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ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

About the Group

Solargiga Energy Holdings Limited (the “Company,” together with its

關於本集團

陽光能源控股有限公司(「本公司」，連同其附屬公司，「本集團」或「我們」)是為太陽能服務的領先供應商，成立於二零零零年，並於二零零八年在香港聯交所上市(股份代號：0757)。本集團現專注於下游光伏組件的製造及銷售，充分發揮了本集團既有之組件的生產優勢，而光伏組件的主要客戶則為大型央企、大型跨國企業與其他終端光伏應用客戶。另外，本集團亦從事光伏系統安裝及光伏電站之開發、設計、建設、運營及維護的一站式光伏發電解決方案。

使命與願景

本集團堅持誠信、創新、競爭、卓越的發展理念，通過科技創新、規範管理、強化品質、誠信經營、優質服務，打造國際知名企業，及生產世界一流產品。本集團將不懈努力成為太陽能行業的領先企業，以維護地球的綠色生活環境。



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- Top 100 Global Competitive Renewable Energy Enterprises (No.72)
- Top 100 New Energy Companies Global Competitiveness (No.92)
- Global Top 500 New Energy Companies (No.189)
- Chinese Energy Group Top 500 Enterprise (No.297)
- Top 20 PRC Comprehensive Companies in 2022 (No.19)
- Top 20 PRC PV Module Companies in 2022 (No.12)
- CPC2022 Global Research Top 100 Brand PV (No.51)
- 可再生能源企業全球競爭力100強(No.72)
- 新能源企業全球競爭力100強(No.92)
- 全球新能源500強企業(No.189)
- 中國能源集團500強企業(No.297)
- 二零二二年中國光伏企業20強綜合類(No.19)
- 二零二二年中國光伏組件企業20強(No.12)
- 二零二二年全球光伏品牌100強(No.51)

Under the implementation of “dual carbon” goals accelerated by China (the “PRC” or “Mainland China”), the low carbon transformation of the energy sector is the way forward that offers unprecedented opportunities to the new energy industry. This year, Solargiga Energy Holdings Limited has been honored to be named as one of the “Top 15 New Energy Stocks” at the Top 100 Hong Kong Listed Companies Selection 2022 to spotlight the Group’s solid market position to provide excellent services and high-quality products in the industry, as well as to promote the development of the clean energy application globally.

在中國(「中國」或「中國內地」)加速推行「雙碳」目標下，能源領域的低碳轉型為新能源產業帶來前所未有的發展機遇。陽光能源控股有限公司於今年榮膺二零二二年香港上市公司100強評選的「15強新能源股」之一，彰顯本集團提供優質服務及優質產品的穩固市場地位，及推動全球清潔能源應用的發展。



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About the Report

This is the seventh Environmental, Social and Governance (“ESG”) Report (the “Report”) of the Group and is prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) provided in Appendix 27 to Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “HKEX”).

This Report focuses on the sustainability-related policies, measures, and performance of the Group’s core business, which is the provision of upstream and downstream vertically integrated solar energy services, aiming at strengthening communication and connection between and with the Group’s internal and external stakeholders.

Reporting Scope and Period

The Report covers the period from 1 January 2022 to 31 December 2022 (the “Reporting Period”).

Unless otherwise specified, the Report covers the core business segments of the Group in Mainland China as follows:

- (i) the manufacture of, trading of, and provision of processing services for monocrystalline silicon solar ingots/wafers and related products;
- (ii) the manufacture and trading of photovoltaic modules;
- (iii) the construction and operation of photovoltaic power plants; and
- (iv) the manufacture and trading of semiconductor, the trading of monocrystalline silicon solar cells and others.

Due to the changes in the business during the Reporting Period, the key performance indicators cover the whole Group excluding (i) the business segment of monocrystalline silicon solar ingots/wafers in Mainland China, which has been completed the disposal on 30 December 2022, to better reflect the actual situation of the Group.

關於本報告

這是本集團的第七份環境、社會及管治(「ESG」)報告(「本報告」)，並根據香港聯合交易所有限公司(「聯交所」)證券上市規則附錄二十七所載的《環境、社會及管治報告指引》(「ESG報告指引」)編製。

本報告聚焦本集團核心業務，即提供上下游垂直整合太陽能服務的可持續發展相關政策、措施和績效，旨在加強本集團內外部持份者之間的溝通和聯繫。

匯報範圍及期間

本報告涵蓋二零二二年一月一日至二零二二年十二月三十一日期間(「報告期」)。

除非另有說明，本報告涵蓋本集團位於中國內地的核心業務：

- (i) 太陽能單晶硅棒 硅片的製造、買賣、提供加工服務以及相關產品；
- (ii) 製造及買賣光伏組件；
- (iii) 興建及經營光伏電站；及
- (iv) 製造及買賣半導體、買賣太陽能單晶硅電池及其他。

由於業務於報告期間有所變更，社會關鍵績效指標涵蓋整個集團，並不包括 (i) 位於中國內地的太陽能單晶硅棒 硅片業務(已於二零二二年十二月三十日完成出售)，以更好地反映本集團的實際情況。



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Reporting Principles

The Group complies with the reporting principles set out in the ESG Reporting Guide and strives to enhance transparency and accountability through the Report:

匯報原則

本集團遵守ESG報告指引所載的匯報原則，並致力透過報告提高透明度和問責性：

Reporting Principles 匯報原則	Application 應用
Materiality 重要性	The Group identified the concerns and expectations of the stakeholders through various communication channels. An internal assessment was conducted by the Company's management to identify the ESG issues that were material to the Group's business operation and the stakeholders, relevant ESG issues will be disclosed in the Report accordingly. 本集團通過多種溝通渠道了解持份者的關注和期望。本公司管理層進行了內部評估，以確定對本集團業務運營和持份者俱有重大影響的ESG議題，相關環境，社會及管治議題將在本報告中相應披露。
Quantitative 量化	The Report discloses quantitative information on key performance indicators (the "KPIs") where appropriate. The KPIs are calculated with reference to "Appendix 2: Reporting Guidance on Environmental KPIs" and "Appendix 3: Reporting Guidance on Social KPIs" of "How to Prepare an ESG Report" published by the HKEX. 本報告在適當情況下披露了關鍵績效指標的量化信息。我們參考由聯交所發佈的《如何編備環境、社會及管治報告》中「附錄二：環境關鍵績效指標匯報指引」及「附錄三：社會關鍵績效指標匯報指引」計算關鍵績效指標。
Balance 平衡	The Report provides an objective and unbiased description of the ESG performance of the Group during the Reporting Period. 本報告客觀、公正地描述了本集團在報告期內的ESG表現。
Consistency 一致性	The Report used consistent statistical methodologies wherever possible. If there is any change, the Group will include a corresponding explanation in the Report. 本報告盡可能使用一致數據統計的方法。如有任何變化，本集團將在本報告中作出相應說明。

Access to the Report

The Report is available in English and Chinese versions and is uploaded to the website of the HKEX (www.hkexnews.hk) and the official website of the Group (www.solargiga.com). In case of any discrepancies or inconsistencies between the English and Chinese versions, the English version shall prevail.

獲取本報告

本報告有中英文版本，並已上載至香港交易所網站 (www.hkexnews.hk) 及本集團官方網站 (www.solargiga.com)。如中英文版本有任何歧義或不一致，概以英文版本為準。



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聯絡及查詢

本集團明白持份者的寶貴回饋及意見讓我們不斷提升可持續發展表現。歡迎您通過以下聯繫方式對本報告披露及本集團的可持續發展表現提出反饋和意見：

可持續發展管治

本集團將ESG視為推動發展戰略實施的重要組成部分，致力於為所有持份者創造價值。我們相信，董事會參與 ESG事務可以有效確保我們的企業願景與本集團實施的 ESG舉措以及持份者的期望保持一致。

本公司董事會(「董事會」)負責監督和審議本公司的可持續發展目標和制定戰略。本公司董事會管理本



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Stakeholder Engagement

Key stakeholders' expectations and opinions are the foundation for the Group to formulate strategies for continual business growth and more importantly, sustainable development for the community. To identify the insights and expectations on business operations of our stakeholders, the Group has been actively engaged with key stakeholders through various channels to collect and understand their opinions on our sustainability performance.

持份者參與

主要持份者的期望和意見是本集團制定持續業務增長戰略的基礎，更是社區可持續發展的基礎。為了解持份者對我們業務營運的見解及期望，本集團一直透過不同渠道積極接觸主要持份者，以收集及了解彼等對我們可持續發展表現的意見。

Employees 員工 • Intranet 內聯網 • Internal meetings 內部會議 • On boarding and on-the-job training 入職和在職培訓	Investors and shareholders 投資者和股東 • Company's website 公司網站 • Company's announcements 公司公告 • Annual/extraordinary general meetings 股東週年 特別大會 • Annual and interim reports 年度和中期報告	Customers 客戶 • Company's website 公司網站 • Meetings 溝通會議 • On-site visit 實地考察
Suppliers and business partners 供應商和業務夥伴 • Performance evaluation 績效評估 • Meetings 會議 • On-site visit 實地考察 • Exhibitions 展覽會	Government departments and regulatory bodies 政府部門和監管機構 • Meetings 溝通會議 • Documentation 書面文件 • On-site inspections 實地巡查	Community 社區 • Community activities 公益活動



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Materiality Assessment

With the ongoing communications with our stakeholders, the Group continually assesses and improves our long-term sustainability strategies to meet the expectations of our stakeholders. During the Reporting Period, the Group conducted an internal materiality assessment. 通過與持份者持續溝通，本集團不斷評估和改進我們的長期可持續發展戰略，以滿足持份者的期望。於報告期內，本集團進行內部重要性評估，以識別及優先考慮對本集團業務營運及持份者有重大意義的ESG事宜。本集團ESG重大議題列表是參考聯交所監管要求、可持續發展會計準則委員會(「SASB」)發布的重要性地圖以及香港同業上市公司識別的重大議題而製定的。經過本公司管理層的考慮和評估，我們在本報告中識別24項ESG重要議題，並將其中11項排列優次為最重要議題。

重要性評估

通過與持份者持續溝通，本集團不斷評估和改進我們的長期可持續發展戰略，以滿足持份者的期望。於報告期內，本集團進行內部重要性評估，以識別及優先考慮對本集團業務營運及持份者有重大意義的ESG事宜。本集團ESG重大議題列表是參考聯交所監管要求、可持續發展會計準則委員會(「SASB」)發布的重要性地圖以及香港同業上市公司識別的重大議題而製定的。經過本公司管理層的考慮和評估，我們在本報告中識別24項ESG重要議題，並將其中11項排列優次為最重要議題。



