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管理層的話

MANAGEMENT STATEMENT

葉氏化工集團有限公司（「葉氏化工」或「公司」，連同其附屬公司統稱「集團」）欣然呈上第四份獨立成刊的《環境、社會及管治（「環社管」）報告》，闡述我們在環境、社區、員工、供應鏈及顧客範疇的管理方針和表現。

二零二一年是集團成立五十週年金禧誌慶。我們多年來致力透過提供優質的化工產品及服務，為消費者及持份者的生活增添姿彩，同時為他們構建可持續生活方式。回顧二零二零年，受新型冠狀病毒肺炎（「新冠肺炎」）影響，各行各業大受打擊。葉氏化工於疫情期間持續為消費者及持份者改善居家環境、為他們的生活注入動力並守護他們的健康。在抗疫層面，集團不遺餘力確保員工安全。由於我們的防控措施得宜，因此由疫情爆發至今，全集團錄得零宗確診個案。我們亦支持業務伙伴、客戶，以至市民大眾，與他們共同抗疫。從二零二零年疫情爆發初期至今，集團分別於內地捐贈消毒酒精逾230噸，以及連同集團主席成立的私人慈善基金，向本港多個機構捐贈接近20,000支消毒產品。於二零二一年，集團更免費贊助多間社福機構採用旗下新推出的Nano En-core環保長效消毒塗層施工服務，以支持及守護每個「家」。

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

2021 is the 50th anniversary of the establishment of the Group. Over the years, we have been committed to providing high-quality chemical products and services to brighten the lives of consumers and stakeholders, while empowering them to lead a sustainable lifestyle. Looking back at 2020, all industries were hit hard by the impact of Coronavirus Disease 2019 ("COVID-19"). Yip's Chemical has continued to improve the home environment of consumers and stakeholders during the pandemic, add vibrancy to their lives and protect their health. On the anti-pandemic front, the Group has been making every effort to ensure employees' safety. Thanks to our proper prevention and control measures, since the outbreak of the pandemic, the entire Group has recorded zero confirmed cases. We have also supported our business partners, customers, and the general public to fight against the pandemic. Since the beginning of the outbreak in 2020, the Group has donated more than 230 tonnes of alcohol for antiseptic use in Mainland China, and joining forces with the personal charitable foundation of the Group's Chairman, we have donated around 20,000 bottles of sanitising products to various organisations in Hong Kong. In 2021, the Group sponsored a number of social welfare organisations to use its newly launched Nano En-core Long-lasting Antimicrobial Coating application service for free to support and safeguard every "home".



我們相信可持續發展的未來需要由商界及社會共同成就。葉氏化工承諾推動「使命商業」(Business with Purpose)，融合商業及社會目標，連繫各界持份者共同踏上使命之路，實現更美好的未來。我們於二零二一年推出「匠心·活」匠人創效項目，連結我們不同持份者包括油漆師傅、木工師傅及調色師等一同創造共享價值。項目的目的旨在提倡技藝傳承、推廣匠人精神、鼓勵大家動手打造理想之家，並用匠心幫助社會上有需要的人改善生活環境。我們透過策略地運用資源和創新意念，把社會元素融入業務，達致企業與社會雙贏。

集團在可持續發展的旅途上一直受到各界的支持。繼二零一八年獲得綠色貸款後，集團二零二一年初再下一城，獲得六億港元可持續發展表現掛鉤銀團貸款，為邁向可持續發展奠定重要基石。貸款利率將與我們在環境及社會方面的表現掛鉤。集團制定了一系列量化目標，以提升我們的環社管整體表現，同時我們將繼續探索其他可持續融資的可能性。

葉氏化工的五十週年金禧誌慶主題為「砥礪奮進五十年」，代表集團過去五十載艱辛歷練，不斷成長及壯大，鞏固行業的領先地位；與此同時勉勵集團上下，於健康平穩的發展平台奮勇向前。我們將繼續推動「使命商業」，為各持份者創造價值的同時，亦為環境及社會帶來正面影響，與各界攜手締造多彩及可持續生活。

We believe that the business community and society have to work hand in hand to achieve a sustainable future. Yip's Chemical is committed to promoting "Business with Purpose". We endeavour to integrate business and social goals, and connect stakeholders from different sectors to create a better future. In 2021, we launched the "Home is" Craftsmen Impact Project to connect our different stakeholders, including painters, carpenters and colourists, to create shared values together. The purpose of the project is to promote the inheritance of skills, promote the spirit of craftsmanship, encourage everyone to build better homes, and use ingenuity to help the needy to improve their living environment. Through the strategic deployment of resources and innovative ideas, we integrate social elements into our business to attain a win-win result for the Company and society.

The Group has received staunch support from different sectors on its journey to sustainability. After obtaining a green loan in 2018, the Group went the extra mile and obtained a sustainability-linked embedded syndicated loan of HK\$600 million in 2021, laying an important cornerstone for sustainable development. The loan interest rate ties to our performance in environmental and social aspects. The Group has developed a set of quantitative targets to enhance our ESG profile, and at the same time we will continue to explore opportunities of sustainable financing.

The theme of the 50th anniversary of Yip's Chemical is "50 Years of Resilience and Progression", which reflects the Group has endured various hardships in the past 50 years, braving all kinds of storms and thriving as times changed to strengthen our leading role in the industry. Meanwhile, our team is encouraged to cherish the achievements the Group has today and keep moving ahead riding on the solid foundation. We will continue to promote "Business with Purpose" to create values for all stakeholders, while bringing a positive impact on the environment and society, and working with everyone to make life colourful and sustainable.

創造長遠價值—— 我們的可持續發展方針

CREATING LONG-TERM VALUES — OUR GOALS IN SUSTAINABLE DEVELOPMENT

集團以「百年葉氏」為願景，為我們邁向可持續發展奠定了穩固的基礎。在此之上，我們把可持續發展理念融入發展策略及日常營運，並作出定期檢討。

The Group's clear vision of becoming a century-old corporation lays a solid foundation for our journey towards sustainable development. On top of this, we integrate sustainability into our business strategies and day-to-day operations, and perform regular reviews.

集團宏圖 CORPORATE VISION

集團宏圖中的七大元素互相推動，以期達至「百年葉氏，引以為傲，備受尊崇」的願景。

The seven driving forces outlined in the Group's corporate vision work together, so the vision of "Towards a Century of Revered Leadership" can be attained.



可持續發展管治

SUSTAINABLE DEVELOPMENT GOVERNANCE

集團奉行高水平的可持續發展管治模式，架構分明，職能清晰。公司董事會負責制定集團整體目標及策略，以及監察風險。董事會設有「風險管理及內部監控政策」，每年會審視集團不同層面的風險議題，包括有關環境、社會、管治及氣候變化的風險，透過考慮內在及外部因素而訂出年內風險管理的優先次序，並按議題的重要性及迫切性，於董事會會議檢討進度。董事會下設高層領導團隊，成員包括行政總裁、副行政總裁及其他高層管理人員，專責監督集團內部運作，推行董事會制定的計劃。

董事會下設安全健康環保委員會（「安委會」），專責更新集團的「安全健康環保（「安健環」）政策」，管理有關範疇的風險、制定組織架構及決定資源投放等。日常的安健環工作則由安全健康環保部（「安環部」）負責。截至二零二零年十二月三十一日止年度（「回顧年內」），安委會共召開了三次會議，檢討集團安健環表現及審視相關計劃。

The Group adheres to a high standard of sustainable development governance with a well-defined structure, and clear roles and responsibilities. The board of directors of the Company (the "Board") is responsible for setting the overall objectives and strategies for the Group, and also monitoring risks. The Board sets out the Policy on Risk Management and Internal Control, and reviews the Group's risks in various aspects, including environmental, social, governance, and climate change every year. The Board prioritises risk-management tasks for the year by considering internal and external factors. Subject to the materiality and urgency of the risk issues, the Board reviews the progress during the Board meetings. Under the Board is the Senior Leadership Team ("SLT") which comprises the Chief Executive Officer, the Deputy Chief Executive Officer, and other senior management. The SLT is responsible for overseeing the internal operations of the Group and implementing the plans formulated by the Board.

The Health, Safety and Environment Committee ("HSE Committee") under the Board is responsible for updating the Group's Health, Safety and Environment ("HSE") Policy, managing relevant risks, developing an organisational structure, allocating resources, etc. The Health, Safety and Environment Department ("HSE Department") is responsible for day-to-day HSE duties. For the year ended 31 December 2020 ("year under review"), the HSE Committee convened three meetings to review the Group's HSE performance and examine relevant plans.

持份者參與

STAKEHOLDER ENGAGEMENT

集團積極與持份者保持開放的對話，以建立互信及長遠關係，以提升我們的營運及環社管表現。公司主要的持份者包括員工、股東/投資者、銀行家、顧客、供應商、政府/監管機構、非牟利機構及傳媒。子公司採取「度身訂製」的方式，特別向顧客及供應商夥伴諮詢意見，例如透過顧客滿意度調查，了解他們對產品及服務的評價；透過經銷商大會，匯聚銷售網絡的持份者，以緊貼終端消費市場，並宣傳業務最新動態；在定期現場評審的過程中，評估供應商的質素等。除此之外，集團定期透過社交媒體，包括面書(Facebook)專頁及微信(WeChat)，與持份者互動，以擴大接觸面。

The Group actively maintains open dialogues with stakeholders in order to build mutual trust and long-term relationships, and to improve our operations and ESG performance. Key stakeholders of the Company include employees, shareholders/investors, bankers, customers, suppliers, government/regulatory bodies, non-profit organisations, and the media. Subsidiaries customise their approach to seek for customers' and supply chain partners' opinions. For example, they conduct customer satisfaction surveys to understand customers' feedback on products and services; organise distributor meetings to engage stakeholders in the sales network in order to keep abreast of the end-user market and communicate business updates; and conduct regular on-site audits to evaluate the quality of suppliers. In addition, the Group regularly interacts with stakeholders through social media, including its Facebook page and WeChat account, to extend our reach.

重要議題

MATERIAL ISSUES

重要性評估有助我們更了解持份者關注的重要議題，讓我們在制定發展方針時，更能適切回應各界持份者的需要。集團於二零一九年度組織有系統和深入的持份者參與活動，並識別出我們的重要議題，包括職安健、環保合規及廢氣管理，詳情請參閱《2019環社管報告》。我們將持續檢視及加強管理這些重要議題。有關詳細管理這些重要議題的方針及措施成效，請參閱本報告的「員工的長遠價值」及「環境的長遠價值」章節。

Materiality assessment helps us better understand stakeholders' key issues of concern and enables us to better address stakeholders' needs when formulating the development directions. The Group organised systematic and in-depth stakeholder engagement activities in 2019, and identified our material issues which are occupational health and safety, environmental compliance, and emission management, please refer to *ESG Report 2019* for more details. We will continue to review and strengthen the management of these material issues. For details on our management approach of these material issues and effectiveness of the initiatives, please refer to the "Long-term Values in Employees" and "Long-term Values in the Environment" sections of this report.

目標制定及追蹤

TARGET SETTING AND TRACKING

為持續提升環社管表現，集團定期審視及檢討已制定的目標。 To continuously enhance our ESG performance, the Group regularly examines and reviews the established targets.

