



SCUD GROUP LIMITED
飛毛腿集團有限公司*
(Incorporated in the Cayman Islands with limited liability)
(於開曼群島註冊成立的有限公司)
(Stock Code 股份代號 : 01399)

2019

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



* for identification purpose only 僅供識別

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SCOPE AND REPORTING PERIOD

This is the fourth Environmental, Social and Governance (“ESG”) report of SCUD Group Limited (the “Company”, and together with its subsidiaries, the “Group”) with disclosure reference made to the ESG Reporting Guide as described in Appendix 27 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Listing Rules”). The Group complied with all the “comply or explain” provisions set out in the ESG Reporting Guide from 1 January 2019 to 31 December 2019 (the “Reporting Period”).

The Group is principally engaged in the development, manufacturing and sale of lithium-ion battery modules for smartphones, tablets and other smart electronic products as well as the provision of comprehensive power supply solutions for various consumer electronic products. This ESG report covers the Group’s overall performance in two subject areas, namely Environmental and Social, of its major business operations in the People’s Republic of China (the “PRC”) unless otherwise stated. The major business operations identified in the Reporting Period included:

- (i) Scud (Fujian) Electronics Co., Ltd. (“Scud Electronics”) in Fuzhou, Fujian province of the PRC; and
- (ii) Scud Battery Co., Ltd. (“Scud Battery”) in Fuzhou, Fujian province of the PRC.

There were no major operational changes in the scope compared with the period from 1 January 2018 to 31 December 2018 (the “Last Reporting Period”).

STAKEHOLDER ENGAGEMENT AND MATERIALITY

The Group engages with the board of directors (the “Board”) of the Company, senior management, frontline staff, trade unions, suppliers, customers, and regulators to obtain valuable insights and identify areas of improvements. The Group communicates with stakeholders via various communication channels such as direct conversations, suggestion boxes, e-mails and regular meetings with employee representatives and suppliers on a weekly, monthly or yearly basis. Through internal communication, key concerns on the variety of menu choices, maintenance of dormitory, period length of overtime work, shuttle bus routes, workplace environment, and the handling of employee complaints and suggestions were raised.

範圍與報告期間

本報告乃飛毛腿集團有限公司(「本公司」，連同其附屬公司統稱「本集團」)的第四份環境、社會及管治(「ESG」)報告，經參考載於香港聯合交易所有限公司證券上市規則(「上市規則」)附錄二十七之ESG報告指引披露。於2019年1月1日至2019年12月31日期間(「報告期間」)，本集團已遵守ESG報告指引所載的所有「不遵守就解釋」條文。

本集團主要致力於研發、製造及銷售適用於智能手機、平板電腦及其他智能電子產品的鋰離子電池模組，為各式消費類電子產品提供全面的電源解決方案。除另有說明外，本ESG報告涵蓋本集團於中華人民共和國(「中國」)的主要業務營運在環境及社會兩個主要範疇之整體表現。於報告期間識別之主要業務營運包括：

- (i) 位於中國福建省福州的飛毛腿(福建)電子有限公司(「飛毛腿電子」)；及
- (ii) 位於中國福建省福州的飛毛腿電池有限公司(「飛毛腿電池」)。

相較2018年1月1日至2018年12月31日期間(「上一報告期間」)，報告範圍並無發生重大經營變動。

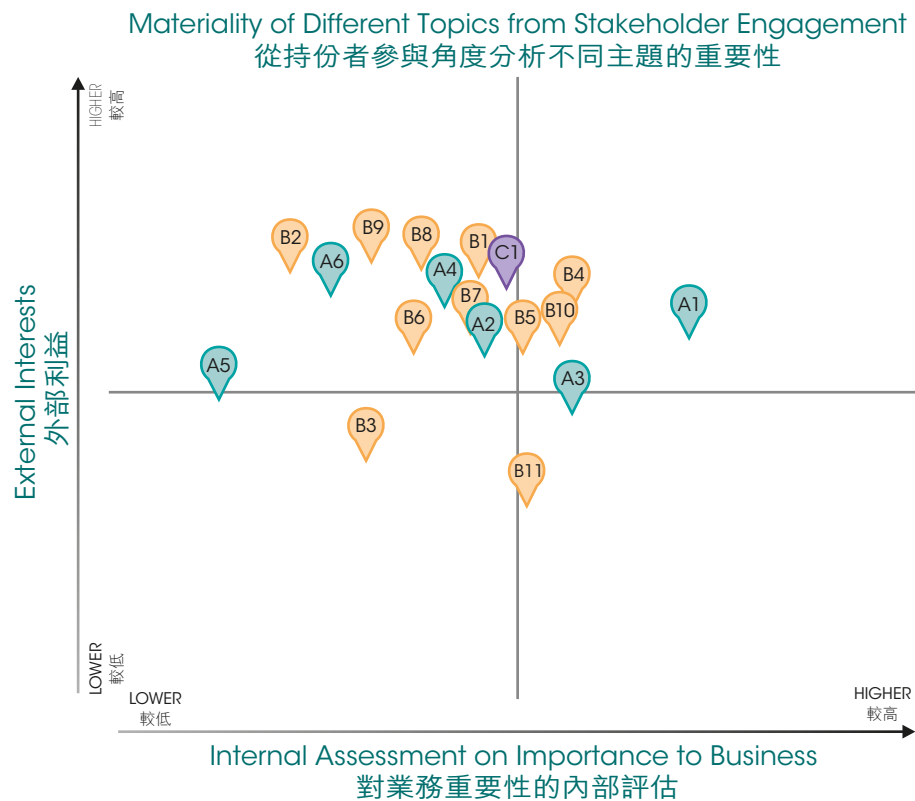
持份者的參與及重要性

本集團與本公司董事會(「董事會」)、高級管理層、前線員工、工會、供應商、客戶及監管機構溝通，以獲取寶貴的見解及識別需要改進的方面。本集團透過各種溝通渠道與持份者溝通，例如直接對話、意見箱、電郵以及每週、每月或每年與員工代表及供應商舉行定期會議。通過內部交流，提出關於菜單選擇的多樣性、宿舍維護、加班時長、穿梭巴士路線、工作環境，以及處理員工投訴及建議等方面的主要關注。

ESG REPORT 環境、社會及管治報告

In order to identify significant ESG issues, the Group specifically engaged key stakeholders such as the Board, senior management, frontline staff, customers, suppliers and regulators during the Reporting Period. A total of 163 quantitative surveys were returned. Results of the materiality assessment and the consolidated list of ESG material aspects are presented in the following matrix and table respectively:

為識別重大的ESG議題，本集團於報告期間內特別與董事會、高級管理層、前線員工、客戶、供應商及監管機構等主要持份者溝通。收回合共163份定量調查。重要性評估的結果及ESG重要層面的綜合列表分別於以下矩陣及表格中呈列：



A. Environmental Issues 環境問題			B. Social Issues 社會問題		
A1	Energy	能源	B1	Employment	僱傭
A2	Water	水	B2	Health and Safety	健康及安全
A3	Emissions	排放	B3	Development and Training	發展及培訓
A4	Effluent and Waste	污水及廢棄物	B4	Labour Standards	勞工準則
A5	Other Raw Materials Consumption	其他原材料消耗	B5	Supply Chain Management	供應鏈管理
A6	Environmental Protection Policies	環保政策	B6	Intellectual Property Rights	知識產權
C. Other Issues 其他問題			B8	Customer Service	客戶服務
C1	Food Health and Safety	食品健康及安全	B9	Product Quality	產品質量
			B10	Anti-corruption	反貪污
			B11	Community Investment	社區投資

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Among the environmental and social aspects, the following topics are identified as the most material issues to the stakeholders:

- Energy
- Labour Standards
- Anti-corruption
- Supply Chain Management
- Emissions

在環境及社會方面，以下主題被識別為對持份者而言最重要的議題：

- 能源
- 勞工準則
- 反貪污
- 供應鏈管理
- 排放

STAKEHOLDERS' FEEDBACK

The Group welcomes stakeholders' feedback on its ESG approach and performance. Please give your suggestions or share your views with us via email: coso@scud.cn or phone: 0591-63159773.

持份者的意見反饋

本集團歡迎各持份者就本集團的ESG方針及表現提供反饋。請透過電郵：coso@scud.cn或電話：0591-63159773提供閣下之建議或與我們分享閣下之想法。

THE GROUP'S ESG COMMITMENT

The Group holds regular board and management meetings to communicate ESG issues. Management of the Group is responsible for identifying the risks and opportunities of ESG issues in the business processes (e.g., economy, environment, labour practices, occupational health and safety, etc.). The Group conducts in-depth discussions to better integrate the ESG factors into the Group's risk management, business strategy and financial planning. ESG objectives are achieved through effective implementation of policies and monitoring of ESG performances in all aspects.

本集團的ESG承擔

本集團定期舉行董事會及管理層會議，以溝通ESG問題。本集團管理層負責識別業務流程中ESG問題(例如經濟、環境、勞工慣例、職業健康與安全等)的風險及機會。本集團進行深入討論，以將ESG因素更好地整合至本集團的風險管理、業務策略及財務規劃中。通過有效執行政策及監控ESG各個方面的表現實現ESG目標。

THE GROUP'S SUSTAINABILITY MISSION AND VISION

The Group unswervingly takes the path of sustainable development. It is dedicated to continuously improving the approaches to operational risk management, optimising its business model while protecting the environment and fulfilling corporate social responsibility. Meanwhile, the Group ensures strict compliance with national laws, regulations, guidelines and standards. In addition, the Group listens carefully to the opinions of the employees and actively adopts any feasible solutions proposed by the employees in a bid to improve the workplace environment and working procedures. The proposals comprise initiatives and control measures on resource saving, reduction of emissions and process improvement.

本集團可持續發展使命及願景

本集團堅定不移地走可持續發展之路。其致力於不斷改進經營風險管理方法，優化其業務模式，同時保護環境並履行企業社會責任。同時，本集團確保嚴格遵守國家法律、法規、細則及標準。此外，本集團認真聽取員工的意見，並積極採納員工提出的任何可行解決方案，以改善工作環境及工作程序。有關建議包括關於節約資源、減少排放及改進工藝的舉措及控制措施。

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The Group also keeps abreast of the latest market development, meets stakeholders' needs, and commits to upholding the core values of honesty, fairness and justice in business. The Group emphasises corporate social responsibility as one of its core principles in all business activities, so as to create values for the environment, employees, customers, supply chain and the community.

