



NEW UNIVERSE

ENVIRONMENTAL GROUP LIMITED

新宇環保集團有限公司

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

Stock Code 股份代號 : 436

ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT

2019

環境、社會及管治報告



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Scope and Reporting Year

This is the fifth ESG report of New Universe Environmental Group Limited (the “Company”) and its subsidiaries (collectively referred to as the “Group”), highlighting its Environmental, Social, and Governance (the “ESG”) performance, with disclosure reference made to the ESG Reporting Guide as set out in Appendix 27 of the Rules governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Listing Rules”).

This ESG report covers the Group’s overall performance in two subject areas, namely, Environmental and Social of its key business operations (“Key Operations” as listed below, that contribute to approximately 95% of the Group’s consolidated revenue in 2019, totalling HK\$563,914,000) in Jiangsu Province, Mainland China from 1 January 2019 to 31 December 2019 (“Reporting Year”), unless otherwise stated.

- Zhenjiang Sinotech Eco-Electroplating Development Co. Ltd, which owns an industrial park zone and is responsible for operating its centralised industrial sewage filtering plant and centralised sludge treatment centre, to collect, store and handle industrial sewage and sludge waste discharged within the zone (“Eco-Plating Specialised Zone”)
- Zhenjiang New Universe Solid Waste Disposal Co. Ltd, which owns hazardous waste warehouses, detoxification machinery, and incinerators, to collect, store and handle industrial hazardous waste and regulated medical waste (“Zhenjiang New Universe”)
- Yancheng NUHF Environmental Technology Ltd, which owns hazardous waste warehouses, detoxification machinery, incinerators, and landfill, to collect, store and handle industrial hazardous waste and regulated medical waste (“Yancheng NUHF”)
- Xiangshui New Universe Environmental Technology Ltd, which owns hazardous waste warehouses, detoxification machinery, and incinerators, to collect, store and handle industrial hazardous waste (“Xiangshui New Universe”)
- Suqian New Universe Solid Waste Disposal Co. Ltd, which owns hazardous waste warehouses, detoxification machinery, and incinerators, to collect, store and handle industrial hazardous waste and general industrial waste (“Suqian New Universe”)
- Jiangsu Xin Yu Environmental Technology Ltd, which is authorised by the Company to carry out daily operational management of all the above subsidiaries (“Jiangsu Xin Yu”)*

* additional scope, comparing to 2018 ESG report.

範圍與報告年度

此乃新宇環保集團有限公司(「本公司」)及其附屬公司(統稱「本集團」)第五份參照《香港聯合交易所有限公司證券上市規則》(「上市規則」)附錄二十七所載的《環境、社會及管治報告指引》作出披露，並以其環境、社會及管治(「環境、社會及管治」)表現為重點的環境、社會及管治報告。

除另有說明外，本環境、社會及管治報告涵蓋二零一九年一月一日至二零一九年十二月三十一日(「報告年度」)本集團在中國內地江蘇省的主要業務運作(「主要業務運作」，見下文所列，於二零一九年為本集團綜合收益貢獻約95%，總額為563,914,000港元)在環境及社會兩個主要範疇之整體表現。

- 鎮江華科生態電鍍科技發展有限公司，擁有一個工業園區並負責營運其集中式污水過濾廠及集中式污泥處理中心以收集、貯存及處理在園區(「環保電鍍專業區」)內排放的工業污水及污泥
- 鎮江新宇固體廢物處置有限公司，擁有危險廢物倉庫、無害化機器及焚燒設施以收集、貯存及處理工業危險廢物及受管制醫療廢物(「鎮江新宇」)
- 鹽城新宇輝豐環保科技有限公司，擁有危險廢物倉庫、無害化機器、焚燒設施及填埋場以收集、貯存及處理工業危險廢物及受管制醫療廢物(「鹽城新宇輝豐」)
- 響水新宇環保科技有限公司，擁有危險廢物倉庫、無害化機器及焚燒設施以收集、貯存及處理工業危險廢物(「響水新宇」)
- 宿遷新宇固體廢物處置有限公司，擁有危險廢物倉庫、無害化機器及焚燒設施以收集、貯存及處理工業危險廢物及一般工業廢物(「宿遷新宇」)
- 江蘇新宇環保科技有限公司，獲本公司授權對以上所有附屬公司進行日常營運的管理(「江蘇新宇」)*

* 新增範圍(對比二零一八年環境、社會及管治報告)。

Changes

Major changes during the Reporting Year included:

- Inclusion of Jiangsu Xin Yu, a wholly-owned management company based in Zhenjiang city managing the Group's waste treating operations in Jiangsu Province, in the reporting scope.
- Complete cessation of the site at Taizhou New Universe Solid Waste Disposal Co. Ltd. in early 2019.
- Temporary cessation of operations in Suqian New Universe from January to August in 2019 carrying out repairs and maintenance after the expiration of the previous operation permission licence and the 3.21 Chemical Plant Explosion located within Jiangsu Province which delayed the procedure further. The operations have resumed normal in September when the hazardous waste operating permission licence was granted again.
- Commencement of Yancheng NUHF's anti-seepage and anti-leakage improvement work for its own landfill for treated waste in May 2019.

The general information of the Key Operations during the Reporting Year and the comparative figures for previous two years are as follows:

變動

報告年度內發生的主要變動包括：

- 在報告範圍內納入江蘇新宇（一間以鎮江市為基地的全資管理公司，管理本集團在江蘇省的廢物處理業務）。
- 位於泰州宇新固體廢物處置有限公司的場地於二零一九年初全面停止運作。
- 宿遷宇新因舊有的經營許可證到期後進行維修及保養，加上發生位於江蘇省內的3.21化工廠爆炸事故進一步延誤手續，故於二零一九年一月至八月期間暫停運作。重新獲續批危險廢物經營許可證後，已於九月恢復正常運作。
- 鹽城新宇輝豐於二零一九年五月就其本身之經處理廢物的填埋場動工進行防滲及防漏改善工程。

報告年度主要業務運作概況以及前兩年的比較數字如下：

	2019 二零一九年	2018 二零一八年	2017 二零一七年
Turnover of key operations (HK\$'000) 主要業務運作的營業額（千港元）	563,998	493,932	382,423
Total building area (m ²) 廠區總面積（平方米）	326,338	322,493	203,166
Hazardous landfill site area (m ²) 危險填埋場佔地面積（平方米）	87,695	87,695	87,695
Total hazardous industrial waste and medical waste treated and handled during the reporting year (tonnes) 報告年度內經處置及處理的危險工業廢物及醫療廢物總量（噸）	90,872	69,727	62,695
Total industrial waste treated and handled during the reporting year (m ³) 報告年度內經處置及處理的工業廢物總量（立方米）	481,455	640,674	644,462
Total industrial sludge treated and handled during the reporting year (m ³) 報告年度內經處置及處理的工業污泥總量（立方米）	6,199	7,709	5,555

The Company's Mission and Vision on Sustainability Commitment

Mission

Having been participating in the environmental industry since 2007, the Company's business operations and customers have expanded to a greater area across the Jiangsu Province in Mainland China. The Group has become the most trustworthy business partner and is providing services to more than 1,500 enterprises in the Jiangsu Province.

The Group is mainly engaged in disposing of clients' hazardous waste produced safely while reducing emission through incineration treatment. The Group also collects, handles, and treats medical hazardous waste from hospitals and medical establishments of different sizes situated at Zhenjiang and Yancheng in Jiangsu Province, with a mission to protect citizens by preventing the spread of infectious diseases within community. The Group also owns and manages an Eco-Plating Specialised Zone in Zhenjiang, which consists of sewage and sludge treatment plants specialised for treating electroplating chemicals discharged from factory buildings, office buildings, and infrastructure of water, steam, and electricity supplies.

The Group strives to ensure lean and effective management, exceed expectations of shareholders, optimise integrated strength of business units, and assure missions on environmental support to avoid hazardous waste pollution.

The Board understands that it is responsible for evaluating and determining ESG related risks within the Group. It also ensures that appropriate and effective risk management and internal control systems are in place. A third-party consultant has been engaged to give advice on and assist with establishing measures that address key ESG issues. Management has provided confirmation to the Board on the effectiveness of these systems.

本公司可持續發展承諾的使命及願

景

本公司自二零零七年起從事環保行業，業務運作及客戶已擴展至遍及中國內地江蘇省更廣大地區。本集團已成為最值得信賴的業務夥伴，目前服務江蘇省超過1,500間企業。

本集團主要從事安全處置客戶產生的危險廢物，同時通過焚燒處理減少排放。本集團亦收集、處理及處置座落於江蘇省鎮江市及鹽城市具有不同規模的醫院及醫療機構所產生的醫療危險廢物，以防止傳染病在社區內傳播來保護市民為使命。本集團亦擁有及管理鎮江市內的環保電鍍專業區，當中包括專為處理工廠樓房所排放的電鍍化學品而設的污水及污泥處理廠、辦公樓，以及供應水、蒸汽及電力的基礎設施。

本集團致力確保採取精簡而有效的管理，超越股東期望，優化業務單元的綜合實力，並避免有害廢棄物污染，落實支持環保的使命。

董事會明白其有責任評估及釐定本集團內有關環境、社會及管治的風險，亦有責任確保設有合適及有效的風險管理及內部監控系統。本集團已聘請第三方顧問，就制訂措施解決在環境、社會及管治方面的主要問題上提供意見及協助。管理層已向董事會確認此等系統行之有效。

ESG Management Approach in Relation to the Business

Over the past years, the Group has been aligning with the country's direction to develop sustainably. The country's plan on focusing on environmental management and cleaner energy has provided a solid guide and foundation for the Group to keep raising the awareness of the sustainability issues in relation to its operations. It has even inspired and motivated the Group to set ambitious goals and take steps in undertaking its contribution to society and environment.

In the environmental aspect, some of the core directions that the Company aims to uphold along with the development of the Group, especially in its Key Operations, include: upgrading wastewater treatment plants; establishing its own engineering company that undertakes the set-up, continuous optimisation, repairs, and maintenance of the Group's incineration facilities; improving the environmental-friendliness of hazardous waste management continuously; implementing new policies and more stringent control on ecological protection; and making its environmental information more transparent.

Regarding to the social aspect, the Company is committed to safeguarding welfare of the Group's stakeholders and making greater contribution to society. To work towards this goal, the Group will put more effort in providing occupational safety training and taking care of employees' well-being. The Group is also making use of intelligent control administrative systems, to reduce paperwork and time consumed for human resources and procurement processes, and to assist the overall monitoring of environmental parameters, safety alertness, job tasks allocation, and streamline of management process.

The Company expects that by achieving such strategies, the Group will minimise any unfavourable or unexpected impact that might be brought about by its operations to the environment, society, and well-being of its employees, in order to ensure healthy and long-term returns to its shareholders.

Stakeholder Engagement and Materiality

Considering the importance of stakeholders to the Group's businesses, the Company maintains close communication through various channels with stakeholders to understand their concerns and expectations, and significant issues which may pose risks to the business operations. The Group's key internal and external stakeholders include, shareholders, employees, suppliers, business partners, government and regulators, customers, and local communities. During the Reporting Year, the Group has specifically engaged members of the Board, senior management, frontline employees, and external consultant to gain further insights on material aspects and challenges via meetings, focus groups and questionnaires. Following the stakeholder engagement, a materiality assessment was undergone for the Group to better identify, prioritise, and address issues that stakeholders feel important. Results from the materiality assessment are as follow:

與業務有關的環境、社會及管治的管理方針

多年來，本集團一直配合國家進行可持續發展的方向邁進。國家以環境管理及更清潔能源作為重點的規劃，為本集團持續提升其營運可持續發展事宜上的意識提供穩固的指導及基礎，且更啟迪和推動本集團訂定宏大目標，並採取舉措為社會及環境作出貢獻。

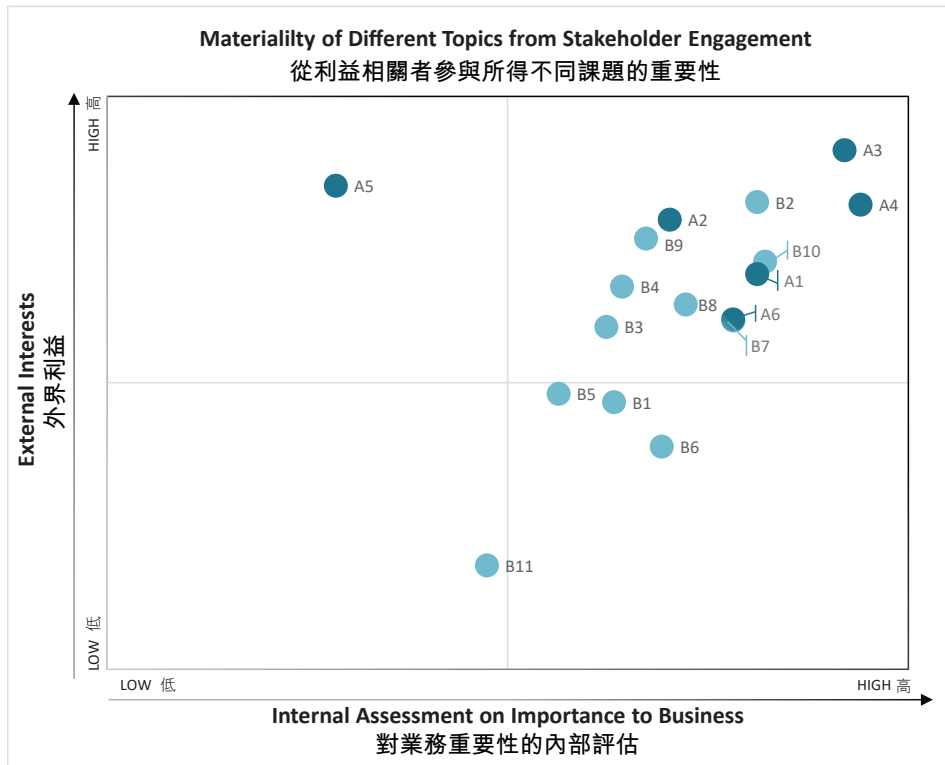
在環境方面，本公司銳意於本集團（尤其是其主要業務運作）的發展過程中秉持的若干核心方向包括：為廢水處理廠進行升級；自設工程公司，為本集團的焚燒設施進行設置、持續優化、維修及保養工作；持續改善有害廢棄物管理的環保表現；在生態保護方面落實新政策及加強嚴格監控；及提高其環保信息的透明度。

至於社會方面，本公司肩負起為本集團利益相關者的福祉把關及為社會貢獻更多的承諾。為達成此目標，本集團將加大力度提供職業安全培訓及關懷僱員的身心健康。本集團現時亦運用智能監控管理系統，從而減省人力資源及採購過程中的文書工作及所耗時間，以及協助整體的環境參數監測、安全警報、工作任務分配及精簡管理流程。

本公司預期，藉著該等策略的實踐，本集團將可令其業務營運對環境、社會及僱員身心健康所帶來的任何潛在不利或意外影響減至最低，從而確保為其股東帶來穩健及長期回報。

利益相關者的參與及重要性

考慮到利益相關者對本集團業務的重要性，本公司通過各種渠道與利益相關者保持緊密溝通，從而了解彼等的關切事項及期望，以及可能對業務營運構成風險的重大事宜。本集團的主要內部及外部利益相關者包括股東、僱員、供應商、業務夥伴、政府及監管機關、客戶及當地社區。於報告年度內，本集團特別委任董事會成員、高級管理層、前線僱員及外部顧問透過會議、焦點小組及問卷調查進一步獲得對重大事項及挑戰的見解。經過利益相關者的參與後，作出了重要性評估，以便本集團更好地識別、優選及處理利益相關者認為重要的事宜。重要性評估的結果如下：



Environmental
環境

Social
社會

- A1 Energy
能源
- A2 Water
水資源
- A3 Air Emission
廢氣排放
- A4 Waste and Effluent
廢棄物及污水
- A5 Other Raw Materials Consumption
其他原材料消耗
- A6 Environmental Protection Measures
環境保護措施

- B1 Employment
就業
- B2 Occupational Health and Safety
職業健康及安全
- B3 Development and Training
發展及培訓
- B4 Labour Standards
勞工準則
- B5 Supplier Management
供應商管理
- B6 Intellectual Property
知識產權
- B7 Data Protection
資料保護
- B8 Customer Service
客戶服務
- B9 Product/Service Quality
產品／服務質量
- B10 Anti-corruption
反貪污
- B11 Community Investment
社區投資

From the table, the top five aspects recognised as the most material issues are:

1. Air Emission
2. Effluent and Waste Discharge
3. Occupational Health and Safety
4. Anti-Corruption
5. Use of Energy

The Board is committed to closely monitoring the above aspects and will continue to identify areas for improvement. The Group aims to keep close communication with its stakeholders and continues improving its ESG performance and management on ESG-related risks and strategy.

As the material topics are quite similar to previous years, the Group has been able to work out a few policies with the primary aim to improve its performance in respective areas.

In effort to control air emission, the Group has been putting effort into switching to lower-carbon alternatives. At present, all its subsidiaries are already using natural gas to power their incineration process, except Xiangshui New Universe, which is currently not yet connected to any natural gas pipes.

With regards to effluent and waste discharge, the Group makes sure that all construction is applied with seepage and leakage prevention work. The Group also begun upgrading its anti-seepage engineering within its landfill in Yancheng NUHF during the Reporting Year. Its plants and pipes, as well as those of its waste treatment providers', are regularly monitored to minimise the risks associated with leakage issues.

