



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

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



2021

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



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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」）欣然呈上第五份獨立成刊的《環境、社會及管治（「環社管」）報告》，闡述我們截至二零二一年十二月三十一日止年度（「回顧年內」）於環境、社區、員工、供應鏈及顧客範疇的管理方針和表現。

二零二一年是集團成立五十周年金禧誌慶。回顧過去半世紀，葉氏化工一直砥礪奮進以應對各種時代變遷。有賴集團在堅實的基礎上，秉持以人為本的經營理念，加上積極創新求變，促使我們在危機與機遇中不斷提升韌性，打造可持續的發展模式。

從二零二零年起，新型冠狀病毒肺炎（「新冠肺炎」）疫情爆發並反覆肆虐，對各行各業構成巨大且深遠的影響。縱然疫情導致經濟下行，重創全球產業鏈，葉氏化工的生產活動仍安全有序進行。我們密切留意原材料市場變化，從而維持供應鏈暢順，為顧客提供穩定可靠的產品及服務。

二零二一年，政府間氣候變化專門委員會（IPCC）發表最新報告，表示氣候變化正在為全球帶來不可逆轉而且前所未有的變化。作為負責任的企業公民，我們與國際及國家可持續發展日程保持一致，在回顧年內積極開展氣候風險管理及培訓工作，以有效管理及披露氣候變化相關事宜。

為響應全球可持續發展倡議，自回顧年內開始，集團將主要措施與聯合國（「UN」）可持續發展目標（「SDGs」）對照，以此引領我們在可持續發展方面的工作。本報告闡述了與集團業務發展最相關的五個可持續發展目標，並於各個目標下集團所採取的行動。

Yip's Chemical Holdings Limited ("Yip's Chemical" or the "Company", together with its subsidiaries, the "Group") is pleased to present its fifth 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 for the year ended 31 December 2021 (the "year under review").

2021 is the 50th anniversary of the establishment of the Group. Looking back on the past half-century, Yip's Chemical has been forging ahead to cope with the changing circumstances. The Group's solid foundation and people-oriented business philosophy, coupled with its proactive approach to innovation, have helped us to continue to enhance our resilience in times of crisis and opportunity, and to build a sustainable development model.

Since 2020, the recurring outbreaks of Coronavirus Disease 2019 ("COVID-19") have had a major and far-reaching impact on a wide range of industries. Despite the economic downturn caused by the pandemic and the severe impact on the global supply chain, Yip's Chemical's production activities were carried out in a safe and orderly manner. We closely monitored the raw material market to maintain an uninterrupted supply chain, and provided stable and reliable products and services to our customers.

In 2021, the Intergovernmental Panel on Climate Change (IPCC) released its latest report, stating that climate change is bringing irreversible and unprecedented changes worldwide. As a responsible corporate citizen, we adhere to the international and national sustainable development agenda. During the year under review, we actively commenced the climate risk management and training exercise to effectively manage and disclose climate change-related issues.

In response to global initiatives for sustainable development, starting from the year under review, we have begun mapping our key initiatives to the United Nations ("UN") Sustainable Development Goals ("SDGs"), so as to guide our work in sustainable development. This report sets out the five SDGs that are most relevant to the Group's business development and the actions taken by the Group in respect of each goal.

集團本著「使命商業」(Business with Purpose) 的信念，推出「匠心·活」匠人創效項目，透過融合商業及社會目標，為持份者創造共享價值，以匠人之心為大眾締造更美好的生活環境。葉氏化工將繼續連繫各界持份者，共同探索創造共享價值的不同方式和可能性，以推動更理想社會。

集團於過去五十年不斷蛻變成長，我們衷心感謝每一位持份者的支持和貢獻。未來我們會秉承創業精神，為大眾生活注入生命力和色彩，邁向下一個五十年，成就「百年葉氏」。

Committed to our core belief of “Business with Purpose”, the Group launched the “Home is” Craftsmen Impact Project to create shared values for stakeholders by integrating business and social goals, and to create a better living environment for all in the spirit of craftsmanship. Yip's Chemical will continue to connect with its stakeholders from different sectors to explore different ways and possibilities to create shared value in order to promote a better society.

We are grateful for the support and contribution of each and every one of our stakeholders as the Group continues to grow during the past five decades. In the future, we will uphold the spirit of entrepreneurship and bring vitality and color to the lives of the general public as we progress towards the next 50 years to become a century-old corporation.



創造長遠價值 — 我們的可持續發展方針

CREATING LONG-TERM VALUES - OUR GOALS IN SUSTAINABLE DEVELOPMENT

集團以「百年葉氏」為願景，不斷追求多元發展，為股東創價值、為員工謀福祉、為社會帶來正面影響。集團制定可持續發展方針並融入至日常營運之中，而且定期作出檢討，以確保我們在可持續發展的道路穩步向前。

Embracing a clear vision of becoming a century-old corporation, the Group continues to pursue diversified development to create value for its shareholders, benefit its employees and bring a positive impact to society. The Group has developed a sustainable development approach which is integrated into its day-to-day operations. The approach is regularly reviewed to ensure that we are on a steady path towards sustainability.

集團宏圖 CORPORATE VISION

集團宏圖中的七項核心價值互相推動，是葉氏化工貫徹環社管理理念及追求可持續發展的基石。

The seven core values outlined in the Group's corporate vision complement each other and form the cornerstone of Yip's Chemical's commitment to ESG philosophy and the pursuit of sustainable development.



可持續發展管治 SUSTAINABLE DEVELOPMENT GOVERNANCE

集團相信優良的企業管治是推進可持續發展的先決條件。因此，公司一直致力採取高水平的可持續發展管治模式，其架構分明，職能清晰。作為集團的領導層，公司董事會負責對集團的環社管事宜進行監管，包括識別可持續發展路線圖中潛在的風險與機遇、加強重要性評估和匯報過程、追蹤目標的進度，以及整合有利於維持公司發展的管理方針與政策，以確保將環社管因素納入公司的業務決策流程。

董事會設有「風險管理及內部監控政策」，並由本公司的審核委員會每年審視集團不同層面的風險議題。董事會透過重要議題評估，以有效識別、評估及管理對我們業務至關重要的環社管風險。董事會下設高層領導團隊，成員包括行政總裁、副行政總裁、財務總裁及其他高層管理人員，專責監察和管理日常營運中的可持續發展事宜，並定期向董事會匯報。

董事會下設安全健康環保委員會（「安委會」），專責更新集團的「安全健康環保（「安健環」）政策」，管理環境有關範疇的風險、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」）負責推進落實並定期監督匯報。於回顧年度內，安委會共召開了四次會議，檢討集團安健環表現。

集團已制定與業務相關的環社管目標，由董事會定期追蹤及監察進度，當中包括整合氣候變化風險，納入集團業務決策考量，以及減低營運的環境足跡。於回顧年內，集團已啟動應對氣候變化的工作，以及訂立具體的環境目標，詳情請參閱「環境的長遠價值」章節。

The Group believes that sound corporate governance is a prerequisite for advancing sustainable development. Therefore, the Company has long been committed to adopting a high standard of sustainable development governance with a well-defined structure. As the leaders of the Group, the board of directors (the "Directors") of the Company (the "Board") is responsible for overseeing the Group's ESG issues, including identifying potential risks and opportunities in the sustainability roadmap, enhancing the materiality assessment and reporting process, tracking progress against targets, and integrating management approaches and policies that are conducive to maintaining the Company's growth to ensure that ESG considerations are incorporated into the Company's business decision-making process.

The Board has established the Policy on Risk Management and Internal Control, and the audit committee of the Company reviews the Group's risks in various aspects every year. The Board effectively identifies, evaluates and manages the ESG risks that are critical to our business through materiality assessments. Under the Board, the Senior Leadership Team ("SLT"), which comprises the Chief Executive Officer, the Deputy Chief Executive Officer, the Chief Financial Officer and other senior management, is responsible for overseeing and managing sustainability issues in day-to-day operations, and regularly reports to the Board.

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

The Group has formulated business-related ESG targets while the Board regularly tracks and monitors the progress. Those targets include integrating climate risks into the Group's business decision-making, and reducing the environmental footprint during operations. During the year under review, the Group has initiated work in response to climate change and has set solid environmental targets as described in the "Long-term Values in the Environment" section.

持份者參與 STAKEHOLDER ENGAGEMENT

集團十分重視與持份者的交流，並盡可能及時回應其關注的可持續發展事宜。集團與其持份者，包括員工、股東/投資者、銀行家、顧客、供應商、政府/監管機構、非牟利機構及傳媒定期溝通。具體而言，我們透過員工溝通會與員工交流；藉顧客滿意度調查了解顧客對我們產品及服務的意見；通過行業展會或技術交流會從供應鏈夥伴獲取市場洞察；以及經由業績發佈投資者會議及股東周年大會了解股東和投資者對公司發展的觀點等。為擴大接觸面，集團不斷提升對社交媒體的運用，包括面書(Facebook)專頁及微信(WeChat)，與持份者互動。

The Group places great importance on communicating with stakeholders and, as far as possible, responding to their concerns on sustainability issues in a timely manner. The Group regularly communicates with its stakeholders, including employees, shareholders/investors, bankers, customers, suppliers, government/regulatory bodies, non-profit organizations, and the media. Specifically, we communicate with our employees through employee communication sessions; obtain customer feedback on our products and services through customer satisfaction surveys; obtain market insights from our supply chain partners through industry trade shows or technology exchanges; and understand the views of our shareholders and investors on the Company's development through results announcement investor conferences and annual general meetings. To broaden our reach, the Group has been increasing its use of social media, including its Facebook page and WeChat, to interact directly with stakeholders.

