



葉氏化工集團有限公司
Yip's Chemical Holdings Limited

2024
環境、社會及管治報告
Environmental, Social
and Governance Report



股份代號 Stock Code: 408

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



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如有任何意見，歡迎電郵至 yipscorpcom@yipschemical.com。
Please share your feedback with us at yipscorpcom@yipschemical.com.

管理層的話 MANAGEMENT STATEMENT

葉氏化工集團有限公司(「葉氏化工」或「公司」，連同其附屬公司統稱「集團」或「我們」)欣然呈上第八份獨立成刊的《環境、社會及管治(「環社管」)報告》，闡述其截至二零二四年十二月三十一日止年度(「回顧年度」)於環境、社區、員工、供應鏈及顧客範疇的管理方針和表現。

在二零二四年，全球平均氣溫上升至高於工業化前水平約1.55°C，創下有記錄以來最高氣溫的一年，並超過了《巴黎協定》設定1.5°C的目標。回顧年度發生了多項嚴重的氣候災害，包括在迪拜和西班牙發生的毀滅性洪水、北美和印度的極端熱浪以及東南亞的超強颱風「雅吉」。這些天災突顯了氣候行動的迫切性。第29屆聯合國氣候變化大會(「COP29」)也強調了氣候變化帶來前所未有的影響，呼籲各界樹立更大雄心，採取果斷行動，促進和諧合作。

為應對氣候變化，集團了解到加強氣候變化緩解和應對措施的重要性，並旨在建立一個具有氣候韌性的業務模式。我們致力於推動可持續發展，減少我們營運對環境造成的影響。作為其中一家領先的化工企業，我們意識到自身在行業和廣泛的社區中擁有特殊的地位推動變革。我們對環社管原則的承諾是我們業務策略的核心，引領著我們的決策和行動，同時提供動力來鼓勵我們的供應商、合作夥伴、客戶和員工協同工作。集團推出了一系列綠色環保塗料和油墨產品，並獲得本地和國際客戶的認可。此外，我們亦與供應商和合作夥伴合作，鼓勵他們在整個價值鏈中實踐環保責任，致力加快化工行業的可持續轉型。

於整個回顧年度期間內，我們依然堅守承諾支持我們營運所在的社區。我們希望通過為弱勢社群提供就業機會，能賦予他們力量，增強其自信心和成就感，幫助他們能夠逐步自力更生。往後，我們將繼續與志同道合的組織合作，利用我們的專業知識創造共享價值，推動社會的可持續發展。

在此，我們衷心感謝所有持份者的支持和貢獻。展望未來，我們將秉持「略帶輕狂，早定目標，充份準備，砥礪奮進」的經營理念，與各持份者共同追求可持續發展。

Yip's Chemical Holdings Limited ("Yip's Chemical" or the "Company", together with its subsidiaries, the "Group" or "we") is pleased to present its eighth standalone Environmental, Social and Governance ("ESG") Report, which sets forth its management policies and performance in the areas of the environment, communities, employees, supply chains and customers for the year ended 31 December 2024 (the "year under review").

In 2024, global average temperatures rose about 1.55°C above pre-industrial levels, making it the warmest year on record and exceeding the Paris Agreement's target of 1.5°C. The year under review was marked by severe climate-related disasters, including devastating floods in Dubai and Spain, extreme heat waves in North America and India, and Super Typhoon Yagi in Southeast Asia. These natural disasters underscored the urgent necessity for climate action. The 29th Conference of the Parties ("COP29") summit also highlighted the unprecedented impacts of climate change, calling all sectors to be more ambitious, take decisive action and promote harmonious collaboration.

In response to climate change, the Group recognises the imperative to enhance climate change mitigation and adaptation measures, aiming to build a climate-resilient business model. We are dedicated to advancing sustainable development and mitigating the environmental impact of our operations. As one of the leading chemical companies, we recognise our unique position to drive positive change in the industry and the broader community. Our commitment to ESG principles is at the core of our business strategy, guiding our decisions and actions while providing us with the momentum to influence our suppliers, partners, customers and employees to work in synergy. The Group has launched a series of green and eco-friendly coatings and inks products, which have gained recognition from local and international customers. In addition, we have collaborated with our suppliers and partners to encourage them to practise environmental responsibility throughout the value chain, striving to accelerate the sustainable transformation of the chemical industry.

Throughout the year under review, we have consistently demonstrated an unwavering dedication to supporting the communities in which we operate. By offering employment opportunities to disadvantaged groups, we aim to empower the vulnerable, enhancing their confidence and sense of fulfilment to support them to gradually adopt a truly independent lifestyle. Moving forward, we will continue to collaborate with like-minded organisations, leveraging our expertise to create shared value and drive the sustainable development of society.

We extend our heartfelt gratitude for the unwavering support and contributions of all our stakeholders. Moving forward, we will maintain our business philosophy of "Be Daring, Set Goals Early, Be Prepared Early, Forge Ahead with Courage" as we collaboratively pursue sustainable development with all our stakeholders.

環社管概要 ESG HIGHLIGHTS



環境保護 Environmental Protection

二零二三和二零二四年比較* (按每噸產品)
2023 and 2024 comparison*
(per tonne of products)

溫室氣體排放密度
Greenhouse gas emission intensity



*數據包括上海金山塗料廠房及廣東中山油墨廠房
*Data includes the coatings plant in Jinshan, Shanghai,
and the inks plant in Zhongshan, Guangdong



環保產品創新 Eco-friendly Products Innovation



推出「貝倍安原生矽基兒童漆」，
採用天然礦物原料及不含VOC、
苯、甲醛、可溶性金屬等有毒物質
Launched a "Baby Care Native
Silicon Based Kid's Room
Wallpaint", which uses natural
mineral materials and is free
from toxic substances such
as VOC, benzene,
formaldehyde and soluble
metals



可持續的供應鏈 Sustainable Supply Chain

- 上海塗料子公司獲中國政府認定為「綠色供應鏈管理企業」
Shanghai coatings subsidiary was recognised as "Green Supply Chain Management Enterprise" by the PRC Government
- 惠陽塗料子公司獲中國塗料工業協會頒發「2024環境友好型木器塗料塗裝優秀展示單位」
Huiyang coatings subsidiary was awarded "Excellent Demonstration Unit for 2024 Environmentally Friendly Wood Coatings" by China National Coatings Industry Association
- 99.60%的供應商為當地營運地點的供應商以減少運輸產生的碳排放
99.60% suppliers were local to the operations they served, minimising carbon emissions from transport



綠色生產 Green Manufacturing

- 惠陽塗料子公司及珠海溶劑聯營公司獲廣東省政府聯同香港特區政府頒發「粵港清潔生產伙伴」
Huiyang coatings subsidiary and Zhuhai solvents associate company were awarded "Hong Kong - Guangdong Cleaner Production Excellent Partners" by the Guangdong Provincial Government and the HKSAR Government
- 上海及成都塗料子公司獲中國政府認定為「綠色工廠」
Shanghai and Chengdu coatings subsidiaries were recognised as "Green Manufacturer" by the PRC Government



產品品質與安全 Product Quality & Safety

於回顧年度內新增認證：
Additional certifications obtained during the year under review:



- 德國藍天使環保標籤
German Blue Angel eco-label
- 日本JIS抗菌認證
Japan JIS Antimicrobial Certification
- 美國FDA食品接觸認證
US FDA Certification



員工健康與安全 Employees' Health & Safety

於回顧年度內，本集團共進行了
During the year under review, the Group conducted

40,000+ 小時
HOURS

安健環培訓及獲世界綠色組織頒發的「綠色辦公室」及「健康工作間」標誌
of HSE training and was awarded "Green Office" and "Healthy Workplace" logos by the World Green Organisation



創造長遠價值－我們的可持續發展目標 CREATING LONG-TERM VALUES – OUR GOALS IN SUSTAINABLE DEVELOPMENT

集團以「百年葉氏」為願景，不斷追求多元發展，為股東創價值、為員工謀福祉、為社會帶來正面影響。

Embracing the vision of becoming a century-old corporation, the Group continues to pursue diversified development to create values for its shareholders, benefit its employees, and bring positive impacts on society.

可持續發展方針

SUSTAINABILITY APPROACH

集團制定了以集團宏圖和使命為中心的可持續發展方針，並將其融入管理策略和日常營運中。我們努力通過七項核心價值互相推動來實現我們的企業願景－「百年葉氏，引以為傲，備受尊崇」。作為香港中華廠商聯合會主辦的ESG約章行動成員，集團致力在其營運過程中實踐可持續發展理念。

The Group has developed a sustainable development approach driven by its corporate vision and mission, and integrated this into its management strategy and day-to-day operations. We strive to achieve our corporate vision – “Towards a Century of Revered Leadership” – through the interactions between the seven driving forces. As a member of the ESG Pledge Scheme coordinated by The Chinese Manufacturers' Association of Hong Kong, the Group manifests a commitment to embracing sustainability within its operations.

集團宏圖 CORPORATE VISION





可持續發展管治

SUSTAINABLE DEVELOPMENT GOVERNANCE

集團的可持續發展方針是其管理、營運和企業文化不可或缺的一部分。我們相信，一個穩固的可持續發展管理架構可以確保我們的可持續發展方針、企業願景與使命能充分體現於集團的各個層面。為此，集團於回顧年度內製定了《可持續發展政策》，明確其應對氣候變化的框架，與更新了《安全健康環保委員會（「安委會」）職權範圍書》，為進一步規範其管治模式及執行措施，以鞏固加強環社管表現的計劃。

作為集團的領導層，公司董事（「董事」）會（「董事會」）負責對集團的環社管相關事宜進行監管，包括：

- 識別、評估及優次排列風險與機遇，包括氣候變化相關的風險與機遇
- 監督重要性評估和匯報流程
- 監測環社管表現與目標的完成進度
- 整合有利於維持公司可持續增長的管理方針與政策，以確保在策略規劃中考慮環社管因素
- 制定可持續發展路線圖，建立高效且優次排列關鍵里程碑的藍圖，並授權內部和外部持份者共同合作實踐負責任的商業行為

董事會下設高層領導團隊（「高層領導團隊」），成員包括行政總裁、財務總裁、油墨組董事長、戰略投資總監及營運及風險管理總監，專責監察和管理集團日常營運中的可持續發展事務。高層領導團隊監督和解決可持續發展事宜，並向董事會提供定期報告，確保在追求可持續發展導向的商業模式的過程中作出明智的決策和策略協調。

The Group's sustainable development approach is integral to its management, operations, and corporate culture. We firmly believe that a robust governance structure focused on sustainable development is essential to thoroughly implementing our approach, corporate vision and mission throughout the Group. To this end, the Group formulated the "Policy on Sustainable Development" which specifies its framework to address climate change, and updated the Terms of Reference of the Health, Safety and Environmental Committee ("HSE Committee") during the year under review, to further standardise its governance model and implementation measures, in order to solidify a plan to strengthen ESG performance.

Spearheading the Group, the board (the "Board") of directors (the "Directors") of the Company is responsible for overseeing the Group's ESG-related matters, including:

- Identifying, evaluating and prioritising risks and opportunities, including those related to climate change
- Overseeing the materiality assessment and reporting processes
- Monitoring ESG performance and progress against targets
- Integrating management approaches and policies conducive to maintaining the Company's sustainable growth to ensure that ESG factors are considered during strategic planning
- Determining a sustainability roadmap to build an efficient blueprint that prioritises key milestones to achieve and empowers internal and external stakeholders to collaboratively implement responsible business practices

Under the authority of the Board, the Senior Leadership Team ("SLT"), comprising the Chief Executive Officer, the Chief Financial Officer, the Chairman of the inks group, the Strategic Investment Director and the Head of Operations and Risk Management, is responsible for overseeing and managing sustainability issues in the Group's day-to-day operations. The SLT monitors and addresses sustainability matters and provides regular reports to the Board, ensuring informed decision-making and strategic alignment in the pursuit of a sustainability-driven business model.

董事會下設安委會，負責更新集團的安全健康環保(「安健環」)政策；管理安健環風險及可持續發展的風險和機遇；及監督組織架構和資源分配。安全健康環保部(「安環部」)則負責日常實施和監察安健環職責，並定期向高層領導團隊和安委會提交包含安健環相關數據的報告。於回顧年度內，高層領導團隊在每月會議上討論了安健環事宜，而安委會召開了三次會議，檢討集團的安健環合規情況和風險管理策略。

The HSE Committee under the Board is responsible for updating the Group's Health, Safety and Environment ("HSE") Policy; managing HSE risks as well as sustainable development risks and opportunities; and overseeing the organisational structure and resource allocation. The Health, Safety and Environment Department ("HSE Department") assumes responsibility for the day-to-day implementation and monitoring of HSE duties, and regularly produces reports that include HSE-related data for the SLT and HSE Committee. During the year under review, the SLT discussed the HSE matters at its monthly meetings, and the HSE Committee convened three meetings to review the Group's HSE regulatory compliance and risk management strategy.

風險管理

RISK MANAGEMENT

董事會設有《風險管理及內部監控政策》和《集團風險管理政策》。這些政策明確定義了崗位和職責，以維護問責制度並確保以可持續的方式實現長期目標。

The Board has established a Policy on Risk Management and Internal Control and a Group Risk Management Policy. These policies clearly define roles and responsibilities to uphold accountability and assure long-term objectives are achieved in a sustainable manner.

審核委員會負責監察集團風險管理及內部監控系統的有效性。集團設有內部審計部，負責對風險管理及內部監控系統進行獨立評估及測試，並向審核委員會匯報。我們透過全面的重要性評估，以支持董事會有效地識別、評估和管理對我們的業務至關重要的當前和新興的環社管風險。於回顧年度內，董事會批准了由高層領導團隊成員及支援部門負責人組成的工作小組提交的年度風險管理報告。

The Audit Committee is responsible for monitoring the effectiveness of the Group's risk management and internal controls system. The Group has established an Internal Audit Department, which is responsible for conducting independent assessment and testing of risk management and internal control systems as well as reporting to the Audit Committee. Through conducting comprehensive materiality assessments, the Board is supported to effectively identify, evaluate, and manage current and emerging ESG risks crucial to our business. During the year under review, the Board approved the annual risk management report, which is submitted by a working team consisting of members of the SLT and the heads of supporting departments.

持份者參與

STAKEHOLDER ENGAGEMENT

集團相信，與持份者及時有效地溝通對於應對他們所關注集團的可持續發展議題至關重要。集團與其持份者，包括員工、股東／投資者、銀行、顧客、供應商、政府／監管機構、非牟利機構及傳媒定期溝通。

The Group believes that timely and effective communication with stakeholders is essential to address their concerns about its sustainability challenges. The Group regularly communicates with all its stakeholders, which include employees, shareholders/investors, banks, customers, suppliers, government/regulatory bodies, non-profit organisations, and the media.

具體而言，我們透過員工溝通會議與員工交流；藉顧客滿意度調查了解顧客對我們產品及服務的意見；通過行業展會及技術交流會議從供應鏈夥伴獲取市場洞察；以及經由股東週年大會及業績發佈投資者會議，了解股東和投資者對公司發展的觀點等。為擴大接觸面，集團亦提升對社交媒體的運用，包括通過公司的臉書(Facebook)專頁、微信(WeChat)帳號及領英(LinkedIn)帳號，直接與所有持份者互動。

In particular, employee communication sessions are held to interact with staff members; customer satisfaction surveys are used to gather feedback on our goods and services; trade shows and technology exchange meetings enable us to obtain market intelligence from supply chain partners; and annual general meetings and investor conferences for results announcements allow us to learn about the opinions of our shareholders and investors regarding the Company's development. The Group has also stepped up its engagement efforts on social media, such as through the corporate Facebook page, WeChat account and LinkedIn account, to directly interact with all stakeholders.

重要性評估

MATERIALITY ASSESSMENT

重要性評估是一種有系統地與持份者接觸的方法，也是檢討集團的影響、風險和機遇的方法，以加強其整體環社管風險管理和策略。重要性評估為集團報告其重大環社管議題提供了基礎，並因此制定應對策略和措施來管理這些議題。

在二零二三年，集團進行了重要性評估，以識別和評估持份者關注的關鍵議題，並就這些議題對集團的相對重要性進行優次排序。重要性評估是根據《全球報告倡議組織(GRI)通用準則2021》設計，確定集團的重大議題和影響，詳情請參閱集團的《二零二三年環社管報告》。

該評估結果在重要性矩陣中呈現，概述不同環社管議題的重要性，以及葉氏化工認為重要的集團層面影響。它們被分為三個主要方面，列出相關的重要環社管議題和影響。由於在回顧年度大部分期間內，集團的策略方向和業務營運對比二零二三年均沒有發生重大變化，因此我們繼續於《二零二四年環社管報告》中採用該重要性評估的結果。我們將繼續檢視和加強對這些環社管議題的管理，並將定期監管其重要性的任何潛在變化，以及可能對集團產生重大影響的其他潛在新興議題。