議題 Topic	二零二零年目標 2020 Target	二零二零年進度 2020 Progress
<p>盡量減低生產及產品使用對環境的影響。</p> <p>Minimise the impacts on the environment during production and product use.</p>	<p>監察配備揮發性有機化合物(「VOC」)處理裝置的廠房的VOC排放量及其效益。</p> <p>Monitor the emission of volatile organic compounds ("VOC") from the plants equipped with VOC treatment facilities and their effectiveness.</p>	<p>有關回顧年內的VOC管理及排放量，詳見「環境的長遠價值」章節。</p> <p>For the VOC management and emission during the year under review, see the "Long-term Values in the Environment" section for details.</p>
<p>推動節能，優化不同業務的廠房裝置及生產流程。</p> <p>Promote energy-saving through optimising the plant facilities and production processes of different businesses.</p>	<p>訂立量化目標，降低有關廠房的蒸氣用量強度、用電強度及用水量。</p> <p>Set quantitative targets to reduce the steam and electricity consumption per intensity, and water consumption of certain plants.</p>	<p>於回顧年度內已落實不同措施，並初見成效，詳見「環境的長遠價值」章節。</p> <p>During the year under review, different measures were implemented and have yielded initial results. See the "Long-term Values in the Environment" section for details.</p>
<p>推動「使命商業」，融合商業與社會目標。</p> <p>Advocate "Business with Purpose" to integrate business and social goals.</p>	<p>推出創造共享價值項目，透過策略地運用資源和創新意念，把社會元素融入業務當中，同時解決社會需要，達致企業與社會雙贏。</p> <p>Launch a "create shared value" project that integrates social elements into our business through the strategic deployment of resources and innovative ideas so as to attain a win-win result for the Company and society.</p>	<p>集團推出「匠心·活」計劃，連繫不同持份者包括油漆師傅、調色師等營造多個用心方案，提升油漆業界健康及行業水平，並傳承匠人精神，同時鼓勵大家利用一雙手改善家居，建構理想的家，詳見「社區的長遠價值」章節。</p> <p>The Group launched the "Home is" project, which connects different stakeholders including painters and colourists, and creates various innovative solutions that improve the health and standards of the paint industry, pass on the spirit of craftsmanship, and encourage home improvement to build an ideal home. See the "Long-term Values in Communities" section for details.</p>

環境的長遠價值

LONG-TERM VALUES IN THE ENVIRONMENT

葉氏化工高度重視「環保化」，因此我們致力確保生產過程對環境的影響減至最低。我們採購環保原材料，完善產品配方及包裝等，以減少對環境的影響，並將環保推展至消費者層面。

新冠肺炎於二零二零年席捲全球，國內首季所有經濟及生產活動陷入停滯。直至下半年，隨著國內疫情受控，民生活動復蘇，集團的核心業務按既定目標及節奏重拾正軌，甚至可追回落後。由於回顧年內，本報告匯報範圍內的廠房的整體產量增加，因此年內排放量及能耗，以及包裝材料用量也有所上升。儘管如此，集團仍繼續採取不同措施監察及管理我們的生產流程，以盡量減低對環境的影響。

Yip's Chemical attaches great importance to being environmentally friendly and thus we try every effort to ensure that the impact of our production processes on the environment is minimised. We source environmentally friendly raw materials and improve product formulations and packaging so as to bring the least environmental impacts. We also extend our sustainable reach to our customers.

COVID-19 swept through the world in 2020, and all economic and production activities in Mainland China in the first quarter came to a standstill. In the second half of the year under review, with the pandemic coming under control in the Mainland and the resumption of people's daily activities, the Group's core businesses picked up in accordance with its established goals and pace, and was even able to make up for shortfall. As the overall production volume of the plants within the scope of this report increased during the year under review, the emissions and energy consumption, as well as the amount of packaging materials used during the year increased. Despite this, the Group has continued to adopt different measures to monitor and manage our production processes, in order to reduce our environmental footprint.

環境管理

ENVIRONMENTAL MANAGEMENT

董事會下設安委會，負責制定環保策略及監察相關風險和成效，並由安環部負責執行日常環保監控。集團大部分廠房均獲ISO 14001環境管理體系認證證書，部份更獲ISO 50001能源管理體系認證證書，反映我們的作業流程嚴謹。除此之外，集團部份產品獲中國環境標誌產品認證證書，代表產品從設計、生產、使用等方面，均符合環保要求。環保合規是集團非常關注的重要議題之一，我們嚴格遵從業務所在地的法例法規，有關條例請參閱「《環社管報告指引》— 內容索引」章節。

The HSE Committee under the Board is responsible for formulating environmental strategies and monitoring related risks and effectiveness. The HSE Department is responsible for performing daily environmental monitoring. Most of the plants of the Group have obtained ISO 14001 environmental management system certification, and some have also obtained ISO 50001 energy management system certification, reflecting our rigorous operating procedures. In addition, some of the Group's products have obtained China Environmental Labelling Product Certification, implying that the products meet environmental requirements in areas of design, production and usage. Environmental compliance is one of the material issues that the Group pays close attention to. We strictly abide by the laws and regulations of our business locations. For the relevant laws and regulations, please see "ESG Reporting Guide – Content Index" for details.

排放物管理

EMISSION MANAGEMENT

廢氣管理是集團非常關注的環境議題，我們一直密切管理及監察旗下廠房的廢氣及溫室氣體排放，以符合當地政府的法例法規，有關條例請參閱「《環社管報告指引》—內容索引」章節。集團部份廠房裝有大型VOC處理設施，其使用的沸石轉輪吸附及蓄熱式氧化爐(RTO)處理工藝能將脫附出來的VOC加熱至超過攝氏800度至VOC完全燃燒分解，以減少VOC排放。回顧年度錄得的VOC排放量較二零一九年上升，主要是由於廠房於回顧年度延長了VOC裝置的運行時間所致，而廠房是按裝置實際運行時間收集數據。截至目前，集團共有五間廠房設大型VOC處理設施，當中包括泰興溶劑廠於二零二零年全面運作的VOC裝置。

由於泰興溶劑廠新生產線於二零一九年第四季全面運作，因此於二零二零年反映了該廠房的全年排放量及消耗量數據。泰興廠的產量較二零一九年上升近三成。以上兩個因素導致顆粒物、硫氧化物及氮氧化物的排放量上升，電力、蒸氣及天然氣使用量亦同步上升。這亦導致集團全年的總能量消耗及溫室氣體排放量(範圍一及二兩者)上升，但以產品噸數計算，總能量消耗及總溫室氣體排放量(合計範圍一及二)則有所下跌，反映集團在生產上的環保管理及監控行之有效。另外，生活油煙顯著下跌是因為回顧年度中山廠的油煙淨化器清洗的頻次較高，令淨化器更高效運作，減少油煙釋放。

Emission management is an environmental issue of high concern for the Group. We have been closely managing and monitoring the air and greenhouse gas emissions in our plants in order to comply with the laws and regulations of local governments. For the relevant laws and regulations, please see "ESG Reporting Guide – Content Index" section for details. Some of the Group's plants are equipped with large-scale VOC treatment facilities. Such facilities use a zeolite rotor absorption and regenerative thermal oxidiser (RTO) technology, which can heat the desorbed VOC to over 800°C until the VOC is decomposed completely to reduce VOC emissions. During the year under review, the VOC emissions increased when compared to 2019 mainly because the plants extended the operating hours of the VOC treatment facilities and VOC emission data is collected based on the actual operating time of the treatment facilities. As of today, five plants of the Group have installed large-scale VOC treatment facilities, including the set in Taixing solvents plant which has been in full operation since 2020.

The new production lines of Taixing solvents plant commenced operation in the fourth quarter in 2019 and therefore a full-year emission and consumption data are reflected in 2020. The production volume of Taixing solvents plant increased by nearly 30% when compared to 2019. The above two factors contributed to the increase in the emission of particulates, sulphur oxides and nitrogen oxides as well as the increase in the consumption of electricity, steam and natural gas. The Group's total energy consumption and greenhouse gas emissions (both scope 1 and 2) therefore rose accordingly. However, when measured by per tonne of products, the total energy consumption and total greenhouse gas emissions (total of scope 1 and 2) decreased, reflecting the Group's effective environmental management and monitoring in its production. In addition, the significant drop in domestic exhaust gas was due to the higher frequency of cleaning the oil fume purifiers at Zhongshan plant during the year under review, which increased the efficiency of the purifiers and reduced oil fume emissions.

廢物處理

WASTE MANAGEMENT

集團一直委託政府認可的處理公司收集及處理危險廢物，並嚴格遵從產生有害及無害廢棄物的法例法規，有關係例請參閱「《環社管報告指引》—內容索引」章節。回顧年內，危險廢棄物增加主要是由於泰興溶劑廠新生產線全面運作及產量增加所致。另一方面，無害廢棄物較二零一九年減少，主要由於廠房加強危廢和無害廢物的分類和收集，並設有專人監督廢物分類，減少混放。

在包裝物料方面，集團採用可循環再用的「噸桶」代替傳統鐵桶盛載塗料及油墨，同時鼓勵供應商回收及清洗噸桶，延長噸桶壽命。回顧年內，鐵桶用量比二零一九年減少近20%。紙箱及塑膠膜用量增加，主要原因是產量增加。

The Group has commissioned government-approved processing companies to collect and process hazardous waste, and strictly abides by the laws and regulations relating to generation of hazardous and non-hazardous waste. For the relevant laws and regulations, please see "ESG Reporting Guide – Content Index" for details. The increase in hazardous waste during the year under review was mainly due to the full operation of the new production lines of the Taixing solvents plant, and the increase in production volume. On the other hand, non-hazardous waste decreased compared to 2019, mainly due to the improved waste classification and collection of hazardous and non-hazardous wastes in plants, and the designation of dedicated personnel to supervise the classification of wastes to reduce mixing.

In terms of packaging materials, the Group uses reusable "intermediate bulk containers" ("IBCs") instead of traditional steel drums to package coatings and inks. We also encourage suppliers to recycle and clean the IBCs to extend their service life. During the year under review, the number of steel drums used reduced by nearly 20% compared to 2019. The increase in the amount of cartons and plastic films used was mainly due to the increase in production volume.

節約用水

WATER CONSERVATION



集團十分關注生產活動的用水及污水處理，盡量透過重用，致力珍惜水資源。集團旗下廠房積極推行節水措施，包括採用先進的水力推動式冷卻塔，部分車間的冷卻用水為循環再利用。以泰興溶劑廠為例，回顧年內，廠房部分蒸氣冷凝水經過換熱冷卻後，進入循環水系統，減少用水量。集團廠房的生活區用水全部採用節水型裝置。我們也委派人員定時巡查及監督各項用水設施，杜絕浪費。因此，集團的用水量及以每噸產品計算的用水量按年持續下降。

集團嚴格遵從向水及土地排污的法例法規，有關條例請參閱「《環社管報告指引》— 內容索引」章節。回顧年內，排水量及化學需氧量上升，是由於泰興溶劑廠新生產線全面運作，加上產量增加所致。水是酯化生產工藝的副產品，溶劑生產過程相對排放較大量生產廢水。然而，金山塗料廠的生產廢水同比下降，主要由於廠區持續完善廢水收集及排放系統所致。

The Group is highly concerned about its water use and sewage treatment in its production activities, and strives to conserve water resources through reuse as much as possible. The Group's plants actively implement water-saving measures, including the use of advanced water-powered cooling towers, and the cooling water of some production lines is recycled and reused. For instance, part of the steam condensate in the Taixing solvents plant was cooled by heat exchangers and then entered the circulating water system to reduce water use during the year under review. The Group installs water-saving devices in all living zones in the plants. We also assign personnel to regularly inspect and supervise various water facilities to eliminate waste. As a result, the Group's annual water consumption and water consumption per tonne of products continued to decline year-on-year.

