

KINGDOM

KINGDOM HOLDINGS LIMITED

金達控股有限公司

(Incorporated in the Cayman Islands with limited liability and carrying on business in Hong Kong as "Kingdom (Cayman) Limited")

(於開曼群島註冊成立的有限公司，以「金達(開曼)有限公司」的名稱於香港經營業務)

(Stock Code 股份代號 : 528)



2019

ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT

環境、社會及管治報告



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ABOUT THIS REPORT

關於報告

1. PREFACE

This is the 6th environmental, social and governance (“ESG”) 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 progress in respect of sustainability, to the stakeholders.

This report encompasses Kingdom’s performance in economic, corporate, environmental and social developments during and prior to the year ended 31 December 2019. The Company’s ESG reports are published on an annual basis in April each year covering the same reporting periods of the preceding year as in the annual reports of the Company. The last ESG report was issued on 23 April 2019.

This report is prepared pursuant to the Environmental, Social and Governance 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 Standards (Standards). For details, please refer to HKEx ESG Reporting Guide Content Index set out in Appendix I and the Reconciliation with GRI Sustainability Reporting Standards (GRI Standards) set out in Appendix II to this report.

2. REPORTING PRINCIPLES

The board of directors (the “Board”) of the Company has overall responsibility for the ESG strategy and reporting of the Group.

1. 前言

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」）第六年出版的《環境、社會及管治（以下簡稱「ESG」）報告》，藉由此非財務資訊內容之披露，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。

本報告期間為金達歷年及截至2019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，而本公司定期於每年4月發行前一年度之ESG報告。前次ESG報告發佈日期為2019年4月23日。

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」）附錄第二十七所載環境、社會及管治報告指引，及參照全球永續發展報告書指導綱領(Global Reporting Initiative)（「GRI」）準則(Standards)的核心內容編纂，詳細內容可參閱本報告附錄一的港交所的環境、社會及管治報告指引內容索引及附錄二的全球永續性報告指標GRI Standards對照表。

2. 報告原則

本公司董事會（「董事會」）全面負責本集團ESG策略及報告。

The following Reporting Principles have been adopted in the preparation of ESG report:

- (1) **Materiality:** The threshold at which ESG issues are reported were determined by the Board that are considered important to investors and other stakeholders. The list of material topics identified in the process for defining this report content are through the Group's stakeholders' engagement, both external and internal, which the stakeholders had expressed interests to better understand our operations.
- (2) **Quantitative:** Historical KPIs data are measurable. The effectiveness of ESG policies and management systems can be evaluated and validated. Quantitative information is accompanied by a narrative, explaining its purpose, impacts, and giving comparative data where appropriate.
- (3) **Balance:** The ESG report provides an unbiased picture of the Group's performance. The Company aims to provide an objective assessment without omissions or presentation formats that may inappropriately influence a decision or judgment by the report reader.
- (4) **Consistency:** The report is using consistent methodologies to allow for meaningful comparisons of ESG data over time. Certain comparative figures have been restated due to enhancement of reporting scope (see Reporting Scope below).

編制ESG報告時採用了以下報告原則：

- (1) **重要性：**董事會釐定對投資者和其他利益相關者產生重要影響的ESG事宜的報告門檻。於界定本報告內容的過程中確定的重要主題列表通過本集團內部及外部利益相關者的參與來進行，利益相關者表示有意更好地了解我們的營運。
- (2) **量化：**歷史關鍵績效指標數據可計量。ESG政策及管理系統的效益環境、社會及管治可被評估及驗證。量化資料附帶說明，闡述其目的及影響，並在適當的情況下提供比較數據。
- (3) **平衡：**ESG報告不偏不倚地呈報本集團的表現。本公司致力於提供客觀評估，避免可能會不恰當地影響報告讀者決策或判斷的遺漏或呈報格式。
- (4) **一致性：**本報告使用一致的披露統計方法，令ESG數據日後可作有意義的比較。由於報告範圍改進，若干比較數據已重列（請參閱下文「報告範圍」）。

ABOUT THIS REPORT 關於報告

3. REPORTING SCOPE

This report covers all of the Group's plants in operation, namely Zhejiang Jinyuan Flax Co., Ltd. (hereinafter referred to as "Zhejiang Jinyuan"), Jiangsu Jinyuan Flax Co., Ltd. (hereinafter referred to as "Jiangsu Jinyuan"), Zhejiang Jinda Flax Co., Ltd. (hereinafter referred to as "Zhejiang Jinda") and Heilongjiang Jinda Flax & Hemp Co., Ltd. (hereinafter referred to as "Heilongjiang Jinda").

Factory	工廠	Included in 2018 ESG Report 是否納入 2018年ESG報告	Included in 2019 ESG Report 是否納入 2019年ESG報告
Zhejiang Jinyuan	浙江金元	✓	✓
Jiangsu Jinyuan	江蘇金元	✓	✓
Zhejiang Jinda	浙江金達	✓	✓
Heilongjiang Jinda	黑龍江金達	X	✓

Heilongjiang Jinda only commenced production in April 2018 which did not have full year data nor comparative figures, hence it was not included in the ESG report for the year ended 31 December 2018. As full year information of Heilongjiang Jinda for 2019 is available, relevant comparative figures of Heilongjiang Jinda from April 2018 onwards have been included in this ESG report. In addition, the collection basis of all operational data of all factories have been standardised to ensure consistency. As a result, certain comparative figures have been re-stated for consistent comparison purposes.

4. ASSESSMENT OF MATERIAL ISSUES

By referring to the ESG Reporting Guide set forth in Appendix 27 of the Listing Rules and the GRI, and after considering the importance of relevant issues to stakeholders and the Company, we conduct assessment and analysis of ESG issues through questionnaires, interviews and other manners, and identified possible material issues. The Group then conducted an online ESG stakeholder questionnaire internally to its employees and also externally to different key stakeholders and received over 90 valid replies. Based on the average score of each material issues, the Group formed its ESG materiality matrix as shown in the table below.

Key material issues have been disclosed in this report.

3. 報告範圍

本報告範疇以本集團所有營運中的工廠為主，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」）、浙江金達亞麻有限公司（以下簡稱「浙江金達」）及黑龍江金達麻業有限公司（以下簡稱「黑龍江金達」）。

黑龍江金達僅於2018年4月開始生產，該公司既無全年數據，亦無比較數據，因此未載入截至2018年12月31日止年度之ESG報告。由於黑龍江金達2019年全年資料可獲取，故本ESG報告載入黑龍江金達自2018年4月起的相關比較數據。此外，已規範所有工廠的營運數據收集基準，以確保一致性。因此，出於一致比較目的，若干比較數據已重列。

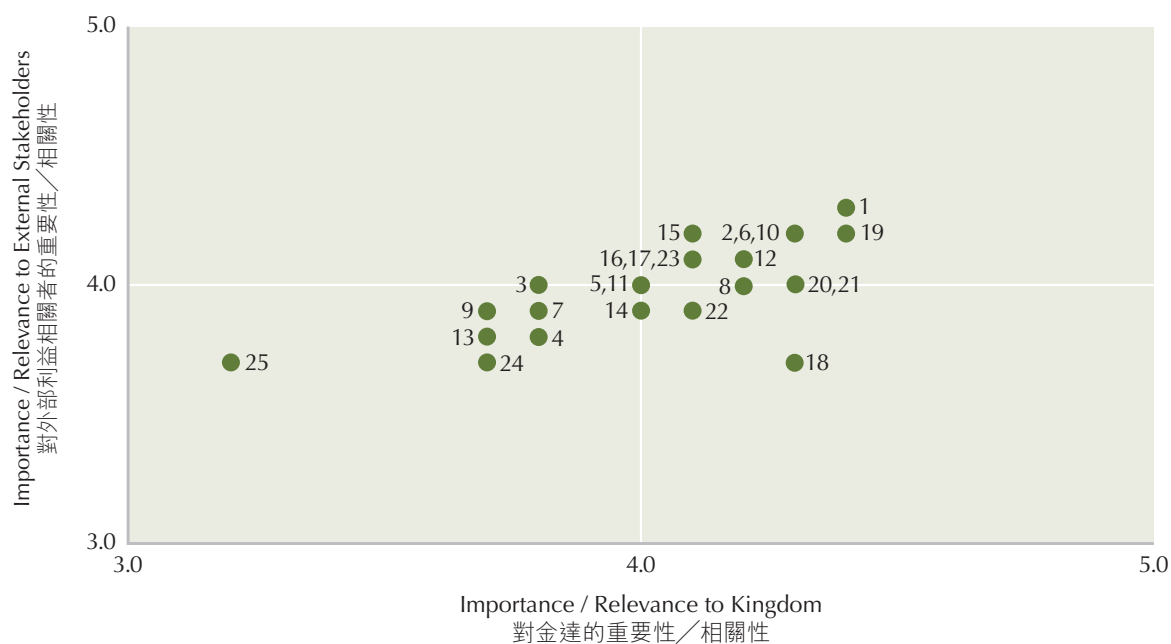
4. 重大事項評估

經參考上市規則附錄27所載的ESG報告指引及全球永續性報告指標以及經考慮相關事項對利益相關者及本公司的重要性之後，我們透過調查問卷、面談及其他方式對ESG事項進行評估及分析，並發現可能存在的重大事項。本集團隨後內部對其僱員及外部各重要利益相關者進行線上ESG利益相關者調查問卷，並收到逾90份有效回覆。基於各重大事項之平均分數，本集團制定了其ESG重大性矩陣，如下表所示。

重要重大事項已於本報告披露。

Issue No. 事項編碼	Material Issues	重大事項	Importance/ Relevance to External Stakeholders 對外部利益 相關者的 重要性/相關性	Importance/ Relevance to Kingdom 對金達的 重要性/相關性
1	Green operation	綠色生產	4.3	4.4
2	Energy/resources consumption and emission	能源/資源消耗與排放	4.2	4.3
3	Greenhouse gas emission	溫室氣體排放	4.0	3.8
4	Management of domestic wastes	生活垃圾管理	3.8	3.8
5	Environmental investment	環境保護投資	4.0	4.0
6	Sustainability performance	永續發展成果	4.2	4.3
7	Anti-corruption	反貪污	3.9	3.8
8	Risk Management	風險管理	4.0	4.2
9	Whistle-Blowing Policy/Grievance Channel	舉報政策/申訴渠道	3.9	3.7
10	Quality and compliance certification	質量和合規認證	4.2	4.3
11	Patents	專利	4.0	4.0
12	Supply chain management	供應鏈管理	4.1	4.2
13	Participation in industry association	參加行業協會	3.8	3.7
14	Fair and open procurement procedure	公平公開的採購程序	3.9	4.0
15	Customer Satisfaction	客戶滿意度	4.2	4.1
16	Customer Information Security and Privacy Policy	客戶資料保障及隱私政策	4.1	4.1
17	Customer complaints	客戶投訴	4.1	4.1
18	Remuneration System	薪酬制度	3.7	4.3
19	Prohibition of child and forced labour	禁止童工和強迫勞動	4.2	4.4
20	Rights and Interests of employees	員工權益	4.0	4.3
21	Employees' training and development	員工的培訓與發展	4.0	4.3
22	Labour Relations	勞資關係	3.9	4.1
23	Community Responsibilities	社會責任	4.1	4.1
24	Public welfare charity	公益慈善	3.7	3.7
25	Volunteer activities	義工活動	3.7	3.2

Material Issues
重大事項



ABOUT THIS REPORT 關於報告

5. DOWNLOAD SITES AND CONTACT DETAILS

This report is publicly available in English and Chinese and has both printed and online versions. The online version can be downloaded from the websites of The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”) at <http://www.hkexnews.hk> and of the Company at <http://www.kingdom-china.com>. Should there be any discrepancy between the English and Chinese versions, the English 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:

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5. 下載網站及聯絡方式

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。如英文和中文版本有任何差異，以英文版本為準。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



Kingdom was ranked the largest pure linen yarn exporter of China for 17 consecutive years, an achievement that could not be accomplished overnight, but required long-term investment and support from all parties. It drove Kingdom to continuously invest in the sustainable development of the Company. Kingdom has always endeavored to produce specialized and premium linen yarns to generate more value than the price. These recognitions always continue to inspire and motivate the Company. For the Company to go far, the key is to do the simple things extraordinarily well on the road of innovation.

In recent years, consumers' awareness of environmental protection has risen, and the idea of returning to nature became popular. The promotion of environmental protection and the use of natural fibers have become a trend. In 2019, market demands for linen yarn remained robust. In Asia, especially China, the linen consumer market saw a significant growth, which drove the average selling price of linen yarn to a record high during the year. In terms of production capacity, by continuing to improve its production management and technical capabilities, all Kingdom's plants were operating at full capacity during the year. The Company will continue to improve relationships with its suppliers and customers by organizing and participating in various forums and exhibitions, and to further develop the industrial hemp yarn market.

金達連續第十七年蟬聯中國純亞麻紗出口冠軍企業，這樣的成就並非一蹴可就，而是各方的長期投入與支持的成果，是推動金達持續耕耘企業永續的動力。一直以來金達堅持把亞麻紗做專做精，使價值超越價格。這些肯定仍時時刻刻鼓舞及激勵著本公司，企業要走得更長遠，關鍵在於在創新路上做到簡單而極致。

近年消費者的環保意識上升，並有回歸自然的理念，推動環保及使用天然纖維已成趨勢。2019年的亞麻紗市場持續暢旺。在亞洲，特別是中國的亞麻消費市場更有明顯增長，這需求推動亞麻紗平均銷售價格於年內達至歷史高位。產能方面，持續提升生產管理與技術能力，金達所有工廠年內均滿負荷營運。本公司將繼續透過舉辦及參與各式論壇及展覽會，以促進與供應商及客戶的友好關係，並進一步發展漢麻紗市場。

Climate change has impacted the global environment and ecology as well as human life. The environmental laws and measures of various countries have become increasingly rigorous. The Company believes in “The virtuous way is to profit while do no harm. A wiseman would collaborate and not to compete”(天之道·利而不害；聖人之道·為而不爭). As a leading company, the Company must fulfill its environmental responsibility. In recent years, the Company is striving to achieve better energy conservation and carbon reduction. As a result of the commencement of production of Heilongjiang Jinda since April 2018 and additional linen yarn manufactured during the year, there was an increase in overall electricity, water and steam consumption. In addition, there were also additional hackling machines installed in Zhejiang Jinda and some process revamping projects on water and sewage treatment on-going during the year, for per tonne of yarn basis, the consumption of steam was reduced by 4.5% while the consumption of electricity, water and natural gas were increased by 3.7%, 12.5% and 1.4% respectively. The Company will support low-carbon development with actions and continue to strive for higher energy conservation goals in the future.

To enhance the compliance of the Company's workplace system and employee rights, Kingdom joined the Fair Labor Association at the end of 2017, and devised a welfare system and diverse training programs under the requirements and guidance of the Association to better meet the needs of employees. During the year, the Company conducted training on innovation and leadership for employees from the production level to the management level to enhance the quality of employees and create a healthy and safe workplace. One of the highlights of the training was inviting Sergey Ryazanskiy, a Russia Cosmonaut and spacecraft commander to deliver inspirational speech at one of the Company's management trainings.

Going forward, the Company will continue to pursue the steady growth of its core business of spinning, invest in expansion, and strive to create more business opportunities and employment opportunities for local communities to promote local prosperity.

Mr. Ren Weiming
Chairman
Kingdom Holdings Limited

氣候變化衝擊全球環境生態及人類生活，各國環保法令及措施也日趨嚴謹。本公司堅信「天之道，利而不害；聖人之道，為而不爭」。身為領先的企業更要善盡環保責任。本公司近年致力於改善節能減碳。由於黑龍江金達自2018年4月開始生產，且年內亞麻紗產量增加，因此電力、水和蒸汽的總消耗量增加。此外，年內於浙江金達還安裝了額外的櫛梳機器，並持續進行若干水和污水處理工藝改造項目，按噸紗線計算，蒸汽消耗減少4.5%，而電力、水和天然氣消耗分別增長3.7%、12.5%及1.4%。本公司會以實際行動支持減碳發展，未來仍會繼續努力朝更高的節能目標邁進。

為提升本公司更合規的職場制度和員工權利，金達於2017年底加入了美國公平勞動協會，在該協會的要求及建議之下，規劃更符合員工需求的福利制度與多元訓練課程。年內本公司針對生產階層到管理階層的創新及領導方面的培訓，提升員工素質和全力打造健康安全的工作場所。其中培訓的亮點之一為邀請俄羅斯宇航員兼太空船指揮官謝爾蓋·里亞贊斯基(Sergey Ryazanskiy)於本公司一次管理培訓中發表鼓舞人心的演講。

展望未來，本公司將繼續追求本業紡紗的穩健成長，投資擴建並為當地創造更多商機與就業機會，促進地方繁榮。

主席
任維明先生
金達控股有限公司





**CORPORATE
INFORMATION**
公司資料



CORPORATE INFORMATION 公司資料

1. CORPORATE PROFILE

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 on 12 December 2006 (Stock code: 00528).

The Group is principally engaged in the manufacture and sale of linen and hemp yarn.

The Company's registered office address is Cricket Square, Hutchins Drive, P.O. Box 2681 GT, Grand Cayman KY1-1111, Cayman Islands; and the principal place of business is located at Level 54, Hopewell Centre, 183 Queen's Road East, Hong Kong.

Kingdom is based in Haiyan County, Zhejiang Province in the PRC. As at 31 December 2019, it employed approximately 3,099 employees. With more than 30 years of corporate culture and over ten years of rapid development, Kingdom has built the following special advantages:

1. Scale advantage: Kingdom is currently one of the largest linen yarn manufacturers in the world, and has ranked as the largest pure linen yarn exporter of China for 17 consecutive years, continued to account for over 40% of China's pure linen yarn exports by volume in 2019.
2. Technical advantage: Kingdom is always committed to the improvement of 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.

1. 公司簡介

金達控股有限公司於2006年7月21日在開曼群島註冊成立為獲豁免有限公司。本公司股份於2006年12月12日在聯交所上市（股份代號：00528）。

本集團主要從事亞麻及工業大麻紗的生產和銷售。

本公司的註冊辦事處地址為Cricket Square, Hutchins Drive, P.O. Box 2681 GT, Grand Cayman KY1-1111, Cayman Islands；主要營業地點位於香港皇后大道東183號合和中心54樓。

金達總部位於中國浙江省海鹽縣，截至2019年12月31日擁有約3,099名員工。金達經過三十多年的文化沉澱和十多年的快速發展，已形成了自己的獨特優勢：

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，純亞麻紗出口量連續十七年穩居中國第一，2019年繼續佔全中國純亞麻紗出口量逾40%。
2. 技術優勢：金達一直致力於設備和技術提升，引進德國、法國等國家的先進紡織設備，技術裝備水準處於同行業全國領先。

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”, which have also been named “Zhejiang Top Export Brand” by the Department of Commerce of Zhejiang Province.
4. Management advantage: Kingdom has been implementing advanced management models such as lean management and performance excellence, and endeavours to cultivate a culture of compliance. It has leveraged its Manufacturing Execution System (MES), Maintenance Improvement Programme (MIP) and other digitalisation technologies to build towards Industry 4.0 plant digitalisation and maximise efficiency in its production.

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 that it is an energetic enterprise with its outstanding products and services.

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，「KINGDOM」和「紫薇」還被浙江省商務廳評為「浙江出口名牌」。
4. 管理優勢：金達一直以來踐行精細化管理、卓越績效等先進管理模式，著力培植合規文化。利用生產製造執行系統(MES)、設備維護提升項目(MIP)等數位化科技，致力向打造工業4.0數位化工廠，實現生產效率最大化進發。

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、合和」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。

2. KINGDOM'S VISION

Kingdom Innovation Leading the Future

3. KINGDOM'S MISSION

Pursue the material and spiritual well-being of all employees
Create values for consumers, customers and shareholders
To make greater contribution to the country and society

4. CORPORATE SPIRIT

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

5. CORE VALUES

Responsible, Sincere, Innovative, Mutually Successful

6. OPERATING PHILOSOPHY

Pursuit of Excellence

2. 金達願景

金達創新 引領未來

3. 金達的使命

為追求全體員工物質和精神幸福
為消費者、客戶和股東創造價值
為國家和社會多作貢獻

4. 企業精神

永不氣餒，永不疲憊，自強不息，爭創一流

5. 核心價值觀

責任、真誠、創新、共贏

6. 經營理念

追求卓越

7. PARTICIPATION IN EXTERNAL ORGANIZATIONS

In order to pursue sustainable operation, Kingdom proactively joined relevant non-profit organisations to strengthen its communication with other companies, raise the awareness on important public topics, and enhance harmonious development of industry clusters and communities. Organisations of which the Company or a director of the Company is a member are as follows:

Organizations 公協會名稱	Status of membership 會員參與形式
China Bast and Leaf Fibers Textile Association 中國麻紡織行業協會	Deputy Director 副會長
The Hong Kong General Chamber of Textiles Limited 香港紡織商會有限公司	Vice President 副會長
Fair Labor Association (FLA) 公平勞工協會(FLA)	Member (Participating Supplier) 會員
Business Social Compliance Initiative (BSCI) 倡儀商界遵守社會責任組織(BSCI)	Member 會員
Zero Discharge of Hazardous Chemicals Programme (ZDHC) 有害化學物質零排放聯盟(ZDHC)	Member 會員

8. BUSINESS COVERAGE

Kingdom currently has four production bases located in Henggang Town and the Economic Development Zone of Haiyan County, Zhejiang Province; Rugao City, Jiangsu Province; and Qinggang County, Heilongjiang Province in China. The production base in Heilongjiang, China commenced production in April 2018. The fifth production base in Adama, Ethiopia is currently progressing as scheduled and will commence trial production in the 2nd quarter of 2020.

In 2019, Kingdom's overseas business accounted for 56.6% of total revenue, mainly distributed in Italy, India, Turkey, Korea, Portugal, Lithuania and Japan.

7. 外部公協會參與

金達為追求永續經營，近年積極參與相關的非營利組織，以促進與其他企業間的交流及對重要公共議題的關注，以提升產業群聚和社會的和諧發展。以下為本公司或本公司董事所參與的組織：

8. 營業版圖

金達目前擁有四個生產基地，分別位於中國浙江省海鹽縣橫港鎮、浙江省海鹽經濟開發區、江蘇省如皋市和黑龍江省青岡縣。中國黑龍江生產基地已於2018年4月實現全面生產；而於埃塞俄比亞阿達瑪第五個生產基地也正按計劃推進中，將於2020年第二季度開始試產。

2019年，金達國外業務佔總收益的56.6%，主要分佈意大利、印度、土耳其、韓國、葡萄牙、立陶宛及日本等國家。



Sales Analysis by Domestic and Overseas Markets

按國內外市場劃分的銷售分析

		FY2018		FY2019		Year-on-year change in revenue 收益 同比變動	Year-on-year change in revenue 收益 同比變動
		2018財年		2019財年			
		RMB'000 人民幣千元	%	RMB'000 人民幣千元	%	RMB'000 人民幣千元	%
China	中國	470,690	37.8%	650,576	43.4%	179,886	38.2%
European Union	歐盟	307,854	24.7%	349,183	23.3%	41,329	13.4%
Non-European Union	非歐盟	467,099	37.5%	499,801	33.3%	32,702	7.0%
Total Revenue	總收益	1,245,643	100.0%	1,499,560	100.0%	253,917	20.4%

9. BRANDS

In its pursuit of excellence, the Company has established its own linen yarn brands, namely: “KINGDOM” and “CRAPE MYRTLE”.

Kingdom brand yarn is well recognised in the industry for its quality.

9. 品牌

金達秉承不斷追求卓越的理念精神，本公司自主亞麻紗線品牌有「KINGDOM」及「紫薇(CRAPE MYRTLE)」。

金達品牌紗線以其質量於業界備受認可。



10. MILESTONES

10. 大事紀

2019

NOV 11月

High-to-Medium count of Kingdom linen yarn awarded “Zhejiang Made” accreditation.

中高紗支數的金達亞麻紗線獲「浙江製造」認證。

Kingdom Linen Salon 2019 successfully held in Wuzhen, China with representatives of global strategic partners invited to attend.

2019年金達亞麻沙龍於中國烏鎮成功舉辦，邀請全球戰略夥伴代表蒞臨。

Invited Russia cosmonaut, Sergey Ryazanskiy to deliver speech as part of the staff training

邀請俄羅斯宇航員謝爾蓋·裡亞贊斯基(Sergey Ryazanskiy)於員工培訓中發表演講

SEP 9月

Kingdom participated in Intertextile Shanghai Apparel Fabrics – Autumn Edition in China with hemp yarn for the first time

金達首次以漢麻紡紗參加中國國際紡織面料及輔料(秋冬)博覽會

FEB 2月

Kingdom attended the PV exhibition in Paris, first time to have stand alone exhibition booth for Hemp in history.

金達參加於巴黎舉行的PV展覽會，歷史上第一次出現漢麻獨立展位。

2018

NOV 11月

Heilongjiang Jinda Flax Co., Ltd. was named as a “National-Level Green Factory”.

黑龍江金達麻業有限公司獲批「國家級綠色工廠」。

AUG 8月

Kingdom entered into strategic cooperation with China Hi-Tech Group Corporation (China National Chemical Fiber Corp.) and People’s Government of Qinggang County to develop hemp business.

與中國恒天集團(中國化纖有限公司)及青岡縣人民政府就漢麻產業發展戰略合作進行簽約。

2017

OCT 10月

Kingdom attended the board meeting of Fair Labor Association (FLA) convened at Washington DC., the US, and became a provisional member.