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Material ESG Issues 重大ESG議題	Materiality 重要性
Social Aspect 社會層面	
Employment compliance (including the prevention of child labour and forced labour) 僱傭合規性(包括防止童工和強制勞工)	Most important 最重要
Employee health and safety 員工健康與安全	
Compliance operation 合規經營	
Anti-corruption, anti-fraud and reporting mechanism 反腐敗、反欺詐和舉報機制	
Supply chain management (including environmental and social risk identification and management) 供應鏈管理(包括環境和社會風險識別和管理)	
Product quality and safety 產品質量與安全	
Product design and life-cycle management 產品設計和生命週期管理	
Employment relationship, employee benefits and allowance 僱傭關係、員工福利和津貼	
Employee training and development 員工培訓與發展	
Emergency or crisis management 應急或危機管理	
Material procurement efficiency and green procurement 物料採購效率與綠色採購	Important 重要
Technology development and innovation 技術研發與創新	
Patents and intellectual property protection 專利及知識產權保護	
Client management and compliant handling 客戶管理和合規處理	
Information security management 信息安全管理	
Equal opportunities, diversities, and anti-discrimination 平等機會、多元化和反歧視	
Advertisement and promotion 廣告及宣傳	
Community engagement and contribution 社區參與和貢獻	



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Environmental Performance

Emission Control

Aspect A1: Emissions

環境表現

排放控制

層面 A1：排放物

作為全球領先的光伏製造行業，本集團通過不斷推進節能減排創新技術，持續投資向資源節約、綠色製造體系轉型。本集團已成立環境及安全部以監察及管理其環保設施，以確保符合國家污染物及廢物排放標準。我們還採取多項措施，在日常辦公活動和具體業務運營中提升環保績效。

本集團嚴格遵守國家和地區的相關法律法規，包括但不限於《中華人民共和國環境保護法》、《中華人民共和國環境影響評價法》及《中華人民共和國噪聲污染防治法》。我們會定期了解這些監管要求的最新消息。報告期內，本集團未發生環境污染相關的罰款及訴訟。

空氣污染物排放控制

廢氣排放包括氮氧化物、氟化物及其他受國家法律及法規規管的污染物。污染物主要從原料清洗工序，固定燃燒和移動車輛使用而排放。活性炭的有機氣體燃燒塔對氫筒進行活性炭過濾會產生含氟化合物殘留物。氫氟酸和硝酸處理硅原料過程中產生的煙霧最終通過酸霧塔處理排放。本集團所排放的空氣污染物數據如下：



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Greenhouse Gas Emissions

Our greenhouse gas (GHG) emissions were mainly attributable to the direct emissions from stationary combustions and mobile vehicle usage; meanwhile, the energy indirect emissions were from the purchased electricity. The greenhouse gas emissions data of the Group are detailed as follows:

溫室氣體排放

我們的溫室氣體排放主要來自固定燃燒和移動車輛使用的直接排放；同時，能源間接排放來自外購電力。本集團的溫室氣體排放數據詳述如下：

Type of GHG Emissions 溫室氣體排放類型	Unit 單位	2022 二零二二年
Scope 1 — Direct emissions 範圍1 — 直接排放	Tonnes of CO ₂ equivalent emissions 二氧化碳排放噸數	2,404.46
Scope 2 — Energy indirect emissions 範圍2 — 能源間接排放	Tonnes of CO ₂ equivalent emissions 二氧化碳排放噸數	289,501.14
Total GHG emissions 溫室氣體排放總量	Tonnes of CO ₂ equivalent emissions 二氧化碳排放噸數	291,905.60
Intensity 密度	Tonnes of CO ₂ equivalent emissions/ RMB million revenue 二氧化碳排放噸數 收益(人民幣百萬元)	32.44

The Group pursues to utilize energy efficiently and takes this as the primary approach to reducing greenhouse gas emissions in our long-term goal. In order to continuously improve energy performance and lower carbon footprint, we have implemented various

本集團追求高效能源使用，並將此作為我們的長期目標，以減少溫室氣體排放的主要途徑。為持續提升能源績效及降低碳足跡，我們實施了空壓機變頻改造、空壓機熱回收項目等多項節能項目。



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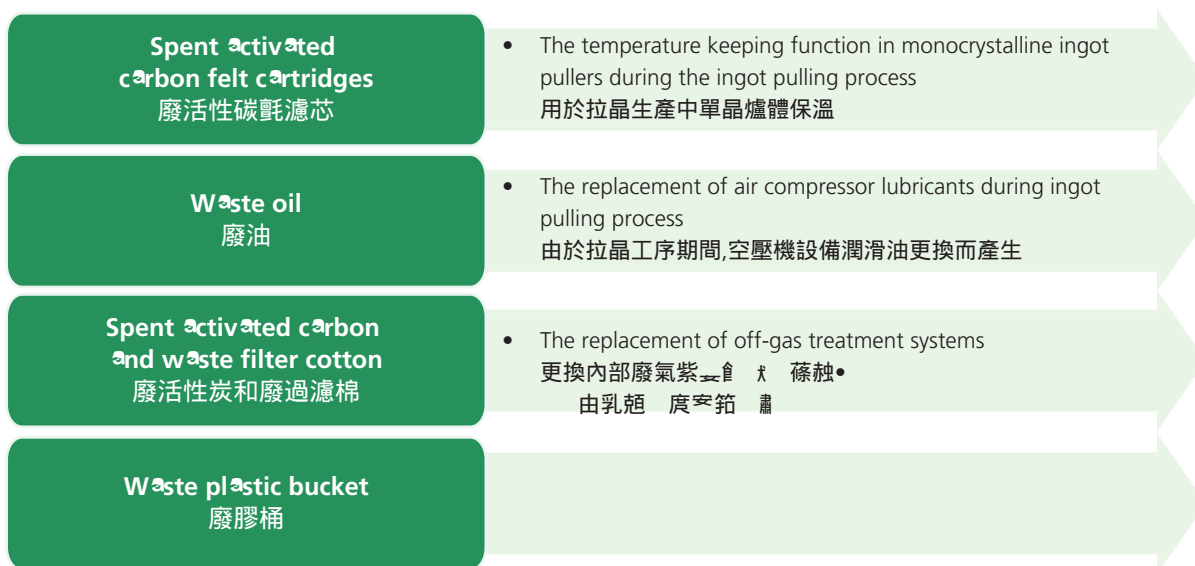
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Hazardous Waste and Non-Hazardous Waste Management