Regarding its use of energy, the Group is working towards managing with information system and reducing unnecessary waste in resources. It has also increased its control over production in attempt to reduce energy exhausted.

For its employees and their health and safety, the Group also strives to do all it can to provide enough personal protection equipment, conduct training, and inspect working procedures and environment.

As to prevent and combat money laundering and corruptive practices, the Group has specially arranged training for its members of the Board to grasp a more in-depth understanding of relevant laws and regulations. This allows them to comply with the statutory requirement from time to time and handle these scenarios well when they are informed of such cases.

從上表中確認為最重要事宜的五個層面為：

1. 廢氣排放
2. 污水及廢棄物排放
3. 職業健康及安全
4. 反貪污
5. 能源使用

董事會致力密切留意以上層面，並將繼續識別需要改善的地方。本集團的目標是與其利益相關者保持緊密溝通，以及持續改善其環境、社會及管治表現及有關環境、社會及管治風險及策略的管理。

由於重要課題與過往年度頗為相近，本集團能夠制訂若干主要目標為改善其於有關方面之表現的政策。

為控制廢氣排放，本集團一直致力轉用碳排放較低的替代能源。除響水新宇目前尚未接駁任何天然氣管道外，本集團所有附屬公司的焚燒工序現時均已採用天然氣驅動。

至於污水及廢棄物排放，本集團確保所有建設均應用防滲防漏工程。於報告年度內，本集團亦於其鹽城新宇輝豐之填埋場內展開防滲工程升級。本集團定期對其本身及其廢棄物處理供應商之廠房及渠道進行監察，務求將涉及污水洩漏之風險降至最低。

在能源使用方面，本集團正努力以信息系統進行管理及減少不必要的資源浪費，同時加強生產監控以降低能源消耗。

對於僱員及彼等之健康與安全，本集團亦竭盡所能提供足夠的個人保護設備、舉辦培訓、審視工作程序及視察工作環境。

關於防止及打擊洗錢及貪污行為，本集團已為其董事會成員作出專門的培訓安排，讓彼等更深入了解相關法律及規例，使彼等遵守不時的法律規定，並在得知發生該等情況下能妥善處理有關情形。

Stakeholders' Feedback

The Group welcomes stakeholders' feedback on its environmental, social and governance approach and performance. Any stakeholder is welcome to give suggestions or share views with the Group via email at comsec@nuigl.com or newuniverse@prchina.com.hk.

A. Environmental

At the end of the Reporting Year, the Key Operations of the Group have operating permission licences which are issued by the Environmental Protection Bureau, China, to treat and handle about 39 categories of industrial and medical waste categorised as national hazardous waste with annual capacity as follows:

Valid operating permission licences at the end of the reporting year:

於報告年度末的有效經營許可證：

	2019 二零一九年	2018 二零一八年	2017 二零一七年
	Annualised capacity (tonnes) 年度化處置能力(噸)		
Regulated medical hazardous waste HW01 (detoxification) 受規管醫療危險廢物HW01(無害化)	3,300	3,300	5,860
Regulated medical hazardous waste HW01 (incineration) 受規管醫療危險廢物HW01(焚燒)	6,080	6,080	6,000
Hazardous waste HW02 to HW49 (incineration) 危險廢物HW02至HW49(焚燒)	138,400	98,400	71,400

利益相關者的意見反饋

本集團歡迎各利益相關者就其環境、社會及管治方針與表現發表意見。任何利益相關人士如欲向本集團提供建議或分享意見，請發電郵至comsec@nuigl.com或newuniverse@prchina.com.hk。

A. 環境

於報告年度末，本集團就主要業務運作持有由中國環境保護部頒發的經營許可證，可處置及處理約39種歸類為國家危險廢物類別的工業及醫療廢物，年處置能力如下：

A1. Emissions

During the Reporting Year, the Group did not note any cases of material non-compliance relating to air and greenhouse gas (“GHG”) emissions, discharge into water and land, and the generation of hazardous and non-hazardous waste as required by the applicable laws and regulations. As air emissions, and effluent and waste discharge have been identified as two of the most material topics for two consecutive years, the Group is committed to keep improving its performance and internal requirements for these two aspects.

The Group adopts environmental management system and strictly complies with national and local laws and regulations related to environmental protection and pollution control, including but not limited to the followings:

- Environmental Protection Law of the People’s Republic of China (“PRC”)
- Air Pollution Prevention and Control Law of the PRC
- Water Pollution Prevention and Control Law of the PRC
- Law of the PRC on Prevention and Control of Environmental Pollution by Solid Wastes
- Law of the PRC on Prevention and Control of Pollution by Environmental Noise

To monitor the impacts of activities on the environment and natural resources, the Key Operations of the Group regularly engages qualified professionals to conduct environmental assessment and provide monitoring reports. Data measured include, surface water quality, groundwater quality, drinking water quality, soil quality, waste gas emission, wastewater discharge, residue content from incineration, and noise pollution, to ensure compliance with standards and emission limits. Save for certain incidental issues having been fixed timely, no exceedances were reported during the Reporting Year.

A1. 排放物

於報告年度內，按照適用法律及規例的規定，本集團並無發現任何有關廢氣及溫室氣體（「溫室氣體」）排放、向水及土地的排污及有害及無害廢棄物的產生的重大違規情況。由於廢氣排放以及污水及廢棄物排放已連續兩年識別為其中兩項最重要的課題，故本集團致力持續提升其於這兩方面的表現及內部要求。

本集團採納環境管理制度，並嚴格遵守國家及地方有關環境保護及污染控制的法律及規例，包括但不限於下列各項：

- 中華人民共和國（「中國」）環境保護法
- 中國大氣污染防治法
- 中國水污染防治法
- 中國固體廢物污染環境防治法
- 中國環境噪聲污染防治法

為監測業務對環境及天然資源造成的影響，本集團的主要業務運作定期聘請合資格專業人士進行環境評估及提交監測報告。測量的數據包括地表水質、地下水水質、飲用水水質、土壤質素、廢氣排放量、廢水排放量、焚燒殘渣成份及噪音污染量，以確保符合標準及排放限值。除了若干已獲及時糾正之偶發性事宜外，於報告年度內沒有錄得超標情況。

A1.1 Types of Emissions

During the Reporting Year, nitrogen oxides (NO_x), sulphur oxides (SO_x) and respiratory suspended particles (PM) were emitted from natural gas consumption of incinerators and Group-owned vehicles consuming petrol and diesel (such as passenger cars, light goods vehicles, and other mobile machinery). The Group will continue taking steps in further decreasing the dependence on fossil fuels and reduce air emissions.

Table 1 Air Emissions

	2019 二零一九年	2018 二零一八年	2017 二零一七年
	Emissions (kg) 排放量 (千克)		
NO_x 氮氧化物	3,579	2,694	2,697
Gaseous fuel consumption 氣體燃料消耗	294	627	408
Vehicle operation 車輛運行	3,285	2,067	2,289
SO_x 硫氧化物	6	11	7
Gaseous fuel consumption 氣體燃料消耗	2	3	2
Vehicle operation 車輛運行	4	8	5
PM 懸浮顆粒	95	68	114

A1.2 Greenhouse Gas Emissions

While the scale of the Key Operations continues to expand gradually, the Group is establishing better channels to collect, trace, and monitor ESG data and information to monitor the total amount of GHG emission caused. During the Reporting Year, 46,936 tonnes of carbon dioxide equivalent (tCO₂e), which included carbon dioxide, methane, nitrous oxide, and hydrofluorocarbons, was emitted. The intensity was 0.14 tCO₂e/m², or 87.57 tCO₂e/employee. See Table 2 for the detailed figures.

A1.1 排放物的種類

於報告年度內，焚燒設施及集團消耗汽油及柴油的自有車輛（例如載客車輛、輕型貨車及其他移動機械）消耗天然氣排放出氮氧化物、硫氧化物及可吸入懸浮顆粒。本集團將繼續採取步驟進一步減低對化石燃料的依賴及減少廢氣排放。

表1 廢氣排放量

	2019 二零一九年	2018 二零一八年	2017 二零一七年
	Emissions (kg) 排放量 (千克)		

NO_x 氮氧化物	3,579	2,694	2,697
Gaseous fuel consumption 氣體燃料消耗	294	627	408
Vehicle operation 車輛運行	3,285	2,067	2,289
SO_x 硫氧化物	6	11	7
Gaseous fuel consumption 氣體燃料消耗	2	3	2
Vehicle operation 車輛運行	4	8	5
PM 懸浮顆粒	95	68	114

A1.2 溫室氣體排放

因應主要業務運作的規模持續逐漸擴張，本集團正在構建更完善的渠道以採集、追蹤及監察環境、社會及管治數據及資料，從而監測溫室氣體的總排放量。於報告年度內，包括二氧化碳、甲烷、氧化亞氮及氫氟碳化物等的排放量為46,936噸二氧化碳當量，而排放強度為每平方米廠區0.14噸二氧化碳當量，或每名僱員87.57噸二氧化碳當量。詳細數字見表2。

Table 2 Greenhouse Gas Emission by Scope

表2 按範圍劃分的溫室氣體排放量

		2019 二零一九年	2018 二零一八年	2017 二零一七年	
		Emissions (tCO ₂ e) 排放量 (噸二氧化碳當量)			
Scope 1 Direct Emission 範圍1 直接排放	Combustion of fuel for stationary source 固定源的燃料燃燒	Natural Gas 天然氣	3,622	6,158	4,011
		Diesel 柴油	2,400	1,675	2,061
		Fuel oil 燃油	1,970	2,004	240
	Combustion of fuel for mobile sources 流動源的燃料燃燒	Diesel 柴油	622	407	609
		Petrol 汽油	145	1,034	238
		Refrigerants 製冷劑	26	62	259
	Scope 2 Indirect Emission 範圍2 間接排放	Purchased electricity 外購電力	37,496	16,908	28,961
Scope 3 Other Indirect Emission 範圍3 其他間接排放	Water consumption 水資源消耗	631	339	514	
	Business air travel 商務航空差旅	15	13	18	
	Paper waste disposed at landfills 在填埋場棄置的廢紙	9	10	4	
Total 總計		46,936	28,610	36,915	
GHG intensity (per m² of building area) 溫室氣體強度 (每平方米廠區)		0.14	0.09	1.83	
GHG intensity (per employee) 溫室氣體強度 (每名僱員)		88	53	91	

Note 1: Greenhouse gas emissions of 2018 and 2017 uses the scale of 2019.

附註1：二零一八年及二零一七年的溫室氣體排放量使用二零一九年的規模計算。

Note 2: Emission factors were made reference to Appendix 27 of the Listing Rules and their referred documentation as set out by the Stock Exchange, unless stated otherwise.

附註2：除另有說明外，排放系數乃參照聯交所所載上市規則附錄二十七及其參考文件得出。

Note 3: Combined margin emission factor of 0.6485 tCO₂/MWh was used for purchased electricity in Mainland China.

附註3：在中國內地的外購電力乃採用合併邊際排放系數每兆瓦時0.6485噸二氧化碳當量。

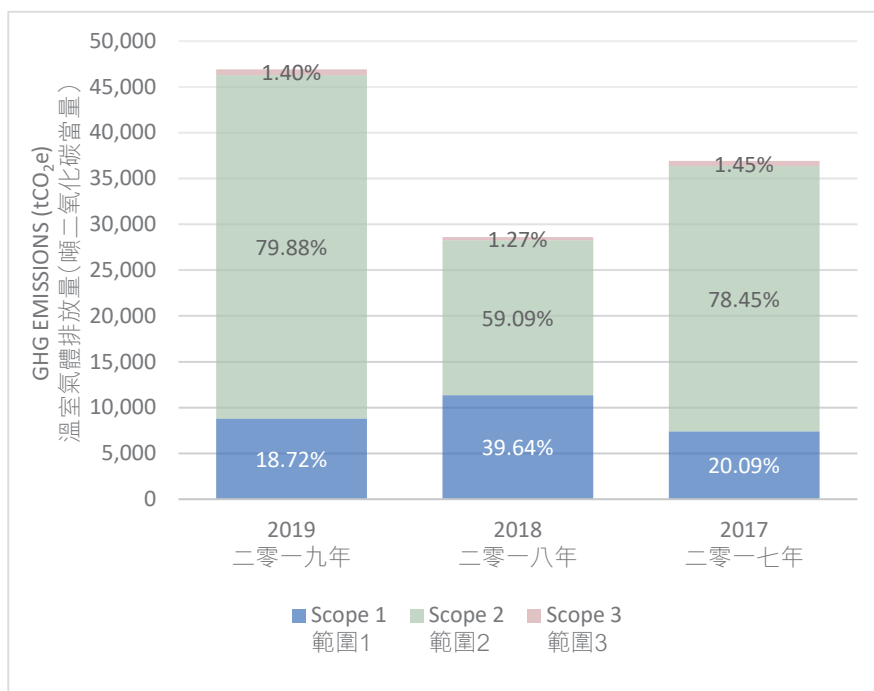
Note 4: Emission for the combustion of natural gas, fuel oil and diesel for stationary source were calculated with reference to the emission factors provided by the Greenhouse Gas Protocol Tool for Energy Consumption in China.

附註4：固定源的天然氣、燃油及柴油燃燒排放量乃根據中國的能源消耗引起的溫室氣體排放計算工具提供的排放系數計算。

Note 5: 15 kg of R-410A were used for air-conditioning systems in Yancheng NUHF during the Reporting Year.

附註5：於報告年度內，鹽城新宇輝豐的空調系統使用了15千克R-410A。

Figure 1 Contribution of Greenhouse Gas Emissions
圖1 溫室氣體排放來源



A1.3 Hazardous Waste Produced

Hazardous waste from the Key Operations of the Group included residue from incineration, residue and sludge from electroplating and on-site wastewater treatment facilities, and other miscellaneous waste (such as contaminated activated carbon, solutions bottles and filters, heat-resistant materials, etc). A total amount of 35,269 tonnes of hazardous waste, with an intensity of 0.11 tonne/m², or 65.80 tonne/employee, was generated during the Reporting Year.

Table 3 Hazardous Waste Generated

	2019 二零一九年	2018 二零一八年	2017 二零一七年
	Volume (tonnes) 產量 (噸)		
Hazardous waste generated 所產生的有害廢棄物	35,269	27,159	17,380
Residue from incineration 焚燒殘渣	26,532	17,908	11,826
Residue and sludge from electroplating and wastewater treatment facilities 電鍍及廢水處理設施產生的殘渣及污泥	8,240	9,240	5,554
Others 其他	497	11	0.01
Hazardous waste intensity (per tonne of treated solid waste¹) 有害廢棄物強度 (每噸經處理固體廢棄物 ¹)	0.29	0.26	0.19
Hazardous waste intensity (per m³ of treated wastewater²) 有害廢棄物強度 (每立方米經處理廢水 ²)	0.02	0.01	0.01

1 Solid waste includes all industrial and medical waste treated by Zhenjiang New Universe, Yancheng NUHF, Xiangshui New Universe, and Suqian New Universe.

2 Wastewater is the wastewater and sludge treated in the Eco-Plating Specialised Zone.

A1.3 所產生有害廢棄物

本集團主要業務運作產生的有害廢棄物包括焚燒殘渣、電鍍及現場廢水處理設施產生的殘渣及污泥，以及其他一般廢物（例如受污染的活性碳、試劑瓶及濾芯、耐熱物料等）。於報告年度內產生的有害廢棄物總量為35,269噸，強度為每平方米0.11噸或每名僱員65.80噸。

表3 所產生的有害廢棄物

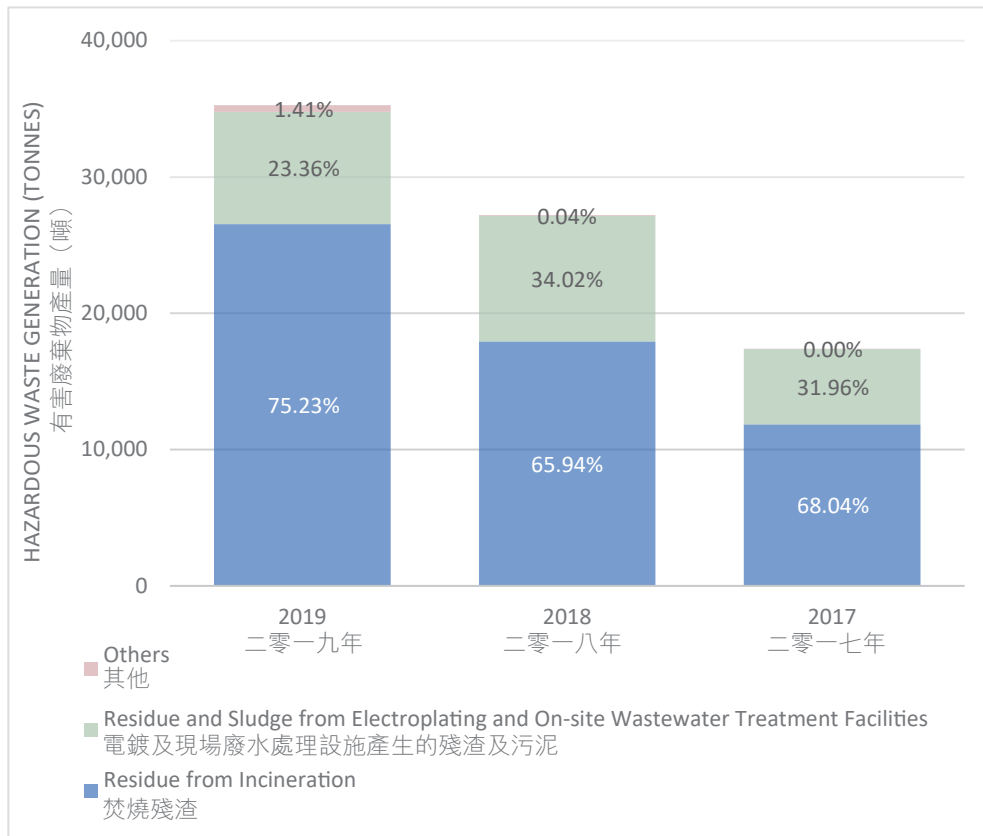
	2019 二零一九年	2018 二零一八年	2017 二零一七年
	Volume (tonnes) 產量 (噸)		
Hazardous waste generated 所產生的有害廢棄物	35,269	27,159	17,380
Residue from incineration 焚燒殘渣	26,532	17,908	11,826
Residue and sludge from electroplating and wastewater treatment facilities 電鍍及廢水處理設施產生的殘渣及污泥	8,240	9,240	5,554
Others 其他	497	11	0.01
Hazardous waste intensity (per tonne of treated solid waste¹) 有害廢棄物強度 (每噸經處理固體廢棄物 ¹)	0.29	0.26	0.19
Hazardous waste intensity (per m³ of treated wastewater²) 有害廢棄物強度 (每立方米經處理廢水 ²)	0.02	0.01	0.01

1 固體廢棄物包括經鎮江新宇、鹽城新宇輝豐、響水新宇及宿遷宇新處理的所有工業及醫療廢棄物。

2 廢水是指於環保電鍍專業區處理過的廢水及污泥。

Figure 2 Contribution of Generated Hazardous Waste

圖2 所產生的有害廢棄物來源



During the Reporting Year, 79.8% of the hazardous waste generated from the Key Operations were collected by qualified waste collectors. Most of which were disposed of by the qualified collectors at their nearby designated hazardous waste landfills, while the others were incinerated or recycled in some cases. The rest of the 20.2% of hazardous waste was fed back to the on-site incineration devices and treated by the continuously upgraded facilities.