參加在美國華盛頓舉行的公平勞動協會(FLA)董事局會議，並獲批准加入成為臨時會員。

SEP 9月

Kingdom attended the Premiere Vision Yarn & Knitwear Autumn and Winter exhibition in Paris, France.

參加法國巴黎Premiere Vision Yarn & Knitwear秋冬展。

JUL 7月

Kingdom Linen — Portugal Day was successfully held.

「金達亞麻·葡萄牙日」順利舉行。

JUN 6月

Kingdom organised the 2017 Linen International (Shanghai) Forum.

於上海舉辦「2017亞麻國際(上海)論壇」。

Kingdom entered into strategic cooperation with Heilongjiang Academy of Agricultural Sciences to jointly build hemp production base.

與黑龍江省農業科學院正式形成戰略合作，共建工業大麻紗生產基地。

2016

- OCT 10月 Kingdom was approved for Centralised Operation of Foreign Fund.
金達獲得外匯資金集中運營資格。
- JUN 6月 Kingdom Linen – Suzhou Day was solemnly convened.
「金達亞麻•蘇州日」隆重召開。
- MAY 5月 Established Heilongjiang Jinda Flax and Hemp Co., Ltd. (“Heilongjiang Jinda”), which started the construction of a flax yarn/hemp yarn base in the Textile Park in Jingnan, Heilongjiang Province.
成立黑龍江金達麻業有限公司(「黑龍江金達」),於黑龍江省靖南輕紡園建設亞麻紗/工業大麻紗基地。
- APR 4月 Kingdom Linen — Seoul Day was successfully held.
「金達亞麻•首爾日」順利舉行。
- FEB 2月 Kingdom attended the PV exhibition (i.e. Premire Vision in France) in Paris.
參加「巴黎PV展」(又稱法國第一視覺面料博覽會)。

2015

- DEC 12月 Kingdom successfully held Kingdom Linen — Istanbul Day.
「金達亞麻•伊斯坦布爾日」圓滿落幕。
- SEP 9月 Kingdom successfully hosted 2015 Linen (Shanghai) Forum.
成功舉辦2015年亞麻(上海)論壇。
- JUN 6月 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。

2014

- OCT 10月 Kingdom signed a strategic co-operation agreement with a renowned German corporation in Shanghai announcing that the parties will jointly set up a new digitised factory.
與一間德國著名公司在上海簽署戰略合作協定,宣佈雙方將共同建設新的數位化工廠。
- JUL 7月 Kingdom entered into a formal investment agreement with the Ministry of Industry of Ethiopia, Africa, to develop and construct a linen yarn base 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基地。

2013

Kingdom and the Chinese branch of a renowned German corporation held a signing ceremony for the conclusion of a strategic co-operation 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(中國)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展開合作。

2012

MAY 5月

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。

FEB 2月

Zhejiang Jinlainuo Fibre 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。

2010

MAR 3月

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。

2007

May 5月

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。

SEP 9月

Kingdom set up Kingdom Europe S. R. L., the first subsidiary of the Company in Italy.
設立Kingdom Europe S. R. L.，是公司在意大利設立的第一家子公司。

2006

DEC 12月

Kingdom Holdings Limited was listed on the main board of the Stock Exchange in Hong Kong.
金達控股有限公司在香港聯交所主板掛牌上市。

2003

OCT 10月

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。

MAR 3月

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。

2000

JUL 7月

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。

1999

DEC 12月

The company transformed into the linen textile industry
公司轉型進入亞麻紡織行業

11. HONOURS

11. 榮譽

2019

Zhejiang Province “Invisible Champion” Cultivating Enterprise
榮獲浙江省「隱形冠軍」培育企業獎
High-to-Medium count of Kingdom linen yarn awarded “Zhejiang Made” accreditation.
中高紗支數的金達亞麻紗線獲「浙江製造」認證。

2018

Excellent Textile and Clothing Company in Trade Case Remedy of the Year.
榮獲年度紡織服裝貿易救濟案件優秀應對企業。
Outstanding Corporate Social Responsibility Report of Zhejiang Province for the year of 2016.
榮獲2016年度浙江省企業社會責任優秀報告。

2017

Top Ten Influential Linen Textile Brands in China for “KINGDOM” in the second term.
「KINGDOM」品牌被評為第二屆中國麻紡織十大影響力品牌。
Outstanding Corporate Social Responsibility Report of Zhejiang Province for 2015.
榮獲2015年度浙江省企業社會責任優秀報告。
The First Batch of Leading Exporters of Quality Zhejiang Products.
榮獲首批「品質浙貨」出口領軍企業。

2016

1st Corporate Management Innovation Award in Zhejiang Province.
榮獲浙江省第一屆企業管理創新單項獎。

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

2014

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。
Outstanding Corporate Social Responsibility Report of Zhejiang Province.
榮獲「浙江省企業社會責任優秀報告」。
Zhejiang Top Export Brand for “KINGDOM” linen yarn.
自主亞麻紗線品牌「KINGDOM」被評為浙江出口名牌。

2017-13

Top 10 Competitive China Linen Textile Enterprises.
獲評中國麻紡行業競爭力10強企業。
Top 500 Competitive China Textile and Garment Enterprises.
獲評中國紡織服裝企業競爭力500強。
Top 100 China Textile and Garment Exporters.
獲評中國紡織服裝行業出口百強企業。

2013

Advanced Management Innovation Enterprise of China Bast and Leaf Fibers Textile Industry.
獲評中國麻紡織行業管理創新先進企業。
National Textile Industry Quality Award
榮獲全國紡織行業質量獎。
Kingdom corporate technical center named “Provincial Technology Centre of Zhejiang”.
金達企業技術中心獲評「浙江省省級技術中心」。

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」。
Zhejiang Province Innovative Enterprise.
獲評浙江省標準創新型企業。

2011

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

2010

Zhejiang Province Brand Name for 紫薇 (Crape Myrtle).
「紫薇」被評為浙江名牌產品。
Outstanding Enterprise for Product Realignment in Chinese Textile Industry.
獲評全國麻紡織行業調整產品結構優秀企業。
Advanced Enterprise in Implementation of Performance. Excellence Model in the Chinese Textile Industry.
獲評全國紡織行業實施卓越績效模式先進企業。
Zhaosu Jindi Flax Co., Ltd. won High Quality Raw Material Plantation Base for Linen Yarn Textile Industry in Agriculture Industrialisation.
昭蘇金地亞麻有限公司獲評農業產業化優質亞麻紡織原料種植基地。
China National Textile and Apparel Council Product Development Contribution Award.
榮獲中國紡織工業協會產品開發貢獻獎。

2009-10

Annual AAA-Grade Taxpayer of Zhejiang Province.
浙江省年度AAA級納稅信譽。

12. PRODUCTION PROCESS OF LINEN YARN



12. 亞麻紗製程

HACKLING 櫛梳

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 uniformity of fibre is further enhanced through repeated combination, hackling and drawing.
通過反覆併合、櫛梳、牽伸過程，進一步提高纖維的均勻度。

ROVING 粗紗

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

SCOURING AND BLEACHING 煮漂

Further remove impurities and pectin and improve the quality of fibres through physical and chemical processes.
通過理化反應過程，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 quality standards.
經過細紗機紡成符合產品質量標準的紗線。

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 to form cone yarn.
將乾燥好的濕紡細紗管紗重新卷繞到筒子上做成筒紗。

AUTOMATIC PACKAGING 自動包裝

The finished products are checked and packed in accordance with quality standards.
將成品根據品質標準進行檢驗、包裝。

HIGHLIGHTS OF 2019

13. SUMMARY OF FINANCIAL PERFORMANCE

- Turnover reached to RMB **1.5 billion**
- Ranked the largest pure linen yarn exporter of China for **17** consecutive years
- Largest linen yarn manufacturer in China with an annual capacity of **22,000** tonnes
- Owned **67** invention and other patents
- Received government grant of RMB **8.2** million in aggregate
- For more details of the Group's business performance, please refer to the Group's 2019 annual report.

2019年摘要

13. 財務表現摘要

- 營業額達人民幣 **十五億元**
- 連續**17**年蟬聯中國純亞麻紗出口冠軍企業
- 全國最大亞麻紗生產商，年產能達**22,000**噸
- 擁有**67**項發明等專利
- 獲政府補助資金共人民幣**820**萬元
- 更多有關本集團業務表現之資訊，請參閱本集團之2019年年報。

14. SUMMARY OF SUSTAINABILITY PERFORMANCE

- Solar photovoltaic generators contributed **3.6%** of the electricity consumed by all the factories of the Group.
- With Heilongjiang Jinda commenced production since April 2018, annual consumptions of electricity, water, steam and natural gas increased by **15.6%**, **25.4%**, **5.5%** and **12.9%** respectively.
- On per tonne of linen yarn basis, consumption of steam reduced by **4.5%** while the consumption of electricity, water and natural gas increased by **3.7%**, **12.5%** and **1.4%**, respectively.
- GHG emissions per tonne of yarn was **2.2%** higher, mainly due to higher electricity consumption.
- Environmental protection project expenditure approximated RMB**22.57 million** during the year.
- Overall customer satisfactory rate at **4.54** (5 as the full score).

14. 永續發展成果摘要

- 太陽能光伏發電設備貢獻本集團所用工廠耗電量**3.6%**。
- 自黑龍江金達2018年4月開始生產以來，電、水、蒸汽和天然氣的年消耗量分別有**15.6%**、**25.4%**、**5.5%**和**12.9%**的增長。
- 按每噸亞麻紗計算，蒸汽消耗量減少**4.5%**，而電、水和天然氣體的消耗量分別增加**3.7%**、**12.5%**和**1.4%**。
- 溫室氣體排放總量每噸紗增加**2.2%**，主要由於耗電量增加。
- 年內，環境保護項目支出費用約人民幣**2,257萬元**。
- 客戶滿意度調查結果為到**4.54**分（滿分5分）。



**CORPORATE
GOVERNANCE**
企業管治

CORPORATE GOVERNANCE 企業管治



Kingdom's corporate governance structure is led by the Board which is the business decision making body of Kingdom. The Board consists of eight members, including four executive directors, one non-executive director and three independent non-executive directors. For the academic qualifications and other appointments of the Board members, please refer to the Company's 2019 annual report.

The Board is responsible for monitoring, among other matters, the Company's compliant operation, financial transparency and timely disclosure of material information. There are nomination, audit and remuneration committees set up under the supervision of the Board.

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 2019 annual report.

金達實行董事會制的企業管治架構，金達董事會是經營決策機構，由八名成員組成，包括四名執行董事、一名非執行董事和三名獨立非執行董事。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2019年年報。

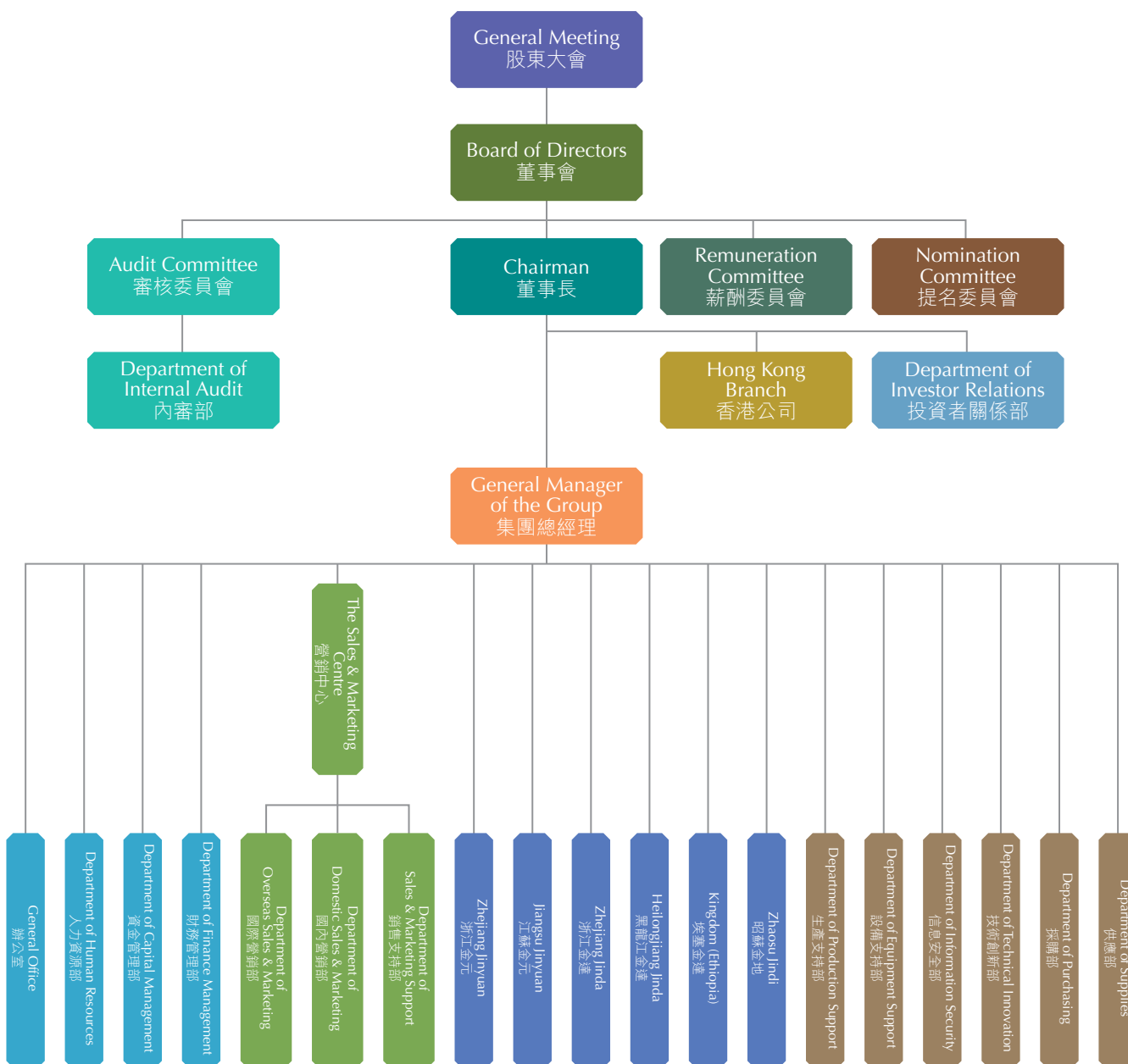
董事會的責任是監督公司守法經營、財務透明、即時披露重要訊息等，並下設提名委員會、審核委員會及薪酬委員會。

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，請參考本公司2019年年報有關內容。



1. GROUP STRUCTURE

1. 集團組織架構



2. STAKEHOLDERS ENGAGEMENT

Kingdom places great importance on communication with stakeholders. Stakeholders are those internal or external entities or individuals that affect or are affected by Kingdom. Five major groups of stakeholders have been identified, namely shareholders/investors, customers, employees, suppliers, governments and community. The suggestions and concerns of the stakeholders are referred to the respective business unit according to their scope and nature through the following diversified communication channels for the Company to address in a timely manner. Kingdom believes that good interaction with the stakeholders not only allows the Company to keep abreast of the latest economic, social and environmental information more quickly, but also help maximise its value.

2. 利益相關者溝通

金達重視與利益相關者的溝通，定義利益相關者是對金達產生影響或受金達影響之內、外部團體或個人，並鑑別出五類金達主要利益相關者，包括股東／投資者、客戶、員工、供應商、政府及社區。下表的多元溝通渠道，若利益相關者提出意見和關注事項，會依照該內容的範疇與性質，轉介各相關業務單位負責並予以即時回應。金達相信，與利益相關人建立良好的互動，不僅能協助本公司更快速掌握經濟、社會及環境的最新資訊，同時也能協助創造更大的價值。

Stakeholders 利益相關者	Major issues of concern 主要關心議題	Communication Channels 溝通渠道
Shareholders/Investors 股東／投資者	<ul style="list-style-type: none"> Information disclosure 資訊披露 Operating results 營運績效 Risk management 風險管理 Corporate governance 公司治理 Sustainable development 永續發展 	<ul style="list-style-type: none"> Annual General Meeting 股東週年大會 Telephone, email and the Contact Form in the Investor Relations section of the company website, with which questions and suggestions are answered or collected 透過電話及電子郵件、公司網站的投資者關係專區設有聯絡窗口，回答提問或收集意見回饋 Important announcements and news published on the websites of the Stock Exchange of Hong Kong and the Company from time to time 不定期於香港聯交所及本公司網站發布重大訊息及各項新聞 Invitations for site visits 工廠調研邀請
Customers 客戶	<ul style="list-style-type: none"> Product prices, safety, quality and delivery timing 產品價格、安全、品質與交期 Labour safety and health 勞工安全與健康 Human resources development 人力資源發展 Code of conduct 行為準則 R&D and innovation 研發創新 Sustainable development 永續發展 	<ul style="list-style-type: none"> Customer satisfaction survey 客戶滿意度調查 Occasional business review conference 不定時業務檢討會議

Stakeholders 利益相關者	Major issues of concern 主要關心議題	Communication Channels 溝通渠道
Employees 員工	<ul style="list-style-type: none"> • Remuneration and benefits 薪資福利 • Occupational safety and health 職業安全與健康 • In-service education and training 在職教育與訓練 • Labour relations 勞資關係 	<ul style="list-style-type: none"> • Email or internal suggestion box 電子郵件或內部意見箱 • Ad hoc special conferences 不定期專題諮詢會 • Internal newsletter (Kingdom Post) 內部刊物(金達報) • Internal communication platform 建立企業內部通訊平台
Suppliers 供應商	<ul style="list-style-type: none"> • Environmental laws and regulations 環保法規 • Quality and prices 品質與價格 • Supply chain management 供應鏈管理 	<ul style="list-style-type: none"> • On-site audits 現場稽核 • Business conferences 業務研討會
Governments 政府	<ul style="list-style-type: none"> • Corporate governance 公司治理 • Employees' interests 勞工權益 • Workplace safety and hygiene 職場安全與衛生 • Environmental protection 環境保護 	<ul style="list-style-type: none"> • Administrative correspondences 行政公文往來 • Communications through governments in the places where the Company is located 透過企業當地政府機構溝通 • Invitations for site visits 工廠調研邀請
Community 社區	<ul style="list-style-type: none"> • Environmental protection 環境保護 • Community care 關懷社區 • Social service 回饋社會 	<ul style="list-style-type: none"> • Volunteer services 義工服務 • Sponsoring community welfare activities 贊助社區公益活動

In November 2019, a 2-day Kingdom Linen Salon (business conference) was held in the scenic old town of Wuzhen in Zhejiang, China with over 150 Kingdom's key supplies, customers and business partners attended, to provide an open and friendly setting for different stakeholders to exchange and shares their knowledge, know how, problems and concerns.

2019年11月，為期2天的金達亞麻沙龍(商業大會)於風景秀麗的中國浙江古鎮烏鎮舉行，150多名金達主要供應商、客戶和業務合作夥伴參加，為不同利益相關者提供開放友好的環境，以交流及分享他們的知識、技術、問題和關注點。

Kingdom Linen Salon 2019

2019年金達亞麻沙龍



3. TESTING AND CERTIFICATION

Since 2017, Kingdom has officially joined the Business Social Compliance Initiative (BSCI) and Zero Discharge of Hazardous Chemicals (ZDHC) Programme. On the back of the certifications and trainings provided by them, Kingdom can effectively reduce customers' workload regarding audit on Kingdom, consolidate its reputation in global markets, strengthen its ties with relevant parties, and commit itself to implementing the safest chemical practices so as to protect consumers, employees and environment.

BSCI is a leading supply chain management system that can help Kingdom fulfil its social responsibility and improve workplace environments of its global supply chain. The issues to be reviewed under the system include law compliance, freedom of association and collective bargaining rights, anti-discrimination, compensations, work hours, workplace safety, prohibition of child labour, prohibition of forced labour, environmental issues, safety and other issues.

ZDHC is an institution that drives zero discharge of hazardous chemicals in textile, leather and footwear industries. After becoming a member of the organisation, Kingdom fully supports the targets of ZDHC programme in relation to promoting zero discharge of hazardous chemicals in textile industry.

Kingdom attaches great importance to scientific management. Supported by its sound application, entrusting, onsite inspection, file recording, training, meeting and assessment procedures, the Company remains the leader of the industry by obtaining not only the ISO9001 Quality Management System, ISO14001 Environmental Management System and OHSAS 18001 Occupational Health & Safety certifications, but also the OEKO-TEX Standard 100 Confidence in Textiles certification, an organic linen raw material certification and Global Organic Textile Standard (GOTS) certification for linen yarn products.



3. 檢測認證

2017年以來，金達已正式加入商業社會責任倡議 (BSCI) 及有害化學物質零排放 (ZDHC) 計劃。通過這些認證及培訓，可減少客戶對金達的審核，建立國際公信力及穩固對各方的合作關係；以及致力於實施更安全的化學實踐，以保護消費者、員工和環境的利益。

BSCI是一個領先的供應鏈管理系統，幫助金達在其全球供應鏈中推動社會責任和改善工廠的工作環境。審核內容主要包括：遵守法律、結社自由和集體談判權利、禁止歧視、補償、工作時間、工作場所安全、禁止使用童工、禁止強迫勞工、環境和安全等問題。



ZDHC是一個在紡織、皮革和鞋類產業中推動有害化學物質零排放的機構。成為該組織的成員後，金達全力支持ZDHC計劃的推動於紡織產業中實踐危險化學物質零排放的目標。



金達十分注重管理科學性，透過申請、委託、現場查驗、文件記錄、培訓、會議、評估等流程，公司不但通過了ISO9001質量管理體系、ISO14001環境管理體系和OHSAS 18001職業健康安全管理體系認證，亞麻紗產品更獲得OEKO-TEX Standard 100信心紡織品檢測認證、有機亞麻原料認證和GOTS全球有機紡織品認證，使金達始終處於行業領先地位。



ISO9001 Quality Management System Certification
ISO9001 質量管理體系認證



ISO14001 Environmental Management System certification
ISO14001 環境管理體系認證



OHSAS 18001 Occupational Health & Safety Certification
OHSAS 18001 職業健康安全管理體系認證

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 processing and acquisition of fibre, use of water and chemicals in the processing of fibre products as well as the sale and recycling processes. GOTS ensures the organic status of textiles from the harvesting of the raw materials through environmentally and socially responsible manufacturing all the way to labelling, in order to provide credible assurances to the consumer. The GOTS certification covers a wide array of products and provides a credible assurance.



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：纖維加工與取得方式、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，是對原料收穫、社會和環境負有責任的加工，再至標籤的整個過程需確保有機狀態，從而向最終消費者提供值得信賴的產品。目前GOTS 認證之產品範圍極為廣泛且極具公信力。

4. INNOVATIVE DEVELOPMENTS

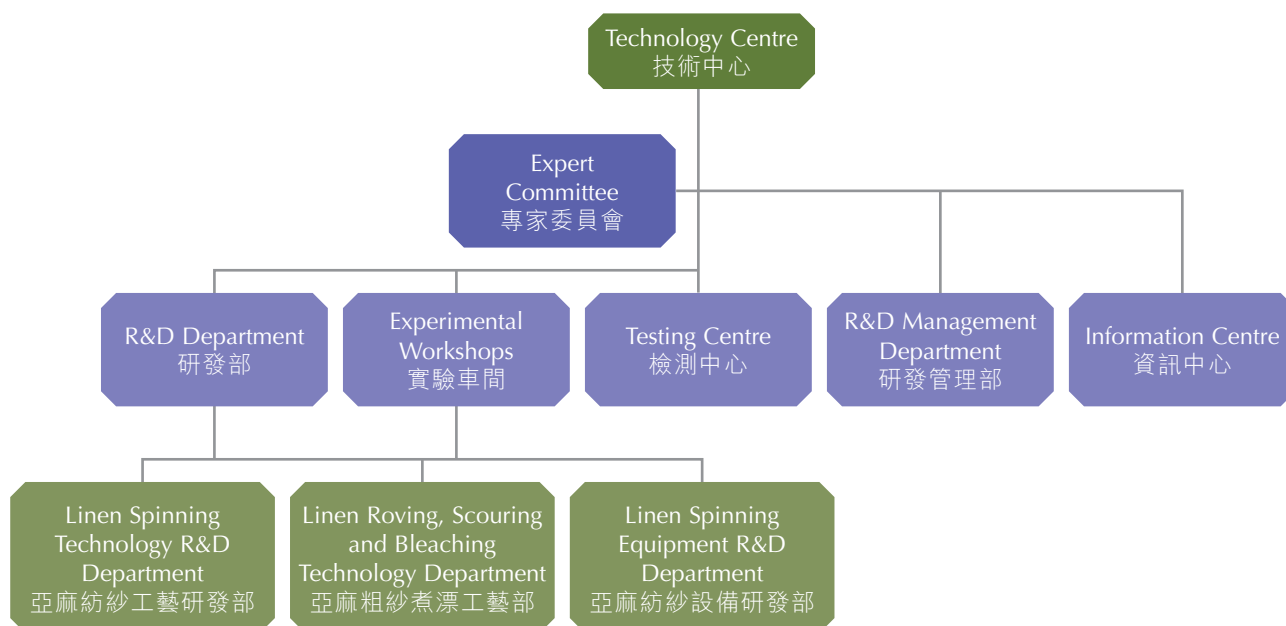
Kingdom proudly takes on the responsibility to foster structural reform and upgrade of the linen yarn industry. It actively researches and develops key spinning technologies and new products and has established a national linen yarn research institute.

