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About This Report 關於本報告

PAX Global Technology Limited (“Pax Global” or the “Company”) and its subsidiaries (collectively referred to as the “Group” or “we”) are pleased to present to stakeholders the Environmental, Social and Governance (“ESG”) Report (this “Report”) of the Group, to disclose our sustainability strategies and performance over the past year.

REPORTING PERIOD AND SCOPE

The reporting period of this Report is from 1 January 2019 to 31 December 2019 (the “Reporting Period”). Unless otherwise stated, this Report covers the core business of the Group in Hong Kong and the People’s Republic of China (“PRC”), which includes:

- Pax Technology Limited;
- Pax Computer Technology (Shenzhen) Co., Ltd.; and
- Wonder Pax Technology (Shenzhen) Co., Ltd.

REPORTING STANDARDS

This Report is prepared in accordance with the requirements of “comply or explain” and “recommended disclosure” set out in the Appendix 27 “Environmental, Social and Governance Reporting Guide” (the “ESG Guide”) to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (“Hong Kong Stock Exchange”). For more information about the corporate governance of the Group, please refer to the “Corporate Governance Report” in the 2019 Annual Report.

百富環球科技有限公司（「百富環球」或「本公司」）及其附屬公司（統稱「本集團」或「我們」）向各持份者欣然呈報本集團環境、社會及管治報告（「本報告」），以發表我們於過去一年的可持續發展策略和表現。

報告期間及範圍

本報告的報告期間為二零一九年一月一日至二零一九年十二月三十一日（「報告期間」）。除非另有說明，報告範圍涵蓋本集團於香港及中國的核心業務，包括：

- 百富科技有限公司；
- 百富計算機技術（深圳）有限公司；及
- 萬達百匯科技（深圳）有限公司。

報告準則

本報告依循香港聯合交易所有限公司（「聯交所」）上市規則附錄二十七《環境、社會及管治報告指引》（「環境、社會及管治報告指引」）中「不遵守就解釋」及「建議披露」的準則作出披露。更多有關本集團的企業管治內容，可參見二零一九年年報內的《企業管治報告》。

About This Report

關於本報告



REPORTING PRINCIPLES

The Group prepared this Report based on the following four reporting principles:

Principle 原則	Definitions 意思	Responses from the Group 集團的回應
Materiality 重要性	The issues covered in this Report should reflect the significant impacts of the Group on the economy, environment and society, or the scope of assessments and decisions of stakeholders being influenced. 報告所涵蓋的議題應反映集團對經濟、環境及社會的重大影響，或影響持份者評估及決定的範疇。	Through engaging with stakeholders as well as considering the Group's business nature and development, material sustainability issues are identified. 透過與持份者溝通，同時考慮集團的業務性質和發展，識別當前的重大可持續發展議題。
Quantitative 量化	This Report should disclose key performance indicators in a measurable way. 報告應以可以計量的方式披露關鍵績效指標。	The Group discloses its key environmental and social performance indicators quantitatively where appropriate. 在可行情況下，以量化方式披露本集團的環境和社會關鍵績效指標。
Balance 平衡性	This Report should present the positive and negative information of the Group in an objective manner, to reflect a comprehensive picture of the sustainability performance of the Group. 報告應以客觀角度披露集團的正面及負面信息，以反映集團整體的可持續發展表現。	The Group has identified and disclosed the environmental, social and governance issues with significant impact on the Group's business, including the results and challenges faced by the Group, in this Report. 本集團已識別對於其業務有重大影響的環境、社會及管治議題，當中包括其成果及所面對的挑戰，並於報告中披露。
Consistency 一致性	Preparation of this Report should be based on methods consistent with the one(s) used in previous year(s), or the Report should state the revised reporting methods, or illustrate other relevant factors that might affect meaningful comparison. 編制本報告的方法應與過往年度所用者一致，或報告應陳述經修訂的匯報方法，又或說明可能影響有意義對比的其他相關因素。	The reporting scope and reporting method are substantially consistent with those of the prior year(s), and this Report has also disclosed relevant comparative information. 報告的報告範圍與匯報方法與去年大體一致，報告內亦已披露環境相關對比數據。

DATA COLLECTION METHOD

The information cited in this Report comes from the Group's official documents and statistical data, and was approved by the Board of Directors of the Group in April 2020.

FEEDBACK

We value the opinions of every stakeholder and regard it as the key to the Group's business and sustainable development. Should you have any suggestions for this Report and/or our sustainability performance, please email us at IR@pax.com.hk.

報告原則

本集團依據以下四個主要報告原則編製本報告：

Responses from the Group 集團的回應

Through engaging with stakeholders as well as considering the Group's business nature and development, material sustainability issues are identified.

透過與持份者溝通，同時考慮集團的業務性質和發展，識別當前的重大可持續發展議題。

The Group discloses its key environmental and social performance indicators quantitatively where appropriate.

在可行情況下，以量化方式披露本集團的環境和社會關鍵績效指標。

The Group has identified and disclosed the environmental, social and governance issues with significant impact on the Group's business, including the results and challenges faced by the Group, in this Report.

本集團已識別對於其業務有重大影響的環境、社會及管治議題，當中包括其成果及所面對的挑戰，並於報告中披露。

The reporting scope and reporting method are substantially consistent with those of the prior year(s), and this Report has also disclosed relevant comparative information.

報告的報告範圍與匯報方法與去年大體一致，報告內亦已披露環境相關對比數據。

資料收集方式

本報告引用的訊息資料來自本集團的正式文件及統計數據，並於2020年4月獲得本集團董事會通過。

意見反饋

我們重視每一位持份者的意見，並視之為推動本集團業務和可持續發展的關鍵。如閣下對本報告或本集團的可持續發展表現有任何意見，歡迎電郵至IR@pax.com.hk。



About Pax Global

關於百富環球

Pax Global was established in 2000 and listed on the Main Board of Hong Kong Stock Exchange in December 2010. We are one of the global leading electronic payment point-of-sale terminals (“E-payment Terminals”) solutions providers, mainly engaging in the development and sales of smart, desktop, wireless and mobile E-payment Terminals capable of handling various electronic payment methods, as well as consumer-operated equipment, contactless card readers, E-payment Terminals software, and related services.

百富環球於2000年成立，於2010年12月於聯交所主板上市，是一家全球領先的電子支付終端解決方案提供商，主要從事開發及銷售能處理各種電子支付方式的智能、台式、無線及移動電子支付終端，以及消費者操作設備、非接觸式讀卡設備及電子支付終端軟件，並提供相關服務。

VISION AND MISSION

Pax Global focuses on providing secure and cost-effective payment solutions to customers world wide, and is committed to becoming the world’s leader in E-payment Terminals solutions.

前景與使命

百富環球專注為全球客戶提供安全及具成本效益的支付解決方案，並致力成為全球領先電子支付終端解決方案領導者。

HOW WE CREATE VALUE

我們如何創造價值



About Pax Global

關於百富環球



AWARDS, HONOURS AND CERTIFICATIONS

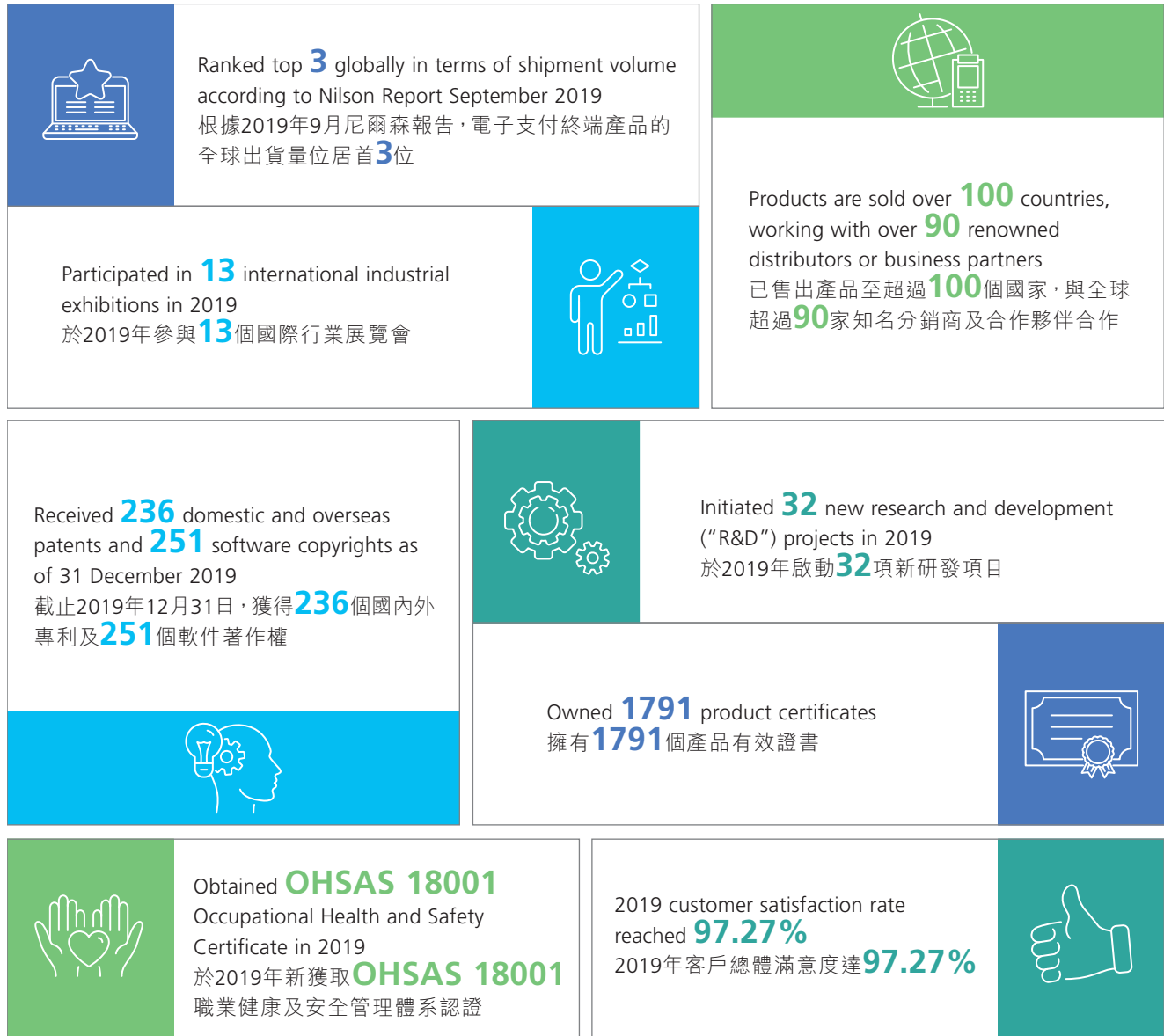
獎項·榮譽及認證

Issuing Organisations 頒發機構	Awards, Honours and Certifications 獎項·榮譽及認證
Shenzhen Enterprise Confederation, Shenzhen Entrepreneurs Association 深圳市企業聯合會·深圳市企業家協會	Shenzhen Top 500 Enterprises in 2019 2019年深圳500強企業
Shenzhen Software Industry Association 深圳市軟體行業協會	Shenzhen Top 100 Enterprises in Software Business Income 深圳市軟體百強企業
China Software Industry Association 中國軟體行業協會	Corporate Credit Rating – AAA Rating 企業信用等級 – AAA級
Shenzhen High-tech Enterprise Certification Management Office 深圳市高新技術企業認定管理機構辦公室	National High-tech Enterprise 國家級高新技術企業

Sustainable Development Strategy

可持續發展策略

SUSTAINABILITY OVERVIEW



可持續發展概覽

PRINCIPLES OF SUSTAINABLE DEVELOPMENT

Sustainable development is one of the core operating principles of the Group. To this end, we have always taken into account environmental, social and corporate governance factors in our daily operations. Subsidiaries and employees should strictly implement requirements set out in the Group's "Environmental, Social and Governance Policy" in terms of environmental protection, occupational safety and health, integrity in operation, product safety, corporate governance, etc.

