》及《知識產權工作管理規定》，確保妥善處理及保護本集團及相關方在專利權、專有技術和商業機密。另外，集團對持份者私隱的安全性也十分關注，每次與供應商、客戶或合作夥伴協商皆需簽訂保密協議，保障客戶利益與私隱。報告期內，本集團的營運符合有關產品責任如顧客及公眾的健康與安全、廣告、標籤及私隱事宜的相關法律法規。

B7 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，同時作為中怡國際集團內部管理行為規範，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，不斷地把中怡國際集團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集團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。

B. Social

B. 社會

The Group and the employees strictly abide by all the relevant laws, regulations and codes of personal integrity as follows:

本集團及僱員嚴格遵循的相關法例、規例及操守守則如下：

Laws, regulations and guidelines 法律法規及相關指引	Region 地區
Company Law of the People's Republic of China 中華人民共和國公司法	China 中國
Criminal Law of the People's Republic of China 中華人民共和國刑法	China 中國
Competition Law of the People's Republic of China 中華人民共和國反不正當競爭法	China 中國
Prevention of Bribery Ordinance (Chapter 201, Laws of Hong Kong) 防止賄賂條例(香港法例第201章)	Hong Kong, China 中國香港
Theft Ordinance (Chapter 210, Laws of Hong Kong) 盜竊罪條例(香港法例第210章)	Hong Kong, China 中國香港
Anti-Corruption Programme – A Guide for Listed Companies 上市公司防貪系統實務指南	Hong Kong, China 中國香港

During the reporting period, Directors, their associates or, any shareholders of the Company who owned more than 5% of the issued share capital of the Company did not have any interest in the Group's five largest customers and the five largest suppliers. During the financial year for 2017, the Group was not aware of any significant non-compliance with any of the relevant standards, rules, codes and regulations. The Group was not informed of any complaints against corruption committed by the Group or any of its employees during the reporting period.

於報告期間，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。於二零一七年財政年度內，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。於報告期間，集團並無獲悉有任何針對本集團或任何僱員有關貪污的投訴。

B8 Community Investment

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. Among our initiatives, the Group donate RMB50,000 to ZhangZhou Charity Federation in Pinghe (漳州市平和縣慈善總會) every year commencing from 2009 for purpose of charity and poverty alleviation. Besides, the Group organizes events such as consolation visits during the Spring Festival and sunshine assistance to students every year, so as to attend to the underprivileged in the community.

B8 社區投資

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，本集團自2009年起，每年均會向漳州市平和縣慈善總會捐出人民幣5萬元作慈善及扶貧用途。另外，集團每年均會舉辦年度春節慰問及陽光助學等活動，以幫助社區上的弱勢社群。

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

中怡國際集團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。

Aspects 層面	Summary 內容	Details 詳情
Level A1: Emissions 層面A1： 排放物	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 一般披露 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： (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。	Please refer to Pages 23 to 30 for more details 有關更多詳情，請參閱第23至30頁
Aspect A2: Use of Resources 層面A2： 資源使用	General Disclosure Policies on the efficient use of resources, including energy, water and other raw materials. 一般披露 有效使用資源(包括能源、水及其他原材料)的政策。	Please refer to Pages 31 to 34 for more details 有關更多詳情，請參閱第31至34頁
Aspect A3: The Environment and Natural Resources 層面A3： 環境及天然資源	General Disclosure Policies on minimising the issuer's significant impact on the environment and natural resources. 一般披露 減低發行人對環境及天然資源造成重大影響的政策。	Please refer to Pages 23 to 34 for more details 有關更多詳情，請參閱第23至34頁
Aspect B1: Employment 層面B1： 僱傭	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer 一般披露 有關以下各項的資料： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及法規	Please refer to Pages 35 to 37 for more details 有關更多詳情，請參閱第35至37頁

B. Social

B. 社會

Aspects 層面	Summary 內容	Details 詳情
Aspect B2: Health and Safety 層面B2： 健康與安全	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer 一般披露 有關以下各項的資料： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及法規	Please refer to Pages 37 to 38 for more details 有關更多詳情，請參閱第37至38頁
Aspect B3: Development and Training 層面B3： 發展及培訓	General Disclosure Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 一般披露 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。	Please refer to Pages 39 to 41 for more details 有關更多詳情，請參閱第39至41頁
Aspect B4: Labour Standards 層面B4： 勞工準則	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 一般披露 有關防止童工或強制勞工的： (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。	Please refer to Page 42 for more details 有關更多詳情，請參閱第42頁
Aspect B5: Supply Chain Management 層面B5： 供應鏈管理	General Disclosure Policies on managing environmental and social risks of the supply chain. 一般披露 管理供應鏈的環境及社會風險政策。	Please refer to Page 43 for more details 有關更多詳情，請參閱第43頁
Aspect B6: Product Responsibility 層面B6： 產品責任	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 一般披露 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： (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。	Please refer to Page 44 to 45 for more details 有關更多詳情，請參閱第44至45頁

Your Feedback 您的反饋

Dear readers,

Thank you for reading EcoGreen International Group Limited's Environmental, Social and Governance Report 2017. 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《中怡國際集團有限公司二零一七年環境、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 : _____

姓名 : _____

Company : _____

單位 : _____

Telephone : _____

聯繫電話 : _____

E-mail : _____

電子郵件 : _____

How would you evaluate this report?

您如何評價本報告？

	Good 好	Average 一般	Poor 不好
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？