The Group strictly abides by the laws and regulations relating to discharges into water and land. For the relevant laws and regulations, please see "ESG Reporting Guide – Content Index" for details. During the year under review, the volume of water discharge and chemical oxygen demand increased because of the full operation of the new production lines and increased production volume of the Taixing solvents plant. Water is a by-product of the esterification production process, so the solvents production process discharges a relatively large amount of production wastewater. However, the production wastewater of the Jinshan coatings plant decreased mainly due to its continuous improvement of the wastewater collection and discharge system.

可持續發展金融 SUSTAINABLE FINANCING

集團多年來致力推動可持續發展的表現備受肯定。集團於二零二一年與六間銀行簽署為期四年的六億港元可持續發展表現掛鉤銀團貸款，成為葉氏化工首筆與可持續發展表現掛鉤的貸款。當集團達至多項與銀行預先訂立的环境及社會表現相關目標，即可獲得貸款利率的折扣優惠。

集團制定了一連串量化目標，有助減少我們對環境的影響。這些包括透過優化生產工藝及換熱器、水泵等硬件，減少溶劑業務的蒸氣用量密度、用電量密度及用水量；改善生產流程，增加工序效益，以降低塗料業務的用電量密度；更換高效能設備，以降低油墨業務的用電量密度。我們現正按部就班落實以上措施，並持續檢討成效。

參與是次可持續發展表現掛鉤貸款的銀行包括三菱UFJ銀行、中國銀行(香港)、匯豐、星展香港、恒生銀行及中國信託商業銀行。貸款所得款項將用作一般企業融資及再融資，包括投放於推動集團長遠可持續發展的措施。

The Group has been recognised for its performance in pursuing sustainable development over the years. In 2021, the Group signed a four-year sustainability-linked embedded syndicated loan of HKD 600 million with six banks, which became Yip's Chemical's first sustainability-linked financing. The Group will be eligible to receive interest rate savings upon achieving pre-determined targets related to environmental and social performance mutually agreed with the banks.

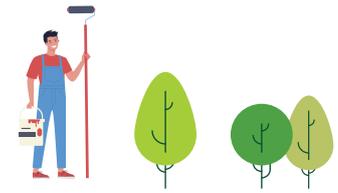
The Group set a series of quantitative targets to reduce our environmental footprint. These include optimising production processes and hardware, such as heat exchangers and water pumps to reduce the use of steam and electricity per intensity, and the use of water of the solvents business; improving production procedures to raise process efficiency to reduce the use of electricity per intensity of the coatings business; and changing to higher-efficiency equipment to lessen the use of electricity per intensity of the inks business. We steadily implement the above measures, and will continue to review their effectiveness.

The banks participating in this sustainable financing included MUFG Bank, Bank of China (Hong Kong), HSBC, DBS Hong Kong, Hang Seng Bank, as well as CTBC Bank. The proceeds of the loan will be used for general corporate financing and refinancing, including in the implementation of measures that drive the Group's long-term sustainability performance.



推動綠色健康生活

PROMOTING GREEN AND HEALTHY LIVING



塗料 Coatings

塗料品牌「紫荊花」推出的「超護家」系列，除了獲得中國環境標誌、法國室內空氣環境檢測A+級認證外，還通過了日本工業標準Z-2801的抗菌加工產品檢測。

In addition to obtaining China Environmental Labelling and the French VOC A+ Certificate, the “Extreme · Home Protector” series launched by Bauhinia Paints also passed the antimicrobial processing product test under the Japanese Industrial Standards (JIS) Z-2801.



「超護家」系列產品包括滿足大眾對抗菌基本需求的「護家抗菌」牆面漆，有效抵禦霉菌的「舒敏抗菌」牆面漆，以及為飼養寵物人士開發的「寵安抗菌」牆面漆。

Products under the “Extreme · Home Protector” series include the “homecare antimicrobial” wall paints that meet the antimicrobial needs of the public, the “anti-allergy antimicrobial” wall paints that are resistant to allergenic mold and the “pet-safe antimicrobial” wall paints developed for pet owners.

消毒用品及服務 Sanitising Products and Services

於二零二零年，集團旗下消毒品牌與香港理工大學科研團隊一同合作開發環保長效消毒塗層「Nano En-core」，當中採用了理大應用生物及化學科技學系李蓓教授專長的核殼顆粒技術(Core-shell technology)，結合了環保天然的食品級材料甲殼素(chitosan)、百里香(thymol)和特殊的成膜物質，通過實驗認證能形成長效消毒塗膜達到180天。當中的有效成份——甲殼素是大自然廣泛分佈的可再生、可持續自然資源，同時殺滅細菌和病毒，充分平衡環保與抗疫的需求。

In 2020, EUCA, the Group's sanitising brand, and a research team at the Hong Kong Polytechnic University (“PolyU”) jointly developed the environmentally friendly and long-lasting antimicrobial coating, “Nano En-core”. It uses the core-shell technology of Professor Pauline Li from the Department of Applied Biology and Chemical Technology of PolyU. By combining environmentally friendly and natural food-grade ingredients chitosan and thymol, along with special film-forming substances, it has been experimentally certified that it can form a long-lasting antimicrobial film for 180 days. The active ingredient chitosan is a renewable and sustainable natural resource widely distributed in nature. It also kills germs and viruses and fully balances environmental protection and anti-pandemic needs.



EUCA旗下另一產品「天然貝殼素消毒除臭噴霧」採用天然及可持續原料——扇貝貝殼粉，而且不含酒精、可致敏防腐劑、人造香料及色素。以上產品均經權威檢測機構證明有效消滅高達99.9%常見細菌及冠狀病毒。

Another EUCA product, “BioShell Disinfecting & Deodorizing Spray” uses scallop shell powder, a natural and sustainable raw material, and is free of alcohol, synthetic chemicals, fragrances and dyes. The aforementioned products have all been certified by authoritative testing organisations that they can effectively eliminate up to 99.9% of common germs and coronaviruses.

從天然原料到環保包裝 FROM NATURAL INGREDIENTS TO ECO-FRIENDLY PACKAGING

EUCA於回顧年內引入由回收紙及回收膠再生而成的環保包裝Eco.bottle®。Eco.bottle®除了通過ASTM D6868生物可降解測試外，同時經實驗證明具有高強度、高耐水性，更取得了LR美國專利。它比市面上一般塑膠包裝減少70%塑膠，堅硬及環保的紙皮外殼適合用家重用，包裝更可分拆成兩部分，紙皮外殼用作廢紙回收，內裡的薄膠樽用作塑膠回收。

During the year under review, EUCA introduced Eco.bottle®, an environmentally friendly packaging made of recycled paper and recycled plastic. In addition to passing the ASTM D6868 biodegradability test, Eco.bottle® has also been experimentally proven to have high strength and high water resistance. It also obtained the LR US patent. It contains 70% less plastic than ordinary plastic packaging on the market. The tough and environmentally friendly paper shell is suitable for reuse. The packaging can be divided into two parts: the paper shell can be recycled as waste paper, and the thin plastic bottle inside can be recycled as plastic.



回顧年度的環境數據包括了塗料的主要生產基地上海金山廠房、油墨的主要生產基地廣東中山廠房，以及溶劑的主要生產基地江蘇泰興廠房。集團的《環社管報告》自二零一九年起加入泰興溶劑廠房的環境數據，而該廠房於二零二零年亦擴充其生產線。有鑑於匯報範圍不斷擴大，以下過去兩年的數據未能作直接比較。為確保數據的完整性及一致性，集團沿用第三方顧問根據聯交所《如何準備環社管報告 — 附錄二：環境關鍵績效指標匯報指引》計算數據。集團會繼續完善數據收集系統，於未來在可行的情況下增加報告範圍。

The environmental data in the year under review cover the Jinshan plant in Shanghai, the Zhongshan plant in Guangdong and the Taixing plant in Jiangsu, the Group's main production bases for coatings, inks and solvents respectively. The Group's ESG Report has included environmental data of Taixing solvents plant since 2019 and the plant expanded its production lines in 2020. In light of the expanding reporting scope, the following two-year data are not an on-par comparison. To ensure the completeness and consistency of the data reported, the Group appointed a third party to calculate the data in accordance with *How to prepare an ESG report – Appendix 2: Reporting Guidance on Environmental KPIs* issued by the Stock Exchange. The Group will continue to improve its data collection system with a view to expanding the reporting scope in future if possible.

	單位 Unit	2019	2020
排放物 Emissions			
揮發性有機化合物 Volatile organic compounds	噸 Tonnes	15.93	29.37
顆粒物 Particulates	噸 Tonnes	15.53	34.85
生活油煙 Domestic exhaust gas	噸 Tonnes	0.01	0.003
排水量 – 生產廢水 Water discharge – from production	噸 Tonnes	223,549 ¹	277,413
排水量 – 生活廢水 Water discharge – from living zone	噸 Tonnes	29,336	29,669
化學需氧量 Chemical oxygen demand ("COD")	噸 Tonnes	12.36	13.50 ²
硫氧化物 SO _x	噸 Tonnes	1.05	4.35
氮氧化物 NO _x	噸 Tonnes	1.75	4.87
溫室氣體 – 範圍一 ³ Greenhouse gases – Scope 1	噸二氧化碳當量 Tonnes of carbon dioxide equivalent	1,620	2,281
溫室氣體 – 範圍二 ³ Greenhouse gases – Scope 2	噸二氧化碳當量 Tonnes of carbon dioxide equivalent	241,653 ¹	286,559
危險廢棄物 ⁴ Hazardous waste	噸 Tonnes	925.23	2,249.32
無害廢棄物 Non-hazardous waste	噸 Tonnes	510.43 ¹	459.11

消耗量 Consumption			
電力 Electricity	千瓦時 kWh	31,279,431	38,849,576
蒸氣 Steam	噸 Tonnes	682,772	805,738
電油 Petrol	公升 Litres	105,465	61,078
柴油 Diesel	公升 Litres	100,785	99,808
天然氣 Natural gas	立方米 m ³	243,052	656,979
總能量消耗密度 Total energy consumption intensity	千兆焦耳/產品噸數 Gigajoules/tonne of products	3.1 ¹	1.9
自來水 ⁵ Water	噸 Tonnes	116,631	114,181
用水密度 Water consumption intensity	噸/產品噸數 Tonnes/tonne of products	0.17	0.08
包裝材料總量 Packaging materials used			
鐵桶 Iron drums	噸 Tonnes	7,405.27	6,127.79
塑膠桶 Plastic buckets	噸 Tonnes	313.85	302.68
紙箱 Cartons	噸 Tonnes	258.18	280.96
塑膠膜 Plastic films	噸 Tonnes	9.89	17.00

1 數據經過調整以反映實際情況。

Data has been adjusted to reflect the actual situation.