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 improves product quality and other systems.

4. 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。



5. PATENTS

Kingdom emphasises technological research in relation to the linen yarn industry and steers the industry towards an innovative development. It also treasures and protects its intellectual properties. In 2019, Kingdom was granted 3 utility model patents, bringing the aggregate number of patents to 67, of which 15 were invention patents, 42 were utility model patents and 10 were design patents.

Samples of 2019 utility model patents:

- * Fiber recycling device
- * Flax stripes packing device

5. 專利

金達重視亞麻紗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。2019年金達獲得3項實用新型專利。所有累計獲得專利授權總數為67項，其中發明專利15項、實用新型專利42項和外觀設計專利10項。

2019年實用新型專利示例：

- * 一種纖維回收裝置
- * 一種麻條打包裝置



Benefits of Certain Patents

部份專利專案應用效益

Patents 專利名稱	Benefits 效益
Automatic bale opener for scutched flax 亞麻打成麻圓包自動開包機	The automatic bale openers can make the flax flat and free operators from the splitting process, which enhances work efficiency and reduces workload. 採用機械打開麻包，提供櫛梳喂麻工平整麻束，不需要分束工序及操作人員，使勞動效率高、勞動強度低。
Components for extension of wet flax spinning frames 亞麻濕紡細紗機牽伸部件	The components improved the structure and functions of extension of wet flax spinning frames, enhanced the product quality and efficiency in spinning, and reduced the difference between single spindles. 改善及優化亞麻環錠紡濕紡細紗機牽伸區的結構功能，提高紡紗質量和紡紗效率，極大減少單錠之間的差異。
Process for manufacturing blended linen yarn 亞麻混紡紗的製作工藝	The simple manufacturing process can produce very fine high-count yarn, and the blended linen yarn made from such process possesses all advantages of linen fibre, and has better evenness, spinnability and glossiness than ordinary linen yarn. 簡單的製作工藝能紡出很細的高支紗線，所得的亞麻混紡紗不僅具有亞麻纖維本身所具有的優點，而且條幹均勻、可紡性和外觀光澤度更優。



6. SUPPLY CHAIN MANAGEMENT

Kingdom conducts its operation in a cautious manner, and puts the whole operation under the surveillance of the risk management system to mitigate potential risks and enhance its corporate value. All major business proposals regarding financial investment and so on are evaluated by the competent departments and approved by the Board before they can be implemented.

Kingdom adopts various measures to control supply risks. Data about market prices are collected regularly. Internal production and sale conferences are conducted from time to time to determine procurement items and amount. Suppliers (including raw material, auxiliary material and service suppliers) are assessed annually. As raw materials are mainly supplied by European suppliers, the Company maintains close communication with them to ensure that they comply with local environmental protection policies.

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 factories, and then sells its products to downstream customers for production of textile products.

6. 供應鏈管理

金達在經營過程中一貫採取審慎態度，將整體營運狀況納入風險管理範圍，預防可能潛在的風險，追求提升公司的整體價值。所有關於營運之財務投資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。

金達採納一系列調控供應風險措施，包括定期採集市場價格情報；內部產銷會議掌握採購類別與數量；每年進行供應商評價程序（包括原材料、輔料及服務）；由於原材料主要由歐洲供應商提供，本公司與彼等保持緊密聯繫與溝通，以確保供應商符合當地的環保政策。

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公支的亞麻紗線，再經由下游客戶生產製造為各種紡織品出售。



Upstream – Flax Cultivation
上游－種植亞麻



Midstream – Yarn Production
中游－製造紗線



Downstream – Garment Applications
下游－應用成衣

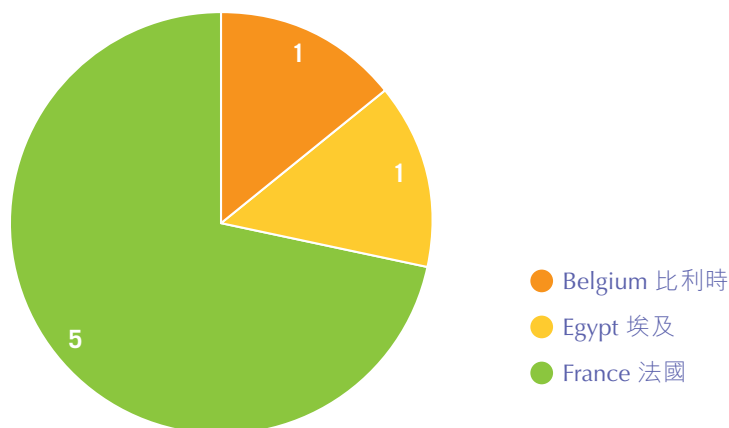
Procurement of raw materials for linen

The raw materials of Kingdom's linen products are imported from Europe, while other auxiliary materials, such as additives, are mainly supplied by renowned foreign suppliers and quality domestic suppliers. The Company procures its materials according to its Supplier Selection and Evaluation Procedures. It collects and evaluates the information on product, price and technology of suppliers, and regularly assesses the product and delivery quality and after-sale services of the suppliers so as to compile a List of Qualified Supplier, strengthens its supplier management and ensures its production quality. Certificates of, among other matters, origin and plant quarantine 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 materially inconsistent with contractual requirements, the supplier will be notified and required to rectify in a stipulated period of time. In 2019, 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.

亞麻原材料採購

金達亞麻產品的原材料由歐洲進口，而其他輔料（助劑等）主要由國外知名企業及國內優質供應商提供。採購方式是根據本公司的「供方選擇和評價程序」制度進行，收集供應商的產品、價格、技術等資料進行各項審批後才得以錄入「合格供方名錄」，並定期對供應商的產品及交貨質量、售後服務等項目進行更新評核，加強對其管理控制，有效保障生產質量，也會在原材料進口時要求供應商提供原產地證、植物檢疫證等，如收貨後發現品質與數量等重大不合簽約時規定，立即通知供應商限期內改善。2019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。

Number of raw materials suppliers by geographical region in 2019
2019年按地區劃分原材料供應商數目



7. PRODUCTS AND SERVICES

Kingdom focuses on the production and sale of linen and hemp yarn and linen fibre. Its linen and hemp yarn includes half-bleached yarn, fully-bleached yarn and grey yarn. To align with the sustainable operation movement and produce safe, quality and environmental-friendly linen yarn, Kingdom persistently develops low energy-consuming, low pollutant-emission and high-efficiency production technique.

Kingdom launched two differentiated products. The “double nature/single nature linen yarn” are more environmental-friendly during the later part of processing procedures, and the “peony linen yarn” features higher weaving efficiency and can deliver more elegant cloth appearance. These two products can meet different needs of customers and mark a breakthrough made by Kingdom in technique upgrading.

The Company passed the certifications of “organic linen yarn” and “Confidence in Textiles”. At present, the Company has raised the testing standards for “Confidence in Textiles” products from Level II (Direct skin contact level) to Level I (Infant level), and increased the testing item limits from Appendix 4 to Appendix 6 with the addition of testing on “detoxication substance”, which imposes stricter requirements and adopts the highest criteria in product assessment to ensure that its products meet the requirements of national regulations as well as that of the customers and its technologies are world-leading. The standard of Kingdom’s internal control exceeds national standards in order to ensure that customers will receive products with better quality. All products of Kingdom comply with all relevant health and safety laws and regulations. In 2019, no product was recalled due to safety or health reasons.

7. 產品與服務



金達主要從事亞麻紗和漢麻紗線、亞麻纖維專業化生產與銷售，亞麻紗和漢麻紗主要為半漂紗、全漂紗和原色紗。在永續經營的推動下，金達不斷積極研發減低耗能、減少污染排放和高效率的生產技術，確保亞麻紗的安全和品質，成為環境友善的紡織產物。

結合產品差異化，推出兩項新產品，在生產過程的後加工流程更加節能環保的「雙性／單性亞麻紗」，以及有更高織造效率及更優雅布面效果的「牡丹紡亞麻紗」，可以滿足客戶對不同品質紗線的需求，這是金達在工藝改造的一大突破。

公司通過了有機亞麻紗線和信心紡織品的認證。目前對信心紡織品產品檢測標準要求級別從II級（直接接觸皮膚）提升到I級（嬰幼兒），測試項目限量值從附錄4提升到附錄6的增加「去毒物質」的檢測，要求更為嚴苛，評定依據為最嚴格級別，以保證金達的產品符合國家法規的要求和客戶的需求，其技術水平世界領先。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。金達所有產品已遵守所有相關健康與安全的法律及規例，2019年並無任何因安全或健康理由而回收的產品。

Kingdom obtained the certification of ISO9001 Quality Management Systems and the ISO14001 Environmental Management System certifications, which involve aspects from procurement and production of raw materials as well as quality control and storage of finished products, to review and improvement of management, utilising the Manufacturing Execution System (MES) which controls the entire product life cycle and optimises product control process, in order to demonstrate its enhanced commitment to offer high quality products to its customers.

There was no incident of non-compliance with regulations and voluntary codes concerning product and service information and labelling, nor any marketing communications, including advertising, promotion, and sponsorship during the year 2019.

8. VISITS TO KINGDOM AND EXHIBITIONS

Kingdom proactively innovates and implements various policies to establish smart factories in order to emerge as a leading linen yarn producer in the world.

Kingdom proactively participated in major global textile exhibitions in 2019. Kingdom has attended the annual Fibers and Yarns Trade Exhibition in Mumbai, India. It also took part in Première Vision Paris and China International Trade Fair for Apparel Fabrics and Accessories for Autumn/Winter (world's largest apparel fabrics trade fair) for five consecutive years. It strived to strengthen its presence in mature niche market and explore new markets with potentials. It continuously explored regional markets including Milan in Italy, Korea, Vietnam, Portugal, Bangladesh, Paris and Shanghai.

金達取得了ISO9001品質管制體系和ISO14001環境管理體系的認證，從控制原料採購和生產過程、成品檢測與儲存到管理審查與改善，運用「MES生產製造執行系統」對產品的全生命週期進行控制，以實現優化產品管理流程，提供給客戶高品質的產品保障。

2019年，本集團並無違反商品與服務資訊標籤或營銷通訊（包括廣告、推廣及贊助）的法規及自願性規約之事件。

8. 各界來訪及參展

金達積極實施創新，推動各項政策建立智慧型工廠，希望能成為世界一流的亞麻紗製造商。

2019年，金達積極參與國際各大紡織展覽，除了每年的印度孟買紡織及紗線貿易博覽會，還有能連續五年進入「法國巴黎PV展」和全球規模最大的「中國國際紡織面料及輔料（秋冬）博覽會」。金達強化利基成熟市場及開拓新興潛力市場，在意大利米蘭、韓國、越南、葡萄牙、孟加拉、巴黎及上海等持續開發區域市場。

CORPORATE GOVERNANCE
企業管治



Consul General of Ethiopia in Shanghai visited Kingdom's Headquarters
埃塞俄比亞駐上海總領事訪問金達總部



Fibers and Yarns Trade Exhibition in Mumbai, India
印度孟買紡織及紗線貿易博覽會



Première Vision Paris
法國巴黎PV展



China International Trade Fair for Apparel Fabrics and Accessories
中國國際紡織面料及輔料



9. CORPORATE EXPANSION

To safeguard the interests of the Company and its investors, Kingdom conducts careful due diligence and thorough assessment in advance and analyse and estimate the operation and benefits of each investment project before approving any investment and expansion plan.

Heilongjiang Jinda Flax & Hemp Co., Ltd.

In view of the growth of the hemp and linen industry as well as the enthusiastic support of the government of Heilongjiang Province in China, Kingdom established an 72.72%-owned joint venture and commenced the construction of a plant in Heilongjiang in April 2016 to satisfy the market demand for hemp and linen yarn. This plant with an area of 100,000 square metres was built in the Jingnan Textile Park in Qinggang County, Heilongjiang Province. It engages in the production and sale of worsted hemp and linen yarn. The plant officially started production in April 2018. It creates new job opportunities for the local community and substantially drives the development of the textile industry in Heilongjiang Province, bringing the Company great economic benefits and social effects.

9. 企業擴產

金達的投資擴產計劃，均經過事前縝密嚴謹的全面評估，分析測算投資擴產的營運狀況及投資效益，以保障本公司及投資者權益。

黑龍江金達麻業有限公司

鑑於目前工業大麻及亞麻行業的增長趨勢，加上中國黑龍江省政府全力支持本集團產業發展，為迎合市場對工業大麻紗及亞麻紗的需求，2016年4月，金達於黑龍江省成立了一家其擁有72.72%股權的合營公司，並於同年動工興建廠房。該廠房位於黑龍江省青岡縣靖南新區輕紡園，佔地面積10萬平方米，從事製造及銷售工業大麻及亞麻精紡產品。廠房於2018年4月正式投產。為地方增加就業崗位，大力推動黑龍江省紡織產業的發展，為企業帶來良好的經濟效益和社會效應。



Kingdom (Ethiopia) Linen PLC – Ethiopia, Africa

The Ethiopian government is striving to attract companies in certain industries and build new-generation industrial parks to introduce the entire value chain into the country. Kingdom and the Ministry of Industry of Ethiopia have agreed to develop and construct a world-class linen yarn factory in Ethiopia (the “Kingdom Linen Yarn Factory”).

The Kingdom Linen Yarn Factory project is in line with China’s national strategy of “going abroad”. It helps domestic companies overcome the trade barriers, enjoy tax breaks and achieve cost advantage. By doing this, domestic companies can optimise their business mix, transfer the overcapacity and enhance their global competitiveness. The textile industry can realise sustainable development. On the other hand, the project created job opportunities for local communities, and accelerated the process of industrialisation in Ethiopia.

The Kingdom Linen Yarn Factory project is located in Adama Industrial Park in Ethiopia, covering an area of about 300,000 square meters. Ethiopians are well educated. After receiving trainings in professional skills and equipment operation, Ethiopian employees can enhance its competitiveness. The plant is expected to commence trial production in the second quarter of 2020.



金達（埃塞俄比亞）亞麻有限公司－非洲埃塞俄比亞

埃塞俄比亞政府正聚集特定產業的企業，及打造新一代工業園以引進全價值鏈。金達與埃塞俄比亞工業部已協定在埃塞俄比亞開發及興建一個具備世界級技術的亞麻紗工廠（「金達亞麻紗工廠」）。

金達亞麻紗工廠項目的成立一方面是在「走出去」國家戰略的指導下，為應對貿易壁壘，享受關稅優惠，發揮成本優勢，實現企業結構升級調整，推動國內企業將過剩產能進行策略性轉移，提高國際競爭力，取得紡織行業的可持續發展；另一方面，也是為了解決當地就業問題，加快實施工業園區建設，並推動埃塞俄比亞的工業化進程。

興建金達亞麻紗工廠用地選址位於埃塞俄比亞阿達瑪（Adama）阿達瑪工業園的土地，面積約為30萬平方米。埃塞俄比亞國人有相當的知識水平，在專業技術和設備操作的員工培訓之下，提高企業競爭力。廠房預計2020年第二季度開始商業試產。



Ethiopian Management Trainees completed training in Kingdom’s Headquarters in China
埃塞俄比亞管理培訓生在中國金達總部完成培訓

10. RISK MANAGEMENT

- Financial risks: Kingdom closely monitors changes in custom duty rates around the world and exports to duty-free countries will be increased accordingly. Foreign exchange forward contracts and derivative financial instruments have been adopted to hedge foreign exchange risks. Kingdom closely monitors the movements in financial market and boosts its sales and profitability on the back of sound use of hedging tools, the rich experience of its procurement team, ongoing improvement in product quality, continuous efficiency enhancement, and efficient cost control measures.
- Climate change risks: Back-up power and water supplies are well maintained to minimise impact of typhoons and other natural disasters on the operation. Kingdom keeps 6-month raw material inventories to mitigate cost hikes due to sudden surge in raw material prices in times of poor harvest. Kingdom pays close attention to the trend in climate change as well as the responsive measures taken by global communities and Chinese government. It also continuously improves its internal management.
- Occupational safety risks: Occupational safety seminars, fire response training and monitoring and guidance on machinery operation are provided regularly.

10. 風險管理

- 財務風險：緊貼關稅市場變動，加大免關稅國的出口份額；對外匯風險，採用遠期外匯合約及衍生金融工具套期保值。隨時關注金融市場的升降情況，透過適度的金融避險、靈活的採購經驗、及持續地改善生產品質、效率與成本控制管，提高集團之營業額及獲利率。
- 氣候變化風險：確保工廠後備供電及水資源系統有效運作，降低可能因颱風等自然災害而受到營運的影響；儲備六個月的原材料庫存量，以減低原材料價格因收成影響突然上漲而造成成本增加。關注氣候變遷趨勢、國際與中國政府應變方向之變化，並持續完善管理措施。
- 職業安全風險：定期舉辦職業安全輔導講座、消防應對訓練、機械操作監督與指導。

11. CUSTOMER INFORMATION SECURITY AND PRIVACY POLICY

Due to the increasing breach of privacy and disputes over data leakage in the society, Kingdom also attaches great importance to customer's relevant privacy rights. To ensure the proper use of personal data, in addition to observing the requirements under the Personal Data (Privacy) Ordinance and relevant regulations in other places where the Group operates, 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 confidential information protection for all staff; providing training courses and conducting internal training and 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 on an ongoing basis using door security and monitoring systems.

The Company deals with infringements of its corporate secrets in a strict and appropriate manner with serious offenders facing fair treatments in accordance with the law.

During the reporting period, there was no circumstance of personal data being stolen, altered, damaged or leaked.

11. 客戶資料保障及私隱政策

隨著社會上私隱權遭受侵犯和個人資料外洩的爭議不斷發生，金達亦非常重視客戶的相關私隱權益，除了於本集團經營所在的其他地區依循《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，更加强推動公司內部個人資料保護的相關工作與教育，包括：

- 設定個人資料管理權限，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，並進行內部培訓與稽核。
- 金達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，安裝資訊保護系統。
- 利用門禁和監控系統，持續監督和管控人員及車輛進出本公司。

對於嚴重違反公司機密資訊保護的行為，公司將會作適當的嚴格處理，嚴重違規者，將採取依循法律的公平處理之途徑。

報告期間內，公司並未發生個人資料被竊取、竄改、毀損或洩漏之事情。

12. ANTI-CORRUPTION

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 corporate 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, and makes sure all its employees understand the importance of and uphold integrity and ethics.

Staff can report to their immediate superiors, the human resource department and the top-ranking executive with respect to any non-compliance such as breach or dereliction of duty, abuse of power, receiving bribes or embezzlement of corporate 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, and upon verification will be handled in accordance with the law.

During the reporting period, there was no case in relation to corruption, bribery, blackmail, fraud and money-laundering, legal actions for anti-competitive behaviour, anti-trust, and monopoly practices. 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. No political contribution was made in 2019.

12. 反貪污

金達除了遵守上市規則企業管治守則外，亦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。嚴格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；及
- 禁止行賄與受賄、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。

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，經審核委員會調查、取證、核實、得出結論後將依循法律予以處理。

報告期間內，金達沒有發生任何貪污、賄賂、勒索、欺詐及洗黑錢案件以及涉及反競爭行為、反公平貿易和壟斷行為的法律訴訟，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。概無有關產品、人權或社會的非法活動或相關罰款或處罰。2019年並無作出任何政治獻金。

13. CUSTOMER SATISFACTION SURVEY

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

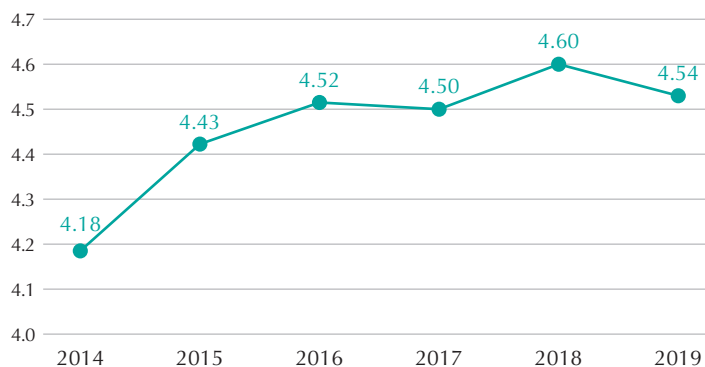
Customers can rate the 12 areas (including products, handling of complaints, delivery, services, etc.) set by Kingdom on a scale from 5 (very satisfied) to 1 (very dissatisfied), with the higher value indicating a higher degree in satisfaction. Satisfaction Value ("SV") will then be rated with a weighed formula. A SV that equals to or exceeds 3 indicates satisfaction with a particular issue, while that below 3 implies dissatisfaction. Kingdom added "product pricing" in the questionnaire and conducted the survey in 2019. The Company received feedbacks with 29 major customers and the overall satisfactory rate was 4.54, which is slightly lower than the SV rate of 4.60 for last year.

13. 客戶滿意度調查

金達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和國外主要客戶，透過郵件寄發問卷來進行。配合年度客戶滿意度調查，金達的營銷團隊亦與客戶進行各項商業及技術討論會議，以更進一步了解客戶的需求。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水平與產品質量。

金達擬定十二項評核項目，包括產品、投訴處理、交貨及服務等項目評分，以「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Satisfaction Value (「SV」)。當SV值大或等於3可認定對該受測項目滿意，若SV值小於3，表示客戶對該受測項目不滿意。2019金達在問卷調查中增加「產品定價」並開展滿意度調查。本公司收到29家主要客戶的調查結果，整體滿意度為4.54，較去年4.60的SV略微降低。

Satisfaction Value (SV) of Key Customers
主要客戶滿意度



Numbers of answers and average rates of each issue in question given by the customers for the 2019 questionnaire are as follows:

客戶就2019年問卷調查中給出相關問題的答案數量及平均分數如下：

		5 5分	4 4分	3 3分	2 2分	1 1分	Value 滿意度
Product 產品	Quality 品質	14	11	4	0	0	4.34
	Packaging 包裝	24	5	0	0	0	4.83
	Pricing * 定價 *	5	15	7	2	0	3.79
	Offerings 品種	18	11	0	0	0	4.62
Handling of Complaints 投訴處理	Reaction time 反應及時性	16	11	2	0	0	4.48
	Response time 回復及時性	16	11	2	0	0	4.48
	Effectiveness 措施有效性	15	12	2	0	0	4.45
Delivery 交貨	Timeliness 及時性	18	11	0	0	0	4.62
	Amount reliability 數量可靠性	20	8	1	0	0	4.66
	Speed of invoicing 單據及時性	23	6	0	0	0	4.79
Services 服務	Order follow-up and communication 訂單跟進及溝通	22	5	2	0	0	4.69
	After-sale services 售後服務	20	9	0	0	0	4.69
	Other services 其他服務	19	7	3	0	0	4.55
Overall Satisfaction Value (SV) of 29 major customers 29家主要客戶整體滿意度		4.54					

* Newly added question in 2019 questionnaire.

* 2019年問卷調查新增問題

14. HANDLING CUSTOMER COMPLAINTS

In relation to product liability, Kingdom has developed procedures to handle customer complaints on products and initiate product recall or take remedial actions. In the event of any occurrence 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 feedbacks/complaints are kept in the computer system in order to keep track of the progress and resolution. In 2019, Kingdom received 29 product-related complaints that caused compensation and product replacement, primarily concerning flax bark/particles, nubs, colour difference, granule heads, etc.

15. WHISTLE-BLOWING POLICY/GRIEVANCE CHANNEL

In order to protect the legitimate rights and interests of employees, strengthen the effective communication between the employees and the Company's management, timely communicate and implement the rules and regulations formulated by the company, discover and deal with various hidden problems, establish a harmonious, stable, and united labor relationship and create a good corporate culture, Kingdom has adopted whistle-blowing policy, with the following principles:

- Legal, fair and just;
- Equal dialogue and engagement;
- Transparent and barrier-free;
- No retaliation;
- Confidential; and
- Simple and easy to use.

The grievance channel included suggestion box, notice board to display various grievance channels, telephone, mobile phone, email (ss@kingdom-china.com) and WeChat. The Company adopted a service pledge to handle and provide feedback/response to customer(s) on any complaint within 10 working days.

14. 客戶投訴處理

金達對於產品責任方面制訂了產品投訴處理辦法、制訂產品召回改正作業規範。若發生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。2019年收到產品相關投訴而導致賠款及換貨有29筆，主要投訴原因為麻皮／麻粒、粗節、色差和粒頭等問題。

15. 舉報政策／申訴渠道

為保障員工合法權益，加強員工與公司管理層之間的有效溝通，及時溝通並執行公司製定的規章制度，發現和處理各種隱患，建立和諧、穩定和團結的勞資關係，並營造良好的企業文化，金達採納舉報政策，其原則如下：

- 合法、公平及公正；
- 平等對話和參與；
- 透明，無隔閡；
- 杜絕報復；
- 機密；及
- 簡單易用。

申訴渠道包括意見箱、展示各種投訴渠道的公告欄、電話、手機、電子郵件(ss@kingdom-china.com)和微信。本公司採納服務承諾，承諾將在10個工作日內向客戶提供有關投訴的反饋／答覆。



**GREEN
PRODUCTION**
綠色生產

GREEN PRODUCTION 綠色生產

1. POLICIES ON THE EFFICIENT USE OF RESOURCES AND REDUCING IMPACTS ON ENVIRONMENT

Kingdom constantly improves its energy management and monitoring system. It adopts intelligent technologies and energy saving initiatives whenever possible, connected equipment and through data analysis to optimise and automate the monitoring and control of each plant. By doing this, it manages to keep track of its energy use efficiency, report abnormalities, and in turn optimise production efficiency.

