



# 2022

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



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

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





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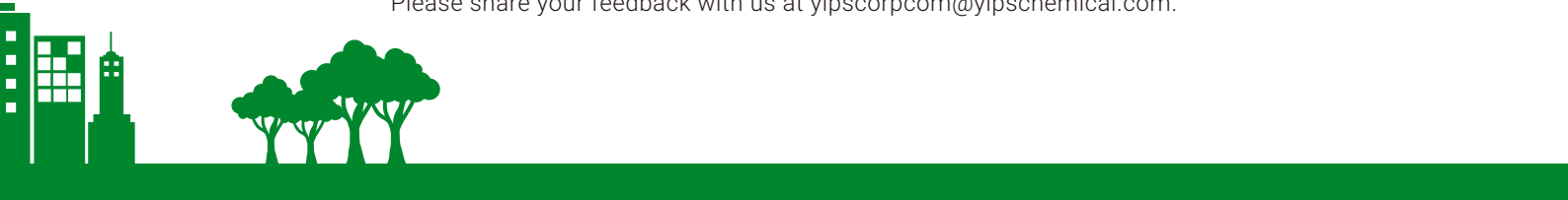
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如有任何意見，歡迎電郵至 [yipscorpcom@yipschemical.com](mailto:yipscorpcom@yipschemical.com)。  
Please share your feedback with us at [yipscorpcom@yipschemical.com](mailto:yipscorpcom@yipschemical.com).





# 管理層的話 MANAGEMENT STATEMENT

葉氏化工集團有限公司(「葉氏化工」或「本公司」或「公司」，連同其附屬公司統稱「集團」)欣然呈上第六份獨立成刊的《環境、社會及管治(「環社管」)報告》，闡述其截至二零二二年十二月三十一日止年度(「回顧年內」)於環境、社區、員工、供應鏈及顧客範疇的管理方針和表現。

二零二二年香港和中國內地反覆出現新冠肺炎疫情爆發，加上全球地緣政治局勢緊張，令我們的營商環境出現一些不明朗因素。然而，葉氏化工的堅實基礎和應變能力，令集團在整個業務營運及表現上大致保持穩定。在中國內地區域性爆發新冠肺炎期間，道路運輸受到當地防疫措施的限制，我們的廠房不僅加強了健康和安全措施，而且互相緊密協調以優化生產和物流安排，確保在這個充滿挑戰的時期為我們的客戶提供高質量的產品和服務。

在二零二二年，聯合國氣候變化大會(COP27)指出需要快速、深入和持續地減少全球溫室氣體排放，以限制全球變暖在攝氏1.5度。作為負責任的企業公民，我們遵照國際和國家的可持續發展議程。於回顧年內，集團將氣候變化納入其內部監控系統作為風險管理策略的一部分，並舉辦專題活動以提高員工對氣候變化的意識。我們將繼續監控和管理這些風險，並努力減少我們於營運中的碳排放。

於回顧年內，集團通過「匠心·活」匠人創效項目，繼續提倡匠人精神，培育青年擴闊技能和經驗，同時激發他們釋放和發揮潛能。我們將繼續與志同道合的組織合作，為社會創造共享價值。

於集團踏入第六個十年旅程之際，我們衷心感謝每一位持份者的支持和貢獻。未來，集團將繼續秉持「略帶輕狂，早定目標，充份準備，砥礪奮進」的經營理念，與持份者共同追求可持續發展。

Yip's Chemical Holdings Limited ("Yip's Chemical" or the "Company", together with its subsidiaries, the "Group") is pleased to present its sixth standalone *Environmental, Social and Governance ("ESG") Report*, which sets forth its management policies and performance in the areas of the environment, communities, employees, supply chains and customers for the year ended 31 December 2022 (the "year under review").

Recurring outbreaks of COVID-19 in Hong Kong and Mainland China in 2022 and global geopolitical tensions have led to some uncertainties in our business environment. Yet, Yip's Chemical's solid foundation and resilience has enabled the Group to maintain stability throughout its business operation and performance at large. Amidst road transport being restricted by local anti-pandemic measures in Mainland China during regional outbreaks of COVID-19, our plants not only enhanced their health and safety measures, but also closely coordinated with each other to optimise production and logistical arrangements in order to provide high quality products and services for our customers during this challenging period.

In 2022, the United Nations Climate Change Conference (COP27) recognised that limiting global warming to 1.5°C requires rapid, deep and sustained reductions in global greenhouse gas emission. As a responsible corporate citizen, we adhere to the international and national sustainable development agenda. During the year under review, the Group added climate change to its internal control system as part of the risk management strategy and held a thematic programme to raise staff awareness on climate change. We will continue to monitor and manage these risks and endeavour to reduce our carbon emission within our operations.

During the year under review, through the "Home is" Craftsmen Impact Project, the Group continued to support the heritage of craftsmanship, nurturing the youth to broaden their skill set and experiences while inspiring them to unlock and achieve their potential. We will continue to collaborate with like-minded organisations to create shared values for society.

We are grateful for the support and contribution of each and every one of our stakeholders as the Group continues its journey into its sixth decade. In the future, the Group will continue to uphold its business philosophy of "Be Daring, Set Goals Early, Be Prepared Early, Forge Ahead with Courage" in pursuing sustainable development together with its stakeholders.



# 創造長遠價值 — 我們的可持續發展方針

## CREATING LONG-TERM VALUES – OUR GOALS IN SUSTAINABLE DEVELOPMENT

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

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

### 可持續發展方針

#### SUSTAINABILITY APPROACH

集團制定了以集團宏圖和使命為中心的可持續發展方針，並將其融入管理策略和日常營運中。我們努力通過七項核心價值互相推動來實現我們的企業願景 — 「百年葉氏，引以為傲，備受尊崇」。

The Group has developed a sustainable development approach that is driven by its corporate vision and mission, and integrated into its management strategy and day-to-day operations. We strive to achieve our corporate vision – “Towards a Century of Revered Leadership” – through the interactions between the seven driving forces.





## 可持續發展管治 SUSTAINABLE DEVELOPMENT GOVERNANCE

集團的可持續發展方針是其管理、營運和企業文化不可或缺的一部分。我們相信，一個明確可持續發展治理架構可以確保我們的可持續發展方針和企業願景能充分體現於集團的各個層面。

作為集團的領導層，本公司董事（「董事」）會（「董事會」）負責對集團的環社管事宜進行監管，包括識別可持續發展藍圖中潛在的風險與機遇、加強重要性評估和匯報過程、追蹤目標的進度，以及整合有利於維持公司可持續發展的管理方針與政策，以確保將環社管因素不斷納入公司的業務決策流程。

董事會授權下設高層領導團隊（「高層領導團隊」），成員包括行政總裁、財務總裁及其他高層管理人員，專責監察和管理日常營運中的可持續發展事宜，並定期向董事會匯報。

董事會設有「風險管理及內部監控政策」，並由本公司的審核委員會每年審視集團不同層面的風險因素。董事會透過重要議題評估，以有效識別、評估及管理對我們業務至關重要的環社管風險。

董事會下設安全健康環保委員會（「安委會」），專責更新集團的「安全健康環保（「安健環」）政策」，管理環境、健康與安全，及其他有關範疇的風險、制定組織架構及投放相關資源。而日常的安健環工作則由安全健康環保部（「安環部」）負責實施並定期監督及匯報。於回顧年內，安委會共召開了四次會議，檢討集團安健環表現。

集團已制定與業務相關的環保目標，由董事會定期追蹤及監察進度，當中包括減低資源消耗和集團的環境足跡。於回顧年內，集團對於其環保目標取得了進展，詳情請參閱「環境的長遠價值」章節。

The Group's sustainable development approach is integral to its management, operations and corporate culture. We believe that a well-defined sustainable development governance structure can ensure that our sustainable development approach and corporate vision is fully implemented at every level of the Group.

Spearheading the Group, the board (the "Board") of directors (the "Directors") of the Company is responsible for overseeing the Group's ESG matters, including identifying potential risks and opportunities in the sustainability roadmap; enhancing the materiality assessment and reporting process; tracking progress against targets; and integrating management approaches and policies that are conducive to maintaining the Company's sustainable growth to ensure that ESG considerations are continuously incorporated into the Company's business decision-making process.

Under the authority of the Board, the Senior Leadership Team ("SLT"), which comprises the Chief Executive Officer, the Chief Financial Officer and other senior management, is responsible for overseeing and managing sustainability issues in day-to-day operations, and regularly reports to the Board.

The Board has established the Policy on Risk Management and Internal Control, and the Audit Committee of the Company reviews the Group's risk factors in various aspects every year. The Board effectively identifies, evaluates and manages ESG risks that are critical to our business through materiality assessments.

The Health, Safety and Environment Committee ("HSE Committee") under the Board is responsible for updating the Group's Health, Safety and Environment ("HSE") Policy; managing environmental, health and safety, and other relevant risks; developing an organisational structure; and allocating relevant resources. Whereas the Health, Safety and Environment Department ("HSE Department") is responsible for the day-to-day implementation of HSE activities, and regularly monitors and reports on such matters. During the year under review, the HSE Committee convened four meetings to review the Group's HSE performance.

The Group has formulated business-related environmental targets, which the Board regularly tracks and monitors progress on, including reducing resource consumption and the Group's environmental footprint. During the year under review, the Group has made progress towards its environmental targets, as described in the "Long-term Values in the Environment" section.



## 持份者參與 STAKEHOLDER ENGAGEMENT

集團十分重視與持份者交流，並盡可能及時回應其對於可持續發展事宜的關注。集團與其持份者，包括員工、股東/投資者、銀行家、顧客、供應商、政府/監管機構、非牟利機構及傳媒定期溝通。

具體而言，我們透過員工溝通會與員工交流；藉顧客滿意度調查了解顧客對我們產品及服務的意見；通過行業展會或技術交流會從供應鏈夥伴獲取市場洞察；以及經由業績發佈投資者會議及股東大會，了解股東和投資者對公司發展的觀點等。為擴大接觸面，集團不斷提升對社交媒體的運用，包括面書(Facebook)專頁及微信(WeChat)，與所有持份者直接互動。

The Group places great importance on communicating with stakeholders and responding to their concerns on sustainability issues in a timely manner. The Group regularly communicates with its stakeholders, including employees, shareholders/investors, bankers, customers, suppliers, government/regulatory bodies, non-profit organisations, and the media.

Specifically, we communicate with our employees through employee communication sessions; obtain customer feedback on our products and services through customer satisfaction surveys; obtain market insights from our supply chain partners through industry trade shows or technology exchanges; as well as understand the views of our shareholders and investors on the Company's development through results announcement investor conferences and general meetings, etc. To broaden its reach, the Group has been stepping up its use of social media, including its Facebook page and WeChat, to directly interact with all stakeholders.

## 重要議題 MATERIAL ISSUES

集團在二零一九年度進行了全面的重要性評估，以系統性與持份者接觸及深入理解關鍵的環社管議題。這個過程讓我們能夠了解持份者對一系列環社管議題的看法，並考慮這些議題對葉氏化工的相對重要性。重要性評估是根據《全球報告倡議組織(GRI)標準》進行，遵循鑑別、排序、審核和檢視四個步驟。基於集團的策略方向及業務營運在回顧年度內大部份時間並無重大變化，董事會繼續在本《2022環社管報告》中採納該重要性評估的結果。

重要性評估的結果以重要性矩陣形式，概述可持續發展議題對外部持份者和內部業務的相對重要性，詳見集團的《2019環社管報告》。被評為「關鍵」的七個主題包括：廢物管理、環保合規、廢氣管理、綠色產品研發、職業健康與安全、產品安全，以及產品質量管理。董事會將繼續檢視和加強對這些可持續發展議題的管理，並將定期審視其重要性的潛在變化以及其他可能對集團有重大影響的潛在議題。

The Group carried out a comprehensive materiality assessment in 2019 to systematically engage with stakeholders and to facilitate a better understanding of key ESG issues. This process allowed us to identify the views of stakeholders on a range of ESG issues and prioritise their relative significance to Yip's Chemical. It was conducted in accordance with the Global Reporting Initiative ("GRI") Standards, following the four steps of identification, prioritisation, validation and review. As there were no significant changes in the Group's strategic direction and business operations for most of the year under review, the Board continued to adopt the results of this materiality assessment in this *ESG Report 2022*.

The results were presented in a materiality matrix to outline the relative significance of the sustainability topics that are material to external stakeholders and our internal operations, as detailed in the Group's *ESG Report 2019*. The seven topics rated as "critical" include: waste management, environmental compliance, air emission management, green products R&D, occupational health and safety, product safety, and product quality management. The Board will continue to review and strengthen the management of these sustainability issues and will regularly review any potential changes in their materiality as well as other emerging issues that may potentially be material to the Group.



## 為聯合國可持續發展目標作出貢獻

# CONTRIBUTING TO THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

聯合國(「UN」)可持續發展目標(「SDGs」)旨在促進全球經濟繁榮的同時保護地球資源及人權，當中概述了最迫切的環境和社會挑戰。集團结合自身發展模式並參考《企業報導整合SDGs實務指南》，將主要措施與UN SDGs對照，從17個SDGs中辨別出下列與集團最相關的其中五個，並將持續透過不同舉措以邁向這些目標。

The United Nations (“UN”) Sustainable Development Goals (“SDGs”), which aim to promote global economic prosperity while protecting the planet’s resources and people’s rights, outline the most pressing environmental and social challenges. The Group maps its key initiatives in accordance with the UN SDGs, taking into account its own development model and the *Practical Guide to Integrating SDGs in Corporate Reporting*, and has identified the following five of the 17 SDGs that are most relevant to the Group. The Group will continue to work towards these goals through different initiatives.