重要議題 MATERIAL ISSUES

集團於二零一九年度組織有系統及深入的持份者參與活動並得出重要性矩陣，以概述我們選定的可持續發展議題對外部持份者和內部業務的相對意義，詳情請參閱集團的《2019 環社管報告》。基於集團的策略方向及業務營運於回顧年內沒有出現重大變動，董事會決定沿用二零一九年度的重要議題評估結果。

二零一九年度的重要性評估乃按照《全球報告倡議組織(GRI)標準》設計。當中被評為「關鍵」的七個議題包括：廢棄物管理、環保合規、廢氣管理、綠色產品研發、職業健康與安全、產品安全以及產品質量管理。董事會將持續檢視及加強管理這些可持續發展議題，同時定期審視這些議題對集團業務重要性的潛在變化。有關關鍵議題的管理方針及措施成效，請參閱本報告「環境的長遠價值」、「員工的長遠價值」及「顧客的長遠價值」章節。

The Group organized systematic and in-depth stakeholder engagement activities in 2019 and developed a materiality matrix to outline the relative significance of our selected sustainability topics to external stakeholders and internal operations, as detailed in the Group's *ESG Report 2019*. As there were no significant changes in the Group's strategic direction and business operations during the year under review, the Board continued to adopt the existing materiality assessment results of 2019.

The materiality assessment from 2019 was designed in accordance with the *Global Reporting Initiative (GRI) Standards*. The seven topics rated as "critical" include: waste management, environmental compliance, air emission management, green products R&D, occupational health and safety, product safety, and product quality management. The Board will continue to review and strengthen the management of these sustainability issues and will regularly review potential changes in their materiality to the Group's business. Please refer to the "Long-term Values in the Environment", "Long-term Values in Employees" and "Long-term Values in Customers" sections of this report for information on the management approach and effectiveness of measures on these material issues.



為全球發展目標作出貢獻 Contributing To Global Development Goals

UN SDGs旨在推動全球各國在促進經濟繁榮的同時保護地球資源，當中概述了最迫切的環境和社會挑戰。於回顧年內開始，集團結合自身發展模式並參考《企業報導整合SDGs實務指南》，將主要措施與UN SDGs對照，從17個SDGs中辨別出下列與集團最相關的其中五個，並將持續透過不同舉措在各領域作出貢獻。

The UN SDGs, which aim to promote global economic prosperity while protecting the planet's resources, outline the most pressing environmental and social challenges. Beginning from the year under review, the Group has started to map its key initiatives in accordance with the UN SDGs, taking into account its own development model and the *Practical Guide to Integrating SDGs in Corporate Reporting*, and has identified the following five of the 17 SDGs that are most relevant to the Group. The Group will continue to contribute in these aspects through different initiatives.



目標3 良好健康與福祉 Goal 3 Good Health and Well-being



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

確保健康的生活方式，促進大眾福祉。

Ensure healthy lives and promote well-being for all.

在業務營運及價值鏈中，盡可能減少污染物、化學品和有害物質

Minimizing pollutants, chemicals and hazardous substances in business operations and value chains

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

提倡工作與生活平衡及家庭友善工作文化

Promoting work-life balance and family-friendly work culture

- 設有高於法例要求的年假及侍產假，及相關福利
- Providing annual leave and paternity leave beyond minimum requirements by law, and related benefits
- 為員工舉辦提升身心健康的活動
- Hosting staff activities to improve employees' physical and mental health



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



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

建造具備抵禦災害能力的基礎設施，促進具有包容性的可持續工業化，推動創新。

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

投資於廠房設施，以降低能耗及排放量等

Investing in plant facilities to reduce energy consumption, emissions, etc

- 推動生產工藝創新，減少業務能源用量
- Promoting innovation in production processes to reduce energy consumption
- 推行廢熱及冷卻用水循環，提升整體能源效益
- Promoting waste heat and cooling water recycling to improve overall energy efficiency

提倡技術創新和研發，平衡產品功能及環保效能

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

- 推出無苯無酮油墨、水性油墨、UV/LED油墨、純植物油油墨等各種環保油墨產品
- Introducing various environmentally friendly ink products such as benzene-free and ketone-free inks, water-based inks, UV/LED inks, and pure vegetable oil inks
- 研發環保長效消毒塗層「Nano En-core」
- R&D of the environmentally friendly, long-lasting antimicrobial film "Nano En-core"



目標11 可持續發展城市和社區
Goal 11 Sustainable Cities and Communities



• 創造長遠價值—我們的可持續發展方針
Creating Long-term Values – Our Goals in Sustainable Development

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

• 社區的長遠價值
Long-term Values in Communities

• 員工的長遠價值
Long-term Values in Employees

建設包容、安全、有抵禦災害能力和可持續的城市和社區。

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

將災害風險管理融合至業務模式和實踐中，以增強業務韌性

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

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

為員工提供理想的工作環境和推廣可持續發展生活模式

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

- 設有安委會及安環部進行持續監管，確保為員工提供安全健康的工作環境
- Assigning the HSE Committee and HSE Department to monitor and ensure a safe and healthy working environment for employees
- 推出「匠心·活」匠人創效計劃，向大眾推廣以匠心精神塑造理想之家，並改善有需要人士的居家環境
- Launching "Home is" Craftsmen Impact Project to promote building ideal homes in the spirit of craftsmanship, and to improve the living environment of people in need



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



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

採用可持續的消費和生產模式。

Adopt sustainable consumption and production patterns.

促使消費者選擇更環保、更負責任的產品

Promoting greener and more responsible product choices to consumers

- 啟動試用計劃，以鼓勵客戶從油性木器漆轉用水性木器漆
- 部份塗料產品獲評為綠色產品
- Launching a trial programme to encourage customers to switch from solvent-based wood paints to water-based wood paints
- Some of the coatings products were rated as green products

探索將化石能源改用清潔能源的可能性，以減少過度開發自然資源和減少生物多樣性的風險

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

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



目標17 促進目標實現的伙伴關係
Goal 17 Partnerships for the Goals



• 社區的長遠價值
Long-term Values in Communities

• 顧客的長遠價值
Long-term Values in Customers

加強協作，連繫可持續發展相關的夥伴關係。

Strengthen collaborations and partnerships related to sustainable development.

- 簽署「使命商業」承諾，連繫不同持份者為商業及社會創效
- 集團塗料業務參與撰寫及發佈國內首份《中國育兒環境白皮書》，助力為業界建立更加成熟的品質標準
- Signing the "Business with Purpose" commitment and connecting different stakeholders to create impacts for business and society
- The Group's coatings business participated in the drafting and release of China's first *White Paper on China's Parenting Environment*, facilitating the establishment of a more mature quality standard for the industry

環境的長遠價值

LONG-TERM VALUES IN THE ENVIRONMENT

集團一直持之以恆地提升生產效能、完善產品配方及包裝，務求盡量減少對環境的影響，同時亦向消費者推廣綠色生活，創造長遠福祉。於回顧年內，集團嚴格遵守於營運所在地，對我們有重大影響的法律法規，包括廢氣及溫室氣體排放、向水及土地排污，以及有害和無害廢棄物的產生等。詳情可參閱「《環社管報告指引》— 內容索引」章節。

The Group is consistently improving production efficiency, product formulae and packaging, so as to reduce the environmental impacts, and promote green living for the long-term benefit of our customers. During the year under review, the Group complied strictly with the laws and regulations that have a significant impact on us in the places where we operate, in aspects including air and greenhouse gas emissions, discharges to water and land, and generation of hazardous and non-hazardous waste. Please refer to "ESG Reporting Guide – Content Index" section for details.

環境管理方針

ENVIRONMENTAL MANAGEMENT APPROACH

集團主要從事化工製造，一直致力管理在營運時對環境產生的影響，並將其減至最低。集團大部分廠房已獲ISO 14001環境管理體系認證證書，而部分廠房亦獲ISO 50001能源管理體系認證證書。為有效管理集團各廠房的環保表現，集團董事會下設安委會，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監控。

As the Group's core business is in chemical manufacturing, we are committed to managing and minimizing the environmental impacts of our operations. 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. To effectively manage the environmental performance of the Group's plants, the HSE Committee under the Board is responsible for formulating environmental strategies and monitoring related risks and effectiveness, and the HSE Department is responsible for day-to-day monitoring.

於回顧年內，本報告「環境績效」部份內廠房的部分排放物、能耗以及部分包裝材料用量有所上升，主要是由於泰興溶劑廠及金山塗料廠的產量比二零二零年上升，以及集團各業務力爭銷售，銷售團隊勤於利用公務車作商務往來所致。儘管如此，集團仍堅持採取不同措施監察及管理我們的生產流程，以進一步減低對環境的影響。

During the year under review, some of the emissions, energy consumption and usage of some packaging materials increased in the plants as disclosed under the "Environmental Performance" section in this report. This was mainly due to the increase in production volumes at the Taixing solvents plant and the Jinshan coatings plant as compared to year 2020, as well as the increased use of vehicles by the sales teams for business occasions as the Group's businesses strove for sales growth. Despite this, the Group continues to take various measures to monitor and manage our production processes to further reduce our environmental impact.

排放物管理 EMISSION MANAGEMENT

集團針對廢氣及溫室氣體排放，共有五間廠房設有大型VOC處理設施。於回顧年內，集團的VOC及顆粒物排放量較二零二零年分別下降23%及4%，主要是由於中山油墨廠的蓄熱式氧化爐的溫度提高以更有效燃燒分解VOC，同時該廠房對有關設備進行了改造升級。

集團於回顧年內的溫室氣體排放範圍一及範圍二分別按年錄得19%及13%的升幅，主要由於三間廠房整體的電力、電油、柴油、天然氣等能源消耗量均有所上升。但以每噸產品計算，溫室氣體排放量與二零二零年維持同一水平。

For air and greenhouse gas emissions, five plants of the Group have installed large-scale VOC treatment facilities. During the year under review, the Group's VOC and particulate emissions decreased by 23% and 4% respectively as compared to 2020, mainly due to the temperature rise of the regenerative thermal oxidiser at the Zhongshan inks plant for more efficient combustion and decomposition of VOC, as well as the upgrades to the plant's related-facilities.