可持續發展原則

可持續發展是本集團的核心營運原則之一。為此，我們在日常的營運過程中一直兼顧環境、社會和企業管治因素，附屬公司和員工須嚴格執行本集團《環境、社會及管治政策》內有關環境保護、職業安全及健康、誠信經營、產品安全、企業管治等範疇的規定。

Sustainable Development Strategy

可持續發展策略



To demonstrate the Group's determination for sustainable development, we promote the concept of sustainable operations both internally and externally. We have obtained ISO14001:2015 Environmental Management System certification and ISO9001:2015 Quality Management System certification. Meanwhile, having obtained the OHSAS18001:2007 Occupational Health Management System Certification during the Reporting Period, we endeavoured to bring long-term benefits to the Group and stakeholders through all-round implementation of strict management measures.

為彰顯本集團對可持續發展的決心，我們在集團內外均提倡可持續營運的理念，並取得ISO14001:2015環境管理體系認證和ISO9001:2015質量管理體系認證。同時，我們於報告期間亦榮獲OHSAS18001:2007職業健康管理體系認證，透過於各方面實行嚴謹管理，竭力為集團和持份者帶來長遠利益。

We continuously put sustainable development into actions by upholding the following 4 principles, which will be described in details in this Report:

我們持續秉持以下四大原則實踐可持續發展，並將於本報告作詳細描述：

Striving for Excellence and Innovation	精益求精 • 成就創新
<ul style="list-style-type: none"> Invest in new products and business development to meet customers' needs 	<ul style="list-style-type: none"> 投放資源推陳出新，不斷拓展業務，滿足客戶要求
People-oriented Approach to Achieving Full Potential	以人為本 • 人盡其才
<ul style="list-style-type: none"> Care for employees and see them as the most valuable assets 	<ul style="list-style-type: none"> 關懷員工，視員工為最重要資產
Shouldering Environmental Responsibility	保護環境 • 百富有責
<ul style="list-style-type: none"> Closely monitor environmental footprint and implement the principle of emissions reduction and energy saving to contribute to the environment 	<ul style="list-style-type: none"> 密切監察環境足印，實踐節能減排原則，為環境出一分力
Contributing to Society and Bringing Love to the Community	貢獻社區 • 惠澤社群
<ul style="list-style-type: none"> Actively participate in community activities to give back to society 	<ul style="list-style-type: none"> 積極參與社區事務，回饋社會

ENVIRONMENTAL, SOCIAL AND GOVERNANCE RISK MANAGEMENT

環境、社會及管治風險管理

The Board of Directors is responsible for assessing the risks and opportunities in the environmental, social and governance aspects. The Group has adopted a series of risk management procedures to ensure that appropriate and effective internal control measures are in place and reported in our "Corporate Governance Report" in the 2019 Annual Report. At present, various departments of the Group collect internal and external data and relevant stakeholders' opinions through different channels, historical data, future forecasts, cases, and other relevant domestic and overseas companies to identify major environmental, social, and governance risks and formulate measures in a timely manner, to deal with risks and create long-term value for stakeholders.

董事會承擔評估環境、社會及管治風險及機遇的責任，本集團採取了一系列風險管理程序，以確保訂立合適及有效之內控措施，並於二零一九年年報所載《企業管治報告》中作出匯報。目前，本集團各部門通過不同渠道、歷史數據、未來預測、案例以及國內外其他相關公司的資料全面收集內外部數據及利益相關者意見，以辨識重大環境、社會及管治風險並及時制定措施以應對風險，為持份者創造長期價值。



Stakeholder Engagement

持份者參與

In order to consolidate the Group's leading position in the industry, we have always attached great importance to the opinions of our stakeholders and regarded them as the key to promoting the development of the Group. We have identified employees, customers or distributors, suppliers and business partners, shareholders and investors, government and communities as the key stakeholders of the Group, and maintained a variety of constant communication channels, including but not limited to meetings, the Group's websites, shareholder meetings, social media, annual reports and financial reports, visits, interviews, etc. to collect their valuable opinions to enhance our business and sustainable development strategies and policies for continuous improvements.

MATERIAL ISSUES IN SUSTAINABILITY

To gain a more effective and in-depth understanding of stakeholders' opinions, the Group conducted a survey during the Reporting Period, by extensively collecting stakeholders' opinions on the sustainability performance of the Group through online surveys in which materiality of various environmental, social and governance issues is rated so that we can respond accordingly. During the Reporting Period, we identified 20 issues related to the Group.

為鞏固集團於行業的領導地位，我們向來十分重視持份者的意見，並視之為推動集團發展的關鍵。我們已識別員工、客戶或分銷商、供應商及業務合作夥伴、股東及投資者、政府以至社區為本集團的主要持份者類別，並維持多種恆常的溝通渠道，包括但不限於會議、集團網站、股東大會、社交媒體、年報及財務報告、考察、面談等，以收集彼等的寶貴意見，繼而持續改善業務和可持續發展方針及政策，讓我們不斷進步。

可持續發展重大議題

為了更有效並深入地了解持份者的意見，本集團於報告期間進行了持份者調查，透過網上調查廣泛收集他們對本集團可持續發展表現的意見，同時就各環境、社會及管治議題的重要性進行評分，以便我們作出回應。於報告期間，我們識別了20個與本集團相關的議題。



Stakeholder Engagement

持份者參與



The 20 environmental, social and governance issues identified include:

我們識別出的20個環境、社會及管治議題包括：

Environmental Protection and Green Operation 環境保護和綠色運營	Operating Practices 營運常規	Product and Service Responsibility 產品與服務責任	Quality of Working Environment 工作環境質素	Community Contributions 社區貢獻
1. Emissions management 排放管理	5. Supply chain management 供應商管理	9. Research and innovations 研發及創新	14. Diversification and equal opportunity 多元化及反歧視	20. Community investment 社區投資
2. Resources management 資源管理	6. Assessment of supplier's environmental and social performance 供應商環境及社會表現評估	10. Product and service quality 產品及服務質素	15. Employment relationship 僱傭關係	
3. Waste handling 廢物處理	7. Anti-fraud and corruption 反舞弊貪污	11. Product safety 產品安全	16. Occupational health and safety 職業安全及健康	
4. Green procurement 綠色採購	8. Emergency response plan 災難應急預案	12. Intellectual property 知識產權	17. Training and development 培訓及發展	
		13. Privacy protection 私隱保障	18. Child and forced labour 童工及強迫勞動	
			19. Employee benefits 員工福利	

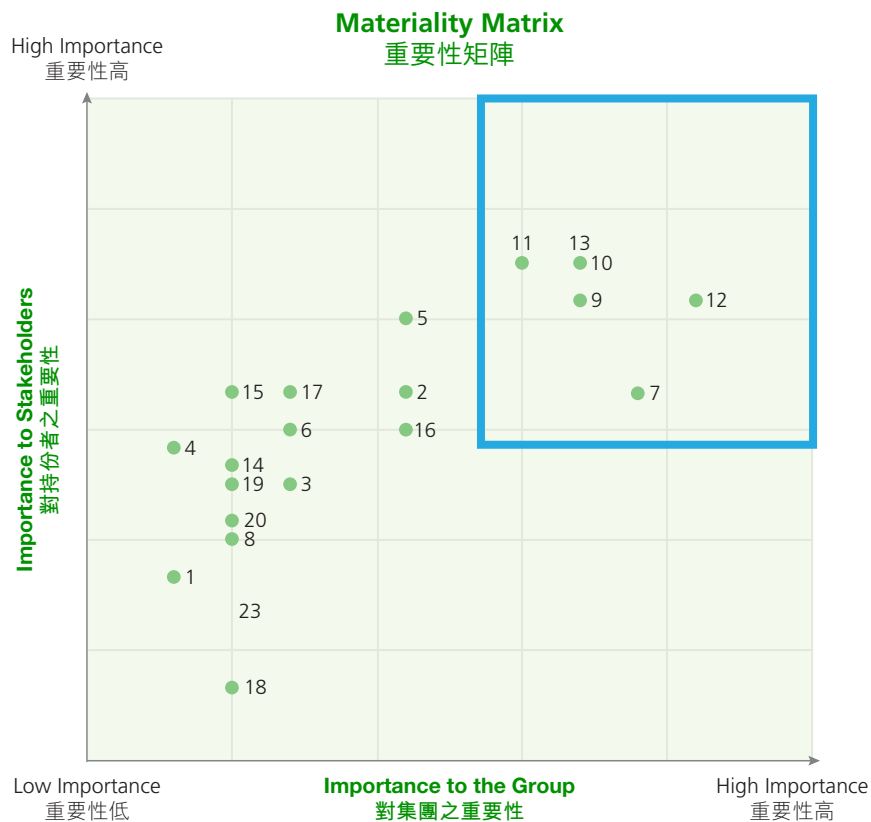


Stakeholder Engagement

持份者參與

The materiality analysis results of the above issues are shown in the following materiality matrix. Indices on the top right-hand corner indicate the most significant issues identified and will be focused on in this Report.

以上議題的重要性分析結果載於下列的重要性矩陣，當中右上角部分為是次分析得出最為關鍵的議題，將於本報告中重點披露。



Highlighted Issues

重點披露議題

Sections

披露章節

Pages

頁數

Highlighted Issues	Sections	Pages
7. Anti-fraud and corruption 反舞弊貪污	Anti-corruption 反貪污	P. 27
9. Research and innovations 研發及創新	Product Quality 產品質素 Quality of Service 服務質素	P. 11-12
10. Product and service quality 產品及服務質素		P. 11-18
11. Product safety 產品安全		P. 15
12. Intellectual property 知識產權		P. 11-12
13. Privacy protection 私隱保障		P. 18

Striving for Excellence and Innovation 精益求精 • 成就創新

With the evolving technology, we must have an insight into the ever-changing market trends and varying demands of customers, continuously improve the quality of our products and services and go beyond old ideas, so as to promote the sustainable development of the Group's business. In view of this, we have established a comprehensive quality management system and obtained ISO9001:2015 Quality Management System certification, strictly controlling the quality of each electronic payment terminal. We will also invest sufficient resources to support R&D and innovation and develop more advanced and convenient products, while attentively listen to the needs of customers, putting ourselves in their shoes and aiming to "strive for excellence and innovation".

PRODUCT QUALITY

Research and Innovations

Pax Global is convinced that the key to forward development of an enterprise must be no less than continuous innovation. Therefore, we invest stable and abundant resources every year to support our R&D team to develop new products and enhance existing product functions, so as to keep abreast of the pace of technological development and the changing needs of customers.

During the Reporting Period, our R&D team received 55 new domestic patents, 11 foreign patents, and 72 software copyrights, with a total of 236 domestic and foreign patents and 251 software copyrights. With an aim to protect the hard work of the Group and our R&D team, we conduct patent applications and software copyright registrations in accordance with laws and regulations of the "Patent Law of the PRC" (《中華人民共和國專利法》), the "Rules for Implementation of the Patent Law of the PRC" (《中華人民共和國專利法實施細則》), the "Copyright Law of the PRC" (《中華人民共和國著作權法》) and the "Regulation on Computers Software Protection" (《計算機軟件保護條例》). The Group also requires employees to enter into the "Confidentiality and Intellectual Property Agreement", which restricts unauthorized disclosure of any R&D and confidential information without permission.

