



KINGDOM

KINGDOM HOLDINGS LIMITED
金達控股有限公司

(incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

(Stock code 股份代號 : 528)

**Environmental, Social and
Governance Report 2014**
環境、社會及管治報告2014



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About This Report

This is the first environmental, social and governance report released by Kingdom Holdings Limited (the “Company”, together with its subsidiaries, “Kingdom” or the “Group”) pursuant to the Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) provided in Appendix 27 to the Rules (the “Listing Rules”) Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”). The purpose of this report is to demonstrate how the Group fulfilled its corporate social responsibilities during and prior to the year ended 31 December 2014. Environmental, Social and Governance reports will be released on an annual basis regarding the same reporting periods covered in the annual reports of the Company.

This report is released to the public in Chinese and English and it has both printed and online versions. The online version can be downloaded from the websites of the Stock Exchange at <http://www.hkexnews.hk> and the Company at <http://www.kingdom-china.com>. Should there be any discrepancy between the Chinese and the English versions, the Chinese version shall prevail. If you have any questions or suggestions on the contents of this report, please contact the Company by phone or email. The contact details are as follows:

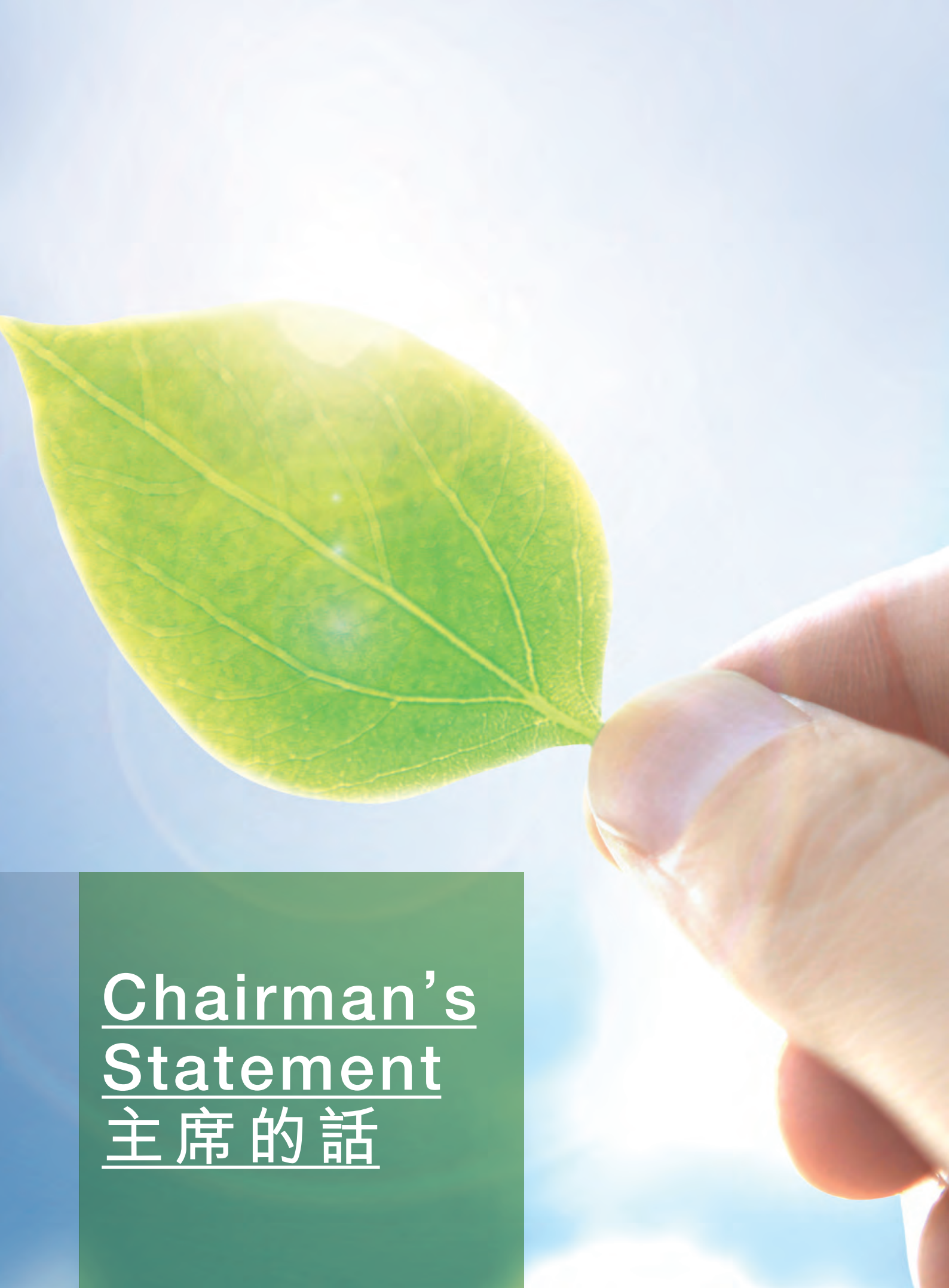
Kingdom Holdings Limited
Tel : +852 3628 2262
Email : ir@kingdom-china.com
Website : <http://www.kingdom-china.com>

關於 報告

這是由金達控股有限公司(以下簡稱「本公司」, 連同其附屬公司, 簡稱「金達」或「本集團」)根據香港聯合交易所有限公司(「聯交所」)證券上市規則(「上市規則」)附錄二十七所載環境、社會及管治報告指引(以下稱「ESG報告指引」)發布的首份環境、社會及管治報告。本報告的目的為顯示本集團歷年及截止於2014年12月31日年度履行的企業社會責任。本報告公布的年度基礎與本公司的年報告期間相同。

本報告的中文及英文版, 以印刷和網上版向公眾發布。網上版本可從聯交所網站<http://www.hkexnews.hk>及本公司網站<http://www.kingdom-china.com>下載。如中文和英文版本有任何差異, 以中文版本為準。如果對本報告中的內容有任何問題或建議, 請透過電話或電子郵件與本公司聯絡。聯絡詳細信息如下:

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Chairman's
Statement
主席的話

Chairman's Statement

Ever since its establishment, Kingdom has been committed to the production of high-quality and close-to-nature linen products. In the course of wealth creation, Kingdom is always mindful of its corporate social responsibilities and it has taken the sustainable development of the environment, the society and corporate governance into consideration in every aspect of the business operation of the Group.

In view of the global trends in environmental protection, green production and lowering carbon emissions, the Group upgraded its equipment, technologies and techniques, and applied the most advanced automatic technologies and equipment to, and procured advanced power and energy management equipment from a renowned German supplier for, the new production base of the Group, Zhejiang Jinda Flax Co, Ltd. ("Zhejiang Jinda"), during the year. Such initiatives have enhanced production efficiency and reduced energy consumption of the Group. The Group makes every effort to become a model for the industry in terms of environmental friendliness.

The Group attaches great importance to the well-being and the physical and mental health of its staff, and strives to improve production safety so as to realise the safety goal of having "Zero" fatal case and "Zero" injury case throughout the production process. The Group is also dedicated to providing fair, safe and healthy working environments to its staff.

In the pursuit of corporate competitiveness, the Group is aware of the importance of having a reciprocal relationship with society. Utilising its influence on society, Kingdom has actively participated in social and charitable activities with the aim of growing together with society. The Group is also devoted to education and social care in order to foster balanced development and contribute to society.

The Group will continue to pursue breakthroughs and innovations, uphold its quality standards, and respect and value the staff of the Group. As the first sustainability report prepared in accordance with the ESG Reporting Guide issued by the Stock Exchange of Hong Kong, this report sets out the participation of the Group in energy-saving, emissions reduction and staff and social involvement projects so as to enhance public understanding of Kingdom. In the future, Kingdom will remain committed to environmental protection, staff welfare and social care and live by the sustainable operation philosophy.

Mr. Ren Wei Ming
Chairman
Kingdom Holdings Limited

主席的話

金達自成立以來，一直致力於生產優質與親近大自然的亞麻產品，在努力創造價值的同時，我們始終牢記企業社會責任。兼顧環境、社會及企業管治等各方面的可持續發展理念融入到企業各個環節。

面對全球綠色低碳的環保議題，我們通過設

備技術工藝改造，於今年落成的新生產基地—浙江金達亞麻有限公司（以下簡稱「金達亞麻」），採用最新自動化技術設備，並由一間德國著名公司提供電力設備及能源管理等，不但提高生產效率，且節省能源消耗。我們致力於在環境友好方面成為行業的典範。

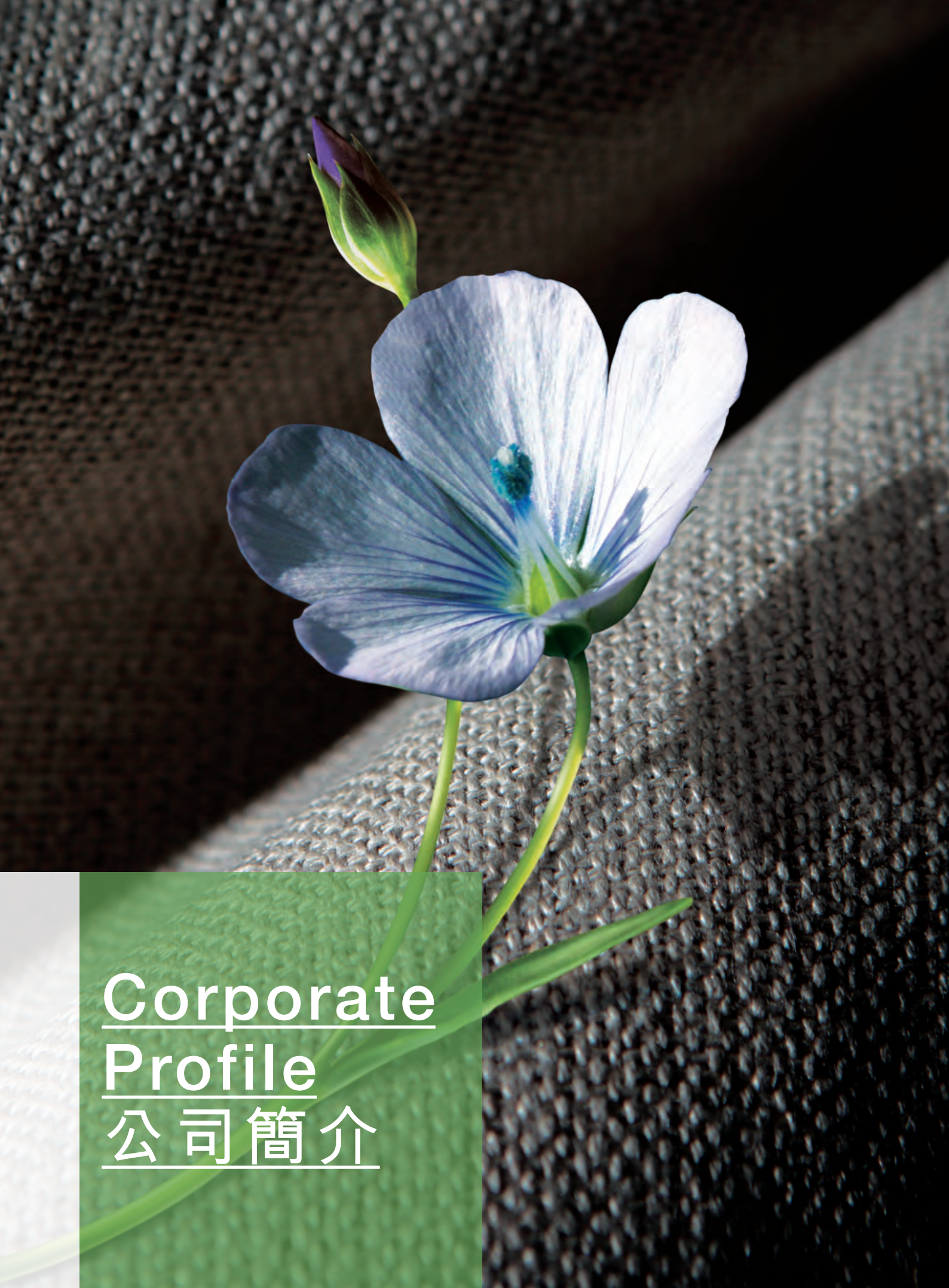
我們重視員工福利及其身心健康，努力提高安全生產水平，以實踐「零死亡」、追求「零傷害」的安全理念。為員工提供公平、安全、健康的工作環境。