Under its environmental and natural resource policies, Kingdom introduces various measures to boost energy efficiency, reduce wastes and GHG emissions, such as formulating plans for tree planting and maintenance of environmental protection facilities every year, in a bid to lessen its environmental impact.

Green production brings green future

1. 有效使用資源及減少對環境影響的政策

金達持續優化能源管理監測系統，藉由智慧化及節能措施（可能情況下）、設備聯網，透過數據分析，達成各廠監測、控制、最佳化、自主化，有效檢測能源使用效率及即時回報異常，充分優化生產效益。

金達對環境及天然資源的政策，已執行多項措施提升能源使用效益、減少廢棄物及降低溫室氣體排放措施，如每年制定植樹計劃、維護環保設施和設備計劃等，以減少對環境帶來的影響。

綠色生產成就綠色未來



黑龙江金达麻业有限公司

所属示范单位部门：工业和信息化部
申报年份：2018年
自我声明年份：2019年上半年度

单位性质：民营
申报批次：第3批次
第三方评价机构：黑龙江省节能监测中心

Heilongjiang Jinda Flax & Hemp Co., Ltd. was named as a “National-Level Green Factory”

Heilongjiang Jinda was located at Economic Development Zone of Qinggang County of Heilongjiang Province, and started trial production in the fourth quarter of 2017. The factory features green manufacturing and uses environmental-friendly designs across the full product lifecycle. It has introduced the most advanced flax and hemp spinning equipment. The factory will further optimise Kingdom’s technology, equipment and product mix. Guided and supervised by third-party agency “Heilongjiang Energy Conservation and Supervision Centre” in 2018, Heilongjiang Jinda met all requirements of green manufacturing, and was named as a “National-Level Green Factory”.

Strategy and measures for green development

1. Equipment: Kingdom has introduced natural gas boilers that are made in Germany. Such boilers can save energy and reduce pollutant emission. In addition, Kingdom has put in place sound equipment maintenance system to ensure its equipment operate at the best status. The computer-controlled variable-frequency speed control system can reduce energy consumption and boost product quality. Kingdom also recycled the used cooling water to minimise waste of water.
2. Air-conditioning system: Kingdom used air-conditioning system with smart frequency conversion and load adjustment. Such air-conditioning system can automatically open and shut down based on changes in load, thereby reducing energy consumption.

黑龍江金達麻業有限公司榮獲「國家級綠色工廠」

黑龍江金達坐落於黑龍江青岡縣經濟開發區，於2017年第四季度建成及試生產，該工廠以綠色製造為主體的新型工廠建設，並注重產品的全生命週期的生態化設計。引進當前最先進的麻紡紗設備，企業的技術水準、裝備水準、產品結構將進一步提升和發展。2018年經第三方評價機構「黑龍江省節能監測中心」的指導、監督和管理下，工廠符合綠色製造評價要求，並成功榮獲「國家級綠色工廠」。

綠色發展的戰略與舉措

1. 工藝設備：使用德國品牌的天然氣鍋爐，節約能源，減少污染排放；建立了完善的設備維修保養制度，使設備在最佳狀態下運行；計算機控制的變頻調速系統，節能及提高產品質量；回收冷卻水和回用等技術，盡量提高水資源的利用率。
2. 空調系統：選用智慧型變頻自動控制和調節負荷，以便能根據負荷變化控制設備開啟關閉，節約能源。

3. Power supply and distribution system: the refrigeration equipment has a separate transformer. Other than the time during the summer, the refrigeration equipment will be shut down. The Company designed the power supply and distribution system based on its actual situations to reduce power loss ratio. In addition, automatic capacitor reactive power compensation device was installed. The Company has used time-division power measurement system and off-peak electricity in production. It also promoted green lighting and designed daylighting band in the factories. In addition, it increased the use of energy-saving fluorescent lamps and natural lighting, and replaced the T12 and T8 light sources with the more durable T5 lamps.
4. Others: all waste materials generated from the production will either be recycled or sold. Packaging materials will be partially recycled. The Company analyses data about water, electricity and steam consumption based on the General Administrative Rules on Provision and Management of Energy Measurement Tools in Energy-Consuming Entities (《用能單位能源計量器具配備和管理通則》) (GB17167-2006).

2. SOLAR GENERATORS

As the Chinese economy grows rapidly, the country is consuming more energy and emitting more GHG. Led by a scientific development approach, a sustainable energy development strategy has been rising. Kingdom is also persistently exploring environmental initiatives such as the use of clean and renewable energies. In particular, photovoltaic (PV) solar energy (i.e. the direct conversion of solar energy into electricity) is the star of renewable energy generation techniques being developed and advocated around the world.

3. 供配電系統：製冷設備採用單獨的變壓器供電，除夏季時間外，其他時段採取報停措施；設計企業供配電系統，降低線損率，安裝電容自動無功補償裝置；安排生產，設置分時電能計量，採用錯峰用電的措施；推廣應用綠色照明，在各個合適的工廠區域設計安裝採光帶、節能型螢光燈、長壽的新型T5光源替換T12、T8光源或採用自然光照明等。
4. 其他：生產過程中所產生的廢絲廢料回收利用或直接出售；包裝材料使用後部分回用；按國內《用能單位能源計量器具配備和管理通則》(GB17167-2006)要求，每月對水、電、汽用量進行統計及分析，加強節能管理和能源統計管理。

2. 太陽能發電設備

在中國經濟高速發展的同時，能源消耗和溫室排放量也相對增加，在科學發展觀的指導下，能源可持續發展的戰略思路已經逐漸明朗，金達也在環保議題上，不斷實踐利用清潔能源和可再生能源。然而，太陽能的光伏發電技術（即太陽能直接轉換為電能的技術）是全球著力開發、著力推動的重點可再生能源技術。

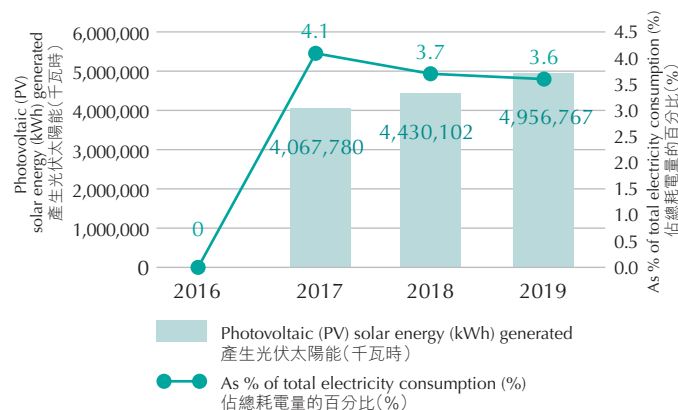
The PV electricity generation projects of Zhejiang Jinyuan and Zhejiang Jinda plants commenced construction in 2017 and Jiangsu Jinyuan in 2018. The plants are located in a region that enjoys favourable conditions for the use of solar energy. It has installed PV energy-saving equipment on the roof top. Not only can the PV panels generate electricity, but it can also effectively block sun light, lower indoor temperature and reduce energy consumption of the building. The main benefit of the PV technology is that it does not require the burning of any nonrenewable energy sources such as coal, petroleum or natural gas in its operation. It can save approximately 744 tonnes of standard coal equivalent (SCE) per annum as compared with fossil fuel-powered electricity generation. Furthermore, PV power plants do not produce any emissions, effluents, smog and other pollutants from its power generation.

The solar generation of all Kingdom factories accounted for approximately 3.6% of all electricity consumed in 2019, which is slightly lower than that in last year, as Heilongjiang Jinda commenced operation in 2018 which has not yet installed any PV solar panels.

浙江金元廠和浙江金達廠的光伏發電項目於2017年建設，江蘇金元於2018年建設。該等廠位於太陽能資源可利用區，具有利用太陽能的良好條件，在該等廠房屋頂安裝了光伏節能設備，貯存太陽能的電池板不僅可產生電力，還能達到隔熱的作用，有效降低建築物內部的溫度，降低建築能源消耗；光伏節能效益主要體現在運行時不需要消耗煤、石油和天然氣等不可再生能源；與火力發電相比，每年可節約標煤約744噸，此外，光伏發電站發電的過程不會產生工業廢氣、廢水、煙塵等污染物。

金達所有工廠的太陽能發電量佔2019年全部用電量的約3.6%，略低於去年，乃因為黑龍江金達於2018年開始營運，尚未安裝任何光伏太陽能電池板。

Photovoltaic (PV) solar energy (kWh) generated and as % of total electricity consumption (%)
產生光伏太陽能（千瓦時）及佔總耗電量的百分比（%）



3. WATER AND SOLID WASTE MANAGEMENT

Water is mainly used in scouring and breaching process as well as spinning process which were described in detail in section C-12 of this report.

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 employed 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. Monitors were also set up at the discharge outlets of the factories to continuously monitor and record changes in water quality and level. Contingency plans have been formulated for unusual events.

Apart from general domestic sewage, effluents also come from the production process, which involves scouring using solutions such as surfactants to remove the grease, pectin and other impurities from linen fibre, as well as bleaching using oxidisers such as dioxidane to remove the coloured impurities on the surface and inside linen fibre. The effluents of Jiangsu Jinyuan was discharged to Rugo Hengfa Water Treatment Company Limited and the effluents of other factories are discharged to public sewage drainage system. No serious leakage accidents occurred in any plant of Kingdom in 2019.

3. 水及固體廢棄物管理

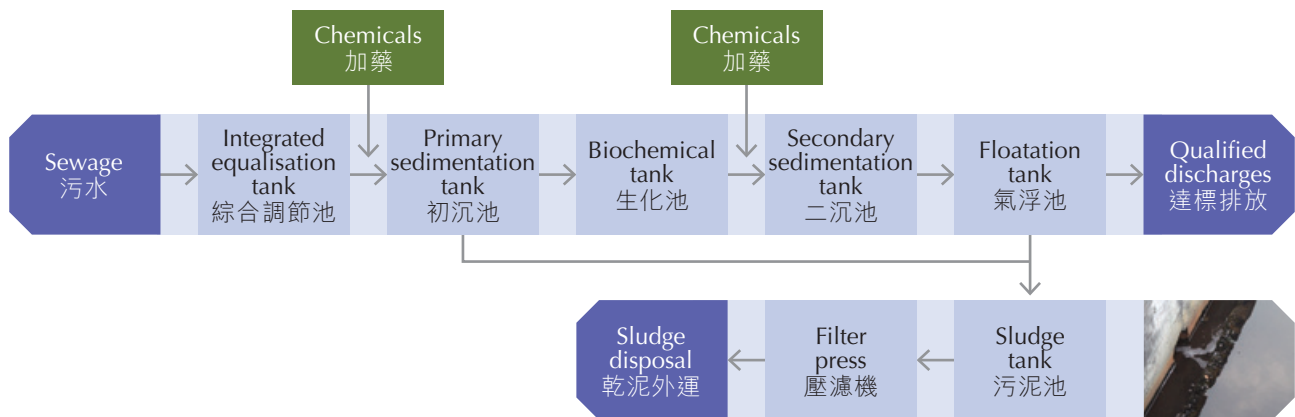
水主要用於本報告第C-12節詳述的煮漂工藝以及紡紗工藝。

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。例如，以亞麻的煮練水回用為例，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；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。

除了一般生活廢水，在生產工序中所產生的廢水，主要是為了去除亞麻纖維所含的油脂、果膠等雜質，必須經過使用活性劑等水溶液的煮練工序；以及使用雙氧水等氧化劑去除亞麻纖維表面和內部的有色雜質的漂白工序。江蘇金元的廢水排放到如皋恒發水處理有限公司(Rugo Hengfa Water Treatment Company Limited)，其他工廠的廢水排放到公共污水排放系統。2019年，金達任何工廠均未發生嚴重的洩漏事故。

As China's environmental laws become increasingly stringent, standards and requirements regarding the quality of discharged water also become more rigorous. To meet relevant discharge standards, the Company optimised the sewage treatment processes, and adopted the biochemical treatment techniques during the year, which led to high sludge volume. The Company stopped using coal-fired boilers in 2017 and no coal cinder was generated since then. On the other hand, non-hazardous waste of Kingdom is mainly household waste, which does not have material impacts on the environment. As a result, no data thereof has been collected in view of the related costs.

隨著中國環保要求越來越嚴，針對排污企業水質排放指標要求也相對提高，為達標排放，年內實施更嚴格的優化污水水質處理，採用生物化學處理工藝，故污泥產生量較多；2017年開始已停用燃煤鍋爐，從那時起沒有煤渣廢棄物；無害廢棄物為一般生活垃圾，由於公司的無害廢棄物對環境影響不大，以及考慮到成本效益，故不作出相關數據統計。



4. NATURAL GAS STEAM BOILERS

Fossil fuel power stations dominate the Chinese power market. They burn fossil fuels (such as coal and petroleum) to generate heat and electricity. China is now boosting the use of natural gas in order to shuffle its energy sources. The use of natural gas can significantly reduce the emission of acidic pollutants and, therefore, air pollution. The gas-fired boilers can provide stable steam supply with high efficiency. They are also easy to operate and can greatly lessen the operating and maintenance burden on operators. In the meanwhile, Kingdom has adopted clean energy by replacing all the coal-fired steam boilers in Zhejiang Jinyuan with natural gas steam boilers in 2017. On a comparable base¹, such replacement can reduce power consumption by 390,000kWh² and power costs by RMB312,000³ per year.

Coal-fired boilers require enormous demand for coal transportation, create an extremely hot working environment and emit nitrogen oxides (NOX), sulphur oxides (SOX) and other Green House Gas (“GHG”) when they are boiling. They also require dust collection, ash collection and other auxiliary equipment with higher operating and maintenance costs. The main substance of natural gas is methane (CH₄), which disperses quickly and will not concentrate on the ground after emission due to its low density. It will not produce ash, smog or dust. As natural gas is transmitted to factories through pipelines of the gas suppliers, factories do not need to invest in any transportation and storage facilities and can therefore save lots of construction and operating costs. In spite of an increase in fuel costs of approximately RMB4 million per year, the use of natural gas steam boilers can yield significant environmental benefits and help fulfil corporate social responsibility by effectively reducing the emission of air pollutants.

4. 天然氣蒸汽鍋爐

中國是以火力發電為主的國家，火力發電廠是利用燃燒燃料（煤、石油等）所得到的熱能發電。而現今中國逐步調整能源結構，大力推動發展天然氣，使用天然氣能減少酸性物質的排放，空氣污染值大幅下降，燃氣鍋爐效率高，容易操作，可穩定提供熱能，大幅減輕人員操作維護的壓力。同時，金達已實現使用清潔能源，將浙江金元廠一直使用的燃煤蒸汽鍋爐，於2017年全面使用天然氣蒸汽鍋爐。以比較標準¹計算，每年可減少用電390,000kWh²，節省電費人民幣312,000元³。

燃煤鍋爐煤運輸量大，沸騰燃燒後造成工作環境溫度高，排放氮氧化物(NO_x)、硫化物(SO_x)等溫室氣體（「溫室氣體」），而且需要除塵、除灰等輔助設施，運行維護費用較高。天然氣主要成分是甲烷，由於其密度較輕，釋出後會迅速逸散，不會聚集於地表，也不會產生飛灰和煙塵污染。由於天然氣是由燃氣公司管輸到工廠，工廠本身無需投入大量運輸和儲存設備，節省較大的建設和運行費用。天然氣蒸汽鍋爐投入服務後，雖然每年燃料成本將會增加約人民幣4百萬元，但項目可以有效減少空氣污染物的排放，帶來顯著的環保效益，並履行企業的社會責任。

Zhejiang Jinyuan and Heilongjiang Jinda are using natural gas steam boilers while Jiangsu Jinyuan and Zhejiang Jinda purchase their steam from external parties and therefore have no boilers.

- ¹ Based on operating 12 hours a day, 25 days per month, 12 months per year.
- ² Daily electricity consumption of steam boilers: coal-fired – 1,800kWh, gas-fired – 500kWh. (1,800-500)kWh*300 days = 390,000 kWh.
- ³ Electricity rate: RMB0.8/kWh.

5. 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 sustainable 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 sustainable corporate growth.

目前，浙江金元及黑龍江金達使用天然氣蒸汽鍋爐設備，江蘇金元和浙江金達則是外購蒸汽，故沒有鍋爐設備。

- ¹ 比較標準：每年運行12個月，每月25天，每日12小時。
- ² 蒸汽鍋爐每日耗電量：燃煤1,800kWh，天然氣500kWh。(1,800-500)kWh*300天=390,000kWh。
- ³ 假設電費：人民幣0.8元/kWh。

5. 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，實現永續增長。切實加大環境保護投資力度，積極營造綠色的廠區環境，以全面推動企業永續發展。



Kingdom Headquarters
金達總部



Zhejiang Jinda
浙江金達



Jiangsu Jinyuan
江蘇金元

To create a beautiful, refreshing and harmonious green workplace, Kingdom has planted 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 Campaign" since 2009, under which Kingdom organises tree planting events every year and has planted over 10,000 trees.

6. USE OF MATERIALS

Kingdom mainly produces linen yarn of 3 Nm to 75 Nm. Scutched flax is the key raw material, and those 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 process. Because the Company no longer uses coal-fired equipment, the collected linen ash is sold to local environmental protection companies for recycling purposes including bio-fuels, fertilisers, and production of eco-friendly bricks. This has not only lowered solid waste, 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. Kingdom strictly complies with chemical use codes under ISO14001 environmental management system.

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著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「森林計劃」，以「植萬棵樹，換一片綠」為口號，每年舉辦植樹活動，目前金達已經種超過1萬餘棵樹。

6. 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，由於本公司已不採用燃煤設備，故將亞麻屑轉售給當地環保公司作生物燃料、肥料或製造環保磚等循環利用，不僅減少固體廢物，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，並嚴格遵守及符合ISO14001環境管理體系中的化學品使用守則。

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.

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。

Use of materials in 2019

2019年物料使用情況

Types of materials 物料類別	Materials 物料名稱	2018 Total amounts used (tonnes) 2018年 使用總量(噸)	2019 Total amounts used (tonnes) 2019年 使用總量(噸)
Raw materials 原料	Scutched flax 打成麻	25,947	29,789
	Hemp 工業大麻	1,012	1,310
Packaging materials 產品包裝材料	PPR PPR料	21.3	61.0
	PC PC料	22.2	33.6
	PP PP料	310.7	347.6
	Packaging film 包裝膜	89.39	105.7
	Stretch film 拉伸膜	14	7.5
	Cardboard boxes 紙箱	959.5	1,055

7. ENVIRONMENTAL INVESTMENT

To duly fulfil its environmental responsibilities, Kingdom makes significant investment in various green projects such as pollution prevention and control, energy-saving plans, waste disposal and recycling. In 2019, adding dust removal system to ensure stable air quality in the workshops and raised production efficiency. All coal-fired boilers of Zhejiang Jinyuan have been replaced by cleaner gas-fired (natural gas) boilers in 2017, which significantly reduced the GHG emission. During the year, the investment in environmental protection amounted to approximately RMB22.57 million.

7. 環境保護投資

為善盡對環境責任，金達積極投入相關環保項目，包括污染防治、節省資源成本、廢棄物清理及回收等。2019年，添加除塵系統，工作區空氣狀態得到穩定，提高了生產效率；最值得關注的是，浙江金元廠使用的燃煤鍋爐，於2017年已經全面改為使用燃氣（天然氣）鍋爐，這一清潔能源改造項目，大大減少溫室氣體的排放。年內，投資在各類環境保護支出達約人民幣2,257萬元。

Type 類型	Expenses for 2019 (RMB'000) 2019年支出 (人民幣千元)	Descriptions 說明
Costs of pollution prevention and control 污染整治成本	10,870	Sewage reconstruction, workshop dust removal system maintenance, adding dust removal system 污水引入管網治理費用、整合車間空調系統及污水處理設施改造等
Costs of energy reduction 節省資源耗用成本	2,530	Photovoltaic power generation and revamp of servo motor for other equipment 光伏發電及其他設備的伺服電機改造
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	5,660	Treatment of sludge and expenses on discharge to government sewage network 污泥處理和排入政府污水網絡的費用
Other environmental costs 其他環保相關成本	3,510	Greenery and gardening 綠化和園藝
Total 總計	22,570	

8. PROGRESS OF KEY PROJECTS IN 2019

8. 2019年關鍵計劃實施進度

Area 領域	Targets 目標	Result/Status 結果／狀態
ENVIRONMENTAL GOVERNANCE 環境管治	1. Installing water tanks for the water-cooling equipment of dryers, so as to recycle water; 規劃烘乾機的冷卻水製程安裝儲水器，以進行水回收循環利用；	1. It has been completed and in use, saving 3,000 tons of water per month. 已完成並投入使用，每月可節水3,000噸。
	2. Installing new sewage purification equipment and recycling purified water, so as to reduce sewage discharge. 增加污水淨化設備，經過淨化達標後進行生產回用，減少污水排放。	2. After thorough review and careful consideration, no new sewage purification equipment was considered necessary and all sewage purification equipment is functioning normally. 經過全面審查和仔細考慮，認為沒有必要新增污水淨化設備，所有現有污水淨化設備均能正常運行。
TALENT DEVELOPMENT 人才發展	1. Continuing to take part in trainings held by China Europe International Business School, and arranging the chairman to attend the global CEO module programmes. 繼續與中歐國際工商學院合作培訓，安排主席參加全球CEO模組制課程。	1. The chairman of the board of directors attended the CEIBS Global CEO Course and completed 4 course modules this year. 董事會主席參加了中歐國際工商學院全球CEO課程，並於今年完成四個課程單元。
	2. Arranging middle-level managers to take part in management leadership skill trainings; organising special trainings for team leaders selected for Ethiopia-based managers and engineers. 安排中層經理管理領導力培訓、派駐埃塞管理技術團隊中選出儲備班長組織特訓。	2. Completed the AMA Leadership Development Project which lasted for half a year (32 trainees completed intensive training and 16 trainees completed action learning). 完成為期半年的AMA領導力發展項目（32名學員完成強化培訓，而且16名學員完成行動學習）。

Area 領域	Targets 目標	Result/Status 結果／狀態
<p>TALENT DEVELOPMENT 人才發展</p>	<p>3. Continuing to work with local lean research institutions to provide tool skill training courses. 繼續與當地精益研究院合作，開辦工具類技能培訓課程。</p>	<p>3. Arrange the managers of each department to participate in open courses such as lean procurement, safety management, and inter-departmental communication in batches. In May, we cooperated with Jianfeng Management School to send 40 basic-level cadres to special skills training classes. In October, we hired consultant to conduct internal courtesy etiquette and parade training. 安排各部門經理分批參加公開課程，如精益採購、安全管理和部門間溝通。5月，我們與劍峰管理學院(Jianfeng Management School)合作，派出40名基層幹部參加特殊技能培訓班。10月，我們聘請顧問進行內部禮貌禮儀及列隊訓練。</p> <p>The annual management training was 421 Person-times, with a total of 4570 class hours and a training cost of RMB1.79 million. The number of Person-times trainings increased 2.4 times compared with last year. 年度管理培訓共421人次，共4,570課時，培訓費用為人民幣179萬元。培訓人次較去年增加2.4倍。</p>
<p>SOCIAL SERVICE 回饋社會</p>	<p>Continue the support for Kingdom Hope Primary School in Yongning Township, Cangxi County; Continue the support for Haiyan County Charity Federation. 持續捐助蒼溪永寧金達希望小學；持續捐助海鹽慈善總會。</p>	<p>Kingdom places emphasis on education. In 2019, the company continued to donate to the scholarship of Kingdom Hope Primary School to encourage teachers and students. 金達著重人文教育，2019年繼續履行捐助金達希望小學獎學金，以鼓勵老師和激勵學生。</p>

9. KEY PROJECTS FOR 2020

9. 2020年關鍵計劃

Area 領域	Targets 目標
ENVIRONMENTAL GOVERNANCE 環境管治	<ol style="list-style-type: none"> <li data-bbox="683 577 1442 692">1. Low-nitrogen reconstruction of two natural gas boilers of Zhejiang Jinyuan and replacement of boiler burners. 浙江金元兩台天然氣鍋爐的低氮改造和鍋爐燃燒器更換。 <li data-bbox="683 692 1442 806">2. Add sewage emergency ponds to the sewage of Zhejiang Jinyuan and Zhejiang Jinda. 在浙江金元和浙江金達的污水中增加污水應急池。 <li data-bbox="683 806 1442 935">3. Collaboration with COTTONCONNECT to develop sustainable hemp project 與COTTONCONNECT合作，發展可持續漢麻項目
TALENT DEVELOPMENT 人才發展	<ol style="list-style-type: none"> <li data-bbox="683 946 1442 1021">1. Carry out job rotation learning; 開展崗位輪換學習； <li data-bbox="683 1021 1442 1215">2. Attract technical college graduates to junior management trainee positions and carry out specialised training for equipment maintenance; 吸引技術學院畢業生擔任初級管理培訓生職位，並進行設備維護的專業培訓； <li data-bbox="683 1215 1442 1338">3. The chairman continues to participate in the next four modules of global CEO course; 董事長繼續參加全球CEO課程的後續四個單元； <li data-bbox="683 1338 1442 1461">4. Through tripartite project cooperation, implement knowledge transfer and enhance the existing performance management. 通過三方項目合作，實施知識轉移並加強現有績效管理。
SOCIAL SERVICE 回饋社會	<p data-bbox="683 1472 1442 1610">Continue the support for Kingdom Hope Primary School in Yongning Township, Cangxi County; Continue the support for Haiyan County Charity Federation. 持續捐助蒼溪永寧金達希望小學；持續捐助海鹽慈善總會。</p>

10. BIODIVERSITY

All the Kingdom's factories are located in government designated industrial parks/zones.