科技日新月異，我們必須洞悉市場不斷變化的趨勢以至客戶不同的要求，持續提升產品和服務質素，推陳出新，方可讓集團的業務可持續地發展。為此，我們已建立全面的質量管理系統，並獲得ISO9001:2015質量管理體系認證，對每一台電子支付終端機的質量進行嚴格把關，亦會投放充足的資源支持研發及創新，研發更先進、更方便大眾的產品，同時用心聆聽客戶需要，將心比己，務求「精益求精，成就創新」。

產品質素

研發及創新

百富環球深信，企業向前發展的關鍵必不少得持續創新。故此，我們每年均投放穩定而豐富的資源支持我們的研發團隊開發新產品和提升現有產品功能，從而緊貼科技發展的步伐和客戶不斷變化的需求。

於報告期間，我們的研發團隊榮獲55個新國內專利、11個國外專利，以及72個軟件著作權，累計共有236個國內外專利和251個軟件著作權。為保障集團和研發團隊的心血，我們會按《中華人民共和國專利法》、《中華人民共和國專利法實施細則》、《中華人民共和國著作權法》及《計算機軟件保護條例》等法例法規申請專利和登記軟件著作權。本集團亦要求員工簽訂《保密及知識產權協議》以禁止未經許可下向外洩露任何研發及機密資料。



Striving for Excellence and Innovation 精益求精 • 成就創新

Our R&D team set up multiple projects every year to develop the latest products or functions according to industry development, product needs or customer needs. During the Reporting Period, the Group had a total of 32 new R&D projects, of which 8 were completed, including:

- Simple handheld terminal
- Unattended wall-mounted smart self-service terminal
- Multifunctional printing base
- Wireless data terminal
- Self-service product communication expansion box
- Smart PDA terminal
- QR68 4G function
- Financial card payment and ECR all-in-one machine

我們的研發團隊每年均會設立多個項目，按照行業發展、產品需要或客戶需求研發最新的產品或功能。於報告期間，集團總共有32項新研發項目，當中有8個已完成，項目包括：

- 簡易手持終端
- 無人值守壁掛式智能自助終端
- 多功能打印底座
- 無線數據終端
- 自助產品通信擴展盒子
- 智能PDA終端
- QR68 4G功能
- 金融卡類支付和ECR一體機

IM30 Will Revolutionize Consumer Self-Service Transactions

During the Reporting Period, the Group officially launched IM30, a new generation of Android-based all-in-one unattended payment solution. Its benefits include:

- Seamless and convenient: It delivers a modern smartphone-like user interface, and supports alternative payment methods including EMV Chip & PIN, NFC contactless, magnetic stripe, allowing customers to pay easily without any staff assistance;
- Safe and time-saving: IM30 can provide remote help desk support to facilitate customers to track and monitor data in real time;
- Low power consumption: Equipped with advanced automatic identification and sensing technology, it will be activated when the user is sensed, reducing the power consumption due to idling; and
- Cost-saving: It speeds up time-to-market and is highly compatible with other equipments, which can be an unattended thereafter, anywhere in the world.

IM30將引領自助服務的變革

本集團於報告期間正式推出全新一代安卓一體化自助支付解決方案IM30，其好處包括：

- 無縫便捷：具備如同智能手機的用戶介面，同時支援晶片卡、密碼輸入、非接觸式支付和磁條卡等多種支付方式，讓客戶毋須任何職員協助亦能輕鬆付款；
- 省時安全：IM30可提供遠端服務支援，方便客戶即時跟進和實施監控數據；
- 低功耗：配備先進的自動識別傳感技術，於感應到用家時才會啟動，減少因閒置時所消耗的電源；及
- 節省成本：縮短自助項目落地的時間，而且高度相容其他設備，可在任何地方實現自助服務。



Striving for Excellence and Innovation

精益求精 • 成就創新



Industry Communications

In addition to daily R&D activities, we will also invest sufficient resources to allow the R&D team to participate in various technical trainings and industry exhibitions, so as to communicate with peers, uplift our level of technology and demonstrate our R&D achievements to the world. During the Reporting Period, the Group participated in a total of 13 worldwide exhibitions organised by different industries and sectors:

行業交流

除了日常的研發，我們亦會投放充足的資源讓研發團隊參與各項技術培訓及行業展覽會，以便我們與同業交流，提升技術水平，同時向世界展示我們的研發成果。於報告期間，集團一共參與了13個位於世界各地，由不同行業和界別組織的展覽會：

Exhibitions

展覽會

International Self-Service Vending Systems and Facilities Expo
國際自助售貨系統與設施博覽會
Retail Tech JAPAN
Smart Retail SEA 2019
Vend ASEAN 2019
NRF 2019
Transact 2019
Seamless Africa 2019
RTBE 2019
Secure Payment & ID congress 2019
Paris Retail Week 2019
Congreso Tesorería 2019
XXIII Congreso Latinoamericano
Clab2019

Host Locations

舉辦地區

Guangzhou
廣州
Tokyo
東京
Bangkok
曼谷
Bangkok
曼谷
New York
紐約
Las Vegas
拉斯維加斯
Cape Town
開普敦
London
倫敦
Madrid
馬德里
Paris
巴黎
Columbia
哥倫比亞
Santa Cruz
聖十架城
Florida, USA
美國佛羅里達洲



Striving for Excellence and Innovation

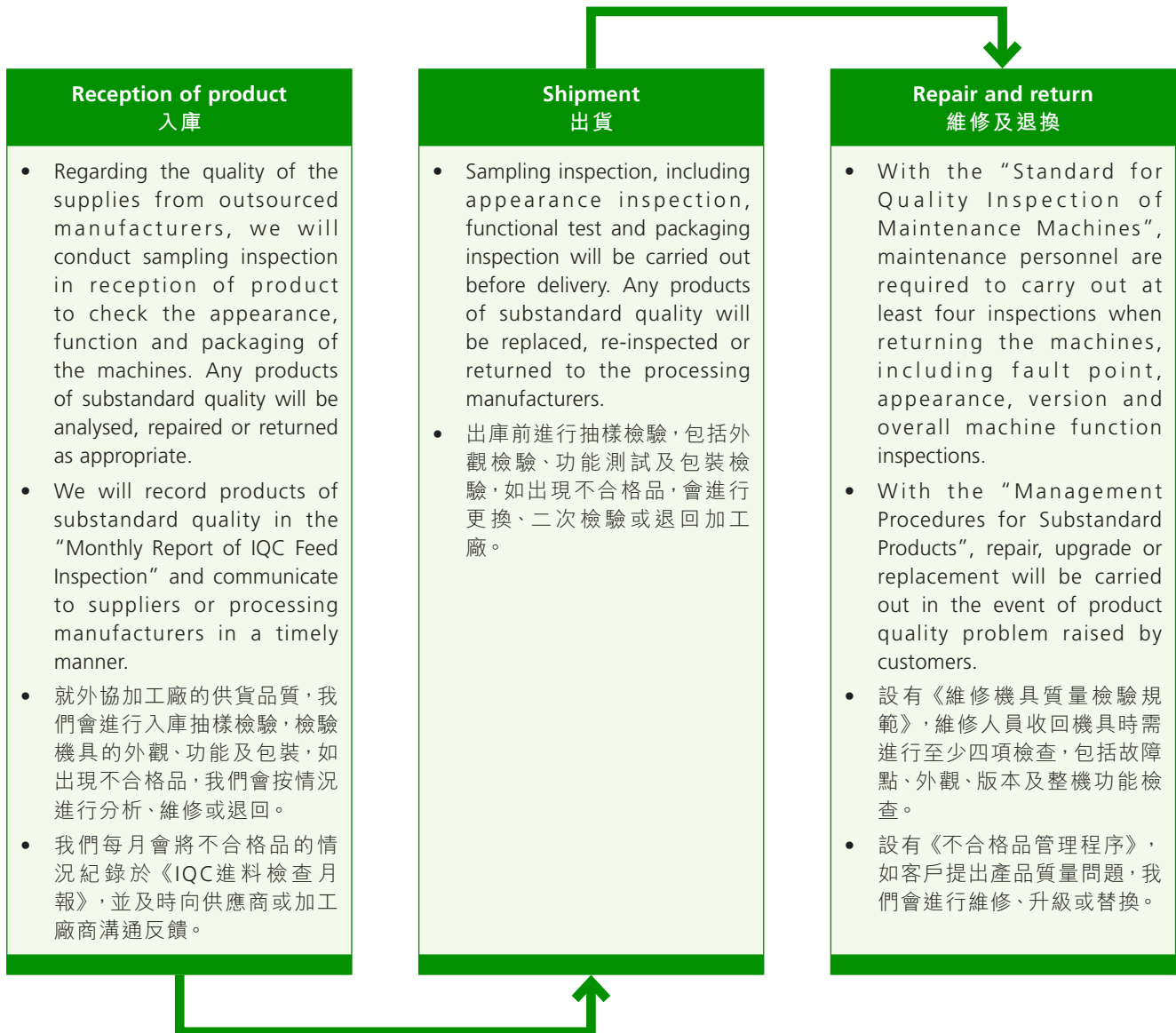
精益求精 • 成就創新

Excellent Quality

Maintaining product quality has always been our persistence. We meticulously implement strict management of qualities of every single machine and tool, from R&D, production, testing, shipment, inspection to maintenance, and at the same time guarantee product safety from multiple aspects, to ensure that customers can enjoy the fastest, smoothest and safest operating experience. In view of this, the Group's design of electronic payment system (point-of-sales ("POS") terminal, smart card reader and PIN keypads) has obtained the ISO9001:2015 Quality Management System certification. We will strictly follow this international quality management standard and the "Quality Manual" formulated by the Group in conducting every process, including:

卓越品質

維護產品品質是我們的一貫堅持，從研發、生產、測試、出貨、巡檢以至維修，我們均一絲不苟地對每一部機具的品質進行把關，同時從多方面保障產品安全性，務求讓客戶得到最快捷、暢順及安全的操作體驗。為此，集團的電子支付系統（銷售點（「POS」）終端機、智能卡讀寫器和PIN密碼鍵盤）的設計已獲取ISO9001:2015質量管理認證，我們會嚴格按此國際質量管理標準，以及集團制定的《質量手冊》進行每一個流程，包括：



Striving for Excellence and Innovation 精益求精 • 成就創新

Product Safety

Product safety is also an essential part for us. As our products are subject to multiple regulations in the electronic payment industry, we have applied product validation certificates for our products. As of 31 December 2019, Pax Global has obtained 1,793 product validation certificates, which are in line with UnionPay card acceptance terminal product security, PAYPASS L2, AMEX (American Express) expresspay L2, PCI (Payment Card Industry Security Standards Council), EMV (the international financial industry standard for POS terminals that can use chip cards) and other domestic and foreign industry standards. In addition, our products sold in the PRC have also obtained the "China National Compulsory Product Certification" (referred to as "3C Certification"), in order to comply with the requirements of the "Compulsory Product Certification Management Regulations" 《強制性產品認證管理規定》 of the PRC for the safety and electromagnetic compatibility of information technology equipment, so as to ensure consumer safety.

Regarding hardware safety, we carry out strict inspections from the stage of raw materials procurement to ensure that the electronic components provided by suppliers containing any hazardous substances, including heavy metals (such as lead, cadmium, mercury, etc.) and organic bromide, must meet the standard of the "Restriction of Hazardous Substances (RoHS) of the European Union", in order to comply with the requirements of the relevant regulations and the "Measures for the Control of Pollution from Electronic Information Products" (《強制性產品認證管理規定》) of the PRC.

產品安全

產品的安全性亦是我們極為著重的一環。由於我們的產品受到電子支付行業多項規管，我們已為產品申領產品有效證書，截止2019年12月31日，百富環球已獲得1,793個產品有效證書，符合銀聯卡受理終端產品安全、PAYPASS L2、AMEX（美國運通，American Express）expresspay L2、PCI（支付卡產業聯盟安全標準委員會，Payment Card Industry Security Standards Council）、EMV（國際金融業界對於可使用晶片卡的POS終端機的標準）等國內及國外行業標準的要求。此外，我們於國內銷售的產品亦已取得《中國國家強制性產品認證證書》（簡稱《3C認證》），以符合中國《強制性產品認證管理規定》對於資訊科技設備的安全性和電磁兼容性等的要求，保障消費者安全。

針對硬件的安全性，我們在採購原材料階段已進行嚴密把關，確保供應商所提供的電子零件，其含有的有害物質，包括重金屬（如鉛、鎘、汞等）及有機溴化物，須滿足合歐盟《關於限制在電子電器設備中使用某些有害成分的指令》（Restriction of Hazardous Substances, RoHS）的標準，以符合相應規定以及中國《電子信息產品污染控制管理辦法》的要求。

Striving for Excellence and Innovation

精益求精 • 成就創新

QUALITY OF SERVICE

Excellent Service

Pax Global not only focuses on product quality and safety, but also on customer service quality. Thus, we have formulated multiple systems to standardize the work processes, standards and even service attitude of after-sales service, maintenance, inspection and other personnel, to enhance the smoothness and customers experience on using our machines.