The Group has identified the major hazardous waste during the process of ingots, wafers, and modules production:

有害廢棄物和無害廢棄物管理

本集團識別出硅棒、硅片、組件生產過程中產生的主要有害廢棄物：



本集團產生的有害廢棄物具體數據如下：

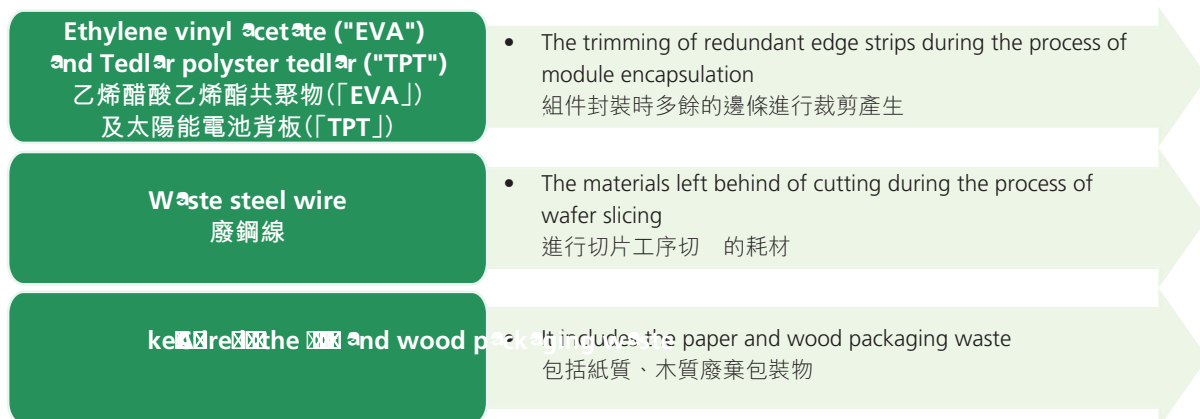


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Non-hazardous waste of the Group mainly consists of packaging waste such as paper, wood, and plastic packaging material during the production process. Other non-hazardous waste, for instance, EVA, TPT as well as waste steel wire, were produced during the operation of module encapsulation and wafer slicing, respectively.

本集團的無害廢棄物主要為生產過程中產生的包裝廢棄物，如紙張、木材、塑料包裝材料等。其他無害廢棄物，如EVA、TPT和廢鋼絲，分別在組件封裝和晶圓切片操作過程中產生。



本集團產生的無害廢棄物數據明細如下：



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本集團致力於將減少排放和執行有效的廢棄物管理作為我們的長期目標。我們非常重視標準化和適當的廢棄物處理，以減少我們的業務運營對環境的影響。對於生產過程中所產生的有害廢棄物，本集團聘請行業內有資質的廢棄物收集商按照相關規定對



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The energy consumption data of the Group is shown as below:

本集團的能源消耗數據如下：

Type of Energy Consumption 能源消耗類型	Unit 單位	2022 二零二二年
Direct energy consumption 直接能源消耗	MWh 兆瓦時	8,498.89
Indirect energy consumption 間接能源消耗	MWh 兆瓦時	474,514.24
Total energy consumption 能源消耗總量	MWh 兆瓦時	483,013.13
Intensity 密度	MWh/RMB million revenue 兆瓦時 收益(人民幣百萬元)	53.68

Water Efficiency Management

The Group understands that photovoltaic manufacturing requires a significant amount of water consumption, and we are committed to responsibly utilizing water resources as the water efficiency target. The Group has established the "Prevailing Energy Management Regulations" to manage the water usage of the Group. Relevant strategies have been formulated to reduce the raw water consumption and promote water saving measures. The flowmeter has also installed in our production plants to conduct regular monitoring and review the overall water usage.

用水效益管理

本集團了解光伏製造需要耗用大量水資源，我們承諾以負責任的方式使用水資源作為節水目標。本集團已訂立「現行能源管理規例」以管理本集團的用水量。我們制定相關策略以減少原水消耗及推廣節水措施。我們的生產廠房亦安裝了流量計，以定期監察及檢討整體的用水量。



Ultrapure Water Production Techniques 超純水生產技術

The Group constantly enhanced the techniques and types of equipment for ultrapure water production to increase pure water output and reduce raw water consumption. Concentrated water produced by ultrapure water equipment for production purposes is also reused.

本集團不斷改進超純水生產工藝和設備種類以提高純水出產量，減少原水消耗。我們對生產用超純水設備生產的濃縮水亦會進行回收重用。

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The Group's production plants use municipal water as their primary water source, so it had no issue sourcing water that was fit for purpose during the Reporting Period.

本集團生產廠房以市政自來水為主要水源，因此報告期內不存在取用用水問題。

Water Consumption 耗水量	Unit 單位	2022 二零二二年
Total water consumption 耗水總量	m ³ 立方米	1,802,892.00
Intensity 密度	m ³ /RMB million revenue 立方米 收益(人民幣百萬元)	200.37

Packaging Material Management

To align with the standard packaging requirements of most of our clients, the primary packaging material consumed by the Group for the finished products are carton boxes to stack the solar panel modules.