To the best of the knowledge of the Company, none of operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas. Therefore, no significant impact on biodiversity in protected areas and areas of high biodiversity value was caused by the Group's operations occurred during the year. As a result, no IUCN red list species and national conservation list species were affected by operations.

11. PRODUCT LIFE CYCLE

Biodiversity refers to the diversity in all creatures on earth and their living environment. It involves diversity in ecological system, species and genes, which are instrumental to survival and development of mankind. Ensuring biodiversity has become a global imperative. As eco-friendly textile made from flax plant, linen has captured lots of attention.

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 use of herbicides is needed during its cultivation. In addition, being regarded as the "Queen of Natural Fibre", fibre flax is characterised by a unique physical structure of 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.

10. 生物多樣性

金達的所有工廠均位於政府指定的工業園區。

據本公司所深知，公司並無在環境保護區及其他具有重要生物多樣性價值的地區或其毗鄰地區，擁有、租賃或管理運營點。因此，本年度內，本集團的營運未對保護區和具有高生物多樣性價值的地區的生物多樣性造成重大影響。因此，並無列入國際自然保護聯盟(IUCN)紅色名錄及國家保護名冊的物種受營運影響。

11. 產品的生命週期

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廣泛關注。

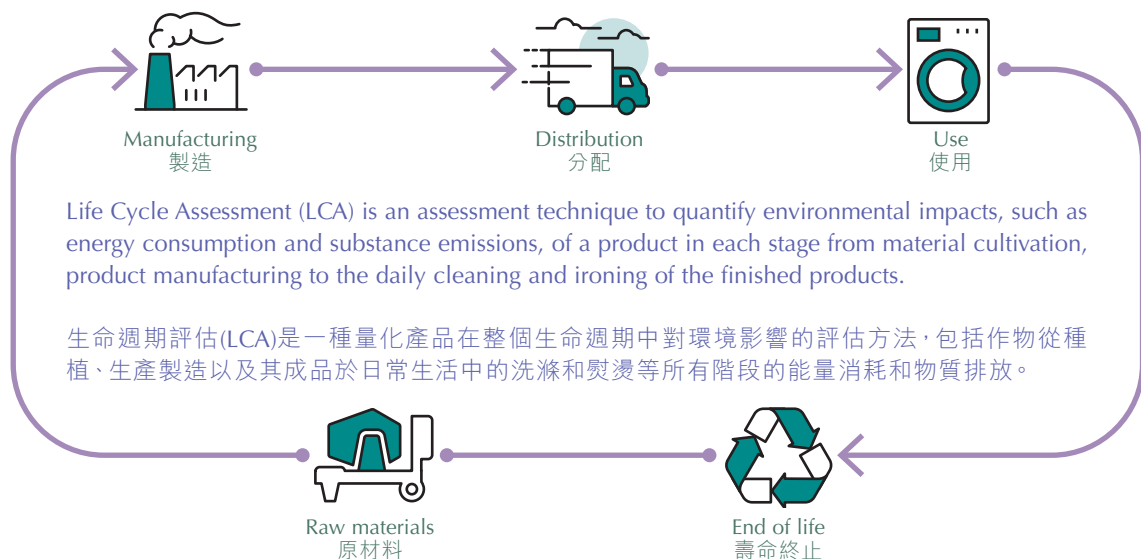
紡織產品在原料獲取、加工製造到及使用後棄置的過程中，對生物多樣性也會造成一定影響，而亞麻原料取得是由人為栽培，推動農田生態的物質循環，不需要野外採集，是一種可永續生長的植物纖維，栽培過程幾乎不需要灌溉或使用除草劑。此外，亞麻纖維號稱「天然纖維皇后」，具有其他纖維沒有的特殊結構—果膠斜邊孔。這些斜邊孔與皮膚接觸時會產生毛細孔現象，能及時調節人體皮膚表面的生態溫度環境，因而具有很強的調溫功能和吸濕透氣性能。

The flax used for dew-retted fibre flax, the raw material used by Kingdom in its production, mainly grows in the cold region in Normandy, France with unique soil and climate, and such fabric manufactured from dew-retted fibre flax has a unique colour from the even distribution of flax stem and does not need to be dyed. Dewretted 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.

CIPALIN, the French Interprofessional Committee for Agricultural Production of Flax issued the Linen Shirt Eco-Profile report regarding the ecological features of a linen shirt. This report compared the life cycles of a linen shirt and a pure cotton shirt based on the requirements of ISO14040 and ISO14044 standards. It has passed stringent third-party scrutiny conducted by independent experts in accordance with contemporary international standards. Some extracts from this study report is as follows:

金達的生產原料使用的雨露麻，主要生長在法國諾曼底的寒冷地帶，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；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。

CIPALIN—法國亞麻農業生產專業委員會發佈過一份「亞麻襯衫的生態概況」的環保研究報告，內容按照ISO14040和ISO14044標準要求制定基礎上，對一件亞麻襯衫和一件純棉襯衫的生命週期作比較評估，根據現行國際標準要求，此份發表宣言通過獨立專家組成的第三方嚴格審查。以下為摘錄該研究報告的部份內容：



With the aim of simplifying and enhancing the readability of the environmental impacts of linen and cotton shirts during their life cycles, this assessment selected five out of twelve most important indicators. The final results are as follows:

為了簡化及提高亞麻和棉襯衫在其生命週期的環境影響可讀性，此評估選取十二個環境影響指標中最重要五個指標。最後評估結果如下：

Indicators 指標	Descriptions 指標描述	Results 結果	Factors 因素
Primary energy consumption 主要能源消耗	Refers to the use of crude energy, that is, energy that has not been subjected to any conversion or transformation process. 指使用原油能源，即未經過任何轉換或轉化過程的能源。	The linen shirt consumes 14% more energy than the cotton shirt (6 MJ vs 5 MJ). 亞麻襯衫比棉襯衫的能源消耗高14% (6兆焦耳相比5兆焦耳)。	Mainly due to 2 extra minutes required for ironing the linen shirt. 主要由於熨燙階段，亞麻襯衫需要額外多兩分鐘。
Water consumption 水消耗	Reflects the water consumption associated with the life cycle of the shirt (potential irrigation during the cultivation stage, water consumption in the shirt manufacture, water consumption in washing). 從耕種灌溉、襯衫製造到家庭洗滌用水階段。	The linen shirt consumes only 6.4 litres of water, while the cotton shirt consumes 26 litres. 亞麻襯衫只需要6.4公升的水，而棉襯衫則需要26公升。	Mainly because the cultivation of cotton requires intensive irrigation, while the water needs of flax are satisfied by natural precipitation. 主要種植棉花階段需要密集灌溉，而種植亞麻經自然降雨已經足夠。
Global warming potential 全球暖化影響	Reflects the global warming effect resulting from the emission of GHG from the burning of fossil fuels (coal, fuel and natural gas) to generate electricity and heat. Expressed in grams of CO2 equivalent. 反映為了生產電力和熱量而消耗的化石資源（煤、燃料和天然氣）所產生的溫室氣體排放導致氣候變化的影響。以二氧化碳當量克表示。	The difference between the linen shirt and the cotton shirt is insignificant (130 grams vs 128 grams). 亞麻襯衫和棉襯衫之間的差異不顯著(130克相比128克)。	The emissions mainly come from the manufacturing process. Both the linen and cotton shirts are made in Asia. 排放量主要由襯衫製造商產生，而兩者襯衫都在亞洲製造。
Eutrophication 水體富營養化	Reflect how the fertilisers used, the sewage generated, and the laundry detergent used in every stage cause the algae to proliferate in and affect the ecosystem of the water body. Expressed in milligrams of phosphates. 反映各階段使用肥料、生產廢水及使用洗衣粉所引起水中的藻類增生，影響水生生態系統。以毫克磷酸鹽表示。	The effect of the cotton shirt exceeds normal level by 18%, while that of the linen shirt is normal (125 mg vs 105 mg). 棉襯衫比一般水平高出18%，亞麻襯衫則屬標準水平(125毫克相比105毫克)。	The difference comes mainly from the cultivation stage. The fertilisers used for linen cultivation cause lower emissions from the use of chemical fertilisers than the cotton cultivation. 其之間的差異主要來自於耕作段，用於亞麻種植的化肥引起的排放比種植棉花較低。
Freshwater aquatic ecotoxicity potential 淡水生態毒性影響	Reflects the risks due to the emission of toxic substances that threaten water plants and creatures and affect aquatic ecosystems. Expressed in grams of 1,4-dichlorobenzene equivalent. 反映潛在威脅水生植物和動物的有毒物質，排放到水中影響生態系統的風險。以化學品1,4-二氯苯當量克表示。	The amount for the cotton shirt is 90 grams while that for the linen shirt is only 11 grams. 棉襯衫為90克，而亞麻襯衫僅僅只有11克。	This 1:7 difference comes from the cultivation stage as the amount of pesticides used in the cotton production more than 2 times of the amount of pesticides for linen. In addition, toxic chemicals such as defoliants are used for cultivating cotton but not for linen. 這1:7的差異來自於栽種階段，因為棉花在生產中使用超過雙倍劑量的農藥，而種植亞麻則有限度地使用殺蟲劑。此外，用於種植棉花的有毒化學品如落葉劑，卻不用於亞麻。

These assessment results highlighted that the environmental impacts in terms of water consumption and freshwater aquatic toxicity potential associated with the life cycle of a linen shirt are much lower (which is 1/7) than that of a cotton shirt.

During its development course, Kingdom has actively invested in the undertakings of building a “green supply chain” and reducing energy consumption and carbon dioxide emissions. Through its energy management system, the Company has established energy baselines and energy performance indicators so as to manage energy use, improve energy efficiency, reduce energy costs and GHG emissions, and lower the Company’s impact upon environment and natural resources in a systematic manner.

12. KNOW ABOUT HEMP

Hemp that is used in the textile industry is a tall, slim and firm plant. It has very good capillary effect, high absorbing ability, as well as strong moisture absorption and sweat releasing capacities. Hemp products are softer and less itchy than linen products. It contains less than 0.3% of THC, with few bifurcations, tall and straight sticks and high fibre volume.

Historical records showed that hemp originated in China, and is one of the earliest natural fibres that are used in textiles. Plantation of hemp dates back to at least 8,000 years ago. There is lots of dry frozen soil in the region to the north of Suihua City, Heilongjiang Province. Most of crops, such as corn, cannot be grown in such soil. In the past, local farmers can only grow soybeans in the soil. Now, hemp and soybeans can be grown in the soil in rotation. Moreover, the nodule bacteria of hemp can fix nitrogen, which greatly facilitates the growing of soybeans.

Hemp Fibre

1. Hemp fibre is one of the finest and softest fibres. Its fineness is one third of ramie. Hemp products are soft and comfortable. It does not need to go through special treatment to remove the itching feelings and roughness that exist in other textiles.

這個評估結果突顯了亞麻襯衫的生命週期在對水消耗和淡水生態毒性影響較小，其環境影響只是棉襯衫的七分之一。

在企業發展過程中，為落實「綠色供應鏈」，降低能源使用和減少二氧化碳排放是金達近年來積極投入的議題之一，透過能源管理系統建立能源基線及能源績效指標，達成系統化能源管理，改善能源使用效率、降低能源成本及減少溫室氣體排放，減低對環境及天然資源的影響。

12. 認識工業大麻（漢麻）

用於紡織業的大麻叫工業大麻，又稱漢麻，英文稱Hemp。外形為高大、細長而堅實的植物。這種大麻具有優異的毛細效應，高吸附性和吸濕排汗性能，其製品比起亞麻製品更柔軟和低刺癢感。工業大麻最大的特點是THC含量超低，少於0.3%，分叉少，杆高而直，纖維產量高。

史書記載，大麻起源於中國，是人類最早用於織物的天然纖維，其種植歷史至少有八千年。中國黑龍江省綏化市以北地區，被稱為寒土帶，常年種大豆，替代作物少，玉米種不了。種大麻，可以與大豆輪作，今年種大豆，明年種大麻，解決了作物重茬問題，大麻的根瘤菌有固氮作用，十分有利於大豆的生長。

漢麻纖維

1. 漢麻纖維是各種麻纖維中最細軟的一種，細度僅為苧麻的三分之一，漢麻紡織製品柔軟適體，無需特別的處理就可以避免其他麻紡織品的刺癢感和粗糙感。

2. Hemp fibre contains lots of slim cavities that are connected to the vertically distributed cracks and holes on the fibre surface. Therefore, hemp fibre has good capillary effect, which translates into excellent moisture absorption, sweat releasing and air breathing capacities.
 3. Hemp fibre has unique anti-mildew and sterilisation function. The slim cavities in hemp fibre contain lots of oxygen that fends off anaerobic bacteria.
 4. Hemp fibre has good resistance to heat, and it can endure the heat at 370°C. It has good light fastness and is highly resistant to seawater corrosion. Therefore, hemp textile is very suitable for making sun-proof clothes and other working clothes with special purposes.
 5. Hemp fibre has stable molecular structure. Its molecular arrangement has good orientation degree, which leads to low static generation. In addition, hemp fibre has good moisture absorption. Hemp textiles that are exposed to air can have a moisture content of about 12%. The ratio can reach 30% when air humidity hits 95%. In such case, hemp textiles will not feel wet and can effectively avoid static accumulation.
2. 漢麻纖維中有細長的空腔，並與纖維表面縱向分佈著的許多裂紋和小孔洞相連，具有優異的毛細效應，使漢麻纖維吸濕排汗透氣性能格外好。
 3. 漢麻纖維有獨特的抗黴殺菌功能，這種功能從科學上講是由於漢麻纖維中有細長的空腔，富含氧氣，使厭氧細菌無法生存。
 4. 漢麻纖維的耐熱性能較好，可耐370°C的高溫，耐日曬牢度好，耐海水腐蝕性能好，因此漢麻紡織品特別適宜做防曬服裝及各種特殊需要的工作服。
 5. 漢麻纖維分子結構穩定，分子排列的取向度好，產生靜電能力極低。加之吸濕能力好，暴露在空氣中的漢麻紡織製品，一般含水率達到12%左右，在空氣濕度95%時，含水率可達30%，手感卻不覺潮濕，能夠避免靜電積聚。

On the back of its expertise and cutting-edge facilities in linen yarn production, Kingdom constructed a project that can manufacture 4,000 tonnes of worsted linen yarn/hemp yarn in Heilongjiang Province. In addition, Kingdom actively developed hemp yarn products. By developing the hemp yarn business, Kingdom not only boosts corporate value, but also helps local poor households increase income. Kingdom will help Heilongjiang become China's biggest hemp plantation region, and promote local economic growth.

金達本著亞麻紗的專業技術和設備，在黑龍江建設4,000噸精紡亞麻紗／漢麻紗項目，積極開發漢麻紗產品。在發展漢麻產業過程中，除了提升企業價值，並能帶動當地貧困戶增加經濟收入，促進黑龍江省成為最大的漢麻種植基地，實現產業發展的宗旨。

13. HEMP AS “CARBON SINKING” CROP

Hemp fiber is comparable to carbon fiber in weight and stiffness. It can be used as a renewable low-carbon fiber for pure organic cultivation. One hectare of hemp has a carbon dioxide sink of 25 tons during the 100-day growing period, which is an ideal carbon sink resource. Hemp is not easily affected by logging and fires. In addition, hemp is also ecological, resource-friendly and environmentally friendly, making it an ideal choice for achieving 2050 carbon neutrality.

13. 漢麻作為「碳匯」植物

漢麻纖維無論重量還是韌度均可與碳纖維媲美，可作為實現純有機種植的可再生低碳纖維，1公頃漢麻在100天的生長期內二氧化碳碳匯達到25噸，是理想的碳匯資源，不易受到伐木和路火影響，另外漢麻還具有生態性、資源性和環保性，是實現2050碳中和的一種理想選擇。



**ENERGY/
RESOURCES
CONSUMPTION
AND EMISSION**
能源／資源
消耗與排放

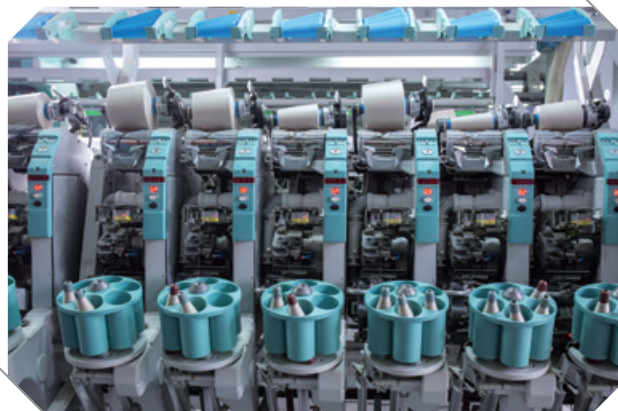
ENERGY/ RESOURCES CONSUMPTION AND EMISSION 能源／資源 消耗與排放

1. EMISSION POLICY

At Kingdom, environmental considerations are central to its decision-making and management processes. Kingdom has carried out an environmental protection management system to promote energy conservation and emission reduction, strengthen the prevention of pollution and mitigate relevant risks. Kingdom collects, disposes and discharges the waste gas, GHG, sewage and wastes generated by its manufacturing activities in optimal, effective and legal manners. It also supports the development of innovative technologies, properly uses natural gas power generation, and invests in technologies and businesses that lessen its environmental impact. Kingdom uses both biological and chemical processes to treat the pollutants in its effluents. Organic pollutants such as suspending colloid are converted into stable and non-harmful substances using the metabolism of microbes. The pollutants are then removed for the water through precipitation with additives. This method can reduce the colour of the effluents and remove various types of macromolecules and certain kinds of heavy metals and other toxic substances, thus helping the Company fulfil state and local discharge standards.

1. 排放政策

在決策和管理過程中，金達堅持以環保為本，落實環保管理系統，推動節能減排，加強污染防預及降低危害風險；在製造過程中所產生之廢氣及溫室氣體、污水及廢棄物排放，執行有效收集、最佳處理及合法排放途徑；支持發展創新科技，善用天然氣發電，投資開發技術和業務，藉此減少環境傷害。金達採用生物和化學處理廢水中的污染物質，利用微生物的代謝作用，使污水中呈溶解膠體狀態的有機污染物質化為穩定的無害物質，加助劑讓污染物質沉澱後與水分離，使污水得到淨化作用。此種方法可降低廢水中的色度，去除多種高分子物質，以及某些重金屬的有毒物質，符合國家和地方標準排放。



2. EMISSION COMPLIANCE

Kingdom complies with all applicable environmental protection ordinances and regulations during the year, and regularly identify, summarise, review and assess our compliance works in a bid to effectively contain risks from the root. Kingdom also co-operates with local governments in their environmental surveillance. Internally, the Group has developed a stringent environmental management system, under which various environmental requirements and measures promulgated in recent years have been successfully applied.

During the reporting period, no material non-compliance in respect of environmental issue (relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste) occurred.

2. 排放合規

金達於年內遵循所有適用的環保條例和規定，並定期辨識、彙整、審核及符合性評估作業，作好源頭管理。金達亦配合當地政府的环境監測。本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。

報告期間內，並無發生與環境問題有關的重大不合規（有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生）。



ENERGY/RESOURCES CONSUMPTION AND EMISSION

能源／資源消耗與排放

3. SUMMARY OF ENERGY/RESOURCE CONSUMPTION

Kingdom principally engaged in manufacturing of linen and hemp yarns and principally use electricity, water, steam and natural gas in its production processes. The total consumption of those key energy/resources in the past four years are as follows:

Total annual consumption 年度總耗量	2016 2016年	2017 2017年	2018 2018年	2019 2019年	Change 變動
Electricity (kWh) 電 (千瓦時)	95,800,000	98,494,243	118,941,540	137,355,406	+15.5%
Water (tonnes) 水 (噸)	1,732,000	1,965,213	2,226,222	2,792,775	+25.4%
Coal (tonnes) 煤 (噸)	3,731	-	-	-	-
Steam (tonnes) 蒸汽 (噸)	48,528	45,842	41,443	43,733	+5.5%
Natural Gas (cubic metres) 天然氣 (立方米)	902,959	2,751,799	3,914,568	4,417,766	+12.9%

The rise in the total energy consumption was due to additional 2,108 tonnes, or 11% of yarn produced in 2019 as compared in 2018, as a result of commencement of production in Heilongjiang Jinda since April 2018 and hackling machines installed in Zhejiang Jinda so as to make it capable of manufacturing the linen yarn from raw materials to linen yarn all under one roof. The retired coal-fired steam boilers in Zhejiang Jinyuan were replaced by the low-pollution gas-fired (natural gas) steam boilers. Therefore, no coal was consumed since 2017.

The Company's fourth factory, Heilongjiang Jinda, officially commenced production in April 2018 with less than one year data of itself and without comparative figures, hence it was not included in the reporting scope last year. In addition, the Company has standardised the data collection basis of all factories and have included Heilongjiang Jinda this year, therefore, comparative figures have been re-stated for comparative purposes.

3. 能源／資源消耗概要

金達主要從事亞麻和工業大麻紗線的生產，其生產過程主要使用電、水、蒸汽和天然氣。過去四年該等主要能源／資源的總耗量如下：

總能耗的增長乃由於黑龍江金達自2018年4月起開始投產，並在浙江金達安裝櫛梳機，實現從原料到亞麻紗的一站式生產，使2019年紗線產量較2018年增加2,108噸或11%所致。浙江金元已報廢的燃煤蒸汽鍋爐採用污染較低的燃氣(天然氣)蒸汽鍋爐取代。因此，自2017年以來並無消耗煤炭。

本公司的第四間工廠黑龍江金達於2018年4月正式投產，該工廠本身的數據不到一年，且並無比較數字，因此不納入去年的報告範圍。此外，本公司已規範所有工廠的數據收集基礎，並在今年納入黑龍江金達，因此，已重新列比較數字以供比較。

4. ELECTRICITY

Electricity is the largest component among all resources used in our production processes, which was described in detail in section C-12 of this report.

Total consumption of electricity for 2019 was approximately 137 million kWh, 15.5% higher than that in 2018. The increase in total consumption of electricity was due to Heilongjiang Jinda commenced production in April 2018. There were also new hackling machines installed in the Zhejiang Jinda and air-conditioning systems were installed in workshops to improve the working environment for the benefits of our workers.

Kingdom also installed Photovoltaic (PV) energy-saving equipment on the roof top of three of our factories to generate electricity, described in details in Section E-2 Solar Generators of this report.

The electricity consumption on per tonne of yarn produced basis was 6,661 kWh in 2019, approximately 3.7% higher than that in 2018.

4. 電

電是我們生產過程中使用的所有資源中最大的組成部分，本報告第C-12節對此進行詳述。

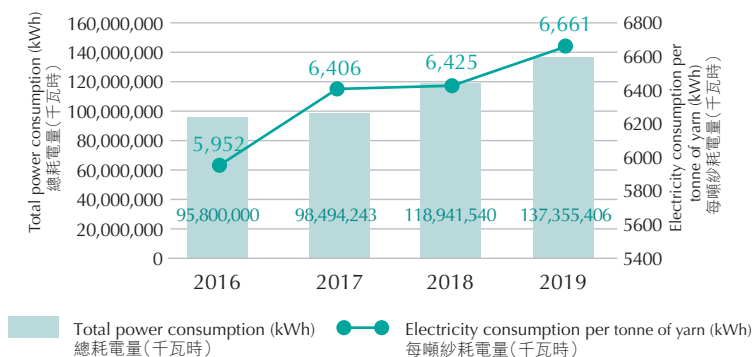
2019年總耗電量約為1.37億千瓦時，較2018年增加15.5%。總耗電量增加乃由於黑龍江金達於2018年4月開始投產。浙江金達亦安裝新櫛梳機，於車間內安裝空調系統，以改善工作環境，使工人受益。

金達亦於我們三間工廠的屋頂上安裝光伏(PV)節能設備來發電，本報告第E-2節太陽能發電設備對此進行詳述。

2019年生產每噸紗線的電力消耗為6,661千瓦時，較2018年增加約3.7%。

Expressed in kWh 以千瓦時表示	2016 2016年	2017 2017年	2018 2018年	2019 2019年	Change 變動
Total electricity used (including PV solar energy) 總用電量(包括光伏太陽能)	95,800,000	98,494,243	118,941,540	137,355,406	+15.5%
Photovoltaic (PV) solar energy 光伏(PV)太陽能	-	4,067,780	4,430,102	4,956,767	+11.9%
PV as % of total electricity used 光伏佔總用電量的百分比	0%	4.1%	3.7%	3.6%	-0.1% pt.
Electricity used per tonne of yarn produced 生產每噸紗線的用電量	5,952	6,406	6,425	6,661	+3.7%

Total power consumption and power consumption per ton of yarn (kWh)
總耗電量及每噸紗耗電量(千瓦時)



ENERGY/RESOURCES CONSUMPTION AND EMISSION

能源／資源消耗與排放

5. WATER

Water is mainly used in scouring and breaching process as well as spinning process which were described in detail in section C-12 of this report.