於報告年度內，在主要業務運作產生的有害廢棄物中，有79.8%由合資格的廢物收集商收集，當中大部份由該等合資格收集商在其附近指定的危險廢物填埋場棄置，其餘則被焚燒，或在某些情況下被回收。餘下的20.2%有害廢棄物被送回到現場的焚燒設備，以不斷升級的設施處理。

A1.4 Non-hazardous Waste Produced

A total amount of 5,408 tonnes of non-hazardous waste, an intensity of 0.02 tonne/m², or 10.09 tonne/employee was generated from the Key Operations. It was mainly domestic waste in nature, consisting of commercial waste from office and employee residence, as well as disinfected and shredded medical waste. Domestic Waste in particular, consists of 1,830 kg of paper (assuming that all paper, whether being stored or purchased within the organization boundary, would eventually be disposed at landfills unless collected and recycled). See Table 4 for further information regarding composition of non-hazardous waste.

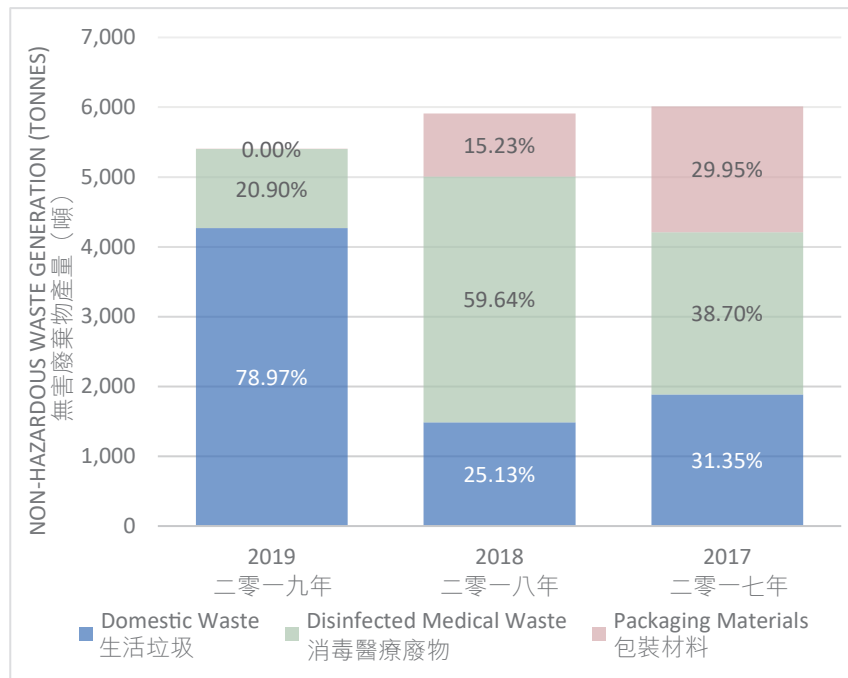
A1.4 所產生無害廢棄物

主要業務運作產生的無害廢棄物總量為5,408噸，強度為每平方米0.02噸或每名僱員10.09噸，主要性質為生活垃圾，當中包括來自辦公室及僱員宿舍的商業廢物，以及經消毒及切碎的醫療廢物。具體而言，生活垃圾包括1,830千克紙張（假設所有紙張（不論屬於組織範圍內貯存或購買者）最終會被棄置於填埋區，除非被收集及回收）。有關無害廢棄物成份的進一步資料見表4。

Table 4 Non-hazardous Waste Generated**表4 所產生的無害廢棄物**

	2019 二零一九年	2018 二零一八年	2017 二零一七年
	Volume (tonnes) 產量 (噸)		
Non-hazardous waste generated 所產生的無害廢棄物	5,408	5,909	6,009
Domestic Waste 生活垃圾	4,271	1,485	1,884
Disinfected Medical Waste 消毒醫療廢物	1,130	3,524	2,325
Packaging Materials 包裝材料	7	900	1,800
Non-hazardous waste intensity (per m² of building area) 無害廢棄物強度（每平方米廠區）	0.02	0.02	0.03
Non-hazardous waste intensity (per employee) 無害廢棄物強度（每名僱員）	10	11	15

Figure 3 Contribution of Generated Non-hazardous Waste
圖3 所產生的無害廢棄物來源



During the Reporting Year, 68% of the non-hazardous waste was collected by qualified waste collectors and sent to nearby incinerators for further handling. The rest were sent back to the Group's own plants for incineration and further treatment.

於報告年度內，無害廢棄物中有68%由合資格的廢物收集商收集，並送往附近的焚化設施作進一步處理。其餘則送回本集團的自有廠房焚燒及進一步處理。

A1.5 Measures to Mitigate Emissions

To reduce the amount of emissions, the Group continuously explores ways to contribute to reducing emissions emitted to the air. For example, the Group has been planning on adopting cleaner fuel, such as natural gas, to replace conventional fossil fuels for incineration processes. As of now, the Group has successfully transitioned to using natural gas in all its waste treatment plants except Xiangshui New Universe, which is still powered by diesel as a result of a lack of accessibility to natural gas. Besides the energy from the incineration process of the Key Operations is being kept recycling in the process, residue heat is being re-utilized for electricity generation for the use of their daily operation. The group has also been setting up a residue heat recycling system for the Key Operations for electricity generation to the public supply network. This reduces the need of nearby operations for purchasing and combusting raw resources for obtaining power.

In terms of the use of vehicles, the Group has developed systems to monitor and regulate fuel consumption and conduct routine maintenance on vehicles. It also encourages employees to take public transport. The Group has also reduced the use of private cars for its operations and provides shuttle buses for employees to get to and from work. When existing vehicles require replacement and new vehicles are selected, the Group actively considers parameters such as vehicle emission standards, fuel efficiency and cost effectiveness of the potential vehicles.

Business Air Travel

The Group encourages employees to make use of teleconferencing or videoconferencing systems to reduce carbon footprint induced by business air travel whenever possible. Nonetheless, business travels for site visits are still required at times due to the business nature. Under these circumstances, all kinds of travelling methods, including trains and high speed rail, would be considered. Only when it is inevitable would flights be taken, and the Group makes sure that such information and their relative carbon emissions are well-kept track of.

A1.5 減少廢氣排放的措施

為減低廢氣排放量，本集團不斷尋求方法減低廢氣排放量。例如，本集團一直計劃採用天然氣等更清潔的燃料代替傳統的化石燃料來進行焚燒工序。截至目前為止，本集團已成功為其所有廢物處置廠轉用天然氣，惟響水新宇因週邊沒有天然氣管道接駁而仍以柴油發電。除了主要業務運作中焚燒工序的能源一直在過程中被回收外，所產生的餘熱亦被重用於發電以供其日常營運用途。本集團亦一直為主要業務運作設立一個餘熱回收再用系統以發電供給公用電網。此舉減少鄰近業務購買及燃燒原資源取電的需要。

在車輛使用方面，本集團已建立系統，以監察及規管燃料及對車輛進行例行維護。本集團亦鼓勵僱員乘搭公共交通工具。此外，本集團已減少於營運期間使用私家車，並為僱員提供穿梭巴士上下班。當現有車輛需要更換及挑選新車時，本集團積極考慮潛在車輛的車輛廢氣排放標準、燃油效率及成本效益等參數。

商務航空差旅

本集團鼓勵僱員盡可能使用電話會議及視像會議系統，以減少商務航空差旅帶來的碳足跡。然而，基於業務性質，有時仍需出差進行實地視察。在此情況下，本集團會考慮各種交通方法，包括火車及高鐵。只有在無可難免下才乘搭飛機，而本集團確保妥善記錄有關資料及其相對的碳排放量。

A1.6 Waste Handling and Reduction Initiatives

Comparing to the previous Reporting Year, the Group generated 30% more hazardous waste despite the closure of the Suqian New Universe for the first eight months of the Reporting Year. The increase was presumed to be caused by increased demand for and capacity of handling waste treatment, hence increased hazardous waste generated, and better waste record tracking system. The Group will continue adopting the three core principles of, source reduction, toxicity elimination, and recycling, prior to waste disposal in order to minimise the amount of hazardous waste disposed.

In order to reduce non-hazardous waste generated, recycling bins are marked with labels and instructions are provided for effective collection of wastepaper and cardboards. The Group also promotes the use of Enterprise Resource Planning (ERP) system to improve management quality and work efficiency, so that paper waste is only generated when necessary. Staff are also encouraged to print double-sided documents whenever possible. In staff canteens, stainless steel cutlery and utensils are also used to eliminate waste that would be produced if disposable ones were used.

A2. Use of Resources

The Group has implemented policies on energy saving measures at both production and daily office operations, and monthly assessment is carried out to monitor water and electricity performance at operation sites. Water-saving practices are adopted. Whenever possible, water used in the operations would be reused. For the Eco-Plating Specialised Zone, its wastewater treatment plant has to meet the national standard, Emission Standard of Pollutants for Electroplating (GB 21900 --2008) Table 3 Standard. No exceedances were reported during the Reporting Year. As for packaging materials, contaminated ones are disinfected, incinerated, or deposited at designated hazardous waste landfill depending on the waste content. Non-contaminated ones are to be reused internally as much as possible. The Group is constantly reviewing its use of energy and reflecting on how it can lower its resources usage.

A1.6 廢物處理及減排措施

對比上一報告年度，儘管宿遷宇新於報告年度首八個月關閉，但本集團產生的有害廢棄物量仍增加30%。該增加意味著由於處理廢物的需求及處理能力增加令有害廢棄物產生量提高，以及廢物記錄追蹤系統改良所致。本集團在棄置廢物前，將繼續採取源頭減廢、消除毒性及回收利用三個核心原則，把有害廢棄物棄置量減至最低。

為減少產生無害廢棄物，本集團擺放貼有標籤的回收箱，並提供指示以有效收集廢紙及紙板。本集團亦推廣使用企業資源規劃(ERP)系統，以提高管理質素及工作效率，致使僅於有需要時才產生廢紙。本集團亦鼓勵員工盡可能打印雙面文件。員工飯堂使用不銹鋼餐具及廚具，以消除使用即棄用品所產生的垃圾。

A2. 資源使用

本集團已在生產及日常辦公室運作中實施採支節能措施的政策，並每月進行評估，以監察營運場地的用水及用電情況。本集團實行節約用水的措施。在可能情況下，本集團會重覆使用營運過程中用過的水。就環保電鍍專業區而言，區內的廢水處理廠須符合國家標準——《電鍍污染物排放標準》(GB 21900 --2008)的表三標準。報告年度內並無錄得超標。至於包裝材料，受污染的包裝材料按照廢棄物的成份於指定的危險廢物填埋場進行消毒、焚燒或棄置。未受污染的包裝材料會盡可能由內部重覆使用。本集團定期檢討其能源使用及考慮其減少資源使用量的方法。

A2.1 Energy Consumption

See Table 5 for the detail breakdown of energy consumption.

Table 5 Energy Consumption

	2019 二零一九年	2018 二零一八年	2017 二零一七年
Energy consumption 能源消耗量	95,814,399	74,961,655	73,796,155
Purchased electricity ³ 外購電力 ³	57,823,769	24,056,911	41,205,471
Natural gas 天然氣	18,971,845	32,283,145	21,008,958
Fuel oil 燃油	7,326,661	7,478,782	863,136
Diesel 柴油	11,214,895	7,742,098	9,940,496
Petrol 汽油	477,229	3,400,719	778,094
Energy intensity (per tonne of treated solid waste) 能源強度 (每噸經處理固體廢棄物)	738	1,047	723
Energy intensity (per m³ of treated wastewater) 能源強度 (每噸經處理廢水立方米)	59	3	44
Energy intensity (per m² of office area⁴) 能源強度 (每平方米辦公室面積 ⁴)	30	/	/

A2.1 能源消耗

有關能源消耗量的詳盡明細見表5。

表5 能源消耗量

	2019 二零一九年	2018 二零一八年	2017 二零一七年
Consumption (kWh) 消耗量 (千瓦時)			

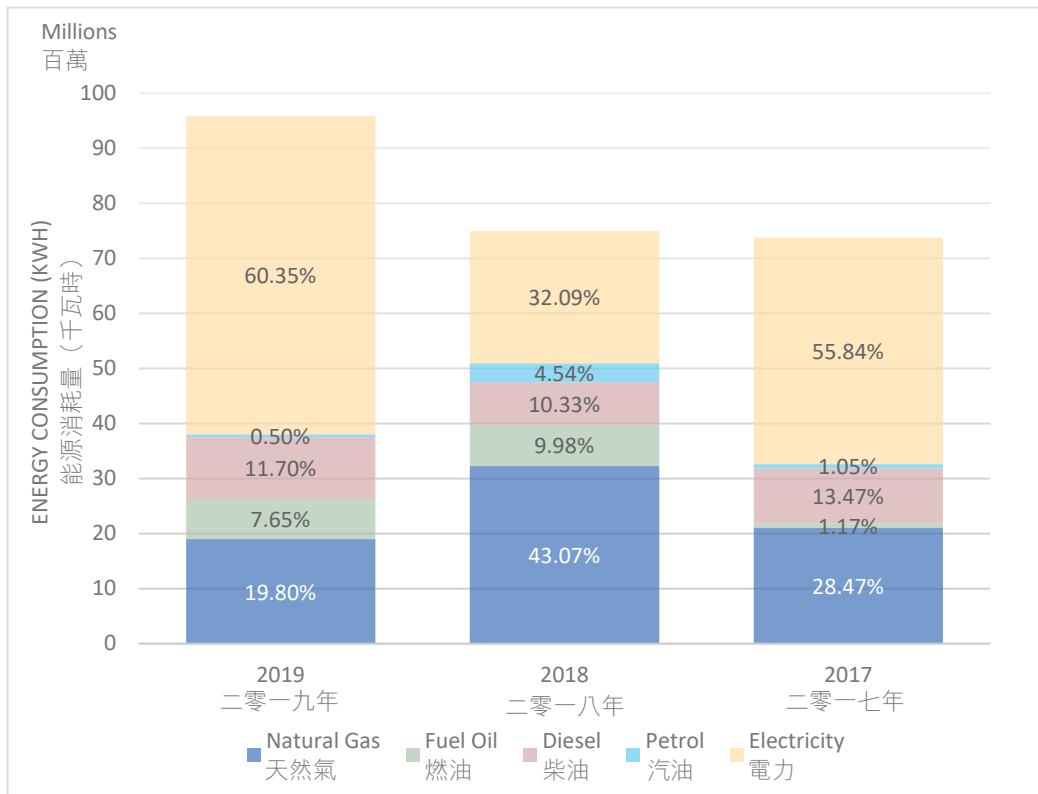
³ The calculation of electricity consumption in 2019 is different from that of the previous years in the Eco-plating Specialised Zone. Before 2019, electricity consumption only included electricity used in sewage treatment plants. As the recording system improved, the Group now manages to include not only electricity used for sewage treatment, but also electricity used in the entire plant areas.

⁴ Office area includes only the 360m² of Jiangsu Xin Yu. As Jiangsu Xin Yu only commenced operations during the Reporting Year, there was no electricity usage, hence data on energy intensity, for year 2017 and 2018.