本集團亦緊跟最新市場發展趨勢，滿足持份者的需求，並致力於在業務中秉持誠信、公平及正義的核心價值觀。本集團在所有業務活動中將企業社會責任視為其核心原則之一，以為環境、員工、客戶、供應鏈及社區創造價值。

ACCREDITATIONS AND CERTIFICATIONS

The Group's constant pursuit of excellence in service and remarkable achievements in workplace safety, environmental protection and corporate social responsibility are recognised by the local government and international organisations and has obtained the following certificates during the Reporting Period:

認證及證明

本集團對卓越服務的不斷追求以及在工作場所安全、環境保護及企業社會責任方面的突出成就獲得當地政府及國際組織的認可，並在報告期間內獲得以下證書：

Certifications 認證	Awarded Units 獲授予單位	
	Scud Electronics 飛毛腿電子	Scud Battery 飛毛腿電池
Quality Assurance	質量保證	
ISO 9001 Quality Management System	ISO 9001質量管理體系	✓
TL 9000 Quality Management System for Telecommunications	TL 9000電信質量管理體系	✓
IECQ QC080000 Hazardous Substance Process Management (HSPM) System	IECQ QC080000有害物質過程管理（危險物品進程管理系統要求）體系	✓
GB/T 23000 – Integration of Informatisation and Industrialisation Management System	GB/T 23000 – 信息化與工業化融合管理體系	✓
Occupational Health and Safety	職業健康及安全	
ISO 45001 Occupational Health and Safety Management System	ISO 45001職業健康與安全管理體系	✓
Certificate for Safety Production Standardisation – Level 3	安全生產標準化證書 – 三級	✓
Environment Protection	環保	
ISO 14001 Environmental Management System	ISO 14001環境管理體系	✓
Corporate Social Responsibility	企業社會責任	
Responsible Business Alliance (the "RBA") – Code of Conduct Certificate	負責任商業聯盟（「RBA」） – 行為準則證書	✓

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The products delivered by the Group have demonstrated compliances with relevant international standards and specifications. During the Reporting Period, the Group has obtained the following certificates of conformity from various internationally-recognised accreditation bodies:

本集團交付的產品已證明符合相關國際標準及規範。於報告期間內，本集團已從多家國際認可的認證機構獲得以下合格證書：

		Awarded Units	
		獲授予單位	
Product certifications		Scud Electronics	Scud Battery
產品認證		飛毛腿電子	飛毛腿電池
- CE Marking (“CE”); - China Quality Certification (“CQC”); - Korea Certification (“KC”); - CB Scheme Certification (“CB”); - China Compulsory Certificate (“CCC”); - Restriction of Hazardous Substances Directive (“ROHS”)	- CE標誌(「CE」); - 中國質量認證(「CQC」); - 韓國認證(「KC」); - CB體系認證(「CB」); - 中國強制認證(「CCC」); - 危害性物質限制指令(「ROHS」);	✓	✓
TL 9000 Quality Management System for Telecommunications;	TL 9000電信質量管理體系；	✓	
RBA – Code of Conduct Certificate;	RBA 一行為準則證書；	✓	
Product Safety of Electrical Appliance & Material (“PSE”) certificate	電氣設備及物料產品安全(「PSE」)證書	✓	
CQC Certification on High density lithium-ion battery for iPhone 6S plus	iPhone 6S plus高密度鋰離子電池CQC認證		✓

Actually, Scud Electronics is involved in the drafting of SAC/TC 28 China National Information Technology Standardisation. Scud Battery has also fulfilled the standard requirements for information technology, i.e., GB/T 35590 Information technology -- General specification for portable digital equipment used powerbank. Products of Scud Battery have passed strict reliability tests, such as crack-proof, short-circuit protection, material flame-retardant, electricity leakage protection, wear resistance, shockproof, for quality assurance.

實際上，飛毛腿電子正參與SAC/TC 28中國國家信息技術標準化的起草工作。飛毛腿電池亦已滿足信息技術的標準要求，即GB/T 35590信息技術—便攜式數字設備用移動電源通用規範。飛毛腿電池產品已通過防裂、短路保護、材料阻燃、漏電保護、耐磨性、防震性等嚴格的可靠性測試，以確保質量。

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A. ENVIRONMENTAL

Aligned with its sustainability mission and vision, the Group continuously improves its environmental performance with contributions and support from its employees, business partners, the public and other stakeholders. The Group is accredited with ISO 14001 Environmental Management System certification. Regular internal and external assessments are conducted on the system's effectiveness in ensuring continual improvement. During the Reporting Period, the Group complied with national and local laws and regulations concerning environmental protection and pollution control, including but not limited to:

- GB/T 12348-2008 Emission Standard for Industrial Enterprises Noise at Boundary;
- Measures for the Administration of Environmental Impact Assessment of Construction Projects;
- GB 13690-2009 General Rule for Classification and Hazard Communication of Chemicals;
- Environmental Protection Regulations of Fujian Province; and
- Measures for the Control of Pollution from Electronic Information Products.

No non-compliance with relevant laws and regulations that have a significant impact on the Group relating to air and greenhouse gas (the "GHG") emissions, discharges into water and land, and generation of hazardous and non-hazardous waste had been identified during the Reporting Period.

A1. Emissions

A1.1 Air Emissions

Production Process

The manufacturing procedures generate minimal air emissions such as welding fumes and particles from welding processes, volatile organic compounds and inorganic compounds. During the Reporting Period, all the emissions generated on-site were released into atmosphere through designated pipes, where the concentrations did not exceed the permissible limits set by the national emission standard, e.g., GB16297 Integrated Emission Standards for Air Pollutants.

A. 環境

本集團秉持可持續發展使命及願景，在其員工、業務合作夥伴、公眾及其他持份者的貢獻及支持下，不斷提高其環境表現。本集團已獲得ISO 14001環境管理體系認證。定期對該體系的有效性進行內部及外部評估，以確保持續改進。於報告期間，本集團遵守國家及地方有關環境保護及污染控制的法律法規，包括但不限於：

- GB/T 12348-2008工業企業廠界環境噪聲排放標準；
- 建設項目環境影響後評價管理辦法；
- GB 13690-2009化學品分類和危險性公示通則；
- 福建省環境保護條例；及
- 電子信息產品污染控制管理辦法。

於報告期間，概無發現任何違反對本集團有重大影響且與空氣和溫室氣體（「溫室氣體」）排放、向水和土地的排放以及產生有害和無害廢棄物有關的法律及法規的情況。

A1. 排放

A1.1 廢氣排放

生產過程

生產過程產生極少空氣排放，例如焊接過程中產生的焊接煙塵及微粒、揮發性有機化合物及無機化合物。於報告期間，所有現場產生的排放物均通過指定管道排入大氣，其濃度不超過國家排放標準（例如GB16297大氣污染物綜合排放標準）規定的允許限值。

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Vehicle Operation

Fossil-fuelled vehicles owned by the Group, such as light goods, medium goods and heavy goods vehicles, were used for daily business operations during the Reporting Period, which contributed to the emission of nitrogen oxides ("NO_x"), sulphur oxides ("SO_x") and respiratory suspended particles ("RSP").

車輛運行

於報告期間，本集團擁有的化石燃料汽車(如輕型、中型及重型汽車)用於日常業務，導致氮氧化物(「氮氧化物」)、硫氧化物(「硫氧化物」)及呼吸懸浮顆粒物(「呼吸懸浮顆粒物」)的排放。

Air emissions (non-GHG) from vehicle operations 車輛運行產生的廢氣排放 (非溫室氣體)

Mobile source 車輛燃料來源		NO _x (kg) 氮氧化物 (千克)	RSP (kg) 呼吸懸浮顆粒物 (千克)	SO _x (kg) 硫氧化物 (千克)
Petrol and diesel	汽油及柴油	475.98	9.68	0.75

Note: Emission factors for calculations on environmental parameters throughout the report were made reference to Appendix 27 of the Main Board Listing Rules and their referred documentation as set out by Hong Kong Exchanges and Clearing Limited, unless stated otherwise.

附註：除另有說明外，本報告中環境參數計算的排放係數乃參考載於香港交易及結算所有限公司的主板上市規則附錄二十七及其參考文件作出。

A1.2 Greenhouse Gas Emissions

During the Reporting Period, the Group's business operation contributed to the GHG emission of 22,652.18 tonnes of carbon dioxide equivalent ("tCO₂eq."), mainly carbon dioxide, methane and nitrous oxide. The overall intensity of the GHG emissions for the Group was 0.35 tCO₂eq./m² with reference to the total floor area of the Group's business operations, or 76.26 tCO₂eq. with reference to million pieces of sold products.

The reported GHG emissions were attributed to the following activities:

- Direct (scope 1) GHG emissions from consumption of petrol and diesel, and release of refrigerants;
- Energy indirect (scope 2) GHG emissions from purchased electricity; and
- Other indirect (scope 3) GHG emissions from business air travel, municipal freshwater and sewage processing, and paper waste disposal at landfills.

A1.2 溫室氣體排放

於報告期間，本集團的業務營運導致溫室氣體排放22,652.18噸二氧化碳當量(「噸二氧化碳當量」)，主要為二氧化碳、甲烷及一氧化二氮。根據本集團業務營運的總建築面積，本集團的總體溫室氣體排放密度為每平方米0.35噸二氧化碳當量，或根據百萬件已售產品計算，為76.26噸二氧化碳當量。

所報告溫室氣體排放歸因於以下活動：

- 汽油及柴油消耗以及製冷劑釋放的直接(範圍1)溫室氣體排放；
- 購電產生的能源間接(範圍2)溫室氣體排放；及
- 航空商務差旅、城市淡水及污水加工，以及處理垃圾場填埋廢紙產生的其他間接(範圍3)溫室氣體排放。

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Scope of GHG emissions 溫室氣體排放範圍	Emission sources 排放來源	GHG Emissions (tCO ₂ eq.) 溫室氣體排放 (噸二氧化碳當量)		Total GHG emissions (%) 溫室氣體排放總量(%)	
		Sub-total (噸二氧化碳當量)	小計	Sub-total (噸二氧化碳當量)	小計
Scope 1 Direct emission 範圍1 直接排放	Combustion of fuels in mobiles sources ¹ 車輛燃料燃燒來源 ¹	Diesel 柴油 69.13 Petrol 汽油 60.81	1,470.27	6%	
	Refrigerants ² 製冷劑 ²	1,340.33			
Scope 2 Energy indirect emission 範圍2 能源間接排放	Purchased electricity ³ 購電 ³	20,959.15	20,959.15	93%	
Scope 3 Other indirect emission 範圍3 其他間接排放	Paper waste disposed of in landfills 於垃圾場填埋廢紙	37.40	222.76	1%	
	Electricity used for freshwater treatment by government 政府用於加工淡水的電力	66.74			
	Electricity used for sewage treatment by government 政府用於污水處理的電力	35.86			
	Business air travel by employees ⁴ 僱員航空商務差旅 ⁴	82.76			
Total	總計	22,652.18	100%		

Note 1: Emission factors were made reference to Appendix 27 of the Main Board Listing Rules and their referred documentation as set out by Hong Kong Exchanges and Clearing Limited, unless stated otherwise.

附註1：除另有說明外，排放係數乃參考載於香港交易及結算有限公司的主板上市規則附錄二十七及其參考文件作出。

Note 2: The quantities of refrigerants were estimated according to the refrigerant replacement rate for all refrigerant-consuming equipment. The 100-year Global Warming Potential (GWP 100) values of R22 and R32 were made references to the Fifth Assessment Report (AR5) of the Intergovernmental Panel on Climate Change.

附註2：製冷劑之數量乃根據所有製冷劑消耗設備的製冷劑更換率估計。R22及R32的100年全 球 變 暖 潛 力 (GWP 100) 值乃參考政府間氣候變化專門委員會的第五次評估報告 (AR5)。

Note 3: Combined margin emission factor of 0.6485 tCO₂/MWh was used for purchased electricity in Fujian Province of the PRC.

附註3：中國福建省購電採用合併邊際排放係數每兆瓦時0.6485噸二氧化碳。

Note 4: CO₂ emissions from the Group's business air travels were reported in accordance with the International Civil Aviation Organisation (ICAO) Carbon Emission Calculator.

附註4：本集團航空商務差旅產生之二氧化碳排放量乃根據國際民航組織(ICAO)碳排放計算方法報告。

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A1.3 Hazardous Waste

The Group generated a total of 13.32 tonnes of hazardous waste with an intensity of 0.04 tonnes per million pieces of sold products during the Reporting Period. Hazardous wastes generated mainly comprised of waste with organic solvent, waste with lubricating oil as well as waste ink and paints.

Hazardous waste generated

Types of Hazardous Wastes	有害廢棄物類別	Waste Generated (tonnes) 所產生廢棄物(噸)
Waste with organic solvent (e.g., waste cloth, containers)	沾有有機溶劑的廢棄物 (如廢布、容器)	12.35
Waste with lubricating oil	沾有潤滑油的廢棄物	0.29
Waste ink and paints	廢墨及廢油漆	0.60
Waste batteries	廢電池	0.05
Electronic waste (e.g., printer cartridges)	電子廢棄物 (如打印機墨盒)	0.01
Mercury-containing wastes	含汞廢棄物	0.01
Medical wastes	醫療廢棄物	0.01

A1.4 Non-hazardous Waste

The Group generated a total of 1,033.35 tonnes of non-hazardous waste with an intensity of 3.48 tonnes per million pieces of sold products during the Reporting Period. Sources of industrial wastes were from production lines, mainly metal and plastic scraps. They were collected by designated handlers for downstream recycling. Other non-hazardous wastes mainly included waste papers and organic waste from the canteen.