Total consumption of water for 2019 was approximately 2.8 million tonnes, or 25.5% higher than that in 2018. The increase in total consumption of water was due to (1) additional linen yarn manufactured during the year; (2) Heilongjiang Jinda commenced production in April 2018; and (3) Zhejiang Jinyuan changed to use tap water instead of processed water drawn from nearby river in the Scouring and Beaching process since August 2018, to further improve the quality of our final products.

The water consumption on per tonne of yarn produced basis in 2019 was approximately 12.5% higher than that in 2018.

No separate statistics for collection of the condensed water is available.

5. 水

水主要用於本報告C-12節詳述的煮漂工藝以及紡紗工藝。

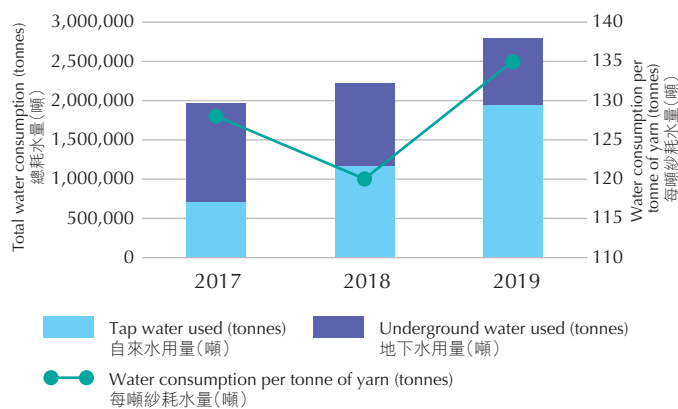
2019年總耗水量約為280萬噸，較2018年增加25.5%。總耗水量增加乃由於(1)年內生產更多的亞麻紗；(2)黑龍江金達於2018年4月開始投產；及(3)自2018年8月起，浙江金元於煮漂工藝中改為使用自來水代替附近河流中汲取的處理後的水，以進一步提高最終產品的質量。

2019年生產每噸紗線的耗水量較2018年增加約12.5%。

並無收集冷凝水的單獨統計數據。

Expressed in Tonnes 以噸表示	2017 2017年	2018 2018年	2019 2019年	Change 變動
Underground Water 地下水	1,250,579	1,050,367	850,694	-19%
Tap Water 自來水	714,634	1,175,855	1,942,081	+65%
Total water used 總用水量	1,965,213	2,226,222	2,792,775	+25%
Water used per tonne of yarn produced 生產每噸紗線的用水量	128	120	135	+12.5%

Total water consumption and water consumption per tonne of yarn (tonnes)
總耗水量及每噸紗耗水量(噸)



6. STEAM

Kingdom uses steam mainly in the scouring and bleaching process by heating the water in the boilers to designated temperatures for the relevant production process.

Jiangsu Jinyuan and Zhejiang Jinda have direct access of steam provided by government/third party suppliers. For Zhejiang Jinyuan and Heilongjiang Jinda without such direct supply of steam, both factories use natural gas to generate the steam/heating required for the production process.

Steam are also use for indoor heating in our factories located in relatively cold areas, e.g. Heilongjiang Jinda.

Total consumption of steam for 2019 was approximately 43,733 tonnes, or 5.5% higher than that in 2018. The increase in total consumption of steam was due to additional linen yarn manufactured during the year.

The steam consumption on per tonne of yarn produced basis in 2019 was approximately 4.5% lower than that in 2018.

6. 蒸汽

金達主要於煮漂工藝中使用蒸汽，方法為將鍋爐中的水加熱到相關生產過程的指定溫度。

江蘇金元和浙江金達可以直接取用政府／第三方供應商提供的蒸汽。對於並無直接蒸汽供應的浙江金元和黑龍江金達，兩家工廠均使用天然氣來產生生產過程所需的蒸汽／供熱。

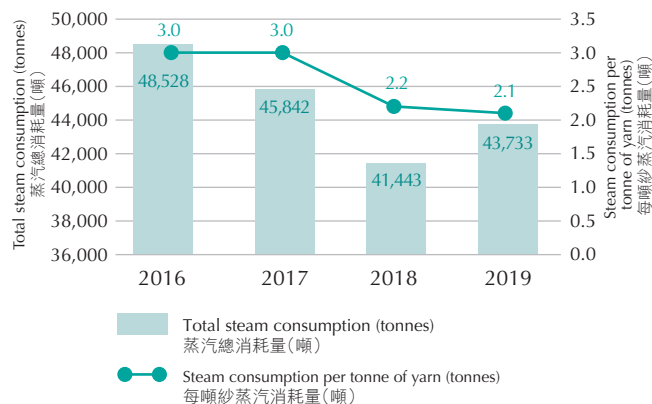
蒸汽亦用於我們位於相對寒冷地區的工廠（如黑龍江金達）的室內供熱。

2019年蒸汽總消耗量約為43,733噸，較2018年增加5.5%。蒸汽總消耗量增加乃由於年內生產更多的亞麻紗。

2019年生產每噸紗線的蒸汽消耗量較2018年減少約4.5%。

Expressed in Tonnes 以噸表示	2016 2016年	2017 2017年	2018 2018年	2019 2019年	Change 變動
Total steam used 蒸汽總消耗量	48,528	45,842	41,443	43,733	+5.5%
Steam used per tonne of yarn produced 生產每噸紗線的蒸汽總消耗量	3.0	3.0	2.2	2.1	-4.5%

Total steam consumption and steam consumption per tonne of yarn (tonnes)
蒸汽總消耗量及每噸紗蒸汽消耗量（噸）



ENERGY/RESOURCES CONSUMPTION AND EMISSION

能源／資源消耗與排放

7. NATURAL GAS

Kingdom uses natural gas mainly in the scouring and bleaching process by heating the water in the boilers to designated temperatures for the relevant production process.

As discussed in the paragraph headed "6. STEAM" above, Zhejiang Jinyuan and Heilongjiang Jinda without such direct supply of steam, both factories use natural gas to generate the steam/heating required for the production process.

Zhejiang Jinyuan undertook an environmental improvement project in 2016 to eliminate the use of coal by using natural gas for generating heat for the scouring and bleaching process. No coal was used since then and as a result, there was a substantial increase in use of the natural gas in 2017. In addition, Heilongjiang Jinda, which commenced production in April 2018, is also procuring natural gas to generate the heat for the scouring and bleaching process.

Total consumption of natural gas for 2019 was approximately 4.4 million tonnes, or 12.9% higher than that in 2018. The increase in total consumption of steam was due to (1) additional linen yarn manufactured during the year; and (2) Heilongjiang Jinda commenced production in April 2018.

The steam consumption on per tonne of yarn produced basis in 2019 was approximately 1.4% higher than that in 2018.

7. 天然氣

金達主要於煮漂過程中使用天然氣，方法為將鍋爐中的水加熱到相關生產工藝的指定溫度。

誠如上文「6.蒸汽」一段所討論，對於並無直接蒸汽供應的浙江金元和黑龍江金達，兩家工廠均使用天然氣來產生生產過程所需的蒸汽／供熱。

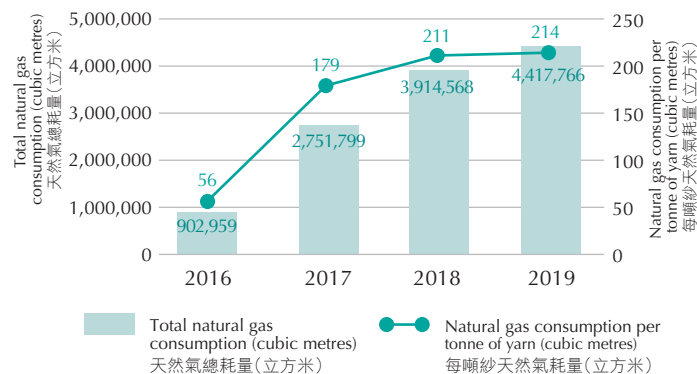
浙江金元於2016年進行一項環境改善項目，以通過在煮漂過程中使用天然氣產生熱量來消除煤炭使用。自那時起不再使用煤炭，故2017年天然氣的使用量大幅增加。此外，黑龍江金達（於2018年4月開始投產）也正在採購天然氣以產生用於煮漂過程的熱量。

2019年天然氣總消耗量約為440萬噸，較2018年增加12.9%。天然氣總消耗量增加乃由於(1)年內生產更多的亞麻紗；及(2)黑龍江金達於2018年4月開始投產。

2019年生產每噸紗線的天然氣消耗量較2018年增加約1.4%。

Expressed in Cubic Meters 以立方米表示	2016 2016年	2017 2017年	2018 2018年	2019 2019年	Change 變動
Total natural gas used 天然氣總用量	902,959	2,751,799	3,914,568	4,417,766	+12.9%
Natural gas used per tonne of yarn produced 生產每噸紗線的天然氣用量	56	179	211	214	+1.4%

Total natural gas consumption and natural gas consumption per tonne of yarn (cubic metres)
天然氣總耗量及每噸紗天然氣耗量（立方米）



8. SEWAGE

Sewage is the water used in scouring and breaching process and spinning process which were described in detail in section C-12 of this report.

Total discharge of sewage water for 2019 was approximately 2.3 million tonnes, or 17.8% higher than that in 2018. The increase in total discharge of sewage water was due to additional linen yarn manufactured during the year.

The discharge of sewage water on per tonne of yarn produced basis in 2019 was approximately 5.7% higher than that in 2018.

8. 污水

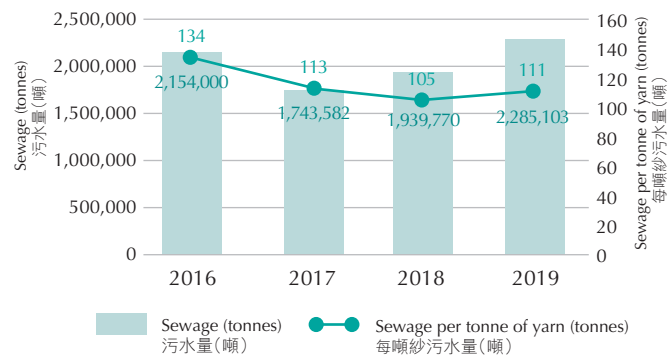
污水為本報告C-12節詳述的煮漂過程以及紡紗過程所使用的水。

2019年污水排放總量約為230萬噸，較2018年增加17.8%。污水排放總量增加乃由於年內生產更多的亞麻紗。

2019年生產每噸紗線的污水排放量較2018年增加約5.7%。

Expressed in Cubic Meters 以立方米表示	2016 2016年	2017 2017年	2018 2018年	2019 2019年	Change 變動
Total sewage discharged 污水排放總量	2,154,000	1,743,582	1,939,770	2,285,103	+17.8%
Sewage discharged per tonne of yarn produced 生產每噸紗線的污水排放量	134	113	105	111	+5.7%

Sewage and per tonne of yarn (tonnes)
污水量和每噸紗污水量 (噸)



ENERGY/RESOURCES CONSUMPTION AND EMISSION

能源／資源消耗與排放

9. SOLID WASTE

Kingdom has formulated strategies to cut back on waste and to reduce the consumption and manage the recycling of waste resulting from the production and sewage treatment process, such as sludge. Kingdom engages qualified collection companies to dispose of the waste, so as to minimise the impact on nature and protect the Earth.

Types of Waste 廢棄物種類	2016 2016年	2017 2017年	2018 2018年	2019 2019年	Change 變動
Total Sludge (tonnes) 污泥總量 (噸)	1,556	2,875	3,573	2,750	-23%
Sludge per tonne of yarn produced (Kg) 生產每噸紗線的污泥 (公斤)	97	187	193	133	-31%

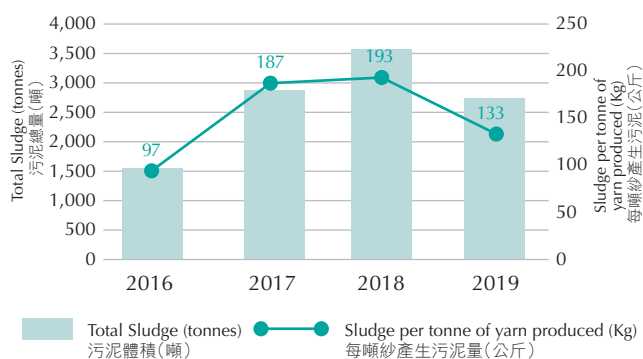
Kingdom calculated the amount of major solid waste per unit of production volume based on its annual linen yarn production of 20,620 tonnes in 2019. The Company enhanced its sewage treatment process to meet local governments' waste discharge standards and the sludge was collected by specialist companies.

9. 固體廢棄物

在生產過程中，污水處理過程中會產生污泥等廢棄物，為加強廢棄物減量，金達針對資源減少使用和再利用作出管理策略，並委託合格的回收公司將廢棄物清運回收處理，以盡量減輕對自然的影響和保護地球。

2019年，金達亞麻紗年產量為20,620噸，以此為基礎計算每單位產量的主要固體廢棄物排放量。由於配合當地政府排污標準，實施更嚴格的優化污水水質處理，污泥由專門公司收集。

Solid Waste Intensity Sludge per tonne of yarn (kg)
固體廢棄物密集度 每噸紗產生污泥量 (公斤)



There was no waste transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII and shipped internationally.

並無運輸、進口、出口或處理過的廢棄物根據《巴塞爾公約》附錄一、二、三和八被認為具危險性及進行國際運輸。

10. GREENHOUSE GAS

Kingdom believes that reducing GHG is one of the major concerns for the fight against global warming. In this regard, individuals' contribution is not enough. As such, Kingdom takes on its corporate responsibility as the leader in the industry to reduce GHG emissions. To do so, it has used advanced monitoring system to curb unnecessary waste of resource. It has also been improving its production techniques and upgrading its equipment. As a result, it has made significant progress in cutting GHG emissions.

GHG emissions from the factories of Kingdom fall within two scopes. Scope 1 is the direct emission from the use of natural gas boilers during the production process. Scope 2 is the indirect emission from the use of purchased electricity and steam. The latest version of the globally accepted GHG Protocol Tool for Energy Consumption in China under A Corporate Accounting and Reporting Standard (Corporate Standard) of the GHG Protocol and the Global Warming Potential report by the IPCC in its second assessment report in 1995 are used for calculation of all data in below tables. The download site of the Greenhouse Gas Protocol website: http://ghgprotocol.org/calculation-tools#cross_sector_tools_id.

Types of emissions 排放種類	2017 2017年	2018 2018年	2019 2019年
CO2 (tonnes) 二氧化碳(CO2) (噸)	101,021	117,860	134,280
CH4 (kg) 甲烷(CH4) (千克)	1,142	1,342	1,528
N2O (kg) 氧化亞氮(N2O) (千克)	1,481	1,703	1,940
CO2 Equivalent (in tonnes) 二氧化碳當量 (以噸計)	2017 2017年	2018 2018年	2019 2019年
Scope 1: Direct emissions 範疇一：直接排放	5,955	8,472	9,561
Scope 2: Indirect emissions 範疇二：間接排放	95,548	109,945	125,353
Total 總計	101,503	118,417	134,914

No scope 3 – Other indirect greenhouse gas (GHG) emissions data is available and no such information collection system is arranged as the Board considered that the cost outweighed the benefits of such arrangement.

10. 溫室氣體

金達認為溫室氣體減量是對抗全球暖化的重要議題之一，而單靠個人節能減碳也不足以應付，所以金達作為行業領先的企業，在溫室氣體減量為目標下，設置先進能源監測系統，減少不必要的資源浪費，且不斷改善生產工藝和設備汰舊換新，實行在溫室氣體排放減量上有顯著成績。

金達各廠區的溫室氣體排放主要分為兩個範疇，範疇一為包括製程使用天然氣鍋爐的直接排放源；範疇二為外購電力和蒸汽的間接排放源。計算工具是根據最新版國際通用的《溫室氣體核算體系：企業核算與報告標準》中所提供的《能源消耗引起的溫室氣體排放計算工具》，並使用了1995年IPCC第二次報告的全球增溫潛勢值計算下表全部數據得出。溫室氣體核算體系下載網站為：http://ghgprotocol.org/calculation-tools#cross_sector_tools_id.

並無範疇三—其他間接溫室氣體 (GHG) 排放數據可用，且未安排此類資料收集系統，乃因為董事會認為成本超過了此類安排的收益。

ENERGY/RESOURCES CONSUMPTION AND EMISSION

能源／資源消耗與排放

GHG Emission Intensity

Kingdom has calculated the amount of GHG emissions per unit of production volume based on its annual linen yarn production of 20,620 tonnes in 2019. The overall GHG emissions per tonne of yarn in 2019 was approximately 2.2% higher than that in 2018.

GHG Emission Intensity (tonnes of CO2 equivalent, per tonne of yarn)

GHG Emission Intensity 溫室氣體排放密集度	2017 2017年	2018 2018年	2019 2019年	Change 變動
Electricity 電	5.05	5.06	5.25	+3.8%
Steam 蒸汽	2.02	1.69	1.67	-1.2%
Natural gas 天然氣	0.92	0.95	0.92	-3.2%
Overall GHG Emission * 溫室氣體排放總計*	6.60	6.40	6.54	+2.2%

* Note: The overall GHG Emission Intensity does not equal to the sum of individually utilities GHG emission intensity. As Zhejiang Jinyuan and Heilongjiang Jinda purchased natural gas, while Jiangsu Jinyuan and Zhejiang Jinda purchased steam instead, hence the denominators used in steam and natural gas calculation are different.

溫室氣體排放密集度

2019年，金達亞麻紗產量20,620噸，以此為基礎計算每單位產量的溫室氣體排放量。2019年溫室氣體排放總量較2018年每噸紗增加約2.2%。

溫室氣體排放密集度（二氧化碳當量，噸／每噸紗）

* 附註：整體溫室氣體排放密集度不等於各個公用事業溫室氣體排放密集度的總和。由於浙江金元和黑龍江金達購買天然氣，而江蘇金元和浙江金達購買蒸汽，因此蒸汽和天然氣計算中使用的分母不同。



**STAFF,
TRAINING
AND BENEFITS**
員工、培訓
及福利



STAFF, TRAINING AND BENEFITS

員工、培訓 及福利

1. EMPLOYMENT AND OCCUPATIONAL HEALTH & SAFETY POLICY

To protect the human rights and interests of the staff, Kingdom offers remuneration packages, rest periods and benefits according to the laws, and handles recruitment, promotion and dismissal in an equitable manner. An 8-hour work schedule is established. Overtime is on a voluntary basis and employees will receive overtime pay at the rate of 1.5 to 3 times of their normal wage. Employee's overtime work shall be no more than four hours per day, and free work meals and appropriate break time are provided. Kingdom verifies the ages of all job applicants in order to prohibit forced labour and untrained staff from performing dangerous work.

Kingdom strives to offer a safe and non-harmful workplace 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 workplace. All employees are required to attend relevant training before reporting duty, and follow-up training is provided to staff so as to prevent any work-related 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.

1. 僱傭及職業健康及安全政策

為保障員工的人權和權益，金達給予符合有關法律的薪酬待遇、假期及福利，公平對待受招聘、晉升及解僱的員工；遵守8小時工作制，員工自願加班時，公司給付1.5至3倍的加班工資，員工每天加班不得超過四小時，並提供免費工作餐及適當休息時間。招聘時確實查核應徵員工的年齡，以及嚴禁強迫勞動及未經培訓的員工從事危險性工作。

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，亦通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職業意外。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。

To achieve continuous innovation and maintain competitive edges, Kingdom is keen on promoting staff training and development programmes which aim to enhance employees' 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.

To effectively ensure a consistently safe and hygienic environment, suitable precautionary or necessary control measures have been undertaken by Kingdom. 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.

2. EMPLOYMENT AND OCCUPATIONAL HEALTH & SAFETY COMPLIANCE

During the reporting period, Kingdom strictly abided by all local laws and regulations in relations to remuneration and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity and other welfare, and prohibits the employment of children under 16 and forced labour.

Kingdom confirmed that the safety and hygiene conditions of the workplace met national standards during the reporting period.

The Company also passed the OHSAS 18001 Occupational Health and Safety Management System Certification, which can effectively improve the Company's production safety management capability, continuously improve occupational health and safety performance, and help to respond to potential accidents or emergencies, thereby reducing losses.

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。

為有效執行持續性的環境安全衛生，金達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。

2. 僱傭及職業健康及安全合規

報告期間內，金達遵守當地所有有關薪酬和解僱、招聘和晉升、員工工作時數、假期、平等機會、多元化及其他福利的法律及規例，嚴禁僱用未滿16周歲之童工及強迫勞動。

金達確認在報告期間內的工作環境安全與衛生條件符合國家標準。

目前公司還通過了OHSAS 18001職業健康安全管理体系認證，能有效提高公司安全生產管理水準，持續改進職業健康安全績效，有助於對潛在事故或緊急情況作出回應，減少損失。

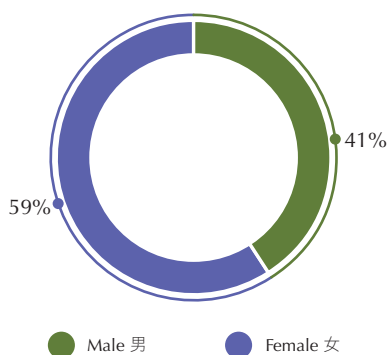
STAFF, TRAINING AND BENEFITS

員工、培訓及福利

3. STAFF STRUCTURE

Employees are the main component of an enterprise. Kingdom respects and protects employees' legitimate rights and interests and treats employees fairly and equally regardless of their nationality, race, religion, and gender. We enter into labor contracts with 100% of the employees, protect employees' entitlement to paid leaves, and prohibit the employment of child labor and forced labor. As at 31 December 2019, Kingdom had about 3,099 employees, including those from the production, research and development and management teams. Female staff accounted for approximately 60% 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. For the current reporting period, as all the factories are located in China, all senior management team members are hired in China.

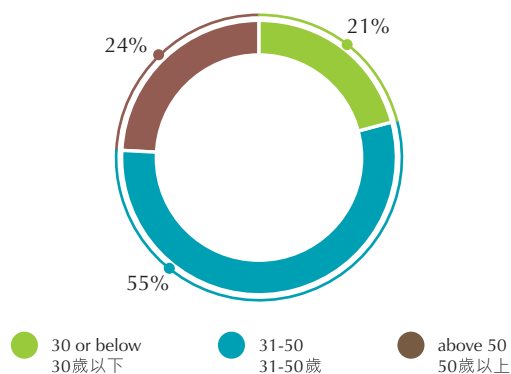
Percentage of staff by gender
員工百分比 (按性別劃分)



3. 員工結構

員工是企業的主體，金達尊重和維護員工合法權益，公平公正對待不同國籍、種族、宗教信仰、性別的員工，100%簽訂勞動合同，維護員工帶薪休假權益，禁止僱傭童工和強迫勞動。截至2019年12月31日，金達員工總人數約為3,099人，包括生產、研發、管理團隊；女性員工約佔60%，因生產亞麻過程需要較細心及手指靈巧，則以女性員工居多，年齡層大多分佈在31-50歲。於當前報告期間，由於所有工廠均位於中國，所有高級管理層團隊均於中國僱傭。

Percentage of staff by age group
員工百分比 (按年齡層劃分)



Percentage of staff by age group

員工百分比（按年齡層劃分）

Categories 類別		Male 男	Female 女	Total 總計
By age 按年齡	30 or below 30歲以下	261	377	3,099
	31~50 31-50歲	694	1018	
	above 50 50歲以上	308	441	
By working location 按工作地區	China – Zhejiang Jinyuan 中國－浙江金元	484	696	3,099
	China – Zhejiang Jinda 中國－浙江金達	144	305	
	China – Jiangsu Jinyuan 中國－江蘇金元	316	576	
	China – Heilongjiang Jinda 中國－黑龍江金達	281	240	
	Ethiopia – Ethiopia Kingdom 埃塞俄比亞－埃塞俄比亞帝國	36	16	
	Others (Hong Kong and Italy) 其他地區（香港及意大利）	2	3	

4. 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 are paid above local minimum wages. Remuneration of frontline staff and management personnel are adjusted in January and April each year, respectively. There is no difference on basic salary and remuneration of women to men on the same job category basis.

4. 薪酬制度

金達著重薪資管理的一致性及公平性，根據員工學歷、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，並在每年1月及4月，分別為一線員工及管理層人員作薪酬調整。相同工作類別的男性和女性基本工資和報酬並無差異。

STAFF, TRAINING AND BENEFITS 員工、培訓及福利

The Group offers comprehensive and competitive remuneration, retirement scheme and benefit packages to its employees. The Group is required to make contributions (retirement insurance and unemployment insurance) to a social security scheme in China. The remuneration policy for the employees of the Group is formulated by the Board with reference to the employee's respective qualification, experience, responsibilities and contributions to the Group, as well as the prevailing market rate of remuneration for a similar position. The remuneration of the Directors are determined by the Board and the remuneration committee of the Company with the mandate given by the Shareholders at the annual general meeting having regard to the Group's operating results, individual performance and comparable market statistics. The Group also provides both internal and external training programmes for its employees from time to time.

The Group has also adopted share option schemes and a share award plan for the purpose of providing incentives and rewards to the Directors, including independent non-executive Directors, and other employees of the Group who have contributed to the success of the Group's operations.