³ 二零一九年的耗電量計算與過往年度的環保電鍍專業區的耗電量計算不同。於二零一九年前，耗電量僅包括污水處理廠的用電。由於記錄系統已經改良，故本集團現時不僅能計及污水處理的用電量，還能計算全廠區的其餘用電量。

⁴ 辦公室面積僅包括江蘇新宇的360平方米。由於江蘇新宇於報告年度內才投入運作，故並無二零一七年及二零一八年的電力用量以及能源強度數據。

Figure 4 Contribution of Energy Consumption
圖4 能源消耗來源



Direct Energy Consumption – Purchased Electricity

The total electricity consumption by the Key Operations was 57,823,769 kWh during the Reporting Year. It is important to note that the usage of electricity appears to have increased significantly this year because the recording system of such usage has improved, and additional repairs and maintenance works for the incineration facilities have been carried out. As opposed to the Reporting Year, only electricity usage at sewage treatment plants, rather than usage at all plants, were recorded in the previous reporting year in the Eco-Plating Specialised Zone. The inclusion of other electricity usage has therefore contributed to the drastic rise in electricity usage this year.

直接能源消耗－外購電力

於報告年度內，主要業務運作的總耗電量為57,823,769 千瓦時。需要一提的是，本年度的用電量似乎顯著增加，原因是用電量的記錄系統已經改良，並且為焚燒設施進行了額外多項維修保養工程。相對於本報告年度，過往報告年度僅記錄環保電鍍專業區污水處理廠的用電量，而非所有廠房的用電量。因此，計入其他用電量令本年度的用電量數字大幅上升。

Table 6 Purchased Electricity

表6 外購電力

	2019 二零一九年	2018 二零一八年	2017 二零一七年
	Consumption (kWh) 消耗量 (千瓦時)		
Purchased electricity 外購電力	57,823,769	24,056,911	41,205,471
For treatment of solid waste 供處理固體廢棄物	29,122,559	22,158,509	12,790,073
For treatment of wastewater 供處理廢水	28,690,253	1,898,402	28,415,398
For Jiangsu Xin Yu's office operations 供江蘇新宇經營辦公室	10,957	/	/

Indirect Energy Consumption - Energy Powered by Combustion of Fuel

Stationary machinery and processes, such as, incinerators, stabilisation of incineration process and control of hazardous emission consumed natural gas, fuel oil and diesel during the Reporting Year. Consumption of natural gas has dropped significantly, albeit the Group's direction of transitioning to relying more on the cleaner gas. This was mainly caused by the pause of Suqian New Universe's operations for eight months. Passenger cars, light goods vehicles, and other mobile machinery (such as fork lifters) were utilised during the Reporting Year, consuming diesel and petrol. In 2019, the Group has paid effort in reducing its owned vehicles, eliminating almost half of its cars and mobile machineries. Since most of its eliminated vehicles were passenger cars that run in petrol, such combustion dropped drastically. As for light goods vehicles and other machineries that used diesel, they had been used more intensively. This contributed to the rise in diesel usage despite the fall in numbers of such vehicles.

間接能源消耗－燃燒燃料發電

於報告年度內，焚燒設施、焚燒穩定化程序及危險排放物治理等固定機器及程序消耗天然氣、燃油及柴油。儘管本集團循著轉向加大依賴更清潔氣體的方向，但天然氣消耗量顯著下降，此乃主要由於宿遷宇新暫停營運八個月所致。於報告年度內，本集團使用消耗柴油及汽油的載客車輛、輕型貨車及其他移動機械（例如叉車）。於二零一九年，本集團努力減少使用其自有車輛，淘汰其近半數的汽車及移動機械。由於其淘汰的大多數車輛為以汽油運行的載客車輛，故其燃燒量大幅降低。至於使用柴油的輕型貨車及其他機械，則被本集團加強使用，故即使該等車輛的數量減少，但柴油用量有所上升。

Table 7 Combustion of Fuel

表7 燃料燃燒量

	2019 二零一九年	2018 二零一八年	2017 二零一七年
	Combustion (m³) 燃燒量 (立方米)		
Natural gas for stationary source 固定源的天然氣	1,919,822	3,266,836	2,125,965
	Combustion (litres) 燃燒量 (升)		
Fuel oil for stationary source 固定源的燃油	681,832	695,989	80,325
Diesel 柴油	1,121,676	774,338	1,764,173
Diesel for stationary source 固定源的柴油	896,738	625,646	769,958
Diesel for mobile sources 流動源的柴油	224,938	148,692	994,215
Petrol for mobile sources 流動源的汽油	53,853	383,857	87,804

A2.2 Water Consumption

During the Reporting Year, a total of 1,562,959 m³ of fresh water was consumed by the Key Operations. The water intensity was 2.15 m³/m³ of treated wastewater, 5.67 m³/tonne of treated solid waste, and 0.39 m³/m² of office operation at Jiangsu Xin Yu.

Table 8 Water Consumption

	2019 二零一九年	2018 二零一八年	2017 二零一七年
	Volume (m ³) 耗量(立方米)		
Water consumption ⁵ 耗水量 ⁵	1,562,959	843,183	1,272,279
Water use intensity (per tonne of treated solid waste) 用水強度(每噸經處理固體廢棄物)	5.67	5.08	4.10
Water use intensity (per m ³ of wastewater treated) 用水強度(每立方米經處理廢水)	2.15	0.76	1.59
Water use (per m ² of office area ⁴) 用水量(每平方米辦公室面積 ⁴)	0.39	/	/

A2.2 水資源消耗

於報告年度內，主要業務運作的食水消耗量合共為1,562,959立方米。用水強度為每立方米經處理廢水2.15立方米，每噸經處理固體廢棄物5.67立方米，每平方米江蘇新宇內辦公室營運0.39立方米。

表8 水資源消耗量

⁵ The calculation of water consumption in 2019 is different from that of the previous years in the Eco-Plating Specialised Zone. Before 2019, water consumption only included water used in sewage treatment plant. As the recording system improved, the Group now manages to include not only water used for sewage treatment, but also the rest used in the entire plant area.

⁵ 二零一九年的耗水量計算與過往年度的環保電鍍專業區的耗水量計算不同。於二零一九年前，耗水量僅包括污水處理廠的用水。由於記錄系統已經改良，故本集團現時不僅能計及污水處理的用水量，還能計算全廠區的其餘用水量。

With regards to the water efficiency in the Eco-Plating Specialised Zone, similar to electricity usage, the calculation and recording method of water consumption improved during the Reporting Year, where not only water usage within the sewage treatment plant, but that within the whole plant area, was recorded. As a result, water consumption, as well as the figure on water used per m³ of wastewater treated increased significantly in the Eco-Plating Specialised Zone.

As for the rest of the waste treatment plants, the cessation of Suqian New Universe's waste treatment operation in the first eight months of the Reporting Year while water was still consumed for its upgrading works, was the main reason for the increase in water usage in terms of each tonne of waste treated.

Wastewater Discharge

It was reflected from the stakeholder engagement that effluent and waste discharge is considered as one of the most material topics by stakeholders. The Group is aware of the environmental impacts of improper wastewater treatment and discharge. To minimise the potential risks associated with discharge of wastewater, all operating plants, except the Eco-Plating Specialised Zone (relevant facilities will be enhanced after the completion of the phase II construction works), are equipped with on-site wastewater treatment facilities to carry out pre-treatment prior sending wastewater off to downstream wastewater treatment plants. The Group also makes sure its structures are applied with seepage and leakage prevention work, alongside regular monitoring over working procedures and relevant facilities, to prevent wastewater from negatively impacting the environment. As for its downstream wastewater treatment plants, the Group also checks that they are compliant with government laws and regulations.

就環保電鍍專業區的用水效率而言，如同電力使用，耗水量的計算及記錄方法已於報告年度內改良，不僅計算污水處理廠的用水量，還能計及全廠區的用水量。因此，環保電鍍專業區內的耗水量及經處理廢水的每立方米用水量數字顯著增加。

至於餘下的廢棄物處理廠，由於宿遷宇新的廢棄物處理業務於報告年度內首八個月停運期間仍需用水作升級工程，以每噸經處理廢棄物作單位計的用水量仍有增加。

廢水排放

從利益相關者參與反映，污水及廢棄物排放被利益相關者視為最重要的課題之一。本集團知悉廢水處理及排放不當會造成環境影響。為盡量減低廢水排放涉及的潛在風險，除環保電鍍專業區（當二期建設工程竣工後，相關設施將被加強提升）外，所有營運廠房均配置現場廢水處理設施預先處理廢水，然後才將廢水送往下游廢水處理廠。除定期監察工作程序及相關設施外，本集團亦確保其建築物應用防滲防漏工程，以預防廢水對環境造成不利影響。至於下游廢水處理廠，本集團亦檢查該等廠房符合政府法律及規例的情況。

Regular technical improvement works are carried out in order to maintain a stable and effective capacity to serve the growing demand from clients within the zone. In addition to the existing technologies on real-time monitoring of wastewater discharges and effective removal of chemical oxygen demand (COD) and heavy metals, the Group has started the second phase of electroplating wastewater treatment upgrade during the Reporting Year and is expected to finish in mid-2020. This technique makes use of the technology of reverse osmosis and is expected to further enhance the quality of treated wastewater.

A2.3 Energy Use Efficiency Initiatives

With increasing demand and additional incinerating capacity, demand for electricity has generally increased. Despite there being a few renovation and maintenance to upgrade facilities during the Reporting Year, energy efficiency seemed to have lowered. This was mainly due to the broadened coverage in the calculation of electricity consumption in the Eco-Plating Specialised Zone. The cessation of Suqian New Universe's waste treatment operation in the first eight months of the Reporting Year, while electricity was still consumed for other operations, could also explain the increase in energy usage in terms of each unit of waste treated.

The Key Operations of the Group regularly promotes energy-saving initiatives throughout operating areas, enforcing good practices in terms of maintenance of plants and equipment for better efficiency and productivity. The Group also benefits from individual energy saving by installing frequency converters for motors at most of the equipment with rotating parts at Suqian New Universe. Informatisation has also allowed the Group to better understand and manage how energy is used, strengthen control over energy consumption, and reduce wastage of resources.

When purchasing equipment for administrative offices, priority is given to those with higher energy efficiency and relatively low environmental impacts. Employees at office were advised to adjust air conditioning to optimal temperatures during summer and winter months for energy saving purposes. Petrol and diesel meeting the latest national standards are used for all Group-owned vehicles and rental vehicles at the Eco-Plating Specialised Zone.

本集團定期進行技術升級工程，以保持穩定及有效的產能，務求滿足園區內客戶日益殷切的需求。除現有實時監測的廢水排放及有效去除化學需氧量(COD)及重金屬的技術外，本集團亦已於報告年度內開始第二期電鍍廢水處理升級工程，預期將於二零二零年中完成。此工藝利用反滲透技術，預期可進一步提升經處理廢水的水質。

A2.3 能源使用效率措施

由於需求與日俱增及焚燒產能提高，對電力的需求已整體增加。儘管報告年度內進行若干翻新及維護將設施升級，但能源效率似乎有所下降。這主要由於計算環保電鍍專業區的耗電量時覆蓋面擴大所致。宿遷宇新於報告年度首八個月暫停廢物處置運作，但其他業務仍耗用電力，亦可解釋按每經處理廢物計的能源使用量增加的原因。

本集團的主要業務運作定期於整個營運區域推廣節能措施，在維護機械及設備方面實施優良實務，從而提高效率及生產力。本集團亦通過於宿遷宇新大部份帶有轉動設備的驅動電機安裝變頻調速裝置，從個別節能中受益。信息化亦使本集團加深了解及加強管理能源的使用，強化對能源消耗的監控，以及減少浪費資源。

當購買供行政辦公室使用的設備時，本集團首選能源效率較高而對環境影響較小的設備。本集團建議辦公室內的僱員在夏季及冬季的月份裡將空調調校至最佳溫度，以達到節能目的。於環保電鍍專業區內，本集團所有自有車輛及租用車輛均採用符合國家最新標準的汽油及柴油。

The Group also provides sustainable commute option such as shuttle bus for employees to travel together from cities to remote plant locations, this helps reducing carbon emission, and promotes sustainable commuting.

Motors in machines have also been equipped with variable-frequency drives such that energy can be used more efficiently.

A2.4 Water Use Efficiency Initiatives

Water was mainly supplied by private water supply companies or industrial parks where the Key Operations of the Group are situated. There was no issue in sourcing water fit for purpose. With increasing demand and additional incinerating capacity, demand for fresh water has generally increased since 2018.

The Key Operations has provided clear instructions on water saving practice and shall continue to enforce water conservation measures in every major aspect in operations. At all operations, water is reused whenever possible to maintain efficiency. For example, water used for cooling, steaming, and spraying would be recycled or recollected for repeated usage across facilities to help reduce freshwater consumption. Employees of the Group are also reminded to adopt water-saving practices. Following concerns in water usage in the previous the Reporting Year, the Group has taken action and water reusage had increased during the year.

A2.5 Packaging Material

During the Reporting Year, approximately 61,113 kg of packaging materials were used for transferring waste from customers to the Group's operating plants and for storing treated residue (fly ash and slag) before sending off to hazardous waste landfill. They were mainly metal drums and bags made of polypropylene, polyethylene, tetrafluoroethylene, polyvinyl chloride with some recycled contents.

本集團亦提供可持續的通勤選項(例如穿梭巴士),讓僱員一起從城市前往偏遠的工廠,這項措施有助減少碳排放及促進可持續通勤。

本集團亦於機械的驅動電機中配備變頻器,令能源使用效率提高。

A2.4 水資源使用效率措施

水主要由私營供水公司或本集團主要業務運作所在的工業園提供。並無求取適用水源的問題。由於需求與日俱增及焚燒產能提高,對食水的需求自二零一八年起整體增加。

主要業務運作已提供清晰的指示如何實踐節約用水,並將繼續於每個主要的營運環節落實節水措施。所有業務盡可能重覆使用水資源以維持效率。例如,用於冷卻、蒸汽及噴灑的水會回收或再收集供不同設施重覆使用,以助減少消耗食水。本集團亦提醒僱員實踐節約用水理念。就跟進上一報告年度對水資源使用的關注,本集團已於年內採取行動提高水資源的重覆使用量。

A2.5 包裝材料

於報告年度內,將廢棄物從客戶移送至本集團營運廠房及於送出危險廢物填埋前貯存經處理殘渣(如飛灰及爐渣)之前進行儲存所使用的包裝材料約達61,113千克。包裝材料主要為金屬桶及以聚丙烯、聚乙烯、四氟乙烯、聚氯乙烯製成的袋子,內含若干回收成份。

Table 9 Packaging Materials Consumed

表9 所消耗的包裝材料

	2019 二零一九年	2018 二零一八年	2017 二零一七年
Packaging materials consumption 包裝材料消耗	61,113	25,199	46,067
Packaging materials intensity (per m ² of building area) 包裝材料強度（每平方米廠區）	0.19	0.08	0.16
Packaging materials intensity (per employee) 包裝材料強度（每名僱員）	114	46	113

A3. The Environment and Natural Resources

A3.1 Significant Impacts of Activities on the Environment

Through treating hazardous waste, the Group takes a role in lessening the burden of the industrial and medical industry on the environment. Local governments and surrounding communities are assisted by the Group in vigorously handling and treating waste that would otherwise pose threats to the environment. Contributing in the treatment of hazardous waste in a responsible way, thus, is how the Group helps reduce environmental impacts.

Having said that, the operations of the Group may still impose risks on the environment or human health if the Group is not rigorous enough in handling such waste. For example, water bodies, lands, and the air may be contaminated if there is leakage of wastewater, air pollutants, chemical or other hazardous wastes. Thus, to minimise the Key Operations' impacts on the environment and natural resources, environmental management objectives and targets are annually updated in accordance with the latest environmental laws and regulations. Implementation of management systems on personnel responsibility on pollution prevention and monitoring system on material environmental factors and activities are also regularly reviewed. Apart from avoiding leakage of hazardous wastes, the Group also actively pays effort to control its flue gas emission. It carries out round the clock online measures of its emissions at chimneys and takes immediate action in case the emissions level reaches an alert level. This limits the negative impacts that the operations could cause to the environment and makes the emissions far lower than the national standard.

A3. 環境及天然資源

A3.1 業務對環境的重大影響

本集團藉著處理有害廢棄物，擔當減輕工業及醫療行業對環境所造成負擔的角色。本集團協助地方政府及週邊社區嚴格處理及處置會對環境造成威脅的廢棄物。因此，以負責任的方式在處理有害廢棄物方面作出貢獻，是本集團幫助降低環境影響的方法。

然而，倘本集團在處理廢棄物時未夠嚴格，則本集團的業務仍可能對環境或人類健康帶來風險。例如，倘廢水、空氣污染物、化學或其他有害廢棄物洩漏，水體、土地及空氣可能會被污染。因此，為盡量減低主要業務運作對環境及天然資源的影響，本集團每年根據最新的環保法律及規例更新其環境管理宗旨及目標，並定期檢討人員防止污染責任管理系統及重大環境因素及活動監測系統的執行情況。除避免有害廢棄物洩漏外，本集團亦積極努力控制煙氣的排放。本集團進行全天候在線測量煙囪的廢氣排放量，並在排放量達到警誡水平的情況下即時採取行動。此舉限制營運可能對環境造成的不利影響，並使本集團的排放量遠低於國家標準。

Projects Undergone During the Reporting Year and Future Actions

During the Reporting Year, the second phase of comprehensive hazardous waste incineration project at Xiangshui New Universe has finished, and the design and construction of the project's third phase has begun.