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



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

確保健康的生活方式和促進大眾福祉。

Ensure healthy lives and promote well-being for all.

在業務營運及價值鏈中，盡可能減少污染物、化學品和有害物質

#### Minimising pollutants, chemicals and hazardous substances in business operations and value chains

- 於廠房安裝揮發性有機化合物(「VOC」)處理設施
- 推出可靠的塗料及油墨產品以保障消費者的安全 and 健康
- Installing volatile organic compound (“VOC”) treatment facilities at our plants
- Introducing reliable coatings and inks products that protect consumers’ safety and health

提倡工作與生活平衡及家庭友善工作文化

#### Encouraging work-life balance and family-friendly work culture

- 設有高於法例要求的年假及侍產假，及相關福利
- 舉辦全集團的身心健康活動「健康·悅」，以激勵和團結員工
- Providing annual leave and paternity leave beyond minimum requirements by law, and related benefits
- Hosting group-wide mental and physical wellness campaign “Joy Wellness Month” to energise and unite employees





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

建造具備抵禦災害能力的基礎設施，促進具有包容性的可持續工業化，推動創新。

Build disaster-resilient infrastructure, promote inclusive and sustainable industrialisation, and foster innovation.



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

投資於廠房設施，以降低能耗及排放量等

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

- 推動生產工藝創新，減少能源用量
- 推行餘熱再利用及冷卻用水循環，提升整體能源效益
- Promoting innovation in production processes to reduce energy consumption
- Utilising waste heat and cooling water recycling to improve overall energy efficiency

提倡技術創新和研發，平衡產品功能及環保效能

### Advancing technological innovation and R&D to balance product functionality and environmental performance

- 推出無苯無酮油墨、水性油墨、UV/LED油墨、純植物油油墨等各種環保油墨產品
- Introducing various environmentally friendly ink products such as benzene-free and ketone-free inks, water-based inks, UV/LED inks, and pure vegetable oil inks



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

建設包容、安全、有抵禦災害能力和可持續的城市和社區。

Build inclusive, safe, disaster-resilient and sustainable cities and communities.



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

將災害風險管理融合至業務模式和實踐中，增強業務韌性

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

- 部份廠房成立氣候變化極端事故應急小組並編製應變方案
- 設有風險評估機制衡量風險級別
- Forming an emergency response team for extreme climate change incidents and formulating emergency plans at certain plants
- Establishing a risk assessment mechanism to evaluate risk levels

為員工提供理想的工作環境和推廣可持續發展生活模式

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

- 設有安委會及安環部進行監管，確保為員工提供安全健康的工作環境
- 推出「匠心·活」匠人創效計劃，向大眾推廣匠心精神，並培育和激勵青年
- Setting up the HSE Committee and HSE Department to monitor and ensure a safe and healthy working environment for employees
- Championing craftsmanship through the “Home is” Craftsmen Impact Project to nurture and inspire the youth





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

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

採用可持續的消費和生產模式。

Adopt sustainable consumption and production patterns.

### 促使消費者選擇更環保、更負責任的產品

#### Promoting greener and more responsible product choices to consumers

- 啟動試用計劃，鼓勵客戶從油性木器漆轉用水性木器漆
- 部分塗料產品獲評為「綠色產品」
- 藉著我們的消毒用品保障社區健康，並提倡負責任的消費方式和推廣可持續產品
- Launching a trial programme to encourage customers to switch from solvent-based wood paints to water-based wood paints
- Achieving “green product” rating for some of the coatings products
- Safeguarding the community’s health with our sanitising products, and promoting responsible consumption lifestyle as well as sustainable products

### 探討將化石能源改用清潔能源的可能性，以減少過度開發天然資源和降低生物多樣性的風險

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

- 逐步由柴油推動設施改為電氣化設備
- 推進由燃煤改用天然氣
- Switching from diesel-powered facilities to electrified equipment gradually
- Promoting the use of natural gas instead of coal combustion



- 項目新聞稿  
Project press release

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

加強協作，連繫可持續發展相關的夥伴關係。

Strengthen collaborations and partnerships related to sustainable development.

### 透過溶劑聯營公司建立戰略夥伴關係，在減少碳排放方面實現互利共贏

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

- 建設全新廠房，利用合作夥伴在生產合成氣時排放的一氧化碳(CO)作為主要原料，生產上游溶劑產品
- Establishing a new production plant that utilises carbon monoxide (CO) emitted from our partner’s synthesis gas production as key feedstocks for manufacturing upstream solvents products



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

集團致力通過於日常營運貫徹其管理方針來提升環保效益和表現，以減輕對環境的影響。我們的環境管理方針概述了我們在排放、廢物、資源和氣候變化管理方面的策略。於回顧年內，集團嚴格遵守於營運所在地對其有重大影響的法律法規，包括廢氣及溫室氣體排放、向水及土地排污，以及有害和無害廢棄物的產生等，詳情請參閱「《環社管報告指引》—內容索引」章節內「層面A1：排放物」部份。於回顧年內，集團的生產活動因新冠肺炎疫情而受到部份影響。因此，與二零二一年相比，集團的整體排放量及資源耗用量也有所下降。

The Group is committed to enhancing its environmental efficiency and performance through its management approach to day-to-day operations to reduce its environmental impacts. Our environmental management approach outlines our strategy for emission, waste, resources and climate change management. During the year under review, the Group complied strictly with the relevant laws and regulations that have a significant impact on the locations in which its operations are located, relating to aspects including air and greenhouse gas emissions, discharges to water and land, and generation of hazardous and non-hazardous waste; please refer to "Aspect A1: Emissions" in the "ESG Reporting Guide – Content Index" section for details. During the year under review, the Group's production activities were partly disrupted by the COVID-19 pandemic. As a result, its overall emission and resource consumption levels decreased when compared to those in 2021.

### 環境管理方針 ENVIRONMENTAL MANAGEMENT APPROACH

集團的「安健環政策」概述了集團對安健環的管治、責任和原則。為了有效地管理廠房的環保表現，董事會下設的安委會負責制定環保策略，監察相關風險並檢視這些措施的有效性，而安環部則負責日常實施和監察，並定期向董事會報告。

The Group's HSE Policy outlines the Group's governance, responsibilities and principles for HSE. To effectively manage the environmental performance of the production plants, the HSE Committee under the Board is responsible for formulating environmental strategies, monitoring related risks and reviewing the effectiveness of such measures, while the HSE Department is responsible for its day-to-day implementation and monitoring and reports to the Board regularly.

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

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



## 排放物管理 EMISSION MANAGEMENT

在空氣和溫室氣體排放方面，集團共有五間廠房設有大型VOC處理設施。於回顧年內，集團的VOC排放量與二零二一年相比維持在相若水平，而顆粒物排放量則下降了96%，主要由於泰興廠減少使用回轉窯，相關危險廢棄物轉移至附近的危廢處理單位。

For air and greenhouse gas emissions, five plants of the Group have installed large-scale VOC treatment facilities. During the year under review, the Group's VOC emission maintained at a similar level while particulates emission decreased by 96% as compared to that of 2021, mainly due to the Taixing plant reducing the use of rotary kiln and transferring hazardous waste to the nearby hazardous waste handling unit.

於回顧年內，集團溫室氣體排放量範圍一和範圍二分別按年下降37%和17%，主要是由於三間廠房在電力、汽油、柴油和天然氣方面的整體能源消耗均減少。按每噸產品計算，溫室氣體排放量範圍一和範圍二與二零二一年相比分別下降了33%和5%。

During the year under review, the Group's greenhouse gas emissions in scope 1 and scope 2 decreased by 37% and 17% year-on-year respectively, mainly due to the decrease in overall energy consumption of electricity, petrol, diesel and natural gas of the three plants. When measured per tonne of products, the greenhouse gas emission level in scope 1 and scope 2 decreased by 33% and 5% respectively as compared to that of 2021.

## 廢物管理 WASTE MANAGEMENT

集團的安健環管理體系向其廠房和子公司提供了減少固體廢物和廢水的方針和指引。生產過程產生的危險廢物由政府認可的危廢公司處理，而無害廢物則由承辦商收集作進一步處理。我們盡可能回收及重用廢物，並監察承辦商，確保所有廢物的運輸及處理符合國家法律和法規要求。

The Group's HSE Management System outlines the strategy and guidelines to its plants and subsidiaries to reduce solid waste and wastewater. Hazardous waste created during production is handled by government-recognized hazardous waste handling companies, whilst non-hazardous waste is collected by qualified contractors for further treatment. We dispose of waste through recycling and reuse where possible as well as monitor the waste disposal contractor to ensure all waste are transported and disposed of in accordance with the national laws and regulations.

於回顧年內，集團的危險廢物按年減少14%，而無害廢物則增加67%，主要是因為泰興廠的污泥通過第三方檢測驗證和評估，從危險廢物重新歸類為無害廢物。大部份包裝材料的使用量也錄得降幅。就油墨業務而言，我們為部份鐵桶或紙盒增加了額外的保護措施，因此延長了包裝材料的可用性和壽命，同時減少危險廢物的產生。

During the year under review, the Group's hazardous waste decreased by 14%, while non-hazardous waste increased by 67% year-on-year, mainly because the Taixing plant re-categorised sludge, which was verified and evaluated by a third party, from hazardous waste to non-hazardous waste. The use of packaging materials mostly decreased. For the inks business, additional protection is added to preserve certain iron drums or paper cartons, hence extending the reusability and lifespan of packaging materials and ultimately, reducing hazardous waste.

集團所有廠房均設有污水收集或污水處理設施，確保所有污水排放達到監管標準。於回顧年內，集團的總排水量按年下降了16%，主要是因為重用冷凝水及循環水，降低用水量。如按每噸產品計算，與二零二一年相比，總排水量下降了3%。

Wastewater collection or treatment facilities are installed at each of the Group's plants to ensure that all wastewater discharge meets regulatory standards. During the year under review, the Group's total wastewater discharge decreased by 16% year-on-year mainly because condensed water and circulating water was reused to reduce water consumption. When measured by per tonne of products, the total wastewater discharge decreased 3% as compared to 2021.



## 資源使用管理 RESOURCE CONSUMPTION MANAGEMENT

集團的安健環政策和安健環管理體系闡述了其有效利用資源以實現可持續發展的原則。我們的廠房和子公司將繼續優化技術和管理方法，例如改用更高效設備和改善生產流程，以減少能源和其他資源的消耗，提高生產各個環節的效率。於回顧年內，葉氏化工旗下子集團紫荊花新材料集團翻新了廠房的冷水機管道，並將車間冬季的冷卻水供應從冷水機改為冷卻塔，以提高能源效率。

於回顧年內，集團的整體能源消耗，包括電力、蒸氣、汽油、柴油和天然氣，與二零二一年相比均有所下降。因此，集團的總能耗按年下降約19%。除了因產量下跌外，還因為採取了節能減耗措施，如廢水處理工藝及設備調整。此外，於回顧年內產品結構有所變化，丙烯酸丁酯產品的產量比例較二零二一年下降。它的蒸氣和電力的單位消耗量高於醋酸酯產品，因此導致整體能源消耗量降低。按每噸產品計算，總能耗按年下降了8%。

我們積極實施節水措施，提升用水效率。以泰興廠為例，廠房部分蒸氣冷凝水經過換熱冷卻後，進入循環水系統，以提高用水效益。我們亦於廠房生活區安裝節水型裝置，並委派人員定期巡查及監督各項相關設施。於回顧年內，集團總用水量按年下降48%。按每噸產品計算，總用水量按年下降了40%。

The Group's HSE Policy and HSE Management System sets out its principle on the efficient use of resources to achieve sustainable development. Our plants and subsidiaries will continue to optimise technology and management methods, for example changing to equipment with higher efficiency and improving production flow, to reduce the consumption of energy and other resources to enhance efficiency in every aspect of production. During the year under review, Bauhinia Advanced Materials Group, a subgroup of Yip's Chemical, renovated its chiller pipes in its plant and changed the supply of cooling water during winter from the chiller to the cooling tower for production lines to enhance energy efficiency.

During the year under review, the Group's overall energy consumption including electricity, steam, petrol, diesel and natural gas decreased when compared to that of 2021. Therefore, the Group's total energy consumption decreased by approximately 19% year-on-year. Apart from the decreased production volumes, it was also because of energy saving and consumption reduction measures, such as wastewater treatment process and equipment enhancement. Besides, the product mix has changed during the year under review, the production ratio of butyl acrylate products has dropped when compared to 2021. It has higher unit consumption of steam and electricity than acetate products, hence resulted in lower overall energy consumption. The total energy consumption per tonne of products decreased by 8% year-on-year.

We actively implement water conservation measures to improve efficiency in water usage. For instance, part of the steam condensed in the Taixing plant was cooled by heat exchangers and then entered the water circulation system to promote water efficiency. We have also installed water-saving devices in the living areas of our plants, and have assigned personnel to regularly inspect and monitor the use of related facilities. During the year under review, the Group's total water consumption decreased by 48% year-on-year. The total water consumption per tonne of products decreased by 40% year-on-year.



