



億仕登控股有限公司
ISDN HOLDINGS LIMITED



2020年環境，社會與管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2020



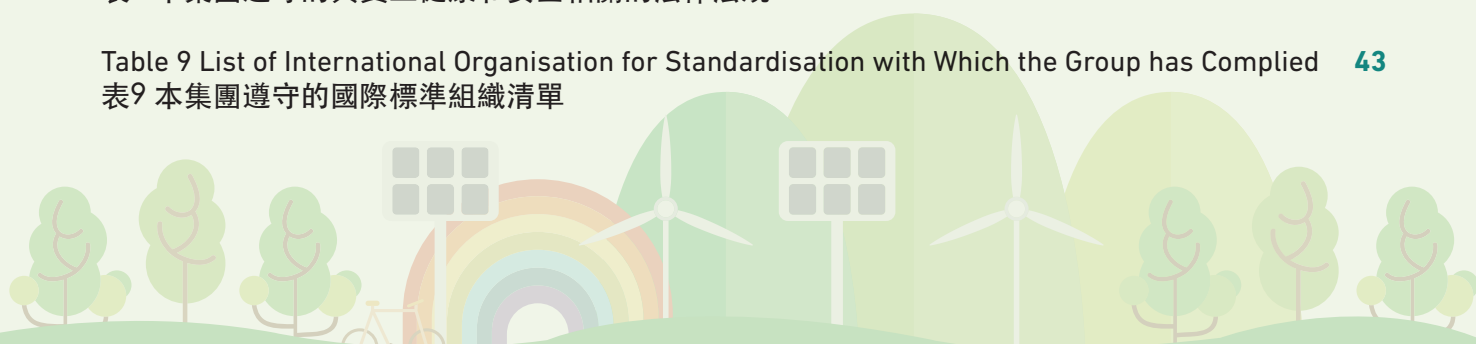
於新加坡註冊成立的有限公司（新加坡股份代號：I07.SI）（香港股份代號：1656）
Incorporated in Singapore with limited liability (Singapore Stock code: I07.SI) (Hong Kong Stock code: 1656)

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I. PREAMBLE

Globally, almost every industry is witnessing transformation amidst the pressing environmental and social public health crisis. As industry competition continues to grow to be more fierce and international regulation keeps its trend towards being stricter with time, the market demands for various types of engineering support are evolving at a fast pace. On account of this, businesses nowadays prefer integrated engineering solutions to reduce their operational costs and negative impacts, while enhancing their margins.

Singapore is placing a stronger emphasis on technology acquisition and advancement with SG\$2.3 billion set aside under the fifth tranche of Enterprise Development Fund to support the Industry Transformation Programme. Besides, the Singapore Economic Development Board (EDB) has also launched the world's first Industry 4.0 tool – the “Smart Industry Readiness Index” (SIRI), which aims to assist companies in achieving their pull potential and realising the transition towards Industry 4.0, to promote the country to become a hotspot for advanced manufacturing.

Meanwhile, the National Development and Reform Commission and the Ministry of Industry and Information Technology of the People's Republic of China (the “PRC”) have urged for cleaner production and the improvement of energy efficiency, which is a key part of its “Outline of the 14th Five-Year Plan for National Economic and Social Development of the People's Republic of China and the Long-Range Objectives Through the Year 2035”. As a leading integrated engineering solution provider with its core business on Industrial Automation (IA), ISDN Holdings Limited (the “Company”) and its subsidiaries (collectively, the “Group”) help drive efficiency to save energy and reduce environmental impacts of a multitude of industries including medical, aerospace, oil & gas, transportation, infrastructure, machine builders, mining, power and utilities, and wastewater management.

With sustainability being grounded at the core of its management philosophy, the Group thrives along with the society, while engaging in business activities using the resources smartly, in a transparent, fair and just manner. In addition to its core business segment on motion control, industrial computing and other specialised engineering solutions businesses, the Group has put continuous efforts in diversifying

一、前言

在全球範圍內，幾乎每個行業都在目睹緊迫的環境和社會公共衛生危機中的轉型。隨著行業競爭的不斷加劇和國際監管的日益嚴格，市場對各種工程支援的需求也在快速發展。因此，如今的企業更喜歡採用綜合工程解決方案，以降低運營成本和負面影響，同時提高利潤率。

新加坡正愈發重視技術的收購和進步，撥出第五批企業發展基金23億新加坡元，以支援產業轉型計畫。此外，新加坡經濟發展局（EDB）還推出了全球第一個工業4.0工具——“智慧行業就緒指數”（SIRI），旨在幫助企業實現其拉動潛力，實現向工業4.0的轉型，促進該國成為先進製造業的熱點區域。

與此同時，國家發展和改革委員會和中華人民共和國（“中國”）工信部呼籲清潔生產和提高能源效率，這是其“中華人民共和國國民經濟和社會發展第十四個五年計劃綱要和2035年遠景目標”的重要組成部分。作為以工業自動化（IA）為核心業務的領先的綜合工程解決方案提供商，億仕登控股有限公司（以下簡稱“公司”）及其附屬公司（統稱“本集團”）幫助提高效率，以節約能源，減少醫療、航空航天、石油和天然氣、運輸、基礎設施、機器製造商、採礦、電力和公用事業以及廢水管理等眾多行業的環境影響。

隨著可持續發展成為其管理理念的核心，本集團與社會一起繁榮發展，同時以透明、公平和公正的方式明智地利用資源從事商業活動。除了運動控制、工業計算及其他專業工程解決方案業務的核心業務部分外，本集團一直致力於將業務多元化至可再生能源領域，主要以發展印尼水電站為示範。

ISDN's mission is "To be the engineering solution provider of choice focused on delivering innovative and quality solutions to both its customers and stakeholders".

ISDN's vision is "To achieve our vision, we are committed to do the following:

LEADERSHIP

To be recognised as the leader in all the markets it serves

STAKEHOLDERS

To continue to build enduring relationships of trust with our customers and partners.

EXCELLENCE

To be an employer of choice that inspires and rewards performance excellence

SHARED VALUE

To create value for shareholders through measured growth strategies in earnings and distributions

ENVIRONMENTAL STEWARDSHIP

To preserve natural resources and protect the environment through the use of technology for better resource management

its operations into renewable energy, primarily in developing hydropower plants in Indonesia.

Headquartered in Singapore, the Company is a fast-growing multi-industry corporation mainly focusing on the motion control segment including energy infrastructure projects, motion control systems for industries such as aerospace, medical and defence as well as the production of high-yielding food crops using proprietary niche technology in South-east Asia. The Group provides the full spectrum of integrated precision engineering services from conceptualisation, design and development to prototyping, production, sales and marketing and after-sales engineering support. Considering itself as a knowledge-oriented player as opposed to other capital- or labour-intensive manufacturers in the market, the Group strategically works in collaboration with partners in Europe, Asia and Australia to provide the best-in-class technology and services to its clients drawing on its global network of manufacturing plants and sales of offices.

In FY2020, the sudden strike of the COVID-19 pandemic (the "**pandemic**") has greatly disrupted the global economy. The pandemic has highlighted the challenges confronting the society and the industry, but the sustainability goals that the Group has invariably borne in its mind remain unchanged.

公司總部位於新加坡，是一家快速發展的多行業公司，主要專注於運動控制領域，包括能源基礎設施專案、航空航太、醫療和國防等行業的運動控制系統，以及在東南亞使用專有利基技術生產高產糧食作物。本集團提供從概念化、設計和開發到原型化、生產、銷售和行銷以及售後工程支援等全方位的綜合精密工程服務。與市場上其他資本或勞動力密集型製造商相比，本集團將自己視為一個以知識為導向的參與者，並與歐洲、亞洲和澳大利亞的合作夥伴進行戰略性合作，通過其全球製造工廠和辦事處銷售網路，為客戶提供一流的技術和服務。

2020財政年度，新冠肺炎疫情（“**疫情**”）的突然襲擊極大地擾亂了全球經濟。這場疫情凸顯了社會和行業面臨的挑戰，但本集團始終牢記的可持續目標保持不變。

億仕登的使命是“成為首選工程解決方案供應商，專注於為客戶和利益相關者提供富有價值的創新優質解決方案”。

億仕登的願景是“為了實現我們的願景，我們將致力於達到以下目標：

領導力

成為所有我們服務的市場所公認的領先企業。

利益相關者

繼續與我們的客戶及合作夥伴建立長期互信關係。

卓越

成為最佳雇主，激勵和獎勵卓越績效。

共用價值

通過在收益和分配方面採取慎重的增長策略，為股東創造價值。

環境管理

通過利用技術更好地管理資源來保護自然資源和環境。

While the Group will continue to build on its global expansion path by leveraging on its sound business fundamentals, the Group also continues to pay greater attention to its responsibility to its people, its partners, the local communities and the environment where it operates. In line with ISDN's core value and vision in providing sustainable and innovative solutions, the Group is committed to forging an eco-friendly, resilient and reliable enterprise that pioneers in sustainable development in the industry by improving through the exploration of more efficient business models and the pursuit of sustainable operating practices.

II. ABOUT THIS REPORT

The Group is pleased to present the Environmental, Social and Governance (“ESG”) Report (“ESG Report”) for the financial year ended on 31 December 2020 (“FY2020”) from 1 January 2020 to 31 December 2020, to demonstrate the Group's approach and performance in terms of ESG management and corporate sustainable development for FY2020.

Through this ESG Report, the Group has demonstrated its progressive performance and commitment to sustainable development during the reporting period. This report complies with the Rules and Guidance Governing the Listing of Securities on The

雖然本集團將繼續利用其良好的業務基礎，在全球擴張的道路上繼續前進，但本集團仍繼續更加重視其對人民、合作夥伴、當地社區及其運營所在地環境的責任。根據億仕登在提供可持續和創新解決方案方面的核心價值和願景，本集團致力於通過探索更有效的商業模式和追求可持續的運營實踐，打造一個生態友好、彈性和可靠、在行業可持續發展方面走在前列的企業。

二、關於本報告

本集團很高興提交從2020年1月1日到2020年12月31日（“2020財政年度”）的環境、社會和治理（“ESG”）報告（“ESG報告”），以展示本集團在2020財政年度ESG管理和企業可持續發展方面的方法和績效。

通過這份ESG報告，本集團展示了其在報告所述期間的進步表現和對可持續發展的承諾。本報告符合《香港聯合交易所有限公司（“HKEx”）證券上市規則及指南》及《新加坡交易所有限公司（“SGX”）可持續性發展報告指南主要部分》的披露要求，並在披露本集團的可持續發展績效時參考了全球報告倡議（“GRI”）標準。為提交一份正式且國際相容的ESG報告，並為2020年HKEx的新要求做準備，本集團考慮了氣候相關財務披露工作組（“TCFD”）的建議。ESG報告的末尾有一個完整的內容索引和一個GRI連結表，以便讀者檢查其完整性。

Stock Exchange of Hong Kong Limited (“**HKEx**”) and the disclosure requirements on Primary Components in Sustainability Reporting Guide of Singapore Exchange Limited (“**SGX**”), and has referenced to the Global Reporting Initiatives (“**GRI**”) Standards in disclosing the Group’s sustainability performance. To deliver a formalised and internationally compatible ESG report and in preparation for the 2020 HKEx’s new requirements, the Group has taken into considerations the recommendations of the Task Force on Climate-related Financial Disclosures (“**TCFD**”). A complete content index and a GRI linkage table are available at the end of the ESG report for readers’ convenience to check its integrity.

Reporting Scope

In accordance with the operational control approach, this ESG Report covers the environmental and social performance within the operational boundaries of the Group that include the Group’s (i) business operation, which comprises sales and administration offices in Singapore, Hong Kong, the PRC, Malaysia, Vietnam, Taiwan, Indonesia, and Thailand, and (ii) manufacturing operation, which comprises manufacturing plants and warehouses in Wujiang, Suzhou, the PRC. Due to continuous efforts made by the Group on data collection, the scope of this year’s report has been expanded that more precise quantitative data from more subsidiaries of the Group was collected and incorporated for disclosure. The Group has been committed to improving its level of the disclosure of relevant environmental and social information collected from its subsidiaries.

The reporting period of this ESG Report is for the financial year 2020, from 1 January 2020 to 31 December 2020, unless specifically stated otherwise. For the corporate governance section, please refer to the Group’s Annual Report 2020 Pages 21 to 57.

Reporting Principles

The preparation of this ESG Report strictly follows the Reporting Principles set out by the ESG Guide. The main content of this ESG Report has been determined, organised and presented under the principles of Materiality, Quantitative, Balance and Consistency, which were applied throughout the entire reporting process.

Materiality:

As a common business strategic tool, the Group has adopted a science-based materiality assessment by gathering the feedback from its various stakeholder groups about their concerns and expectations in

報告範圍

根據運營控制方法，本ESG報告涵蓋本集團運營範圍內的環境和社會績效，包括本集團（i）業務運營，包括新加坡、香港地區、中國、馬來西亞、越南、臺灣地區、印尼和泰國的銷售和行政辦公室，以及（ii）製造業務，包括中國蘇州吳江的製造廠和倉庫。由於本集團在資料收集方面的不斷努力，本年度報告的範圍已經擴大，從本集團更多附屬公司收集並納入更精確的定量資料，以供披露。本集團一直致力於提高對從其附屬公司收集的相關環境及社會資訊的披露水準。

除非另有特別說明，本ESG報告的報告期為2020財政年度，即2020年1月1日至2020年12月31日。有關企業治理部分，請參閱本集團《2020年年度報告》第21至57頁。

報告原則

本ESG報告的編制嚴格遵循《ESG指南》規定的報告原則。本ESG報告的主要內容是根據重要性、定量、平衡和一致性原則確定、組織和呈現的，這些原則適用於整個報告流程。

重要性：

本集團作為一項共同的主題戰略工具，通過收集各利益相關者群體對其在公司可持續發展方面的關注和期望的回饋，採用了基於科學的重要性評估方法。四個可持續性問題被其利益相關者確定為最重要的問題，本集團將為此分配更多資源，並將更加重視這些問題。

terms of the company's sustainable development. Four sustainability issues were identified as the most material ones by its stakeholders, to which the Group will allocate more resources and on which it will put more focus.

Quantitative:

The application of the reporting principle of Quantitative was primarily reflected under the sections of **Emissions, Use of Resources** and **Employment** in this ESG report. With the aim to transition to the compliance with the updated HKEx ESG reporting requirements, the Group has further improved its environmental monitoring and disclosed its air emissions performance since for the financial year ended as 31 December 2019 ("FY2019"). The Group has shown efforts in qualifying the ESG targets in response to the possible phased approach required by the SGX guideline (examples can be seen in Corporate applications of UN Sustainable Development Goals and Table 2 Progress and targets in environmental sustainability), so that the progress and development of the Group's ESG management could be accurately measured and efficiently assessed. A summary of the Group's performance in air and greenhouse gas ("GHG") emissions, consumption of various energy and natural resources, and distribution of employees in terms of age and gender was presented in a measurable format (refer to List of Tables).

Balance:

An unbiased picture of the Group's ESG performance is essential to the objective evaluation of the information delivered to the audience. To shed light on the application of this principle, the ESG report covers both the achievements made by the Group in pursuing responsible business practices and the rooms for improvement where corresponding ESG policies might need to be optimised in the future.

Consistency:

Understanding that transparency and consistency of data disclosure are vital to stakeholders making informed decisions, the Group has based the presentation of its ESG performance, impacts and management approach, especially the calculation of GHG emissions on a consistently standard methodology, and adopted a coherent reporting framework that was in alignment with its previous ESG reports. The Group has also provided an adequate descriptive explanation of the calculation methods where significant changes to the reporting techniques from previous years are found, in order to add the coherence to the entire reporting process

定量:

定量報告原則的應用主要反映在本ESG報告的**排放、資源使用和就業**部分。為過渡至符合最新的香港交易所ESG報告要求，自截至2019年12月31日的財政年度（“2019財政年度”）以來，本集團已進一步改善其環境監測並披露其空氣排放績效。為回應新加坡交易所指南要求的可能分階段方法（可參見《聯合國可持續發展目標的企業應用》和表2《環境可持續性的進展和目標》），本集團已對ESG目標進行了限定，以便準確衡量和有效評估本集團ESG管理的進展和發展。本集團在空氣和溫室氣體（“GHG”）排放、各種能源和自然資源消耗以及員工年齡和性別分佈方面的績效摘要以可衡量的格式（參見表格清單）呈現。

平衡:

對本集團ESG績效的無偏見描述對於客觀評估向受眾傳達的資訊至關重要。為了闡明這一原則的應用，ESG報告涵蓋了本集團在追求負責任的業務實踐方面取得的成就，以及未來可能需要優化相應ESG政策的改進空間。

一致性:

本集團瞭解資料披露的透明度和一致性對於利益相關者做出明智決策至關重要，因此，本集團已將其ESG績效、影響和管理方法（尤其是溫室氣體排放量的計算）建立在一致的標準方法基礎上，並採用了與其之前的ESG報告一致的報告框架。本集團亦提供了對計算方法的充分描述性解釋（其中可找到對前幾年報告技術的重大改變），以增加整個報告流程的一致性，並建立一個可確保績效比較的平臺。

and build a platform where performance comparison can be assured.

Information disclosure

The information in the ESG Report was gathered through numerous channels, including official documents and statistics of the Group, the integrated information of supervision, management and operation in accordance with the relevant policy, the internal quantitative and qualitative questionnaires based on the reporting framework, and sustainability practices provided by different subsidiaries of the Group. This ESG report was written in both English and Chinese. If there is any conflict or inconsistency, the English version shall prevail.

III. SUSTAINABILITY GOVERNANCE

Sustainability management is a company-wide approach that is derived from the Group's corporate purpose and is therefore at the heart of everything it does. Sustainability was firmly anchored within the organisation and was made as an integral element of internal management in FY2020. Reckoning that a sound corporate governance system is the cornerstone for the Group's sustainability journey, the Group has established a governance system in compliance with well-accepted corporate governance principles.

To carry out the Group's sustainability strategy, the Board of Directors of the Group (the "**Board**") takes the lead on and has ultimate responsibility for ensuring the effectiveness of the Group's ESG policies and ESG reporting. The Board has established a Risk Management Committee to oversee its risk management activities, monitor material risks relevant to the industry and the company, and manage ESG issues within each business division of the Group. The Group also assigned specific staff to enforce and supervise the implementation of relevant ESG policies on a daily basis.

The coherence of effective actions aligned with corporate sustainability goals is important for the optimisation of its sustainability policies and management approaches in building its short-term and long-term ESG targets and moving towards sustainable development. To this end, the Group has adopted a two-way approach that allows clear communication of the regulatory requirements throughout the entire organisation in its daily ESG management.