In order to upgrade the vertical impervious engineering of the existing landfill in Yancheng NUHF, the Group has also commenced technical improvement work for it in May 2019. The improvement work for the landfill that has a capacity of 280,000 m³ is expected to finish around the end of 2020. Upon the completion of the landfill, the anti-seepage and anti-leakage ability shall be improved, which will reduce the chance of waste permeating into soil, minimising the risk of contamination to the environment. During the construction, 6 m³ leachate is used and recycled each day and there is no disposal of such liquid. In case there is, it is treated in accordance with sewage treatment guidelines.

To meet future demands and standards that are expected to become stricter, the Group will continue to invest in better incinerating technology with higher standards and capacity. The Group will also continue to strengthen the control measures on air emissions from incineration and detoxication processes to meet the increasingly stringent pollutant emission standards and further minimise environmental impacts induced by its Key Operations.

報告年度內進行的項目及未來行動

於報告年度內，響水新宇的第二期綜合危險廢物焚燒項目已經完成，並已展開項目第三期的設計及建設工程。

為對鹽城新宇輝豐現有的填埋場進行垂直防滲工程升級，本集團亦已於二零一九年五月展開有關的技術改良工程。填埋場的改良工程涉及的處理能力達280,000立方米，預期將於二零二零年年終左右完成。填埋場竣工後，防滲防漏能力將有所改善，可減少廢棄物滲入泥土的機會，並將污染環境的風險降至最低。於施工期間，本集團每日使用並回收6立方米的滲濾液，並無有關液體的處置。如有需要，本集團會根據污水處理指引處理滲濾液。

為滿足未來需求及符合預期將更為嚴格的標準，本集團將繼續投資於可提高標準及產能的更優良焚燒技術。本集團亦將繼續加強針對焚燒及無害化工序所排放廢氣的監控措施，從而符合越來越嚴格的污染物排放標準，並進一步將其主要業務運作所引起的環境影響降至最低。

B. Social

1. Employment and Labour Practices

B1. Employment

The Group did not note any cases of material non-compliance in relation to employment during the Reporting Year, and strictly complies with national and local laws and regulations, including but not limited to the followings:

- Labour Law of the PRC
- Labour Contract Law of the PRC
- Employment Promotion Law of the PRC
- Social Insurance Law of the PRC
- Law of the PRC on the Prevention and Control of Occupational Diseases

B. 社會

1. 僱傭及勞工常規

B1. 僱傭

本集團於報告年度內並無發現在僱傭方面發生任何重大違規情況，且嚴格遵守國家及地方法律及規例，包括但不限於下列各項：

- 中國勞動法
- 中國勞動合同法
- 中國就業促進法
- 中國社會保險法
- 中國職業病防治法

B1.1 Total Workforce

As of 31 December 2019, the Group had a total of 536 employees, all of which were from the mainland China. 98% of them were full-time employees and 2% of them worked part-time. The composition of the workforce has remained similar throughout the previous years.

Table 10 Employees Figures

	2019 二零一九年	2018 二零一八年	2017 二零一七年
Number of employees ⁶ 僱員人數 ⁶	536	543	407
Full-time: part-time (ratio) 全職：兼職（比率）	53:1	108:1	0
Male: female (ratio) 男性：女性（比率）	5:1	5:1	6:1
Frontline: Management (ratio) 前線：管理層（比率）	4:1	4:1	3:1
18-25: 26-35: 36-45: 46-55: above 55 18-25歲：26-35歲：36-45歲：46-55歲：55歲以上	1:8:6:6:1	1:8:6:6:1	1:9:7:7:1

⁶ Number of employees were those working within the reporting scope at the end of the Reporting Year

B1.2 Turnover

During the Reporting Year, 126 people left the Group's workforce, making the turnover rate 23.5%. The turnover rate has remained similar to the previous year, being approximately 1.5 percentage point lower when compared. For staff retention, the Group will continue reviewing existing practices and strategies on staff salary and welfare, health and safety protection, and internal engagement and caring activities. The Group also strives to make its workplace and corporate culture more family-like to raise employees' sense of belonging and retain talents.

B1.1 僱員總數

於二零一九年十二月三十一日，本集團共有536名僱員，全部來自中國內地，當中98%為全職僱員，2%屬兼職工作。僱員人數維持過往年度的相若水平。

表10 僱員數字

	2019 二零一九年	2018 二零一八年	2017 二零一七年
Number of employees ⁶ 僱員人數 ⁶	536	543	407
Full-time: part-time (ratio) 全職：兼職（比率）	53:1	108:1	0
Male: female (ratio) 男性：女性（比率）	5:1	5:1	6:1
Frontline: Management (ratio) 前線：管理層（比率）	4:1	4:1	3:1
18-25: 26-35: 36-45: 46-55: above 55 18-25歲：26-35歲：36-45歲：46-55歲：55歲以上	1:8:6:6:1	1:8:6:6:1	1:9:7:7:1

⁶ 僱員人數以報告年度末於報告範圍內工作的人員計算。

B1.2 流失情況

於報告年度內，本集團共有126名員工離職，流失率為23.5%。該流失率維持於去年相若水平，同比下降約1.5個百分點。為挽留員工，本集團將持續檢討有關員工薪金與福利、健康與安全保護、內部參與及關懷活動的現行慣例及策略。本集團亦致力將其工作場地及企業文化營造成大家庭，以提升僱員的歸屬感及挽留人才。

Employment Policies

During the Reporting Year, there was no major change in management measures relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunities, diversity and anti-discrimination for all Key Operations. With the growing demand from clients and the municipal government, the Key Operations have adopted mobile application, face recognition security devices and other intelligent control administrative system to encourage better utilisation of information technology in human resources management.

Compensation and Benefits Package

Employees of the Key Operations are entitled to basic salary with various allowance and incentive bonus as per their job positions, responsibility, capability, contribution, performance, experience, and other attributes. The Group regularly reviews and adjusts employees' salary in accordance with its business growth and market price. The overall compensation is generally above market average. In cases when employees are required to work on national holidays, their compensation for the day is 300% of normal wages. Year-end bonuses are also provided based on performance.

Apart from monetary form of remuneration, non-monetary form of basic social insurance, including pension, medical, work-related injury, unemployment compensation and leaves are also offered. In terms of leaves, employees enjoy national holidays, marriage leaves, maternity leaves, funeral leaves, and annual leaves. For annual leaves, the days allowed are depended on the length that each respective employee has worked for the Group. Accommodation, canteen, convenient store, and shuttle bus are provided for employees working at remote plant locations.

Internal Promotion

Internal promotion and job opportunities are offered to existing employees, and selection is based on monthly reviewal on working capability, attitude, and quality on a point scoring system. Employees are encouraged to discuss their goals regarding job advancement and career development with their upline supervisors.

僱傭政策

於報告年度內，所有主要業務運作在薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化及反歧視方面的管理措施並無重大變化。由於客戶及市政府的需求日益殷切，主要業務運作已採用流動應用程式、人臉識別保安裝置及其他智能監控管理系統，以鼓勵加強善用人力資源管理方面的資訊科技。

薪酬及福利待遇

主要業務運作的僱員享有基本薪金及根據其工作崗位、職責、能力、貢獻、表現、經驗及其他特質而提供的不同津貼及鼓勵性獎金。本集團定期檢討並根據其業務增長及市場價格調整僱員薪金。整體薪酬一般高於市場平均水平。每當僱員被要求於國定假期工作，當日的報酬為正常工資的300%。本集團基於表現發放年終獎金。

除金錢形式的薪酬外，僱員亦獲提供非金錢形式的基本社會保險，包括養老保險、醫療保險、工傷保險、失業賠償及休假。就休假而言，僱員享有國定假期、婚假、產假、喪假及年假。所給予的年假天數乃視乎各有關僱員於本集團工作的年資。對於在偏遠的廠區工作的僱員，本集團提供住宿、飯堂、便利店及穿梭巴士。

內部晉升

本集團向現有員工提供內部晉升及工作機會，甄選是以評分制度每月對工作能力、態度、素質方面的檢討為基礎。本集團鼓勵僱員與其上級主管討論他們對工作晉升及事業發展的目標。

Award and Penalty System

The Group has an "Award and Penalty System". Under this system, employees with excellent presentation, responsibility, discipline, contribution, attitude, and who act as role models are to be recognised and rewarded with cash bonus along with certificates of compliment; on the contrary, disciplinary action and cash penalty are to be imposed if an employee has committed an act of serious misconduct or deceitful behaviours.

Equal Opportunity

The Group provides equal opportunities for employees in respect of recruitment, training and development, job advancement, termination, compensation, and benefits. Recruitment channel by the Key Operations includes recruitment webpage, staff referral, platform on Department of Human Resources and Social Security. Employees are not discriminated against or deprived of such opportunities on the basis of gender, ethnicity, religion, colour, age, marital status, family status, retirement, disability, pregnancy, or any other discrimination prohibited by applicable law. Grievance procedures are developed to ensure transparency and fairness at workplace. As the figures on Table 10 may suggest that males take a significant proportion in the Group, it is important to note that this is not a result of discrimination against females. Rather, it is a phenomenon that is common within the industry due to personal inclination guided by gender. The Group is open to applicants of any gender and, in fact, has considered promoting and educating communities to make the industry, especially the environmental related industry, more widely acceptable and welcoming by females.

B2. Employee Health and Safety

Occupational Health and Safety was considered by stakeholders to be the third most material topic. It is presumed to be the potential issues that employees may face working in the industry. To address this concern, the Group will continue to provide sufficient protection, conduct training and inspection, while closely following relevant laws and regulations, to safeguard employees' health and safety. During the Reporting Year, there were no major changes in policies related to providing safe working environment and protecting employees from occupational hazards. There was not any noted case of material non-compliance in relation to health and safety laws and regulations. The Group strictly complies with national and local laws and regulations, including but not limited to the followings:

- Law of the PRC on the Prevention and Control of Occupational Diseases

獎罰制度

本集團設有「獎罰制度」。在此制度下，僱員如在表現、責任感、紀律、貢獻、態度方面良好並作為模範，將會獲嘉許及獲得現金獎金連同表揚證書獎賞；反之，倘僱員犯了嚴重失當行為或欺詐行為，便會遭到紀錄行動處理獎金及現金罰款。

平等機會

本集團向僱員提供平等的招聘、培訓及發展、工作晉升、解聘、薪酬與福利機會。主要業務運作的招聘渠道包括招聘網頁、員工介紹、人力資源及社會保障部的平台。僱員不會因性別、種族、宗教、膚色、年齡、婚姻狀況、家庭狀況、退休、殘疾、懷孕或適用法律禁止的任何其他歧視行為而遭受歧視或遭剝奪上述的機會。本公司訂有申訴程序以確保工作場所的透明度及公平性。由於表10的數字反映男性於本集團佔大多數，必須注意這並非歧視女性所致，而是因性別導向個人取向而令業內出現的常見現象。本集團對任何性別的求職者均抱持開放態度，而事實上已考慮向社區進行推廣及教育，以期業界（特別於環保相關行業內）能獲更廣泛的女性接受及歡迎。

B2. 僱員健康及安全

職業健康及安全被利益相關者視為第三項最重要課題，亦被假定為僱員於本行業工作可能面對的潛在發生事宜。為回應此項關注，本集團將繼續提供足夠保護，進行培訓及檢驗，同時嚴格遵守相關法律及規例，為僱員的健康及安全把關。於報告年度內，有關提供安全工作環境及保障僱員免受職業危害的政策並無重大變化，且並無發現有關健康及安全法律及規例的任何重大違規情況。本集團嚴格遵守國家及地方法律及規例，包括但不限於下列各項：

- 中國職業病防治法

- Production Safety Law of the PRC
- Emergency Response Law of the PRC

Since the life of an employee was taken at a scene of accident caused by a malfunctioning machine in the previous Reporting Year, the Group has put significant effort into improving the safety of working environments and carried out reviews to avoid any similar incidents from happening again. Then Group strives to improve its standards and lower risks by arranging more training for its employees. See the following sections for detailed information on actions taken and policies implemented.

B2.1 Work-related Fatality

During the Reporting Year, there were no work-related fatalities.

B2.2 Lost Days Due to Work Injury

A total of 640 workdays combined were lost due to 12 cases of work-related injuries. Only 1 of the cases contributed to less than 3 lost days. The average lost days due to injury was 53 days per case. Jiangsu Xin Yu and the Eco-plating Specialised Zone did not contribute to any work-related injuries. 1 of the cases was contributed by the 3.21 Chemical Plant Explosion that happened at a nearby plant of Xiangshui New Universe. The number of cases had risen as compared to previous years due to improved management. The adjusted system had uniformed the reporting criteria and prevented any cases from failing to being recorded.

- 中國安全生產法
- 中國突發事件應對法

由於上一報告年度，一台異常運作的機器釀成意外，奪去一名現場工作的僱員的生命，本集團本年度大力改善工作環境的安全並進行檢討，以免重蹈覆轍發生任何類似事故。本集團為其僱員作出更多培訓安排，致力提升其水平及降低風險。有關已採取行動及所執行政策的詳細資料，見以下各節。

B2.1 與工作有關的死亡事故

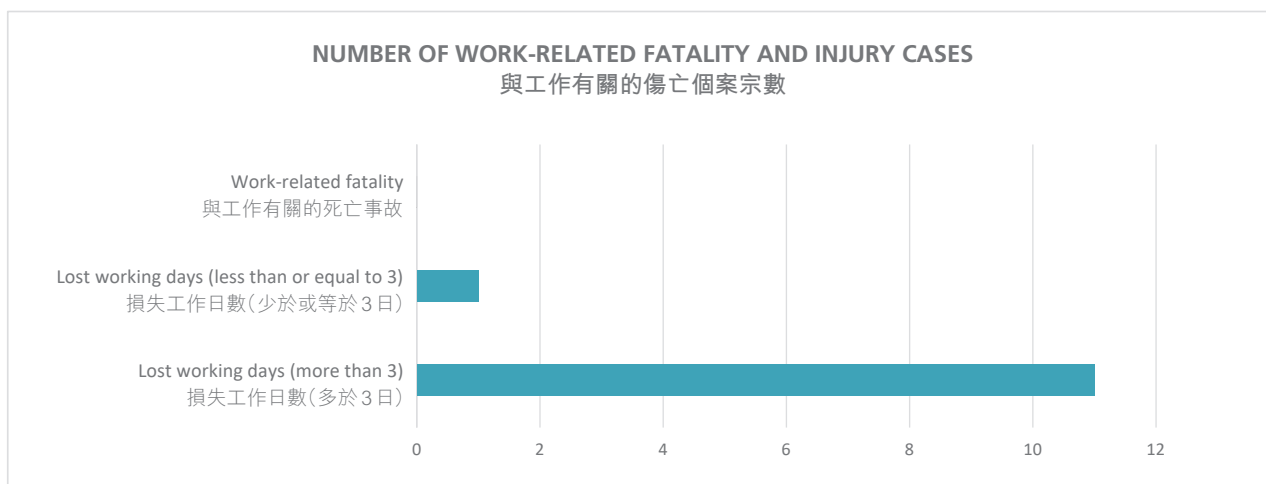
於報告年度內，並無發生任何與工作有關的死亡事故。

B2.2 因工傷損失工作日數

因12宗工傷而損失的工作日數合共為640日，當中只有1宗工傷損失的工作日數少於3日。平均因工傷而損失的工作日數為每宗53日。江蘇新宇及環保電鍍專業區並無發生任何工傷事故。其中1宗工傷是因響水新宇附近一座廠房發生3.21化工廠爆炸導致。工傷宗數較過往年度上升，乃因管理改良所致。系統調整後已令報告標準統一，以免未能記錄任何個案。

Figure 5 Number of Work-related Fatality and Injury Cases

圖5 與工作有關的傷亡個案宗數



The causes of injury cases ranged from falling objects from height, worn out equipment, to chemical reaction, human error, etc. As the Group holds a strong belief that "safety is efficiency", the Safety Department is appointed to carry out thorough investigations for every injury case. Whenever an investigation was finished, the Group would inform its employees of the reasons that caused the accidents to remind the threats and emphasise on the appropriate safety measures that shall be taken working at such areas. If it was made note that the design of machine had contributed to certain accidents, modifications would be made such that they become more user-friendly and can lower the chance of another accident. Occupational safety management, labour protection, training and seminars, and drills for disastrous events were also arranged and reinforced to prevent any future injuries.