During the year under review, the Group's greenhouse gas emissions in scope 1 and scope 2 increased by 19% and 13% year-on-year respectively, mainly due to the increase in overall energy consumption of electricity, petrol, diesel and natural gas of the three plants. However, when measured by per tonne of products, the greenhouse gas emission level was maintained a similar level as compared to 2020.

廢物管理 WASTE MANAGEMENT

回顧年內，集團的有害廢物及無害廢物分別按年輕微下降1%及4%，主要由於各廠房加強危廢和無害廢物的分類和收集，同時鼓勵重用無害廢物。在包裝物料方面，除鐵桶及紙箱用量分別較二零二零年輕微下降1%及4%外，其餘包裝物料使用量均有所上升，主要由於泰興及金山廠的產量增加。

集團所有廠房均設有污水收集或污水處理設施，確保所有污水排放達標。回顧年內，集團的總排水量按年上升了13%，主要因為泰興廠的產量增加令污水同步增加。由於水是酯化生產工藝的副產品，因此泰興廠的溶劑生產過程會產生較大量污水。以每噸產品計算，總排水量與去年維持同一水平。

During the year under review, the Group's hazardous waste and non-hazardous waste decreased slightly by 1% and 4% year-on-year respectively, mainly because our plants improved the classification and collection of hazardous and non-hazardous waste, and promoted the reuse of non-hazardous waste. In terms of packaging materials, apart from the use of iron drums and cartons which decreased slightly by 1% and 4% respectively as compared to 2020, the use of other packaging materials increased, mainly due to the increase in production volumes at the Taixing and Jinshan plants.

Wastewater collection or treatment facilities are installed at each of the Group's plants to ensure that all wastewater discharge meets regulatory standards. During the year under review, the Group's total wastewater discharge increased by 13% year-on-year mainly because the production volumes of Taixing plant increased, leading to the increase in wastewater. As water is a by-product of the esterification process, the solvent production process at Taixing plant discharges a relatively large amount of wastewater. When measured by per tonne of products, the total water discharge maintained at a similar level as the last reporting year.

資源使用管理 RESOURCES CONSUMPTION MANAGEMENT

電力與其他能源 Electricity and Other Energy Sources



為有效管理能源使用並提高能源效益，集團各廠房正採取一系列措施，包括優化生產工藝、改善生產流程及更換高效能設備等。於回顧年內，集團整體能耗包括電力、蒸汽、電油、柴油及天然氣等能源，比二零二零年有所上升，導致總能耗按年上升約17%。以每噸產品計算，本年的總能量消耗較去年只錄得輕微上升。

To effectively manage energy use and improve energy efficiency, the Group's plants have adopted a series of initiatives, including optimizing production processes, improving production flow, and changing to high-efficiency equipment. During the year under review, the Group's overall energy consumption including electricity, steam, petrol, diesel and natural gas increased when compared to 2020. Therefore, the Group's total energy consumption increased by approximately 17% year-on-year. When measured by per tonne of products, the total energy consumption only slightly increased year-on-year.



水 Water



我們積極落實節水措施，提升用水效率。以泰興廠為例，廠房部分蒸汽冷凝水經過換熱冷卻後，進入循環水系統，以減少用水量。我們亦於廠房生活區安裝節水型裝置，並委派人員定期巡查及監督各項用水設施。於回顧年內，集團總用水量按年下降2%。

We actively implement water conservation measures to improve efficiency in water usage. For instance, part of the steam condensed in Taixing plant was cooled by heat exchangers and then entered the water circulation system to reduce water usage. We have also installed water-saving devices in the living areas of our plants, and have assigned personnel to regularly inspect and monitor the use of related facilities. During the year under review, the Group's total water consumption decreased by 2% year-on-year.

節能減排的目標與行動

TARGETS AND ACTIONS TO SAVE ENERGY AND REDUCE EMISSIONS

集團制定了量化目標，以推動我們加強環境管理。我們會持續審視廠房的環保績效，長遠為其他排放物及資源用量方面制定目標。

The Group has set quantitative targets to improve its environmental management. We will continue to review the environmental performance of our plants and set targets for other areas of emissions and resources consumption in the long term.

業務 Business	環境範疇 Environmental Aspect	二零二三年目標 2023 Target (基準年：二零一九年) (Baseline year: 2019)	措施 Initiatives
泰興溶劑廠 Taixing solvents plant	生產醋酸酯所需蒸氣用量密度 Steam consumption per intensity to produce acetate	下降9.6% 二零二一年進展： 達成比基準下降4%的目標 Decrease of 9.6% 2021 Progress: achieved 4% reduction from baseline	<ul style="list-style-type: none"> • 優化生產工藝 • 優化換熱器及製冷機組 • Optimised the production process • Optimised heat exchangers and refrigerating units
	生產醋酸酯所需用電量密度 Electricity consumption per intensity to produce acetate	下降5.1% 二零二一年進展： 達成比基準下降3%的目標 Decrease of 5.1% 2021 Progress: achieved 3% reduction from baseline	<ul style="list-style-type: none"> • 更換更高能源效益的電器 • Changed to electrical appliances with higher energy efficiency
	用水量密度 Water consumption per intensity	下降13.2% 二零二一年進展： 達成比基準下降6%的目標 Decrease of 13.2% 2021 Progress: achieved 6% reduction from baseline	<ul style="list-style-type: none"> • 利用化學除垢，提高循環再用水的潔淨度，增加循環再用水的比例 • Used chemical descaling to improve the purity of recycled water and increased the proportion of recycled water

應對氣候風險 ADDRESSING CLIMATE RISKS

面對世界各地極端天氣頻仍，各國政府均制定目標以減少氣候變化對環境帶來的影響。為維持企業的長遠發展，集團於回顧年內展開應對氣候風險的工作，包括聘請外部顧問為集團管理層及同事舉行氣候變化培訓，並參考氣候相關財務披露工作小組（TCFD）的建議，進行初步的情景分析，藉此幫助我們識別及管理氣候變化相關機遇及風險。

In the face of frequent extreme weather around the globe, governments worldwide have set targets to reduce the environmental impact of climate change. In order to sustain the long-term development of our business, the Group has embarked on a climate risk management exercise during the year under review, including engaging external consultants to conduct climate change training for the Group's management and other employees, and conducting preliminary scenario analysis with reference to the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) to help us identify and manage climate change-related opportunities and risks.



就實體風險而言，高溫及強暴雨等極端天氣可能會對我們的廠房設施構成威脅，有機會導致生產期延長，令成本上漲。然而，廠房已有經驗及計劃應對此類極端天氣情況，因此，該風險於集團而言並不算重大風險事件。就轉型風險而言，因應原油價格及碳價格的潛在升幅，這或會影響我們的供應商及原材料供應。由於成本的上漲未必可完全轉嫁下游客戶，因此我們相信這會對我們的盈利造成負面影響。現時，我們已就各種原材料物色多家供應商，並進一步鞏固我們的市場地位，以應對可能出現的挑戰。

In terms of physical risk, extreme weather conditions such as high temperatures and heavy rainfall could pose a threat to our plant facilities, potentially leading to extended production periods and cost increases. Yet, our plants have solid experience and plans to deal with such extreme weather conditions and therefore this risk is not a significant one for the Group. In terms of transition risk, in light of potential increase in crude oil prices and carbon prices, this could pose impacts on our suppliers and raw material supply. We believe this will have a negative impact on our profit as the cost increases might not be fully passed on to downstream customers. Currently, we have identified multiple suppliers for each raw material, and further strengthened our market position to address the possible challenges.

董事會知悉集團可能面臨的氣候風險，並定期為董事提供最新的營運反饋及行業最佳實踐，以適時調整及推進集團的氣候變化應對策略。

The Board is aware of the climate risks that the Group is potentially exposed to and regular updates will be provided to the Directors on operational feedback and industry best practices, in order to adjust and advance the Group's climate change response strategy in a timely manner.

與環境共榮 THRIVE WITH THE ENVIRONMENT

可持續發展金融 Sustainable Financing



集團於回顧年內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。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。

During the year under review, the Group signed a four-year sustainability-linked embedded syndicated loan of HK\$600 million with six banks, which became Yip's Chemical's first sustainability-linked loan. 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 proceeds of the loan will be used for general corporate financing and refinancing, including the implementation of measures that drive the Group's long-term sustainability performance.

推出綠色產品 Promoting Green Products



集團嚴格控制生產工藝，並專研綠色創新配方，為消費者帶來健康及環保生活。回顧年內，葉氏化工旗下子集團紫荊花新材料集團獲國家工信部納入《2021年度金山區國家級綠色製造名單》，其「貝倍安兒童漆」、「超護家」、「超·淨味」PLUS等系列當中的11款塗料產品均獲評為綠色產品。

The Group strictly controls its production processes, and innovates green formulae in order to bring a healthy and environmentally friendly lifestyle to consumers. During the year under review, Bauhinia Advanced Materials Group, a subgroup of Yip's Chemical, was listed on the "2021 National Green Manufacturing List of Jinshan District" by the Ministry of Industry and Information Technology of the People's Republic of China. Eleven of its coatings products among its "Baby Care", "Extreme · Home Protector", "Extreme · Odour" PLUS, etc series were rated as green products.