資訊披露

ESG報告中的資訊是通過多種管道收集的，包括本集團的官方檔和統計資料、根據相關政策進行監督、管理和運營的綜合資訊、基於報告框架的內部定量和定性問卷以及本集團不同附屬公司提供的可持續性實踐。本ESG報告用英文和中文編寫。如有衝突或不一致，以英文版本為準。

三、可持續性發展治理

可持續性發展管理是一種全公司範圍的方法，源於本集團的企業宗旨，因此是其所有工作的核心。可持續性發展在組織內部牢牢紮根，並在2020財政年度成為內部管理的一個組成部分。考慮到健全的企業治理體系是本集團可持續發展之路的基石，本集團已建立符合公認企業管治原則的治理體系。

為實施本集團的可持續發展戰略，本集團董事會（以下簡稱“**董事會**”）領導並最終負責確保ESG政策和ESG報告的有效性。董事會成立了一個風險管理委員會，以監督其風險管理活動，監控與行業和公司相關的重大風險，並管理本集團各業務部門的ESG事宜。本集團亦指派了特定人員每日實施及監督相關ESG政策的執行。

與企業可持續發展目標相一致的有效行動的一致性對於優化其可持續發展政策和管理辦法，以制定其短期和長期ESG目標，並朝著可持續發展的方向發展至關重要。為此，本集團採取了雙向方法，此雙向方法允許在整個組織的日常ESG管理中清楚地傳達監管要求。

GOVERNANCE

BOARD

- Proposing and setting the corporate sustainability strategies and plans for the Group
- Collecting feedback from the management and reviewing the progress and results
- Finding ways to connect these to further improvements and new initiatives

MANAGEMENT

- Implementing and supervising the execution of the proposed policies by various business divisions
- Setting specific measures and indicators to monitor the progress of the execution
- Reporting to the Board on a regular basis about the progress and any potential obstacles

GENERAL EMPLOYEES/BUSINESS UNITS

- Reporting to the management any problems arising from the execution of policies regularly for discussion, review and improvement
- Consolidating the achievements in the practices of ESG-related policies
- Holding regular dialogues with stakeholders to grasp global social issues promptly, extensively and deeply

Relying on such a robust sustainability governance framework, the Group could effectively spot the underlying risks that come from either internal corporate changes or external market fluctuations, and capture the opportunities to adjust its sustainability policies to satisfy the ever-changing needs of its stakeholders. In response to the recommendations of SGX's phased approach, the Group aims to keep fine-tuning its management performance incentives plan to encourage and motivate its employees, especially the management level, to proactively participate in ESG implementations and to enhance corporate awareness of ESG matters with passion. Specifically, the Group is working on designing and rolling out a programme that links the sustainability-related targets to the bonuses and benefits received by the management team. While the Group understands that the sooner the linkage is built, the faster the Group can benefit from the incorporation of sustainability into business strategies, a detailed plan for standardising the measurements of sustainability progress with full discretion before launching the programme hastily

治理

董事會

- 為本集團提出並制定公司可持續發展戰略與規劃
- 收集管理層的回饋，並審查進度 and 結果
- 尋找方法對上述事項進行進一步改進並提出新舉措

管理

- 落實並監督各業務部對擬定政策的執行情況
- 設定具體的措施和指標，來監控執行進度
- 定期向董事會報告進展情況和任何潛在的阻礙

一般員工/業務單位

- 定期向管理層彙報因執行政策而產生的任何問題，以供討論、審查和改進
- 鞏固ESG相關政策實踐中取得的成就
- 與利益相關者定期舉行對話，以便及時、廣泛和深入地瞭解全球性社會問題

依靠這樣一個強大的可持續性發展治理框架，本集團可以有效地發現來自內部公司變化或外部市場波動的潛在風險，並抓住機會調整其可持續發展政策，以滿足其利益相關者不斷變化的需求。為回應SGX分階段方法的建議，本集團旨在不斷微調其管理績效激勵計畫，以鼓勵和激勵其員工（尤其是管理層）積極參與ESG實施，並以熱情提高公司對ESG事項的認識。具體而言，本集團正致力於設計和推出一項計畫，將可持續發展相關目標與管理團隊獲得的獎金和福利掛鉤。儘管本集團明白，聯繫建立得越早，本集團就能越快從將可持續性納入業務戰略中獲益，但在倉促啟動計畫之前，制定一份詳細的計畫，充分審慎地對可持續發展進程的衡量進行標準化，對於實施的有效性非常重要，該計畫可以在本集團內部多年來不斷推廣和發展，甚至可以作為業內同行的基準。

is important to the effectiveness of implementation, which can be proliferated and developed within the Group over years, and even benchmarked by peers in the industry.

BOARD STATEMENT

DEAR VALUED STAKEHOLDERS,

On behalf of the Board, I am pleased to present to you the ESG Report, detailing the Group's approach, performance and commitment regarding the corporate sustainability for the financial year ended 31 December 2020.

Staying strong in adversity

2020 was a memorable year and the beginning of a decade in which changes are yet to be seen, with the global pandemic being seen as the biggest health, social and economic crisis and fundamentally changing people's lives. While the outbreak has been ruthless in laying bare the vulnerabilities and deficits of our social, ecological and economic systems, it has also shown us that at no point should the central pillars of sustainability be taken for granted.

At ISDN, we are serious about our responsibility to our employees, our business partners and to the local communities by placing their health and safety as the top priority in such a critical time. A range of protective measures including remote working and supplies of protective gears were arranged in place immediately to safeguard all people at our locations.

In the difficult period, we did not merely talk about solidarity, but leveraged our resources to help those in need, including technologies and innovations, whose benefits to society were often felt directly amid the crisis. In particular, the Group has been engaged in offering the environmentally friendly disinfectant solutions to aid the fight against the pandemic since May 2020.

Making a difference

The task ahead of us is to overcome the pandemic in its entirety without losing sight of the future. After all, we are convinced that every crisis comes with great opportunities for shaping a better world – a sustainable and multilateral world founded on the principles of an environmentally and socially conscious market economy. Although the pandemic has greatly disrupted the global economy, it has also proven a clear catalyst for accelerating digitalisation and the transition to Industry 4.0 automation.

董事會聲明

尊敬的利益相關者：

我很高興代表董事會向您提交ESG報告，詳細說明本集團在截至2020年12月31日止財政年度的企業可持續性方面的方法、業績和承諾。

逆境中堅韌不拔

2020年是令人難忘的一年，也是十年的開始，在這個十年中，尚未看到變化，全球疫情被視為最大的健康、社會和經濟危機，並從根本上改變了人們的生活。雖然疫情無情地暴露了我們的社會、生態和經濟體系的脆弱性和缺陷，但它也向我們表明，絕不能認為可持續性的核心支柱是理所當然的。

在億仕登，我們非常重視我們對員工、商業夥伴和當地社區的責任，在這樣嚴峻時刻，我們要他們的的健康和安全放在第一位。我們當即採取了一系列保護措施，包括遠端工作和防護裝備的供應，以保護我們運營地點的所有人員。

在困難時期，我們不僅要講團結，而且要利用我們的資源來幫助那些需要幫助的人，包括技術和創新專利資源，這些資源會給危機中的社會帶來直接的效益。特別是，自2020年5月以來，本集團一直致力於提供環保消毒劑解決方案，以幫助抗擊疫情。

有所作為

我們所面臨的任務是展望未來並全面戰勝疫情。畢竟，我們深信，每一次危機都會為塑造一個更美好的世界帶來巨大的機遇，一個建立在注重環境和社會的市場經濟原則基礎上的可持續的多邊世界。儘管疫情極大地擾亂了全球經濟，但也證明這次疫情對加速數位化和工業4.0自動化轉型是一劑有效的催化劑。

Specialising in providing automatic motor engineering solutions for a wide range of customers in industries from Energy, Transportation, to Semiconductor and Medical Industries, the Group insists on upholding its business missions and visions as core in its strategy to pursue sustainability, and plans to concentrate even more on areas that play a key role in reshaping the global value chains. From highly agile and productive factories to new solutions for sustainable mobility, the Group is going to make use of new innovative products to help our clients and the industries move towards a better tomorrow.

Cooperation & shared values

As digitalisation progresses, people are increasingly seeking “partnership” rather than “ownership” under the new set of values built on a sharing economy. To this end, centring our value to the United Nation Sustainable Development Goals (“SDGs”), the Group has been dedicated to contributing to the creation of sustainable human settlements in collaboration with our clients to adopt innovative technologies in their operations, and creating smart infrastructures for all.

Knowing that worldwide sustainable development cannot be achieved alone, the Group’s partnerships with international players and business associations have made us better able to cope with current and future challenges.

Of the many challenges threatening the stability of society, it is the top priority of the Group to address climate change and promote environmental compliance. As the step forward in becoming a leader in creating environmental value and spearheading a decarbonised society, the Group is committed to using the knowhow that it has accumulated for 35 years to offer the best solutions to its customers.

Last but not least, I would like to take this opportunity to extend my sincere gratitude towards our people, our management and other board members for their dedication and contribution to the Group in this difficult time. I would also like to thank for the support of our investors, business partners and customers, for their continuous support.

Lim Siang Kai

Chairman & Independent Non-executive Director
21 May 2021

本集團致力於為能源、交通運輸、半導體和醫療行業的廣大客戶提供自動化電機工程解決方案，堅持將其業務使命和願景作為其追求可持續發展戰略的核心，並計畫更加專注於在重塑全球價值鏈中發揮關鍵作用的領域。從高度敏捷和高效的工廠到可持續機動性的新解決方案，本集團將利用新的創新產品來說明我們的客戶和各行業朝著更加美好的明天邁進。

合作與共同價值觀

隨著數位化的進步，人們越來越多地在基於共用經濟建立的新價值觀下尋求“夥伴關係”，而不是“所有權”。為此，本集團以聯合國可持續發展目標（“SDG”）為核心價值，致力於通過與我們的客戶合作，在其運營中採用創新技術，為創造可持續的人類定居點做出貢獻，並為所有人創造智慧基礎設施。

對本集團而言，想要獨立實現全球範圍的可持續發展是無法完成的，因此與國際參與者和商業協會的合作夥伴關係使我們能夠更好地應對當前和未來的挑戰。

在威脅社會穩定的許多挑戰中，應對氣候變化和促進環保達標是本集團的首要任務。為了成為創造環境價值的領導者和引領去碳社會的先鋒，本集團致力於利用其35年積累的專業知識為客戶提供最佳解決方案。

最後，我願借此機會向我們的員工、管理層和其他董事會成員致以衷心的感謝，感謝他們在這一困難時期對本集團所做的奉獻和貢獻。我還要感謝我們的投資者、商業夥伴和客戶，感謝他們持續的支援。

林汕鎔

董事長兼獨立非執行董事
2021年5月21日

IV. STAKEHOLDER ENGAGEMENT

Maintaining a sound stakeholder relationship is essential to the Group as its development relies on constructive communications with customers, suppliers and authorities. By listening carefully to stakeholders' expectations, this approach has led the Group to reassess and elevate its ambitions on sustainability, which are now further integrated in the Group's sustainability strategies and transformation. The Group highly values the feedback from its stakeholders and takes the initiative to build a trustful and supporting relationship with them through their preferred communication channels, which are listed in the table below.

Table 1 Stakeholders Expectations and Communication Channels

表1 利益相關者期望和溝通管道

Stakeholders 利益相關者	Expectations and Concerns 期望和關注	Communication Channels 溝通管道
Shareholders 股東	- Return on investments and achievement of targets - 投資回報和目標實現 - Corporate governance and communication - 公司治理和溝通 - Policy review and performance report - 政策審核和績效報告 - Law and regulation compliance - 法律法規的遵守	- Regular reports and announcements - 定期報告和公告 - Regular general meetings - 定期大會 - Official website - 官方網站
Employees 員工	- Employees' compensation and benefits - 員工的薪酬和福利 - Career development - 職業發展 - Health and safety in the working environment - 工作環境中的健康和 safety - Implementation of ESG strategies - ESG戰略的實施	- Performance reviews - 績效審核 - Regular meetings and training - 定期會議和培訓 - Emails, notice boards, hotline, activities with management - 電子郵件、公告板、熱線，與管理層的活動
Government and regulatory authorities 政府和監管機構	- Compliance with laws and regulations - 遵守法律法規 - Support economic development - 支持經濟發展	- Supervision on compliance with local laws and regulations - 監督當地法律法規的遵守情況 - Routine reports - 例行報告
Customers 客戶	- High-quality and reliable products and services - 優質可靠的產品和服務 - Protect customers' rights - 保護客戶的權利 - Qualified products in compliance with good environmental indicators - 符合良好環境指標的合格產品	- Customer satisfaction survey - 客戶滿意度調查 - Face-to-face meetings and on-site visits - 面對面會議和現場訪問 - Customer service hotline and email - 客戶服務熱線和電子郵件

四、利益相關者參與

保持良好的利益相關者關係對本集團至關重要，因為本集團的發展依賴於與客戶、供應商和當局的建設性溝通。通過認真聽取利益相關者的期望這一方法使本集團重新評估並提升了其對可持續發展的抱負，這些抱負現已進一步融入本集團的可持續發展戰略和轉型。本集團高度重視利益相關者的回饋，並主動通過他們首選的溝通管道與他們建立信任和支援的關係，如下表所示。

Suppliers 供應商	- Fair and open procurement - 公平公開的採購 - Win-win cooperation - 合作共贏 - Business ethics - 商業道德 - Environmental impacts - 環境影響	- Open tendering - 公開招標 - Suppliers' satisfactory assessment - 供應商的滿意評估 - Face-to-face meetings and on-site visits - 面對面會議和現場訪問 - Industry seminars - 行業研討會
Professional Bodies 專業機構	- Climate change awareness and inputs - 氣候變化意識和投入 - Law and regulation compliance - 法律法規的遵守 - Implementation of ESG strategies - ESG戰略的實施	- Routine reports - 例行報告 - Emails and phone calls - 電子郵件和電話
General public 公眾	- Community involvement - 社區參與 - Law and regulation compliance - 法律法規的遵守 - Environmental protection awareness - 環保意識	- Media conferences and responses to enquiries - 媒體會議和對詢問的回復 - Company's website and announcements - 公司的網站和公告

The Group is committed to addressing its stakeholders' concerns in a proper manner based on continuous, concise and effective communications. In response to the stakeholder's expectation and concerns, the Group has set the following three ESG principles from a strategic perspective:

- Respecting and addressing stakeholders' concerns is the foundation of the Group's long-term sustainable development
- Emphasising climate-related risks and crisis through innovation and optimisation of the entire operational process is conducive to grasping the potential business opportunities
- Ensuring the compliance of ESG strategies with national and regional regulations by consistent monitoring and regular reviews, in alignment with the targets set out by the Group

Materiality Assessment

As ESG risks and opportunities for companies vary across industries and depend on different corporate backgrounds, perspectives and business models, the Group undertakes regular reviews to identify its stakeholders' main concerns and material interests for response and reporting.

In FY2020, the Group engaged its stakeholders to conduct a materiality assessment survey initiated by a third-party agency in order to guarantee the accuracy and objectivity of evaluation. Specifically, internal and

本集團致力於通過持續、簡潔和有效的溝通，以適當的方式解決利益相關者的關切。為回應利益相關者的期望和關注，本集團從戰略角度制定了以下三項ESG原則：

- 尊重和解決利益相關者的關切是本集團長期可持續發展的基礎
- 通過創新和優化整個運營流程來強調與氣候相關的風險和危機，有利於抓住潛在的商業機會
- 根據本集團設定的目標，通過持續監控和定期審查，確保ESG戰略符合國家和區域法規

重要性評估

由於ESG風險和機遇因行業而異，並取決於不同的公司背景、觀點和商業模式，本集團定期進行審查，以確定利益相關者的主要關切和重大利益，以便做出回應和報告。

在2020財政年度，本集團讓其利益相關者進行由協力廠商機構發起的重要性評估調查，以保證評估的準確性和客觀性。具體而言，內部和外部利益相關者是根據其對本集團的影響和依賴性而選擇的。通過基於科學的重要性評估，邀請選定的利益相關者對ESG主題的廣泛領域進行優先排序，本集團最終制定了如下重要性評估矩陣，該矩陣真實反映了其利益相關者對ESG事項的真正和重要的關注。

external stakeholders were selected based on their influence and dependence on the Group. Through a science-based materiality assessment, the selected stakeholders were invited to prioritise the topics from a broad universe of ESG topics, the Group eventually formulated a materiality assessment matrix as below, which genuinely reflected the real and important concerns of its stakeholders on ESG matters.

Stakeholder Engagement Materiality Matrix

利益相關者的參與重要性分析矩陣



1	Air and greenhouse gas emissions 空氣和溫室氣體排放	14	Preventing child and forced labour 防止童工和強迫勞動	27	Labelling relating to products/ services 與產品服務有關的標籤
2	Sewage treatment 污水處理	15	Selection of local suppliers 當地供應商的選擇	28	Product design & Lifecycle management 產品設計和生命週期管理
3	Land use, pollution and restoration 土地利用、污染和恢復	16	Smooth communication and sound relationship with suppliers 與供應商溝通順暢，關係良好	29	Number of legal cases filed against the company about bribery, extortion, fraud and money laundering 對公司提起訴訟的有關賄賂、勒索、欺詐和洗錢的法律案件的數量
4	Solid waste treatment 固體廢物處理	17	Environmental risks (e.g. pollution) of the suppliers 供應商的環境風險(例如污染)	30	Anti-corruption policies and whistle-blowing procedure 反腐敗政策和檢舉程式
5	Energy use 能源利用	18	Social risks (e.g. monopoly) of the suppliers 供應商的社會風險(例如壟斷)	31	Anti-corruption training provided to directors and staff 向董事和員工提供反腐敗培訓
6	Water use 水利用	19	Procurement practices 採購實踐	32	Community engagement 社區參與
7	Use of other raw/packaging materials 原始包裝材料的使用	20	Environmentally preferable products and services 環保型產品和服務	33	Participation in charitable activities and support public welfare 參與慈善活動，支持公益事業
8	Mitigation measures to protect environment and natural resources 保護環境和自然資源的緩解措施	21	Health and safety relating to products/services 與產品/服務有關的健康和安全	34	Cultivation of local employment 當地就業的培養
9	Climate-related risks 與氣候有關的風險	22	Customers satisfaction (Welfare) 顧客滿意度(福利)	35	Business model adaptation and resilience to environmental, social, political and economic risks and opportunities 商業模式對環境、社會、政治和經濟風險和機遇的適應性和韌性
10	Diversity of employees 員工的多樣性	23	Marketing and promotion 市場行銷和推廣	36	Management of the legal & regulatory environment (regulation-compliance management) 法律和監管環境的管理(監管合規管理)
11	Employee remuneration and benefits 員工薪酬和福利	24	Observing and protecting intellectual property rights 遵守和保護智慧財產權	37	Critical incident risk responsiveness 關鍵事件風險回應能力
12	Occupational health and safety 職業健康和安全	25	Product quality assurance and recall percentage 產品品質保證和召回率	38	Systemic risk management 系統性風險管理
13	Employee development and training 員工發展和培訓	26	Protection of consumer information and privacy 保護消費者資訊和隱私		

According to the outcome of the materiality analysis matrix, the Group has identified “Protection of consumer information and privacy”, “Labelling relating to products/services”, “Number of legal cases filed against the company about bribery, extortion, fraud and money laundering” and “Anti-corruption policies and whistle-blowing procedure” as the important ESG issues to both the Group and its stakeholders.

With the goal to strengthen corporate sustainability management while enhancing stakeholders’ awareness of ESG and global sustainability issues, the Group also engaged its stakeholders in a survey concerning the SDGs to inform the formulation of Group’s ESG policies and targets that are in line with the international sustainability trend. According to the result, Goal 3 (Good Health and Well-Being), Goal 4 (Quality Education), Goal 9 (Industry, Innovation, and Infrastructure) and Goal 11 (Sustainable Cities and Communities) topped the list of all 17 topics of SDGs in terms of the degree of stakeholders’ attention and interest. In response to stakeholders’ concerns on sustainable development goals, the Group has put its focus on the topics and set targets for its contribution to accomplishing the goals from within the Group. It is highlighted that the stakeholders’ prioritisation of building an innovative enterprise aligns with the Group’s vision and the Singapore government, which has been demonstrated and emphasised in its practices and targets throughout the report.