## 節約資源及減排的目標與行動

# TARGETS AND ACTIONS TO SAVE RESOURCES AND REDUCE EMISSIONS

在二零二一年，集團與六家銀行簽署了首筆與可持續發展表現掛鈎銀團貸款，並設定了量化目標，以推動改善下列各方面的環境表現。於回顧年內，集團未有廢物和廢氣排放目標，並正在探索各種舉措，務求能夠訂立可準確反映其策略重點的目標。相關目標預計將在未來的環社管報告中披露。

In 2021, the Group signed its first sustainability linked syndicated loan with six banks and set quantitative targets to drive improvement in each of the below environmental aspects. During the year under review, waste and air emission targets were omitted as the Group is currently exploring initiatives to enable it to establish goals that accurately reflect its strategic priorities. Relevant targets are expected to be disclosed in future ESG reports.

業務 Business	環境範疇 Environmental Aspects	二零二三年目標 2023 Targets (基準年：二零一九年) (Baseline year: 2019)	措施 Initiatives
泰興溶劑廠 Taixing solvents plant	生產醋酸酯所需蒸氣用量密度 Steam consumption per intensity to produce acetate	下降9.6% Decrease by 9.6%  二零二二年進展： 達成比基準年下降7%的目標 2022 Progress: achieved 7% reduction from the baseline year	<ul style="list-style-type: none"> <li>優化生產工藝 Optimised the production process</li> <li>優化換熱器及製冷機組 Optimised heat exchangers and refrigerating units</li> </ul>
	生產醋酸酯所需用電量密度 Electricity consumption per intensity to produce acetate	下降5.1% Decrease by 5.1%  二零二二年進展： 達成比基準年下降4%的目標 2022 Progress: achieved 4% reduction from the baseline year	<ul style="list-style-type: none"> <li>更換更高能源效益的電器 Changed to electrical appliances with higher energy efficiency</li> </ul>
	用水量密度 Water consumption per intensity	下降13.2% Decrease by 13.2%  二零二二年進展： 達成比基準年下降10%的目標 2022 Progress: achieved 10% reduction from the baseline year	<ul style="list-style-type: none"> <li>利用化學除垢，提高循環再用水的潔淨度，增加循環再用水的比例 Used chemical descaling to improve the purity of recycled water and increased the proportion of recycled water</li> </ul>



## 應對氣候變化 ADDRESSING CLIMATE CHANGE

作為負責任的企業公民，集團支持本地和國際上應對氣候變化和減少碳排放的倡議。在二零二一年，我們參照氣候相關財務披露工作小組(TCFD)的建議，進行了初步的氣候變化情景分析，我們發現極端天氣狀況和原油及碳價格的潛在上漲分別是最重要的實體和轉型風險。我們已經制定了適當的緩解措施，以管理這些風險並減輕其影響，詳情請參閱《2021環社管報告》。於回顧年內，該結果獲董事會接納，氣候相關風險亦被納入為內部風險監控系統的風險因素之一，作為整體風險管理策略的一部分。

於回顧年內，我們舉辦了一系列以氣候變化為主題的內部活動，包括工作坊、電影放映會、講座、素食挑戰、節能減廢比賽等，鼓勵員工實踐低碳生活方式，以及教育他們氣候變化的影響和世界各地相應的緩解方案。

As a responsible corporate citizen, the Group supports the local and international initiatives to combat climate change and reduce carbon emission. In 2021, we conducted a preliminary climate change scenario analysis with reference to the recommendations by the Task Force on Climate-related Financial Disclosures ("TCFD"), where we identified extreme weather conditions and the potential increase in crude oil and carbon prices as the most significant physical and transitional risks respectively. Appropriate mitigation measures have been formulated to manage these risks and mitigate its corresponding impacts, please refer to *ESG Report 2021* for further details. During the year under review, the results were accepted by the Board and climate-related risks were integrated as one of the risk factors to the internal control system as part of its overall risk management strategy.

During the year under review, we held an internal thematic campaign on climate change, which comprised a workshop, movie show, talk, vegetarian meal challenge, energy-saving and waste reduction competitions, etc. to encourage employees to adopt low-carbon lifestyles, as well as educate them on the impacts of climate change and global mitigation approaches.



董事會知悉集團可能面臨的氣候風險會不斷變化。我們將定期向董事會提供有關營運反饋和行業最佳實踐的最新資訊，以調整和推進集團的氣候變化風險管理策略，並及時應對已識別的氣候風險。董事會將繼續加強集團對於氣候變化的整體準備能力。

The Board is aware of the constantly changing nature of the climate risks that the Group is potentially exposed to. Regular updates will be provided to the Board regarding operational feedback and industry best practices in order to adjust and advance the Group's climate change risk management strategy and respond to the identified climate risks in a timely manner. The Board will continue to strengthen the overall climate change readiness across the Group.



## 推廣綠色產品 PROMOTING GREEN PRODUCTS

集團嚴格控制生產工藝，並專研綠色創新配方，為消費者帶來健康及環保生活。於回顧年內，紫荊花新材料集團獲中華人民共和國工業和信息化部納入《2021年度綠色製造名單》，其位於金山的塗料廠房獲評為綠色廠房，而「貝倍安兒童漆」、「超護家」、「超·淨味」PLUS等系列當中的11款塗料產品獲評為綠色產品。

The Group strictly controls its production processes, and innovates green formulae in order to bring a healthy and environmentally friendly lifestyle to consumers. During the year under review, Bauhinia Advanced Materials Group, was listed on the “2021 National Green Manufacturing List” by the Ministry of Industry and Information Technology of the People’s Republic of China. Our Jinshan coatings plant and eleven of its coatings products, including “Baby Care”, “Extreme Home Protector”, “Extreme • Odour” PLUS, etc. series were rated as green plant and green products respectively.

集團倡導綠色消費的生活方式，如重用、回收和減少廢物。於回顧年內，集團的香薰及消毒產品業務EUCA與本地一個環保紙品品牌合作，使用環保可回收的材料製作消毒噴霧套。此外，我們還提供以環保再生瓶生產的消毒噴霧補充裝，以教育顧客減少塑膠垃圾和減少環境污染。

The Group advocates a green consumption lifestyle such as reuse, recycle and reduce. During the year under review, the Group’s aromatherapy and sanitising products business, EUCA, collaborated with a local sustainable paper brand to use eco-friendly recyclable materials for its pouches for sanitising spray. Moreover, we also offered sanitiser refills that are produced with environmentally-friendly recycled bottles to educate customers about reducing plastic waste and pollution to the environment.



## 環保績效<sup>1</sup> ENVIRONMENTAL PERFORMANCE<sup>1</sup>

關鍵績效指標 Key Performance Indicators	單位 Units	2021	2022
<b>排放物 Emissions</b>			
揮發性有機化合物 Volatile organic compounds (VOC)	噸 Tonnes	22.66	22.58
顆粒物 Particulates	噸 Tonnes	33.56	1.46
排水量 — 生產廢水 Water discharge – from production	噸 Tonnes	290,010	237,605
排水量 — 生活廢水 Water discharge – from living zone	噸 Tonnes	56,320	52,303
總排水量 Total water discharge	噸 Tonnes	346,330	289,908
總排水量密度 <sup>2</sup> Total water discharge intensity <sup>2</sup>	噸/產品噸數 Tonnes/tonne of products	0.37	0.36
化學需氧量(COD) Chemical oxygen demand (COD)	噸 Tonnes	16.07	12.81
硫氧化物(SO <sub>x</sub> ) Sulphur oxides (SO <sub>x</sub> )	噸 Tonnes	8.65	1.14
氮氧化物(NO <sub>x</sub> ) Nitrogen oxides (NO <sub>x</sub> )	噸 Tonnes	11.13	4.82
溫室氣體 — 範圍一 <sup>3</sup> Greenhouse gases – Scope 1 <sup>3</sup>	噸二氧化碳當量 Tonnes of carbon dioxide equivalent	2,705	1,702
溫室氣體 — 範圍二 <sup>3</sup> Greenhouse gases – Scope 2 <sup>3</sup>	噸二氧化碳當量 Tonnes of carbon dioxide equivalent	323,819	269,378
溫室氣體 — 範圍一密度 <sup>2</sup> Greenhouse gases – Scope 1 intensity <sup>2</sup>	噸二氧化碳當量/產品噸數 Tonnes of carbon dioxide equivalent/tonne of products	0.003	0.002
溫室氣體 — 範圍二密度 <sup>2</sup> Greenhouse gases – Scope 2 intensity <sup>2</sup>	噸二氧化碳當量/產品噸數 Tonnes of carbon dioxide equivalent/tonne of products	0.349	0.332
危險廢棄物 Hazardous waste	噸 Tonnes	2,219	1,901
無害廢棄物 <sup>4</sup> Non-hazardous waste <sup>4</sup>	噸 Tonnes	439	731
危險廢棄物密度 <sup>2</sup> Hazardous waste intensity <sup>2</sup>	噸/產品噸數 Tonnes/tonne of products	0.002	0.002
無害廢棄物密度 <sup>2</sup> Non-hazardous waste intensity <sup>2</sup>	噸/產品噸數 Tonnes/tonne of products	4.73 x 10 <sup>-4</sup>	9.02 x 10 <sup>-4</sup>

<sup>1</sup> 所披露環境數據包括集團位於江蘇泰興的溶劑廠房、上海金山的塗料廠房，以及廣東中山的油墨廠房。  
The environment data disclosure includes the solvents plant in Taixing, Jiangsu, the coatings plant in Jinshan, Shanghai, and the inks plant in Zhongshan, Guangdong of the Group.

<sup>2</sup> 集團二零二一年及二零二二年的總產量分別是927,590噸及810,928噸，涵蓋了二零二一年及二零二二年環境數據披露範圍內三間廠房。  
The Group's total production volumes in 2021 and 2022 are 927,590 tonnes and 810,928 tonnes respectively, which cover the three plants under the environmental data disclosure for 2021 and 2022.

<sup>3</sup> 溫室氣體計算的二氧化碳排放因子數值參考自香港聯交所《如何準備環社報告 — 附錄二：環境關鍵績效指標匯報指引》，及國家應對氣候變化戰略研究和國際合作中心《工業其他行業企業溫室氣體排放核算方法及報告指南(試行)》；二零二一年及二零二二年的全球變暖潛能值分別參考政府間氣候變化專門委員會《第五次評估報告》和《第六次評估報告》。  
Greenhouse gases calculation on carbon emission factors are referenced from *How to prepare an ESG report – Appendix 2: Reporting Guidance on Environmental KPIs* issued by the Stock Exchange of Hong Kong, and *Guidelines for Calculation Methods and Reporting of Greenhouse Gas Emissions from Industrial and other Industries Enterprises (Trial)* of the National Centre for Climate Change Strategy and International Cooperation; for global warming potential values in 2021 and 2022, reference is made to the *Fifth Assessment Report* and *Sixth Assessment Report* of the Intergovernmental Panel on Climate Change respectively.

<sup>4</sup> 於回顧年內泰興廠把污泥從危險廢棄物歸類為一般廢棄物。  
During the year under review, Taixing plant categorised sludge from hazardous waste to non-hazardous waste.





關鍵績效指標 Key Performance Indicators	單位 Units	2021	2022
<b>資源消耗</b> Resource consumption			
電力 Electricity	千瓦時 Kilowatt hour	42,683,321	34,957,850
蒸氣 Steam	噸 Tonnes	918,880	786,800
電油 Petrol	公升 Litres	113,308	62,034
柴油 Diesel	公升 Litres	103,913	77,612
天然氣 Natural gas	立方米 m <sup>3</sup>	808,174	337,564
總能量消耗 Total energy consumption	千兆焦耳 Gigajoules	2,976,500	2,405,733
總能量消耗 <sup>5</sup> Total energy consumption <sup>5</sup>	兆瓦時 Megawatt hours	826,806	668,260
總能量消耗密度 <sup>2</sup> Total energy consumption intensity <sup>2</sup>	千兆焦耳/產品噸數 Gigajoules/tonne of products	3.209	2.967
總能量消耗密度 <sup>2</sup> Total energy consumption intensity <sup>2</sup>	兆瓦時/產品噸數 Megawatt hours/tonne of products	0.891	0.824
水 <sup>6</sup> Water <sup>6</sup>	噸 Tonnes	1,381,091	724,307
用水密度 <sup>2</sup> Water consumption intensity <sup>2</sup>	噸/產品噸數 Tonnes/tonne of products	1.49	0.89
<b>包裝材料</b> Packaging materials			
鐵桶 Iron drums	噸 Tonnes	7,959	6,523
塑膠桶 Plastic buckets	噸 Tonnes	324	341
紙箱 Cartons	噸 Tonnes	269	194
塑膠膜 Plastic films	噸 Tonnes	22	19
包裝材料總量 Total packaging materials	噸 Tonnes	8,574	7,077
包裝材料總量密度 <sup>2</sup> Total packaging materials intensity <sup>2</sup>	噸/產品噸數 Tonnes/tonne of product	0.009	0.009

<sup>5</sup> 集團資源消耗的能量轉換基於香港聯交所發佈的《如何準備環社管報告 — 附錄二：環境關鍵績效指標匯報指引》。  
The Group's energy conversion of resource consumption is based on How to prepare an ESG report – Appendix 2: Reporting Guidance on Environmental KPIs issued by the Stock Exchange of Hong Kong.