5. STAFF HEALTH

Kingdom principally engages in linen yarn production which requires the use of chemicals and utilities such as water and electricity. Employees are the most important asset of the Company. The safety and health of employees are essential for the Company's growth. The Company continuously monitors employees' safety and health to provide reliable assurance of safety and health for employees, taking safety measures in every stage of our operations from the very beginning. Focusing on equipment and personnel safety, we instill the safety concept into all employees and strengthen risk control with respect to occupational health. Operation staff are required to wear protection gears such as safety hats, dust masks, ear buds 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 and create a safe and healthy working environment for all employees, pre-employment health assessment is performed for new employees, free regular check-up are provided, employee health profiles are created, and healthcare seminars are organised for all staff.

本集團為其僱員提供全面及具競爭力的薪酬、退休計劃及福利待遇。本集團須為中國的社會保障計劃作出供款（退休保險及失業保險）。董事會參照僱員各自的資歷、經驗、職責及對本集團貢獻，以及類似職位的現行市場薪酬，制定本集團員工的薪酬政策。董事的薪酬由董事會及本公司薪酬委員會根據股東於股東週年大會上賦予的授權釐定，並計及本集團的經營業績、個人表現及可比市場統計數據。本集團亦不時為其僱員提供內部及外部培訓計劃。

本集團亦已採納購股權計劃及股份獎勵計劃，以向董事（包括獨立非執行董事）及為本集團業務成功作出貢獻的其他僱員提供激勵及獎勵。

5. 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。員工是企業最大的財富，員工的安全與健康是企業成長的必要保證，公司持續關注員工的安全與健康，為員工提供可靠的安全保護與健康，將安全工作追溯到根源，從設備安全，人員安全抓起，梳理全員安全理念，加強職業健康風險管控，規定各作業的員工戴上工作帽、防塵口罩、耳塞、防水圍裙等勞保用品，同時在各區域設置防護提醒標識，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。此外，公司更對新進員工入職健康進行評估、提供定期免費員工身體健康檢查，建立員工健康檔案、及為全體員工舉辦健康醫療講座，以加強員工健康理念，為員工營造安全、健康的工作環境。

STAFF TRAINING AND BENEFITS 員工、培訓及福利



Health Talk
健康講座



Body check/Occupational disease health assessment
體檢／職業疾病健康評估

Number of participants in 2019

2019年參與人數

Activities 活動名稱	Male 男性	Female 女性	Total 合計
Occupational disease health assessment 職業病體檢	947	1,709	2,656
Pre-employment health assessment 新進員工入職健康體檢	705	781	1,486
Health Talk 健康講座	35	46	81
Anti-Fraud Seminar 反詐騙講座	32	48	80

6. MATERNITY LEAVE

To comply with the latest version of the Population and Family Planning Law implemented in China, Kingdom offers leave for maternity check-up and maternity leave with pay to its female employees during pregnancy and delivery pursuant to the law. In particular, the length of maternity leave increased from 98 days to 128 days. They can also return to their pre-leave position of the same department after their leave without pay as an incentive to return to the workplace. In 2019, Kingdom's return rate of employees who took maternity leave without pay during pregnancy was 100%.

6. 產假

為配合中國實施<<人口與計劃生育法>>政策的最新修訂，金達依法規定公司女性員工於妊娠期間及分娩時享有的產檢假及產假，其中產假從98天增加至128天，並於員工留職停薪期滿後，安排回任原單位與職務，積極協助員工重新融入職場，2019年，金達因產假留職停薪回任率為100%。

	Number of applicants 申請人數	Number of employees who should return to work 應復職人數	Number of employees who have returned to work 已復職人數	Return rate % 回任率%
2016 2016年	12	11 (including 5 for 2015) (包括2015年5人)	11 (including 5 for 2015) (包括2015年5人)	100%
2017 2017年	13	11 (including 6 for 2016) (包括2016年6人)	11 (including 6 for 2016) (包括2016年6人)	100%
2018 2018年	8	7 (including 5 for 2017) (包括2017年5人)	7 (including 5 for 2017) (包括2017年5人)	100%
2019 2019年	11	11 (including 4 for 2018) (包括2018年4人)	11 (including 4 for 2018) (包括2018年4人)	100%



The Company set up a “Mum’s Room” that is used by breastfeeding female employees
公司特別為哺乳期女性員工專設的「媽咪小屋」



7. WORKPLACE AND SAFETY MANAGEMENT

Kingdom considers the safety of its workplace as 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, promote safe practices at work and enhance work safety performance.

7. 工作環境及安全管理

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。並通過資訊系統追蹤，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。



Production Safety Check
安全生產檢查

STAFF, TRAINING AND BENEFITS 員工、培訓及福利



Fire Drill
防火演練

8. FAIR LABOR ASSOCIATION

The Fair Labor Association (FLA) is a multi-stakeholder initiative. Founded in 1999, it aims to improve rights and work conditions of global workers. FLA creates lasting solutions by offering tools and resources to companies, delivering training to factory workers, and conducting due diligence through independent assessments in supply chains.

Along with the ongoing development in the Group's business, the Company kept seeking ways to build and expand its corporate social responsibility schemes to protect workers' rights. The Company joined FLA at the end of 2017, which enables the Company to cooperate with other companies and suppliers that share the same values with us to focus on these key issues. The Company welcome the external assessment and communications conducted by FLA, as they will help the Company implement its schemes and support our mission of making workers' lives better.

The Company's commitment to FLA, which is based on its company values, comprises the work conditions that ensure workers' rights, safety and health, as well as equal and fair treatment to all parties in the supply chain. It is not Kingdom's practice to conduct body search at any of its factories.

8. 公平勞工協會

公平勞動協會 (FLA) 是一個多利益相關方倡議，成立於1999年，其重點是改善全世界工人的權利和工作條件。FLA通過向公司提供通行費和資源，為工廠工人提供培訓以及對供應鏈審計進行獨立評估來創建持久的解決方案。

隨著本集團的業務不斷發展，本公司一直在尋找方法來建立和擴展我們的企業社會責任計劃，以保護工人的權利。本公司於2017年底加入FLA，使本公司能夠與其他志同道合的公司和供應商合作，將重點放在這些關鍵問題上。本公司歡迎FLA提供的額外評估和溝通，因為它有助於本公司推進其計劃並支持我們改善工人生活的使命。

本公司對公平勞動協會 (FLA) 的承諾基於其企業價值觀，包括工人權利、安全和健康的工作條件，以及對整個供應鏈中所有人員提供公平公正待遇。金達並無於我們的任何工廠執行搜身的管理。

Training conducted by OpenView, a FLA accredited training provider:

由公平勞動協會 (FLA) 認可的培訓機構 OpenView 進行的培訓：



Kingdom's workplace code of conduct involves:

金達的工廠行為準則涉及以下內容：



9. TRAINING AND DEVELOPMENT

To achieve continuous innovation and maintain competitive edges, Kingdom is keen on promoting staff training and development programmes which aim to enhance employees' 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, vocational skills and safety, general management, business ethics as well as equipment operation.

9. 培訓及發展

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，完善的訓練資源與舒適的學習環境，員工的學習更具效率，使金達人才不斷創新，保持競爭優勢。

金達培訓計劃包含：員工入職、職業技能及安全、一般管理、職業素養培訓、設備操作等。

STAFF, TRAINING AND BENEFITS

員工、培訓及福利

Management Reflection Training in Wuzhen, China. Part of the program conducted by Sergey Ryazanskiy, a Russia Cosmonaut and spacecraft commander performed 2 space flights lasting in total 306 days.

中國烏鎮思享會培訓。俄羅斯宇航員及航天飛船指揮官謝爾蓋·里亞贊斯基 (Sergey Ryazanskiy) 講授的部分課程，他曾進行兩次太空飛行，共歷時306天。



Kingdom's training programmes cover topics on vocational skills and safety, business ethics as well as equipment operation. Full subsidies will be provided for employees who attend internal and external trainings. In 2019, the training fee for management personnel and key technical personnel amounted to approximately RMB1.79 million.

金達培訓包含：職業技能及安全、商業道德培訓、設備操作等。金達全額補助員工內、外部訓練課程之費用，2019年用於管理人員和技術骨幹的培訓費約人民幣179萬元。

Major training courses in 2019

2019年主要培訓課程

Fair Labor Association Social Responsibilities Training	FLA社會責任標準培訓
The Road to Sustainable Profitability: Construction of Amoeba's Business Model	持續盈利之道：阿米巴經營模式構建
Junior management training	基層管理培訓
"Elite program" Management Training	「領英計劃」管理幹部發展培訓項目
Profit margin-cost reduction and efficiency improvement system	利潤空間—降本增效系統
Department communication and coordination	部門溝通與協調
FLA SCI Social Responsibility Audit Standard	FLA SCI社會責任審核標準
Key Account Marketing Tips – Key Account Development and Management	大客戶營銷技巧—大客戶開發與管理
Total equipment maintenance and safe production	全員設備維護與安全生產
Courtesy etiquette and parade training	禮貌禮儀及列隊訓練
Wuzhen Management Reflection Training	烏鎮思享會培訓
First aid training	急救培訓

STAFF TRAINING AND BENEFITS 員工、培訓及福利



Elite Program
領英計劃



Junior Management Training
基層管理培訓



Parade and etiquette training
列隊及禮儀培訓

STAFF TRAINING AND BENEFITS 員工、培訓及福利



Wuzhen Management Self-Reflection Training
烏鎮思享會培訓

Number of hours of training received by employees in 2019 (by gender and location)

2019年員工接受訓練時數（按性別及地區）

	Zhejiang Jinyuan 浙江金元		Zhejiang Jinda 浙江金達		Jiangsu Jinyuan 江蘇金元		Heilongjiang Jinda 黑龍江金達		Kingdom (Ethiopia) 埃塞俄比亞金達		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	Male 男	Female 女	Male 男	Female 女	
Headcount 員工人數	484	696	144	305	316	576	281	240	36	16	2	3	3,099
Headcount % 員工人數百分比	16%	22%	5%	10%	10%	19%	9%	8%	1%	0%	0%	0%	100%
Total training hours 受訓總時數(小時)	6,295	9,055	1,802	3,982	3,798	7,085	3,095	2,648	1,296	512	70	0	39,638
Average training hours of each staff 每位員工平均受訓時數(小時)	13	13	13	13	12	12	11	11	36	32	35	0	13

Number of hours of training received by employees in 2019 (by rank)

2019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	195	2,904
Employees received training % 受訓人數百分比	6%	94%
Total training hours 受訓總時數(小時)	5,026	34,612
Average training hours of each staff 每位員工平均受訓時數(小時)	26	12

10. STAFF TURNOVER MANAGEMENT

There is a 30-day notice period for resignation, which is in line with national labour standard. Kingdom has held face-to-face communication sessions, exit interviews and care talks with employees to better communicate with them. By doing this, Kingdom can better understand employees' needs and continuously improve the Company's management system.

Once an employee expresses the intention to resign, the Human Resource Department will arrange an exit interview to learn the reason of such employee's resignation, and will do its best to retain such employee and express its care. In 2019, the average employee entry ratio of Kingdom reached 28.39%, while the exit ratio reached 25.91%. The employee turnover was lower than last year as the new plant in Heilongjiang hired lots of employees in 2018 and those new employees need some time to adapt to their job positions and workplace environment.

10. 員工流動管理

離職通知期為30天，與國家勞工標準相符。為有效與員工溝通，金達與員工面對面的溝通會議、離職訪談與關心訪談等；期望能藉此了解員工關心的議題，持續改進公司管理制度。

在員工離職管理方面，一旦有員工提出離職，人力資源部即安排與當事人進行離職面談。務求了解員工的離職原因，並盡全力進行挽留與關懷。2019年金達員工的平均新進率為28.39%，離職率為25.91%，其中原因為黑龍江新建工廠於2018年聘僱大量員工，新員工需要一定的適應週期熟悉工作崗位和企業環境，故集團的員工流動率低於去年。

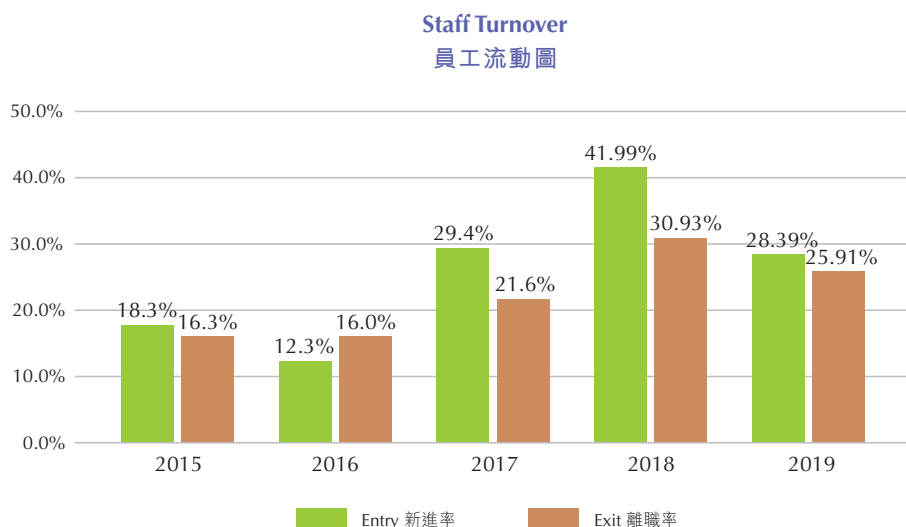
Country/Region 國別/地區	China 中國								Ethiopia 埃塞俄比亞		Others (Hong Kong and Italy) 其他地區 (香港及意大利)		Total 總計
	Zhejiang Jinyuan 浙江金元		Zhejiang Jinda 浙江金達		Jiangsu Jinyuan 江蘇金元		Heilongjiang Jinda 黑龍江金達		Kingdom (Ethiopia) 埃塞俄比亞金達		Office 辦公室		
	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女	
Headcount at the beginning of the year 年初人數	449	714	153	306	317	603	247	229	0	0	2	3	3,023
Number of hirings 新進人數	116	103	24	78	67	95	191	139	39	16	0	1	869
Number of exits 離職人數	81	121	33	79	68	122	157	128	3	0	0	1	793
Headcount at the end of the year 年末人數	484	696	144	305	316	576	281	240	36	16	2	3	3,099

STAFF, TRAINING AND BENEFITS

員工、培訓及福利

Staff Turnover

員工流動圖



11. WORK-RELATED INJURIES

11. 工傷

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 2019, Kingdom had 19 cases (2018: 22 cases) of work-related injuries, representing a work-related injury frequency of 2.57 cases for every 1 million working hours, compared to 3.07 cases for every 1 million working hours in 2018. There was one case of work-related fatality in 2019.

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。2019年，金達員工定級受傷件數有19件（2018年：22件），工傷發生頻率為每一百萬工時2.57次（2018年則為每一百萬工時3.07次）。2019年存在一件因工傷死亡事故。

	Zhejiang Jinyuan 浙江金元		Jiangsu Jinyuan 江蘇金元		Zhejiang Jinda 浙江金達		Heilongjiang Jinda 黑龍江金達		Total 總計
	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女	
Accidents inside the production bases 廠內事故件數	2	3	6	5	1	0	0	0	17
Number of traffic accidents outside the production bases 廠外交通事故件數	0	0	1	1	0	0	0	0	2
Number of confirmed cases of occupational disease 確診職業病件數	0	0	0	0	0	0	0	0	0
Number of work-related fatality 工傷死亡件數	1	0	0	0	0	0	0	0	1

Plant 廠區	2019 2019年				
	Number of work-related injury cases 工傷件數	Lost days 工傷損失天數	Total work time (days) 總工時(天)	Lost day rate (LDR) 損失日數比率 (LDR)	Work-related injury frequency per million work hours (times) 每一百萬工時工傷發生頻率(次)
Zhejiang Jinyuan 浙江金元	5	120	340,146	0.04%	1.84
Jiangsu Jinyuan 江蘇金元	13	260	304,150	0.09%	5.34
Zhejiang Jinda 浙江金達	1	9	126,399	0.01%	0.99
Heilongjiang Jinda 黑龍江金達	-	-	153,356	0.00%	-
Overall 總體	19	389	924,051	0.04%	2.57

Plant 廠區	2018 2018年				
	Number of work-related injury cases 工傷件數	Lost days 工傷損失天數	Total work time (days) 總工時(天)	Lost day rate (LDR) 損失日數比率 (LDR)	Work-related injury frequency per million work hours (times) 每一百萬工時工傷發生頻率(次)
Zhejiang Jinyuan 浙江金元	6	145	333,452	0.04%	2.25
Jiangsu Jinyuan 江蘇金元	14	176	298,956	0.06%	5.85
Zhejiang Jinda 浙江金達	2	21	129,028	0.02%	1.94
Heilongjiang Jinda 黑龍江金達	-	-	133,087	0.00%	-
Overall 總體	22	342	894,523	0.04%	3.07

STAFF, TRAINING AND BENEFITS

員工、培訓及福利

12. LABOUR RELATIONS

In 2019, no issues relating to work, rights and human rights were raised by any staff. Appeal channels for staff include the board of staff representatives of Kingdom, labour security offices of the respective development zones (township industrial offices) and arbitration division for labour issues under the respective municipal (county) human resources and social security bureaus.

All workers joined the Workers' Union and are entitled to elect their representatives.

There were two Workers' Union meetings held in 2019 for voting on terms of labour contracts and reward system, both are well attended by over 100 worker representatives in each of the meetings.

First Workers' Union meeting held on 10 October 2019:

12. 勞資關係

2019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：金達職代會、開發區（鎮工辦）勞動保障所、市（縣）人社局勞動仲裁部門。

所有加入工會的工人，均有權選舉其代表。

2019年舉行了兩次工會會議，以就勞動合同和獎勵制度進行投票，每次會議均由逾100名工人代表參加。

2019年10月10日舉行的第一次工會會議：



2019浙江金元亞麻有限公司職工代表大會			
票務統計表			
票號	姓名	職稱	票數
1	張某某	班長	1
2	李某某	班長	1
3	王某某	班長	1
4	趙某某	班長	1
5	劉某某	班長	1
6	孫某某	班長	1
7	周某某	班長	1
8	吳某某	班長	1
9	鄭某某	班長	1
10	陳某某	班長	1
11	林某某	班長	1
12	黃某某	班長	1
13	楊某某	班長	1
14	朱某某	班長	1
15	徐某某	班長	1
16	馬某某	班長	1
17	朱某某	班長	1
18	徐某某	班長	1
19	馬某某	班長	1
20	朱某某	班長	1
21	徐某某	班長	1
22	馬某某	班長	1
23	朱某某	班長	1
24	徐某某	班長	1
25	馬某某	班長	1
26	朱某某	班長	1
27	徐某某	班長	1
28	馬某某	班長	1
29	朱某某	班長	1
30	徐某某	班長	1
31	馬某某	班長	1
32	朱某某	班長	1
33	徐某某	班長	1
34	馬某某	班長	1
35	朱某某	班長	1
36	徐某某	班長	1
37	馬某某	班長	1
38	朱某某	班長	1
39	徐某某	班長	1
40	馬某某	班長	1
41	朱某某	班長	1
42	徐某某	班長	1
43	馬某某	班長	1
44	朱某某	班長	1
45	徐某某	班長	1
46	馬某某	班長	1
47	朱某某	班長	1
48	徐某某	班長	1
49	馬某某	班長	1
50	朱某某	班長	1

Second Workers' Union meeting held on 11 December 2019:

2019年12月11日舉行的第二次工會會議：



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 the investigation substantiates 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.

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。

13. STAFF BENEFITS

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.

13. 員工福利

溫馨的季節福利

金達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，而每年冬季為全體員工發放浴票或提供熱水洗浴。

Gifts for cooling in summer
夏季消暑禮物



Service allowance

長短工齡享受計劃

<ul style="list-style-type: none"> • Year-of-service bonus 工齡獎勵 	<p>Kingdom's caring corporate culture emphasises 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，金達調動員工的積極性，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。</p>
<ul style="list-style-type: none"> • Year-of-service trips 工齡旅遊 	<p>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. 為增強企業的凝聚力和向心力，金達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。</p>

Skill improvement programme and education allowance

提升技能和學歷補貼計劃

<ul style="list-style-type: none"> • Skill improvement 技能提升 	<p>Allowance for professional technical titles or skill qualifications 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或職業技能資格補助。</p>
<ul style="list-style-type: none"> • Education enhancement 學歷提升 	<p>Employees will get full or partial reimbursement for tuitions and other education related expenses for a recognised academic programme and training 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。</p>

Festive allowance and benefits

節日補助津貼福利

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.

金達除依法給予各種假期，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。



Staff accommodations

宿舍服務

To offer satisfactory working and living conditions to employees, staff accommodations 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, table tennis, 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、籃球場等多項休閒設施。



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 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.

14. LONG-TERM SERVICE SHARE AWARD PLAN

The share-based award plan aims to motivate, recognise and reward qualified employees for their contribution to the Group. It looks to attract and retain talents, and ensures related employees' interests are aligned with that of the shareholders, thereby promoting the long-term development and corporate value of the Company.

As approved by the Board, over one million shares were rewarded to qualified employees who have worked in Kingdom for 30 years or more, or qualified couples who have worked in Kingdom for 20 years or more in 2018. All the shares awards have been vested in 2019 and share certificates were physically presented to the employees.

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，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。

14. 長期服務股份獎勵計劃

股份獎勵計劃之目的為激勵、認可及獎勵合資格人士為本集團作出的貢獻、吸引及挽留人才以及使獎勵持有人與股東利益一致，以推動本公司長期發展及共同提高公司價值。

經董事會決議，於2018年向服務金達30年或以上合資格員工，和各自已服務金達20年或以上的合資格員工夫婦授予超過一百萬股的獎勵股份。所有股票獎勵均已於2019年歸屬，並向員工頒發實體股票。

STAFF, TRAINING AND BENEFITS 員工、培訓及福利

The share-based reward not only reflected the Company's care for and recognition of employees, but also enhanced the team cohesiveness and employees' sense of belonging.

股份獎勵不僅讓員工感受到重視和認同，更能鼓勵員工對公司的向心力和歸屬感。



STAFF TRAINING AND BENEFITS

員工、培訓及福利

15. CORPORATE ACTIVITIES

To enliven the leisure time of the staff, strengthen their bond and promote corporate culture, the Company held competitions, lessons and celebrations before various festivals. These activities served as interactive platforms for the staff to learn team work and for the Company to nurture a lively, harmonious and healthy atmosphere.



15. 公司活動

為了豐富員工們的業餘生活，公司在節日前都舉辦一些比賽、教學、慶祝活動，以增進同事們的感情，也體會特有的企業文化內涵。透過活動交流平台，弘揚了員工團結拼搏的精神，也為企業營造了活潑、和諧和健康的良好氛圍。



Women's Day Games and Movie Outing
婦女節遊戲和觀影活動



Spring Family Fun Day
春季家庭同樂日

**STAFF TRAINING
AND BENEFITS**
員工、培訓及福利



Chinese dumpling cooking class
中國餃子烹飪課



Rice dumpling making class
水餃烹飪課



National Day Holiday Family Fun Day
國慶節家庭同樂日



**STAFF, TRAINING
AND BENEFITS**
員工、培訓及福利



Annual dinner with luck draws
年會抽獎



四、优秀员工 (共140人)

聯公聘 (共54人)	江蘇金元藍聯有限公司 (共41人)	浙江金達藍聯有限
蔣光輝 蔣衛江 蔣文凱	傅成美 邱春美 丁邦利 范以明 冯志軍	高俊芳 鄒 峰
高啟余 黃建洪 黃月計	傅敏學 鄧 斌 王 芳 何 久芳	金海平 李貴萍
李仁波 李錦輝 梁國輝	羅楚芝 羅 斌 羅 斌 羅 斌	陳其美 曹其西
劉金云 劉振英 吳慧文	謝楚傑 李海 劉 凡 吳 勇 吳 勇	楊家海 楊明毅
倪麗珍 倪麗霞 潘文林	馬 麗 謝 敏 謝 敏	張桂平 李 和
沈金富 沈祥利 沈小毛	謝 敏 謝 敏 謝 敏	周敏欣 朱和英
王次雁 吳美霞 徐桂琴	吳 敏 吳 敏 吳 敏	
俞敏珍 張國紅 張次敏	周 敏 周 敏 周 敏	
周敏壽 周國華 庄金英		



**COMMUNITY
RESPONSIBILITIES**
社會責任

COMMUNITY RESPONSIBILITIES

社會責任

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, donations to underprivileged families and continuous supports to national education.

For years, Kingdom has spent over RMB25 million so far on various community works.

There was no non-compliance with laws and regulations in the social and economic area during the year 2019.

1. BLOOD DONATION ACTIVITIES

One bag of donated blood can save a life. Zhejiang Jinyuan organised a blood donation activity in September 2019, and employees donated blood under the guidance of healthcare workers.



2. COMMUNITY EDUCATION

Kingdom made donations to build Kingdom Hope Primary School in Yongning Town, Cangxi County, Sichuan in 2006. It also funded the construction of a teaching building, a computer room, a multimedia room and a library. Tables, chairs, blackboards and other teaching equipment were also donated to Kingdom Primary School in Sichuan. In addition to infrastructure, Kingdom also set up a RMB5 million Hope Foundation to subsidise students living in mountain areas. In 2019, Kingdom donated RMB52,000 as awards for teachers and student scholarship, and RMB330,000 to charitable institutions as charitable aids for those in need.