包裝物料管理

為配合大部分客戶的標準包裝要求，本集團成品所用的主要包裝材料為紙箱，以存放太陽能電池板的組件。

Packaging Material Consumption 包裝物料消耗	Unit 單位	2022 二零二二年
Total packaging material consumption 包裝物料總耗量	Tonnes 噸	4,323.00
Intensity 密度	Tonnes/RMB million revenue 噸 收益(人民幣百萬元)	0.48

Environmental Impact Reduction

Aspect A3: The Environment and Natural Resources

Our operation activities have no significant impact on the environment and natural resources upon the assessment conducted by the Environmental and Safety Department. To minimize the impacts on the environment from our business operations, the Group

減少對環境的影響

層面 A3：環境與自然資源

經環境與安全部門評估，我們業務經營的活動對環境和自然資源沒有造成重大影響。為盡量減少業務營運對環境造成的影響，本集團實施環保措施，包括使用節能設備以進一步節省能源及減少廢物。我們於冬季利用循環水供暖，代替燃煤鍋爐，減少能源使用。我們的生產工廠已經開發了污水處理站、酸霧處理塔和淨化塔。



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The Group also actively promoted “Earth Day” and “World Environment Day” through our official social media platform in order to raise awareness of environmental protection among our stakeholders.

These measures have achieved energy conservation and consumption reduction and reduced the impact of pollutant emissions on the surrounding environment. In the future, we will continuously contribute to environmental protection and strive for a greener environment in an effort to fulfill our duties as part of a sharing community.

Combat Climate Change

Aspect A4: Climate Change

Governance

本集團亦透過官方社交媒體平台積極宣傳「地球日」及「世界環境日」，以提高各持份者的環保意識。

這些措施實現節能降耗，並減少污染物排放對周圍環境的影響。我們日後將會繼續致力於環境保護，並努力建設綠色環境，履行我們作為共同生活社區一分子的責任。

應對氣候變化

層面 A4：氣候變化

管治

董事會負責監督和決定本集團的可持續發展議題，包括氣候相關議題。董事會制定目標並監督和審閱本集團在氣候相關議題上的表現。在管理層層面，管理層根據董事會設定的方向制定戰略，並領導氣候相關工作小組。

風險管理

氣候相關工作小組由一名環境安全部經理和一名前線生產經理組成。他們定期向管理層代表匯報氣候相關的風險。管理層代表審閱已識別的風險，並確保相關政策和措施能有效實施(如有)。這些風險識別、評估和管理的流程也納入了我們的年度風險管理框架。



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策略



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Social Performance

Employment and Labour Practices

Aspect B1: Employment

We comprehend that employee is not only valuable asset to the Group but also advocates our business to achieve success. The Group complied with all relevant labour laws and regulations in Mainland China, including but not limited to the "Labour Law of the People's Republic of China", the "Labour Contract Law of the People's Republic of China", the "Social Insurance Law of the People's Republic of China" and the "Regulation on the Administration of Housing Accumulation Funds". During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations significantly impacted the Group concerning compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.

The Group offers competitive remuneration, promotion opportunities, compensation, and benefits packages to attract and retain talents.

社會表現

僱傭和勞工常規

層面B1：僱傭

我們深知員工不僅是本集團的寶貴資產，也是我們業務取得成功的推動者。本集團已遵守中國內地所有相關的勞動法律及法規，包括但不限於《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國社會保險法》及《住房公積金管理條例》。報告期內，本集團並不知悉任何嚴重違反有關薪酬與解僱、招聘與晉升、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法律及法規，且對本集團產生重大影響的事宜。

本集團提供具競爭力的薪酬、晉升機會、報酬及福利，藉以吸引和挽留人才。我們定期參照績效評估和市場趨勢檢討薪酬。所有僱員都是因應個人才能和資歷聘請，並不存在任何種族、社會階級、宗教、性別、年齡、國籍、公民身份或任何其他形式的歧視。本集團嚴禁所有業務營運中的僱員之間存在任何歧視，全體僱員均享有平等的機會。人力資源部門已實行嚴謹措施，以識別和防止歧視。例如為我們的員工提供培訓。

積極健康的工作場所氛圍使我們能夠提高員工的生產力並促進他們的福祉。本集團為員工提供足球場及室內乒乓球室等休閒區。報告期內，我們組織了第六屆「陽光杯足球比賽」，鼓勵員工之間的團隊建設精神。