<sup>6</sup> 數據包括自來水及從江河抽取的用水。於回顧年內，集團於求取適用水源上沒有任何問題。  
Data include tap water and water drawn from the rivers. The Group has no issue in sourcing water that is fit for purpose during the year under review.



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

集團按其「社區投資、贊助及捐贈政策」訂立了為改善環境和社會作出貢獻的原則。近年我們實踐「使命商業」理念的目標是為我們的持份者創造共享價值，實現集團與社會雙贏。於回顧年內，集團集中在青年發展和支援弱勢社群作出回饋。集團將繼續與志同道合的組織合作，利用經驗和專業知識創造共享價值，為社會和環境帶來效益，最終與社會實現可持續發展。

The Group's Policy on Community Investment, Sponsorships and Donations sets out its principle of contributing to the betterment of the environmental and society. In recent years, our goal for "Business with Purpose" is to create shared value (CSV) for our stakeholders, and attain a win-win result for the Group and society. During the year under review, the Group focused its contributions on youth development and supporting disadvantaged groups. The Group will continue to collaborate with like-minded organisations while leveraging its experience and areas of expertise to CSV to deliver social and environmental benefits and ultimately, achieve sustainable development with society.

### 「匠心·活」匠人創效計劃 "HOME IS" CRAFTSMEN IMPACT PROJECT

於回顧年內，我們繼續通過二零二一年推出的「匠心·活」匠人創效計劃推廣匠人精神，並連繫不同的持份者，包括本地的油漆師傅及調色師。集團進一步加強其中一個主要項目—「匠心·活—匠工房」，培育青年開拓技能和擴闊經驗，同時鼓勵他們在個人發展和未來生涯規劃中發揮潛能。

During the year under review, we continued to promote craftsmanship and connect different stakeholders, including local painters and colourists through "Home Is" Craftsmen Impact Project, which was launched in 2021. The Group went the extra mile by enhancing one of the pillar programmes "Home is – Home Academy", which nurtured the youth to broaden their skill set and experiences while inspiring them to unlock and achieve their potential in their own personal development and future career planning.

在「匠工房」中，集團與基督教香港信義會社會服務部合作，推出「匠人技藝全體驗」計劃。為期兩個月的培訓課程，理論和實踐並重，為近20名青少年提供培訓，以協助他們發展職業技能和探索更多可能性。來自駱駝漆的資深油漆師傅及調色師分享了他們對於塗料產品、髹油、色彩學、油畫和事業前景方面的知識和經驗。計劃也安排學員到社區中心實習，讓他們學以致用，同時貢獻社區。

Under "Home Academy", the Group collaborated with Evangelical Lutheran Church Social Service – Hong Kong to launch the "Be-A-Craftsman Experience" programme. A two-month training course that combined both theory and practice was provided for nearly 20 youngsters in order to help them to develop occupational skills and explore different possibilities. Experienced painters and colourists from Camel Paint shared their knowledge and experiences in coatings products, painting, colour theory, oil painting and potential career prospects. Job placements in community centres were also arranged for the trainees to put their learning into practice while contributing to the community.





## 影子領袖師友計劃 JOB SHADOWING MENTORSHIP SCHEME

集團不遺餘力協助青少年啟迪潛能。於回顧年內，集團參加了由香港工業總會舉辦的「影子領袖師友計劃」。兩名高中生參與了集團內部不同部門的工作實習，包括集團業績發佈會和社區活動等。是次經歷擴闊了他們的視野，加深了他們對商業環境的認識，並將啟發他們未來的生涯規劃。

The Group seeks every opportunity to unleash the youth's potential. During the year under review, the Group participated in the "Job Shadowing Mentorship Scheme" organised by the Federation of Hong Kong Industries. Two high school students took part in job shadowing across different departments within the Group, where they attended the Group's results announcement briefings and community events. The experience broadened their horizons and understanding about the business environment and will become an inspiration for their career planning in the future.

## EUCA — 社區合作 EUCA – COMMUNITY COLLABORATION

於回顧年內，EUCA與本地的藝術家和大學生合作，讓他們參與產品設計，以至通過市集展覽等項目，在社區進行產品推廣。EUCA更與基督教懷智服務處合作，讓弱勢社群參與產品包裝，以促進關愛共融社會。

During the year under review, EUCA collaborated with local artists and university students for product design and promotion within the community through initiatives such as exhibiting in pop-up markets. EUCA also worked with Wai Ji Christian Service to enable the disadvantaged groups to participate in product packaging to promote caring and inclusiveness.



## 流動眼科手術車捐贈計劃 MOBILE EYE SURGERY TRUCK DONATION PROGRAMME

自二零一零年起，葉氏化工推行「流動眼科手術車捐贈計劃」，透過捐贈流動手術車為國內偏遠地區的白內障患者送上光明。截至回顧年內年底，此項目已累計為超過187,000名白內障患者提供復明手術。

In 2010, Yip's Chemical launched the "Mobile Eye Surgery Truck Donation Programme" to restore the eyesight of cataract patients in remote areas of China by donating the mobile eye surgery trucks. By the end of the year under review, the programme has cumulatively provided sight restoration surgeries to more than 187,000 cataract patients.



## 員工的長遠價值 LONG-TERM VALUES IN EMPLOYEES

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

於回顧年內，集團嚴格遵守有關薪酬和解僱、招聘和晉升、工作時間、假期、平等機會、多元化、反歧視等方面的法律和法規，詳情請參閱《「環社管報告指引」—內容索引》章節內「層面B1：僱傭」部份。我們在僱傭合約和《員工手冊》中列明僱傭條款、薪酬、終止合約、假期和福利的條款，按適用的法律和法規保障員工權利。

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

During the year under review, the Group strictly complied with the relevant laws and regulations on remuneration and dismissal, recruitment and promotion, working hours, leave, equal opportunities, diversity, anti-discrimination, etc.; please refer to "Aspect B1: Employment" in the "ESG Reporting Guide – Content Index" section for details. We have clearly set out the terms of employment, remuneration, termination of contract, leave and benefits in the employment contracts and the *Employee Handbook* to protect the labour rights of our employees in accordance with the applicable local laws and regulations.

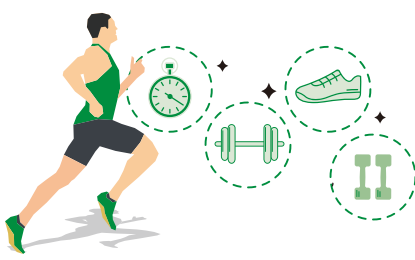
## 團隊合作與福祉 TEAMWORK AND WELLBEING

集團決心營造一個健康的工作環境，重視工作與生活平衡和家庭友善的工作文化。除法定假日外，我們還提供年假、恩恤假、考試假、生日假，以及超越法律規定的最低要求的全薪產假和侍產假。

於回顧年內，我們舉辦了「健康·悅」活動，當中包括個人和子公司之間的比賽，如每週的「週五挑戰」運動，讓員工定期鍛鍊體魄，宣揚健康訊息。項目錄得來自中國內地和香港12個地點共1,600多名員工參加，更鼓勵了他們的家庭成員參與其中。

The Group is determined to promote a healthy work environment, emphasising employees' work-life balance and a family-friendly work culture. In addition to statutory holidays, we provide annual leave, compassionate leave, examination leave, birthday leave, as well as maternity and paternity leave on full pay beyond the minimum requirements by law.

During the year under review, we held the "Joy Wellness Month" campaign, which comprised of competitions for individuals and among subsidiaries, such as the "Friday Challenge" weekly exercise to engage employees in practising regular exercises to promote fitness. More than 1,600 staff members across 12 locations in Mainland China and Hong Kong participated in the campaign, and they even encouraged their family members to take part in it.





## 員工的誠信 INTEGRITY IN OUR WORKFORCE

### 平等機會僱主 Equal Opportunity Employer

作為平等機會僱主，我們對於工作場所內存在任何形式的歧視採取零容忍政策，並確保員工的待遇不會因為種族、宗教、性別、婚姻狀況、殘疾、家庭狀況或任何其他個人因素而有異。集團嚴格遵守平等機會和反歧視的法例法規，並將這些法例法規的主要內容納入僱傭合約和《員工手冊》。

集團嚴格遵守關於防止童工或強制勞工的相關法律法規，詳情請參閱「《環社管報告指引》—內容索引」章節內「層面B4：勞工準則」部份。我們確保應聘者的年齡符合當地法律規定，在招聘過程中，應聘者須持有真實有效的身份證。集團及子公司的人力資源部負責核實員工紀錄。一旦發現有童工或強制勞工，我們將立即終止僱傭合約，並檢討我們的招聘程序，以避免任何同類事件再次發生。

As an equal opportunity employer, we adopt a zero-tolerance policy to any form of discrimination in the workplace and ensure that employee remuneration does not differ because of their race, religion, gender, marital status, disability, family status, or any other personal factors. The Group strictly abides by equal opportunity and anti-discrimination laws and regulations, and includes major content of these laws and regulations in both employment contracts and the *Employee Handbook*.

The Group strictly complied with the relevant laws and regulations on the prevention of child labour or forced labour; please refer to "Aspect B4: Labour Standards" in the "ESG Reporting Guide – Content Index" section for details. We ensure that the candidate's age meets the local legal requirement, and the candidates are in possession of their genuine and valid identity cards during recruitment. The human resources departments of the Group and its subsidiaries are responsible for verifying employee records. If child labour or forced labour is identified, we will immediately terminate the employment contract and review our recruitment procedures to avoid recurrence of any similar incident.

### 反貪污 Anti-corruption

集團對各種貪污、賄賂、勒索、詐騙及洗黑錢情況採取零容忍政策，嚴厲打擊集團內任何利益衝突的事件，並嚴格遵守相關法律及規例，詳情請參閱「《環社管報告指引》—內容索引」章節內「層面B7：反貪污」部份。員工必須遵守董事會發佈的《操守及行為守則》，並堅拒參與任何《員工手冊》中列明存在利益衝突的活動。所有指定職級的員工均須於入職時及此後每年填寫利益申報表。於回顧年內，集團沒有錄得任何對集團或其員工已審結的貪污訴訟案件，我們並未有安排反貪培訓，主要是因為香港大部份員工已經接受過此類培訓，因此對相關事宜有充分了解。我們將適時舉辦反貪培訓，以確保員工對此議題保持警惕。

The Group adopts a zero-tolerance policy to all forms of corruption, bribery, extortion, fraud and money laundering, and handles conflicts of interest in the Group seriously. We strictly abide by the relevant laws and regulations; please refer to "Aspect B7: Anti-corruption" in the "ESG Reporting Guide – Content Index" for details. Employees are required to uphold the Group's *Codes of Ethics and Conducts* issued by the Board, and refuse to engage in any activity presenting a conflict of interest as listed in the *Employee Handbook*. Employees at designated levels are required to complete a declaration of interests form during employee orientation and every year thereafter. During the year under review, there were no concluded legal cases regarding corruption brought against the Group or its employees, and we did not arrange anti-corruption training as most employees in Hong Kong have already undertaken such training and thus, have a good understanding of relevant matters. We will host such training as and when appropriate to ensure employees are mindful of the topic.



於回顧年內，集團為其員工、客戶和其他外部持份者制定了「舉報政策」，其列明了公司對任何不當行為、失當行為或不良行為的舉報政策，以及對舉報人的保障。第三方舉報人或員工可以透過郵寄或電郵向公司的審核委員會作出舉報。審核委員會主席負責決定對收到的舉報個案所採取的適當行動。

During the year under review, the Group established a Whistleblowing Policy for its employees, customers and other external stakeholders, which sets out the Company's whistleblowing policy against any impropriety, misconduct and malpractice, as well as protection for whistle-blowers. Third-party whistle-blowers or employees can file a report to the Company's audit committee by post or email. The chairman of the audit committee is responsible for determining the appropriate course of action to pursue with respect to any whistleblowing cases received.

## 保障健康和安全

### DETERMINATION TO SAFEGUARD HEALTH AND SAFETY

作為化工企業，員工的健康和廠房設施安全是我們營運的核心。為了有效保護我們的員工免受危險化學品的影響，集團廠房除了獲得ISO 45001健康與安全管理體系認證外，集團還建立了安健環政策和安健環管理體系，以制定、實施、維護和檢視健康與安全管理，包括危害識別、評估和監控的指引和程序、安健環培訓、安健環監督和檢查，以及應急措施。集團的安環部負責全面監督廠房實施安健環政策，並在每間廠房每年進行至少一次實地檢查。在檢查過程中，安健環團隊會檢查裝置、文件和其他營運事項，並為廠房提出糾正和改進措施。於回顧年內，集團高層領導團隊成員巡視廠房共四次，而安環部進行了13次安健環檢查。

As a chemical company, the health and safety of our employees and plant facilities is at the heart of our operation. In order to effectively protect our employees from hazardous chemicals, in addition to obtaining ISO 45001 Health and Safety Management System certification at our plants, the Group has established its own HSE Policy and HSE Management System to formulate, implement, maintain and review the health and safety management, including guidelines and procedures for hazard identification, evaluation and control, HSE training, HSE supervision and inspection, and emergency responses. The Group's HSE Department has the overall responsibility to monitor the implementation of the HSE Policy in plants and conducts onsite inspection at least once a year at each plant. During the inspection, our HSE team will inspect the installations, documentation and other operational issues, and suggest corrective and improvement actions for the plant. During the year under review, SLT members conducted four production plant inspections, while the HSE Department conducted 13 HSE inspections.

