

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



申洲國際集團控股有限公司
Shenzhou International Group Holdings Limited

環境、社會及管治報告 2020
Environmental, Social and
Governance Report 2020

環境、社會及管治報告

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關於本報告及其範圍

此可持續發展報告概述本集團的主要附屬公司在工作環境保護、社會責任及營運管治等方面之工作方法、承諾及策略。本報告之報告期間自二零二零年一月一日起至二零二零年十二月三十一日止，本報告所披露之數據分別由人力資源部、行政事業部、財務部、能源部及其他相關部門提供，並由可持續發展部門編製整理。除了特別列明外，本報告披露的內容已包括本集團在中國、越南及柬埔寨各主要分公司及生產基地。

本報告根據上市規則附錄27所載的「環境、社會及管治報告指引」編製。於報告期間，本公司已遵守「環境、社會及管治報告指引」所載列的「不遵守就解釋」條文。

持份者參與及重大議題的篩選

為確保環境、社會及管治政策有效的落實。本集團十分關注各持份者的意見。當中包括內部持份者如董事、管理層及各階層員工。外部持份者包括股東、客戶、供應商、銀行、政府各機關及當地社區團體。本集團透過內部會議、訪談、內部刊物，員工績效評估及申洲管理學院培訓課程等作為主要內部持份者溝通渠道。外部持份者則以會議、實地考察、股東週年大會及集團公告作為溝通渠道。

ABOUT THIS REPORT AND ITS ASPECT

This sustainability report outlines the approaches, commitment and strategies of the Group's major subsidiaries in respect of environmental protection, social responsibility and operating governance. The reporting period of this report is from 1 January 2020 to 31 December 2020. The data disclosed in this report is provided by the respective human resources, administration, finance, energy and other relevant departments, and has been prepared and collected by sustainable development department. Unless otherwise stated, the contents disclosed in this report included each of major branches and production bases of the Group in China, Vietnam and Cambodia.

This report has been prepared in accordance with the "Environmental, Social and Governance Reporting Guide" set out in Appendix 27 of the Listing Rules. During the reporting period, the Company has complied with the "comply or explain" provisions set out in the "Environmental, Social and Governance Reporting Guide".

PARTICIPATION OF STAKEHOLDERS AND SELECTION OF MAJOR ISSUES

In order to ensure the effective implementation of our environmental, social and governance policies, the Group attaches great importance to the opinion from every stakeholder. Stakeholders includes internal stakeholders like Directors, management and staff of different levels, as well as external stakeholders like shareholders, customers, suppliers, banks, every government authority and local community organizations. Internal meetings, interviews, internal publications, staff performance review, training courses organized by Shenzhou School of Management are the Group's major communication channels with its internal stakeholders. While for our external stakeholders, the Group uses meeting, site visit, annual general meeting and Group's announcement as communication channels.



經綜合考慮，我等將就資源利用、節能減排、員工待遇和工作環境、培訓與發展、社區參與、供應鏈管理、反貪污、精益與創新及投資者關係等陳述本集團的政策與成效。歡迎各持份者表達意見。

After comprehensive consideration, we will present our policies on resources utilization, energy conservation and emission reduction, remuneration package, working environment, training and development of our staff, social engagement, procurement chain management, anti-corruption, lean production and innovation, investor relationships, etc, and their effectiveness. All stakeholders are welcome to express their opinions.

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願景

「致力於成為全球最佳服飾運營商」一是申洲對企業未來發展之定位。申洲是亞洲最大的垂直一體化成衣企業，擁有研發、設計、生產、物流等完整的運營體系。申洲對於未來之發展策略，不僅是追求企業規模之持續增長，更注重新於企業競爭力之全面提升，尤其追求於創新、自動化、數字化、環境保護等方面之持續進步。

VISION

Shenzhou's position for its future corporate development is to be committed to "becoming the best garment operator in the worldwide". Shenzhou is Asia's biggest vertically integrated garment enterprise, with a complete operation system including research and development, design, production and logistics. The future development strategy of Shenzhou is not only to pursue the continuous growth of the scale of the enterprise, but also to focus on the comprehensive uplift in the corporate competitiveness, especially the improvement in innovation, automation, digitalisation and environmental protection.

使命

「創建綠色企業，成就舒適生活」—綠色環保是應承擔的基本社會責任，也是一個企業能夠長遠發展的基礎，集團將持之以恆的投入環保工作，實現企業之可持續發展；舒適不只是針織服飾帶給人們的觸感，更是我們努力追求的生活狀態，通過營造舒適的生活，成就企業與自然的和諧平衡。

MISSION

"Building a green enterprise and offering people a comfortable life" – Environmental protection is primary social responsibility as well as the basis of long-term viability for any enterprises. The Group shall always remain devoted to environmental commitments, from which corporate sustainability can be realized. Comfort is not merely a tactile sensation from our knitwear, but also a state of living that we so fervently pursue. By creating a life of comfort, we seek to make the enterprise one with nature.



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環保、社會責任及管治架構

本集團深知提升自身環境與社會責任對集團可持續化運營的重要性，已將影響環境、社會責任及管治的風險與機遇因素納入集團經營戰略中，指導日常業務運營。本集團已成立可持續發展委員會（「可持續發展委員會」），並由集團董事會主席兼任本委員會主席，同時委任行政部主管統籌本委員會的日常運作，並定期向董事會匯報。

董事會支持本集團對於履行環境、社會責任及管治責任所作的承諾，並對本集團的環境、社會責任及管治責任的策略及匯報承擔全部責任。董事會每年審閱集團的環境、社會責任及管治表現，識別、評估並管理重要的環境保護、社會責任及管治相關事宜，監管及審批年度環境、社會及管治報告。

本集團管理層負責評估及釐定本集團有關環境、社會及管治的風險，確保本集團設立合適及有效的環境、社會責任及管治的風險管理及內部控制系統，向董事會匯報環境、社會責任及管治的相關風險與機遇，並確保提供的相關環境、社會責任及管治系統有效。

ENVIRONMENTAL, SOCIAL RESPONSIBILITY AND GOVERNANCE STRUCTURE

The Group recognizes the importance of enhancing its own environmental and social responsibility to maintain business sustainability. In determining its operation strategy, therefore, the Group considers risks and opportunities affecting the environmental, social responsibility and governance (“ESG”) issues, which will provide guidelines for its daily business operations. The Group has established a Sustainable Development Committee (“Sustainable Development Committee”) chaired by the Chairman of the Board. Meanwhile, we have also appointed the head of our Administration Department to organize the daily operation of the committee and report to the Board on a regular basis.

The Board endorses the Group’s commitments to ESG responsibility, and assumes full responsibility for ESG strategies and reporting. The Board reviews the ESG performance of the Group annually, identifies, evaluates and manages important matters related to environmental protection, social responsibility and governance, and oversees and approves annual ESG report.

In charge of assessing and determining the ESG risk exposure, the management of the Group also ensures the Group establishes appropriate and effective ESG risk management and internal control systems and reports to the Board the risks and opportunities related to ESG, and provides confirmation on the effectiveness of the ESG system.

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環境保護

1. 申洲環境保護之概述：

環境保護乃政府之核心政策之一，近年來，中國政府對於環境保護之政策力度明顯加強，通過推進供給側改革，限制或淘汰了對環境帶來破壞影響的落後產能。中國政府持續完善了環保立法，頒佈實施多個環保法規，包括《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》、《中華人民共和國大氣污染防治法》、《中華人民共和國水污染防治法》、《中華人民共和國固體廢物環境污染防治法》、《中華人民共和國土壤污染防治法》、《碳排放權交易管理辦法（試行）》、《排污許可管理條例》等，各級政府加強了對環保的監管和排放督察力度。

二零二零年十二月三十一日，生態環境部頒佈了「碳排放權交易管理辦法（試行）」，並從二零二一年二月一日起施行，通過發揮市場機制，來推動溫室氣體減排，並規範碳排放權的交易及相關活動。

ENVIRONMENTAL PROTECTION

1. The Introduction of Shenzhou's Environmental Protection:

Environmental protection is one of the key policies of the government. In recent years, the Chinese government has strengthened its effort in environmental protection policy through reform of the supply side, which restricts and eliminates the outdated production facilities that have negative impact on the environment. The Chinese government continuously improved environmental protection legislation, and many environmental protection regulations were being promulgated and implemented, including Environmental Protection Law of the People's Republic of China, Law on Appraising of Environment Impacts of the People's Republic of China, Atmospheric Pollution Prevention and Control Law of the People's Republic of China, Water Pollution Prevention and Control Law of the People's Republic of China, Solid Wastes Pollution Prevention and Control Law of the People's Republic of China, Soil Pollution Prevention and Control Law of the People's Republic of China, Administrative Measures for Carbon Emission Rights Trading (Trial), Regulations on the Administration of Pollutant Discharge Permits, etc. Such laws highlighted the supervision of environmental protection and monitoring of discharged pollutant by local governments.

On 31 December 2020, the Ministry of Ecology and Environment promulgated the "Administrative Measures for Carbon Emission Rights Trading (Trial)" (碳排放權交易管理辦法（試行）), which came into effect on 1 February 2021 and serve to promote reduction in greenhouse gas emissions through the market mechanism and regulate the trading of carbon emission rights and related activities.

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二零二一年一月二十四日，國務院頒佈了「排污許可管理條例」，並於二零二一年三月一日起施行，通過加強排污許可管理，來規範排污行為及控制污染物排放。

二零二一年二月二十二日，國務院發佈了「關於加快建立健全綠色低碳循環發展經濟體系的指導意見」，以引導各類主體參與健全綠色低碳循環發展的生產體系、流通體系和消費體系，加快基礎設施綠色升級，並構建市場導向的綠色技術創新體系。紡織服裝行業應積極響應並主動參與這項綠色行動計劃，以節能環保、清潔生產、清潔能源等為重點突破，形成綠色環保的新穎產業鏈。環保監管要求的提升，將促進紡織服裝行業對環保的重視和投入，同時也將促進由環保帶來的行業供給側改革。

本集團將持續提升企業之可持續發展能力，推進產業高質量發展和生態環境高水平保護的協同，促進產業向綠色低碳方向發展。未來幾年，本集團將通過進一步優化能源消耗結構，尤其是逐步提高以風能電力、太陽能電力等清潔能源的消耗佔比，同時持續改進工藝水平和增加環保設備的產業應用，推進資源的節約使用和循環利用，提高資源的利用效率，提升全產業鏈的清潔生產水平，併力爭碳排放量的逐年下降。

On 24 January 2021, the State Council promulgated the “Regulations on the Administration of Pollutant Discharge Permits” (排污許可管理條例), which came into effect on 1 March 2021 and serve to regulate the act of discharging pollutants and control the discharge of pollutants through strengthening the management of pollutant discharge permits.

On 22 February 2021, the State Council promulgated the “Guiding Opinions on Accelerating the Establishment and Improvement of the sound Green and Low-Carbon Circular Development Economic System” (關於加快建立健全綠色低碳循環發展經濟體系的指導意見), with an aim to provide guidance to various main entities for participation in and improvement of the production system, circulation system and consumption system under the sound green and low-carbon circular development, accelerate the green upgrade of infrastructures, and build a market-oriented green technology innovation system. The textile and apparel industry should proactively respond to and participate in this green action plan initiative to form a green, environmentally friendly and novel industry chain by achieving breakthroughs primarily on energy conservation, environmental protection, clean production, and clean energy. The more stringent environmental protection regulatory requirements will motivate the textile and apparel industry to pay attention to and invest in environmental protection, and at the same time facilitate the supply-side reform of the industry brought about by environmental protection.

The Group will continue to strengthen its sustainable development capabilities and promote the harmony between high-quality industrial development and high-level protection of the ecological environment in order to procure the industry to follow a green and low-carbon development approach. In the next few years, through further optimising the energy consumption structure gradually, especially by increasing the proportion of clean energy consumption such as wind power and solar power, as well as continuously improving craft process and enhancing the industrial application of environmental protection equipment, the Group will promote resource conservation and recycling, enhance the efficiency of resource utilisation, improve the standard of clean production along the entire industry chain, and strive for reduction in carbon emissions year by year.

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本集團生產過程中耗用之主要資源是水，電力，蒸汽，天然氣，煤炭和生物質等。本集團的溫室氣體排放主要源於生產過程的能源消耗，溫室氣體排放包括範疇一：直接排放（天然氣、生物質燃料和煤）和範疇二：間接排放（電力和蒸氣）。面料生產是能源消耗的主要環節。生產過程中所產生的主要廢棄物為廢水、廢氣、固廢等，廢水、廢氣主要產生於印染工序。

通過近幾年對生產設備的連續技改更新，年內國內基地之水資源和能源消耗水平繼續下降，解決了面料增產後政府對環保排放指標的限制問題。

於報告期間，本公司就空氣、溫室氣體排放、排放至水源及土地及產生有害及無害廢物已遵守所有對本公司有重大影響的相關法律及法規。

The main resources used in the process of the Group's production is water, electricity, steam, natural gas, coal and biomass. The Group primarily produces greenhouse gases due to energy consumption in the production process, greenhouse gasses emissions include Scope 1: direct emissions (natural gas, biomass fuel and coal) and Scope 2: indirect emissions (electricity and steam). Fabric production is the main process of energy consumption. The main wastes generated from production are wastewater, waste gas and solid waste etc., and the wastewater and waste gas are generated from dyeing process.

Given the continuous technology advancement of production equipment in recent years, the water and energy consumption of domestic bases decreased continuously during the year, thus solving the problem arising from the governmental limitation on environment emission index following the increase in productivity of fabrics.

During the reporting period, the Company has complied with all relevant laws and regulations that have a significant impact on the Company relating to air and greenhouse gas emissions, discharge into water and land, and generation of hazardous and non-hazardous waste.

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2. 資源利用

2.1 水資源

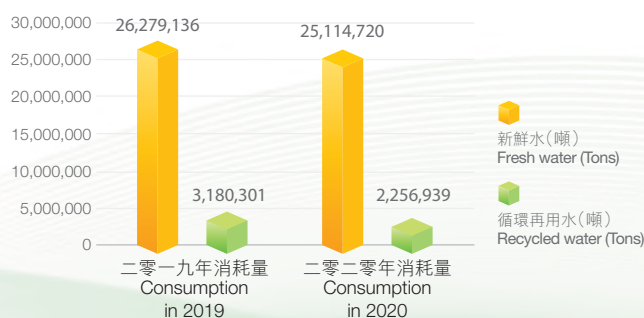
本集團在二零二零年度的耗水量是25,114,720噸，比去年下降了約4.43%，主要是由於本集團環保原材料的使用、染色工藝的改善、環保設備的引進及末端水處理後的利用。本集團分別在中國大陸和越南建有污水處理設施進行排放水處理，同時在中國大陸建有15,000噸／天的中水回用設施，中水回用量合共2,256,939噸，對生產過程中排放的水進行清污分流，輕度污染的染色用水經處理後可循環使用，利用率達到30%左右，有效減少了水資源的消耗量和污水的直接排放量，而染色污水經嚴格處理後再進行排放。另外，越南的面料廠區的中水回用項目正在建設。中水減少的原因是由於目前僅寧波面料工廠使用中水回用系統，而寧波面料工廠在2020年的產能比2019年有所下降，總用水量隨著產能降低而減少，並且本集團對寧波面料產區與越南面料產區進行了產品結構調整。

2. Use of Resource

2.1 Water Resource

In 2020, water consumption of the Group for the year is 25,114,720 tons, which decreased by approximately 4.43% when compared with last year, which was mainly attributable to the use of environmental friendly raw materials by the Group, improvement in dyeing process, introduction of environmental friendly equipment and the use of reclaimed water after treatment. The Group has wastewater treatment facility in China and Vietnam respectively to treat discharged water. Meanwhile, the Group has recycled facilities in Mainland China, with a capacity of 15,000 tons of reclaimed water per day, and we have consumed a total of 2,256,939 tons of reclaimed water. Through sewage spilt-flow in the production process, lightly polluted water for dyeing is recycled after treatment with a usage rate of approximately 30%. Thus, it effectively lower the consumption in water resources and the volume of direct wastewater discharge, and dyed polluted water is discharged after strict treatment. In addition, the reclaimed water recycling facilities at the fabric factory area in Vietnam are under construction. The decrease in reclaimed water was due to the fact that currently only the fabric factory in Ningbo used the reclaimed water recycling system and the production capacity of the fabric factory in Ningbo in 2020 decreased as compared to 2019, which resulted in a corresponding reduction in total water consumption following such decrease in production capacity. Also, the Group adjusted the product structure of the fabric production sites in Ningbo and Vietnam.

按來源劃分的耗水量
Water consumption by source



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2.2 直接能源

2.2.1 天然氣

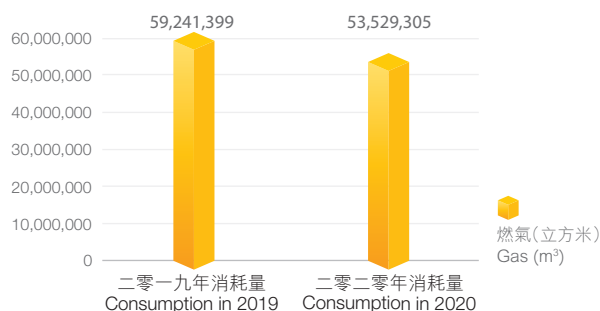
目前，寧波工廠已全面使用天然氣作為基礎燃料，有效降低了對大氣環境的不利影響。二零二零年本集團天然氣消耗總量為53,529,305立方米，較上年同期下降9.64%，而所排放的二氧化碳約為122,031噸。燃氣消耗量下降是因為天然氣的使用主要來自寧波面料產區，由於寧波面料產區在2020年的產能比2019年有所下降，因此，本集團的天然氣使用總量也較2019年有所下降。

2.2 Direct Energy

2.2.1 Natural gas

Currently, Ningbo factories are completely using natural gas as basic fuel, thus effectively alleviating the adverse impact on the atmosphere. In 2020, the Group consumed a total of 53,529,305 m³ of natural gas, representing a decrease of 9.64% as compared to the corresponding period last year, with approximately 122,031 tons of carbon dioxide emitted. The decrease in gas consumption volume was due to the fact that natural gas was mainly consumed by the fabric production site in Ningbo, the production capacity of which in 2020 decreased as compared to 2019. As such, the total natural gas consumption volume of the Group dropped as compared to 2019.

直接能源消耗量－燃氣
Direct energy consumption – Gas



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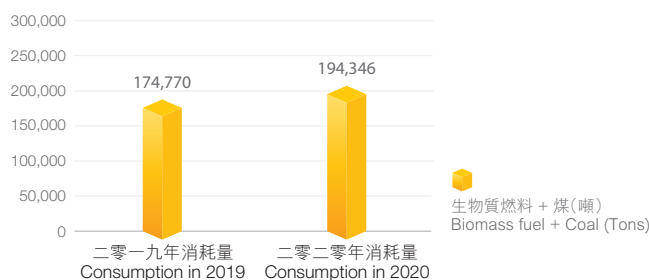
2.2.2 生物質燃料和煤

於二零二零年度，環保的生物質及煤的消耗總量是194,346噸（二零一九年：174,770噸），較上年度上升了11.20%，而所排放的二氧化碳約為441,855噸。而上升原因是煤炭的使用主要來自越南的面料產區，越南的面料產區在2020年的產能比2019年產能增加了，從而增加了煤炭的使用量。

2.2.2 Biomass and Coal

In 2020, the total consumption of environment-friendly biomass and coal was 194,346 tons (2019: 174,770 tons), representing an increase of 11.20% as compared to that of last year, with approximately 441,855 tons of carbon dioxide emitted. The increase was due to the fact that coal was mainly consumed by the fabric production site in Vietnam, the production capacity of which in 2020 increased as compared to 2019, resulting in an increase in the consumption volume of coal.

直接能源消耗量－生物質燃料及煤
Direct energy consumption –
Biomass fuel & Coal



2.2.3 柴油和汽油*

本集團在本年度通過運輸工具所用的柴油合共12,753,508升，而所排放的二氧化碳是33,542噸，所用的汽油合共188,338升，而所排放的二氧化碳是434噸，合共所排放的二氧化碳是33,976噸。

2.2.3 Diesel fuel and gasoline*

During the year, though the transportation, the Group used a total of 12,753,508 litres of diesel fuel, which emitted 33,542 tons of carbon dioxide, and used 188,338 litres of gasoline in total with 434 tons of carbon dioxide emitted. The total carbon dioxide emitted was 33,976 tons.

* 柴油和汽油由2020年始有系統性的跟蹤及統計，但未包括柬埔寨數據。

* The diesel fuel and gasoline were tracked and measured statistically in a systematic way from the early of 2020, but the data of Cambodia was excluded.

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2.3 間接能源

2.3.1 電力

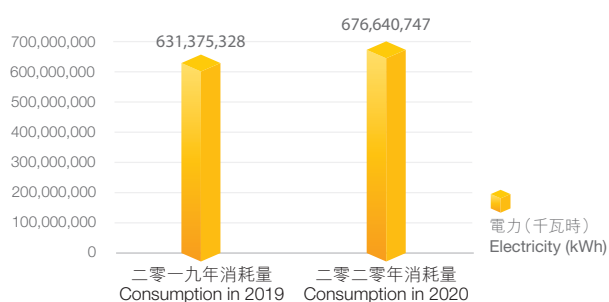
本年度本集團電力總消耗量為676,640,747千瓦特小時（其中673,841,471千瓦特小時為外購電力，2,799,276千瓦特小時為太陽能自發自用），比去年同期上升7.17%。電力主要用於面料生產，總電力上升是由於2020年越南面料產區的產能增加，同時，新設車間固定能耗上升。於二零二零年度，本集團的面料產量是195,257噸，較上年下降了2.79%，面料工廠的電力消耗是486,901,562千瓦特小時，較上年增加了約2.35%。

2.3 Indirect Energy

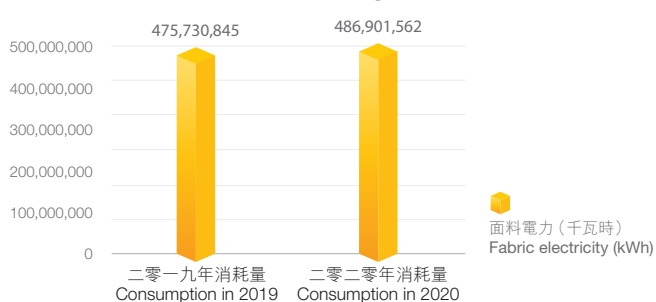
2.3.1 Electricity

The total consumption of electricity of the Group for the year was 676,640,747 kWh (in which 673,841,471 kWh was purchased electricity and 2,799,276 kWh was self-generated solar power for internal use), representing a year-on-year increase of 7.17%. The main use of electricity was production of fabrics. The increase in total electricity was due to an increase in the production capacity of the fabric production sites in Vietnam in 2020 together with an increase in the fixed power consumption of the new workshop. In 2020, the fabric output of the Group was 195,257 tons, representing a decrease of 2.79% as compared to that of last year. The electricity consumption of the fabric factories was 486,901,562 kWh, representing an increase of approximately 2.35% as compared to last year.

間接能源消耗量－電力
Indirect energy consumption – Electricity



間接能源消耗－面料電力
Indirect energy consumption – Fabric electricity



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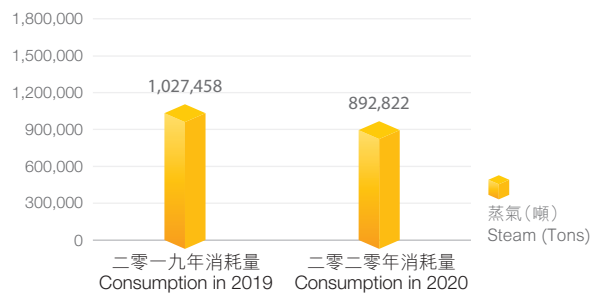
2.3.2 蒸汽

二零二零年度外購蒸汽量為892,822噸，比去年同期下降了約13.10%，而所排放的二氧化碳約為228,037噸。外購蒸汽減少是由於外購蒸汽的使用主要來自寧波面料產區，由於寧波面料產區在2020年的產能比2019年有所下降，因此，外購蒸汽總用量較2019年減少。

2.3.2 Steam

In 2020, the volume of outsourced steam was 892,822 tons, representing a year-on-year decrease of approximately 13.10%, with approximately 228,037 tons of carbon dioxide emitted. The decrease in outsourced steam was due to the fact that outsourced steam was mainly consumed by the fabric production site in Ningbo, the production capacity of which in 2020 decreased as compared to 2019. As such, the total outsourced steam consumption volume dropped as compared to 2019.