報告期內，本集團子公司錦州陽光能源有限公司榮獲「全國和諧勞動關係創建示範企業」榮譽，彰顯了我們在構建完善的人力資源管理體系的努力，以達致員工高滿意度。



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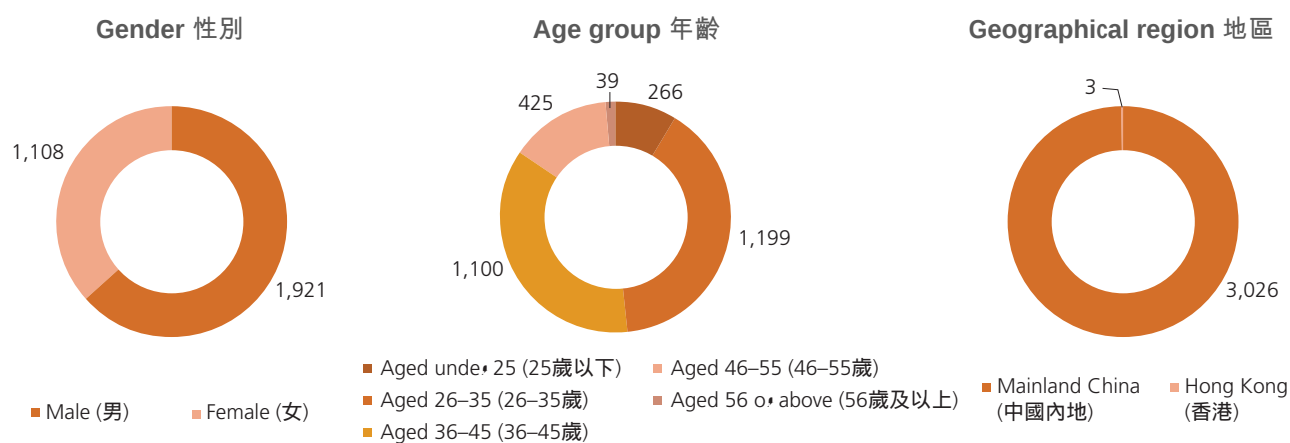
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Total Number of Employees

As at 31 December 2022, the Group had a total of 3,029 full-time employees, categorized by gender and age group as follows:

僱員總數

於二零二二年十二月三十一日，集團共有3,029名全職員工，按性別及年齡組別分類如下：



The overall turnover rate of the Group during the Reporting Period was 45.3% and the details categorized by gender, age group, and geographical region are shown as follows:

報告期內，本集團整體流失率為45.3%，按性別、年齡組別、地區劃分的具體數據如下：

備註：

- 員工流失比率乃按整個報告期間的總流失人數除以期末員工總數計算，該百分比或會超過百分之百。



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Health and Safety Management

Aspect B2: Health and Safety

The Group puts effort into providing our employees with a safe and healthy working environment, as their health and safety are always our top priority. The Group has strictly adhered to the laws and regulations related to health and safety, including but not limited to the "Law of the People's Republic of China on the Prevention and Control of Occupational Diseases" and the "Fire Control Law of the People's Republic of China."

During the Reporting Period, the Group did not have any non-compliance issues that violate the laws and regulations regarding to health and safety. The data related to health and safety of the Group has shown as follows:

Health and Safety Data 健康與安全數據

健康與安全管理

層面 B2：健康與安全

本集團致力為僱員提供安全健康的工作環境，因為他們的健康和 safety 始終是我們的首要任務。本集團嚴格遵守與健康和 safety 有關的法律法規，包括但不限於《中華人民共和國職業病防治法》和《中華人民共和國消防法》。

報告期內，本集團不存在違反健康與安全相關法律法規的違規事項。本集團健康與安全相關數據如下：

2022 二零二二年	2021 二零二一年	2020
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本集團因工傷共損失668天工作日數。

安全生產管理制度

安全生產對我們所有員工至關重要。因此，我們制定了一系列健康和 safety 政策，以保護我們業務運營中的工作環境。我們所有員工都必須遵守健康和 safety 規範和手冊。本集團已對生產廠房進行定期檢查，並聘請合資格的專業人員識別工作場所中職業健康的潛在風險因素。



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Health and Safety Measures for Production Process

To further raise employees' awareness of safety workplace, the new-join employees are provided with comprehensive health and safety training such as three-level safety training and occupational health and safety training. The Group has launched the relevant training course on "Enterprise Safety Management about Zero Accident-Target of 100% and Zero Accident" to reduce the recurrence of work-related injuries as well as prevent the work-related fatalities. Warning signs regarding occupational hazards were posted at prominent positions within the working area to improve the safety.

生產過程的健康和安全措施

為進一步提高員工的安全工作場所意識，我們對新入職員工進行全面的健康安全培訓。例如三級安全培訓、職業健康安全培訓等。本集團開展了「安全百分百事故零目標——企業零事故安全管理」相關培訓，以減少工傷事故的再次發生，及預防工傷事故的發生。我們在廠區顯著位置張貼職業危害警示標誌，以提高廠區安全水平。我們為員工提供合適的個人防護裝備，如安全鞋、口罩、防酸手套和靴子、耳塞、絕緣手套和靴子。我們為員工提供入職前體檢和特定職業危害因素的年度體檢，以便及早發現異常，防止員工患上職業病，並評估現有預防措施的有效性。

應對新型冠狀病毒大流行的措施

在疫情爆發之際，本集團成立了「疫情防控領導小組」，並根據政府發佈的相關指導意見對全體員工發佈疫情防控工作指引。「疫情防控領導小組」密切關注疫情形勢，要求全體員工上班時佩戴口罩、勤洗手。我們嚴格執行工作環境定期消毒、員工日常體溫監測及限制外來人員探訪等措施。疫情期間，我們盡可能採取居家辦公措施及對廠區員工進行封閉式管理。各級員工認真貫徹落實疫情防控政策，保障全體員工身體健康。



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Talent Training Management

Aspect B3: Development and Training

Skilled talent is the Group's solid foundation for driving sustainable business growth. A comprehensive and practical training program for our employees can reflect how they are valued in our corporate culture. The Group has provided various tailor-made training programs covering corporate culture, occupational safety, laws and regulations, professional skills, and other aspects for employees from different departments to cope with their business needs and enhance the professional capability and help them accumulate experience. The Group also updates its employees from time to time on the latest information on the industry and laws and regulations, which is essential to the Group's operations and job responsibilities. We regularly evaluate the training programs to review their effectiveness and compare them to the business needs.