2 廠房設有污水處理設備降低化學需氧量。二零二零年的化學需氧量主要來自泰興廠，這是由於水是酯化生產工藝的副產品，溶劑生產過程相對排放較大量污水。泰興廠的污水統一經園區污水處理廠處理，化學需氧量符合當地政府的標準。

The plants are equipped with sewage treatment equipment to reduce COD. In 2020, COD was mainly generated from Taixing plant where water is a side product in the esterification process, hence the solvents plant discharged a relatively large amount of sewage. Wastewater from the Taixing plant was treated by the sewage treatment plant in the industrial park, and the COD level met local government standards.

3 溫室氣體計算的二氧化碳排放因子數值參考自聯交所《如何準備環社管報告 — 附錄二：環境關鍵績效指標匯報指引》，及國家應對氣候變化戰略研究和國際合作中心《工業其他行業企業溫室氣體排放核算方法及報告指南（試行）》；全球變暖潛能值參考自政府間氣候變化專門委員會《第五次評估報告》。

Carbon emission factors for calculating greenhouse gases are referenced from *How to prepare an ESG report – Appendix 2: Reporting Guidance on Environmental KPIs* issued by the Stock Exchange, and *Guidelines for Calculation Methods and Reporting of Greenhouse Gas Emissions from Industrial and other Industries Enterprises (Trial)* of the National Centre for Climate Change Strategy and International Cooperation; for global warming potential values, reference is made to the *Fifth Assessment Report* of the Intergovernmental Panel on Climate Change.

4 危險廢棄物(數據包括報廢製成品)由政府認可的危廢處理公司處理。

Hazardous waste (the data include scrapped finished products) was handled by government-recognised hazardous waste handling companies.

5 集團於求取適用水源上沒有任何問題。

The Group has no issue in sourcing water that is fit for purpose.

社區的長遠價值

LONG-TERM VALUES IN COMMUNITIES

葉氏化工一直採取務實的態度，連繫各界持份者出謀獻策，共同應對社會上各種挑戰，並按其「社區投資、贊助及捐贈政策」回饋社會。集團承諾推動「使命商業」(Business with Purpose)理念，融合商業及社會目標，實現更美好的未來。我們策略地運用資源和創新意念，把社會元素融入業務，同時解決社會需要，從而為持份者創造共享價值，達致企業與社會雙贏。

Yip's Chemical connects different stakeholders to tackle challenges in the society together, as well as gives back to society according to its Policy on Community Investment, Sponsorships and Donations. The Group pledges to promote the concept of "Business with Purpose" by integrating business and social goals in order to achieve a better future. We integrate social elements into our business through the strategic deployment of resources and innovative ideas to address social needs, so as to create shared value (CSV) for our stakeholders, and attain a win-win result for the Group and society.

「匠心·活」匠人創效計劃

"HOME IS" CRAFTSMEN IMPACT PROJECT

葉氏化工過去五十年來致力為每個家庭提供優質化工產品，為大眾建構美好生活及舒適的「家」。於二零二一年，我們把「家」的精神延伸，推出「匠心·活」項目，連結本地油漆師傅、木工師傅、調色師，提升油漆業界健康意識及行業水平，並傳承匠人精神，鼓勵大家動手打造理想之家，並用匠心幫助社會上有需要的人改善生活環境。「匠心·活」三大計劃包括油漆師傅專屬的身心健康平台「匠人堂」、匠人技藝傳授平台及DIY工作坊「匠工房」，以及為社區有需要人士進行家居改善服務的「匠心社」。

Over the past 50 years, Yip's Chemical has been committed to providing high-quality chemical products for every family and creating a comfortable "home" for consumers. We extended the spirit of "home" in 2021 and curated the "Home is" project that connects local painters, carpenters and colourists to promote health awareness and standards of the paint industry, and also inherit craftsmanship. Through this project, we encourage people to build their ideal home with their own hands, and help improve the living environment of people in need with their craftsman spirit. "Home is" encompasses three pillar programmes which are the "Master Club" – a platform to support the physical and mental health of painters; the "Home Academy" – a platform to pass on skills of craftsmen through a series of DIY workshops; and the "Renovation with Heart" – providing free home improvement services for people in need.

創造共享價值

CREATING SHARED VALUE

商業價值 Commercial Values



提升葉氏化工及駱駝漆的
品牌形象
Enhance the business
profile of Yip's Chemical
and Camel Paints



深化我們與持份者的連繫，當中包括油漆及裝修師傅，以至終端消費者，促進業務發展
Strengthen the connection with our stakeholders including painters, renovation masters, as well as consumers to promote business development



加強員工對企業理念的認同感，同時提升士氣及凝聚力
Increase staff recognition of corporate values, while enhancing staff morale and cohesiveness

社會效益 Social Impacts



提倡匠人技藝傳承，推廣匠人精神，提升業界健康意識及形象
Inherit craftsman skills and promote craftsmanship; raise health awareness among painters and enhance industry image



鼓勵大眾建立創客精神，推動「動手造」文化
Build up "maker spirit" and promote DIY culture



連繫持份者，攜手為社會有需要人士改善家園
Join hands with stakeholders to improve home environment for the needy

「匠心·活」主要項目

"HOME IS" PILLAR PROGRAMMES



匠人堂 — 油漆師傅專屬的身心健康平台 Master Club - Wellness Platform Exclusively for Painters

「匠人堂」旨在關注及支援油漆師傅的身心健康。專業醫護及伸展導師為油漆師傅進行一對一檢查及諮詢，了解師傅的肌肉筋腱勞損問題，然後根據師傅的身體狀況，編配小組伸展班或一對一伸展治療，以舒緩因職業產生的痛症。

"Master Club" aims to support the physical and mental health of painters. Medical professionals and stretching instructors arrange one-on-one health check and consultation for painters to assess if they suffer from musculoskeletal disorders, and host group stretching classes or one-on-one stretching treatments according to the painters' health condition in order to help them relieve occupational pain.





匠工房 — 匠人技藝傳授平台

Home Academy – Craftsmanship Imparting Platform

「匠工房」連繫工匠及駱駝漆調色師，透過舉行一系列的工作坊，向大專生、中小學生以至公眾教授木工及填色技藝，讓他們透過工作坊親手製作精美實用的小家具，美化家居環境。我們希望在傳承工藝之上，亦能推廣「動手造」精神(maker spirit)。「匠工房」亦為本港基層學童舉行以社區椅子為主題的「社區探索營」，讓小學生透過體驗式學習，了解椅子對社區的重要性，藉此探索社區的歷史及文化，然後按社區實際需要，運用創意製作椅子，解決他們所識別的社區問題。

“Home Academy” connects carpenters and colourists of Camel Paints to pass on carpentry and painting skills to tertiary students, primary and secondary school students, and the public, teaching them to produce exquisite and practical small furniture to improve homes through a series of DIY workshops. We hope to promote the “maker spirit” on top of the inheritance of skills. “Home Academy” also hosts “Community Exploration Camp” under the theme of community chairs for local grass-root students. The primary school students will go through experiential learning from which they first understand the importance of chairs in the community, and ride on this to explore the relevant historical and cultural stories. They then use their creativity to design a chair according to social needs in order to solve those social issues that they identified.



匠心社 — 為社區有需要家庭提供免費翻新服務

“Renovation with Heart” —
Providing Free Home Improvement Services for Families in Need

「匠心社」號召葉氏化工員工、「匠人堂」的油漆師傅及其家人一同組成義工隊走訪全港，尋找需要翻新的家庭，免費為他們進行家居改善服務，打造一個舒適的家，展現香港人互助精神。

“Renovation with Heart” pools Yip’s Chemical staff, painters of “Master Club” and their family members together to form a volunteer team to provide local families in need with free home improvement services. We aim to create a comfortable home for them, and demonstrate the mutual support spirit of Hong Kong people.

「匠心社」——正生書院翻新工程

"RENOVATION WITH HEART" — RENOVATION WORKS FOR ZHENG SHENG COLLEGE

葉氏化工義工隊及駱駝漆的油漆師傅，為基督教正生書院（「正生書院」）進行澡堂及課室油漆粉刷工程。我們的油漆師傅亦向正生學生傳授髹油技巧，讓他們日後可以自行改善書院環境。除了課室牆面翻新，「匠心社」亦為正生書院的澡堂進行改善工程，因應女學員的需要加建沖涼房，以及坑板和鐵門，提高私隱度。

Yip's Chemical Volunteers together with the painters of Camel Paints refurbished and repainted the bathroom and classrooms of Christian Zheng Sheng College ("Zheng Sheng College"). Our painters passed on the painting skills to the college students who could improve the campus environment themselves thereafter. Apart from repainting the walls of the classrooms, "Renovation with Heart" also completed improvement works for the bathroom to cater for female students, by constructing shower cubicles and partitions to protect their privacy.



駱駝漆油漆師傅向正生書院學生傳授髹油技巧。

Painters of Camel Paints passed on their skills to the students of Zheng Sheng College.



葉氏化工副行政總裁葉鈞先生及正生書院校長陳兆焯一同為正生書院澡堂髹油。

Mr Francis Ip, Deputy Chief Executive Officer of Yip's Chemical, and Dr Alman Chan, Principal of Zheng Sheng College together painted the college's bathroom.

課室 Classroom

翻新前 Before Renovation



翻新後 After Renovation



澡堂 Bathroom

翻新前 Before Renovation



翻新後 After Renovation



  「匠心·活」"Home is __"

守護大眾健康

SAFEGUARDING PUBLIC HEALTH

與社區攜手抗疫

Fighting the Pandemic Together with the Community

自新冠肺炎爆發以來，葉氏化工連同葉氏化工主席成立的私人慈善基金—葉志成慈善基金，向本地弱勢社群捐贈累計接近20,000支消毒產品，而集團亦於內地向政府機關、醫院及機構捐贈消毒酒精逾230噸，向社會表達關愛之情。

另外，於二零二一年，集團旗下消毒品牌EUCA推出環保長效消毒塗層Nano En-core。集團已免費贊助學校及多間社福機構採用Nano En-core長效塗層施工服務，包括正生書院、香港社會創投基金旗下的「親子好心思」會所等。

Since the outbreak of COVID-19, Yip's Chemical and the Ip Chi Shing Charitable Foundation, which was founded by the Group's Chairman personally, have donated nearly 20,000 bottles of sanitising products to local under-resourced communities. The Group also donated more than 230 tonnes of alcohol for antiseptic use to government authorities hospitals and other institutions in Mainland China to express our concern for society.

In 2021, EUCA, the Group's own sanitising brand, launched the environmentally friendly long-lasting antimicrobial film, Nano En-core. We have provided free coating application service for schools and a number of social welfare organizations, such as Zheng Sheng College, Cradle to Classroom Clubhouse under Social Ventures Hong Kong, etc.