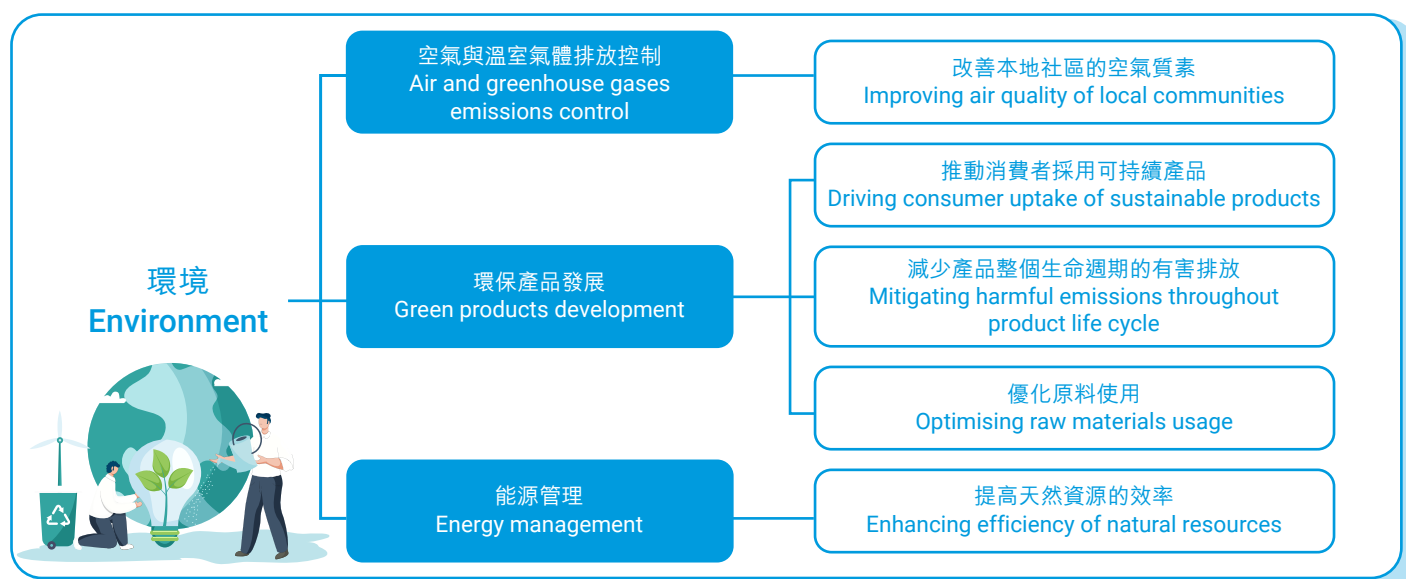
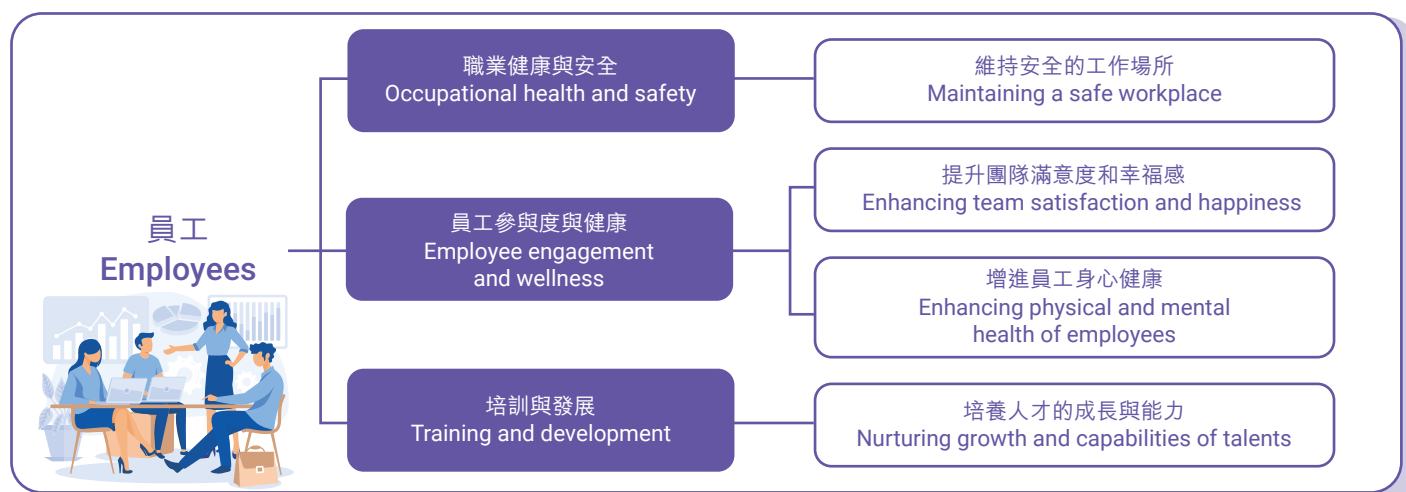
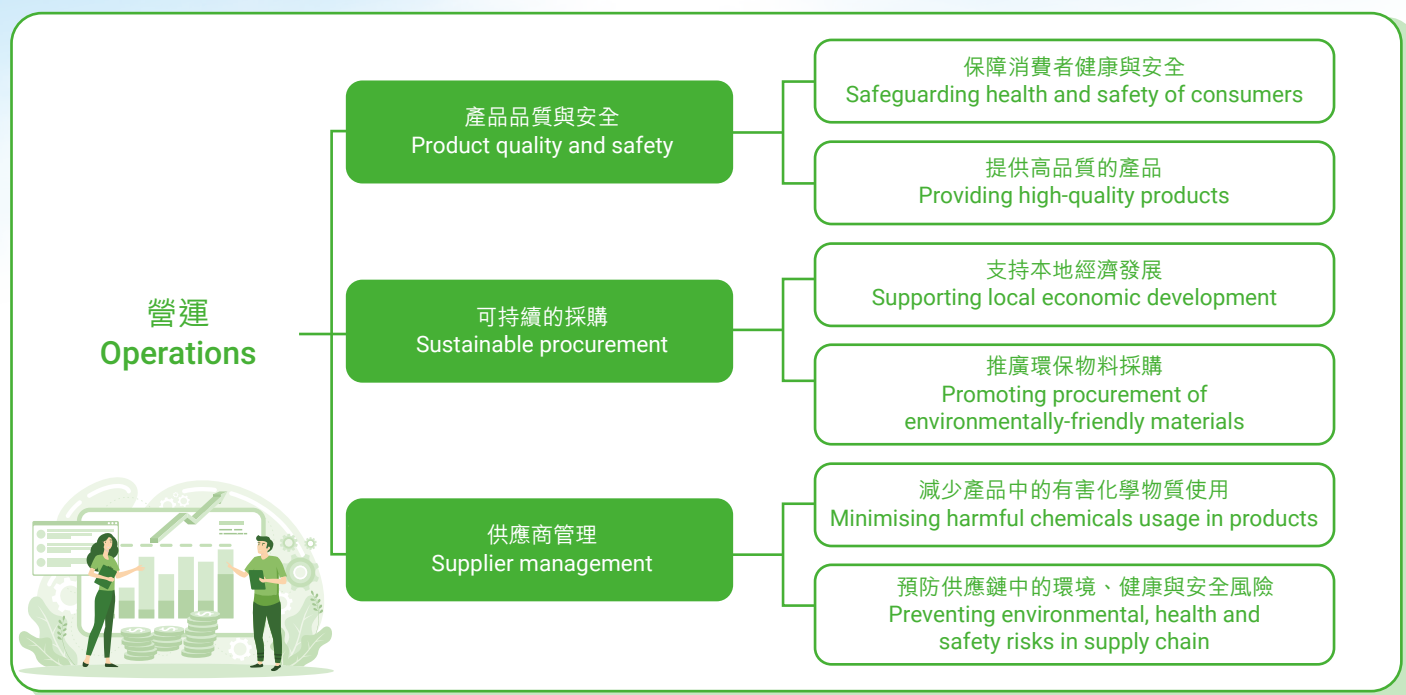
Materiality assessment is a systematic approach to engage with stakeholders and review the Group's impacts, risks and opportunities to strengthen its overall ESG risk management and strategy. The materiality assessment provides a basis for the Group to report on its material ESG topics and thus develop corresponding strategies and measures to manage them.

In 2023, the Group carried out a materiality assessment to identify and evaluate the key issues of concern to its stakeholders and to prioritise the relative significance of these issues to the Group. The materiality assessment was designed in accordance with the Global Reporting Initiative ("GRI") Universal Standards 2021 to determine the Group's material topics and impacts; please refer to the Group's 2023 ESG Report for further details.

The assessment results were mapped in a materiality matrix to outline the significance of the ESG topics and the Group's impacts that are deemed material to Yip's Chemical. They are grouped into three main aspects, under which, relevant material ESG topics and impacts are presented. Since there were no significant changes in the Group's strategic direction and business operations when compared with 2023 for most of the year under review, we continued to adopt the results of this materiality assessment in the 2024 ESG Report. We will continue to review and strengthen the management of these ESG topics and will regularly monitor any potential changes in their materiality as well as other emerging topics that may potentially become material to the Group.

重要議題 MATERIAL TOPICS

影響 IMPACTS





為聯合國可持續發展目標作出貢獻

CONTRIBUTING TO THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



聯合國(「UN」)可持續發展目標(「SDGs」)旨在推動全球各國在促進經濟繁榮的同時保護地球資源和社會平等，當中概述了最迫切的全球環境和社會挑戰。集團結合自身可持續發展模式並參考《企業報導整合SDGs實務指南》，將主要措施與UN SDGs對照，從十七個SDGs中辨別出下列最相關的其中五個，並將持續透過不同舉措為此等目標作出貢獻。

The United Nations (「UN」) Sustainable Development Goals (「SDGs」), which aim to promote global economic prosperity while protecting the planet's resources and social equality, outline the most pressing global environmental and social challenges. The Group maps its key initiatives in accordance with the UN SDGs, taking into account its sustainable development model and the Practical Guide to Integrating SDGs in Corporate Reporting, and it has identified the following five SDGs, out of the 17 SDGs, as the most relevant. The Group will continue to work towards these goals through different initiatives.



目標3 良好健康和福祉 SDG3 Good Health and Well-being

- 環境的長遠價值
Long-term Values in the Environment
- 員工的長遠價值
Long-term Values in Employees

確保健康的生活，促進各年齡段人群的福祉

Ensure healthy lives and promote well-being for all at all ages

在業務營運及價值鏈中，盡可能減少污染物和有害物質

Minimising pollutants and hazardous substances in business operations and value chains

- 於所有塗料及油墨廠房安裝揮發性有機化合物(「VOC」)處理設施
- 推出安全和環保的塗料及油墨產品以保障消費者的安全和健康
- Installing volatile organic compound (「VOC」) treatment facilities at all our coatings and inks plants
- Introducing safe and eco-friendly coatings and inks products that protect consumers' safety and health

提倡工作與生活平衡及家庭友善工作文化

Encouraging work-life balance and family-friendly work culture

- 設有高於法例要求的年假及侍產假，及相關福利
- 年內不時組織員工健康活動，增強員工身心健康
- Providing annual leave and paternity leave beyond minimum requirements by law, and related benefits
- Organising employee's wellness activities throughout the year to enhance employees' mental and physical well-being



目標9 產業、創新和基礎設施 SDG9 Industry, Innovation and Infrastructure

- 環境的長遠價值
Long-term Values in the Environment
- 顧客的長遠價值
Long-term Values in Customers

建設具有適應力的基礎設施，促進包容性和可持續的工業化，推動創新

Build resilient infrastructure, promote inclusive and sustainable industrialisation, and foster innovation

投資於廠房設施，以降低能耗及排放量等

Investing in plant facilities to reduce energy consumption, emissions, etc.

- 推動生產工藝創新，簡化生產程序，減少能源用量
- 推行廢熱及冷卻水循環，提升整體能源效率
- Promoting innovation and streamlining production processes to reduce energy consumption
- Utilising waste heat and cooling water recycling to improve overall energy efficiency

提倡技術創新和研發（「研發」），平衡產品功能及環保效能

Advancing technological innovation and research and development ("R&D") to balance product functionality and environmental performance

- 推出各種環保產品，如美國農業部認證的生物基塗料，生物基、可生物降解或再生塑膠玩具適用的玩具塗料，無苯及無酮油墨、水性油墨、UV/LED油墨和純植物油油墨
- Introducing various eco-friendly products such as USDA certified bio-based paints, toy coatings suitable for toys with bio-based, bio-degradable or recycled plastics, benzene-free and ketone-free inks, water-based inks, UV/LED inks, and pure vegetable oil inks



目標11 可持續城市和社區 SDG11 Sustainable Cities and Communities

- 創造長遠價值－我們的可持續發展目標
Creating Long-term Values – Our Goals in Sustainable Development
- 環境的長遠價值
Long-term Values in the Environment
- 社區的長遠價值
Long-term Values in Communities
- 員工的長遠價值
Long-term Values in Employees

建設包容、安全、有抵禦災害能力和可持續的城市和人類住區

Make cities and human settlements inclusive, safe, resilient and sustainable

將災害風險管理融合至業務模式和實踐中，以增強業務韌性

Integrating disaster risk management into business models and practices to enhance business resilience

- 組建緊急應變小組針對潛在的安全事故及自然災害等風險制定緊急應變方案
- 設有風險評估機制評估及管理氣候風險，同時利用氣候機遇
- Forming an emergency response team to formulate emergency plans at plants addressing potential safety incidents and natural disaster risks
- Establishing a risk assessment mechanism to evaluate and manage climate risks while leveraging climate opportunities

為員工提供理想的工作環境和推廣可持續發展生活模式

Providing an ideal working environment for our employees and promoting a sustainable lifestyle

- 設有安委會及安環部進行持續監管，確保為員工提供安全健康的工作環境
- 與非牟利機構合作，與社區互動並協助弱勢社群釋放潛能
- Setting up the HSE Committee and HSE Department to monitor and ensure a safe and healthy work environment for employees
- Collaborating with non-profit organisations to engage with the community and empower disadvantaged groups to unlock their potential



目標12 負責任消費和生產 SDG12 Responsible Consumption and Production

- 環境的長遠價值
Long-term Values in the Environment
- 顧客的長遠價值
Long-term Values in Customers

確保採用可持續的消費和生產模式

Ensure sustainable consumption and production patterns

促使消費者選擇更環保、更負責任的產品

Promoting greener and more responsible product choices to consumers

- 啟動試用計劃，鼓勵客戶從油性木器漆轉用水性木器漆
- Launching a trial programme to encourage customers to switch from solvents-based wood paints to water-based wood paints
- 部分塗料產品獲評為「綠色產品」
- Achieving 'green product' rating for some of our coatings products

探討將化石能源改用清潔能源的可能性，以減少過度開發自然資源和減少生物多樣性的風險

Exploring the possibility of switching from fossil fuel energy to clean energy to reduce the risk of overexploiting natural resources and biodiversity loss

- 逐步由柴油推動設施改為電氣化設備
- Switching from diesel-powered facilities to electrified equipment gradually
- 推廣使用天然氣或生物質燃料如木屑，作為更清潔的能源
- Promoting the use of natural gas or biomass fuel, such as woodchips, as cleaner sources of energy



目標17 促進目標實現的夥伴關係 SDG17 Partnerships for the Goals

- 供應鏈的長遠價值
Long-term Values in Supply Chains

加強執行手段，重振可持續發展全球夥伴關係

Strengthen the means of implementation and revitalise the global partnership for sustainable development

透過溶劑聯營公司建立戰略夥伴關係，在減少碳排放方面互利共贏

Forming a strategic partnership through our solvents associate to derive mutual benefits in reducing carbon emissions

- 建設全新廠房，利用合作夥伴在生產合成氣時排放的一氧化碳(CO)作為主要原料
- Establishing a new production plant that utilises carbon monoxide (CO) emitted from our partner's synthesis gas production as our key raw material

與合作夥伴共同推動可持續的價值鏈，分享行業的最佳實踐事例，推動化工業的可持續發展

Engaging with our partners to promote a sustainable value chain and share industry best practices in an effort to advance the sustainable development of the chemical industry

- 審核供應商的環境績效，以確保負責任的採購和價值鏈的可持續性
- Auditing the environmental performance of our suppliers to ensure responsible procurement and sustainability of our value chain

環境的長遠價值 LONG-TERM VALUES IN THE ENVIRONMENT

集團採用全面的環境管理方法，詳細說明其管理排放、廢棄物、資源使用和氣候變化的策略，以盡量減少集團對環境的影響。透過建立環境管理系統並將實踐可持續發展融入日常營運，集團致力於維護靈活可變的基礎設施並持續提高其環保效率和績效。於回顧年度內，集團嚴格遵守於營運所在地對其有重大影響的法律法規，包括廢氣及溫室氣體排放、向水源及土地排污，以及有害和無害廢棄物的產生等，詳情請參閱「《環社管報告指引》—內容索引」章節內「層面A1：排放物」部份。

The Group adopts a comprehensive environmental management approach detailing its strategy to manage emissions, waste, resource usage and climate change in order to minimise the Group's environmental impact. By establishing environmental management systems and integrating sustainable practices into its day-to-day operations, the Group is committed to maintaining a dynamic infrastructure and continuously improving its environmental efficiency and performance. During the year under review, the Group strictly complied with the relevant laws and regulations that have a significant impact on the locations in which its operations are located, relating to aspects including air and greenhouse gas emissions, discharges to water and land, and the generation of hazardous and non-hazardous waste; please refer to "Aspect A1: Emissions" in the "ESG Reporting Guide – Content Index" section for details.

塗料及油墨兩個業務板塊共佔集團於回顧年度營業額的百分之89%或以上，而各板塊中也各自有維持較高產量的廠房。根據重要性原則，《二零二四年環社管報告》在環境數據披露方面只包含集團塗料及油墨業務分別位於上海金山及廣東中山的廠房。

The two segments of coatings and inks together accounted for over 89% of the Group's annual revenue in the year under review. Each segment also has its own plants that maintain relatively high production volumes. In accordance with the principle of materiality, only the plants of the Group's coatings and inks businesses located in Jinshan, Shanghai and Zhongshan, Guangdong respectively are included in this 2024 ESG Report for environmental data disclosure.

環境管理方針

ENVIRONMENTAL MANAGEMENT APPROACH

集團的《安健環政策》概述了集團對安健環的管理、責任和原則。為了有效地管理廠房的環保表現，董事會下設的安委會負責制定環保策略，評估相關風險並檢視實施措施的有效性，而安環部則負責執行相關措施和確定需要改進的領域。

The Group's HSE Policy outlines the Group's governance, responsibilities and principles of HSE management. To efficiently manage the environmental performance of the production plants, the HSE Committee under the Board is responsible for formulating environmental strategies, assessing related risks and reviewing the effectiveness of such implementation measures, while the HSE Department is responsible for the execution of related initiatives and identification of areas for improvement.

由於集團主要從事化工生產，我們致力於管理和盡量減輕營運對環境及天然資源造成的影響，包括排放物、廢物產生和資源使用。為減輕這些環境影響，集團的廠房都制定了健全的環境管理系統，大部分廠房還獲得ISO 14001環境管理體系認證證書和／或ISO 50001能源管理體系認證證書。所有廠房均遵循集團的安健環管理體系，該體系是根據GB/T33000-2016標準制定的，並於回顧年度進行了更新。它設立了一個識別、控制和監察與環境風險有關的框架，以及管理和減少排放和廢物的原則，目的是促進有效運用資源和實現可持續發展。

As the Group's core business is in chemical manufacturing, we are committed to managing and minimising the impacts of our operations on the environment and natural resources, which include emissions, waste generation and resource consumption. To mitigate these environmental impacts, the plants of the Group have formulated a robust environmental management system, and most plants have also obtained ISO 14001 Environmental Management System certifications and/or ISO 50001 Energy Management System certifications. All production plants follow the Group's HSE Management System, which is formulated based on the GB/T33000-2016 standard and was updated during the year under review. It sets out a framework relating to the identification, control and monitoring of environmental risks as well as principles for managing and minimising emissions and waste, with the goals of promoting the efficient utilisation of resources and achieving sustainable development.