B2.3 Group's Health and Safety Policy

Key Operations of the Group are committed to:

- Establishing health and safety management system and operational procedures according to law, regulations, guidelines, standard document as promulgated
- Establishing health and safety organisation chart and identify leadership
- Conducting regular evaluation and assessing impacts of potential hazards in current working environment
- Establishing and reviewing health and safety implementation plan annually
- Ensuring all working areas to be equipped with emergency equipment and medicine
- Ensuring signs and labelling related to health and safety are clearly visible at working areas
- Ensuring notification, news and reminders are regularly updated and posted on notice boards and at working areas

受傷個案的原因是物件從高處墮下、設備耗損、化學反應、人為錯誤等。由於本集團堅信「安全就是效率」，故指派安全部就每宗受傷個案進行徹底調查。每當調查完畢後，本集團會將導致意外的原因告知其僱員，以提醒有關威脅及強調在該等地方工作時應採取適當的安全措施。倘發現機器的設計導致若干意外發生，本集團便會作出改良，使機器更加易用，從而降低再發生意外的機會。本集團亦安排及加強職業安全管理、勞工保護、培訓及研討會以及災難演習，避免日後發生任何工傷事故。

B2.3 本集團的健康及安全政策

本集團的主要業務運作致力於：

- 根據已頒佈的法律、規例、指引及標準文件建立健康及安全管理制度及營運程序
- 建立健康及安全組織圖，並明確領導人
- 定期對當前工作環境的潛在危害進行影響評估
- 制訂及每年檢討健康及安全實施計劃
- 確保所有工作區都配備應急設備及藥品
- 確保工作區內有關健康及安全的標誌及標示清晰可見
- 確保定期更新通知、消息及提示，並張貼在通告板及工作區內

- Conducting annual health and safety training and emergency drill for all employees
- Carrying out regular monitoring on site-specific emissions, ensuring employees' safety at work
- Upgrading work procedures and operating environment, for the continuous improvement on employees' working conditions
- Providing, checking, and upgrading personal protective equipment in accordance with employees' job requirements
- Arranging annual occupational health examination and body check, establishing and following up with employees' health records
- Ensuring effective implementation of the above practices through standardised inspection and system review
- 每年為全體僱員提供健康及安全培訓，及進行緊急演習
- 定期進行現場具體氣體排放監測，確保僱員工作安全
- 升級工作程序及經營環境，以持續改善僱員的工作條件
- 根據僱員的工作要求提供、檢查及升級個人防護設備
- 安排年度職業健康檢查及體檢；設立及跟進僱員的健康記錄
- 通過標準化的檢驗及系統檢討，確保上述常規有效執行

The following sections describe the measures taken by the Group in more detail.

以下章節更詳細描述本集團採取的措施。

Acknowledgement on Occupational Health Hazard

職業病危害因素告知書

Every employee is required to sign an agreement on work-related health, the Acknowledgement on Occupational Health Hazard, prior to working for the Group. Upon signing the acknowledgement, employees confirm that they understand and are informed of the relevant potential health risks they are exposed under their job position; and that it is their right to be provided with personal protective equipment, training prior to carrying out their tasks, and be given medical attention and compensation if injured. The acknowledgement also clearly states that it is employee's responsibility to report any malpractice or illegal activities that cause any life danger or violation of law and regulation. This ensures that both the Group and its employees' interests are safeguarded, and the threat of any occupational hazards is minimised.

每名僱員於入職本集團前，均須簽署與工作健康有關的協議——《職業病危害因素告知書》。僱員簽署該告知書，即表示確認彼等了解及得悉其工作崗位相關的潛在健康風險，並有權獲提供個人防護設備、工作前培訓，以及工傷後醫療護理及賠償。該告知書亦清楚列明僱員有責任匯報任何導致生命危險或違反法律及規例的失當行為或非法活動。這確保本集團及其僱員的利益皆得到維護，並且將任何職業危害的威脅降至最低。

Employees' Health and Workplace Safety

As the Key Operations of the Group receive and handle various type of hazardous, infectious and toxic waste on daily basis, a range of measures is taken to ensure the health of employees. Prior to formally assigning work for its employees, body checks are arranged by the Group to see if they meet health requirements. Only those who pass the health check-ups are recruited. Depending on employees' work position, they might also be arranged for body check-ups yearly, as well as when they leave the Group. Employees are also provided with dust- and toxicity-proof respirators, noise-proof ear plugs, as well as other appropriate personal protective equipment according to their work positions.

With regards to the working environment and exposure to hazardous waste, different types of waste must always be labelled properly according to standard procedures. They must be transferred, handled and stored separately in a careful manner, from the beginning at loading areas on client's sites, to the end at off-loading areas at the treatment facilities. Once waste is received at the facilities, they are processed immediately on the same day. Long term storage of contaminated waste is strictly prohibited. To ensure that the working environment is hygienic and safe for long term stays and work, the facilities handling hazardous waste are disinfected daily. For facilities with comparatively higher concentration of indoor pollutants, work duration of employees in those areas are shorter. These facilities are also attached with clear signages to alert employees to take precautionary measures against potential health threats. To ensure the safety of indoor working areas or offices, they are equipped with ventilation systems and green plants to ensure sufficient fresh air flow. For Jiangsu Xin Yu's office that was newly used during the Reporting Year, employees only settled in two months after the renovation to allow dangerous materials to evaporate. It is also equipped with air purifier and carbon deodoriser to eliminate the potential health risks that may be imposed on employees.

僱員的健康及工作地點安全

由於本集團的主要業務運作每日接收及處理各種危險、有傳染性及毒性的廢棄物，故本集團採取一系列措施確保僱員健康。本集團在正式向其僱員指派工作前，會先行安排進行體檢，以確定僱員是否符合健康要求。在健康檢查中合格的僱員才會獲僱用。視乎僱員的工作崗位而定，僱員亦可能獲得安排每年或於離開本集團前接受身體檢查。本集團按照僱員的工作崗位，向僱員提供防塵及防毒面罩、防噪音耳塞，以及其他適當的個人保護設備。

針對工作環境及所面對的有害廢棄物風險，本集團必須依照標準程序對不同類型的廢棄物進行標籤。廢棄物從客戶場地的裝載區以至處置設施的卸載區，都必須小心地分開轉運、處理及貯存。於設施接收的廢物會於同一天立即處理。本集團禁止長期貯存受污染廢棄物。為確保工作環境衛生及可供安全地長期逗留工作，本集團每日消毒處理危險廢物的設施。對於室內污染物濃度較高的設施，本集團縮短僱員在該等地區的工作時間。此等設施亦張貼清楚告示，以警惕僱員採取預防措施，以免受到潛在的健康威脅。為確保室內工作地區或辦公室安全，本集團於當中配置通風系統及綠色盆栽，確保足夠的新鮮空氣流通。就於報告年度內新用的江蘇新宇辦公室，僱員於裝修後兩個月才安頓，讓危險物料蒸發。辦公室內亦配備空氣淨化器及活性碳除臭器，務求消除僱員可能面對的潛在健康風險。

In response to the incident that led to a deceased in the previous Reporting Year specifically, the Group immediately conducted a thorough investigate onto the matter. After understanding the cause of the incident to be a result of malfunctioning device and misjudgement of operating employees, additional in-house training, both vocational and professional management, had been arranged for employees and the management. These training mainly aimed at giving instructions on how risks can be assessed, managed, and eliminated, and if unavoidable, how the negative effects can be minimised.

Emergency Contingency Plans

For all Key Operations, emergency contingency plans are developed and reviewed annually in preparation for service disruptions, be it caused by natural disasters or equipment failure. Drills are carried out on an annual basis to ensure that staff stay alerted and are prepared for potential hazards at all times within their working environment. There are also fire distinguishing installation at appropriate locations of the Key Operations. When upgrade needs are identified, the Group arranges relevant works promptly to ensure that emerging threats may be swiftly eliminated and that the safety of employees and machinery would not be jeopardised in case of hazardous events.

During the Reporting Year, Xiangshui New Universe was affected by a nearby explosion in March which occurred in a chemical plant also situated within the Xiangshui Chenjiagang Chemical Industry Park. As a result, Xiangshui New Universe was severely damaged, cracks were developed on several walls, all glass-windows and doors, computer monitors were broken, all office equipment and workshops experienced different levels of destruction. 1 employee was injured during the event, who got wounds at several parts on his head and body. Hence, the Group could imagine how much of an impact an accident like such can potentially bring if it happened within any of the Group's plants.

In response, the Group is determined in putting a stronger stance on preventing similar incidents from happening. Additional equipment necessary for combatting and rescuing in hazardous events were also purchased. Regarding training-based measures, the Group had invited all its employees to watch relevant footages from the explosive incident, such that everyone is reminded of the impact that improper treatment of chemicals can cause. Drills and examination that were specially designed for emergency contingency plans were also set up. See Section B3 for more detail illustration.

為上一報告年度導致一宗死亡事故作出特別應對，本集團即時徹底調查該事宜。經過了解到事故乃由於裝置異常運行及操作僱員判斷錯誤所致後，本集團已為僱員及管理層增添內部職業及專業管理培訓安排。此等培訓的主要目標，是指導如何評估、管理及消除風險，以及如何將無可避免的風險造成的負面影響降至最低。

應急處理預案

就所有主要業務運作而言，本集團已制定並每年檢討應急處理預案，以應對因自然災害或設備故障導致的服務中斷。本集團每年進行演習，以確保員工對工作環境內發生的潛在危險時刻保持警覺及做好準備。本集團亦在主要業務運作的適當地點配備消防設施。當認為有需要進行設施升級時，本集團會儘快安排有關工程，以確保可迅速消除緊急威脅，以及僱員及機器不會在發生危險事件時受損。

於報告年度內，響水新宇因附近一座同樣位於響水陳家港化工園區的化工廠在三月份發生爆炸而受到影響。因此，響水新宇嚴重毀壞，多道牆壁破裂，所有玻璃門窗、電腦顯示屏破碎，所有辦公室設備及工作坊均受到不同程度的摧毀。事件中一名僱員受傷，其頭部及身體多處創傷。故此，本集團可以想象，倘本集團任何廠房發生類似意外可能帶來的潛在影響。

為此，本集團決定在預防發生類似事故上採取更強硬態度，並已購置防禦及救援危險事件所需的額外設備。在培訓措施方面，本集團已讓其所有僱員觀看爆炸事發時的片段，提醒所有人化學品處理不當可造成之影響。本集團亦已制定專為緊急應變計劃而設的演習及檢查。有關更詳盡說明見第B3節。

Third-party Evaluation

The Group has a regular practice of engaging third party professionals to evaluate occupational health and safety for any new projects, or any changes or upgrading made to individual projects, followed by regular monitoring and review during daily operation. The Group's measures on occupational health risks and reactions to discomfort led by work, working environment and facilities, preventive measures and preparative drills against hazardous events, etc. are all well-documented as evaluated on the Control over Occupational Disease Evaluation Report. The assessment results on occupational health and safety meet the standards of permissible level per GBZ2.1-2007 and GBZ 2.2-2007. Only a minor note was given in relation to the incompleteness of frontline employees' health record. To address this, the Group has taken prompt action to collect all employees' contact history with occupational hazards. Files had been set up to record employees' occupational disease diagnoses and their body checks report.

B3. Development and Training

The Group offers training opportunities to all employees and sets annual training plan on environmental aspects. All newly recruited employees get entry lessons and training on occupational health and safety, as well as lessons on their tasks' requirements. Other monthly training plans are also arranged for employees to constantly improve their knowledge and skills necessary for discharging their work duties. Both the percentage of employees trained and average training hours that employees received generally increased. See Figure 6-7 for the detailed distribution of such figures by groups with yearly comparison.

第三方評估

本集團定期聘請第三方專業人士就任何新項目或任何更改或升級後的個別項目評估職業健康及安全，然後在日常運作中定期進行監察及檢討。按《職業疾病監控評估報告》評定，本集團妥善記錄有關職業健康風險以及因工作、工作環境及設施導致不適的應對、預防措施及預防發生危險事件的演習等事宜。職業健康及安全的評估結果符合GBZ2.1-2007及GBZ 2.2-2007的許可標準。評估唯一提出的小問題在於前線僱員健康紀錄不完整。為解決此問題，本集團已採取即時行動採集所有僱員在職業危害的接觸紀錄，並設立檔案記錄僱員的職業病診斷及體檢報告。

B3. 發展及培訓

本集團向所有僱員提供培訓機會，並制訂環境方面的年度培訓計劃。所有新聘僱員均獲得有關職業健康及安全的入職課程及培訓，以及其工作要求的講解。本集團亦為僱員作出其他每月培訓計劃安排，讓僱員經常充實知識及履行其工作職務所需技能。已受訓僱員百分比及僱員接受培訓的平均時數均整體增加。按類別劃分該等數字的詳細分佈及年度比較見圖6-7。

B3.1 Percentage of Employees Trained

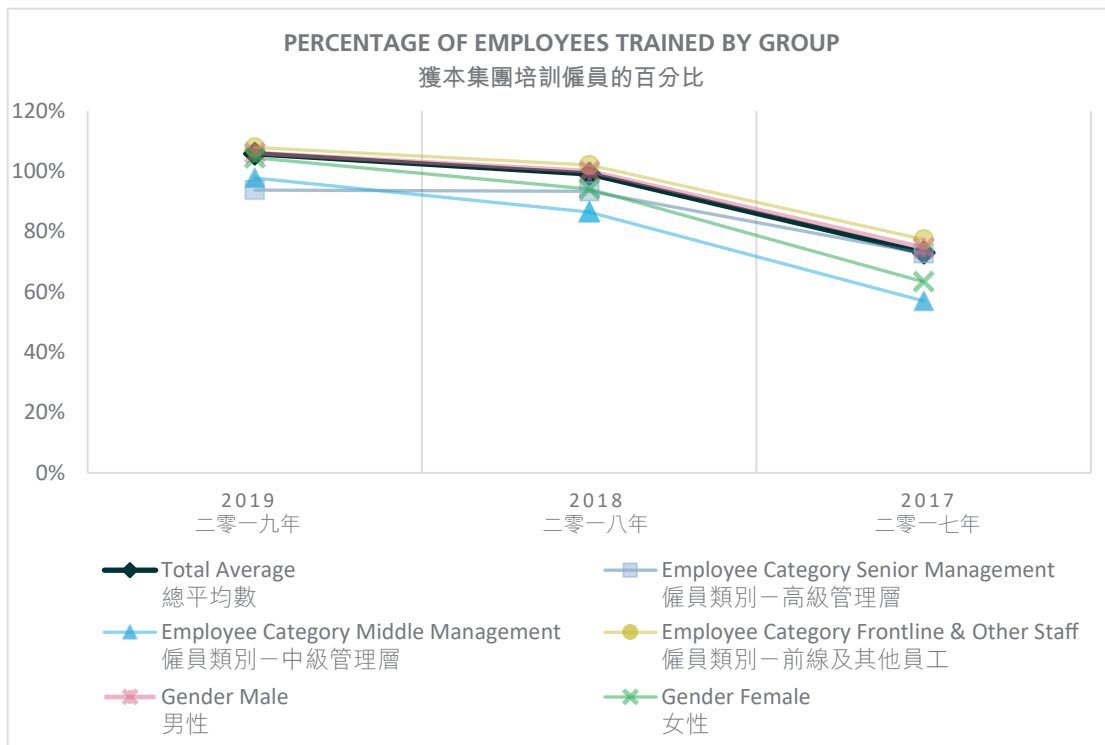
During the Reporting Year, training was delivered to 106% of its employees. It exceeded 100% because training received by employees who no longer work at the Group was also included in the calculation.

B3.1 已接受培訓的僱員佔比

於報告年度內，本集團提供的培訓相當於其僱員的106%，即超過100%，原因是該項計算中亦計及不再於本集團工作之僱員所接受的培訓。

Figure 6 Percentage of Employees who Received Training

圖6 已接受培訓僱員的百分比



Note: The percentage of employees trained is calculated by dividing the number of employees as of 31 December 2019 by the total number of employees who received training throughout the Reporting Year. Thus, some of the percentages exceed 100% as training were provided to those who no longer worked in the Group as well.

*附註：*已受訓僱員的百分比乃按於二零一九年十二月三十一日的僱員人數除以報告年度內接受培訓的僱員總人數計算所得。因此，由於亦向不再於本集團工作的僱員提供培訓，故部份百分比超過100%。

B3.2 Average Training Hours Completed

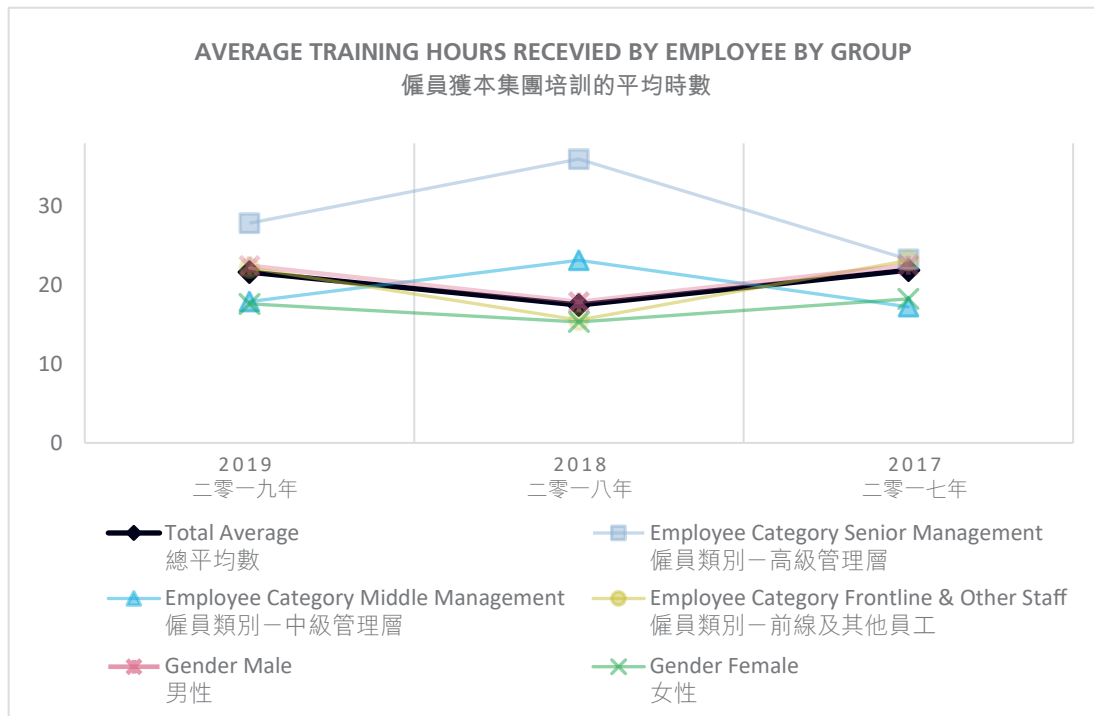
B3.2 平均已完成培訓時數

The average amount of training that each employee received was 21.7 hours.