間接能源消耗量 – 蒸氣
Indirect energy consumption – Steam



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二零一九年和二零二零年直接能源消耗量、間接能源消耗量和水的消耗量的強度請參見下表：

Please refer to the following table for the intensity of direct energy consumption, indirect energy consumption and water consumption in 2019 and 2020:

	二零一九年 2019	二零二零年 2020
耗水量的強度 (噸／千件) The intensity of water consumption (Tons/k pieces)	61.0	57.1
直接能源消耗量的強度－燃氣 (立方米／千件) The intensity of direct energy consumption – Gas (m ³ /k pieces)	137.5	121.7
直接能源消耗量的強度－生物質燃料及煤 (噸／千件) The intensity of direct energy consumption – Biomass fuel & Coal (Tons/k pieces)	0.4	0.4
間接能源消耗量的強度－電力 (千瓦時／千件) The intensity of indirect energy consumption – Electricity (kWh/k pieces)	1,465.6	1,537.8
間接能源消耗量的強度－蒸氣 (噸／千件) The intensity of indirect energy consumption – Steam (Tons/k pieces)	2.4	2.0

附註：強度之計算為總消耗量與每年針織服裝的總生產量之比率。

Note: Intensity represents the ratio between total consumption and total production of knitwear each year.

二零二零年，耗水量強度下降的原因是採用了一系列節水節電設備改造升級，例如：染整設備更新及管道改造後新鮮水取用量減少等等，同時，由於2020年總用水量較2019年下降4.43%，而且總面料產能較2019年減少2.79%，因此，耗水量強度下降。而蒸汽消耗強度下降的原因是蒸汽用量減少。

In 2020, the decrease in water consumption intensity is attributable to the modification and upgrade of a series of water and electricity conservation equipment, one of the examples was our fresh water consumption decreased after the upgrade of dyeing and finishing facility and modification of pipelines. At the same time, as the total water consumption in 2020 decreased by 4.43% as compared to 2019 and the total fabric production capacity decreased by 2.79% as compared to 2019, hence, the intensity of water consumption dropped. The intensity of steam consumption dropped because the usage of steam decreased.

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3. 排放物

在本年度，本集團在經營過程中對環境及天然資源無重大影響，因此，層面A3（環境及天然資源）及其關鍵績效指標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）對於集團不適用，故本環境、社會及管治報告中不披露。而相關的環保和天然資源的政策方面，本集團的廢水、廢氣、噪聲均符合排放標準。在廢水排放方面，本集團目前的廢水排放優於標準排放。

本集團重視污染物的全過程控制，在確定合作供應商時，重視其所提供原料之環保性；各生產部門持續改進生產工藝，力求提高工藝上的環保性；優化能源結構，逐步增加對清潔能源的使用；適時更新舊設備，通過引進更加環保、低耗的先進設備以減少資源的消耗量和污染物的排放量；在污染物的末端處理上，嚴格遵守政府之相關規定，確保合格排放。

3. EMISSIONS

In the current year, the Group's operation has no significant impact on the environment and natural resources. Therefore, Aspect A3 (Environment and Natural Resources) and its KPI A3.1 (Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them) are not applicable to the Group and are not disclosed in this ESG report. In terms of the relevant policy in environmental protection and natural resources, the waste water, waste gas and noise of the Group comply with emission standards. In terms of the emission of waste water, the current emission of waste water of the Group is better than standard.

The Group pays attention to the control of pollutants in the whole process and attaches importance to the environmental protection performance of raw materials provided by suppliers in determination of suppliers. Each production department continues to improve technique and tries to enhance the level of environmental protection in technique. It optimizes energy structure and gradually increases the use of clean energy. It upgrades old equipment promptly through introduction of advanced and greener equipment with low consumption to reduce the consumption of resources and emission of pollutants. In the final treatment of pollutants, it strictly complies with relevant requirements of government and ensures compliance with standards in emission.

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3.1 廢水排放

本集團採取以下的設施來處理污水。包括，通過染色工藝技術創新，更新染整設備，染整設備技術改造等措施，以及使用連續式印花水洗和數碼印花等措施減少用水量，以達到減少污水的排放的目的。

本集團正在研究如何對排放廢水進行膜處理，為了達到排放廢水進一步減量和回收再利用目的，向零排放目標靠近。

為使排污符合排放標準，本集團的寧波和越南生產基地在竣工後即建成一體化污水處理設施。本集團根據生態環保局之要求進行定期檢查。各有關環保部門已在污水排放口安裝在線探測裝置。

本集團廢水排放檢查頻率：現場檢查為實時監測；取樣檢查為每三個月一次。

3.1 Emission of Sewage

The Group adopted the following facilities in treating sewage, which included the reduction of water consumption by carrying out actions such as technological innovation of dyeing process, upgrade and technological improvement of dyeing and finishing facilities as well as measures such as continuous washing after printing and digital printing in order to reach the target of the decreasing emission of sewage.

The Group is studying the layered treatment for waste water, to reach the target of further lowering the waste water discharge and recycling for reuse. The Group is getting closer to zero discharge.

The Group has set up integrated sewage treatment facilities in its Ningbo and Vietnam production bases since construction completed to comply with the emission standards before discharging. It carries out regular inspections according to the Ecology Environmental Protection Bureau's requirements. The respective environmental protection authorities have installed online detection devices at the sewage outfalls.

The frequency of inspection on wastewater discharge of the Group is: realtime monitoring for on-site inspection; once every three months for sample inspection.

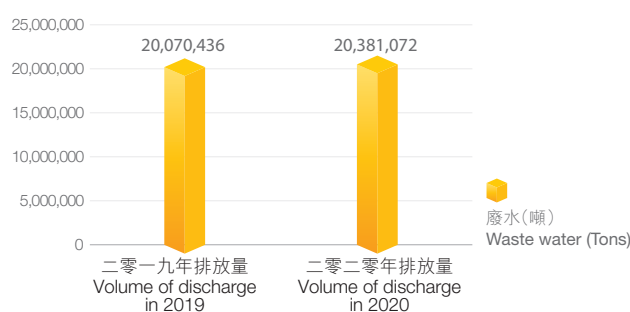


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本集團在二零二零年度的廢水排放量為20,381,072噸，較上年度增加1.54%。廢水排放量上升的原因是越南產區的產量增加。

The Group has discharged 20,381,072 tons of waste water in 2020, representing an increase of 1.54% compared to that of last year. The increase in volume of waste water discharged was due to an increase in production volume of the Vietnam production site.

廢水排放量
Volume of waste water discharged



3.2 廢氣排放

本集團生產過程產生之大氣污染物為煙塵、二氧化硫和氮氧化物。本集團亦對煙氣排放進行在線監測，以確保排污符合排放標準。各有關環保部門亦已在煙氣排放口安裝在線監測裝置。在寧波廠區煙氣排放檢查頻率：現場檢查為實時監測；取樣檢查為每三個月一次。

在主要用煤的越南面料產區通過每季度一次的廢氣排放檢測，以及安裝在鍋爐煙口處的廢氣在線監測系統，對工廠主要廢氣排放設備包括鍋爐，定型機和烘乾機進行排放量監控，以確保達到當地法律對於二氧化硫，氮氧化物等廢氣排放的要求。

3.2 Emission of Waste Gas

The air pollutant generated from production process of the Group are mainly smoke and dust, sulphur dioxide and nitrogen oxide. The Group also conducts online monitoring on smoke emission to ensure compliance with the emission standards before discharging. The respective environmental protection authorities have also installed online monitoring devices at our smoke outfalls. At our Ningbo factory area, the frequency of inspection on smoke and gas emission is: real-time monitoring for on-site inspection; once every three months for sample inspection.

In the fabric production site in Vietnam which primarily used coal, emission was monitored and controlled for major equipment which emitted waste gas in the production site such as boilers, setting machines and drying machines through quarterly waste gas emission inspections and the online monitoring system installed at the boiler chimneys. The purpose was to ensure compliance with the requirements on sulphur dioxide, nitrogen oxide and other waste gas emission under local laws.

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於二零二零年在寧波廠區全面改用天然氣鍋爐，有效提高了鍋爐效能，停止煤及生物質等燃料，降低氮氧化物的排放。

二氧化硫主要是由燒煤產生，本集團在二零二零年度的二氧化硫排放量為305.33噸，較上年度增長了22.43%（二零一九年二氧化硫排放量根據二零二零年的計算方式為249.38噸），增長的主要原因是越南面料產區的產量增長從而增加了煤炭的使用量。

氮氧化物的排放主要來源為鍋爐燃燒、定型機和烘乾機。二零二零年氮氧化物的排放量為215.68噸，較二零一九年增長19.27%（二零一九年氮氧化物排放量根據二零二零年的計算方式為180.82噸），其主要增長量是來源於越南面料產區，因為該地區產能上升增加了鍋爐燃燒、定型機和烘乾機的使用。

The Ningbo factory area fully used natural gas boilers in 2020, which enhanced the efficiency of the boilers effectively, and stopped the use of fuel like coal and biomass etc..

Sulphur dioxide is mainly generated from combustion of coal. The Group emitted 305.33 tons of sulphur dioxide in 2020, representing an increase of 22.43% as compared to that in last year (where 249.38 tons of sulphur dioxide were emitted in 2019 based on the calculation method used in 2020). The increase was mainly attributable to the increase in coal consumption of the fabric production site in Vietnam due to the increase in its production volume.

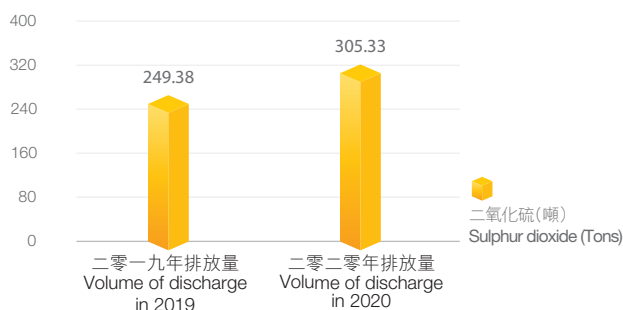
The main sources of nitrogen oxide emissions are boiler combustion, setting machines and drying machines. 215.68 tons of nitrogen oxide were emitted in 2020, representing an increase of 19.27% as compared to that in 2019 (where 180.82 tons of sulphur dioxide were emitted in 2019 based on the calculation method used in 2020). The increase was mainly originated from the fabric production site in Vietnam as the increase in production capacity of the said area resulted in more use of boiler combustion, setting machines and drying machines.

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煙塵的排放來源主要是煤炭和生物質鍋爐的燃燒，本集團二零二零年煙塵的排放量為53.12噸，較二零一九年降低了15.75%，主要減少量來自寧波面料產區，因為該地區在二零二零年完全取消了生物質及煤炭的使用，由更為清潔的天然氣燃料替代。

The main sources of smoke and dust emissions are combustion of coal and biomass boilers. The Group emitted 53.12 tons of smoke and dust in 2020, representing a decrease of 15.75% as compared to that in 2019. The decrease was mainly attributable to the fabric production site in Ningbo as the use of biomass and coal was completely eliminated and replaced by cleaner natural gas fuel in the site in 2020.

二氧化硫排放量
Volume of sulphur dioxide discharged



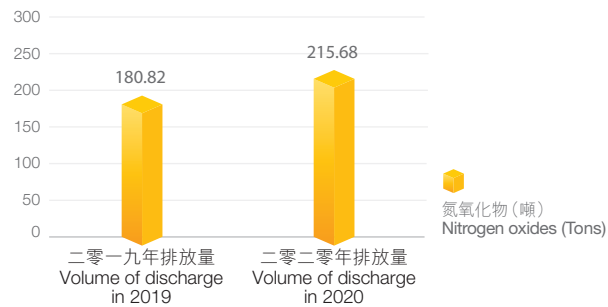
附註：由於二氧化硫主要是由燒煤產生，而目前越南產區還在使用煤，同時，因產能提升越南產區的燒煤量增加，所以導致二氧化硫排放量上升。同時，由於2019年的二氧化硫排放量是根據每季度監測一次乘以運行天數，計算出全年數據；而2020年是用實時監測數據計算，所以本年度用了新的計算方式。

Note: Sulphur dioxide is mainly generated from combustion of coal. At present, our production sites in Vietnam are still using coal. Meanwhile, our emission of sulphur dioxide increased as the volume of coal combustion in the Vietnam production site increased as a result of an increase in production capacity. In addition, since the sulphur dioxide emissions in 2019 were annual data calculated by multiplying the data obtained from the monitoring conducted once every quarter by the number of operating days, whereas that in 2020 was calculated based on real-time monitoring of data, a new calculation method was adopted this year.

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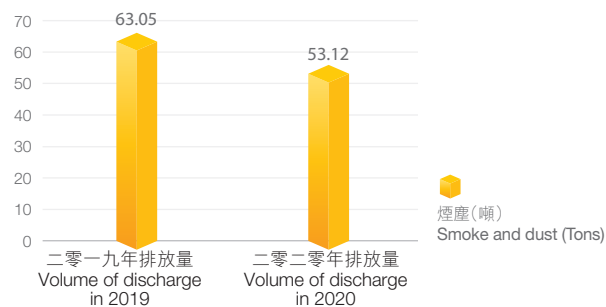
氮氧化物排放量
Volume of nitrogen oxides discharged



附註：氮氧化物排放上升是來源於越南面料產區，因為該地區產能上升增加了鍋爐燃燒、定型機和烘乾機的使用。由於2019年的氮氧化物排放量是根據每季度監測一次乘以運行天數，計算出全年數據；而2020年是用實時監測數據計算，所以本年度用了新的計算方式。

Note: The increase in nitrogen oxides discharged was mainly originated from the fabric production site in Vietnam as the increase in production capacity of the said area resulted in more use of boiler combustion, setting machines and drying machines. Since the nitrogen oxide emissions in 2019 were annual data calculated by multiplying the data obtained from the monitoring conducted once every quarter by the number of operating days, whereas that in 2020 was calculated based on real-time monitoring of data, a new calculation method was adopted this year.

煙塵排放量
Volume of smoke and dust discharged



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3.3 固廢排放

二零二零年統計了整個集團危險廢物和非危險廢物的排放量，於二零二零年度，本集團的排放的危險廢物合共1,441噸，比上年同期上升了約54.77%，主要的排放物是廢油、廢燈管和廢油墨以及放置化學品的塑料空桶；對比上升原因，主要是寧波地區把放置化學品的塑料空桶，自2020年起歸類到危險廢物。

同時，本集團也設置了非危險廢物的存放區，最終交由有資質的單位合規處理，二零二零年排放的非危險廢物合計145,840噸，比上年同期上升了約1.36倍，主要原因是本年度包括了煤渣和污泥的計算。

而越南地區和柬埔寨地區的化學品包裝物等危險廢物由工廠處理，而寧波地區的化學品包裝物一部分由供應商回收處理和一部分由工廠處理。

3.3 Emission of Solid Waste

The statistics for 2020 included hazardous wastes and non-hazardous wastes emissions of the whole Group. In 2020, the emission of hazardous wastes of the Group was 1,441 tons in aggregate, representing an increase of approximately 54.77% as compared to that of last year and the major emissions are wasted oil, wasted fluorescent light and wasted ink as well as empty plastic drums for storing chemicals. Compared the increasing reason, it is mainly due to empty plastic drums for storing chemicals in Ningbo were classified as the hazardous wastes since 2020.

In addition, the Group has also set up storage areas for non-hazardous wastes, which were eventually passed to qualified organisations for eligible processing. The total amount of non-hazardous wastes discharged was 145,840 tons in 2020, which increased by approximately 1.36 times as compared with same period last year, mainly due to including cinder and sludge in the calculation for the year.

The hazard wastes, such as chemical packaging material in Vietnam and Cambodia were handled by the factories, but some portions of chemical packaging materials in Ningbo district were handled by the suppliers and some portions were handled by the factory.

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本集團對所有固體廢物進行分類及處理，而部分固體廢物則將被循環再利用，以盡量減少環境污染。根據廢物分類及管理相關規定，本集團在中國、越南和柬埔寨的產區及相關的辦事處將所有非危險固體廢物(除煤渣和污泥)分為下表四類。非危險固體廢物(除煤渣和污泥)處理量有所減少，及並無再利用或回收之非危險廢物處理量增加是由於集團加強園區可循環再用垃圾分類所致。更細緻的分類，可增加可循環廢物的重用比例。具體分類及重量請參見下表。

The Group conducts a classification and treatment process for all solid waste, part of which will be recycled and reused to minimize its pollution to the environment. Our Group classifies all non-hazardous solid waste (except for cinder and sludge) into four categories in the below table according to the relevant Regulations for Waste Classification and Management in the production sites and the relevant offices in China, Vietnam and Cambodia. The decrease in the treatment volume of non-hazardous solid waste (except for cinder and sludge) and the increase in the treatment volume of the non-hazardous waste that cannot be reused or recycled were due to the Group strengthening the classification of recyclable garbage. The more detailed classification would increase the recycled proportion of recyclable waste. Please refer to the following table for the specific classification and weight.

類別	實例	廢物來源	二零一九年 重量(噸)	二零二零年 重量(噸)	處理
Category	Examples	Source of waste	Weight in 2019 (tons)	Weight in 2020 (tons)	Handling
可再利用或可循環之紙板或紙製品 Reusable or recyclable paperboards and papers	廢紙盒、廢紙筒、廢紙芯、廢紙 Waste paper boxes, waste paper cones, waste paper cores, waste papers	針織、染色及製衣過程 Knitting, dyeing and garment making process	15,149.80	14,482.22	賣給第三方進行回收 Sold to third party(ies) for recycling
可再利用或可循環之廢織物 Reusable or recyclable waste fabric	織物、雜毛料 Waste fabric, pied hair	針織、染色及製衣過程 Knitting, dyeing and garment making process	37,191.45	32,124.04	賣家進行回收 Recycled by seller(s)
再利用或回收之非危險廢物 Reused or recycled non-hazardous waste	塑料線芯、塑料袋 Plastic wire cores, plastic bags	針織、染色及製衣過程 Knitting, dyeing and garment making process	1,158.99	2,097.36	賣給第三方進行回收 Sold to third party(ies) for recycling
並無再利用或回收之非危險廢物 Non-hazardous waste that cannot be reused or recycled	日常垃圾 Household garbage	餐廳及辦公室 Canteen and office	8,253.30	10,756.45	日常、餐廚垃圾與第三方 簽訂協議承包處理 Disposal of household garbage and food waste were contracted to third party(ies)

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於二零二零年度，本集團的衣服包裝物料合共約30,773噸，較上年度上升了約1.78%。主要是因為生產件數上升，令包裝物料的數目也同時上升。同時也導致塑料袋等固廢的增加。

In 2020, packaging materials of the Group's garment totalled approximately 30,773 tons, representing an increase of approximately 1.78% as compared to that of last year, which was attributable to the increase in packaging materials due to the growth in production volume. Meanwhile, it caused the increase in the solid waste such as plastic bag.

二零一九年及二零二零年廢水排放量、二氧化硫排放量、氮氧化物排放量、煙塵排放量、危險廢物排放量和非危險廢物排放量的強度請參見下表：

Please refer to the following table for the intensity of discharged volume of waste water, sulphur dioxide, nitrogen oxides, smoke and dust, hazardous waste and non-hazardous waste in 2019 and 2020:

	二零一九年 2019	二零二零年 2020
廢水排放量的強度 (千克/千件) The intensity of discharged volume of waste water (kg/k pieces)	46,600	46,320
二氧化硫排放量的強度 (千克/千件) The intensity of discharged volume of sulphur dioxide (kg/k pieces)	0.58	0.69
氮氧化物排放量的強度 (千克/千件) The intensity of discharged volume of nitrogen oxides (kg/k pieces)	0.42	0.49
煙塵排放量的強度 (千克/千件) The intensity of discharged volume of smoke and dust (kg/k pieces)	0.15	0.12
危險廢物排放量的強度 (千克/千件) The intensity of discharged volume of hazardous waste (kg/k pieces)	2.16	3.27
非危險固體廢物 (除煤渣和污泥) 排放量的強度 (千克/千件) The intensity of discharged volume of non-hazardous solid waste (except for cinder and sludge) (kg/k pieces)	143.35	135.14

附註：強度之計算為總排放量與每年針織服裝的總生產量之比率。

Note: Intensity represents the ratio between total discharged volume and total production of knitwear each year.

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4. 節能減排

本集團認為在環境保護方面的持續投入和成效提升，將成為未來重要的行業門檻和競爭優勢。本集團將努力促進水資源和各類能源利用效率的進一步提高，降低生產對周邊環境的不利影響，推行完整過程的清潔生產，並確保最終消費產品的環保性。

本集團在二零二零年電力總消耗量為676,640,747千瓦特小時，其中通過發電廠外購的電量為673,841,471千瓦特小時，所對應的二氧化碳排放量是343,942噸，其餘的2,799,267千瓦特小時的電量是通過屋頂太陽能裝置自發自用，減少相應的二氧化碳排放量為1,752噸。本集團在本年度用作處理污水的耗電量大約是19,544,867千瓦特小時，而所排放的二氧化碳是9,796噸。此外，本集團在本年度處理中水用電約是1,195,250千瓦特小時和處理清潔水用電約是1,524,833千瓦特小時，合共用電約是2,720,083千瓦特小時，而所排放的二氧化碳是1,300噸。

4. Energy Conservation and Emission Reduction

The Group believes that the ability in enhancing efficiency and continuing to invest in environmental protection will become the major entry barrier and competitive advantage of the industry in the future. As a result, the Group will make every effort to further improve the utilization efficiency of water and other resources so as to alleviate the adverse impact of production activities on the surrounding environment, we will promote clean production throughout the entire production process and we will ensure that the end consumer products are environmental friendly.

The Group's total electricity consumption in 2020 was 676,640,747 kWh, of which 673,841,471 kWh was electricity purchased through power plants with 343,942 tons of corresponding carbon dioxide emitted, and the remaining 2,799,267 kWh was electricity generated by the rooftop solar equipment for internal use, reducing 1,752 tons of corresponding carbon dioxide emissions. The electricity of the Group used for treating waste water was approximately 19,544,867 kWh for the year, with 9,796 tons of carbon dioxide emitted. Moreover, the electricity consumption of the Group for reclaimed water and clean water in the current year was approximately 1,195,250 kWh and 1,524,833 kWh, respectively, which equals to 2,720,083 kWh in aggregate, with 1,300 tons of carbon dioxide emitted.

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4.1 增加綠色植

本集團在本年度所種的樹木有37,698棵覆蓋26,500平方米的草坪及15,816平方米的麥冬，樹木和草坪的增加主要來自越南面料新增工廠，麥冬主要來自寧波產區。於二零二零年本集團通過植樹活動，秉承傳統美德，發揮了團隊合作精神。同時，傳遞了綠色正能量，並帶動更多的人加入到播撒綠色、愛護環境、保護大自然的行動中來，為公司的綠色發展做出應有的貢獻。



4.1 Increase in green vegetation

The Group planted 37,698 trees in the current year, covering lawns of 26,500 m² and Radix Ophiopogonis of 15,816 m². The increase in trees and lawns was mainly attributable to the new fabric factory in Vietnam, whereas Radix Ophiopogonis was mainly attributable to the Ningbo production site. In 2020, the Group upheld traditional virtues and demonstrated the spirit of teamwork through tree planting activities. At the same time, we delivered positive green energy and procured more people to participate in activities related to promotion of green ideas, environmental protection and nature conservation, with an aim to make proper contributions to the Company's green development.



4.2 寧波和越南計劃裝設循環系統

廢水循環利用率
Wastewater recycling rate
~ 30%

之前
Before

生化系統 + 芬頓法
Anoxic/Oxic system + Fenton

建模—
優化現有處理流程
Modeling—
To optimize current treatment process

4.2 Planned installation of recycling systems in Ningbo and Vietnam

反滲透膜技術
Reverse Osmosis membrane technique

之後
After

- 於2021年應用芬頓法及建模，在越南廠房運行反滲透法後，在寧波廠房進行反滲透技術評估，至2025年達到35%至40%水循環利用率。
Fenton and Modeling set in 2021, Reverse Osmosis technique assessment in Ningbo factory after Reverse Osmosis in operation of Vietnam factory, and water recycling at 35%-40% by 2025.