Corporate applications of the UN Sustainable Development Goals (“SDG”)

SDG 3: SAFE KEEPING

3 GOOD HEALTH AND WELL-BEING



The occupational health and safety (“OHS”) of the Group’s employees has also been of paramount importance to the Group. Committed to minimising any occupational hazard in the workplace across its business

operations, the Group has deployed the necessary resources to protect the staff’s health and safety. In particular, physical examinations for frontline workers who are engaged in dangerous operations are carried out regularly, while intensive OHS training has also been organised to raise their awareness.

In FY2020, the unprecedented pandemic has shown the vulnerability of global systems in a crisis, resulting

根據重要性分析矩陣的結果，本集團已將“消費者資訊和隱私保護”、“與產品/服務相關的標籤”、“針對公司的賄賂、勒索、欺詐和洗錢的法律案件數量”以及“反腐敗政策和檢舉程式”確定為本集團及其利益相關者的重要ESG問題。

為了加強公司可持續發展管理，同時提高利益相關者對ESG以及全球可持續發展問題的認識，本集團還讓其利益相關者參與了一項關於可持續發展目標的調查，以便為制定符合國際可持續發展趨勢的本集團ESG政策和目標提供資訊。根據結果，就利益相關者的關注和興趣程度而言，目標3（良好健康和福祉）、目標4（優質教育）、目標9（工業、創新和基礎設施）和目標11（可持續城市和社區）在可持續發展目標的所有17個主題中名列前茅。針對利益相關者對可持續發展目標的關切，本集團已將重點放在主題上，並為實現本集團內目標做出貢獻設定目標。要強調的是，利益相關者對建設創新型企業的優先考慮與本集團的願景和新加坡政府相一致，這一點已在整個報告的實踐和目標中得到證明和強調。

聯合國可持續發展目標（“SDG”）的企業應用

SDG 3: 安全保護

3 身體健康和幸福



本集團員工的職業健康和安全性（“OHS”）對本集團也至關重要。本集團致力於將業務運營中工作場所的職業危害降至最低，並已部署必要的資源來保護員工的健康和安全。特別對從事危險作業的一線工人定期進行體檢，同時還組織了強化的職業健康安全培訓，以提高他們的認識。

在2020財政年度，這場史無前例的疫情顯示了全球系統在危機中的脆弱性，導致了人類生命損失和廣泛的經濟衰退。為保障員工的健康及福祉，本集團已實施一系列疫情防控措施。例如，在疫情初期立即成立了一個工作組。我們推出了一系列安全措施，包括遠端工作和輪班操作，以最大限度地降低員工感染的風險。更詳細的措施見B.2 “健康和安

in the loss of human lives and widespread economic downturn. To protect the health and well-being of its employees, the Group has implemented a series of epidemic prevention and control measures. For instance, a Task Force was established immediately at the initial stage of the pandemic. A series of safety measures were rolled out including remote working and shifted operations, so as to minimise the risk of staff getting infected. More detailed measures are disclosed in the section B.2 Health and Safety.

Target: Zero work-related injuries or incidence of occupational hazard in next five years

SDG 4: NUTURING

4 QUALITY EDUCATION



In line with the global efforts to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all, the Group has been focusing on providing high-quality education, especially vocational training courses,

for all its employees. In particular, a wide range of training programmes, from basic health and safety training, to continuing professional development courses on accounting, strategic sales, and other transferable and technical skills, were organised for its people.

Besides internal training programmes for its staff, the Group also cares about the quality learning opportunities for local communities where the Group operates. Acknowledging that young people living in poverty are facing difficulties in accessing good education, the Group has been devoted to sponsoring the education and teaching activities of the children through donations to the Red Pencil.

Target: Maintain 5% increase in the average hours each employee spends on training every year and introduce post-training feedback system in the coming years

SDG 9: TECHNOLOGY AND INNOVATIONS

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



As global sustainability crisis is becoming more pressing, traditional conservation measures are no longer sufficient to mitigate the negative impacts nor reverse the situation. As such, the

目標：未來五年內零工傷或職業危害發生

SDG 4: 培育

4 優質教育



為配合全球確保全民包容、公平的優質教育和促進全民終身學習機會的努力，本集團一直致力於為所有員工提供優質教育，特別是職業培訓課程。特別為員工舉辦了廣泛的培訓專案，從基本健康和安全教育培訓，到會計、戰略銷售和其他可轉讓技能和技術技能的持續專業發展課程。

除了為其員工提供內部培訓計畫外，本集團還關注本集團運營所在地社區的優質學習機會。認識到生活貧困的年輕人在獲得良好教育方面面臨困難，本集團一直致力於通過向紅鉛筆捐款來贊助兒童的教育和教學活動。

目標：保持每年每名員工在培訓上花費的平均小時數增加5%，並在未來幾年引入培訓後回饋系統

SDG 9: 技術和創新

9 產業、創新和基礎設施



隨著全球可持續性危機日益緊迫，傳統的保護措施已不足以減輕負面影響或扭轉局面。因此，本集團致力於通過創新促進可持續解決方案。

作為領先的工程解決方案提供商，本集團的任務是向客戶引入先進的資源和節能製造技術。隨著不斷創新和技術能力的提高，本集團致力於為其服務客戶提供獨特和智慧的解決方案。

Group is dedicated to promoting sustainable solutions through innovations.

As a leading engineering solution provider, it is the Group's task to introduce advanced resource- and energy-efficient manufacturing technologies to its clients. With continuous innovation and the improvement of technical capability, the Group is committed to providing unique and smart solutions to its serving customers.

For instance, from the use of technology for better resource management such as ERP (Enterprise Resource Planning) online platform for packaging material management, all the way to offering sustainable engineering solutions to its customers, the Group has widely integrated intelligent and innovative elements in its operations and services.

Target: Set up an effective rewarding system for the departments/employees with excellent ESG practices

SDG 11: SMART INFRASTRUCTURES

11 SUSTAINABLE CITIES AND COMMUNITIES



As a corporate citizen, the Group is aware of its responsibility in contributing to the creation of safe, resilient and sustainable human settlements. Seeking to drive down the cost of

innovative products, the Group has been offering a wide variety of engineering solutions for automation and smart applications for different industries, including the energy, transportation and telecommunication sectors, which are all fundamental to the creation of sustainable cities and infrastructures.

Target: Collaborate with its customers to adopt smart technologies in their production

Stakeholders' Feedback

As the Group strives for excellence, stakeholders' feedback is always welcomed, especially on topics listed as of high importance in the materiality assessment. Readers are also welcomed to share their views with the Group at info@isdnholdings.com or www.isdnholdings.com.

V. ENVIRONMENTAL SUSTAINABILITY

As an intact and sound environment is essential to business success in the long term, the Group has

例如，從利用技術進行更好的資源管理，如ERP（企業資源規劃）包裝材料管理線上平臺，到為客戶提供可持續的工程解決方案，本集團在其運營和服務中廣泛整合了智慧和創新元素。

目標：為具有優秀ESG實踐的部門/員工建立有效的獎勵制度

SDG 11: 智慧基礎設施

11 可持續城市和社區



作為企業公民，本集團意識到有責任為創造安全、有彈性和可持續的人類住區做出貢獻。為了降低創新產品的成本，本集團一直為不同行業的自動化和智慧應用提供各種工程解決方案，包括能源、交通和電信行業，這些都是創建可持續城市和基礎設施的基礎。

目標：與客戶合作，在生產中採用智慧技術

利益相關者的回饋

在本集團追求卓越的過程中，利益相關者的回饋始終受到歡迎，尤其是在重要性評估中被列為高度重要的主題。也歡迎讀者在info@isdnholdings.com或www.isdnholdings.com與本集團分享觀點。

五、環境可持續性

由於一個完整和良好的環境對企業的長期成功至關重要，本集團一直致力於保護這一生存基礎，並將創造環境效益作為其對子孫後代的義務和商業常識行為。本集團在審核年度內，大力控制排放和資源消耗，並嚴格遵守所在地區的有關環境法律法規，包括但不限於：

been committed to protecting this basis of existence and taken the creation of environmental benefits as its obligation to future generations and an act of common business sense. During the year under review, the Group made great efforts in controlling its emissions as well as its consumption of resources, and has strictly complied with relevant environmental laws and regulations in the regions where it operates, including but not limited to:

- Environmental Protection Law of the People's Republic of China (中華人民共和國環境保護法);
- Law of the People's Republic of China on Prevention and Control of Water Pollution (中華人民共和國水污染防治法); and
- Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes (中華人民共和國固體廢物污染環境防治法).

This section primarily discloses the Group's policies, practices and quantitative data on emissions, use of resources and the environment and natural resources in FY2020. In response to the guidelines of SGX's recommended phased approach, the progress of the Group's environmental performance is highlighted.

A.1 Emissions

In FY2020, the Group complied with relevant national and local environmental laws in terms of emissions during its daily operations. In particular, the Group was not in violation of any laws and regulations in relation to air and GHG emissions, discharges into water and land, generation of hazardous and non-hazardous wastes, and noise that have a significant impact on the Group. Sticking to the principle of 'Lucid Waters and Lush Mountains Are Invaluable Assets', the Group has implemented various measures to mitigate its impacts on the environment.

In FY2020, the Group's GHG emissions under Scope 1 (Direct Emissions), Scope 2 (Energy Indirect Emission) and Scope 3 (Other Indirect Emission) were 1,145.9 tonnes carbon dioxide equivalent ("CO₂e"), 1,842.7 tonnes CO₂e, and 75.9 tonnes CO₂e respectively. The Group's total GHG emissions amounted to 3,064.5 tonnes CO₂e, and the GHG intensity for the Group was 8.47 tonnes CO₂e/SGD million overall. In addition to GHG emissions, the Group also generated 63.2 tonnes of non-hazardous solid wastes (with an intensity of 0.17 tonnes/SGD million) in its operations. The Group's operations did not generate any hazardous waste during the year under review. The air pollutants from the Group including sulphur oxides ("SOX"),

- 中華人民共和國環境保護法;
- 中華人民共和國水污染防治法; 以及
- 中華人民共和國固體廢物污染環境防治法。

本節主要披露本集團在2020財政年度關於排放、資源使用、環境和自然資源的政策、實踐和定量資料。為回應新加坡交易所推薦的分階段方法的指導方針，重點介紹了本集團環境績效的進展。

A.1 排放

在2020財政年度，本集團在日常運營中遵守了相關的國家和地方環境法。特別是，本集團無違反任何對本集團有重大影響的有關空氣及溫室氣體排放、水陸排入物、有害及無害廢物產生及噪音的法律法規。本集團堅持“綠水青山就是金山銀山”的原則，實施了多項措施來減輕其對環境的影響。

在2020財政年度，本集團在範圍1（直接排放）、範圍2（能源間接排放）和範圍3（其他間接排放）下的溫室氣體排放量分別為1,145.9噸二氧化碳當量（“CO₂e”）、1,842.7噸二氧化碳當量和75.9噸二氧化碳當量。本集團的溫室氣體總排放量為3,064.5噸二氧化碳當量，本集團的總體溫室氣體排放強度為8.47噸二氧化碳當量/百萬新加坡元。除溫室氣體排放外，本集團在其運營中還產生了63.2噸非有害固體廢物（強度為0.17噸/百萬新加坡元）。本集團在審核年度內的經營活動未產生任何有害廢物。本集團的空氣污染物包括硫氧化物（“SOX”）、氮氧化物（“NOX”）及顆粒物（“PM”），主要來自商務車輛。具體而言，在2020財政年度，本集團向空氣排放的硫氧化物、氮氧化物和顆粒物的量分別為3.7kg、161.0kg和11.9kg。

Table 2 Total Emissions by the Group in FY2020⁹表2 2020財政年度本集團排放總量⁹

Emission Category 排放類別	Key Performance Indicator (KPI) 關鍵績效指標 (KPI)	Unit 單位	Amount in FY2020 2020財政年度排放量	Intensity ¹ (Unit/SGD million) in FY2020 強度 ¹ (單位/百萬新加坡元) 2020財政年度	Amount in FY2019 ⁸ 2019財政年度排放量 ⁸	Intensity ¹ (Unit/SGD million) In FY2019 強度 ¹ (單位/百萬新加坡元) 2019財政年度
Air Emissions ² 空氣污染物排放 ²	SOx	kg	3.7	-	5.7	-
	NOx	kg	161.0	-	250.5	-
	PM	kg	11.9	-	18.4	-
GHG Emissions 溫室氣體排放	Scope 1 ³ (Direct Emissions) 範圍 1 ³ (直接排放)	Tonnes of CO2e 二氧化碳當量的噸數	1,145.9	-	922.1	-
	Scope 2 ⁴ (Energy Indirect Emissions) 範圍 2 ⁴ (能源間接排放)	Tonnes of CO2e 二氧化碳當量的噸數	1,842.7	-	1,361.8	-
	Scope 3 ⁵ (Other Indirect Emissions) 範圍 3 ⁵ (其他間接排放)	Tonnes of CO2e 二氧化碳當量的噸數	75.93	-	38.4	-
	Total (Scope 1 & 2 & 3) 總計 (範圍1 & 2 & 3)	Tonnes of CO2e 二氧化碳當量的噸數	3,064.5	8.47	2,322.3	8.01
Non-hazardous Waste 無害廢物	Solid Wastes ⁶ 固體廢物 ⁶	Tonnes 噸數	63.2	0.17	32.4	0.11
	Wastewater ⁷ 廢水 ⁷	M ³ 立方	80,717	223.06	147,047	507.06

nitrogen oxides (“**NOX**”) and particulate matter (“**PM**”) were mainly generated from vehicles for business affairs. Specifically, the Group’s air emissions of SOX, NOX and PM amounted to 3.7 kg, 161.0 kg and 11.9 kg respectively in FY2020. The Group’s total emissions are summarised in Table 2.

1. Intensity was calculated by dividing the amount of air, GHG and other emissions by revenue of the Group in FY2020 and FY2019 respectively, which was S\$361.9 million in FY2020 and S\$291.0 million in FY2019;
2. Air emissions included the air pollutants in the exhaust gas from vehicles for transportation;
3. The Group’s Scope 1 (Direct Emissions) included the consumption of diesel and petrol in motor vehicles and the factories;
4. The Group’s Scope 2 (Energy Indirect Emissions) included only electricity consumption;
5. In FY2020, the Group’s Scope 3 (Other Indirect Emissions) included only paper waste disposed at landfills, electricity used for processing fresh water and sewage by government departments and business air travel, while in FY2019, only paper waste disposed at landfills was incorporated in emissions calculation;

表2匯總了本集團的排放總量。

1. 強度的計算方法是將2020財政年度和2019財政年度的空氣、溫室氣體和其他排放量分別除以2020財政年度和2019財政年度本集團收入，2020財政年度為361.9百萬新元，2019財政年度為291.0百萬新元；
2. 空氣排放包括運輸車輛尾氣中的空氣污染物；
3. 本集團的範圍1（直接排放）包括機動車和工廠的柴油和汽油消耗；
4. 本集團的範圍2（能源間接排放）僅包括耗電量；
5. 在2020財政年度，本集團的範圍3（其他間接排放）僅包括在垃圾填埋場處置的紙張廢物、政府部門用於處理淡水和污水的電力以及商務航空旅行，而在2019財政年度，僅將在垃圾填埋場處置的紙張廢物納入排放計算；

6. The solid waste of the Group covered waste from the factories and property buildings where the Group's employees worked and paper consumption occurred;

7. The total amount of wastewater discharged from the Group in FY2020 was based on the assumption that 100% of the consumed fresh water entered the municipal drainage system;

8. The air emissions and GHG emissions of FY2019 were recalculated with reference to the latest update of the calculation method in order to keep consistency and facilitate meaningful comparisons; and

9. The methodology adopted for reporting on GHG emissions set out above was based on "How to Prepare an ESG Report? – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange and the IPCC Emission Factor Database. A comparison of FY2019's data is provided to display changes and progress made by the Group.

Business Operation

The principal emissions from the Business Operations were GHG emissions from the purchase of electricity for office lighting and administrative operations, commercial solid waste and sewage generated from the staff at offices. Despite not being a major contributor to emissions, the Business Operations of the Group has retrofitted its equipment in the offices and promoted the practice of circular economy, in order to save energy resources, lower carbon emissions and reduce daily wastes.

To create a pleasant working environment for its employees while maintaining high efficiency of energy consumption in the offices, the Group has implemented an Eco-Office initiative for business sites to promote activities which demonstrate a high level of environmental consciousness and produce notable results in resource conservation:

1. Upgrade:

- Keep optimising the office equipment and systems, including the redesign of heating systems, upkeep of air-conditioning and instalment of automated lighting controls;
- Adopt high-efficiency lighting through the replacement of electricity-intensive lighting fixtures;
- Explore the opportunity to introduce renewable energy use; and
- Improve the overall environmental performance in the office building.

6. 本集團的固體廢物包括來自本集團員工工作及產生紙張消耗的工廠及物業建築的廢物;

7. 本集團在2020財政年度排放的廢水總量是基於消耗的淡水100%進入市政排水系統的假設;

8. 為了保持一致性並促進有意義的比較, 參考最新更新的計算方法重新計算了2019財政年度的空氣排放量和溫室氣體排放量; 以及

9. 上文所述的溫室氣體排放報告所採用的方法基於“如何編制ESG報告? - 附錄2: 證券交易所和IPCC排放係數資料庫發佈的“環境關鍵績效指標報告指南”。提供了2019財政年度的資料對比, 以顯示本集團所做的變化和進展。

業務運營

業務運營的主要排放是辦公照明和行政運營用電採購產生的溫室氣體排放、商業固體廢物和辦公室工作人員產生的污水。儘管不是主要的排放源, 但本集團的業務運營部門已對辦公室設備進行了改造, 並推廣了迴圈經濟的實踐, 以節約能源、降低碳排放和減少日常廢物。

為了給員工創造一個舒適的工作環境, 同時保持辦公室的高能耗效率, 本集團在商業場所實施了一項生態辦公室計畫, 以推廣展示高度環境意識並在資源節約方面產生顯著的成果的活動:

1. 升級:

- 不斷優化辦公設備和系統, 包括重新設計供暖系統、維護空調和安裝自動照明控制系統;
- 更換用電密集型照明設備, 採用高效照明;
- 探索引入可再生能源的機會; 以及
- 改善辦公樓的整體環境性能。

2. Training:

- Raise the awareness of employees at offices in energy and resources conservation through a series of internal seminars, educational courses and meaningful activities, during which employees and experts can share and obtain the techniques and motivation in emission control and the conservation of natural resources.

With respect to waste management, the Group applies the 3R-principle of “Reduce, Reuse and Recycle”. A company-wide guideline ensures that the Group’s waste is all properly sorted, classified and handed over to professional disposal companies. To efficiently manage its commercial solid waste from offices, the Group has adopted various measures, such as using a centralised garbage can for the collection of waste in the offices. The sorted municipal solid waste from offices is handled by the property management of the building and disposed of at landfills by the government. Moving towards Sustainable Waste Management, the Group has taken more actions as highlighted below:

- Recycle as much solid waste as possible through the classification approach;
- Purchase microwaves in the offices to encourage employees to take lunch boxes by themselves instead of ordering takeaway food, which could largely reduce the waste of food packages;
- Advocate the reuse of office stationeries;
- Get rid of paper and cut down on printing frequencies; and
- Encourage employees to switch to hand dryers to eliminate paper towels in the washroom.