Non-hazardous waste generated

Types of Non-hazardous Wastes	無害廢棄物類別	Waste Generated (tonnes) 所產生廢棄物(噸)
Non-office paper (e.g., newspapers, carton boxes)	非辦公紙張 (如報紙、紙箱)	507.01
Plastic	塑料	478.06
Metal	金屬	40.45
Glass	玻璃	6.80
Food waste	廢木料	1.03

A1.3 有害廢棄物

於報告期間，本集團共產生13.32噸有害廢棄物，密度為每百萬件已售產品0.04噸。所產生的有害廢棄物主要包括沾有有機溶劑的廢棄物、沾有潤滑油的廢棄物以及廢墨及廢油漆。

產生有害廢棄物

A1.4 無害廢棄物

於報告期間，本集團共產生1,033.35噸無害廢棄物，密度為每百萬件已售產品3.48噸。工業廢棄物源於生產線，主要為金屬及塑料廢料。彼等由指定處理方收集以進行下游回收。其他無害廢棄物主要包括廢紙及食堂有機廢棄物。

產生無害廢棄物

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The slight increment in non-hazardous wastes as compared with the Last Reporting Period was mostly related to the improved environmental data management system which has included glass and food waste generated among different business units.

無害廢棄物較上一報告期間輕微增加主要與經改進的環境數據管理系統有關，其中已包括不同業務部門之間產生的玻璃及食物垃圾。

A1.5 Measures to Mitigate Emissions

The Group continues its dedication to limiting the usage of ozone-depleting substances and reducing emissions in the business operations. Emissions are mitigated through control measures, which include:

- substituting with non-toxic and non-polluting chemicals;
- reinforcing regular inspections, cleansing and maintenance of air-conditioning system, plant equipment and vehicles owned by the Group;
- encouraging employees to quit smoking through publicity posters, campaigns and seminars;
- prohibiting smoking in the workplaces except in designated smoking areas;
- promoting the use of public transportation and car-pooling;
- using telephone and video conferencing;
- regulating the uses and enforcing speed limits of the Group-owned vehicles; and
- placing plants around the office areas.

Purchased electricity and refrigerants were the two major sources which contributed to the GHG emission of the Group during the Reporting Period. Regular maintenance of air conditioners is carried out to fix or prevent refrigerant leak. The Group has conducted a feasibility study on the power generation from solar energy and will commence the large-scale photovoltaic project in September 2020.

A1.5 減低排放量措施

本集團繼續致力於限制使用消耗臭氧層的物質及減少業務運營中的排放。通過控制措施減少排放，有關措施包括：

- 用無毒及無污染的化學藥品代替；
- 加強對本集團擁有的空調系統、工廠設備及車輛的定期檢查、清潔及維護；
- 通過宣傳告示、活動及研討會鼓勵員工戒煙；
- 除指定吸煙區外，禁止在工作場所吸煙；
- 推廣使用公共交通及拼車；
- 使用電話及視頻會議；
- 規範本集團自有車輛的使用及加強速度限制；及
- 在辦公區域周圍放置植物。

於報告期間，購電及製冷劑是導致本集團溫室氣體排放的兩個主要來源。對空調進行定期維護以處理或防止製冷劑洩漏。本集團已就太陽能發電進行可行性研究，並將於2020年9月開工大型光伏項目。

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A1.6 Waste Handling and Reduction Initiatives

The Group manages solid wastes according to the procedures stipulated in the environmental management system pertaining to sorting, internal transfer, storage and disposal of wastes. All the hazardous wastes are managed per the requirements of GB18597-2001 Standard for Pollution Control on Hazardous Waste Storage and the Group's standardised management procedures for hazardous wastes.

Hazardous wastes stored in secured containers are temporarily placed in the warehouse and then collected by external qualified waste collectors specialised in handling and disposal of industrial and hazardous wastes. Non-hazardous wastes and recyclables are sorted and processed according to the types of the wastes. Tin slag, the major waste product in the manufacturing process, is collected by a designated waste recycling company in Shenzhen for recycling. By signing an agreement with such waste recycling company, the Group ensures tin slag waste is handled, stored, and treated in an environmentally benign and safe manner. Besides, the waste battery products are collected and processed by a technology company in Shenzhen prior to disposal. Other waste metal, plastic and paper products such as metal boxes, plastic tubes, acrylonitrile butadiene styrene ("ABS plastic") products, polyvinyl chloride ("PVC") packs, polystyrene ("PS") boxes, wastepaper, and waste newspaper are also recycled by designated recycling companies.

A1.6 廢棄物處理及減廢措施

本集團按照與廢棄物分類、內部轉移、貯存及處置有關的環境管理體系規定的程序管理固體廢棄物。所有有害廢棄物均按照GB18597-2001危險廢物貯存污染控制標準的要求以及本集團的有害廢棄物標準化管理程序進行管理。

儲存在安全容器中的有害廢棄物會暫時放置在倉庫中，然後由專門處理及處置工業及有害廢棄物的外部合資格廢棄物收集員收集。無害廢棄物及可回收廢料根據廢棄物的類型進行分類及處理。錫渣是生產過程中的主要廢棄產品，由深圳一家指定的廢棄物回收公司收集，以進行循環再造。通過與該廢棄物回收公司簽訂協議，本集團確保以環保且安全的方式處理、儲存及處置錫渣廢棄物。此外，廢棄電池產品在處置之前由深圳的一家技術公司進行收集及處理。其他廢金屬、塑料及紙製品，例如金屬盒、塑料管、丙烯腈－丁二烯－苯乙烯（「ABS 塑料」）產品、聚氯乙烯（「PVC」）包裝、聚苯乙烯（「PS」）盒、廢紙及廢報紙亦由指定回收公司回收。

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The Group pledges to promote environmentally friendly behaviours among employees to improve overall waste management. Adhering to the principle of turning waste into treasure, the Group has adopted the 3Rs waste reduction approach in waste management, namely to reduce waste at source, reuse wastes and recycling of wastes.

本集團承諾在僱員中提倡環境保護行為，以改善整體廢棄物管理。本集團遵循變廢為寶的原則，在廢棄物管理中採用3R減廢方法，即從源頭減少廢棄物、廢棄物再用及廢棄物循環再造。

Level 層級	Waste management strategies adopted in the various operations 於各項運營中採取的廢棄物管理策略
1 • Reduce 減廢	Office 辦公室 • adoption of double-sided printings across all internal office documentations 所有內部辦公文件採用雙面打印 • wide application of Ding Talk for a paperless and green office 廣泛應用釘釘，實現無紙化及綠色辦公 Canteen 食堂 • meal planning to avoid food wastage 膳食規劃，避免食物浪費
2 • Reuse 再用	Office 辦公室 • reuse of single-sided printouts as draft paper 將單面打印輸出紙張作為草稿紙重複使用 Canteen 食堂 • ban on the use of disposable tableware 禁止使用一次性餐具
3 • Recycle 循環再造	Office and plant 辦公室及廠房 • waste separation before treatment 於處理前進行廢棄物分離 • appointment of designated recycling companies for waste collections and handling 委任指定的回收公司進行廢棄物收集及處理 • utilisation of recyclable packaging materials such as paper, plastic and expanded polyethylene ("EPE") foams 利用可回收包裝材料，例如紙張、塑料及發泡聚乙烯（「EPE」）泡沫

A2. Use of Resources

The Group's energy and resource management policy formulates approaches to rational and efficient resource management relating to energy, water and other raw materials.

A2. 資源使用

本集團的能源及資源管理政策已訂明有關能源、水及其他原材料的合理及高效資源管理方法。

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A2.1 Energy Consumption

The total energy consumption by the Group was 32,782,659 Kilowatt-hour ("kWh"), with an overall energy intensity of 503.22 kWh/m² and 110,360.94 kWh per million pieces of sold products during the Reporting Period. Types of energy consumed included electricity, petrol and diesel. During the Reporting Period, more electricity was consumed due to the expansion of production workshops as well as acquisition of automation equipment and air compressors.

A2.1 能源消耗

於報告期間，本集團的總能源消耗為32,782,659千瓦時(「千瓦時」)，整體能源密度為503.22千瓦時／平方米，而每百萬件已售產品為110,360.94千瓦時。所消耗的能源類型包括電力、汽油及柴油。於報告期間，耗電量增加主要歸因於擴大生產車間以及購置自動化設備及空氣壓縮機。

Direct electricity consumption 直接耗電量		Consumption (kWh) 耗電量 (千瓦時)	Electricity Intensity (kWh/m ²) 電力密度 (千瓦時／平方米)
Scud Electronics	飛毛腿電子	22,525,347	448.44
Scud Battery	飛毛腿電池	9,796,577	656.83
Total	總計	32,321,924	1,105.27

Indirect energy consumption 間接能源消耗		Consumption (Liter) 消耗量 (升)	Consumption (kWh) 消耗量 (千瓦時)	Consumption Intensity (kWh/m ²) 消耗密度 (千瓦時／平方米)
Petrol	汽油	22,570	200,008	3.07
Diesel	柴油	26,077	260,727	4.00
Total	總計		460,735	N/A 不適用

Note: Conversion factors were made reference to IEA Energy Statistics Manual and 2006 IPCC Guidelines for National Greenhouse Gas Inventories.

附註：轉換係數乃經參考IEA能源統計手冊及2006年IPCC國家溫室氣體清單指南作出。

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A2.2 Water Consumption

The total water consumption by the Group was 165,244 m³, with an overall water intensity of 2.54 m³/m², and 556.28 m³ per million pieces of sold products during the Reporting Period. Freshwater sourced from the municipal water supply system is consumed for manufacturing and domestic activities. No issues in sourcing water were reported during the Reporting Period.

Operational sites
營運場所

Scud Electronics	飛毛腿電子
Scud Battery	飛毛腿電池
Total	總計

A2.2 耗水量

於報告期間，本集團的總耗水量為165,244立方米，整體用水密度為2.54立方米／平方米，而每百萬件已售產品為556.28立方米。來自市政供水系統的淡水用於製造及居家活動。於報告期間，並無有關水源問題的報告。

Water	
consumption (m³)	Intensity (m³/m²)
耗水量	密度
(立方米)	(立方米／平方米)

115,675	1.78
49,569	0.76
165,244	2.54

Wastewater

Wastewater undergoes decentralised treatment by septic tank system before discharging to the centralised treatment plant. The Group constantly monitors the performances of the wastewater treatment facility. During the Reporting Period, the parameters of treated effluent (i.e. pH values, suspended solids, ammonia nitrogen, biochemical oxygen demand, and chemical oxygen demand) met the permitted discharge limits as set out in the GB8978-1996 Integrated Wastewater Discharge Standard.

廢水

廢水通過化糞池系統進行分散處理，然後排放至集中處理廠。本集團持續監察廢水處理設施的表現。於報告期間，已處理廢水的參數（即pH值、懸浮固體、氨氮、生化需氧量及化學需氧量）符合GB8978-1996污水綜合排放標準中規定的允許排放限值。

A2.3 Energy Use Efficiency Initiatives

The Group is committed to achieving maximum resource efficiency. General energy-saving initiatives implemented by the offices include switching off the power source to all air-conditioners, lighting and office equipment after office hours, and controlling the use of air-conditioners and heating systems. The Group has introduced a negative pressure system and achieved significant impact in saving electricity of up to 54,912 kWh per month.

A2.3 能源使用效益計劃

本集團致力於實現最大資源效益。辦公室實施的一般節能措施包括在辦公時間後關閉所有空調、照明及辦公設備的電源，並控制空調及供暖系統的使用。本集團已引入負壓系統並產生顯著效果，每月節省電力高達54,912千瓦時。

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Moreover, the Group has formulated a comprehensive energy conservation plan with an aim to maximise energy efficiency and conserving resources during the operational process of manufacturing plants. The plan involves various renovation projects that will be executed in 2019 – 2020 and setting of targets for each project. In August 2019, the Group invested a total of approximately RMB13,412,000 in the first project on installation of energy-saving smart device to cut down electricity consumption. It is expected to achieve an approximately 6.7% to 10% reduction in electricity consumption and a potential saving on electricity costs of up to approximately RMB1,129,100 per annum.