於回顧年內，我們的生產廠房定期進行突發事件應變演習，例如火警、化學品洩漏和觸電的應變措施，並舉行安全意識提升活動。此外，安環部組織了四次安健環技術論壇，邀請各廠廠長及安健環管理人員就進一步提升安健環培訓效果、設備檢修、預防在外交通事故、高空作業風險管控等主題分享經驗。除了規定新入職的廠房員工必須先經過安全培訓並考核合格才可以開始工作外，我們的生產廠房還根據法律法規為員工提供職業健康和環保知識培訓，以及其他職業技能方面的在職培訓，以提高員工的職業技能。於回顧年內，集團嚴格遵守有關提供安全工作環境及保障員工避免職業性危害的法律及規例，詳情請參閱「《環社管報告指引》—內容索引」章節內「層面B2：健康與安全」部份。

During the year under review, our production plants conducted regular emergency drills, for example on emergency response to fire outbreaks, chemical leakages and electric shocks, and held safety awareness enhancement activities. Moreover, the HSE Department organised four HSE technical forums for plant managers and HSE management personnel to share their experiences on topics including further enhancing the effectiveness of HSE training, equipment maintenance, prevention of traffic accidents outside our premises, and risk control related to work at height, etc. In addition to requiring all new employees to undergo safety training and pass the safety assessment before commencing work, our production plants also provide on-the-job training to the workforce in accordance with the laws and regulations on occupational health and environmental knowledge as well as other occupational skills to upskill the workforce's capacity. During the year under review, we strictly abided by laws and regulations to provide a safe work environment and protect employees from occupational hazards. For the relevant laws and regulations, please see "Aspect B2: Health and Safety" in the "ESG Reporting Guide – Content Index" section for details.

於回顧年內，鑑於新冠肺炎疫情反覆出現區域性爆發，我們在中國內地的廠房根據當地的條例，嚴格執行防疫措施，預防疫情於廠房範圍傳播。我們亦允許處於社區封控的員工靈活調配工作。

During the year under review, in light of recurring regional outbreaks of COVID-19, our plants in Mainland China strictly carried out anti-pandemic measures to control transmission within our plant facilities according to the rules deployed by the corresponding district. We also allowed flexible work arrangements to employees whose neighbourhoods are under closed-loop control.



## 發揮員工才能

## EXCELLING EMPLOYEE'S TALENT

集團致力營造持續學習的氛圍，鼓勵員工通過不同的學習渠道提高自己的專業水平。由集團主席和高層領導團隊成員領導的高管人才發展委員會，負責實施培訓和發展計劃，並定期檢討不同部門的架構，以培養具潛能的員工。此外，集團還制定了年度培訓計劃，贊助員工參加外部職業培訓以獲得專業證書。

The Group is committed to cultivating an environment of continuous learning and encouraging employees to improve their professional standards through different learning channels. The Executive Talent Development Committee, headed by the Group's Chairman and members of the SLT, is responsible for implementing training and development programmes, and it also regularly reviews the organisational structure of various departments to nurture employees with high potential. In addition, the Group has an annual training plan in place to sponsor employees to undertake external vocational training and obtain professional certificates.

集團為員工開設「葉氏網上學習平台」，使員工能夠加強他們的技能和知識，如創意、管理和思維能力。所有員工每個月至少參加一個培訓單元。於回顧年內，集團的全年培訓總時數為62,426小時，集團全體員工的85%曾經受訓。

The Group's "Yip's E-learning Platform" allows employees to develop their skills and knowledge such as creativity, management and thinking skills. All employees have to undertake at least one training module per month. During the year under review, the Group's total number of training hours was 62,426, and 85% of the Group's employees had undergone training.

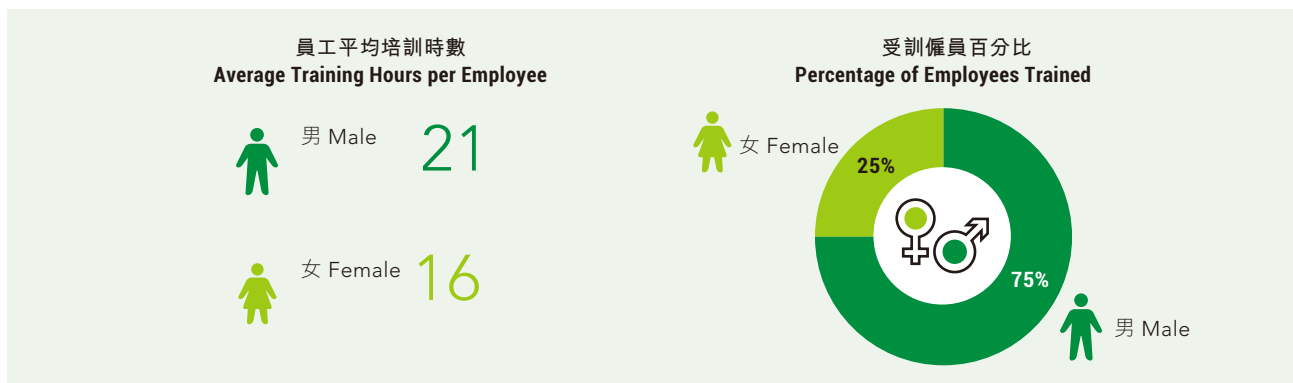
<sup>7</sup> 工傷定義為損失五日或以上工作日數的個案。  
Work injuries are defined as cases incurring the loss of five or more workdays.

<sup>8</sup> 集團按照當地法例安排醫療事項。此外，集團亦為有職業危害因素的員工提供定期的職業健康檢查，並建立完善的職業健康個人監察檔案，完善監護和管理。  
Medical matters were dealt with in accordance with local laws. The Group provides regular occupational health checks to employees exposed to occupational hazards on a regular basis and establishes a complete occupational health personal monitoring file to improve the monitoring and management of occupational health.

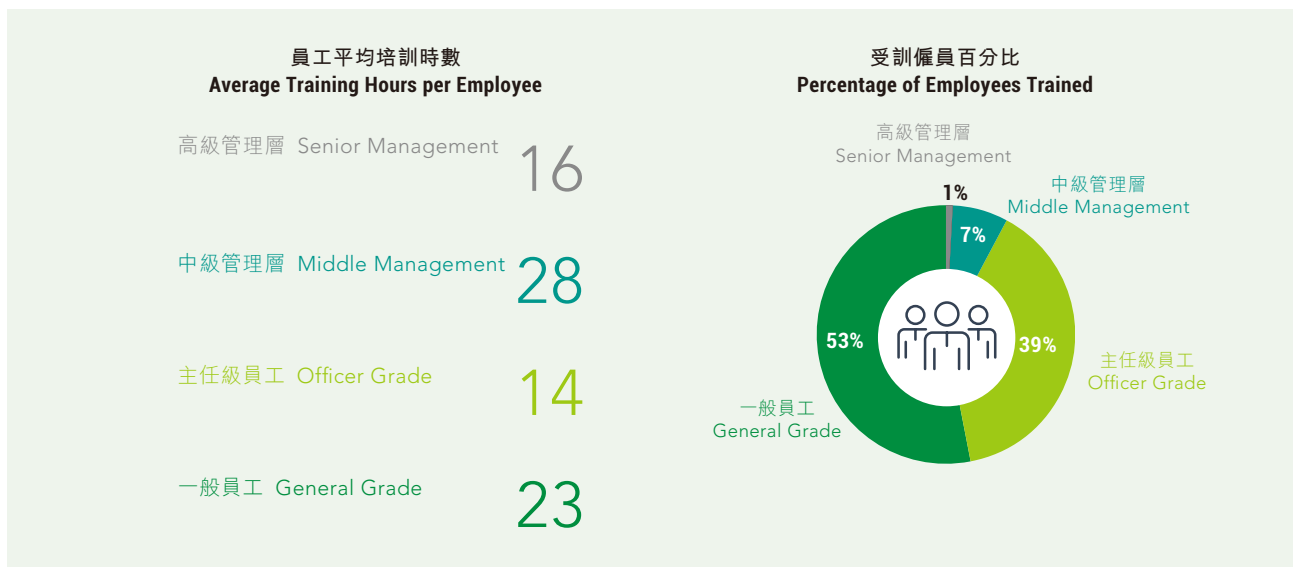
## 詳細員工培訓數據<sup>9</sup> Detailed Training Data<sup>9</sup>



### 按性別 By Gender



### 按員工類別 By Employee Category



<sup>9</sup> 數據包括整個集團(包括溶劑業務)。受訓員工比例以相關類別劃分的受訓員工人數佔總受訓員工人數的百分比計算。  
The data cover the whole Group, including the solvents business. Percentage of employees trained is calculated by the number of employees trained in the specified category as a percentage of total number of employees trained.

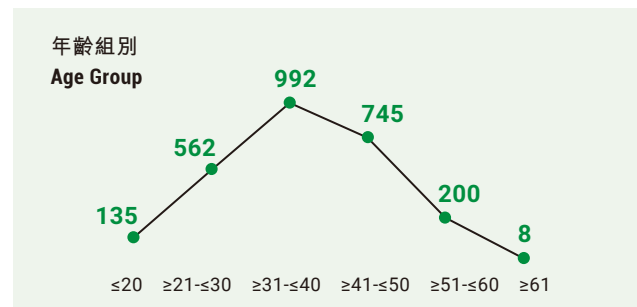
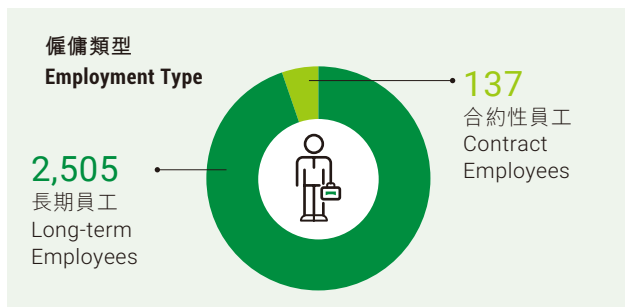
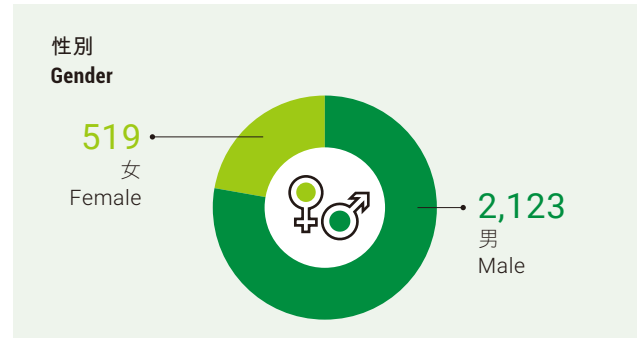
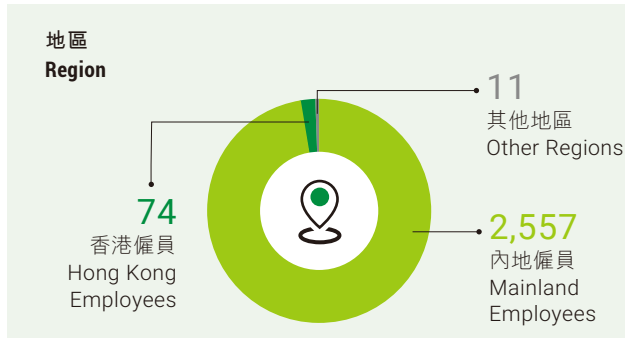




## 員工分佈 Workforce Distribution

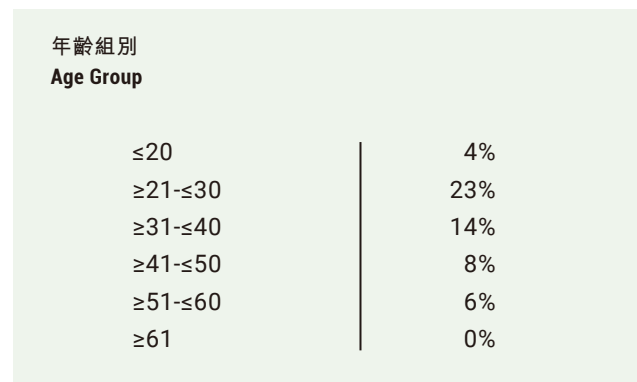
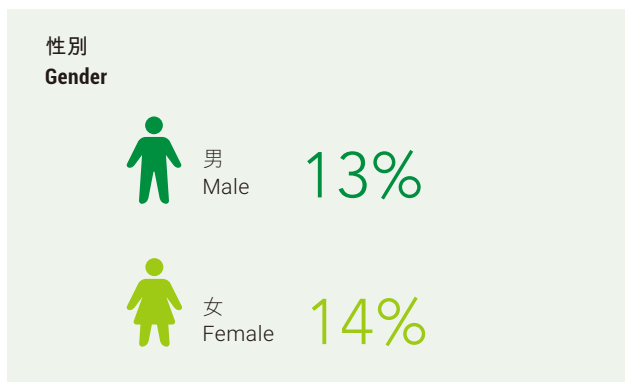
集團總員工人數為2,642<sup>10</sup>人，員工按指定類別分佈如下：

The Group had a total number of 2,642<sup>10</sup> employees, and the workforce distribution by specified categories was as follows:



僱員流失比率<sup>11</sup>為13%，僱員流失比率按指定類別分佈<sup>12</sup>如下：

Employee turnover rate<sup>11</sup> was 13%, and the employee turnover rate distribution by specified categories<sup>12</sup> was as follows:



<sup>10</sup> 截至二零二二年十二月三十一日，集團(不包括溶劑業務)之僱員人數合共有2,642人，由於溶劑業務51%實際權益的出售已於二零二二年完成，該僱員人數並不包括集團內從事溶劑業務的聯營公司的僱員。

As at 31 December 2022, the Group (excluding solvents business) had a total number of 2,642 employees. This figure does not include employees of the associated companies engaged in the solvents business within the Group as disposal of 51% effective interest of the solvents business was completed in 2022.