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。

金達多年來累計出資人民幣2,500多萬元於社會貢獻上。

於2019年內·並無違反社會與經濟領域之法律和規定。

1. 自願無償捐血活動

「捐血一袋·救人一命」從點滴中體會到生命意義。2019年9月於浙江金元組織捐血活動·員工在醫務人員的引導下完成捐血·以實際行動詮釋捐血的公益精神。

2. 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·微電腦室·多媒體教室·圖書室一應俱全·並捐贈四川金達希望小學的桌椅·黑板等一批教學設備。除硬體設備外·金達還設立了人民幣500萬元愛心基金·用以幫助山區孩子學習。2019年持續出資人民幣5.2萬元作為老師獎勵及學生獎學金及向慈善機構捐出人民幣33萬元作慈善救助。

APPENDIX
附錄



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附錄一：港交所的環境、社會及管治報告指引內容索引

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及主要表現指標		Corresponding Sections 對應章節	Page No. 頁碼
A. Environmental A.環境			
Aspect A1 層面A1	Emissions 排放物		
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KPI A1.2 關鍵績效指標A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 溫室氣體總排放量（以噸計算）及（如適用）密集度（如以每產量單位、每項設施計算）。	F-10 Greenhouse Gas F-10溫室氣體	79
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量（以噸計算）及（如適用）密集度（如以每產量單位、每項設施計算）。	F-9 Solid Waste F-9固體廢棄物	78
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量（以噸計算）及（如適用）密集度（如以每產量單位、每項設施計算）。	F-9 Solid Waste F-9固體廢棄物	78
KPI A1.5 關鍵績效指標A1.5	Description of measures to mitigate emissions and results achieved. 描述減低排放量的措施及所得成果。	E Green Production E 綠色生產	50
KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved. 描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果。	E-3 Water and Solid Waste Management; F-9 Solid Waste E-3水及固體廢棄物管理： F-9固體廢棄物	54, 78

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Aspect A2 層面A2	Use of Resources 資源使用		
General Disclosure 一般披露	Policies on the efficient use of resources including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	E-1 Policies on the Efficient Use of Resources and Reducing Impacts on Environment E-1有效使用資源及減少對環境影響的政策	50
KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total and intensity. 按類型劃分的直接及/或間接能源(如電、氣或油)總耗量及密集度。	F-4 Electricity; F-6 Steam; F-7 Natural Gas F-4電; F-6蒸汽; F-7天然氣	73, 75-76
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KPI A2.4 關鍵績效指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved. 描述求取適用水源上可有任何問題, 以及提升用水效益計劃及所得成果。	E-3 Water and Solid Waste Management; F-5 Water E-3水及固體廢棄物管理; F-5水	54, 74
KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	E-6 Use of Materials E-6物料使用	58
Aspect A3 層面A3	The Environment and Natural Resources 環境及天然資源		
General Disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	E-1 Policies on the Efficient Use of Resources and Reducing Impacts on Environment E-1有效使用資源及減少對環境影響的政策	50
KPI A3.1 關鍵績效指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	E-10 Biodiversity E-10生物多樣性	64

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KPI B1.1 關鍵績效指標 B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	G-3 Staff Structure G-3 員工結構	84
KPI B1.2 關鍵績效指標 B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	G-10 Staff Turnover Management G-10 員工流動管理	95
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KPI B2.1 關鍵績效指標 B2.1	Number and rate of work-related fatalities. 因工作關係而死亡的人數及比率。	G-11 Work Related Injuries G-11 工傷	96
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General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	G-9 Training and Development G-9 培訓及發展	91
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KPI B6.2 關鍵績效指標B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	D-14 Handling Customer Complaints D-14客戶投訴處理	48
KPI B6.3 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	D-4 Innovative Developments; D-5 Patents D-4創新發展； D-5專利	33-35
KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	D-3 Testing and Certification D-14 Handling Customer Complaints D-3檢測認證 D-14客戶投訴處理	31-32, 48
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	D-11 Customer Information Security and Privacy Policy D-11客戶資料保障及私隱政策	44

APPENDIX I: HKEX ESG REPORTING GUIDE CONTENT INDEX

附錄一：港交所的環境、社會及管治報告指引內容索引

Aspect B7 層面B7	Anti-corruption 反貪污		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the Company relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對本公司有重大影響的相關法律及規例的資料。	D-12 Anti-Corruption D-12反貪污	45
KPI B7.1 關鍵績效指標B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於報告期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	D-12 Anti-Corruption D-12反貪污	45
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	D-12 Anti-Corruption D-15 Whistle-Blowing Policy/Grievance Channel D-12反貪污 D-15舉報政策／申訴渠道	45, 48
Aspect B8 層面B8	Community Investment 社區投資		
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities takes into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	H Community Responsibilities H 社會責任	108
KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution. 專注貢獻範疇。	H Community Responsibilities H 社會責任	108
KPI B8.2 關鍵績效指標B8.2	Resources contributed to the focus areas. 在專注範疇所動用資源。	H Community Responsibilities; H 社會責任	108

APPENDIX II: THE RECONCILIATION WITH GRI STANDARDS

附錄二：全球永續性報告指標GRI STANDARDS對照表

Categories/aspects 類別/考量面	Indices 編號	GRI Standards Content GRI Standards內容	Corresponding Sections 對應章節	Page No. 頁碼
Organisational Profile 組織概況				
Core 核心	102-1	Name of the organisation 公司名稱	A-1 Preface A-1前言	4
Core 核心	102-2	Primary brands, products, and services 主要品牌、產品與服務	C-9 Brands; D-7 Products and Services C-9品牌： D-7產品與服務	17, 38
Core 核心	102-3	Location of the organisation's headquarters 公司總部所在位置	C-1 Corporate Profile C-1公司簡介	14
Core 核心	102-4	Number and names of countries where the organisation operates 公司營運所在的國家數量及國家名稱	C-8 Business Coverage C-8營業版圖	16
Core 核心	102-5	Nature of ownership and legal form 所有權的性質與法律形式	C-1 Corporate Profile C-1公司簡介	14
Core 核心	102-6	Markets served 公司所提供服務的市場	C-8 Business Coverage C-8營業版圖	16
Core 核心	102-7	Scale of the organisation 組織規模	C-1 Corporate Profile; C-8 Business Coverage C-1公司簡介： C-8營業版圖	14, 16
Core 核心	102.8	Employee statistics 員工組成簡介	G-3 Staff Structure G-3員工結構	84
Core 核心	102-9	Organisation's supply chain 公司的供應鏈	D-6 Supply Chain Management D-6供應鏈管理	36
Core 核心	102-10	Significant changes to the organization and its supply chain 公司與其供應鏈的重大改變	D-9 Corporate Expansion D-9企業擴產	41
Core 核心	102-11	Precautionary approach or principle 預警方針或原則	D-10 Risk Management D-10風險管理	43
Core 核心	102-12	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or endorses 公司參與或支持的外界發起的經濟、環境、社會公約、原則或其他倡儀	D-3 Testing and Certification D-3檢測認證	31
Core 核心	102-13	Memberships of associations (such as industry associations) and national or international advocacy organisations in which the organisation participates 組織參與的公協會（如產業公協會）和國家或國際性倡議組的會員資格	C-7 Participation in External Organizations C-7外部公協會參與	16
Strategy 策略				
Core 核心	102-14	Statement from senior decision-maker 高級決策者的聲明	B Chairman's Statement B主席的話	10

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附錄二：全球永續性報告指標GRI STANDARDS對照表

Ethics And Integrity 倫理與誠信				
Core 核心	102-16	Values, principles, standards and norms of behaviour 價值、原則、標準及行為規範	C Corporate Information; C公司資料	14-15
Governance 治理				
Core 核心	102-18	Governance structure 治理結構	D-1 Group Structure D-1集團組織架構	27
Stakeholder Engagement 利益相關者溝通				
Core 核心	102-40	List of stakeholder groups 列出組織的利益相關人	D-2 Stakeholders Engagement D-2利益相關者溝通	28
Core 核心	102-41	Proportion of employees protected by collective bargaining agreements 受集體協商協定保障之總員工數比例	G-12 Labour Relations G-12勞資關係	98
Core 核心	102-42	Identifying and selecting stakeholders 鑑別與選擇利益相關者	D-2 Stakeholders Engagement D-2利益相關者溝通	28
Core 核心	102-43	Approach to stakeholder engagement 利益相關方參與方針	D-2 Stakeholders Engagement D-2利益相關者溝通	28
Core 核心	102-44	Key topics and concerns raised by stakeholders 利益相關者提出之關鍵主題與關注事項	A-4 Assessment of Material Issues D-2 Stakeholders Engagement A-4重大事項評估 D-2利益相關者溝通	6, 28

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Reporting Practices 報導實務				
Core 核心	102-45	Entities included in the organisation's consolidated financial statements 合併財務報表中所包含的實體	D-1 Group Structure D-1集團組織架構	27
Core 核心	102-46	Process for defining the report content and the aspect boundaries 界定報告書內容與主題邊界	A-3 Reporting Scope A-3報告範圍	6
Core 核心	102-47	List of material topics identified in the process for defining report content 列出所有在界定報告內容過程中所鑑別出的重大考量清單	A-4 Assessment of Material Issues A-4重大事項評估	6
Core 核心	102-48	Effect of any restatements of information provided in previous reports, and the reasons for such restatements 說明對前份報告書中所提供之任何資訊有進行重編的影響及原因	A-3 Reporting Scope A-3報告範圍	6
Core 核心	102-49	Significant changes from previous reporting periods in material topics and aspects 說明與前份報告期間相比，在重要議題與考量範圍清單上的題著改變	A-3 Reporting Scope A-3報告範圍	6
Core 核心	102-50	Reporting period 報告期間	A-1 Preface A-1前言	4
Core 核心	102-51	Date of most recent report 上一次報告的日期	A-1 Preface A-1前言	4
Core 核心	102-52	Reporting cycle (such as annual, biennial) 報告週期(如每年一次、兩年一次)	A-1 Preface A-1前言	4
Core 核心	102-53	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	A-5 Download sites and contact details A-5下載網站及聯絡方式	8
Core 核心	102-54	Claims of reporting in accordance with the GRI Standards 說明公司是根據GRI標準報告	A-1 Preface A-1前言	4
Core 核心	102-55	GRI content index GRI內容索引	Appendix II: The Reconciliation with GRI Standards 附錄二：全球永續性報告 指標GRI Standards對照表	115-124
Core 核心	102-56	External assurance/verification 外部認證/確信報告	No external assurance has been sought for this report, and the Company will consider seeking external assurance in the future 本報告未有尋求外部認 證，本公司將考慮在未來 尋求外部認證	

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ECONOMIC 經濟				
Economic Performance 經濟績效	201-01	Direct economic value generated and distributed 產生和分配的直接經濟價值	C-13 Summary of Financial Performance C-14 Summary of Sustainability Performance H-2 Community Education C-13財務表現摘要 C-14永續發展成果摘要 H-2社會教育	24,108
	201-02	Financial implications and other risks and opportunities for the organisation's activities due to climate change 氣候變遷導致組織活動對財務之影響及其他風險與機會	D-10 Risk Management D-10風險管理	43
	201-03	Coverage of the organisation's defined benefit plan obligations 組織界定福利計劃義務的範圍	G-4 Remuneration System G-4薪酬制度	85
	201-04	Financial assistance received from government 自政府取得之財務補助	C-13 Summary of Financial Performance C-13財務表現摘要	24
Market Presence 市場形象	202-01	Standard entry level wage by gender compared to local minimum wage 依性別報告組織的新進人員薪資與當地最低薪資的比例	G-4 Remuneration System G-4薪酬制度	85
	202-02	Proportion of senior management hired from the local community at significant locations of operation 機構在重要運營地點聘用的當地高層管理人員所佔比例	G-3 Staff Structure G-3員工結構	84
Indirect Economic Impacts 間接經濟衝擊	203-01	Development and impact of infrastructure investments and services supported 基礎設施的投資與服務所產生之發展和衝擊	D-9 Corporate Expansion; H Community Responsibilities D-9企業擴產： H社會責任	41, 108
	203-02	Significant indirect economic impacts, including the extent of impacts 重要間接經濟影響，包括影響的程度	D-9 Corporate Expansion D-9企業擴產	41
Procurement Practices 採購政策	204-01	Proportion of spending on local suppliers 向當地供應商採購的比例	D-6 Supply Chain Management D-6供應鏈管理	36-37

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附錄二：全球永續性報告指標GRI STANDARDS對照表

Anti-Corruption 反貪污				
Anti-corruption 反貪污	205-01	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、衝擊評估和發展計劃的據點之百分比	H-2 Community Education H-2社會教育	108
	205-02	Communication and training on anti-corruption policies and procedures 反貪污政策和程序的溝通及訓練	D-12 Anti-Corruption D-12反貪污	45
	205-03	Confirmed incidents of corruption and actions taken 已確認的貪污事件及採取的行動	D-12 Anti-Corruption D-12反貪污	45
Anti-competitive Behaviour 反競爭行為	206-01	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes 涉及反競爭行為、反公平貿易和壟斷行為的法律訴訟之總數及其結果	D-12 Anti-Corruption D-12反貪污	45
Environmental 環境				
Materials 原物料	301-01	Materials used by weight or volume 所用原物料的重量或體積	E-6 Use of Materials E-6物料使用	58-59
	301-02	Percentage of materials used that are recycled input materials 使用再生原料作為生產原物料之比例	E-6 Use of Materials E-6物料使用	58-59
	301-03	Percentage of products sold and their packaging materials that are reclaimed by category 按類別說明·回收售出產品及其包裝物料的百分比	E-6 Use of Materials E-6物料使用	58-59
Energy 能源	302-01	Energy consumption within the organisation 公司內部之能源消耗量	F-3 Summary of Energy/Resource Consumption F-3能源/資源消耗概要	72
	302-02	Energy consumption outside of the organisation 公司外部之能源消耗量	E-11 Product Life Cycle E-11產品的生命週期	64-67
	302-03	Energy intensity 能源密集度	F-4 Electricity; F-5 Water; F-6 Steam; F-7 Natural Gas; F-8 Sewage F-9 Solid Waste F-10 Green House Gas F-4電; F-5水; F-6蒸汽; F-7天然氣; F-8污水 F-9固體廢棄物 F-10溫室氣體	73-80
	302-04	Reduction of energy consumption 減少能源消耗量	E Green Production E綠色生產	50-68
	302-05	Reductions in energy requirements of products and services 降低產品和服務的能源需求	E Green Production E綠色生產	50-68
	303-01	Total water withdrawal by source 依來源劃分的總取水量	F-5 Water F-5水	74
Water sources 水資源	303-02	Water sources significantly affected by withdrawal of water 因取水而受顯著影響的水源	F-5 Water F-5水	74
	303-03	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	E-3 Water and Solid Waste Management; F-5 Water E-3水及固體廢棄物管理; F-5水	54-55, 74

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附錄二：全球永續性報告指標GRI STANDARDS對照表

Biodiversity 生物多樣性	304-01	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas 公司在環境保護區或其他具有重要生物多樣性價值的地區或其毗鄰地區，擁有、租賃或管理的運營點	E-10 Biodiversity E-10生物多樣性	64
	304-02	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas 公司的活動、產品及服務在生物多樣性方面，對保護區或其他具有重要生物多樣性價值的地區的重大影響	E-10 Biodiversity E-10生物多樣性	64
	304-03	Habitats protected or restored 受保護或經修復的棲息地	E-10 Biodiversity E-10生物多樣性	64
	304-04	Total number of IUCN red list species and national conservation list species with habitats in areas affected by operations, by level of extinction risk 按源危風險水準，說明棲息地受機構運營影響的列入國際自然保護聯盟(IUCN)紅色名錄及國家保護名冊的物種總數	E-10 Biodiversity E-10生物多樣性	64
Emissions 排放	305-01	Direct greenhouse gas (GHG) emissions (Scope 1) 直接溫室氣體排放(範疇一)	F-10 Greenhouse Gas F-10溫室氣體	79-80
	305-02	Energy indirect greenhouse gas (GHG) emissions (Scope 2) 能源間接溫室氣體排放(範疇二)	F-10 Greenhouse Gas F-10溫室氣體	79-80
	305-03	Other indirect greenhouse gas (GHG) emissions (Scope 3) 其他間接溫室氣體排放(範疇三)	F-10 Greenhouse Gas F-10溫室氣體	79-80
	305-04	Greenhouse gas (GHG) emissions intensity 溫室氣體排放強度	F-10 Greenhouse Gas F-10溫室氣體	79-80
	305-05	Reduction of greenhouse gas (GHG) emissions 減少溫室氣體的排放量	F-10 Greenhouse Gas F-10溫室氣體	79-80
	305-06	Emissions of ozone-depleting substances (ODS) 破壞臭氧層之物質排放	F-10 Greenhouse Gas F-10溫室氣體	79-80
	305-07	NOx, SOx, and other significant air emissions 氮氧化物(NOx)、硫化物(SOx)及其他重要氣體排放	F-10 Greenhouse Gas F-10溫室氣體	79-80

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Effluents and Waste 廢污水及廢棄物	306-01	Total water discharge by quality and destination 按水質及排放目的地分類的污水排放總量	E-3 Water and Solid Waste Management F-8 Sewage E-3水及固體廢棄物管理 F-8污水	54-55, 77
	306-02	Total weight of waste by type and disposal method 按類別及處理方法分類的廢棄物總重量	F-8 Sewage F-9 Solid Waste F-8污水 F-9固體廢棄物	77-78
	306-03	Total number and volume of significant spills 嚴重洩漏的總次數及總量	E-3 Water and Solid Waste Management E-3水及固體廢棄物管理	54-55
	306-04	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of hazardous waste in all waste shipped internationally 按照《巴塞爾公約》附錄I、II、III、VIII的條款視為有害廢棄物經運輸、輸入、輸出或處理的重量，以及運往境外的廢棄物中有害廢棄物的百分比	F-9 Solid Waste F-9固體廢棄物	78
	306-05	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organisation's discharges of water and runoff 受機構污水及其他（地表）徑流排放嚴重影響的水體及相關棲息地的位置、面積、保護狀態及生物多樣性價值	E-3 Water and Solid Waste Management; E-10 Biodiversity E-3水及固體廢棄物管理； E-10生物多樣性	54-55, 64
Environmental compliance 環境合規性	307-01	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations 違反環境法律和法規被處巨額罰款的金額，以及所受罰款以外之制裁的次數	F-2 Emission Compliance F-2排放合規	71
Supplier Environmental Assessment 供應商環境評估	308-01	Percentage of new suppliers that were screened using environmental criteria 使用環境準則篩選之新供應商比例	Not applicable 不適用	
	308-02	Significant actual and potential negative environmental impacts in the supply chain and actions taken 供應鏈對環境的重大實際和潛在負面影響，以及採取的措施	D-6 Supply Chain Management D-6供應鏈管理	36-37

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SOCIAL 社會				
Employment 僱傭	401-01	Total number and rate 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的總數及比例	G-10 Staff Turnover Management G-10員工流動管理	95
	401-02	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	G-13 Staff Benefits G-14 Long-term Service Share Award Plan G-13員工福利 G-14長期服務股份獎勵計劃	99-103
	401-03	Return to work and retention rates after parental leave, by gender 按性別劃分，產假／待產假後返回工作崗位及留職比率	G-6 Maternity Leave G-6產假	88
Labour/Management Relations 勞資關係	402-01	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements 有關重大營運轉變的最短通知期，包括該通知期是否於集體協議內具體說明	G-10 Staff Turnover Management G-12 Labour Relations G-10員工流動管理 G-12勞資關係	95, 98
Occupational Health and Safety 職業健康與安全	403-01	Percentage of total workforce represented in formal joint management – worker health and safety committees that help monitor and advise on occupational health and safety programs 在正式的勞工健康與安全管理委員會中，協助監督和建議職業健康與安全相關規劃的勞方代表比例	G-12 Labour Relations G-12勞資關係	98
	403-02	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	G-11 Work-related Injuries G-11工傷	96-97
	403-03	Workers with high incidence or high risk of diseases related to their occupation 與其職業有關之疾病高發生率與高風險的勞工	G-5 Staff Health G-5員工健康	86-87
	403-04	Health and safety topics covered in formal agreements with trade unions 工會正式協約中納入健康與安全相關議題	G-12 Labour Relations G-12勞資關係	98
Training and Education 訓練與教育	404-01	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	G-9 Training and Development G-9培訓及發展	91-94
	404-02	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings 員工職能管理和終生學習計劃以協助員工持續受僱之能力及其退休計劃	G-9 Training and Development G-9培訓及發展	91-94
	404-03	Percentage of employees receiving regular performance and career development reviews, by employee category and by gender 依員工類別與性別接受定期績效及生涯發展審查的員工比例	G-4 Remuneration System G-4薪酬制度	85

APPENDIX II: THE RECONCILIATION WITH GRI STANDARDS

附錄二：全球永續性報告指標GRI STANDARDS對照表

Diversity and Equal Opportunity 多元化與工作機會平等	405-01	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity 依性別、年齡層、少數族群和其他多樣性指標報告公司高階管理層和按員工類別的員工組成	G-3 Staff Structure G-3員工結構	84
	405-02	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation 依員工類別與重要營運據點的女性與男性之基本薪資和薪酬比率	G-4 Remuneration System G-4薪酬制度	85
Non-discrimination 不歧視	406-01	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	G-2 Employment and Occupational Health & Safety Compliance G-2僱傭及職業健康及安全合規	83
Freedom of Association and Collective Bargaining 自由或結社和集體談判	407-01	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights 已發現可能違反或嚴重危及結社自由及集體協商的營運據點或供應商，以及保障這些權利所採取的行動	G-12 Labour Relations G-12勞資關係	98
Child Labour 童工	408-01	Operations and suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour 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	G-2 Employment and Occupational Health & Safety Compliance G-2僱傭及職業健康及安全合規	83
Forced or Compulsory Labour 強迫或強制勞動	409-01	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour 已鑑別為具嚴重強迫或強制勞動事件風險的營運據點和供應商，以及有助於減少任何形式的強迫或強制勞動的行動	G-2 Employment and Occupational Health & Safety Compliance G-2僱傭及職業健康及安全合規	83
Security Practices 保全實務	410-01	Percentage of security personnel trained in the organisation's human rights policies that are relevant to operations 保全人員在營運相關的人權政策方面接受訓練的百分比	G-8 Fair Labor Association G-8公平勞工協會	90
Indigenous Rights 原住民權利	411-01	Total number of incidents of violations involving rights of indigenous peoples and actions taken 侵犯當地居民人權事件之總數量和已採取之行動	G-2 Employment and Occupational Health & Safety Compliance G-2僱傭及職業健康及安全合規	83
Human Rights Assessment 人權評估	412-01	Total number and percentage of operations that have been subject to human rights reviews or impact assessments 接受人權檢視或衝擊評估的營運據點之總數和百分比	G-2 Employment and Occupational Health & Safety Compliance G-2僱傭及職業健康及安全合規	83
	412-02	Employee training on human rights policies or procedures 員工接受人權政策及程序訓練	G-9 Training and Development G-9培訓及發展	91-94
	412-03	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening 重大投資協議及包含人權條款或接受人權檢視的合約	Not applicable 不適用	

APPENDIX II: THE RECONCILIATION WITH GRI STANDARDS

附錄二：全球永續性報告指標GRI STANDARDS對照表

Local Communities 當地社區	413-01	Percentage of operations with implemented local community engagement, impact assessments, and development programs 營運據點中，已執行當地社區議合、衝擊評估和發展計劃的據點之百分比	Not applicable 不適用	
	413-02	Operations with significant actual and potential negative impacts on local communities 對當地社區具有顯著實際及潛在負面衝擊的營運據點	No related incident 無相關衝擊	
Supplier Social Assessment 供應商社會評估	414-01	New suppliers that were screened using social criteria 以社會準則檢視新供應商	Not applicable 不適用	
	414-02	Negative social impacts in the supply chain and actions taken 供應鏈對社會有負面的衝擊以及所採取的行動	No such incident has been identified 無發現任何相關事件	
Public Policy 公共政策	415-01	Total value of political contributions by country and recipient/beneficiary 按國家和接受者/受益者分類的政治獻金總值	D-12 Anti-Corruption D-12反貪污	45
Customer Health and Safety 顧客健康與安全	416-01	Assessment of the health and safety impacts of product and service categories 為求改進，針對重要產品及服務的健康及安全相關評估	D-3 Testing and Certification; D-7 Products and Services D-3檢測認證： D-7產品與服務	31, 38
	416-02	Incidents of non-compliance concerning the health and safety impacts of products and services 違反有關產品和服務健康與安全影響的法規的事件	D-14 Handling Customer Complainants D-14客戶投訴處理	48
Product and Service Labelling 產品及服務標籤	417-01	Type of product and service information required by the organisation's procedures for product and service information and labelling, and percentage of significant product and service categories subject to such information requirements 依組織資訊與標籤程式所劃分的產品與服務資訊種類，以及需要符合此種資訊規定的重要產品及服務類別的百分比	D-7 Products and Services D-7產品與服務	38
	417-02	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes 依結果類別劃分，違反商品與服務資訊標籤的法規及自願性規範之事件總數	D-7 Products and Services D-7產品與服務	38
	417-03	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship 違反有關行銷推廣（包括廣告、推銷及贊助）的法規及自願性準則的事件總數	D-7 Products and Services D-7產品與服務	38
Customer Privacy 顧客隱私	418-01	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總數	D-11 Customer Information Security and Privacy Policy D-11客戶資料保障及私隱政策	44
Compliance 法規遵循	419-01	Non-compliance with laws and regulations in the social and economic area 不遵守社會經濟領域的法律法規事件	H Community Responsibilities H社會責任	108