環保績效¹ ENVIRONMENTAL PERFORMANCE¹

	單位 Units	2020	2021
排放物 Emissions			
揮發性有機化合物 Volatile organic compounds (VOC)	噸 Tonnes	29.37	22.66
顆粒物 Particulates	噸 Tonnes	34.85	33.56
生活油煙 Domestic exhaust gas	噸 Tonnes	0.003	0.011
排水量－生產廢水 Water discharge – from production	噸 Tonnes	250,665 ²	290,010
排水量－生活廢水 Water discharge – from living zone	噸 Tonnes	56,417 ²	56,320
總排水量 Total water discharge	噸 Tonnes	307,082	346,330
總排水量密度 ³ Total water discharge intensity ³	噸/產品噸數 Tonnes/tonne of products	0.37	0.37
化學需氧量 Chemical oxygen demand (COD)	噸 Tonnes	13.50	16.07
硫氧化物 SO _x	噸 Tonnes	4.35	8.65
氮氧化物 NO _x	噸 Tonnes	4.87	11.13
溫室氣體－範圍一 ⁴ Greenhouse gases – Scope 1 ⁴	噸二氧化碳當量 Tonnes of carbon dioxide equivalent	2,281	2,705
溫室氣體－範圍二 ⁴ Greenhouse gases – Scope 2 ⁴	噸二氧化碳當量 Tonnes of carbon dioxide equivalent	286,559	323,819
溫室氣體－範圍一密度 ³ Greenhouse gases – Scope 1 intensity ³	噸二氧化碳當量/ 產品噸數 Tonnes of carbon dioxide equivalent/tonne of products	0.003	0.003
溫室氣體－範圍二密度 ³ Greenhouse gases – Scope 2 intensity ³	噸二氧化碳當量/ 產品噸數 Tonnes of carbon dioxide equivalent/tonne of products	0.341	0.349

	單位 Units	2020	2021
排放物 Emissions			
危險廢棄物 ⁵ Hazardous waste ⁵	噸 Tonnes	2,249	2,219
無害廢棄物 Non-hazardous waste	噸 Tonnes	459	439
危險廢棄物密度 ³ Hazardous waste intensity ³	噸/產品噸數 Tonnes/tonne of products	0.003	0.002
無害廢棄物密度 ³ Non-hazardous waste intensity ³	噸/產品噸數 Tonnes/tonne of products	5.46 x 10 ⁻⁴	4.73 x 10 ⁻⁴
資源使用 Resources consumption			
電力 Electricity	千瓦時 Kilowatt hour	38,849,576	42,683,321
蒸氣 Steam	噸 Tonnes	805,738	918,880
電油 Petrol	公升 Litres	61,078	113,308
柴油 Diesel	公升 Litres	99,808	103,913
天然氣 Natural gas	立方米 m ³	656,979	808,174
總能量消耗 Total energy consumption	千兆焦耳 Gigajoules	2,544,728	2,976,500
總能量消耗 ⁶ Total energy consumption ⁶	千個千瓦時 Megawatt hours	706,869	826,806
總能量消耗密度 ³ Total energy consumption intensity ³	千兆焦耳/產品噸數 Gigajoules/tonne of products	3.0 ²	3.2
總能量消耗密度 ³ Total energy consumption intensity ³	千個千瓦時/產品噸數 Megawatt hours/tonne of products	0.8	0.9
水 ⁷ Water ⁷	噸 Tonnes	1,409,453 ²	1,381,091
用水密度 ³ Water consumption intensity ³	噸/產品噸數 Tonnes/tonne of products	1.68 ²	1.49

	單位 Units	2020	2021
包裝材料 Packaging materials			
鐵桶 Iron drums	噸 Tonnes	8,011 ²	7,959
塑膠桶 Plastic buckets	噸 Tonnes	303	324
紙箱 Cartons	噸 Tonnes	281	269
塑膠膜 Plastic films	噸 Tonnes	17	22
包裝材料總量 Total packaging materials	噸 Tonnes	8,612	8,574
包裝材料總量密度 ³ Total packaging materials intensity ³	噸/產品噸數 Tonnes/tonne of products	0.010	0.009

- 1 所披露環境數據包括集團位於江蘇泰興的溶劑廠房、上海金山的塗料廠房，以及廣東中山的油墨廠房。
The environment data disclosure includes the solvents plant in Taixing, Jiangsu, the coatings plant in Jinshan, Shanghai, and the inks plant in Zhongshan, Guangdong of the Group.
- 2 數據經過調整以反映實際情況。
Data have been adjusted to reflect the actual situation.
- 3 集團2020年及2021年的排放量及消耗量密度是通過將各排放物及資源消耗量，除以環境數據披露範圍內三間廠房於2020年及2021年的總產量，分別是841,279噸及927,590噸而得出。
The Group's emission and consumption intensity in 2020 and 2021 are calculated by dividing each emission and resources consumption by the total production volumes, which are 841,279 tonnes and 927,590 tonnes of the three plants under the environmental data disclosure in 2020 and 2021 respectively.
- 4 溫室氣體計算的二氧化碳排放因子數值參考自香港聯交所《如何準備環社管報告 — 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》。
Greenhouse gases calculation on carbon emission factors are referenced from *How to prepare an ESG report – Appendix 2: Reporting Guidance on Environmental KPIs* issued by the Stock Exchange of Hong Kong, and *Guidelines for Calculation Methods and Reporting of Greenhouse Gas Emissions from Industrial and other Industries Enterprises (Trial)* of the National Centre for Climate Change Strategy and International Cooperation; for global warming potential values, reference is made to the *Fifth Assessment Report* of the Intergovernmental Panel on Climate Change.
- 5 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.
- 6 集團所消耗資源的能量轉換基於香港聯交所發布的《如何準備環社管報告 — 附錄二：環境關鍵績效指標匯報指引》。
The Group's energy conversion of resources consumption is based on *How to prepare an ESG report – Appendix 2: Reporting Guidance on Environmental KPIs* issued by the Stock Exchange of Hong Kong.
- 7 數據包括自來水及從江河抽取的用水。回顧年內集團於求取適用水源上沒有任何問題。
Data include tap water and water drawn from the rivers. The Group has no issue in sourcing water that is fit for purpose during the year under review.

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

葉氏化工按其「社區投資、贊助及捐贈政策」，一直積極與各界持份者攜手應對社會上不同挑戰。集團承諾實踐「使命商業」理念，透過策略地運用資源和創新意念，把社會元素融入業務策略，以解決社會需要，進而為持份者創造共享價值，實現企業與社會雙贏。

Yip's Chemical has been actively working with different stakeholders to tackle challenges in society according to its Policy on Community Investment, Sponsorships and Donations. The Group is committed to the belief of "Business with Purpose" by integrating 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

二零二一年，集團推出「匠心·活」匠人創效計劃，連繫集團不同持份者，包括本地油漆師傅、木工師傅、調色師等，推廣匠人精神，鼓勵大眾親手塑造理想之家。

In 2021, the Group launched the "Home is" Craftsmen Impact Project, connecting different stakeholders of the Group, including local painters, carpenters and colorists, to promote craftsmanship and encourage the public to build their ideal home with their own hands.

創造共享價值 Creating Shared Value



「匠心·活」主要項目 "Home Is" Pillar Programmes



匠人堂 Master Club

匠人健康生活平台
Wellness Platform Exclusively for Craftsmen



葉氏化工旗下核心業務包括塗料，因此油漆師傅是集團十分重要的持份者。「匠人堂」分別邀請醫護人員及伸展導師為80名油漆師傅進行身體檢查及痛症諮詢，並編配近90場小組伸展班或一對一伸展治療，幫助他們舒緩因職業產生的痛症。

Painters are important stakeholders of the Group as the core businesses of Yip's Chemical include coatings. "Master Club" invited medical professionals and stretching instructors to conduct health checks and pain consultations for 80 painters; and hosted nearly 90 sessions of group stretching classes or one-on-one stretching treatments to help them relieve occupational pain.



匠工房 Home Academy

匠人技藝傳授平台
Craftsmanship Imparting Platform



「匠工房」連結木工師傅及調色師舉行20場工作坊，向合共近200名基層及公眾人士傳承技藝及推廣「動手做」精神，鼓勵他們體驗匠人精神之餘，亦能靠自己的雙手美化家居，製作家具例如：書架、木櫈及小夜燈等。

The "Home Academy" connected carpenters and colorists to teach almost 200 craftsmen from grass-roots families and the general public, and to pass on their skills and promote the "maker spirit" through 20 workshops, and to encourage them to experience craftsmanship and improve their homes with their own hands by making small furniture such as bookshelves, wooden chairs and nightlights.

「匠工房」亦為基層學童舉行以社區椅子為主題的「社區探索營」，鼓勵學生透過體驗式學習，運用同理心及創意探索社區共融方案，按社區需要創作椅子。

"Home Academy" also hosted "Community Exploration Camp" under the theme of community chairs for local grass-root students. Students were encouraged to explore social inclusive solutions with empathy and creativity through experiential learning, and designed a chair according to the community's needs.



匠心社
Renovation with Heart

家居改善裝修平台
Home Improvement and Renovation Platform

「匠心社」夥拍專營長者友善空間設計的社企，並號召集團員工及「匠人堂」的油漆師傅一同組成義工隊，為四個有需要家庭或團體進行免費翻新工程。除了髹油外，工程還包括安裝無障礙設備、更換鬆脫磁磚等服務，以改善受惠者的生活環境。

“Renovation with Heart” collaborated with a social enterprise specializing in the design of elderly-friendly spaces, and pooled the Group’s employees and painters of “Master Club” to form a volunteer team to provide four families or groups in need with free home improvement services. In addition to painting, the projects also included services such as installation of barrier-free equipment, replacement of loose tiles to improve the living condition of beneficiaries.



攜手抗疫

COMBATING THE PANDEMIC TOGETHER

有見疫情持續為大眾帶來額外的負擔，集團於回顧年內向社福機構累計捐贈近10,000支EUCA消毒產品，並贊助逾30間社福機構採用環保長效消毒塗層Nano En-core施工服務，場地包括長者中心及青年中心等，以守護大眾健康。

In response to the continued burden of the pandemic on the public, the Group donated nearly 10,000 EUCA sanitizing products to social welfare organizations during the year under review; and sponsored the environmentally friendly long-lasting antimicrobial coating service, Nano En-core to more than 30 social welfare organizations, venues including elderly centres and youth centres, to protect public health.