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於2020年至2025年提高寧波廠房的水循環利用率和在越南廠房裝設水循環系統。

利用反滲透膜技術，將反滲透濃縮液與排污水混合後排放，廢水回收率約為15%至20%，將於2021年8月投入使用。

The water recycling rate in Ningbo factory was improved and a water recycling system was installed in Vietnam factory during 2020-2025.

With Reverse Osmosis membrane technique, Reverse Osmosis concentrated water diluted and discharged by mixing with discharge water, and wastewater recycling rate is around 15%-20%, which put in use in August 2021.



4.3 節能減排項目計劃表

這是訂立能源使用效益目標及為達到這些目標所採取的步驟：

4.3 The table of Energy Conservation and Emission Reduction Program

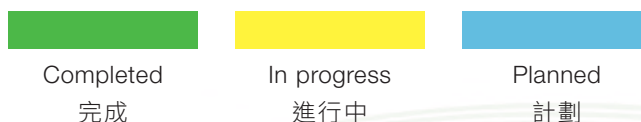
Set out below is our energy consumption efficiency targets, and the initiatives we have adopted to achieve those targets:

#	項目 Programs	利於 Benefit for	2017	2018	2019	2020				2021	2022	2023	Benefits項目效益
						Q1	Q2	Q3	Q4				
1	110台染機更新 110 dyeing machine upgrade	節水節能 Water/Energy	第一期 Phase I	第二期 Phase II			第三期 Phase III					節水/節能30% Reduce water/energy consumption by 30%	
2	40台高彈面料染機更新 40 dyeing machine upgrade for highelastic fabric	節水節能 Water/Energy										節水/節能5% Reduce water/energy consumption by 5%	
3	50台新染機投資 50 dyeing machine investment	節水節能 Water/Energy										節水/節能30% Reduce water/energy consumption by 30%	
4	紗染機更新 Yarn-dyeing machine upgrade	節水節能 Water/Energy	第一期 Phase I	第二期 Phase II								提高打樣效率，節能節水 Enhance sampling efficiency, energy efficiency and water conservation	
5	試樣車間升級 Sampling machine upgrade & workshop reconstruction	節水節能 Water/Energy										節約能源，提高效率 Reduce energy consumption and improve efficiency	
6	定型機更新 Setting machine upgrade	節能 Energy										節約能源，提高效率 Reduce energy consumption and improve efficiency	
7	成衣水洗車間翻新 Garment Washing workshop retrofit	節水節能 Water/Energy										節水40% Reduce water consumption by 40%	
8	冷凝/冷卻水回收 Condensed / Cooling water recycling	節水節能 Water/Energy										隨著設備更新，同時進行(節水) Carry out during equipment upgrade (water conservation)	
9	生物質鍋爐轉化到天燃氣鍋爐 Replace Biomass boiler to nature gas boiler	節水節能 Water/Energy										提升鍋爐效率，減少固廢，減少廢氣排放 Enhance boiler efficiency, reduce solid waste and waste gas emissions	

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#	項目 Programs	利於 Benefit for	2017	2018	2019	2020				2021	2022	2023	Benefits項目效益
						Q1	Q2	Q3	Q4				
10	增加餘熱回收能力(紗染) Increase the capacity on waste heat recovering (yarn dye)	節能 Energy	■	■									節能30% Reduce energy consumption by 30%
11	壓縮空氣系統升級 Compressed air system upgrade	節能 Energy		■	■								節能25% Reduce energy consumption by 25%
12	廢水管道重新敷設 Wastewater pipe re-laying	節水 Water	■	■			■						隨著設備更新，同時進行 Carry out during equipment upgrade
13	新鮮水管道重新敷設 Water pipe re-laying	節水 Water	■										防止跑冒滴漏，方便維修 Avoid evaporating, emitting, dripping or leaking, and for easier maintenance
14	廢水處理和中水回用能力升級 WWTP upgrade and recycled water capacity extension	節水減排 Water/EVN								■	■		回用水能力提升20% 減少污泥排放 Enhance the ability to reuse water by 20%, reduce sludge discharge
15	新尾氣處理設備(高溫定型) New tail gas treatment (high temperature setting)	減排 EVN.			第一期 Phase I	第二期 Phase II				第三期 Phase III			綠色排放，降低VOC排放 Green emissions, reduce VOC emission
16	調節池石灰水PH自動加藥 limewater PH Adjustment in WWT process	減排 EVN.		■									減少污泥，提高污水處理效果 Reduce sludge, and enhance sewage treatment performance
17	生化池曝氣池升級 Aeration system upgrade in A/O process	減排 EVN.		■									節能節水，改善生化處理效果 Reduce energy and water consumption, and enhance A/O process performance
18	蒸汽閥門保溫 Steam Valve insulation	節水 Water	■	■									節能 Reduce energy consumption
19	Cadira省水活性染料推廣 Cadira saving water active dyestuff promotion	節水 Water			■	■							省水 Reduce water consumption
20	印花連續式水洗 continuous wash-off machine for printing	節水節能 Water/Energy				第一期 Phase I	第二期 Phase II						節水60% Reduce water consumption by 60%
21	逐步替換高效電機 High efficiency motor replacement gradually	節水 Water			第一期 Phase I	第三期 Phase III							節電5-10% Reduce electricity consumption by 5-10%
22	疏水閥自動開關 automatic switch for drain valve	節水節能 Water/Energy				■							節約蒸汽15% Reduce steam consumption by 15%
23	天然氣鍋爐氨氣中和氮氧化物 NOx neutralized by ammonia in natural gas boilers	減排 EVN.					■						減少鍋爐氮氧化物排放 Reduce nitrogen oxide emission of boilers
24	寧波新能源-風能 renewable energy in Ningbo-wind power	減碳 Carbon				可行性研究 Feasibility study			合約 Contract		第三期 Phase III		減碳 Reduce carbon emission
25	太陽能 Solar Power	減碳 Carbon				可行性研究 Feasibility study			合約 Contract		第三期 Phase III		減碳 Reduce carbon emission



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5. 節能減排主要項目

5.1 能源結構優化

本集團長期致力於調整能源結構，開發新能源，從傳統能源向清潔能源轉型，做好節能減排工作。

年內，本集團與國家電網在寧波的能源服務公司簽訂了開發分布式光伏項目的戰略合作協議，利用本集團寧波基地的建築物屋頂建設光伏電站，光伏項目所產生的綠色電力由本集團直接使用。

並且積極推動寧波地區某風電項目的開發建設，參與政府推動的綠色電力交易。

本集團的中國和柬埔寨產區於二零一九年年底前完成了成衣工廠的「去煤化」項目，二零二零年本集團在越南地區的成衣工廠進行煤改電項目的推進與實施，所有成衣工廠全面告別了用煤時代。

5. Major energy saving and emission reduction projects

5.1 Optimization of Energy Structure

In the long term, the Group was committed to adjusting the energy structure, developing new energy, and transforming from traditional energy to clear energy, striving to do energy saving and emission reduction job.

During the year, the Group entered into a framework cooperation agreement for a distributed photovoltaic project with an energy service company under State Grid Corporation of China in Ningbo. A photovoltaic power station was built on the buildings' rooftops of the Group's base in Ningbo and the green electricity generated by the photovoltaic project was to be used directly by the Group.

Also, the Group actively promoted the development and construction of a wind power project in Ningbo region and participated in green electricity deals promoted by the government.

The Group completed the "coal phase-out" project for the garment factories in the production sites in China and Cambodia by the end of 2019, and the Group pushed forward and implemented the coal-to-electricity transformation project in the garment factory in the Vietnam region in 2020, whereby all garment factories have bid farewell to the era of coal.

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5.1.1 屋頂太陽能

二零二零年，本集團屋頂太陽能的自發自用量達到2,799,276千瓦特小時。

截至二零二零年底本集團屋頂太陽能裝置的鋪裝面積達到32,500平方米，並且已列入計劃的新增裝機容量2,200千瓦特，其中在寧波產區1,700千瓦特，越南產區為500千瓦特，預計將於二零二一年一季度完工。



寧波廠區的太陽能發電板
PV panels in the Ningbo factory area

同時，集團計劃在柬埔寨新建工廠和其他地區的產區進行更多的可行性分析，預計將有更多的屋頂太陽能裝置，增加新能源發電比例，減少二氧化碳排放。

5.1.1 Rooftop solar power

In 2020, the rooftop solar energy generated by the Group for internal use reached 2,799,276 kWh.

As at the end of 2020, the pavement area of the rooftop solar equipment of the Group reached 32,500 m², and 2,200 kW of new installed capacity was planned, of which 1,700 kW was in the Ningbo production site and 500 kW was in the Vietnam production site. The construction is expected to be completed in the first quarter of 2021.



越南廠區的太陽能發電板
PV panels in the Vietnam factory area

At the same time, the Group has planned to conduct more feasibility analyses on the new factory in Cambodia and the production sites in other regions. It is expected that there will be more rooftop solar equipment, resulting in an increase in the proportion of electricity generated from new energy and a decrease in carbon dioxide emissions.

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屋頂太陽能的發展

Rooftop solar development



5.1.2 風力發電項目

本集團於二零二零年與當地一家風能開發公司進行合作，該項目一期已經於2014年併網發電，年平均發電量達到120,000,000千瓦特小時，相對應的二氧化碳排放減少量為75,000噸每年。二期三期項目計劃到2025年前後開發建設，規模將大於一期項目。通過本次合作，本集團享有該風電項目所有的綠色能源環境貢獻指標。



5.1.2 Wind power project

In 2020, the Group conducted cooperation with a local wind energy development company. The first phase of the project was connected to the grid for power generation in 2014, with an average annual output of 120,000,000 kWh and a reduction in the corresponding carbon dioxide emissions of 75,000 tons per year. The second and third phases of the project are planned to be developed and constructed around 2025, the scale of which will be larger than that of the first phase. Through this cooperation, the Group was entitled to the environmental contribution index in terms of green energy.



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5.1.3 綠色電力交易試點

二零二零年十二月本集團作為用戶方，參與並完成了浙江省首筆「綠電交易」試點工作。這是浙江省首次通過市場化機制來消納清潔能源。

5.1.4 燒煤鍋爐改電蒸汽發生器

越南的成衣工廠取消使用燃煤鍋爐，而改用電蒸汽發生器。以下是相關的例子：

5.1.3 Pilot green electricity deal

In December 2020, the Group, as the user, participated in and completed the pilot work of the first “deal of green electricity” in Zhejiang Province, which was the first time that clean energy was consumed through a market-oriented mechanism in Zhejiang Province.

5.1.4 From coal-fired boilers to electrical steam generators

The garment factory in Vietnam has abolished the use of coal-fired boilers and used electrical steam generators instead. Relevant examples are as follows:

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S/N 序號	Steam consumption 蒸氣消耗	replacement method 替代方法		application 應用
		before 之前	after 之後	
1	Ironing in cutting & sewing line 裁剪及縫製線的熨燙	steam from coal fired boiler 來自燃煤鍋爐的蒸汽	electrical steam generator 電蒸汽發生器	all cutting & sewing lines 所有裁剪及縫製線
2	Garment washing facility 服裝洗滌設備	steam from coal fired boiler 來自燃煤鍋爐的蒸汽	move washing facility to T2 factory 將洗滌設備移至T2廠房	all washing facility 所有洗滌設備
3	Canteen – disinfection cabinet 食堂—消毒櫃	steam from coal fired boiler 來自燃煤鍋爐的蒸汽	electrical steam generator 電蒸汽發生器	all canteen (including located in flyknit canteen)
4	Canteen – cooking boiler 食堂—煮食鍋爐	steam from coal fired boiler 來自燃煤鍋爐的蒸汽	electrical steam generator 電蒸汽發生器	所有食堂 (包括位於flyknit的 食堂)
5	Canteen – tableware washing 食堂—餐具清洗	steam from coal fired boiler 來自燃煤鍋爐的蒸汽	laundry machine 洗衣機	
6	Fabric drying 布料烘乾	steam from coal fired boiler 來自燃煤鍋爐的蒸汽	electrical steam generator 電蒸汽發生器	all fabric drying machines 所有布料烘乾機
7	Drying room 烘乾室	steam from coal fired boiler 來自燃煤鍋爐的蒸汽	electrical heater 電熱器	all drying rooms 所有烘乾室



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5.2 數碼印花

透過數碼印花實現更精準和豐富的顏色，也擺脫了傳統印花對網板菲林和水的消耗，更有效地減少了電能源和資源使用，一件設計印花精美的T恤衫亦可是環保產品。

5.3 臭氧水洗

G2 Ozone Wash，即臭氧洗水，臭氧是強氧化劑，通過G2合成的臭氧對服裝進行洗水，使衣物自然褪色而成懷舊風格，通常這一效果要通過化學助劑來完成，而G2生產消除了化學品並減少了用水，最小化了這類產品對環境的壓力。

5.4 智能吊掛系統

本集團一直推崇精益生產，「智能吊掛系統」由電腦控制，負責自動將生產任務分配給各個工作站作業員作業的傳遞物流工具，降低了作業員工勞動強度，減少各工序間傳遞時間，提高生產效率約10%。

5.2 Digital Print

Through digital print, more accurate and vivid colors can be achieved and consumption of film and water in traditional printing is eliminated. The consumption of power and resources can be effectively reduced. Therefore, a T-shirt with beautifully-designed printing can also be an environmental-friendly product.

5.3 Ozone Wash

G2 Ozone Wash means ozone washing. Ozone is a strong oxidant which discolour the clothes naturally and forms vintage style by washing the clothes with ozone composing of G2. Generally this effect needs to be completed by chemical agents, however, G2 production replaces the use of chemicals and reduces water consumption, which minimizes the pressure on environment caused by this type of products.

5.4 Intelligent hanging system

The Group has always upheld lean manufacture. The “intelligent hanging system” is controlled by computers and is a transmission and logistic tool for allocating production tasks to operators at each workstation. The system lowers the heavy workload of operating staff and reduces the transmission time of each working process, which increases the production efficiency by approximately 10%.

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5.5 設備更新及改造

二零一六年至二零二零年，本集團在寧波和越南的面料車間投入更新了600台的低浴比染缸，水量單耗在五年內下降了35%，總投入約為1.68億美金。同時，在面料印花水洗工藝中投入了一台連續式水洗設備，較之前傳統設備相比，可以節能節水各50%以上。



於本年度，本集團在鍋爐廢氣項目中，購買了9套脫硝裝置，採用SCR爐外脫硝工藝，大大降低氮氧化物排放，使氮氧化物排放低於 $20\text{mg}/\text{m}^3$ ，而總投資額約為人民幣700萬元。另外，本集團在定型機廢氣項目中，引進了3套美國技術的定型機廢氣處理設備，採用纖維床過濾技術，尾氣高空排放，收集效率95%，顆粒物處理效率90%，油煙處理效率80%，消除肉眼可見煙氣，而總投資額約為人民幣495萬元。

5.5 Upgrade and Transform of Equipment

From 2016 to 2020, the Group had introduced and upgraded 600 low-bath ratio dyeing tanks in the fabric workshops in Ningbo and Vietnam, and the water consumption decreased by 35% in five years, with a total investment of approximately USD168 million. In addition, a piece of continuous wash-off equipment was introduced for the fabric printing and washing process, which saved both energy and water by more than 50% as compared to traditional equipment.



During the year, for its boiler exhaust gas project, the Group purchased nine sets of denitrification devices and adopted the SCR flue gas denitrification process to significantly reduce the nitrogen oxide emissions and maintain nitrogen oxide emissions below $20\text{mg}/\text{m}^3$, with a total investment of approximately RMB7 million. In addition, for its setting machine exhaust gas project, the Group introduced three sets of setting machine exhaust gas treatment equipment that adopt U.S. technology. Such equipment, with a total investment of approximately RMB4.95 million, use fiber bed filtration technology and enable discharge of tail gas at a high altitude, with a collection efficiency rate of 95%, a particulate treatment efficiency rate of 90% and an oil fume treatment efficiency rate of 80%. Visible smoke is therefore eliminated.

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5.6 與中國科學院合作研發

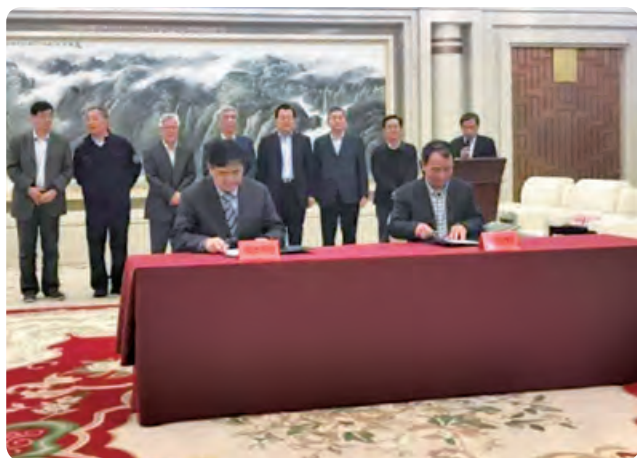
本集團本著在創造經濟效益的同時必須承擔環保治理的社會責任，就紡織行業染整廢氣治理和熱能再利用與中國科學院寧波城市環境觀測研究站進行了技術開發合作。研究開發廢氣治理和餘熱回收利用的治理技術和工藝，解決印染行業生產過程中產生的廢氣治理難題，實現企業在治理環保問題的同時，達到節能減排生產的目的。

本集團聘請中國工程院院士為本集團的環保顧問。為集團提供環評政策、環保專業技術，環保法規諮詢等服務，他對集團經營中的污染排放合理規劃安排，對之前的項目進行專業評估、梳理和規劃。

5.6 Cooperate with Chinese Academy of Sciences in the research and development

The Group is committed to creating economic benefits while it should undertakes its social responsibility in the governance of environmental protection. Thus, it cooperated with the Ningbo Urban Environment Observation and Research Station of Chinese Academy of Sciences in technology development for the treatment of exhaust gas and recycling of heat from dyeing and finishing processes in the textile industry. The research and development initiative focused on the treatment technology and process for exhaust gas treatment and recycling of residual heat, which is expected to solve difficulties in treating exhaust gas from the production process in the dyeing industry. This will realizes enterprise to govern environmental issues while achieving the aims of saving energy and reducing emission.

The Group appointed an academician of Chinese Academy of Engineering, as the consultant of the Group in environmental protection. He provides consultation services on environmental assessment policy, professional environmental protection technology and compliance with environmental laws to the Group. He also makes reasonable plans and arrangements for emission of pollution under operation and carries out professional evaluation, optimisation and planning for previous projects.



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5.8 綠色工廠

於二零二零年，本集團的子公司—申洲針織(安徽)有限公司榮獲「國家級綠色工廠」稱號。「綠色工廠」評定是由國家工信部組織開展的全國性評選活動，旨在貫徹落實《工業綠色發展規劃(2016-2020年)》和《綠色製造工程實施指南(2016-2020年)》，加快綠色製造體系建設，引領工業高品質發展，打造綠色製造企業先進典型。

一直以來，本集團始終堅持綠色發展理念，配備相應的環保和安全設施，對能源消耗進行有效的管理，真正從實際行動上踐行「綠水青山就是金山銀山」的理念。獲評「國家級綠色工廠」，是國家有關部門對公司多年來認真履行社會責任，始終秉承綠色發展理念，堅持走可持續發展道路的結果。本集團將持續加大綠色環保投入，充分發揮示範作用，助力國家綠色製造與工業高品質發展。

5.8 Green factory

In 2020, Shenzhou Knitting (Anhui) Co., Ltd., a subsidiary of the Group, was awarded the title of “National Green Factory”. “Green Factory” evaluation is a national selection activity organized by the Ministry of Industry and Information Technology of the PRC with an aim to implement “Industrial Green Development Plan” (2016-2020) (《工業綠色發展規劃(2016-2020年)》) and “Green Manufacturing and Engineering Implementation Guide (2016-2020)” (《綠色製造工程實施指南(2016-2020年)》), thereby accelerating the establishment of a green manufacturing system which leads the high-quality development of the industry, and create an advanced model of green manufacturing enterprises.

The Group has always adhered to the concept of green development. Being equipped with corresponding environmental protection and safety facilities, the Group effectively managed energy consumption, and practiced the concept of “lucid waters and lush mountains are invaluable assets” in a practical sense. Being awarded the title of “National Green Factory” was the result of the Company earnestly fulfilling social responsibilities, always adhering to the concept of green development and insisting on sustainable development over the years. The Group will continue to ramp up its investment in green environmental protection and give full play to its exemplary role so as to assist the country in green manufacturing and high-quality industrial development.

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5.9 節能減排榮譽

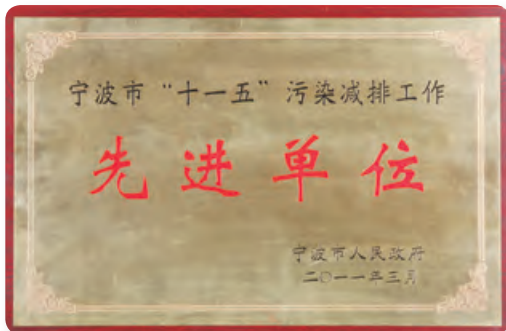
為有效提升本集團的產能及減少生產時對環境的影響，本集團一直對環保及節能減排的生產全力以赴，而本集團在二零零九年至本年度在節能減排方面得到的獎項，分別是2009年度節能減排先進企業、2011寧波市污染減排工作先進集體、2012年寧波市工業循環經濟示範企業、2013年寧波市節水先進企業、寧波市「十一五」節能降耗工作先進單位、寧波市「十一五」污染減排工作先進單位、寧波市工業循環經濟示範企業、2014年浙江省節水型企業(單位)、2017年度浙江省綠色企業和2018年度寧波市節水型企業。以下是本集團在節能減排方面得到的獎項：

5.9 *The Honour of Energy Conservation and emission reduction*

To boost the production capacity of the Group and minimize the environmental impact of the production process effectively, the Group has been committed to environmental protection, energy conservation and emission reduction in production. During the period between 2009 and the year, the Group was awarded “Advanced Enterprise in Energy Saving and Emission Reduction in 2009”, “2011 Advanced Unit in Pollution and Emission Reduction in Ningbo”, “2012 Circular Economy Demonstration Industrial Enterprise in Ningbo”, “2013 Advanced Enterprise in Water Saving in Ningbo”, “Advanced Unit in Energy Conservation and Consumption Reduction in the 11th Five-year Plan in Ningbo”, “Advanced Unit in Pollution and Emission Reduction in the 11th Five-year Plan in Ningbo”, “Circular Economy Demonstration Industrial Enterprise in Ningbo”, “2014 Water-saving Enterprise (Unit) in Zhejiang Province”, “2017 Zhejiang Province Green Enterprise” and “2018 Water-saving Enterprise in Ningbo” in the area of energy conservation and emission reduction. The awards of the Group in energy conservation and emission reduction are as below:

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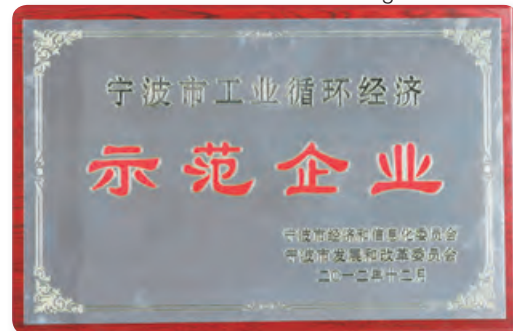
寧波市「十一五」污染減排工作先進單位
Advanced Unit in Pollution and Emission Reduction in the
11th Five-year Plan in Ningbo



2011寧波市污染減排工作先進集體
2011 Advanced Unit in Pollution and
Emission Reduction in Ningbo



寧波市「十一五」節能降耗工作先進單位
Advanced Unit in Energy Conservation and Consumption
Reduction in the 11th Five-year Plan in Ningbo



2012年寧波市工業循環經濟示範企業
2012 Circular Economy Demonstration
Industrial Enterprise in Ningbo



中國針織行業節能減排2012
2012 Energy Conservation and
Emission Reduction in Knitting Industry in China



2013年寧波市節水先進企業
2013 Advanced Enterprise in
Water Saving in Ningbo



2014年浙江省節水型企業(單位)
2014 Water-saving Enterprise (Unit) in Zhejiang Province



2019年滙豐銀行發給越群製衣的
可持續發展商業貸款參與證書
Marvel Garment was awarded Sustainable Financing
Programme – Certificate of Participation by HSBC in 2019

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社會責任

1. 僱員基本資料

1.1 僱員結構分析

截至二零二零年十二月三十一日，本集團僱員人數約為89,100人。所有僱員均為全職僱員，且大多數為中青年僱員。下表載列按年齡分佈、教育水平、工作地點及性別比例劃分之僱員詳情。

SOCIAL RESPONSIBILITY

1. Employees' Basic Information

1.1 The analysis of employees' structure

As at 31 December 2020, there were about 89,100 employees working in the Group. All of them are full-time employees, and the majority are young and middle-aged employees. The tables below show the employee details by age distribution, education level, job locations and gender ratio.