A2.4 Water Use Efficiency Initiatives

The Group continuously conserves water resources and has implemented initiatives to minimise water consumption, such as:

- prohibiting the use of potable water for non-potable purposes, e.g., cleaning work;
- educating cleaning workers the economic use of water in daily cleaning work;
- watering the plants with unwanted water; and
- enhancing maintenance and repairs of pipelines, valves, joints and fixtures to improve water usage efficiency.

A2.5 Packaging Material

A total of 68,755 tonnes of packaging materials were consumed for finished products during the Reporting Period. Most of the packaging materials are made of recycled materials. For instances, paper consists of pulp fibres. The intensities of packaging materials consumed by Scud Electronics and Scud Battery were 343.91 and 131.3 tonnes per million pieces of sold products respectively.

此外，本集團已制定全面的節能計劃，旨在最大程度提高能源效率及於製造工廠運營過程中節約資源。該計劃涉及將於2019年至2020年執行的多個改造項目，並為每個項目設定目標。於2019年8月，本集團投資合共約人民幣13,412,000元用於首個節能智能設備安裝項目，以減少耗電量。預計每年可減少約6.7%至10%的耗電量，並潛在節省電費最多約人民幣1,129,100元。

A2.4 用水效益計劃

本集團持續保護水資源，並已實施措施盡可能減少用水量，例如：

- 禁止將飲用水用於非飲用水目的，如清潔工作；
- 教育清潔工人於日常清潔工作中節約用水；
- 用多餘的水給植物澆水；及
- 加強管道、閥門、接頭及固定裝置的維護及維修，以提高用水效率。

A2.5 包裝材料

報告期間就製成品消耗的包裝材料總量為68,755噸。大多數包裝材料是由回收材料製成。例如，紙由紙漿纖維組成。飛毛腿電子及飛毛腿電池消耗的包裝材料密度分別為每百萬件已售產品343.91噸及131.3噸。

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Operational sites 經營場所		Amount of paper- based packaging materials consumed (tonnes) 紙質包裝材料的 消耗量(噸)	Amount of plastic- based packaging materials consumed (tonnes) 塑料包裝材料的 消耗量(噸)
Scud Electronics	飛毛腿電子	317	47,812
Scud Battery	飛毛腿電池	136	20,491
Total	總計	453	68,303

A3. The Environment and Natural Resources

A3.1 Significant Impacts of Activities on the Environment and Natural Resources

The Group's business activities do not pose significant adverse impacts on the environment and natural resources, except for minor impacts arisen from consumption of natural resources (e.g. water and energy) and emissions. Being aware of its environmental influences, the Group actively manages and assesses its environmental impacts through policy controls and decisive action to prevent environmental damages.

Besides, the Group strives for on-going improvements in resource efficiency including minimising the use of materials, water and energy, and the production of waste, pollution and carbon emissions. The Group has set forth targets on electricity, water and fuel consumption and waste recycling rate. The department of operations management is responsible for collecting monthly data, conducting analysis, formulating quarterly energy saving and emission reduction measures, reviewing and evaluating the results and performance at the end of each year, and assessing the progress in achieving the goals through management reviews.

Since electricity consumption is the largest source of the Group's GHG emissions, the Group has specifically adopted management measures for reduction of electricity consumption. For instances, the Group has provided education to employees to raise their awareness of energy conservation, restricted the use of air-conditioners at an ambient temperature below 28°C and affixed energy conservation reminder stickers near the light switches.

A3. 環境及天然資源

A3.1 業務活動對環境及天然資源的重大影響

本集團的業務活動不會對環境及天然資源造成重大不利影響，惟消耗自然資源(例如水及能源)及排放產生的輕微影響除外。本集團認識到其環境影響，並通過政策控制及果斷行動積極應對及評估其對環境的影響，以防止破壞環境。

此外，本集團竭力持續提高資源效率，包括盡量減少使用材料、水及能源以及產生廢棄物、污染及碳排放。本集團已制定電力、水及燃料消耗及廢棄物回收率目標。運營管理部門負責收集每月數據，進行分析，制定季度節能減排措施，於每年末審查及評估結果及績效，並通過管理層審查評估實現目標的進度。

由於耗電量是本集團溫室氣體排放的最大來源，本集團特別採取管理措施以減少耗電量。例如，本集團已教育員工提高其節能意識，限制在周圍溫度低於28°C的環境下使用空調，並在電燈開關附近貼上節能提醒標籤。

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Last but not least, since the ozone-depleting substances found in the commonly-used chemicals and appliances (such as pesticides, detergents, aerosol products, air-conditioners and fire extinguishers) contribute to ozone depletion, the Group has opted for alternative methods and switched to non-ozone-depleting substances.

最後，由於在常用化學品及器具中發現的消耗臭氧層物質（例如農藥、清潔劑、氣霧劑產品、空調及滅火器）造成臭氧消耗，因此本集團已選擇其他方法，並改用非臭氧層消耗物質。

B. SOCIAL

1. Employment and labour practices

The Group is dedicated to ensuring fairness and equity and promoting workplace health and well-being among all the operations. As a people-oriented company, the Group provides diverse educational opportunities for employees' growth and development, and frequently listens to their concerns and expectations.

B1. Employment

The Group strictly complies with national and local laws and regulations concerning employment and labour practices, including but not limited to:

- Labour Law of the PRC;
- Labour Contract Law of the PRC;
- Law of the PRC on the Protection of Rights and Interests of Women;
- Law of the PRC on the Protection of Minors;
- Law of the PRC on the Protection of Disabled Persons;
- Trade Union Law of the PRC;
- Social Insurance Law of the PRC;
- Special Rules on the Labour Protection of Female Employees;
- Regulation on Paid Annual Leave for Employees; and
- Provisions on the Prohibition of Using Child Labour.

B. 社會

1. 僱傭及勞工常規

本集團致力於在所有業務營運中確保公平公正，並促進工作場所的健康及福祉。作為一家以人為本的公司，本集團為僱員的成長及發展提供各種教育機會，並經常傾聽彼等的擔憂及期望。

B1. 僱傭

本集團嚴格遵守有關僱傭及勞工常規的國家及地方法律，包括但不限於：

- 中國勞動法；
- 中國勞動合同法；
- 中國婦女權益保障法；
- 中國未成年人保護法；
- 中國殘疾人保障法；
- 中國工會法；
- 中國社會保險法；
- 女職工勞動保護特別規定；
- 職工帶薪年休假條例；及
- 禁止使用童工規定。

ESG REPORT 環境、社會及管治報告

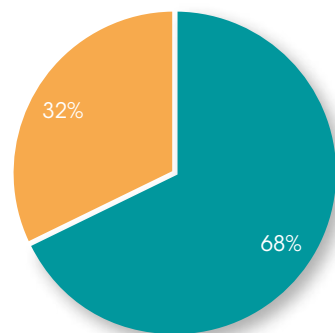
No non-compliance with relevant laws and regulations that have a significant impact on the Group relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare had been identified during the Reporting Period.

The Group had a total number of 3,358 employees as of 31 December 2019. All of them were full-time employees. More than 99% of them were from the PRC and others were from Taiwan, Korea and Hong Kong.

於報告期間，概無違反對本集團有重大影響且與補償及解僱、招聘及晉升、工作時間、休息時間、平等機會、多樣性、反歧視以及其他福利及待遇有關的法律及法規。

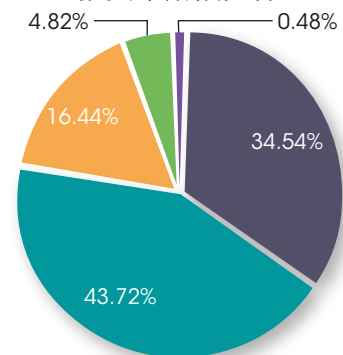
截至2019年12月31日，本集團共有3,358名僱員。所有僱員均為全職僱員。超過99%的僱員來自中國，其他僱員來自台灣、韓國及香港。

Distribution of Employees by Gender
僱員性別分佈



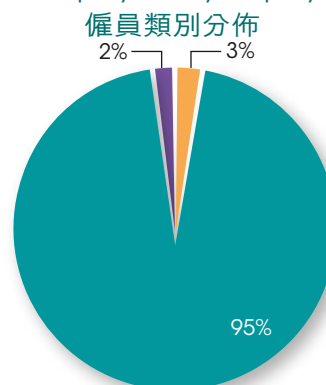
Male 男性 Female 女性

Distribution of Employees by Age Group
僱員年齡段分佈



18-25 歲 26-35 歲 36-45 歲 46-55 歲
56 or above 歲或以上

Distribution of Employees by Employee Category
僱員類別分佈



Senior Management 高級管理層 Middle Management 中級管理層 Frontline and Other Staff 前線及其他員工

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The employee manual outlines detailed policies regarding recruitment and dismissal, remuneration and compensation, appraisal and promotion, attendance, compensation leaves, reward and penalty system, development and training, internal communication, and occupational health and safety. There were no updates to the employee manual during the Reporting Period.

Competitive Compensation and Benefits Package

The Group values human resources and regards their employees as the most valuable assets. The Group continues to offer competitive remuneration packages to their employees. Apart from basic salary, employees are also eligible for performance bonus and overtime allowance. The Group provides social insurance, subsidies, holidays and other benefits according to the statutory requirements. On top of statutory holidays, employees are entitled to paid annual leave, sick leave, compensation leave, marriage leave, maternity leave, paternity leave, injury leave, breastfeeding breaks, meals and accommodation. Trade union is established to protect employees' rights and enhances employees' engagement in the decision-making of Group's management to achieve business objectives together.

員工手冊已概述有關招聘及解僱、薪酬及補償、考評及晉升、考勤、帶薪假、獎懲制度、發展及培訓、內部溝通以及職業健康與安全的詳細政策。於報告期間，員工手冊並無更新。

具有競爭力的酬勞及福利待遇

本集團重視人力資源，並將員工視為最寶貴的資產。本集團繼續向僱員提供具競爭力的薪酬待遇。除基本工資外，僱員亦有資格獲得績效花紅及加班津貼。本集團根據法定要求提供社會保險、補貼、假期及其他福利。除法定節假日外，僱員有權享受帶薪年假、病假、補償假、婚假、產假、陪產假、工傷假、母乳餵養假、食宿。本集團已建立工會，以保護員工的權利，並增強員工參與本集團管理層決策，以共同實現業務目標。

ESG REPORT
環境、社會及管治報告**Promotion**

The Group conducts appraisals on employees' performances and attitudes at work. According to the promotion policy, every employee is eligible for career advancement within the Group based on one's competence and suitability for a higher-ranking position.

Equal Opportunity

The Group upholds the principles of equality and non-discrimination in its business operations. Employees are provided with equal opportunities regardless of their gender, age, nationality, ethnic background, religion, political affiliation, marital status, pregnancy status, veteran status, and physical disability. To cater for the needs of employees, the Group's canteen offers diversified food choices such as serving halal food to the Muslims. The Group also caters for the nutritional needs of pregnant employees by providing extra food or supplements where needed.