在追求企業競爭力的同時，也深切認同「取之於社會，用之於社會」的具體作為，金達積極從事社會公益活動，與社會共存共榮，發揮企業對社會的影響力，更積極投入教育與關懷，做出均衡發展與貢獻。

我們會不斷突破與創新，重視品質，尊重員工個人價值。這首份可持續報告是根據由香港交易所頒佈的ESG報告指引編製，披露金達現行有關能源減廢、員工及社會參與等項目，希望大家能更深入了解金達。未來會繼續兼顧環境保護、員工福利及社會關懷，以達到永續經營的理念。

任維明先生
主席
金達控股有限公司





Corporate
Profile
公司簡介

Corporate Profile

Kingdom Holdings Limited (Stock code: 528) is a company based in Haiyan County, Zhejiang Province in China. It currently employs approximately 2,500 employees. Kingdom is principally engaged in the production and sales of linen yarns and textile products. Kingdom has been listed on the main board of the Stock Exchange since 12 December 2006.

With 30 years of cultural heritage and relatively rapid development in the recent decade, Kingdom has the following unique advantages:

1. Scale advantage: Kingdom is currently one of the largest linen yarn manufacturers in the world. It accounts for a 15%-share in the Chinese linen yarn market.
2. Technical advantage: Kingdom has always been committed to the development of production equipment and technologies and has introduced advanced textile equipment from countries like Germany and France. Its technologies and equipment are in leading position among its peers in China.
3. Brand advantage: Kingdom attaches great importance to its proprietary intellectual property rights and has been actively developing its own brands including "KINGDOM" and "ZIWEI". It has been ranked as the largest linen yarn exporter of China for 12 consecutive years accounting for approximately 30% of exports by volume from China.
4. Management advantage: Kingdom has been endeavouring to refine its management, improve its performance and adopt other advanced management modes so as to cultivate a culture of compliance. Manufacturing Execution System (MES), Multi Information Platform (MIP), lean manufacturing and energy management have been implemented in its factories.

Adhering to the operation philosophy of "Pursuit of Excellence", the corporate spirit of "Never give up, Never be tired, Self-improvement and Strive for excellence" and the core values of being "Responsible, Sincere, Innovative and Mutual Successful", Kingdom demonstrates to the world with its outstanding products and services, and that it is an energetic enterprise. Kingdom has become the world's leading linen product manufacturer.

公司簡介



金達控股有限公司（股票代號：528）總部位於中國浙江省海鹽縣，目前擁有約2500多名員工。金達主要從事亞麻紗、

亞麻纖維製品的生產和銷售。金達於2006年12月12日在聯交所主板上市。

金達經過三十年的文化沉澱和近十年的較快發展，已形成了獨特的核心優勢：

1. 規模優勢：金達目前是全球規模最大的亞麻紗製造商之一，佔中國亞麻紗市場份額的15%左右。
2. 技術優勢：金達一直致力於生產設備和技術發展，引進德國、法國等國家的先進紡織設備，技術裝備水準處於全國同行業領先。
3. 品牌優勢：金達十分注重自主知識產權，積極發展自主品牌—「KINGDOM」、「紫薇」等。亞麻紗出口量連續十二年穩居中國第一，出口份額約佔中國出口量的30%。
4. 管理優勢：金達一直以來推行精細化管理、卓越績效等先進管理模式，着力培植合規文化。在工廠推行生產管理執行系統(MES)、多功能信息平台(MIP)、精益生產和能源管理。

金達一直秉承「追求卓越」的經營理念，發揚「永不氣餒、永不疲憊、自強不息、爭創一流」的企業精神和努力實踐「責任、真誠、創新、共贏」的核心價值觀，以卓越的產品和服務向世界證明金達是一家充滿活力的企業，成為全球領先的亞麻產品製造商。

Corporate Profile

公司簡介

KINGDOM'S MILESTONES

金達大事紀

2014 22/10	Kingdom signed a strategic cooperation agreement with a renowned German corporation in Shanghai announcing that the parties will jointly set up a new digitised factory.	與一間德國著名公司在上海簽署戰略合作協定，宣佈雙方將共同建設新的數字化工廠。
2014 17/07	Kingdom entered into an investment agreement with the Ministry of Industry of Ethiopia, Africa, to develop and construct a linen industrial zone in Ethiopia, Africa.	金達與非洲埃塞俄比亞工業部正式簽訂投資協議，協議在非洲埃塞俄比亞開發及興建亞麻工業園。
2013 13/09	Kingdom convened the first of its overseas linen forum in Istanbul.	金達第一屆海外亞麻研討會在伊斯坦布爾召開。
2013 01/08	Kingdom and a renowned German corporation held a signing ceremony for the conclusion of a strategic cooperation agreement in relation to the reducing of energy consumption and technological innovation on corporate level.	金達與一間德國著名公司舉行戰略合作項目簽約儀式，針對企業節能環保及技術創新合作。
2012 28/05	Zhejiang Jinda Flax Co., Ltd. was founded in Haiyan, Zhejiang, the PRC.	在中國浙江海鹽設立浙江金達亞麻有限公司。
2012 28/02	Zhejiang Jinlainuo Fiber Co., Ltd. was founded in Haiyan, Zhejiang, the PRC.	在中國浙江海鹽設立浙江金萊諾纖維有限公司。
2010 01/03	Kingdom established the first overseas sales agent in South Korea for the sales of linen yarn.	在韓國設立海外第一家亞麻紗銷售代理。
2007 07/09	Kingdom set up Kingdom Europe S.R.L. in Italy, the first subsidiary of the Company in Europe.	在意大利設立金達歐洲公司，是本公司在歐洲設立的第一家子公司。
2007 23/05	Zhaosu Jindi Flax Co., Ltd. was established in Xinjinag, the PRC and was the first professional organic dew-retted linen production base in China.	在中國新疆昭蘇設立昭蘇金地亞麻有限公司，成為中國第一個專業化有機雨露亞麻生產基地。
2006 12/12	Kingdom Holdings Limited was listed on the main board of the Stock Exchange in Hong Kong.	金達控股有限公司在香港聯交所主板掛牌上市。
2003 11/10	Jiangsu Jinyuan Flax Co., Ltd ("Jiangsu Jinyuan") was founded in Rugao, Jiangsu, the PRC.	在中國江蘇如皋設立江蘇金元亞麻有限公司（「江蘇金元」）。
2003 18/03	Zhejiang Jinyuan Flax Co., Ltd. ("Zhejiang Jinyuan") was founded in Haiyan, Zhejiang, the PRC.	在中國浙江海鹽設立浙江金元亞麻有限公司（「浙江金元」）。
2000 07	The first batch of linen yarn was successfully produced and launched to the market.	第一批亞麻紗順利生產，並投放市場。
1999 20/12	Zhejiang Kingdom Creative Co., Ltd. was founded in Haiyan, Zhejiang, the PRC.	在中國浙江海鹽設立浙江金達創業股份有限公司。

Corporate Profile

公司簡介

KINGDOM'S HONOUR

金達榮譽

2007~2013	Top 10 Competitive China Linen Textile Enterprises	榮獲中國麻紡行業競爭力10強企業
2007~2013	Top 500 Competitive China Textile and Garment Enterprises	榮獲中國紡織服裝企業競爭力500強
2007~2013	Top 100 China Textile and Garment Exporters	榮獲中國紡織服裝行業出口百強企業
2013	Advanced Management Innovation Enterprise of China Bast and Leaf Fibers Textile Industry	中國麻紡織行業管理創新先進企業
2013	Zhejiang Province Name Brand for Ziwei (Crape Myrtle) Linen Yarns	紫薇牌亞麻紗浙江名牌產品
2013	National Textile Industry Quality Award	全國紡織行業質量獎
2013	Provincial Technology Centre of Zhejiang	浙江省省級技術中心
2012	Top Ten Most Influential Automatisations Projects in 2012 from the Chinese Association of Automation in relation to the boiler condensation water reconstruction project of the Group	本集團鍋爐冷凝水改造項目被中國自動化學會評為「2012年自動化領域最具影響力的十大工程項目」
2012	Zhejiang Province Innovative Enterprise	浙江省標準創新型企業
2011	National Innovative and Hi-tech Enterprise of the Linen Industry	全國麻紡織行業技術創新先進企業
2010	Zhejiang Province AAA-Grade Contract-Performing and Credit-Worthy Industrial and Commercial Enterprise	浙江省工商企業信用AAA級守合同重信用單位
2010	Outstanding Enterprise for Product Realignment in Chinese Textile Industry	全國麻紡織行業調整產品結構優秀企業
2010	Zhejiang Province Name Brand for Ziwei (Crape Myrtle)	紫薇浙江出口名牌
2010	Advanced Enterprise in Implementation of Performance Excellence Model in the Chinese Textile Industry	全國紡織行業實施卓越績效模式先進企業
2010	Technically Innovative Industrial Enterprise	技術創新工業企業
2010	Top Export Enterprise	重點出口工業企業
2010	High Quality Raw Material Plantation Base for Linen Yarn Textile Industry in Agriculture Industrialisation	農業產業化優質亞麻紡織原料種植基地
2010	China National Textile & Apparel Council Product Development Contribution Award	中國紡織工業協會產品開發貢獻獎
2009~2010	AAA-Grade Tax Payor	AAA級納稅信譽

Corporate Profile

公司簡介

PRODUCTION PROCESSES OF LINEN YARN

亞麻紗製程



1

HACKLING 櫛成

Scutched flax is combed to form combed flax stripes, during which impurities and short fibre are removed.
將打成麻梳理成條，清除雜質和短纖。



2

COMBINING 併條

The fibre is further refined through repeated combination, combing and drawing.
通過反復併合、梳理、牽伸過程，進一步提高纖維的細度。



3

ROVING 粗紗

Flax stripes are stretched and split, thereby removing impurities and giving appropriate twist, and then wound around roving spools to prepare them for spinning.
將麻條分劈纖維、除雜、加捻、卷繞在粗紗管上。



4

SCOURING AND BLEACHING 煮漂

Chemical solutions are added to further remove impurities and pectin, and to improve the quality of the fibre.
加入化學劑，以去除雜質、果膠及改善纖維質量。



5

SPINNING 細紗

The fibre goes through a spinning machine to form yarn that meets national quality standards.
經過細紗機紡成符合國家質量標準的紗線。



6

DRYING 烘乾

The yarn goes through a drying machine to remove excessive moisture.
通過烘乾機乾燥去除細紗中多餘的水份。



