

# 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)



## 2021

ENVIRONMENTAL, SOCIAL  
AND GOVERNANCE REPORT

環境、社會及管治報告



KINGDOM

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Appendix II: The Reconciliation with GRI Standards 附錄二：全球永續性報告指標GRI Standards對照表 130

# ABOUT THIS REPORT 關於報告

## A1. PREFACE

This is the 8th environmental, social and governance report published by Kingdom Holdings Limited (hereinafter referred to as the “Company”, together with its subsidiaries, “Kingdom” or the “Group”) for the purpose of disclosing certain non-financial information about Kingdom, including its goals and 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 2021. The Company’s ESG reports are published on an annual basis normally in April regarding the same reporting periods of the preceding year covered in the annual reports of the Company.

This report is prepared pursuant to the Environmental, Social and Governance (hereinafter referred to as “ESG”) Reporting Guide set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Listing Rules”) and with reference to the 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.

## A1. 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」）第八年出版的環境、社會及管治報告，藉由此非財務資訊內容的披露，向利益相關者展現金達追求永續發展的目標及階段性執行成果。

本報告期間為金達歷年及截至2021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，而本公司通常於4月發行前一年度的環境、社會及管治報告。

本報告根據香港聯合交易所有限公司證券上市規則（「上市規則」）附錄二十七所載環境、社會及管治（以下簡稱「ESG」）報告指引，及參照全球永續發展報告書指導綱領（Global Reporting Initiative）（「GRI」）準則（Standards）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。



## A2. REPORTING PRINCIPLES

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

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 our 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. We aim 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).

## A2. 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。

編製 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 事項的報告門檻。於界定本報告內容的過程中確定的重要主題列表通過我們的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。我們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

## A3. REPORTING SCOPE

This report covers all of the Kingdom 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 Kingdom”) and Heilongjiang Jinda Flax & Hemp Co., Ltd. (hereinafter referred to as “Heilongjiang Kingdom”).

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	Included in 2020 ESG Report 是否納入2020年 ESG報告	Included in 2021 ESG Report 是否納入2021年 ESG報告
Zhejiang Jinyuan	浙江金元	✓	✓	✓	✓
Jiangsu Jinyuan	江蘇金元	✓	✓	✓	✓
Zhejiang Kingdom	浙江金達	✓	✓	✓	✓
Heilongjiang Kingdom	黑龍江金達	X	✓	✓	✓
Ethiopia Kingdom	埃塞俄比亞金達	n/a不適用	n/a不適用	n/a不適用	X

Heilongjiang Kingdom only commenced production in April 2018 which did not have full year data nor comparative figures, hence it was not included in the 2018 ESG report. As full year information of Heilongjiang Kingdom had become available since 2019, relevant comparative figures of Heilongjiang Kingdom from April 2018 onwards have been included since 2019. Similarly, Ethiopia Kingdom only commenced operation in July 2021 which did not have full year data nor comparative figures, hence it was not included in the 2021 ESG report, and will be reported in 2022 together with relevant comparable figures of 2021.

Jiangsu Jinyuan and Zhejiang Kingdom have direct access of steam provided by government/third party suppliers, while Zhejiang Jinyuan and Heilongjiang Kingdom without such direct supply of steam, both factories use natural gas to generate the steam/heating required for the production process. The unit of steam (see section F7) and natural gas (see section F8) consumed per tonne of yarn produced are calculated on the related production volume in the respective factories instead of the total production volume of the Group, and all related comparative figures have been adjusted for comparison on the same basis purpose.

## A3. 報告範圍

本報告範疇以金達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，因此未納入2018年ESG報告。由於自2019年起黑龍江金達全年資料可獲取，故自2019年起已納入黑龍江金達自2018年4月起的相關比較數據。同樣，埃塞俄比亞金達僅於2021年7月開始營運，該公司既無全年數據，亦無比較數據，因此未納入2021年ESG報告，並將於2022年連同2021年的相關比較數據一併報告。

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，浙江金元和黑龍江金達並無直接蒸汽供應，兩家工廠均使用天然氣來產生生產過程所需的蒸汽／供熱。生產每噸紗線所消耗的蒸汽（請參閱F7節）及天然氣（請參閱F8節）的單位乃根據各工廠的相關產量（而非本集團的總產量）計算，所有相關比較數據已按相同基準作出調整以供比較。



#### A4. 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 our employees and also externally to different key stakeholders in the second half of 2021 and received 100 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.