流動眼科手術車捐贈計劃

Mobile Eye Surgery Centre Donation Programme

葉氏化工自二零一零年起推行「流動眼科手術車捐贈計劃」，透過捐贈多部配備先進眼科手術儀器的流動手術車，幫助國內的白內障患者重見光明。項目開始至今，葉氏化工連同葉志成慈善基金已合共捐贈12部手術車予不同省份。每部手術車的建造費用連同眼科手術儀器價值280萬港元。回顧年內，項目已累積為國內超過153,000名白內障患者提供手術。

In 2010, Yip's Chemical launched the "Mobile Eye Surgery Centre Donation Programme" ("the programme") through which we donated the mobile eye surgery centres equipped with advanced ophthalmological surgery equipment to help restore the vision of cataract patients in Mainland China. Since the launch of the programme, Yip's Chemical and the Ip Chi Shing Charitable Foundation have donated 12 mobile eye surgery centres to different provinces. Each mobile surgery centre costs about HK\$2.8 million. During the year under review, the programme has cumulatively provided surgeries to more than 153,000 cataract patients in Mainland China.

企業義工服務

Corporate Volunteering

自2011年9月以來

Since September 2011

累積社區服務小時

Accumulated Hours
of Community Service

8,002

參與人次

Number of
Participants

1,475

員工的長遠價值

LONG-TERM VALUES IN EMPLOYEES

員工是集團最寶貴的資產，因此我們的人才管理政策皆以人為本，重視員工的專業發展及個人成長，同時營造一個公平公正和包容的理想工作環境。「工作新浪潮」(「TIDE」)為我們的企業文化，即葉氏人均具備「團結」(Teamwork)、「正直」(Integrity)、「決心」(Determination)及「卓越」(Excellence)的素質，是企業與員工共同成長的主要元素。

Employees are the Group's most valuable assets. As such, our talent management policies are people-oriented and focus on professional development and personal growth of employees. We strive to foster an ideal workplace that is fair and inclusive. Our corporate culture, embodied by "TIDE", which depicts the qualities of Teamwork, Integrity, Determination, and Excellence of our people, is the key to our employees growing together with the Group.

致力人才發展與培育

COMMITMENT TO TALENT DEVELOPMENT AND NURTURING

集團致力培養持續學習氛圍，鼓勵員工通過不同的學習渠道以提高自己的專業水準。集團與內地知名學府中歐國際工商學院合作推出「葉氏網上學習平台」，加強同事的管理及軟性技巧，並學以致用於日常工作及生活。於香港總部，人力資源部會定期舉行「Lunch & Learn」活動，邀請專業人士利用午膳時間與同事分享不同主題的知識，於二零二一年更推出「一口學問」線上學習分享會，由員工導師向集團同事傳授不同類型的知識，主題涵蓋健體養生、家居維修，以至投資理財等。回顧年內，集團全年培訓總時數較二零一九年增加約30%至84,597小時，主要是因為疫情關係，同事對線上學習的模式也較熟練，投入度相對增加。另外，集團設有外部專業進修津貼，鼓勵員工持續進修。

The Group is committed to cultivating an environment of continuous learning and encourages employees to enhance their professionalism through different learning channels. The Group has partnered with the renowned China Europe International Business School to launch the "Yip's E-learning Platform" in order to strengthen employees' management and soft skills that can be applied to daily work and life. The Human Resources Department regularly hosts "Lunch & Learn" events at the Group's headquarters in Hong Kong. Professionals are invited to share their knowledge of different topics with colleagues at lunch time. In 2021, we introduced online learning and sharing sessions conducted by employee mentors who taught their co-workers on different topics ranging from health and wellness, home repair, to investment and financial management, etc. During the year under review, the Group's total number of training hours increased by approximately 30% from 2019 to 84,597 hours. This was mainly because colleagues were more familiar with and involved in online learning due to the pandemic. The Group also offers subsidies for external professional training to encourage continuous learning of employees.

詳細培訓數據⁶ Detailed Training Data⁶



全年培訓總時數
Total Training Hours

84,597



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

28

按性別 By Gender



**員工平均
培訓時數 (男)** **30**
Average Training Hours
per Employee (Men)



**員工平均
培訓時數 (女)** **23**
Average Training Hours
per Employee (Women)

按員工類別 By Employee Category



**員工平均培訓時數
(高級管理層)** **22**
Average Training Hours per
Employee (Senior Management)



**員工平均培訓時數
(中級管理層)** **32**
Average Training Hours per
Employee (Middle Management)



**員工平均培訓時數
(主任級員工)** **21**
Average Training Hours per
Employee (Officer Grade)



**員工平均培訓時數
(一般員工)** **32**
Average Training Hours per
Employee (General Grade)

⁶ 數據包括整個集團。
The data cover the whole Group.

我們擁有長遠的人才梯隊計劃，由集團主席及高層領導團隊成員組成的高管人才發展委員會（「人才委員會」）負責推行人才庫計劃、繼任人計劃，以及各階級的培訓及發展計劃；人才委員會亦會定期檢討部門架構，培育有潛能的員工。

集團規定所有員工每年須進行最少一次績效評估，關鍵指標包括體現TIDE核心價值、工作表現、於「葉氏網上學習平台」的參與度、管理能力及道德行為，評估結果與員工調整薪酬及花紅比率掛鉤。

We have a long-term succession plan overseen by the Executive Talent Development Committee (the "Development Committee"), headed by the Group's Chairman and members of SLT. The Development Committee is responsible for running a talent bank programme, a succession programme, as well as programmes for the training and development of personnel at different levels. The Development Committee also regularly reviews the organisational structure of various departments and nurtures employees with high potential.

The Group requires that all employees undergo at least one performance appraisal per year. Key metrics include demonstrating the core values of TIDE, work performance, participation in the "Yip's E-learning Platform", management skills, and ethical behaviour. The assessment results directly tie to employees' salary adjustments and bonus ratios.

締造健康工作文化

CREATING A HEALTHY WORK CULTURE

集團致力建構一個工作與生活平衡、家庭友善的工作文化，我們設有恩恤假、考試假、生日假、超越法例要求的侍產假；我們更於二零二一年起推行超越法例要求的產假。我們亦實施彈性上班及午膳時間，讓員工避開繁忙時間上、下班和用膳。集團十分關顧員工的體魄，同事每年可享一次免費身體檢查，而我們的醫療福利亦惠及員工及其家屬。為加強員工的退休保障，我們的強積金供款高於法例要求，並於二零二一年向員工額外提供一間強積金供款受託人以供選擇。

葉氏關愛延續基金（「基金」）於二零一一年由集團創辦人捐資成立。創辦人期望透過該基金，幫助集團員工的子女接受更好、更高的教育，並讓退休員工得到更多保障。於二零二零年，基金共向143名有經濟需要的員工子女資助學費，並向九名退休員工發放一次性的退休感謝金。

The Group is committed to promoting a work-life balance and family-friendly work culture. We provide compassionate leave, examination leave, birthday leave, and paternity leave beyond the minimum prescribed by law. Starting from 2021, we offer maternity leave beyond the legal requirements. We also have flexible working and lunch hours to allow employees to avoid peak hours for commuting and meals. The Group is greatly concerned about employees' health. All employees receive one free health check-up each year and our medical benefits cover our employees as well as their family members. For added retirement benefits, our Mandatory Provident Fund ("MPF") contributions exceed the regulatory requirements, and in 2021, an additional MPF contributions trustee was provided for employees to choose from.

Yip's Care Extension Foundation (the "Foundation") was established by the founders of the Group in 2011. The founders hope that the Foundation can help children of our employees receive better, more advanced education and provide retirees with added protections. In 2020, the Foundation subsidised tuition for 143 children of employees in financial need and granted a one-time retirement gratuity to nine retiring employees.

集團五十週年誌慶

THE GROUP'S 50TH ANNIVERSARY

集團得以穩步發展，實有賴員工的辛勞付出和貢獻。因此，藉集團成立五十週年的重要里程碑，我們舉辦了一系列員工參與活動分享金禧喜悅。集團總部連同所有子公司在線上舉行五十週年啟動禮，一同回顧集團的發展歷程。集團亦舉辦了「我們的主題曲」填詞暨歌唱比賽，同事為集團主題曲填詞，展現集團企業文化和願景，並透過視頻演繹作品；為了增添氣氛，集團所有辦公室和廠房都換上五十週年佈置，香港總部更特設一台「夾公仔機」，每月為同事送上不同驚喜。五十週年慶祝活動還包括「金禧五十人和事」短片拍攝活動、金禧紀念全民派對、慶祝酒會等。



集團總部連同子公司同事在線上舉行五十週年啟動禮。

Staff from the Group's headquarters and across the subsidiaries gathered at the virtual 50th anniversary kick-off ceremony.

The Group's steady advancement is built upon the hard work and contributions of its employees. As a result, at the significant milestone of the Group's 50th anniversary, we held a series of employee engagement activities to mark the occasion. The Group's headquarters and all subsidiaries held an online 50th anniversary kick-off ceremony to look back on the Group's development. The Group also held a lyrics writing and singing competition, at which colleagues wrote their own lyrics for the Group's theme song to represent the Group's culture and vision, and presented their works via videos. In order to bring cheerful mood into the office and plants, they were dressed with 50th anniversary decorations and the Hong Kong headquarters had a claw machine with new surprises for our staff every month. The 50th anniversary activities also included a video filming activity, a celebration party across business units and a celebratory cocktail event.



集團舉辦「我們的主題曲」填詞暨歌唱比賽，同事以指定歌曲填詞，展現集團企業文化和願景。

The Group held "Our Theme Song" Lyrics Writing and Singing Competition, at which colleagues wrote their own lyrics to represent the Group's culture and vision.

職業安全至上

PRIORITISING OCCUPATIONAL SAFETY

我們嚴格遵守有關提供安全工作環境及保障員工避免職業性危害的法律及規例，有關條例請參閱「《環社管報告指引》—內容索引」章節。安環部定期對各廠房進行安全檢查，回顧年內，安環部共進行了12次安全檢查和一次專項安全檢查，持續改善安全管理。

回顧年內，集團舉行了一次線上安健環年會，高層領導團隊成員、集團子公司總經理、各廠廠長及安健環管理人員均有出席。另外，安環部舉行了三次安健環技術論壇，邀請各廠廠長及安健環管理人員一同就新的安健環資訊及經驗作出分享。

對於處理危險化學品，集團有特別的安全生產規章制度，涵蓋安全教育培訓、風險評估、預防措施、生產過程安全管理、突發應急等一共32項要求。新入職的駐廠房員工必須先經過安全教育及安全考核才可以開始工作。

We strictly abide by laws and regulations that provide a safe work environment and protect employees from occupational hazards. For the relevant laws and regulations, please see “ESG Reporting Guide – Content Index” section for details. The HSE Department periodically conducts safety inspections in each plant. During the year under review, the HSE Department conducted 12 safety inspections and one special item inspection, continuously improving safety management.

During the year under review, the Group held an online HSE meeting with SLT members, the General Managers of the Group's subsidiaries, plant managers, and HSE management personnel. Moreover, the HSE Department held three HSE technical forums for plant managers and invited HSE management personnel to share new HSE information and experiences.