排放物管理

EMISSION MANAGEMENT

在空氣和溫室氣體排放方面，集團的塗料及油墨業務的四個廠房設有大型VOC處理設施。於回顧年度內，我們的中山油墨廠房提升了其VOC處理設施，將原來由電力驅動的催化氧化爐改造為使用天然氣的蓄熱式焚化爐，這次升級有助減少能源消耗及溫室氣體排放。於回顧年度內，集團的VOC排放量較二零二三年增加約17%，主要由於中山廠房生產凹版油墨的產量較二零二三年增加3%，而凹版油墨的VOC含量比其他油墨產品高出逾3倍，因此令整體VOC排放量上升，惟集團於二零二四年的VOC排放量相比二零二二年仍能下降約41%。此外，與二零二三年相比，集團範圍一及範圍二的溫室氣體排放量分別減少約23%及33%，以每噸產品計算，範圍一和範圍二的溫室氣體排放密度分別降低約15%和26%。

For air and greenhouse gas emissions, four plants of the Group's coatings and inks businesses have installed large-scale VOC treatment facilities. During the year under review, our Zhongshan inks plant has enhanced its VOC treatment facilities by converting its catalytic oxidiser, previously powered by electricity, to a regenerative thermal oxidiser, which now uses natural gas. This upgrade resulted in lower energy consumption and reduced greenhouse gas emissions. During the year under review, the Group's VOC emission increased by roughly 17% as compared to 2023, which was mostly due to a 3% increase in the production volume of gravure printing inks at the Zhongshan inks plant. Gravure printing inks contain more than three times the amount of VOCs compared to other inks products. Nevertheless, the Group still achieved a decrease of approximately 41% in its VOC emission in 2024 as compared to 2022. Also, the Group's Scope 1 and Scope 2 greenhouse gas emissions decreased by approximately 23% and 33% respectively as compared to 2023. When the intensity of Scope 1 and Scope 2 greenhouse gas emissions was measured by per tonne of products year-on-year, reductions of approximately 15% and 26% were achieved respectively.

廢物管理

WASTE MANAGEMENT

集團的安健環管理體系於回顧年度內進行了更新，向其廠房和子公司提供了減少固體廢物和廢水的方針和指引。由生產過程中產生的有害廢物由政府認可的危廢處理公司處理，而無害廢物則由合資格承辦商收集以作進一步處理。我們致力確保廢物恰當地處理並於可行的情況下把廢物循環再用和重用，以及監測廢物棄置承辦商，確保所有廢物管理符合當地法律和法規。於回顧年度內，集團以每噸產品計算的無害廢物密度較去年同期降低約9%，而以每噸產品計算的有害廢物密度則較去年同期增加約24%，增加主要歸因於我們額外處理了報廢油漆和淘汰的生產設備零組件。然而，包裝桶佔了有害廢物約74%，我們的承辦商在回收這類廢桶後，會將約90%的廢桶清洗後翻新重用，不適合重用的會被回收作為原料再鑄造成其他產品，實現廢物循環使用，以減低我們對環境的影響。

塗料業務方面，盡量使用通用桶代替專用桶，從而減少包裝桶庫存過剩，並減少通用桶的厚度，以減少有害廢物。油墨業務方面，我們為部份鐵桶或紙箱增加了額外的保護措施，有助延長包裝材料的可重用性和使用壽命，最終減少有害廢物的產生。此外，我們會使用可重用噸桶供貨予廠房附近的客戶，方便收集與重用噸桶。儘管我們實施了上述舉措意圖減少包裝材料的消耗，惟於回顧年度內，部份客戶由原來訂購大包裝產品轉為採用小包裝產品，此舉導致以每噸產品計算的包裝材料密度對比二零二三年增加約8%。

The Group's HSE Management System, which was updated during the year under review, outlines the policies and guidelines for its plants and subsidiaries to reduce solid waste and wastewater. Hazardous waste created during production is handled by government-recognised hazardous waste handling companies, while non-hazardous waste is collected by qualified contractors for further treatment. We are committed to ensuring proper waste management and promoting the recycling and reuse of waste materials where possible. We also monitor the waste disposal contractors to ensure all waste management measures comply with local laws and regulations. During the year under review, the Group's non-hazardous waste intensity per tonne of products decreased by around 9% year-on-year, whereas hazardous waste intensity per tonne of products increased by around 24% year-on-year. This increase is primarily attributable to our additional handling of scrapped paint and decommissioned production equipment components. However, it should be noted that packaging barrels account for approximately 74% of hazardous waste. Our contractor, after collecting these waste barrels, will clean and then refurbish roughly 90% of them for reuse. Those unsuitable for reuse will be recycled and remoulded into other products as raw materials, so as to achieve waste reutilisation and reduce our environmental impact.

For the coatings business, general barrels are used where possible to replace special purpose barrels and thus minimises excess inventory of packaging barrels, and the thickness of general barrels is reduced to cut down hazardous waste. For the inks business, additional protection is added to preserve certain iron barrels or paper cartons, hence extending the reusability and lifespan of packaging materials and, ultimately, reducing hazardous waste generation. Moreover, reusable intermediate bulk containers are used for customers within close proximity to the plants to facilitate the collection and reuse of the intermediate bulk containers. Despite implementing the aforementioned measures, which aimed to reduce the consumption of packaging materials, during the year under review, some of the customers switched from ordering large packaging products to smaller packaging products, which resulted in an approximately 8% increase in packaging materials intensity when measured by per tonne of products in comparison to 2023.

集團所有廠房均設有污水收集或污水處理設施，確保所有污水排放合規達標。冷水機組的冷凝水和循環水也經過處理後被重複利用，以減少用水量。於回顧年度內，上海塗料廠房及中山油墨廠房的總產量比去年同期減少9.4%，而整體生產廢水總排水量則大幅下降33%，但由於中山油墨廠房設有員工宿舍，故難以大幅減排生活廢水，整體生活廢水的總排水量對比二零二三年僅下跌5%，由於生活廢水排水量佔總排水量的比例遠高於生產廢水排水量，因此，集團以每噸產品計算的總排水量密度較二零二三年輕微增加約3%。

Wastewater collection or treatment facilities are installed at each of the Group's plants to ensure that all wastewater discharge meets regulatory standards. Condensed water and circulating water at chiller plants are also treated and then reused to reduce water consumption. During the year under review, the total production volume at both the Shanghai coatings plant and Zhongshan inks plant decreased by 9.4% compared to the same period last year, while the Group managed to achieve a significant reduction in the wastewater discharge from production by 33%. However, as the Zhongshan inks plant has employee dormitories, which makes it difficult to significantly reduce the wastewater discharge from the living zone, the total wastewater discharge from the living zone decreased only by 5% as compared to 2023. Since wastewater discharge from the living zone accounts for a much higher proportion in the total discharge than that from production, as a result, the Group's total wastewater discharge intensity when measured by per tonne of products increased slightly by around 3% as compared to 2023.

資源使用管理

RESOURCE CONSUMPTION MANAGEMENT

集團的《安健環政策》和安健環管理體系闡述了其有效利用資源以實現可持續發展的原則。我們的廠房和子公司將繼續採用最新的技術和管理方法，例如改用高效設備和改善生產流程，以減少能源和其他資源的消耗，並提高各個生產流程環節的效率。於回顧年度內，我們的上海塗料廠房淘汰了大部分高耗能電機，而我們的中山油墨廠房亦採用高效能設備如冷水機組及砂磨機，冀能提高能源效率。

The Group's HSE Policy and HSE Management System set out its principle on the efficient use of resources to achieve sustainable development. Our plants and subsidiaries will continue to utilise the latest technology and management methods, for example changing to high-efficiency equipment and improving production flow, to reduce the consumption of energy and other resources in order to enhance efficiency within every aspect of our production process. During the year under review, our Shanghai coatings plant has decommissioned a majority of its high-energy consumption motors, whereas our Zhongshan inks plant has also adopted high-efficiency equipment such as chillers and sand mills in order to enhance energy efficiency.

集團使用電力、汽油、柴油及天然氣作為主要能源。於回顧年度內，集團總能源消耗較去年同期增加約9%，以每噸產品計算，能源消耗密度較二零二三年增加約20%，增加的主要原因是由於上海塗料廠房的產品組合出現變化，當中包括防腐塗料的需求增加，因而增加上海塗料廠房防腐塗料的產量佔比。雖然此塗料產品可保護物體防止腐蝕及延長使用壽命，惟其生產工序需要密集研磨而導致耗電量增加。此外，客戶傾向較常採取小批量訂單以優化庫存水平，這也導致小批量生產令耗電量增加。

The Group uses electricity, petrol, diesel and natural gas as its main sources of energy. During the year under review, the Group's total energy consumption increased by approximately 9% year-on-year, and when measured by per tonne of products, the energy consumption intensity increased by approximately 20% in comparison to 2023. This increase was primarily due to the changes in the product mix at the Shanghai coatings plant. These changes include an increase in demand for protective coatings, which led to an increase in the proportion of protective coatings produced at the Shanghai coatings plant. While these coatings products can protect objects from corrosion and extend their service life, the production process of such products requires intensive grinding and thus increases electricity consumption. Moreover, customers tended to place small batch orders at more frequent intervals to optimise their inventory levels, where the production of these small batches also led to higher electricity consumption.

我們積極落實節水措施，提高用水效率。例如，我們在廠房生活區安裝了節水設施，並派專人定期檢查和監察相關設施的使用情況。於回顧年度內，我們的中山油墨廠房升級改造了儲罐冷卻裝置，由手動操作改為自動溫控，當環境溫度超過預設溫度時，系統會自動噴水冷卻儲罐，從而有效減少耗水量。於回顧年度內，由於高效的水資源管理措施，集團的總用水量較二零二三年減少約13%。此外，以每噸產品計算，總用水量密度比二零二三年降低3%。

We proactively implement water conservation measures to improve the efficiency of water usage. For instance, we have installed water-saving devices in the living areas of our plants, and we have assigned personnel to regularly inspect and monitor the use of related facilities. During the year under review, our Zhongshan inks plant upgraded the storage tank cooling device from manual operation to automatic temperature control. When the ambient temperature exceeds the pre-set temperature, the system will automatically spray water to cool the storage tank, which efficiently minimises the amount of water consumed. During the year under review, owing to efficient water management practices, the Group's total water consumption decreased by approximately 13% as compared to 2023. In addition, the total water consumption intensity when measured by per tonne of products achieved a 3% reduction as compared to 2023.

於回顧年度內，集團於其香港總部進行「惜紙行動」活動，以減少列印用紙量，鼓勵員工雙面列印並避免彩色列印，總用紙量對比二零二三年減少18%。

During the year under review, the Group carried out a "Paper Saving Action" campaign at its Hong Kong headquarters to reduce the amount of paper used for printing, encouraged employees to use double-sided printing and avoid colour printing, where the total paper consumed decreased by 18% as compared to 2023.

氣候變化管理

CLIMATE CHANGE MANAGEMENT

隨著COP29等全球性活動繼續強調氣候變化造成前所未見的影響和速度，集團意識到加強氣候變化緩解和應對措施對於建立具氣候韌性業務的重要性。

As global events such as COP29 continue to highlight the unprecedented impacts caused by and speed of climate change, the Group acknowledges the importance of enhancing climate change mitigation and adaptation measures in order to build a climate-resilient business.

因應氣候變化現象日益顯著以及香港聯合交易所有限公司(「香港聯交所」)證券上市規則就有關環社管報告的修訂，於回顧年度內，集團啟動了對氣候相關風險和機遇的分析，以識別並應對為業務帶來的影響。在分析過程中，我們評估了以下已識別的重要氣候相關風險和／或機遇的影響和發生的可能性，同時確保這些風險和機遇在集團的可承受範圍內。

In response to the increasingly evident phenomenon of climate change as well as the amendments of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "Stock Exchange of Hong Kong") in respect of ESG reporting, during the year under review, the Group has initiated an analysis of climate-related risks and opportunities to identify and respond to the impacts on its business. During the assessment, we evaluated the impacts and likelihood of identified material climate-related risks and/or opportunities while ensuring these are within the Group's tolerance level as follows:

重要氣候相關風險／機遇 Material Climate-related Risks/Opportunities	影響 Impacts	措施 Measures
物理風險 Physical Risks		
極端天氣事件(如高溫、強降雨) Extreme weather events (e.g. high temperatures, heavy rainfall)	<ul style="list-style-type: none"> 生產中斷和營運成本增加 Disruption to production and increased operational costs 	<ul style="list-style-type: none"> 制定極端天氣狀況應變計劃 Developed contingency plans for extreme weather conditions
轉型風險 Transition Risks		
轉型至低碳技術 Transitioning to low-carbon technology	<ul style="list-style-type: none"> 增加研發成本，以及如果轉型未能達到預期成效將削弱市場競爭力 Increased R&D costs and weakened market competitiveness if the transition does not live up to expectations 	<ul style="list-style-type: none"> 識別低碳原料的潛在供應商 Identified potential suppliers for low-carbon raw materials 加強研發團隊開發創新和優化產品配方 Strengthened the R&D team to innovate and optimise product formulas
氣候相關機遇 Climate-related Opportunities		
開發低碳技術和綠色產品 Developing low-carbon technology and green products	<ul style="list-style-type: none"> 創造機會開拓新市場，吸引新客戶，從而增加收入 Creation of new opportunities to enter new markets, attract new customers and hence increase revenue 	<ul style="list-style-type: none"> 密切監察市場趨勢、客戶需求和競爭對手的行動 Closely monitored the market trends, customers' needs and competitors' actions 加強研發團隊開發創新和優化產品配方，以滿足客戶需求 Strengthened the R&D team to innovate and optimise product formulas to meet customers' needs

同時，集團積極把握可持續金融和綠色產品的氣候相關機遇。集團於二零二一年簽署首筆可持續發展表現掛鈎貸款協議。隨後於二零二三年從三間知名銀行獲得總額達4.6億港元的三年期可持續發展表現掛鈎貸款。於回顧年度內，集團再獲一家本地銀行提供總額為1億港元的三年期可持續發展表現掛鈎新貸款。貸款所得有助支持集團實施改善能源效率項目，以及其他研發計劃，從而推動集團的長期可持續發展目標。有關集團的綠色產品創新的詳情，請參閱下文「綠色產品研發」分節。

Simultaneously, the Group has been actively leveraging on climate-related opportunities in sustainable finance and green products. The Group signed its first set of sustainability-linked loan agreements in 2021, and subsequently obtained a three-year sustainability-linked loan totalling HK\$460 million from three prominent banks in 2023. During the year under review, a new three-year sustainability-linked loan totalling HK\$100 million was made available to the Group by a local bank. The proceeds of the loan will help support the Group in implementing energy efficiency initiatives as well as other research and development programmes to advance the Group's long-term sustainability goals. For details of the Group's green products innovation, please refer to the subsection "Green Products R&D" below.

環保目標

ENVIRONMENTAL TARGETS

制定環保目標是葉氏化工推動可持續發展和監測其舉措進展的基石。二零二三年，我們制定了新的能源消耗和用水量環境目標，並計劃於二零二四年實現。集團成功達成用水量目標，但能源消耗則未達標。不達標主要是由於前述上海塗料廠房增加生產防腐塗料及客戶傾向較常採取小批量訂單以優化庫存水平（詳情請參閱上文「資源使用管理」分節）。儘管我們受上述因素影響而未能達標，且預期這些因素於二零二五年仍會持續或加劇，來年我們仍會在可控制的範圍內實施節能措施。

於回顧年度內，集團訂立了新的能源消耗和用水量目標，因這些環境因素更切合其主要策略重點及商業環境。同時，由於本集團嚴格遵守中國政府的VOC排放量監管要求，使本集團成功控制其VOC排放量維持於相當低水平，因此未有制定空氣排放目標。此外，由於集團正在探索方法收集涵蓋集團於整個價值鏈中範圍3的溫室氣體排放數據，故尚未訂立溫室氣體排放目標。然而，由於集團正在探索各種措施，務求能夠讓其訂立目標，準確反映集團的策略重點，因而未有制定廢物目標。相關目標預計將在未來的環社管報告中披露。

Formulating environmental targets has been the cornerstone for Yip's Chemical to drive its sustainable development and monitor the progress of its initiatives. In 2023, we established new environmental targets on energy and water consumption to be achieved by 2024. The Group successfully achieved the water consumption target, whereas it fell short of the energy consumption target. This shortfall was primarily due to the aforementioned increase in the production of protective coatings at the Shanghai coatings plant and customers tending to place small batch orders at more frequent intervals to optimise their inventory levels (please refer to the subsection "Resource Consumption Management" above for further details). Although we were unable to meet the target under the above circumstances, and it is expected that these factors will persist or intensify in 2025, we will nevertheless implement energy-saving measures within our controllable scope in the coming year.

During the year under review, the Group set new energy consumption and water consumption targets as these environmental aspects better reflected its main strategic priorities and business environment. Meanwhile, air emission targets were omitted as the Group strictly complies with the PRC Government's regulatory requirements, which enables the Group to successfully limit its VOC emission to minimal levels. Moreover, greenhouse gas emissions targets are not yet established as the Group is exploring methods to collect data that cover Scope 3 greenhouse gas emissions across the Group's value chain. Waste targets were omitted as the Group is currently exploring initiatives to enable it to establish goals that accurately reflect its strategic priorities. Relevant targets are expected to be disclosed in future ESG reports.

環境方面 Environmental Aspects	環保目標 Environmental Targets	主要措施 Key Initiatives
能源消耗 Energy Consumption	<p>結束的目標：</p> <p>於二零二四年，上海塗料廠房及中山油墨廠房總生產量的用電密度較二零二二年基準降低5.6%。</p> <p>Concluded target: In 2024, reduce electricity consumption intensity per total production volume at Shanghai coatings plant and Zhongshan inks plant by 5.6%, as compared to the 2022 baseline.</p> <p>採納的目標：</p> <p>考慮上述影響能源消耗的因素，反映出於短期內難以抑制，於二零二五年，對上海塗料廠房及中山油墨廠房總生產量的用電密度的目標維持與二零二四年的基準水平一致。</p> <p>Adopted target: In 2025, considering the aforementioned factors reflecting that energy consumption is difficult to be curtailed in the short term, we aim to maintain electricity consumption intensity per total production volume at Shanghai coatings plant and Zhongshan inks plant at the same level as compared to the 2024 baseline.</p>	<ul style="list-style-type: none"> 提升廠房的保溫系統的能源效率 Upgrade the energy efficiency of the thermal insulation systems at our plants 在冷卻水塔安裝變頻器，以減少維持循環水溫度的能源消耗 Install a frequency inverter at cooling towers to reduce energy consumption for maintaining circulating water temperature 逐步淘汰高耗能設備 Gradually eliminate high energy-consuming equipment
用水量 Water Consumption	<p>結束的目標：</p> <p>於二零二四年，上海塗料廠房和中山油墨廠房總生產量的用水密度較二零二二年基準降低7.7%。</p> <p>Concluded target: In 2024, reduce water consumption intensity per total production volume at Shanghai coatings plant and Zhongshan inks plant by 7.7%, as compared to the 2022 baseline.</p> <p>採納的目標：</p> <p>Adopted target: 於二零二五年，對上海塗料廠房和中山油墨廠房總生產量的用水密度較二零二二年基準降低8.0%。 In 2025, reduce water consumption intensity per total production volume at Shanghai coatings plant and Zhongshan inks plant by 8.0%, as compared to the 2022 baseline.</p>	<ul style="list-style-type: none"> 提高冷卻水塔循環水效益 Improve the efficiency of circulating water for cooling towers 在廠房生活區安裝或／及實施節水設施，定期檢討相關措施的有效性 Implement water-saving facilities in the living areas of plants and regularly review the effectiveness of these measures

綠色產品研發 GREEN PRODUCTS R&D

透過創新和前瞻性理念開發下一代產品是集團的可持續發展策略之一。集團致力於提升生產流程和研發環保配方，從而推廣負責任消費。我們的子公司為客戶提供客製化方案，以鼓勵他們採用可持續產品，同時收集客戶意見以優化產品的性能。

為把握新機遇及發揮其豐富經驗，集團旗下塗料業務，紫荊花新材料集團自二零一八年起推出一系列環保塗料產品，例如「貝倍安兒童漆系列」（「貝倍安」）專為保障兒童健康同時減輕對環境的影響。於回顧年度內，推出更環保的「貝倍安原生矽基兒童漆」，此產品採用天然礦物原料及不含VOC、苯、甲醛、可溶性金屬等有毒物質，環保性能卓越，並獲得多項國際及國內權威認證，包括美國FDA食品接觸認證、德國藍天使環保標籤、中國綠色產品認證等。此外，「荊彩玫瑰漆系列」是採用生物或植物原料，具備一級防污抗菌性能，且獲得多達10項認證，包括日本JIS抗菌認證、美國農業部認證生物基產品及法國VOC標籤A+評級等認證。

Developing next-generation products through innovation and forward-thinking concepts is one of the Group's sustainability strategies. The Group is committed to stepping up its production processes and innovating environmentally-friendly formulas in order to promote responsible consumption. Our subsidiaries provide tailored solutions to its customers to encourage the uptake of sustainable products while collecting customer feedback to optimise the performance of our products.