流動眼科手術車捐贈計劃

MOBILE EYE SURGERY CENTRE DONATION PROGRAMME

自二零一零年起，葉氏化工推行「流動眼科手術車捐贈計劃」，透過向內地不同省份捐贈配備先進眼科手術儀器的流動手術車，為國內偏遠地區的白內障患者送上光明。項目開展至今，葉氏化工連同葉志成慈善基金已合共捐贈12輛手術車。截至回顧年內年底，此項目已累計為超過173,000名白內障患者提供復明手術。

In 2010, Yip’s Chemical launched the “Mobile Eye Surgery Centre Donation Programme” (the “programme”) to bring light to cataract patients in remote areas of China by donating the mobile eye surgery centres equipped with advanced ophthalmological surgery equipment to different provinces in Mainland China. Since the launch of the programme, Yip’s Chemical and Ip Chi Shing Charitable Foundation have donated 12 mobile eye surgery centres. By the end of the year under review, the programme has cumulatively provided sight restoration surgeries to more than 173,000 cataract patients.

員工的長遠價值 LONG-TERM VALUES IN EMPLOYEES

葉氏化工視員工為集團最寶貴的資產，因此我們一直堅持以人為本的人才管理政策，致力為員工打造有助事業發展及個人成長的理想工作環境，同時秉持公平公正和包容的心態，讓每個員工都能在工作場所發揮所長。為追求與員工共同成長，我們貫徹落實「工作新浪潮」(「TIDE」)企業文化，全面讓同事具備「團結」(Teamwork)、「正直」(Integrity)、「決心」(Determination)及「卓越」(Excellence)的素質。

於回顧年內，集團嚴格遵守有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視等相關法律及規例。我們在僱傭合約及《員工手冊》內清楚列明聘用條款、薪酬、合約終止條款、假期及福利等，依法保障員工各項勞工權益。

Employees are the Group's most valuable assets. As such, our talent management policies are people-oriented and committed to creating an ideal working environment for our employees that is conducive to their career development and personal growth, while we strive to foster a workplace that is fair and inclusive, so that each employee can give full play to their talents. In pursuit of mutual growth with our employees, we have implemented the corporate culture of "TIDE", which aims to depict the qualities of Teamwork, Integrity, Determination and Excellence.

During the year under review, the Group strictly complied with the relevant laws and regulations on remuneration and dismissal, recruitment and promotion, working hours, leave, equal opportunities, diversity, anti-discrimination, etc. We have clearly set out the terms of employment, remuneration, termination of contract, leave and benefits in the employment contracts and the *Employee Handbook* to protect the labour rights of our employees in accordance with the law.

致力人才發展與培育 COMMITMENT TO TALENT DEVELOPMENT AND NURTURING

集團重視人才培訓，透過內外渠道提倡員工持續學習。集團為員工開設「葉氏網上學習平台」供他們按照自己的步伐隨時學習，並將所學的管理及軟性技巧應用於日常工作及生活。人力資源部定期舉行學習分享會，邀請專業人士及內部導師向同事傳授不同主題的知識。此外，集團亦設有外部進修津貼，鼓勵員工接受不同類型的進修。回顧年內，集團全年培訓總時數為84,699小時，而受訓人數佔集團全體員工79%。

The Group places great importance on manpower training and promotes continuous learning for its employees through internal and external channels. The Group has set up the "Yip's E-learning Platform" for employees to learn at their own pace and apply the management and soft skills they have learnt in their daily work and lives. The Human Resources Department regularly hosts learning sessions at which professionals and internal tutors are invited to impart knowledge on different topics to their co-workers. In addition, the Group also offers subsidies for external training to encourage employees to pursue different types of education. During the year under review, the Group's total number of training hours was 84,699, and the number of employees trained accounted for 79% of the Group's total employees.

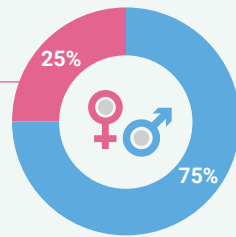
詳細培訓數據⁸
Detailed Training Data⁸



按性別
By Gender

員工平均培訓時數 (女)
Average Training Hours per Employee (Female)

24



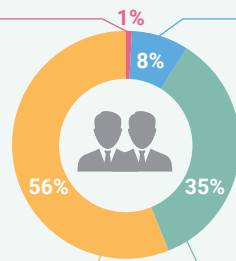
員工平均培訓時數 (男)
Average Training Hours per Employee (Male)

24

按員工類別
By Employee Category

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

35



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

29

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

25

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

21

⁸ 數據包括整個集團。受訓員工比例以相關類別劃分的受訓員工人數佔總受訓員工人數的百分比計算。
The data cover the whole Group. Percentage of employees trained is calculated by the number of employees trained in the specified category as a percentage of total number of employees trained.

集團積極利用不同網絡平台招攬人才，並著重培養集團內部員工以擴充人才庫。為挽留人才，我們每年為所有員工進行最少一次績效評估，以合理調整員工薪酬、花紅及晉升機會。集團亦重視對關鍵人才的培養及發展。我們設立高管人才發展委員會（「人才委員會」），由集團主席及高層領導團隊成員負責推行各人才培訓及發展計劃，並定期檢討部門架構，培育有潛能的員工。

The Group actively recruits talents through various online platforms, and focuses on developing internal staff to expand our talent pool. To retain talent, we conduct at least one performance appraisal for all staff every year to rationalize their salaries, bonuses and promotion opportunities. The Group also places emphasis on the nurturing and development of key personnel. We have established an Executive Talent Development Committee (the "Development Committee") headed by the Group's Chairman and members of SLT, to implement various talent training and development programmes, and regularly review departmental structures to nurture potential staff.

締造健康工作文化 CREATING A HEALTHY WORK CULTURE

集團致力提倡工作與生活平衡及家庭友善的工作文化，除法定假期外，設有年假、恩恤假、考試假、生日假，以及超越法例要求的全薪產假和侍產假。我們亦實行彈性上班時間，讓員工避開繁忙時間上下班。

集團十分關懷員工的身心健康，每年為香港同事提供免費身體檢查，並於回顧年內新增免費牙科保健服務。集團醫療福利亦惠及員工家屬。於回顧年內，集團人力資源部為香港同事舉辦了各種以正向為主題的工作坊，提升員工的身心健康。

The Group is committed to promoting a work-life balance and family-friendly work culture. In addition to statutory holidays, we provide annual leave, compassionate leave, examination leave, birthday leave, and maternity and paternity leave on full pay beyond the minimum requirements by law. We also offer flexible working hours to allow employees to avoid peak hours for commuting.

The Group is greatly concerned about employees' health. It provides free annual health check-ups for employees in Hong Kong and introduced free dental care during the year under review. The Group's medical benefits also benefited the families of employees. During the year under review, the Group's Human Resources Department organized various positive-themed workshops for staff in Hong Kong to promote employees' physical and mental health.



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。於二零二一年，基金共向227名有經濟需要的員工子女資助學費，並向七名退休員工發放一次性的退休感謝金。

Yip's Care Extension Foundation (the "Foundation") was established by the founders of the Group in 2011. In 2021, the Foundation subsidized tuition for 227 children of employees in financial need and granted a one-time retirement gratuity to seven retiring employees.

職業安全至上 PRIORITIZING OCCUPATIONAL SAFETY

作為化工企業，集團廠房員工有機會接觸危險化學品，因此集團制訂並推行了「健康安全環境管理體系」，讓廠房以體系為基礎，制訂完備的安全生產規章制度，涵蓋危險源辨識評價控制、安健環培訓、安健環監督檢查、突發應急等全面安健環管理要素。為保障員工安全，集團規定新入職的駐廠房員工必須先經過安全培訓及考核，合格後才可以開始工作。

As a chemical company, the Group's plant employees are exposed to dangerous chemicals. Therefore, the Group has established its Health, Safety and Environment Management System for the plants to use it as a basis to build comprehensive safety policy and regulations. The regulations comprise of comprehensive elements of HSE management including hazard identification, evaluation and control, HSE training, HSE supervision and inspection, and emergency responses. In order to ensure the safety of our employees, the Group requires new employees of the plants to undergo safety training and to pass the assessment before they are onboard.

於回顧年內，集團嚴格遵守有關提供安全工作環境及保障員工避免職業性危害的法律及規例，詳情請參閱「《環社管報告指引》— 內容索引」章節。為確保並監督安全管理體系的實施，安環部定期對各廠房進行安健環檢查。回顧年內，集團高層領導團隊成員巡視廠房共五次，而安環部共進行了13次安健環檢查。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分享最新的安健環資訊及經驗，包括典型案例分析、雙重預防機制、VOC系統管理，以及國內最新頒佈對《安全生產法》的修訂等。

During the year under review, the Group strictly abided by laws and regulations that provide a safe work environment and protect employees from occupational hazards; please refer to "ESG Reporting Guide – Content Index" section for details. To ensure and monitor the implementation of the safety management system, the HSE Department periodically conducts HSE inspections in each plant. During the year under review, SLT members conducted 5 plant inspections while the HSE Department conducted 13 HSE inspections. In addition, the HSE Department organized three HSE technical forums for plant managers and HSE management personnel to share their experiences. Topics included analysis of typical incidents, dual prevention mechanism, VOC system management and implementation of the revised *Work Safety Law* in Mainland China, etc.