In FY2020, the wastewater generated from offices of the Group was directly discharged into the municipal sewage network and handled by the building property management. Since the amount of wastewater highly depends on the amount of freshwater used, the Group has taken specific measures, further described in the next subsection under Water, to reduce its water consumption in the offices.

Manufacturing Operation

In FY2020, the major emissions from the manufacturing operation of the Group included air & greenhouse gases (“GHGs”), wastewater, solid waste and noise. To efficiently control the emissions from this business segment, the Group has implemented effective policies and adopted various advanced methods.

2. 培訓：

- 通過一系列內部研討會、教育課程和有意義的活動，提高辦公室員工對能源和資源保護的認識，在此期間，員工和專家可以分享和獲得排放控制和自然資源保護方面的技術和動力。

在廢物管理方面，本集團採用“減量化、再利用和再迴圈”的3R原則。全公司範圍的指導方針確保本集團的廢物都得到適當的分類和歸類，並移交給專業的處理公司。為有效管理辦公室產生的商業固體廢物，本集團已採取各種措施，例如使用集中垃圾桶收集辦公室內的廢物。辦公室產生的經分類的城市固體廢物由大廈的物業管理部門處理，並由政府垃圾填埋場處置。為實現可持續廢物管理，本集團採取了更多行動，具體如下：

- 通過分類方法回收盡可能多的固體廢物；
- 在辦公室購買微波爐，鼓勵員工使用飯盒，而不是訂購外賣，這樣可以大大減少食品包裝的浪費；
- 提倡辦公文具的再利用；
- 去除紙張，降低印刷頻率；以及
- 鼓勵員工改用幹手器，消除衛生間的紙巾。

在2020財政年度，本集團辦公室產生的廢水直接排入市政污水管網，由大廈物業管理處理。由於廢水量在很大程度上取決於淡水的用量，本集團已採取具體措施，以減少辦公室用水量，詳見下一小節“水”。

製造業務

在2020財政年度，本集團製造業務的主要排放包括空氣及溫室氣體（“GHG”）、廢水、固體廢物和噪音排放。為有效控制該業務部門的排放，本集團已實施有效政策並採用多種先進方法。

Air & GHG Emissions

Air emissions from this business segment majorly included volatile organic compound (“**VOC**”) during the production process and pollutants of exhaust fumes from vehicles. In FY2020, the Group utilised collection ducts to collect the VOC, which was purified by the external air purification unit in the ventilation system before being released to the atmosphere. GHG emissions, a commonly known culprit causing the accelerating rate of global warming and climate change, is affecting the way people live and companies operate. The main source of GHGs in the Manufacturing Operation segment of the Group came from the use of purchased electricity and the consumption of fossil fuels. To comply with the Integrated Emission Standard for Air Pollutants (《大氣污染物綜合排放標準》), the Group has established internal policies to control its air emissions, manage energy consumption, and optimise the operational process, thereby to large extent minimising the detrimental impacts of air and GHG emissions on the environment.

Due to its unremitting efforts in minimising the consumption of fossil fuels by preventing unnecessary travelling, the air emissions of the Group in the year under review were seen a drop in various degrees. In particular, the amount of SO_x reduced by 35.1% as compared to that of FY2019, while that of NO_x and PM generated decreased by 35.7% and 35.3% respectively.

Meanwhile, the GHG emission pattern of FY2020 remained similar to that of FY2019, with Scope 2 (Energy Indirect Emissions) dominating. In order to gradually improve the disclosure of the report, in FY2020, not only did the Group expand the data collection scope to include the stationary combustion of fossil fuels in its Thailand subsidiaries, it also included the carbon emissions generated from the process of freshwater and sewage handling, and the business air travel into its carbon profile. As a result, the total GHG emissions of FY2020 substantially increased by 32.0% when compared to that in FY2019, with Scope 3 (Other Indirect Emissions) constituting the greatest surge. However, when keeping the same calculation scope with the previous year, the Scope 1 (Direct Emissions) recorded a 35.6% decline and the intensity of total GHG emissions was reduced by 14.8%, which demonstrated the concerted efforts by all employees of the Group in the effective execution of internal policies in its emission control.

空氣和溫室氣體排放

該業務部門的空氣排放主要包括生產過程中的揮發性有機化合物 (“**VOC**”) 和車輛尾氣污染物。2020財政年度，本集團利用收集管來收集揮發性有機化合物，這些化合物在排放到大氣之前由通風系統中的外部空氣淨化裝置淨化。眾所周知，溫室氣體排放是導致全球變暖和氣候變化速度加快的罪魁禍首，它正在影響人們的生活方式和各大公司的運營方式。本集團生產營運環節產生的溫室氣體主要源於購電使用及化石燃料消耗。為達成《大氣污染物綜合排放標準》的要求，本集團制定了諸多內部政策，旨在控制廢氣排放、減少能源消耗並優化運營流程，從而最大程度地降低廢氣和溫室氣體排放對環境的不利影響。

由於本集團不懈努力，避免不必要的出行，儘量減少化石燃料的消耗，終於使得本集團的尾氣排放量值在本報告所述年度有不同程度的下降。其中，硫氧化物的排放量比2019財政年度減少了35.1%，氮氧化物和顆粒物的排放量分別減少了35.7%和35.3%。

同時，2020財政年度的溫室氣體排放模式與2019財政年度的模式相似，範圍2（能源間接排放）均占主導地位。為逐步完善報告的披露資訊，在2020財政年度，本集團擴大了資料收集範圍，在泰國分公司新增一項關於化石燃料固定燃燒的指標，還將淡水和汙水處理過程中及商務航空旅行中產生的碳排放量納入其碳濃度分析。結果是，2020財政年度的溫室氣體總排放量大幅增加，相比2019財政年度漲了32.0%，其中範圍3（其他間接排放）增幅最大。然而，若保持與上一年相同的計算範圍，範圍1（直接排放）的記錄值則減少35.6%，溫室氣體總排放量強度則降低14.8%，這表明本集團所有員工在有效執行排放控制的內部政策方面作出了共同努力。

Wastewater

Wastewater produced in the Manufacturing Operation segment included domestic wastewater and industrial wastewater. The domestic wastewater was directly discharged into the local drainage system, while for the industrial wastewater, the Group has collaborated with qualified professional companies for its collection, transportation and treatment. The Group ensures that all its discharge of wastewater should be in strict compliance with the Integrated Emission Standard for Wastewater (《污水綜合排放標準》) and other regulations in regions where it operates.

In FY2020, due to its steadfast efforts in controlling the use of water in all operation processes, the amount of wastewater plummeted by 45.1% when compared to that of FY2019, with a 55.9% fall in the intensity being recorded. As the amount of wastewater discharged highly depended on the amount of water used, more measures on water conservation will be discussed in detailed in the subsection A.2. Use of Resources.

Solid Wastes

The solid wastes generated in this business segment included domestic solid waste from employees and electronic wastes during manufacturing operations. In all of its divisions, the Group seeks to reduce the use of raw materials and recycle materials wherever possible under the guidance of ideas of shifting from the conventional linear economy to a circular economy. The domestic waste was well-sorted, recycled and handled by the certified municipal department, whereas the electronic wastes should be treated scientifically. In accordance with Administrative Measures for the Prevention and Control of Environmental Pollution by Electronic Waste (電子廢物污染環境防治管理辦法), the Group has formulated internal policies for its management of electronic waste.

As the concept of “lifecycle thinking” grows increasingly on the global state, the Group aspires to reduce its environmental impacts by closely overseeing the entire product lifecycle, from designing, manufacturing and disposal of end-of-life products. To help build a recycling-oriented society, the Group is planning to develop a closed-loop recycling business model through the utilisation of recycled materials, manufacturing that is oriented to resource saving, recycling of factory waste and recycling of end-of-life products.

In FY2018, the Group set an ambitious target of further lowering the intensity of solid waste to 0.1

廢水

生產運營環節產生的廢水包括生活廢水和工業廢水。生活廢水直接排入當地排水系統，工業廢水則由本集團與有資質的專業公司合作收集、運輸和處理。本集團保證，所有廢水排放均嚴格遵守《廢水綜合排放標準》以及運營區域的其他各類法規。

本集團在2020財政年度作出了不懈努力，嚴格把控所有操作過程中的用水，與2019財政年度相比，廢水總量驟降45.1%，記錄的排放強度也下降55.9%。由於廢水排放量很大程度上取決於耗水量，因此更多節水措施將在小節A.2.中詳細討論資源利用。

固體廢物

本業務板塊產生的固體廢物包括來自員工生活廢物和生產經營活動中的電子廢物。在從傳統的線性經濟向迴圈經濟轉變的理念指導下，本集團力求使所有部門盡可能減少使用原材料和迴圈材料。生活廢物由經認證的市政部門妥善分類、回收和處理，而電子廢物則進行科學處理。本集團根據《電子廢物污染環境防治管理辦法》，制定了電子廢物管理的內部政策。

隨著“全生命週期思維”的概念在全球範圍內日益流行，本集團希望通過密切監督整個產品生命週期（從設計、製造到報廢產品的處置）來減少對環境的影響。為打造以迴圈利用為導向的社會，本集團計畫通過回收材料利用、節約資源型製造、工廠廢物迴圈利用和報廢產品回收等方式，發展閉環型的迴圈利用商業模式。

在2018財政年度，本集團制定了一個雄心勃勃的目標，即進一步將固體廢物的強度降至每百萬新加坡

tonnes per SGD million. In FY2019, the Group has made solid progress by strengthening its waste management and optimising operations, resulting in the intensity recorded to be 0.11 tonnes per SGD million. Yet, despite the unwavering efforts of the Group in waste management, the sudden strike of pandemic that caused a surge in use of disposable items including masks, together with the growing business of the Group, led to a rise in domestic solid waste. Specifically, the solid waste generated per SGD million by the Group in FY2020 increased slightly by 0.06 tonnes/SGD million. Notwithstanding that, the Group will keep on optimising its waste management policies and strive for achieving the target set in next financial year.

Noise

The noise generated by the Group was primarily caused by the machinery operations in manufacturing processes. In strict compliance with national and local regulations in terms of noise emissions such as Emission standards for industrial enterprises noise at boundary (GB12348-2008) (工業企業廠界環境噪聲排放標準), the Group has adopted many noise-reducing facilities and measures to mitigate the impact of noise on the surroundings, including but not limited to:

- Place noisy machinery or facilities to the areas in the absence of workers;
- Reduce the duration of noise exposure to employees with policies regulating the time limit of employees in noisy areas and job rotations; and
- Take into consideration the factor of noise in the procurement and maintenance of machinery in factories and given priority to the equipment with better performance in noise control.

In FY2020, the Group did not receive any substantial complaint from nearby residents regarding its noise impacts.

A.2. Use of Resources

In FY2020, the main resources consumed by the Group were electricity, gasoline, diesel, water, paper and various packaging materials. Table 3 illustrates the amount of different resources used by the Group during the year under review.

1. Intensity was calculated by dividing the amount of

元0.1噸。在2019財政年度，本集團通過加強廢物管理並優化運營取得了扎實的進展。根據記錄顯示，固體廢物的強度降至每百萬新加坡元0.11噸。儘管本集團在廢物管理方面做出了不懈的努力，但新冠疫情的突然爆發卻導致一次性用品（包括口罩）的使用量激增，加之本集團業務不斷增長，導致了生活固體廢物量上升。具體而言，本集團在2020財政年度使用每百萬新元所產生的固體廢物略有增加，為0.06噸/百萬新加坡元。儘管如此，本集團將繼續優化廢物管理政策，並爭取在下一財政年度達到既定目標。

雜訊

本集團的噪音源主要出自製造過程中的機械操作。為嚴格遵守國家和地方有關雜訊排放的規定，如《工業企業廠界雜訊排放標準》（GB12348-2008），本集團採用了多項降噪設施及措施，以減輕雜訊對周圍環境的影響，包括但不限於：

- 在沒有工人的地區放置有雜訊的機械或設施；
- 通過規定雜訊地區的員工工作時間和輪崗政策，減少員工接觸雜訊的時間；
- 在工廠採購和維護機械時考慮雜訊因素，優先選擇雜訊控制性能較好的設備。

2020財政年度本集團未收到附近居民關於雜訊影響的任何實質性投訴。

A.2.資源利用

在2020財政年度，本集團消耗的主要資源為電力、汽油、柴油、水、紙張及各種包裝材料。表3說明了本報告所述年度內本集團使用的不同資源的數量。

Table 3 Total Use of Resources by the Group in FY2020**表3 2020財政年度本集團資源使用總量**

Use of Resources 資源利用	Key Performance Indicator (KPI) 關鍵績效指標 (KPI)	Unit 單位	Amount in FY2020 2020財政 年度 排放量	Intensity ¹ (Unit/SGD million) in FY2020 集約度 ¹ 2020財政年 度 (單位/百 萬新加坡元)	Amount in FY2019 ² 2019財政年 度的排放量 ²	Intensity ¹ (Unit/SGD million) in FY2019 集約度 ¹ 2019財政年 度 (單位/百 萬新加坡元)
Energy 能源	Electricity 電力	MWh 兆瓦時	2,755.6	7.6	2,054.6	7.1
	Gasoline 汽油	L 升	337,131	931.7	378,051	1,299.2
	Diesel 柴油	L 升	120,184	332.1	10,404	35.8
	TOTAL 總計	GJ 吉焦耳	25,824	71.4	20,469	70.3
Water 水	Water 水	m ³ 立方米	80,717	223.1	147,047	505.3
Paper 紙張	Paper 紙張	Tonnes 噸	9.8	0.03	8.0	0.03
Packaging materials ³ 包裝材料 ³	Paper, Plastic & Wood 紙張、塑膠和木材	Tonnes 噸數	61.7	0.2	48.7	0.2

natural resources by revenue of the Group in FY2020 and FY2019, respectively, which was S\$361.9 million in FY2020 and S\$291.0 million in FY2019;

2. The amount of resources used in FY2019 was extracted from the ESG Report 2019. A comparison of FY2019's data is provided to display changes and progress made by the Group; and

3. The total weight of packaging materials was based on the direct weight and reasonable estimations by considering the size of certain types of materials that were hard to be accurately measured in weight.

Electricity

Electricity was purchased from utilities by the Group and consumed for regular operations in the offices and during manufacturing operations. In FY2020, the total electricity consumption of the Group was 2,755.6 kWh'000, with an intensity of 7.6 kWh'000/SGD million, which is 7.9% slightly higher than that in FY2019. The moderate increase was mainly due to the further expansion of its reporting scope by incorporating the data of electricity consumption from 45 subsidiaries in FY2019 to 64 subsidiaries in FY2020 given its perseverance in its monitoring and control of energy consumption. Indeed, the Group has shown promising progress in minimising its electricity usage. It is highlighted that the business segments in Northern China, Middle China, Indonesia

1. 集約度的計算方式為：將2020財政年度和2019財政年度的自然資源金額除以本集團的收入，2020財政年度為361.9百萬新元，2019財政年度為291.0百萬新元；

2. 2019財政年度使用的資源數量摘自2019年ESG報告。對2019財政年度的資料進行比較，以顯示本集團所做的變更和進展；以及

3. 包裝材料的總重量是基於直接重量及合理估算得出的，考慮了某些難以精確測量重量的材料的尺寸。

電力

電力由本集團從公用事業公司購買，用於辦公室日常用電和生產運營用電。2020財政年度，本集團總用電量為2755.6kWh'000，強度為7.6kWh'000/百萬新加坡元，比2019財政年度略高7.9%。略微增長的主要原因是，本集團堅持對能源消耗進行監測和控制，2019財政年度納入45家附屬公司用電量資料，而2020財政年度納入了64家附屬公司的用電量資料，進一步擴大了報告範圍。事實上，本集團在儘量減少用電方面已取得了可喜的進展。值得注意的是，華北、華中、印尼、中國香港等地區的業務板塊用電量分別大幅下降8.3%、17.8%、40.7%和55.3%。

and Hong Kong have witnessed a staggering drop in electricity consumption by 8.3%, 17.8%, 40.7% and 55.3% respectively.

Both offices and manufacturing factories of the Group have stringently complied with relevant regulations and the Group's policy of saving electricity. To mitigate the consumption of electricity so as to further control its Scope 2 GHG emissions, the Group has embedded the slogan of "Saving Electricity" into its business strategy and encouraged its employees to implement the following practices:

- Switch off all idle lights and air conditioners (e.g. most electrical equipment will be turned off during lunchtime);
- Place 'Save electricity and turn off the light when you leave please' posters to encourage workers and employees to conserve energy;
- Perform maintenance on the electrical equipment in offices (such as air conditioner and paper shredder) regularly to keep their high efficiency;
- Adjust the set temperature of air conditioners in the offices appropriately;
- Use electrical appliances with certified energy-saving labels;
- Replace the energy-intensive lamps with LED lighting fixtures in the offices; and
- Educate all employees to open curtains and utilise the natural sunlight for lighting in the office when possible.

Reckoning that its manufacturing processes contribute to the vast electricity consumption within the Group, apart from general office energy saving measures, the Group has also paid great attention to its energy management system during plant operations. The Group aims to save electricity by making energy-efficiency improvements at its locations. Meanwhile, the Group is also actively exploring the opportunities in transitioning to clean power generated from renewable sources. The Group intends to offset its carbon emissions from combustion process through the generation of renewable energy in its hydro-electric plants in Indonesia, among other sustainability-related projects, which significantly promote both social and ecological development. It should be noted that the Group's subsidiary which possesses solar power plants in Suzhou, the PRC, has been disposed during the year under review, as such the information about the electricity generation from solar panels is not discussed from then onwards.

本集團的辦公場所和製造工廠均嚴格遵守相關規定和本集團的節電政策。為減少電力消耗，進一步控制其範圍2溫室氣體排放，本集團在自身業務戰略中加入了“節約電力”的口號，並鼓勵員工實施以下做法：

- 關閉所有閒置燈和空調（例如，午餐時間關閉大部分電氣設備）；
- 張貼“節約用電，離開請關燈”海報，鼓勵工人和員工節約能源；
- 定期對辦公室的電氣設備（如空調、碎紙機等）進行維護，保持其高效運行；
- 適當調整辦公室空調的設定溫度；
- 使用貼有認證節能標籤的電器；
- 將辦公室的節能燈更換為LED照明燈具；
- 鼓勵所有員工打開窗簾，盡可能利用自然光照明辦公室。

考慮到生產過程中耗電量巨大，除了在一般辦公室採取節能措施外，本集團還非常重視工廠運行期間的能源管理系統。本集團的目標是通過改善所在地的能源效率來節約電力。同時，本集團也在積極探索從可再生能源向清潔能源轉型的可能性。本集團打算通過在印尼的水力發電廠產生可再生能源，同時參與其他與可持續發展有關的專案，來抵消燃燒過程的碳排放，這些專案會極大地促進社會發展和生態發展。值得注意的是，本集團在中國蘇州擁有太陽能發電廠的附屬公司在本報告所述年度內已經接受處置，因此其後不再討論太陽能電池板發電的相關資訊。

Other energy resources

The consumption of gasoline and diesel for the manufacturing process and transportation is a major constituent of the Group's carbon emissions profile. In FY2020, the Group consumed 337,131 litres of gasoline and 120,184 litres of diesel, with the intensity of 931.7 and 332.1 L/SGD million respectively. During the year under review, the consumption of gasoline dropped by 10.8%, which demonstrated the Group's effective management on its fuel use and vehicle operations. Meanwhile, the amount of diesel consumed during the reporting year surged, which was primarily due to the expansion of the measurement and recording of relevant data from more subsidiaries of the Group. Based on the same scope of data collection as previous years, however, the amount of diesel consumed in FY2020 dropped by 21.4% as compared to that FY2019. The Group will continue to lay emphasis on its control of the consumption of fossil fuels in the future.