The Group has implemented policies to prohibit workplace discrimination, bullying and harassment. The Group ensures that:

- employees are not discriminated against or deprived of opportunities due to their diverse profiles;
- employees' rights are protected irrespective of their ethnic groups, social class, nationality, religion, disability, gender, sexual orientation, trade union membership, and political affiliation;
- equal opportunity is provided to each employee in all aspects of employment, benefits and welfare, performance appraisal, promotion, training and development;
- employees are not treated unfavourably in case of pregnancy; and reasonable adjustments are made to the working conditions or hours of work for female workers during pregnancy;
- hepatitis B virus surface antigen carriers are not discriminated against employment right because of their medical conditions; and

晉升

本集團對僱員的表現及工作態度進行評估。根據晉升政策，每位僱員均有資格根據自身的能力及是否適合擔任更高職位在集團內獲得晉升。

機會均等

本集團在其業務營運中秉持平等及無歧視原則。不論性別、年齡、國籍、種族背景、宗教、政治背景、婚姻狀況、懷孕狀況、兵役狀況及身體殘疾，僱員均享有平等機會。為滿足僱員的需求，本集團的食堂提供多樣化食物選擇，例如為穆斯林僱員提供清真食品。本集團亦通過在需要時提供額外食物或補品滿足懷孕僱員的營養需求。

本集團已實施禁止工作場所歧視、欺凌及騷擾的政策。本集團確保：

- 僱員不會因為其多元化的背景而受到歧視或被剝奪機會；
- 僱員的權利受到保護，而不論其種族群體、社會階層、國籍、宗教信仰、殘疾、性別、性取向、工會會員身份及政治背景；
- 在招聘、福利待遇、績效評估、晉升、培訓及發展的所有方面向每位僱員提供平等機會；
- 僱員在懷孕期間不會受到不利對待；對懷孕女工的工作條件或工作時間作出合理調整；
- 乙型肝炎病毒表面抗原攜帶者不會因其醫療狀況而受到就業權歧視；及

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環境、社會及管治報告

- all forms of sexual harassment in and outside of the workplace are strictly prohibited, including sex discrimination, sexual harassment, sexual assault, sexual coercion, sexual exploitation, relationship violence, stalking and/or acts perpetrated against a person's will or when a person is incapable of giving consent.

Upon violation or alleged violation of the aforesaid situations, the employee shall report directly to the trade union representatives, department heads, or senior management of the Group.

Employee Relations

The Group is committed to creating a warm and rewarding workplace to attract, retain and develop talents. During the Reporting Period, the Group updated the policy for the management of employee communication, and developed a record form and a complaint register to maintain complaint records for later review.

Human resources (the "HR") and administration department communicates with employees on a weekly basis and maintains proper records of their personal needs, concerns and job expectations. The Group also welcomes employees' suggestions and feedback via suggestion boxes, emails, hotline and Ding Talk. Employees are rewarded for feasible suggestions under the mechanism stated in the employee manual.

During the Reporting Period, the Group organised various company events, team building activities and sports competitions to create a positive work culture. To enrich the cultural life of employees, festive activities are organised at traditional festivals such as International Women's Day, Dragon Boat Festival and Mid-Autumn Festival. The sports incentive program encourages employees' participation in sports events as a way to promote mental and physical fitness.

- 嚴禁在工作場所內外進行任何形式的性騷擾，包括性別歧視、性騷擾、性侵犯、性脅迫、性剝削、關係暴力、跟蹤及／或違背個人意願或在個人無法給予同意時實施的行為。

違反或被指控違反上述情形時，僱員應直接向工會代表、部門負責人或本集團高級管理層報告。

僱員關係

集團致力於創造一個溫暖而有所回報的工作場所，以吸引、挽留及發展人才。於報告期間，本集團更新了僱員溝通管理政策，並制定記錄表及投訴登記冊，以保留投訴記錄供日後查閱。

人力資源(「人力資源」)及行政部門每星期與僱員進行溝通，並妥善記錄其個人需求、關注及工作預期。本集團亦歡迎僱員通過意見箱、電郵、熱線電話及釘釘提出建議及反饋意見。本集團根據員工手冊中規定的機制對僱員的可行建議給予獎勵。

於報告期間，本集團組織了各種公司活動、團隊建設活動及體育比賽，以營造積極的工作文化。為豐富僱員的文化生活，本集團於國際婦女節、端午節及中秋節等傳統節日組織節日活動。體育激勵計劃鼓勵僱員參加體育賽事，以此促進身心健康。

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環境、社會及管治報告

Turnover

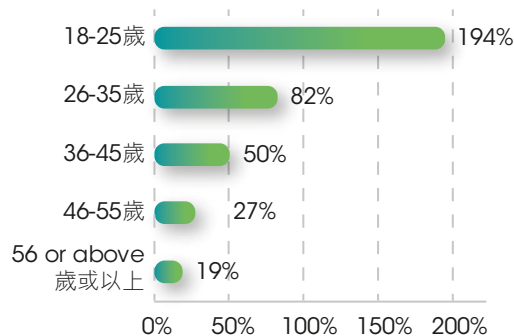
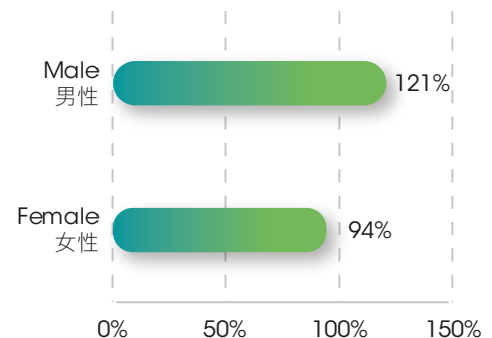
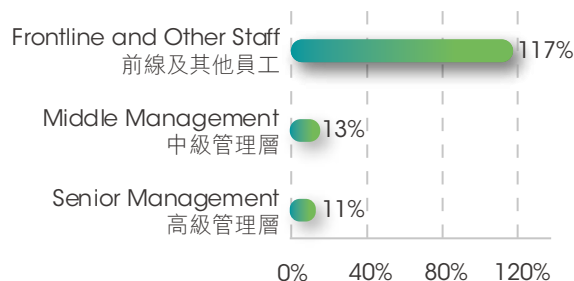
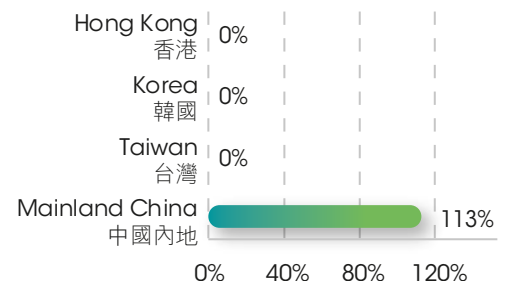
To better retain employees, the HR and administration department conducts exit interviews with the resigned employees on their work experiences and gains valuable feedback on the post, supervisors and the organisation. By identifying the causes of employee turnover, the Group is able to address the problems through meaningful retention strategies to retain key talents, and also to increase employee satisfaction and commitment.

A total of 3,771 employees left the Group during the Reporting Period, representing a turnover rate of 112%. A slightly higher turnover rate was observed for the Reporting Period compared with the Last Reporting Period. The Group has been continuously providing better welfare, more training opportunities, and better working environment to improve retention rate. Nevertheless, high turnover rate is a common phenomenon in the manufacturing industry.

人員流失

為更好地留住僱員，人力資源及行政部門會就離職員工的工作經歷與其進行離職面談，並獲得有關職位、主管及部門的寶貴反饋意見。通過識別僱員流失的原因，本集團能夠通過有意義的挽留策略解決問題，以留住主要人才，並提高僱員的滿意度及奉獻精神。

於報告期間，共有3,771名僱員離開本集團，流失率達112%。報告期間的人員流失率略高於上一報告期間。本集團一直持續提供更好的福利、更多的培訓機會及更佳的工作環境，以提高保留率。儘管如此，高流失率是製造業中的普遍現象。

Turnover Rate by Age Group (in percentage)
按年齡段劃分的流失率（百分比）Turnover Rate by Gender (in percentage)
按性別劃分的流失率（百分比）Turnover Rate by Employee Category
(in percentage)
按僱員類別劃分的流失率（百分比）Turnover Rate by Geographical Region
(in percentage)
按地區劃分的流失率（百分比）

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B2. Employee Health and Safety

The health and safety of employees is of paramount importance to the Group. Personal protection equipment ("PPE") is provided to frontline workers based on the job tasks and workplace hazards.

B2. 僱員健康及安全

僱員的健康及安全對本集團至關重要。本集團根據工作任務及工作場所的危害向前線工人提供個人防護設備（「個人防護設備」）。

PPE distributed 分發個人防護設備	Applications of the PPE 使用個人防護設備	Distribution frequency 分發頻率
Anti-static glove 防靜電手套	Required for every standard operating procedure ("SOP") process 每個標準作業程序（「標準作業程序」）流程所需	Monthly or based on needs 每月或根據需要
Activated carbon mask 活性炭口罩	Working with organic solvents 使用有機溶劑工作時	Based on needs 根據需要
Rubber finger cot 塑料指套	Required for every SOP process 每個標準作業程序流程所需	Based on needs 根據需要
Anti-static gown 防靜電服	Working with static electricity hazards 在有靜電危害的環境中工作時	Distributed when on board, or based on needs 在任職時分發，或根據需要
Anti-static hat 防靜電帽	Working with static electricity hazards 在有靜電危害的環境中工作時	Distributed when on board, or based on needs 在任職時分發，或根據需要
Anti-static shoes 防靜電鞋	Working with static electricity hazards 在有靜電危害的環境中工作時	Distributed when on board, or based on needs 在任職時分發，或根據需要
Earplugs 耳塞	Exposure to high levels of noise 暴露於高噪音環境時	Based on needs 根據需要
Welding goggles 焊工護目鏡	During welding processes 於焊接過程中	Provided when on duty 當班時提供
Chemical-resistant gloves 耐化學手套	Working with corrosive chemicals 接觸腐蝕性化學品工作時	Re-distributed before expiry date 到期日前再次分發
Chemical-resistant apron 耐化學圍裙	Working with corrosive chemicals 接觸腐蝕性化學品工作時	Re-distributed before expiry date 到期日前再次分發
Insulating gloves 絕緣手套	Working with electrical hazards 在有電氣危險的環境中工作時	Re-distributed before expiry date 到期日前再次分發
Insulating boots 絕緣靴	Working with electrical hazards 在有電氣危險的環境中工作時	Re-distributed before expiry date/ Replaced at the end of the PPE's life expectancy 到期日前再次分發／於個人防護設備的使用壽命結束時更換
Safety shoes 安全鞋	General use 通用	Distributed when on board, or based on needs 在任職時分發，或根據需要

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During the Reporting Period, the Group spent more than RMB7,000,000 in respect of safety production so as to establish a cleaner and safer working environment. The focus areas included:

- Maintenance of PPE and safety facilities;
- Upgrading emergency equipment and increasing expenditure on emergency management;
- Hazard assessment, monitoring and rectification;
- Consultation, evaluation and standardisation of production procedures;
- Safety educations, training and emergency drills;
- Replacement of PPE for frontline workers;
- Investment in new safety standards, technologies and equipment;
- Inspection of safety facilities; and
- Increase investment in safety production.

The workplace safety is enforced by the Regulations for the Prevention and Control of Occupational Diseases Management. Risk, health and safety (the "RHS") supervisors oversee the occupational safety of daily operations and workers' observance of safety standards. During the Reporting Period, the Group has successfully implemented management tools on various hazards and potential risks were identified among the departments of the Group. RHS supervisors are responsible for tracking progress towards the goals. The occupational noise level registered during the Reporting Period was in compliance with the Emission Standard for Industrial Enterprises Noise at Boundary (GB/T 12348-2008).

於報告期間，本集團在安全生產方面花費逾人民幣7,000,000元，以建立更清潔、更安全的工作環境。重點領域包括：

- 維護個人防護設備及安全設施；
- 升級應急設備及增加應急管理支出；
- 危害評估、監測及糾正；
- 生產程序的諮詢、評估及標準化；
- 安全教育、培訓及應急演習；
- 為前線工人更換個人防護設備；
- 投資新安全標準、技術及設備；
- 檢查安全設施；及
- 增加安全生產投資。

工作場所安全乃按《職業病防控管理規定》強制執行。風險、健康及安全（「風險、健康及安全」）主管監督日常營運的職業安全及工人遵守安全標準的情況。於報告期間，本集團已成功實施針對各種危害的管理手段，本集團各部門的潛在風險得以識別。風險、健康及安全主管負責跟蹤實現目標的進度。於報告期間登記的職業噪聲水平符合《工業企業廠界環境噪聲排放標準》(GB/T 12348-2008)。

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All employees are required to attend training sessions on the prevention of occupational diseases and basic health knowledge. Frontline workers are trained to be familiar with the production process and to master the use of machinery and equipment. Employees in key and special positions must possess valid licenses before attending work. The Group arranges medical check-ups for employees every half a year, so as to assess their physical conditions and to ensure physical fitness for certain jobs.