按年齡範圍劃分	By Age Band	人數 Numbers	佔僱員總數 百分比 Percentages of total employees
20歲及以下	20 and below	34,743	38.99%
21至40歲	21 to 40	47,672	53.50%
41至50歲	41 to 50	3,598	4.04%
51歲及以上	51 and above	3,087	3.47%
總計	Total	89,100	100.00%

僱員年齡分佈 Employees Age Distribution

性別	Gender	人數 Numbers	佔僱員總數 百分比 Percentages of total employees
男	Male	25,745	28.89%
女	Female	63,355	71.11%
總計	Total	89,100	100.00%

性別比率 Gender Ratio



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按國家劃分	By Country	人數 Numbers	佔僱員總數 百分比 Percentages of total employees
中國大陸	Mainland China	45,200	50.73%
越南	Vietnam	28,740	32.26%
柬埔寨	Cambodia	15,160	17.01%
總計	Total	89,100	100.00%

僱員按地區分佈 Employees by Job Locations

按教育劃分	By Education	人數 Numbers	佔僱員總數 百分比 Percentages of total employees
研究生	Postgraduate	42	0.05%
本科及大專	Undergraduate and college	4,666	5.24%
中專高中	Technical secondary school and high school	19,617	22.01%
初中及以下	Middle school and below	64,775	72.70%
總計	Total	89,100	100.00%

僱員教育水平 Employees Education Level

按僱員種類劃分	By Type of Position	人數 Numbers	佔僱員總數 百分比 Percentages of total employees
短期工	Short-term position	4,396	4.93%
合約工	Contract position	64,953	72.90%
長期工	Permanent position	19,751	22.17%
總計	Total	89,100	100.00%

僱員工作種類 Types of Employees' Position

附註：短期工是合約期限少於等於一年的員工，長期工是沒有固定合約期限的員工。合約工是有簽署正式勞工合同之正式員工。

Note: Short-term position means the employees who have signed the contract with a term of less than one year. Permanent position means the employees who have no fixed term contract. Contract position means the formal employees who have signed the official employment contract.

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1.2 僱員流動率分析

截至二零二零年十二月底，共有89,100名僱員。統計顯示，本集團二零二零年每月平均僱員流動率為約3.04%，較二零一九年下降1.22個百分點（二零一九年：4.26%）。二零二零年，受僱一年以下員工的流失率為約0.81%。同時，在二零二零年，男性的流失率為約1.03%，而女性的流失率為約2.31%。

下表載列按年齡分布及工作地點比例劃分之僱員平均流失率。

1.2 The analysis of employee turnover rate

By the end of December 2020, there were 89,100 employees in total. According to the statistics, the Group's monthly average employee turnover rate in 2020 was approximately 3.04%, representing a decrease of 1.22 percentage points when compared with 2019 (2019: 4.26%). The turnover rate of employees who have been employed for below one year was approximately 0.81% in 2020. Meanwhile, the turnover rate of male employees was approximately 1.03% while that of female employees was approximately 2.31% in 2020.

The tables below show the average turnover rate of employees by age distribution and job locations.

按年齡範圍劃分	By Age Band	僱員平均 流失率 Average turnover rate of employees
20歲及以下	20 and below	0.50%
21歲至40歲	21-40	2.26%
41歲至50歲	41-50	0.26%
51歲及以上	51 and above	0.06%

僱員年齡分佈

Age Distribution of Employees

按國家劃分	By Country	僱員每月 平均流失率 Average turnover rate of employees per month
中國大陸	Mainland China	3.21%
越南	Vietnam	2.38%
柬埔寨	Cambodia	3.56%

僱員按地區分佈

Employees by Job Locations

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2. 僱員福利

本集團能有效保持偏低的僱員流動率有賴以下僱員福利：

2.1 春運包車

二零二零年春節期間，本集團出資逾人民幣2,000萬元，為安徽、四川、重慶、甘肅、山西、山東等14個省的員工安排春運來回專車。春運返鄉過程中，有202輛大巴車送約9,700名員工安全回家；節後由於新冠疫情的原因，本集團安排了700多輛大巴車，將超過17,000名外地員工平安地接回寧波，並保障隨路的食物及其他防疫物資，有力保障了復工復產。

2. The benefits of the employees

The Group has successfully maintained a relatively low staff turnover rate, thanks to the following employees' benefits:

2.1 Coaches were chartered during Chinese New Year holiday

During the Spring Festival in 2020, the Group invested more than RMB20 million to arrange special round-trip shuttle buses for employees in 14 provinces, including Anhui, Sichuan, Chongqing, Gansu, Shanxi and Shandong. Our 202 buses safely took about 9,700 employees home during the Spring Festival. After the holiday, due to the COVID-19 pandemic, the Group arranged over 700 buses to safely bring more than 17,000 non-local employees back to Ningbo, and guaranteed food and other anti-epidemic supplies along the way, which effectively ensured the resumption of work and production.



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2.2 中央廚房

本集團建有華東地區最大的中央廚房，承擔著寧波廠區18個分餐廳，近4萬名員工的中餐、西餐和點心等各種美食的供應，保障員工吃得更安全、衛生及美味，從而提高員工的滿意度，降低流失率。越南及柬埔寨員工設有免費午餐安排。



2.2 The Central Kitchen

The Group constructed the largest central kitchen in Huadong region, which undertook eighteen canteens in Ningbo factory area and supplied delicious food like chinese meal, western meal and dim sum to nearly 40,000 employees for the purpose of providing safer, cleaner and more delicious food to employees to raise up their satisfaction rate and reduce turnover rate. Free lunch is provided to staff in Vietnam and Cambodia.



2.3 僱員子女教育

公司關注教育慈善，重視職工隊伍建設和職工子女教育工作。二零一一年五月，在北侖區行政中心舉行寧波申洲針織有限公司教育發展基金成立儀式。在職工子女就學方面，公司每年聯繫工會盡可能予以解決管理層員工子女的實際就學困難。

2.3 The education of employees' children

The Company places great importance to educational causes and places great emphasises on team building of staff and education for their children. In May 2011, the inauguration ceremony of the Ningbo Shenzhou Knitting Co., Ltd. Education Development Fund was held at the administration centre in Beilun region. In respect of schooling for the children of its staff, the Company liaises with the staff union each year to resolve practical difficulties in schooling for children of management staff as far as possible.

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2.4 僱員溝通渠道

本集團的中國、越南及柬埔寨員工設有多種溝通渠道，並配備專人直接處理有關建議、投訴等信息。

申洲e家

2019年5月28日，申洲集團自主開發的多渠道員工服務平台「申洲e家」正式上線。集匿名投訴諮詢，資訊發佈，在線學習，問卷調查等功能，申洲e家旨在給所有申洲員工提供最佳的生活工作環境；解決員工的煩惱、聆聽員工心聲；助力申洲國際的可持續發展。

2.4 The channel of employees' communication

We have established various channels to communicate with the Group's staff in China, Vietnam and Cambodia, and have dedicated staff to handle their relevant suggestion, complaints and other information directly.

Shenzhou e-Home

On 28 May 2019, "Shenzhou e-Home", a multi-channel staff service platform developed by Shenzhou Group on its own was officially launched. With functions including anonymous complaints and enquiries, information release, online learning and questionnaires, Shenzhou e-Home aims to provide all Shenzhou employees with the best living and working environments, address their concerns and listen to them, and facilitate the sustainable development of Shenzhou International.



心理諮詢室

作為勞動密集型企業，申洲集團格外重視和關心員工身心健康。公司於2011年10月公司成立了心理資訊室－「心晴部落」。「心晴部落」由專人擔任心理輔導員，工作室內設了音樂放鬆儀和宣泄擊打儀，以接待個案來訪、舉辦團隊活動以及開設講座方式為員工化解心理困擾，緩解壓力，釋放心情。

Mental Health Information Centre

As a labor intensive corporation, Shenzhou Group places exceptional emphasis on and pays special attention to the physical and mental wellbeing of its staff. The Company established a mental health information centre, "Joyful Community", in October 2011. With specialists serving as counsellors, "Joyful Community" is equipped with music facilities for relaxation and punching facilities for venting emotions. Through handling cases received, organising group activities and holding seminars, the centre resolves psychological distress and relieves emotional pressure of staff, giving them a peace of mind.

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2.5 薪資福利

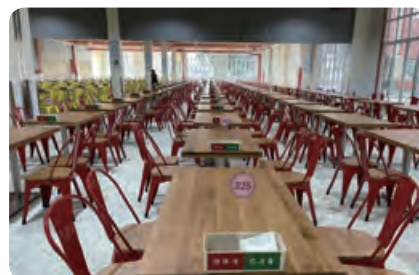
本集團支付僱員具有競爭力的薪資，近10年平均每年員工工資漲幅約10%至13%。本集團在寧波廠區設立了申洲醫務室，為員工每年定期進行體檢；每年提供了2次的免費體檢給越南廠區的員工。

2.6 工作環境

中國、越南及柬埔寨工作空間設有空調設施。為女僱員在各廠區設置嬰兒哺乳設施，尊重各地員工文化及生活習慣，如越南工廠設有3,000多張椅，容許員工午睡，在越南產區的宿舍運動室安裝了運動設備免費提供給員工使用。

本集團繼續加大對員工的關愛力度，通過優化食堂服務和提高就餐補貼，進一步改善了員工的飲食條件。

以下是員工食堂的圖片：



2.5 Salary and benefits

The Group paid competitive salary to the employees, employees received an average salary raise of approximately 10% to 13% each year for the past ten years. The Group sets up Shenzhou medical room at Ningbo factory area to conduct annual and regular body checks for staff, two free body checks are provided to the staff in Vietnam factory area each year.

2.6 The working environment

Air conditioning facilities are being installed in workshops in China, Vietnam and Cambodia. Baby breastfeeding facilities are provided to the female employees in each factory area. We respect the local culture and living habit of our staff of each region, for example, we have provided over 3,000 chairs in Vietnam factory for our Vietnam staff to take a nap after lunch and the dormitory in the Vietnam production sites has installed sports equipment for the staff to use for free.

The Group continued to increase its care for employees. Through optimisation of canteen services and increase in meal allowances, the Group further improved the dining conditions of employees.

The below pictures show the staff canteen:

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本集團秉承人性化管理，為了讓員工更好得體驗到家的溫馨，特為員工改善住宿環境。申洲集團在2020年重建員工宿舍，現已投入使用。新宿舍為三人間，擁有獨立衛浴間，內配有熱水器，超大落地衣櫃，充足的儲物空間，為員工提供公寓式住宅。

於二零二零年，本集團在中國產區已興建4座員工宿舍，可提供1,371個房間及4,032個床位，建築面積67,497平方米，而現在正在興建2座員工宿舍，將會提供720個房間及1,440個床位，建築面積34,550平方米。同時，本集團在越南產區已興建3座員工宿舍，可提供316個房間及440個床位，建築面積18,785平方米。再者，本集團在柬埔寨產區已興建2座專家樓，可提供600個房間及600個床位，建築面積43,583平方米。與此同時，柬埔寨產區也興建第一期的員工宿舍，可提供400個房間及2,000個床位，建築面積25,648平方米，而現在正在興建12座員工宿舍，將會提供1,500個房間及7,500個床位，建築面積88,736平方米。

以下是新建員工宿舍的房間及相關設施：

Adhering to the human-oriented management approach, the Group specially improved the accommodation environment of employees in order to allow them to have a warmer home-like living experience. The staff dormitory reconstructed by Shenzhou Group in 2020 has already put into use. The new dormitory features triple rooms, each of which has an individual bathroom equipped with a water heater, large floor-to-ceiling wardrobes and sufficient storage space, offering employees with apartment-style residences.

In 2020, the Group built 4 staff dormitories in production sites in the PRC that provide 1,371 rooms and 4,032 beds, with a construction area of 67,497 m². Two staff dormitories that are currently under construction will provide 720 rooms and 1,440 beds, with a construction area of 34,550 m². Meanwhile, the Group has built 3 staff dormitories in production sites in Vietnam that provide 316 rooms and 440 beds, with a construction area of 18,785 m². Furthermore, the Group has built 2 expert buildings in the production sites in Cambodia that provide 600 rooms and 600 beds, with a construction area of 43,583 m². At the same time, the first phase of staff dormitory in the production sites in Cambodia has also been built. Such dormitory provides 400 rooms and 2,000 beds, with a construction area of 25,648 m². Currently, 12 staff dormitories are being built, which will provide 1,500 rooms and 7,500 beds, with a construction area of 88,736 m².

The rooms and relevant facilities of the new staff dormitories are as follows:



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2.7 文化活動

於本年度本集團舉辦了一些員工福利文化和體育的活動，以增加員工對公司的歸屬感。例如：最美員工評選活動、組織春晚活動、年終午餐活動、最美員工、球賽和運動會等等。

以下是員工福利文化和體育的活動的一些圖片：

最優秀組長評選活動：



組織春晚活動：



2.7 Cultural activity

The Group organized some staff benefit cultural and sports activities during the year to increase the sense of belonging among the staff towards the Company, such as the most beautiful staff election, organizing the Chinese New Year Gala, Year-end luncheon activity, the most beautiful staff, ball games and sports gala, etc.

The below pictures show some of the staff benefit cultural and sports activities:

Excellent group leaders election:



Organize the Chinese New Year Gala:



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趣味運動會：



Delight Sport Gala:



中秋嘉年華活動：



Mid-Autumn Festival Carnival:



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員工生日會:

Employee birthday party:



員工聯誼會:

Social gathering for employees:



其他活動:

Other activities:



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3. 工作條件

於本報告期間，本公司已遵守所有關於補償及免職、招聘及晉升、工作時間、休息時間、平等機會、多元性、反歧視及其他利益及福利，且對本公司有重大影響的相關僱傭法例及規例。

3.1 工作時間

本集團遵守國家勞動法律及法規，並根據國家規定嚴格安排休假及工作時間表。

因生產經營連續性需要，本集團經勞動部門批准，按員工工作崗位性質分別實行標準工時制度、綜合計時工作制和不定時工作制。

另外，本集團的員工上下班時間，由各部門按季節變化、生產經營需要和崗位特點另行規定。

同時，本集團的員工工作時間一般由早上8點開始工作，到下午5點下班，而正常工作時間一般不會超過8小時。如需要員工加班，員工每日加班不會超過3小時，而每月加班則不會超過36小時。

3.2 休息時間

本集團的員工休息時間一般由中午11點半至下午12點半，分別有午飯及午休休息時間。員工每週最少休息一天。

另外，本集團員工可享有國家法定假期、年休假、婚假、喪假、事假及病假等等。

3.3 請假的程序

本集團的員工請假時必須辦理請假手續，由員工本人親自填寫請假單。同時，員工應註明請假的種類、假期、時間、事由、交接事項，並提供相應的有效證明，經領導審批，並報本部門辦公室人事進行考勤登記及備案。

3. The working condition

During the reporting period, the Company has complied with all relevant employment laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare that have a significant impact on the Company.

3.1 The working time

The Group complies with national labor laws and regulations and arranges the dayoff and working timetables stringently in accordance with national requirements.

Due to the needs of continual production and operation, approved by the labor department, the Group implements standard working hour system, comprehensive working hour system and flexible working hour system according to the job nature of employee.

In addition, the working hour is stipulated by respective department according to the season, requirement of production and operation and characteristic of the job.

The working hour of the employees of the Group generally starts at 8 a.m. and finishes at 5 p.m. and the normal working hour is generally less than 8 hours. If overtime work is needed, the daily overtime will be less than 3 hours and the monthly overtime will be less than 36 hours.

3.2 Time for rest

Time for rest of the Group's employees is generally from 11:30 a.m. to 12:30 p.m. There is also time for lunch and midday rest for employees. The employees have at least one day off per week.

The employees of the Group are also entitled to the national statutory holidays, annual leave, marriage leave, funeral leave, casual leave and sick leave etc..

3.3 Procedures for application of leave

The employees of the Group must go through the formalities when they apply for leave and sign the application form. In the meantime, employees should state the nature of leave, holiday, time, reason and handover matters and provide relevant valid certification. After the approval of leaders, it will be reported to the human resources office of the department for registration and filing.

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3.4 勞工標準

於二零零三年，本集團制定若干規定，有關規定印制成指引，派發到各地人事部統一執行。如「嚴格禁止聘用童工管理規定」、「未成年工人管理規定」及「嚴格禁止強迫勞工管理規定」，以徹底根除童工、未成年工人及強迫勞工。此政策貫徹到越南及柬埔寨等工廠。

3.4.1 禁止強迫勞動及童工

自公司成立起從未發生過強迫勞動或童工的案例。申洲為遵守中國，越南，柬埔寨相關法律，在公司招聘，用工，離職等經營環節中作了詳細的規定和問責程序。所有部門認真執行上述管理規定。以下措施表明本集團如何在招聘過程中有效杜絕童工：

新僱員須於僱傭開始時提供身份證明文件，以核實其實際年齡。

於招聘面試中，面試官將仔細觀察身份證明文件中照片與實際面孔之差別。倘差距太大或實際年齡看起來明顯更年輕，則其須由身份識別系統或其他方式核實。

3.4 Labor Standards

In 2003, in order to completely eradicate child labor, underage workers and forced labor, the Group formulated some requirements like the “Strict Prohibition of Engaging Child Labour Administrative Provisions”, “Underage Worker Administrative Provisions” and “Strict Prohibition of Forced Labour Administrative Provisions”, such requirements were published as guidelines and distributed to human resources department at different locations for uniform implementation. Such policies have been consistently applied to our factories in Vietnam and Cambodia.

3.4.1 Strict forbiddance of forced labor and child labor

Since the incorporation of the Company, there has not been a single case of forced labor or child labor. For the purpose of compliance with the relevant laws of China, Vietnam and Cambodia, Shenzhou has laid out comprehensive provisions and accountability procedures in respect of the recruitment, labor use and dismissal. The above administrative provisions are implemented strictly in all departments. The following measures reveal how the Group eradicates child labor effectively during the recruitment process:

New employee must provide his/her identity document when commencing employment, so as to verify his/her actual age.

In the recruitment interview, interviewers will compare very carefully the photograph in the identity document and the genuine face. If there is much difference, or the job applicant looks significantly younger, then the actual age shall be verified by identification system or otherwise.

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3.4.2 無歧視

本集團建立有反歧視政策，並遵守相關法律要求。申洲在職員招募，培訓，薪酬，晉升等方面不存在任何種族，地域，性別，國籍，年齡，懷孕或殘疾等方面的歧視。

3.4.3 女工保護

在本集團，女性員工廣泛分佈在不同層級、不同類別的崗位上。本集團嚴格遵守當地的相關法律法規，如《中華人民共和國婦女權益保障法》、《女職工勞動保護規定》和《女職工保健作規定》等，從源頭上維護女職工的權益。本集團關注女職工在工作和生活上的問題，不斷改善女性勞動環境和勞動條件。

3.4.2 Zero discrimination

The Group have established anti-discrimination policy and comply with relevant legal requirements. There has been no discrimination in Shenzhou against race, region, gender, nationality, age, pregnancy or disability in respect of employee recruitment, training, salary and promotion.

3.4.3 The protection of female employees

Female employees assume a wide variety of posts on different levels in the Group. In strict compliance with relevant local laws and regulations, such as the “Law of the People’s Republic of China on the Protection of Women’s Rights and Interests”, “Labour Protection of Female Employees” and “Healthcare Work of Female Employees”, the Group protects the rights of female employees from the sources. The Group is concerned about the problems encountered by female employees in their work and life and constantly improves the working environment and condition for female employees.

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本集團為關注女性職工的健康，做好疾病預防，提高女職工身體素質。於本年度區中醫院醫生來公司開展義診活動，關愛女性職工身體健康。區中醫院醫生為大家進行義診和免費體檢，詳細解答職工對各項疫病防治方面的問題，提醒她們要養成良好的衛生習慣，保持健康的生活方式，並養成定期體檢的習慣，做到早發現、早治療，有效避免各類疾病的發生。此次義診活動的開展，增強了公司女性職工的健康意識，對職工身體健康起到了一定的促進作用，暖心活動獲得廣泛好評。

The Group cared about the health of female employees, worked hard towards disease prevention and improved the physical fitness of female employees. During the year, physicians from district-level TCM hospitals visited the Company and conducted a free consultation activity, which demonstrated our care about the physical health of female employees. The physicians from district-level TCM hospitals provided free consultation and free physical examinations for everyone, answered in detail the questions raised by our employees regarding prevention and treatment of various diseases, and reminded them to have good hygiene practices, maintain a healthy lifestyle and develop the habit of undertaking regular physical examinations in order to enable early detection, early treatment and effective prevention of various diseases. Such free consultation activity increased the health awareness of the Company's female employees and achieved a certain effect in promoting the health of the employees. Such heart-warming activity received extensive positive feedbacks.



於報告期間，本公司已遵守所有對本公司有重大影響與防止僱用童工及強迫勞動相關的法律及法規。

During the reporting period, the Company has complied with all relevant employment and labor laws and regulations relating to preventing child and forced labor that have a significant impact on the Company.

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3.5 職業健康安全

本集團每年向僱員發放勞保用品及工具，如面具、手套及制服。



本集團關心僱員之身體健康。其為每位僱員設立僱員健康檔案，還每年組織職業病之常規檢查。

為進一步做好本集團的安全教育工作，增強全體員工安全防火、自防自救意識，提高員工逃生自救的能力。於2020年，本集團組織了消防演習。演練開始前，召開了消防逃生演習預備會議，各工廠廠長、車間主任、職能部門管理人員參加，在會上，安全員根據演練方案明確了各與會人員的工作分工和職責。消防逃生演習既是對本集團應急預案的一次有效檢驗，也進一步豐富了員工生存技能，提高了各部門處置突發事件、組織員工迅速安全疏散的應變能力，全面提高全體員工的消防意識與自救、互救能力。

3.5 The occupational health and safety

The Group distributes labor protection appliances and tools to employees every year, such as masks, gloves and uniforms.

The Group cares about the physical health of employees. It sets up employee health records for every employee and also organizes routine examination of occupational diseases.

In order to further improve safety education of the Group, it has enhanced employees' awareness of fire safety, as well as their awareness of preventing accidents and self-rescue, which strengthened their ability to escape and save themselves. In 2020, the Group organized a fire drill. Prior to the drill, a preparatory meeting for the fire escape drill was held with factory directors, workshop directors, and functional department managers in attendance, during which, security officers clarified the work division and responsibilities of each participant based on the drill plan. The fire escape drill was not only an effective test of the emergency plan of the Group, it also further enriched the survival skills of employees, improved response capabilities of various departments for dealing with emergencies and organizing employees to quickly and safely evacuate. Such drills comprehensively improved the fire awareness, self and mutual rescue capabilities of all employees.



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為提高員工自救和他救的能力，掌握基本的急救知識。本集團聯合北侖紅十字會於本年度開展了急救員培訓。學習急救是重要並且有意義的一件事，尤其是在這樣一個隨時可能發生意外的年代。同時，中國紅十字會總會和教育部聯合印發通知，將健康知識、急救知識，特別是心肺復蘇納入教育內容。由此亦可見學習急救知識的重要性。在2020年，本集團繼續聯繫北侖紅十字會為本集團的其他各部門提供衛生急救員培訓，合共122人參與。

In order to improve the capabilities of employees to save themselves and others, as well as to get the hang of basic first aid knowledge, the Group and Beilun Red Cross Society conducted first aid training during the year. Learning first aid is important and meaningful especially when accidents may happen at any time in this day and age. At the same time, the Red Cross Society of China and the Ministry of Education jointly issued a notice to incorporate health knowledge, first aid knowledge, especially cardiopulmonary resuscitation, into the education content, which shows the importance of learning first aid knowledge. In 2020, the Group continued to liaise with Beilun Red Cross Society to provide health first-aid training for other departments of the Group and a total of 122 employees participated in the training.