回顧年內，集團及子公司共進行了
During the year under review, the Group and its subsidiaries conducted **156,112** 小時與安健環相關的培訓
hours of HSE training

涉及工傷的員工
人數為 **8⁹** 人
employees sustained
work injuries

牽涉因工傷損失
工作日數為 **346¹⁰** 天
workdays were lost
due to work injuries

過去三年（包括回顧年度），每年因工亡故的人數及比率均為 **0**
In the past three years (including the year under review), the number and rate of work-related fatalities in each year were

⁹ 工傷定義為損失五日或以上工作日數的個案。

Work injuries are defined as cases incurring the loss of five or more workdays.

¹⁰ 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，並建立完善的職安健個人監護檔案，完善監護和管理。

Medical matters were dealt with in accordance with local laws. The Group provides regular occupational health checks to employees exposed to occupational hazards on a regular basis and establishes complete occupational health personal monitoring file to improve the monitoring and management of occupational health.

於回顧年內，集團於香港辦公室推出疫苗假期措施，同事接種首兩劑新冠疫苗時，每接種一劑後可享有一天疫苗假期。在疫情反復時期，我們繼續採取多項防疫措施以將病毒傳播的風險減至最低。

During the year under review, the Group introduced the vaccination leave at our Hong Kong office, whereby colleagues who received the first two doses of COVID-19 vaccine, they were entitled to a vaccination leave for one day after each dose. Since the pandemic situation remained volatile, we continued to implement a number of anti-pandemic measures to minimize the risk of virus transmission.

平等機會僱主 EQUAL OPPORTUNITY EMPLOYER

作為平等機會僱主，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受到差別待遇。集團嚴格遵守平等機會及反歧視條例，並將主要內容列於僱傭合約及《員工手冊》內。

集團嚴格遵照有關防止童工或強制勞工的相關法律及規例，詳情請參閱「《環社管報告指引》— 內容索引」章節。我們在聘用員工時會確保其年齡符合當地的法律規定，且持有真實有效的身份證。集團及其子公司的人力資源部負責核實員工記錄，一旦發現存在童工或強制勞工，我們會立刻終止與其的僱傭合約，並檢討我們的招聘程序以確保同類型事件不會再次發生。

As an equal opportunity employer, 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 major content of these ordinances in both employment contracts and the *Employee Handbook*.

The Group strictly complies with the relevant laws and regulations on the prevention of child labour or forced labour; please refer to "ESG Reporting Guide – Content Index" section for details. We ensure that the candidate's age meets the local legal requirement, and the candidates are in possession of their genuine and valid identity cards when hiring staff. The Human Resources Departments of the Group and its subsidiaries are responsible for verifying employee records and if child labour or forced labour is found, we will immediately terminate the employment contract and review our recruitment procedures to avoid the recurrence of the same type of incident.

反貪污 ANTI-CORRUPTION

集團對各種貪污、賄賂、勒索、詐騙及洗黑錢情況採取零容忍政策，嚴厲打擊集團內任何利益衝突的事件，並嚴格遵守相關法律及規例，詳情請參閱「《環社管報告指引》— 內容索引」章節。員工須遵從由董事會頒佈的《操守及行為守則》，並堅拒參與任何《員工手冊》中列明的存在利益衝突的活動。所有指定職級的員工均須於入職時及每年填寫利益申報表。集團設有舉報機制，所有員工皆可向直屬上司或人力資源部反映任何可疑或違法的事件，而總經理及高層領導團隊成員則負責監察該舉報機制有效實施，並在有需要時處理申訴。

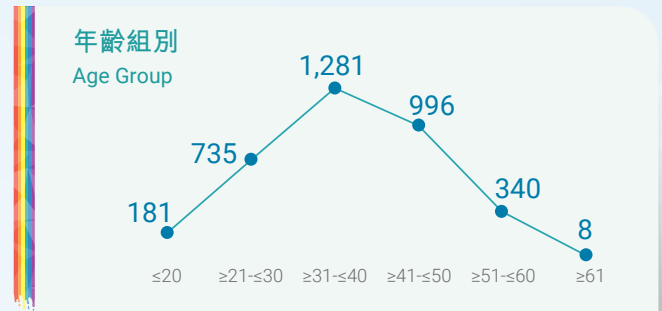
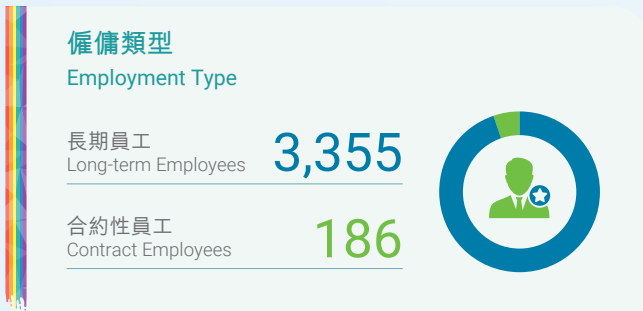
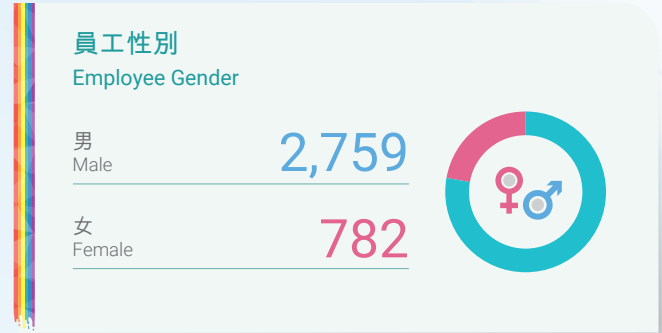
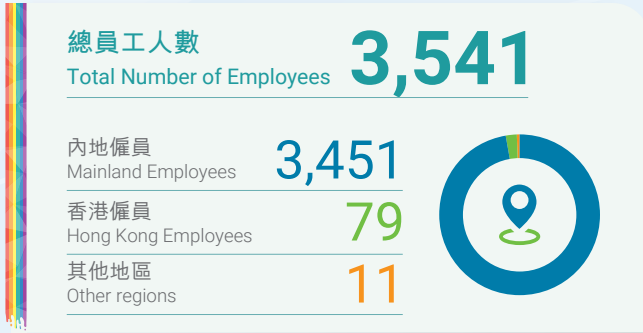
於回顧年內，我們安排了共20名早前未曾參與反貪污培訓的香港員工及董事接受共20小時有關培訓活動；集團未錄得任何對集團或集團員工所提出並已審結的貪污訴訟案件。

The Group has a zero-tolerance policy for all forms of corruption, bribery, extortion, fraud and money laundering, and handles conflicts of interest in the Group seriously. We strictly abide by the relevant laws and regulations; please refer to "ESG Reporting Guide – Content Index" section for details. Employees are required to uphold the Group's *Codes of Ethics and Conducts* issued by the Board, and refuse to engage in any activity presenting a conflict of interest as listed in the *Employee Handbook*. Employees at designated levels are required to complete a declaration of interests form at employee orientation and every year thereafter. The Group has a whistleblowing mechanism whereby all employees can report any suspicious or illegal incidents to their immediate supervisors or the Human Resources Department, and the general managers and SLT members are responsible for monitoring the effective implementation of the whistleblowing mechanism and handling complaints where necessary.

During the year under review, we arranged for a total of 20 hours of anti-corruption training for 20 employees and Directors in Hong Kong who had not previously attended such training; there were no concluded legal cases regarding corruption brought against the Group or our employees.

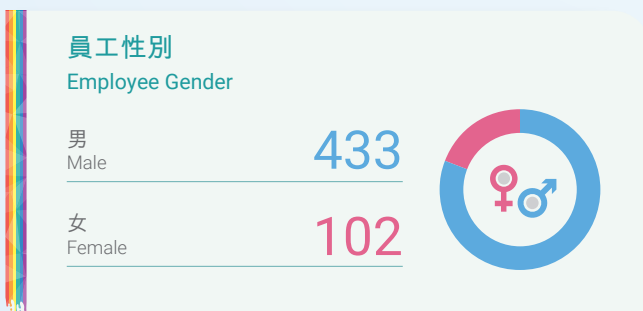
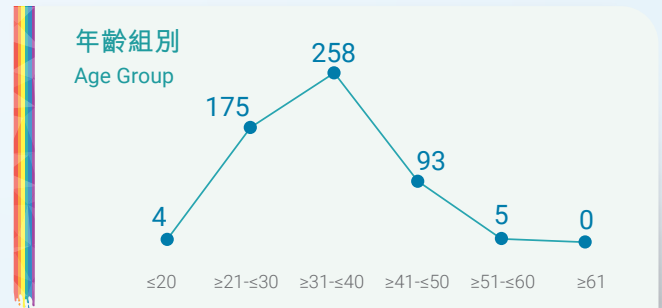
員工分佈 WORKFORCE DISTRIBUTION

集團總員工人數為3,541¹¹人，詳細分佈如下： The Group had 3,541¹¹ employees. The detailed distribution was as follows:



僱員流失比率為15%¹²，詳細分佈如下：

Employee turnover rate was 15%¹², detailed distribution was as follows:



¹¹ 於二零二一年十二月三十一日，包括集團所有員工總數。
As at 31 December 2021, inclusive of all employees in the Group.

¹² 僱員流失率為截至二零二一年十二月三十一日止年度內自辭員工人數與於二零二一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 as at 31 December 2021.

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

供應商管理對集團維持穩定的生產及服務至關重要。因此，我們十分重視與供應商的溝通與合作。在聘用供應商時，其中一項基本要求是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。

Suppliers management is crucial to maintaining the Group's stable production and services. Therefore, we greatly value communication and cooperation with our suppliers. When appointing suppliers, one of our fundamental requirements is for them to comply with the stringent standards set by the Group, in aspects such as compliance with regulations, production and quality management, labour codes, and environmental protection, etc.

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

1,839¹³

家供應商合作，
suppliers in Mainland China,

當中約 **99%** 的供應商為營運地點的本地供應商，
of which over 99% were local to the operations they served,

以減低運輸及公幹所產生的碳排放。
thus minimizing carbon emissions from transport.