The Group carries out fire drills and chemical spillage drills at least once a year to improve fire safety knowledge and practices among employees and maintains documentation on emergency response and preparedness. Regarding the safety and hygiene of dormitory, the Group has strengthened personal safety management and has established a dormitory management regulation to supervise employee dormitories. The security department is responsible for ensuring the safety and security of the dormitories.

The Group strictly follows relevant laws and regulations such as Law of the PRC on the Prevention and Control of Occupational Diseases, and Production Safety Law of the PRC. There was no material non-compliance with the relevant laws and regulations that have a significant impact on the Group relating to providing a safe working environment and protecting employees from occupational hazards.

Mental Health

To take care of the mental health of employees, the Group has established a staff care centre that provides professional counselling service to employees via face-to-face consultations and a hotline. The centre is run by a dedicated team of employees who have undergone professional training to become counsellors. The dedicated team aims to provide immediate support to employees in need of help on life, career, family and employee relations issues at the earliest stage. The Group also provides life counselling and legal supports where needed. Meanwhile, the centre was named National Employees' Education and Training Role Model by All-China Federation of Trade Unions.

所有僱員均須參加有關職業病預防及基本健康知識的培訓課程。對前線工人進行培訓，使其熟悉生產流程及掌握機械及設備的使用。擔任關鍵及特殊職務的僱員必須持有有效許可證方可上崗。本集團每半年為僱員安排一次體檢，以評估彼等的身體狀況及確保身體素質適合某些工作。

本集團每年至少進行一次消防演習及化學洩漏演習，以提高僱員的消防安全知識及實務，並保存有關應急反應及準備的文件記錄。關於宿舍的安全及衛生，本集團加強個人安全管理，並制定宿舍管理條例，對職工宿舍進行監督。安保部門負責確保宿舍的安全及安保。

本集團嚴格遵守中國職業病防治法及中國安全生產法等相關法律及法規。並無嚴重違反對本集團有重大影響且與提供安全工作環境及保護僱員不受職業危害有關的法律及法規。

心理健康

為照顧僱員的心理健康，本集團已設立員工關愛中心，通過面對面的諮詢及熱線為僱員提供專業的諮詢服務。該中心由一支專責僱員團隊運作，彼等經過專業培訓成為諮詢師。專責團隊力求儘早為在生活、工作、家庭及僱員關係議題上需要幫助的僱員提供即時支持。本集團亦根據需要提供生活諮詢及法律援助。同時，該中心被中華全國總工會評為「全國職工教育培訓示範點」。

ESG REPORT
環境、社會及管治報告**Dormitory cleanliness**

To ensure health and safety at the employee dormitory, the Group conducts a monthly on-site inspection to ensure the cleanliness of the premises and residents' observance of the rule of conduct. Residents are encouraged to use resources properly and to maintain a healthy lifestyle after working hours. Outstanding dormitories in compliance with the Group's health and safety standards are awarded with the following prizes:

Awards
獎勵**Prizes**
獎品

First prize 一等獎	All dorm members are awarded with a cash prize of RMB300, a supermarket gift card of the same value, or other gifts of the same value. 全體宿舍成員將獲得人民幣300元現金獎勵、等值超市禮品卡或其他等值禮品。
Second prize 二等獎	All dorm members are awarded with a cash prize of RMB200, a supermarket gift card of the same value, or other gifts of the same value. 全體宿舍成員將獲得人民幣200元現金獎勵、等值超市禮品卡或其他等值禮品。
Third prize 三等獎	All dorm members are awarded with a cash prize of RMB100, a supermarket gift card of the same value, or other gifts of the same value. 全體宿舍成員將獲得人民幣100元現金獎勵、等值超市禮品卡或其他等值禮品。

宿舍清潔

為確保員工宿舍的健康及安全，本集團每月進行一次現場檢查，以確保場所的清潔及居住人員遵守行為準則。鼓勵居住人員在下班後適當使用資源及保持健康的生活方式。符合本集團健康及安全標準的優秀宿舍將獲得以下獎項：

Food Health and Safety

The Group sources quality ingredients from qualified food suppliers. To promote a healthy diet, the canteen offers nutritionally balanced meals and a vegetarian menu with fresh fruits and fibre-rich vegetables. The canteen management sub-committee oversees the operation and service of the canteens. The Group ensures food safety and food samples are kept for up to 48 hours. All the tableware are thoroughly cleaned and sterilised at a high temperature for hygiene assurance and prevention of food contamination.

食品健康及安全

本集團向合資格食品供應商採購優質食材。為倡導健康飲食，食堂提供營養均衡的膳食以及包括新鮮水果及富含纖維的蔬菜的素食菜單。食堂管理分委員會負責監督食堂的運營及服務。本集團確保食品安全，食品樣本最多保存48小時。所有餐具均經過徹底清潔及高溫消毒，以確保衛生及防止食品污染。

Occupational Health and Safety

67 working days were lost due to self-reported work injury cases during the Reporting Period, and the concerned employees were provided with immediate medical attention. The Group carried out prompt investigations and implemented rectification measures. For instances, enhanced inspections and training were provided to reinforce employees' safety awareness and the ability to deal with emergencies.

職業健康與安全

於報告期間因自行報告工傷事故損失67個工作日，相關僱員得到及時醫療照護。本集團已迅速展開調查，並採取整改措施。例如，加強檢查及培訓，以增強員工的安全意識及應對緊急情況的能力。

ESG REPORT 環境、社會及管治報告

Occupational Health and Safety Statistics 職業健康與安全統計數據

Scud Electronics 飛毛腿電子

Scud Battery 飛毛腿電池

Number of work-related fatalities 因工死亡事故數量	0	0
Number of work-related injuries (sick leave > 3 days) 工傷事故數量 (病假>3天)	4	0
Number of work-related injuries (sick leave ≤ 3 days) 工傷事故數量 (病假≤3天)	0	0
Lost days due to work injury 因工傷損失工作天數	67	0

B3. Development and Training

The Group continuously invests in employee development to cultivate talents and to meet various training needs of employees. The Group follows the internal regulations on the planning, development, monitoring and evaluation of training programmes. Trainings are conducted during working hours and according to the comprehensive training programmes. The Group assesses employees' work performance through examinations to ensure that the intended training outcomes are achieved.

During the Reporting Period, the Group conducted general and technical trainings on topics such as communication skills, management skills, workplace safety and handling of hazardous chemicals. Some customised training courses were also held as per clients' requirements.

The training topics vary by job nature and ranking. The following table lists the training courses attended by the engineers:

B3. 發展及培訓

本集團持續投資僱員發展，以培養人才並滿足僱員的各種培訓需求。本集團遵循有關培訓課程的規劃、制定、監督及評估的內部規定。培訓在工作時間內根據綜合培訓課程進行。本集團通過考試評估僱員的工作表現，以確保實現預期的培訓成果。

於報告期間，本集團已就溝通技巧、管理技巧、工作場所安全及危險化學品處理等主題進行一般及技術培訓。另根據客戶要求開辦若干定制培訓課程。

培訓主題因工作性質及排序而異。下表列示工程師參加的培訓課程：

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Job positions 工作職位	Training topics 培訓主題	Compulsory training according to seniority level 根據年資水平進行的強制培訓			
		Assistant 助理	Junior 初級	Intermediate 中級	Senior 高級
Mechanical engineer 機械工程師	• Operation, maintenance and calibration of equipment 設備操作、維護及校準		✓		
	• Quality improvement processes and data analysis methods, e.g., 質量改進過程及數據分析方法，例如：			✓	
	– the seven tools of quality control; 七種質量控制方法；			✓	
	– Design Failure Mode and Effects Analysis ("DFMEA"); 設計失效模式及後果分析（「DFMEA」）；			✓	
	– Process Failure Mode and Effects Analysis ("PFMEA"); 過程失效模式及後果分析（「PFMEA」）；			✓	
	– Process Capability ("Cp"); 過程能力（「Cp」）；			✓	
	– Quality Control Circle ("QCC"); 品管圈（「QCC」）；			✓	
	• New Product Introduction ("NPI") Process 新產品導入（「NPI」）過程；			✓	
	• Electrostatic Discharge ("ESD") -related topics 靜電放電（「ESD」）相關主題			✓	
	• Quality and environmental management system 質量及環境管理體系				✓
Industrial engineer 工業工程師	• Product lifecycle management software 產品生命週期管理軟件				✓
	• Lean manufacturing 精益製造	✓	✓		
	• 6sigma 六標準差	✓	✓		
	• Just-in-time ("JIT") Learning 準時化生產（「JIT」）學習	✓	✓		
	• Ergonomics 人體工程學	✓	✓		
	• Operations research 運籌學			✓	
	• Application of systems engineering 系統工程應用			✓	
	• Systematic resource allocation 系統資源分配				✓
	• Logistics stimulation 物流仿真				✓
	• Enterprise resource planning 企業資源規劃				✓

ESG REPORT 環境、社會及管治報告

Job positions 工作職位	Training topics 培訓主題	Compulsory training according to seniority level 根據年資水平進行的強制培訓			
		Assistant 助理	Junior 初級	Intermediate 中級	Senior 高級
Structural and electrical engineer 結構及電氣工程師	Equipment operation, maintenance and calibration 設備操作、維護及校準		✓	✓	✓
	Analysis and treatment of mal-functioning equipment 故障設備的分析與處理		✓	✓	✓
Product engineer 產品工程師	Basic knowledge of electronic devices and circuits 電子設備及電路的基礎知識		✓		
	Development of test equipment 試驗設備的研製			✓	
	Development and management of test equipment 試驗設備的研製及管理				✓
Manufacturing quality engineer 製造質量工程師	• Working principle of a battery 電池的工作原理		✓	✓	✓
	• The five steps of problem solving 解決問題的五個步驟		✓	✓	✓

The Group pledges to create a corporate culture of life-long learning and encourages employees to pursue further studies provided by various educational institutions, such as Fujian Institute of Education, Fujian Polytechnic of Information Technology, The Open University of Fujian, Dalian University of Technology, and Minnan University of Science and Technology.

本集團承諾營造終身學習的企業文化，並鼓勵僱員繼續接受各種教育機構提供的進修課程，有關機構包括福建教育學院、福建信息職業技術學院、福建開放大學、大連理工大學及閩南科技學院。

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During the Reporting Period, a total of 50,737 training hours were completed by 5,876 employees (inclusive of those who have left the Group).

於報告期間，5,876名僱員（包括已離開本集團者）共計完成50,737小時培訓。

Training and Development Statistics**培訓及發展統計數據**

Number of employees received training 參加培訓的僱員人數	5,876
Total training hours 總培訓小時數	50,737

By employment category**按僱員類別**

Senior management 高級管理層	Number of employees received training 參加培訓的僱員人數	21
	Average training hours completed per employee 每名僱員完成受訓的平均時數	9.87
Middle management 中級管理層	Number of employees received training 參加培訓的僱員人數	237
	Average training hours completed per employee 每名僱員完成受訓的平均時數	60.93
Frontline and other staff 前線及其他員工	Number of employees received training 參加培訓的僱員人數	5,618
	Average training hours completed per employee 每名僱員完成受訓的平均時數	13.58

By gender**按性別**

Male 男性	Number of employees received training 參加培訓的僱員人數	3,721
	Average training hours completed per employee 每名僱員完成受訓的平均時數	14.96
Female 女性	Number of employees received training 參加培訓的僱員人數	2,155
	Average training hours completed per employee 每名僱員完成受訓的平均時數	15.42

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環境、社會及管治報告

B4. Labour Standards

There was no child labour nor forced labour employed within the Group during the Reporting Period. The Group strictly abides by the Labour Law of the PRC, the Provisions on the Prohibition of Using Child Labour and the Group's policies to prevent the employment of child and forced labour in all operational sites.