每名僱員已接受的培訓平均時數為21.7小時。

Figure 7 Average Training Hours Received by Each Employee

圖7 各僱員接受培訓的平均時數



Training Topics

Top management of the Group regularly reviews training needs based on the following three major aspects,

- Industry-related – how the Group’s operations fit into the environmental industry and market trend
- Job-related – professional and operational skills required to foster an error-free operating environment at incineration and de-toxification processes
- Task-related – other knowledge and skills for adding business value or to streamline workflow

培訓課題

本集團的最高管理層根據以下三個主要層面定期檢討培訓需要：

- 行業相關—本集團的業務如何適應環保行業及市場趨勢
- 工作相關—培養正確無誤操作焚燒及無害化工序的環境所需的專業及操作技巧
- 任務相關—增加商業價值或精簡工作流程的其他知識及技巧

Industry-related training

Industry related training topics include, laws and regulations on the collection, storage, transportation, treatment of hazardous waste; standards and ISO certifications of industrial related requirements, such as, maximum amount of air emissions allowed, hazardous waste management systems, and environmental management systems; and risks and potential hazards associated with improper or careless treatment of hazardous waste. During the Reporting Year, the Group newly included additional content for the topic on hazards associated with improper chemical handling after the 2019 Xiangshui Chemical Plant Explosion. The footage of the Tianjiayi 3.21 Explosive Incident was played and studied during training such that employees understand the importance of safety precaution and production.

Job-related related training

Job-related training aims to familiarise employees with relevant laws and regulations, policies and procedures, and their response to emergency for both hazardous waste fire and leakage more specifically relating to the Group's operations. Training for employees usually covers the following categories: occupational health and safety; precaution and response to fire and hazardous events, environmental protection, use of equipment, waste management, work procedures, etc. Within these categories, more specific content of the training include, instruction on appropriate methods of entering and leaving the plant areas, guidelines for electricity usage, policies on restricted activities within plant areas, technique on wearing personal protective equipment, usage of fire extinguishers, drills in case of sudden events, etc.

Task-related training

Task-related training are designed to more specifically fit the tasks that each employee has to carry out in his or her duty. They aim to strengthen employees' knowledge, competency, productivity, and effectiveness related to their job position.

行業相關培訓

行業相關培訓課題包括有關收集、貯存、運輸及處理危險廢物的法律及規例；行業相關規定（例如排放廢氣的許可上限、危險廢物管理系統及環境管理系統等）的標準及ISO認證；以及涉及不當或疏忽處理危險廢物的風險及潛在危險。於報告年度內，本集團在二零一九年響水化工廠爆炸後就與化學品處理不當相關危險課題新加入附加內容。於培訓期間播放及研究「天嘉宜3.21爆炸事件」的片段，讓僱員了解安全預防措施及生產的重要性。

工作相關培訓

工作相關培訓旨在讓僱員熟識相關法律及規例、政策及程序，以及如何應對本集團業務相關危險廢物火警及洩漏的具體緊急事故。僱員培訓一般涵蓋以下類別：職業健康及安全、火警及危險事故的預防措施及應對、環境保護、設備用法、廢棄物管理、工作程序等。此等類別再細分的培訓內容包括：適當進出廠區方法的指示、用電指引、廠區內受限制活動的政策、佩戴個人防護設備的技巧、滅火器的用法、意外事故演習等。

任務相關培訓

任務相關培訓乃專為更具體適應各僱員於其職務中需履行任務而設，目標是加強僱員的知識、能力、生產力及與其工作崗位有關的有效性。

For members of the Board and management staff members in the Hong Kong head office, they take classes on managing the Group, assessing and combatting the underlying risks of the business, and understanding their responsibilities. During the Reporting Year, courses arranged for them were mainly on the latest insights of exercising social responsibility and sustaining a business, such as,

- environmental, social, and governance (ESG);
- anti-corruption;
- establishing relations with investors and media;
- opportunities and challenges brought about by technology;
- use of big data in listed companies;
- responsibilities and obligations of Independent Non-Executive Directors (INED), etc.

For management level employees in the PRC, they may be required to attend courses on corporate management skills, first-aid, environmental and safety related issues in workplace, finance and accounting, depending on their job positions.

For the Group's frontline employees, courses on the following topics may be arranged for them,

- excavation,
- heavy lifting and hoisting machinery operation,
- class III incinerator operation,
- welder certification,
- electrician permit,
- on-site health and safety certification,
- storage, handling, and transportation-specified techniques of hazardous waste, etc.

Most of the time, task-specified techniques are taught in the workplace rather than classrooms such that they can fuse and make use of the theoretical knowledge learnt better into their real-life tasks. The Group also gives spontaneous training to employees whenever a work-induced accident occurs, such that employees are reminded of relevant threats and measures are taken to address them.

就香港總辦事處的董事會成員及管理人員而言，彼等參與有關管理本集團、評估及減輕業務相關風險以及了解彼等職責的課堂。於報告年度內，本集團為彼等提供的課程安排主要有關行使社會責任及維持業務的最新洞察，例如：

- 環境、社會及管治；
- 反貪污；
- 與投資者及傳媒建立關係；
- 科技帶來的機會與挑戰；
- 於上市公司應用大數據；
- 獨立非執行董事的職責及義務等。

就中國的管理層僱員而言，視乎工作崗位而定，彼等或會被要求參加有關企業管理技巧、急救、工作場地的環境及安全相關事宜、財務及會計等課程。

至於本集團的前線僱員，本集團或會安排以下有關課程：

- 挖掘，
- 提重及起重機械操作，
- III類焚燒爐操作，
- 電焊工證，
- 電工證，
- 現場健康及安全證書，
- 危險廢物貯存、處理及運輸專門技能等。

在大多數時間，本集團於工作場地而非課堂中教授任務專門技能，讓僱員能更容易將理論知識融匯及活用於實際任務。當發生工作引致的意外時，本集團亦會向僱員提供相應培訓，提醒僱員相關威脅，並針對有關威脅採取措施。

B4. Labour Standards

The Group's Key Operations follow the Labour Law of the PRC, the Labour Contract Law of the PRC and other related national laws of the PRC in terms of employment management. During the Reporting Year, there were no major changes in management measures and the Group did not note any cases of material non-compliance relating to preventing child and forced labour.

B4.1 Measures taken to avoid child and forced labour

The recruitment process strictly abides by the guidelines of the Group's Human Resources Department as stated in the Corporate Management Policy. Only formal channels of recruitment, including via online platforms, staff referral, local recruitment departments, are used for hiring employees. To ensure that there is no child labour and better protect young adults' interests, some of the subsidiaries even require applicants to have reached a minimum age, ranging from 20 to 23, in order to be considered for the job position. Background checks are conducted to verify identities and backgrounds of applicants.

The Group also embeds the principles of voluntary commitment and equal treatment at workplace. Forced labour is strictly prohibited. Job candidates are well-informed of the job nature, working environment, work intensity, potential occupational hazards, and on certain occasions, may be invited to do a site visit prior to starting their jobs. This allows the candidates to fully understand what is expected from them and how the working environment is. Through this process, disputes on forced labour can be prevented.

B4.2 Steps taken when such practices are discovered

In case of any violation of labour standards, the Group shall strictly follow the administrative punishment measures as stated in the Group's employee handbook and corporate's procedures to carry out corresponding penalties. The Group will also find out the root cause of the violation and set both short-term and long-term policies to prevent any similar situations in the future.

B4. 勞工準則

本集團的主要業務運作在僱傭管理方面符合中國勞動法、中國勞動合同法及中國其他相關國家法律。於報告年度內，管理措施並無重大變動，而本集團亦無發現有關防止童工及強制勞工的重大違規情況。

B4.1 已採取防止童工及強制勞工的措施

本集團的招聘程序嚴格遵守企業管理政策中人力資源部的指引。在聘請僱員時，本集團僅使用正規的招聘渠道，包括網上平台、員工介紹、當地招募部門等。為確保不招聘童工及加強維護青少年的利益，部份附屬公司更要求求職者須年滿20歲至23歲的年齡下限，才獲被視為適合擔當有關工作崗位。本集團進行背景審查以核實求職者的身份及背景。

本集團亦將自願承諾及平等待遇的原則融入工作場所，並嚴格禁止強制勞工。本集團向求職者全面告知工作性質、工作環境、工作的勞動程度及潛在的職業危險，並在某些情況下可能會邀請他們在開始工作前進行實地視察，讓求職者清晰明白對他們的期望及認識工作環境。

B4.2 如發現有關行為時採取的步驟

通過此程序，本集團可防止發生強制勞工的爭議。如有違反勞工準則的情況，本集團將嚴格遵從其僱員手冊及公司程序所列明的行政處罰措施，作出相應的處罰。本集團亦將尋找違規源頭，並制訂短期及長期政策，防止日後發生任何類似情況。

2. Operating Practices

B5. Supply Chain Management

The Group is in strict compliance with Procurement Management Policy with standardised procurement guidelines and procedures for purchasing any equipment or supplies related to research and development department, office and fire control and safety. During the Reporting Year, Yancheng NUHF amended its policies on packaging supplies in order to align with the “Standard of Packaging Bags, Containers, and Warning Symbols Specific to Medical Waste” outlined by the National Environmental Protection Department. The policy would require suppliers to follow stricter rules on packaging materials, which would help identify materials needing extra attention, reducing harm made to the environment.

B5.1 Suppliers of the Group

The Key Operations engaged a total of 446 suppliers during the Reporting Year. Items provided by these suppliers included packaging materials, raw materials, printing supplies, engineering related equipment supplies, hospitality and office supplies, general equipment supplies, spare parts supplies, and wastewater treatment solutions for the Group. All of them were from mainland China.

B5.2 Practices of Engaging Suppliers

All of these suppliers had been strictly screened and selected to make sure that they would assist in the Key Operations best. For instance, whenever there is a new purchase, quotations from at least 4 suppliers must be obtained for comparison on the basis of their quality, price, and credit. To minimise the risk associated with engaging with new suppliers, the Group has given priority to suppliers who have worked with the Group before, given that they have passed the annual assessments and provided satisfactory products and services in the previous years. Otherwise, the Group may terminate the partnership with the respective supplier. All of these make sure that the supplies provided are of best quality available, and that they will not put any negative effect onto the Group’s operations, leading to notoriety of any kind.

The Group will consider taking a further step into carrying out its corporate responsibility by widening the requirements for its suppliers’ environmental and social performance. Potential suppliers’ policies of environmental protection, welfare for employees, and their community work, etc. might be considered in the future when being screened and selected.

2. 營運慣例

B5. 供應鏈管理

本集團嚴格遵守採購管理政策，連同與研發部門相關任何設備或用品購買、辦公室及消防監控與安全的標準化採購指南及程序。於報告年度內，鹽城新宇輝豐修訂其包裝供應政策，以符合國家環境保護局提綱的《醫療廢物專用包裝袋、容器及警示標誌標準》。該政策要求供應商遵守更嚴格的包裝材料規定，有助識別需要加強注意的材料，以及減低對環境造成的傷害。

B5.1 本集團的供應商

主要業務運作於報告年度內聘有合共446名供應商。此等供應商為本集團提供的物品包括包裝材料、原材料、打印用品、工程相關設備用品、接待及辦公室用品、一般設備用品、零件用品，以及廢水處理解決方案。彼等全部來自中國內地。

B5.2 聘請供應商的慣例

所有此等供應商均經過嚴格篩選及挑選，以確保彼等夠給予主要業務運作最佳協助。例如，當進行新採購時，本集團必須向至少四名供應商取得報價，在質量、價格及聲譽方面作出比較。為盡量降低聘請新供應商涉及的風險，若曾與本集團合作的供應商於過往年度提供稱心的產品及服務並通過年度考核，本集團將優先聘用彼等。否則，本集團可能會與相關供應商終止夥伴關係。以上種種措施均確保獲得供應的用品質量為目前最佳，且不會對本集團的營運造成任何不利影響，導致聲譽受損。

本集團將考慮再進一步，透過擴大對其供應商在環保及社會表現的要求，履行其企業責任。日後，在進行篩查及挑選時，本集團可能會考慮潛在供應商的環保、僱員福利及其社區工作等政策。

B6. Product/Service Responsibility

The Key Operations are mainly engaged in providing ultimate solution to decompose hazardous waste and providing hazardous waste treatment services. During the Reporting Year, there was no change to the management measures and the Group did not note any cases of material non-compliance regarding service responsibility as required by related laws and regulations. No products sold or shipped were recalled due to safety and health reasons due to irrelevancy to the Group's business nature.

B6.1 Recalled Products

Due to the business nature of the Group, there is no product recalled for safety and health reasons.

B6.2 Handling Complaints

There were no noted complaints during the Reporting Year. If a complaint is filed, responsible parties shall be identified and notified within 1 hour of complaint received, and the status or the result of the case shall be reported back to complainant within 24 hours of complaint received. If the complainant is not satisfied with the results, customer services department shall continue following up with responsible parties. Weekly and monthly summary of complaints, actions taken, and results achieved, are used for assessing customer services department's performance.

B6.3 Intellectual Property

The Group invests in technology advancement and introduces more efficient service with better performance in the hazardous waste treatment industry. Correspondingly, the Group pays great attention to protect its intellectual property (IP) rights, and have established a confidentiality system for all employees and non-disclosure agreement with business partners to protect IP rights, confidential information and trade secrets that are related to business development and interests. During the reporting year, the Group has applied and was granted 50 utility model patents and 5 invention patents in PRC.

B6. 產品／服務責任

主要業務運作主要從事提供分解危險廢物的終極解決方案，以及提供危險廢物處理服務。於報告年度內，管理措施並無變動，而本集團並無發現相關法律及規例規定的服務責任出現任何重大違規情況。由於與本集團的業務性質無關，並無基於安全及健康理由而回收任何已出售或已付運的產品。

B6.1 回收產品

基於本集團的業務性質，並無因安全及健康理由而回收的產品。

B6.2 處理投訴

報告年度內並無發現任何投訴。如接獲投訴，本集團應在接到投訴後1小時內識別出負責人並作出通知，並在接到投訴後24小時內向投訴人匯報個案現況或結果。倘投訴人對結果不滿意，客戶服務部應繼續與負責人進行跟進。本集團使用顧客投訴周報和月報、所採取的處理行動及結果作考核客戶服務部表現用途。

B6.3 知識產權

本集團投資於技術進步，並推出更高效的服務，於危險廢物處理行業的表現更佳。因此，本集團非常重視保護其知識產權(IP)，並已為所有僱員建立保密制度及與業務合作夥伴訂立不披露協議，以保護與業務發展及利益相關的知識產權、保密資料及商業秘密。於報告年度內，本集團已於中國申請並獲批50項實用新型專利及5項發明專利。

B6.4 Quality Assurance

The Group aims to take up responsibility for the impacts that it may induce and continues to find ways to improve its waste treatment quality. Starting from the third quarter of 2018, the Eco-plating Specialised Zone has carried out its upgrading works for its wastewater and sludge treatment facilities. It has introduced the reverse osmosis technology with the primary purpose of improving the water quality and end-product of wastewater treated. It is expected this technology will deliver better results in wastewater treatment.

B6.5 Data Protection

To prevent any loss or leakage of data caused by any circumstances, be it by vandalism, accidental damage, or virus attacks, the Group strives to take all precautionary measures it can. Some of the measures include, installing firewalls and updating anti-virus software, backing up data files daily, keeping track of the humidity near the relevant machines, conducting regular checks on fire equipment, etc. It is also stated clearly on employees' contracts that they shall not use any of its clients' information for personal uses, and that they are subject to penalties if they did.

B7. Anti-corruption

B7.1 Concluded legal cases regarding corrupt practices

During the reporting year, there was no major changes in policies relating to bribery, extortion, fraud and money laundering and there were no concluded legal cases regarding corrupt practices.

B7.2 Preventive measures and whistle-blowing procedures

The Group has a Corporate Integrity Management Policy, which has the three major aims of, strengthening employees' ethics, maintaining the Group's reputation, and promoting individuals' self-disciplines and compliance with both external and internal policies. There are also more general guidelines stated in the Employees' Handbook reminding employees to carry out their tasks with legality, compliance, integrity, and honesty. Employees should avoid or report on any business activities that their direct relatives are involved in to avoid a conflict of interest.