服務質素

卓越服務

百富環球不只著重產品的質素及安全，更注重客戶服務質素，因此，我們已制定多個制度，規範售後服務、維修、巡檢等人員的工作流程、標準甚至服務態度，提升客戶使用機具的流暢度和體驗。

Comprehensive Service System

完善服務體系



After-sales service department will draw up a training plan according to customer needs, including: simple failure phenomena and handling, basic operation training, etc., to familiarise the customers with the use of machines.

售後服務部會根據客戶需求擬定培訓計劃，內容包括：簡單故障現象及處理、基本操作培訓等，讓客戶熟悉機具的使用。



Any complaints from customers can be filed through interviews, phone calls, faxes or emails. We will make the most timely and appropriate response strictly in accordance with the "Management Procedure of Customer Complaints".

After-sales service department will record the complaint in the quality management system for easy tracking, report the complaint to responsible department for follow-up actions, formulate corrective measures, and eventually respond to the customer.

如客戶有任何投訴，可透過面談、電話、傳真或電郵提出，我們會嚴格按照《客戶投訴管理程序》作出最及時、合適的回應。售後服務部會將投訴錄入質量管理系統，方便跟蹤，亦會將投訴反饋至責任部門作跟進處理，並制定糾正措施，最後向客戶作出回應。



24-hour 400 customer service hotlines are available to answer customer inquiries and call back. 設有24小時400客服熱線，全天候接聽客戶查詢並進行回訪。



Free replacement of substandard products within 15 days. 15日內不合格品免費更換。



Regular inspections are performed to ensure smooth operation of machines, and to check whether the machines and tools have technical problems, so that all customers can use our services with ease.

定期進行巡檢，確保機具運作暢順，並檢查機具有否技術性問題，讓客戶安心使用。



Dozens of offices and maintenance service outlets have been set up throughout the PRC. Maintenance engineers can visit the customers' business locations for repairs in a timely manner. We stipulated that maintenance of customers in the city shall be completed within 3 working days, within 5 working days for those in the province and within 7 working days for those outside the province, to ensure that the machines can be put back into service as soon as possible.

於全國設立數十個辦事處和維修服務網店，維修工程師可及時前往客戶營業地點進行維修。我們規定城內客戶的維修需在3個工作日內完成、省內在5個工作日內完成，而省外則在7個工作日內完成，確保機具能盡快重新投入服務。

Striving for Excellence and Innovation

精益求精 • 成就創新



Customer Satisfaction

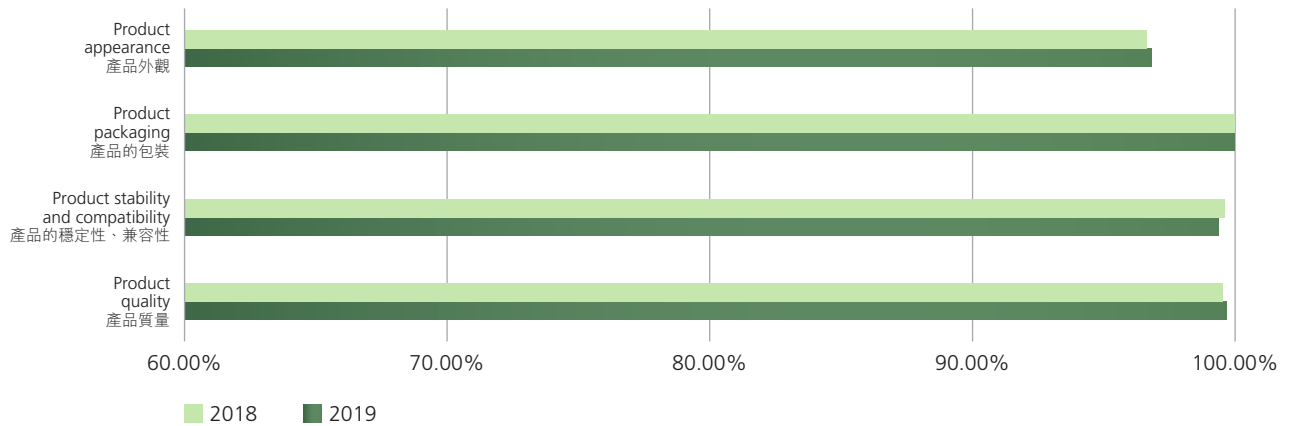
In order to strive for excellence, customers are invited to participate in a customer satisfaction survey annually for collecting their ratings and opinions on the quality of our products and services in written or online form. During the Reporting Period, the overall satisfaction rate of customers participated in the survey reached 97.27%.

客戶滿意

我們每年均會邀請客戶參與滿意度調查，通過書面或網上形式了解他們對本集團產品及服務品質的評分和意見，務求精益求精。於報告期間，參與調查的客戶總體滿意度達到97.27%。

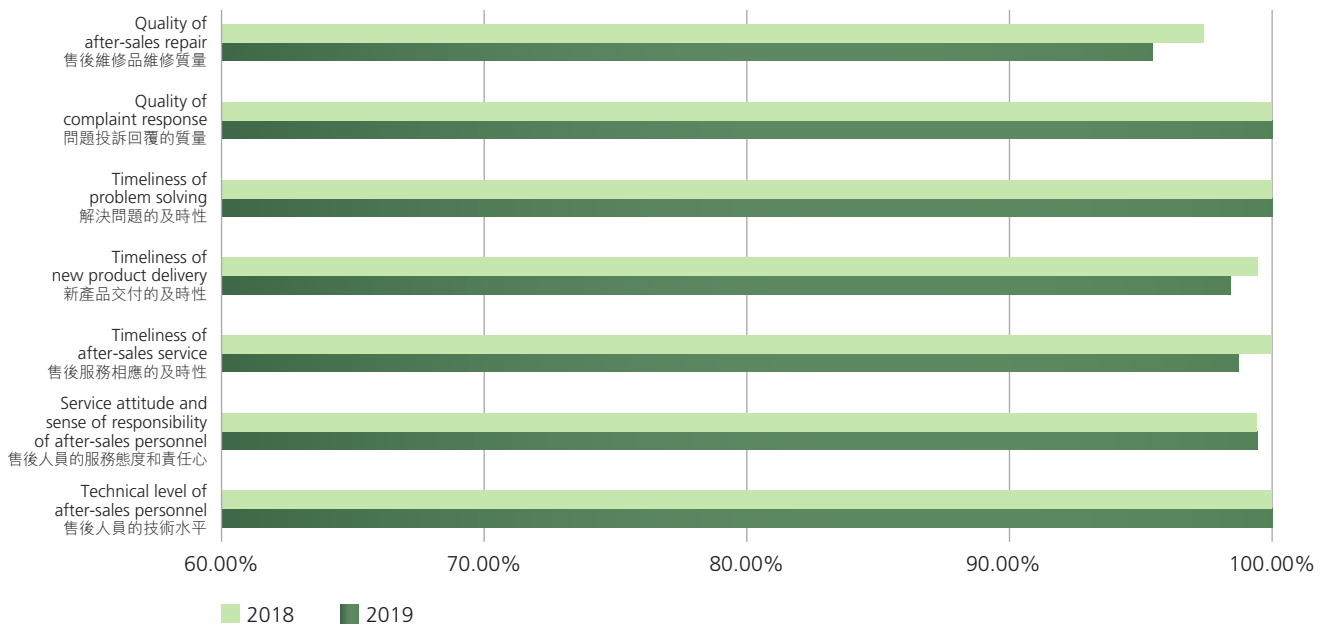
Product Quality and usage

產品質量及使用



Service Quality

服務質素





Striving for Excellence and Innovation 精益求精 • 成就創新

PRIVACY PROTECTION

In order to protect the interests of the Group, our employees and customers to the greatest extent, Pax Global undertakes to handle all confidential data in a prudent manner, including R&D projects, R&D technologies, financial information, customer personal information, software, etc. We require new staff to sign an agreement undertaking not to disclose confidential information to third parties without permission, and strict compliance with relevant laws and regulation, including but not limited to the "Personal Data (Privacy) Ordinance" of Hong Kong.

ADVERTISING AND LABELLING

We strictly abide by all applicable laws and regulations, including the "Advertising Law of the PRC" (《中華人民共和國廣告法》) and the "Law of the PRC on Protection of Consumer Rights and Interests" (《中華人民共和國消費者權益保護法》), in promotion of products and services to ensure the authenticity of all advertisements released and protect the interests of customers and consumers. In terms of product labels, we also strive to ensure the authenticity of the label content of our products. The label content must be printed after obtaining approval.

SUPPLY CHAIN MANAGEMENT

In addition to the management of product and service quality, the Group also actively promotes the sustainable development of supply chain leveraging on its market influence. The "Supplier Quality Agreement" signed with suppliers contains provisions which require the suppliers to fulfil corporate social responsibility and be responsible for the environment and society. We purchase electronic components and equipment from certain suppliers, requiring them to sign the "Pledge and Declaration of Non-Use of Hazardous Substances" during procurement, so as to ensure the concentrations of hazardous substances contained in products are less than international standard to guarantee product safety.

保護隱私

為盡最大程度保障本集團、員工和客戶的利益，百富環球承諾會謹慎處理所有隱私資料，包括研發項目、研發技術、財務資料、客戶個人資料、軟件等。我們規定新員工入職時須簽署一份協議，承諾不得私自向第三方披露機密訊息，及必須遵守相關法例法規的規定，包括但不限於香港《個人資料（私隱）條例》。

廣告及標籤

針對產品及服務的廣告宣傳，我們嚴格遵守所有適用的法例法規，包括《中華人民共和國廣告法》、《中華人民共和國消費者權益保護法》等，確保所有對外發佈的廣告宣傳的真實性，保障客戶及消費者權益。至於在产品標籤方面，我們亦致力確保產品標籤內容的真實性，標籤內容須通過審核方能列印。

供應鏈管理

除了管理自身的產品及服務質素，我們亦積極利用集團的影響力，推動供應鏈的可持續發展。我們與供應商簽訂的《品質協議》附有相關條款，要求供應商踐行企業社會責任，對環境和社會負責。我們會向部分供應商採購電子零件及設備，因此於採購時會要求該等供應商簽署《不使用有害物質承諾保證、聲明書》，確保其供應產品的有害物質濃度不高於國際標準，保障產品安全性。

Striving for Excellence and Innovation 精益求精 • 成就創新



As of 31 December 2019, the Group had a total of 310 suppliers. It is paramount for the Group to maintain high quality products. Therefore, we attach particular importance to the quality of supplies and services of our suppliers, and apply stringent controls over them through the following processes:

截止二零一九年十二月三十一日，本集團一共聘用310間供應商。維持高質素的产品對本集團來說至關重要，因此，我們特別著重供應商的供貨品質及服務質素，並會透過以下幾個程序，對供應商實施嚴格管理：

We conduct on-site evaluation in selecting new suppliers, including production processes, quality controls, inventory, etc., and fill in the "Supplier Site Evaluation Form".
選擇新供應商時，我們會進行現場評鑑，包括生產過程、質量控制、倉存情況等，並填寫《供應商現場評鑑表》。

Selected suppliers are required to sign the "Quality Agreement" to undertake that the quality of products supplied meets the requirements of the Group and/or regulations and international standards, and they must handle and arrange product recall in a timely manner in case of any quality problems.
被選取的供應商須簽訂《品質協議》，承諾供貨質量須符合集團及／或法規及國際標準要求，以及產品出現質量問題時須及時處理及回收。