7

WINDING 絡筒

Dried yarn is wound around a cone again.
將乾燥好的濕紡細紗管紗重新卷繞到筒子上。



8

PACKAGING 包裝

The finished products are checked and packed in accordance with the customers' requirements.
將成品根據客戶要求進行檢驗、包裝。

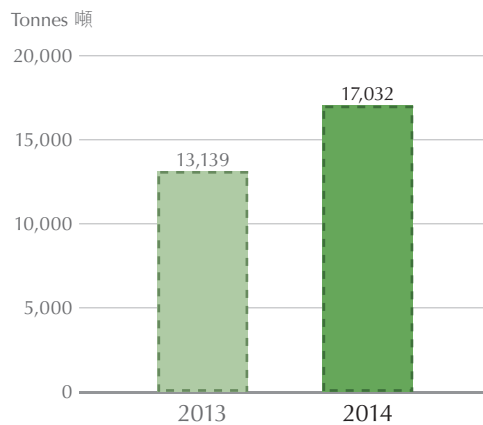
SUMMARY OF ENVIRONMENTAL, SOCIAL AND GOVERNANCE DATA

Products and Environment

ESG數據速讀

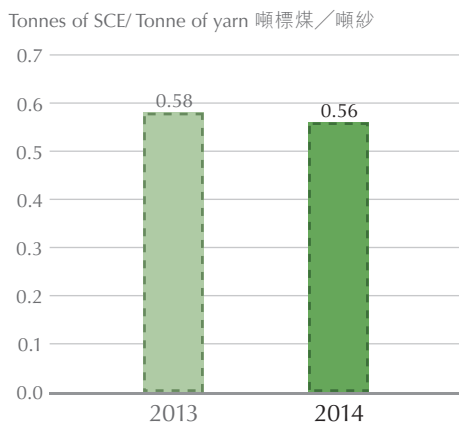
產品與環境

PRODUCTION VOLUME OF LINEN YARN (STANDARDISED) 亞麻紗(折標)產量



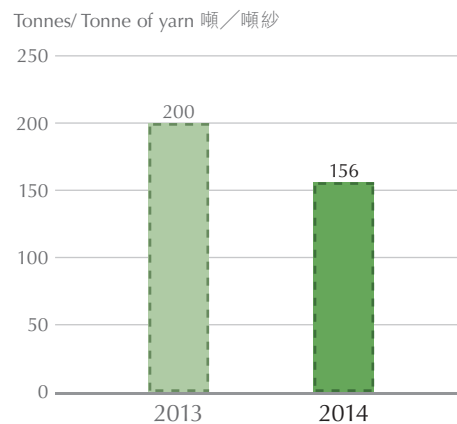
ELECTRICITY CONSUMPTION

用電量



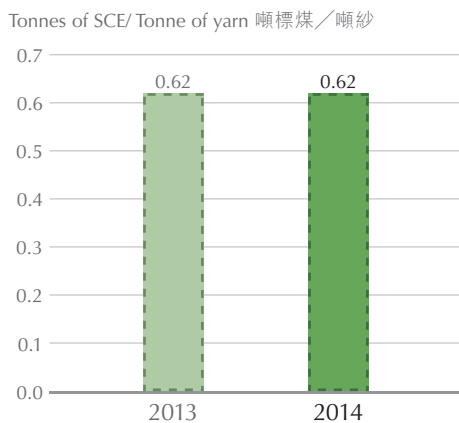
WATER CONSUMPTION

用水量



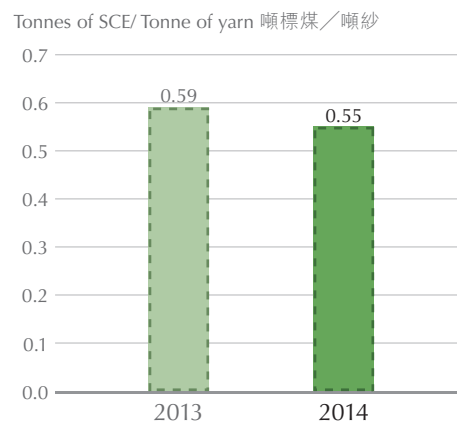
COAL CONSUMPTION OF ZHEJIANG JINYUAN

用煤量(浙江金元)



GAS CONSUMPTION OF JIANGSU JINYUAN AND ZHEJIANG JINDA

用汽量(江蘇金元及金達亞麻)

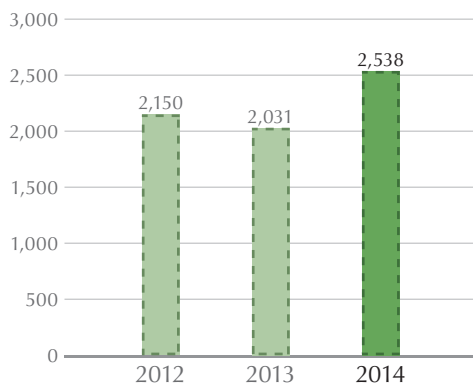


Corporate Profile

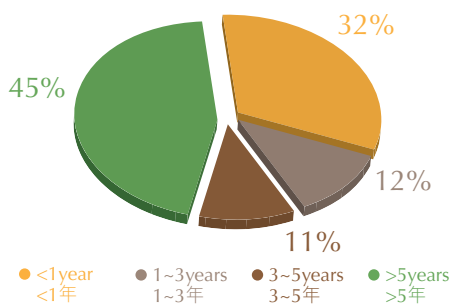
公司簡介

Employees

NUMBER OF EMPLOYEES
員工人數



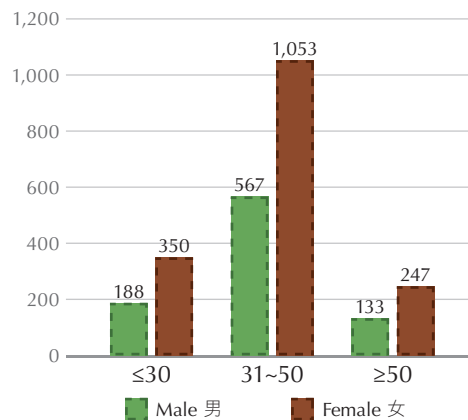
YEAR(S) OF SERVICE
員工工齡分佈



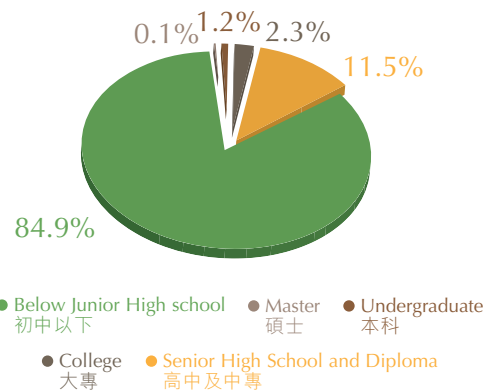
員工

AGE GROUPS
員工年齡層分佈

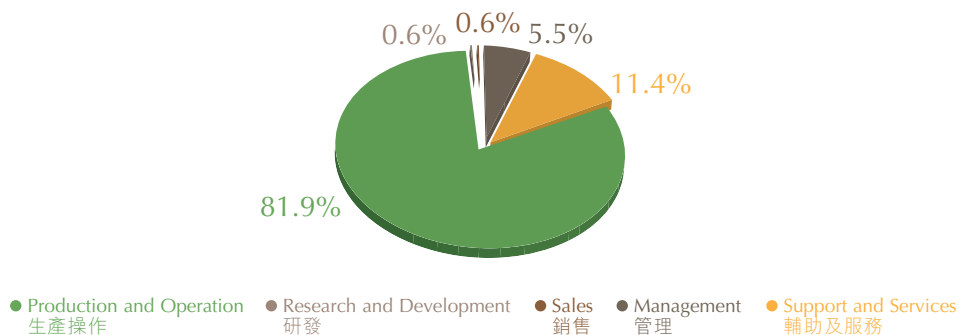
(as at 31 December 2014) (截至2014年12月31日止)



EDUCATION LEVELS
員工學歷分佈



JOB NATURES
員工工種分佈





Environmental
Protection
環境保護

Environmental Protection

環境保護



3.1 GREEN ENVIRONMENT

In view of the rapid expansion of modern industries, establishing a green working environment and landscaping have become increasingly important for industrial enterprises. Greenery can effectively improve the ecosystem, purify the air, and produce organic matter using the moisture and nutrients in the soil through photosynthesis, thereby providing necessary food for heterotrophs.

Kingdom attaches great importance to environmental protection and strives to maintain the balance between innovation and natural harmony so as to achieve green growth. The Group has taken action to boost its investment in environmental protection and has proactively established a green production environment in order to foster comprehensive green corporate growth.

To create a beautiful, refreshing and harmonious green working environment, Kingdom has established a green working environment by planting suitable local plants in factory areas to keep dust down and create good landscaping effects. Walking inside Kingdom's production bases, you can see green trees, green lawn and red flowers everywhere between neatly arranged office buildings and factory workshops. This green environment genuinely signifies Kingdom's efforts to promote environmental protection, and green operation, which demonstrates the comprehensive corporate strengths of the Group. Advocating the slogan of "Plant ten thousand trees in return for a green space", Kingdom has launched the "Forest Plan" in 2009. Kingdom organises tree planting events every year and has planted over 8,000 trees so far.

3.1 環境綠化

隨着現代化工業的飛速發展，工業企業的環境綠化、美化工作越來越重要。綠色植物能有效改善生態環境、淨化空氣，能利用太陽能和土壤中的水分和養分製造有機物質，為異養生物提供必要的食物。

金達高度重視環境保護，一直致力在創造與自然和諧中取得平衡，實現綠色增長。切實加大環境保護投資力度，積極營造綠色的廠區環境，以全面推動企業綠色發展。

為營造優美、清新、安寧的綠色工作環境，金達按照「本地適生、淨化吸塵、景觀效果好」的要求，實施廠區內綠化。走進金達廠區，辦公樓和廠房整齊地排列着，處處可見綠樹、青草、紅花。優美的綠化環境展現着金達以實際行動為環保綠化所做的努力，體現出企業的綜合實力。金達自2009年即提出「森林計畫」，以「植萬棵樹，換一片綠」為口號，每年舉辦植樹活動，到目前為止，已栽種樹木8,000餘棵。

Environmental Protection

環境保護

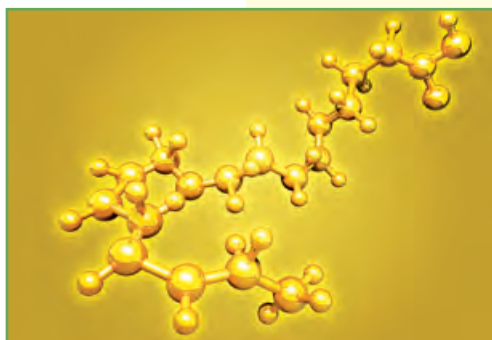
† Impacts of Flax on the Ecosystems and Biodiversity:

Biodiversity means all living organisms on the Earth, such as plants, animals and micro-organisms, and their living environments. It covers both the diversity of the ecosystem and the diversity of species and genes. They are the foundation of human life and development. According to the Protection Catalogue of Agricultural Plant Species (Batch VI) issued by the Ministry of Agriculture of the People's Republic of China on 13 May 2005, flax was confirmed as protected agricultural plant species (Source: <http://www.cnpvp.cn/Detail.aspx?k=111&itemID=32>).