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二零二零年，本集團共記錄66名傷員，而所佔員工的總數的百分比是0.07%，同時，沒有重大傷害。因受傷而缺勤之日數平均為約15天。本集團將加強在職培訓，提高職業安全意識。本集團向僱員免費供應急救箱及藥品，以在緊急情況時發揮重要作用。

於2020年，本集團舉行了安全生產會議，董事長和各部門部長、安全負責人參與會議。董事長指出，近年來公司安全生產逐步完善，他強調“責任心是安全之魂”，“標準化是安全之本”。隨後會議分享了安全文化成熟度評估(COSMA)三級的實踐經驗。從領導力、流程和人員三方面進行改善，將安全KPI納入到年度方針，將安全工作納入到管理者標準作業，全員參與安全意識培訓、安全建議提報，加強員工安全操作培訓，並減少安全隱患。同時，董事長與各個部門部長簽訂了《安全責任狀》，各部門還將逐級簽署《安全責任狀》至班組長層面。

安全生產諮詢活動：



於報告期間，本公司已遵守所有對本公司有重大影響與提供安全工作環境及保障僱員免受職業危害相關的法律及法規。

A total of 66 injuries of the Group were recorded in 2020, which accounted for 0.07% of the total number of employees and involved no significant injuries. Lost work days due to injuries were approximately 15 days on average. The Group will strengthen on-the-job trainings to raise awareness of occupational safety. The Group supplies free first-aid kits and medicines to employees, which plays an important role in emergencies.

In 2020, the Group held a production safety meeting, which was participated by chairman of the Board, various department heads and persons in charge of safety. The chairman pointed out that the Company has achieved progressive improvement in production safety in recent years and emphasised that “responsibility is the soul of safety” and “standardisation is the foundation of safety”. The practical experience in the three-level Culture of Safety Maturity Assessment (COSMA) was subsequently shared at the meeting. Improvement has been made in three aspects, namely leadership, process and personnel. We incorporated safety KPIs into the annual direction, included safety work in the leader standard work, arranged all staff to take part in safety awareness trainings and reports of safety suggestions and enhanced staff trainings on safe operations in order to mitigate safety risks. In addition, chairman of the Board, signed a “Safety Responsibility Letter” with each department head and each department would also sign the “Safety Responsibility Letter” level by level until team leaders.

Consulting activity of safety production:

During the reporting period, the Company has complied with all relevant laws and regulations that relating to providing a safe working environment and protecting employees from occupational hazards have a significant impact on the Company.

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3.6 離職管理

本集團的員工如被開除，本集團會因應各地方適用勞動合同法及其他勞工法規，而作出相關的行動或補償。

如員工發生下列的相關情況，本集團可根據勞動合同法第三十九條與員工解除勞動合同：在試用期間被證明不符合錄用條件；或嚴重違反用人單位的規章制度；或嚴重失職，營私舞弊，給用人單位造成重大損害；或勞動者同時與其他用人單位建立勞動關係，對完成本單位的工作任務造成嚴重影響，或者經用人單位提出，拒不改正；或因勞動合同法第二十六條第一款第一項規定的情形致使勞動合同無效；或被依法追究刑事責任等。同時，在上述情況下，本集團不會支付相關補償給員工。

3.6 *The management of dismissal*

If an employee of the Group is dismissed, the Group will take relevant action or make compensations based on the applicable local labor contract law and other labor regulations.

Where an employee is under any of the following circumstances, the Group may dissolve the labor contract according to Article 39 of the Labor Contract Law: it is proved that the employee does not meet the recruitment conditions during the probation period; the employee is in serious breach of the rules and procedures set up by the employer; the employee causes any severe damage to the employer due to gross negligence of duties or malpractices for selfish ends; the employee simultaneously enters an employment relationship with other employers and thus seriously affects his completion of the tasks of the employer, or the employee refuses to make the ratification after the employer points out the problem; the labor contract is invalidated due to the circumstance as mentioned in item (1), paragraph 1, Article 26 of the Labor Contract Law; or the employee is under investigation for criminal liabilities according to law. In addition, the Group will not pay relevant compensation to the employee under such cases.

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另外，如員工在工作期間發生以下的情況，本集團會作出相應的補償給員工。例如：勞動者患病或者非因工負傷，在規定的醫療期滿後不能從事原工作，也不能從事由用人單位另行安排的工作；或勞動者不能勝任工作，經過培訓或者調整工作崗位，仍不能勝任工作；或勞動合同訂立時所依據的客觀情況發生重大變化，致使勞動合同無法履行，經用人單位與勞動者協商，未能就變更勞動合同內容達成協議；或依照企業破產法規定進行重整；或生產經營發生嚴重困難；或企業轉產、重大技術革新或者經營方式調整，經變更勞動合同後，仍需裁減人員；或其他因勞動合同訂立時所依據的客觀經濟情況發生重大變化，致使勞動合同無法履行等。本集團根據勞動合同法第四十條、四十一條相關的情形，解除勞動關係後，依據勞動合同法第四十六條支付相關的經濟補償金。

本集團開除員工的程序是先由所在部門的班組長和人事科長將具體情況上報後，總部人事科根據具體事實依法判定該員工分屬以上的那一種情況，確定後，會作出相應的情況處理或補償。

Furthermore, if the followings have occurred during the working period of an employee, the Group will make relevant compensation to the employee. For example: the employee is sick or is injured for a non-work-related reason and cannot resume his original position after the expiration of the prescribed period for medical treatment, nor can he assume any other position arranged by the employer; the employee is incompetent to his position or is still so after training or changing his position; or the objective condition, on which the labor contract is based, has changed considerably, rendering the labor contract unenforceable and no agreement on changing the contents of the labor contract is reached after negotiations between the employer and the employee; or if the company is under restructuring according to the Enterprise Bankruptcy Law; or if the company encounters serious difficulties in production and business operation; or if the enterprise changes products, makes important technological renovation, or adjusts business model, and it is still necessary to lay off of employees after changing the labor contract; or the objective economic condition, on which the labor contract is based, has changed considerably, rendering the labor contract unenforceable. After the dismissal of employment relationship under the circumstances stipulated in Article 40 and Article 41 in the Labour Contract Law, the Group will pay relevant compensation in accordance with Article 46 of the Labour Contract Law.

The dismissal procedures of the Group are as follow: the group leaders and department head shall report specific circumstance and the human resources department in the headquarter shall determine its nature according to the above circumstances and take the relevant actions or make compensations.

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4. 培訓與發展

本集團為員工提供充裕，公平的學習、培訓和晉升的平台和機會。

4.1 僱員培訓

本集團高度重視內部及外部之學習及培訓，以提升僱員之教育水平及能力，並妥善培養本集團發展所需之人才。本集團成立申洲管理學院，其已成為發展本集團管理人才之搖籃，截至二零二零年底，本集團已錄得11,498人次參加培訓。

同時，參加申洲管理學院的男性員工人數是5,519人次，佔約48%，而女性員工參加人數是5,979人次，分別佔約52%；在二零二零年，男性員工累計的培訓鐘數為120,555小時，而女性員工的培訓鐘數是129,668小時。

4. TRAINING AND DEVELOPMENT

The Group have fair and adequate access to learning and trainings as well as promotion opportunities.

4.1 Employees' Training

The Group attaches great importance to internal and external studies and trainings to improve employees' education level and capabilities, and properly nurtures talents required for the Group's development. The Group has established Shenzhou School of Management, which has become the cradle that nurtures the Group's management talents. As at the end of 2020, trainings were provided to 11,498 attendees.

The number of male employees who attend Shenzhou School of Management is 5,519, representing approximately 48% of the total male employees while that of female employees is 5,979, representing approximately 52% of the total female employees. In 2020, the cumulative training time of male employees was 120,555 hours while that of female employees was 129,668 hours.



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於二零二零年，申洲管理學院和相關訓練課程全年開課共214節，其中，外訓114節課，內訓有100節課。

下表載列按員工職位的比例劃分之員工參加申洲管理學院和其他培訓課訓的培訓的人數和時間：

按員工職位	By Job Position	培訓人數 Number of trainees	百分比 Percentage	培訓時間 Training time	百分比 Percentage
高級管理層	Senior Management	54	0.04%	599	0.01%
中級管理層	Middle Management	1,882	1.29%	16,373	0.16%
基層管理層	Junior Management	10,399	7.15%	495,830	4.89%
其他員工	Other Employees	133,147	91.52%	9,632,449	94.94%
總計	Total	145,482	100.00%	10,145,251	100.00%

申洲管理學院於二零一二年九月二十一日成立，培訓對象以公司骨幹、各層級儲備幹部、技術人才及基層管理人員為主。師資力量包括了外部合作培訓機構、內部講師和集團高管。學院按公司對培訓的需求制定課程，致力於建設一所根植於申洲精神的企業大學，承諾為申洲的每一位員工提供終身教育的學習機會，為申洲可持續發展提供文化動力與人才動力，助力申洲成為世界級針織領袖企業。

In 2020, Shenzhou School of Management and other relevant training courses held 214 training sessions, of which, 114 sessions were external and 100 sessions were internal.

The table below shows the number of trainees and training time of employees attending Shenzhou School of Management and other relevant training courses by job position:

Shenzhou School of Management was established on 21 September 2012. The training target included key staff of the Company, reserve cadres at all levels, technical talents and junior management officers. The teaching staff were from external cooperating training institutions, internal teachers and senior management of the Group. The school formulates the curriculum according to the training requirements of the Company and devotes to build an enterprise university rooted in the Shenzhou spirit. The school promises to provide an opportunity of lifelong education for every staff of Shenzhou, to provide cultural power and talent power for the sustainable development of Shenzhou and to assist Shenzhou to become a world class knitwear leading enterprise.

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為進一步提升本集團工廠管理人員的管理水準，提升公司業績，申洲管理學員相應公司號召，於2020年開始組織在工廠、各營業部進行為期6個月的“管理人員培訓”。對於申洲管理學院組織的這次培訓，董事長給予了高度的支持和重視，要求公司管理層在2020年這特殊的一年裡面，緊抓生產，跟上變化，為未來公司的發展儲存實力。

In order to further improve the management standards of the Group's factory management personnel and boost the Company's performance, in response to the call of the Company, Shenzhou School of Management has commenced to organise six-month "management personnel trainings" in factories and various business departments since 2020. Chairman of the Board highly supported and valued such trainings organised by Shenzhou School of Management and required management of the Company to work hard in production and keep up with changes in such a special year of 2020 in order to reserve strengths for its future development.



內部分享課:

Internal sharing class:



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員工技能培訓:

Skill training for employees:



電工技能考試:

Electrician skills test:



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4.2 職業發展

本集團於二零一四年十二月起，成功獲選為寧波市第三批企業工程師資格自主評價試點企業，企業工程師資格自主評價實現了企業人才評價和政府人才評價的有效結合，通過人員即獲得了企業認可也將獲得由人社部門頒發的專業技術資格證書。於二零二零年由二十位專家評委評審出十七位專業技術人員獲得工程師資格和十二位專業技術人員獲得助理工程師資格。

4.2 The development of career

Since December 2014, the Group has been successfully shortlisted into the third batch of pilot enterprises for self-assessment of enterprise engineer qualifications in Ningbo City. The self-assessment of enterprise engineer qualifications has realised an effective combination of talent assessment by enterprises and talent assessment by the government. Talents who pass the assessments will be recognised by enterprises and received a professional technical qualification certificate issued by the Ministry of Human Resources and Social Security. Upon the assessment by a panel consisting of 20 experts, 17 professional technicians obtained the engineer qualification and 12 professional technicians obtained the assistant engineer qualification in 2020.



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申洲績效委員會在公司每個部門下設分支，建立統一機制使員工自身發展和企業發展融合起來。我們鼓勵員工鑽研本職或行業內其他技術，同時為員工們提供這樣的學習機會和職位提升調整的通道。

Shenzhou's Performance Committee has set up branches in every department of the Company, establishing a standardized system whereby the development of employees and the enterprise are integrated. We encourage our employees to engage in trainings with regard to their own specialized duties and other industrial technologies, and provide such learning opportunities as well as the possibilities of promotions and reassignment to our employees.



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5. 社會互動

5.1 社會參與

本集團認為，社區支持乃企業發展驅動力之一，亦為打造「和諧申洲」之重要動力。本集團強調培養員工之社會責任意識，並鼓勵彼等參與社區福利服務。慈善捐款的用途主要是投入在不同的慈善活動。



本集團在中國、越南、柬埔寨各產區均積極參與當地的公益慈善事業。於二零二零年，本集團慈善公益捐助共約為人民幣5,148萬元，其中用於教育事業捐贈為人民幣4,524萬元，用於扶貧幫困及慈善救助捐贈為人民幣277萬元，其他公益捐贈為人民幣347萬元。



5. INTERACTION IN COMMUNITY

5.1 Community Involvement

The Group considers that supporting the community is one of the driving forces for corporate development, as well as an important motivation for building a “Harmonious Shenzhou”. The Group places great emphasis on cultivating social responsibility awareness of its staff and encourages employees to participate in charitable community activities. Charitable donations are applied mainly to various charity activities.



The Group has actively participated in local public welfare and charity activities in its various production sites in China, Vietnam and Cambodia. In 2020, the Group made a total of approximately RMB51.48 million of charitable donations, of which RMB45.24 million was donated for education, RMB2.77 million was donated for poverty alleviation and charitable relief, and RMB3.47 million for other public welfare donations.



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二零一九年至二零二一年，本集團將捐助壹億人民幣參與北侖青年廣場的建設。青年廣場的建設是吸引更多的青年人來北侖學習、工作、生活、創業，為青年人提供住宿、交流、活動、創業的良好環境和齊全設施的重要舉措。

於二零一九年，「愛心大食堂」項目由北侖區政府牽頭發起，本集團作為居家養老服務「愛心大食堂」的供應方，持續由申洲中央廚房具體負責，按成本價提供安全健康的食物給當地老人，以推進寧波市居家養老服務試點改革工作。

From 2019 to 2021, the Group will donate RMB100 million to the construction of Beilun Youth Square. The purpose to construct Beilun Youth Square is to attract more young people to study, work, live and start their business in Beilun, the project is an important move as it provides a decent, fully furnished place for them to live, communicate with others, organize events and start up business in the favorable environment and completed facilities.

In 2019, Beilun District Government kicked off the “Caring Canteen” project, which is a home care service for the elderly. Being the supplier of the service, Shenzhou central kitchen was continuously responsible for providing catering service to the service point of “Caring Canteen” and provide safe and healthy food at the cost of meat to the local elderly. This service is the trial for the reformation of Ningbo’s home care services for the elderly.



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以下是本集團慰問職工及探訪的
圖片：

The below pictures show the Group's care for employees
and relevant visits:



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5.2 慈善獎項

二零二零年，本集團獲得由寧波市工商業聯合會頒發的「社會幫扶愛心企業」榮譽稱號，同時還獲得了寧波市人民政府頒發的「寧波市抗擊新冠肺炎疫情先進集體」證書。於二零一九年，本集團獲得由浙江省委省政府頒發的第六屆「浙江慈善獎-機構捐贈獎」。「浙江慈善獎」是該省公益慈善領域政府最高獎。第六屆「浙江慈善獎」評選表彰的對象主要是2016年至2019年期間，在賑災、扶老、助殘、救孤、濟困、助學、助醫以及促進教育、科學、文化、衛生、體育等事業的發展，保護和改善生態環境等公益慈善領域作出突出貢獻的個人、機構和項目。

下圖是本集團在二零一九年獲得的第六屆「浙江慈善獎-機構捐贈獎」的獎杯，二零二零年「社會幫扶愛心企業」獎牌及「寧波市抗擊新冠肺炎疫情先進集體」證書：



5.2 Charity Awards

In 2020, the Group won the honorary title of “Caring Enterprise Devoted to Social Assistance” issued by the Ningbo Federation of Industry and Commerce, and also received the “Leading Unit in Fighting the COVID-19 Pandemic in Ningbo City” certificate issued by the Ningbo Municipal People’s Government. In 2019, the Group received the Sixth Session “Charity Prize of Zhejiang – Institution Donation Prize” from the Zhejiang Provincial Committee and provincial government. The “Charity Prize of Zhejiang” is the highest government prize for public welfare and charity in the province. The targets awarded by the Sixth Session of “Charity Prize of Zhejiang” were mainly individuals, institutions and projects that had made remarkable contributions in the areas of public welfare and charity such as disaster relief, elderly care, assistance to the disability and orphans, poverty alleviation, educational assistance, medical relief, promotion of development of education, science, culture, hygiene, sports, etc. the development of the career and the protection and improvement of ecological environment during the period from 2016 to 2019.

The below pictures show the trophy of the Sixth Session “Charity Prize of Zhejiang – Institution Donation Prize” received by the Group in 2019, and the “Caring Enterprise Devoted to Social Assistance” award plaque and the “Leading Unit in Fighting the COVID-19 Pandemic in Ningbo City” certificate received by the Group in 2020:



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本集團多年來積極支持無償獻血愛心事業。先後獲得浙江省無償獻血先進單位、市無償獻血促進獎單位等榮譽。

無償獻血活動及愛心捐血活動：

The Group has devoted to blood donation over the years. We have obtained various honors including Outstanding Unit in Blood Donation in Zhejiang Province and Promotion Award for Blood Donation of the city.

Blood donation activities for charity:



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在二零一八年，本集團獲寧波市慈善總會頒發第五屆寧波市十大最具愛心捐贈企業的獎狀。

於二零一八年，本集團獲得由寧波市紅十字會頒發的「寧波捐贈企業獎」。紅十字活動是奉獻愛心的表現，同時，可以將正能量發散，將愛心傳遞，將紅十字精神遍灑社區，致力於鑄就和諧的社區。

下圖是本集團在二零一八年獲得寧波捐贈企業獎的獎狀：

In 2018, the Group was awarded the 5th Top Ten Caring Companies in Ningbo Award by Ningbo Charity Federation.

In 2018, the Group was awarded the “Donation Enterprise in Ningbo Award” by the Ningbo Red Cross. The activities of Red Cross embody the spirit of dedication and care, share positive energy and love, which spreads the spirit of Red Cross across the community and aims to build a harmonious community.

The below picture shows Donation Enterprise in Ningbo Award received by the Group in 2018:



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在二零一七年，本集團獲社會企業研究所頒發「社會關愛企業卓越獎」，而這個獎項是表揚相關行業領袖能以共商、共建、共享為原則推動社會發展，在投資發展的同時企業亦能把環境保護，勞工權益等納入投資決定的考慮中，使在不減少回報的情況下，亦能達至社區持續發展的成果。

下圖是本集團在二零一七年獲得的社會關愛企業卓越獎：

In 2017, the Group was awarded “Outstanding Social Caring Organization Award” by Social Enterprise Research Academy. The award aims to recognise the relevant industry leaders for their efforts in promoting social development based on the principle of achieving shared growth through discussion and collaboration. While pursuing investment and development, the enterprises take into consideration environmental protection and labour rights in making investment decisions, thereby achieving social sustainability without compromising investment return.

The below picture shows the Outstanding Social Caring Organization Award received by the Group in 2017:



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於二零一四年起，本集團加入了寧波市北侖區慈善總會。本集團在二零一六年與周邊企業共同成立了一個環保基金，而此環保基金是用於北侖當地環境建設和生態保護。

下圖為寧波市北侖區慈善總會頒給本集團的獎狀：

Since 2014, the Group joined Ningbo Charity Federation (Beilun). The Group established an environmental protection fund in 2016 with enterprises nearby for the purpose of protecting the local environment and ecological protection of Beilun.

The below pictures show the Outstanding Social Caring Organization Awards received by the Group:



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5.3 加入非盈利組織

自二零一一年十月起，申洲成為紡織交易所(Textile Exchange)之會員。紡織交易所(Textile Exchange)為一間位於美國之非盈利組織，其宗旨為促進整個紡織價值鏈之可持續發展。申洲一直積極參與行業會議、研討會及其他活動，與相關人士共享最優方法，並討論紡織業之未來發展。

自二零一二年起，在彪馬之指導下，本集團的主要附屬公司，寧波申洲針織有限公司加入彪馬C2C (搖籃到搖籃) 閉環生態環保產品開發。從原紗挑選到印染材料再到化學助劑，該類產品符合C2C環保產品要求，並通過C2C產品認證。有關C2C之更多資料，請參閱C2C網站：www.c2c-world.com。

5.3 Participation in non-profit organizations

Shenzhou has become a member of Textile Exchange since October 2011. Textile Exchange is a non-profit organization based in the USA, the mission of which is to promote the sustainable development of the entire textile value chain. Shenzhou has all along been actively participating in industry conferences, seminars and other activities, sharing best practices with relevant parties and discussing the future development of the textile industry.

Since 2012, guided by PUMA, our Group's major subsidiary, Ningbo Shenzhou Knitting Co., Ltd. has participated in the development of PUMA C2C (Cradle to Cradle) closed-loop ecological environmentally friendly products. From its selection of original yarns to dyeing materials, printing materials and agents, this category complies with the C2C environmentally-friendly product requirements and passed the C2C product certification. For more relevant information about C2C, please refer to the C2C website: www.c2c-world.com.



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本集團亦重視野生動物的保護工作。本集團自二零一三年起成為世界自然基金會之純銀會員。

下圖為世界自然基金會頒發給本集團的二零二零年度的紀念盃。

The Group also concerns the protection of wild life. The Group became a silver member of WWF since 2013.

The below picture shows the trophy awarded to our Group by WWF in 2020.



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營運管治

1. 供應鏈管理

本集團主要附屬公司寧波申洲針織有限公司工作體系管理關鍵工作流程之實施，同時控制並影響工作流程之橫向連接，故而使整個工作流程形成一個有機整體。

為確保關鍵流程順利運轉，本集團採取系統化管理措施，制定一系列管理體制，滿足流程要求，並提供策略性執行。同時，本集團利用諸如以目標為導向之管理等各種措施，制定關鍵績效指標，控制並完善工作流程。

1.1 主要營運地區

申洲集團目前營運地區如下圖所示：綠色為申洲位於寧波之生產基地；紅色為申洲銷售辦事處；藍色為寧波以外之生產基地。

OPERATING GOVERNANCE

1. SUPPLY CHAIN MANAGEMENT

The working system of the main subsidiary of the Group, Ningbo Shenzhou Knitting Co., Ltd. (寧波申洲針織有限公司), manages the implementation of key working processes, and controls and affects the horizontal connection of working processes at the same time, thereby creating an organic whole with working processes.

To ensure the smooth operation of the key processes, the Group adopts systematic management measures and formulates a series of management systems to fulfill the requirements of the processes and provide tactical execution. At the same time, we utilize various measures such as goal-oriented management to stipulate key performance indicators to control and improve the working processes.

1.1 Major Operating Regions

Shenzhou Group currently has operations in the regions shown in the following picture: the green color represents the production bases of Shenzhou in Ningbo; the red color represents the sales offices of Shenzhou; the blue color represents the production bases located outside Ningbo.



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1.2 採購管理

於二零二零年，本集團通過走訪供應商、實地考察等形式，向供應商傳遞環保節能、可持續管理等理念，並鼓勵供應商採用環保產品、高效用能，持續提高環境績效。

1.2.1 採購流程

本集團指定部門之專職員工負責材料之採購。採購之材料主要包括棉紗、染料、輔料、設備及零部件、辦公用品，以及食材。採購成本控制乃提升產品利潤之重要舉措。採購之棉紗、染料及輔料質量則將直接影響本集團之產品質量及企業形象。採購管理亦為影響產品競爭力之首要方面之一。

1.2 Procurement Management

In 2020, the Group conveyed the concepts of environmental protection, energy saving and sustainable management to suppliers through visits to suppliers and site inspections, and encouraged suppliers to adopt environmental-friendly products and use energy efficiently so as to continuously improve environmental performance.