We conduct sampling inspections regularly to inspect product quality (including appearance and function), record the results in the "Report of IQC Feed Inspection", and communicate with the suppliers in respect of substandard products.
定期進行抽樣檢驗，檢查供貨品質，包括外觀及功能，將結果記錄於《進料檢查月報》，並將不合格品的情況與供應商溝通。

We conduct on-site evaluation of major material suppliers, and regular evaluation of raw material suppliers and outsourcing processing manufacturers by assessing their product quality, delivery time and so on to identify excellent, good, average and unqualified suppliers.
對主要材料供應商進行現場評鑑，並對原材料供應商和外協加工廠進行定期評價，檢查其供貨品質、交貨期等，以識別優、良、一般和不合格的供應商。

We liaise closely with suppliers, including holding monthly quality meetings with the outsourcing processing manufacturers and review meetings with raw material suppliers to review quality issues and request suppliers to implement remedial measures.
與供應商進行緊密聯繫，包括與外協加工廠進行月度品質會議，亦會與原材料供應商進行檢討會議，檢討品質問題的情況，並要求彼等採取改善措施。

People-Oriented Approach to Achieving Full Potential

以人為本 · 人盡其才

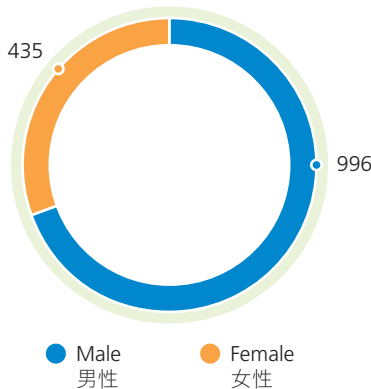
As an industry-leading company that focuses on R&D and innovation, employees are undoubtedly our most valuable assets worth investing in. In order to attract and retain talents, we attach great importance to talent management, and constantly improve the human resource management system. Recruitment and dismissal, remuneration and benefits, occupational health and safety, training, promotion and other procedures are based on the interests and well-being of employees. We strictly follow the "Labour Law of the PRC" (《中華人民共和國勞動法》), the "Law of the PRC on the Prevention and Control of Occupational Diseases" (《中華人民共和國職業病防治法》) and the "Labour Contract Law of the PRC" (《中華人民共和國勞動合同法》) and we are committed to establishing a harmonious working atmosphere in order to become the ideal employer for employees.

作為一家專注研發和創新，於行業擁有領導地位的企業，員工無疑是我們最寶貴、最值得投資的資產。為了吸引和挽留人才，我們特別重視人才管理，不斷完善人力資源管理體系，於招聘及解僱、薪酬福利、職業健康及安全、培訓、晉升等程序均以員工的利益和福祉為依歸，恪守《中華人民共和國勞動法》、《中華人民共和國職業病防治法》、《中華人民共和國勞動合同法》等法例法規，致力建立和諧融洽的工作氛圍，以冀成為員工的理想僱主。

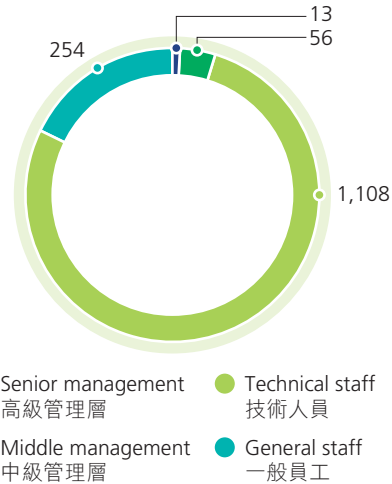
As of 31 December 2019, the Group had a total of 1,431 employees in Hong Kong and Shenzhen. The gender, employment category and age distribution are as follows:

截止二零一九年十二月三十一日，本集團於香港及深圳分部一共有1,431位員工，其性別、僱傭類別及年齡分布詳列如下：

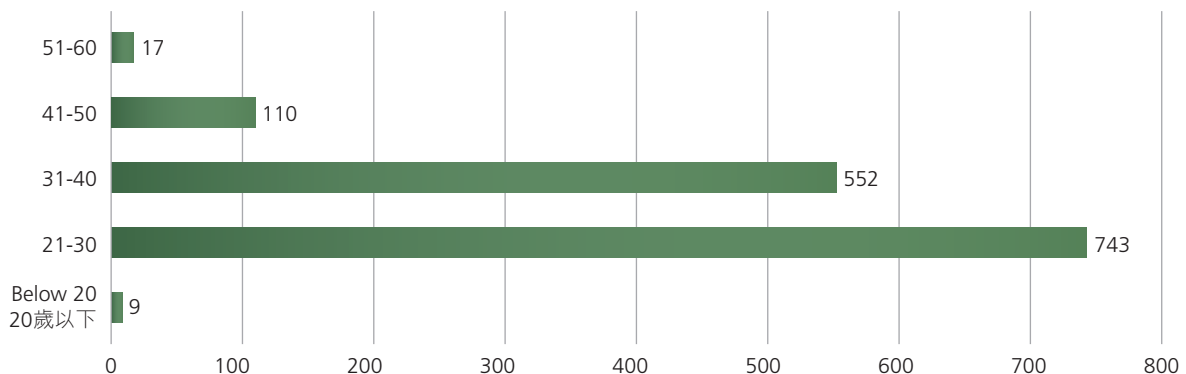
By Gender
按性別分類



By Employment Type
按僱傭類別分類



By Employment Age
按僱傭年齡分類





People-Oriented Approach to Achieving Full Potential

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RECRUITING TALENTS

We focus not only on the work ability of employees, but also on their integrity, and require them to be both capable and ethical. If there are job vacancies, we will first conduct internal screening, followed by recruiting talents from different external channels, including the internet, job fairs, campus recruitment, headhunting companies, etc. We will conduct preliminary screening, written tests, interviews, retests, etc., and are determined to select the most suitable talents to join Pax Global.

HARMONIOUS WORKING ENVIRONMENT

Pax Global is an equal opportunity employer and adheres to the management philosophy of “zero” discrimination so that every employee can be treated fairly. In the recruitment process, we follow the principle of diversity and focus on the ability and individual quality of candidates, rather than their gender, place of origin, nationality, age, etc., to allow ambitious individuals to play their role in the Group. New recruits are required to sign an agreement to guarantee compliance with the anti-discrimination provisions of the Group’s “Employees Code”, hoping to promote a work culture of mutual respect and tolerance.

Due to the nature of the Group’s business, child labour and forced labour are not significant issues. Nonetheless, we have strictly complied with relevant laws and regulations such as the “Law of the PRC on the Protection of Minors” (《中華人民共和國未成年人保護法》) and the “Provisions on the Prohibition of Using Child Labour” (《禁止使用童工規定》), and have adopted “zero” tolerance principle for child labour and forced labour. During the recruitment process, we will verify the identification documents of newly recruited employees to ensure that they have reached the legal working age and are not child workers. In addition, we also set out provisions in the “Employees Code” on wages, working hours, overtime leave, dismissal, termination of labour contracts, etc. to avoid forced labour. During the Reporting Period, the Group did not find any cases of child labour or forced labour.

廣納賢才

我們不只著重員工的工作能力，更著重他們的道德素質，要求他們德才兼備。如有職位空缺，我們會先進行內部篩選，之後再從外部不同途徑，包括網絡、招聘會、校園招聘、獵頭公司等廣納賢才，並會進行初步篩選、筆試、面試、覆試等，務求篩選出最合適的人才加入百富環球。

共融工作環境

百富環球是一個平等機會僱主，恪守「零」歧視的管理理念，讓每一位員工都能得到公平公正的對待，而且於招聘過程中會遵從多元化的原則，著重應聘者的能力和個人素質，而非其性別、籍貫、民族、年齡等，讓有志之士能在集團發揮所長。於新員工入職的時候，我們會要求彼等簽署保證書，確保遵守本集團《員工守則》內有關反歧視的條款，希望提倡互相尊重和包容的工作文化。

基於集團的業務性質，童工及強制勞動對集團並非重大議題。縱然如此，我們亦嚴格遵守《中華人民共和國未成年人保護法》及《禁止使用童工規定》等相關法例法規的規定，對聘請童工及強制勞工採取「零」容忍原則。我們在招聘過程中會檢查新入職員工的身份證明文件，確保其達到合法工作年齡，並非童工。此外，我們於《員工守則》亦列明有關薪資、工時、加班假期、解僱、解除勞動合同等的規定，避免發生強制勞動的情況。於報告期間，本集團未發生任何童工或強制勞動的個案。



People-Oriented Approach to Achieving Full Potential

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EMPLOYEE CARE

We believe that providing competitive compensation and benefits, maintaining employees' work-life balance, and establishing a safe working environment are essential to enhance the sense of belonging of employees. The Group strictly abides by the "Labour Law of the PRC" 《中華人民共和國勞動法》 and the "Labour Contract Law" 《中華人民共和國勞動合同法》 of the PRC and other laws and regulations by committing to protecting the well-being of employees. Employees' compensation is mainly composed of basic salary and bonus. We regularly review the remuneration system to ensure that employees are paid at or above the market level. In addition, we also pay contributions of social insurances and housing provident funds for employees in the PRC in accordance with the "Provisions of the Social Insurance Law of the PRC" (《中華人民共和國社會保險法》). Other benefits include:

關顧員工

我們相信，提供具競爭力的薪酬福利，維持員工工作與生活平衡，同時建立安全的工作環境，對增強員工歸屬感非常重要。本集團謹遵《中華人民共和國勞動法》及《中華人民共和國勞動合同法》等法例法規的規定，致力保障員工福祉。員工的薪酬主要由基本工資和獎金組成，我們會定期檢討薪酬制度，確保員工的薪酬不會低於市場水平。此外，我們亦按照《中華人民共和國社會保險法》的規定，為國內員工辦理社會保險和住房公積金。其他福利包括：

Leave 假期

Statutory leave
法定假期
Leave
事假
Sick leave
病假
Annual leave
年休假
Work injury leave
工傷假
Marriage leave
婚假
Compassionate leave
喪假
Maternity leave
產假
Paternity leave
陪產假
Short working hours for breastfeeding
哺乳期間短時間工作制

Welfare 福利保障

Festival welfare
節日福利
Marriage gift
婚育賀禮
Transport subsidy
交通補貼
Lunch subsidy
午餐補貼
Telephone subsidy
通訊補貼
Consolation money
慰問金
Medical subsidy
醫療輔助金
Staff dormitory
員工宿舍
Fitness equipment in dormitory
宿舍健身設備
Additional business insurance
額外商業保險

Awards 獎勵

Appraisal bonus
績效獎金
Project bonus
項目獎金
Suggestion award
合理化建議獎
Long-term service award
長期服務獎

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Other than the above benefits, we also organise a wide range of leisure activities for employees from time to time, such as team building trips, monthly birthday parties, annual dinner, basketball, badminton, football, running and other sports associations, etc. for employees to gather and relax after work, so as to strike a balance between work and life.

除了以上福利，我們亦會不定期舉辦各種員工活動，如旅遊團建活動、每月生日會、年會、籃球、羽毛球、足球、跑步等運動協會等，供員工在工餘時聚首一堂，放鬆身心，平衡工作與生活。



OCCUPATIONAL HEALTH AND SAFETY

As a people-oriented company, we pay special attention to the physical and mental well-being of employees. The Group strictly abides by the laws and regulations related to occupational health and safety, including but not limited to the "Occupational Safety and Health Ordinance" in Hong Kong, the "Law of the PRC on the Prevention and Control of Occupational Diseases" (《中華人民共和國職業病防治法》), "Regulation on Work-Related Injury Insurance" (《工傷保險條例》) and the "Food Safety Law of the PRC" (《食品安全法》). During the Reporting Period, the Group did not have any cases of work injury or death, nor any material violations of laws and regulations regarding occupational safety.