Ceaseless human activities have led to the intensification of climate change and the loss of biodiversity, which has a serious impact on human health as well as agriculture and the livestock industry, on which human lives hinge. These impacts, in turn, are threatening the existence of the human race.

As protecting biodiversity has become the paramount global mission, flax has attracted unprecedented attention due to its green and natural character. Flax is a self-sufficient crop. During its growth, flax produces its own nutrients and almost no irrigation or use of herbicides is needed. Flax also has outstanding nitrogen-fixing ability which can enrich the nutrients in soil.

In addition, the extraction of flax fibre is a highly natural process. After harvest, the flax is laid on flax fields. Flax stems decompose into plant fibre naturally due to the reaction of natural biological enzymes in soil as well as sunlight and precipitation. After this dew-retting process, fibre can be extracted using only mechanical mean in the next scutching process.



† 亞麻對生態系統和生物多樣性的影響：

生物多樣性是指地球上所有的生物—植物、動物和微生物及其生存環境，既包括生態系統的多樣性，也包括物種和遺傳基因的多樣性，這都是人類賴以生存和發展的物質基礎。根據中華人民共和國農業部

於2005年5月13日發布的植物品種保護名錄（第六批），確立亞麻為農業植物保護品種（參考網址：<http://www.cnpvp.cn/Detail.aspx?k=111&itemID=32>）。

由於人類的頻繁活動和日益加劇的氣候變化、生物多樣性喪失等，而使生物多樣性的快速消失，已對人類的健康以及賴以生存的農業和畜牧業造成嚴重影響，並進一步威脅到人類的生存。

在保護生物多樣性已成全球性緊迫任務的當下，亞麻以其綠色和天然的特性受到了前所未有的關注。亞麻是自給自足的作物，在生長過程中，能自行供給養分，幾乎不需要灌溉和使用除草劑。亞麻植物同時擁有非常優良的固氮能力，能幫助土壤肥沃。

亞麻纖維提煉方面同樣天然。在亞麻收割後，將其置於亞麻田上，借助從土地裡生成的天然生化酶，日照及雨露的天然作用，亞麻桿即降解成植物纖維。到了打成麻階段只需機械的作用便可將纖維提煉出來。

Environmental Protection

† A Renewable and Recyclable Resource

Flax is a renewable resource, the production of which is ecological and sustainable and consumes very little energy. Furthermore, all by-products of flax can be recycled and reused. Such “Zero Waste” represents the most significant benefit of flax to the ecosystem.

During the corporate development process, Kingdom actively advocates the circular economy and insists on developing “Green industries” so as to fully utilise its resources with high economic efficiency, low resource consumption and less environmental pollution.

Dew-retted fibre flax

Dew-retted fibre flax is a natural raw material of linen yarn. As the flax used for dew-retted fibre flax mainly grows in cold regions with unique soil and climate, such fabric manufactured from the dew-retted fibre flax has a unique and balanced rain-like colour from the flax stem and does not need to be dyed. Different from warm water retting which may cause pollution as the flax is retted in natural lakes or pools after being harvested, dew-retted fibre flax is ferment and retted with rain, dew and mould by laying the flax stems on flax fields. Dew-retting process can eliminate unpleasant smell and water pollution. What is more, the dew-retting process produces high quality and more refined and soft fibre. For the sake of the environment, Kingdom has chosen the natural dew-retting and snow-retting techniques to achieve zero pollution in its production.



環境保護

† 再生資源，循環再用

亞麻是可再生資源，其生態可持續生產需要的能源消耗很少。此外，亞麻所有的副產品都是可以被循環再利用的。這種「零浪費」成為亞麻最顯著的生態利益。

在企業發展過程中，金達大力宣導循環經濟，堅持發展經濟效益好，資源消耗低，環境污染少，資源優勢能得到充分發揮的「綠色工業」。

雨露麻

雨露麻是一種天然的亞麻紗線原材料，主要生長在寒冷地帶，因為土壤氣候不一樣，雨露麻生產而成的布料，其布面麻殼分佈呈現

如下雨般均勻，會呈現出不一樣的麻色，所以一般不需要染色。不同於溫水亞麻，溫水亞麻收割後放入天然湖水或水坑中漚製，會造成環境污染，但收穫後的雨露麻，將麻莖平鋪在亞麻地上，經雨淋、露浸，利用黴菌發酵漚製，在加工中能省略漚麻的過程，不僅避免了氣味和水資源環境污染，而且成品高、質量好，纖維更加細緻柔軟。金達以環保為目標，採用了自然雨露與雪露漚麻技術，實現無污染生產。

Environmental Protection

The fibre flax used by Kingdom is naturally retted utilising the reaction of certain bacteria in a humid environment. Fibre flax produced from this retting process is soft and shiny. The resultant fabrics can be used directly to produce garment and home-textile without dyeing, thereby saving chemical dye and energies such as electricity. Kingdom's fibre flax is a genuine low-carbon textile.

For linen yarn, only about 70% of fibre flax can be extracted and used for processing, which means approximately 30% of raw flax are residue and waste. As such, Kingdom has innovated a technique to turn raw flax residue and waste into fuel, fertilizer and filling, thereby achieving recycling and reusing. Complete utilisation of raw flax residue allows "Mutual Success" not only by enhancing production efficiency and reducing costs, but also by achieving equilibrium between economic growth and protection of the ecosystem and environment.

3.2 REDUCING PAPER CONSUMPTION

Kingdom advocates the use of electronic means to replace paper for communication. The Group has also promoted the reuse of paper for photocopying informal documents and the use of photocopiers and toner cartridges with environmental certification.

環境保護

金達使用的亞麻紗原料是天然脫膠，即利用細菌在潮濕的環境下進行脫膠。這種脫膠形式製成的亞麻纖維柔軟、光澤好。製成面料可直接用於服裝、家紡用品，不需要染色，節省了染化料和電等能量消耗，是一種完全的低碳織品。

就亞麻紗而言，在加工過程中只有70%左右的亞麻纖維等被利用，剩餘30%左右的亞麻屑等往往都被當作廢棄物。對此，通過工藝創新，將亞麻屑等廢棄物加工成燃料、肥料和填充料，實現回收再利用。對亞麻屑的綜合利用，不僅提高生產效率、降低生產成本，更實現了經濟發展與生態環境保護「雙贏」的目的。

3.2 削減紙張用量

金達推廣電子系統代替紙張文件傳遞資料及訊息，另外針對紙張重複使用，非正式文件用回收紙影印，並使用具有環保標章之影印機及碳粉匣。

Total Paper Consumption in 2014 2014年總耗紙量	
Zhejiang Jinyuan 浙江金元	Approximately約 25,500 pieces張
Jiangsu Jinyuan 江蘇金元	Approximately約 21,000 pieces張
Zhejiang Jinda (Formal Production since June) 金達亞麻(6月正式投產)	Approximately約 3,500 pieces張



Environmental Protection

3.3 RECYCLING AND REUSING OF PACKAGING MATERIALS

Packaging materials used by Zhejiang Jinda in its delivery processes include cones, cardboard boxes and plastic bags. They are all recyclable materials. Kingdom pays for the cones returned by its clients and uses its used packaging materials as fuel.

Total Packaging Consumption in 2014 2014年包裝材料總使用量	
Zhejiang Jinyuan 浙江金元	299 tonnes噸
Jiangsu Jinyuan 江蘇金元	276 tonnes噸
Zhejiang Jinda (Formal Production since June) 金達亞麻(6月正式投產)	100 tonnes噸

3.4 REDUCING EMISSIONS

- Enhancing environmental protection equipment to reduce the discharge of sludge.
- Implementing water-reduction measures to reduce emissions of sewage.
- Coal saving through the burning of flax ash as bio-fuel: During the pre-spinning processes of linen yarn, the dust removal equipment produces certain amount of flax ash. Such ash would originally be disposed as solid waste. However, with the purchase of flax ash compressors, Kingdom will compress flax ash into ash chunks. Flax ash is a combustible bio-fuel and the mixing of flax ash and coal for combustion can significantly reduce the consumption of coal. This will not only lower the amount of solid waste, but also reduce emissions as bio-fuel produces fewer emissions than coal.

環境保護

3.3 包裝材料的回收再利用

金達亞麻出貨所使用的包裝材料寶塔管、紙箱、塑膠袋均為可回收物料。將寶塔管進行高價回收，包裝廢料當燃料使用。

3.4 排放減輕措施

- 提高環保設施，減少污泥的排放。
- 通過節水措施減少污水排放。
- 生物燃燒麻灰，節煤：亞麻紗前紡工序的除塵設備會產生一定量的亞麻麻灰，本只能當作固廢處理。金達通過購買麻灰壓製機，將麻灰壓成餅狀。由於麻灰是生物燃料（可燃燒），將麻灰混入煤中燃燒，大大減少煤的耗用，不僅減少製造固廢，而且生物燃料相對煤排放更少。

Environmental Protection

環境保護

Emissions from Production in 2014 2014年生產排放量			
	Zhejiang Jinyuan	Jiangsu Jinyuan (Calculating since June)	Zhejiang Jinda (Formal Production since June)
	浙江金元	江蘇金元 (6月始統計)	金達亞麻 (6月正式投產)
Sewage discharged (ten thousand tonnes) 污水排放量 (萬噸)	81.08	57.19	15.40
COD emissions (tonnes) COD排放量 (噸)	77.80	54.90	14.63
Sulfur dioxide emissions (tonnes) 二氧化硫排放量 (噸)	69.30	不適用N/A	不適用N/A
Smoke and dust emissions (tonnes) 煙塵排放量 (噸)	18.90	不適用N/A	不適用N/A
Waste gas emissions (thousand tonnes) 廢氣產生量 (千噸)	5.28	不適用N/A	不適用N/A
Unharmful waste discharged (sludge) (tonnes) 非危險廢物排放 (污泥) (噸)	194	不適用N/A	不適用N/A

The boilers in the factory discharge sulphur dioxide, smoke and dust, waste gas and unharmful waste. As the plants of Jiangsu Jinyuan and Zhejiang Jinda do not have any boiler and purchase steam from external source, therefore, no relevant information is available. The environmental protection equipment of Jiangsu Jinyuan has been modified during the year of 2014 with an investment of approximately RMB4 million. Through such technical modifications, the emissions of exhaust gas are reduced.

二氧化硫、煙塵、廢氣及非危險廢物排放因廠內的鍋爐設備產生，而江蘇金元及金達亞麻廠使用外購蒸汽生產，沒有鍋爐設備，故沒有相關資料。江蘇金元的環保設施在2014年投入約人民幣400萬元進行改造，通過改造處理工藝，其減少廢氣物排放。

Environmental Protection

Measures taken for the efficient use of resources

- Using efficient electric motors: Through energy-saving modifications, efficient electric motors from a renowned German supplier which could save about 5% of energy as compared with the old motors notwithstanding the increase of utilisation rate are installed.
- Waste heat recovery from boilers: Temperature of the current exhaust-gas of boilers is over 200 degrees. With the installation of water tank, the waste heat produced from boilers can maintain the water in the water tank at certain temperature in order to produce hot water or steam to be used in other production processes or procedures.
- Variable-frequency modification of high-capacity wind turbines: Kingdom has installed variable-frequency control devices from a renowned German corporation in its existing high-capacity wind turbines of its equipment in order to maximise their energy efficiency and cut down the use of electricity when they are not running at full capacity.
- Recycling and reuse of flax ash: The use of flax ash as a bio-fuel can reduce the consumption of coal.



環境保護

資源有效利用的措施

- 使用高效電機：通過節能改造，採用一間德國著名公司的高效電機，在提高電機使用率的同時，相比老電機節能約5%。
- 鍋爐餘熱回收：目前鍋爐的排煙溫度為二百餘度，通過安裝水箱，餘熱使水箱中的水達到一定的溫度，可以產生熱水或蒸汽，用於工藝生產及其他工序使用。
- 大功率風機的變頻改造：對目前的大功率設備風機，金達安裝一間德國著名公司的變頻控制，使之能源利用的最大化，風機不需要滿負荷的使用，這樣大大減少電的耗用。
- 麻灰的可再生利用：利用生物燃燒麻灰，可節省煤的使用。

Environmental Protection

- Recovery and reuse of condensation water: The scouring and bleaching boilers are currently heated by steam. The cooling of the steam results in a large amount of condensation water (100 tonnes/day) at a temperature of 90 to 100 degrees. Feeding the condensed water into the boilers can maintain the temperature of the water inside the water tanks at 35 to 45 degrees, thereby cutting the use of coal by 1,000 tonnes per year.
- Spinning machines are equipped with automatic water feeding devices and modified with water-saving sprinklers.

Use of backwash water: Water used in scouring and bleaching boilers is filtered in filtering tanks and these tanks are generally washed every day, consuming approximately 200 tonnes of water daily. Kingdom has reconstructed the drains of its filtering tanks, through which the waste water is released to sedimentation pools where sedimentation process will take place for a certain period of time in order to remove most of its impurities. Following this process, the water will be purified and used as backwash water of the filtering tanks again, thereby saving of approximately 90% of water daily.

Reuse of scouring, bleaching and cleaning water: Due to technical requirement, yarn is washed 8 times during the scouring and bleaching processes. As clean water is needed for each wash, Kingdom uses secondary scouring and bleaching tanks to recover some of the water from the scouring and bleaching processes to be reused, in order to save the use of clean water in two washes.

Saving Water and Energy

“Comprehensive use of resources, Development of circular economy, Establishment of green linen yarn brands” are the key sustainable development strategies of Kingdom. Centering around the principals of “Minimal resource consumption” and “Minimal emissions”, Kingdom has adopted various energy-saving and emissions reduction measures with the aim of saving energy, decreasing consumption, reducing pollution and enhancing efficiency. The Group actively seeks to transform the model of its economic growth, and to integrate low-consumption, greenness, environmental-protection and low-carbon emissions into its operation so as to achieve a harmonic equilibrium between economic efficiency, social benefits and environmental well-being.

環境保護

- 冷凝水的回收利用：目前煮鍋通過蒸氣加熱，蒸汽冷卻後會產生大量的冷凝水（每天100噸），冷凝水的溫度在90到100度。將冷凝水輸送入鍋爐，使得鍋爐水箱水體溫度保持35~45度，每年用煤量減少約1000噸。
- 細紗機自動加水裝置及改用節水水槍。

反沖水的利用：煮鍋的用水需要經過過濾罐進行淨化，一般每天需要用約200噸的水對過濾罐進行沖洗。金達對過濾水排水管道進行改造，將反沖水通過管道排入沉澱池中，經過一定時間沉澱雜質，令水質達到反沖水使用要求後，將水再打入過濾罐重新使用。每天可節水約90%。

煮漂清洗用水的重複利用：根據工藝要求，煮漂過程會對煮漂紗進行8次水洗，由於每次水洗都需要使用清水，所以金達利用煮鍋副缸，回收部分煮漂水循環使用，使水洗過程能減少兩次使用清水。

節水節能



「立足資源綜合利用，大力發展循環經濟，打造綠色亞麻紗品牌」是金達可持續發展的重要戰略。緊扣「最少的資源」、「最少的排放」兩個環節，金達全面開展以「節能、降耗、減污、增效」為主題的節能減排工作，積極謀求經濟增長方式的轉變，切實走節約型、綠色型、環保型、低碳型的新型工業化之路，實現經濟效益、社會效益和環境效益的和諧共贏。

Environmental Protection

Energy saving and water reduction are long-term arduous tasks. To facilitate the implementation of water saving and water reduction, Kingdom has refined its water saving and water reduction technologies, and adopted new water-saving equipment and techniques so as to promote water saving through technical reform. For example, in respect of scouring water of linen yarn, Kingdom has significantly reduced its water consumption per tonne of yarn through a series of water-saving measures.

Comprehensive Energy Consumption per Tonne of Linen Yarn Production

Plant	Zhejiang Jinyuan		Jiangsu Jinyuan		Zhejiang Jinda (Formal Production since June 2014)		Total (Average)	
工廠	浙江金元		江蘇金元		金達亞麻 (2014年6月正式投產)		總計 (平均值)	
Year 年 (Tonnes of SCE/ Tonne of Yarn) (噸標煤/噸紗)	2014	2013	2014	2013	2014	2013	2014	2013
Electricity (Tonnes of SCE/ Tonne of Yarn) 用電量 (噸標煤/噸紗)	0.58	0.59	0.59	0.57	0.53	N/A 不適用	0.56	0.58
Coal Consumption (Tonnes of SCE/ Tonne of Yarn) 用煤量 (噸標煤/噸紗)	0.62	0.62	N/A 不適用	N/A 不適用	N/A 不適用	N/A 不適用	0.62	0.62
Gas Consumption (Tonnes of SCE/ Tonne of Yarn) 用蒸汽量 (噸標煤/噸紗)	N/A 不適用	N/A 不適用	0.60	0.59	0.50	N/A 不適用	0.55	0.59
Water Consumption (Tonnes/ Tonne of Yarn) 用水量 (噸/噸紗)	166	193	200	208	104	N/A 不適用	156	200

環境保護

節能減排是一項長期艱辛任務。為更好開展工作，金達堅持進行節能減排的技術改造，採用節水環保新設備、新工藝，切實通過技術改革大力推進節水工作。以亞麻紗的煮練水回用為例，金達通過推行系列節水措施，大大降低了噸紗耗水量。

生產亞麻噸紗綜合能耗

Environmental Protection

In 2014, Kingdom maintained all its energy-saving measures. With respect to the production for the year as a whole, the saving of electricity, steam and water amounted to 3.4%, 6.8% and 22%, respectively, for every tonne of yarn in SCE terms. In particular, the energy-saving modifications of the 6-tonne boiler heating and condensation water systems of Zhejiang Jinyuan were put into use in February 2013. With respect to processes involving boilers, electricity and water saved by Zhejiang Jinyuan in 2014 as compared with 2013 amounted to 15% and 25%, respectively, for every tonne of yarn. With respect to the overall production of Zhejiang Jinyuan, the savings amounted to 2% and 14%, respectively, for every tonne of yarn.

Kingdom emphasises green production and incorporates the environmental protection concept in the Group's corporate ecosystems and living environments. Kingdom also pursues environmental protection throughout the production, circulation and consumption of its products. In addition, Kingdom also continually and systematically implements the recycle and comprehensive use of sewage with an aim of constantly improving the recycling rate of industrial water and achieving a green corporate growth model in all aspects.

3.5 COOPERATION BETWEEN THE NEW PLANT AND A RENOWNED GERMAN CORPORATION

The third new plant of Kingdom in Zhejiang (Zhejiang Jinda) collaborated with a renowned German corporation in a wide variety of areas such as energy-saving, environmental protection and project construction. The whole plant has been equipped with energy management system for real-time monitoring and control over electricity, water and gas consumption of machines during their operation. Furthermore, the renowned German corporation also offers professional support in respect of overall plant operation, maintenance, equipment management, staff training and so on.

環境保護

2014年，金達堅守各項節能措施，在全年整體生產能耗中，按統一標準煤計算，每噸紗用電量減少3.4%，用蒸氣量減少6.8%，用水量減少22%。其中浙江金元的6噸鍋爐熱力系統及凝結水節能改造，於2013年2月投入使用。根據浙江金元的2014年和2013年耗能相比計算，對鍋爐工序而言，每噸紗節電率15%、節水率25%；對整體生產而言，每噸紗節電率2%、節水率14%。

金達注重綠色生產，始終將環保理念落實於企業的生態環境和生活環境中，也將環保意識貫穿於產品的生產、流通、消費的全過程。金達也堅持有計劃地推進廢水循環利用和綜合利用，以爭取全面實現企業的綠色增長模式。



3.5 新建工廠與德國著名公司的合作

金達浙江新建的第三間工廠（金達亞麻）和一間德國著名公司在節能、環保以及項目建設上開展廣泛的合作。全廠安裝能源管理系統，無論在機器操作用電量、用水量和用汽量等，都能做到即時監控，其次在工廠整體的營運、維護、設備管理及人員培訓等方面，該德國著名公司都給予專業的支援。

Environmental Protection

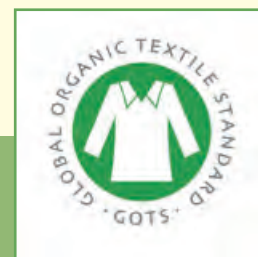
3.6 TESTING, CERTIFICATION AND PATENTS

Kingdom attaches great importance to scientific management. Kingdom has not only obtained the ISO14001 Environmental Management System certifications, but also obtained the OEKO-TEX Standard 100 Confidence in Textile Products certification, Global Organic Textile Standard (GOTS) certification and an organic linen certification.

Kingdom strongly believes that with persistent investment in research and development of innovative technologies and products as well as a comprehensive patent collection, the interests of both the business and the customers will be better protected.

The Company treasures its intellectual properties and protects its core technologies by applying for their patents. It further ensures the effective protection of its corporate secrets in the following ways:

- conducting periodical corporate secret protection campaign among all staffs;
- dealing with infringements of the protection of its corporate secrets in a strict and appropriate manner, such as terminating the employment of and even suing serious offenders;
- treating every supplier as an important partner and entering into non-disclosure agreements with them;
- employing IT security technologies and installing innovative secret information protection system; and
- conducting internal audit.



環境保護

3.6 檢測認證及專利

金達十分注重管理科學性，不僅通過了 ISO14001 環境管理體系認證，生產的亞麻紗產品獲得 OEKO-TEX Standard 100 信心紡織品檢測認證、全球有機紡織品認證，並獲得有機亞麻證書。

金達堅信不斷地投入研發技術與產品創新，並且透過嚴密的專利佈局，對於企業本身與客戶的權益可以提供更完善的保障。

公司重視知識產權，透過申請專利來保護核心技術，並用以下各種方式確保公司機密資訊能得到適當有效的保護：

- 定期對公司所有員工進行公司機密資訊保護相關宣導；
- 對於嚴重違反公司機密資訊保護的行為，公司將會作適當且嚴格處理，嚴重違規者，將面臨解僱，甚至面臨法律訴訟；
- 金達公司將供應商視為公司重要合作夥伴，更與每位供應商簽訂保密協議；
- 善用 IT 安全技術能力，部署創新的機密資訊保護方案；及
- 進行內部稽核。

Environmental Protection

環境保護

INVENTION PATENTS OF KINGDOM

金達發明專利



- Production method of blended linen yarn
- Production method of composite materials using woven linen fabrics
- Automatic unpacking machine of scutched fibre flax with round packaging
- Feeding parts of the linen yarn wet-spinning machine
- Production method of anti-micro-radiation linen yarn
- Production method of dope-dyed linen yarn
- Production method of differentiated linen fibre

- 亞麻混紡紗的製作工藝
- 麻機織物增強複合材料板材的製造工藝
- 亞麻打成麻圓包自動開包機
- 亞麻濕紡細紗機牽伸部件
- 防微波輻射的亞麻紗線及其生產工藝
- 亞麻色紡紗的製作工藝
- 差別化麻纖維的生產方法

As at the end of 2014, the Group has been granted an aggregate of 45 patents, of which 7 were invention patents, 30 were utility model patents and 8 were design patents. There were also 4 patent applications during the year.

截至2014年底，累積獲得之專利授權總數有45件，其中有7件發明專利、30件是實用新型專利和8件外觀設計專利。今年專利申請數有4項。



Working
Environment
and Safety,
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工作環境及
安全、員工健康
及培訓

Working Environment and Safety, Occupational Health and Training 工作環境及安全、員工健康及培訓



4.1 WORKING ENVIRONMENT

Kingdom strives to offer a safe and unharmed working environment to its employees. In addition to the establishment of labour safety and hygiene management regulations, Kingdom has also implemented stringent hardware and equipment standards and safe and hygienic operation procedures in order to give Kingdom's staff a safe and healthy working environment. All employees are required to attend relevant training before reporting duty, and follow-up training is provided to staff so as to prevent any accident from happening during their work.

To ensure a safe and hygienic environment effectively and consistently, suitable precautionary or necessary control measures have been undertaken. The existing protective measures for areas that show potential risks after evaluation are also reviewed immediately to facilitate quick improvement work or management projects or strengthen response ability with the aim of ensuring that the safety and hygiene conditions of Kingdom's working environment meet national standards.

4.1 工作環境

金達致力於為僱員提供一個安全、無危害的工作環境，除了制定勞工安全衛生管理規章，亦透過推動嚴謹的硬體設施標準、安全衛生作業程序等以達到安全與健康的工作環境給員工。所有僱員在履行職務之前，均須接受過有關培訓，並會持續提供後期培訓，避免僱員於工作中發生意外。

為有效執行持續性的環境安全衛生，採取適當的預防措施或執行必要之控制方法，經評估後將有風險的項目必須立即檢討現有保護措施，且儘速進行工程、管理改善方案或加強應變能力，確保金達工作環境的安全與衛生條件符合國家標準。

Working Environment and Safety, Occupational Health and Training

4.2 HEALTH AND SAFETY

Kingdom considers the safety of its staff's working environments a matter of the utmost importance, and has conducted frequent work safety checks, including routine patrols by supervisors, frequency check and improvement procedure check. Kingdom also requires officers of different ranks under each department to participate in safety training and industrial safety campaigns, and to promote safety awareness and safety monitoring procedures and projects to staff of each levels. Defects are rectified through tracking the information system which allows early identification of potential risks and dangerous behaviour so as to prevent accident from happening, implement safety behavioural work at full speed and enhance work safety performance.

Personal protection

To improve personal protection during operations, Kingdom's operation staffs are provided with protection gears such as safety hats and dust masks and protection gear reminder signs are shown in each work zone.

Body check

To ensure the health condition of the staff, free body checks are organised for all employees once every two years and medical and disease prevention talks are held from time to time.

In 2014, Kingdom had no work-related fatal accident and had 10 cases of injuries.

工作環境及安全、員工健康及培訓

4.2 健康與安全

金達對員工之工作安全環境非常重視，積極推動工業安全查核，包括主管之走動管理、查核頻率、查核改善程序等，也要求各單位辦理主管人員分級查核訓練及工業安全宣導活動，

向各級人員倡導安全理念行為、觀察安全程序及項目。透過資訊系統追蹤，改善缺失。這一系統可提前發現潛在風險與不安全行為，以防範事故之發生，全力推動建立安全行為工作，以提升工安績效。

個人防護

為加強作業中的個人防護，金達對各作業需要的員工發放工作帽、防塵口罩等勞保用品，同時在各區域設置防護具提醒標示。

健康檢查

為有效保障員工健康狀況，每兩年一次為職工免費身體健康檢查，並舉辦醫療及疾病預防講座。

2014年度金達同仁無任何因工死亡案例。另外，今年的工傷件數共10件。



Working Environment and Safety, Occupational Health and Training

工作環境及安全、員工健康及培訓

Zhejiang Jinyuan 浙江金元					
Male 男			Female 女		
Total number of working hours 總工時	Number of work-related injuries 發生工傷次數	Number of days away from work 損失天數	Total number of working hours 總工時	Number of work-related injuries 發生工傷次數	Number of days away from work 損失天數
133,735	1	39	248,319	1	144
Jiangsu Jinyuan 江蘇金元					
Male 男			Female 女		
Total number of working hours 總工時	Number of work-related injuries 發生工傷次數	Number of days away from work 損失天數	Total number of working hours 總工時	Number of work-related injuries 發生工傷次數	Number of days away from work 損失天數
75,126	2	180	216,811	4	365
Zhejiang Jinda 金達亞麻					
Male 男			Female 女		
Total number of working hours 總工時	Number of work-related injuries 發生工傷次數	Number of days away from work 損失天數	Total number of working hours 總工時	Number of work-related injuries 發生工傷次數	Number of days away from work 損失天數
40,359	1	30	74,603	1	90

4.3 STAFF TRAINING AND DEVELOPMENT

As at 31 December 2014, Kingdom had 2,538 employees, including those from the production, research and development and management teams. Talents are recruited according to the operational requirements of Kingdom and in compliance with labour laws and regulations, irrespective of ethnic origin, gender, age, religion, region and nationality.

For achieving continuous innovation and maintaining competitive edges, Kingdom is keen on promoting staff training and development activities which aim to enhance their expertise, skills and management competence and improve their problem-solving ability.

Kingdom's training programmes cover topics on staff orientation, first-aid and smoking ban, labour-related laws for enterprises, updates on accounting practices, safety management as well as machine and equipment operation. Full subsidies will be provided for employees who attend on-the-job and off-the-job training.

4.3 員工培訓和發展

截至2014年12月31日，金達員工總人數為2,538人，包括生產、研發、管理團隊。依據營運策略，遵守政府勞動法規聘僱員工，不分種族、性別、年齡、宗教、地區及國籍等因素招募各方優秀人才。

金達致力推動員工培訓和發展活動，故不斷增進員工專業知識與技能，提升管理技巧，培養其解決問題的能力，使金達人才不斷創新，保持競爭優勢。

金達培訓包含：新工入職培訓、急救知識及禁煙培訓、企業用工法律培訓、會計再教育、安全管理培訓、機器設備操作培訓等。金達全額補助員工內、外訓練課程之費用。

Working Environment and Safety, Occupational Health and Training

Kingdom conducts fire drills twice a year to raise fire safety awareness of its staff and to improve their emergency response in case of fire. There will also be demonstrations about how to use fire extinguishing equipment properly.



Staff orientation
新工入職培訓

工作環境及安全、員工健康及培訓

金達每年都會舉行兩次消防大演練，提高員工的消防意識、消防應急能力、以及學會合理使用消防器材。



Fire drill on 11 July 2014
2014年7月11日消防演習



Training on machine and equipment operation
機器設備操作培訓

Number of staff by age and working location in 2014
2014年員工數—年齡及地區

Type 類別	Age 年齡	Male 男性	Female 女性	Total 總計
By age 按年齡	30 or below 30歲或以下	188	350	2538
	31~50 31~50歲	567	1053	
	above 50 50歲以上	133	247	
By working location 按工作地區	China – Zhejiang Jinyuan 中國—浙江金元	412	765	2538
	China – Zhejiang Jinda 中國—金達亞麻	165	305	
	China – Jiangsu 中國—江蘇	228	658	
	Other regions (Hong Kong and Italy) 其他地區(香港及意大利)	2	3	

Working Environment and Safety, Occupational Health and Training

工作環境及安全、員工健康及培訓

NEW AND DEPARTED STAFF BY AGE AND WORKING LOCATION

In 2014, 1,066 employees were hired by, and 560 employees departed from, Kingdom, which accounted for 46.7% and 24.5% of the average total number of staff respectively. The high entry rate and turnover rate were considered normal as a result of the completion of the third plant, Zhejiang Jinda, during the year.

年齡及地區劃分新進及離職員工

2014年金達新進人數共1,066人(佔平均總人數46.7%)，離職人數共560人(佔平均總人數24.5%)。因為年內新建第三間工廠(金達亞麻)，大量新進及流動離職屬正常現象。

			China 中國				Other regions (Hong Kong and Italy) 其他地區 (香港及意大利)		Total 總計		
Country / Region 國別/地區			Zhejiang Jinyuan 浙江金元		Zhejiang Jinda 金達亞麻		Jiangsu Jinyuan 江蘇金元		Office 辦公室		
Location / Gender 項目/性別			Male 男	Female 女	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女	
Headcount at the beginning of the year 年初人數			390	725	8	15	197	693	1	2	2031
Headcount at the end of the year 年末人數			412	765	165	305	221	665	2	3	2538
Number of hiring 新進人數	Age distribution 年齡分佈 比例	30 or below ≤30歲	85	55	66	108	19	30	0	1	364
		31~50 31~50歲	88	120	127	230	29	64	1	0	659
		above 50 ≥50歲	8	3	7	18	5	3	0	0	44
Hire rate (%) 新進比例(%)	Age distribution 年齡分佈 比例	30 or below ≤30歲	21.20%	7.38%	76.30%	67.50%	9.09%	4.42%	0.00%	40.00%	15.93%
		31~50 31~50歲	21.95%	16.11%	146.82%	143.75%	13.88%	9.43%	66.67%	0.00%	28.85%
		above 50 ≥50歲	2.00%	0.40%	8.09%	11.25%	2.39%	0.44%	0.00%	0.00%	1.93%
Number of exit 離職人數	Age distribution 年齡分佈 比例	30 or below ≤30歲	79	43	18	20	9	40	0	0	209
		31~50 31~50歲	74	86	24	40	19	83	0	0	326
		above 50 ≥50歲	6	9	1	6	1	2	0	0	25
Exit rate (%) 離職率(%)	Age distribution 年齡分佈 比例	30 or below ≤30歲	19.70%	5.77%	20.81%	12.50%	4.31%	5.89%	0.00%	0.00%	9.15%
		31~50 31~50歲	18.45%	11.54%	27.75%	25.00%	9.09%	12.22%	0.00%	0.00%	14.27%
		above 50 ≥50歲	1.50%	1.21%	1.16%	3.75%	0.48%	0.29%	0.00%	0.00%	1.09%

Working Environment and Safety, Occupational Health and Training

4.4 REMUNERATION AND BENEFITS

A. Remuneration and performance

Kingdom concerns the consistency and fairness of its remuneration management. Staff are reasonably remunerated according to academic qualifications, expertise and professional experience of individuals, and with reference to relevant factors including prevailing market rate, remuneration benchmarks in the industry and government regulations. Ethnic origin, religion, gender and marriage status of individual employees will not be taken into account. In order to maintain competitiveness of the team, Kingdom will conduct performance appraisal and adjusts the remuneration package of every employee based on the appraisal results on an annual basis. Remuneration of frontline staff and management personnel were adjusted in January and April 2014, respectively.

B. Competitive employee benefits

- Basic coverage required by the government
In compliance with the relevant policies and regulations of the local governments, Kingdom makes requisite contributions for the staff on a monthly basis to fund their basic pension insurance, medical insurance, unemployment insurance, maternity insurance and industrial injury insurance. Housing fund allowance is also offered to all level 3 or above management personnel, frontline staff in the Jiangsu subsidiary and staff from other provinces according to regulations.
- Seasonal benefits
Kingdom has special arrangements every year to provide employees with comfort during hot and cold seasons. In summer, cold drink coupons are distributed and hot weather allowance is offered to frontline staffs. During winter months, bath coupons are given to, or hot shower facilities are available for use by, all employees.

工作環境及安全、員工健康及培訓

4.4 薪酬、福利

A. 薪酬績效

金達着重薪資管理的一致性與公平性，根據員工其學歷、專長及專業經驗，並依據物價水準、同業薪資標準與政府法規等相關因素提供合理的薪酬，不因個人之種族、宗教、性別、婚姻等差異而不同。為保持團隊競爭力，金達每年會為每一位員工評估其工作表現調整薪酬福利，在2014年1月份及4月份分別為一線員工及管理層人員作薪酬調整。

B. 優質員工福利

- 政府規定基本保障
金達按當地政府的有關政策和規定，每月為員工繳付規定比例的基本養老保險、醫療保險、失業保險、生育保險、工傷保險，以及為所有三級以上管理人員、江蘇子公司一線員工及新居民員工按規定繳納住房公積金補貼。
- 季節福利
特別為員工提供高溫降暑及冬季洗浴補助：每年高溫季節發放冷飲票及對一線員工發放高溫補助，而每年冬季發放浴票或提供熱水洗浴。



Bath and shower facilities management office
金達澡堂管理處

Working Environment and Safety, Occupational Health and Training

- Service Allowance
Pursuant to Kingdom's regulations on service allowance, staffs of various ranks serving for 1, 3, 5 and 8 year(s) shall be entitled to an allowance with a monthly maximum of RMB200.

In order to promote the work/life balance and emotional health of employees, if employees have been working for 3, 5 and 8 consecutive years, they will be entitled to a holiday trip at the expense of Kingdom.

- Education allowance
 - a. Professional allowance will be given to staff who holds professional qualifications of middle and high levels or above and possesses technical skills required by Kingdom, so as to encourage skill development by self-learning or other means of learning.
 - b. Employees will get full or partial reimbursement for tuitions and other education-related expenses subject to approval prior to the commencement of a recognised academic programme.
- Meal, travel and housing allowance
To create healthy working conditions for employees, Kingdom offers free meals and arranges commuter bus service for daily commutes. Staff quarters are available for single female employees and rent allowance are given to eligible working couples.



Staff canteen
金達員工食堂

工作環境及 安全、員工健康 及培訓

- 長短工齡享受計劃
按金達《工齡補助規定》，依各級員工工齡滿1、3、5、8年，可享受不同工齡補助（最多每月人民幣200元）。

另外，依員工連續服務期滿3、5、8年可享受公費旅遊一次，希望員工能平衡生活與工作，促進身心健康。

- 技能及學歷補貼計劃
 - a. 為鼓勵員工通過自學或以其他方式提升自我技能，對持有及獲得中高級以上專業技術職稱、以及符合金達規定的職業技能人才，可享受專業技術職稱補助。
 - b. 員工凡參加學歷提升課程，在學習前獲得公司批准的，均可給予全額或部分學雜費報銷並承認其教育和培訓後學歷。
- 員工餐費、交通及住宿
金達提供員工免費工作餐，並開通指定路線的公車解決每日通勤上班問題；另外提供單身女性宿舍，夫妻租房津貼等，努力為員工創造安心的工作條件。

Working Environment and Safety, Occupational Health and Training

- Other subsidies and allowances
Every year, staffs are entitled to holiday allowance for statutory holidays such as Chinese New Year, Women's Day, Labour Day, Dragon Boat Festival, Mid-autumn Festival and National Day to reward their hard work and dedications. Newly-married staffs are also given wedding gifts.
- Kingdom Emergency Relief Fund
Set up in 2007, the fund collects donations from Kingdom's staff of various ranks from the front line to the management. Kingdom has maintained a designated bank account solely for the fund. The application of the fund shall be approved by the board of staff representatives and will be reported to the entire staff in the newsletter, Kingdom Post (金達報), every year.

Under the principle of mutual love and care, one-off emergency subsidies are available for employees suffering from economic hardship due to exceptional circumstances. Application may be made by relevant staff and the division in which he/she serves shall verify the situation and report it to the human resources department. Appropriate subsidies will be released from the fund upon approval of the application by the board of staff representatives.

In addition to the staff benefits mentioned above, Kingdom regularly organises different activities and contests to increase staff morale and to develop different skills necessary for their duties, with the ultimate goal of nurturing a competent team.



23 January 2014 – Closing ceremony of the 16th Operation Games. Over 600 employees participated in the Game and a total of 56 players received awards.
2014年1月23日第十六屆操作運動會閉幕式，有600多人參加，最後共有56名運動員奪取了獎項。

30 May 2014 – Contest of wrapping sticky rice dumplings. Kingdom employees have shown an active participation and developed an amicable relationship.
2014年5月30日端午包粽子比賽，員工積極參與，展現了員工之間親如一家人。



工作環境及安全、員工健康及培訓

- 其他補助津貼
金達每年在春節、三八節、勞動節、端午節、中秋節、國慶日等法定假日均發放節日津貼，以慰勞員工之辛勞。同時，金達也為新婚員工贈送結婚禮品等。
- 金達特困職工基金會
本會於2007年成立，基金的來源是每位員工平時的募集，從基層員工到各級職能、管理人員按不同級別向基金會募捐。基金在銀行開設專戶，專款專用，每年通過職代會，並在員工通訊《金達報》上向全體員工報告基金的使用情況。



本着互助互愛原則，凡因特殊狀況導致家庭陷入困境的員工，均可由員工本人提出申請，經部門負責核實後上報控股公司人力資源部，由職代會討論通過後，可在基金中提取適當金額並給予一次性補助。

除以上員工福利之外，以推動員工立足崗位訓練技術，培養高素質隊伍，金達每年定期舉辦活動和比賽，以激勵在工作上盡心盡力的員工。

Working Environment and Safety, Occupational Health and Training

工作環境及安全、員工健康及培訓



29 January 2014 – Chinese New Year celebration. Staff from all over the country joined together for a wonderful occasion.

2014年1月29日金達舉辦的新春團拜會，將來自全國各地的工友們能歡聚一堂。

1 March 2014 – Day trip to Xitang in celebration of the Women’s Day. Female staff of the Group were delighted to participate in cultural activities.

2014年3月1日為豐富女職工的業餘文化生活，組織了女員工西塘一日遊慶祝三八婦女節。



24 January 2014 – Kingdom staff seminars. This serves as a platform for employees to express their opinions about and make suggestions for daily operations and management of Kingdom so as to allow a better understanding of the employees’ views and working conditions. The management also attended the seminars and addressed to the feedbacks raised by the staffs by assigning the person in charge of the matters and providing an expected handling time of the matters in question.

2014年1月24日，為瞭解員工思想動態和工作狀態，金達會召開員工座談會，讓員工提出對實際生產管理有幫助的建設性意見，相關管理者進行現場解答並確定負責人員和落實時間。

4.5 LABOUR STANDARDS

Kingdom strictly abides by the labour laws and regulations and has never employed any child labour under 16 since its inception. Kingdom also prohibits forced labour and untrained labour from performing dangerous work.

Remedial measures

If Kingdom is aware of any possible violation of its labour standards, the following actions will be taken: 1) launch an investigation and report to local labour authorities; 2) if investigation reveals a violation of Kingdom’s labour standard due to negligence, Kingdom will immediately terminate the employment contract with the defaulting staff, and compensate the staff(s) affected for any loss and harm caused by the incident, including sending the staff(s) affected back to his/her/their place(s) of residence. For incidents involving fraud, Kingdom will take necessary legal actions to ensure that the offender(s) will be sanctioned.

4.5 勞工準則

金達嚴格遵守勞動法令，自成立以來不曾僱用年齡未滿16歲之童工，並嚴格禁止強迫勞動及未經培訓員工從事危險性工作。

補救措施

如金達發現有違規情況時，會採取以下措施：1)調查事件及向當地勞動部門報告；2)若調查發現確實因疏忽而導致事件發生，金達將立即與當事人解除僱用合同，並向當事人就事件而造成的損失及傷害作出補償，包括將當事人送回原居住地等處理措施。然而，若該事件屬於欺詐行為，金達將採取必要的法律措施，對欺騙行為作出制裁。



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Corporate Governance

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Apart from complying with national laws and other related regulations, Kingdom also adheres to a set of corporate operation code, monitors its corporate governance practices and has an effective governance system in place to protect shareholders' interests, enhance information transparency and fulfill its corporate governance duties.

5.1 SUPPLY CHAIN MANAGEMENT

Kingdom's supply chain management emphasises on facilitating the interaction and communication between Kingdom and its suppliers, delivery service providers and customers. Kingdom has maintained long-term strategic and co-operative relationships with suppliers with good credit history, solid reputation, high product quality, proven record of environmental compliance and sound commitment to social responsibility so as to establish an efficient and green supply chain with its suppliers. Kingdom conducts regular reviews on the performance of its suppliers with an aim of a better control over, and an assurance of, product quality.



金達除依據國家法律及其他相關法規外，並秉持企業經營守則，實施監察公司治理實務情況，建置有效的治理架構，以保障股東權益、提升資訊透明度及實踐企業管治責任。

5.1 供應鏈管理

金達的供應鏈管理是處理協調與供應商、運貨者、顧客的互動溝通。金達堅持與資質、信譽、產品質量以及環境保護、社會責任表

現良好的供應商建立長期戰略合作關係，協同供應商建立高效、綠色的供應鏈。金達定期對供應商進行審核，加強對管控，有效保障產品質量。

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Kingdom has a total of 165 suppliers, among which 152 are located in Mainland China and 13 are Europe-based raw material suppliers.

目前按地區劃分供應商數量有165家，在金達的眾多供應商中，來自中國大陸的有152家，來自歐洲（原料）的有13家。

Suppliers 供應商	
Region 地區	Number 數量
Anhui 安徽	1
Beijing 北京	1
Guangdong 廣東	1
Henan 河南	1
Heilongjiang 黑龍江	1
Jiangsu 江蘇	49
Jiangxi 江西	1
Liaoning 遼寧	1
Shanghai 上海	13
Tianjin 天津	1
Zhejiang 浙江	81
Shandong 山東	1
Europe (raw material suppliers) 歐洲（原料）	13

Supplier evaluation

Kingdom has in place a strict verification process regarding supplier selection. A performance record, including pass rate and timeliness, is kept for each supplier every year. All suppliers are required to undertake a series of assessment before becoming a qualified supplier of Kingdom.

供方評審

金達就供應商的遴選執行嚴格的認證程序。每年記錄每個供應商的合格率、及時性等資料。所有供應商均須通過系列考核程序，方可成為金達的合資格供應商。

Corporate Governance

5.2 PRODUCT LIABILITIES

With a commitment to produce linen yarns of the best quality, Kingdom acknowledges the importance of both product quality and reputation and strives to provide customers with quality products through quality control and sales management.

The production equipment, laboratory facilities and testing equipment owned by Kingdom are among the most technologically-advanced in China, and Kingdom spends approximately US\$1.5 million on technology innovation and product research every year. With the implementation of quality management systems and the strict compliance with quality control procedures, Kingdom has obtained the certification for organic linen yarns and the Confidence in Textiles certification, which prove that the products of Kingdom meet the standards required by the regulations in China and the requirements of customers.

The Company obtained the certification of ISO 9001 Quality Management Systems, which demonstrates its enhanced commitment to offer high quality products to its customers. Kingdom's procurement management system is implemented in accordance with the ISO 9001 Quality Management Systems. The purpose of the system is to develop a framework and the systematic procedures for the production of goods/provision of services.

Kingdom's quality management measures include

- enhancing product quality management and development planning by strictly implementing quality control and quality accountability in every position;
- enhancing product quality management during production and sale;
- formulating appropriate and flexible management solutions and processing measures that are in line with market trends and customer requirements.



企業管治

5.2 產品責任

我們一直致力於生產最好的亞麻紗，我們十分重視產品的質量和信譽，加強對產品的質量核對和銷售管理，確保向客戶提供優質產品。

金達擁有國內一流的生產設備、實驗設備和檢測設備，每年投入約150萬美金用於技術革新和產品研發。通過質量管制體系，謹慎遵守質量管制流程，開展有機亞麻紗線和信心紡織品的認證，保證金達的產品符合國家法規的要求和客戶的需求。



公司通過了ISO9001品質管制體系的質量保證標準的認證，提供客戶更高品質保障。根據ISO9001品質體系採購管理制度執行，目的是為生產貨品/提供服務中一個框架和有系統化的程序。

質量管理方面

- 嚴格實施崗位質量規範及質量責任，完善產品質量管理和發展規劃；
- 在生產和銷售過程中，加強產品質量管理；
- 以市場為導向、滿足客戶需求為目標，制訂合理靈活的管理方案和加工措施。

Corporate Governance

5.3 PRODUCT COMPLAINTS

In relation to product liability, Kingdom has developed specific procedures to handle customer complaints and initiate product recall or take remedial actions. In the event of a quality issue, customers can reach the customer service team of Kingdom through the hotline (+86-573-86781000) and give feedbacks on Kingdom's products and services. Kingdom's customer service officer will arrange product return or exchange and delivery, and the issue will be handled by the division involved within a set timeframe. Record of the feedbacks/complaints is kept in the computer system in order to keep track of the progress and resolution.

In 2014, Kingdom received 72 product/service-related complaints, which were primarily arisen from problems with evenness, flax bark/particles, split end, colour difference, etc. The complaints are generally resolved by means of discount, return, exchange or written reply.

5.4 PROTECTION OF CUSTOMER INFORMATION AND PRIVACY POLICY

Due to the increasing breach of privacy and disputes over data leakage, Kingdom undertakes to ensure the proper use of personal data by observing the requirements under the Personal Data (Privacy) Ordinance and relevant regulations. It also promotes the awareness and education of personal data protection within the corporation by:

- setting the management authority of personal data and splitting the management authority of the hardcopy and softcopy of data, so as to prevent any unauthorised viewing of or access to personal data of customers or colleagues.
- destroying data after a prescribed retention period.

In 2014, there was no circumstance of consumers' personal data being stolen, altered, damaged or leaked.

企業管治

5.3 產品相關的投訴

金達對於產品責任方面制訂了特殊客訴處理辦法、制訂召回改正作業規範。若有關品質不良等相關問題，顧客可利用客服專線(+86-573-86781000)對產品及服務提出意見，金達的客服人員會安排產品退換貨及運送等事宜，並即時交由責任歸屬單位在期限內解決，公司會將處理過程與結果紀錄於電腦系統，隨時掌握處理進度。

2014年金達共收到72件有關產品／服務相關投訴，主要投訴原因屬條幹、麻皮／麻粒、斷頭、色差等問題，金達會以折價、退貨、換貨、書面答覆四種處理方法解決問題。

5.4 客戶資料保障及私隱政策

隨着社會上私隱權遭受侵犯和個人資料外洩的爭議不斷發生，金達除了依循「個人資料（私穩）條例」，相關法令規範外，為了確保個人資料的合理利用，更加強推動公司內部個人資料保護的相關工作與教育，包括：

- 設定個人資料管理權限，區分書面資料與系統資料管理權限，確保非經授權人員無法瀏覽或存取客戶或同事個人資料。
- 進行超過規定存放期限的資料作銷毀。

2014年金達公司並未發生消費者個人資料被竊取、竄改、毀損或洩漏之情事。

Corporate Governance

5.5 ANTI-CORRUPTION

Kingdom maintains and effectively implements a comprehensive system of internal control and stringent policies for anti-corruption and anti-fraud, and is committed to prevent and monitor any malpractice or unethical practice.

Kingdom has strictly complied with ethical requirements and there was no occurrence of corruption, bribery, blackmail, fraud and money laundering throughout the year 2014. Kingdom will adhere to its corporate ethics and uphold its reputation to prevent corruption

Staff can report to the audit department of Kingdom with respect to any non-compliance such as breach or dereliction of duty, abuse of power, receiving bribes or conversion of company property by mail, electronic mail or phone. The issue will then be reported to the audit committee for investigation, collecting evidence, verification and resolution.

企業管治

5.5 反貪污

金達建立了一套健全的內部管控架構以及嚴謹的政策，並切實執行以防止貪污和欺詐，預防和控制金達發生舞弊或不道德行為。

金達嚴格遵守相關規範，在二零一四年度，沒有任何貪污、賄賂、勒索、欺詐及洗黑錢案件發生，未來金達仍會繼續堅守公司道德規範，秉持優良信譽，預防任何貪瀆事件發生。

員工可以通過信函、電子郵件、電話等方式向金達審計部門舉報公司任何員工的各類失職、瀆職、以權謀私、收受賄賂、侵佔公司財物等違規行為，經審計部上報審核委員會調查、取證、核實、得出結論後予以處理。



Community
Involvement,
Services and
Responsibilities
社會參與
貢獻及責任

Community Involvement, Services and Responsibilities

社會參與 貢獻及責任



Being a corporate citizen, Kingdom is committed to corporate responsibilities by proactively participating in community and charity works. The philosophy of bringing the corporate value into play and giving back to society is realised through, amongst others, regular donations to underprivileged families and continuous supports to national education. Kingdom has spent around RMB25 million so far on various community works.

身為企業公民的金達，視企業社會責任為己任，致力於社會公益事業，努力發揮企業本身價值，透過愛心捐獻幫助弱勢家庭，持續關心國民教育，以實際行動落實回饋社會的理念。金達累計出資人民幣2500多萬元於社會貢獻上。

6.1 COMMUNITY EDUCATION

- Kingdom made donations to build Kingdom Hope Primary School in Yongning Town, Cangxi Country, Sichuan in 2006.

It also funded the construction of a teaching building, a computer room, a multi-media room and a library, and the acquisition of desks and chairs and teaching supplies such as blackboards amounting to RMB250,000, in order to provide a better learning environment for the children. In addition to infrastructure, Kingdom also set up a RMB5 million Hope Foundation to subsidise students living in mountain areas and donated RMB52,000 in 2014 as awards for teachers and student scholarship.



6.1 社會教育

- 金達2006年在四川蒼溪縣永寧鎮援建了「金達希望小學」。為了改善教學環境，金達出資援建教學樓，電腦室、多媒體教室、圖書室一應俱全，並捐贈四川金達希望小學人民幣25萬元的桌椅、黑板等一批教學設備。除硬體設備外，金達設立了人民幣500萬愛心基金，用以幫助山區孩子學習。2014年更出資人民幣5.2萬元作為老師獎勵及學生獎學金。



Community Involvement, Services and Responsibilities



On 29 March 2014, Kingdom held the Innovation Conference and invited management personnel of the technical discipline and university student representatives to attend. The involvement of university students in Kingdom's technical

innovation projects will allow them to excel in their specialty, explore their potential and gain an understanding about innovation work, so that they can familiarise themselves with their future career.

6.2 COMMUNITY ECONOMY

- In 2014, Kingdom donated a total of RMB260,000 to local charity federations in Heng Gang Village, Haiyan, Zhejiang Province and in Rugao, Jiangsu Province.
- In 2013, Kingdom donated RMB250,000 to the charity federation in Haiyan, Zhejiang Province and the charity and relief fund in Heng Gang Village.
- In 2012, Kingdom donated a total of RMB700,000 to the charity federation in Haiyan, Zhejiang Province, the charity and relief fund in Heng Gang Village in Haiyan, Zhejiang Province and the local charity federation in Rugao, Jiangsu Province.
- In 2011, Kingdom donated a total of RMB410,000 to the charity federation in Haiyan, Zhejiang Province and the charity association and charity and relief fund in Cangxi.
- In 2010, Kingdom contributed a total of RMB500,000 for road reconstruction and greening.

社會參與、 貢獻 及責任

2014年3月29日，金達召開了創新工作會議，邀請到公司各技術管理人員及大學生代表參加。大學生參與到技術創新專案上，使他們充分發揮，挖掘潛力，開展創新工作，真正融入企業發展。

6.2 社會經濟

- 2014年金達分別向浙江省海鹽市橫港村及江蘇如皋市當地慈善總會捐款共人民幣26萬元。
- 2013年金達分別向浙江省海鹽縣慈善總會和橫港村慈善幫扶基金捐贈共人民幣25萬元。
- 2012年金達分別向浙江省海鹽縣慈善總會、浙江省海鹽縣橫港村慈善幫扶基金和江蘇如皋市當地慈善總會等捐贈共人民幣70萬元。
- 2011年金達分別向浙江省海鹽縣慈善總會、蒼溪縣慈善會、慈善幫扶基金等捐贈共人民幣41萬元。
- 2010年修築馬路捐款及馬路綠化建設捐款共人民幣50萬元。



Community Involvement, Services and Responsibilities

- In 2008, Kingdom offered assistance totalling RMB229,000 to 56 employees and their families affected by the earthquake in Wenchuan, Sichuan Province. The disaster caused substantial casualties and economic losses and there had been innumerable individuals and families who lost their homes and faced hardship in the aftermath. In a fund-raising activity organised by Kingdom, the staff of Kingdom raised RMB118,600 for the victims in the devastated areas.



社會參與、貢獻及責任

- 2008年四川汶川大地震造成大量死傷及經濟損失，其中有金達員工的家庭受到嚴重災害，金達立即向56名受災員工發放了合計人民幣22.9萬元的捐助金；地震災害的重創，四川無數民眾及家庭流離失所陷入困境，金達發起愛心捐款活動，全體員工慷慨解囊，募得善款人民幣11.86萬元滙往災區，希望能盡一己之力協助災民。



6.3 COMMUNITY HEALTH

- Every year, Kingdom holds information talks themed on women's health from time to time to increase health awareness and encourage early diagnosis and treatment of disease.

6.3 社會健康

- 金達每年不定期舉辦婦女健康知識講座，增進女性健康知識並及早發現及時治療。

6.4 COMMUNITY CARE

- Kingdom donated RMB150,000 in 2010 to fund the expansion of an elderly home in Baibu Town in order to improve the living conditions of the elderly living on their own in the local community.
- Kingdom has been sponsoring orphans through schools since 2005 until they reach 18.

6.4 社會關愛

- 為改善本地孤寡老人的養老生活條件，在2010年捐贈人民幣15萬元擴建百步鎮敬老院。
- 2005年開始透過學校助養孤兒，直至他們年滿18周歲。



Feminine Health Knowledge Seminar
婦女健康知識講座



Annual cleaning of elderly homes
每年定期打掃敬老院