Total Number of Employees Trained

The percentage of employees trained by gender and employee category during the Reporting Period are set out in the following table:

人才培訓管理

層面B3：發展及培訓

技術人才是本集團推動可持續業務增長的堅實基礎。我們為員工提供全面而實用的培訓計劃可以反映他們在我們企業文化中的價值。本集團為不同部門的僱員度身設計不同的培訓計劃，涵蓋企業文化、職業安全、法律法規、專業技能及其他方面，以應付其業務需要和提升在職能力及幫助其積累經驗。本集團亦不時向僱員提供對本集團營運及其職責至為重要的最新行業及法律法規信息。我們定期評估培訓計劃的成效，並與業務需要互相比較。

受訓僱員的數目

報告期內，按性別及僱員類別劃分的受訓僱員百分比如下：



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報告期內，每名僱員完成受訓的平均時數如下：

防止童工和強制勞工

層面B4：勞工準則

本集團已遵守中國內地適用的相關法律及法規，包括但不限於《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及《禁止使用童工的規定》。報告期內，本集團未發現任何有關童工及強制勞工的法律及法規，且對本集團的營運產生重大影響的嚴重違規事宜。

為確保員工能在和平自願的情況下工作，本集團嚴禁在業務營運中使用童工或



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供應鏈管理

層面B5：供應鏈管理

本集團致力有效管理供應鏈及為客戶提供優質產品及服務，力求滿足乃至超越客戶期望。我們與主要供應商維持緊密的長期合作關係。我們以客戶對產品質量的期望為基準對供應商進行不定期的評估。

報告期內，本集團共有52家主要供應商。

新增及現有的供應商管理

本集團按照供應商管理控制程序，明確規管新供應商開發及現有供應商評估。在開發新供應商前，本集團會審查企業信息，包括但不限於營業執照、業務及產品信息、產能、主要客戶群體、檢測設備、客訴處理流程、化學品安全說明書 (MSDS)、環境安全相關資質及其他資料。其後由技術人員及環境安全全部人員對供應商進行實地考察，藉以更了解工廠及營運管理制度，以及確認早前所提供資料的真實及完整性。本集團亦會對現有供應商定期進行驗廠及供應商績效評估。倘發現供應商在生產過程中存在任何不當行為或未能達到本集團應有標準，將予以警告。若警告後仍未改善，本集團將考慮終止與該供應商的業務往來。



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可持續供應鏈實踐

由於有持份者擔心我們的供應鏈可能對環境和社會產生影響，例如原材料採購和成品運輸會對本集團的生產過程、品質和企業聲譽產生重大影響。因此，本集團已實施對社會負責和綠色採購的慣例，以回應供應鏈中對管理環境和社會風險的日益關注。例如，與供應商的合同中有環保要求的條款，以及在選擇潛在供應商時，將優先考慮獲得知名環保相關認證的供應商作為考慮因素。我們會鼓勵供應商為員工提供培訓，使其具備綠色採購及社會責任採購相關知識。

產品及服務質量控制

層面B6：產品責任

本集團明白為客戶提供優質產品是客戶忠誠度的關鍵所在。本集團對每一生產環節實行優質監控，並設有程序及政策規管各項申索和投訴。本集團堅持遵守有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的法律法規，包括但不限於《中華人民共和國專利法》及《中華人民共和國著作權法》。報告期內，我們並不知悉任何違反相關法律法規的重大違規事宜。

質量檢定

本集團的品質保證部門對產品進行嚴格的常規質量檢查，確保已製造的產品符合客戶所規定的要求、技術規格及質量標準。

本集團一直把「產品質量保證」放在首位。倘收到客戶提出不良品退換貨要求時，品質保證部門先對收回的不良品進行複檢工作，



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經過本集團多年來的不懈努力，我們的生產流程及組件的生產已具備國際先進檢測能力。隨著不斷增強的檢測能力和檢測標準的嚴格執行，本集團部件的品質得到了提升。報告期內，我們已獲得中國合格評定國家認可委員會(「CNAS」)頒發的實驗室認可證書(證書編號：CNAS L16766)，標誌著我們的光伏檢測中心已正式達至國家認可的國際化實驗室團隊。

客戶服務及投訴管理

客戶的意見是我們不斷改善產品和服務質素的動力。倘接獲任何投訴，本集團將努力及時採取行動解決問題。



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Upholding the Business Ethics in the Workplace

Aspect B7: Anti-corruption

The Group is committed to achieving the highest possible fairness, openness, and integrity standards. We complied with the laws and regulations, including but not limited to the “Anti-Unfair Competition Law of the People’s Republic of China”, the “Anti-Money Laundering Law of the People’s Republic of China” and the “Criminal Law of the People’s Republic of China.” During the Reporting Period, the Group found no cases breaching the relevant laws and regulations relating to corruption, bribery, extortion, fraud, or money laundering nor concluded legal cases regarding corrupt practices brought against the Group or our employees. The Group strictly implements various operating procedures and codes of conduct to regulate the work ethics of the Group’s employees. They are required to declare

在工作場所堅守商業道德

層面B7：反貪污

本集團致力達致最高的公平、開放及誠信標準。我們遵守法律法規，包括但不限於《中華人民共和國反不正當競爭法》、《中華人民共和國反洗錢法》和《中華人民共和國刑法》。報告期間，本集團並無違反與貪污、賄賂、勒索、欺詐或洗黑錢相關法例及法規的個案，亦無任何對本集團或其僱員提出並已審結的貪污訴訟案件。本集團嚴格執行各項作業程序及操守守則，以規範本集團全體僱員的職業道德。僱員需要申報潛在的利益衝突。為防範我們的供應鏈及業務夥伴發生貪污事件，本集團在交易合同中加入相關條款，明確規定供方不得以任何理由及任何形式向需方提供任何直接或間接的利益。本集團亦要求供應商、工程施工單位及項目相關負責人簽署廉潔承諾書。