職業健康及安全

作為以人為本的企業，我們對員工的身心健康尤為重視。本集團嚴格遵守與職業健康及安全相關的法例法規，包括但不限於香港《職業安全及健康條例》、《中華人民共和國職業病防治法》、《工傷保險條例》以及《食品安全法》。於報告期間，本集團並未發生任何因工受傷或死亡的個案，亦未發生任何嚴重違反與職業安全相關法律及法規的情況。



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Highlights of occupational health and safety

職業健康及安全亮點

Employees' health 員工健康	<ul style="list-style-type: none"> ✓ Provide protective masks for employees responsible for placement in factory 為工廠貼片員工提供防護面罩 ✓ Set up gas collection pipeline in solder paste printing and welding equipment to prevent employees from inhaling excessive exhaust gas 於錫膏印刷及焊接設備設置集氣管道，避免員工吸入過多廢氣 ✓ Provide electrostatic bracelets or ankle bracelets for machines and tools repair personnel, and provide anti-static mats 為機具維修人員提供靜電手環或腳環，並配置防靜電墊 ✓ Arrange annual medical examinations 安排年度醫療體檢
Environmental safety 環境安全	<ul style="list-style-type: none"> ✓ Regular office cleaning 辦公室定期清潔 ✓ Regular fire inspection 定期防火檢查 ✓ Fire and safety training 消防及安全培訓 ✓ Provide cleaning and disinfection supplies in canteen, and often carry out cleaning and disinfection process for food storage, insulation, refrigeration and other equipment 食堂設置清洗及消毒用品，經常就食品貯存、保溫、冷藏等設備進行清洗及消毒 ✓ Strict management of personal hygiene for canteen staff 嚴格管理食堂員工個人衛生

During the Reporting Period, Pax Global's Design and Provision of Electronic Payment System (POS Terminal, Smart Card Reader and PIN Keypads) obtained the OHSAS18001:2007 Occupational Health and Safety Management System certification, minimizing the potential health and safety risks in business operations through a more comprehensive and stricter management.

於報告期間，百富全球的電子支付系統（POS 終端機、智能卡讀寫器和PIN密碼鍵盤）的設計與提供獲得OHSAS18001:2007職業健康安全管理体系認證，透過更全面、更嚴格的管理，將業務營運中的潛在健康及安全風險減至最低。



People-Oriented Approach to Achieving Full Potential

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TRAINING AND DEVELOPMENT

We understand that talents are the most essential capital for the Group's forward development. Therefore, we have been sparing no effort to invest resources in talent development, providing our employees with comprehensive promotion ladder and training opportunities to improve from time to time and meet the ensuing challenges and opportunities from the industry and market.

In terms of promotion, we conduct performance appraisal of our employees on an annual, semi-annual or quarterly basis under the principles of fairness, openness and integrity. We will adjust the salary and job position of employees based on the results, with the aim of motivating them to enhance their working ability, achieve their work objectives, and make common progress with the enterprise.

More than 60% of the Group's employees are technical staff. As an enterprise focusing on innovation and R&D, continuous technical training is crucial to the development of employees and the enterprise. We formulate "Annual Training Plan" annually and arrange development engineers, software engineers, after-sales personnel and other senior staff to serve as internal trainers to provide technical training for employees, so as to strengthen their professional knowledge and skills. Moreover, we also arrange external training to enhance employees' personal qualities and abilities, and communication with industry players. During the Reporting Period, training courses organised by the Group covered: introduction to new product principles and functions, introduction to radio frequency commissioning after maintenance, POS terminal system structure, production testing process, overseas smart POS application cases, network communication protocols, circuit design specifications, etc., with total training hours of over 3,000 hours. The following are the average number of training hours per employee by gender, employment type and age:

培訓及發展

我們明白人才是集團向前發展最重要的資本，因此我們一直不遺餘力投放資源發展人才，為員工提供完善的晉升階梯和培訓機會，讓他們時刻進步，以迎接行業和市場接踵而來的挑戰和機遇。

在晉升方面，我們根據公平、公開、公正的原則，按照季度、半年度和年度對員工進行績效考核。我們會根據考核結果調整員工的薪酬和職位，旨在激勵彼等提升工作能力，達成工作目標，與企業共同進步。

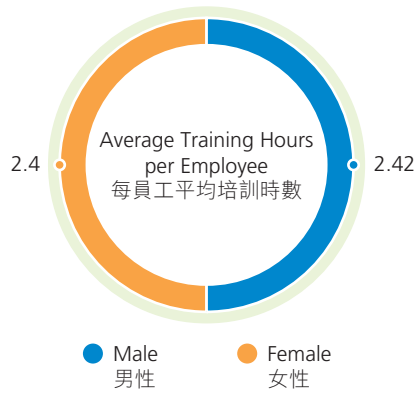
本集團有超過60%員工屬於技術型員工，作為注重創新和研發的企業，持續的技術培訓對員工和企業的向前發展至關重要。我們每年會制定《年度培訓計劃》，安排開發工程師、軟件工程師、售後人員等資深員工擔當內部培訓師，為員工提供技術培訓，加強員工的專業知識和技能，另外亦會安排外部培訓，增強員工的個人素質、能力，以及與業內人士的交流。於報告期間，本集團所舉辦的培訓課程涵蓋：新產品原理和功能介紹、維修後射頻調試介紹、POS機具系統架構、生產測試流程、海外智能POS應用案例、網絡通訊協議、電路設計規範等，總培訓時數超過3000小時。以下為每名僱員按性別、僱傭類別以及年齡劃分的平均受訓時數：



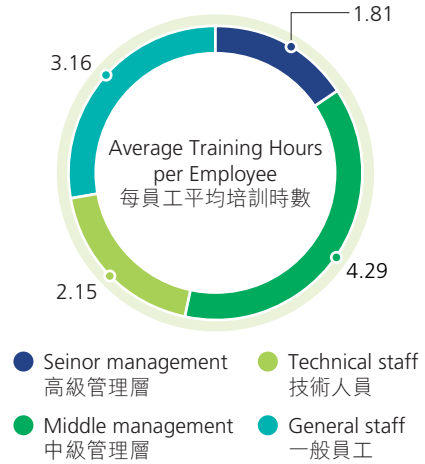
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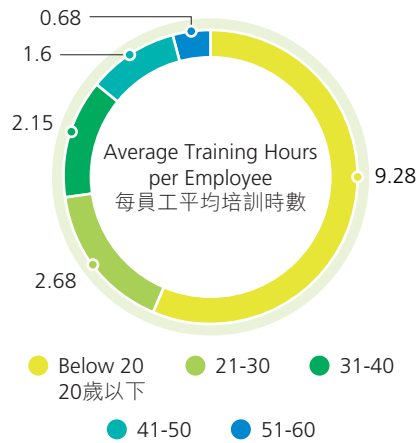
By Gender
按性別分類



By Employment Type
按僱傭類別分類



By Employment Age
按僱傭年齡分類



People-Oriented Approach to Achieving Full Potential

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ANTI-CORRUPTION

As a pioneer in the industry, we must always be responsible to our stakeholders. The Group is committed to upholding integrity and ethical operating principles, and to eradicate all acts of corruption, bribery, extortion, fraud and money laundering in order to comply with relevant laws and regulations, including but not limited to the “Law of the PRC on Anti-Unfair Competition” (《中華人民共和國反不正當競爭法》), the “Criminal Law of the PRC” (《中華人民共和國刑法》) and Hong Kong’s “Prevention of Bribery Ordinance”. The “Employees Code” clearly prohibits all employees from accepting unreasonable gifts or benefits from third parties. In case of relevant situations, employees must immediately report to the management. We also encourage employees to report to the Company’s management in a timely manner if they suspect any violation of laws and disciplines. We will conduct rigorous investigations and take timely remedial measures, and make every effort to safeguard the interests of enterprises and stakeholders.

During the Reporting Period, there were no lawsuits or complaints against the Group, the subsidiaries and employees in respect of corruption, bribery, extortion, fraud and money laundering.

反貪污

作為行業先驅，我們必須時刻對各持份者負責。因此，本集團致力恪守廉潔誠信，合乎道德的營運原則，杜絕一切貪污、賄賂、勒索、欺詐和洗黑錢的行為，以符合相關法例法規的規定，包括但不限於《中華人民共和國反不正當競爭法》、《中華人民共和國刑法》及香港《防止賄賂條例》。《員工守則》明文禁止所有員工接受第三方不合理的饋贈或利益，如有相關情況，員工需立即上報管理層。我們亦鼓勵員工如懷疑有任何違法違紀情況，及時向公司管理層作出舉報。我們會作出嚴謹調查並及時採取補救措施，盡一切努力維護企業和持份者利益。

於報告期間，並無任何針對本集團、附屬公司以及員工有關貪污、賄賂、勒索、欺詐及洗黑錢的訴訟或投訴。



Shouldering Environmental Responsibility 保護環境 • 百富有責

The Group sees environmental protection as top priority in formulating our environmental, social and governance policies and approaches. We attach importance to the concept of energy conservation and emission reduction, which is embedded in our daily operations and strictly followed by our staff. Meanwhile, we obtained the ISO14001: 2015 Environmental Management System certificate, which recognised our efforts in environmental management. We request all departments and employees of the Group to strictly comply with the "Environmental Handbook" in daily operations and production, in order to mitigate the impact of our business to the environment to the greatest extent.

In the Reporting Period, the Group did not commit any material breach of laws and regulations related to the environment in places where we operated, including but not limited to the "Environmental Protection Law of the PRC" (《中華人民共和國環境保護法》), the "Atmospheric Pollution Prevention and Control Law of the PRC" (《中華人民共和國大氣污染防治法》), the "Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste" (《中華人民共和國固體廢物污染環境防治法》) etc.

EMISSIONS MANAGEMENT

The emissions of the Group are mainly derived from exhaust gas and greenhouse gas emissions generated from purchased electricity, vehicle fuels, and liquefied petroleum gas ("LPG") in canteens and dormitories. Non-hazardous waste such as general office waste and food waste and hazardous waste generated from handling E-payment Terminals are also the major emissions of the Group.

Our factory in Panyu, Guangzhou involves the production of certain electronic terminals, hence its production process and equipment generate a small amount of air emissions and noise. In order to effectively control and manage these emissions, we engaged a third party testing institution in the Reporting Period for air and noise inspection, to inspect the concentration of particulate matter, tin and their chemical compounds, volatile organic compounds ("VOCs") in the emissions, as well as noise around the factory. The inspection results proved that our air and noise emissions met the second-grade standard limit for the second-time frame of the "Emission Limit of Atmosphere Pollution Emissions" (《大氣污染物排放限值》) in Guangdong Province, the emission standards of Category III of the "Emission Standard for Industrial Enterprises Noise at Boundary" (《工業企業廠界環境噪聲排放標準》) and other regional and industry requirements.