B6.4 質量保證

本集團致力承擔其可能造成影響的責任，並持續尋求方法改善其廢物處理質量。自二零一八年第三季開始，環保電鍍專業區已在進行為其廢水及污泥處理設施實施升級工程。其已引進反滲透技術，主要目的是改善經處理廢水的水質及最終產生物質。預期此技術將改善廢水處理效果。

B6.5 資料保障

為防止因任何情況而導致資料損失或外洩，或遭故意破壞、意外損毀或病毒攻擊，本集團竭盡所能採取一切預防措施。部份措施包括安裝防火牆及更新防毒軟件、每日備份資料檔案、記錄有關機器週邊的濕度、定期檢討消防設備等。僱傭合約亦清楚訂明，僱員不得將本集團任何客戶資料作個人用途，否則可遭處罰。

B7. 反貪污

B7.1 有關腐敗行為的已裁決法律案件

於報告年度內，有關賄賂、勒索、欺詐及洗黑錢的政策並無重大變動，亦無有關腐敗行為的已裁決法律案件。

B7.2 預防措施及舉報程序

本集團訂有公司廉政管理政策，定下三個主要目標，分別是加強僱員的職業道德修養、維護本集團聲譽，以及促進個人自律及遵守外部及內部政策。本集團亦於僱員手冊中列明更多一般指引，提醒僱員履行工作時奉公守法、正直及誠實。僱員應避免或匯報其直系親屬參與其中的任何業務活動，以防止發生利益衝突。

All employees are prohibited from partaking any exchanges of materials for a favour, power, and any interest contrary to the principle of honesty and self-discipline. Any violations shall be reported to department heads for handling. Whistle-blowers may also file a complaint to the general manager or director by e-mailing them. As stated in the Procurement Management Policy, purchasing managers are not allowed to accept any gift, rebate, or bribes from supplier as well. If he or she has made a wrongful act due to serious dereliction of duty or violation of the principle, he or she shall be dismissed, and the case shall be submitted to the public security department for further handling. During the Reporting Year, in-house training regarding to anti-money laundering were arranged for members of the Board and certain senior management such that they were well informed of the details of relevant laws and consequences of violating the rules.

本集團禁止所有僱員參與任何物質交易以換取好處、權力及任何利益，違背誠實及自律的原則。任何違規行為應舉報部門主管處理。告密者亦可透過發送電郵，向總經理提交投訴。採購管理政策載明，採購經理亦不得收受供應商提供的任何禮物、回佣或賄賂。倘其因嚴重失職或違反原則而作出不法行為，本集團會將其革職，並將案件提交給公安部門進一步處理。於報告年度內，本集團已為董事會成員及若干高級管理人員提供有關反洗錢的內部培訓，讓彼等熟悉有關法例詳情及違規後果。

B8. Community Investment

During the Reporting Year, there was no major changes in management measures on community engagement to understand the needs of the communities where the Key Operations operate and to ensure their activities take into consideration the communities' interests. Due to the business nature, the Key Operations of the Group are required to maintain specified distance from residential areas, thus they are generally located remotely from local communities.

B8.1 Focus areas of contribution

As an environmental enterprise, the Company focuses on upgrading its operation system and technology to ensure clean environment is protected. The Group will continue exploring opportunities on corporate social responsibility contribution and will progress further on developing policies related to interaction and integration with the communities and customers it serves.

B8.2 Resources Contributed

Dangerous Chemical Tank Truck Cleansing Service
Since early 2006, Zhenjiang New Universe has been the first and only company in the city qualified to provide dangerous chemical tank truck cleansing services. The cleansing services resolve the pollution problem of remnant chemicals caused by tank truck cleansing for various chemical industries in Zhenjiang. The cleansing plant is operated under strict procedures to ensure the remnant chemical waste after cleaning is handled for controlled disposition.

B8. 社區投資

於報告年度，有關以社區參與以了解主要業務運作經營所在社區需要及確保其業務活動顧及社區利益的管理措施並無重大變動。基於業務性質，本集團的主要業務運作須與住宅區保持指定距離，因此，一般位於遠離當地社區的地方。

B8.1 專注貢獻範疇

作為環保企業，本公司致力於提升其營運體系及技術，以確保保護環境清潔。本集團將繼續尋求機會為企業社會責任作出貢獻，並將進一步制訂與所服務社區及客戶互動及融合有關的政策。

B8.2 所貢獻資源

危險化學油罐車清潔服務
自二零零六年初以來，鎮江新宇一直是市內第一家及唯一一家有資格提供危險化學油罐車清潔服務的公司。清潔服務解決鎮江市不同化工行業清洗油罐車所造成的殘留化學品污染問題。清潔設施在嚴格的程序下操作，以確保清潔後殘留的化學廢物在受監控情況下處置。

Emergency Unit

To follow the environmental development requirements of Zhenjiang City and with the support of the Environmental Protection Department, Zhenjiang New Universe owns an emergency unit that handles pollution accidents in Zhenjiang. The emergency unit stands by to service summon calls from local authorities. It has helped clean up various pollution troubles caused by traffic accidents and illegal direct waste discharge.

緊急單位

為遵守鎮江市的環境保護要求及在環境保護局的支持下，鎮江新宇在鎮江市設有處理污染事故的緊急單位。該緊急單位隨時候命，因應地方當局需要提供服務，並協助交通事故善後處理工作及非法直接排放廢物造成的各種污染問題。

Summary of the Group's Key Performances

The Group's Achievements during the Reporting Year

- Upgraded several facilities specifying on their pipes and structures' seepage and leakage proof ability
- Transitioned to powering by natural gas from diesel given that the site is accessible to such resource
- Improved administration and information systems to allow better control and management over usage and distribution for resources such as, energy, water, paper; and, human resources processes, such as, training for employees, safety alerts, job tasks allocation, etc.
- Eliminated unnecessary vehicles
- Increased training for managerial level members, especially on understanding topics relating to their role and responsibility on upholding anti-money laundering, managing ESG matters, methods and impacts of relocation, making use of the most updated technology, establishing relations with investors and the media, etc., all of which are important for the Group's sustainability
- Continued in achieving a year-on-year increase in the percentage of employees trained
- Worked on cultivating a sense of belonging amongst employees and establishing family-like bonds
- Improved, increased, and made specify training on health and safety awareness, and emergency contingency plans
- Strengthened prevention and reactions against accidents and hazardous events

本集團關鍵績效概要

本集團於報告年度內的成就

- 對多項設施進行針對性的管道及建築物防滲防漏能力升級
- 對於可獲取天然氣的場地轉用該資源代替柴油發電
- 改良行政管理及信息系統，從而加強對使用及配送能源、水、紙張等資源及僱員培訓、安全警示、工作任務分配等人力資源流程的監控及管理
- 淘汰不必要的車輛
- 加強管理層成員的培訓，尤其了解有關彼等在堅守反洗錢、管理環境、社會及管治事宜的角色及職責、搬遷方法及影響、善用最新科技、與投資者及傳媒建立關係等種種對本集團可持續發展至為重要的課題
- 已接受培訓僱員的佔比錄得持續按年增長
- 致力培養僱員的歸屬感及建立猶如大家庭的關係
- 提升及增加健康及安全意識及應急處理預案，並就此提供特別培訓
- 增強發生意外及危險事件的預防及應對能力

Future Goals

- To explore ways which can lower emissions and energy use, and implement the measures identified
- To consider setting stricter ESG requirements for supply chain management when undergoing procurement processes
- To continuously develop on intelligent administrative systems for improved efficiency in resources usage and manpower
- To invest in more advanced technology to further reduce emissions and waste produced

未來目標

- 探討可降低排放及能源使用的方法及執行已識別措施
- 考慮就進行採購程序的供應鏈管理制訂更嚴格的環境、社會及管治要求
- 繼續開發智能行政管理系統以改善資源使用及人力資源效率
- 加大對先進技術的投放，以進一步降低氣體排放量及廢棄物產量

3-Year Summary of Key Performances Indicators

Emissions

Indicators 指標

	三年關鍵績效指標概要		
	氣體排放量		
	2019	2018	2017
	二零一九年	二零一八年	二零一七年
SOx (kg) 硫氧化物(千克)	6	11	7
NOx (kg) 氮氧化物(千克)	3,579	2,694	2,697
PM (kg) 懸浮顆粒(千克)	95	68	114
Total GHG emissions (1,000 tonnes) 溫室氣體總排放量(千噸)	47	29	37
Direct GHG emissions (scope 1) (1,000 tonnes) 直接溫室氣體排放(範圍1)(千噸)	9	11	7
Indirect GHG emissions (scope 2) (1,000 tonnes) ¹ 間接溫室氣體排放(範圍2)(千噸) ¹	37	17	29
Other indirect GHG emissions (scope 3) (1,000 tonnes) 其他間接溫室氣體排放(範圍3)(千噸)	1	1	1
GHG intensity (tonnes/m ² building area) 溫室氣體強度(噸/平方米廠區)	0.14	0.09	1.83
GHG intensity (tonnes/employees) 溫室氣體強度(噸/僱員)	88	53	91

¹ The scope of electricity, a source of indirect GHG emissions, enlarged during the Reporting Year

¹ 於報告年度內經擴大的電力(間接溫室氣體排放來源)範圍

Waste Management

Indicators 指標	廢棄物管理		
	2019 二零一九年	2018 二零一八年	2017 二零一七年
Hazardous waste generated (1,000 tonnes) 有害廢物產量 (千噸)	35	27	17
Hazardous waste intensity (tonnes/m ³ wastewater treated) 有害廢物強度 (噸/立方米經處理廢水)	0.02	0.01	0.01
Hazardous waste intensity (tonnes/tonne solid waste treated) 有害廢物強度 (噸/噸經處理固體廢棄物)	0.29	0.26	0.19
Non-hazardous waste generated (1,000 tonnes) 無害廢物產量 (千噸)	5	6	6
Non-hazardous waste intensity (tonnes/m ² building area) 無害廢物強度 (噸/平方米廠區)	0.02	0.02	0.03
Non-hazardous waste intensity (tonnes/employee) 無害廢物強度 (噸/僱員)	10	11	15

Energy

Indicators 指標	能源		
	2019 二零一九年	2018 二零一八年	2017 二零一七年
Total energy consumption (1,000 kWh) 能源總耗量 (千千瓦時)	95,814	74,962	73,796
Purchased electricity (1,000 kWh) 外購電力 (千千瓦時)	57,824	24,057	41,205
Natural gas for stationary source (1,000 m ³) 固定源的天然氣 (千立方米)	1,920	3,267	2,126
Fuel oil for stationary source (1,000 litres) 固定源的燃油 (千升)	682	696	80
Diesel for stationary source (1,000 litres) 固定源的柴油 (千升)	897	626	770
Petrol for mobile sources (1,000 litres) 流動源的汽油 (千升)	54	384	88
Diesel for mobile sources (1,000 litres) 流動源的柴油 (千升)	225	149	994
Energy intensity (kWh/m ³ wastewater treated) 能源強度 (千瓦時/立方米經處理廢水)	59	3	44
Energy intensity (kWh/tonne solid waste treated) 能源強度 (千瓦時/噸經處理固體廢棄物)	738	1,047	723
Energy intensity (kWh/m ² office area ²) 能源強度 (千瓦時/平方米辦公室面積 ²)	30	/	/

² Office area includes only the 360m² of Jiangsu Xin Yu. As Jiangsu Xin Yu only commenced operations during the Reporting Year, there was no electricity usage, hence data on energy intensity, for year 2017 and 2018.

² 辦公室面積僅包括江蘇新宇的360平方米。由於江蘇新宇於報告年度內才投入運作，故並無二零一七年及二零一八年的電力用量以及能源強度數據。

Water Use Indicators 指標	水資源使用		
	2019 二零一九年	2018 二零一八年	2017 二零一七年
Water consumption (1,000 m ³) ³ 耗水量 (千立方米) ³	1,563	843	1,279
Water use intensity (m ³ /tonne solid waste treated) 用水強度 (立方米/噸經處理固體廢棄物)	5.67	5.08	4.10
Water use intensity (m ³ /m ³ wastewater treated) 用水強度 (立方米/立方米經處理廢水)	2.15	0.76	1.59
Water use (m ³ /m ² office area ²) 用水量 (立方米/平方米辦公室面積 ²)	0.39	/	/

Employment Indicators 指標	僱傭		
	2019 二零一九年	2018 二零一八年	2017 二零一七年
Number of employees ⁴ 僱員人數 ⁴	536	543	407
Percentage of full-time employees (%) 全職僱員佔比(%)	98	99	100
Percentage of part-time employees (%) 兼職僱員佔比(%)	2	1	0
Percentage of female employees (%) 女性僱員佔比(%)	17	16	15
Percentage of male employees (%) 男性僱員佔比(%)	83	84	85
Percentage of employees working frontline (%) 前線工作僱員佔比(%)	80	80	76
Percentage of middle-level management employees (%) 中級管理層僱員佔比(%)	17	18	21
Percentage of senior-level management employees (%) 高級管理層僱員佔比(%)	3	3	3
Percentage of employees aged 18-25 (%) 18-25歲僱員佔比(%)	4	5	4
Percentage of employees aged 26-35 (%) 26-35歲僱員佔比(%)	35	36	36
Percentage of employees aged 36-45 (%) 36-45歲僱員佔比(%)	28	27	30
Percentage of employees aged 46-55 (%) 46-55歲僱員佔比(%)	29	28	27
Percentage of employees aged above 55 (%) 55歲以上僱員佔比(%)	4	3	3

³ The calculation of water consumption in 2019 is different from that of the previous years in the Eco-Plating Specialised Zone. Before 2019, water consumption only included water used in sewage treatment plant. As the recording system improved, the Group now manages to include not only water used for sewage treatment, but also the rest used in the entire plant area.

⁴ The number of employees were calculated at the end of the Reporting Year working within the reporting scope.

³ 二零一九年的耗水量計算與過往年度的環保電鍍專業區的耗水量計算不同。於二零一九年前，耗水量僅包括污水處理廠的用水。由於記錄系統已經改良，故本集團現時不僅能計及污水處理的用水量，還能計算全廠區的其餘用水量。

⁴ 僱員人數於報告年度末按報告範圍的工作計算。

Indicators 指標	2019 二零一九年	2018 二零一八年	2017 二零一七年
Number of employees who left the Group 離開本集團的僱員人數	126	136	64
Turnover of full-time employees (%) 全職僱員流失率(%)	24	25	16
Turnover of part-time employees (%) 兼職僱員流失率(%)	0	0	0
Turnover of female employees (%) 女性僱員流失率(%)	23	27	10
Turnover of male employees (%) 男性僱員流失率(%)	24	25	17
Turnover of employees working frontline (%) 前線工作僱員流失率(%)	24	26	17
Turnover of middle-level management employees (%) 中級管理層僱員流失率(%)	25	19	9
Turnover of senior-level management employees (%) 高級管理層僱員流失率(%)	13	27	27
Turnover of employees aged 18-25 (%) 18-25歲僱員流失率(%)	33	23	35
Turnover of employees aged 26-35 (%) 26-35歲僱員流失率(%)	25	26	18
Turnover of employees aged 36-45 (%) 36-45歲僱員流失率(%)	31	33	11
Turnover of employees aged 46-55 (%) 46-55歲僱員流失率(%)	13	18	12
Turnover of employees aged above 55 (%) 55歲以上僱員流失率(%)	18	16	36

Employee Safety**僱員安全**

Indicators 指標	2019 二零一九年	2018 二零一八年	2017 二零一七年
Work-related fatalities 與工作有關的死亡事故	0	1	0
Fatality rate (%) 死亡率(%)	0	0.18	0
Number of work injuries (cases) 因工受傷數目 (宗)	12	5	6
Total lost days due to work injuries 因工傷損失工作總日數	640	222	315
Cases resulting in less than or equal to 3 lost working days 導致損失少於或等於3個工作日的個案	1	2	2
Cases resulting in more than 3 working days 導致損失多於3個工作日的個案	11	3	4

Employee Training Indicators 指標	僱員培訓		
	2019 二零一九年	2018 二零一八年	2017 二零一七年
Number of employees trained ⁵ 已接受培訓的僱員人數 ⁵	567	538	297
Percentage of employees trained (%) ⁶ 已接受培訓的僱員佔比(%) ⁶	106	99	73
Percentage of female employees trained (%) 已接受培訓的女性僱員佔比(%)	104	94	63
Percentage of male employees trained (%) 已接受培訓的男性僱員佔比(%)	106	100	75
Percentage of frontline employees trained (%) 已接受培訓的前線僱員佔比(%)	108	102	77
Percentage of middle management employees trained (%) 已接受培訓的中級管理層僱員佔比(%)	98	86	57
Percentage of senior management employees trained (%) 已接受培訓的高級管理層僱員佔比(%)	94	93	73
Total hours of training received by employees 僱員已接受培訓的總時數	11,607	9,495	8,916
Average hours of training received per employee ⁷ 每名僱員已接受培訓的平均時數 ⁷	22	17	22
Average hours of training a female employee received 每名女性僱員已接受培訓的平均時數	18	15	18
Average hours of training a male employee received 每名男性僱員已接受培訓的平均時數	22	18	23
Average hours of training a frontline employee received 每名前線僱員已接受培訓的平均時數	22	16	23
Average hours of training a middle management employee received 每名中級管理層僱員已接受培訓的平均時數	18	23	17
Average hours of training a senior management employee received 每名高級管理層僱員已接受培訓的平均時數	28	36	23

⁵ Employees trained include employees who left the Group during the Reporting Year

⁶ Percentage of employees trained is the number of employees trained throughout the year divided by the number of employees at the end of the Reporting Year

⁷ Average hours of training received per employee is the total hours of training received by employees divided by the total number of employees at the end of the Reporting Year

⁵ 已接受培訓的僱員包括於報告年度內離開本集團的僱員

⁶ 已接受培訓的僱員佔比指於整個年度內已接受培訓的僱員人數除以報告年度末的僱員人數

⁷ 每名僱員已接受培訓的平均時數指僱員已接受培訓的總時數除以報告年度末的僱員總人數



NEW UNIVERSE

ENVIRONMENTAL GROUP LIMITED

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