To capture new opportunities and leverage its extensive experience, the Group's coatings unit, Bauhinia Advanced Materials Group, has launched a series of environmentally-friendly coatings products since 2018. For instance, "Baby Care Kids Paint Series" ("Baby Care") is specifically designed to safeguard the well-being of children while reducing environmental impact. During the year under review, it launched a more environmentally-friendly "Baby Care Native Silicon Based Kid's Room Wallpaint", which uses natural mineral materials and is free from toxic substances such as VOC, benzene, formaldehyde and soluble metals. The product's strong environmental qualities were recognised, and it achieved numerous prestigious international and local recognitions, including US FDA certification, German Blue Angel eco-label, and China Green Product certification, etc. Moreover, the "Rose Paint Series" is a product line that uses biological or plant-based raw materials and has A-grade antifouling and antibacterial properties, where it received as many as 10 certifications including Japan JIS Antimicrobial Certification, USDA Certified Bio-based Products and French VOC label A+ rating, etc.

紫荊花貝倍安兒童漆—發展歷程

Bauhinia Baby Care Kids Paint – Development Journey



中國國家女子足球隊官方支持品牌

行業首創矽基兒童漆，並通過嚴苛的新版德國藍天使認證
An industry-first silicon-based kids paint, certified under the stringent new standards of the German Blue Angel eco-label

2018



貝倍安兒童漆系列
Baby Care Kids Paint Series

2023



貝倍安植萃兒童漆系列
Baby Care Bio-based Kids Paint Series

2024



貝倍安原生矽基兒童漆
Baby Care Native Silicon Based Kids Paint

致力打造更安全、更環保的兒童漆標杆性產品，提升行業口碑
Dedicated to creating safer and greener kid's paint to strengthen industry reputation

我們的玩具塗料業務亦致力研發創新、安全與環保的塗層配方，於回顧年度內，其開發的高環保(無苯無酮)一次性聚丙烯玩具噴油獲得國家知識產權局和美國專利商標局授權的專利。此外，亦為麥當勞和費列羅等國際玩具品牌開發了供可生物降解或可回收塑膠玩具使用的環保玩具漆，協助品牌商推展環保塑膠玩具以減少碳排放和塑膠廢料，促進全球消除玩具中的石化塑料的倡議。與此同時，我們的家具塗料業務亦獲中國塗料工業協會頒發「2024環境友好型木器塗料塗裝優秀展示單位」。

關於我們的油墨業務，由於我們的油墨客戶主要包括食品和飲料行業，為了確保消費者的健康和 safety，我們開發了一種創新的水性油墨配方，可安全用於家居用品、飲料和泡麵的包裝。此外，我們禁止在油墨生產過程中使用任何重金屬染料。再者，我們的油墨業務積極提倡在生產過程中使用植物油取代礦物油。例如，我們的「NV純植物油油墨系列」符合德國產品安全委員會對多環芳烴(「PAHs」)含量的要求，以及法國最新禁止包裝和其他印刷材料含有礦物油的規定(自二零二五年起生效)。

使用水基和生物基油墨不僅減少了我們對不可再生原料和資源的依賴，而且還減少了生產過程中與客戶使用過程中的VOC排放。與傳統溶劑型油墨相比，我們的「低VOC排放溶劑型凹版油墨」配方預計可減少50%的VOC排放量。這將有效引導我們實現中國國務院在《「十四五」節能減排綜合工作方案》中提出的二零二五年VOC排放量比二零二零年減少10%的國家目標。

Our toy coatings business is also committed to developing innovative, safe and environmentally-friendly coating formulas. During the year under review, its highly environmentally friendly (benzene-free and ketone-free) disposable polypropylene spray oil for toys received patents from the China National Intellectual Property Administration and the United States Patent and Trademark Office. In addition, we have developed eco-friendly toy coatings for biodegradable or recyclable plastic toys for international toy brands such as McDonald's and Ferrero, helping brand owners to promote eco-friendly plastic toys to reduce carbon emissions and plastic waste while promoting the global initiative to eliminate petrochemical plastics in toys. Meanwhile, our furniture coatings business was also awarded the "Excellent Demonstration Unit for 2024 Environmentally Friendly Wood Coatings" by China National Coatings Industry Association.

Regarding our inks segment, as our inks customers mainly include the food and beverage industry, to ensure the health and safety of consumers, we have developed an innovative water-based inks solution that is safe for use on the packaging of household goods, beverages and instant noodles. In addition, we have banned the use of all heavy metal dyes in our inks production processes. Furthermore, our inks business actively promotes the use of vegetable oil instead of mineral oil in our production. For example, our "NV Pure Vegetable Oil Inks Series" complies with the German Product Safety Committee's requirements for polycyclic aromatic hydrocarbons ("PAHs") content, as well as the latest regulation in France that prohibits mineral oil content on packaging and other printing materials (effective from 2025).

The use of water- and bio-based inks not only diverts our reliance away from non-renewable raw materials and resources, but also reduces VOC emission from both our production and customers' applications. Our "Low VOC Gravure Inks" solution is expected to reduce 50% of VOC emission, when compared with traditional solvents-based inks. This would effectively steer us towards achieving the Chinese State Council's national target of 10% VOC emission reduction by 2025, when compared to the 2020 level, as set out in the "14th Five Year Plan Comprehensive work plan for energy conservation and emission reduction".

環保績效

ENVIRONMENTAL PERFORMANCE

關鍵績效指標 Key Performance Indicators	單位 Units	二零二三年 2023	二零二四年 2024
排放物 Emissions			
揮發性有機化合物 Volatile organic compounds (VOC)	噸 Tonnes	9.86	11.53
顆粒物 Particulates	噸 Tonnes	2.46	4.30
生產廢水排水量 Water discharge from production	噸 Tonnes	1,930	1,292
生活廢水排水量 Water discharge from living zone	噸 Tonnes	40,442	38,301
總排水量 Total water discharge	噸 Tonnes	42,372	39,593
總排水量密度 ¹ Total water discharge intensity ¹	噸／產品噸數 Tonnes/tonne of products	0.49	0.50
化學需氧量(COD) Chemical oxygen demand (COD)	噸 Tonnes	1.05	0.95
硫氧化物(SO _x) Sulphur oxides (SO _x)	噸 Tonnes	1.07	0.22
氮氧化物(NO _x) Nitrogen oxides (NO _x)	噸 Tonnes	2.84	0.89
溫室氣體－範圍一 ² Greenhouse gases – Scope 1 ²	噸二氧化碳當量 Tonnes of carbon dioxide equivalent	1,269	980
溫室氣體－範圍二 ² Greenhouse gases – Scope 2 ²	噸二氧化碳當量 Tonnes of carbon dioxide equivalent	10,712	7,164
溫室氣體－範圍一密度 ¹ Greenhouse gases – Scope 1 intensity ¹	噸二氧化碳當量／產品噸數 Tonnes of carbon dioxide equivalent/tonne of products	0.015	0.012
溫室氣體－範圍二密度 ¹ Greenhouse gases – Scope 2 intensity ¹	噸二氧化碳當量／產品噸數 Tonnes of carbon dioxide equivalent/tonne of products	0.124	0.091
溫室氣體－範圍一及範圍二密度 ¹ Greenhouse gases – Scope 1 and 2 intensity ¹	噸二氧化碳當量／產品噸數 Tonnes of carbon dioxide equivalent/tonne of products	0.138	0.104
有害廢物 Hazardous waste	噸 Tonnes	1,329	1,488
無害廢物 Non-hazardous waste	噸 Tonnes	605	497
有害廢物密度 ¹ Hazardous waste intensity ¹	噸／產品噸數 Tonnes/tonne of products	0.015	0.019
無害廢物密度 ¹ Non-hazardous waste intensity ¹	噸／產品噸數 Tonnes/tonne of products	6.98 x 10 ⁻³	6.33 x 10 ⁻³

關鍵績效指標 Key Performance Indicators	單位 Units	二零二三年 2023	二零二四年 2024
資源使用 Resource Consumption			
電力 Electricity	千瓦時 Kilowatt hour	13,843,918	14,635,768
電油 Petrol	公升 Litres	32,117	30,856
柴油 Diesel	公升 Litres	47,467	36,658
天然氣 Natural gas	立方米 m ³	246,211	323,477
總能量消耗 Total energy consumption	千兆焦耳 Gigajoules	62,373	67,771
總能量消耗 ³ Total energy consumption ³	兆瓦時 Megawatt hours	17,326	18,825
總能量消耗密度 ¹ Total energy consumption intensity ¹	千兆焦耳／產品噸數 Gigajoules/tonne of products	0.719	0.863
總能量消耗密度 ¹ Total energy consumption intensity ¹	兆瓦時／產品噸數 Megawatt hours/tonne of products	0.200	0.240
用水量 ⁴ Water consumption ⁴	噸 Tonnes	94,758	82,868
用水量密度 ¹ Water consumption intensity ¹	噸／產品噸數 Tonnes/tonne of products	1.09	1.06
包裝材料 Packaging Materials			
鐵桶 Iron barrels	噸 Tonnes	5,073	5,150
塑膠桶 Plastic barrels	噸 Tonnes	445	287
紙箱 Paper cartons	噸 Tonnes	223	213
塑膠膜 Plastic films	噸 Tonnes	22	14
包裝材料總量 Total packaging materials	噸 Tonnes	5,763	5,664
包裝材料總量密度 ¹ Total packaging materials intensity ¹	噸／產品噸數 Tonnes/tonne of products	0.066	0.072

- ¹ 集團二零二三年及二零二四年的總產量分別為86,695噸及78,538噸，涵蓋該年度環境資料揭露下的兩家廠房。
The Group's total production volumes in 2023 and 2024 are 86,695 tonnes and 78,538 tonnes respectively, which cover the two plants under the environmental data disclosure in the respective years.
- ² 溫室氣體碳排放因子計算方法參考香港聯交所發佈的《如何編製環境、社會及管治報告－附錄二：《環境關鍵績效指標匯報指引》及國家應對氣候變化策略研究和國際合作中心發佈的《工業其他行業企業溫室氣體排放核算方法與報告指南（試行）》。二零二三年電力排放因子參考國家應對氣候變化策略研究和國際合作中心發佈的《二零二一年減排項目中國區域電網基準線排放因子》，而二零二四年電力排放因子參考中華人民共和國生態環境部發佈的《二零二二年電力二氧化碳排放因子的公告》。二零二三年及二零二四年的全球暖化潛勢值參考政府間氣候變遷專門委員會《第六次評估報告》。
Greenhouse gases calculation on carbon emission factors are referenced from *How to prepare an ESG report – Appendix 2: Reporting Guidance on Environmental KPIs* issued by the Stock Exchange of Hong Kong, and *Guidelines for Calculation Methods and Reporting of Greenhouse Gas Emissions from Industrial and other Industries Enterprises (Trial)* issued by the National Centre for Climate Change Strategy and International Cooperation. For electricity emission factors in 2023, reference is made to the *2021 Emission Reduction Project China Regional Grid Baseline Emission Factors* issued by the National Centre For Climate Change Strategy And International Cooperation, whereas electricity emission factors in 2024 made reference to the *2022 Electricity Carbon Dioxide Emission Factors* issued by the Ministry of Ecology and Environment of the People's Republic of China. For global warming potential values in 2023 and 2024, reference is made to the *Sixth Assessment Report* of the Intergovernmental Panel on Climate Change.
- ³ 集團資源消耗的能源換算以香港聯交所發佈的《如何編製環境、社會及管治報告－附錄二：環境關鍵績效指標匯報指引》及溫室氣體核算體系發佈的《能源消耗引起的溫室氣體排放計算工具指南（2.1版）》為準。
The Group's energy conversion of resources consumption is based on *How to prepare an ESG report – Appendix 2: Reporting Guidance on Environmental KPIs* issued by the Stock Exchange of Hong Kong and GHG Protocol Tool for Energy Consumption in China (Version 2.1) issued by the Greenhouse Gas Protocol.
- ⁴ 數據包括自來水和河水。於回顧年度內，集團在採購適用水源方面並無任何問題。
Data include tap water and water drawn from the rivers. The Group had no issue in sourcing water that is fit for purpose during the year under review.

社區的長遠價值 LONG-TERM VALUES IN COMMUNITIES

集團訂立了《社區投資、贊助及捐贈政策》闡明其資源投放的基本原則，致力於改善環境和社會福祉，並以環境保護和賦能弱勢社群作為社區投資策略重點。近年我們實踐「使命商業」理念的目標是為我們的持份者創造共享價值，實現集團與社會雙贏。此外，集團更榮獲香港社會服務聯會頒發的15年Plus「商界展關懷」標誌，足證集團在關懷社會上的努力。集團將繼續與志同道合的組織合作，在建立長期合作夥伴關係的同時利用其經驗和專業領域去創造共享價值，促進所在社區的繁榮，最終與社會實現可持續發展。於回顧年度內，我們共捐款182,000港元及捐贈總值145,000港元的產品支持營運所在地的慈善機構。同時，香港總部人員累計參與了58小時義工活動，我們於二零二五年將繼續籌辦各類義工活動，致力推動並實踐「使命商業」，目標參與義工活動總時數可達致70小時。

The Group has established a Policy on Community Investment, Sponsorships and Donations, which sets out its basic principle of contributing resources to improve the well-being of the environment and society, with its community investment strategic priorities focusing on environmental protection and empowering disadvantaged communities. In recent years, our goal for “Business with Purpose” is to create shared value (CSV) for our stakeholders, and attain a win-win result for the Group and society. Moreover, the Group was awarded the “15 Years Plus Caring Company” Logo by The Hong Kong Council of Social Service, which is a testament to its efforts in caring for the community. The Group will continue to collaborate with like-minded organisations and build long-term partnerships while leveraging on its experience and areas of expertise to CSV to promote the prosperity of communities in which it operates and ultimately, achieve sustainable development with society. During the year under review, we donated a total of HK\$182,000 and products worth HK\$145,000 to support charities in the areas where we operate. Simultaneously, staff from the Hong Kong headquarters have participated in a total of 58 hours of volunteer activities. We will continue to organise various volunteer activities in 2025, committing to promoting and practising “Business with Purpose”, with the goal of reaching a total of 70 hours of participation in volunteer activities.



社區合作 – 共融與賦能

COMMUNITY COLLABORATION – INCLUSION AND EMPOWERMENT

於回顧年度內，集團義工隊包括行政總裁及財務總裁到訪基督教懷智服務處轄下的智障及殘疾人士院舍，舉辦了一項3小時的「油漆見習工作坊」活動。由我們的油漆師傅教授智障人士如何粉刷其宿舍走廊的牆壁，讓他們體驗油漆工藝和施工技巧，從而發掘有興趣和潛質的學員，幫助他們開拓新的就業機會。活動期間，學員與我們的義工合作為牆壁上色，然後大家共進午餐互相交流，充分展現了傷健共融的精神。

During the year under review, our Group's volunteering team, including the CEO and CFO, visited the Wai Ji Christian Service's residential care home for people with intellectual and physical disabilities, and led a 3-hour "Painting Internship Workshop". Our paint masters taught individuals with intellectual disabilities how to paint the walls of their dormitory corridor, where the individuals gained practical experience and craftsmanship in painting techniques and construction skills, aiming to identify participants who show interest and potential and help them explore new employment opportunities. During the activity, the participants collaborated with our volunteers to paint the walls and then engaged in meaningful conversation during lunch, fully demonstrating the spirit of inclusion for the disabled and able-bodied.



集團與懷智匡業有限公司保持合作，此機構是一家致力於促進殘疾人士發展和職業復康的社會企業。於回顧年度內，我們聘請該機構為一所本地學校進行長效抗菌消毒塗層服務，不僅保障了學生的健康，還賦能予殘疾人士，幫助他們建立自信，讓他們能為社區作出貢獻並實現自給自足。

Our Group maintains a collaboration with Wai Ji Hong Yip Company Limited, which is a social enterprise that aims to promote the development and vocational rehabilitation of individuals with disabilities. During the year under review, we hired the organisation to engage in the application of long-lasting antimicrobial disinfection coatings at a local school. It not only safeguarded students' health, but also empowered individuals with disabilities and helped them to develop their confidence, enabling them to contribute to the community and become self-sufficient.

透過這種合作關係，我們旨在讓弱勢社群建立責任感和成就感，並鼓勵他們融入社會，不僅提升他們自身的生活質素，也為改善當地社區作出貢獻。

Through this partnership, we aim to instil underprivileged individuals with a sense of responsibility and fulfilment, as well as motivate them to integrate into society to not only enhance their own quality of life, but also contribute to the betterment of local communities.



惜食堂－關懷與共享

FOOD ANGEL – CARING AND SHARING

此外，我們繼續與惜食堂攜手合作，宣揚環保及從源頭減少廚餘的重要性。我們的義工隊到訪惜食堂，參與準備及派發飯餐的工作，並贈送消毒用品予長者，當天服務了約100位基層長者，及後進行場地清潔。與此同時，我們的員工也藉以關懷與慰問長者，了解他們的需求。

In addition, we continued to join hands with Food Angel to champion the importance of environmental protection and reducing food waste at source. Our volunteering team visited Food Angel's site and participated in tasks including preparing and distributing meals, gifting disinfectant supplies to the elderly and cleaning the venue afterwards, serving approximately 100 grassroots elderly. Simultaneously, our employees took the opportunity to care for and comfort the elderly to understand their needs.