本集團在制定環境、社會及管治的政策和方針時，將環境保護工作列為重中之重，強調節能減排的理念並將之納入日常營運中，要求員工嚴格執行。同時，我們亦已取得國際ISO14001：2015環境管理體系認證，作為對集團環境管理工作的一個肯定。我們會要求集團旗下部門及員工嚴格遵照《環境手冊》進行日常辦公和生產，務求盡最大程度減輕集團業務對環境的影響。

於報告期間，本集團未發現嚴重違反任何在業務營運地點與環境相關的法例法規，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》、《中華人民共和國固體廢物污染環境防治法》等。

排放管理

本集團的排放主要來自消耗外購電力、車輛燃油和食堂及宿舍的液化石油氣所產生的廢氣和溫室氣體排放。除此之外，一般辦公垃圾和廚餘等無害廢棄物，以及因處理電子支付終端機而產生的有害廢棄物，亦屬於集團的主要排放。

由於本集團位於廣州番禺的工廠涉及部分電子終端機的生產工作，其生產流程和設備會產生少量的廢氣和噪音，為有效控制和管理這些排放，我們於報告期間委託了第三方檢測機構進行廢氣及噪聲檢測，檢測廢氣中的顆粒物、錫及其化合物和揮發性有機化合物(VOCs)的濃度以及工廠周圍的噪聲。檢測結果證明廢氣及噪聲排放均符合廣東省《大氣污染物排放標準排放限值》第二時段二級標準限值以及《工業企業廠界環境噪聲排放標準》3類排放標準等地區及行業規限。

Shouldering Environmental Responsibility 保護環境 • 百富有責

In addition to the management of air and noise emitted from factory, we also highly concern about the waste emissions generated by our business, in particular the waste activated carbon, waste drums, used oil, discarded printed circuit board ("PCB") scraps and other hazardous wastes. In order to mitigate the negative impact of waste emissions to the environment, we have implemented a series of waste management measures to fully control the disposal, separation and transport of wastes:

Non-hazardous waste:

- Collected and disposed of by the government environmental department

Food waste:

- Food waste generated by the factory canteen is sorted for storage and transport, to comply with the "Food Safety Law of the PRC" (《食品安全法》), the "Regulation on the Implementation of the Food Safety Law of the PRC" (《食品安全法實施條例》), the "Measures for the Supervision and Administration of Food Safety in Catering Services" (《餐飲服務食品安全監督管理辦法》) and other laws and regulations

Hazardous waste:

- Arranged unified storage of hazardous waste, and entrusted recognized recyclers to recycle and destroy

除了管理工廠的廢氣和噪聲排放，我們亦十分關注因業務性質而產生的廢棄物，尤其是廢活性炭、廢包裝桶、廢機油、廢PCB邊角料等有害廢棄物。為減輕廢棄物排放對環境造成的負面影響，我們已實施一系列廢棄物管理措施，全面控制廢棄物的處置、分類和運送：

無害廢棄物：

- 交由政府環衛部門統一收集及處置

廚餘：

- 將工廠食堂產生的廚餘分類儲存和運輸，以遵守《食品安全法》、《食品安全法實施條例》及《餐飲服務食品安全監督管理辦法》等法例法規

有害廢棄物：

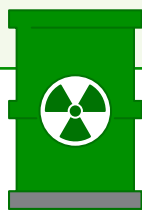
- 將有害廢棄物統一存放，並委託具認可的回收機構進行回收及銷毀

Taking safety and quality into consideration, we advised customers to apply for machine retirement under various situations, such as damaged parts and useful live of machines. As the machines contain metals, plastic materials or other hazardous substances, we established the "Recycling and Destruction System for Machines" to recycle the retired machines from customers to avoid improper disposal of machines and harm to the environment. The recycled machines were stored collectively, and recycled and destroyed by entrusted recyclers with "Guangdong Provincial Hazardous Waste Management License" (《廣東省危險廢物經營許可證》). Processes involved include:

Disintegration → Separation → Crushing parts and housing → Harmless treatment

基於安全性和質量的考慮，我們會建議客戶按照不同情況，如零件損壞、機具使用年期等申請報廢。由於機具內含有金屬、塑膠物料或其他有害物質，為免機具遭到不恰當棄置，導致對環境造成損害，我們設有《機具報廢及銷毀制度》，向客戶回收報廢的機具，之後會進行統一貯存，並委託具有《廣東省危險廢物經營許可證》的回收商回收及銷毀，流程包括：

解體→分拆→粉碎部件及外殼→無害化處理





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In addition to the above measures, we also made efforts in implementing the following waste and emission reduction initiatives in our offices, to encourage our staff to act, in the hope of contributing to the protection of the environment:

- Promoting double-sided printing and copying where possible
- Affixing the signs of "Save Paper"
- Using electronic means for communication where possible and reduce paper use
- Reducing the use of disposable paper cups
- Providing recycling bins in the offices to conduct classified recycling of waste
- Encouraging our staff to reduce delivery orders
- Reusing envelopes and kraft bags
- Recycling and reusing paper, cardboard, cartons, etc
- Returning batteries, metals, etc. to recyclers
- 盡量使用雙面打印
- 貼上「節約用紙」標示
- 盡量使用電子渠道溝通，減少紙張使用
- 減少一次性紙杯使用於辦公室
- 設置回收箱，將垃圾分類回收
- 鼓勵員工減少預訂外賣飯盒
- 將信封、牛皮紙袋等重複使用
- 將紙張、紙皮、紙盒等回收並循環再用
- 將電池、金屬等交由回收商回收

RESOURCES MANAGEMENT

During the Reporting Period, the resources consumed by the Group mainly comprised electricity for daily operations of our offices and factories, unleaded petrol for vehicles, LPG used in factories, domestic water, office paper and packaging materials for products. Our domestic water is supplied by water suppliers in the areas where we operate. Therefore, we did not encounter any problems in terms of sourcing water. We monitor the resources consumed by our offices and factories at all times, notwithstanding resources consumption not being a major issue to the Group or the industry, in order to formulate appropriate resources optimizing measures. During the Reporting Period, the measures adopted by the Group mainly include:

- Replacing traditional lighting with LED lights
- Asking our employees to turn off lights when leaving
- Setting the air conditioning at a designated temperature in summer to reduce energy consumption
- Turning off light tubes, air conditioning and TV after using the conference rooms
- Designating dedicated personnel to patrol after work to make sure lighting and air conditioning are turned off
- Printing financial reports using degradable soy inks and paper certified by the Forest Stewardship Council (FSC)
- Giving priority to energy-saving appliances
- Installing solar energy plus air source heat pump central heating system in staff dormitory of factories to heat domestic water and reduce the consumption of purchased electricity
- 利用LED燈取代傳統照明
- 要求員工離開時關燈
- 夏天時將空調設定在指定溫度，減少能源消耗
- 要求會議室使用後關閉燈管、空調及電視
- 指派專人於下班後巡視，確保照明及空調關閉
- 利用可降解的大豆油墨和通過使用森林管理委員會(Forest Stewardship Council, FSC)認證的紙張印刷財務報告
- 優先選購節能電器
- 於工廠的員工宿舍安裝太陽能加空氣源熱泵中央加熱系統，以加熱生活用水，減少外購電力的消耗

資源管理

於報告期間，本集團所消耗的資源主要來自支持辦公室和工廠日常運作的電力、車輛消耗的無鉛汽油、工廠使用的液化石油氣、生活用水、辦公室紙張以及產品的包裝物料。我們的生活用水由營運地點當地的供水機構提供，因此我們在求取適用水源上並無遇到任何問題。縱然資源消耗並非集團或行業的重大議題，但我們仍時刻監察辦公室及工廠的資源消耗，以便制定合適的資源優化措施。於報告期間，本集團所實施的措施主要包括：

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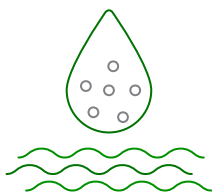


GREEN FACTORY

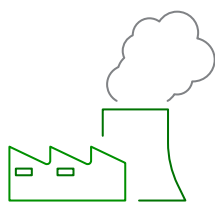
The Group closely monitors our emissions and resources consumption to seek for more suitable environmental protection measures and reduce our carbon footprint to the greatest extent. In order to identify the impact of Guangzhou factory on the environment, we entrusted a third party institution to prepare the “Environmental Assessment Report” and identify the key emissions of wastewater, air, noise and solid waste, as well as, implemented various emission reduction measures, in meeting the requirements of the “Environmental Protection Law” (《環境保護法》), the “Environmental Impact Assessment Law” (《環境影響評價法》), the “Regulation on Environment Protection of Guangdong Province” (《廣東省環境保護條例》) and other relevant laws and regulations.

綠色工廠

本集團密切關注自身的排放以及資源消耗，以尋求更多合適的環保措施，盡最大程度減低集團的碳足印。為識別廣州工廠對環境的影響，我們委託了第三方機構編製環境評價報告（「環評報告」），並識別了廢水、廢氣、噪聲以及固體廢物為主要排放，同時實施多項減排措施，以遵守《環境保護法》、《環境影響評價法》、《廣東省環境保護條例》及其他相關法例法規的規定。



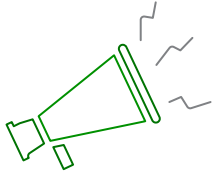
Wastewater	廢水
<ul style="list-style-type: none"> We adopted rain and sewage diversion. Three-tier septic tanks and three-tier oil and residue separation tanks were built in the project to handle wastewater generated by canteen and staff dormitory and discharge to the sewer, in order to meet the first-grade standard for the second-time frame of the “Discharge Limits of Water Pollutants” (《水污染物排放限值》) (DB44/26-2001) 	<ul style="list-style-type: none"> 採取雨污分流制，於項目內建設三級化糞池及三級隔油隔渣池以處理食堂及員工宿舍所產生的廢水並排入下水道，以達到廣東省《水污染物排放限值》(DB44/26-2001)第二時段一級標準



Air	廢氣
<ul style="list-style-type: none"> The process of welding and solder paste printing of our factory generates exhaust gas and smoke. In order to reduce air pollution generated in the production process, the equipment used for solder paste printing and welding in our factory is sealed, and is equipped with gas gathering pipelines or gas collectors to collect the exhaust generated. The exhaust collected is discharged after the treatment of smoke purification equipment and activated carbon absorption devices, to comply with second-grade standard limit for the second-time frame of the “Emission Limit of Atmosphere Pollution Emissions” (《大氣污染物排放限值》) in Guangdong Province, and the second-grade standard limit for the second-time frame of the “Emission Standard of Volatile Organic Compounds for Furniture Manufacturing Operations” (《家具制造行業揮發性有機化合物排放標準》) in Guangdong Province 	<ul style="list-style-type: none"> 工廠的焊接、錫膏印刷過程中會產生廢氣和煙塵，為減輕生產過程中所產生的廢氣污染，工廠的錫膏印刷和焊接程序所使用的設備為密封，並設有集氣管道或集氣罩，收集所產生的廢氣，經煙霧淨化設備和活性炭吸附裝置處理後，方可對外排放，以符合廣東省地方標準《大氣污染物排放限值》(DB44/27-2001)第二時段二級標準和廣東省地方標準《家具制造行業揮發性有機化合物排放標準》第二時段標準

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Noise	噪聲
<ul style="list-style-type: none"> Low-noise equipment is selected at first priority, and shock absorption, hermetic shielding, sound insulation, noise reduction and other measures are adopted to reduce noise level and to comply with the requirements of the "Emission Standard for Industrial Enterprises Noise at Boundary" (《工業企業廠界環境噪聲排放標準》). Night time production is also prohibited 	<ul style="list-style-type: none"> 優先選用低噪音設備，同時採用減震、密封屏蔽、隔音、消音等措施，降低噪音，以符合《工業企業廠界環境噪聲排放標準》的要求，同時禁止夜間生產



Solid waste	固體廢物
<ul style="list-style-type: none"> Waste activated carbon, waste drums, used oil, discarded PCB scraps and other hazardous wastes are collected and stored collectively in accordance with the "Standard for Pollution Control on Hazardous Waste Storage" (《危險廢物貯存污染控制標準》), treated with anti-leakage and anti-corrosion measures, and collected and handled by recognized recycling institutions. Also, non-hazardous wastes are collected and handled collectively by resources recycling companies to comply with the requirements of the "Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste" (《中華人民共和國固體廢物污染環境防治法》) and "Guangdong Regulations on Prevention and Control of Environmental Pollution by Solid Wastes" (《廣東省固體廢物污染環境防治條例》) etc. 	<ul style="list-style-type: none"> 將有害廢棄物包括廢活性炭、廢包裝桶、廢機油、廢PCB邊角料等等按照《危險廢物貯存污染控制標準》統一收集貯存，做好防滲防漏措施，並交由具認可的回收機構收集處理。另外無害廢棄物則交由資源回收公司進行統一收集及處理，以符合《中華人民共和國固體廢物污染環境防治法》、《廣東省固體廢物污染環境防治條例》等的規定

ENVIRONMENTAL FOOTPRINT

環境足印

The following shows the major environmental data of the Group during the Reporting Period:

以下為本集團於報告期內的主要環境數據：

Emissions	排放物	2019 二零一九年	2018 二零一八年	Unit 單位
Air emissions	廢氣排放			
Nitrogen oxides (NO _x)	氮氧化物(NO _x)	336.24	672.11	Kg 千克
Sulfur oxides (SO _x)	硫氧化物(SO _x)	7.72	11.01	Kg 千克
Particulate matter (PM)	顆粒物(PM)	24.51	49.42	Kg 千克