As the Group advances towards the future with an open mind with regard to technology, it has always been committed to optimising its operations and believes that the access to secure and reliable energy sources is key to the long-term stability of the Group's business. With steady growth in business and strenuous efforts in the research and development of renewable energy in operations, the Group is making considerable upfront investments in redesigning its machinery to be more eco-efficient and setting ambitious targets for its fossil fuel consumption in the future, which constantly reminds the Group of taking into account the financial implications of climate-related risks and relentlessly changing towards sustainable development. While the efficacy of these measures may not be reflected in a short-term due to the time lag in transition, the Group has further set up relevant policies that allow immediate actions with an aim to bring more effective benefits in the coming years, in order to address and improve the problem in a timely manner. Examples of measures to be executed to reduce energy consumption by transportation are shown below:

- Fully utilise the vehicle capacity to avoid unnecessary transport;
- Encourage employees to share vehicles for business affairs when appropriate;
- Plan driving routes in advance with discretion in terms of eco-friendly transportation;
- Educate, train and require drivers to drive at a constant speed to avoid any unnecessary brake; and

其他能源資源

製造過程和運輸過程中消耗的汽油和柴油是本集團碳排放的主要組成指標。在2020財政年度，本集團消耗汽油337,131升，柴油120,184升，具體分別為931.7升/百萬新加坡元和332.1升/百萬新加坡元。在本報告所述年度，汽油消耗量下降了10.8%，這證明本集團實現了燃料使用和車輛運營的有效管理。同時，報告年度柴油消費量激增，主要系擴大本集團更多附屬公司相關資料計量和記錄的緣故。然而，基於與往年相同的資料收集範圍，2020財政年度的柴油消耗量較2019財政年度下降了21.4%。本集團今後將繼續加強控制化石燃料的消耗。

本集團以開放的態度發展未來的技術，將一直致力於優化運營，因為我們相信，獲得安全可靠的能源是本集團業務長期穩定的關鍵。隨著業務的穩步增長，可再生能源的研發投入也在不斷加大，本集團正進行大量前期投資，重新設計機械設備，以提高生態效率，並設定關於未來的化石燃料消耗的遠大目標。這不斷提醒著整個本集團，要考慮到與氣候有關的風險所涉財政問題，並堅持不懈地向可持續發展方向轉變。雖然由於過渡時期的滯後，這些措施的效力可能不會在短期內反映出來，但為了及時解決和改善這一問題，本集團還制定了相關政策，以便立即採取行動，以期在未來幾年帶來更有效的效益。為降低運輸能耗而採取的措施示例如下：

- 充分利用車輛容量，避免不必要的運輸；
- 鼓勵員工在適當的時候共用商務車輛；
- 在環保交通方面，提前規劃行車路線；
- 教育、培訓並要求司機勻速行駛，避免不必要的剎車；
- 鼓勵員工乘坐公共交通工具，而不是開車上班，從而降低自己的碳足跡。

- Encourage staff to take public transportation instead of driving to work, thereby lowering their own carbon footprints.

Water

The conscientious use of water has been a goal of the Group for many years and regarded as a central part to its sustainability target vision. During the year under review, the Group did not face any problem in sourcing water that was fit for its purpose. In FY2020, the Group consumed 80,717 m³ water, with an intensity of 223.1 m³/SGD million. In FY2019, the Group analysed the water consumption among its subsidiaries and found that operations in specific regions such as Vietnam and Malaysia experienced unusual water consumption pattern. By taking systematically water conservation practices, the Group has already made achieve significant improvements. The total amount of water consumed in FY2020 decreased by 45.1% as compared to previous year, with all operating regions (apart from Vietnam) recording a drop in water consumption. To take a proactive stance, the Group was devoted to educating and promoting the importance of water conservation among its employees.

The subsidiaries of the Group held a multitude of meetings, seminars and training programmes delving into more advanced and effective ways of saving water in daily operations, and workers and employees of the Group were incentivised to try their best to reuse as much wastewater as possible. To ensure that all employees can strictly adhere to the principle of water conservation in their daily work, "saving water resources" posters and banners were placed at prominent places in the factories and offices, and employees were regularly reminded to turn off water taps after use through emails and notices. To improve the utilisation efficiency of water resources, the Group has further adopted the following practices focusing on its water conservation facilities:

- More stringent management of water intake using flowmeters;
- Leakage control by installing above-ground water pipes;
- Fix dripping taps immediately once leakage is found;
- Run regular leakage test on water taps, joint rings and other defects in the water supplier system;
- Circular use of cooling water;
- Reuse of wastewater after treatment; and
- Turn off the water supply system on holidays.

水

謹慎用水是本集團多年來的目標，這被視為本集團可持續發展目標的核心部分。在本報告所述年度，本集團在尋找適用水方面並無任何問題。2020財政年度，本集團耗水80,717立方米，具體為223.1立方米/百萬新加坡元。2019財政年度，本集團分析了各附屬公司的耗水量，發現越南和馬來西亞等特定地區的運營存在不尋常的耗水量模式。通過系統地採取節水措施，本集團已取得重大改進。與上年相比，2020財政年度的總耗水量減少了45.1%，所有運營區域（除越南外）的耗水量都出現了下降。本集團採取了積極的態度，致力於向員工宣傳節約用水的重要性。

本集團旗下各附屬公司舉辦多項會議、研討會及培訓活動，探討在日常運作中推行更先進及有效的節水方法，並鼓勵本集團員工儘量重複使用廢水。為保證全體員工在日常工作中嚴格遵守節約用水的原則，我們在工廠、辦公室的顯著位置都張貼了“節約水資源”的海報和標語，並經常通過郵件、通知提醒員工在用水後關掉水龍頭。為提高水資源利用效率，本集團就節約用水設施進一步採取以下措施：

- 使用流量計更嚴格地管理取水；
- 安裝地上水管以控制漏水；
- 發現漏水立即修理滴水龍頭；
- 定期對供水系統的水龍頭、接頭環和其他缺陷進行洩漏試驗；
- 冷卻水迴圈使用；
- 處理後的廢水回用；
- 在節假日關閉供水系統。

Paper

In FY2020, the paper consumption of the Group was 9.8 tonnes, which went up as compared with that in FY2019, primarily due to the expansion of the reporting scope from 53 subsidiaries in FY2019 to 65 subsidiaries in FY2020.

The promotion of “Paperless Office” and “Office Automation” is grounded in the Group’s culture, and the Group has continued to make efforts to facilitate behavioural changes in minimising the use of paper, including:

- Disseminate information by electronic means (i.e. via email or e-bulletin boards) as much as possible;
- Set duplex printing as the default mode for most network printers when printouts are needed;
- Spread the idea of “Think before print” by using posters and stickers in offices to remind the staff of avoiding unnecessary printings;
- Put boxes and trays as containers beside photocopiers to collect single-sided paper for reuse; and
- Use the back of old single-sided documents for printing or draft paper.

Meanwhile, aiming to fulfil its commitments to the recycling and reuse of paper resources, the Group has been dedicated to measuring and collecting the accurate data, and evaluating the performance of each subsidiary in paper consumption. In particular, in FY2020, the high paper consumption with a dramatical rise from 55 kg to 611.24 kg of Gateway Motion (Shanghai) Co., Ltd, one subsidiary of the Group, drew the Group’s attention. The Group is committed to further analysing and monitoring the performance in paper consumption among its certain subsidiaries, and implementing paper conservation measures more effectively.

Packaging Materials

In FY2020, the Group consumed a total of 61.7 tonnes of paper-made and plastic-made packaging materials. The total amount of packaging materials consumed by the Group rose as compared to that in FY2019 amount (48.7 tonnes), which was due to the inclusion of more subsidiaries in data collation with more accurate measurements, recording and disclosure. Moreover, the increase in packaging materials used was also principally due to the burgeoning business development of the Group, which was reflected in the intensity outcome between FY2020 and FY2019.

紙張

2020財政年度，本集團的紙張消耗量為9.8噸，與2019財政年度相比有所增加，主要原因是報告範圍從2019財政年度的53家附屬公司擴大到2020財政年度的65家附屬公司。

推廣“無紙化辦公”和“辦公自動化”起源於我們的企業文化，本集團努力促進員工的行為改變，儘量減少使用紙張，包括：

- 盡可能通過電子方式（即通過電子郵件或電子公告欄）傳播資訊；
- 大多數網路印表機需要列印時，將雙面列印設置為預設模式；
- 在辦公室張貼海報和貼紙，傳播“先想後印”的理念，提醒員工避免不必要的印刷；
- 在影印機旁放置盒子及託盤作為容器，收集單面紙張以供再用；
- 使用舊單面檔背面列印或作為草稿紙。

此外，為了實現對紙張資源回收再利用的承諾，本集團一直致力於測量和收集準確的資料，評估各附屬公司在紙張消耗方面的表現。特別是在2020財政年度，本集團附屬公司創岳自動化控制科技（上海）有限公司從55公斤急劇上升到611.24公斤高紙張消耗量，引起了本集團的注意。本集團致力進一步分析及監察其若干附屬公司的耗紙表現，以便更有效地推行節約紙張措施。

包裝材料

2020財政年度，本集團共消耗61.7噸紙制和塑膠制包裝材料。與2019財政年度相比，本集團消耗的包裝材料總量（48.7噸）有所增加，這是因為在資料整理中納入了更多的附屬公司，並進行了更準確的測量、記錄和披露。此外，所用包裝材料的增加還主要是因為本集團業務發展迅速，這反映在2020財政年度與2019財政年度的強度結果中。

Table 4 Environmental Performance Benchmark between the Group and its peers ²表4 本集團與其同行之間的環境績效基準 ²

KPI Water 關鍵績效 指標 Peers	Water Consumption (m3) 耗水量 (立方米)	Intensity of Water Consumption (m3/employee) 水耗集約度 (立方米/雇員)	Electricity Consumption (kWh'000) 電力 消耗量 (千個千瓦時)	Intensity of Electricity Consumption (Unit/Employee) 用電集約度 (單位/雇員)	Other Energy Consumption (GJ) 其他能源消耗 (吉焦)
Peer 1 同行 1	203,000	13.37	41,500	2.73	57,820.4
ISDN 億仕登	80,717	84.88	2,755.6	2.90	15,904.44
Peer 3 同行 3	15,330,000	52.32	1,947,500,000	6,646.76	4,702,000
Peer 4 同行 4	23,110,000	89.10	3,450,000	13.30	5,880,000
Peer 5 同行 5	219,932	9.36	174,319,444	7,417.85	187,450
Peer 6 同行 6	910,374	111.51	198,234	24.28	2,662,325.2
Peer 7 同行 7	19,770,000	49.65	5,431,000,000	13,640.59	8,251,200
Peer 8 同行 8	11,000,000	75.08	1,788,000,000	12,203.28	13,050,000
Peer 9 同行 9	36,410,000	120.94	5,992,000,000	19,903.27	21,900,000

To better lower the consumption of packaging materials, the procurement process needs to be further improved and smartly controlled. The Group has been committed to taking advantage of the application of ERP (Enterprise Resource Planning) online platform further, in order to systematically manage the entire procurement process and optimise corporate resources, which has reflected the Group's desire to integrating innovative solutions in its business operation to achieve greater sustainability.

Benchmark

As a leading integrated engineering solutions provider, the Group has reviewed its ESG performance and in particular benchmarked its sustainability performance under the environmental subject with its selected peers, evaluating its progress and competitiveness in the market. According to Table 4, it is found that the Group's sustainability performance against a series of criteria was superior to most of its peers in FY2020, to some extent demonstrating the success of the Group's continuous efforts and innovative solutions on reducing its environmental impacts.

为了更好地降低包装材料的消耗，採購過程需要進一步改進和智慧控制。本集團一直致力於進一步利用ERP（企業資源規劃）線上平臺的應用，以便系統管理整個採購流程並優化企業資源。這反映了本集團希望在業務運作中整合創新解決方案，以實現更大的可持續性的決心。

基準

作為領先的集成工程解決方案提供商，本集團對其ESG績效進行了評估，尤其與選定的同行對環境課題下的可持續發展績效進行了基準測試，評估了其在市場上的進展和競爭力。從表4可以看出，2020財政年度本集團在一系列標準下的可持續性表現優於大多數同行，這在一定程度上說明了本集團在減少環境影響方面的持續努力和創新解決方案的成果。

Intensity of Other Energy Consumption (GJ/employee) 其他能源消耗集約度 (吉焦/雇員)	Scope 1 and 2 GHG emissions (tonnes CO2e) 範圍1和範圍2溫室氣體排放量 (噸二氧化碳當量)	Intensity of GHG emissions (Unit/Employee) 溫室氣體排放集約度 (單位/雇員)	Solid Waste (tonnes) 固體廢物 (噸)	Intensity of Solid Waste (Unit/Employee) 固體廢物集約度 (單位/雇員)
3.81	26,400	1.74	10,560	0.70
16.72	2,988.6	3.14	63.24	0.07
16.05	701,000	2.39	397,000	1.35
22.67	2,230,000	8.60	3,400	0.01
7.98	108,100	4.60	9,645	0.41
326.11	126,514	15.50	2,935.7	0.36
20.72	1,943,000	4.88	701,200	1.76
89.07	1,671,000	11.40	210,168	1.43
72.74	4,415,000	14.67	1,302,000	4.32

1. Intensity was calculated by dividing the amount of electricity consumption, GHG emissions and solid waste by the number of the employees of the Group and the selected peers; and

2. Peers were identified and selected based on the Industry Report 2016 of the Group, including leading international integrated engineering solutions providers in China, Singapore and Malaysia markets. The KPIs were summarised from their latest annual/ESG reports and the data processing was conducted by an independent party - 'Greenco ESG Advisory Limited' for better benchmarking.

A.3 The Environment and Natural Resources

Responsible business has been the management philosophy of the Group since its founding, which has relentlessly been taking effective measures to minimise its environmental footprints. The Group set ambitious environmental goals in 2018, clarifying its approaches to address the environmental issues as a corporate citizen of the society. Since 2018, the Group has been carrying out initiatives including actions on climate change prevention, resources conservation and group-wide recycling programmes, aiming to attain a sustainable, safe and secure future.

1. 集約度通過將用電量、溫室氣體排放量和固體廢物量除以本集團和選定同行的員工人數來計算；

2. 同行需根據本集團《2016年行業報告》進行認證和選定，包括中國、新加坡和馬來西亞市場領先的國際集成工程解決方案提供商。關鍵績效指標根據其最新的年度/ESG報告總結得出，資料處理由獨立方——“Greenco ESG諮詢有限公司”進行，以更好地進行校準。

A3 環境和自然資源

本集團自成立以來，一直秉承“負責任”的經營理念，堅持不懈地採取有效措施，旨在儘量減少對環境的影響。本集團在2018年制定了長遠的環保目標，明確了作為社會企業法人解決環境問題的方法。自2018年以來，本集團一直在實施包括氣候變化預防、資源節約和全本集團回收計畫在內的舉措，以期實現可持續、安全和有保障的未來。

The Group has put its emphasis on improving the efficiency of its daily operations and has been committed to innovating, designing and utilising cleaner and more energy-efficient technologies for its business operations in order to reduce their major environmental impacts such as the exploitation of energy resources and the generation of air and GHG emissions, and pursue its environmental goals. As a whole, positive progress has been seen by the Group throughout the year under review due to its unwavering efforts in controlling the consumption of natural resources and emissions. In particular, following its internal policies, the Group has significantly lowered its water and gasoline usage, which was beneficial to the cost-savings of the Group and lessening the burdens of the natural environment. The GHG emissions, solid waste, wastewater and noise of the Group were all in conformity to relevant environmental laws and regulations in FY2020. It is highlighted that the Group has made tremendous progress on strengthening data monitoring by including the accurate data from more subsidiaries in its data collection process, reflecting its determination in measuring its environmental performance and impacts of its global business. According to the analysis and evaluation of the performance and progress made during the year under review, the Group has further set clearer and appropriate targets under its environmental stewardship as shown in Table 5 below to continuously enhance the environmental sustainability. These environmental targets were established in a measurable, achievable and accessible manner, and will guide both short-term and long-term development of the Group.

本集團注重提高日常運營效率，致力於創新並為自身業務運作而設計和使用更清潔、更節能的技術，以減少重大環境影響，如能源開發影響、大氣和溫室氣體排放等，同時實現環保目標。總體而言，由於在控制自然資源消耗和排放方面作出的持續努力，本集團在本報告所述的全年中取得了積極的進展。值得一提的是，按照公司內部政策要求，本集團已大幅降低水和汽油的使用量，這有利於節省成本並減輕自然環境的負擔。本集團的溫室氣體排放、固體廢物、廢水和雜訊等指標均符合2020財政年度的相關環境法律法規。值得強調的是，本集團在加強資料監控方面取得了巨大進展，在資料收集過程中納入了更多附屬公司的準確資料，反映了本集團在衡量自身環境績效和全球業務影響方面的決心。根據對審查年度績效和進展的分析和評估，本集團在整個環境管理工作中訂立了更明確和適當的目標，如下表5所示，以持續提升環境的可持續性。這些環境目標具有可衡量性、可實現性和可取性，對於本集團短期和長期的發展都具有指導意義。

Table 5 Targets in Environmental Sustainability

表5 環境可持續性的目標

Areas 地區	Short-term Targets 短期目標	Long-term Targets 長期目標
Solid wastes 固體廢物	Given the business development and inclusion of more subsidiaries under the effective data monitoring system of the Group, the solid waste intensity of the Group fluctuated as compared to that in FY2019, but still remained at a relatively low level. The Group aims to keep lowering its solid waste intensity to less than 0.1 tonnes per SGD million within the next three years. 鑒於業務發展和更多附屬公司納入集團有效資料監控體系，集團的固體廢物強度指標相較2019財政年度有所波動，但仍處於較低水準。 未來三年內，集團力爭將固體廢物強度指標降低至每百萬新加坡元不足0.1噸。	To embed sustainability in its business strategies, the Group commits to formulate internal policies around Sustainable Waste Management and forge an enterprise that genuinely applies the '3Rs' principle: recycle, reuse, and reuse, in operations with the adoption of advanced technologies and employees' enhanced awareness. 為將可持續性納入業務戰略，集團承諾圍繞可持續性廢物管理來制定內部政策，採用先進技術，增強員工意識，打造一個真正踐行“3R”（回收、再利用、重複利用）原則的企業。

Electricity 電力	Given the business development, the electricity consumption increased in FY2020, with the intensity remaining at the similar level as that in FY2019. As such, the Group targets to maintain a further decline in electricity consumption intensity next year. 由於業務發展需要，2020財政年度用電量有所增加，強度指標與2019財政年度基本持平。 基於此，集團計畫在明年進一步降低用電強度。	The Group plans to shift towards a greener and cleaner energy sources. With numbers of hydropower projects commenced in Indonesia, with an installed capacity of 100 megawatt, the Group will invest more in the improvement of hydropower plants in terms of both number and capacity, and aims to achieve a double increase of electricity generation capacity by 2025 集團還計畫轉向使用更綠色清潔的能源。隨著印尼水電項目的大量開工，其裝機容量達到100兆瓦，同時，集團還將加大對水電站數量和容量的改造投資，力爭到2025年實現發電量翻番。
Energy resources 能源資源	Given the business development and inclusion of more subsidiaries under the effective data monitoring system of the Group, the energy consumption went up significantly as compared to that in FY2019. However, the energy intensity of the Group in FY2020 remained at the same level. The Group aims to maintain and pursues efforts to lower its energy intensity by setting up and implementing policies that allow immediate actions on reducing the energy usage by transportation. 鑒於業務的發展以及將更多附屬公司納入到集團有效的資料監控系統中，能源消耗較2019財政年度大幅上升。不過，集團在2020財政年度的能源強度仍保持在同一水準上。 集團的目標是：通過制定和實施政策，立即採取行動，減少運輸能源的使用，從而保持並努力降低能源強度。	The exploration of the viability of massively adopting renewable energy resources for operations has been a long-term target of the Group. The Group aims to introduce electric vehicles (EVs) to the business gradually and replace all traditional vehicles with new energy ones in the near future. 集團的一個長期目標是探索大規模採用可再生能源的可行性。同時集團還計畫是在不久的將來逐步將電動車（EV）引入業務範圍內，並用新能源車取代所有傳統車。
Water 水	The most urgent task is to address the rise in water consumption by targeting at the subsidiaries with an unusually high amount of usage and bringing down their water consumptions. In FY2020, the water consumption of the Group dropped dramatically and the Group successfully accomplished the goals set in FY2019. The Group aims to reduce its overall water consumption in the coming year, and further standardise its measurement and collection of the data of water usage. 當前最為緊迫的任務是解決用水量上升的問題，將目標對準用水量異常高的附屬公司，降低其用水量。在2020財政年度，集團用水量大幅下降，成功實現了2019財政年度的設定目標。 因此，集團計畫在未來的一年減少整體用水量，並進一步規範用水量資料的計量和收集。	The Group endeavours to lower its consumption of freshwater and plans to look for opportunities to introduce rainwater harvesting systems and innovative water recycling facilities as common ways in its business operations for water conservation. 集團致力於降低淡水消耗量，並計畫尋找機會引入雨水收集系統和創新型水回收設施，作為其業務運營中節約用水的常見方式。
Paper 紙張	Due to the coverage of more subsidiaries for accurate data monitoring, the paper consumption of the Group ascended in FY2020. The Group commits to lowering its consumption of paper to maintain under 0.05 tonnes per SGD million next year. 由於覆蓋了更多附屬公司以進行準確的資料監控，集團紙張消耗在2020財政年度也有所上升。 為此，集團承諾在明年將其紙張消耗量維持在每百萬新加坡元0.05噸以下。	While the pursuit of "Paperless Office" is tough and will not be built within one day, the Group aims to advocate the strategic goal throughout all offices and continuously lower its paper consumption, thereby accomplishing the target in the future. 雖然追求“無紙化辦公”是一項艱巨的任務，無法在一天內完成，但是集團的目標仍然是在所有辦事處宣導這一戰略目標和理念，並不斷降低紙張消耗量，以便最終在未來實現這一目標。

Packaging materials 包裝材料	The Group plans to further incorporate more packaging materials in recording and disclosure, including but not limited to the paper-, plastic- and wood-made packaging materials. 集團計畫在記錄和披露事項檔中進一步採用更多包裝材料，包括但不限於紙質、塑膠和木質包裝材料等。	In the long term, the Group is committed to establishing a more comprehensive system with the weight of all various packaging materials being standardised and archived. The target can effectively help the Group to sort the materials out in terms of the property, function and weight, minimising the risks of chaotic management of packaging materials that results in environmental damage. 從長期來看，集團還將致力於建立起一個更加全面的系統，實現各種包裝材料的重量規範標準化並進行存檔。通過實現這一目標，可有效地說明集團從性能、功能和重量方面對材料進行分類，最大限度地降低包裝材料管理混亂導致環境破壞的風險。
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In order to achieve these short-term and long-term targets, the Group aims to adopt a detailed management plan to incentivise its employees to be involved in the implementations of ESG policies within the organisation. Such proposed awarding system will be used to reward outstanding ESG practices carried out by subsidiaries/departments/employees. To further reinforce its management approach and delineate the responsibilities clearly, the Group has been exploring the opportunities to make carbon reduction as a key part of the long-term incentives for its senior management performance.

The Group is fully aware that the consumption of electricity and fossil fuels has been the major cause of the Group's impacts on the environment. Accordingly, the Group pledges itself to the optimisation of operations that used to rely on the usage of traditional energy resources towards a more environmentally friendly business model, as well as striving to fulfil its corporate mission of contributing to enhanced prosperity for all.

The Group's mini-hydropower plant project in Indonesia has been proved to be a successful way the Group offsets carbon emissions, contributes to global sustainable development and mitigates climate change. In particular, the mini-hydropower plants target at the remote and rural areas in Indonesia, that is not only aligned with the grand objective in the environmental sustainability of the Group, but also generate enormous benefits including job opportunities to the less developed regions of the world. This supports the Regulation No. 19 of 2015 by The Ministry of Energy and Mineral Resources in Indonesia that advocates more investment and development of mini-hydropower projects. Looking

為了實現所有這些短期和長期目標，本集團致力於通過一項詳細的管理計畫，激勵員工參與組織內部ESG政策的實施。此類擬議獎勵制度將用於獎勵附屬公司/部門/員工開展良好的ESG實踐。為進一步加強管理方法，明確職責，本集團一直在探索機會，將減少碳排放作為長期激勵高級管理層績效的關鍵部分。

本集團深知電力及化石燃料的消耗將是本集團對環境造成影響的主要可能原因。因此，本集團承諾優化以往依賴使用傳統能源資源的業務，建立更環保的商業模式，並努力履行其促進共同繁榮的企業使命。

本集團在印尼的小型水電站專案已被證明是本集團抵消碳排放影響、促進全球可持續發展和緩解氣候變化的成功方式。特別是針對印尼偏遠農村地區的小型水電站，不僅符合本集團環境可持續發展的宏偉目標，還能夠為世界欠發達地區帶來包括就業機會在內的巨大利益。這也符合和滿足印尼能源和礦產資源部2015年第19號條例的規定--該條例主張對小型水電專案進行更多投資和開發。展望未來，本集團承諾在不久的將來加大可再生能源的開發力度，並致力於東南亞地區可再生能源配送和儲存領域的研究和專案開發。

forward, the Group commits to put more efforts in renewable energy development in the near future and focus its efforts on the research and project development in the realm of distributing and storing renewable energy in Southeast Asia.

Climate change

Committed to making an important contribution to decarbonising the global economy, the Group strives to transit to a low-carbon enterprise which not only embraces a lower-carbon development plan its own operations, but also helps its clients to decarbonise their industries through innovative automatic business solutions.

Following the recommendation of the Task Force on Climate-related Financial Disclosure (“TCFD”), the Group aims to achieve its targets through a tailored governance, including strategy and risk management practices focusing on climate-related impacts.

Today, the world is affected by more extreme weather events from climate change, including more intense local precipitation and typhoons. In 2020, the flood in China rang the alarm of the Group that should the production plant and products be submerged underwater and become unusable in a water-related disaster, severe risks to its clients’ business and thus the Group’s reputation would arise. To mitigate these kinds of physical risks, the Group will take into account the possibility of flood damage when making significant decisions including the production location or equipment layout when designing. Water risk assessment will also be performed in the near future, so as to guide the implementation of countermeasures to mitigate water risks faced by each operating site.

The Group endeavours to undertake further analysis of the impacts from climate change on its whole value chain and the markets and production areas that may be vulnerable to climate crisis.

VI. SOCIAL SUSTAINABILITY

EMPLOYMENT AND LABOUR PRACTICES

B.1 Employment

As of 31 December 2020, the total number of employees of the Group was 951. ISDN believes that its success in the engineering industry is highly dependent on its employee. Thus, it has devised a competitive compensation and benefits package to attract, retain, and motivate employees. Employees’ remuneration is commensurate with their educational

氣候變化

本集團致力於為全球經濟的去碳化做出重要貢獻，同時還將致力於朝著低碳企業轉型，不僅在自身運營中採用低碳發展計畫，還通過創新的自動化業務解決方案說明客戶實現整體行業去碳。

根據氣候相關財務披露工作組（“TCFD”）的建議，本集團旨在通過量身定制的相關治理工作，包括以氣候相關影響為重點的戰略和風險管理實踐，實現其目標。

如今，世界正受到更多來自氣候變化的極端天氣事件的影響，包括更為強烈的局地降水和颱風等。2020年，中國的洪災為本集團敲響了警鐘，如果生產設備和產品被淹沒在水下，並且在與水有關的災難中變得無法使用，這就給本集團客戶的業務和本集團的聲譽帶來嚴重風險。為減輕此類物理性風險，本集團在作出重大決策時，包括在設計生產地點或設備佈局時，將同時考慮洪水損害的可能性。在不久的將來，本集團還將進行水風險評估，以指導實施減輕各作業現場面臨的水災風險對策。

本集團將努力進一步分析氣候變化對其整個價值鏈以及可能易受氣候危機影響的市場和生產領域的影響。

六、社會可持續性

就業和勞工實踐

B.1 就業

截止到2020年12月31日，本集團的員工總數為951人。億仕登意識到，該公司在工程行業的成功高度有賴於其員工的努力和貢獻。因此，億仕登設計了一項富有競爭力的薪酬和福利方案，以便吸引、留住和激勵員工。員工的薪酬將與其學歷、行業經驗、人際交往/溝通能力相掛鉤。對員工的招聘將基

qualifications, industry experience and interpersonal skills. Recruitment of employees is based upon continual analysis of human resource requirement in coping with the Group's business development. Salaries and wages are reviewed annually based on performance appraisals, qualifications, experience, position and seniority. The total number of employees of the Group by gender and age in FY2020 is summarised in the table below.

於對人力資源需求的持續分析，以符合本集團的業務發展。每年都將根據考績、資格、經驗、職位和資歷等對薪金和工資進行審查。有關2020財政年度按性別和年齡劃分的本集團員工總數情況，請見下表。

Table 6 Total Workforce of the Group by Gender and Age in FY2020

表6 2020財政年度中本集團按性別和年齡劃分的員工總數

By gender 按性別	按年齡 By age <25	25-35	35-45	45-55	Total	Total 合計
Male 男性	55	268	176	78	33	610
Female 女性	12	153	121	39	16	341
Total 合計	67	421	297	117	49	951

During the reporting period, the Group was in compliance with the following laws and regulations related to employment:

在報告期內，集團均遵守並符合以下各種與僱傭/就業相關的法律法規：

Table 7 Employment Laws and Regulations with which the Group Has Complied

表7 本集團遵守的僱傭法律法規

Hong Kong 香港	Employment Ordinance (Chapter 57 of the Laws of Hong Kong) 《僱傭條例》（香港法例第57章）
	Mandatory Provident Fund Schemes Ordinance 《強制性公積金計劃條例》
People's Republic of China 中華人民共和國	The Social Insurance Law of the PRC 《中華人民共和國社會保險法》
	The Provisional Measures for Maternity Insurance of Employees of Corporations 《企業職工生育保險試行辦法》
	The Decisions on the Establishment of a Unified Program for Old-Aged Pension Insurance of the State Council 《國務院關於建立統一養老保險制度的決定》
	The Decisions on the Establishment of the Medical Insurance Program for Urban Workers of the State Council 《國務院關於建立城鎮職工醫療保險制度的決定》
	The Unemployment Insurance Measures 《失業保險辦法》
Singapore 新加坡	The Employment Act (Chapter 91) of Singapore (EA) 《新加坡就業法》（EA）（第91章）
	Central Provident Fund Act 《中央公積金法》
	Employment of Foreign Manpower Act (Chapter 91A) of Singapore (EFMA) 《新加坡外籍勞工法》（EFMA）（第91A章）

Malaysia 馬來西亞	Employment Act 1955 ("EA 1955") 《就業法》 (1955年, EA1955)
	Industrial Relations Act 1967 ("IRA 1967") 《勞資關係法》 (1967年, IRA1967)
	Trade Unions Act 1959 ("TUA 1959") 《工會法》 (1959年, TUA1959)
	Employees Provident Fund Act 1991 ("EPF 1991") 《僱員公積金法》 (1991年, EPF1991)
	Employees' Social Security Act 1969 ("SOCSO Act") 《僱員社會保障法》 (1969年, SOCSO法)
Vietnam 越南	The Labour Code 《勞動法》

Equal-opportunity and anti-discrimination

The Group provides equal opportunities for employees in respect of recruitment, training and development, job advancement, and remuneration and benefits. The employees would not be discriminated or deprived of such opportunities on the basis of gender, ethnicity, religion, colour, age, marital status, family status, pregnancy or any other discrimination prohibited by applicable laws. The Group also appreciates cultural diversity in the development and employs people in a wide range of ages and ethnicities. The Group believes that the exceptional working experience, skill-set and professional techniques brought by the cultural diversity is of paramount importance to the success of the company and makes for a friendly and harmonious workforce by building the trust among employees.

Other benefits and welfare

Apart from the basic package, other benefits including severance pay, mandatory/central provident fund, employment compensation insurance, medical insurance, unlimited times doctor visit reimbursement, annual leaves, sick leaves, additional remuneration and benefits to reward and recognise performing employees such as performance-based bonus, commissions and variable annual bonuses are provided discretionarily as well. Besides, based on the different job duties of employees, local travelling (parking and petrol inclusive) allowance, mobile phone allowance, overseas travelling and meals allowance, and overtime taxi claim are included in the total remuneration and benefits package for employees.

B.2 Health and Safety

The Group has established work safety policies and procedures to ensure that its operations are fully in compliance with the applicable work safety laws and regulations on both local and

平等就業機會和反歧視

本集團在招聘、培訓和發展、工作晉升、薪酬和福利等方面均為員工提供公平、平等機會。僱員或職員不會因性別、種族、宗教、膚色、年齡、婚姻狀況、家庭狀況、懷孕或適用法律禁止的任何其它歧視情況而受到歧視或被剝奪此類機會。同時，本集團重視發展文化多樣性，並僱傭不同年齡和種族的員工。本集團相信，文化多樣性帶來的卓越工作經驗、技能組合和專業技術對公司的成功至關重要，並通過建立員工之間的信任，打造友好和諧的員工隊伍和氛圍。

其它收益和福利

除基本收益和福利外，其它福利還將包括遣散費、強制性/中央公積金、就業補償保險、醫療保險、無上限就醫報銷、年假、病假、額外薪酬和員工績效獎勵和表彰福利，如績效獎金，佣金和非固定年度獎金也可酌情發放。此外，根據員工不同的工作職責，本地交通（包括泊車及汽油）津貼、行動電話津貼、海外交通及膳食津貼，以及逾時的士報銷均包括在員工的薪酬及福利總額內。

B.2 健康與安全

本集團制定了安全生產相關政策和程式，以確保運營完全符合地方和國家層面的適用安全生產法律法規。通過採取各種職業健康安全培訓和措施，本集團在各個方面積極關心員工的健康。公司制定並有

national levels. The Group is actively engaged in caring for the wellbeing of its employees through adopting various occupational health and safety training and measures. Specific instructions and guidelines to ensure employees' health and safety are well developed and efficiently communicated to maintain a healthy and safe working environment for employees. The management of the Group is responsible for the overall health and safety performance of employees to ensure workplace safety. For instance, the management levels of the Production Department have attended the Production Safety Training (《安全生產培訓》) under PRC's Safety Supervision Bureau (安監局) in the year under review, to gain a greater understanding of safety standards and policy on maintaining a safe working environment and procedures for the staff. In FY2020, the Group provided around 40 hours of health and safety training through internal communications and briefings in the production plants to promote safety awareness among employees.

Regular drills are held to enhance fire safety amongst the staff. Fire equipment such as automatic smoke spray system and powder fire extinguishers are in place to prevent employees from fire hazards. Apart from drills, the Group also purchases health insurance and organises regular physical examinations for its employees so as to promote their wellness.

Due to the nature of its operations, the Group has provided suitable safety protective clothing and personal protective equipment ("PPE") to employees including helmets, safety shoes, gloves, earplugs and masks.

The Group was in compliance with the following laws and regulation related to employees' health and safety during the reporting period:

Table 8 Laws and Regulations Related to Employees' Health and Safety with Which the Group Has Complied
表8 本集團遵守的與員工健康和安全的法律法規

Hong Kong 香港	Occupational Safety and Health Ordinance, Chapter 509 《職業安全及健康條例》，第509章
	Employees' Compensation Ordinance, Chapter 282 《僱員補償條例》，第282章
People's Republic of China 中華人民共和國	Production Safety Law of the PRC 《中華人民共和國安全生產法》
	Regulation of Insurance for Labour Injury 《工傷保險條例》

效傳達確保員工健康和安全的具體指示和指導方針，以保持員工健康和安全的工作環境。同時，本集團管理層負責員工的整體健康安全績效，確保工作場所安全。比如生產部門管理層在本報告所述年度參加了安監局的安全生產培訓，進一步瞭解了關於維護工作人員安全工作環境和程式的安全標準和政策。在2020財政年度中，本集團還通過內部溝通和在生產工廠的簡報會提供了大約40個小時的健康和安全培訓，以提高員工的安全意識。

定期舉行了演習，以加強員工的消防安全。提供了消防設備，如自動煙霧噴射系統和乾粉滅火器等，以防止員工的火災危險。並且除了演習以外，本集團還為僱員購買健康保險，並定期為其安排身體檢查，以提升他們的健康水準。

鑒於相應的崗位操作性質，本集團還為員工提供了適當的安全防護服和個人防護設備（“PPE”），包括頭盔、安全鞋、手套、耳塞和口罩等。

在報告期內，本集團還遵守和滿足了下列與僱員健康及安全相關的各項法律法規：

Singapore 新加坡	Workplace Safety and Health Act, Chapter 354A (WSHA) 《工作場所安全與衛生法令》，(WSHA, 第354A章)
	Work injury compensation is governed by the Work Injury Compensation Act, Chapter 354 工傷賠償受《工傷賠償法》第354章的規定管轄
Malaysia 馬來西亞	Workmen's Compensation Act 1952 (WCA 1952) 《女工賠償法》(1952年, WCA 1952)
	Occupational Safety and Health Act 1994 (OSHA 1994) 《職業安全健康法》(1994年, OSHA 1994)
Vietnam 越南	The Labour Code 《勞動法》

Since FY2018, there was zero work-related fatality under the Group's operations, while during the reporting period, there were two lost days due to work-related injury recorded. There were not any incidence of work stoppages, labour disputes, litigation, claims, administrative action or arbitration against the Group. The Group is confident in achieving its target about zero work-related injuries or incidence of occupational hazards in the next five years.

Response to COVID-19

When the pandemic hit China in January 2020, the Group responded quickly in establishing a designated Task Force and a Tracking Platform, while rolling out a series of health and safety protocols as a global response plan for all Group's operational teams to follow.

Caring for the health and safety of not only the staff but also the local communities, the Group has moved quickly to source epidemic materials such as facemasks and alcoholic sanitising hand rub, and freely distributed to those in need including the vulnerable in the society and the affected colleagues. To prevent cluster infection in the workplace, the Group enforced flexible working arrangement such as work from home or shifted schedule according to the relevant regulations of the local government policies and guidance.