The Group has implemented a structured control procedure to avoid child and forced labour. First of all, the HR management policy prohibits all forms of child and forced labour, and the responsibilities of relevant personnel in the entire recruitment process are clearly defined. Before entering into contracts, the identities of candidates are verified through a database system to ensure that no children under the age of 16 are employed. After admission and obtaining employees' consents, the Group conducts background checks on the authenticity of their credentials and qualifications with third-party screening agency and employees' former employers. The Group provides training on labour standards for all new employees. The staff care centre will take necessary disciplinary action for any confirmed non-compliances.

No major risks associated with child and forced labour within the operational sites of the Group and no non-compliance with relevant laws and regulations that have a significant impact on the Group relating to preventing child and forced labour had been identified during the Reporting Period.

2. Operating Practices

It is the philosophy of the Group to act professionally, fairly and with integrity in all its business dealings and relationships and to deliver products of superior quality. The Group has taken proactive steps to select qualified suppliers and to ensure that its suppliers are legally compliant and achieve appropriate standards on environmental, health and safety and labour issues.

B4. 勞工準則

於報告期間，本集團並無僱傭童工及強迫勞動。本集團嚴格遵守《中華人民共和國勞動法》、《禁止使用童工規定》以及本集團在所有經營場所禁止僱傭童工及強迫勞動的政策。

本集團已實施結構性控制程序，以避免僱傭童工及強迫勞動。首先，人力資源管理政策禁止一切形式的童工及強迫勞動，並明確規定相關人員在整個招聘過程中的責任。在訂立合約前，相關人員會通過數據庫系統驗證候選人的身份，以確保不僱用16歲以下的兒童。在錄用並獲得僱員同意後，本集團會與第三方審查機構及僱員的前僱主進行背景調查，以核查其證書及資格的真實性。本集團為所有新僱員提供有關勞工準則的培訓。員工關愛中心將對任何確認違規行為採取必要的紀律行動。

於報告期間，本集團並無發現與童工及強迫勞動有關的重大風險，亦未發現違反任何對本集團有重大影響且與防止童工及強迫勞動有關的法律及法規的情況。

2. 營運慣例

本集團的理念是在其所有業務往來及關係中以專業、公正及誠信的方式行事，並交付優質產品。本集團已採取積極措施選擇合資格供應商，並確保其供應商在法律上合規以及在環境、健康與安全及勞工問題上達到適當標準。

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B5. Supply Chain Management

The Group gives preference to suppliers who share the corporate social responsibility (the “CSR”) commitment of the Group. The Group has a standardised procedure to oversee the entire procurement life cycle. On top of generic requirements on areas such as production, implementation of management system, technology capacity and quality of goods, the Group also selects qualified suppliers based upon their CSR performances, e.g., labour practices, health and safety, environment, employee remuneration and employees’ rights.

The social and environmental impacts of suppliers are managed through the RBA program, internal management guideline and CSR policy. Suppliers are required to fully comply with laws and regulations, show respect for human rights, abide by laws, care for vulnerable groups and create a safe and healthy working environment, which is productive, efficient, and harmonious, and offers equal opportunities. Moreover, the Group has implemented key performance indicator (the “KPI”) system to manage and evaluate suppliers’ CSR performances and for implementation of long-term strategic objectives. To achieve KPI targets, suppliers are required to reach the goals of zero discriminatory incidents, zero occupational diseases and zero major injuries, ensure employees’ full entitlement to holiday and sick leaves, and conduct fire drills at least twice a year. Regular inspections and compliance checks are conducted to ensure that adequate initiatives are implemented.

During the Reporting Period, the Group had updated the CSR policy for supplier selection with respect to the supplier selection criteria and management approach. The Group has tightened the criteria for evaluating the CSR performances of suppliers. The Group has incorporated the use of Institute of Public and Environmental Affairs (“IPE”) website to closely monitor, measure and record the environmental protection performance of suppliers.

During the Reporting Period, the Group had sourced its major materials from 616 suppliers of the following geographical regions:

B5. 供應鏈管理

本集團優先選擇與本集團共同承擔企業社會責任(「企業社會責任」)的供應商。本集團採用標準化程序監督整個採購生命週期。除對生產、管理體系的實施、技術實力及產品質量等方面的一般要求外，本集團亦根據其企業社會責任表現，例如勞工慣例、健康與安全、環境、僱員薪酬及僱員權利，選擇合資格供應商。

供應商的社會及環境影響通過RBA計劃、內部管理指引及企業社會責任政策進行管理。供應商須充分遵守法律法規，尊重人權，遵守法律，關心弱勢群體，並創造安全及健康的工作環境，其富有成效、高效且和諧，並提供均等機會。此外，本集團已實施關鍵績效指標(「KPI」)制度，以管理及評估供應商的企業社會責任表現以及實現長期策略性目標。為實現KPI目標，供應商須達到零歧視事件、零職業病及零重大傷害的目標，確保僱員充分享有休假及病假的權利，並每年進行至少兩次消防演習。進行定期檢查及合規核查，以確保適當措施得到實施。

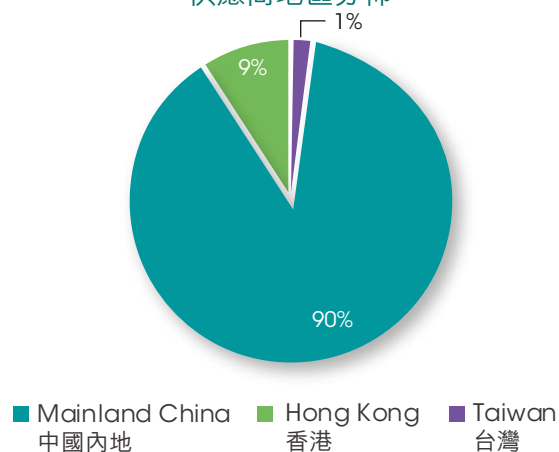
於報告期間，本集團已在供應商選擇標準及管理方法方面更新供應商選擇的企業社會責任政策。本集團已收緊評估供應商企業社會責任表現的標準。本集團已結合使用公眾環境研究中心(「IPE」)網站，以密切監察、衡量及記錄供應商的環保表現。

於報告期間，本集團向以下地區的616家供應商採購主要材料：

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Distribution of Suppliers by Geographical Regions

供應商地區分佈



Regions 區域		Number of suppliers for Scud Electronics 飛毛腿電子供應商的數量	Number of suppliers for Scud Battery 飛毛腿電池供應商的數量
Mainland China	中國內地	372	185
Hong Kong	香港	27	28
Taiwan	台灣	2	2

B6. Product Responsibility

Product Labelling, Health and Safety, and Advertising

The Group recognises the importance of product safety and adheres to industry best practices such as YD/T 1268-2003 Safety Specification and Test Method for Lithium Batteries and Chargers and IEC 62281 Safety of Primary and Secondary Lithium Cells and Batteries during Transport. All the product labelling and advertising activities strictly abide by national laws and regulations such as the Trademark Law of the PRC and Anti-Unfair Competition Law of the PRC. No non-compliance with relevant laws and regulations that have a significant impact on the Group relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress had been identified during the Reporting Period.

B6. 產品責任

產品標籤、健康及安全以及廣告

本集團認識到產品安全的重要性，並遵守行業最佳實踐，例如，YD/T 1268-2003移動通信手持機鋰電池及充電器的安全要求和試驗方法以及IEC 62281在運輸過程中一次及二次鋰電池及電池組的安全性。所有產品標籤及廣告活動均嚴格遵守國家法律法規，例如《中華人民共和國商標法》及《中華人民共和國反不正當競爭法》。於報告期間，本集團概無違反對本集團有重大影響且與健康及安全、廣告、標籤及與產品及所提供服務相關的隱私事宜及補救方法相關的法律及法規。

ESG REPORT
環境、社會及管治報告**Quality Assurance**

The Group is ISO 9000 Quality Management System accredited and our products have obtained multiple national safety certifications. Adhering to its quality control inspection procedures, the Group performs lot-by-lot inspection of incoming materials for quality assurance in accordance with GB/T2828-2003 Sampling Procedures for Inspection by Attributes. The Control of Nonconforming Product Procedure oversees the overall quality assurance and control procedures and rejects non-compliant raw materials, intermediate products and final products.

To reinforce the quality control on the incoming materials, the Group has prepared a quality audit checklist to assess suppliers' performance against the following aspects:

- Quality system and internal audit;
- Raw material inspection;
- Product control;
- Product development management;
- Process management;
- Equipment management;
- Supplier and supplier-change management;
- Supplier reliability;
- Customer service support;
- Hazardous substance-free policy; and
- Safety.

質量保證

本集團已獲得ISO 9000質量管理體系認證，我們的產品已獲得多項國家安全認證。按照質量控制檢驗程序，本集團根據GB/T2828-2003計數抽樣檢驗程序對進料進行逐批檢驗，以保證質量。不合格產品控制程序監督整個質量保證及控制程序，並拒絕不合格原料、中間產品及最終產品。

為加強對進料的質量控制，本集團已編製質量審核清單，以從以下方面評估供應商的表現：

- 質量體系及內部審核；
- 原材料檢驗；
- 產品控制；
- 產品開發管理；
- 流程管理；
- 設備管理；
- 供應商及供應商變更管理；
- 供應商可靠性；
- 客戶服務支持；
- 零有害物質政策；及
- 安全性。

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Customer Services and Product Recall

The Group maintains long-term close relationships with its customers and follows internal procedures to handle customer complaints and manage product recalls in a timely manner. The procedures define and outline the roles, responsibilities and processes for the consistent and accountable management of customer complaints across the Group. Upon receipt of complaints, the Group responds within 2 hours, implements immediate corrective actions within 24 hours, performs root cause analysis and formulates long-term solutions within 48 hours, and provides analysis reports to complainants within 5 working days.

During the Reporting Period, the Group received 15 complaints about deficiency in product identity, quality and performance, including defects in filling, packaging, labelling or physical characteristics of products. To prevent recurrence and to prevent further internal and external losses, the Group has implemented corresponding resolutions to the identified problems, such as providing additional training to employees, recruiting more frontline workers, installing detection devices, improving equipment performance and enhancing quality assurance on final products. There was no product recall due to safety and health reasons and no material non-compliance with relevant laws and regulations that have a significant impact on the Group in relation to customer services as well as product health and safety recorded during the Reporting Period.

Consumer Data Protection and Privacy

Consumer data protection and privacy of the Group is managed through internal policies and enforced by applicable laws and regulations in the PRC. The Computer Information and Network Security Management Method regulates the management of information technology (the "IT"), network security, and data security.

客戶服務及產品召回

本集團與客戶維持長期緊密的關係，並按照內部程序及時處理客戶投訴及管理產品召回。有關程序界定及概述了在本集團內對客戶投訴進行一致及問責管理的角色、職責及流程。收到投訴後，本集團將於2小時內作出答覆，於24小時內立即採取糾正措施，於48小時內進行根本原因分析並制定長期解決方案，並於5個工作日內向投訴人提供分析報告。

於報告期間，本集團接獲15宗有關產品識別、品質及性能瑕疵的投訴，包括產品填充、包裝、標籤或物理特性方面的缺陷。為防止再次發生及避免造成進一步內部及外部損失，本集團已對所發現的問題採取相應解決方案，例如，為僱員提供額外的培訓，招聘更多前線工人，安裝檢測設備，改善設備性能及加強最終產品的質量保證。於報告期間，並無產品因安全及健康原因而被召回，亦無報告嚴重違反對本集團有重大影響且與客戶服務及產品健康與安全有關的法律及法規的情況。

消費者數據保護及私隱

本集團的消費者數據保護及私隱通過內部政策進行管理，並受中國適用法律及法規監管。《計算機信息和網絡安全管理辦法》規管信息技術(IT)、網絡安全及數據安全的管理。

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To prevent data loss due to server breakdown, the IT department performs frequent backups and carries out monthly recovery test to examine the effectiveness and recoverability of software (or enhance software reliability). To ensure the stability of networks, the IT personnel perform regular maintenance of IT infrastructures and weekly monitoring of the environmental conditions (e.g. temperature, humidity, etc.) of equipment rooms and the operational performance of information processing facilities.