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Emissions	排放物	2019 二零一九年	2018 二零一八年	Unit 單位
Greenhouse gas ("GHG") emissions	溫室氣體排放			
Total emissions (Scope 1 and 2) ¹	總排放量 (範圍1及2) ¹	3,215.35	3,406.57	tonnes CO ₂ e 公噸二氧化碳 當量
Intensity	密度	2.25	2.26	tonnes CO ₂ e/ employee 公噸二氧化碳 當量/僱員
Scope 1 (Direct emission)	範圍1(直接排放)	1,447.19	2,006.20	tonnes CO ₂ e 公噸二氧化碳 當量
Scope 2 (Indirect emission)	範圍2(間接排放)	1,768.16	1,400.37	tonnes CO ₂ e 公噸二氧化碳 當量
Hazardous waste	有害廢棄物			
Total	總量	0.20	0.082	tonnes 公噸
Intensity	密度	0.0001	0.0001	tonnes/ employee 公噸/僱員
Non-hazardous waste	無害廢棄物			
Total	總量	137.59	123.80	tonnes 公噸
Intensity	密度	0.10	0.08	tonnes/ employee 公噸/僱員
Amount disposed	處置量	54.90	33.45	tonnes 公噸
Amount recycled	回收量	82.69	90.36	tonnes 公噸

¹ In accordance with The Greenhouse Gas Protocol – A Corporate Accounting and Reporting Standard (Revised Edition) published by World Business Council for Sustainable Development and World Resources Institute, Scope 1 direct emissions are resulted from operations that are owned or controlled by the Group, while Scope 2 indirect emissions are resulted from the generation of purchased or acquired electricity, heating, cooling and steam consumed within the Group.
根據由世界企業永續發展協會及世界資源研究所所發行的溫室氣體盤查議定書-企業會計與報告標則(修訂版), 範圍1直接排放涵蓋有本集團擁有或控制的業務直接產生的溫室氣體排放, 而範圍2間接排放則涵蓋來自本集團內部消耗(購回來的或取得的)電力、熱能、冷凍及蒸氣所引致的「間接能源」溫室氣體排放。



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Use of resources	資源使用	2019 二零一九年	2018 二零一八年	Unit 單位
Total energy consumption ²	總能源耗量 ²	8,348.47	9,529.20	MWh 千個千瓦時
Intensity	密度	5.83	6.33	MWh/ employee 千個千瓦時/ 僱員
Purchased electricity	外購電力	3,345.15	2,647.48	MWh 千個千瓦時
Unleaded petrol	無鉛汽油	4,774.70	6,818.32	MWh 千個千瓦時
LPG	液化石油氣	228.62	63.40	MWh 千個千瓦時
Total water consumption ³	總耗水量 ³	138,397.05	97,476.67	m ³ 立方米
Intensity	密度	96.71	64.77	m ³ / employee 立方米/僱員
Total amount of packaging material	包裝物料總量	1,077.99	749.87	tonnes 公噸
Paper	紙	1,010.45	701.50	tonnes 公噸
Plastic	塑膠	67.54	48.37	tonnes 公噸
Intensity	密度	0.75	0.50	tonnes/ employee 公噸/僱員

² The Group thinks that the amount of solar energy consumed by the dormitory is not significant, so the total energy consumption does not cover the relevant amount.

本集團認為宿舍所耗用的太陽能數量並不重大，故總能源耗量沒有涵蓋相關用量。

³ The total water consumption does not include that in Pax Technology Limited as the water supply is controlled by the building management office and relevant management office has failed to provide water data to individual tenants.

總耗水量不包括百富科技有限公司，由於其供水為大廈管業處自行控制，相關管業處未能向個別租戶提供用水數據。

Contributing to Society and Bringing Love to the Community 貢獻社區 • 惠澤社群

Pax Global believes that the long-term success of business is inseparable with the support of stakeholders and the community. Therefore, it has always been our belief that it is better to give than to take. We actively led our staff to participate in various community and fundraising activities, to contribute our fruitful results to the society by actions.

In order to enhance the environmental protection awareness of our staff, we cooperated with a local environmental protection agency, the Conservancy Association, in carrying out a cleaning activity in Tsim Bei Tsui, Lau Fau Shan, by cleaning up garbage in wetlands to reduce pollution.

We also engaged our employees in participating in the 26th Green Power Hike organised by Green Power in the Reporting Period, to raise money for the environment education work of the organisation. Moreover, we took part in the Rotary Hong Kong Ultramarathon 2019 to challenge ourselves.

During the Reporting Period, we supported the initiative of 2019 Guangdong Poverty Relief Day by making a donation of RMB50,000 to Pinghu Street Office, Longgang District, Shenzhen to help poverty-stricken households to get rid of poverty. Following the previous year, we also donated RMB750,000 to the Peking University Education Foundation to fund its Gaoyang Scholarship and researches at the China and World Research Centre in respect of national and international issues.

我們相信，企業長久成功與持份者和社區的支持有著不可分割的關係，因此，百富環球多年來一直抱著為善最樂，不甘後人的信念，帶領員工積極參與各項公益和籌款活動，以實際行動將我們業務上的豐碩成果回饋社會。

為提升員工對保護環境的意識，我們與本地環保機構長春社合作，前往流浮山尖鼻咀進行清潔行動，清理濕地的垃圾，減少污染。

我們在報告期間亦組織員工參與綠色力量舉辦的第26屆綠色力量環島行，為機構的環境教育工作籌款。此外，我們亦參加了二零一九年扶輪香港超級馬拉松，藉此挑戰自我。

於報告期間，我們向深圳市龍崗區平湖街道辦事處捐贈五萬元人民幣，支持其二零一九年廣東扶貧濟困日，以協助貧困戶脫貧。另外，承接往年，我們亦向北京大學教育基金會捐贈了七十五萬元人民幣，用於高陽獎教金以及國關中國與世界研究中心對於國家和國際性議題的研究工作。





Environmental, Social and Governance Reporting Guide Index

環境、社會及管治報告指引索引

Subject Areas, aspects, general disclosure and key performance indicators ("KPIs") 主要範疇、層面、一般披露及關鍵業績指標	Section 章節／聲明	Page Number 頁數
A. Environmental A. 環境		
<i>Aspect A1: Emissions</i> <i>層面A1：排放物</i>		
General Disclosure 一般披露	Emissions Management 排放管理	P. 28-30
Information on:	Green Factory 綠色工廠	P. 31-32
(a) the policies; and		
(b) compliance with relevant laws and regulations that have a significant impact on the issuer		
relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.		
有關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。		

Environmental, Social and Governance Reporting Guide Index

環境、社會及管治報告指引索引



Subject Areas, aspects, general disclosure and key performance indicators ("KPIs") 主要範疇、層面、一般披露及關鍵業績指標		Section 章節／聲明	Page Number 頁數
KPI A1.1 關鍵績效指標 A1.1	The types of emissions and respective emission data. 排放物種類及相關排放數據。	Environmental Footprint 環境足印	P. 32-34
KPI A1.2 關鍵績效指標 A1.2	Greenhouse gas emissions in total and intensity. 溫室氣體總排放量及密度。	Environmental Footprint 環境足印	P. 32-34
KPI A1.3 關鍵績效指標 A1.3	Total hazardous waste produced and intensity. 所產生有害廢棄物總量及密度。	Environmental Footprint 環境足印	P. 32-34
KPI A1.4 關鍵績效指標 A1.4	Total non-hazardous waste produced and intensity. 所產生無害廢棄物總量及密度。	Environmental Footprint 環境足印	P. 32-34
KPI A1.5 關鍵績效指標 A1.5	Description of measures to mitigate emissions and results achieved. 描述減低排放量的措施及所得成果。	Emissions Management 排放管理 Green Factory 綠色工廠	P. 28-30 P. 31-32
KPI A1.6 關鍵績效指標 A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved. 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。	Emissions Management 排放管理	P. 28-30



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環境、社會及管治報告指引索引

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<i>Aspect A2: Use of Resources</i> 層面A2：資源使用			
General Disclosure 一般披露		Resources Management 資源管理	P. 30
Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源（包括能源、水及其他原材料）的政策。		Green Factory 綠色工廠	P. 31-32
Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc. 註：資源可用於生產、儲存、運輸、樓宇、電子設備等。			
KPI A2.1 關鍵績效指標 A2.1	Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及／或間接能源總耗量及密度。	Environmental Footprint 環境足印	P. 32-34
KPI A2.2 關鍵績效指標 A2.2	Water consumption in total and intensity. 總耗水量及密度。	Environmental Footprint 環境足印	P. 32-34
KPI A2.3 關鍵績效指標 A2.3	Description of energy use efficiency initiatives and results achieved. 描述能源使用效益計劃及所得成果。	Resources Management 資源管理	P. 30
KPI A2.4 關鍵績效指標 A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved. 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。	Resources Management 資源管理	P. 30
KPI A2.5 關鍵績效指標 A2.5	Total packaging material used for finished products and with reference to per unit produced. 製成品所用包裝材料的總量及每生產單位佔量。	Environmental Footprint 環境足印	P. 32-34

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Aspect A3: Environment and Natural Resources

層面A3：環境及天然資源

General Disclosure

一般披露

Green Factory
綠色工廠

P. 31-32

Policies on minimising the issuer's significant impact on the environment and natural resources.

減低發行人對環境及天然資源造成重大影響的政策。

KPI A3.1

Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.

Green Factory
綠色工廠

P. 31-32

關鍵績效指標
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。



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B. Social B. 社會

Employment and Labour Standards

僱傭及勞工常規

Aspect B1: Employment

層面B1：僱傭

General Disclosure 一般披露

People-oriented Approach
to Achieving Full Potential
以人為本 • 人盡其才

P. 20-27

Information on:

- (a) the policies; and
- (b) compliance with relevant laws and regulations that have a significant impact on the issuer

relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.

有關薪酬及解僱、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。

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Aspect B2: Health and Safety

層面B2：健康與安全

General Disclosure

一般披露

Occupational Health and
Safety
職業健康及安全

P. 23-24

Information on:

- (a) the policies; and
- (b) compliance with relevant laws and regulations that have a significant impact on the issuer

relating to providing a safe working environment and protecting employees from occupational hazards.

有關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。



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<i>Aspect B3: Development and Training</i> <i>層面B3：發展及培訓</i>		
General Disclosure 一般披露	Training and Development 培訓及發展	P. 25
Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 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。		
<i>Aspect B4: Labour Standards</i> <i>層面B4：勞工準則</i>		
General Disclosure 一般披露	Harmonious Working Environment 共融工作環境	P. 21
Information on:		
(a) the policies; and		
(b) compliance with relevant laws and regulations that have a significant impact on the issuer		
relating to preventing child and forced labour.		
有關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。		

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Operating Practices

營運慣例

Aspect B5 : Supply Chain Management

層面B5 : 供應鏈管理

General Disclosure

一般披露

Policies on managing environmental and social risks of the supply chain.
管理供應鏈的環境及社會風險政策。

Aspect B6: Product Responsibility

層面B6 : 產品責任

General Disclosure

一般披露

Information on:

- (a) the policies; and
- (b) compliance with relevant laws and regulations that have a significant impact on the issuer

relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.

有關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。

Supply Chain
Management
供應鏈管理

P. 18-19

Striving for Excellence and
Innovation
精益求精 • 成就創新

P. 11-19



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Aspect B7: Anti-Corruption

層面B7：反貪污

General Disclosure

一般披露

Anti-corruption
反貪污

P. 27

Information on:

- (a) the policies; and
- (b) compliance with relevant laws and regulations that have a significant impact on the issuer

relating to bribery, extortion, fraud and money laundering.

有關防止賄賂、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。

Community

社區

Aspect B8: Community Investment

層面B8：社區投資

General Disclosure

一般披露

Contributing to Society
and Bringing Love to the
Community
貢獻社區 • 惠澤社群

P. 35

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.

有關以社區參與來瞭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。