聯繫商業與教育－意識與影響力

CONNECTING BUSINESS AND EDUCATION – AWARENESS AND INFLUENCE

於回顧年度內，中山油墨廠房接待了來自北京理工大學珠海學院材料與環境學院共61名師生到廠參觀，讓他們深入了解我們廠房的安全文化、環保工作、產品生產過程和油墨應用。我們的核心理念是透過灌輸環境保護和可持續發展的基本原則來改善當地社區的福祉。

During the year under review, our Zhongshan inks plant welcomed 61 students and professors from the Zhuhai School of Materials and Environment of the Beijing Institute of Technology for a plant visit. The attendees gained insights into the plant's safety culture, environmental protection efforts, manufacturing process of products and application of inks. Our key ethos is to instil the fundamental principle of environmental protection and sustainability to improve the well-being of local communities.



促進化工同業交流

FACILITATING CHEMICAL INDUSTRY PEER EXCHANGE

中山油墨廠房和新亞太檢測技術服務(中山) (「新亞太」)還接待了香港工業總會(「香港工業總會」)成員到廠交流。到訪期間，我們展示了我們三大油墨生產線的現代管理標準，強調檢測是質量控制的一個關鍵環節。通過展示前沿的檢測技術和嚴格的質量管理體系，與香港工業總會成員分享現代綜合檢驗、檢測及認證服務一體化的應用及其對於生產發展的重要性。

Our Zhongshan inks plant and Testing Technology Service (Zhongshan) ("NAP") also welcomed members from the Federation of Hong Kong Industries ("FHKI") for a plant visit. During the visit, we showcased the modern management standards of our three main inks production lines, highlighting that testing is a crucial stage of quality control. By demonstrating cutting-edge testing technologies and strict quality management systems, the application of modern integrated inspection, testing and certification services, and its importance for production development were shared with FHKI members.



流動眼科手術車捐贈計劃

MOBILE EYE SURGERY TRUCK DONATION PROGRAMME

自二零一零年起，葉氏化工推行「流動眼科手術車捐贈計劃」，透過向內地不同省份捐贈流動手術車，為國內偏遠地區的白內障患者送上光明。截至回顧年度止，此項目已累計為約210,000名白內障患者進行復明手術。

Since 2010, Yip's Chemical has launched the "Mobile Eye Surgery Truck Donation Programme" to restore the eyesight of cataract patients in the remote areas of China by donating mobile eye surgery trucks to different provinces in the Chinese Mainland. By the end of the year under review, the programme has cumulatively enabled the carrying out of sight restoration surgeries to approximately 210,000 cataract patients.



員工的長遠價值 LONG-TERM VALUES IN EMPLOYEES

員工無疑是集團最寶貴的財產。因此，我們努力營造一個公平、公正和包容的工作環境，讓每個員工都能盡展所長。為了追求業務增長，同時推動員工的專業發展和個人成長，我們貫徹落實「工作新浪潮」(TIDE)企業文化，全面讓員工具備「團結」(Teamwork)、「正直」(Integrity)、「決心」(Determination)及「卓越」(Excellence)的素質。

於回顧年度內，集團嚴格遵守有關薪酬和解僱、招聘和晉升、假期、平等機會、多元化、反歧視等方面的法律和法規，詳情請參閱「《環社管報告指引》—內容索引」章節內「層面B1：僱傭」部份。我們在僱傭合約和《員工手冊》中列明僱傭條款、薪酬和補貼、終止合約、假期和福利的條款，按適用的本地法律和法規保障員工的勞工權利。此外，我們根據員工的資歷和任職年期，為員工繳納強制性公積金（「強積金」）的自願性僱主供款，並因而榮獲「積金好僱主」獎項。

Employees are undoubtedly the Group's most valuable asset. Thus, we strive to foster a workplace that is fair, just and inclusive, where each employee can fulfil his or her potential. In pursuit of business growth together with employees' professional development and personal growth, our workplace environment is inspired by our corporate culture of "TIDE", which enables employees to fully embrace our work ethics of Teamwork, Integrity, Determination and Excellence.

During the year under review, the Group strictly complied with the relevant laws and regulations on remuneration and dismissal, recruitment and promotion, leave, equal opportunities, diversity, anti-discrimination, etc.; please refer to "Aspect B1: Employment" in the "ESG Reporting Guide – Content Index" section for details. We have clearly set out the terms of employment, remuneration and subsidies, termination of contract, leave and benefits in the employment contracts and the Employee Handbook to protect the labour rights of our employees in accordance with applicable local laws and regulations. Moreover, we make employer's voluntary contributions to our employees' Mandatory Provident Fund ("MPF") based on their seniority and years of employment, for which we have received the "Good MPF Employer" award.

團隊合作與福祉

TEAMWORK AND WELL-BEING

集團決心營造一個健康的工作環境，重視工作與生活平衡和家庭友善的工作文化。除法定假日外，我們還提供年假、恩恤假、考試假、生日假，以及優於法律規定最低要求的全薪產假和侍產假。根據員工的資歷級別，還提供包括但不限於家庭成員的醫療保險、健康檢查、住房租金津貼和彈性工作時間等額外福利。我們的《員工溝通政策》讓員工可通過多種方式向管理層表達意見、建議或投訴，方便管理層認真回應他們的需求並加強團隊凝聚力。

The Group is determined to promote a healthy working environment, emphasising employees' work-life balance and a family-friendly work culture. In addition to statutory holidays, we provide annual leave, compassionate leave, examination leave, and birthday leave, as well as maternity and paternity leave on full pay beyond the minimum requirements by law. Additional benefits including but not limited to medical insurance coverage for family members, health check-ups, housing rent reimbursement and flexible working hours are offered depending on employees' seniority level. Our Internal Communication Policy provides various methods for employees to express their opinions, suggestions or grievances to management, facilitating management to diligently respond to their needs and strengthening team cohesion.

於回顧年度內，我們舉辦了多項員工活動，包括生日會、遠足、農曆新年和聖誕節聚餐等，讓員工在輕鬆的環境彼此聯繫，同時培養以人為本的公司文化。此外，我們亦於節慶日向員工贈送應節禮品，以感謝他們的努力和奉獻。於回顧年度內，我們獲香港中華廠商聯合會聯同香港提升快樂指數基金頒發的「開心企業」標誌，及獲世界綠色組織頒發的「綠色辦公室7+」以及「健康工作間」標誌。於二零二四年，我們亦成為香港勞工處舉辦的《好僱主約章》二零二四年的簽署機構，並獲嘉許為「為你『家』『友』好僱主」的資格。

During the year under review, we organised multiple employee activities, including birthday celebrations, hiking, and Chinese New Year and Christmas meal gatherings to enable them to connect with each other in a relaxing environment while nurturing a people-oriented company culture. In addition, we offered festive gifts to our employees as a gesture of appreciation for their efforts and dedication. During the year under review, we were awarded the "Happy Company" Logo by the Chinese Manufacturers' Association of Hong Kong in collaboration with the Promoting Happiness Index Foundation, and the "Green Office 7+" as well as "Eco-Healthy Workplace" Labels by the World Green Organisation. We are also a signatory in 2024 to the Good Employer Charter 2024 organised by the Labour Department of Hong Kong and was recognised as a "Supportive Family-friendly Good Employer".



員工的誠信

INTEGRITY IN OUR WORKFORCE

平等機會 Equal Opportunity

作為平等機會僱主，我們嚴禁工作場所內存在任何形式的歧視。我們確保我們的僱傭實踐包括招聘、薪資和晉升，不受種族、年齡、性取向、性別、婚姻狀況、殘疾、家庭狀況或任何其他個人因素的影響。受到差別待遇的員工可向所屬子公司人力資源部門提出書面投訴，相關人力資源部門會進行調查。集團嚴格遵守平等機會和反歧視條例，並確保其僱傭合約和《員工手冊》與該等法律法規一致。

Our Company is an equal opportunity employer, and we strictly prohibit any form of discrimination in the workplace. We ensure that our employment practices including recruitment, remuneration and promotion are not affected by race, age, sexual orientation, gender, marital status, disability, family status, or any other personal factors. Employees that have received differential treatment may file a written complaint with the human resources department of the relevant subsidiary, who will then investigate the case. The Group strictly abides by equal opportunity and anti-discrimination laws and regulations, and ensures that its employment contracts and Employee Handbook are aligned with such laws and regulations.

防止童工或強制勞工 Prevention of Child Labour or Forced Labour

集團嚴格遵守關於防止童工或強制勞工的相關法律法規，詳情請參閱「《環社管報告指引》—內容索引」章節內「層面B4：勞工準則」部份。我們確保應聘者的年齡符合當地法律規定年齡，在招聘過程中，應聘者須持有真實有效的身份證明。集團及其子公司的人力資源部負責核實員工紀錄，以確保員工提供的所有資料真實準確。此外，在適用的情況下，加班的員工還會獲得假期和／或津貼作為補償。雖極不可能出現，若一旦發現有童工或強制勞工，我們將立即終止僱傭合約，並檢討我們的招聘程序，以避免任何同類事件再次發生。

The Group strictly complied with the relevant laws and regulations on the prevention of child labour or forced labour; please refer to “Aspect B4: Labour Standards” in the “ESG Reporting Guide – Content Index” section for details. We ensure that all candidates meet the local legal age requirements and possess valid proof of identity during the recruitment process. Our human resources departments, at the level of both the Company and its subsidiaries, are responsible for verifying employee records to ensure that all information provided by employee is genuine and accurate. Moreover, employees that engage in overtime work are compensated with leave and/or allowances where applicable. In the unlikely event that we identify any incidents of child or forced labour, we will terminate the employment contract immediately and review our recruitment procedures to prevent any such incidents from reoccurring.

反貪污 Anti-corruption

集團對各種貪污、賄賂、勒索、詐騙及洗黑錢情況採取零容忍政策，並要求員工時刻以誠信和公正的態度行事。我們嚴格遵守相關法律及規例，詳情請參閱「《環社管報告指引》—內容索引」章節內「層面B7：反貪污」部份。員工必須遵守董事會發佈的集團《操守及行為守則》，該準則為維護所有持份者的合法權益提供了明確的指引，同時禁止參與任何《員工手冊》中列明存在利益衝突的活動。如《利益申報政策》所述，新員工及指定職級的員工分別須於入職時及每年填寫「利益申報表」。於回顧年度內，集團或其員工沒有涉及任何已審結的貪污訴訟案件。此外，香港特別行政區廉政公署（廉署）為我們舉辦了防貪及商業誠信講座，包括高層領導團隊成員在內合共54名員工參加了是次講座。我們將在適當的時候舉辦額外的培訓，以確保員工了解反貪污議題的最新發展。

The Group adopts a zero-tolerance policy to all forms of corruption, bribery, extortion, fraud and money laundering, and it requires employees to always conduct themselves with integrity and fairness. We strictly abide by the relevant laws and regulations; please refer to “Aspect B7: Anti-corruption” in the “ESG Reporting Guide – Content Index” for details. Employees are required to uphold the Group’s Code of Conducts and Ethics issued by the Board, which provides clear guidance on safeguarding the legitimate rights and interests of all stakeholders, and simultaneously refrain from participating in any activity that may result in a conflict of interest as outlined in the Employee Handbook. As stated in the Declaration of Interests Policy, new employees and employees at designated levels are required to complete a Declaration of Interest Form during employee orientation and on a yearly basis respectively. During the year under review, there were no concluded legal cases regarding corruption brought against the Group or its employees. Moreover, the Independent Commission Against Corruption (ICAC) of the Hong Kong Special Administrative Region arranged a seminar relating to anti-corruption and business integrity, where 54 employees including members of the SLT attended the session. We will host additional training as and when appropriate to ensure employees are aware of the latest developments relating to anti-corruption matters.



集團為其員工、客戶和其他外部持份者制定了《舉報政策》，其列明了公司對任何不當行為、失當行為或不良行為的方針，以及對舉報人的保障。第三方舉報人或員工可以透過郵寄或電郵向集團的審核委員會作出匿名舉報。審核委員會主席負責決定對收到的舉報事件採取適當行動。

The Group has implemented a Whistleblowing Policy for its employees, customers and other external stakeholders. It is designed to address any impropriety, misconduct and malpractice within the Group while providing protection for whistle-blowers. Third-party whistle-blowers or employees can report any issues to the Group's Audit Committee by post or email in confidence and anonymously. The chairman of the Audit Committee is responsible for determining the appropriate course of action to pursue in response to any whistleblowing concerns received.

保障健康與安全的決心



DETERMINATION TO SAFEGUARD HEALTH AND SAFETY

作為化工企業，員工的健康和廠房設施安全是我們營運的核心。為了有效保護我們的員工免受有害化學品的影響，集團廠房除了獲得ISO 45001職業健康與安全管理體系認證外，集團還制定了安健環管理體系和《安健環政策》，以制定、實施、維護和檢視其健康與安全管理方針，包括危害識別、評估和監控、安健環培訓、安健環監督和檢查，以及應急措施的指引和程序。集團的安環部負責全面監督和監察廠房實施《安健環政策》，並在每間廠房每年進行至少一次實地檢查。在現場檢查過程中，安健環團隊會檢查裝置、文件和其他營運事項，並與負責人員開會討論相關廠房的糾正建議和改進措施，以確保符合《安健環政策》。於回顧年度內，高層領導團隊成員巡視廠房共16次，而安環部進行了12次安健環檢查。

As a chemical company, the health and safety of our employees and plant facilities is at the heart of our operation. In order to effectively protect our employees from hazardous chemicals, in addition to obtaining ISO 45001 Occupational Health and Safety Management System certification at our plants, the Group has established the HSE Management System and HSE Policy to formulate, implement, maintain and review its health and safety management approach, including guidelines and procedures for hazard identification, evaluation and control, HSE training, HSE supervision and inspection, and emergency responses. The Group's HSE Department is responsible for overseeing and monitoring the implementation of the HSE Policy at all plants and conducting on-site inspections at least once a year for each plant. During the on-site inspection, our HSE team inspects the installations, documentation and other operational issues, in which they will hold a meeting with responsible personnel to discuss corrective suggestions and improvement measures for the relevant plant to ensure compliance with the HSE Policy. During the year under review, SLT members conducted 16 production plant inspections, while the HSE Department conducted 12 HSE inspections.

集團《安健環事故管理政策》規定了有關事故分類、嚴重程度、報告、調查、處理和歸檔的全面指引和嚴格的程序。此外，安環部還組織了兩次安健環技術論壇和一次年會，邀請各廠廠長及安健環管理人員就安全培訓、高空作業和承包商管理等議題分享見解和經驗。於回顧年度內，我們的生產廠房合共進行了32次應急演習和安全意識提升活動，為火災、化學品洩漏和觸電等情況做好準備。

Comprehensive guidance and stringent procedures relating to accident classification, severity, reporting, investigation, handling and archiving are stated in the Group HSE Accident Management Policy. Moreover, the HSE Department organised two HSE technical forums and one annual meeting for plant managers and HSE management personnel to share good practices and experience on safety training, working at height and contractor management, etc. During the year under review, our production plants conducted 32 emergency drills and safety awareness enhancing activities to prepare for situations including fire outbreaks, chemical leaks, and electric shocks, etc.

集團設立了廠房的安健環關鍵績效指標，涵蓋安全領導與文化、安全培訓、資產完整性等多項安健環指標，加強安全導向文化。同時，總經理和廠長的績效指標設定也反映了我們對持續改善安健環方面的期望。於回顧年度內，我們嚴格遵守有關提供安全工作環境及保障員工免受職業危害的法律及規例，詳情請參閱「《環社管報告指引》—內容索引」章節內「層面B2：健康與安全」部份。

The Group established plant-level HSE KPIs that incorporate various HSE indicators, including safety leadership and culture, safety training and asset integrity, etc., to reinforce a safety-driven culture. Simultaneously, performance indicators for General Managers and Plant Managers were set to reflect our aspiration for continuous HSE improvement. During the year under review, we strictly abided by relevant laws and regulations to provide a safe working environment and protect employees from occupational hazards; please refer to "Aspect B2: Health and Safety" in the "ESG Reporting Guide – Content Index" section for details.



為確保我們員工的健康與安全，我們規定新入職的廠房員工必須先完成安全培訓並通過考核才可開展工作。

To ensure the health and safety of our employees, all new employees at our plants must complete safety training and pass the safety assessment before commencing their duties.

於回顧年度內，集團共進行了
During the year under review, the Group conducted

40,052 小時
hours

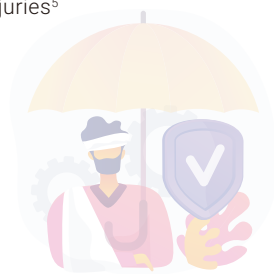
的安健環培訓
of HSE training



於回顧年度內，牽涉因工傷⁵損失日數為
During the year under review,

449 天
days

calendar days were lost due to work injuries⁵

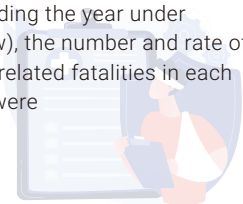


於回顧年度內，涉及工傷⁵的員工人數為
During the year under review,

7⁶ 名
employees
sustained work injuries⁵

過去三年（包括回顧年度），每年因工死亡人數及比率均為
In the past three years (including the year under review), the number and rate of work-related fatalities in each year were

0



⁵ 工傷定義為損失三個日曆日或以上日數的個案。

Work injuries are defined as cases incurring the loss of three or more calendar days.

⁶ 集團按照當地法例安排醫療事項。集團為日常受到職業危害因素的員工提供定期的職業健康檢查，並建立完整的職業健康個人監測檔案，完善職業健康的監護和管理。

Medical matters were dealt with in accordance with local laws. The Group provides regular occupational health checks to employees exposed to occupational hazards on a routine basis and establishes a complete occupational health personal monitoring file to improve the monitoring and management of occupational health.

優秀員工

EXCELLENCE OF TALENTED EMPLOYEES

集團致力營造持續學習的氛圍，鼓勵員工追求個人成長和專業發展。我們的生產廠房為員工提供在職培訓，提升員工職業健康和環境安全知識，以及其他職業技能，包括管理、溝通和法規遵循等。於回顧年度內，我們於香港總部透過舉辦一系列「午餐與學習」活動，涵蓋認識營養標籤、智能眼底檢查、退休策劃等，鼓勵員工拓寬視野，提升員工整體健康水平。此外，集團還制定了年度培訓計劃，資助員工參加外部職業培訓課程以獲得專業證書。

The Group is committed to cultivating an environment of continuous learning and encouraging employees to pursue their personal growth and professional development. Our production plants provide the workforce with on-the-job training to improve their occupational health and environmental safety knowledge, as well as other occupational skills, including management, communication and regulatory compliance. During the year under review, a series of "Lunch and Learn" activities that covered nutrition labelling, using artificial intelligence to examine the eyes and retirement planning etc. was arranged to encourage employees at our Hong Kong headquarters to broaden their horizons and improve their overall well-being. In addition, the Group has an annual training programme in place to subsidise employees to attend external vocational training courses and obtain professional certificates.