<sup>11</sup> 僱員流失比率以回顧年度內自辭員工人數佔截至二零二二年十二月三十一日員工總數的百分比計算。

Employee turnover rate is calculated by the percentage of the number of employees leaving of their own accord during the year under review to the total number of employees as at 31 December 2022.

<sup>12</sup> 僱員流失比率按指定類別分佈以回顧年度內於相關類別自辭員工人數佔截至二零二二年十二月三十一日於相關類別員工總數的百分比計算。

Employee turnover rate by the specified category is calculated by the percentage of the number of employees in the specified category leaving of their own accord during the year under review to the total number of employees in the specified category as at 31 December 2022.



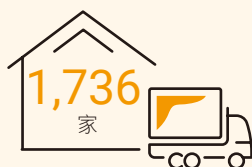
## 供應鏈的長遠價值 LONG-TERM VALUES IN SUPPLY CHAINS

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

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

### 供應商管理 SUPPLIER MANAGEMENT

於回顧年內，集團子公司與中國內地  
During the year under review, the Group's subsidiaries worked with



供應商合作<sup>13</sup>，當中約99%的供應商為營運地點的本地供應商，以減低運輸所產生的碳排放。

suppliers in Mainland China<sup>13</sup>, of which approximately 99% were local to the operations they served, thus minimising carbon emission from transportation.

集團只向合格供應商名單上的供應商採購，該名單每年更新一次。集團子公司採購部除了與相關部門合作進行定期評估和項目評估外，還在必要時進行招標，引進新的供應商，確保供應商之間公平競爭。在採購部進行實地評估期間，我們根據供應商實地評估評分系統，按供應商在倉庫管理、產品安全和品質、原材料採購、設備和儀器管理等表現評分。不符合標準和多次被警告的供應商會被剔出採購名單，我們也會終止與他們的合作。塗料及油墨業務於回顧年內總共進行了68次供應商評估。

The Group only procures from suppliers that are on the list of qualified suppliers, which is updated annually. The procurement departments of the Group's subsidiaries, in addition to conducting regular assessments and item-based assessments in cooperation with relevant departments, conducts tendering exercise to introduce new suppliers whenever necessary to ensure fair competition amongst suppliers. During on-site inspections conducted by such procurement departments, suppliers are graded according to our supplier site audit assessment grading system, which reviews their warehouse management, product safety and quality control, raw materials sourcing, equipment and instrument management, etc. Suppliers who do not meet the criteria and who have been warned repeatedly will be removed from the procurement list, and we will terminate our partnership with them. During the year under review, 68 supplier assessments took place for the coatings and inks businesses.

在甄選所有潛在供應商時，採購部嚴格遵循我們的「供應商評選與監控程序」，對供應商的營運許可證、環境許可證、有害物質報告以及產品的技術性能等進行評估。我們與供應商保持緊密聯繫，就公司的最新政策、危險材料的處理和行業最新標準等資訊交流，確保供應商符合集團的標準。

When screening all potential suppliers, the procurement departments strictly follows our "Supplier Assessment and Control Procedure", which evaluates the supplier's operating licences, environmental permits, harmful substance reports, and the product's technical performance, etc. We engage with suppliers regarding our latest Company policies, the handling of hazardous materials and the industry's latest standards to ensure suppliers conform with the Group's standards.

<sup>13</sup> 數據包括塗料及油墨業務。  
Data includes coatings and inks businesses.



## 可持續的供應鏈 SUSTAINABLE SUPPLY CHAIN

集團用於生產的原材料必須符合國家和國際安全標準。舉例而言，紫荊花新材料集團對重金屬、鄰苯二甲酸鹽、多環芳烴和其他有害物質有嚴格要求。不符合環保要求的材料將被退回或更換。

The Group's raw materials used in production must comply with national and international safety standards. For instance, Bauhinia Advanced Materials Group sets out strict requirements for heavy metals, phthalates, polycyclic aromatic hydrocarbons and other harmful substances. Materials that do not meet the requirements for environmental protection will be returned or exchanged.

我們的油墨客戶包括食品和飲料行業，需要即食麵和蒸餾水瓶的包裝印刷服務。為確保終端消費者的健康和 safety，我們已禁止在油墨生產中使用任何重金屬染料。再者，我們的油墨生產積極推進使用植物油樹脂來替代礦物油樹脂。

Our inks customers include the food and beverage industry, which require services such as printing on the packaging of instant noodles and distilled water bottles. To ensure the health and safety of our end-user consumers, we have banned the use of any heavy metal dyes in our ink production. Moreover, our inks production actively promotes the use of vegetable oil resins instead of mineral oil resins.

## 供應鏈的廉潔 SUPPLY CHAIN INTEGRITY

集團絕不容忍業務夥伴進行貪污或賄賂。為免任何社會風險，在簽訂合作協議時，供應商須簽署一份廉潔聲明，承諾不得進行提供任何利益或其他違法行為。各子公司的採購部門亦設立內部監控小組，不定期抽查供應商的報價單，並及時向該子公司採購總監匯報任何異常情況。於回顧年內，塗料及油墨業務沒有供應商因違反上述聲明及承諾而接受警告或需要取消合作，亦沒有涉及賄賂或欺詐的訴訟案件。

The Group does not tolerate corruption or bribery by its business partners. To avoid any social risks, when entering into agreements, suppliers are required to sign a probity declaration, undertaking not to provide any advantages or engage in other illegal practices. The Procurement Department of each subsidiary has an internal control team to conduct checks on suppliers' quotations randomly and immediately report any irregularities to the Procurement Director of that subsidiary. During the year under review, no coatings and inks suppliers were issued warnings or had the partnerships terminated due to violations of such declarations or undertakings. There were also no litigation cases involving bribery or fraud.



## 顧客的長遠價值 LONG-TERM VALUES IN CUSTOMERS

產品安全和品質以及客戶的福祉一直是我們業務的重中之重。我們通過獲得產品認證、監控產品安全和品質、提供卓越的顧客體驗及保護顧客的數據和私隱，以及維護我們的知識產權，來確保我們的產品品質。

Product safety and quality and customer's wellbeing are always our priority. We uphold our product quality through obtaining product certification, controlling product safety and quality, providing excellent customer experience and protecting their data and privacy as well as our intellectual property.

### 產品質量管理及認證

## PRODUCT QUALITY MANAGEMENT AND CERTIFICATIONS

集團的主要子公司已實施ISO 9001品質管理體系和企業資源規劃系統(「ERP系統」)，對產品研發、生產、質檢到產品交付的整個過程進行監控。我們的產品亦成功獲得多項品質保證認證，包括中國環境標誌產品認證、中國國家強制性產品認證、中國船級社認證、美國產品安全UL認證、法國VOC A+認證及美國綠色衛士金級認證。集團的塗料業務 — 紫荊花新材料集團推出的「貝倍安」兒童漆系列，部份產品通過嚴格的美國Children's Product Certificate標準，反映產品保障兒童安全和健康。

The Group's principal subsidiaries have implemented ISO 9001 Quality Management System and an Enterprise Resource Planning system ("ERP system") to monitor the entire process from product R&D, production, and quality inspections to product delivery. Our products have also received a number of certifications for quality assurance, including China Environmental Labelling Product Certification, China Compulsory Product Certification, China Classification Society Certification, American UL Product Safety Certification, French VOC A+ Certification, and American GREENGUARD Gold Certification. Some of the "Baby Care" child-safe paints of Bauhinia Advanced Materials Group under the Group's coatings line also passed the stringent American Children's Product Certificate (CPC) standards, demonstrating that the products help safeguard children's safety and health.

集團的油墨業務 — 洋紫荊油墨(浙江)有限公司(前稱「洋紫荊油墨股份有限公司」)及旗下附屬公司，是中國油墨行業中首批引入有害物質管理體系的企業，並建立數據庫及法規庫，控制產品中超過40種有害物質，包括重金屬及有機化合物，並確保符合歐盟、美國及日本等國家及地區的相關產品標準和環保標準。

Bauhinia Variegata Ink & Chemicals (Zhejiang) Limited (formerly known as Bauhinia Ink Company Limited) and its subsidiaries, the Group's inks business, is one of the first companies in the China inks industry to introduce a hazardous substance management system. It establishes a database and a regulations database to control over 40 hazardous substances, such as heavy metals and organic compounds, in its products to ensure compliance with relevant product standards and environmental standards in countries and regions including the European Union, the United States and Japan.



## 安全及品質監控 SAFETY AND QUALITY MONITORING

集團的「產品品質安全風險管理政策」列明評估產品品質標準的兩個主要方面：品質和性能（包括原材料監測和成品測試）以及安全和環境考慮（包括遵守區域、國家和國際法律、法規和標準，以及客戶要求）。

集團的專業質檢員負責核實原材料的來貨資料並核對品質檢驗報告，且需根據ERP系統的技術指標進行抽樣檢測，亦可與供應商共同制訂檢測指標以實施同步原材料檢驗，雙方就原料進行獨立檢測並對比檢測報告，確保產品品質和安全。

對於成品的檢測，我們設有技術系統以就各個產品提供相應的「品控指標」作成品檢測。若果產品質量出現問題而需要回收，子公司質檢部主管須按照既定的產品回收指引，啟動產品回收程序，確保管理層知悉有關情況，並採取必要的糾正和預防措施，防止同類事件再次發生。於回顧年內，塗料及油墨業務並無因產品安全及健康問題導致產品召回的個案。

塗料和油墨廠房先後建立三間中國合格評定國家認可委員會（「CNAS」）認可的檢測實驗室，主要提供受多個國家和地區認可的產品安全和品質檢測的專業服務。於回顧年內，集團的油墨業務建立了一個第三方實驗室——新亞太檢測技術服務（中山），為外部品牌、原材料供應商和終端使用者提供檢測和認證服務。

我們的質檢部門依法嚴格確保產品標籤標注。我們的市場部門及法律部門依法確保所提供的產品及服務的廣告內容合法真實。於回顧年內，我們嚴格遵守有關我們所提供產品和服務的法律及規例，包括健康與安全、廣告、標籤及私隱事宜，詳情請參閱「《環社管報告指引》——內容索引」章節內「層面B6：產品責任」部份。

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

Professional inspectors of the Group are responsible for verifying incoming raw materials shipment details and quality inspection reports and will then take samples to perform random tests based on the technical indicators in the ERP system. They also work with suppliers to perform raw materials testing in parallel. In this case, test indicators are developed jointly with suppliers, and both parties will independently test the raw materials and compare the test reports to safeguard product quality and safety.

For the testing of finished products, our technical system will provide the appropriate "quality control indicators" for each product to undergo finished product testing. If a product quality issue is identified and requires a recall, the director of the Quality Assurance Department of the subsidiary shall follow the established product recall guidelines to initiate the procedures while informing the management of the situation. Necessary corrective and preventive measures will be taken to prevent the recurrence of similar events. During the year under review, we were not aware of any product recalls due to safety and health reasons for the coatings and inks businesses.

The coatings and inks plants have established three testing laboratories recognised by the China National Accreditation Service for Conformity Assessment ("CNAS"). These laboratories mainly provide professional services in product safety and quality testing, which are also recognised by various countries and regions. During the year under review, the Group's inks business established a third-party laboratory, NAP Testing Technology Service (Zhongshan), which offers testing and certification services for external brands, raw materials suppliers and end users.

Our Quality Assurance Department strictly ensures that product labelling is in accordance with the law. Our Marketing Department and Legal Department ensure that the content of advertisements for products and services offered is accurate and is in compliance with laws and regulations. During the year under review, we strictly complied with the laws and regulations relating to health and safety, advertising, labelling and privacy relating to the products and services we provide; please refer to "Aspect B6: Product Responsibility" in the "ESG Reporting Guide – Content Index" section for details.