The Group has implemented the following rules to reinforce the management of hardware, software, networks and servers:

- Measures for the Administration of the Use of Electronic Mailboxes;
- Management Rules for Management of Computer Rooms and Servers;
- Regulations on the Use and Management of Computer Software and Hardware;
- Data Security Management Rules; and
- Regulations on the Management of Network Use.

Intellectual Property (“IP”) Rights

Regarding IP rights, the Group has formulated relevant policies and guidelines in accordance with the Enterprise Intellectual Property Management Standard (GB/T 29490-2013), the Trademark Law of the PRC and the Patent Law of the PRC to protect the Group’s assets (e.g., patents, trademarks, copyrights, trade secrets and employee know-how) and confidential information. Such policies regulate the implementation, maintenance and continuous improvement of the Group’s management on IP rights. As of 31 December 2019, the Group owned 7 invention patents, 23 utility model patents and 11 design patents.

為防止因服務器故障導致數據丟失，IT部門會頻繁進行備份並每月進行一次恢復測試，以檢查軟件的有效性及其可恢復性（或增強軟件的可靠性）。為確保網絡的穩定性，IT人員定期維護IT基礎設施，並每週監測機房的環境狀況（例如溫度、濕度等）及信息處理設施的運行性能。

本集團已實施以下規則加強對硬件、軟件、網絡及服務器的管理：

- 電子郵箱使用管理辦法；
- 機房與服務器管理規範；
- 計算機軟硬件使用管理規定；
- 數據安全管理細則；及
- 網絡使用管理規定。

知識產權（「知識產權」）

關於知識產權，本集團已根據企業知識產權管理規範（GB/T 29490-2013）、《中華人民共和國商標法》及《中華人民共和國專利法》制定相關政策及指引，以保護本集團的資產（如專利、商標、版權、商業秘密及僱員專有技術）及機密信息。該等政策規管本集團知識產權管理的實施、維護及持續改進。於2019年12月31日，本集團擁有7項發明專利、23項實用新型專利及11項外觀設計專利。

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Records management is essential to protecting business secrets and safeguarding confidentiality. The right of access to documents which contain business secrets or other confidential information is restricted to authorised users.

The Group arranges IP training courses to raise employees' awareness of IP protection and communicate the legal consequences of IP infringement and breach of confidentiality. Where there is unlawful violation of IP rights or confidentiality, the Group will proceed with enforcement action.

B7. Anti-corruption

The Group is committed to conducting its business in an honest and ethical manner and upholding the Law of the PRC Against Unfair Competition, Criminal Law of the PRC, and other laws and regulations relevant to countering bribery and corruption. To regulate stakeholders' ethical behaviours, the Group communicates the code of business conduct and ethics and the Groups' anti-bribery and corruption policy to the employees and business partners through anti-corruption and integrity training.

The Group is determined to fight corruption in procurement. The Group oversees the entire procurement life cycle and checks on procedural compliance of procurement activities. Any attempt to manipulate the procurement process is strictly prohibited by the Group. Any non-compliance with the probity requirements may lead to invalidation of the tenders submitted or termination of the contracts concerned, and subject to civil liabilities.

The Group's employees and its business partners shall avoid corrupt acts which might reflect adversely upon the integrity and reputation of the Group, such as offering and receipt of either monetary (e.g., cash, commissions, securities, etc.) or non-monetary gifts (e.g., gifts, meals, entertainment, premises, travels, undue advantages, etc.).

No non-compliance with relevant laws and regulations that have a significant impact on the Group relating to corruption, bribery, extortion, fraud and money laundering had been identified during the Reporting Period. There was no concluded legal case regarding corrupt practices brought against the Group or its employees during the Reporting Period.

記錄管理對於保護商業秘密及保守秘密至關重要。包含商業秘密或其他機密信息的文件的訪問權限僅限於授權用戶。

本集團安排知識產權培訓課程，以提高僱員對知識產權保護的認識，並傳達知識產權侵權及違反保密規定的法律後果。倘非法侵犯知識產權或違反保密規定，本集團將採取強制措施。

B7. 反貪污

本集團承諾以誠實及合乎道德的方式開展業務，並遵守《中華人民共和國反不正當競爭法》、《中華人民共和國刑法》以及其他與反賄賂及反貪污有關的法律法規。為規範持份者的道德行為，本集團通過反貪污及廉正培訓向僱員及業務合作夥伴傳達商業行為及道德守則以及本集團的反賄賂及反貪污政策。

本集團堅決反對採購腐敗。本集團監督整個採購生命週期，並核查採購活動的程序合規性。本集團嚴格禁止任何試圖操縱採購程序的行為。任何違反誠信要求的行為均可能導致所提交的投標書無效或有關合約終止，並承擔民事責任。

本集團的僱員及其業務合作夥伴應避免可能對本集團的誠信及聲譽產生不利影響的貪腐行為，例如提供及接收金錢（例如現金、佣金、證券等）或非金錢禮物（例如禮物、飯局、娛樂、房屋、旅行、不正當利益等）。

於報告期間，概無發現未遵守對本集團有重大影響且與貪污、賄賂、敲詐、欺詐及洗錢有關的法律及法規的情況。於報告期間，概無發生針對本集團或其僱員的貪污行為的已定案法律案件。

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環境、社會及管治報告**Whistle-blowing policy**

The Group takes a serious view of employees' complaints of discrimination, harassment, and unethical or unfair conduct. A whistle-blowing policy is in place to improve corporate governance and plays a critical role in effective internal control. Employees have obligations to report to the Group of any suspected violations of laws, regulations, code of conduct and employee handbook. Whistle-blowers can make anonymous reports through various reporting channels, such as whistleblowing hotline (0591-63159773), email (coso@scudgroup.com), and suggestion box or by post.

All reports and the identities of whistle-blowers are handled with strict confidentiality by the administrative department in a prompt and fair manner and subject to a non-retaliation policy. Anyone bullying or acting against the whistleblower could be potentially liable to disciplinary action or legal action. After a prompt and thorough investigation into the complaints, whistle-blowers will be notified of the intended actions to be taken by the Group. The Group offers monetary rewards to whistleblowers who provide helpful evidences of fraud and unlawful activities.

B8. Community Investment

The Group fulfils corporate social responsibility through active participation in social welfare activities and volunteering work. The Group has implemented a well-structured and thoughtfully planned corporate responsibility program to understand the needs of the communities where the Group operates and to ensure its activities take into consideration the communities' interests. Donations to the society and schools are the major focus areas of the Group's community engagement. The Group has been supporting disadvantaged students with basic necessities of life and tuition fees since 2013. As of 31 December 2019, the Group has already offered bursaries of over RMB30,000,000 to a total of 1,532 students from Fujian Scud Senior Technician Training School.

During the Reporting Period, the Group made donations and jointly organised volunteering services with trade unions, High-tech Industrial Park and governmental departments. Some of the activities that have been successfully held are shown in the table below:

舉報政策

本集團嚴肅對待僱員關於歧視、騷擾及不道德或不公平行為的投訴。本集團已制定舉報政策以改善公司治理，其在有效的內部控制中發揮關鍵作用。僱員有義務向本集團報告任何涉嫌違反法律、法規、行為守則及員工手冊的行為。舉報人可以通過各種舉報渠道進行匿名舉報，例如舉報熱線(0591-63159773)、電郵(coso@scudgroup.com)、意見箱或以郵寄方式。

所有舉報及舉報人的身份將由行政部門迅速、公正地處理，並嚴格保密，杜絕打擊報復。任何人欺凌或反對舉報人，均可能遭受紀律行動或法律訴訟。於迅速徹底調查投訴後，舉報人將被告知本集團擬將採取的措施。本集團將向提供欺詐及非法活動的有用證據的舉報人提供金錢獎勵。

B8. 社區投資

本集團通過積極參與社會公益活動及志願者工作履行企業社會責任。本集團已實施一項經過精心構思並設計的企業責任計劃，以了解本集團經營所在社區的需求及確保其活動考慮社區的利益。向社會及學校捐贈是本集團社區參與的主要重點領域。自2013年以來，本集團一直為貧困學生提供基本生活必需品及學費。截至2019年12月31日，本集團已向福建省飛毛腿高級技工學校的合共1,532名學生提供逾人民幣30,000,000元助學金。

於報告期間，本集團作出捐款並與工會、高新技術產業園區及政府部門共同組織志願服務。下表列示已成功進行的部分活動：

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Time 時間	Activities 活動	Joint organiser(s) 共同組織者	Target group 目標群體	Key resources 主要資源
January 2019 2019年1月	Couplet writing during Spring Festival 春節期間寫春聯	Mawei District Association of Honesty Promotion and Majiang Art Academy 馬尾區誠信促進會及馬江畫院	The Group's employees 本集團僱員	- Expense: RMB6,000; 費用：人民幣6,000元 - Manpower: 12 volunteers and a total of 42 hours of service 人力：12名志願者及合共42小時服務
	Community service in Mingqing County 閩清縣社區服務	Cultural Services Group and Healthcare Services Group 文化服務小組及醫療保健服務小組	Mingqing residents 閩清居民	- Manpower: 5 volunteers and a total 15 hours of service 人力：5名志願者及合共15小時服務 - Donation: RMB8,000 and 80 clothes 捐贈：人民幣8,000元及80件衣服
March 2019 2019年3月	Home visits to the underprivileged in Xuelicun 探訪雪裡村貧困家庭	Local Union of High-tech Industrial Park 高新技術產業園區地方聯盟	The elderly in Xuelicun 雪裡村長者	- Manpower: 4 volunteers and a total of 12 hours of service 人力：4名志願者及合共12小時服務 - Donation: 340 clothes 捐贈：340件衣服 - Financial support: RMB27,200 財政援助：人民幣27,200元
	Celebration of International Women's Day – home visits 慶祝國際婦女節—家訪	Works Committee of High-tech Industrial Park 高新技術產業園區工作委員會	Female workers 女性工人	Manpower: 3 volunteers and a total of 7 hours of service 人力：3名志願者及合共7小時服務
	Show gratitude to teachers – congee delivery 致謝教師—送粥	The Group's trade union and Fujian Scud Senior Technician Training School 本集團工會及福建省飛毛腿高級技工學校	Frontline workers, teachers 前線工人、老師	Manpower: 4 volunteers and a total of 8 hours of service 人力：4名志願者及合共8小時服務
July 2019 2019年7月	Summer fun programme 夏季趣味節目	Works Committee of Mawei District, Fuzhou Economic and Technological Development Zone General Labour Union 福州經濟技術開發區總工會馬尾區工作委員會	Workers' children 工人子女	Expense: RMB100,000 費用：人民幣100,000元
October 2019 2019年10月	Poverty alleviation work 扶貧工作	Xingang Residential Community Committee 新港社區居民委員會	Elderly persons living alone 獨居老人	- Expense: RMB8,000 費用：人民幣8,000元 - Manpower: 4 volunteers and a total of 16 hours of service 人力：4名志願者及合共16小時服務
December 2019 2019年12月	Clothes donation campaign 捐贈衣物活動	The Group's party committee members 本集團黨員	Local residents 當地居民	Manpower: 2 volunteers and a total of 7 hours of service 人力：2名志願者及合共7小時服務
	Home visits 家訪	Scud Battery 飛毛腿電池	The Group's employees and their families 本集團僱員及其家庭成員	- Expense: RMB6,000 費用：人民幣6,000元 - Manpower: 10 volunteers and a total of 60 hours of service 人力：10名志願者及合共60小時服務



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