1.2.1 Procurement process

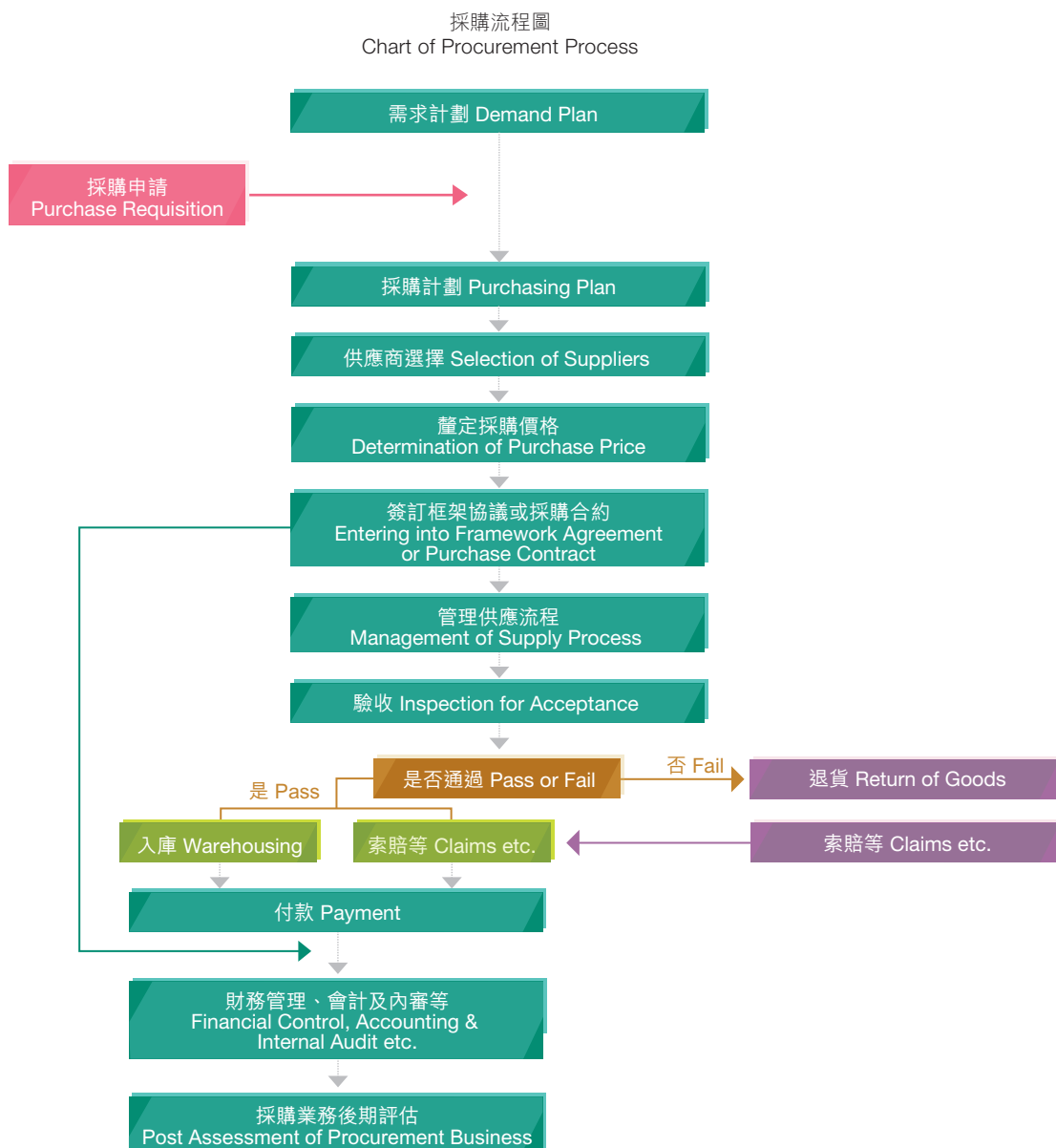
Dedicated staff of the Group's designated departments is responsible for the procurement of materials. The materials procured mainly include cotton yarn, dyestuffs, trims, equipment and spare parts, office supplies, and food. Procurement cost control is an important measure to enhance profit on products. The quality of cotton yarn, dyestuffs and trims procured will directly affect the product quality and the corporate image of the Group. Procurement management is one of the most important aspects affecting product competitiveness.

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為保證採購流程之效益，本集團制定管理文件，如「採購控制流程」。下圖是本集團的採購流程圖：

To ensure the efficiency of the procurement process, the Group formulates management documents such as “Procurement Control Procedures”. The below chart shows the procurement process of the Group:



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1.2.2 供應商溝通

本集團與戰略供應商簽訂承諾書，所有供應商均須遵守《供應商行為承諾書》（「承諾書」）；內容包含：禁止使用強迫勞工及童工，禁止歧視、騷擾和欺凌、反貪污、及時支付薪酬，遵守職業健康、環保和安全標準。為了確保承諾書得到有效落實，集團將按各供應商執行情況打分，在採購時將參考相關分數決定採購優先次序。集團將定時要求各主要供應商提交社會責任報告書，亦會對各重大供應商發出問卷進行評估，甚至派人實地考察以確定相關政策如實執行。

1.2.2 Communication with suppliers

The Group and its strategic suppliers have signed undertaking letters. All suppliers are required to comply with the “Supplier Behaviour Undertaking Letter” (“Undertaking Letter”), which include the following contents: prohibition of use of forced labour and child labour, prohibition of discrimination, harassment and bullying, anti-corruption, timely payment of salaries as well as compliance with occupational health, environment protection and safety standards. To ensure the effective implementation of such undertaking letters, the Group will rate each supplier based on its implementation performance, purchasing priority will be decided by reference to the relevant scores in future procurement. The Group will require every major supplier to submit regular social responsibility report, and also will issue questionnaire to every major supplier for evaluation, and may even arrange site visit to confirm that relevant policies have been carried out as stated.

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以下圖表是供應商關注的議題和與供應商溝通的方式：

Topics concerned by our suppliers and the channels we used to communicate with them are shown in the following chart:

關注議題	
Topic Concerned	
 <p>供應商 Supplier</p>	供應商評估政策 Supplier evaluation policy
	綠色產品 Green products
	產品質量 Product quality
	應對氣候變化 Response to climate changes
	可持續發展 Sustainability
溝通方式	
Communication Channel	
	定期會談 Regular meetings
	供應商大會 Supplier summit
	合作技術項目 Cooperative technology projects
	研討會和論壇 Workshops and forums
	參觀工廠 Factory visiting

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1.2.3 主要原材料供應商

二零二零年度集團公司主要
紗線供應商數量匯總表(按
國家劃分)

1.2.3 Major Raw Material Suppliers

Summary of number of major yarn suppliers of
group companies in 2020 (by country)

序號 Serial Number	國家及地區名稱 Name of Country (District)	供應商數量 Number of Suppliers	百分比 Percentage	
1	中國	China	98	65.78%
2	越南	Vietnam	8	5.38%
3	中國台灣	Taiwan, China	7	4.70%
4	中國香港	Hong Kong, China	7	4.70%
5	韓國	Korea	5	3.36%
6	美國	USA	4	2.68%
7	日本	Japan	4	2.68%
8	泰國	Thailand	4	2.68%
9	意大利	Italy	4	2.68%
10	斯里蘭卡	Sri Lanka	2	1.34%
11	新加坡	Singapore	2	1.34%
12	中國澳門	Macau, China	2	1.34%
13	馬來西亞	Malaysia	1	0.67%
14	危地馬拉	Guatemala	1	0.67%
	總計	Total	149	100.00%

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1.2.4 化學品管理

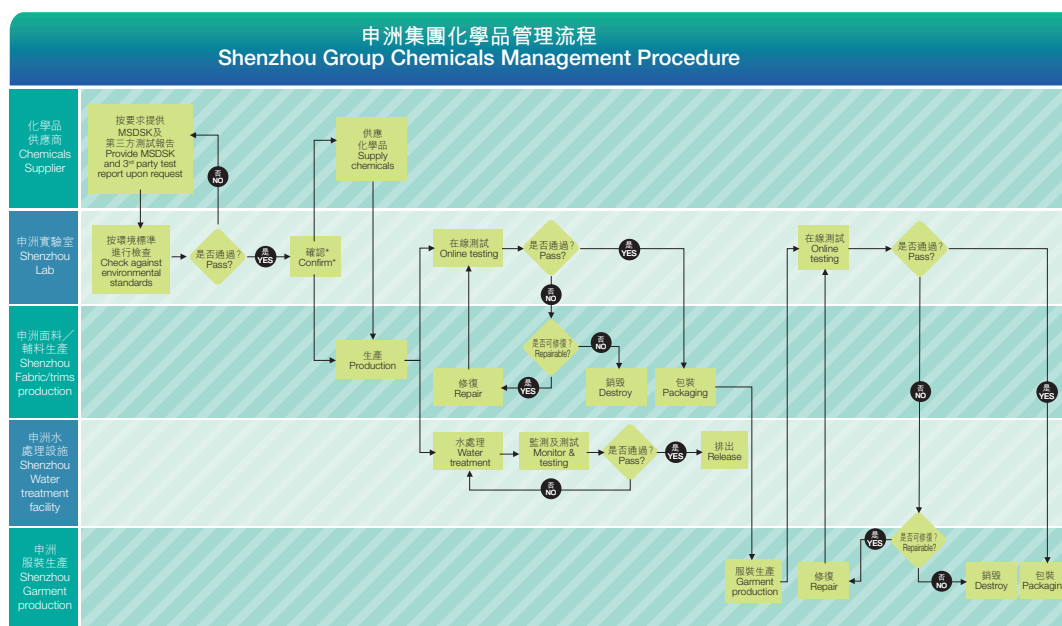
本集團已列出化學品清單，並對危險或受限化學品進行管控，確保生產過程所使用之染料、製劑、洗滌劑嚴格遵照管控清單。未經測試及認證之化學品不得用於生產，且本集團設立嚴格之識別及追蹤體系。

本集團已形成一套化學品管控流程，包括染料供應商管理、來料檢查、產品測試及廢水排放檢查，確保全面之化學品應用管控。

1.2.4 Chemicals Management

The Group has established a list of chemicals and conducts management and control on dangerous or restricted chemicals to ensure that the dyes, agents and detergents used during production are in strict compliance with the management and control list. Non-tested and uncertified chemicals are not allowed to be used in production and a stringent identification and tracking system has been established.

The Group has developed a set of chemical management and control process, which covers dyestuff supplier management, incoming material inspection, product testing and wastewater discharge inspection, ensuring the comprehensive management and control of chemical applications.



*每個產品確認一次。

*Confirm once per product.

附註：

- 按客戶要求進行年度第三方環境審核
- 隨機檢測水與廢水（經預處理）

Notes:

- Annual 3rd party environmental audit according to customer requirements
- Randomly testing of water and waste water (pre-treatment)

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1.3 流程管理

1.3.1 質量管理

本集團在產品採購及製造中依照全面質量管理體系實施全面監測措施。

質量控制在質量管理流程中乃至關重要之部分。其主要包括產品質量監管、檢測及測試。本集團設立質量控制之六大要點。

下圖是本集團ISO 9001的證書：



ISO 9001 證書
ISO 9001 certificate

1.3 Process management

1.3.1 Quality management

The Group conducts a full range of monitoring measures in the purchase and manufacture of products based on a comprehensive quality management system.

Quality control is a very important segment in the quality management process. It mainly embodies the supervision, inspection and testing of product quality. The Group has established six focuses of quality control.

The ISO 9001 certificate of the Group is shown as below:

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1.3.3 問題產品回收程序

質量保證之問題產品回收程序：

1. 如生產的衣服沒有達到一等品的標準或不可接受，客戶有權拒絕來自本集團運送的沒有遵守與客戶的購買規則和品質保證的衣服。
2. 如客戶發現差異的地方，客戶可以對這批運送的衣服作全檢。
3. 客戶可向本集團索賠，若本集團同意，本集團可支付所有的費用，包括客戶在運輸、處理出貨到客戶或直接到客人沒有遵守要求的衣服的費用。
4. 沒有達到一等品的標準或不可接受的衣服必須被銷毀。工廠可以把所有沒有達到一等品的標準或不可接受的衣服送到客戶的工廠銷售經理那裡；工廠銷售經理負責把相關沒有達到一等品的標準或不可接受的衣服送到區域辦公室處理。這些銷毀證明的檔底要寄給客戶的辦公室。

1.3.3 Product recall procedure

Product recall procedure from the Quality Assurance's problems:

1. If the produced apparel do not meet or are not acceptable by first quality standards, the clients shall have the right to reject shipments of apparel from the Group, which do not conform to the client's Purchase Order or Quality Assurance Manual.
2. Where discrepancies are found, a complete inspection of the shipment may be made by the clients.
3. The clients shall charge back to the Group and if the Group agrees, the Group would pay all costs incurred by the clients in transporting and handling non-conforming apparel shipped to the clients or directly to customers.
4. The apparel, which do not meet or are not acceptable by first quality standards, must be destroyed. Factories are to communicate all of the produced apparel, which do not meet or are not acceptable by first quality standards, to their clients' Factory Merchandise Manager; It is the Factory Merchandise Managers' responsibility to deliver all of produced apparel, which do not meet or are not acceptable by first quality standards, to the Regional offices for disposition consideration. These certifications of destruction was sent to the local clients' office.



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1.3.4 安全及環保管理流程

考慮到僱員隊伍龐大、生產設備眾多及管理跨度巨大等相關事實後，本集團的主要附屬公司已採用ISO 14001及OHSAS 18001管理體系和清潔生產審核驗收，以便強化環保與健康安全。

本集團安全與環保工作要點，見下圖：

1.3.4 Safety and environmental protection management process

The Group's major subsidiaries have adopted the ISO 14001 and OHSAS 18001 management systems and clean production audit and inspection to strengthen environmental protection and health safety, after considering the large number of employees and production equipment, extensive span of control and other facts.

The focuses of the Group's safety and environmental protection work as shown in the below picture:



安全及環保工作要點
Focuses of Safety and Environmental Protection Work

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下圖是本集團的ISO 14001及OHSAS 18001和清潔生產審核驗收的證書：

The Group's ISO 14001 and OHSAS 18001 and clean production audit and inspection certificates are shown below:



ISO 14001 證書
ISO 14001 certificate

OHSAS 18001 證書
OHSAS 18001 certificate



清潔生產審核驗收證書
Clean production audit and inspection certificate

在安全及環保方面，本集團加強安全教育，為相關工作崗位制定安全操作規範，並加強設備維護。另一方面，考慮到僱員隊伍龐大，本集團亦注重食品安全及職業健康管理。同時，本集團的環境與職業安全健康政策是「節能減廢，綠色工廠；消除傷害，避免疾病；安全生產，持續改善」。

In terms of safety and environmental protection, the Group strengthens safety education, establishes safety operation specifications for related job posts and enhances equipment maintenance. On the other hand, considering its large workforce, the Group emphasizes on food safety and occupational health administration. Meanwhile, the environment and occupational safety and health policy of the Group is “conserve energy and reduce waste, green plant; eliminate harms, avoid sickness; safe production, persist to improve”.

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本集團謹記安全、健康及環保，並為此設立安全部、應急小組及專業三廢處理系統，以減少使用有毒有害物質，從而符合三廢處理標準，以此確保僱員職業健康，保持清潔生產、節能減碳，以及應對及處理緊急情況。

同時，本集團自二零一六年度以來持續獲浙江省安全生產監督管理局頒發安全生產標準化證書，和確認本集團為安全生產標準化二級企業（紡織服務），因此，本集團遵循「安全第一、預防為主、綜合治理」的方針，以隱患排查治理為基礎，提高安全生產水平，減少事故發生，保障人身安全健康，保證生產經營活動的順利進行。

下圖是本集團的安全生產標準化證書：

With safety, health and environmental protection in mind, the Group has established a safety department, an emergency response team and a professional Three Wastes Treatment System to reduce the use of toxic and hazardous substances for meeting the standards of Three Wastes treatment. These ensure the occupational health of employees, maintain clean production, promote energy conservation and carbon reduction, and facilitate the response to and handling of emergencies.

In the meantime, the Bureau of Work Safety of Zhejiang Province awarded Standardized Safe Production Certificate to the Group continuously since 2016 and recognized it as Second-Class Enterprise in Production Safety Standardization (textile and garment). Therefore, based on checking and controlling of potential hazards, the Group complied with the principles of “safety first, prevention-oriented and comprehensive governance” and enhanced safe production to reduce accidents and ensure personal safety and health as well as the smooth undertaking of production and operation activities.

The picture below is the Work Safety Standardization Certificate:



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於報告期間，本公司就健康及安全以及其他與產品責任相關的事宜已遵守所有對本公司有重大影響的相關法律及法規。

During the reporting period, the Company has complied with all relevant laws and regulations that have a significant impact on the Company in respect of health and safety and other matters relating to product responsibility.

1.4 客戶關係管理

本集團致力於通過傾聽瞭解客戶各種要求、期許及關注。通過下述方式，本集團已轉變並滿足客戶之要求及期許，並推動其自身之市場擴張及服務改進。此外，若客戶到訪，本集團銷售部將召集直接相關部門領導及負責人參加會面，以便全面瞭解客戶之期許。相關部門將召開特別會議，對當時未滿足客戶期許之方面尋求具體解決方案。銷售部、研發部及生產部之直接負責人將參加每週銷售及營運例會，討論現時問題及客戶要求，分析原因並尋找達致客戶要求之解決方案。

1.4 The Management of Customer Relationship

The Group aims to understand all kinds of customer requirements, expectations and concerns by listening to them. Through the following methods, the Group has transformed and satisfied customer requirements and expectations and promoted its market expansion and service improvement. Furthermore, when customers visit the Group, the sales department will gather department heads and the person-in-charge who are directly relevant to attend meetings so as to develop a comprehensive understanding of customers' expectations. The relevant departments will convene special meetings to seek specific solutions for those aspects that fail to meet customers' expectations at the time. The persons directly in charge of the sales, research and development and production departments will attend regular sales and operations meetings every week to discuss the current problems and customers' requirements, analyze the causes and find solutions to meet customers' requirements.

1.4.1 客戶資料管理

為保障不使客戶資料外流，本公司會與特定客戶簽立保密協議，同時，亦可保護特定客戶擁有的專利權。本集團對於客戶的資料有嚴格管控，所有資料都要歸檔並且保存2年。過期後會銷毀，同時，所有文件都印上「機密」的字樣，和不可以帶出廠區。

1.4.1 The Management of Customer Information

To prevent the leak of customers' information, the Company enters into confidential agreements with specific customers and also protects the patents of specific customers. The Group exercises strict control over customers' information. All information must be filed and stored for two years, and will be destroyed after expired. In addition the word "Confidential" will be printed on all documents, and it is forbidden to take away document outside the factory.

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本集團在保障客戶的個人資料(私隱)政策方面,制定了相關程序文件《客戶關係管理制度》,以保障客戶信息資料不外流。另外,本集團在執行和監管客戶的個人資料(私隱)政策方面,公司各業務部有相關程序的文件,例如:《顧客財產控制程序》和《與顧客有關的過程控制程序》,同時,只有較高級別的職員才可接觸到相關的客戶資料,負責人定期做好客戶信息資料的維護檢查,以防止客戶個人的私隱資料有機會流失。

於報告期間,本公司已就產品及服務遵守所有對本公司有重大影響的相關健康及安全、廣告、標籤及私隱法例。

1.4.2 客戶溝通

於二零二零年,本集團沒有已出售或已寄出因安全和健康原因而被召回的產品,此乃證明本集團的產品令客戶有信心。同時,本集團於本年度未收到來自客戶關於產品和服務的相關投訴。當本集團收到產品和服務的相關投訴,相關產品和服務的投訴將召開特別會議,對當時的相關投訴尋求具體解決方案,而處理的方法是替換有問題的產品或被客戶扣款。

In terms of the policy of protecting the personal information (privacy) of customers, the Group establishes relevant documents of procedures, namely the “Management System of Customer Relationship”, to protect the customer information from leakage. In addition, in terms of policy of implementing and monitoring the personal information (privacy) of customers, every business department has its relevant procedural documents, such as “Customer Asset Control Procedure” and “Process Related to Customers Control Procedure”, only senior staff is allowed access to relevant customers’ information, and the person-in-charge of respective department conducts regular maintenance and review of the information of customers to prevent the leak of personal and private information of customers.

During the reporting period, the Company has complied with all relevant health and safety, advertising, labelling and privacy laws relating to products and services that have a significant impact on the Company.

1.4.2 Customers communication


In 2020, the Group did not recall any products sold or shipped due to safety and health reasons, which demonstrated customers’ confidence about the products of the Group. During the year, the Group did not receive any complaints on products or services from customers. When the Group receives any complaints on products or services, the complainers of the relevant products and services will convene special meetings to seek solutions for the relevant complaints at that time, and the handling method is replacing the defective products or deducting the fees by customers.

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以下圖表是客户關注的議題和與客戶溝通的方式：

Topics concerned by our customers and the channels we used to communicate with them are shown in the following charts:

關注議題 Topic Concerned		
 <p>客戶 Customer</p>	可持續發展 Sustainability	員工健康安全 Employees' health and safety
	社會責任 Social responsibility	舒適環保產品 Comfortable eco-products
	經營業績 Operating performance	供應鏈建設 Supply chain development

溝通方式 Communication Channel

高層到中層定期會談 Regular meetings with senior and middle-manager	客戶滿意度調查 Client satisfaction survey
參觀工廠 Factory visits	走訪客戶經營總部 Visits to clients' operation headquarters
與客戶聯建合作中心 Co-establishing cooperative centres with clients	

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1.4.3 客戶滿意度

於二零二零年，本集團在阿迪達斯的二零二零年度北亞聯絡處年底總結大會中獲阿迪達斯頒發「2020年領導獎」。同時，也獲阿迪達斯中國辦事處在二零二零年度頒發「哪吒獎」，此獎項主要表達阿迪達斯對本集團在一些項目上的大力肯定，例如：口罩開發、整櫃出運、數字化樣品的開發、及一些特殊系列的開發等。同時，本年度本集團柬埔寨的子公司亦獲得阿迪達斯柬埔寨聯絡處頒發「準期交貨獎」、「質量獎」和「精益生產獎」三大獎項。再者，本集團於本年度獲得耐克頒發「成就證書」和「NIG6」獎項。本集團於二零二零年獲李寧頒發「最具價值獎」和「優秀開發獎」。另外，於本年度本集團獲特步頒發「卓越貢獻獎」。

1.4.3 The Customer Satisfaction

In 2020, the Group was awarded the “2020 Leader Award” at the Adidas 2020 North Asia liaison office year-end meeting. At the same time, the Group was awarded the “Nazha Award” by Adidas China Office in 2020, which primarily reflected Adidas’s strong recognition of the efforts made by the Group in certain projects, such as mask development, full container load shipping, development of digital samples and some special series, etc. Meanwhile, the subsidiaries of the Group in Cambodia have won three awards from Adidas Cambodia liaison office this year, namely the “Timely Delivery Award”, “Quality Award” and “Lean Production Award”. Moreover, the Group received the “Certificate of Achievement” and “NIG6” awards from Nike this year. The Group received the “Most Valuable Award” and “Excellent Development Award” from Li Ning in 2020. Furthermore, the Group received the “Outstanding Contribution Award” from Xtep this year.

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下圖為客戶頒發給本集團之獎盃。

The below pictures show the trophies awarded to our Group by the customers.



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2. 反貪污及反詐騙

2.1 反貪污

本集團創辦人兼前主席馬寶興先生及各高管人員在申洲集團成立二十多年以來，一貫秉持「誠信」，並將其融入企業文化。誠信是本集團之行為守則，亦是其道德標準。

早在二零零零年初，馬先生揮筆寫就「誠信」二字，並懸掛於大廳中央，警醒每位僱員此乃本集團之原則及要求。每位僱員必須遵守，本集團亦歡迎有關部門及客戶嚴格監督。

2. ANTI-CORRUPTION & ANTI-FRAUD

2.1 ANTI-CORRUPTION

In over two decades of Shenzhou Group's history, the founder and former chairman of the Group, Mr. Ma Baoxing, and each senior management member have always been focusing on "integrity" in establishing the corporate culture. Integrity is the code of conduct and moral standard of the Group.

Back in early 2000, Mr. Ma wrote the two Chinese characters "誠信 (integrity)" and hung them in the centre of the lobby, reminding all employees that it is the principle and requirement of the Group. All employees must abide by it and the Group also welcomes close monitoring by related authorities and customers.