## 致力提升顧客體驗

### ENDEAVOURING TO IMPROVE CUSTOMER EXPERIENCE

集團重視顧客的反饋，並設有清晰的機制以接收和處理顧客的投訴。塗料業務的顧客可通過經銷商或紫荊花客戶投訴中心尋求協助；油墨業務客戶為印刷工廠或代理商，他們可向營業代表投訴。負責部門需於指定時間內查找問題癥結，並擬定改善措施。投訴處理完成後，我們會向客戶報告結果，並了解客戶滿意度。於回顧年內，塗料及油墨業務有關質量投訴率分別為0.19%和1.44%。

The Group values customer's feedback, and it has well-defined mechanisms for receiving and handling customer complaints. Customers of our coatings business may seek help from our distributors or the Bauhinia Customer Complaint Centre. Clients of the inks business, which are printing companies or agents, can file complaints with a sales representative. It is our policy that the responsible department must pinpoint the problem within the prescribed time frame and formulate measures for improvement. Upon resolution of the complaint, the customer is notified of the outcomes and their level of satisfaction is recorded. During the year under review, the quality-related complaint rate for the coatings and inks businesses was 0.19% and 1.44% respectively.

## 保障數據安全及私隱

### SAFEGUARDING DATA SECURITY

集團業務營運採用資訊系統處理和分析資料，因此我們致力確保合法合規地處理資訊和數據安全。集團不斷向相關部門強調完善現存的合規機制，並增加員工對此議題的認識。集團管理層將監察這些措施的執行，並定期審核及改善相關政策，以提升其有效性。

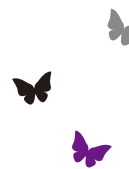
The Group uses information systems to process and analyse data in its operations, and therefore it is committed to ensuring that information and data security are handled in full compliance with the applicable laws and regulations. We continuously emphasise to the departments to improve the existing compliance mechanisms and raise awareness of this issue among our employees. The Group's management will monitor the implementation of such measures and regularly review and improve relevant policies to enhance their effectiveness.

## 維護知識產權

### PROTECTING INTELLECTUAL PROPERTY RIGHTS

集團重視保障知識產權，通過向旗下子公司提供相關法律法規、案例、指引的資料及培訓等方式加強全體員工維護及保障知識產權的意識。集團通過申請商標註冊、簽署保密協議、申請專利等措施全面保護集團的核心技術；在產品包裝及市場推廣中，我們採用經過合法授權的圖片、文字和視頻等，以維護合法的著作權；本公司及其子公司通過打擊商標侵權行為積極維護自身商標專用權，確保其向客戶提供真實、高效、可靠的產品及服務。

The Group attaches great importance to the protection of intellectual property rights. We provide materials on the relevant laws and regulations, case studies, guidelines, and training to our subsidiaries to enhance the awareness of all employees in protecting and safeguarding intellectual property rights. The Group comprehensively protects its core technologies via measures including applying for registration of trademarks, signing non-disclosure agreements, and applying for patents. In our product packaging and marketing, we use legally authorised images, texts, and videos to protect copyright. The Company and its subsidiaries also actively defend trademark rights by fighting against trademark infringement to ensure that it provides authentic, efficient and reliable products and services to its customers.



# 關於此報告 ABOUT THE REPORT

葉氏化工集團有限公司的《2022環社管報告》是根據香港聯合交易所(「香港聯交所」)《證券上市規則》附錄二十七闡述的《環社管報告指引》的規定編寫，以闡述集團於回顧年內在可持續發展方面的方針及表現，我們亦同時對照UN SDGs進行披露。除非另有說明，本報告的報告期為二零二二年一月一日至二零二二年十二月三十一日期間。

The *ESG Report 2022* of Yip's Chemical Holdings Limited is prepared in accordance with the *ESG Reporting Guide* set out in Appendix 27 to the *Rules Governing the Listing of Securities* on The Stock Exchange of Hong Kong Limited (the "Stock Exchange of Hong Kong") to depict the Group's approach and performance on sustainability during the year under review, and we also made reference to the UN SDGs. Unless otherwise specified, the reporting period for this report is from 1 January 2022 to 31 December 2022.

## 匯報範圍 REPORTING SCOPE

集團認為本報告需要關注集團的核心業務和重要發展。因此，集團選擇在本《2022環社管報告》披露其直接控制營運的業務實體的環社管議題，及集團核心業務的可持續發展政策及方針。

The Group considers that this report needs to focus on the Group's core businesses and important developments. Therefore, the Group chooses to disclose the ESG topics related to the business entities that the Group has direct operational control in this *ESG Report 2022*. The sustainable development policies and guidelines disclosed in this report cover the core businesses of the entire Group.

由於溶劑、塗料及油墨三個業務板塊共佔集團於回顧年內之年度收入<sup>14</sup>的百分之九十五或以上，而各板塊中也有維持較高產量的廠房。根據重要性原則，《2022環社管報告》在環境數據披露方面只包含集團的溶劑、塗料及油墨業務分別位於江蘇泰興、上海金山及廣東中山的廠房。

The three business segments of solvents, coatings and inks together accounted for over 95% of the Group's annual revenue<sup>14</sup> in the year under review, while each segment also has its own plant that maintains a relatively high level of production volume. In accordance with the principle of materiality, only the plants of the Group's solvents, coatings and inks businesses located in Taixing, Jiangsu, Jinshan, Shanghai and Zhongshan, Guangdong respectively are included in this *ESG Report 2022* for environmental data disclosure.

## 匯報原則 REPORTING PRINCIPLES

集團遵循香港聯交所的《環社管報告指引》的匯報原則。

The Group has followed the reporting principles set out in the *ESG Reporting Guide* issued by the Stock Exchange of Hong Kong.

- 重要性：通過參考內外持份者共同參與的重要性評估結果，識別重要環社管因素
- Materiality: Making reference to the results of the materiality assessment involving both internal and external stakeholders to identify material ESG factors
- 量化：更新目標和關鍵績效指標並披露相關計算方式
- Quantitative: Giving updates on targets and key performance indicators, and disclosing the relevant methodologies
- 平衡：不偏不倚地披露集團表現
- Balance: Providing unbiased disclosure of the Group's performance
- 一致性：保持報告的一致性作有意義的趨勢比較
- Consistency: Maintaining report consistency to facilitate meaningful comparisons over time.

<sup>14</sup> 含持續經營業務及已終止經營溶劑業務。  
including those from the continuing operations and discontinued solvents business.



# 《環境、社會及管治報告指引》— 內容索引

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE – CONTENT INDEX

層面、一般披露及 關鍵績效指標 Aspects, General Disclosures and KPIs	描述 Description	《2022環社管報告》頁數 Page Number of ESG Report 2022	補充 Remarks
<b>強制披露規定 Mandatory Disclosure Requirements</b>			
<b>管治架構 Governance Structure</b>			
	<p>由董事會發出的聲明，當中載有下列內容：</p> <p>(i)披露董事會對環境、社會及管治事宜的監管；</p> <p>(ii)董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜(包括對發行人業務的風險)的過程；及</p> <p>(iii)董事會如何按環境、社會及管治相關目標檢討進度，並解釋它們如何與發行人業務有關連。</p> <p>A statement from the board containing the following elements:</p> <p>(i) a disclosure of the board's oversight of ESG issues;</p> <p>(ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and</p> <p>(iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses.</p>	3	







層面、一般披露及 關鍵績效指標 Aspects, General Disclosures and KPIs	描述 Description	《2022環社管報告》頁數 Page Number of ESG Report 2022	補充 Remarks
<b>匯報原則 Reporting Principles</b>			
	<p>描述或解釋在編備環境、社會及管治報告時如何應用下列匯報原則：</p> <p>重要性：環境、社會及管治報告應披露：(i)識別重要環境、社會及管治因素的過程及選擇這些因素的準則；及(ii)如發行人已進行持份者參與，已識別的重要持份者的描述及發行人持份者參與的過程及結果。</p> <p>量化：有關匯報排放量/能源耗用(如適用)所用的標準、方法、假設及/或計算工具的資料，以及所使用的轉換因素的來源應予披露。</p> <p>一致性：發行人應在環境、社會及管治報告中披露統計方法或關鍵績效指標的變更(如有)或任何其他影響有意義比較的相關因素。</p> <p>A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG report:</p> <p>Materiality: The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; and (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement.</p> <p>Quantitative: Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be discussed.</p> <p>Consistency: The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison.</p>	29	
<b>匯報範圍 Reporting Boundary</b>			
	<p>解釋環境、社會及管治報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。若匯報範圍有所改變，發行人應解釋不同之處及變動原因。</p> <p>A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.</p>	29	



層面、一般披露及關鍵績效指標 Aspects, General Disclosures and KPIs	描述 Description	《2022環社管報告》頁數 Page Number of ESG Report 2022	補充 Remarks
「不遵守就解釋」條文 “Comply or Explain” Provisions			
A. 環境 A. Environmental			
層面A1：排放物 Aspect A1: Emissions			
一般披露 General Disclosure	有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a)政策；及 (b)遵守對發行人有重大影響的相關法律及規例的資料 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste	8	就此報告部份的披露範圍，董事會於回顧年內沒有從政府相關機構收到重大違反相關法律、法規、規章及規例，並對集團業務產生顯著影響的通知。相關法律、法規、規章及規例包括但不限於《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法》、《中華人民共和國節約能源法》、《中華人民共和國水污染防治法》、《工礦用地土壤環境管理辦法(試行)》、《污染地塊土壤環境管理辦法(試行)》、《中華人民共和國固體廢物污染環境防治法》以及《中華人民共和國環境保護稅法》。 With regard to the disclosure in this report section, during the year under review, the Board had not received from related government authorities any notice related to major violations of relevant laws and regulations that had significant impacts on its businesses. Relevant laws and regulations include but are not limited to Environmental Protection Law of the People's Republic of China, Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution, Energy Conservation Law of the People's Republic of China, Law of the People's Republic of China on the Prevention and Control of Water Pollution, Administrative Measures for the Soil Environment of Industrial and Mining Sites (for Trial Implementation), Administrative Measures for the Soil Environment of the Contaminated Land Parcel (for Trial Implementation), Law of the People's Republic of China on the Prevention and Control of Environment Pollution caused by Solid Wastes and Environmental Protection Tax Law of the People's Republic of China.



層面、一般披露及 關鍵績效指標 Aspects, General Disclosures and KPIs	描述 Description	《2022環社管報告》頁數 Page Number of ESG Report 2022	補充 Remarks
關鍵績效指標KPI A1.1	排放物種類及相關排放數據 The types of emissions and respective emissions data	9, 14	
關鍵績效指標KPI A1.2	直接(範圍1)及能源間接(範圍2)溫室 氣體排放量(以噸計算)及(如適用)密度 (如以每產量單位、每項設施計算) Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility)	9, 14	
關鍵績效指標KPI A1.3	所產生有害廢棄物總量(以噸計算)及 (如適用)密度(如以每產量單位、每項 設施計算) Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility)	9, 14	
關鍵績效指標KPI A1.4	所產生無害廢棄物總量(以噸計算)及 (如適用)密度(如以每產量單位、每項 設施計算) Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility)	9, 14	
關鍵績效指標KPI A1.5	描述所訂立的排放量目標及為達到這些 目標所採取的步驟 Description of emissions target(s) set and steps taken to achieve them	11	
關鍵績效指標KPI A1.6	描述處理有害及無害廢棄物的方法·及 描述所訂立的減廢目標及為達到這些 目標所採取的步驟 Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them	9, 11	



層面、一般披露及 關鍵績效指標 Aspects, General Disclosures and KPIs	描述 Description	《2022環社管報告》頁數 Page Number of ESG Report 2022	補充 Remarks
<b>層面A2：資源使用 Aspect A2: Use of Resources</b>			
一般披露 General Disclosure	有效使用資源(包括能源、水及其他原材料)的政策 Policies on the efficient use of resources, including energy, water and other raw materials	10	
關鍵績效指標KPI A2.1	按類型劃分的直接及/或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算) Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility)	10, 15	
關鍵績效指標KPI A2.2	總耗水量及密度(如以每產量單位、每項設施計算) Water consumption in total and intensity (e.g. per unit of production volume, per facility)	10, 15	
關鍵績效指標KPI A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟 Description of energy use efficiency target(s) set and steps taken to achieve them	11	
關鍵績效指標KPI A2.4	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them	11, 15	
關鍵績效指標KPI A2.5	製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位估量 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced	15	



層面、一般披露及 關鍵績效指標 Aspects, General Disclosures and KPIs	描述 Description	《2022環社管報告》頁數 Page Number of ESG Report 2022	補充 Remarks
<b>層面A3：環境及天然資源 Aspect A3: The Environment and Natural Resources</b>			
一般披露 General Disclosure	減低發行人對環境及天然資源造成重大影響的政策 Policies on minimising the issuer's significant impacts on the environment and natural resources	8	
關鍵績效指標KPI A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	8-11	
<b>層面A4：氣候變化 Aspect A4: Climate Change</b>			
一般披露 General Disclosure	識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策 Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer	12	
關鍵績效指標KPI A4.1	描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動 Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them	12	