員工培訓數據 Employee Training Data

72,945

培訓總時數
Total Training Hours

33

員工平均培訓時數
Average Training Hours per Employee

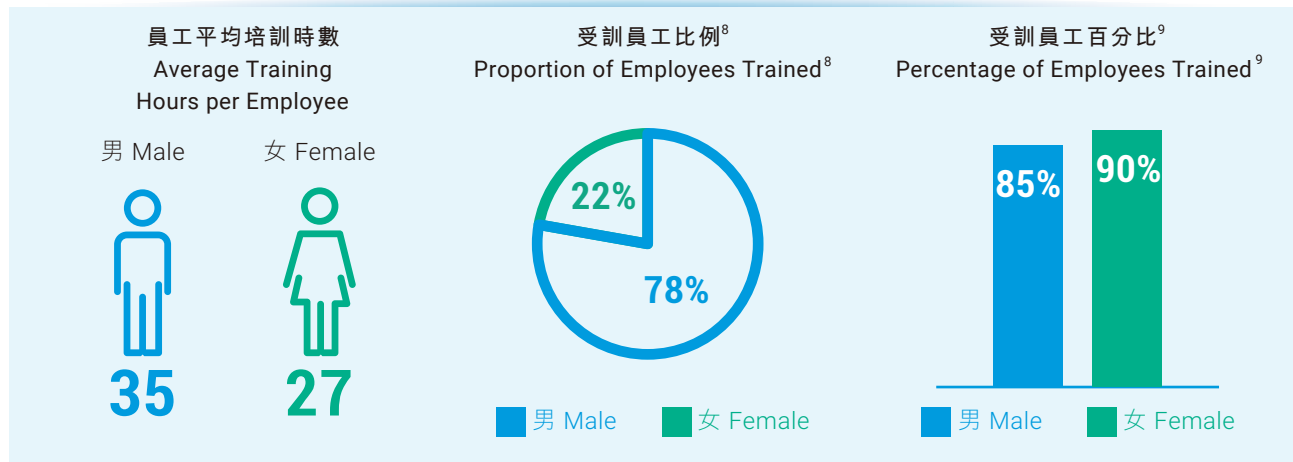
86%

受訓員工百分比⁷
Percentage of Employees Trained⁷

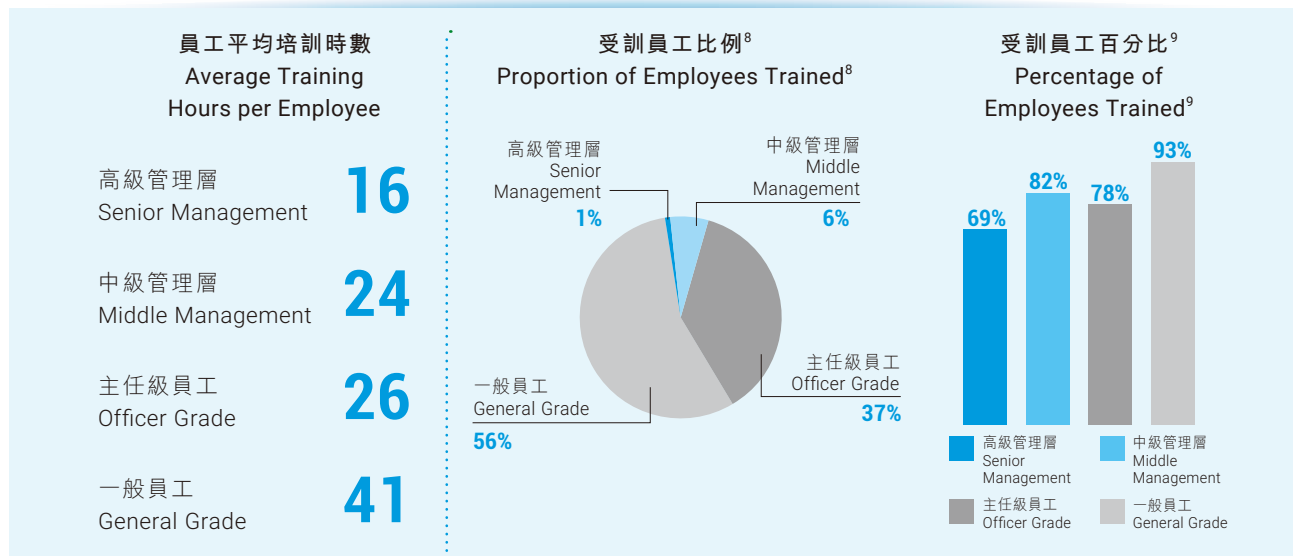
⁷ 受訓員工百分比的計算方法與往年不同，其中受訓員工不再包括於回顧年度內辭職的員工，按於二零二四年十二月三十一日在職員工的受訓人數計算。

The calculation methodology for percentage of employees trained differs from previous years, where employees that resigned during the year under review are now excluded from the employees trained. It is based on the number of employees who have received training and were in service as at 31 December 2024.

按性別 By Gender



按員工類別 By Employee Category



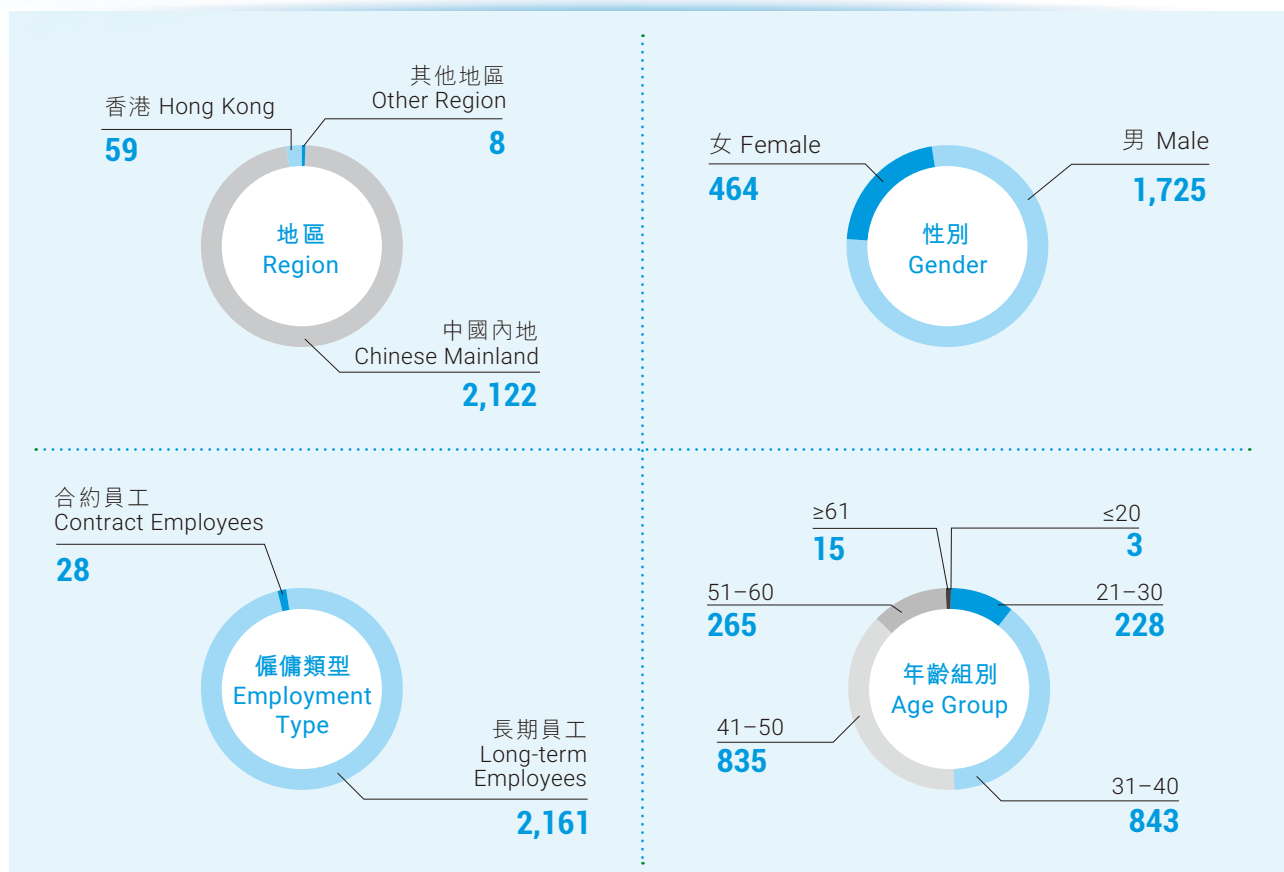
⁸ 受訓員工比例以於回顧年度內指定類別劃分的受訓員工人數佔總受訓員工人數的百分比計算。
Proportion of employees trained is calculated by the number of employees trained in the specified category as a percentage of the total number of employees trained during the year under review.

⁹ 按員工性別／類別的受訓百分比以回顧年度內受訓員工人數與於二零二四年十二月三十一日該性別／類別的員工總數的比率計算。
Percentage of employees trained by gender/employee category is calculated by the number of employees trained during the year under review as a percentage of the total number of employees of that gender/employee category as at 31 December 2024.

員工分佈 Workforce Distribution

集團總僱員人數為2,189¹⁰人(包括本公司的執行董事)，員工按指定類別分佈¹¹如下：

The Group had a total number of 2,189¹⁰ employees (including executive directors of the Company), and the workforce distribution by specified categories¹¹ was as follows:



¹⁰ 於二零二四年十二月三十一日，集團共有員工2,189名員工(當中包括本公司的3位執行董事)。

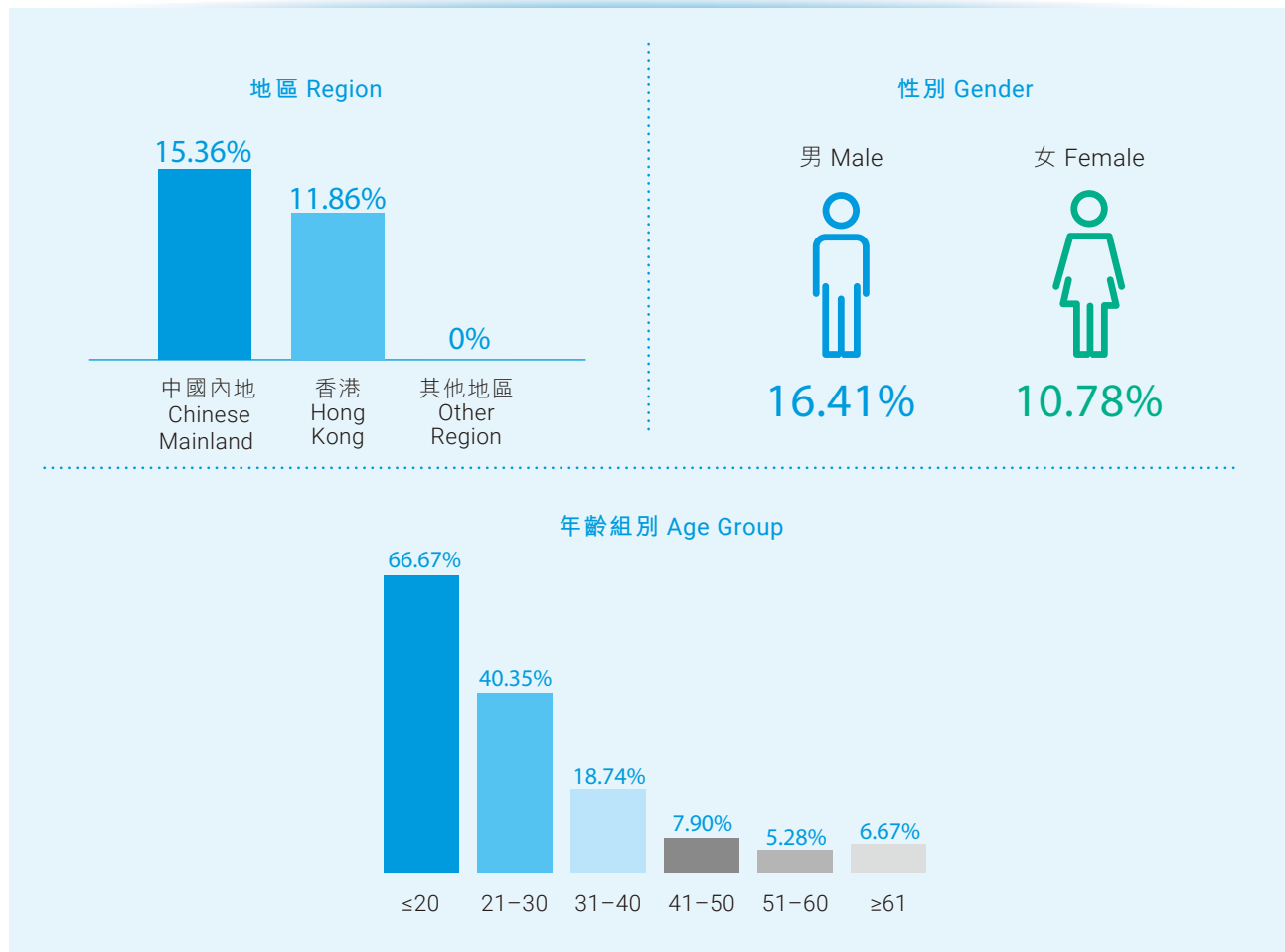
As at 31 December 2024, the Group had a total number of 2,189 employees (including 3 executive directors of the Company).

¹¹ 按指定類別劃分的勞動力分佈是根據於二零二四年十二月三十一日指定類別的員工人數計算的。

Workforce distribution by the specified category is calculated by the number of employees in the specified category as at 31 December 2024.

整體僱員流失率¹²為15.21%，按指定類別僱員流失率¹³如下：

The overall employee turnover rate¹² was 15.21%, and the employee turnover rate by specified categories¹³ was as follows:



¹² 整體僱員流失率以回顧年度內自辭員工人數與於二零二四年十二月三十一日員工總數的比率計算。

Overall employee turnover rate is calculated by the number of employees leaving of their own accord during the year under review as a percentage of the total number of employees as at 31 December 2024.

¹³ 按指定類別僱員流失率以回顧年度內指定類別自辭員工人數與於二零二四年十二月三十一日指定類別員工總數的比率計算。

Employee turnover rate by the specified category is calculated by the number of employees in the specified category leaving of their own accord during the year under review as a percentage of the total number of employees in the specified category as at 31 December 2024.

供應鏈的長遠價值 LONG-TERM VALUES IN SUPPLY CHAINS

可靠的供應商和分銷商是維持集團穩定生產和服務的基礎，因此我們建立了嚴格的供應鏈管理系統，確保他們遵守我們在法規、生產和品質管理、勞工守則、環境保護等方面的嚴格標準。

Reliable suppliers and distributors are fundamental to maintaining the Group's stable production and services, therefore we have put in place rigorous supply chain management systems to ensure they adhere to our stringent standards regarding regulations, production and quality management, labour codes, environmental protection, etc.

供應商管理



SUPPLIER MANAGEMENT



於回顧年度內，集團與
During the year under review,
the Group's has engaged

1,621 家供應商合作
suppliers

(Chinese Mainland: 1,614; overseas: 7), (中國內地：1,614；海外：7)，
當中約99.60%的供應商為當地營運地點的供應商，以減低運輸
所產生的碳排放。
of which approximately 99.60% were local to the operations they
served, thus minimising carbon emissions from transport.

集團只向合格供應商名單上的供應商採購，該名單每年更新一次。採購部門除了與相關部門合作進行定期評估和單項評估外，當有需要時還會進行招標，引進新的供應商，確保供應商之間的公平競爭。採購部門嚴格按照《供應商評選與控制程序》篩選潛在供應商，包括要求供應商填寫評估表，並對供應商的營業執照、環保許可證、有害物質報告、產品的技術性能等方面進行評估。

The Group only procures from suppliers that are on the list of qualified suppliers, which is updated annually. The procurement departments, in addition to conducting regular assessments and item-based assessments in cooperation with relevant departments, carry out tendering exercises to introduce new suppliers whenever necessary to ensure fair competition amongst suppliers. When screening potential suppliers, the procurement departments strictly follow our "Supplier Assessment and Control Procedure", which includes requesting suppliers to complete an evaluation form, and they will assess the supplier's operating licences, environmental permits, harmful substance reports, and the product's technical performance, etc.

採購部門進行現場檢查時，根據「供應商現場審核評分制度」對供應商的倉庫管理、產品安全與品質控制、原料採購、設備儀器管理等表現進行評級。表現優秀的供應商將獲優先考慮合作，而表現不佳的供應商將製定整改方案協助其提升能力。對不達標或未能完成整改措施的供應商，將被剔除出合格供應商名單，並喪失合作資格。於回顧年度內，塗料和油墨業務合共進行了109次現場供應商評估。

During the on-site inspections conducted by procurement departments, the performance of suppliers are graded according to our supplier site audit assessment grading system, which reviews their warehouse management, product safety and quality control, raw materials sourcing, equipment and instrument management, etc. Suppliers that demonstrate an excellent performance will be incentivised and prioritised for further engagement, whereas improvement plans will be formulated for suppliers with an inadequate performance to help enhance their capabilities. Suppliers who do not meet the criteria or fail to complete corrective procedures will be removed from the qualified suppliers list and deemed ineligible for cooperation. During the year under review, 109 on-site supplier assessments took place for the coatings and inks businesses.



可持續的供應鏈

SUPPLY CHAIN SUSTAINABILITY

集團在合約協議中明確規定了供應商應履行的環境和社會義務，並每年對現有供應商進行績效評估作為監控措施。供應商提供的新原料須先經集團子公司的質檢部門檢驗，符合集團嚴格的安全、品質和有害物質標準的原料將登記為合格原料。部份原料必須附上第三方檢驗報告，以驗證其品質和環境屬性。

紫荊花新材料集團尤其對重金屬、鄰苯二甲酸酯、多環芳烴和其他有害物質有嚴格的要求，並有嚴格的內部制度進行監管。於回顧年度內，紫荊花新材料集團將環社管方面的表現作為聘用潛在供應商時所考慮的因素，並對潛在供應商的評估表進行了更新，納入了減排、節能／高效、產品碳足跡、社會責任等作為考核項目。同時，環社管方面的評分權重由20%提升至26%。此外，紫荊花新材料集團還積極鼓勵供應商制定節能減排計劃並實施相關項目，最終目標為提升供應商的環境績效。

油墨業務方面，洋紫荊油墨引入並要求供應商簽署《環境及職業健康與安全協議》（「該協議」）。該協議規定了我們對健全的安健環管理框架的要求，其中包括對廢物、空氣、噪音和其他污染的控制，以及防範健康和 safety 風險，以確保供應商遵守環境和社會法規。洋紫荊油墨也對供應商進行調查以驗證其實施情況。

The Group's environmental and social obligations for suppliers to meet are clearly defined in contractual agreements, and performance evaluations are conducted annually for existing suppliers as a monitoring measure. New raw materials provided by suppliers are first subject to inspection by the quality control departments of the Group's subsidiaries, where materials that meet the Group's rigorous standards on safety, quality and hazardous materials will be registered as qualified materials. Certain raw materials must be accompanied with a third-party inspection report to verify its quality and environmental attributes.