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本集團嚴格遵守當地法律法規，如《中華人民共和國公司法》、《中華人民共和國招標投標法》、《中華人民共和國反不正當競爭法》和《關於禁止商業賄賂行為的暫行規定》等。

於二零二零年，本集團沒有任何有關於貪污賄賂的法律案件。同時，本集團於本年度也沒有收到產品和服務因貪污賄賂的相關投訴。如果本集團收到產品和服務因貪污賄賂的相關投訴，相關產品和服務的投訴部門將召開特別會議，對當時的相關投訴尋求具體解決方案。

本集團已設有內部審計部門及外部安永審計師來提高本集團的反貪污標準，以防止貪污事件在本集團發生。

在本集團的員工守則內，有明確規定員工應該反腐敗，反賄賂及利益衝突等條文，因此，員工應該遵守此守則。

根據員工守則，以下是本集團防止貪污的程序：

- (1) 針對重要崗位，重點人員進行反貪污、反腐敗教育；
- (2) 所有與公司發生業務的供應商、服務商等均需簽訂《廉潔承諾書》及《反商業賄賂協議》；
- (3) 設立專門的郵箱及電話，接受公司內外對於貪污腐敗的舉報；
- (4) 內審及相關部門不定期的分析相關數據，進行調查走訪，掌握貪污腐敗行為的特點、規律，制定和完善貪污腐敗的預防措施和制度；

The Group strictly complies with the requirements of relevant local laws and regulations, such as the “Company Law of the People’s Republic of China”, “Bidding Law of the People’s Republic of China”, “Anti-Unfair Competition Law of the People’s Republic of China”, and “Interim Provisions on Banning Commercial Bribery”.

In 2020, the Group had no law suit of corruption and bribery. Meanwhile, the Group also did not receive complaints on products or services due to the corruption during the year. If the Group receives any complaints on products or services due to the corruption, the complained department of the relevant products and services will convene special meetings to seek solutions for the relevant complaints.

The Group has set up an internal audit department and engaged Ernst & Young as external auditor to improve its anti-corruption standard in preventing corruption.

The Group’s employee guidelines clearly states the obligations of staff in anti-corruption, anti-bribery and conflict of interest. Accordingly, employees should follow the requirements.

The anti-corruption procedures of the Group according to the guidelines for the staff are as follows:

- (1) We offer anti-corruption and anti-bribery education for key staff and major positions;
- (2) Suppliers and service providers which have business relationship with the Company should sign “Integrity Undertakings” and “Anti-commercial Bribery Agreement”;
- (3) We have special email and phone line to allow people from inside and outside of the Company to report corrupt behavior;
- (4) Internal auditor and competent department analyze data from time to time, conduct investigation and visits, study features and pattern of corruption behavior and implement and improve the prevention measures and systems for anti-corruption;

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|---|---|
| <p>(5) 對於工作發現的貪污腐敗問題，及時處理並通報相關部門，涉嫌違法犯罪的移交公安機關處理；</p> <p>(6) 從規章制度和業務流程等方面引入相關的反腐機制和措施。例如明確業務流程、審批權限、建立台賬等；</p> <p>(7) 監督的手段多樣化，建立投訴舉報機制，向公司內部員工和外部單位提供投訴舉報渠道；</p> <p>(8) 同時採取定期盤點、定期審核、價格調查、離任審計等措施進行監督。</p> | <p>(5) We deal with workplace corruption in a timely manner and report to competent authorities. People who are suspected of committing the crime are transferred to the public security organ;</p> <p>(6) We introduce relevant anti-corruption mechanism and policy to the rules and procedures and business process, such as explicit business process, approval authority, establish accounts, etc;</p> <p>(7) We have diversified expedients for supervision and establish complain and report mechanism to provide reporting channel for internal staff and external parties;</p> <p>(8) We engage in supervision by conducting regular stocktaking and audit, price research and off-office audit.</p> |
|---|---|

本集團在執行和監督防止貪污方面，會作出相應的行動，例如：在新進供應商首次簽訂合同時，必須同時簽訂《廉潔承諾書》及《反商業賄賂協議》；另外，由內審及相關部門隨時查看舉報郵箱並接聽舉報電話，對於舉報的事項應進行登記及調查，並將調查結果通報相關領導和部門，同時相關人員承諾對舉報人的個人信息進行保密；再者，由內審、法務等相關部門對日常業務流程進行監督審核，對於發現的異常信息及情況進行跟蹤調查。

如發現貪污情況，本集團員工可以通過電話、郵件、信件等方式進行舉報。本集團的相關部門會根據舉報信息對涉案部門或者人員進行調查或審計，並對違規行為進行處罰。如果情況嚴重的，例如構成犯罪的行為，本集團將會把相關人員提交公安機關處理，使之接受法律的制裁。

同時，本集團內部廣泛開展法律知識宣傳，組織董事和員工積極學習國家反腐敗法律法規和公司反貪污政策。通過解讀和分析相關文件與案例，提高員工法律意識，完善公司法制建設。

The Group takes relevant measures in implementation and monitoring of corruption prevention practices. For example, when we sign contract with new suppliers for the first time, suppliers must sign “Integrity Undertakings” and “Anti-commercial Bribery Agreement” as well. In addition, internal auditor and competent department check email and receive reporting calls at any time and record and investigate reporting matters. The investigation results will be reported to relevant leaders and departments and relevant employees undertake that they will keep the personal information of the informant confidential. Furthermore, relevant departments including internal audit and legal affairs departments monitor and review daily course of business, track and investigate the abnormal information and circumstances identified.

If the staff of the Group notices corruption behavior, the staff can report by ways of telephone, email or letter. The relevant department of the Group will investigate or audit the related department or staff according to the reporting information and will punish the illegal behavior. If the case is of serious nature such as constituting a criminal act, the Group will transfer the relevant person to the public security organ for legal sanction.

At the same time, the Group conducts extensive internal promotion of legal knowledge and organises Directors and employees to actively study the national anti-corruption laws and regulations and the Company’s anti-corruption policy. Interpreting and analysing relevant documents and cases enhance the legal awareness of employees and optimise the development of the Company’s legal system.

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2.2 反詐騙體驗營

於二零二零年，本集團舉行了「申洲集團反詐騙體驗營」，目的是想通過體驗營這個宣傳載體和視窗平臺，整體揭露電信網路詐騙的犯罪真相、手段特點，牢固樹立企業和員工的反詐騙意識，有效落實反詐騙措施，努力減少電信詐騙案件的發生，進一步營造反詐騙宣傳良好氛圍，為創建無詐騙企業提供寶貴經驗。

2.2 Anti-fraud Experience Camp

In 2020, the Group held the “Shenzhou Group Anti-fraud Experience Camp” with the purpose of revealing the truth and characteristics of fraud crimes in telecommunications network through the experience camp as a promotion vehicle and a window platform, so as to consolidate the anti-fraud awareness of the Company and employees, effectively implement anti-fraud measures and strive to reduce the occurrence of telecommunication fraud cases. A desirable atmosphere of anti-fraud promotion was further created to provide valuable experience for the development of a fraud-free enterprise.



於報告期間，本公司已遵守所有對本公司有重大影響的相關賄賂、勒索、詐騙及洗錢法例。

During the reporting period, the Company has complied with all relevant bribery, extortion, fraud and money laundering laws that have a significant impact on the Company.

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3. 精益與創新

為拓展本集團的全球化佈局，集團積極探索各類新技術，新材料及新工藝應用，進行新產品開發和精益生產。

本集團在紡織行業中具有較強的技術創新能力、高端技術開發能力，持續進行研究開發與技術成果轉化，形成企業核心自主知識產權，並以此為基礎開展生產經營活動。自二零一四年起，本集團下屬子公司寧波大千紡織品有限公司被評為「高新技術企業」。

3. LEAN PRODUCTION AND INNOVATION

In order to expand the globalization layout of the Group, the Group aggressively explore each category of new technology, new material and new application of manufacturing technique, and launch new products development and lean production.

Among other players in the textile industry, our Group process with relative strong capability in technology innovation, advance technology development. With our continuous effort in research and development and the technology so developed, we have built up our corporate's core proprietary intellectual properties, for which we use to operate our production business. Starting from 2014, Ningbo Daqian Knitwear Co., Ltd., a subsidiary of the Group, was accredited as "High-New Technology Enterprise".



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本集團積極鼓勵研發僱員進行專利申請，引入有關發明專利授權之獎勵政策，穩步推進專利商業化，並努力創造自有品牌產品。

同時，本集團建立健全相關的知識產權管理制度，堅持自主創新，積極申請知識產權保護，提前完成知識產權佈局，避免侵犯他人知識產權，維護自己的權利。

本集團於二零二零年申請專利125項，其中實用新型專利87項和發明專利38項。本年度本集團共授權專利81項，其中發明專利6項，實用新型專利75項。截至二零二零年底，本集團共申請了536項專利，其中發明專利166項，實用新型專利370項，新材料面料專利有183項，生產過程中對設備工藝改造創新及制衣模板類的相關專利有353項。

本集團的主要專利產品成果轉化34個系列，預估按平均每一系列25個品種，得850個新產品。

The Group actively encourages patent applications by research and development staff, introduces reward policies for the grant of patents for inventions, steadily promotes patent commercialization and endeavors to create its own brand products.

At the same time, the Group establishes a comprehensive relevant intellectual property management system, persist in autonomy innovation, apply for intellectual property protection aggressively, prior to complete the layout for intellectual property development, avoid infringement of others intellectual property and safeguard its own rights.

In 2020, the Group has applied for 125 patents, of which 87 were new utility patents and 38 were patents for inventions. The Group obtained licences for 81 patents, of which six were patents for inventions and 75 were new utility patents during the year. As of the end of 2020, the Group has applied for 536 patents in total, of which 166 were patents for inventions and 370 were new utility patents. We have 183 patents of new materials and fabrics and 353 patents relating to categories of transformation and innovation of equipment and technique for production and garment template.

The Group has 34 series of major patented product achievement transformation, and it is estimated that 850 new products are available based on an average of 25 varieties in each series.

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同時，本集團參與修訂國家標準4項，參與制定與修訂行業標準15項，參與正在編製中的行業標準項9項。本集團引入有關技術創新之鼓勵政策，包括科學技術成就獎勵方法，並設立有關技術創新之科學全面激勵機制。

於2020年，本集團在創新技術或可持續發展方面有多項改善專案，例如：自動縫口罩機和自動拷袋布機等等。

In addition, the Group has participated in the amendments of 4 national standards and the formulation and amendments of 15 industry standards, and is participating in the formulation of 9 industry standards. The Group introduced policies to encourage technological innovation, including the Incentive Administration for on Scientific and Technological Achievements and established a scientific and comprehensive incentive mechanism on technological innovation.

In 2020, the Group had a number of improvement projects in innovative technology or sustainable development, for example, automatic mask sewing machine and automatic bag cloth machine, etc.



3.1 申洲國際紡織研究院

本集團於二零一八年十二月成立申洲國際紡織研究院，並設有院士工作站，聘請了兩位院士為顧問，一位院士主要在新面料和新材料的開發和應用的方面，另一位院士主要以「減少」資源佔有為條件，研究環境治理和綠色環保印染技術，以達成「2025零排放」計劃。

3.1 Shenzhou International Textile Research Institute

The Group established Shenzhou International Textile Research Institute in December 2018, and have the workshop of academicians, which appointed two academicians as consultants. One is mainly responsible for the development and application of new fabrics and new materials. And the other one is mainly responsible for research on environment management as well as green and environment protecting dyeing technology under the condition of “reducing” resource occupation, so as to achieve the “2025 zero emission” plan.

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3.2 創新中心

本集團透過創新中心要達到的願景是：在提高產品附加值和盈利能力的同時，在創新中心與客戶做設計時引入我們對環保設計的理解，減少面料使用，減低生產排放對環境的壓力，使我們公司成為可持續發展的經營者。

- 面向生產設計(DFMA)，設計出對生產更友好的產品，提升生產力
- 產品多樣化
- 縮短產品開發周期，節省申洲和客戶在開發上所花的人力和物力
- 在設計中融入綠色產品的元素，省料，減少化學品使用
- 提升產品品質
- 使員工生產環境更安全健康

3.2 Innovation center

The vision to be achieved by the Group through its innovation center is to increase the added-value and profitability of products, while developing the Company into a sustainable operator through introducing our ideology of environmental design in designing products with our customers in the innovation centres, reducing the use of fabrics and the pressure on the environment caused by production emission.

- Design for Manufacturing and Assembly (DFMA) and design production-friendly products as well as increasing productivity
- Product diversification
- Shortening the cycle of product development and saving the labor and cost deployed by Shenzhou and its customers in R&D
- Integrating green elements in the design, reducing the use of chemicals
- Increasing the product quality
- Ensuring a healthy and safe production environment for the staff



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3.3 企業技術中心

本集團的企業技術中心技術創新能力較強、創新業績顯著、在行業或區域內具有示範和導向作用，被認定為省級企業技術中心。

下圖是本集團獲得的「國家企業技術中心」的獎牌：



3.3 Enterprise Technology Center

The enterprise technology center of the Group has relative strong capability in technology innovation, and has remarkable achievement in innovation. We served as the demonstration and steering role in the industry and region, and were accredited as the “Provincial Accredited Enterprise Technology Center”.

The below picture shows the certificate of “State-Accredited Enterprise Technology Center” received by the Group:

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3.4 創新成績

- i. 本集團於二零一九年獲得由中國紡織工業聯合會頒發的「紡織之光」2019年度中國紡織工業聯合會針織內衣創新貢獻獎，而獲獎項目是二醋酸仿真絲吸濕透氣親膚針織內衣面料的研發及其產業化。中國紡織工業聯合會在全行業開展了2019年度中國紡織工業聯合會產品開發貢獻獎／推動獎評審活動，以推進中國紡織服裝行業的產品開發工作，樹立行業產品開發的先進典型企業，探索產品研發的創新模式，提高行業科技貢獻率和品牌貢獻率，促進產品結構調整，推動產業升級和紡織強國建設。

下圖是本集團在二零一九年獲得的「紡織之光」2019年度中國紡織工業聯合會針織內衣創新貢獻獎的獎狀：

3.4 The Achievement in Innovation

- i. The Group received from the China National Textile and Apparel Council the “Textile Vision” 2019 China National Textile and Apparel Council Knitted Underwear Innovation Contribution Award in 2019 for its research and development and industrialization of the moisture-absorbing, breathable and skin-friendly cellulose acetate imitated silk fabrics used for knitted underwear. The China National Textile and Apparel Council carried out the evaluation activity of 2019 China National Textile and Apparel Council Product Development Contribution Award/Promotion Award in the whole industry. To push forward the product development work in the textile and apparel industry in China, set an industry example of advanced enterprise in product development, explore an innovative model for product research and development, push up the technology contribution rate and brand contribution rate of the industry, facilitate adjustment in product structure and promote industry upgrade and the development of a great textile country.

The below picture shows the certificate of “Textile Vision” 2019 China National Textile and Apparel Council Knitted Underwear Innovation Contribution Award received by the Group in 2019:

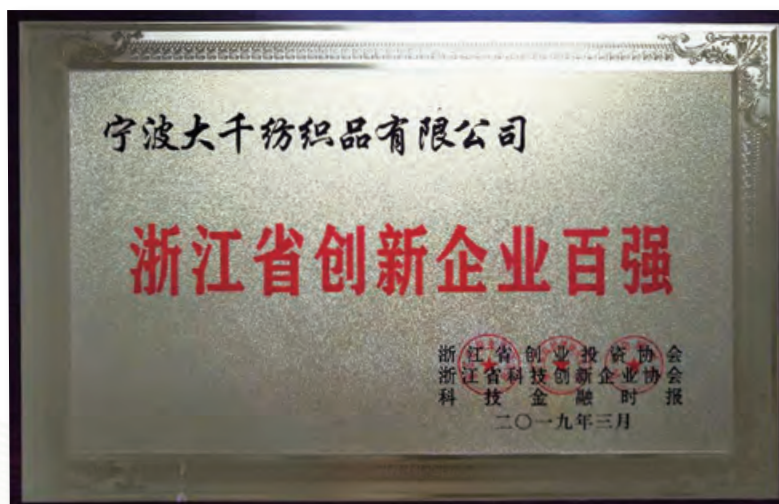


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- ii. 由浙江省創業投資協會、浙江省科技創新企業協會、科技金融時報聯合主辦的「浙江省創新企業百強暨浙江創新人物頒獎儀式」在杭州舉行。此次征評活動旨在進一步發掘一批創新能力強、研發水平高、發展潛力好的骨幹企業，營造創新創業的良好氛圍。同時，評選時要求企業需成立三年以上，主要產品(服務)的核心技術擁有自主知識產權；近兩年連續保持盈利，銷售收入、利潤增長幅度均不低於20%，且為國家支持的高新技術企業等，再經過企業數據採集、數據審核、測算評價、結果應用四大評審環節，最終組委會按專家論證的科學方法進行排序，從全省參評的265家高新技術企業中，選取前100位作為百強企業。於二零一九年，本集團獲榮登創新企業百強榜單，是業界對公司持續創新能力、整體研發實力、市場發展潛力等各方面的認可與肯定。
- ii. The “Top 100 Zhejiang Innovative Enterprises cum Zhejiang Innovative Personnel Award Ceremony” was co-organised by Zhejiang Venture Capital Association, Zhejiang Technological and Innovative Enterprises Association and Sci-Tech & Finance Times in Hangzhou. This evaluation activity aimed to further identify a batch of core enterprises with strong innovation capability, high research and development level and outstanding growth potential in an effort to create a favourable environment for innovation and entrepreneurship. Meanwhile, in the evaluation, enterprises were required to have three years of establishment history or above and proprietary intellectual property rights for the core technologies of its key products (services), remain profitable for two consecutive years with a growth rate of no less than 20% for their sales revenue and profit and be a High-New Technology Enterprise supported by the government. Further, after the four major evaluation sessions, namely enterprise data collection, data review, measurement and evaluation, and results application, the panel eventually came up with a ranking based on the scientific method of expert argumentation. 100 enterprises were selected as the Top 100 from 265 High-New Technology Enterprises in the province participating in this evaluation. In 2019, the Group ranked among the Top 100 innovative enterprises, signifying the recognition and affirmation of its continuous innovative capability, overall research and development strength and market development potential by the industry.

下圖是本集團在二零一九年獲得的「創新企業百強榜單」的獎狀：

The below picture shows the certificate of “Top 100 Innovative Enterprises” received by the Group in 2019:



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3.5 品牌建設

於二零一五年一月份起，本集團的子公司，申洲針織的註冊商標（註冊證號：7226707）被浙江省工商行政管理局認定為「浙江省著名商標」，省著名商標不僅是對本集團這近年發展形勢的肯定，更說明了申洲品牌在行內的影響力與知名度。

為進一步加強外貿品牌培育，加快形成外貿發展新優勢，浙江省商務廳聯合省級有關廳局開展了二零一八年「浙江出口名牌」的評審工作。據悉，該榮譽每年評定一次，每次評選有效期為三年，而此次浙江省商務廳公佈的二零一八年度「浙江出口名牌」共計292個。本集團在二零一八年獲得二零一八年「浙江出口名牌」的獎項。

下圖是本集團在二零一八年的浙江出口名牌的證書：

3.5 Brand Building

Since January 2015, the registered trademark of Shenzhou Knitting (registered number: 7226707), a subsidiary of the Group, was recognized as a “Famous Brand of Zhejiang Province” by Zhejiang Provincial Administration of Industry and Commerce, signifying the recognition of the Group’s development over the past few years and reflecting the influence and reputation of the Shenzhou brand in the industry.

To further enhance the development of foreign trade brand and expedite the forming of the new advantage in foreign trade, the Department of Commerce of Zhejiang Province worked with provincial departments and bureaux to start the selection for the “Zhejiang Export Famous Brand” of 2018. It has been told that the award was selected annually, and the effective period was three years. The Department of Commerce of Zhejiang Province announced 292 brands for the “Zhejiang Export Famous Brand” of 2018. The Group was awarded the “Zhejiang Export Famous Brand” of 2018 in 2018.

The certificate of “Zhejiang Export Famous Brand” of 2018 for the Group is shown below:



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另外，在二零二零年中國品牌建設促進會依據品牌價值評價有關國家標準，經專家評審、技術機構測算、品牌評價發佈工作委員會審定，本集團品牌強度為882，品牌價值為人民幣231.59億元。

下圖是本集團在二零二零中國品牌價值評價結果通知書：

In addition, in 2020, the China Council for Brand Development, based on the relevant national standards for brand value evaluation and upon expert review, measurement by a technical agency and review by the brand evaluation publication working committee, determined that the Group had a brand strength of 882 and a brand value of RMB23.159 billion.

The below picture shows the 2020 China Brand Evaluation Notification Letter of the Group:



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4. 榮譽與獎項

4.1 可持續發展

自二零一五年九月份起，申洲國際獲納入恒生可持續發展企業指數系列。恒生可持續發展企業指數包括在企業可持續發展表現最卓越的香港上市公司，而該指數為一項跨市場指數，涵蓋香港及內地企業可持續發展的領導者。成份股挑選程序嚴謹，過程中參考由獨立的專業評審機構香港品質保證局按照其設計之可持續發展評級框架而進行的可持續發展評級結果。此舉令恒生可持續發展企業指數系列達致客觀、可靠及具高投資性，為企業可持續發展主題之指數基金提供一系列優質基準。

下圖是申洲國際於二零二零年度的恒生可持續發展企業指數的標誌：



由二零一八年至二零二零年，本集團獲得香港品質保證局可持續發展社會責任進階指數的A認證。為推動機構履行社會責任(CSR)，香港品質保證局在香港上海滙豐銀行的初始支持下，於2008年推出「HKQAA社會責任指數」。指數現時由香港品質保證局推行，提供一個定量的表現指標來衡量企業在推行社會責任體系上的成熟程度。

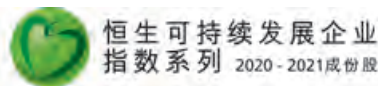
社會責任指數根據ISO 26000「社會責任的指引」的四類指標評價機構的表現，把指數綜合得出最後評分。四類指標為企業管治、社會福祉、經濟增長及環境保護，具體包括七個範疇合共40項社會責任的建議措施。

4. THE HONOUR AND AWARD

4.1 Substantiality

Starting from September 2015, Shenzhou International was included in the Hang Seng Corporate Sustainability Index Series, which includes Hong Kong listed companies with the most outstanding performance in terms of corporate sustainability. The index is a cross-market index covering leaders of corporate sustainability in Hong Kong and Mainland. The constituent stocks are carefully selected with reference to the rating results of sustainability by Hong Kong Quality Assurance Agency, an independent professional accreditation body, in accordance to the framework it designed for sustainability rating. This enables the Hang Seng Corporate Sustainability Index Series to achieve objectivity, reliability and of high investment significance, offering a series of quality benchmark for the index funds under the theme of corporate sustainability.

Below is the logo of membership of the Hang Seng Corporate Sustainability Index Series of Shenzhou International in 2020:



From 2018 to 2020, the Group was granted with an A Sustainability accreditation of CSR Index Plus Mark by the Hong Kong Quality Assurance Agency (HKQAA). To facilitate organisations to translate these good intentions into good actions, in 2008 HKQAA launched the “HKQAA CSR Index”, with the initial support of The Hong Kong and Shanghai Banking Corporation Limited (HSBC). Now run by HKQAA, the Index provides quantitative metrics to measure organisations’ maturity level in practicing their social responsibilities.

The index is designed with reference to the ISO 26000 “Guidance on Social Responsibility”. The index will measure an organisation’s maturity level in practicing its social responsibilities from four different perspectives, namely Corporate Governance, Social Well-being, Economic Performance and Environmental Conservation. More specifically, the quantitative metrics will contain seven core elements and a total of 40 recommended practices.

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而以下是本集團獲得相關認證的標誌：

Set out below is the symbol of the relevant accreditation granted to the Group:



另外，本集團於二零一九年參與「中銀香港企業環保領先大獎2019」的活動，並榮獲由香港工業總會與中國銀行（香港）聯合頒發「中銀香港企業環保領先大獎2019」之「環保傑出伙伴」，以嘉許本集團多年來對環境保護的堅持和貢獻。「中銀香港企業環保領先大獎」由香港工業總會與中國銀行（香港）合辦，旨在表揚從事製造業及服務業的企業，在環保方面的優秀表現與卓越貢獻，並藉此鼓勵企業在業務發展規劃和日常營運管理中融入環境保護的理念。

In addition, the Group joined the activity of “BOCHK Corporate Environmental Leadership Awards 2019” in 2019, and was awarded the “EcoPartner” in the “BOCHK Corporate Environmental Leadership Awards 2019”, jointly launched by the Federation of Hong Kong Industries (FHKI) and Bank of China (Hong Kong) (BOCHK), in recognition of the Group’s dedication and contribution to environmental protection over the years. The “BOCHK Corporate Environmental Leadership Awards” are jointly organized by FHKI and BOCHK to recognize the environmental achievements and contributions of manufacturing and services enterprises, thereby encouraging enterprises to incorporate environmental protection strategies into their business development plans and daily operations.