The Group has special safe production regulations for handling hazardous chemicals that cover 32 requirements, including safety education training, risk assessment, preventive measures, safety management during production, and emergency responses. New plant employees must complete safety education and a safety assessment before commencing work.

回顧年內，集團及子公司共進行了 **120,676** 小時與安健環相關的培訓
During the year under review, the Group and its subsidiaries conducted **120,676** hours of HSE training

因工死亡個案為 **0**
While there were **0** job-related fatalities

涉及工傷的員工人數為 **8⁷** 人
8⁷ employees sustained work injuries

牽涉因工傷損失工作日數為 **662⁸** 天
and **662⁸** workdays were lost

7 工傷定義為工傷日數五日或以上的個案。
Work injuries are defined as cases incurring the loss of five or more workdays.

8 集團會按照當地法例安排醫療事項。此外，集團亦為有職業危害因素的員工提供定期的職業健康檢查。
Medical matters were dealt with in accordance with local laws. The Group provides regular medical checks to employees exposed to occupational hazards.

抗疫得宜 全員零確診

Zero Confirmed Diagnoses in Combating the Pandemic

由疫情爆發至今，全集團錄得零宗確診個案。這有賴集團位於內地的廠房，以及位於內地和香港的辦公室，採取了多項措施以將病毒傳播的風險減至最低，包括員工及外來人員進入辦公室及廠房時必須量度體溫；採購充足的防疫物資予全體員工；加強廠房及辦公室的清潔消毒；員工分流用餐，並保持社交距離；後勤員工在疫情高峰期在家工作；於國內，高風險區域來訪人員更需提供核酸檢測結果，方可進廠。

The entire Group has recorded zero confirmed cases since the beginning of the COVID-19 outbreak. It was attributed to the Group taking a series of measures in our plants in Mainland China, and also the offices both in the Mainland and Hong Kong to minimise the risk of virus transmission. These measures include requiring temperature checks for employees and visitors upon entering offices and plants, purchasing sufficient anti-pandemic supplies for employees, increasing frequency of cleaning and disinfection of plants and offices, staggering employee meal times and maintaining social distancing, allowing office staff to work from home during the peak of the pandemic, and requiring visitors from high-risk areas to provide nucleic acid test results before entering our plants in Mainland China.

平等機會僱主

EQUAL OPPORTUNITY EMPLOYER

我們遵從業務所在地的僱傭及勞工條例進行招聘，而合約及《員工手冊》亦清楚列明聘用條款、薪酬、合約終止條款、假期及福利等。我們絕不容忍工作場所內存在任何形式的歧視，並確保員工待遇不會因種族、宗教、性別、婚姻狀況、殘疾、家庭崗位或個人關係等因素而異。集團嚴格遵守平等機會及反歧視條例，並把主要章節列於僱傭合約及《員工手冊》。集團亦不容許童工或強制勞工，並嚴格遵從有關法例。以上有關條例請參閱「《環社管報告指引》—內容索引」章節。

Our recruitment complies with all local employment and labour regulations. Our employment contracts and *Employee Handbook* clearly list out the employment terms, salaries, contract termination clauses, holidays and benefits, among others. We have zero tolerance for any form of discrimination in the workplace and ensure that employee remuneration does not differ because of race, religion, gender, marital status, disability, family status, or other personal factors. The Group strictly abides by equal opportunity and anti-discrimination ordinances and includes key sections of these ordinances in both employment contracts and the *Employee Handbook*. The Group does not tolerate child labour or forced labour and strictly complies with relevant laws. For the relevant laws and regulations of the above, please see "ESG Reporting Guide – Content Index" section for details.

反貪污

ANTI-CORRUPTION

我們對各種貪污、賄賂、勒索、詐騙及洗黑錢情況採取零容忍政策，並嚴厲打擊集團任何利益衝突的事件。我們嚴格遵從業務所在地的法例法規，有關條例請參閱「《環社管報告指引》—內容索引」章節。董事會頒佈的「操守及行為守則」已列出集團的核心價值及規範，而《員工手冊》亦已列明禁止員工參與存在利益衝突的活動。所有指定職級的員工均需於入職時及每年填寫利益申報表。回顧年內，公司沒有收到任何涉及貪污的舉報個案。除此之外，集團設有舉報機制，防止違法及違規個案。員工應先向直屬上司或人力資源部反映，如有需要，該員工可向總經理或集團高層領導團隊成員申訴。

We have a zero-tolerance policy for all forms of corruption, bribery, extortion, fraud and money laundering, and handle conflicts of interest in the Group seriously. We strictly abide by the laws and regulations of our business locations. For the relevant laws and regulations, please see "ESG Reporting Guide – Content Index" section for details. The Codes of Ethics and Conducts issued by the Board set forth the Group's core values and standards, and the *Employee Handbook* expressly prohibits employees from engaging in activities that present a conflict of interest. Employees at designated levels are required to complete a declaration of interests form at new employee orientation and every year thereafter. During the year under review, the Group did not receive any reports relating to corruption practices. The Group also has a whistleblowing mechanism to prevent violation of laws and regulations. Employees should first report to their immediate superior or the Human Resources Department. If necessary, they can file a complaint with the General Manager or a member of SLT.

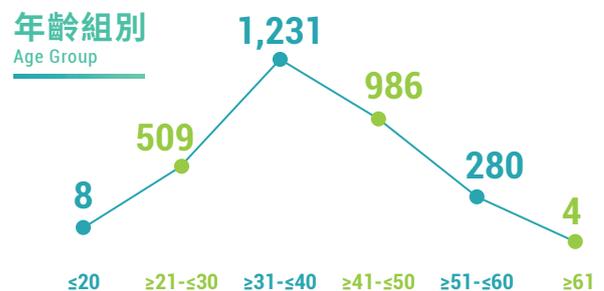
員工分佈

WORKFORCE DISTRIBUTION

集團總員工人數為3,018⁹人，其中82人為香港僱員，其餘均為內地僱員。詳細分佈如下：



The Group had 3,018⁹ employees, of which 82 were Hong Kong employees, and the rest were all from Mainland China. The detailed distribution was as follows:



僱員流失比率為13%¹⁰，詳細分佈如下：



Employee turnover rate was 13%¹⁰, detailed distribution was as follows:



9 於二零二零年十二月三十一日，包括集團所有員工總數。
As at 31 December 2020, inclusive of all employees in the Group.

10 僱員流失率為於回顧年度內自辭員工人數與於二零二零年十二月三十一日員工總數的比率。
Employee turnover rate is the ratio of the number of employees leaving of their own accord during the year under review to the total number of employees of the Group as at 31 December 2020.

供應鏈的長遠價值

LONG-TERM VALUES IN SUPPLY CHAINS

供應鏈是生產的重要命脈，因此集團十分重視與供應商的合作，以確保產品及服務供應穩定。供應商必須遵守集團所訂明的嚴格標準，包括於法規遵循、生產及品質管理、勞工守則和環境保護等方面。

Supply chains are the lifelines of production. Therefore, the Group values partnership with suppliers to ensure stable supply of products and services. Suppliers must comply with the strict standards set forth by the Group, including compliance with regulations, production and quality management, labour codes, environmental protection, etc.

子公司年內與
During the year under review,
our subsidiaries worked with

1,377¹¹ 個供應商合作
suppliers,

其中約
of which over

99%

的供應商為營運地點的本地供應商，以減低運輸及公幹所產生的碳排放。
were local to the operations they served,
thus minimizing carbon emissions from transport.

¹¹ 數據包括塗料及油墨業務。
The data include the coatings and inks businesses.

供應商管理

SUPPLIER MANAGEMENT

子公司只會選用合格名單上的供應商，並就他們的往績評估決定採用的優先次序。採購部會就供應商性質，與不同部門合作進行年度評審、定期評審及個別項目評審。

Subsidiaries only select from the list of qualified suppliers and prioritise their selection based on the suppliers' track records. The Procurement Department conducts annual assessments, periodic assessments, and individual-item assessments in cooperation with relevant departments based on the nature of the supplier's business.

如果供應商未達到合格分數而經過警告後仍未見改善，便會對其終止採購。我們會每年更新供應商名單，因此供應商要經過每年最少一次的年度評審，其中塗料及油墨業務於回顧年內總共進行了11次相關評估。子公司亦會就其公司最新政策或國家法規與供應商緊密溝通，保證運作合法合規。

If the supplier fails to achieve a passing score and there is no improvement after receiving a warning, procurement arrangement with such supplier may be terminated. We update our supplier list annually and thus we perform at least one supplier assessment every year. During the year under review, 11 supplier assessments took place for the coatings and inks businesses. Subsidiaries are also in close communication with suppliers to ensure that they operate legally and in compliance with their latest company policies and country's regulations.

供應商實地評估的主要範疇

MAIN ASPECTS OF ON-SITE SUPPLIER ASSESSMENT



確保供應鏈廉潔奉公

ENSURING SUPPLY CHAIN INTEGRITY

集團絕不容忍業務夥伴進行貪污及賄賂。與供應商簽訂合作協議時，子公司須要求供應商簽署一份廉潔聲明或承諾書，該文件詳細列明不可接受的利益收受行為及違法的後果，以及提供申訴機制資訊。子公司的採購部門亦設立內部監控小組，成員會不定期抽查供應商的報價單，如發現異常情況會及時向採購總監匯報。回顧年內，塗料及油墨業務沒有供應商因違反上述聲明及承諾而接受警告或需要取消合作；亦沒有涉及賄賂或欺詐的訴訟。

The Group does not tolerate corruption or bribery by its business partners. When entering into agreements with suppliers, subsidiaries require their suppliers to sign a probity declaration or a letter of undertaking that details the consequences of illegal receipt of benefits and non-compliance with regulations, and provides information of the grievances system. The Procurement Department of each subsidiary also has an internal control team whose members check supplier quotations from time to time. If any irregularity is found, the team will immediately report to the Procurement Director. During the year under review, no coatings and inks suppliers were issued warnings or had their qualifications revoked due to violation of such declarations or undertakings. There was also no litigation involving bribery or fraud.

顧客的長遠價值

LONG-TERM VALUES IN CUSTOMERS

半個世紀以來，葉氏化工堅持優質生產，我們設有「產品品質安全風險管理政策」，以確保產品安全及健康。集團透過高新技術、嚴格監控及產品認證三管齊下，堅持追求卓越品質，對消費者負責。

For half a century, Yip's Chemical has committed to quality production. The Management of Product Quality and Safety Risks Policy is in place to ensure product health and safety. The Group sustains its efforts in striving for product excellence through the use of innovative technology, stringent monitoring and product certification, and holds itself accountable to consumers.

產品質量管理

PRODUCT QUALITY MANAGEMENT

集團旗下的子公司均獲得ISO 9001質量管理體系認證，並實行企業資源規劃系統(「ERP」)，監控從產品研發、生產過程、品質檢驗至產品交付整個過程。我們的產品亦成功獲得多項品質驗證，包括中國環境標誌產品認證、中國國家強制性產品認證、中國船級社認證、美國產品安全UL認證、法國VOC A+認證及美國綠色衛士金級認證等。回顧年內，塗料業務旗下的「貝倍安」兒童漆和兒童底漆更首度通過嚴格的美國Children's Product Certificate (CPC)標準，足證產品對兒童安全與健康的保障。我們嚴格遵從有關提供產品和服務的健康與安全、廣告、標籤及私隱事宜的法例法規，有關條例請參閱「《環社管報告指引》—內容索引」章節。

The Group's subsidiaries are ISO 9001 Quality Management System certified. They implement an Enterprise Resource Planning ("ERP") system to monitor the entire process from product R&D, production, and quality inspections to product delivery. Our products have also received a number of certifications for quality assurance, including China Environmental Labelling Product Certification, China Compulsory Product Certification, China Classification Society Certification, American UL Product Safety Certification, French VOC A+ Certification, and American GREENGUARD Gold Certification. During the year under review, "Baby Care" child-safe paints and primers from the coatings business passed the stringent American Children's Product Certificate (CPC) standards for the first time, proving that the products help safeguard children's safety and health. We strictly abide by the laws and regulations relating to health and safety, advertising, labelling and privacy matters of the products and services we provide. For the relevant laws and regulations, please see "ESG Reporting Guide – Content Index" section for details.



集團旗下洋紫荊油墨是中國油墨行業首批引入有害物質管理體系的企業，並透過建立有害物質管控數據庫及法規庫，控制產品中的重金屬及有機化合物等超過40種物質以符合歐盟、美國及日本等國家、地區的相關產品標準和環保標準，並不斷提升產品安全評估和風險管控能力。我們的油墨廠房採用無苯車間及管道化生產模式，以自控系統並連接ERP系統作全方位的生產過程監控。油墨業務中山廠的單張紙油墨產品通過美國大豆協會認可，授權使用大豆油墨標籤。

Bauhinia Ink, one of the Group's subsidiaries, was the first in the Chinese ink industry to introduce the hazardous substance management system. By establishing control and regulatory databases for hazardous substances, the Group's inks division controls over 40 substances, such as heavy metals and organic compounds, in order to meet product and environmental standards in countries and regions including the European Union, the United States, and Japan. This also allows us to continuously improve our ability to assess product safety, manage and control risks. Our inks plants adopt fully pipelined manufacturing in benzene-free production conditions, while control systems are automatic and linked to an ERP system for comprehensive production process monitoring. Sheet-fed ink products from our Zhongshan inks plant have been approved by the American Soybean Association to use the SoySeal symbol.

安全及品質監控

SAFETY AND QUALITY MONITORING



評定產品合格的標準基於兩大範疇：品質和性能（包括原材料監控和成品檢測），以及安全及環保考慮（包括產品是否符合地區、國家及國際法律、法規及標準，以及顧客的要求）。

There are two major criteria for assessing if the product meets the standard: quality and performance (including raw material monitoring and finished product testing) and safety and environmental considerations (including compliance with regional, national, and international laws, regulations, and standards, as well as customer requirements).

就原材料監控和成品檢測，集團的專業質檢員會對原材料的來貨資料和品質檢驗報告進行核對，再根據ERP系統的技術指標抽樣檢測；或者進行原料同步檢驗——即與供應商共同制訂檢測指標，雙方均對原料作獨立檢測再對比兩邊的檢測報告。相關部門同時也會對生產過程進行監督，其中包括檢測生產過程所使用的輔料、設備、工具和包裝容器等，以確保生產過程不受污染。

For raw material monitoring and finished product testing, professional inspectors of the Group verify raw material shipment details and quality inspection reports and then take samples for random tests based on the technical indicators in the ERP system; or perform raw material testing in parallel — where test indicators are developed jointly with suppliers, and both parties independently test the raw materials and compare the test reports. The relevant departments also supervise the production process, such as inspecting and testing the auxiliary materials, equipment, tools, and packaging containers used during production, in order to ensure there is no contamination during the production process.

在成品檢測階段，技術系統會就不同產品提出相應「品控指標」作為檢測根據。例如塗料產品中的外牆漆，會測試其耐用度，包括評估漆膜的彈性及抗裂性；同時通過紫外光加速曝曬或雨淋試驗，評估漆膜變色、失光、粉化、脫落等耐久性指標。

如果產品質量出現重大問題而需要回收，業務亦設有產品回收指引，並必須由質檢部主管提出申請以啟動產品回收程序，確保管理層知悉，以進一步採取必要的糾正和預防措施，以防止同類事件再次發生。回顧年內，塗料及油墨業務並無因產品安全問題導致產品召回的個案。

塗料和油墨工廠先後建立三間中國合格評定國家認可委員會(「CNAS」)認可的檢測實驗室，提供產品安全和品質檢測的專業服務，由CNAS認可的檢測結果和報告獲多個國家和地區認可。塗料業務位於惠陽的實驗室除CNAS外，亦獲國際實驗室認證聯盟(ILAC-MRA)認證。

At the testing stage for finished products, the technical system displays the appropriate “quality control indicators” for each product as the basis for inspection and testing. For example, for outer-wall coating products, we test their durability by assessing the elasticity and crack resistance of the coatings and assess durability indicators, such as the change in colour, loss in lustre, pulverisation, or peeling of coating films, through UV-accelerated testing or rain-damage testing.

Guidelines are in place if there is a significant problem with product quality that requires a product recall. The Director of the Quality Assurance Department must submit a request to initiate the product recall procedures to ensure that the management is aware of the product recall, and that the necessary corrective and preventive measures are taken to prevent the recurrence of similar events. During the year under review, the coatings and inks businesses had no product recalls due to problems associated with product safety.

The coatings and inks plants have three testing laboratories recognised by the China National Accreditation Service for Conformity Assessment (“CNAS”). These laboratories provide professional services for testing the safety and quality of products. The testing results and reports endorsed by CNAS are recognised by many countries and regions. The coatings division's testing laboratory at the Huiyang plant is accredited by both CNAS and the International Laboratory Accreditation Cooperation Mutual Recognition Arrangement (ILAC-MRA).

致力提升顧客體驗

ENDEAVOURING TO IMPROVE CUSTOMER EXPERIENCE

集團持續提升產品及服務，並虛心聆聽顧客的反饋意見。塗料及油墨業務設有清晰的顧客申訴機制及處理模式，以確保顧客的意見得到妥善處理。回顧年內，塗料及油墨業務有關質量投訴率分別為0.28%及0.75%，兩個業務均沒有錄得違反有關健康與安全、廣告及標籤條例而對業務有重大影響的案例。

The Group strives to improve its products and services while listening humbly to customers. The coatings and inks divisions have well-defined systems for receiving and handling customer complaints to ensure that customer feedback is addressed properly. During the year under review, the coatings and inks divisions had a quality-related complaint rate of 0.28% and 0.75% respectively. Both divisions had not recorded any violation of health and safety, advertising, or labelling regulations that significantly impacted our businesses.

處理投訴程序

Complaint Handling Procedures

1 接收投訴 Receiving complaints

業務官方網頁列出聯絡方法，並設有指定部門處理客戶投訴。由於塗料業務包括零售性質，產品包裝上印有客戶服務熱線，消費者可致電或通過經銷商及紫荊花客戶投訴中心尋求協助。油墨業務客戶為印刷工廠或代理商，客戶可通過信函或向營業代表投訴。

The business divisions' official websites list contact information and the segments have a designated department to handle customer complaints. As the coatings division includes retail, the customer service hotline is printed on the product packaging. Consumers may seek help from the hotline, or distributors' stores or the Bauhinia Customer Complaint Centre. Clients of the inks division are printing companies or agents, and may file complaints by letter or with a sales representative.

3 調查及改善 Investigation and improvement

負責部門需於指定時間內查找問題所在，並擬定改善措施。

The responsible department must pinpoint the problem within the specified time frame and develop measures for improvement.

2 初部評估 Initial assessment

負責部門會先評估有關投訴是否成立，以及審視投訴內容。如投訴不成立需回應客戶；投訴成立則按分類交給相關部門跟進。

The responsible department first assesses whether the complaint is valid and examines its details. The customer is notified if the complaint is deemed invalid. If it is valid, the complaint is followed up by the appropriate departments according to its classification.

4 回應顧客 Response to customer

投訴處理完成後需向客戶報告結果，並了解客戶的滿意度。如過程涉及退貨或賠償，業務按內部指引執行。

Upon resolution of the complaint, the customer is notified of the outcomes and their level of satisfaction is recorded. If goods return or compensation is necessary, it will be executed in accordance with the internal guidelines of the business.

基於集團業務性質，以上程序僅需要客戶少量個人資料(如名字及送貨地址)，而客戶多為公司客戶及經銷商，因此私隱事宜並非集團的重大關聯事宜。Due to the nature of the Group's businesses, the procedures described above only require limited personal data from the customer (such as name and shipping address). The majority of customers are companies and distributors; as such, privacy is not a material issue for the Group.

關於此報告

ABOUT THE REPORT

葉氏化工集團有限公司的《2020環社管報告》按照聯交所《主板上市規則》附錄二十七闡述的《環社管報告指引》編寫，以適切性、重要性及平衡考慮匯報可持續發展事宜，並基於業務性質對持份者的影響性以及考慮到相關事宜的披露深度而擬定報告範圍。除非另有說明，這份年度報告描述集團在二零二零年一月一日至二零二零年十二月三十一日期間可持續發展方面的表現和措施。

The ESG Report 2020 of Yip's Chemical Holdings Limited is prepared in accordance with the ESG Reporting Guide set out in Appendix 27 of the Main Board Listing Rules on the Stock Exchange. Sustainability disclosures are applicable and material, and disclosures of the Group's sustainability performance are made in a balanced manner. The reporting scope is based on the influence of businesses to stakeholders and the consideration of providing in-depth disclosures of material issues. This report covers the Group's performance and measures relating to sustainable development for the period from 1 January 2020 to 31 December 2020 unless otherwise specified.

《環境、社會及管治報告指引》— 內容索引

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE - CONTENT INDEX

層面、一般披露及關鍵績效指標 Aspects, General Disclosures and KPIs	描述 Description	《2020環社管報告》頁數 Page no. of ESG Report 2020	補充 Remarks
層面A：排放物 Aspect A1: Emissions			
一般披露 General Disclosure	有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste	8-10, 35	就此報告部份的披露範圍，董事會於回顧年內沒有從政府相關機構收到違反相關法律、法規、規章及規例，並對集團業務產生顯著影響的通知。相關法律、法規、規章及規例包括但不限於《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法》、《中華人民共和國節約能源法》、《中華人民共和國水污染防治法》、《工礦用地土壤環境管理辦法（試行）》、《污染地塊土壤環境管理辦法（試行）》、《中華人民共和國固體廢物污染環境防治法》以及《中華人民共和國環境保護稅法》。 With regard to the disclosure in this report section, during the year under review, the Board had not received from related government authorities any notice related to major violation of related laws and regulations that had significant impacts on its businesses. Related laws and regulations include but not limited to Environmental Protection Law of the People's Republic of China, Law of the People's
關鍵績效指標 KPI A1.1	排放物種類及相關排放數據 The types of emissions and respective emissions data	14	
關鍵績效指標 KPI A1.2	溫室氣體總排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算） Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility)	14	

關鍵績效指標 KPI A1.3	所產生有害廢棄物總量 (以噸計算) 及 (如適用) 密度 (如以每產量單位、每項設施計算) Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility)	14	Republic of China on the Prevention and Control of Atmospheric Pollution, Law of the People's Republic of China on Conserving Energy, Law of the People's Republic of China on the Prevention and Control of Water Pollution, Measures for Soil Environmental Management in Industrial and Mining Land, Measures for the Management of Soil Environment in Contaminated Land, Law of the People's Republic of China on the Prevention and Control of Environment Pollution caused by Solid Wastes, and Environmental Protection Tax Law of the People's Republic of China.
關鍵績效指標 KPI A1.4	所產生無害廢棄物總量 (以噸計算) 及 (如適用) 密度 (如以每產量單位、每項設施計算) Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility)	14	
關鍵績效指標 KPI A1.5	描述減低排放量的措施及所得成果 Description of measures to mitigate emissions and results achieved	8-11	
關鍵績效指標 KPI A1.6	描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果 Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved	9	
層面A2：資源使用 Aspect A2：Use of Resources			
一般披露 General Disclosure	有效使用資源 (包括能源、水及其他原材料) 的政策 Policies on the efficient use of resources, including energy, water and other raw materials	8-10	
關鍵績效指標 KPI A2.1	按類型劃分的直接及/或間接能源 (如電、氣或油) 總耗量 (以千個千瓦時計算) 及密度 (如以每產量單位、每項設施計算) Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility)	15	
關鍵績效指標 KPI A2.2	總耗水量及密度 (如以每產量單位、每項設施計算) Water consumption in total and intensity (e.g. per unit of production volume, per facility)	15	
關鍵績效指標 KPI A2.3	描述能源使用效益計劃及所得成果 Description of energy use efficiency initiatives and results achieved	8, 11	

關鍵績效指標 KPI A2.4	描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved	10, 15	
關鍵績效指標 KPI A2.5	製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位估量 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced	15	
層面A3：環境及天然資源 Aspect A3: The Environment and Natural Resources			
一般披露 General Disclosure	減低發行人對環境及天然資源造成重大影響的政策 Policies on minimising the issuer's significant impact on the environment and natural resources	7	
關鍵績效指標 KPI A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	7-13	
層面B1：僱傭 Aspect B1: Employment			
一般披露 General Disclosure	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare	22-23, 27, 37	就此報告部份的披露範圍，董事會於回顧年內沒有從政府相關機構收到違反相關法律、法規、規章及規例，並對集團業務產生顯著影響的通知。相關法律、法規、規章及規例包括但不限於香港《僱傭條例》、《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、香港《性別歧視條例》、《殘疾歧視條例》、《家庭崗位歧視條例》、《種族歧視條例》及《中華人民共和國殘疾人保障法》。 With regard to the disclosure in this report section, during the year under review, the Board had not received from related government authorities any notice related to major violation of

關鍵績效指標 KPI B1.1	按性別、僱傭類型、年齡組別及地區劃分的僱員總數 Total workforce by gender, employment type, age group and geographical region	28	related laws and regulations that had significant impacts on its business. Related regulations include but not limited to Hong Kong Employment Ordinance, Labour Law of the People's Republic of China, Labour Contract Law of the People's Republic of China, Hong Kong Sex Discrimination Ordinance, Disability Discrimination Ordinance, Family Status Discrimination Ordinance, Race Discrimination Ordinance, and Law of the People's Republic of China on the Protection of the Disabled.
關鍵績效指標 KPI B1.2	按性別、年齡組別及地區劃分的僱員流失比率 Employee turnover rate by gender, age group and geographical region	28	
層面B2：健康與安全 Aspect B2：Health and Safety			
一般披露 General Disclosure	有關提供安全工作環境及保障僱員避免職業性危害的 (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards	25–26, 38	就此報告部份的披露範圍，董事會於回顧年內沒有從政府相關機構收到違反相關法律及規例，並對業務產生顯著影響的通知。相關規例包括但不限於香港《職業安全及健康條例》、《中華人民共和國安全生產法》以及《中華人民共和國職業病防治》。 With regard to the disclosure in this report section, during the year under review, the Board had not received from related government authorities any notice related to major violation of related laws and regulations that had significant impacts on its businesses. Related regulations include but not limited to Hong Kong Occupational Safety and Health Ordinance, Work Safety Law of the People's Republic of China, and Law of the People's Republic of China on the Prevention and Control of Occupational Diseases.
關鍵績效指標 KPI B2.1	因工作關係而死亡的人數及比率 Number and rate of work-related fatalities	26	
關鍵績效指標 KPI B2.2	因工傷損失工作日數 Lost days due to work injury	26	
關鍵績效指標 KPI B2.3	描述所採納的職業健康與安全措施，以及相關執行及監察方法 Description of occupational health and safety measures adopted, how they are implemented and monitored	25–26	

層面B3：發展及培訓 Aspect B3 : Development and Training			
一般披露 General Disclosure	有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動 Policies on improving employees' knowledge and skills for discharging duties at work and description of training activities	21-22	
關鍵績效指標 KPI B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數 The average training hours completed per employee by gender and employee category	22	
層面B4：勞工準則 Aspect B4 : Labour Standards			
一般披露 General Disclosure	有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour	27, 39	就此報告部份的披露範圍，董事會於回顧年內沒有從政府相關機構收到違反相關法律、法規、規章及規例，並對集團業務產生顯著影響的通知。相關法律、法規、規章及規例包括但不限於附屬於香港《僱傭條例》的《僱用兒童規例》及《僱用青年（工業）規例》、中國國務院頒布的《禁止使用童工規定》、《中華人民共和國勞動法》以及《中華人民共和國勞動合同法》。
關鍵績效指標 KPI B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工 Description of measures to review employment practices to avoid child and forced labour	27	With regard to the disclosure in this report section, during the year under review, the Board had not received from related government authorities any notice related to major violation of related laws and regulations that had significant impacts on its businesses. Related regulations include but not limited to the Employment of Children Regulations and Employment of Young Persons (Industry) Regulations under Hong Kong Employment Ordinance, Provisions on the Prohibition of Using Child Labor issued by State Council of the People's Republic of China, Labour Law of the People's Republic of China and Labour Contract Law of the People's Republic of China.

層面B5：供應鏈管理 Aspect B5：Supply Chain Management			
一般披露 General Disclosure	管理供應鏈的環境及社會風險政策 Policies on managing environmental and social risks of the supply chain	29–30	
關鍵績效指標 KPI B5.1	按地區劃分的供應商數目 Number of suppliers by geographical region	29	
關鍵績效指標 KPI B5.2	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored	29–30	
層面B6：產品責任 Aspect B6：Product Responsibility			
一般披露 General Disclosure	有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress	31–34, 40	就此報告部份的披露範圍，董事會於回顧年內沒有從政府相關機構收到違反相關法律、法規、規章及規例，並對集團業務產生顯著影響的通知。相關法律、法規、規章及規例包括但不限於GB 9685–2016《食品安全國家標準食品接觸材料及製品用添加劑使用標準》、GB/T 10004–2008《包裝用塑膠複合膜、袋幹法複合、擠出複合本標準》、GB/T 26572–2011《電子電氣產品中限用物質的限量要求》、GB 18581《室內裝飾裝修材料木器塗料中有害物質限量》以及《中華人民共和國廣告法》。With regard to the disclosure in this report section, during the year under review, the Board had not received from related government authorities any notice related to major violation of related laws and regulations that had significant impacts on its businesses. Related laws and regulations include but not limited to GB 9685–2016 National Food Safety Standard: Standard.
關鍵績效指標 KPI B6.1	已售或已運送產品總數中因安全與健康理由而須回收的百分比 Percentage of total products sold or shipped subject to recalls for safety and health reasons	33	
關鍵績效指標 KPI B6.2	接獲關於產品及服務的投訴數目以及應對方法 Number of products and service related complaints received and how they are dealt with	34	

<p>關鍵績效指標 KPI B6.4</p>	<p>描述質量檢定過程及產品回收程序 Description of quality assurance process and recall procedures</p>	<p>31-33</p>	<p>for the Use of Additives in Food Contact Materials and Articles, GB/T 10004-2008 Plastic Laminated Films & Pouches for Packaging - Dry Lamination and Extrusion Lamination, GB/T 26572-2011 Requirements on Concentration Limits for Certain Restricted Substances in Electrical and Electronic Products, GB 18581 Indoor Decorating and Refurbishing Materials - Limit of Harmful Substances of Coatings for Woodenware and Advertising Law of the People's Republic of China.</p>
<p>層面B7：反貪污 Aspect B7：Anti-corruption</p>			
<p>一般披露 General Disclosure</p>	<p>有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering</p>	<p>27, 30, 41</p>	<p>就此報告部份的披露範圍，董事會於回顧年內沒有從政府相關機構收到違反相關法律、法規、規章及規例，並對集團業務產生顯著影響的通知。相關法律、法規、規章及規例包括但不限於《中華人民共和國刑法》、《中華人民共和國反不正當競爭法》、《最高人民法院關於審理不正當競爭民事案件應用法律若干問題的解釋》、最高人民法院及最高人民檢察院關於印發《關於辦理商業賄賂刑事案件適用法律若干問題的意見》的通知、《關於禁止商業賄賂行為的暫行規定》，以及香港《防止賄賂條例》、《有組織及嚴重罪行條例》、《刑事罪行條例》、《盜竊罪條例》及《打擊洗錢及恐怖分子資金籌集條例》。</p>
<p>關鍵績效指標 KPI B7.1</p>	<p>於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果 Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases</p>	<p>27</p>	<p>With regard to the disclosure in this report section, during the year under review, the Board had not received from related government authorities any notice related to major violation of related laws and regulations that had significant impacts on its</p>

<p>關鍵績效指標 KPI B7.2</p>	<p>描述防範措施及舉報程序，以及相關執行及監察方法 Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored</p>	<p>27, 30</p>	<p>businesses. Related laws and regulations include but not limited to Criminal Law of the People's Republic of China, Anti-unfair Competition Law of the People's Republic of China, Interpretation of the Supreme People's Court on Some Issues Concerning the Application of Law in the Trial of Civil Cases Involving Unfair Competition, Notice of the Supreme People's Court and the Supreme People's Procuratorate on Issuing the Opinions on Issues concerning the Application of Law in the Handling of Criminal Cases of Commercial Briberies, and Interim Provisions on Banning Commercial Bribery; and also Prevention of Bribery Ordinance, Organized and Serious Crimes Ordinance, Crimes Ordinance, Theft Ordinance, and Anti-Money Laundering and Counter-Terrorist Financing Ordinance in Hong Kong.</p>
<p>層面B8：社區投資 Aspect B8：Community Investment</p>			
<p>一般披露 General Disclosure</p>	<p>有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策 Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests</p>	<p>16</p>	
<p>關鍵績效指標 KPI B8.1</p>	<p>專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育) Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).</p>	<p>16-20</p>	
<p>關鍵績效指標 KPI B8.2</p>	<p>在專注範疇所動用資源(如金錢或時間) Resources contributed (e.g. money or time) to the focus area</p>	<p>16-20</p>	



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

於開曼群島註冊成立之有限公司
Incorporated in the Cayman Islands with limited liability
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Environmental, Social
and Governance Report
環境、社會及管治報告