¹³ 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。供應商合格名單每年更新一次，基於採購部為所有供應商進行的年度評審、定期評審及個別項目評審結果，不達標而屢次警告不改的供應商會被剔出採購名單，我們也會終止與其合作。塗料及油墨業務於回顧年內總共進行了52次相關評估，數字比去年大幅增加，主要由於塗料業務需求增長，新增輔材及代工類供應商。子公司亦會就公司最新政策或國家法規與供應商保持緊密聯繫，保證運作合法合規。

Only suppliers on the list of qualified suppliers are selected by our subsidiaries and their priorities are determined based on their track records. The list of qualified suppliers is updated once a year. Based on the annual, periodic and individual-item assessments conducted by the Procurement Department on all suppliers, suppliers who do not meet the criteria and who have been warned repeatedly will be removed from the procurement list, and we will terminate our partnership with them. During the year under review, 52 supplier assessments took place for the coatings and inks businesses, which is a significant increase over the preceding year. This is mainly due to the growth of the coatings business leading to the addition of new suppliers of auxiliary materials and original equipment manufacturers (OEM). Subsidiaries are also in close communication with suppliers on the latest company policies and country's regulations to ensure that the suppliers operate legally.

供應商實地評估的主要範疇

MAIN ASPECTS OF ON-SITE SUPPLIER ASSESSMENT

為推廣綠色採購及促進環保產品及服務的使用，子公司在進行供應商實地評估時會留意供應商的環境表現及生產過程管理。其餘考察範疇包括：

To promote green purchasing and the use of environmentally friendly products and services, our subsidiaries pay attention to the environmental performance and production process management of suppliers during on-site supplier assessment. Other areas of inspection include:



原材料檢驗管理
Raw material
inspection and testing
management



倉庫管理
Warehouse
management



設備及儀器管理
Equipment and
instrument
management



產品品質和安全
Product quality and
safety



產品的追溯性
Product traceability



不合格產品管理
Non-conforming
product management



職業健康安全表現
Occupational health
and safety
performance



供應商的甄選和評估
Supplier selection
and assessment



客戶投訴處理
Handling of customer
complaints



內部培訓
In-house training

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或賄賂。在簽訂合作協議時，供應商須簽署一份廉潔聲明，承諾不得進行任何利益提供或其他違法行為。各子公司的採購部門亦設立內部監控小組，不定期抽查供應商的報價單，並及時向採購總監匯報任何異常情況。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, suppliers are required to sign a probity declaration, undertaking not to provide any advantage or engage in other illegal practices. The Procurement Department of each subsidiary also has an internal control team to conduct random checks on suppliers' quotations and immediately report any irregularities to the procurement director. During the year under review, no coatings and inks suppliers were issued warnings or had the partnerships terminated due to violation of such declarations or undertakings. There was also no litigation cases involving bribery or fraud.

顧客的長遠價值 LONG-TERM VALUES IN CUSTOMERS

葉氏化工堅持優質生產，透過嚴格監控及產品認證多措並舉，保障並提升顧客的福祉。

Yip's Chemical has been committed to quality production through a combination of stringent controls and product certification to protect and improve the well-being of our customers.

產品質量管理及認證 PRODUCT QUALITY MANAGEMENT AND CERTIFICATIONS

集團旗下大部份子公司均實行ISO 9001認證的質量管理體系，並通過企業資源規劃系統（「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。

Most of the Group's subsidiaries have implemented ISO 9001 Certified Quality Management System and monitored the entire process from product R&D, production, and quality inspection to product delivery through an Enterprise Resource Planning ("ERP") system. 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.

集團的塗料品牌紫荊花推出的「貝倍安」兒童漆系列，部份產品通過嚴格的美國Children's Product Certificate標準。為善用集團在產業安全及健康標準的領先優勢，紫荊花於回顧年內參與《中國育兒環境白皮書(2020)》的撰寫及聯合發佈，與不同領域的專家探討兒童友善空間標準。

The Group's coatings brand, Bauhinia has launched the "Baby Care" child-safe paint series of which certain products passed the stringent American Children's Product Certificate standard. In order to leverage on the Group's leading edge in safety and health standards in the industry, Bauhinia participated in the drafting and joint release of the *White Paper on China's Parenting Environment (2020)* during the year under review to explore the child-friendly space standards with experts in different fields.

作為國內油墨行業首批引入有害物質管理體系的企業，集團旗下洋紫荊油墨通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，並確保符合歐盟、美國及日本等國家、地區的相關產品標準和環保標準。我們不斷提升產品安全評估和風險管控能力，於油墨廠房採用無苯車間及管道化生產模式，並透過連接自控系統及ERP系統作全方位的生產過程監控。

As one of the first companies in the China inks industry to introduce a hazardous substance management system, Bauhinia Ink, the Group's subsidiary, has established a hazardous substance database and a regulations database to control over 40 substances such as heavy metals and organic compounds in its products, and to ensure compliance with relevant product standards and environmental standards in countries and regions including the European Union, the United States, and Japan. We continuously improve our ability to assess product safety, and manage and control risks in inks plants by adopting fully pipelined manufacturing in benzene-free production conditions, while control systems are automatic and linked to an ERP system for comprehensive production process monitoring.

安全及品質監控 SAFETY AND QUALITY MONITORING

集團設有「產品品質安全風險管理政策」，評定產品質量主要基於兩大範疇，包括品質和性能，以及安全和環保考量。同時，我們除了迎合顧客的要求外，亦確保產品能滿足地區、國家及國際法律、法規及標準的要求。

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

我們設有技術系統以就不同產品提出相應的「品控指標」作成品檢測。若果產品質量出現重大問題而需要回收，質檢部主管須按照既定的產品回收指引，啟動產品回收程序，確保管理層知悉，並採取必要的糾正和預防措施，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。

塗料和油墨廠房先後建立三間中國合格評定國家認可委員會（「CNAS」）認可的檢測實驗室，主要提供受多個國家和地區認可的產品安全和品質檢測的專業服務。塗料業務位於惠陽的實驗室同時獲國際實驗室認證聯盟（ILAC-MRA）認證。

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

The Group has a Policy on Management of Product Quality and Safety Risks which assesses product quality on two main aspects, including quality and performance, as well as safety and environmental considerations. In addition to meeting customer requirements, we also ensure that our products meet the requirements of regional, national, and international laws, regulations, and standards.

Professional inspectors of the Group are responsible for monitoring the incoming raw material shipment details, verifying the quality inspection reports, and taking samples for random tests based on the technical indicators in the ERP system; they can also work with the suppliers to develop test indicators to test in parallel, whereby both parties conduct independent tests on raw materials and compare the test reports.

We have a technical system in place to provide the appropriate “quality control indicators” for each product to undergo finished product testing. In the event that there is a significant problem with product quality that requires a recall, the director of the Quality Assurance Department shall follow the established product recall guidelines to initiate the procedures while informing the management of the product recall. Necessary corrective and preventive measures should be 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 established three testing laboratories recognized by the China National Accreditation Service for Conformity Assessment (“CNAS”). These laboratories mainly provide professional services in product safety and quality testing which are recognized by various countries and regions. The coatings business’ testing laboratory at Huiyang is also accredited by the International Laboratory Accreditation Cooperation Mutual Recognition Arrangement (ILAC-MRA).

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

致力提升顧客體驗

ENDEAVORING TO IMPROVE CUSTOMER EXPERIENCE

集團重視顧客的反饋，並設有清晰的顧客投訴機制及處理模式。塗料業務的顧客可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，客戶可向營業代表投訴。負責部門需於指定時間內查找問題癥結，並擬定改善措施。投訴處理完成後，我們會向客戶報告結果，並了解客戶滿意度。

回顧年內，塗料及油墨業務有關質量投訴率分別為0.29%及1.16%，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 values customer feedback and it has well-defined mechanisms for receiving and handling customer complaints. Customers of our coatings business may seek help from our distributors or the Bauhinia Customer Complaint Centre. Clients of the inks business are printing companies or agents, and may file complaints with a sales representative. The responsible department must pinpoint the problem within the prescribed time frame and formulate measures for improvement. Upon resolution of the complaint, the customer is notified of the outcomes and their level of satisfaction is recorded.

During the year under review, the quality-related complaint rate for the coatings and inks businesses was 0.29% and 1.16% respectively. Both segments had not recorded any violation of health and safety, advertising, or labelling regulations that significantly impacted our businesses.

保障數據安全及私隱

PROTECTING DATA SECURITY AND PRIVACY

集團業務營運採用資訊系統處理和分析資料，為了滿足業務功能及提升用戶體驗，集團旗下部分子公司可能需要收集使用者資料，因此我們致力保證合法合規地處理資訊和數據安全。回顧年內，國內頒佈新的法律法規進一步收緊保護個人資訊和資料安全的要求。為此，集團向相關部門強調完善現存的合規機制，並增加員工對此議題的認識。集團管理層將監察其執行，並定期審核及改善相關政策，以提升其有效性。

The Group's business operations use information systems to process and analyze data. In order to perform business functions and enhance user experience, some of the Group's subsidiaries may need to collect user information. Therefore, we are committed to ensuring that information and data security are handled in full compliance with the applicable laws and regulations. During the year under review, the requirements for the protection of personal information and data security are further tightened under laws and regulations newly issued in Mainland China. In this regard, we are emphasizing to the relevant departments of the Group to improve the existing compliance mechanisms and to raise awareness of this issue among our employees. The Group's management will monitor its implementation and regularly review and improve relevant policies to enhance their effectiveness.