Meanwhile, to avert the bounce back of pandemic after work resumes, the Group has formulated the Prevention and Control Plan for Resumption of Work (疫情時期復工防控預案) to ensure that all staff avoid the "three C" situations – closed spaces, crowded places and close-contact settings, and take countermeasures. For example, strict entry protocols for all entrances were in place with temperature monitoring equipment being installed to safeguard the workplace. To further reduce the risk of transmission, staff in all offices and facilities

從2018財政年度開始，本集團運營期間皆無因工死亡事故，而在報告期內，因工傷損失了兩天。未發生針對本集團的任何停工、勞資糾紛、訴訟、索賠、行政訴訟或仲裁事件。並且，本集團有信心在未來五年內實現零工傷或職業危害發生率的目標。

對新冠肺炎的回應

在2020年1月新冠肺炎襲擊中國時，本集團迅速做出反應，建立了指定的工作隊和跟蹤平臺，同時推出了一系列健康和安協協議，作為本集團所有運營團隊遵循的全球應對計畫。

針對員工和當地社區的健康和安全，本集團迅速採購了口罩和酒精消毒手擦等疫情所需材料，並免費發放給有需要的人，包括社會弱勢群體和受影響的同事等。為防止在工作場所出現集群感染，本集團根據當地政府政策和指導的相關規定，實施靈活的工作安排，如在家工作或輪班工作。

同時，為避免新冠疫情在復工後出現反彈，本集團制定了疫情時期復工防控預案確保全體員工避免“三C”情況，即封閉空間、擁擠場所、近距離接觸設置，並採取應對措施。例如，公司針對所有入口都制定了嚴格的進入協定，並安裝了溫度監測設備，以保護工作場所衛生安全。為進一步降低傳播風險，所有辦公室和設施的工作人員都表現出了非凡的精神和良好的判斷力，制定了保護程式，包括：

have shown terrific spirit and good sense in putting in place protective procedures, including:

- Enforcing the use of masks;
- Enforcing the rules for public area use;
- Staggered shifts and seating arrangements; and
- Enforcing regular reporting to monitor the health of all.

B.3 Development and Training

The Group regards employees as the most valuable asset that allows the Group to produce products of high quality. Therefore, a series of formal training courses are provided on a regular basis to ensure employees are equipped with professional and qualified skill-set. Sticking to its performance incentive plan that encourages its employees to participate in ESG implementations and be more sustainability-conscious, the Group has introduced a systematic induction training for new employees that includes the understanding the Code of Conduct, Company Policy, Environmental Policy, Ethics and Safety Policy apart from health and safety training-related topics mentioned in B.2. Health and Safety. The training for the management of the Group has also been a significant part of the training system in the Group, which arranged “Bullet Proof Manager Programme” training programme in FY2020.

In FY2020, middle and senior management and some outstanding employees were allowed to develop their skills and knowledge in various training courses including Analysing & Visualising Data with Power BI, ISO Quality Management System, Ethical Behaviour in Business, WSQ Development Risk Management and Strategic Sales, in accordance with the specific requirements of their positions. For instance, staff in the Accounting Department enrolled in the accounting-related Continuing Professional Development courses and employees in the Sales Department participated in various product-related training courses to improve knowledge at work.

In FY2020, 790 employees received a total of 829 hours of training, with 1.05 hours of training received per employee. A total of 635 general staff, 95 middle management and 60 senior management participated in various types of training programmes, with a gender ratio of 86% : 14% (male:678 female:112) being recorded.

To maintain a 5% increase in the average hours each employee spends on training every year, the Group endeavours to improve its measurement on

- 強制要求佩戴口罩;
- 嚴格執行公共區域使用規則;
- 錯開輪班以及座位安排; 和
- 強制執行定期報告, 以對所有人的健康狀況進行監控。

B.3 發展和培養

本集團視員工為其最具價值的資產, 有了人員, 本集團才能生產高品質的產品。因此, 公司定期提供一系列正式培訓課程, 以培養和確保員工具備專業和合格的技能。本集團堅持其績效激勵計畫, 鼓勵員工參與ESG的實施和執行, 並更加注重可持續性, 除了B.2中提到的健康和安全教育培訓相關主題外, 本集團還為新員工引入了系統的入職培訓, 包括對行為準則、公司政策、環境政策、道德和安全政策的講解, 等等。健康和安全教育。針對本集團管理層的培訓也是本集團培訓體系的重要組成部分, 本集團在2020財政年度安排了“防彈經理計畫”的培訓計畫。

2020財政年度, 本集團允許其中高層管理人員和一些優秀員工可根據各職位的具體要求, 在各種培訓課程中發展其技能和積累知識, 包括使用Power BI分析和視覺化資料、國際標準組織品質管制體系、商業道德行為、WSQ發展風險管理和戰略銷售。例如, 會計部門的員工參加了與會計相關的持續專業發展課程培訓, 而銷售部門的員工參加了各種與產品相關的培訓課程, 以提高工作中的知識積累和提高。

2020財政年度, 共有790名員工接受了總共829小時的培訓, 即每位員工接受了1.05小時的培訓。並且, 共有635名一般職員、95名中層管理人員和60名高級管理人員參加各類培訓, 男女比例為86% : 14% (其中男性為678: 女性: 112)。

為保持每位員工每年用於培訓的平均時數增加5%, 本集團努力改善其對整體培訓時數以及員工按性別和職位劃分的培訓時間的衡量, 以確保為所有員工提供平等機會和透明度。本集團還力求在未來幾年引入一項培訓後回饋系統, 以審查和評估培訓的有效性, 並找出有待改進的問題。

the overall training hours and the training time of its staff by gender and positions, to ensure transparency on providing equal opportunities amongst all the employees. The Group also aims to introduce a post-training feed system in the coming years in order to review and assess the effectiveness of the training and identifying gaps yet to be improved.

B.4 Labour Standards

In FY2020, the Group was in compliance with the related Employment Act, Labour Laws and Employment Ordinance of the countries where the Group operated in terms of employment management, and there was no child nor forced labour in the Group's operations. The recruitment mechanism of the Group is strictly in line with the guidelines of the Group's human resource department. During the process, a recruitment questionnaire is used to collect personal, educational, and employment information of job applicants. After all necessary data related to employment is verified, the qualified candidate would be hired in accordance with the job requirement and employer's expectation and provided with a healthy and sustainable work environment.

OPERATING PRACTICES

B.5 Supply Chain Management

As a socially responsible enterprise, it is critical for the Group to maintain and manage a sustainable and reliable supply chain that takes environmental and societal impact into considerations. The Group monitors the quality of its suppliers and supply chain practices on a strict and regular basis, and requires its suppliers to fully comply with the laws and regulations as well as the Group's own standards and specifications.

Procurement policy

The suppliers of the Group are mainly overseas manufacturers. The Group has established a set of clear procedures for its supply chain management. Specifically, the procurement department places orders to suppliers according to actual needs and oversees the entire stock-in and stock-out process by strictly monitoring the quality of products that go in and out of the warehouse. Once any unqualified or defective product is found, a Non-Conformance Report needs to be filled out immediately and the following compensation or replacement will be negotiated in accordance with the terms of the agreement or contract.

B.4 勞動標準

2020財政年度，本集團在僱傭管理方面符合本集團經營所在國家的相關僱傭法、勞動法及僱傭條例，且本集團的經營中並無童工或強迫勞動。本集團的招聘機制嚴格按照本集團人力資源部的指導方針執行。在此過程中，引入招聘問卷，用於收集求職者的個人、教育和就業資訊。在對所有與就業相關的必要資料進行核實後，將根據工作要求和雇主期望雇用合格的候選人，並為其提供健康和可持續的工作環境。

實務運作

B.5 供應鏈管理

作為一家負責任的社會企業，本集團應維持和管理一條可兼顧環境和社會影響的可持續和可靠的供應鏈，這對其生存和發展至關重要。本集團嚴格定期監控其供應商的品質和供應鏈實務運作，並要求其供應商完全遵循法律法規以及本集團自身的標準和規範。

採購政策

本集團供應商主要為海外製造商。目前，本集團已建立起一套清晰明確的供應鏈管理程式。具體來說，採購部將根據實際需要向供應商下訂單，並通過嚴格監控進出倉庫產品的品質，監督整個入庫和出庫過程。一旦發現不合格的情況或有缺陷的產品，應立即填寫不合格報告，並根據協定或合同條款協商下列賠償或更換事宜。

The Group recognises the importance of collaborating with reputable suppliers who offer reliable, cost-effective and technologically advanced products in order to meet the engineering needs of its customers. With a broad customer base comprised of industries such as medical equipment, robots, mobile phones and transportation, the Group typically selects suppliers based on the suitability and value of components and parts and/or readily available products they supply according to the customers' specifications. The Group has formulated a standard Supplier Assessment survey with a set of strict criteria that evaluates the financial reliability of suppliers, stable supply of products, delivery time commitment, price stability and market reputation of the products. The suppliers are assessed based on factors including their reputation, the quality of their products and their receptiveness to feedback. The selection of new suppliers is normally carried out by Sales or Sales Administration based on criteria stated in the New Supplier Qualification or track record. An annual assessment of suppliers is normally conducted at the end of the financial year. Suppliers who fail to meet requirements will be brought for discussion in the yearly Management Review for further actions. Sourcing for supplies is generally executed by the subsidiary or branch office where the related suppliers are located and it usually takes place in the PRC, while the parent companies of such suppliers are usually located in Asia or North America.

The Group maintains a close liaison with its suppliers mainly through the methods below to ensure that they comply with relevant laws and regulations and strictly stick to their corporate ethics during operations:

- Communicate with suppliers via meetings, emails and telephone calls;
- Talk to suppliers on a regular basis;
- Ensure the on-time payment;
- Build sound relations with suppliers' representatives;
- Avoid rush orders wherever possible;
- Address any issues of concern promptly from the suppliers;
- Refer damaged or faulty goods to the suppliers timely with supporting documents; and
- Be prepared to review, renegotiate and adjust the terms of trade with suppliers from time to time.

本集團瞭解並意識到與信譽良好的供應商進行合作的重要性，這些供應商將提供可靠、經濟高效和技術先進的產品，以滿足客戶的工程需求。本集團擁有廣泛的客戶基礎，包括醫療設備、機器人、行動電話和運輸等行業，並且將通常根據客戶的規格要求，按照其供應的零部件和/或現成產品的適用性和價值來選擇對應的供應商。本集團已制定了一套標準的供應商評估調查程式，在調查中採用一套嚴格的標準來評估供應商的財務可靠性、產品的穩定供應、交貨時間承諾、價格穩定性和產品的市場聲譽等。針對供應商進行評估的因素包括其聲譽、產品品質和對回饋的接受程度等。對新供應商的選擇通常由銷售或銷售管理部門根據新供應商資格或跟蹤記錄中規定的標準進行。對供應商的年度評估通常在一個財政年度結束或期末時進行。不符合要求的供應商將在年度管理評審中進行討論，以採取進一步的行動。供應採購通常由相關供應商所在的子公司或分公司執行，通常在中國進行，而此類供應商的母公司通常位於亞洲或北美。

本集團主要通過以下方式與供應商保持密切聯繫，確保供應商在經營過程中遵守相關法律法規，嚴格遵守企業道德：

- 通過會議、電子郵件和電話與供應商進行溝通；
- 定期與供應商商談；
- 保證按時付款；
- 與供應商代表建立良好的關係；
- 盡可能避免緊急訂單；
- 及時解決供應商關切的任何問題；
- 及時向供應商移交損壞或有缺陷的貨物及證明文件；和
- 不定時準備審查、重新談判和調整與供應商的貿易條款。

Machinery and equipment maintenance

The Group's machinery and equipment are primarily comprised of computer numerical control (CNC) machines as well as sawing and milling machines for die casting or stamping, and are generally sourced from manufacturers in the PRC and the United States. In order to maintain the performance and functionality of the machine and equipment, regular cleaning and maintenance activities are carried out to ensure the production will not be adversely affected. As a result, customers and businesses would not be impacted due to the insufficiency of machinery or equipment failure.

In FY2020, the Group was in stable collaboration with 139 major suppliers, all of which were having firm and stable relationships with the Group. Given the sound connections between the Group and its suppliers, the Group did not experience any major difficulty in obtaining adequate supplies for its production during the year under review.

With a strong ambition to maintain a stable and sustainable supply chain, the Group has set the following three short-term targets for its supply chain management:

- Ensure 100% on-time delivery with a lower turnover rate and increasingly higher levels of customer satisfaction;
- Enhance the accuracy of freight billing accuracy; and
- Always keep the inventory turnover within 90 days.

B.6 Product Responsibility

In FY2020, the Group was in compliance with the relevant rules, regulations and standards that have a significant impact on the Group relating to health and safety, advertising, labelling and privacy matters with respect to its products and services and methods of redress. The Group has long been committed to meeting its customers' present and future needs, sourcing and recommending the best products around the world to its customers, and providing the best possible after-sales services. According to ISO 9001:2008 (Quality Management Systems), the Group has developed and implemented internal quality management approaches and referred to its Quality Manual as a guidebook, to better demonstrate its ability to provide reliable and safe products and services that meet customer and applicable regulatory requirements, such as RoHS (Restriction of Hazardous Substances), while facilitating the long-

機械設備維護

本集團的機器和設備主要由電腦數控機床（CNC）以及模鑄或衝壓用鋸床和銑床組成，通常來自中國和美國的製造商。為了保持機械設備的性能和功能，將定期進行清潔和維護活動，以確保生產不會受到不利影響。這樣，客戶和企業就不會因機械不足或設備故障而受到影響。

在2020財政年度，本集團與139家主要供應商保持著穩定合作的關係，而所有供應商也都與本集團保持著穩固穩定的關係。鑒於本集團與其供應商之間的良好關係，本集團在本報告所述年度內，在獲得足夠的生產供應方面並未遇到任何重大困難。

為了維持穩定和可持續的供應鏈，本集團設定了以下三項短期供應鏈管理目標：

- 確保100%準時交付，同時降低周轉率，並提高客戶滿意度；
- 提高貨運計費準確性；和
- 始終保證90天內的庫存周轉。

B.6 產品責任

本集團在2020財政年度遵守了對本集團產生重大影響的相關規則、法規和標準，涉及其產品和服務的健康和安全、廣告、標籤和隱私事項以及補救方法。本集團長期致力於滿足客戶當前和未來的各種需求，在全球範圍內向客戶採購和推薦最佳產品，並提供盡可能好的售後服務。根據ISO 9001:2008（品質管制體系）的要求，本集團已制定並實施內部相關品質管制方法，並將其品質手冊作為指南，以更好地展示其提供滿足客戶和適用監管要求（如有害物質限制管控）的可靠、安全產品和服務的能力，同時通過有效的監控和售後支援促進與客戶的長期合作。

term cooperation with its customers through the effective monitoring and after-sales support.

Customers' satisfaction

The engineering personnel is available to assist customers with their complaints and products related problems. Although no warranty is provided to customers in case of a product fault that is attributed to a part produced by the supplier, repair service or replacement of the part will be provided to the defective component or system. During the reporting period, there were no product returns or product quality issues or complaints from customers.

Innovation

Stepping to the new Industrial 4.0 era, with emerging technologies in the clean energy and robotic business, the demand of automatic business solutions has also been developing. The Group has been proactively researching and designing new products and solutions which suit and lead the market. In FY2020, the Group spent around SGD 3 million in research and development, resulting in creation of an estimate SGD 1 million social value. Dedicated to providing the best solutions to its clients, the Group spares no effort in the exploration and innovation of new solutions.

Quality control

The Group strives to provide well-suited and appropriate engineering solutions with quality service that consistently meet and even exceed customers' requirements. By focusing on the needs and expectations of customers, improving operations and services, introducing the latest technology and products, developing the skills, competency and commitment of its employees, and establishing strategic relationships with its suppliers, a strict quality assurance and control system is established and in place to ensure the consistency and quality of the engineering solutions are in compliance with the standards of the International Organisation for Standardisation.

The Group's procurement policy is to screen, select and assess quality suppliers for the provision of the best available quality products for its production. During the production process, In-process quality assurance is implemented throughout the production line of the engineering solutions to ensure that defect is identified and corrected at an early stage. All prototypes must undergo a series of stress tests and simulation runs to ensure that they meet the customers' specific requirements and needs. After the engineering systems have been assembled, another

客戶滿意度

工程人員可隨時說明客戶解決投訴和產品相關問題。如果產品故障是由供應商生產的零件造成的，則不向客戶提供保修，但即使如此，公司仍將對有缺陷的部件或系統提供維修服務或更換零件。在報告期內，公司無任何產品退貨、產品品質問題或客戶投訴。

創新

今天，已步入新的工業4.0時代，隨著清潔能源和機器人業務的新興技術的興起和發展，對自動業務解決方案的需求也在上升。本集團一直在積極研究和設計適合並引領市場的新產品和解決方案。2020財政年度，本集團在研發上投入了約3百萬新加坡元，創造了約1百萬新加坡元的社會價值。本集團始終致力於為客戶提供最佳解決方案，且不遺餘力地探索和創新新的解決方案。

品質控制

本集團致力於提供各種適宜的工程解決方案，並提供持續滿足甚至超越客戶要求的優質服務。不斷關注客戶的需求和期望，改進運營和服務，引進最新技術和產品，培養員工技能、能力和承諾，並與供應商建立戰略關係，為確保工程解決方案的一致性和品質符合國際標準組織的標準，我們建立了嚴格的品質保證和控制體系。

本集團採購政策一直是篩選、選擇和評估優質供應商，以便為其生產提供最優質的產品。在生產過程中，在工程解決方案的整個生產線實施過程中的品質保證，以確保在早期階段識別和糾正任何可能的缺陷。所有原型必須經過一系列的壓力測試和模擬運行，以確保其均可滿足客戶的特定需求和需要。在工程系統組裝後，並在按照嚴格的內部包裝標準包裝和貼標籤並交付到客戶之前，還將進行一次品

Table 9 List of International Organisation for Standardisation with Which the Group Has Complied**表9 本集團遵守的國際標準組織清單**

Certification 認證	Recipient 收件人	Certified since 認證始自	Quality control area 品質控制區域	Issuing organisation 簽發組織	Expiry date 到期日
ISO 9001:2015	Servo Dynamics Pte Ltd	11 December 2000 2000年12月11日	Factory automation solutions 工廠自動化解決方案	SGS United Kingdom Ltd SGS英國有限公司	18 August 2021 2021年8月18日
ISO 9001:2015	Precision Motion Control Pte Ltd	11 December 2000 2000年12月11日	Factory automation Products 工廠自動化產品	SGS United Kingdom Ltd SGS英國有限公司	18 August 2021 2021年8月18日
ISO 9001:2015	Portwell Singapore Pte Ltd	11 December 2000 2000年12月11日	Industrial information technology products 工業資訊技術產品	SGS United Kingdom Ltd SGS英國有限公司	18 August 2021 2021年8月18日
ISO 9001:2015	Dirak Asia Pte Ltd	11 December 2000 2000年12月11日	Industrial hardware accessories 工業五金配件	SGS United Kingdom Ltd SGS英國有限公司	18 August 2021 2021年8月18日
GB/T19001-2016 ISO9001:2015	Su Zhou Servo Dynamics Co., Ltd 鈞信自動控制	13 February 2015 2015年2月13日	Control series – mechanical and electrical equipment 控制系列—機械和電氣設備	Guardian Independent Certification Ltd 卡狄亞標準認證有限公司 (GIC 英國)	10 January 2024 2024年1月10日

quality inspection will be performed before they are packed and labelled according to strict internal packing standards and delivered to the customers. Moreover, as part of the total quality management (TQM) approach, the Group's management has implemented continuous improvement processes for its business operations. These processes are designed to improve all aspects of its operations including internal controls that incorporate preferred financial practices and procedures such as inventory and accounts receivable management.