層面、一般披露及 關鍵績效指標 Aspects, General Disclosures and KPIs	描述 Description	《2022環社管報告》頁數 Page Number of ESG Report 2022	補充 Remarks
<b>B. 社會 B. Social</b>			
<b>層面B1：僱傭 Aspect B1: Employment</b>			
一般披露 General Disclosure	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a)政策；及 (b)遵守對發行人有重大影響的相關法律及規例的資料 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare	18-19	就此報告部份的披露範圍，董事會於回顧年內沒有從政府相關機構收到重大違反相關法律、法規、規章及規例，並對集團業務產生顯著影響的通知。相關法律、法規、規章及規例包括但不限於《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及《中華人民共和國殘疾人保障法》，以及香港的《僱傭條例》、《性別歧視條例》、《殘疾歧視條例》、《家庭崗位歧視條例》及《種族歧視條例》。 With regard to the disclosure in this report section, during the year under review, the Board had not received from related government authorities any notice related to major violations of relevant laws and regulations that had significant impacts on its businesses. Relevant laws and regulations include but are not limited to Labour Law of the People's Republic of China, Labour Contract Law of the People's Republic of China and Law of the People's Republic of China on the Protection of Disabled Persons, and Employment Ordinance, Sex Discrimination Ordinance, Disability Discrimination Ordinance, Family Status Discrimination Ordinance and Race Discrimination Ordinance of Hong Kong.
關鍵績效指標KPI B1.1	按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數 Total workforce by gender, employment type (for example, full- or part-time, age group and geographical region)	23	
關鍵績效指標KPI B1.2	按性別、年齡組別及地區劃分的僱員流失比率 Employee turnover rate by gender, age group and geographical region	23	



層面、一般披露及關鍵績效指標 Aspects, General Disclosures and KPIs	描述 Description	《2022環社管報告》頁數 Page Number of ESG Report 2022	補充 Remarks
<b>層面B2：健康與安全 Aspect B2: Health and Safety</b>			
一般披露 General Disclosure	有關提供安全工作環境及保障僱員避免職業性危害的： (a)政策；及 (b)遵守對發行人有重大影響的相關法律及規例的資料 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards	20	就此報告部份的披露範圍，董事會於回顧年內沒有從政府相關機構收到重大違反相關法律及規例，並對業務產生顯著影響的通知。相關法律及規例包括但不限於《中華人民共和國安全生產法》、《中華人民共和國職業病防治法》，以及香港《職業安全及健康條例》。 With regard to the disclosure in this report section, during the year under review, the Board had not received from related government authorities any notice related to major violations of relevant laws and regulations that had significant impacts on its businesses. Relevant laws and regulations include but are not limited to Work Safety Law of the People's Republic of China, Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, and Occupational Safety and Health Ordinance of Hong Kong.
關鍵績效指標KPI B2.1	過去三年(包括匯報年度)每年因工亡故的人數及比率 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year	21	
關鍵績效指標KPI B2.2	因工傷損失工作日數 Lost days due to work injury	21	
關鍵績效指標KPI B2.3	描述所採納的職業健康與安全措施，以及相關執行及監察方法 Description of occupational health and safety measures adopted, and how they are implemented and monitored	20-21	



層面、一般披露及關鍵績效指標 Aspects, General Disclosures and KPIs	描述 Description	《2022環社管報告》頁數 Page Number of ESG Report 2022	補充 Remarks
<b>層面B3：發展及培訓 Aspect B3: Development and Training</b>			
一般披露 General Disclosure	有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動 Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities	21	
關鍵績效指標KPI B3.1	按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比 The percentage of employees trained by gender and employee category (e.g. senior management, middle management)	22	
關鍵績效指標KPI B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數 The average training hours completed per employee by gender and employee category	22	
<b>層面B4：勞工準則 Aspect B4: Labour Standards</b>			
一般披露 General Disclosure	有關防止童工或強制勞工的： (a)政策；及 (b)遵守對發行人有重大影響的相關法律及規例的資料 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour	19	就此報告部份的披露範圍，董事會於回顧年內沒有從政府相關機構收到重大違反相關法律、法規、規章及規例，並對集團業務產生顯著影響的通知。相關法律、法規、規章及規例包括但不限於附屬於中國國務院頒布的《禁止使用童工規定》、《中華人民共和國勞動法》及《中華人民共和國勞動合同法》，以及香港的《僱傭條例》的《僱用兒童規例》及《僱用青年(工業)規例》。 With regard to the disclosure in this report section, during the year under review, the Board had not received from related government authorities any notice related to major violations of relevant laws and regulations that had significant impacts on its businesses. Relevant laws and regulations include but are not limited to Provisions on the Prohibition of Using Child Labour issued by State Council of the People's Republic of China, Labour Law of the People's Republic of China and Labour Contract Law of the People's Republic of China, and the Employment of Children Regulations and Employment of Young Persons (Industry) Regulations under Employment Ordinance of Hong Kong.





層面、一般披露及關鍵績效指標 Aspects, General Disclosures and KPIs	描述 Description	《2022環社管報告》頁數 Page Number of ESG Report 2022	補充 Remarks
關鍵績效指標KPI B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工 Description of measures to review employment practices to avoid child and forced labour	19	
關鍵績效指標KPI B4.2	描述在發現違規情況時消除有關情況所採取的步驟 Description of steps taken to eliminate such practices when discovered	19	
<b>層面B5：供應鏈管理 Aspect B5: Supply Chain Management</b>			
一般披露 General Disclosure	管理供應鏈的環境及社會風險政策 Policies on managing environmental and social risks of the supply chain	24-25	
關鍵績效指標KPI B5.1	按地區劃分的供應商數目 Number of suppliers by geographical region	24	
關鍵績效指標KPI B5.2	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及有關慣例的執行及監察方法 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored	24	
關鍵績效指標KPI B5.3	描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored	24-25	
關鍵績效指標KPI B5.4	描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored	24-25	



層面、一般披露及 關鍵績效指標 Aspects, General Disclosures and KPIs	描述 Description	《2022環社管報告》頁數 Page Number of ESG Report 2022	補充 Remarks
<b>層面B6：產品責任 Aspect B6: Product Responsibility</b>			
一般披露 General Disclosure	有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a)政策；及 (b)遵守對發行人有重大影響的相關法律及規例的資料 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress	26-28	就此報告部份的披露範圍，董事會於回顧年內沒有從政府相關機構收到重大違反相關法律、法規、規章及規例，並對集團業務產生顯著影響的通知。相關法律、法規、規章及規例包括但不限於 GB 9685-2016《食品安全國家標準：食品接觸材料及製品用添加劑使用標準》、GB/T 10004-2008《包裝用塑膠複合膜、袋乾法複合、擠出複合本標準》、GB/T 26572-2011《電子電氣產品中限用物質的限量要求》、GB 18581-2009《室內裝飾裝修材料溶劑型木器塗料中有害物質限量》、《中華人民共和國廣告法》、《中華人民共和國商標法》、《中華人民共和國著作權法》、《中華人民共和國專利法》、《中華人民共和國反不正當競爭法》、《中華人民共和國民法典》、《中華人民共和國網路安全法》、《中華人民共和國數據安全法》以及《中華人民共和國個人信息保護法》。 With regard to the disclosure in this report section, during the year under review, the Board had not received from related government authorities any notice related to major violations of relevant laws and regulations that had significant impacts on its businesses. Relevant laws and regulations include but are not limited to GB 9685-2016 National Food Safety Standard: Standard for the Use of Additives in Food Contact Materials and Articles, GB/T 10004-2008 Plastic Laminated Films & Pouches for Packaging – Dry Lamination and Extrusion Lamination, GB/T 26572-2011 Requirements of Concentration Limits for Certain Restricted Substances in Electrical and Electronic Products, GB 18581-2009 Indoor Decorating and Refurbishing Materials – Limit of Harmful Substances of Solvent-Based Coatings for Woodenware, Advertising Law of the People's Republic of China, Trademark Law of the People's Republic of China, Copyright Law of the People's Republic of China, Patent Law of the People's Republic of China, Anti-Unfair Competition Law of the People's Republic of China, Civil Code of the People's Republic of China, Cybersecurity Law of the People's Republic of China, Data Security Law of the People's Republic of China and Personal Information Protection Law of the People's Republic of China.



層面、一般披露及 關鍵績效指標 Aspects, General Disclosures and KPIs	描述 Description	《2022環社管報告》頁數 Page Number of ESG Report 2022	補充 Remarks
關鍵績效指標KPI B6.1	已售或已運送產品總數中因安全與健康理由而須回收的百分比 Percentage of total products sold or shipped subject to recalls for safety and health reasons	27	
關鍵績效指標KPI B6.2	接獲關於產品及服務的投訴數目以及應對方法 Number of products and service related complaints received and how they are dealt with	28	
關鍵績效指標KPI B6.3	描述與維護及保障知識產權有關的慣例 Description of practices relating to observing and protecting intellectual property rights	28	
關鍵績效指標KPI B6.4	描述質量檢定過程及產品回收程序 Description of quality assurance process and recall procedures	27	
關鍵績效指標KPI B6.5	描述消費者資料保障及私隱政策，以及相關執行及監察方法 Description of consumer data protection and privacy policies, and how they are implemented and monitored	28	

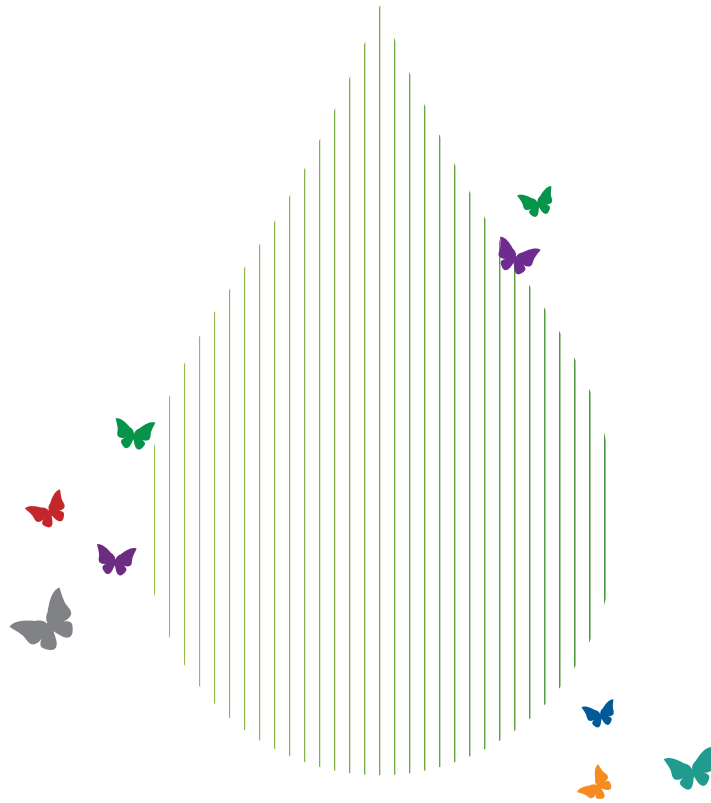


層面、一般披露及 關鍵績效指標 Aspects, General Disclosures and KPIs	描述 Description	《2022環社管報告》頁數 Page Number of ESG Report 2022	補充 Remarks
<b>層面B7：反貪污 Aspect B7: Anti-corruption</b>			
一般披露 General Disclosure	有關防止賄賂、勒索、欺詐及洗黑錢的： (a)政策；及 (b)遵守對發行人有重大影響的相關法律及規例的資料 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering	19, 25	就此報告部份的披露範圍，董事會於回顧年內沒有從政府相關機構收到重大違反相關法律、法規、規章及規例，並對集團業務產生顯著影響的通知。相關法律、法規、規章及規例包括但不限於《中華人民共和國刑法》、《中華人民共和國反不正當競爭法》、《最高人民法院關於審理不正當競爭民事案件應用法律若干問題的解釋》、最高人民法院及最高人民檢察院關於印發《關於辦理商業賄賂刑事案件適用法律若干問題的意見》的通知及《關於禁止商業賄賂行為的暫行規定》，以及香港的《防止賄賂條例》、《有組織及嚴重罪行條例》、《刑事罪行條例》、《盜竊罪條例》、《打擊洗錢及恐怖分子資金籌集條例》。 With regard to the disclosure in this report section, during the year under review, the Board had not received from related government authorities any notice related to major violations of relevant laws and regulations that had significant impacts on its businesses. Relevant laws and regulations include but are not limited to Criminal Law of the People's Republic of China, Anti-Unfair Competition Law of the People's Republic of China, Interpretation of the Supreme People's Court on Some Issues Concerning the Application of Law in the Trial of Civil Cases Involving Unfair Competition, Notice of the Supreme People's Court and the Supreme People's Procuratorate on Issuing the Opinions on Issues Concerning the Application of Law in the Handling of Criminal Cases of Commercial Briberies and Interim Provisions on Banning Commercial Bribery, and Prevention of Bribery Ordinance, Organised and Serious Crimes Ordinance, Crimes Ordinance, Theft Ordinance, Anti-Money Laundering and Counter-Terrorist Financing Ordinance of Hong Kong.



層面、一般披露及關鍵績效指標 Aspects, General Disclosures and KPIs	描述 Description	《2022環社管報告》頁數 Page Number of ESG Report 2022	補充 Remarks
關鍵績效指標KPI B7.1	於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果 Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases	19, 25	
關鍵績效指標KPI B7.2	描述防範措施及舉報程序，以及相關執行及監察方法 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored	20, 25	
關鍵績效指標KPI B7.3	描述向董事及員工提供的反貪污培訓 Description of anti-corruption training provided to directors and staff	19	
<b>層面B8：社區投資 Aspect B8: Community Investment</b>			
一般披露 General Disclosure	有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策 Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests	16	
關鍵績效指標KPI B8.1	專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育) Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport)	16-17	
關鍵績效指標KPI B8.2	在專注範疇所動用資源(如金錢或時間) Resources contributed (e.g. money or time) to the focus area	16-17	





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

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