維護知識產權

PROTECTING INTELLECTUAL PROPERTY RIGHTS

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

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

關於此報告 ABOUT THE REPORT

葉氏化工集團有限公司的《2021環社管報告》按照香港聯交所《主板上市規則》附錄二十七闡述的《環社管報告指引》的規定編寫，以闡述集團於回顧年內在可持續發展方面的方針及表現，我們亦同時對照UN SDGs進行披露，以引領我們朝著更可持續的方向邁進。

除非另有說明，本報告的報告期為二零二一年一月一日至二零二一年十二月三十一日期間。

The *ESG Report 2021* 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* of the Stock Exchange of Hong Kong to depict the Group's approach and performance on sustainability during the year under review, and we also made reference to the UN SDGs when making disclosures to guide us towards being more sustainable.

Unless otherwise specified, the reporting period for this report is from 1 January 2021 to 31 December 2021.

匯報範圍 REPORTING SCOPE

集團認為本報告需重點關注集團的核心業務及重要發展。因此，集團選擇在《2021環社管報告》披露其直接控制營運的業務實體的環社管議題，及集團主營業務的可持續發展政策及方針。

由於溶劑、塗料及油墨三個業務板塊共佔集團年度收入的百分之九十五或以上，而各板塊中也有維持較高產量的廠房。根據重要性原則，《2021環社管報告》在環境數據披露方面只包含集團的溶劑、塗料及油墨業務分別位於江蘇泰興、上海金山及廣東中山的廠房。

The Group considers that this report needs to focus on the Group's core businesses and important developments. Therefore, the Group chooses to disclose the ESG topics related to the business entities that the Group has direct operational control in *ESG Report 2021*. The sustainable development policies and guidelines disclosed in this report cover the core businesses of the entire Group.

The three business segments of solvents, coatings and inks together accounted for over 95% of the Group's annual revenue, while each segment also has its own plant that maintains a relatively higher level of production volumes. In accordance with the principle of materiality, only the plants of the Group's solvents, coatings and inks businesses located in Taixing, Jiangsu, Jinshan, Shanghai and Zhongshan, Guangdong respectively are included in this *ESG Report 2021* for environmental data disclosure.

匯報原則 REPORTING PRINCIPLES

集團在編製本報告時遵循香港聯交所的《環社管報告指引》的匯報原則：

重要性：通過參考內外持份者共同參與的重要性評估結果，識別重要環社管因素

量化：更新目標和關鍵績效指標並披露相關計算方式

平衡：不偏不倚地披露集團表現

一致性：保持報告的一致性作有意義的趨勢比較

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

Materiality: Making reference to the results of the materiality assessment involving both internal and external stakeholders to identify material ESG factors

Quantitative: Giving updates on targets and key performance indicators, and disclosing the relevant methodologies

Balance: Providing unbiased disclosure of the Group's performance

Consistency: Maintaining report consistency to facilitate meaningful comparisons over time

《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	《2021環社管報告》頁數 Page number of ESG Report 2021	補充 Remarks
層面A1：排放物 Aspect A1:Emissions			
一般披露 General Disclosure	有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a)政策；及 (b)遵守對發行人有重大影響的相關法律及規例的資料 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste	10	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 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 (Trial), Measures for the Management of Soil Environment in Contaminated land (Trial), 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 A1.1	排放物種類及相關排放數據 The types of emissions and respective emissions data	15-16	
關鍵績效指標KPI A1.2	直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算) Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility)	15	
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)	16	
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)	16	
關鍵績效指標KPI A1.5	描述所訂立的排放量目標及為達到這些目標所採取的步驟 Description of emission target(s) set and steps taken to achieve them	12	
關鍵績效指標KPI A1.6	描述處理有害及無害廢棄物的方法, 及描述所訂立的減廢目標及為達到這些目標所採取的步驟 Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them	10, 12	

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	11
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)	16
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)	16
關鍵績效指標KPI A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟 Description of energy use efficiency target(s) set and steps taken to achieve them	12
關鍵績效指標KPI A2.4	描述求取適用水源上可有任何問題, 以及所訂立的用水效益目標及為達到這些目標所採取的步驟 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them	12, 17
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)每生產單位佔量 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced	17

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	9	
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	9-14	

層面A4：氣候變化 Aspect A4: Climate Change

一般披露 General Disclosure	識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策 Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer	13	
關鍵績效指標KPI A4.1	描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。 Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them	13	

層面B1：僱傭 Aspect B1: Employment

<p>一般披露 General Disclosure</p>	<p>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</p>	<p>21-22, 25</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》以及《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 related laws and regulations that had significant impacts on its businesses. Related laws and regulations include but not limited to Hong Kong Employment Ordinance, Labour Law of the People's Republic of China and Labour Contract Law of the People's Republic of China, Hong Kong Sex Discrimination Ordinance, Disability Discrimination Ordinance, Family Status Discrimination Ordinance and Race Discrimination Ordinance and Law of the People's Republic of China on the Protection of the Disables.</p>
<p>關鍵績效指標KPI B1.1</p>	<p>按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數 Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region</p>	<p>26</p>	
<p>關鍵績效指標KPI B1.2</p>	<p>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</p>	<p>26</p>	

層面B2：健康與安全 Aspect B2: Health and Safety

<p>一般披露 General Disclosure</p>	<p>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</p>	<p>23-24</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及規例，並對業務產生顯著影響的通知。相關法律及規例包括但不限於香港《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 laws and 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.</p>
<p>關鍵績效指標KPI B2.1</p>	<p>過去三年(包括匯報年度)每年因工亡故的人數及比率 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year</p>	<p>24</p>	
<p>關鍵績效指標KPI B2.2</p>	<p>因工傷損失工作日數 Lost days due to work injury</p>	<p>24</p>	
<p>關鍵績效指標KPI B2.3</p>	<p>描述所採納的職業健康與安全措施，以及相關執行及監察方法 Description of occupational health and safety measures adopted, and how they are implemented and monitored</p>	<p>23-24</p>	

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. Description of training activities	21	
關鍵績效指標KPI B3.1	按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比 The percentage of employees trained by gender and employee category (e.g. senior management, middle management)	22	
關鍵績效指標KPI B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數 The average training hours completed per employee by gender and employee category	22	
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	25	就此報告部份的披露範圍，董事會於回顧年內沒有從政府相關機構收到違反相關法律、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》。 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 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.

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	25	
關鍵績效指標KPI B4.2	描述在發現違規情況時消除有關情況所採取的步驟 Description of steps taken to eliminate such practices when discovered	25	
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	27	
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	27	
關鍵績效指標KPI B5.2	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及有關慣例的執行及監察方法 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored	27	
關鍵績效指標KPI B5.3	描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored	28	
關鍵績效指標KPI B5.4	描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored	27-28	

層面B6：產品責任 Aspect B6: Product Responsibility		
<p>一般披露 General Disclosure</p>	<p>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：</p> <p>(a)政策；及</p> <p>(b)遵守對發行人有重大影響的相關法律及規例的資料</p> <p>Information on:</p> <p>(a) the policies; and</p> <p>(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</p>	<p>29-30</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》、《中華人民共和國廣告法》、《中華人民共和國商標法》、《中華人民共和國著作權法》、《中華人民共和國專利法》、《中華人民共和國反不正當競爭法》、《中華人民共和國民法典》、《中華人民共和國網路安全法》、《中華人民共和國資料安全法》以及《中華人民共和國個人資訊保護法》。</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 businesses. Related laws and regulations include but not limited to GB 9685-2016 National Food Safety Standard: Standard for the Use of Additives in Food Contact Materials and Articles, GB/T 10004-2008 Plastic Laminated Films & Pouches for Packaging – Dry Lamination and Extrusion Lamination, GB/T 26572-2011 Requirements on Concentration Limits for Certain Restricted Substances in Electrical and Electronic Products, GB 18581 Indoor Decorating, Refurbishing Materials – Limit of Harmful Substances of Coatings for Woodenware, Advertising Law of the People's Republic of China, Trademark Law of the People's Republic of China, Copyright Law of the People's Republic of China, Patent Law of the People's Republic of China, Anti-Unfair Competition Law of the People's Republic of China, Civil Code of the People's Republic of China, Cybersecurity Law of the People's Republic of China, Data Security Law of the People's Republic of China and Personal Information Protection Law of the People's Republic of China.</p>

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	30	
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	31	
關鍵績效指標KPI B6.3	描述與維護及保障知識產權有關的慣例 Description of practices relating to observing and protecting intellectual property rights	32	
關鍵績效指標KPI B6.4	描述質量檢定過程及產品回收程序 Description of quality assurance process and recall procedures	30	
關鍵績效指標KPI B6.5	描述消費者資料保障及私隱政策，以及相關執行及監察方法 Description of consumer data protection and privacy policies, and how they are implemented and monitored	31	

層面B7：反貪污 Aspect B7: Anti-corruption		
<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>25, 28</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》、《打擊洗錢及恐怖分子資金籌集條例》、《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》的通知以及《關於禁止商業賄賂行為的暫行規定》。</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 businesses. Related laws and regulations include but not limited to Prevention of Bribery Ordinance, Organized and Serious Crimes Ordinance, Crimes Ordinance, Theft Ordinance, Anti-Money Laundering and Counter-Terrorist Financing Ordinance in Hong Kong, 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.</p>

關鍵績效指標KPI B7.1	於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果 Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases	25, 28	
關鍵績效指標KPI B7.2	描述防範措施及舉報程序，以及相關執行及監察方法 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored	25, 28	
關鍵績效指標KPI B7.3	描述向董事及員工提供的反貪污培訓 Description of anti-corruption training provided to directors and staff	25	

層面B8：社區投資 Aspect B8: Community Investment

一般披露 General Disclosure	有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策 Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests	18	
關鍵績效指標KPI B8.1	專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育) Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport)	18-20	
關鍵績效指標KPI B8.2	在專注範疇所動用資源(如金錢或時間) Resources contributed (e.g. money or time) to the focus area	18-20	



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

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

股份代號 Stock Code: 408

2021

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