Inventory control

Enterprise resource planning (ERP) systems are employed to track inventory levels to ensure adequate levels of products are available. The Group's products are barcoded to enhance flow tracking from the warehouses. Monthly stock count at random locations is performed to verify the accuracy of the inventory system, while a complete stock check is performed annually to ensure stable availability of raw materials and products, and to minimise obsolete stocks in the inventory.

質檢查。此外，作為全面品質管制 (TQM) 方法中的一部分，本集團管理層對其業務運營實施了持續改進流程。這些過程皆旨在改善其運營的所有方面，包括納入首選財務做法和程式（如庫存和應收賬款管理）的內部控制。

庫存控制

企業資源規劃 (ERP) 系統用於跟蹤庫存水準/存量，以確保隨時皆可提供足夠水準的產品。本集團產品均貼有條碼，以加強倉庫的物流跟蹤管理。每月在隨機地點進行庫存盤點，以驗證庫存系統的準確性，同時每年還要進行一次全面的庫存檢查，以確保原材料和產品的穩定可用性，並最大限度地減少庫存中的陳舊存貨。

Intellectual property

The Group owns a number of trademarks, patents and domain names in Singapore, PRC and Hong Kong. During the reporting period, there was no material infringement of intellectual property rights. The Group is confident that all effective measures have been taken to prevent any infringement of its own intellectual property rights.

Consumer data protection

In FY2020, the Group was in compliance with the Personal Data (Privacy) Ordinance of Hong Kong, the Personal Data Protection Act 2012 of Singapore and the Personal Data Protection Act 2010 (“**PDPA 2010**”) of Malaysia. While company computers and servers are protected with access passwords, employees are instructed of their responsibility to ensure that data should be collected, stored and handled properly and securely, as well as the risks involved with malpractice. The Group has strictly abided by the regulation in the collection, disclosure, usage, retention, and storage of data to ensure data integrity and safety during the year under review.

Advertising

The Group has been committed to ensuring that the sales and marketing departments of the Group provide precise product descriptions and information (including the labelling of its products and services) that comply with the relevant local laws and regulations to its customers. Any misrepresentation in marketing materials or exaggeration of offerings is strictly prohibited. The Group has a legal counsel to review the sales and marketing materials before releasing them to the public.

The purpose of the review by the legal counsel is to prevent violations of the relevant advertising-related laws and regulations.

B.7 Anti-corruption

To promote the highest standards of good corporate practices and to support the value of integrity and accountability, and to conduct business transparently and honestly, the Group strictly adheres to the local laws and regulations relating to anti-corruption and bribery, irrespective of the area or country where the Group conducts its business, such as the Prevention of Corruption Act (Singapore) and the Prevention of Bribery Ordinance (Chapter 201 of The Laws of Hong Kong). To prevent any practice related to bribery, extortion, fraud and money laundering in the company, the Group has formulated internal policies, regulating that:

智慧財產權

本集團在新加坡、中國和香港地區都擁有多項的商標、專利和功能變數名稱權。在報告期內，公司未發生任何重大智慧財產權侵權相關事件。本集團相信，其已採取了一切有效措施，防止本集團的智慧財產權遭到任何侵權。

客戶資料保護

2020財政年度，本集團遵守香港《個人資料（私隱）條例》、新加坡2012年《個人資料保護法令》及馬來西亞2010年《個人資料保護法令》（“**PDPA 2010**”）。雖然公司電腦和伺服器有訪問密碼的保護，但員工仍有負責確保正確和安全的資料收集、存儲和處理，以及擔負與瀆職相關的風險。在回顧年度內，本集團嚴格遵守資料收集、披露、使用、保留及儲存的規例，以確保資料的完整性和安全性。

廣告

本集團一直致力於確保本集團的銷售和行銷部門向其客戶提供符合相關當地法律法規的準確產品描述和資訊（包括其產品和服務標籤）。公司嚴禁行銷材料中出現任何虛假陳述或對產品的誇大。本集團現設法律顧問，負責在向公眾發佈銷售和行銷材料之前對有關情況進行審查。法律顧問對此進行審查的目的是防止出現違反與廣告相關任何法律法規的情況。

B.7 反腐敗

為促進良好企業行為最高標準的實施，重視廉潔和問責制的價值，並以透明和誠實的方式開展業務，本集團嚴格遵守與反腐敗和反賄賂有關的當地法律法規，而無論本集團在哪個地區或國家開展業務，例如《防止貪污法令》（新加坡）和《防止賄賂條例》（香港法第201章）等。為防止公司發生任何與賄賂、勒索、欺詐和洗錢等有關的行為，本集團特制定了相關內部政策，以規範並要求：

- All financial transactions must be accurate, complete and fairly recorded in accordance with internal accounting controls; and
- Independent or external professional firms need to be hired to conduct the internal audit of the Group, and any weakness or potential risk area should be highlighted to the management and will be investigated and addressed promptly.

ISDN has established confidential channels for the reporting of bribery, extortion, fraud, money laundering, conflict of interest, criminal offences, illegal or injustice practices, health or safety endangerment and concealment behaviour. The whistle-blower can file reports without fear of reprisals or victimisation as they will be treated with strict confidentiality. Various channels have been established for this whistleblowing policy such as direct communication to superiors, email to any of the Group's Managing Director and President, or the Chairman of the Audit Committee. What is more, the post is also available to allow a more convenient method for concerns submission or reporting. All reported cases will be investigated by the involvement of the Group's Audit Committee, and/or external or internal auditor; and/or forensic professionals; and/or the Police or Commercial Affairs Department depending on the nature of the concern raised or reported. The Group encourages the whistle-blower to identify himself/herself when raising a concern or providing information to facilitate an investigation. The Group warrants that any employee who makes a genuine report will be treated fairly but mischievous or malicious allegations will conversely lead to disciplinary action in accordance with the Group Disciplinary Procedures. During the reporting period, the Group did not violate any laws or regulations regarding corruption.

COMMUNITY

B.8 Community Investment

As a socially responsible company, the Group has fulfilled its commitment to contributing to the sustainable development of communities where it operates. During the year under review, the Group highly encouraged employees to participate in charitable activities, to voluntarily help the underprivileged people, to visit the elderly who needs the care from society, and to financially support the youths living in the communities for the pursuit of higher education.

- 所有財務交易必須按照內部會計控制準確、完整和公正地進行記錄；和
- 應聘請獨立的，或外部專業公司對本集團進行內部審計，同時，任何薄弱環節或潛在風險領域都應向管理層強調提出，並將立即進行調查和解決。

億仕登為舉報賄賂、勒索、欺詐、洗錢、利益衝突、刑事犯罪、非法或不公正行為、危害健康或安全以及隱瞞行為等建立了保密管道。舉報人可提交相關報告而不必擔心會遭遇報復或受害，因為將對有關舉報進行嚴格的保密處理。本集團為此專門建立了各種管道，例如直接與上級溝通、向本集團任何董事總經理和總裁或審計委員會主席發送電子郵件，等等。更重要的是，該職位還提供了一種更方便的方法來提交或報告問題。所有報告的案件均將視所提出或報告的問題性質而定，由本集團審計委員會和/或外部或內部審計師，和/或法醫專業人員，和/或員警或商務部參與調查。本集團鼓勵舉報人在提出關切或提供資訊表明身份，給調查提供便利。本集團保證，作出真實報告的任何員工都將受到公平對待，但惡意或蓄意虛假指控將根據本集團紀律程式受到紀律處分。在報告期內，本集團無任何違反相關反腐敗法律法規的情況。

社區

B.8 社區投入

作為一家對社會負責的公司，本集團已踐行其承諾，為其經營所在社區的可持續發展做出了貢獻。在回顧年度內，本集團大力鼓勵員工參與慈善活動、自願幫助弱勢社群、探訪需要社會關懷的長者，同時還資助社區青少年接受高等教育。

Not only did the employees endeavour to make contributions to the community, the Group also concentrated its corporate efforts on the cultural advancement in local communities through donations. The Group made charitable donation of S\$6,000 during the FY2020.

公司人員不僅努力為社區做出貢獻，本集團還通過捐贈的方式將本集團投入主要集中在當地社區的文化發展上。在2020財政年度，本集團總計慈善捐款6,000新加坡元。

VII. REPORT DISCLOSURE INDEX

HKEX ESG Indicators 指標	GRI Standards and Disclosures GRI標準和披露	Description 說明	Page 頁碼
Aspect A1 Emissions: General Disclosure A1方面排放：總體披露	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 305: Emissions, and GRI 306: Effluents and Waste) GRI 305: Emissions: Management approach disclosures guidance GRI 307: Environmental Compliance: Disclosure 307-1 GRI 103: 管理方法：披露103-2 (c-i) (與GRI 305: 排放, 和GRI 306: 廢水和廢物一同使用) GRI 305: 排放：管理方法披露指南 GRI 307: 環境合規性：披露307-1	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. 有關以下的資訊： (a) 政策；和 (b) 符合對簽發方有著重大影響的有關空氣及溫室氣體排放、水陸排入物、有害及無害廢物產生的相關法律法規。	16
KPI A1.1	GRI 305: Emissions: Disclosures 305-1, 305-2, 305-3, 305-6, and 305-7 GRI 305: 排放：披露305-1、305-2、305-3、305-6和305-7	The types of emissions and respective emission data. 排放類型和各排放資料。	17
KPI A1.2	GRI 305: Emissions: Disclosures 305-1, 305-2, 305-3, 305-4 GRI 305: 排放：披露305-1、305-2、305-3和305-4	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 溫室氣體排放總量（單位：噸）和強度（如適用）（例如，每單位生產量、每項設施等）。	17
KPI A1.3	GRI 306: Effluents and Waste: Disclosure 306-2 (a) GRI 306: 廢水和廢物：披露306-2 (a)	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 產生的有害廢物總量（單位：噸）和強度（如適用）（例如，每單位生產量、每項設施等）。	16
KPI A1.4	GRI 306: Effluents and Waste: Disclosure 306-2 (b) GRI 306: 廢水和廢物：披露306-2 (b)	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 產生的無害廢物總量（單位：噸）和強度（如適用）（例如，每單位生產量、每項設施等）。	17
KPI A1.5	GRI 103: Management Approach: Disclosure 103-2 (used together with GRI 305: Emissions) GRI 305: Emissions: Clause 1.2 and Disclosure 305-5 GRI 103: 管理方法：披露103-2 (與GRI 305: 排放一同使用) GRI 305: 排放：第1.2條和披露305-5	Description of measures to mitigate emissions and results achieved. 關於降低排放的措施和取得成果的說明。	18
KPI A1.6	GRI 103: Management Approach: Disclosure 103-2 (used together with GRI 306: Effluents and Waste) GRI 306: Effluents and Waste: Disclosures 306-2 and 306-4 GRI 103: 管理方法：披露103-2 (與GRI 306: 廢水和廢物一同使用) GRI 306: 廢水和廢物：披露306-2和306-4	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved. 描述如何處理有害和無害廢物、減量化倡議及取得的成效。	18

Aspect A2 Use of Resources: General Disclosure A2方面 資源的利用: 總體披露	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 301: Materials, GRI 302: Energy, and GRI 303: Water) GRI 103: 管理方法: 披露103-2 (c-i) (與GRI 301: 材料, GRI 302: 能源, 和GRI 303: 水, 一同使用)	Policies on the efficient use of resources, including energy, water and other raw materials. 關於高效利用資源的政策, 包括能源、水和其他原材料。	23
KPI A2.1	GRI 302: Energy: Disclosures 302-1 and 302-3 GRI 302: 能源: 披露302-1和302-3	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). 按照類型 (例如, 電力、天然氣或石油) 計算的直接和/或間接能源消耗總量 (千瓦時/千秒) 和強度 (例如, 每單位生產量、每個設施)	23
KPI A2.2	Not covered by the GRI Standards 未被GRI標準所涵蓋	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 水量總量和強度 (例如, 每單位生產量、每個設施)	23
KPI A2.3	GRI 103: Management Approach: Disclosure 103-2 (used together with GRI 302: Energy) GRI 302: Energy: Disclosures 302-4 and 302-5 GRI 103: 管理方法: 披露103-2 (與GRI 302: 能源一同使用) GRI 302: 能源: 披露302-4和302-5	Description of energy use efficiency initiatives and results achieved. 描述能源使用效率倡議及取得的成效	23
KPI A2.4	GRI 103: Management Approach: Disclosure 103-2 (used together with GRI 303: Water) GRI 303: Water: Disclosure 303-3 GRI 103: 管理方法: 披露103-2 (與GRI 303: 水, 一同使用) GRI 303: 水: 披露303-3	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved. 描述在尋找適用水的過程中是否存在任何問題、水效率倡議及所取得的成效	26
KPI A2.5	GRI 301: Materials: Disclosure 301-1 GRI 301: 材料: 披露301-1	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 用於成品的包裝材料總量 (噸) 及, 如果適用, 參照每個生產的單位	27
Aspect A3 The Environment and Natural Resources: General Disclosure A3方面 環境和自然資源: 總體披露	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 301: Materials, GRI 302: Energy, GRI 303: Water, GRI 304: Biodiversity, GRI 305: Emissions, and GRI 306: Effluents and Waste). GRI 103: 管理方法: 披露103-2 (c-i) (與GRI 301: 材料, GRI 302: 能源, GRI 303: 水, GRI 304: 生物多樣性, GRI 305: 排放, 和GRI 306: 廢水和廢物一同使用)。	Policies on minimising the issuer's significant impact on the environment and natural resources. 關於儘量減少發佈人對環境和自然資源的重大影響的政策。	29
KPI A3.1	GRI 103: Management Approach: Disclosures 103-1 and 103-2 (used together with GRI 301: Materials, GRI 302: Energy, GRI 303: Water, GRI 304: Biodiversity, GRI 305: Emissions, and GRI 306: Effluents and Waste) GRI 303: Water: Disclosure 303-2 GRI 304: Biodiversity: Disclosure 304-2 GRI 306: Effluents and Waste: Disclosures 306-3 (c) and 306-5 GRI 103: 管理方法: 披露103-1和103-2 (與GRI 301: 材料, GRI 302: 能源, GRI 303: 水, GRI 304: 生物多樣性, GRI 305: 排放, 和GRI 306: 廢水和廢物一同使用) GRI 303: 水: 披露303-2 GRI 304: 生物多樣性: 披露304-2 GRI 306: 廢水和廢物: 披露306-3 (c) 和306-5	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述活動對環境和自然資源的重大影響, 以及為管理這些活動所採取的行動。	29

Aspect B1 Employment: General Disclosure B1方面 就業：總 體披露	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 202: Market Presence, GRI 401: Employment, GRI 405: Diversity and Equal Opportunity, GRI 406: Non-discrimination) GRI 419: Socioeconomic Compliance: Disclosure 419-1 GRI 103: 管理方法：披露103-2 (c-i) (與GRI 202: 市場形象, GRI 401: 就業, GRI 405: 多樣性和機會均等, GRI 406: 非歧視一同使用) GRI 419: 社會經濟合規性：披露419-1	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. 有關以下的資訊： (a) 政策；和 (b) 遵守對發佈人具有重大影響的與補償和解雇、招聘和晉升、工作時間、休息時間、機會均等、多樣性、反歧視以及其他福利相關的法律法規。	33
Aspect B2 Health and Safety: General Disclosure B2方面 健康和安 全：總體披露	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 403: Occupational Health and Safety) GRI 419: Socioeconomic Compliance: Disclosure 419-1 GRI 103: 管理方法：披露103-2 (c-i) (與GRI 403: 職業健康和 safety 一同使用) GRI 419: 社會經濟合規性：披露419-1	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. 有關以下的資訊： (a) 政策；和 (b) 遵守對發佈人有重大影響的與提供安全的工作環境和保護員工免受職業危害有關的法律法規。	35
Aspect B3 Development and Training: General Disclosure B3方面 發展和培 訓：總體披露	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 404: Training and Education) GRI 404: Training and Education: Disclosure 404-2 (a) GRI 103: 管理方法：披露103-2 (c-i) (與GRI 404: 培訓和教育一同使用) GRI 404: 培訓和教育：披露404-2 (a)	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 關於提升員工在工作中履行職責的知識和技能的 政策。培訓活動描述。	38
Aspect B4 Labour Standards: General Disclosure B4方面 勞工標準： 總體披露	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 408: Child Labor and GRI 409: Forced or Compulsory Labor) GRI 419: Socioeconomic Compliance: Disclosure 419-1 GRI 103: 管理方法：披露103-2 (c-i) (與GRI 408: 童工和GRI 409: 強迫勞動或強制勞動一同使用) GRI 419: 社會經濟合規性：披露419-1	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 有關以下的資訊： (a) 政策；和 (b) 遵守對發佈人有重大影響的與防止童工和強迫勞動有關的法律法規。	39
Aspect B5 Supply Chain Management: General Disclosure B5方面 供應鏈管 理：總體披露	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 308: Supplier Environmental Assessment and GRI 414: Supplier Social Assessment) GRI 103: 管理方法：披露103-2 (c-i) (與GRI 308: 供應商環境評估和GRI 414: 供應商社會評估)	Policies on managing environmental and social risks of the supply chain. 關於供應鏈環境和社會風險管理的政策。	39

Aspect B6 Product Responsibility: General Disclosure B6方面 產品責任：總體披露	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 416: Customer Health and Safety, GRI 417: Marketing and Labeling, and GRI 418: Customer Privacy) GRI 416: Customer Health and Safety: Disclosure 416-2 GRI 417: Marketing and Labeling: Disclosures 417-2 and 417-3 GRI 418: Customer Privacy: Disclosure 418-1 GRI 419: Socioeconomic Compliance: Disclosure 419-1 GRI 103: 管理方法：披露103-2 (c-i) (與GRI 416: 客戶健康和 safety, GRI 417: 市場行銷和標籤, 和GRI 418: 客戶隱私一同使用) GRI 416: 客戶健康和 safety: 披露416-2 GRI 417: 市場行銷和標籤: 披露417-2和417-3 GRI 418: 客戶隱私: 披露418-1 GRI 419: 社會經濟合規性: 披露419-1	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. 有關以下的資訊： (a) 政策；和 (b) 遵守對發佈人有重大影響的與所提供的產品和服務有關的健康和 safety、廣告、標籤和隱私問題以及與救濟方法有關的法律法規。	41
Aspect B7 Anticorruption: General Disclosure B7方面 反腐敗：總體披露	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 205: Anti-corruption) GRI 205 Anti-corruption: Disclosure 205-3 GRI 419: Socioeconomic Compliance: Disclosure 419-1 GRI 103: 管理方法：披露103-2 (c-i) (與GRI 205: 反腐敗一同使用) GRI 205 反腐敗：披露205-3 GRI 419: 社會經濟合規性: 披露419-1	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. 有關以下的資訊： (a) 政策；和 (b) 遵守對發佈人有重大影響的與賄賂、勒索、欺詐和洗錢有關的法律法規。	44
Aspect B8 Community Investment: General Disclosure B8方面 社區投資：總體披露	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 413: Local Communities) GRI 103: 管理方法：披露103-2 (c-i) (與GRI 413: 當地社區一同使用)	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 關於社區參與的政策，以瞭解發佈人業務所在社區的需求並確保其活動考慮到社區的利益。	45