In particular, Bauhinia Advanced Materials Group sets out strict requirements for heavy metals, phthalates, PAHs and other harmful substances, which are regulated by stringent internal systems. During the year under review, Bauhinia Advanced Materials Group designated ESG performance as a factor to consider when engaging potential suppliers, and the supplier evaluation form for potential suppliers was updated to incorporate aspects including emission reduction, energy conservation/efficiency, product carbon footprint, and social responsibility etc. as assessment items. Meanwhile, the weighting of ESG aspects has increased from 20% to 26%. In addition, Bauhinia Advanced Materials Group proactively encouraged its suppliers to create energy conservation and emission reduction plans, as well as implementing related projects, aiming to improve their environmental performance.

As for our inks business, Bauhinia Variegata Ink introduced an Environmental and Occupational Health and Safety Agreement (the "Agreement") to be signed by its suppliers. The Agreement stipulates our requirements for a robust HSE management framework, which includes the control of waste, air, noise and other pollution, as well as protection against health and safety risks, and ensures suppliers' compliance with environmental and social regulations. Bauhinia Variegata Ink also surveys the suppliers to verify their implementation.

供應鏈的廉潔奉公

SUPPLY CHAIN INTEGRITY

集團在任何情況下絕不容忍業務夥伴進行貪污或賄賂。為消除任何供應鏈貪污風險，供應商須簽署一份《廉潔聲明》，承諾不提供或收受利益及參與任何違法行為。集團設立內部監控小組不定期抽查供應商的報價單，並將及時向該子公司採購總監匯報任何異常情況。於回顧年度內，沒有發現供應商因違反上述聲明而接受警告或需要取消合作，亦沒有涉及賄賂或欺詐的訴訟。集團決心對其供應商進行嚴格審查，並維持整個供應鏈的廉潔奉公。

The Group does not tolerate corruption or bribery committed by its business partners under any circumstances. To stamp out any corruption risks within the supply chain, suppliers are required to sign a Probity Declaration, committing to refrain from providing or accepting benefits and participating in any illegal practices. The Group has an internal control team to conduct checks on suppliers' quotations randomly and will immediately report any irregularities to the Procurement Director of that subsidiary. During the year under review, no suppliers were issued warnings or had their cooperation terminated due to violations of such declarations, and there were no litigation cases involving bribery or fraud. The Group is determined to uphold rigorous checks on its suppliers as well as maintain integrity across the supply chain.



顧客的長遠價值 LONG-TERM VALUES IN CUSTOMERS

產品安全和品質以及客戶的福祉一直是我們的首要任務。我們通過監控產品安全和品質、獲得產品認證、提供卓越的顧客體驗，來確保我們的產品及服務質素。此外，我們採取了安全措施來保護客戶資料及確保我們產品的高質可靠。

Product safety and quality and customers' well-being remain our top priorities. We uphold our product and service quality by controlling product safety and quality, obtaining product certification, and providing an excellent customer experience. Moreover, safeguards are in place to protect customer data and ensure our products are of high quality and reliable.

品質及安全監控 MONITORING QUALITY AND SAFETY

集團的《產品品質安全風險管理政策》列明評估產品品質的兩個主要標準：品質和性能（包括原材料監測和成品測試）以及安全和環境考慮（包括遵守地區、國家和國際法律、法規和標準以及客戶要求）。

The Group's Policy on Management of Product Quality and Safety Risks sets out the two main standards of assessing product quality: quality and performance (including raw materials monitoring and finished products testing) and safety and environmental considerations (including compliance with regional, national and international laws, regulations and standards as well as customer requirements).

我們的專業質檢員負責檢驗進廠的原材料並編製品質檢驗報告，他們會根據企業資源規劃系統（「ERP系統」）預設的技術指標進行抽樣檢測，亦會與供應商協商制訂檢測指標並同步進行原料檢驗，雙方獨立檢測原材料後對比檢測報告結果，以確保產品品質和安全。

Our team of professional inspectors is responsible for inspecting incoming raw materials shipments and preparing quality inspection reports. They will conduct sampling tests based on the pre-set technical indicators in the Enterprise Resource Planning System ("ERP System"). They will also collaborate with suppliers to develop test indicators and perform parallel raw materials testing. Once both parties have independently inspected the raw materials, they will then compare the results of the test reports to safeguard product quality and safety.

我們亦設有技術系統就不同產品制定相應的「品質控制指標」以進行成品檢測。若發現產品質量出現問題而需要回收，質檢部主管須按照既定的產品回收指引，啟動產品召回程序，並確保管理層知悉。我們將進行徹底調查，找出產品品質問題的根本原因，確保受影響的產品以安全的方式妥善處理，並採取必要的糾正和預防措施，防止同類事件再次發生。於回顧年度內，我們所有核心業務，包括塗料、油墨及潤滑油業務在內均無因產品安全及健康問題導致產品召回的個案。洋紫荊油墨專門成立了品質改進小組，對原料、配方、生產流程、設備、及監控程序進行檢查，確保及時發現和處理產品品質問題。

We have also set up a technical system that formulates corresponding "quality control indicators" for different products to carry out finished products testing. If any product quality issue is identified and requires a recall, the director of our Quality Assurance Department will follow the established product recall guidelines to initiate the product recall procedures as well as inform the management of the situation. We will carry out a thorough investigation to identify the root cause of the product quality issue and ensure that the affected products are properly disposed of in a safe manner. To prevent similar events in the future, appropriate corrective and preventive measures will be taken. During the year under review, we were not aware of any product recalls due to safety and health reasons for all our core businesses, including the coatings, inks and lubricants businesses. Bauhinia Variegata Ink has formed a dedicated quality improvement team that inspects raw materials, formulas, production processes, equipment, and monitoring procedures to ensure that product quality issues are promptly detected and handled.

集團的塗料和油墨子公司先後建立三間被中國合格評定國家認可委員會(「CNAS」)認可的檢測實驗室包括新亞太，主要為外部品牌、原材料供應商和終端使用者提供受多個國家和地區認可的產品安全、品質檢測和認證的專業服務。新亞太也與國際知名檢測、認證、科研機構結成策略夥伴，為客戶提供一站式服務體驗，包括諮詢、培訓、檢驗、測試、認證服務和解決方案，務求為最終用戶提供最優質的服務。

The Group's coatings and inks subsidiaries have established three testing laboratories recognised by the China National Accreditation Service for Conformity Assessment ("CNAS"), including NAP, which provides professional services in product safety and quality testing as well as certification services that are recognised by various countries and regions for external brands, raw materials suppliers and end users. NAP has also formed strategic partnerships with internationally renowned testing, certification, and scientific research institutions to provide customers with a one-stop service experience, including consulting, training, inspection, testing, certification services and solutions, to provide the highest quality services to end-users.



我們的質檢部門嚴格確保產品依照適用法律法規進行標籤標註。同時，我們的市場部門及法律部門亦合作確保所提供的產品及服務廣告內容準確無誤並合法合規。於回顧年度內，我們嚴格遵守有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜的法律及規例，詳情請參閱「《環社管報告指引》—內容索引」章節內「層面B6：產品責任」部份。

Our Quality Assurance Department strictly ensures that product labelling complies with applicable laws and regulations. Similarly, our Marketing Department and Legal Department work together to ensure that all product and service advertisements are accurate and are in compliance with relevant laws and regulations. During the year under review, we strictly complied with the laws and regulations relating to health and safety, advertising, labelling and privacy matters relating to the products and services we provide; please refer to "Aspect B6: Product Responsibility" in the "ESG Reporting Guide – Content Index" section for details.

產品品質保證和表彰

ASSURING PRODUCT QUALITY AND COMMENDATIONS

集團的主要子公司均已實施ISO 9001品質管理體系和ERP系統，對產品研發、生產、質檢到產品交付的整個製造過程進行監控。我們的產品亦成功獲得多項品質認證，包括但不限於中國環境標誌產品認證、中國國家強制性產品認證、中國船級社認證、美國產品安全UL認證、法國VOC A+認證、美國綠色衛士金級認證，以及美國農業部認證的生物基產品標籤等。集團的塗料業務紫荊花新材料集團推出的「貝倍安」兒童漆系列，部份產品亦通過美國兒童產品證書(CPC)標準，反映產品有效保障兒童安全 and 健康。於回顧年度內，我們的塗料產品亦進一步取得美國FDA食品接觸認證、日本JIS抗菌認證及德國藍天使環保標籤，足以證明我們追求精益求精產品質量的決心。

The Group's principal subsidiaries have implemented ISO 9001 Quality Management System and an ERP System to monitor the entire manufacturing process from product R&D, production, and quality inspections to product delivery. Our products have also received numerous certifications for quality assurance, including but not limited to China Environmental Labelling Product Certification, China Compulsory Product Certification, China Classification Society Certification, American UL Product Safety Certification, French VOC A+ Certification, American GREENGUARD Gold Certification, and USDA Certified Bio-based Product Label. Some of the "Baby Care" child-safe paints of Bauhinia Advanced Materials Group under the Group's coatings business also passed the American Children's Product Certificate (CPC) standards, demonstrating the products' strong safeguard for children's safety and health. During the year under review, our coatings products have further obtained US FDA Certification, Japan JIS Antimicrobial Certification and German Blue Angel eco-label, which fully showcases our determination to pursue excellence in product quality.



集團油墨業務是中國油墨行業中的領航者，是首批引入有害物質管理體系的企業。該體系建立了管控法規數據庫，控制產品中的重金屬及有機化合物等超過40種有害物質，並確保符合歐盟、美國及日本等國家及地區的相關產品和環保標準。

The Group's inks business is a pioneer in the China inks industry which was one of the first companies to introduce a hazardous substance management system. It has established a regulations database that controls over 40 hazardous substances, such as heavy metals and organic compounds, in its products to ensure compliance with relevant product standards and environmental standards in countries and regions including the European Union, the United States and Japan.

致力提升顧客體驗

ENHANCING CUSTOMER EXPERIENCE

集團一直致力於改善客戶服務和零售體驗。紫荊花新材料集團將其遍佈中國內地的零售店提升為BCGart藝術塗料色彩體驗中心（「BCGart」），以最先進的技術和消費者為中心的設計，活化顧客的購物體驗。這些店鋪不僅展現了BCGart的高品質藝術塗料產品，更展現了其專業和行業領先的品牌形象。

The Group is always seeking to improve its customer service and retail experience. Bauhinia Advanced Materials Group transformed its retail shops throughout the Chinese Mainland into BCGart Art Coatings Experience Centres ("BCGart") to revitalise its customers' shopping experience with state-of-the-art technologies and customer-centric designs. The shops not only display BCGart's high-quality artistic coatings products, but also portray its professionalism and industry-leading brand image.



集團非常重視顧客的反饋，並設有清晰的顧客投訴機制及處理模式。塗料業務的顧客可通過經銷商或紫荊花客戶投訴中心尋求協助。油墨業務客戶主要為印刷工廠或代理商，客戶可向我們營業代表投訴。公司政策指明負責部門需於指定時間內查找問題癥結，並擬定改善措施。投訴處理完成後，我們會向客戶報告結果，並記錄客戶滿意度。

The Group highly values its customers' feedback and has well-defined mechanisms for receiving and handling customer complaints. Customers of our coatings business may seek assistance from our distributors or the Bauhinia Customer Complaint Centre. Clients of the inks business, mostly printing manufacturers or agents, can file complaints with our sales representatives. It is our policy that the responsible department must pinpoint the problem within the prescribed time frame and formulate measures for improvement. Upon resolution of the complaint, the customer is notified of the outcome and their level of satisfaction is recorded.

於回顧年度內，塗料及油墨業務有關產品質量投訴率均保持於相當低水平，與二零二三年相比均有所改善。

During the year under review, the product quality-related complaint rate for the coatings and inks businesses were both at very low levels and improved as compared to 2023.

產品質量投訴率 Product quality-related complaint rate



塗料業務 Coatings Business

0.11%



油墨業務 Inks Business

0.71%

保障數據安全及私隱

SAFEGUARDING DATA SECURITY AND PRIVACY

集團使用資訊系統處理和分析其營運數據，並確保持份者的機密資料和數據的儲存與處理完全符合適用的法律法規。為加強網路安全，於回顧年度內，集團為其具有統一威脅管理(UTM)裝置的防火牆進行升級，其包含強大的多層安全功能，以保護客戶資料並緩解潛在的網路威脅。此外，我們通過實施端點偵測和回應(EDR)解決方案，以加強對整個集團的資訊科技基礎設施實施主動監測、快速威脅偵測和迅速回應網路安全事故。此外，為了應對日益普及的人工智能(AI)工具，集團已制定並實施了《員工AI工具使用政策》，以確保員工恰當使用AI工具，負責任地處理公司敏感資料，從而保障公司的資訊安全和商業機密。資訊科技部門將持續監察及檢討該等措施及相關政策，以加強其成效。同時，我們也採取適當措施幫助員工掌握資料安全的最佳實踐知識。

The Group uses information systems to process and analyse data for its operations, and it ensures that confidential information of stakeholders and data storage and processing is handled in full compliance with the applicable laws and regulations. To bolster cybersecurity, during the year under review, the Group upgraded a firewall with a Unified Threat Management (UTM) appliance that incorporates robust, multi-layered security features to safeguard customer data and mitigate potential cyber threats. Additionally, an Endpoint Detection and Response (EDR) solution was implemented to enhance proactive monitoring, swift threat detection and rapid response to cybersecurity incidents across the Group's IT infrastructure. Moreover, to adapt to the growing prevalence of artificial intelligence ("AI") tools, the Group has formulated and implemented the "Policy on Employees' Use of AI Tools". This policy is designed to ensure that employees utilise AI tools appropriately and handle sensitive company data responsibly, thereby safeguarding the Company's information security and trade secrets. Such measures and related policies will be continuously monitored and reviewed by the IT Department to strengthen their effectiveness. Simultaneously, appropriate initiatives are in place to support employees in developing knowledge on best practices for data security.

維護知識產權

PROTECTING INTELLECTUAL PROPERTY RIGHTS

研發與創新是集團重要的知識產權，因此集團非常重視保護其技術。為教育全體員工保護和尊重知識產權，我們為員工提供培訓、案例研究、指引和相關法律法規作為學習機會。集團通過登記商標、簽署保密協議及申請專利等措施全面保護集團的核心技術。在產品包裝及市場推廣中，我們採用經過合法授權的圖片、文字和視頻，以維護合法版權，避免潛在的侵權的行為。集團及其子公司通過採取法律行動打擊商標侵權行為維護自身商標專用權，確保我們向客戶持續提供真實、高效和可靠的產品及服務。

R&D and innovation is part and parcel of the Group's intellectual property, and hence it pays great attention to safeguarding its technologies. To educate all employees in protecting and respecting intellectual property rights, we provide them with training, case studies, guidelines and relevant laws and regulations as learning opportunities. The Group takes comprehensive measures to protect its core technologies, including registering trademarks, signing non-disclosure agreements and applying for patents. We use legally authorised images, texts and videos in our product packaging and marketing to protect copyrights and avoid any potential infringement. The Group and its subsidiaries also uphold their trademark rights by taking legal action against trademark infringement to ensure that authentic, efficient and reliable products and services are continuously provided to customers.

關於此報告 ABOUT THE REPORT

葉氏化工的《二零二四年環社管報告》是根據香港聯交所證券上市規則附錄C2闡述的《環社管報告指引》的規定編寫，以闡述集團於回顧年度內在可持續發展方面的方針及表現，我們亦同時對照UN SDGs進行披露。除非另有說明，本報告的報告期為二零二四年一月一日至二零二四年十二月三十一日。

The 2024 ESG Report of Yip's Chemical is prepared in accordance with the ESG Reporting Guide set out in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited to present the Group's approach and performance on sustainability during the year under review, and we also made reference to the UN SDGs. Unless otherwise specified, the reporting period for this report is from 1 January 2024 to 31 December 2024.

匯報範圍

REPORTING SCOPE

集團認為本報告需要關注集團的核心業務和重要發展。因此，集團識別由其直接控制營運的重要業務實體並在此《二零二四年環社管報告》披露環社管議題，而本報告披露的集團的可持續發展政策及方針則適用於整個集團的主營業務。

The Group considers that this report needs to focus on the Group's core businesses and important developments. Therefore, the Group identifies the material business entities of which the Group has direct operational control over for disclosure of ESG topics in this 2024 ESG Report, whereas the Group's sustainable development policies and guidelines disclosed in this report cover the core businesses of the entire Group.

由於塗料及油墨兩個業務板塊共佔集團於回顧年度內營業額的89%或以上，而各板塊中也各自有維持較高產量的廠房。根據重要性原則，《二零二四年環社管報告》在環境數據披露方面只包含集團的塗料及油墨業務分別位於上海金山及廣東中山的廠房。

The two segments of coatings and inks together accounted for over 89% of the Group's annual revenue in the year under review. Each segment also has its own plants that maintain a relatively high level of production volume. In accordance with the principle of materiality, only the plants of the Group's coatings and inks businesses located in Jinshan, Shanghai and Zhongshan, Guangdong respectively are included in this 2024 ESG Report for environmental data disclosure.