下圖是香港工業總會與中國銀行（香港）頒給本集團的二零一九年度「中銀香港企業環保領先大獎2019」的證書：

The certificate of “BOCHK Corporate Environmental Leadership Awards 2019” awarded by the FHKI and BOCHK to the Group in 2019 is shown below:



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於二零一九年，本集團參與匯豐銀行的可持續發展商業貸款，成功獲得匯豐銀行頒發的可持續發展商業貸款參與證書。匯豐銀行的可持續發展商業貸款適合將購置可有助減少碳排放的機器設備或裝置的企業，並通過商界環保協會的環境績效評估。常見例子包括：使用可再生能源或有效減少碳排放的能源、更高能源效益的機器或設備、污水處理系統等等。

下圖是匯豐銀行頒發給本集團的「可持續發展商業貸款參與證書」：



申洲國際於二零二零年榮獲由 SocietyNext Foundation 等多家企業聯合頒發「2020年InnoESG大獎」。「2020年InnoESG大獎」獎旨在表彰在環境、社會和管治(ESG)範疇上，通過實施和全面支持可持續發展舉措並產生正面影響的上市公司。獎項由 SocietyNext Foundation、香港聯合國教科文組織協會和平中心、扶輪社行動小組為和平及和富社會企業合辦，以表彰及認可獲獎企業在可持續發展方面的舉措。

In 2019, our Group has participated in the Sustainable Financing Programme organized by HSBC, and was awarded “Sustainable Financing Programme – Certificate of Participation” by HSBC successfully. Enterprises who acquire machine, equipment or installation with expected carbon emission reduction based on the Business Environment Council’s environmental merit assessment result are eligible for the HSBC’s Sustainable Financing Programme. Typical examples include: use of renewable energy or energy source with less carbon dioxide emission effectively, more energy-efficient machine or equipment, sewage management system.

The below picture shows the “Sustainable Financing Programme – Certificate of Participation” awarded by HSBC to the Group:

Shenzhou International was won the “InnoESG Prize 2020” co-organized by SocietyNext Foundation and various enterprises in 2020. The “InnoESG Prize 2020” is to recognize the achievement of the listed companies on Environmental, Social and Governance (ESG) by their implementation and fully support for sustainable development. The award is co-organized by SocietyNext Foundation, UNESCO HK Association Global Peace Centre, Rotarian Action Group For Peace and Wofoo Social Enterprises as recognition and acknowledge to the award winner for their initiatives on sustainable development.

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下圖是SocietyNext Foundation等多家企業聯合頒發給本集團的「2020年InnoESG大獎」的獎盃：

The below picture shows the trophy of the “InnoESG Prize 2020” awarded to the Group by SocietyNext Foundation and various enterprises:



4.2 投資者關係

申洲國際於由香港投資者關係協會舉辦的第六屆香港投資者關係大獎中，奪得「最佳投資者關係公司獎」、「最佳投資者關係主席／首席執行官」、「最佳投資者關係財務總監」、「最佳投資者關係主任」、「最佳投資者會議」和「最佳投資者團隊」獎項。此獎項充分肯定本公司管理層於投資者關係方面的卓越表現，受到投資者的充分認可。

香港投資者關係大獎由香港投資者關係協會主辦，旨在褒獎於投資者關係方面表現優秀及奉行優良投資者關係守則的企業及專才。今年共有168家上市公司接受提名參賽，43家上市公司獲頒不同獎項組別的獎項。獎項由買方及賣方投資者於網上投票，選出得獎者。超過679名合資格投票人士及311間投票機構投選心目中最優秀的投資者關係專才及上市公司。

下圖是香港投資者關係協會頒發給本集團的6個獎項：

4.2 Investor Relations

Shenzhou International garnered the “Best IR Company”, “Best IR by Chairman/CEO”, “Best IR by CFO”, “Best IRO”, “Best Investor Meeting” and “Best IR Team” awards at the 6th Hong Kong Investor Relations Awards organised by Hong Kong Investor Relations Association. These awards acknowledge the excellent performance of the Company’s management in investor relations, which is widely recognised by the investor community.

The Hong Kong Investor Relations Award is organised by Hong Kong Investor Relations Association, with the aim of celebrating excellence in IR relations aspect and corporates and talents which adopt sound IR principles. A total of 168 listed companies entered the competition this year and 43 listed companies received awards in different categories. The winning enterprises were selected by buy-side and sell-side investors online. Over 679 qualified voters and 311 voting institutions casted for the best IR talents and listed companies.

The below picture shows the six awards received by the Group from Hong Kong Investor Relations Association:



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於二零二零年，本集團榮獲「投資者關係」雜誌頒發「大中華區投資者關係大獎2020—卓越投資者關係證書」，以下是本集團的卓越投資者關係證書。

In 2020, the Group was awarded “IR Magazine Awards Greater China 2020-Certificate for excellence in investor relations” by “IR Magazine” and the below is the Certificate for excellence in investor relations” of the Group.



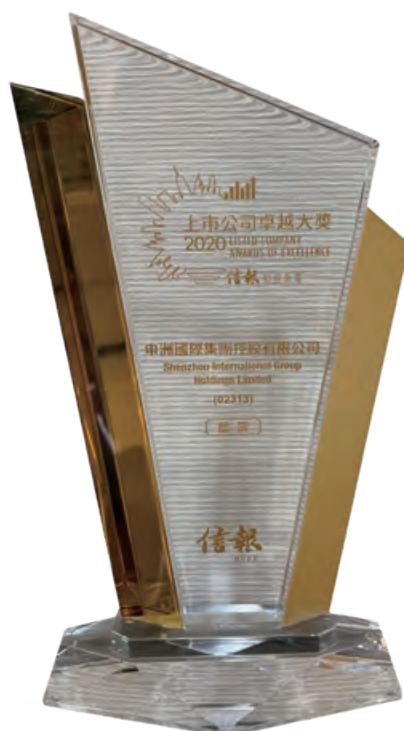
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於二零二零年，申洲國際榮獲信報頒發「上市公司卓越大獎2020」－主板。2020年「上市公司卓越大獎」獎項包括藍籌、主板、創業板三大組別。評審過程採用《信報》獨家研發的股票追勢系統EJFQ「信號」，按照皮爾托斯基分數、相對恆生指數同期表現、專業股評人及行業領袖建議的次數，以及盈利年均增長率四大重要準則篩選出候選名單，交由行業領袖及分析師及主辦編輯組成的評審委員會評核，並由畢馬威會計師事務所進行審核。本次在香港2,000多間上市企業中，選出38間最具實力的上市企業，因此，獲選的上市公司具有卓越表現成績，對投資者來說具價值的參考指標。

下圖是信報頒發給本集團的「上市公司卓越大獎2020」－主板的獎盃：

In 2020, Shenzhou International was awarded the “Listed Company Awards of Excellence 2020” – Main Board by HKEJ. In 2020, “Listed Company Awards of Excellence” awards were divided in to three main categories, i.e. blue chip, Main Board and GEM. The assessment is carried out by the adoption of the EJFQ “signals”, a unique stock-tracking system developed by HKEJ, all the candidates are screened based on four major criteria: Piotroski F-Score, performance against the Hang Seng Index of the same period, number of recommendations from professional analysts and industry leaders, as well as average annual growth in earning. The shortlist are then assessed by a judging panel comprising industry leaders, analysts and HKEJ’s editors, the results will then be audited by KPMG. This year, 38 most competent listed companies were selected among over 2,000 listed companies in Hong Kong, as such, besides as recognition of the outstanding performance achieved, the awarded listed companies can also be served as a meaningful reference indicator for investors.

The below picture shows the trophy of “Listed Company Awards of Excellence 2020” – Main Board awarded to the Group by HKEJ:



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另外，申洲國際於二零二零年十二月榮獲《經濟一週》頒發「香港傑出企業2020」大獎，《經濟一週》根據企業理念及遠景、年度表現、企業管治、受小股東歡迎、科技研究及發展，以及業內成就六大評選範疇，從過千間香港上市公司中挑選傑出企業，表揚其卓越成就，為極具價值的參考指標。

下圖是《經濟一週》頒給本集團的二零二零年度「香港傑出企業2020」大獎的獎盃：

In addition, Shenzhou International was awarded the “Hong Kong Outstanding Enterprise 2020” by Economic Digest in December 2020, which is a valuable indicator for reference. Economic Digest shortlisted the outstanding enterprises from thousands of listed companies in Hong Kong in recognition of their remarkable achievements based on six major areas, namely corporate philosophy and vision, annual performance, corporate governance, popularity among minority shareholders, scientific and technological research and development, and industry accomplishments.

The below picture shows the trophy of “Hong Kong Outstanding Enterprise 2020” awarded to the Group by Economic Digest in 2020:



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申洲國際於本年度榮獲《亞洲週刊》頒發「中國大陸企業香港股市排行榜」中的「最大市值民企大獎2018」。「中國大陸企業香港股市排行榜」的評選標準是根據二零一七至二零一八年度於香港上市的中國大陸企業在香港交易所可供買賣的股份，並以二零一八年五月三十一日之市值為準。而《亞洲週刊》研究部根據各上市公司經會計審核的各項主要營運資料，包括：公司在港市值、總市值、營業額及增長率、純利及增長率、在港資產、總資產等訂定排行次序。因此，獲選的上市公司在營運規模及資產總值不少已達世界級水平，在香港資本市場舉足輕重。

下圖是《亞洲週刊》頒發給本集團的「中國大陸企業香港股市排行榜」中的「最大市值民企大獎2018」的獎盃：



Shenzhou International was awarded “The Largest Capitalization Private Company Award 2018” in the “Mainland Enterprises Listed in Hong Kong Ranking” by “Yazhou Zhoukan” this year. To be eligible for the “Mainland Enterprises Listed in Hong Kong Ranking”, an enterprise must be a Hong Kong listed Mainland enterprises traded on the Hong Kong Stock Exchange in 2017 to 2018, and will be assessed based on their market capitalization as at 31 May 2018. The research department of “Yazhou Zhoukan” will then rank those listed companies based on their respective major audited operation data, including the market capitalization of the company in Hong Kong, total market capitalization, turnover and its growth rate, net profit and its growth rate, assets in Hong Kong, total assets, etc. As such, many of the awarded listed companies have operation scale and total assets of world level, and played an important role in Hong Kong’s capital market.

The below picture shows the trophy of “The Largest Capitalization Private Company Award 2018” in the “Mainland Enterprises Listed in Hong Kong Ranking” awarded to the Group by “Yazhou Zhoukan”:

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於二零一八年十二月，申洲國際在中國證券金紫荊頒獎典禮中榮獲香港大公文匯傳媒集團頒發「最具投資價值上市公司」獎。

In December 2018, Shenzhou International obtained the “Best Investment Value Award for Listed Companies” award from Hong Kong Ta Kung Wen Wei Media Group Limited at the ceremony for China Securities Golden Bauhinia Award.



於二零一八年九月，申洲國際榮獲《福布斯亞洲》評選為「2018年度亞洲最佳上市公司50強」之一，以證明投資者認同本公司是有實力的上市公司。

In September 2018, Shenzhou International was named as one of the “Asia’s 50 Top Listed Companies 2018” by “Forbes Asia”, a proof that investors recognize the Group as a substantial listed company.

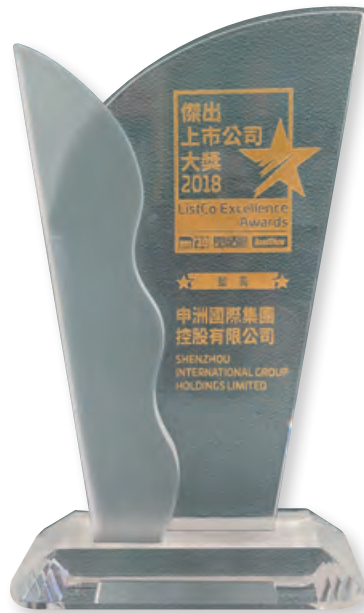
《福布斯亞洲》首先找到了1,744家年營收至少20億美元、上市至少一年的上市公司。其剔除了正在虧損或者營收低於5年前的公司。長期債務超過總資本一半水平，或者國家控股超過50%的企業也沒有包括在內。被上市母公司控股超過50%的公司也沒有入榜。最後，利用十多項財務標準，分析留下的企業。因此，評出績效優異的藍籌企業榜，上榜企業都是該地區的精英。

“Forbes Asia” first selected 1,744 companies with operating incomes of at least USD2 billion and were listed at least one year. It crossed out the companies with losses or those with operating incomes lower than five years ago. Those with long-term debts more than half of the total capital or enterprises with more than 50% held by the government or the listed parent companies were not included. Finally, after applying more than 10 financial standards, it analyzed the remaining companies. Thus, a list of the blue-chip enterprises with excellent performance was selected, and all the enterprises on the list are the best in the local area.

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另外，申洲國際於二零一八年十月榮獲《am730》、亞洲公關及路訊通頒發「傑出上市公司大獎2018」，以證明致力追求良好業績回報，優秀企業管治及在不同層面促進經濟及提升大眾生活質素。

下圖是《am730》、亞洲公關及路訊通頒給本集團的二零一八年度「傑出上市公司大獎2018」的獎盃：



申洲國際在由am730、RoadShow及亞洲公關聯合主辦的評選中榮獲《傑出上市公司大獎2018》。作為中港跨平台財經媒體聯頒大獎，由傑出上市公司大獎籌委會、Deloitte德勤、富途證券、雲鋒金融和一眾專業股票分析師與基金經理等擔任評審選出，表彰29家傑出上市公司，故得獎公司可謂值得投資者作為參考指標之一。

Furthermore, Shenzhou International was awarded “ListCo Excellence Awards 2018” by “AM730”, PR Asia and Roadshow in October 2018, a proof that the Group strives for good performance returns, excellent corporate governance, contribute to the economy and enhance people’s quality of life on different levels.

The below picture shows the trophy of “ListCo Excellence Awards 2018” awarded to the Group by “AM730”, PR Asia and Roadshow in 2018:

Shenzhou International was awarded “ListCo Excellence Awards 2018” by “AM730”, PR Asia and Roadshow. As an award given by a cross-platform financial media in China and Hong Kong, it is selected by the ListCO award organizing committee, Deloitte, Futu Securities, Yunfeng Financial, and many professional equity analysts and fund managers to acknowledge 29 excellent listed companies. The winners are one of the indicators as reference for investors.

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申洲國際於二零一八年十二月榮獲新浪財經頒發「2018 港股上市公司金獅獎：最佳上市公司」；此次獲獎表明了市場對申洲國際的認可，表明申洲國際在穩健發展的過程中始終不忘初心，肩負責任，在投資價值、品牌價值、股東回報、社會責任等多個方面取得了一些成績。

下圖是新浪財經頒給本集團的二零一八年度「2018 港股上市公司金獅獎：最佳上市公司」的獎盃：

Shenzhou International was awarded “2018 Golden Lion Award: The Best Listed Company” by Sina Finance in December 2018, a proof that the market recognizes Shenzhou International. It is also a proof that Shenzhou International has keep an original mind in the process of stable development, bear the responsibility, and made achievements in many aspects including investment value, brand value, shareholders’ return and social responsibility.

The below picture shows the trophy of “2018 Golden Lion Award: The Best Listed Company” awarded to the Group by Sina Finance in 2018:



本次新浪財經「金獅獎」旨在表彰 2018 年在港股市場有突出表現及積極貢獻的參與者。獲評「最佳上市公司」殊榮的還包括中國移動、中國石化、中國鐵建等 9 家來自其他行業的上市企業。

The “Golden Lion Award” by Sina Finance is to acknowledge the participants with excellent performance and active contributions in Hong Kong stock market in 2018. Nine listed companies from other businesses awarded with the “Best Listed Company Award” included China Mobile, Sinopec and China Railway Construction.

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於二零一八年八月，申洲國際榮獲《財富》中國評選為「2018年中國最大的500家上市公司」和「2018年中國最佳董事會50強」之一。同時，於二零一九年，本集團也榮獲《財富》中國評選為「2019年中國最佳董事會50強」之一。

下圖是《財富》中國頒給本集團的二零一八年度「2018年中國最佳董事會50強」的獎盃：



2019年中國最佳董事會50強榜單繼續以《財富》中國500強上榜公司為候選池。以淨資產收益率和市值增長率為考量，首先遴選出在兩個指標上同時高於同行業中位數的初選候選公司，共計144家。然後，以淨資產收益率、市值增長率和絕對值、獨董佔比、董事會構成質量等作為維度，最終評選出綜合得分最高的50家公司。

同時，「中國最佳董事會50強」評選希望通過榜單發佈進一步讓市場及更多企業了解董事會高效治理模式，及其在全社會生產效率提升、公司生存和發展和良好商事制度形成方面的價值。

In August 2018, Shenzhou International was selected as one of the “China’s 500 Largest Listed Companies 2018” and “China’s Top 50 Boards of Directors 2018” by “Fortune China”. Furthermore, the Group was also accredited as “China’s Top 50 Boards of Directors 2019” by Fortune China in 2019.

The below picture shows the trophy of “China’s Top 50 Boards of Directors 2018” awarded to the Group by “Fortune China” in 2018:

As usual, “China’s Top 50 Boards of Directors 2019” continued to be selected from “Fortune China” 500 companies. Return on net assets and market capitalization growth are the main criteria for the selection. Companies in the preliminary round with both indicators above the industry mean can proceed to the next round, and there were a total of 144 companies this year. The shortlisted companies will then be ranked on various criteria, including return on net assets, market capitalization growth, absolute value, proportion of Independent Non-executive Director, composition and quality of the Board, the top 50 companies with the highest total score will be put on the list.

Meanwhile, the selection for the “China’s Top 50 Boards of Directors” list is to allow the market and more enterprises understand the high efficiency management model of the Board, as well as a Board’s value in the enhancement of production efficiency, survival and development of the company and a good commercial system.

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4.3 公司治理

在公司治理方面，申洲國際在二零一五年獲得外界的認同，分別獲得大公報評選為二零一五年度最佳公司治理上市公司之一，同時，亦獲得亞洲週刊選為2014-2015年度中國大陸企業組的香港股市排行榜的最大市值民企之一。

另外，於二零一六年，申洲國際獲2016年DHL／南華早報香港商業獎項中獲選為2016年度「傑出企業獎」。這對於申洲國際有莫大的鼓舞，也證明外界對申洲國際的公司治理有一定的信心，因此，本集團也會繼續努力提高公司治理的水平，以滿足全球日益提升的公司治理的標準。

下圖是DHL／南華早報在香港商業獎項中頒給本集團的二零一六年度「傑出企業獎」的獎盃：



申洲國際於二零一八年度十二月榮獲香港上市公司商會獲選為「2018年度香港公司管治卓越獎：持續發展卓越獎」；獲得此獎項證明本公司在各方面都非常突出，特別在董事會多元化和獨立非執行董事積極參與、持續優化風險管理和內部監控，以及在企業內外致力深化管治文化等方面尤為卓越。

4.3 Corporate Governance:

In 2015, Shenzhou International was recognised for its corporate governance practices. It was named as one of the 2015 Best Corporate Governance Awards for Listed Companies by Ta Kung Pao, and was selected as one of the Private Companies with the Largest Market Capitalization on the Hong Kong Stocks Ranking, the Mainland Enterprises Category in 2014-2015 (2014-2015年度中國大陸企業組的香港股市排行榜的最大市值民企) by “Yazhou Zhoukan”.

Furthermore, during 2016, Shenzhou International was awarded “Enterprise Award” in 2016 DHL/SCMP Hong Kong Business Awards 2016. This greatly encourages Shenzhou International and proves that the community is confident in the corporate governance of Shenzhou International. Therefore, the Group will continue its efforts to raise the level of corporate governance, so as to meet the rising international standards of corporate governance.

Below is the Group's trophy of “Enterprise Award” awarded by DHL/SCMP Hong Kong Business Awards in 2016:

Shenzhou International was awarded “The Hong Kong Corporate Governance Excellence Awards 2018: Award for Sustainability Excellence” by The Chamber of Hong Kong Listed Companies in December 2018; a proof of the Company's excellence in many aspects, especially in Board diversity, the active participation of Independent Non-executive Directors, persistence on optimizing risk management and internal monitoring and control, as well as the excellence in deepening corporate governance culture internally and externally.

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下圖是香港上市公司商會頒給本集團的二零一八年度「2018年度香港公司管治卓越獎：持續發展卓越獎」的獎盃：

The below picture shows the trophy of “The Hong Kong Corporate Governance Excellence Awards 2018: Award for Sustainability Excellence” awarded to the Group by The Chamber of Hong Kong Listed Companies in 2018:



「香港公司管治卓越獎」自2007年起由香港上市公司商會及香港浸會大學公司管治與金融政策研究中心聯合舉辦，每年頒發。「香港公司管治卓越獎」旨在促進香港企業管治、商業道德及董事會領導力的最高水準；表彰卓越管治的公司；宣傳最佳實踐及成績，從而促進公司管治文化的長足發展。「香港公司管治卓越獎」表揚及嘉許在股東權利、合規、誠信、公正、責任、可靠性、透明度、董事會獨立性及領導力、以及社會責任等各方面表現出色的上市公司。

“The Hong Kong Corporate Governance Excellence Awards” was an annual award organized by The Chamber of Hong Kong Listed Companies and the Centre for Corporate Governance and Financial Policy of the Baptist University since 2007. “The Hong Kong Corporate Governance Excellence Awards” aims at promoting the highest standards in corporate governance in Hong Kong, business morality and Board leadership; acknowledging companies with excellent management; promoting for best practices and results, so as to promote the strong development in company governance culture. “The Hong Kong Corporate Governance Excellence Awards” is to acknowledge and recommend the excellent performance of listed companies in terms of shareholders’ rights, compliance, integrity, fairness, responsibility, reliability, transparency, Board independence and leadership, and social responsibility.

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4.4 其他榮譽

本集團連續多年入選中華全國工商業聯合會評選的「中國民營企業500強」及「中國製造業民營企業500強」企業，在二零二零年獲得「中國民營企業500強」企業第448位，及「中國製造業民營企業500強」企業第262位。

以下是「中國製造業民營企業500強」及「中國民營企業500強」企業的證書：



本集團旗下寧波申洲針織有限公司獲寧波市政府頒發的「2020-2022年寧波市外貿實力效益企業」獎牌，同時獲得由寧波市就業領導工作小組頒發的「寧波市吸納就業先進單位」獎牌。

4.4 Other Honors

The Group has been shortlisted as one of the “China Top 500 Private Enterprises” and “China Top 500 Private Manufacturing Enterprises” by the All-China Federation of Industry and Commerce for many consecutive years. In 2020, the Group ranked 448th among the “China Top 500 Private Enterprises” and 262nd among the “China Top 500 Private Manufacturing Enterprises”.

The below pictures show the “China Top 500 Private Manufacturing Enterprises” and “China Top 500 Private Enterprises” certificates:



Ningbo Shenzhou Knitting Co., Ltd., a subsidiary of the Group, won the “2020-2022 Ningbo Enterprise with Foreign Trade Strength and Efficiency” award plaque issued by the Ningbo Municipal Government, and also won the “Leading Unit in Employment Capacity in Ningbo City” award plaque issued by the Ningbo City Employment Steer Working Group.

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以下是「2020-2022年寧波市外貿實力效益企業」和「寧波市吸納就業先進單位」獎牌：

The below pictures show the award plaques of “2020-2022 Ningbo Enterprise with Foreign Trade Strength and Efficiency” and “Leading Unit in Employment Capacity in Ningbo City”:



於二零二零年，本集團的子公司—申洲針織(安徽)有限公司在2020安徽百強企業高峰論壇上的第16次發佈安徽百強企業排序中榮登「2020安徽省百強企業」榜單，位列第58位。

In 2020, Shenzhou Knitting (Anhui) Co., Ltd., a subsidiary of the Group, was shortlisted into the “2020 Top 100 Anhui Enterprises”, ranking 58th in the 16th Top 100 Anhui Enterprises list at the 2020 Top 100 Anhui Enterprises Summit.

以下是「2020安徽省百強企業」的證書：

The “2020 Top 100 Anhui Enterprises” certificate is as follows:



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於本年度本集團的子公司—越群製衣有限公司獲柬埔寨稅局頒發稅務合規證書(金獎)，而有效期由2020年至2021年。以下是稅務合規證書：

During the year, the subsidiary of the Group, Marvel Garment Co. Ltd. was awarded the “Certificate of Tax Compliance (Gold)” by Cambodia taxation department, which is effective from 2020 to 2021. The below picture is the “Certificate of Tax Compliance”:

