



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
環境·社會及管治報告 **2015**



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ABOUT THIS REPORT 關於報告

This is the 2nd environmental, social and governance report published by Kingdom Holdings Limited (hereinafter referred to as the “Company”, together with its subsidiaries, “Kingdom” or the “Group”) for the purpose of disclosing certain non-financial information about Kingdom, including its goals and initial results in respect of sustainability, to the stakeholders.

The report mainly covers the Company’s plants in Mainland China, namely Zhejiang Jinyuan Flax Co., Ltd. (hereinafter referred to as “Zhejiang Jinyuan”), Jiangsu Jinyuan Flax Co., Ltd. (hereinafter referred to as “Jiangsu Jinyuan”) and Zhejiang Jinda Flax Co., Ltd. (hereinafter referred to as “Zhejiang Jinda”).

This report is prepared pursuant to the Environmental, Social and Governance (hereinafter collectively referred to as “ESG”) Reporting Guide set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Listing Rules”) and with reference to the core contents of Global Reporting Initiative (GRI) Sustainability Reporting Guidelines Version 4 (GRI G4). For details about GRI G4, please refer to the Reconciliation with GRI Sustainability Reporting Guidelines (GRI G4) set out in the appendix to this report.

This report encompasses Kingdom’s economic, corporate, environmental and social developments and results during and prior to the year ended 31 December 2015. This report is published on an annual basis regarding the same reporting periods covered in the annual reports of the Company, and an annual ESG report is issued in April for the previous year. The last report was issued on 14 April 2015.

This report is publicly available in Chinese and English and has both printed and online versions. The online version can be downloaded from the website of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) at <http://www.hkexnews.hk> and that of 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>

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, 統稱「金達」或「本集團」)第二年出版的《環境、社會及管治報告》, 藉由此非財務資訊內容之揭露, 向利益相關者展現金達追求永續發展之目標及階段性執行成果。

報告範疇以本公司於中國大陸工廠為主, 包括浙江金元亞麻有限公司(以下簡稱「浙江金元」)、江蘇金元亞麻有限公司(以下簡稱「江蘇金元」)及浙江金達亞麻有限公司(以下簡稱「金達亞麻」)。

本報告根據香港聯合交易所有限公司證券上市規則(「上市規則」)附錄二十七所載環境、社會及管治(以下簡稱「ESG」)報告指引, 及參照全球永續發展報告書指導綱領(Global Reporting Initiative, GRI)第四版(G4)的核心內容編纂, 詳細內容可參閱本報告附錄中的全球永續性報告指標GRI G4對照表。

本報告期間為金達歷年及截至2015年12月31日止年度, 在經濟、企業、環境和社會各層面的發展成果。本報告公佈的年度基礎與本公司的全年報告期間相同, 而本公司定期於4月發行前一年度之ESG報告書。前次報告發佈日期為2015年4月14日。

本報告的中文及英文版, 以印刷和互聯網上向公眾發布。互聯網版本可從香港聯合交易所有限公司(「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。聯絡詳細資訊如下:

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CHAIRMAN'S
STATEMENT
主席的話



CHAIRMAN'S STATEMENT 主席的話

In 2015, businesses across the globe continued their pursuit of sustainable growth while surmounting new challenges. As for Kingdom, the third plant has been operating smoothly while the newly invested production base in Ethiopia is expected to commence production at the end of 2017. On its path of continuous expansion, the Group resolutely sticks to environmental-friendly linen yarn textiles, implements energy management systems, strengthens its environmental management capacity and takes all measures to create a healthy and sustainable environment.



進入2015年，世界產業都面臨新的挑戰，同時也不斷驅動企業朝向永續的發展道路。金達的第三間工廠已上軌道，而在埃塞俄比亞投資的新生產基地也預計於2017年底投產。在企業不斷擴充下，我們堅持開發對生態無害的亞麻紗紡織品，更積極結合能源管理系統，提升環境治理能力，將整個環保系統力量都調動起來，創造健康永續的環境。

While focusing on its core business, innovative technologies and technical improvements, the Group also persistently enhances its corporate management at all levels, financial transparency, information disclosure and internal control. In the pursuit of excellent operating results, the Group also puts a lot of efforts into sustainable development. For example, the factories of Kingdom proactively switch to the use of environmental protection and energy conservation equipment by adapting energy consuming equipment and installing production monitoring systems, so as to reduce energy consumption. As a result, the average water, coal, steam and electricity consumption per tonne of yarn in 2015 dropped by 34%, 31.8%, 9.6% and 0.95%, respectively. In the future, the Group will live up to its environmental responsibilities and implement various environmental measures.

我們一直專注於核心本業的發展，追求創新技術、工藝改造，不斷強化企業內部各層級的管理職能，並提升財務透明度、完善資訊揭露、落實內控管理。在追求卓越的營運績效的同時，也在永續發展的議題上作出貢獻，金達工廠積極推展各項環保節能設備，例如能耗設備改造及生產監控系統等項目，發揮減低能源消耗的效用。因此，工廠計算出2015年的每噸紗平均用水量減少34%、用煤量減少31.8%、用氣量減少9.6%及用電量減少0.95%。在未來，本集團會堅守環保責任，繼續落實各項環保計劃。

Being a sustainable enterprise, the Group always fosters a friendly, healthy and positive workplace, an equitable remuneration system, diversified talent training programmes, comprehensive employee benefits as well as a work-life balance. It also actively participates in social, educational and charity works.

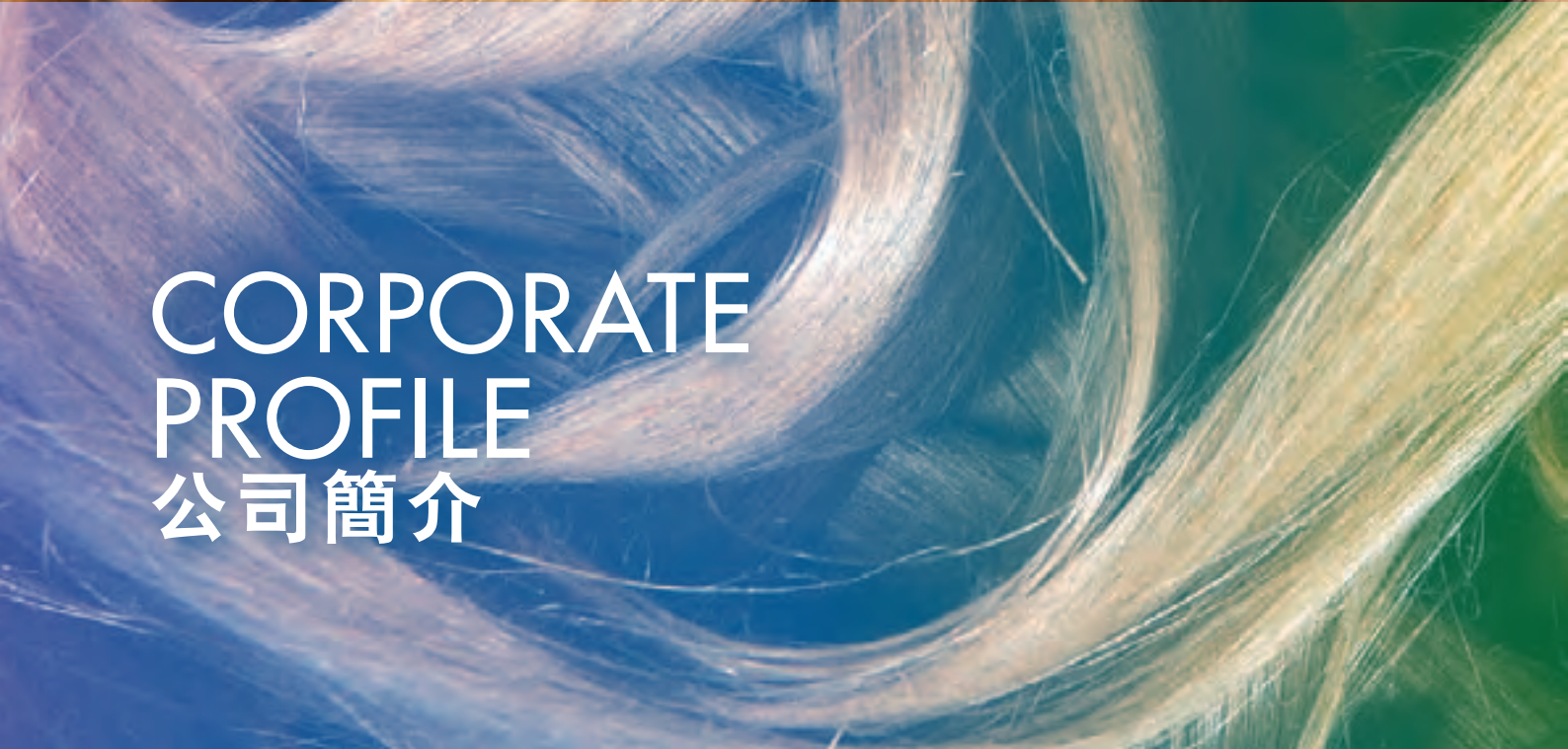
作為一家可持續發展的企業，我們一直推動友善職場，建立健康、正向之工作環境，提供公平薪資制度，多樣化人才培訓制度及全方位員工福利等，全力推動工作與生活的平衡。同時，本集團也積極融入社會參與、教育關懷和贊助公益活動。

Last but not least, the Environmental, Social and Governance Report 2014, which was issued by Kingdom for the first time, was named by Zhejiang Province as an "Outstanding Corporate Social Responsibility Report of Zhejiang Province" in 2014. Looking forward, the Group will remain committed to environmental protection, product quality, staff safety and social care, fulfill its corporate social responsibilities and achieve economic sustainability.

此外，金達首發佈的「2014年環境、社會及管治報告」，被浙江省評為「2014年度浙江省企業社會責任優秀報告」榮譽。展望未來，本集團持續尊重環境、重視品質、員工安全及社會關懷，履行企業社會責任，發揮經濟永續的價值。

Mr. Ren Weiming
Chairman
Kingdom Holdings Limited

任維明先生
主席
金達控股有限公司



CORPORATE
PROFILE
公司簡介



CORPORATE PROFILE

公司簡介

Kingdom Holdings Limited (Stock code: 00528) is a company based in Haiyan County, Zhejiang Province in the PRC. As at 31 December 2015, it employed approximately 2,598 employees. Kingdom is principally engaged in the production and sale of linen yarn and linen products. Kingdom Holdings Limited was incorporated in the Cayman Islands as an exempted company with limited liability on 21 July 2006. The Company's shares were listed on The Stock Exchange of Hong Kong Limited since 12 December 2006.

With 30 years of corporate culture and a 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, and has a market share of approximately 15% in the Chinese linen market.
2. Technical advantage: Kingdom is always committed to the development of production equipment and technologies and has introduced advanced textile equipment from countries like Germany and France, giving it a leading edge in terms of technology and equipment over 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 "Crape Myrtle". It has ranked as the largest linen yarn exporter of China for 13 consecutive years, accounting for approximately 30% of China's linen yarn exports by volume. "KINGDOM" has also been named as "Zhejiang Top Export Brand" by the Department of Commerce of Zhejiang Province.
4. Management advantage: Kingdom has been adopting advanced management models such as lean management and performance excellence and endeavours to cultivate a culture of compliance. Manufacturing Execution System (MES), Maintenance Improvement Programme (MIP), lean manufacturing and energy management have been implemented in its factories.

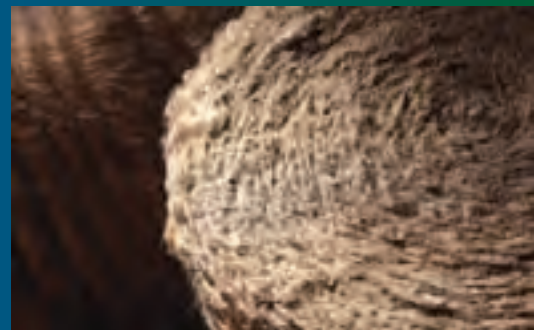
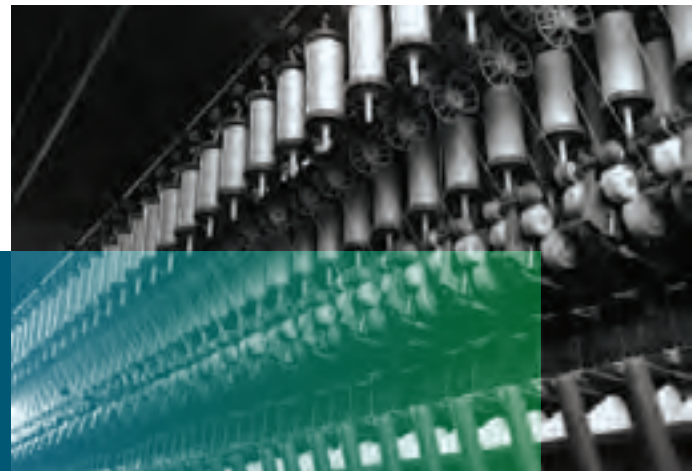
金達控股有限公司（股票代號：00528）總部位於中國浙江省海鹽縣，截至2015年12月31日擁有約2,598名員工。金達主要從事亞麻紗、亞麻纖維製品的生產和銷售。金達控股有限公司於二零零六年七月二十一日在開曼群島註冊成立為獲豁免有限公司。本公司股份於二零零六年十二月十二日在香港聯合交易所有限公司上市。

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，佔中國亞麻市場份額約15%。
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。亞麻紗出口量連續十三年穩居中國第一，出口份額約佔中國亞麻紗出口量的30%。「KINGDOM」被浙江省商務廳評委浙江出口名牌。
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)、設備維護提升項目(MIP)、精益生產和能源管理。

Adhering to the operation philosophy of "Pursuit of Excellence" and the core values of being "Responsible, Sincere, Innovative and Mutually Successful", Kingdom demonstrates to the world with its outstanding products and services, and that it is an energetic enterprise.

金達一直秉承「追求卓越」的經營理念，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。



KINGDOM'S SLOGAN:

Pursuit of Excellence

KINGDOM'S MISSION:

Become the world's leading linen product manufacturer

KINGDOM'S CORPORATE SPIRIT:

Never give up, Never be tired, Self-improvement and Strive for distinction

KINGDOM'S CORE VALUES:

Responsible, Sincere, Innovative and Mutually Successful

金達的口號是：

追求卓越

金達的願景是：

成為全球領先的亞麻產品製造商。

金達的企業精神是：

永不氣餒，永不疲憊，
自強不息，爭創一流。

金達的核心價值觀是：

責任、真誠、創新、共贏。

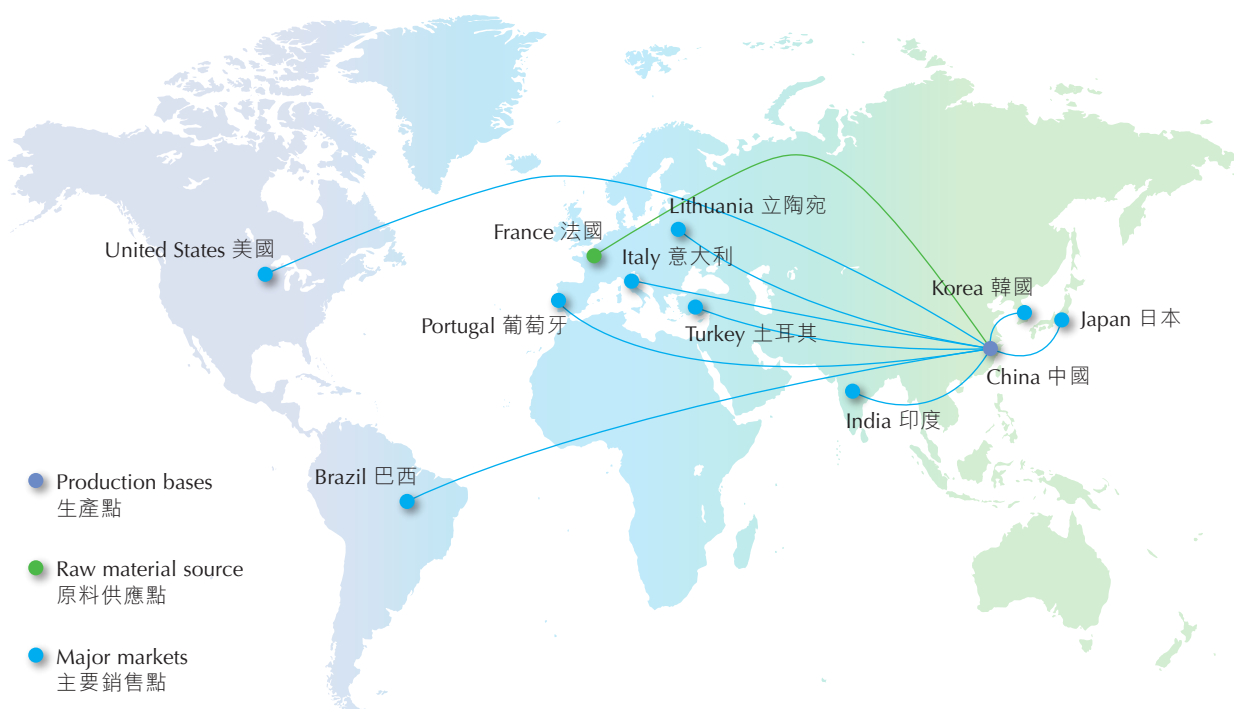
CORPORATE PROFILE 公司簡介

BUSINESS COVERAGE

Kingdom currently has three production bases in Henggang Town and the Economic Development Zone of Haiyan County, Zhejiang Province, and Rugao City, Jiangsu Province, in China.

營業版圖

金達目前擁有三個生產基地，分別位於中國浙江省海鹽縣橫港鎮及經濟開發區和江蘇省如皋市。



Brands

品牌



opera

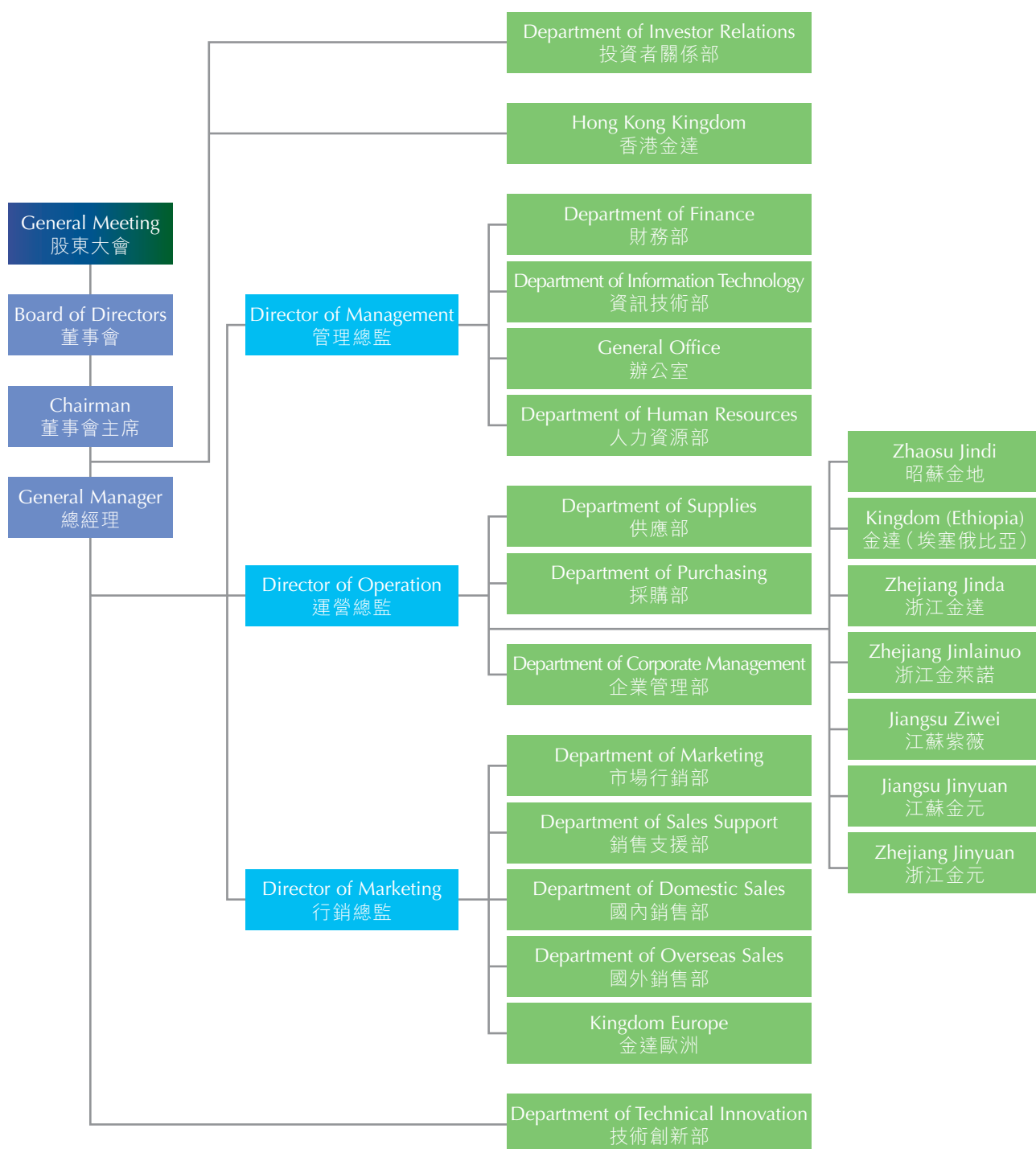
In its pursuit of excellence, innovation and craftsmanship, the Company has established its own linen yarn brands, namely:

金達秉持不斷追求卓越、創新、專業的精神，本公司自主亞麻紗線品牌：

“Crape Myrtle”, “Kingdom” and “opera”

「紫薇」、「KINGDOM」及「opera」。

CORPORATE STRUCTURE
公司架構



1999

Zhejiang Kingdom Creative Co., Ltd. was founded in Haiyan, Zhejiang, China.
在中國浙江海鹽設立浙江金達創業股份有限公司。

12月
Dec

KINGDOM'S MILESTONES
金達大事紀

2000

7月
Jul

The first batch of linen yarn was produced and launched to the market.
第一批亞麻紗順利生產，並投放市場。

2003

Zhejiang Jinyuan Flax Co., Ltd. was founded in Haiyan, Zhejiang, China.
在中國浙江海鹽設立浙江金元亞麻有限公司。

3月
Mar

10月
Oct

Jiangsu Jinyuan Flax Co., Ltd. was founded in Rugao, Jiangsu, China.
在中國江蘇如皋設立江蘇金元亞麻有限公司。

2006

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。

12月
Dec

2007

5月
May

Zhaosu Jindi Flax Co., Ltd. was established in Zhaosu, Xinjiang, China and was the first professional organic dew-retted flax 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。

Kingdom set up Kingdom Europe S. R. L., the first overseas subsidiary of the Company, in Italy.
在意大利設立金達歐洲公司，是本公司在海外設立的第一家公司。

9月
Sep

2010

3月
Mar

Kingdom established the first overseas sales agent in Korea for the sale of linen yarn.
在韓國設立海外第一家亞麻紗銷售總代理。

2012

Zhejiang Jinlainuo Fiber Co., Ltd. was founded in Haiyan, Zhejiang, China.
在中國浙江海鹽設立浙江金萊諾纖維有限公司。

2月
Feb

5月
May

Zhejiang Jinda Flax Co., Ltd. was founded in Haiyan, Zhejiang, China.
在中國浙江海鹽設立浙江金達亞麻有限公司。

2013

Kingdom and the Chinese branch of a renowned German corporation held a signing ceremony for the conclusion of a strategic cooperation agreement in relation to the reduction in energy consumption and technological innovation at the corporate level.

金達與一間德國著名公司之中國分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。

1月
Jan

9月
Sep

Kingdom convened the first of its overseas linen forum in Istanbul, Turkey.
金達第一屆海外亞麻研討會在土耳其伊斯坦布爾召開。

2014

Kingdom entered into a formal investment agreement with the Ministry of Industry of Ethiopia, Africa, to develop and construct linen yarn factories 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紗工廠。

7月
Jul

10月
Oct

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.
金達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位化工廠。

2015

Zhejiang Jinyuan's smart factory project was selected as an In-depth Information and Industry Integration Project of Zhejiang Province.
浙江金元亞麻智慧工廠項目入選浙江省兩化深度融合專項計劃

6月
Jun

9月
Sep

Kingdom hosted "2015 Linen (Shanghai) Forum".
2015年亞麻(上海)論壇成功舉辦。

Kingdom successfully held "Kingdom Linen (Istanbul) Day".
「金達亞麻·伊斯坦布爾日」圓滿落幕。

12月
Dec

KINGDOM'S HONOURS
金達榮譽

AAA-Grade Taxpayer
AAA級納稅信譽

2009-
2010

2010

China National Textile and Apparel Council Product
Development Contribution Award
中國紡織工業聯合會產品開發貢獻獎

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

Technologically Innovative Industrial
Enterprise
技術創新工業企業

2010

2010

Top Export Enterprise
重點出口工業企業

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

Outstanding Enterprise for Product Realignment in
Chinese Linen Textile Industry
全國麻紡織行業調整產品結構優秀企業

2010

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

Zhejiang Province Brand Name for 紫薇 (Crape Myrtle)
Linen Yarn
紫薇牌亞麻紗浙江名牌產品

2010

Zhejiang Province Innovative Enterprise
浙江省標準創新型企業

2012

2011

National Innovative and Hi-tech Enterprise of
the Linen Textile Industry
全國麻紡織行業技術創新先進企業

2012

Top Ten Most Influential Automation Projects in 2012 from the Chinese Association of Automation in relation to the boiler condensation water reconstruction project of the Group
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」

Provincial Technology Centre of Zhejiang
浙江省省級技術中心

2013

2013

National Textile Industry Quality Award
全國紡織行業質量獎

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

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

Top 500 Competitive China Textile and Garment
Enterprises
榮獲中國紡織服裝企業競爭力500強

2007-
2015

2007-
2013

Top 10 Competitive China Linen Textile Enterprises
榮獲中國麻紡行業競爭力10強企業

"KINGDOM" linen yarn brand was awarded as "Zhejiang
Top Export Brand"
自主亞麻紗線品牌「KINGDOM」被評委浙江出口名牌

2014

10 Most Influential Brands in Bast & Leaf
Fibre Industry in China
榮獲「中國麻紡行業十大影響力品牌」

2014

2014

Outstanding Corporate Social
Responsibility Report of Zhejiang Province
榮獲「浙江省企業社會責任優秀報告」

2014

One of the training enterprises in Jiaxing City's training
project "3 Famous Enterprises"
嘉興市第一批「三名」培育試點企業

Key Corporate Technological Innovation Team
被授予「重點企業技術創新團隊」

2015

2015

Advanced Chinese Linen Textile Enterprise for Broadening
Domestic Consumption Market
榮獲中國麻紡織行業開拓擴大內需市場先進企業

PRODUCTION PROCESSES OF LINEN YARN

亞麻紗製程



HACKLING 櫛成

Scutched flax is hackled to form 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。



COMBINING 併條

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



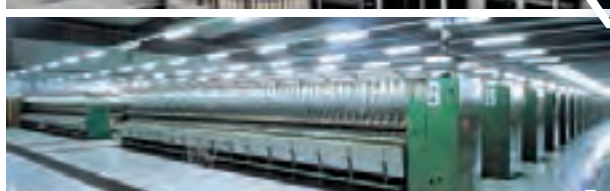
ROVING 粗紗

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、加撚、卷繞在粗紗管上。



SCOURING AND BLEACHING 煮漂

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



SPINNING 細紗

Fibres go 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。



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。



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。



PACKAGING 包裝

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

SUMMARY OF FINANCIAL PERFORMANCE FOR 2015

Turnover exceeded RMB**1 billion**

Earnings per share increased to RMB**0.19**

Ranked as the largest linen yarn exporter of China for **13** consecutive years

Largest linen yarn manufacturer in China with an annual capacity of **18,000** tonnes

Owned **49** invention and other patents

Received government grant of RMB**6.69 million** in aggregate

For more details of the Group's business performance, please refer to the Group's 2015 annual report.

SUMMARY OF SUSTAINABILITY PERFORMANCE FOR 2015

Decrease in annual water consumption during production: **34%**

Planted over **10,000** trees in and around the production bases

Environmental protection expenditure of completed projects approximately RMB**8.55** million

Number of employees: **2,598**

Group staff remuneration and benefits: approximately RMB**160** million

Customer satisfactory rate: rose to **4.45** out of a scale of 5



2015年年度財務表現摘要

營業額衝破人民幣**10億元**

每股盈利上升至人民幣**0.19**元

連續**13**年蟬聯中國亞麻紗出口冠軍企業

全國最大亞麻紗生產商，年產能達**18,000噸**

擁有**49**項發明等專利認證

獲政府補助資金共人民幣**669**萬元

更多有關本集團業務表現之資訊，請參閱本集團之二零一五年年報。

2015年年度永續發展成果摘要

年內生產用水減少**34%**

生產基地種植超過**10,000**棵樹木

已完成環境保護項目支出費用約人民幣**855**萬元

僱員人數**2,598**名

全集團人員薪金及福利約人民幣**1.6**億元

客戶滿意度調查結果提升到**4.45**分
(滿分5分)

KEY PROJECTS FOR 2016

2016年關鍵計劃



ENVIRONMENTAL GOVERNANCE

Implement energy-saving and emission reduction projects for scouring and bleaching boilers and sewage treatment

Complete use of clean energies at all production plants to reduce CO₂ emissions

Implement clean production to enhance ecological efficiency and minimise the impact on the environment

TALENT DEVELOPMENT

Provide specialised programmes for the management to improve leadership and management skills

Train newly hired fresh graduates systematically to build up reserve of technical and management talent

Provide training to junior management to strengthen team building

SOCIAL SERVICE

Launch theoretical and practical equipment training to enhance operators' professionalism

Continue the Support for Kingdom Hope Primary School in Yongning Township, Cangxi County

Organise volunteer teams to visit elderly homes

環境管治

實施煮漂鍋和污水治理節能減排專案工程

所有生產工廠全面使用清潔能源，減少碳排放

清潔生產，以增加生態效率和減少對環境的衝擊

人才發展

針對各管理層的課程，以加強領導和管理能力

系統訓練新聘應屆大學生，儲備技術和管理人才

組織基層管理者培訓，增進班組建設能力

回饋社會

開展設備理論與實踐訓練，提高設備人員專業素質

持續捐助蒼溪永寧金達希望小學

組織員工自願團隊，為頤養院老人送暖



CORPORATE
GOVERNANCE
企業管治



CORPORATE GOVERNANCE

企業管治



Kingdom's corporate governance structure is headed by the board of directors (the "Board"), which is the highest governing body of Kingdom. The Board consists of eight members, including three executive directors, two non-executive directors and three independent non-executive directors. The Board is responsible for monitoring, among other matters, the Company's compliance, financial transparency and timely disclosure of material information, as well as the formation of the nomination, audit and remuneration committees.

Note: For the academic qualifications and other appointments of the Board members, please refer to the Company's annual report.

For details of Kingdom's compliance with the Corporate Governance Code as set out in Appendix 14 to the Listing Rules, please refer to the relevant section of the Company's annual report.

RISK MANAGEMENT

Kingdom's risk management system covers the whole operation. It aims at maximising shareholders' interests, preventing potential risk and enhancing the overall value of the Company by striking a balance between risk control and targeted returns.

All material decisions in relation to, among other matters, substantial financial investments and borrowings in the operating activities are subject to the analysis and evaluation by the designated departments and the approval of the Board.

金達通過以董事會為主導的企業管治架構，董事會是金達的最高管理組織，由八名成員組成，包括三名執行董事、兩名非執行董事和三名獨立非執行董事。董事會的責任是監督公司守法、財務透明、即時揭露重要訊息等，並建立提名委員會、審核委員會及薪酬委員會。

註：有關董事會成員之學歷及兼任其他公司職務情形，請參考本公司年報。

金達有關遵守上市規則附錄十四所載的《企業管治守則》的情況，請參閱本公司年報有關內容。

風險管理

金達集團將整體營運狀況納入風險管理範圍，以極大化股東利益為目標，預防潛在風險，在風險控制及目標回報之平衡下，追求提升公司的整體價值。

所有關於營運之重大財務投資及資金借貸等重大議案皆經適當權責部門分析評估，並經董事會決議通過才能執行。

SUPPLY CHAIN MANAGEMENT

Kingdom operates in the middle of the value chain of the textile industry. It procures fibre flax from upstream flax farmers' cooperatives and trading suppliers, produces linen yarn with different metric counts at its own plants, and then sells its products to downstream customers for their production of textiles.

Procurement of raw materials

The raw materials of Kingdom's products are 100% imported from Europe, while other auxiliary materials, such as additives, are supplied by about 152 domestic suppliers. The procurement amount of raw materials is determined each year according to the suppliers' flax quality. Certificates of, among other matters, origin, plant quarantine and insurance coverage are required from the suppliers at the time of importation. If the quality, amount or other aspects of the material received turns out to be inconsistent with contractual requirements, the supplier will be notified and required to rectify in a stipulated period of time.

Kingdom has maintained long-term strategic and co-operative relationships with leading 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 regular reviews the performance of its suppliers with an aim of a better control over, and an assurance of, product quality. In 2015, Kingdom did not receive any report from its key suppliers about any event that had or might have any material adverse impact on the environment.

供應鏈管理

金達位居紡織產業價值鏈的中游位置，向上游亞麻農民合作社及貿易供應商購買生產所需的亞麻纖維，透過金達工廠生產製造不同支數的亞麻紗線，再經由下游客戶生產製造為各種紡織品出售。

採購原材料

金達產品的原物料100%由歐洲進口，而其他輔料（助劑等）由國內約152家供應商提供。採購原材料會根據供應商每年的產出亞麻質量而評定訂購數量，並在進口時要求供應商提供原產地證、植物檢疫證、保險憑證等，如收貨後發現品質與數量等不合簽約時規定，立即通知供應商限期改善。

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、排名行業前列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，加強對其管控，有效保障產品質量。2015年金達並無接收到任何主要供應商對環境有重大和潛在負面影響的事件通報。



PRODUCT CONTROL

With a commitment to produce linen yarn of the best quality, Kingdom acknowledges the importance of both product quality and reputation.

Kingdom obtained the certification of ISO9001 Quality Management Systems certification, which demonstrates its enhanced commitment to offer high quality products to its customers by ways of managing, reviewing and improving raw material, production, quality control and storage. Kingdom also obtained the ISO14001 Environmental Management System certification and ensures its effective implementation.

At the same time, Kingdom utilises Manufacturing Execution System (MES) to control the entire product life cycle, establish a centralised production information system, standardise control systems, realise traceable logistic information, implement lean quality management, systematise equipment management, improve production monitoring and optimise product control processes.

PRODUCT LIABILITIES

Quality products

Kingdom focuses on the production and sale of linen fibre and linen yarn. Its linen yarn includes half bleached yarn, fully bleached yarn and grey yarn. The production equipment, laboratory facilities and testing equipment owned by Kingdom are among the most advanced in China.

With certification of “organic linen yarn” and “Confidence in Textiles”, Kingdom ensures that its products meet the requirements of national regulations as well as that of the customers. The standard of Kingdom’s internal control exceeds national standards in order to ensure that customers will receive products with better quality.

Efficient Production

Through automation, technological improvements and the operation of the third spinning factory, Kingdom has not only enhanced its production efficiency, but also reduced its production costs and energy consumption.

In 2015, linen yarn production volume increased by 21%, while production costs (excluding raw materials) per tonne of yarn decreased by 7.8%, year-on-year, taking Kingdom’s production efficiency for the year to a new high.

產品管理

金達一直致力於生產最好的亞麻紗，十分重視產品的品質和信譽。

金達通過了ISO9001品質管制體系的認證，從原料採購、生產過程、成品檢測與儲存、管理審查與改善等方面提供客戶更高品質的產品保障。金達更通過了ISO14001環境管理體系認證，並保證該體系的有效運營。

同時金達運用「MES生產管理執行系統」對產品的全生命週期進行控制，以實現產品的生產資料集成化、企業規範標準化、物流資訊可溯化、品質管制精細化、設備管理系統化、企業生產透明化，優化產品管理流程。

產品責任

優質產品

金達主要從事亞麻纖維、亞麻紗線專業化生產與銷售，亞麻紗主要為半漂紗、全漂紗和原色紗，金達的生產設備、實驗設備和檢測設備處於國內領先水平。

通過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，技術水準世界領先。金達堅持執行高於國家標準的產品內控標準，確保為客戶提供更為優質的產品。

高效生產

金達通過機器換人、完善工藝技術，以及第三間紡紗廠的正常運行，不僅提高生產效率，還有效降低生產成本，減少能源消耗。

2015年亞麻紗產量同期相比增產21%，生產噸紗成本（不含原材料）降低7.8%。全年生產績效指標創下了歷史新高。

INDUSTRY RESPONSIBILITY (INDUSTRY 4.0)

Kingdom targets at steering the linen industry towards green, efficient and sustainable smart manufacturing.

In 2015, Zhejiang Jinyuan's smart linen factory was selected as the only model project from Haiyan County among the In-depth Information and Industry Integration Projects of Zhejiang Province. This smart factory represents the second pilot digitised factory of Siemens in China. It was built according to a "comprehensive framework of smart factory", which covers automatic production, data integration, environmental protection, reduction of energy consumption and emissions, safety, staff protection and other aspects. With the implementation of this project, Kingdom demonstrated a good model to realise smart manufacturing for the Industry 4.0 generation to domestic enterprises. Details of this project are as follows:

- In collaboration with a business partner, Kingdom developed the first microwave dryers for linen yarn in China, which is now widely used in the industry. As compared with the steaming process in the past, Kingdom reduced carbon dioxide (CO₂) emissions by around 10,000 tonnes based on its output in 2015 by using microwave dryers.

行業責任 (工業4.0)

建設綠色、高效、可持續發展的智慧工廠是金達引領亞麻行業發展的責任。

2015年浙江省兩化深度融合智慧製造專項計劃公佈，「浙江金元亞麻智慧工廠項目」成功入選為海鹽縣唯一一個示範項目。該項目是國內第二家西門子數位化工廠試點項目，根據「智慧工廠整體框架」展開建設，囊括了自動化生產、信息化建設、綠色環保、節能減排、安全和員工保障等多個方面。通過項目建設，金達將為工業4.0時代我國企業實現智慧製造提供良好範本。主要項目介紹如下：

- 與一商業夥伴合作，研發了國內第一台亞麻紗微波烘乾設備，目前被全行業廣泛使用。相較以前採用的蒸氣烘乾方式，使用微波烘乾設備以產量計算，2015年金達減少碳排放約10,000噸。



CORPORATE GOVERNANCE 企業管治

- Kingdom collaborated with companies in Germany and Italy to develop and promote the auto-winding technology. Kingdom was the pioneer of this technology, which is now widely applied in the industry.

- 金達與德國、意大利公司合作，推廣自動絡筒技術，在金達全面成熟使用後，也為行業普遍使用。



- Kingdom collaborated with a supplier to develop and improve the integrated hackling and spreading machine, which is also widely used in the industry nowadays.



- 金達與一供應商合作，共同研發，共同完善製造了技術較成熟的櫛成一體機，目前也為行業廣泛使用。

- Kingdom collaborated with a business partner to produce the first square boiling and bleaching equipment in China, which is widely used in the industry nowadays.

- 金達與一商業夥伴合作，生產了國內第一台方形煮漂設備，目前在行業內廣泛使用。

- Kingdom worked with an Italian company and only used organic chemical additives to ensure environmental friendliness.

- 金達與意大利公司合作全面使用有機化學助劑，以保證我們對環境的友好保護。

- Kingdom collaborated with a German company and some domestic research institutes to greatly reduce its industrial water consumption. The third factory of Kingdom now consumes no more than 80 tonnes of water per tonne of yarn.

- 金達與德國公司和國內一些研究院合作，大幅下降工業用水量，目前金達第三個工廠的噸紗用水量 ≤ 80 噸。

Energy Management System for a Green and Environment-friendly Development

Energy distribution has been streamlined and optimised by the energy management system, through real-time collection and analysis of energy information.

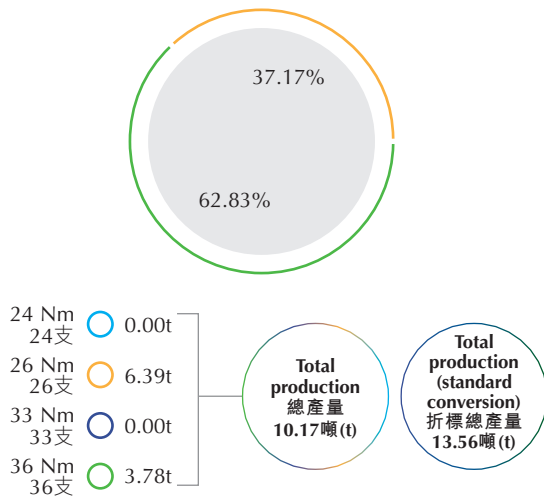
建設能源管理系統，實現綠色環保發展

依託能源管理系統，通過能源資料的即時採集和即時分析，實現能源的合理分配及優化調度。

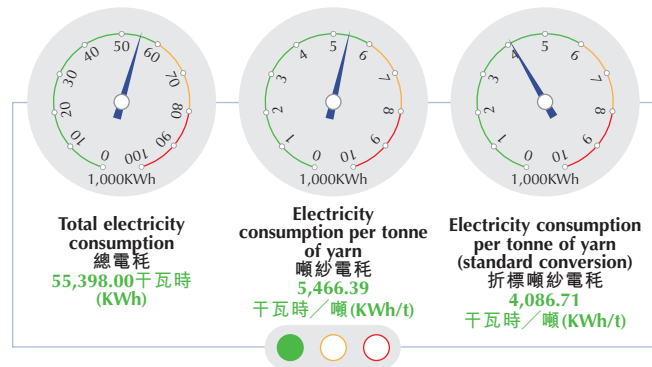
Example of a snapshot of Energy Management System 能源管理系統快照圖例

Production 產量

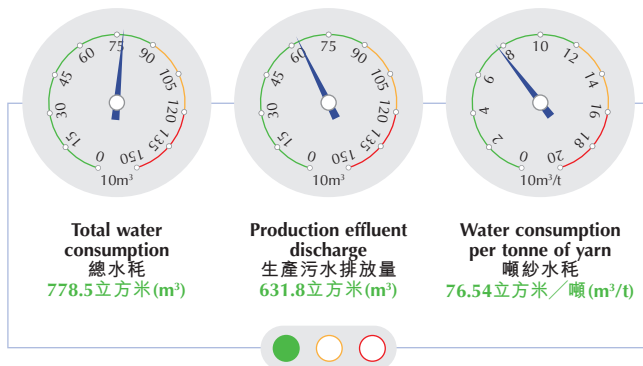
Breakdown of percentage of production 各產量佔比圖



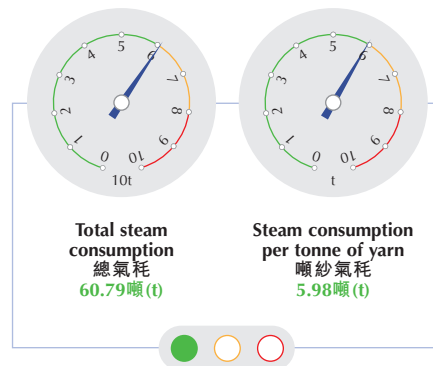
Electricity 電力



Water 水



Steam 蒸氣



INNOVATIVE DEVELOPMENTS

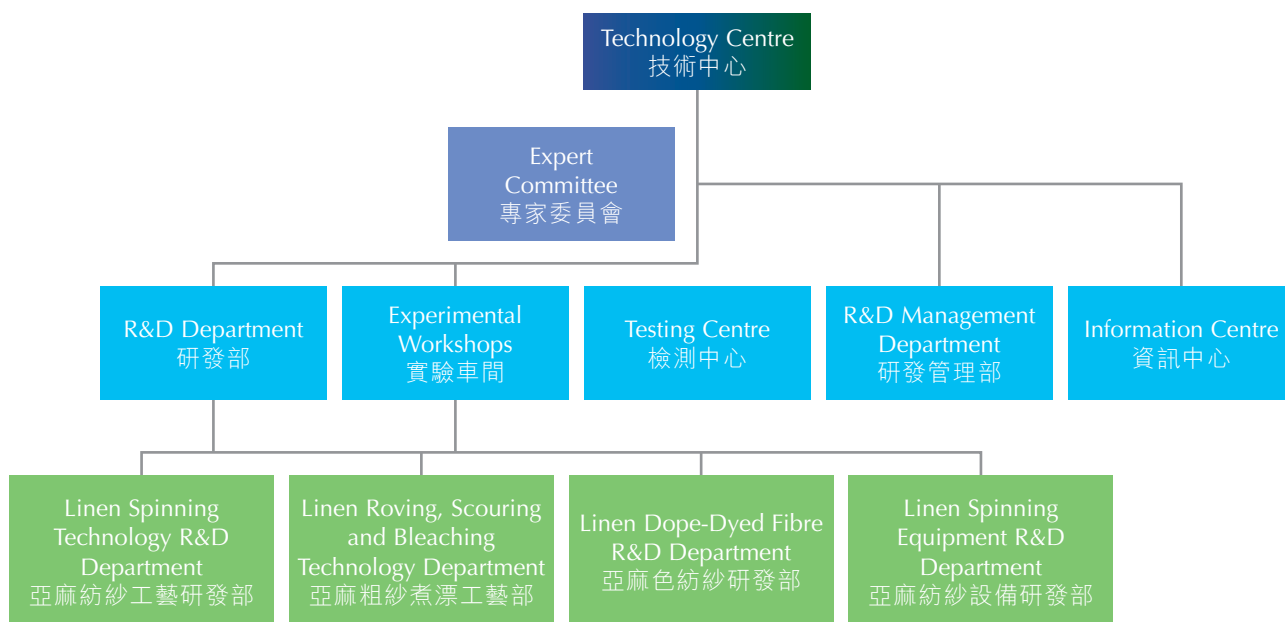
Kingdom proudly takes on the responsibility to foster structural reform and upgrade of the linen spinning industry. It actively researches and develops key spinning technologies and new products and has established a national linen spinning research institute.

This institute is a technological research and development organisation under Kingdom. It mainly offers product and market information, develops new products, technologies and techniques, as well as improve product quality and other systems.

創新發展

金達以促進亞麻紡紗行業的產品結構調整和升級為己任，加快紡紗關鍵技術和新產品的研究與開發，最終建立國家級的亞麻紡紗研究中心。

本技術中心是隸屬於金達的技術研發機構，主要提供產品市場訊息、開發新產品、應用新技術新工藝、提高產品品質及其他制度的完善等。



Provincial New Product Certification of Kingdom’s R&D Projects

Kingdom continues its efforts in research and development and encourages its staff to be creative so as to nurture an innovative atmosphere. On 23 July 2015, the Company and the Economic and Information Bureau of Haiyan County held a meeting for new product assessment at the provincial level. The main goal of the meeting is to assess and certify Kingdom’s new yarn, namely “26Nm Cashmere/Silk/Linen 10/20/70 blended yarn” and “36Nm Silk/Linen 50/50 blended yarn” which were provincial product development projects in Zhejiang Province. The certification committee was a team of 5 professionals including the textile professor of the Zhejiang Sci-Tech University. After given a presentation, the members unanimously agreed that the production technologies of these two products are at a leading position in the domestic market, marking the formal acceptance of the products as provincial new products.

研發項目通過省級新產品鑒定

金達持續研發項目，積極營造創新環境，鼓勵員工實現創新的價值。2015年7月23日，本公司召開了由海鹽縣經濟和信息化局省級新產品鑒定會議，會議主要是對本公司承擔的浙江省省級工業新產品開發項目「26Nm羊絨／絹絲／麻(10/20/70)混紡紗」及「36Nm絹絲／麻(50/50)混紡紗」進行鑒定。鑒定委員會由浙江理工大學紡織教授等5名專家教授組成，聽取匯報後，一致認定該兩項產品生產技術達到了國內領先水準，標誌著其順利通過了省級新產品鑒定驗收。

TESTING AND CERTIFICATION

Kingdom attaches great importance to scientific management. It leads the industry by obtaining not only the ISO9001 Quality Management Systems and ISO14001 Environmental Management System certifications, but also the OEKO-TEX Standard 100 Confidence in Textiles certification, an organic linen yarn certification and Global Organic Textile Standard (GOTS) certification for its linen yarn products.

Aiming to minimise the impact on the environment and provide different labels for consumers to identify textiles, the scope of the tests and certifications under GOTS addresses the plantation and acquisition of fibre, use of water and chemicals in the processing of fibre products as well as the sale and recycling processes. The GOTS certification covers a wide array of products and provides a credible assurance.

檢測認證

金達十分注重管理科學性，不僅通過了ISO9001質量管理體系和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、有機亞麻紗線認證和GOTS全球有機紡織品認證，處於行業領先地位。

其中「全球有機紡織品標準(Global Organic Textile Standard, GOTS)」所規範之檢測與認證標準，GOTS相關項目包含：纖維種植與取得方式、產品加工鏈之用水、化學物質管制，以及管制銷售、回收程序，以期降低對環境的衝擊，並提供不同的標籤等級供消費者識別。目前GOTS認證之產品範圍極為廣泛且極具公信力。



KINGDOM'S PATENTS

Kingdom emphasizes technological research in relation to the spinning industry and steers the industry towards an innovative development. It also treasures and protects its intellectual properties. In 2015, Kingdom was granted 4 patents, bringing the aggregate number of patents to 49, of which 9 were invention patents, 32 were utility model patents and 8 were design patents.

Samples of invention patents:

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

金達專利

金達重視紡織產業相關領域技術研究，帶動行業創新發展，並積極開展知識產權保護工作。2015年金達獲得4項專利授權。所有累計獲得專利授權總數為49項，其中發明專利9項、實用新型專利32項和外觀設計專利8項。

發明專利例子：

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



Benefits of Certain Patents

部份專利專案應用效益

Patents 專利名稱	Benefits 效益
Low-temperature oxygen-bleaching technology for flax 亞麻低溫氧漂工藝	Low-temperature oxygen-bleaching can reduce fibre damage and enhance production rate, as well as improve yarn flexibility. 低溫氧漂可減少對纖維的損傷，製成率提高外，還增加紗線柔軟性質量。
Production method of anti-microwave/radiation linen yarn 防微波輻射的亞麻紗線及其生產工藝	This blended linen yarn has excellent magnetic radiation protection and lasting fabric shielding effectiveness, and can be washed repeatedly without basically affecting the shielding effectiveness; and the production process has the advantages of convenience, rapidness, simpleness and low cost. 亞麻混紡紗磁輻射防護功能優良，織物屏蔽效能長久，可多次洗滌而基本不影響屏蔽效能，其生產工藝具有方便、快捷、簡單和節約成本的優勢。
Production method of composite materials using woven linen fabrics 麻機織物增強複合材料板材的製造工藝	The manufactured composite material plate has good strength and excellent resistance. Its strength can be programmed, and the material can be recycled. It is an environment-friendly material. 使用複合材料板材，耐衝擊性能優，各項強度可設計且可回收利用，屬環保型材料。
Automatic device for collecting and packing short fibre flax for hackling machine 一種櫛梳機短麻自動收集打包裝置	Arranged on hackling machines which are connected in parallel to enhance air-suction effect and efficiency of collecting packaging material, so as to integrate the automatic hackling and combing processes, and reduces labour input. 設置在併聯的櫛梳機上，提高吸風效果及收集打包效率，實現櫛梳成條自動一體化，節省勞動力。

CUSTOMER SATISFACTION SURVEY

Each year, Kingdom conducts a customer satisfaction survey which targets at existing domestic and overseas customers and is conducted through questionnaires by mail. Apart from that, the Kingdom's sales team also conducts commercial and technical discussions and meetings with the customers to understand their needs. Through the questionnaires and active interaction with the customers, Kingdom can comprehend customers' needs in order to improve its service and product quality.

Customers can rate the items in question from 5 (very satisfied) to 1 (very dissatisfied). Satisfaction will then be rated with a weighed formula. In 2015, Kingdom conducted the survey with 36 major customers and the overall satisfactory rate was 4.45, slightly up from 4.18 last year.

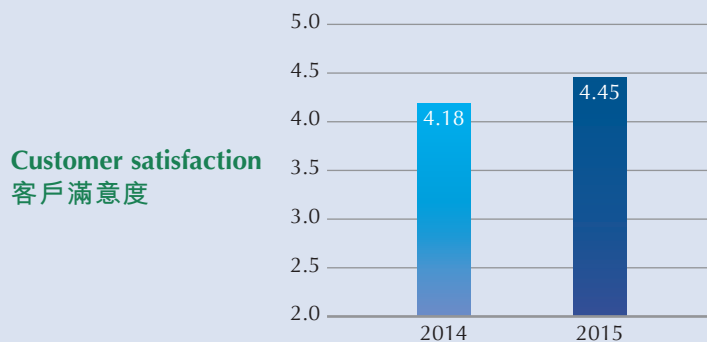
客戶滿意度調查

金達公司定期進行年度客戶滿意度調查，此調查由本公司針對現有國內外客戶，透過寄發問卷郵件來進行。配合年度客戶滿意度調查，金達的銷售服務團隊亦與客戶進行各項商業及技術討論會議，以更進一步瞭解客戶的需求。透過問卷及與客戶的深入互動，金達更能密切貼近客戶的需求以提升服務與產品質量。

調查項目包括「非常滿意」、「滿意」、「尚可」、「不滿意」、「非常不滿意」分別賦予5、4、3、2、1相對分數，經加權公式計算滿意度。2015年金達向36家主要客戶做滿意度調查，調查結果整體滿意度為4.45，較去年4.18稍為提升。

Numbers of answers and average rates of each item in question given by the customers are as follows: 以下為每項服務評分的客戶數量及平均值：

		5 5分	4 4分	3 3分	2 2分	1 1分	Average rates 平均滿意度
Products 產品	Packaging 包裝	23	12	1	0	0	4.61
	Offerings 品種	21	8	5	2	0	4.53
	Quality 品質	4	25	7	0	0	3.92
Handling of Complaints 投訴處理	Reaction time 反應及時性	19	13	3	1	0	4.39
	Response time 回覆及時性	20	11	5	0	0	4.42
	Effectiveness 措施有效性	17	16	3	0	0	4.39
Delivery 交貨	Timeliness 及時性	18	18	0	0	0	4.50
	Amount reliability 數量可靠性	19	16	1	0	0	4.50
	Speed of invoicing 單據及時性	21	13	2	0	0	4.53
Services 服務	Order follow-up and communication 訂單跟進及溝通	21	15	0	0	0	4.58
	After-sale services 售後跟進	21	12	3	0	0	4.50
	Other services 其他服務	21	13	2	0	0	4.53
	Overall average satisfaction rate 整體平均滿意度	4.45					



HANDLING CUSTOMER 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 related department within a set timeframe. Records of the feedbacks/complaints are kept in the computer system in order to keep track of the progress and resolution.

CUSTOMER INFORMATION SECURITY AND PRIVACY POLICY

Due to the increasing breach of privacy and disputes over data leakage in the society, 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 separating 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 co-workers.
- destroying data after a prescribed retention period.
- conducting periodical campaigns on corporate confidentiality information protection to all staff; providing training courses and conducting internal audit.
- treating suppliers as important partners and entering into non-disclosure agreements with every supplier.
- employing IT security technologies and installing information protection system.
- monitoring and managing personnel and vehicle access to the Company using door security and monitoring systems.
- 設定個人資料管理權限，無論書面資料或系統資料均設有管理權限，確保非經授權人員無法瀏覽或存取客戶或同事個人資料。
- 銷毀超過規定存放期限的資料。
- 定期對公司所有員工進行公司機密資訊保護相關宣導。提供培訓課程，並進行內部稽核。
- 金達公司視供應商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，部署資訊保護方案。
- 利用門禁和監控系統，持續監控和管控人員及車輛進出本公司。

客戶投訴處理

金達對於產品責任方面制訂了特殊投訴處理辦法、制訂召回改正作業規範。若有關品質不良等相關問題，顧客可利用客戶服務專線(+86-573-86781000)對產品及服務提出意見，金達的客戶服務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，本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。

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(私隱)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：

CORPORATE GOVERNANCE 企業管治

Kingdom deals with infringements of its corporate secrets in a strict and appropriate manner, such as terminating the employment of and even suing serious offenders. In 2015, there was no circumstance of personal data being stolen, altered, damaged or leaked.

COMPLIANCE

In addition to the Corporate Governance Code of the Listing Rules, Kingdom also advocates the principles of integrity, honesty, equity and compliance in the communication and conduct of its entire staff. It strictly requires its staff to:

- reject any bribe, unfair competition, malpractice and embezzlement of the Company's assets;
- refuse to do anything harmful to the Company, the environment and the society; and
- refrain from receiving or offering bribes, illegal political contributions or improper donations, events, gift or services.

Kingdom maintains detailed operating procedures, codes of conduct and reward and punishment systems, makes sure all its employees understand the importance of and uphold integrity and ethic. There was no occurrence of corruption, bribery, blackmail, fraud and money-laundering throughout the year 2015. Kingdom will adhere to its corporate ethics and uphold its reputation to prevent corruption. There were also no illegal activities or relevant fine or punishment in respect of products, human rights or the society.

Staff can report to their immediate superiors or the head of human resources with respect to any non-compliance such as breach or dereliction of duty, abuse of power, receiving bribes or embezzlement of company property by means of mail, electronic mail or phone. The issue will then be reported to the audit committee for investigation, collection of evidence, verification and resolution.

對於嚴重違反公司機密資訊保護的行為，本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。2015年金達並未發生個人資料被竊取、竄改、毀損或洩漏之事情。

法規遵循

金達除了遵守上市規則企業管治守則外，並對積極宣導所有金達員工在日常的言、行中具體落實正直、誠實、公平和遵守法令的理念。嚴謹要求全集團員工應做到：

- 拒絕任何貪腐、不公平競爭、舞弊及濫用本公司資產的行為；
- 不從事任何有害本公司、環境及社會的行為；
- 禁止行賄與收賄、提供非法政治獻金、不當慈善捐贈或活動、不當禮物或款待的收受等。

金達訂定詳細的作業程式、行為指南與獎懲制度，確保所有員工皆理解及落實誠信及道德行為的重要性。2015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。而在產品、人權、社會方面均無違法事件發生，亦無相關罰款及罰則。

員工可以通過信函、電子郵件、電話等方式向金達直屬主管、人力資源最高主管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，上報審核委員會調查、取證、核實、得出結論後予以處理。



SUSTAINABLE
LINEN AND
ENVIRONMENTAL
PROTECTION

永續亞麻環境保護



SUSTAINABLE LINEN AND ENVIRONMENTAL PROTECTION

永續亞麻環境保護



GREEN ENVIRONMENT

Kingdom attaches great importance to environmental protection and strives to maintain a balance between innovation and harmony with the nature 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" since 2009, under which Kingdom organises tree planting events every year and has planted over 10,000 trees.

Tree planting events:

After several consecutive days of rain in November, it was an ideal time for tree-planting and, therefore, all of the CCP members and staff of Kingdom gathered together to add some green to the northern factory site by planting trees next to the newly constructed spinning workshop. The hard work and the collaborative efforts of everyone paid off. The newly-planted trees have created a natural landscape that improves the overall aesthetics of the factory site.



環境綠化

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著，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，目前金達已經種植了1萬餘棵樹。



植樹活動：

11月，借着連續的幾場降雨給植樹造林帶來良機，金達全體黨員及公司員工到北廠區新建的細紗車間旁，身體力行為廠區增添新綠。每個人都做得十分認真，相互配合，一排排的新苗木木昂然挺立，形成一道靚麗的風景。

SUSTAINABLE LINEN AND ENVIRONMENTAL PROTECTION

永續亞麻環境保護

USE OF MATERIALS

Kingdom mainly produces linen yarn of 3 Nm to 75 Nm. Scutched flax is the key raw material. The scutched flax used in the production process is 100% sustainable material.

During production, a certain amount of linen ash is collected from the dust removal equipment used in the pre-spinning processes. Kingdom uses flax ash compressors to compress flax ash into ash chunks. Flax ash is a combustible bio-fuel and the mixture of flax ash and coal can be used as fuel, fertilizer and filling. This has not only reduced coal consumption to a significant extent, lower solid waste and hence production costs, but also achieved equilibrium between economic growth and protection of the ecosystem and environment.

Dyes and chemicals used by Kingdom are approved chemical additives produced by renowned chemical companies at home and abroad. The use of chemical additives which contain banned chemicals in the European Union, the United States and China is strictly prohibited.

Packaging materials used by Kingdom in its delivery process include cones, plastic bags and cardboard boxes, which are all recyclable and degradable. Used cones are collected and reused by Kingdom in the next delivery to minimise packaging materials. All linen yarn products are wrapped in plastic bags and then put in cardboard boxes for protection from dampness during delivery. In 2015, no product was recalled due to safety or health reasons.

Use of recyclable materials in 2015

Type of materials 物料類別	Material 物料名稱	Amount used 使用量	Recycling rate after sale(%) 出售後回收 百分比(%)	% of renewable materials (e.g. flax ash) 再生原料%(如麻灰)
Raw material (tonnes) 原料(噸)	Scutched flax 打成麻	24,634	-	5%
Packaging materials (‘0,000 units) 產品包裝材料 (萬隻)	Cones 寶塔管	1,112	20%	Recyclable and degradable 可重用及可降解
	Plastic bags 塑膠袋	1,120	-	Degradable 可降解
	Cardboard boxes 紙箱	55	-	Recyclable and reusable 可回收再利用

物料使用

金達主要生產3公支至75公支不等的亞麻紗線，主原料為打成麻。生產使用的打成麻100%屬於再生原料。

在製造過程中，前紡工序的除塵設備會收集定量的亞麻灰，將亞麻麻灰通過壓製機壓成餅狀，由於麻灰是生物燃料（可燃燒），將其混入煤中燃燒，當作生物燃料、肥料和填充料，不僅大大減少煤的耗用，減少製造固廢，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。

金達使用的染化料全部採用國內、外著名化學品公司生產的合規化學助劑，並嚴禁使用含歐盟、美國及中國規定的禁用化學成分的化學助劑。

金達產品出貨所使用的包裝材料均為可回收及可降解物質，包括寶塔管、塑膠袋、紙箱。其中出貨後的寶塔管，則努力回收至金達公司重複用於產品出貨，盡量減少產品包裝材料的使用量；為了避免產品在運送過程中遇潮，所有亞麻紗產品會使用塑膠袋包好，再裝到外包裝紙箱裡。2015年並無任何因安全與健康理由而回收的產品。

2015年可回收物料使用情況

SUSTAINABLE LINEN AND ENVIRONMENTAL PROTECTION

永續亞麻環境保護

RELATIONSHIP BETWEEN FLAX'S LIFE CYCLE AND BIODIVERSITY

Biodiversity means all living organisms on the Earth, such as plants, animals and micro-organisms, as well as 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. As protecting biodiversity has become a paramount global mission, flax has attracted unprecedented attention due to its green and natural characteristics.

Biodiversity is affected by the whole production process of the textile industry spanning from raw material procurement, processing and manufacturing to waste disposal. Flax, the raw material of linen, can be grown using the nutrient cycle within the ecosystem of the farmland and does not require gathering in the wild. It is a sustainable plant-based fibre, and almost no irrigation or the use of herbicides is needed during its cultivation.

Dew-retted fibre flax, the raw material used by Kingdom in its production, 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 fermented and retted with rain, dew and mould by laying the flax stems on flax fields. The dew-retting process can eliminate unpleasant smell and water pollution. What is more, it produces high yield, high quality and more refined and soft fibre. As such, Kingdom has chosen the natural dew-retting and snow-retting techniques to achieve zero pollution in its production.

Being regarded as the “Queen of Natural Fibre”, fibre flax is characterised by a unique physical structure – pectin hypotenuse hole. The capillary action between these holes and the skin allows quick adjustment of skin temperature and delivers excellent temperature adjustment, moisture absorbing and breathing capacities. Furthermore, flax is harmless not only to the human body, but also to the environment as it is naturally degradable.

亞麻的生命週期與生物多樣性的關係

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。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。

紡織產品在原料獲取、加工製造到及使用後棄置的過程中，對生物多樣性也會造成一定影響，而亞麻原料取得是由人為栽培，推動農田生態的物質循環，不需要野外採集，是一種可以永續生長的植物纖維，栽培過程幾乎不需要灌溉和使用除草劑。

金達的生產原料使用的雨露麻，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溫製，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，而且成品出麻率高、質量好，纖維更加細緻柔軟。金達採用了自然雨露與雪露漚麻技術，實現無污染生產。

亞麻纖維號稱「天然纖維皇后」，具有其他纖維沒有的物殊結構--果膠斜邊孔。這些斜邊孔與皮膚接觸時會產生毛細孔現象，能及時調節人體皮膚表面的生態溫度環境，因而具有很強的調溫功能和吸濕透氣性能。亞麻原料對人體無害之餘，棄置後能夠自然分解，對環境無害。

SUSTAINABLE LINEN AND ENVIRONMENTAL PROTECTION

永續亞麻環境保護

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 recyclable economy and insists on developing “Green industries” so as to fully utilise its resources with high economic efficiency, low resource consumption and less pollution.

ENERGY MANAGEMENT

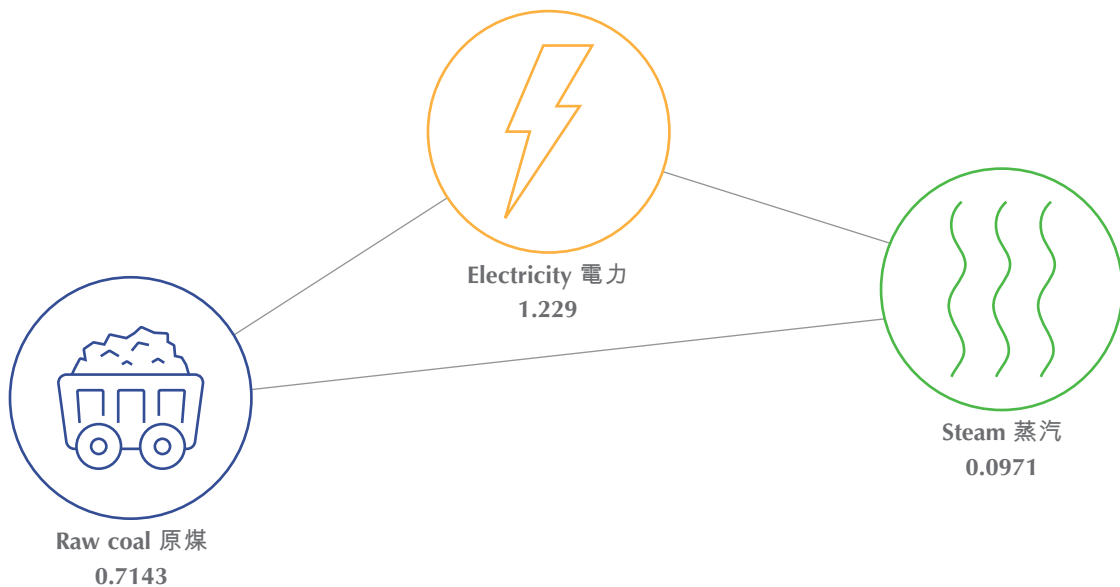
There are different sources of energy with different energy levels. As a basis of comparison of total energy consumption, Kingdom calculates the actual consumption of different energy according to the national standard of the People’s Republic of China (General Principles for Calculation of Comprehensive Energy Consumption GB2589-90). The standard coal conversion coefficients for electricity, coal and steam are as follows:

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」。

能源管理

能源的種類有很多，所含的熱量也各有不同，為了便於總量上的比較，金達依照中華人民共和國國家標準《綜合能耗計算通則GB2589-90》的規定，對實際消耗的各種能源進行綜合計算。目前公司對電、煤、蒸汽的折算標準煤係數如下：



SUSTAINABLE LINEN AND ENVIRONMENTAL PROTECTION

永續亞麻環境保護

The energy consumption of Kingdom's three factories in 2015 recorded an overall decrease as compared with that in 2014, on comparable basis, with electricity consumption down by 0.95% (42 units for every tonne of yarn), steam consumption by 9.6% (0.45 tonne for every tonne of yarn), coal consumption by 31.8% (136 kg for every tonne of yarn) and water consumption by 34% (51 tonnes for every tonne of yarn).

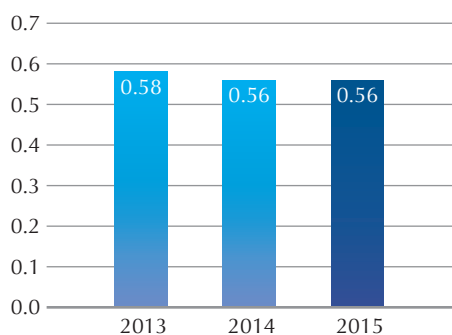
2015年金達三間工廠使用的能源總消耗量與2014年相比，在可比的基礎上，用電減少0.95%（即每噸紗減少42度），用蒸氣減少9.6%（即每噸紗減少0.45噸），用煤減少31.8%（即每噸紗減少136千克），以及用水減少34%（即每噸紗減少51噸）。

Plant 工廠	Zhejiang Jinyuan 浙江金元			Jiangsu Jinyuan 江蘇金元			Zhejiang Jinda 金達亞麻			Total (Average) 總計 (平均值)		
	2015	2014	2013	2015	2014	2013	2015	2014 (Since June) (6月始)	2013	2015	2014	2013
Year 年度	2015	2014	2013	2015	2014	2013	2015	2014 (Since June) (6月始)	2013	2015	2014	2013
Electricity (Tonne of SCE/tonne of yarn) 電 (噸標煤/噸紗)	0.56	0.56	0.59	0.59	0.59	0.57	0.52	0.53	0	0.56	0.56	0.58
Coal (Tonne of SCE/tonne of yarn) 煤 (噸標煤/噸紗)	0.53	0.62	0.62	N/A 不適用	N/A 不適用	N/A 不適用	N/A 不適用	N/A 不適用	N/A 不適用	0.53	0.62	0.62
Purchased Steam (Tonne of SCE/tonne of yarn) 外購蒸氣 (噸標煤/噸紗)	N/A 不適用	N/A 不適用	N/A 不適用	0.49	0.53	0.52	0.41	0.45	N/A 不適用	0.45	0.49	0.52

Electricity Consumption

用電量

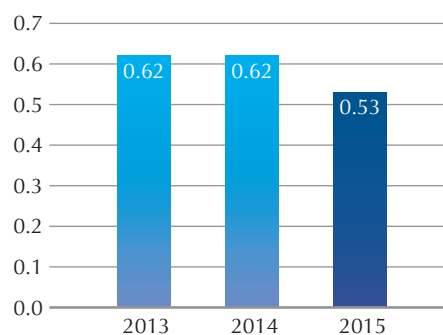
Unit: tonne of SCE/ tonne of yarn 單位：噸標煤/噸紗



Coal Consumption of Zhejiang Jinyuan

用煤量 (浙江金元)

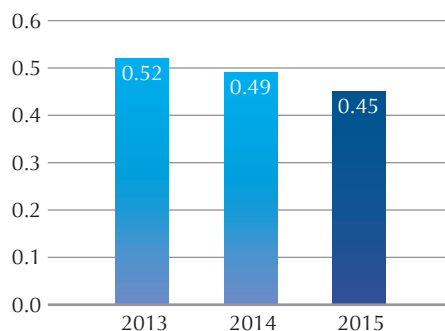
Unit: tonne of SCE/ tonne of yarn 單位：噸標煤/噸紗



Steam Consumption of Jiangsu Jinyuan and Zhejiang Jinda

用氣量 (江蘇金元及金達亞麻)

Unit: tonne of SCE/ tonne of yarn 單位：噸標煤/噸紗



WATER CONSUMPTION AND DISCHARGE

As global climate change is inducing droughts and floods across the world, the management of water resources has become more important than ever. In addition to complying with relevant national environmental protection laws and regulations and implementing stringent environmental impact assessment system, Kingdom also developed a stringent internal environmental management system, under which various environmental requirements and measures promulgated in recent years have been successfully applied. Due to the expansion in production in 2015, water consumption would have surged. However, with new initiatives as well as the smart factory project and technological improvement, water consumption decreased and 34% of water was saved on comparable basis in 2015.

Water saving and discharge reduction require long-term efforts. To facilitate the implementation of water saving and discharge reduction, Kingdom has refined its energy saving and discharge reduction technologies, and adopted new water-saving and environmental protection equipment and techniques so as to promote water saving through technical reform. For example, the Group realised the reuse of scouring water, collection of condensation water, use of backwash water and recycling of bleaching water of linen yarn. In particular, 15,330 tonnes of condensation water was collected in 2015, thereby reducing the use of coal. Monitors were also set up at the discharge outlets of the factories to continuously monitor and record changes in water quality and water level. Contingency plans have been formulated for unusual events. Such measures have significantly reduced water consumption per tonne of yarn.

水的利用及排放

受到全球氣候變遷影響各地發生的旱災與水災，顯得水資源的管理更為重要。金達除了遵守國家相關環境保護的法律法規，履行環境影響評價制度，集團內部更嚴格訂立環境管理制度，近年所提出的環保要求和措施都得到了落實。因2015年產能擴大，本應導致用水量增加；但在積極推行的智慧工廠項目和技術改造的相互配合下，用水量減少。2015年在可比的基礎上節水量達到34%。

節水減排是一項長期的任務，為更好開展工作，金達堅持進行節水減排的技術改造，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。以亞麻的煮練水回用、回收冷凝水、反沖水的利用及煮漂水的循環使用等系列節水措施，其中為減少煤的使用，2015年度的冷凝水回收量達15,330噸。並在各廠的廢水排放口設置水質與水量的連續監測設施，監測及記錄水質與水量的變化，提供相關人員在發現異常狀況時進行適當的應變處理。大大降低了每噸紗耗水量。

Factory 工廠	Zhejiang Jinyuan 浙江金元			Jiangsu Jinyuan 江蘇金元			Zhejiang Jinda 金達亞麻			Total (Average) 總計 (平均值)		
	2015	2014	2013	2015	2014	2013	2015	2014 (Since June) (6月始)	2013	2015	2014	2013
Year 年度												
Water (tonnes/tonne of yarn) 水 (噸/噸紗)	107	166	193	128	200	208	79	104	N/A 不適用	105	156	200

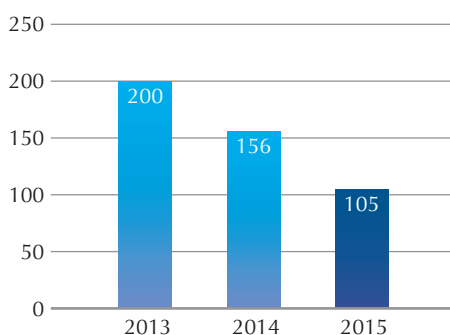
SUSTAINABLE LINEN AND ENVIRONMENTAL PROTECTION

永續亞麻環境保護

Water Consumption

用水量

Unit: tonnes/ tonne of yarn 單位：噸/噸紗



The Environmental Protection Bureaus of Zhejiang and Jiangsu Provinces of China conduct random supervisory checks at Zhejiang Jinyuan and Jiangsu Jinyuan from time to time every year to ensure that the quality of the sewage discharged meets provincial standards. According to the results of the quarterly checks of Zhejiang Jinyuan/Jiangsu Jinyuan for 2015, the pH of the sewage discharged was 7.72-7.89/7.16-8.02 (provincial standard: 6-9), the chemical oxygen demand (COD) ranged from 150-240/145-219 mg/l (provincial standard: below 250 mg/l), and the suspended solids concentration was 11-23/40-76 mg/l (provincial standard: below 100 mg/l).

On 18 June 2015, Haiyan Environmental Protection Office of China published the Notice of Environmental Acceptance in respect of Zhejiang Jinda, which commenced trial production in May 2014. This plant has installed separate drainage systems for clean water, rain water and waste water. 50% of waste water from the production process can be reused after treatment. The rest, together with other non-production sewage, has gone through treatment and satisfied regulatory standards before being discharged. According to the sewage check results, the pH of the sewage discharged was 8.15-8.21, the COD ranged from 145-149 mg/l, and the suspended solids concentration was 23-32 mg/l, all of which met level 3 of the Integrated Wastewater Discharge Standard.

中國浙江省環保廳和江蘇省環保廳每年不定次數時間對浙江金元和江蘇金元進行監督性抽查監測，確保排放廢水的水質符合省控標準。2015年浙江金元廠／江蘇金元廠的季度監測數據結果，排放水質之酸鹼值7.72 – 7.89/7.16 – 8.02(標準限值為6 – 9之間)；化學需氧量(COD)控制在每公升150 – 240/145 – 219毫克(標準限值為每公升250毫克以下)；懸浮物濃度控制在每公升11 – 23/40 – 76毫克(標準限值為每公升100毫克以下)。

而中國海鹽縣環保局於2015年6月18日發布對2014年5月試產的浙江金達的環境保護驗收公示，廠區內實施清污分流、雨污分流，生產所產生的廢水經處理後50%可回用，其餘部份和其他生活廢水經處理後達標排入污水管網。有關廢水的監測結果，排放水質之酸鹼值為8.15 – 8.21；化學需氧量(COD)每公升145 – 149毫克；懸浮物濃度每公升23~32毫克，均符合《污水綜合排放標準》的三級標準。

SUSTAINABLE LINEN AND ENVIRONMENTAL PROTECTION 永續亞麻環境保護

	Sewage discharged ('0,000 tonnes) 廢水排放量 (萬噸)		Discharge destination 受納水體
	2014	2015	
Zhejiang Jinyuan 浙江金元	81.08	67.4	Yangtze River Basin – Lake Tai Basin 長江流域－太湖流域
Jiangsu Jinyuan 江蘇金元	57.19 (Since June 2014) (2014年 6月始統計)	73.5	Rugao Hengfa Water Treatment Company Limited 如皋恒發水處理有限公司
Zhejiang Jinda 金達亞麻	15.4 (Trial production commenced from May 2014) (2014年 5月試產)	30.9	Public sewage drainage system 政府污水管網

* The figures for Jiangsu Jinyuan and Zhejiang Jinda were less as the data for Jiangsu Jinyuan was from June 2014 while the data for Zhejiang Jinda was from May 2014 when it commenced trial production. Total amount of sewage discharged in 2015 was, in fact, less than that in 2014.

* 江蘇金元於2014年6月開始統計，以及金達亞麻廠2014年5月才試產及統計，所以排放量數據較少。實際上，2015年總廢水排放量相比2014年減少。

Key water sources of the three factories of Kingdom:

金達公司三個廠區的主要取水來源分別為：

Zhejiang Jinyuan is permitted by the Water Resources Bureau of Zhejiang Province to extract water from Dahenggang River. Both Zhejiang Jinda and Jiangsu Jinyuan use water supplied by local municipal governments. All water sources were monitored by relevant government authorities and there has not been any negative impact on local water supplies, resources and conservation.

浙江金元獲浙江水利廳批准取用之大橫港河、浙江金達和江蘇金元均由當地市政供應之自來水。所有水源均有政府機構監管，因此並沒有對當地的水質及水資源保護造成負面影響。

Being a leader in the linen yarn industry, Kingdom is obliged to strictly manage water resources and apply more stringent water usage, recycling and discharge requirements as compared with the textile industry as a whole. All sewage of Kingdom's factories must go through primary treatment and satisfy regulatory standards before being discharged to local public water treatment facilities.

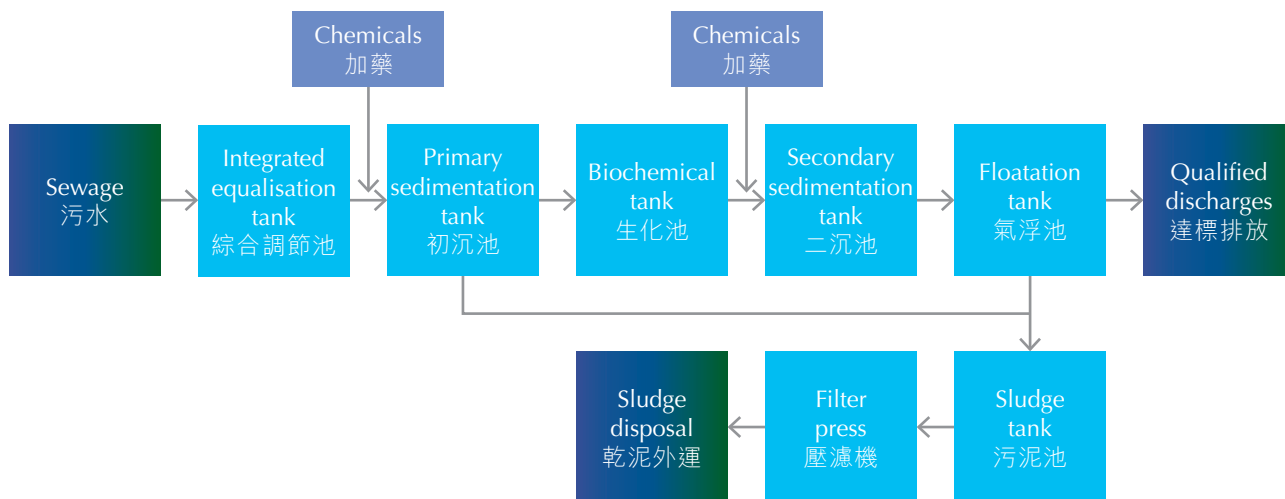
金達作為亞麻紡紗界龍頭，對於水資源管理必須嚴格監督，對紡織業水資源應用和回收、廢水排放有更嚴謹的要求，各廠廢水自行在廠內經初級處理後達標排入當地政府污水處理中心。

SUSTAINABLE LINEN AND ENVIRONMENTAL PROTECTION

永續亞麻環境保護

Sewage treatment process

廢水處理流程圖



WASTE TREATMENT

Coal cinder and sludge from boiler equipment are the major types of waste produced by Kingdom. In upholding its environmental commitment, Kingdom engages qualified recycling companies to perform waste disposal and treatment so as to minimise the impact on the nature.

廢棄物處理

金達生產的廢棄物主要是煤渣及鍋爐設備產生的污泥。基於愛護地球、保護環境免受污染破壞，對於廢棄物清運處理，均委託合格的回收廠商處理。

Type of waste 廢棄物種類	Weight (tonnes) 重量(噸)	Percentage of total waste (%) 佔總廢棄物比(%)	Method of recycling and treatment 回收及處理方式	Expenses for 2015 2015年費用支出
Sludge 污泥	828	46%	Disposal by waste recycling companies 由廢棄物回收公司清理	RMB380,000 人民幣38萬元
Coal cinder 煤渣	980	54%		

SUSTAINABLE LINEN AND ENVIRONMENTAL PROTECTION 永續亞麻環境保護

ENVIRONMENTAL INVESTMENT

At Kingdom, environmental responsibility is an important value. Significant investment has been made in various green projects such as pollution prevention and control, energy-saving plans, waste disposal and recycling. Cumulative investment in environmental protection amounted to RMB8.55 million.

環境保護的投資

環境責任在金達是一項重要價值，金達積極投入相關環保項目，包括污染防治、節省能源成本、廢棄物清理及回收等。投資在各類環境保護支出累計達人民幣855萬元。

	Cumulative expenses (RMB'0,000) 累計費用支出 (萬元人民幣)	Descriptions 說明
Costs of pollution prevention and control 污染防治成本	600	Sewage treatment and discharge expenses, upgrading dust removal equipment, etc. 污水引入管網治理費用，更新除塵設備等
Costs of energy reduction 節省能源耗用成本	150	Modifying equipment for inversion and energy conservation, recovering residual heat, etc. 變頻節能改造，煮標熱能回收等
Expenses on industrial waste and office waste treatment and recycling 事業廢棄物和辦公室一般棄物處理及回收費用	38	Engaging qualified companies to collect general solid waste (industrial and household) 委託資質廠商處理一般固體廢棄物 (生產和生活)
Indirect costs of reducing environmental burden 減輕環境負荷之間接成本	27	Formulating environmental systems, performing environmental checks, joining environmental associations, procuring green materials, etc. 環境體系、環境監測、加入環境聯合會、採購環保物資等
Other environmental costs 其他環保相關成本	40	Expenses on government environmental projects 配合政府環保項目支出等
Total 總計	855	

In 2015, Kingdom has not experienced any material chemical leakage or breach of any environmental regulations.

2015年金達公司並無任何重大化學品外洩及違反環保法規的事件。



WORKING
ENVIRONMENT
AND SAFETY,
OCCUPATIONAL
HEALTH AND
TRAINING

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



WORKING ENVIRONMENT AND SAFETY MANAGEMENT

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, as well as 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. Employees are given necessary authority and responsibility to ensure their own safety and look out for the safety of their co-workers.

To effectively ensure a consistently safe and hygienic environment, suitable precautionary or necessary control measures have been undertaken. For areas with potential risks after evaluation, the existing protective measures have to be reviewed forthwith to facilitate a timely improvement on works or management or strengthen the responsiveness with the aim of ensuring that the safety and hygiene conditions of the working environment meet national standards.

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

工作環境及安全管理

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、安全衛生作業程式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。我們也賦予僱員權力及責任，以確保自己及身邊其他人的安全。

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，確保工作環境的安全與衛生條件符合國家標準。

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、查核改善程式等，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、觀察安全程式及項目。對所有使用之機械設備，皆經過指定專業人員定期實施檢查合格方可使用。並透過資訊系統追蹤，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。

WORKING ENVIRONMENT AND SAFETY, OCCUPATIONAL HEALTH AND TRAINING

工作環境及安全、員工健康及培訓

Work-related Injuries

The rate of work-related injuries is an industry benchmark for safety performance. For the purpose of this report, the number of work-related injuries for every 1 million working hours was used. In 2015, Kingdom had 16 cases of work-related injuries, representing a work-related injury rate of 2.4 cases for every 1 million working hours. There was no cases occupational disease or work-related fatality.

The frequency of work-related injuries (every 1 million working hours) = (number of work-related injuries/total number of workings hours) x 1,000,000

$$16/(2637 \times 312 \times 8) \times 1000000 = 2.4$$

工傷

工傷事故發生率是業界釐定安全表現的參考基準。本報告以每一百萬工時工傷率作匯報。2015年，金達員工定級受傷件數有16件，工傷發生率為每一百萬工時2.4次，無任何職業病和因工傷死亡件數。

工傷發生頻率(每百萬工時) = (工傷件數/總工時) x 1,000,000

$$16/(2637 \times 312 \times 8) \times 1000000 = 2.4$$

	Zhejiang Jinyuan 浙江金元		Jiangsu Jinyuan 江蘇金元		Zhejiang Jinda 金達亞麻		Total 合計
	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女	
Number of on-site accidents 廠內事故件數	4	1	1	5	1	2	14
Number of traffic accidents outside Kingdom's sites 廠外交通事故件數	0	0	0	2	0	0	2
Number of confirmed cases of occupational disease 確診職業病件數	0	0	0	0	0	0	0
Number of work-related fatality 工傷死亡件數	0	0	0	0	0	0	0

WORKING ENVIRONMENT AND SAFETY, OCCUPATIONAL HEALTH AND TRAINING 工作環境及安全、員工健康及培訓

STAFF STRUCTURE

As at 31 December 2015, Kingdom had 2,598 employees, including those from the production, research and development and management teams. Female staff accounted for 69% of the workforce as the production of linen yarn calls for a relative high degree of attentiveness and deftness which is more common with women, and the majority of them are between the ages of 31 and 50. 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.

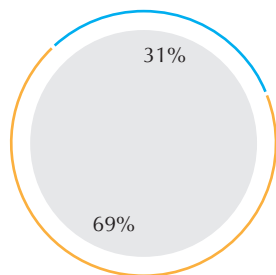
As the Company expands, a new plant has commenced production in June 2014 and new employees were recruited. This has opened up new job opportunities for the community as over 400 different vacancies has been created so far. In addition, a series of training programmes were organised to add value to both the staff and the community.

員工結構

截至2015年12月31日，金達員工總人數為2,598人，包括生產、研發、管理團隊；女性員工佔69%，因生產亞麻紗過程需要較細心及手指靈巧，則以女性員工居多，大多分佈在31-50歲年齡層。依據營運策略，金達遵守政府勞動法規聘僱員工，不會因種族、性別、年齡、宗教、地區及國籍等因素予以歧視。

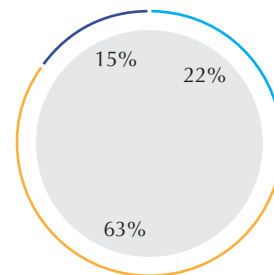
因公司規模擴大，新工廠於2014年6月開始投產並正式招聘新工，至今增加了至少400個以上不同職位，為社會創造就業機會，加上一系列的培訓課程，提升員工自身和社會價值。

Percentage of staff by gender
員工百份比（按性別劃分）



Male 男 Female 女

Percentage of staff by age group
員工百份比（按年齡層劃分）



30 or below 30歲以下 31-50 31~50歲 above 50 50歲以上

WORKING ENVIRONMENT AND SAFETY, OCCUPATIONAL HEALTH AND TRAINING 工作環境及安全、員工健康及培訓

REMUNERATION SYSTEM

Kingdom attaches great importance to the consistency and fairness of its remuneration management. Staff are reasonably remunerated according to their academic qualifications, expertise and professional experience, and with reference to relevant factors including consumer prices, 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 the competitiveness of its team, Kingdom conducts performance appraisal and adjusts the remuneration package of every employee based on the appraisal results on an annual basis. All staff members were paid above local minimum wages. Remuneration of frontline staff and management personnel were adjusted in January and April 2015, respectively.

薪酬制度

金達著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，所有員工薪酬均高於當地最低工資標準，並在2015年1月份及4月分別為一線員工及管理層人員作薪酬調整。

Staff breakdown by age and working location (as at 31 December 2015)

員工人數－按年齡及地區劃分（截至2015年12月31日）

	Category 類別	Male 男性	Female 女性	Total 總計
By age 按年齡	30 or below 30歲或以下	185	384	2598
	31-50 31~50歲	395	1239	
	above 50 50歲或以上	219	176	
By working location 按工作地區	China – headquarters 中國－控股總部	51	32	2598
	China – Zhejiang Jinyuan 中國－浙江金元	387	763	
	China – Zhejiang Jinda 中國－金達亞麻	98	334	
	China – Jiangsu Jinyuan 中國－江蘇金元	244	661	
	China – Zhaosu Jindi 中國－昭蘇金地	17	6	
	Others (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

STAFF TURNOVER MANAGEMENT BY AGE AND LOCATION

In 2015, 470 employees were hired by, and 411 employees departed from, the Group, which accounted for 18.3% and 16.0% of the average total number of staff, respectively.

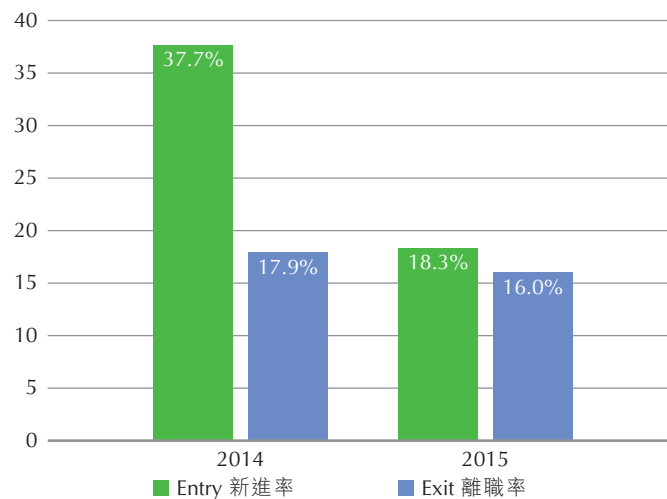
員工流動管理（按年齡及地區劃分）

2015年本集團新進人數共470人（佔平均總人數18.3%），離職人數共411人（佔平均總人數16.0%）。

Country/Region 國別/地區	China 中國						Others (Hong Kong and Italy) 其他地區 (香港及意大利)		Total 總計
	Zhejiang Jinyuan 浙江金元		Zhejiang Jinda 金達亞麻		Jiangsu Jinyuan 江蘇金元		Office 辦公室		
	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	412	765	165	305	221	665	2	3	2538
Number of hirings 新進人數	75	121	20	87	72	96	0	0	470
Number of exits 離職人數	32	85	87	58	49	100	0	0	411
Headcount at the end of the year 年末人數	455	801	98	334	244	661	2	3	2598

Remark: Excluding exits within six months from the date of entry

Staff turnover
員工流動圖



WORKING ENVIRONMENT AND SAFETY, OCCUPATIONAL HEALTH AND TRAINING

工作環境及安全、員工健康及培訓

OCCUPATIONAL HEALTH

Kingdom principally engages in linen yarn production which requires contact with chemicals and utilities such as water and electricity. It acknowledges the importance of staff safety and health in the production process and strives to improve personal protection during operations. Operation staff are required to wear protection gears such as safety hats, dust masks and waterproof aprons. Protection reminders are shown at each work zone, and first-aid kits are available at every workshop. Any employee who gets ill or is injured at work will be taken to designated hospitals in the locality for treatment within 30 minutes. In order to promote health awareness, pre-employment health assessment is provided for new employees, and free regular check-up and healthcare seminars are organised for all staff.



員工健康

金達主要從事亞麻紡紗生產，製造過程中會接觸到化學品及水電等。公司確保人員之安全健康是生產運作重要的一環，為加強作業中的個人防護，規定各作業的員工戴上工作帽、防塵口罩、防水圍裙等勞保用品，同時在各區域設置防護提醒標示，廠內每車間都設有緊急醫療箱，如員工在工作時間內發生疾病或傷害，30分鐘內立即送市內定點醫院救治。並提供定期免費員工體檢、新進員工入職健康評估及不定期舉辦健康醫療講座，以加強員工健康觀念。

	Male 男性	Female 女性	Total 合計
Health check-up 健康身體檢查	522	1,066	1,588
Pre-employment health assessment 新進員工入職健康評估	161	419	580
Talks on chronic diseases and first-aid 慢性病及急救知識指導	385	715	1,100
Total 合計	1,068	2,200	3,268

WORKING ENVIRONMENT AND SAFETY, OCCUPATIONAL HEALTH AND TRAINING 工作環境及安全、員工健康及培訓

Any pregnant employee of Kingdom is entitled to benefits such as leave for maternity check-up, leave during pregnancy, and return to her pre-leave position with the same department after the period of maternity leave as an incentive to return to the workplace. In 2015, Kingdom's return rate of employees who took maternity leave during pregnancy was 100%



金達的女性員工於妊娠期間及分娩時，享有懷孕產檢假、產假留職福利，並於員工產假期滿後，安排回任原單位與職務，積極協助員工重新融入職場，本公司2015年因產假留職回任率為100%

	Male 男性	Female 女性	Total 總計
Number of applications for leave during pregnancy for the year 本年度申請產假留職人數	0	14	14
Number of employees applied for leave during pregnancy during the year and to return to work next year 本年度申請產假留職應於明年度復職人數	0	9	9
Number of employees applied for leave during pregnancy last year and expected to return to work during the year (A) 去年度申請產假留職應於本年度復職人數(A)	0	4	4
Number of employees expected to return to work after leave during pregnancy for the year (B) 本年度產假留職原應復職人數(B)	0	5	5
Number of employees returned to work after leave for the year (C) 本年度原應復職且復職人數(C)	0	9	9
Return rate (A+B)/C x 100% 回任率(A+B)/C x 100%	0%	100%	100%

WORKING ENVIRONMENT AND SAFETY, OCCUPATIONAL HEALTH AND TRAINING

工作環境及安全、員工健康及培訓



STAFF TRAINING AND DEVELOPMENT

To achieve continuous innovation and maintain 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. Comprehensive training materials and a suitable learning environment are available to employees to facilitate learning.

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 internal and external trainings. 73 training classes were held, and total training expenses amounted to RMB1,080,000.

員工培訓和發展

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，完善的訓練資源與學習環境，員工的學習更具效率，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，共舉辦73堂培訓課程，總訓練費用支出為人民幣1,080,000元。

Training courses for junior/new management personnel 基層管理者／新上任管理者培訓課程	
Topics 課程主題	Course descriptions 課程主要內容
Self-management 管理自我	Self-understanding and self-leadership 瞭解自我與個人領導力提升
	Efficient time management 高效的管理時間
	Management of core leadership 管理領導重心
Staff motivation 激勵員工	Process of human resources management 人力資源管理流程
	Process of performance management and performance coaching 績效管理流程與績效輔導
	How to develop a successful staff feedback system 如何正確的開展員工反饋
Effective communication 高效溝通	Effective speaking 高效演講
	Interpersonal skills – effective communication and listening 人際溝通技巧－高效的溝通與聆聽
	Empathy – how to better understand the staff 同理心－如何更好的理解員工

WORKING ENVIRONMENT AND SAFETY, OCCUPATIONAL HEALTH AND TRAINING

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Training courses for middle management personnel 中層幹部的培訓課程	
Topics 課程主題	Course descriptions 課程主要內容
Self-management 管理自我	Self-understanding (personality and leadership style) 瞭解自我 (個性與領導風格)
	7 habits of successful persons 成功人士的7個習慣
Effective implementation 高效執行	"Formula" for effective implementation 高效執行的「方程式」
	How to deal with management conflicts and establish an effective cross-functional relationship 如何面對管理衝突，建立有效的跨職能關係
	How to formulate communication strategies for reforms 如何制定變革溝通策略
	How to implement project management 如何開展項目管理
Creative thinking 創新思維	How to manage internal and external clients 如何管理內外部客戶
	Boosting creativity and logical thinking 發揮創造性和邏輯思維
Personnel development 人才發展	How to motivate staff – understand the real needs of staff 如何激勵員工－理解員工真正的需求
	Situational leadership and effective delegation 情境領導力，與有效地授權
	How to select and promote staff (e.g. Behavioural Event Interviewing) 如何選拔與晉升員工 (例如：行為事件訪談)
	Team development and team performance management 如何發展團隊與管理團隊績效

WORKING ENVIRONMENT AND SAFETY, OCCUPATIONAL HEALTH AND TRAINING

工作環境及安全、員工健康及培訓

Training courses for senior management personnel 高層的培訓課程	
Topics 課程主題	Course descriptions 課程主要內容
Leadership 領導業務	How to create shareholders' value 如何創造股東價值
	Understand and formulate strategies – business simulation 理解與制定戰略 – 商業模擬
	Innovative management – think outside the box 創新管理·突破思維方法
	Concept of market and competition – Market analysis and outstanding client management 市場與競爭觀念 – 如何分析市場與傑出的客戶管理
Effective implementation 高效執行	How to break down and create a Balanced Scorecard 如何分解、制定平衡計分卡
	How to win trust and launch a reform 如何贏得人心、推動變革
Strategy negotiation 戰略談判	How to achieve a win-win situation through negotiation – negotiation simulation 如何通過談判來取得雙贏 – 談判模擬
Organisational capacity building 組織能力開發	Modern enterprise system 現代企業制度
	How to boost efficiency of an organisation (organisational structure design, management personnel motivation, department strategy and vision formulation) 如何提高組織有效性 (組織架構設計, 激勵管理人員, 制定部門戰略和願景等)
	Positive authority and influence 正面的權力和影響力

WORKING ENVIRONMENT AND SAFETY, OCCUPATIONAL HEALTH AND TRAINING

工作環境及安全、員工健康及培訓

General training 通用培訓	
Topics 課程主題	Course descriptions 課程主要內容
Induction training 新進員工培訓	General systems of the Company and specific systems of individual departments 公司整體通用制度與部門具體的制度流程
	Introduction to corporate history and business 公司展歷史與業務介紹
	Development of the linen yarn industry and technologies possessed by the Company 亞麻紡紗的發展與公司技術
	Kingdom's rules and codes of safe production and training on work-related injuries issues 金達安全生產規範與守則、企業工傷培訓
Corporate culture 企業文化	Introduction to Kingdom's corporate culture 金達企業文化介紹
	Kingdom's rules of business ethics 金達職業道德規範
Training on professionalism 職業素養培訓	Training on computer-related operations 電腦相關操作知識培訓
	How to be an employee who is self-motivated, responsible, loyal, professional and dedicated 如何做一個五心員工
	How to communicate effectively 如何高效溝通
	Training on etiquette 禮貌禮儀培訓
	How to develop a professional team 如何打造職業化員工隊伍
	10 ways to develop staff quality (incentive for action) 提升員工素養(執行原動力)的十項修煉
	Mind-set and attitude of a supervisor 幹部觀念與心態塑造

WORKING ENVIRONMENT AND SAFETY, OCCUPATIONAL HEALTH AND TRAINING 工作環境及安全、員工健康及培訓

Number of hours of training received by employees in 2015
(by gender and location)

2015年員工接受訓練時數(按性別及地區)

	Zhejiang Jinyuan 浙江金元		Jiangsu Jinyuan 江蘇金元		Zhejiang Jinda 金達亞麻		Other locations (Hong Kong and Italy) 其他地區 (香港及意大利)		Total 總計
	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女	
Headcount (A) 員工人數(A)	455	801	244	661	98	334	2	3	2,598
Total training hours (B) 總訓練時數(小時)(B)	5,096	10,012	2,586	7,668	1,294	4,509	38	10	31,213
Average training hours of each staff (C=B/A) 每位員工平均受訓時數 (C=B/A)	11.2	12.5	10.6	11.6	13.2	13.5	19	3.3	12.0

Number of hours of training received by employees in 2015
(by rank)

2015年員工接受訓練時數(按級別)

	Management 管理層	Non-management 非管理層
Number of employees who received training 受訓總人數	166	2,432
Total training hours 受訓總時數(小時)	2,704	28,509
Average training hours of each staff 每人平均受訓時數(小時)	16.3	11.7



Total training expenses for 2015: approximately RMB1.08 million
2015年培訓總費用支出約人民幣108萬元

WORKING ENVIRONMENT AND SAFETY, OCCUPATIONAL HEALTH AND TRAINING 工作環境及安全、員工健康及培訓

In 2015, no issues relating to work, rights and human rights were raised by any staff. Redress channels for staff include the board of staff representatives of Kingdom, labour security offices of the respective development zones (township industrial office) and arbitration division for labour issues under the respective municipal (county) human resources and social security bureaus.

Labour Standards

Kingdom strictly abides by the labour laws and regulations and prohibits the employment of children under 16. An 8-hour work schedule is established. Overtime is on a voluntary basis and employees will receive overtime pay at the rate of 2 to 3 times their normal wage. Employee's overtime work shall be no more than four hours per day, and free meals and appropriate break time are provided. In order to ensure the health and safety of employees, Kingdom prohibits forced labour and untrained staff from performing dangerous work.

Actions to be Taken

In the event of any possible violation of 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 labour standards due to negligence, Kingdom will immediately terminate the employment contract with the concerned staff, and compensate him/her/them for any loss and harm caused by the incident, including sending him/her/them 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.

STAFF BENEFITS

Comprehensive insurance coverage

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.

2015年度未發生員工因工作、權益及人權問題申訴事件，員工申訴管道：職代會、開發區（鎮工辦）勞動保障所、市（縣）人社局勞動仲裁部門。

勞工準則

金達嚴格遵守勞動法令，嚴禁僱用未滿16周歲之童工，遵守8小時工作制，員工自願加班時，公司給付2倍至3倍的加班工資。員工每天允許加班不超過四小時，並提供免費膳食及適當休息時間。為保障員工健康和 safety，嚴禁強迫勞動或未經培訓的員工從事危險性工作。

採取措施

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。

員工福利

完善的保險計劃

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。

WORKING ENVIRONMENT AND SAFETY, OCCUPATIONAL HEALTH AND TRAINING 工作環境及安全、員工健康及培訓

Seasonal benefits to boost employees' well-being

Kingdom has special arrangements every year to improve employees' well-being during hot and cold seasons. In summer, cold drink coupons are distributed and hot weather allowance is offered to frontline staff. During winter months, bath coupons are given to, or hot shower facilities are available for use by, all employees.



Bath and shower facilities management office and shower room
金達澡堂管理處及浴室

溫馨的季節福利

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。

Service allowance

- Year-of-service bonus
工齡獎勵

Kingdom's caring corporate culture emphasizes staff motivation. In order to develop greater sense of belonging and recognition, staff will be entitled to a respective service bonus of different amounts after 1, 3, 5 and 8 year(s) of service.

為了展現企業文化精神，調動員工的積極性，增強員工的歸屬感和對公司的認同感，公司依各級員工工齡滿1、3、5、8年，每月可享受不同的工齡獎勵。

- Year-of-service trips
工齡旅遊

In order to foster corporate cohesion and staff loyalty and promote the work/life balance and well-being of employees, employees who have been working for 3, 5 and 8 consecutive years will be entitled to a holiday trip at the expense of Kingdom.

增強企業的凝聚力和向心力，特制定員工連續服務期滿3、5、8年可享受公費旅遊一次，更希望員工能平衡生活與工作，促進身心健康。

長短工齡享受計劃

Skill improvement programme and education allowance

- Skill improvement
技能提升

Professional allowance will be given to staff who hold professional qualifications of middle and high levels or above and possess technical skills required by Kingdom, so as to encourage skill development by self-learning or other means of learning.

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。

- Education enhancement
學歷提升

Employees will get full or partial reimbursement for tuitions and other education-related expenses for a recognised academic programme subject to approval prior to commencement.

員工參加學歷提升課程，在學習前獲得公司批准後，均可給予全額或部份學雜費報銷並承認其教育和培訓後學歷。

提升技能和學歷補貼計劃

WORKING ENVIRONMENT AND SAFETY, OCCUPATIONAL HEALTH AND TRAINING 工作環境及安全、員工健康及培訓

Festive allowance and benefits

節日的補助津貼福利

Apart from statutory holidays, staff are entitled to annual allowance for certain 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. 金達除依法給予各種假別，更在每年春節、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。



Staff quarters

宿舍服務

To offer satisfactory working and living conditions for employees, staff quarters are available for single female employees and rent allowance are given to eligible working couples.

金達提供單身女性員工宿舍和夫妻員工的租房津貼等制度，努力為員工創造安心的工作條件。

Commuter service

交通服務

Shuttle buses are arranged to provide employees with safe and efficient transportation between Kingdom's factory sites. This is also a part of Kingdom's green initiatives to save energy and lower carbon emissions by reducing employees' needs for driving.

為協助員工安全且有效率的往返各廠區，金達提供交通車服務，此舉能降低員工須自行開車的需求，也同時實現節能減碳的效益。



Catering service

餐飲服務

Kingdom offers a relaxing catering area where staff can enjoy free and safe food.

金達為員工提供舒適的用餐環境及免費安全的食物。

Leisure facilities

多元的福利設施

Kingdom cares about the staff's physical and mental health. Leisure facilities such as snooker rooms, table tennis rooms, libraries and basketball courts are available for use by all employees.

金達為兼顧員工身心健康，在廠區內設置桌球室、乒乓球室、圖書室、籃球場等多項設施。



WORKING ENVIRONMENT AND SAFETY, OCCUPATIONAL HEALTH AND TRAINING 工作環境及安全、員工健康及培訓

Leisure facilities

Kingdom cares about the staff's physical and mental health. Leisure facilities such as snooker rooms, table tennis rooms, libraries and basketball courts are available for use by all employees.

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, every year.

As a way for Kingdom to show its love and support, one-off emergency subsidies are available to 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 of the Company. Appropriate subsidies will be released from the fund upon approval of the application by the board of staff representatives.

STAFF ACTIVITIES

Kingdom supports the wellness of its employees and promotes a work-life balance. It aims to create a healthy workplace where staff can improve their physical fitness by making exercise a habit, as well as their mental health through diverse choices of leisure activities. The activities that Kingdom organises every year include Chinese New Year celebration and lucky draw, welcome party for new employees, supervisory training and sports day.

多元的福利設施

金達為兼顧員工身心健康，在廠區內設置桌球室、乒乓球室、圖書室、籃球場等多項設施。

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。

本著互助互愛原則，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。

活動參與

金達每年舉辦新春團拜及抽獎活動、新工聯誼活動、幹部培訓教育活動及參加全民運動會。以促進員工身心健康、工作與生活均衡為理念，提供員工豐富且多元化娛樂休閒活動，本公司提倡健康職場，希望員工都有健康身體與固定之運動習慣。



Chinese New Year celebration 新春團拜

In a cheerful and festive atmosphere, more than 1,300 employees gathered together to celebrate the new year. 團拜會有1300多名員工參與其中，大家在歡聲笑語中酣暢，現場充滿熱烈、活躍的氣氛。

Spring hike to Nanbei Lake

「健身心、展風采」春季登山活動

March is a perfect time for hiking around Nanbei Lake to enjoy the beauty and vibrancy of the nature. Kingdom organised the hike with the aims of training the physical and mental strength of, and developing social cohesion and team spirit among, its employees.

三月的南北湖沿途一派翠意盎然，到處生機勃勃。金達舉辦這次登山活動，不僅使大家鍛煉了身體、磨煉了意志，增進了相互間的交流及集體凝聚力。



WORKING ENVIRONMENT AND SAFETY, OCCUPATIONAL HEALTH AND TRAINING 工作環境及安全、員工健康及培訓

Welcome party for new employees

新工聯誼會活動

The party started with new employees making a creative fingerprint art on their arrival. Highlighting a dumpling-making contest and a fruit platter contest, the reception was fun and relaxing and has fostered a harmonious relationship between existing workers and new comers.

發出創意，新工們用手印簽到。這次活動是包餛飩和蔬果拼盤比賽，為大家提供了一個歡樂的平臺，舒緩一下工作中的壓力。



Wrapping sticky rice dumplings
粽情端午

Fire safety contest

消防比賽

The objectives of the contest are to raise fire safety awareness of the staff, to improve their emergency response in case of fire and to encourage team-building and collaboration.

為提高員工對消防安全管理積極性，提高消防事故應急處理能力，讓大家形成一個團結協作和諧的團隊。

Little Wishes programme

金達小候鳥「微心願」計劃

Every year, Kingdom organises the Little Migratory Birds campaign for the children of new employees. In 2015, the topic was “light the little wishes and together build the Chinese dream”. The children of new comers were invited for a company visit and had a chance to meet their parents and present their gifts to their parents to fulfill their little wishes, so as to let them feel love and happiness on their way back home and in the pursuit of their hopes and dreams.

金達每年都會開展「小候鳥系列活動」，2015年以「點亮微心願，共築中國夢」來舉辦，邀請公司裡大量新工的子女來公司參觀，並送上「小候鳥」們事前準備好的「微心願」禮物，希望廣大小候鳥能帶著收獲和歡樂，帶著對未來更多的渴望和夢想回到家鄉。



Career orientation for university students 2015

2015年大學生拓展活動

The aims of this activity were to promote mutual understanding, team-building and team responsibility between participants, as well as to bring up the need of proactive communication. The atmosphere of this orientation was relaxing, allowing the youngsters to build up confidence to stand up to challenges and explore their potential. The students were also able to realise the power of teamwork and that a group can accomplish what an individual alone cannot do.

公司舉辦此次活動的目的在於增進大學生之間的互相瞭解，加強團隊聚力和團隊責任感，強化主動溝通意識。活動過程裡，每個年輕人臉上都洋溢著自信和笑容，真正體會到團隊合作的力量大於個人力量，也學會了勇敢面對挑戰和挖掘自身潛能。



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 the society is realised through, among other ways, regular donations to underprivileged families and continuous supports to national education. Kingdom has spent around RMB25 million so far on various community works.

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 multimedia room and a library. 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 2015 as awards for teachers and student scholarship.

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。

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。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。2015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

社會參與、貢獻及責任

COMMUNITY INVOLVEMENT

Sports for All in Baibu

As a part of its community involvement, Kingdom participated in the 3rd Sports for All activity organised in Baibu Town, Haiyan County, Zhejiang Province. The staff took part in various tournaments and contests and enjoyed an exciting and entertaining day with local residents. The day ended with Kingdom winning a team award and a spirit award.



社會參與

百步鎮全民運動會

金達公司為了和當地居民更融洽，參加了浙江省海鹽縣百步鎮舉行的第三屆全民運動會，運動會內容趣味十足、競技性強，參與運動會的金達員工個個精神抖擻，最後本公司員工獲得團體獎及道德風尚獎。

COMMUNITY CARE

In September 2015, a maintenance staff working in the spinning division of Zhejiang Jinyuan was injured in a serious traffic accident. He fell into coma for over 2 weeks and was in a critical condition. The family suffered from severe trauma and a financial hardship due to medical expenses. The leaders of the Company called for donations from employees to support the worker and the family.

In 2 days' time, the affected family received a sum of RMB38,000, including the donations from fellow employees and a fund released from Kingdom's Emergency Relief Fund, from the leaders of the Company as a token of love and support from the entire corporation.

Kingdom's employees responded enthusiastically to the call for donations and were keen on supporting their fellow in need. The overwhelming response showed that the staff of Kingdom stand united as a community to love and care for one another.

社會關愛

2015年9月，浙江金元的一名細紗保養工發生嚴重意外交通事故，昏迷十幾天，醫院一度下達了病危通知，家人心受傷痛之同時，更要面對巨額醫療費，令經濟陷入困境。本公司領導得知此事後，立即向全體員工發出倡議，希望全體員工能伸出援助之手，儘力幫助這個家庭度過難關。

在短短兩天時間裡，收到員工捐獻的愛心款及公司的特困基金補助總計人民幣3萬8千元。本公司領導隨即親手將愛心捐款交到受傷員工家屬手中，並轉達公司對他的關切和慰問。

人間有愛綿綿不絕，倡議一發出，員工們積極踴躍捐助，大家都以實際行動表達愛心和關懷，再次彰顯了金達人「一方有難，八方支援」的精神！

APPENDIX: RECONCILIATION WITH GRI SUSTAINABILITY REPORTING GUIDELINES (GRI G4) 附錄：全球永續性報告指標GRI G4對照表

GRI Option GRI類別	Indices 編號	GRI Indicators GRI指標內容	Corresponding Sections in this report 本報告對應章節	Page No. 頁碼	HKEx ESG Reporting Guide General Disclosures and KPIs 港交所「環境、社會 及管治報告指引」 一般標準披露及 關鍵績效指標
Strategy and Analysis 策略與分析					
Core 核心	G4-1	Provide a statement from the most senior decision-maker of the organization about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability. 提供組織最高決策者的聲明，內容包含判斷與組織相關的永續性議題，及針對這些對組織具相關性的面向提出永續性策略。	Chairman's Statement 主席的話	4	
Organisational Profile 組織概況					
Core 核心	G4-3	Report the name of the organization. 說明組織名稱。	Corporate Profile 公司簡介	6	
Core 核心	G4-4	Report the primary brands, products, and services. 說明主要品牌、產品與服務。	Corporate Profile 公司簡介	6,8	
Core 核心	G4-5	Report the location of the organization's headquarters. 說明組織總部所在位置。	Corporate Profile 公司簡介	6	
Core 核心	G4-6	Report the number of countries where the organization operates, and names of countries. 組織營運所在的國家數量及國家名。	Corporate Profile 公司簡介	8	
Core 核心	G4-7	Report the nature of ownership and legal form. 所有權的性質與法律形式。	Corporate Profile 公司簡介	6	
Core 核心	G4-8	Report the markets served. 說明組織所提供服務的市場。	Corporate Profile 公司簡介	8	
Core 核心	G4-9	Report the scale of the organization. 說明組織規模。	Corporate Profile, Staff Structures 公司簡介、員工結構	6,8,45,46	A1.1
Core 核心	G4-10	Report the employee composition. 員工組成簡介	Staff Structures 員工結構	46	A1.1
Core 核心	G4-11	Report the percentage of total employees covered by collective bargaining agreements. 受集體協商協定保障之總員工數比例。	No such agreement exists as no labour union has been formed. 未成立工會，故無相關協議		
Core 核心	G4-12	Describe the organization's supply chain. 描述組織的供應鏈。	Supply Chain Management 供應鏈管理	19	C1.1 C1.2
Core 核心	G4-13	Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain. 報告期間有關組織規模、結構、所有權或供應鏈的任何重大變化。	There was no significant change in 2015. 2015年無任何重大改變		
Core 核心	G4-14	Report whether and how the precautionary approach or principle is addressed by the organization. 說明組織是否具有因應之預警方針或原則。	Risk Management 風險管理	18	
Core 核心	G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses. 列出經組織簽署認可，而由外部所制定的經濟、環境與社會規章、原則或其他倡議。			
Core 核心	G4-16	List memberships of associations (such as industry associations) and participates national or international advocacy organizations in which the organization participates. 列出組織參與的公協會（如產業公協會）和國家或國際性倡議組織的會員資格。			

APPENDIX: RECONCILIATION WITH GRI SUSTAINABILITY REPORTING GUIDELINES (GRI G4) 附錄：全球永續性報告指標GRI G4對照表

GRI Option GRI類別	Indices 編號	GRI Indicators GRI指標內容	Corresponding Sections in this report 本報告對應章節	Page No. 頁碼	HKEx ESG Reporting Guide General Disclosures and KPIs 港交所「環境、社會 及管治報告指引」 一般標準披露及 關鍵績效指標
Identified Material Aspects and Boundaries 鑑別重大考量面與邊界					
Core 核心	G4-17	List all entities included in the organization's consolidated financial statements or equivalent documents. 列出組織合併財務報表或等同文件中所包含的所有實體。	Corporate Structure 公司架構	9	
Core 核心	G4-22	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements. 說明對先前報告書中所提供之任何資訊有進行重編的影響及原因。	No restatement 無重編		
Core 核心	G4-28	Reporting period (such as fiscal or calendar year) for information provided. 所提供資訊的報告期間(如會計年度或日曆年度)。	About this report 關於報告	2	
Core 核心	G4-29	Date of most recent previous report (if any). 上一次報告的日期(如果有)。	About this report 關於報告	2	
Core 核心	G4-30	Reporting cycle (such as annual, biennial). 報告週期(如每年一次、兩年一次)。	About this report 關於報告	2	
Core 核心	G4-31	Provide the contact point for questions regarding the report or its contents. 提供可回答報告或內容相關問題的聯絡人。	About this report 關於報告	2	
Core 核心	G4-32	Report the 'in accordance' option the organization has chosen. 說明組織選擇的「依循」選項。	About this report 關於報告	2	
Core 核心	G4-33	Report the organization's policy and current practice with regard to seeking external assurance full-width for the report. 說明組織為報告尋求外部保證/確信的政策與現行做法。	No external assurance has been sought for this report. We will consider seeking external assurance in the future. 本報告未有尋求外部認證，我們將考慮在未來尋求外部認證		
Governance 治理					
Core 核心	G4-34	Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts. 說明組織的治理結構，包括最高治理機構的委員會。鑑別哪些委員會分別負責經濟、環境及社會衝擊的決策。	Corporate Governance 企業管治	18	
Ethics and Integrity 倫理與誠信					
Core 核心	G4-56	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics. 描述組織之價值、原則、標準和行為規範，如行為準則和倫理守則。	Compliance 法規遵循	30	C3.1 C3.2

APPENDIX: RECONCILIATION WITH GRI SUSTAINABILITY REPORTING GUIDELINES (GRI G4) 附錄：全球永續性報告指標GRI G4對照表

Aspects 考量面	Indices 編號	GRI Indicators GRI指標內容	Corresponding Sections in this report 本報告對應章節	Page No. 頁碼	HKEx ESG Reporting Guide General Disclosures and KPIs 港交所「環境·社會 及管治報告指引」 一般標準披露 及關鍵績效指標
ECONOMIC 經濟					
Economic Performance 經濟績效	G4-EC1	Direct economic value generated and distributed 組織所產生及分配的直接經濟價值	Summary of Financial Performance Community Education 財務表現摘要 社會教育	15,61	D1.2
	G4-EC3	Coverage of the organization's defined benefit plan obligations 組織確定福利計畫義務的範圍	Staff Benefits 員工福利	55-58	
	G4-EC4	Financial assistance received from government 自政府取得之財務補助	Summary of Financial Performance 財務表現摘要	15	
Market Presence 市場形象	G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation 在重要營運據點，不同性別的基層人員標準薪資與當地最低薪資的比例	Remuneration System 薪酬制度	46	
	G4-EC6	Proportion of senior management hired from the local community at significant locations of operation 在重要營運據點僱用當地居民為高階管理階層的比例	Staff Training and Development 員工培訓和發展	54	
Indirect Economic Impacts 間接經濟衝擊	G4-EC7	Development and impact of infrastructure investments and services supported 基礎設施的投資與支援服務的發展及衝擊	Industry Responsibility, Environmental Investment 行業責任(工業4.0) 環境保護的投資	21,22,41	B1.5
	G4-EC8	Significant indirect economic impacts, including the extent of impacts 顯著的間接經濟衝擊，包括衝擊的程度	Staff Structure 員工結構	45	
Procurement Practices 採購實務	G4-EC9	Proportion of spending on local suppliers at significant locations of operation 於重要營運據點，採購支出來自當地供應商之比例	Supply Chain Management 供應鏈管理	19	
ENVIRONMENTAL 環境					
Materials 原物料	G4-EN1	Materials used by weight or volume 所用原物料的重量或體積	Use of Materials 物料使用	33	
	G4-EN2	Percentage of materials used that are recycled input materials 使用再生原物料的百分比	Use of Materials 物料使用	33	
Energy 能源	G4-EN3	Energy consumption within the organization 組織內部的能源消耗量	Energy Management 能源管理	36-40	B1.5 B2.1
	G4-EN4	Energy consumption outside of the organization 組織外部的能源消耗量			
	G4-EN5	Energy intensity 能源密集度			
	G4-EN6	Reduction of energy consumption 減少能源的消耗	Energy Management 能源管理	36-40	B1.5 B2.3
	G4-EN7	Reductions in energy requirements of products and services 降低產品和服務的能源需求	Water Consumption and Discharge 水的利用及排放	37-40	B1.5 B2.3
Water 水	G4-EN8	Total water withdrawal by source 依來源劃分的總取水量	Water Consumption and Discharge 水的利用及排放	39	B2.2
	G4-EN9	Water sources significantly affected by withdrawal of water 因取水而受顯著影響的水源	Water Consumption and Discharge 水的利用及排放	39	B2.4
	G4-EN10	Percentage and total volume of water recycled and reused 水資源回收及再利用的百分比及總量	Water Consumption and Discharge 水的利用及排放	37	B2.4

APPENDIX: RECONCILIATION WITH GRI SUSTAINABILITY REPORTING GUIDELINES (GRI G4) 附錄：全球永續性報告指標GRI G4對照表

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ENVIRONMENTAL 環境					
Emissions 排放	G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1) 直接溫室氣體排放 (範疇一)	No such data is currently available. Data will be compiled in coming years. 目前未收集相關數據 預計近年內完成		
	G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2) 能源間接溫室氣體排放量 (範疇二)	No such data is currently available. Data will be compiled in coming years. 目前未收集相關數據 預計近年內完成		
	G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3) 其他間接溫室氣體排放量 (範疇三)	No such data is currently available. Data will be compiled in coming years. 目前未收集相關數據 預計近年內完成		
	G4-EN18	Greenhouse gas (GHG) emissions intensity 溫室氣體排放強度	No such data is currently available. Data will be compiled in coming years. 目前未收集相關數據 預計近年內完成		
	G4-EN19	Reduction of greenhouse gas (GHG) emissions 減少溫室氣體的排放量	No such data is currently available. Data will be compiled in coming years. 目前未收集相關數據 預計近年內完成		
	G4-EN20	Emissions of ozone-depleting substances (ODS) 臭氧層破壞物質(ODS)的排放	No such data is currently available. Data will be compiled in coming years. 目前未收集相關數據 預計近年內完成		
	G4-EN21	NO _x , SO _x , and other significant air emissions 氮氧化物、硫氧化物和其他顯著氣體的排放	No such data is currently available. Data will be compiled in coming years. 目前未收集相關數據 預計近年內完成		B1.1
Effluents and Waste 廢污水和廢棄物	G4-EN22	Total water discharge by quality and destination 依水質及排放目的地所劃分的總排水量	Water Consumption and Discharge 水的利用及排放	39	
	G4-EN23	Total weight of waste by type and disposal method 按類別及處置方法劃分的廢棄物總重量	Waste Treatment 廢棄物處理	40	B1.3 B1.6
	G4-EN24	Total number and volume of significant spills 嚴重洩漏的總次數及總量			

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ENVIRONMENTAL 環境					
Products and Services 產品和服務	G4-EN27	Extent of impact mitigation of environmental impacts of products and services 降低產品和服務對環境衝擊的程度	Relationship between Flax's Life Cycle and Biodiversity 亞麻的生命週期與 生物多樣性的關係	34	B3.1
	G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category 按類別說明回收已售出之產品及產品之包裝材料的百分比	Use of Materials 物料使用	33	B2.5 C2.1
Overall 整體情況	G4-EN31	Total environmental protection expenditures and investments by type 按類別說明總環保支出及投資	Environmental Investment 環境保護的投資	41	
Supplier Environmental Assessment 供應商環境評估	G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken 供應鏈對環境的顯著實際或潛在負面影響，以及所採取的行動	Relationship between Flax's Life Cycle and Biodiversity 亞麻的生命週期與 生物多樣性的關係	34	
SOCIAL – LABOR PRACTICES 社會 – 勞工實務					
Employment 勞僱關係	G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender, and region 按年齡組別、性別及地區劃分新進員工和 離職員工總數及比例	Staff Turnover Management 員工流動管理	47	A1.2
	G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation 按重要營運據點劃分，只提供給全職員工 (不包括臨時或兼職員工)的福利	Staff Benefits 員工福利	55-58	
	G4-LA3	Return to work and retention rates after parental leave, by gender 按性別劃分，育嬰假後復職和留任的比例	Occupational Health 員工健康	49	
Occupational Health and Safety 職業健康與安全	G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work related fatalities, by region and by gender 按地區和性別劃分的工傷類別、工傷頻率、職業病、 損失日數比例及缺勤率，以及因公死亡事故總數	Work-related Injuries 工傷	44	A2.1 A2.3
Training and Education 訓練與教育	G4-LA9	Average hours of training per year per employee by gender, and by employee category 按性別和員工類別劃分， 每名員工每年接受訓練的平均時數	Staff Training and Development 員工培訓發展	54	A3.1 A3.2

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SOCIAL – HUMAN RIGHTS 社會 – 人權					
Investment 投資	G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained 員工接受營運相關人權政策的訓練總時數，以及受訓練員工的百分比	Staff Training and Development 員工培訓和發展	50-54	
Non-discrimination 不歧視	G4-HR3	Total number of incidents of discrimination and corrective actions taken 歧視事件的總數，以及組織採取的改善行動	Staff Training and Development 員工培訓和發展	55	
Child Labor 童工	G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor 已發現具有嚴重使用童工風險的營運據點和供應商，以及採取有助於杜絕使用童工的行動	Labour Standards 勞工準則	55	A4.1 A4.2
SOCIAL – SOCIETY 社會 – 社會					
Local Communities 當地社區	G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs 營運據點中，已執行當地社區議會、衝擊評估和發展計畫的據點之百分比	Community Involvement 社會參與	61-62	D1.1
Anti-corruption 反貪腐	G4-SO4	Communication and training on anti-corruption policies and procedures 反貪腐政策和程序的溝通及訓練	Compliance 法規遵循	30	C3.1 C3.2
	G4-SO5	Confirmed incidents of corruption and actions taken 已確認的貪腐事件及採取的行動	Compliance 法規遵循	30	C3.1 C3.2
SOCIAL – PRODUCT RESPONSIBILITY 社會 – 產品責任					
Product and Service Labeling 產品及服務標示	G4-PR5	Results of surveys measuring customer satisfaction 客戶滿意度調查的結果	Customer Satisfaction Survey 客戶滿意度調查	27-28	C2.2
Customer Privacy 顧客隱私	G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data 經證實與侵犯顧客隱私權或遺失顧客資料有關的投訴次數	Customer Information Security and Privacy Policy 客戶資料保障及私隱政策	29	C2.5