匯報原則

REPORTING PRINCIPLES

集團在編製本報告時遵循香港聯交所的《環社管報告指引》的匯報原則：

The Group has followed the reporting principles set out in the ESG Reporting Guide issued by the Stock Exchange of Hong Kong in the preparation of this report:

- 重要性：通過參考重要性評估結果，識別集團對環境、經濟及社會的重大與可持續發展相關的影響
- Materiality: Making reference to the results of the materiality assessment to identify the Group's material sustainability-related impacts on the environment, economy and society
- 量化：更新目標和關鍵績效指標並披露相關計算方式
- Quantitative: Presenting updates on targets and key performance indicators, and disclosing the relevant methodologies
- 平衡：不偏不倚地披露集團表現
- Balance: Providing unbiased disclosures of the Group's performance
- 一致性：保持報告的一致性作有意義的趨勢比較
- Consistency: Maintaining report consistency to facilitate meaningful comparisons over time



香港聯交所《環境、社會及管治報告指引》－內容索引

HONG KONG STOCK EXCHANGE ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE – CONTENT INDEX

層面、一般披露及關鍵績效指標(參考頁數) Aspects, General Disclosures and KPIs (Page No. for Reference)	描述 Description	補充 Remarks
強制披露規定 Mandatory Disclosure Requirements		
管治架構 Governance Structure		
(4, 5)	<p>由董事會發出的聲明，當中載有下列內容：</p> <p>(i)披露董事會對環境、社會及管治事宜的監管；</p> <p>(ii)董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜(包括對發行人業務的風險)的過程；及</p> <p>(iii)董事會如何按環境、社會及管治相關目標檢討進度，並解釋它們如何與發行人業務有關連。</p> <p>A statement from the board containing the following elements:</p> <p>(i) a disclosure of the board's oversight of ESG issues;</p> <p>(ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and</p> <p>(iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses.</p>	





層面、一般披露及關鍵績效指標(參考頁數) Aspects, General Disclosures and KPIs (Page No. for Reference)	描述 Description	補充 Remarks
匯報原則 Reporting Principles		
(5, 6, 7), (22), (45)	<p>描述或解釋在編備環境、社會及管治報告時如何應用下列匯報原則：</p> <p>重要性：環境、社會及管治報告應披露：(i)識別重要環境、社會及管治因素的過程及選擇這些因素的準則；(ii)如發行人已進行持份者參與，已識別的重要持份者的描述及發行人持份者參與的過程及結果。</p> <p>量化：有關匯報排放量／能源耗用(如適用)所用的標準、方法、假設及／或計算工具的資料，以及所使用的轉換因素的來源應予披露。</p> <p>一致性：發行人應在環境、社會及管治報告中披露統計方法或關鍵績效指標的變更(如有)或任何其他影響有意義比較的相關因素。</p> <p>A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG report:</p> <p>Materiality: The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; and (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement.</p> <p>Quantitative: Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be discussed.</p> <p>Consistency: The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison.</p>	
匯報範圍 Reporting Boundary		
(45)	<p>解釋環境、社會及管治報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。若匯報範圍有所改變，發行人應解釋不同之處及變動原因。</p> <p>A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.</p>	



層面、一般披露及關鍵績效指標(參考頁數) Aspects, General Disclosures and KPIs (Page No. for Reference)	描述 Description	補充 Remarks
「不遵守就解釋」條文 “Comply or Explain” Provisions		
A.環境 A. Environmental		
層面A1：排放物 Aspect A1: Emissions		
一般披露 General Disclosure (11, 12, 13, 14)	有關廢氣及溫室氣體排放、向水及土地的排污、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規例的資料。 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.	就此報告部份的披露範圍，董事會於回顧年度內沒有從政府相關機構收到違反相關法律、法規、規章及規例，並對集團業務產生顯著影響的通知。重大影響的相關法律、法規、規章及規例包括但不限於《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法》、《中華人民共和國節約能源法》、《中華人民共和國水污染防治法》、《中華人民共和國固體廢物污染環境防治法》、《中華人民共和國土壤污染防治法》、《危險廢物轉移管理辦法》以及《中華人民共和國環境保護稅法》。 With regard to the disclosure in this report section, during the year under review, the Board had not received from related government authorities any notice related to major violations of relevant laws and regulations that had significant impacts on its businesses. Relevant laws and regulations that have a significant impact include but are not limited to Environmental Protection Law of the People's Republic of China, Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution, Energy Conservation Law of the People's Republic of China, Law of the People's Republic of China on the Prevention and Control of Water Pollution, Law of the People's Republic of China on the Prevention and Control of Environment Pollution by Solid Wastes, Soil Pollution Prevention and Control Law of the People's Republic of China, Measures for the Transfer of Hazardous Wastes and Environmental Protection Tax Law of the People's Republic of China.





層面、一般披露及關鍵績效指標(參考頁數) Aspects, General Disclosures and KPIs (Page No. for Reference)	描述 Description	補充 Remarks
關鍵績效指標A1.1 KPI A1.1 (21)	排放物種類及相關排放數據。 The types of emissions and respective emissions data.	
關鍵績效指標A1.2 KPI A1.2 (12, 21)	直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。 Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	
關鍵績效指標A1.3 KPI A1.3 (13, 14, 21)	所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	
關鍵績效指標A1.4 KPI A1.4 (13, 14, 21)	所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	
關鍵績效指標A1.5 KPI A1.5 (17)	描述所訂立的排放量目標及為達到這些目標所採取的步驟。 Description of emissions target(s) set and steps taken to achieve them.	
關鍵績效指標A1.6 KPI A1.6 (13, 14, 17)	描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。 Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	



層面、一般披露及關鍵績效指標(參考頁數) Aspects, General Disclosures and KPIs (Page No. for Reference)	描述 Description	補充 Remarks
層面A2：資源使用 Aspect A2: Use of Resources		
一般披露 General Disclosure (13, 14, 15)	有效使用資源(包括能源、水及其他原材料)的政策。 Policies on the efficient use of resources, including energy, water and other raw materials.	
關鍵績效指標A2.1 KPI A2.1 (15, 22)	按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。 Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	
關鍵績效指標A2.2 KPI A2.2 (15, 22)	總耗水量及密度(如以每產量單位、每項設施計算)。 Water consumption in total and intensity (e.g. per unit of production volume, per facility).	
關鍵績效指標A2.3 KPI A2.3 (17, 18)	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。 Description of energy use efficiency target(s) set and steps taken to achieve them.	
關鍵績效指標A2.4 KPI A2.4 (17, 18, 22)	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	
關鍵績效指標A2.5 KPI A2.5 (13, 22)	製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	





層面、一般披露及關鍵績效指標(參考頁數) Aspects, General Disclosures and KPIs (Page No. for Reference)	描述 Description	補充 Remarks
層面A3：環境及天然資源 Aspect A3: The Environment and Natural Resources		
一般披露 General Disclosure (11, 12, 14)	減低發行人對環境及天然資源造成重大影響的政策。 Policies on minimising the issuer's significant impacts on the environment and natural resources.	
關鍵績效指標A3.1 KPI A3.1 (12, 13, 14, 15), (19, 20)	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	
層面A4：氣候變化 Aspect A4: Climate Change		
一般披露 General Disclosure (15, 16, 17)	識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。 Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	
關鍵績效指標A4.1 KPI A4.1 (15, 16, 17)	描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。 Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	



層面、一般披露及關鍵績效指標(參考頁數) Aspects, General Disclosures and KPIs (Page No. for Reference)	描述 Description	補充 Remarks
B. 社會 B. Social		
層面B1：僱傭 Aspect B1: Employment		
一般披露 General Disclosure (28, 29)	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a)政策；及 (b)遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	就此報告部份的披露範圍，董事會於回顧年度內沒有從政府相關機構收到違反相關法律、法規、規章及規例，並對集團業務產生顯著影響的通知。重大影響的相關法律、法規、規章及規例包括但不限於《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國勞動合同法實施條例》、《工資支付暫行規定》、《職工帶薪年休假條例》、《中華人民共和國殘疾人保障法》、《女職工勞動保護特別規定》、《工傷保險條例》；以及香港《僱傭條例》、《僱員補償條例》、《最低工資條例》、《強制性公積金計劃條例》、《性別歧視條例》、《殘疾歧視條例》、《家庭崗位歧視條例》及《種族歧視條例》。 With regard to the disclosure in this report section, during the year under review, the Board had not received from related government authorities any notice related to major violations of relevant laws and regulations that had significant impacts on its businesses. Relevant laws and regulations that have a significant impact include but are not limited to Labour Law of the People's Republic of China, Labour Contract Law of the People's Republic of China, Regulations on the Implementation of the Labour Contract Law of the People's Republic of China, Interim Provisions on Wage Payment, Regulations on Paid Annual Leave for Employees, Law of the People's Republic of China on the Protection of Disabled Persons, Special Provisions on Labour Protection of Female Workers, Regulations on Work-Related Injury Insurance, and Employment Ordinance, Employees' Compensation Ordinance, Minimum Wage Ordinance, Mandatory Provident Fund Schemes Ordinance, Sex Discrimination Ordinance, Disability Discrimination Ordinance, Family Status Discrimination Ordinance and Race Discrimination Ordinance of Hong Kong.
關鍵績效指標B1.1 KPI B1.1 (35)	按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。 Total workforce by gender, employment type, age group and geographical region.	
關鍵績效指標B1.2 KPI B1.2 (36)	按性別、年齡組別及地區劃分的僱員流失比率。 Employee turnover rate by gender, age group and geographical region.	





層面、一般披露及關鍵績效指標(參考頁數) Aspects, General Disclosures and KPIs (Page No. for Reference)	描述 Description	補充 Remarks
層面B2：健康與安全 Aspect B2: Health and Safety		
一般披露 General Disclosure (31, 32)	有關提供安全工作環境及保障僱員避免職業性危害的： (a)政策；及 (b)遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	就此報告部份的披露範圍，董事會於回顧年度內沒有從政府相關機構收到違反相關法律、法規、規章及規例，並對集團業務產生顯著影響的通知。重大影響的相關法律、法規、規章及規例包括但不限於《中華人民共和國安全生產法》、《中華人民共和國消防法》、《中華人民共和國特種設備安全法》、《工傷保險條例》、《中華人民共和國職業病防治法》、GB/T 33000-2016《中國職業安全健康管理系統指南》；以及香港《職業安全健康條例》。 With regard to the disclosure in this report section, during the year under review, the Board had not received from related government authorities any notice related to major violations of relevant laws and regulations that had significant impacts on its businesses. Relevant laws and regulations that have a significant impact include but are not limited to Work Safety Law of the People's Republic of China, Fire Control Law of the People's Republic of China, Special Equipment Safety Law of the People's Republic of China, Regulations on Work-Related Injury Insurance, Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, GB/T 33000-2016 Guideline of China Occupational Safety and Health Management System, and Occupational Safety and Health Ordinance of Hong Kong.
關鍵績效指標B2.1 KPI B2.1 (32)	過去三年(包括匯報年度)每年因工亡故的人數及比率。 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	
關鍵績效指標B2.2 KPI B2.2 (32)	因工傷損失工作日數。 Lost days due to work injury.	
關鍵績效指標B2.3 KPI B2.3 (31, 32)	描述所採納的職業健康與安全措施，以及相關執行及監察方法。 Description of occupational health and safety measures adopted, and how they are implemented and monitored.	



層面、一般披露及關鍵績效指標(參考頁數) Aspects, General Disclosures and KPIs (Page No. for Reference)	描述 Description	補充 Remarks
層面B3：發展及培訓 Aspect B3: Development and Training		
一般披露 General Disclosure (33)	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。 Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	
關鍵績效指標B3.1 KPI B3.1 (33, 34)	按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	
關鍵績效指標B3.2 KPI B3.2 (33, 34)	按性別及僱員類別劃分，每名僱員完成受訓的平均時數。 The average training hours completed per employee by gender and employee category.	
層面B4：勞工準則 Aspect B4: Labour Standards		
一般披露 General Disclosure (30)	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規例的資料。 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.	就此報告部份的披露範圍，董事會於回顧年度內沒有從政府相關機構收到違反相關法律、法規、規章及規例，並對集團業務產生顯著影響的通知。重大影響的相關法律、法規、規章及規例包括但不限於中華人民共和國國務院令頒佈的《禁止使用童工規定》、《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國勞動合同實施條例》；以及香港《僱傭條例》的《僱用兒童規例》及《僱用青年(工業)規例》。 With regard to the disclosure in this report section, during the year under review, the Board had not received from related government authorities any notice related to major violations of relevant laws and regulations that had significant impacts on its businesses. Relevant laws and regulations that have a significant impact include but are not limited to Provisions on the Prohibition of Using Child Labour issued by State Council of the People's Republic of China, Labour Law of the People's Republic of China and Labour Contract Law of the People's Republic of China, and the Employment of Children Regulations and Employment of Young Persons (Industry) Regulations under Employment Ordinance of Hong Kong.
關鍵績效指標B4.1 KPI B4.1 (30)	描述檢討招聘慣例的措施以避免童工及強制勞工。 Description of measures to review employment practices to avoid child and forced labour.	
關鍵績效指標B4.2 KPI B4.2 (30)	描述在發現違規情況時消除有關情況所採取的步驟。 Description of steps taken to eliminate such practices when discovered.	



層面、一般披露及關鍵績效指標 (參考頁數) Aspects, General Disclosures and KPIs (Page No. for Reference)	描述 Description	補充 Remarks
層面B5：供應鏈管理 Aspect B5: Supply Chain Management		
一般披露 General Disclosure (37)	管理供應鏈的環境及社會風險政策。 Policies on managing environmental and social risks of the supply chain.	
關鍵績效指標B5.1 KPI B5.1 (37)	按地區劃分的供應商數目。 Number of suppliers by geographical region.	
關鍵績效指標B5.2 KPI B5.2 (37, 38, 39)	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	
關鍵績效指標B5.3 KPI B5.3 (37, 38, 39)	描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	
關鍵績效指標B5.4 KPI B5.4 (37, 38, 39)	描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	

層面、一般披露及關鍵績效指標(參考頁數) Aspects, General Disclosures and KPIs (Page No. for Reference)	描述 Description	補充 Remarks
層面B6：產品責任 Aspect B6: Product Responsibility		
<p>一般披露 General Disclosure (40, 41)</p>	<p>有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的：</p> <p>(a)政策；及</p> <p>(b)遵守對發行人有重大影響的相關法律及規例的資料。</p> <p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.</p>	<p>就此報告部份的披露範圍，董事會於回顧年度內沒有從政府相關機構收到違反相關法律、法規、規章及規例，並對集團業務產生顯著影響的通知。重大影響的相關法律、法規、規章及規例包括但不限於GB 9685-2016《食品安全國家標準：食品接觸材料及製品用添加劑使用標準》、GB/T 10004-2008《包裝用塑膠複合膜、袋乾法複合、擠出複合》、GB/T 26572-2011《電子電氣產品中限用物質的限量要求》、GB 18581-2020《室內裝潢裝潢材料溶劑型木器塗料中有害物質限量》、GB 19457-2009《危險貨物塗料包裝檢驗安全規範》、GB 18582-2020《建築用牆面塗料中有害物質限量》、GB 30981-2020《工業防護塗料中有害物質限量》、《中華人民共和國產品質量法》、《中華人民共和國廣告法》、《中華人民共和國商標法》、《中華人民共和國著作權法》、《中華人民共和國專利法》、《中華人民共和國民法典》、《中華人民共和國消費者權益保護法》、《中華人民共和國標準化法》、《中華人民共和國網絡安全法》、《中華人民共和國數據安全法》以及《中華人民共和國個人信息保護法》。</p> <p>With regard to the disclosure in this report section, during the year under review, the Board had not received from related government authorities any notice related to major violations of relevant laws and regulations that had significant impacts on its businesses. Relevant laws and regulations that have a significant impact include but are not limited to GB 9685-2016 National Food Safety Standard: Standard for the Use of Additives in Food Contact Materials and Products, GB/T 10004-2008 Plastic Laminated Films & Pouches for Packaging – Dry Lamination and Extrusion Lamination, GB/T 26572-2011 Requirements of Concentration Limits for Certain Restricted Substances in Electrical and Electronic Products, GB 18581-2009 Indoor Decorating and Refurbishing Materials – Limit of Harmful Substances of Solvent Based Coatings for Woodenware, GB 19457-2009 Safety Code for Inspection of Packaging of Dangerous Goods For Paint, GB 18582-2020 Limit of Harmful Substances of Architectural Wall Coatings, GB 30981-2020 Limit of Harmful Substances of Industrial Protective Coatings, Product Quality Law of the People's Republic of China, Advertising Law of the People's Republic of China, Trademark Law of the People's Republic of China, Copyright Law of the People's Republic of China, Patent Law of the People's Republic of China, Civil Code of the People's Republic of China, Law of the People's Republic of China on the Protection of Consumer Rights and Interests, Standardisation Law of the People's Republic of China, Cybersecurity Law of the People's Republic of China, Data Security Law of the People's Republic of China and Personal Information Protection Law of the People's Republic of China.</p>



層面、一般披露及關鍵績效指標(參考頁數) Aspects, General Disclosures and KPIs (Page No. for Reference)	描述 Description	補充 Remarks
關鍵績效指標B6.1 KPI B6.1 (40)	已售或已運送產品總數中因安全與健康理由而須回收的百分比。 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	
關鍵績效指標B6.2 KPI B6.2 (43)	接獲關於產品及服務的投訴數目以及應對方法。 Number of products and service related complaints received and how they are dealt with.	
關鍵績效指標B6.3 KPI B6.3 (44)	描述與維護及保障知識產權有關的慣例。 Description of practices relating to observing and protecting intellectual property rights.	
關鍵績效指標B6.4 KPI B6.4 (40, 41, 42)	描述質量檢定過程及產品回收程序。 Description of quality assurance process and recall procedures.	
關鍵績效指標B6.5 KPI B6.5 (44)	描述消費者資料保障及私隱政策，以及相關執行及監察方法。 Description of consumer data protection and privacy policies, and how they are implemented and monitored.	



層面、一般披露及關鍵績效指標(參考頁數) Aspects, General Disclosures and KPIs (Page No. for Reference)	描述 Description	補充 Remarks
層面B7：反貪污 Aspect B7: Anti-corruption		
一般披露 General Disclosure (30, 31, 39)	有關防止賄賂、勒索、欺詐及洗黑錢的： (a)政策；及 (b)遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	就此報告部份的披露範圍，董事會於回顧年度內沒有從政府相關機構收到違反相關法律、法規、規章及規例，並對集團業務產生顯著影響的通知。重大影響的相關法律、法規、規章及規例包括但不限於《中華人民共和國刑法》、《中華人民共和國反洗錢法》、《關於禁止商業賄賂行為的暫行規定》、《關於辦理商業賄賂刑事案件適用法律若干問題的意見》；以及香港《防止賄賂條例》、《有組織及嚴重罪行條例》、《刑事罪行條例》、《盜竊罪條例》、《打擊洗錢及恐怖分子資金籌集條例》。 With regard to the disclosure in this report section, during the year under review, the Board had not received from related government authorities any notice related to major violations of relevant laws and regulations that had significant impacts on its businesses. Relevant laws and regulations that have a significant impact include but are not limited to Criminal Law of the People's Republic of China, Anti-Unfair Competition Law of the People's Republic of China, Anti-Money Laundering Law of the People's Republic of China, Interim Provisions on Prohibition of Commercial Bribery, Notice of the Supreme People's Court and the Supreme People's Procuratorate on Issuing the Opinions on Issues Concerning the Application of Law in the Handling of Criminal Cases of Commercial Briberies, and Prevention of Bribery Ordinance, Organised and Serious Crimes Ordinance, Crimes Ordinance, Theft Ordinance, Anti-Money Laundering and Counter-Terrorist Financing Ordinance of Hong Kong.
關鍵績效指標B7.1 KPI B7.1 (30)	於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。 Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	
關鍵績效指標B7.2 KPI B7.2 (30, 31, 39)	描述防範措施及舉報程序，以及相關執行及監察方法。 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	
關鍵績效指標B7.3 KPI B7.3 (30)	描述向董事及員工提供的反貪污培訓。 Description of anti-corruption training provided to directors and staff.	





層面、一般披露及關鍵績效指標(參考頁數) Aspects, General Disclosures and KPIs (Page No. for Reference)	描述 Description	補充 Remarks
層面B8：社區投資 Aspect B8: Community Investment		
一般披露 General Disclosure (23)	有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。 Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	
關鍵績效指標B8.1 KPI B8.1 (24, 25, 26, 27)	專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture and sport).	
關鍵績效指標B8.2 KPI B8.2 (23)	在專注範疇所動用資源(如金錢或時間)。 Resources contributed (e.g. money or time) to the focus area.	



葉氏化工集團有限公司
Yip's Chemical Holdings Limited

於開曼群島註冊成立之有限公司
Incorporated in the Cayman Islands with limited liability
股份代號 Stock Code: 408