為了進一步打擊欺詐及防止本集團內部發生貪污事件，我們已設有舉報政策，以允許我們的持份者舉報任何涉嫌貪污或不道德的行為，舉報人將確保得到公平對待，包括免受不公平解僱和傷害的保障，以及他們的身份將被保密。

為加強本集團的防貪教育，我們將考慮日後為董事會及僱員提供相關培訓。

關懷社區

層面B8：社區投資

本集團一直專注於社區投資及關注長者及社會福利。報告期間，本集團將繼續緊貼社區政策及發展，積極研究未來如何提升社區參與度，以倡導綠色生活理念，與弱勢群體及有需要人士分享關愛，並成為有社會責任感的企業。



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環境、社會及管治報告

Content Index of the ESG Reporting Guide

《環境、社會及管治報告指引》內容索引

Aspects 層面	Description 描述	Relevant Section of this Report 本報告相關章節	Page Number 頁數
Mandatory Disclosure Requirements 強制披露規定			
Governance Structure 管治架構	A statement from the board containing the following elements: (i) a disclosure of the board's oversight of ESG issues; (ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses 由董事會發出的聲明，當中載有下列內容： (i) 披露董事會對環境、社會及管治事宜的監管； (ii) 董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜(包括對發行人業務的風險)的過程；及 (iii) 董事會如何按環境、社會及管治相關目標檢討進度、並解釋它們如何與發行人業務有關連	Sustainability Governance 可持續發展管治	P. 7
Reporting Principles ReportiBoundaries	A description of, or an explanation on, the application of the Reporting Principles (Materiality, Quantitative and Consistency) in the preparation of the ESG report	About the Report — Reporting Principles 關於本報告	6les



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‘Comply or explain’ Provisions 「不遵守就解釋」條文			
A. Environmental A. 環境			
<i>Aspect A1: Emissions</i> <i>層面 A1：排放物</i>			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste 有關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：	Environmental Performance: Emission Control 環境表現：排放控制	P. 11
一般披露	(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		
KPI A1.1	The types of emissions and respective emissions data		P. 11
關鍵績效指標 A1.1	排放物種類及相關排放數據		
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity		P. 12
關鍵績效指標A1.2	直接(範圍1)和能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度		
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity		P. 13
關鍵績效指標A1.3	所產生有害廢棄物總量(以噸計算)及(如適用)密度		
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity		P. 14
關鍵績效指標A1.4	所產生無害廢棄物總量(以噸計算)及(如適用)密度		
KPI A1.5	Description of emission target(s) set and steps taken to achieve them		P. 12
關鍵績效指標A1.5	描述所訂立的排放量目標及為達到這些目標所		



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<i>Aspect A4: Climate Change</i>			
<i>層面 A4 : 氣候變化</i>			
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer	Environmental Performance: Combat Climate Change 環境表現：應對氣候變化	P. 18



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<i>Aspect B2: Health and Safety</i> 層面 B2：健康與安全			
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 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：	Social Performance: Health and Safety Management 社會表現：健康與安全管理	P. 22
KPI B2.1 關鍵績效指標 B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year 過去三年(包括匯報年度)每年因工亡故的人數及比率		P. 22
KPI B2.2 關鍵績效指標 B2.2	Lost days due to work injury 因工傷損失工作日數		P. 22
KPI B2.3 關鍵績效指標 B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored 描述所採納的職業健康與安全措施，以及相關執行的監察方法		P. 22



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<i>Aspect B4: Labour Standards</i> <i>層面 B4 : 勞工準則</i>			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer	Social Performance: Prevention of Child Labour and Forced Labour 社會表現：防止童工及強制勞工	P. 25
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KPI B4.1	Description of measures to review employment practices to avoid child and forced labour		P. 25
關鍵績效指標 B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工		
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關鍵績效指標B4.2	描述在發現違規情況時消除有關情況所採取的步驟		



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<i>層面 B5：供應鏈管理</i>			
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	Social Performance: Supply Chain Management 社會表現：供應鏈管理	P. 26
KPI B5.1 關鍵績效指標B5.1	Number of suppliers by geographical region 按地區劃分的供應商數目		P. 26
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored 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，以及相關執行及監察方法		P. 26
關鍵績效指標B5.2			
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored 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		P. 27
關鍵績效指標B5.3			
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored 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		P. 27
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<i>Aspect B6: Product Responsibility</i>			
層面 B6：產品責任			
General Disclosure	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	Social Performance: Product and Service Quality Control 社會表現：產品及服務 質量控制	P. 27
一般披露	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		
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons		P. 27
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KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored		P. 28
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<i>Aspect B7: Anti-corruption</i> <i>層面 B7：反貪污</i>			
General Disclosure	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：	Social Performance: Upholding the Business Ethics in the Workplace 社會表現：在工作場所堅守商業道德	P. 29
一般披露	(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		
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases		P. 29
關鍵績效指標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		
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored		P. 29
關鍵績效指標B7.2	描述防範措施及舉報程序，以及相關執行及監察方法		
KPI B7.3	Description of anti-corruption training provided to directors and staff		P. 29
關鍵績效指標B7.3	描述向董事及員工提供的反貪污培訓		
<i>Aspect B8: Community Investment</i> <i>層面 B8：社區投資</i>			
General Disclosure	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	Social Performance: Caring for the Community 社會表現：關懷社區	P. 29
一般披露			
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