#### A4. 重大事項評估

經參考上市規則附錄二十七所載的ESG報告指引及全球永續性報告指標(GRI)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。本集團隨後於2021年下半年內部對我們的員工及外部對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100份有效回覆。基於各重大事項的平均分數，本集團制定了其ESG重大性矩陣，如下表所示。

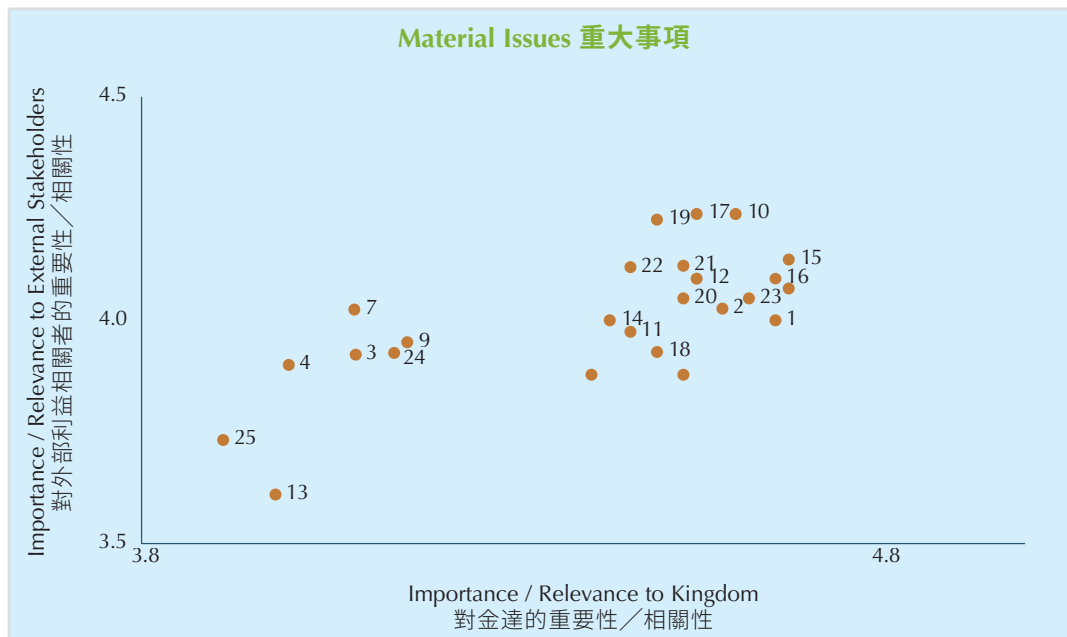
重要重大事項已於本報告披露。



# ABOUT THIS REPORT

## 關於報告

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	4.0	4.7
2	Energy/resources consumption and emission	能源/資源消耗與排放	4.0	4.6
3	Greenhouse gas emission	溫室氣體排放	3.9	4.1
4	Management of domestic wastes	生活垃圾管理	3.9	4.0
5	Environmental investment	環保投資	3.9	4.4
6	Sustainability performance	可持續發展績效	4.1	4.7
7	Anti-corruption	反腐败	4.0	4.1
8	Risk Management	風險管理	3.9	4.5
9	Whistle-Blowing Policy/Grievance Channel	舉報政策/申訴渠道	4.0	4.2
10	Quality and compliance certification	質量和合規認證	4.2	4.6
11	Patents	專利	4.0	4.5
12	Supply chain management	供應鏈管理	4.1	4.6
13	Participation in industry association	參加行業協會	3.6	4.0
14	Fair and open procurement procedure	公平公開的採購程序	4.0	4.4
15	Customer Satisfaction	客戶滿意度	4.1	4.7
16	Customer Information Security and Privacy Policy	客戶信息安全和隱私政策	4.1	4.7
17	Customer complaints	客戶投訴	4.2	4.6
18	Remuneration System	薪酬制度	3.9	4.5
19	Prohibition of child and forced labour	禁止童工和強迫勞動	4.2	4.5
20	Rights and Interests of employees	員工權益	4.0	4.5
21	Employees' training and development	員工的培訓與發展	4.1	4.5
22	Labour Relations	勞資關係	4.1	4.5
23	Community Responsibilities	社會責任	4.0	4.6
24	Public welfare charity	公益慈善	3.9	4.1
25	Volunteer activities	義工活動	3.7	3.9



## A5. SUMMARY OF FINANCIAL AND BUSINESS PERFORMANCE

Turnover reached to RMB1.8 billion

Ranked the largest pure linen yarn exporter of China for 19 consecutive years

Largest linen yarn manufacturer in China with an annual capacity of 26,000 tonnes

Owned 56 invention and other patents (see section D5).

Overall customer satisfactory rate at 4.53, slightly lower than that of previous year (5 as the full score) (see section D13).

Received government grant of RMB4.6 million in aggregate

For more details of the Group's financial and business performance, please refer to the Group's 2021 annual report.

## A6. SUMMARY OF SUSTAINABILITY PERFORMANCE

Solar photovoltaic generators contributed 3.8% of the electricity consumed by all the factories of the Group (see section E2).

Annual consumptions of electricity, water and steam increased by 15.2%, 2.4% and 0.1% respectively, while the natural gas reduced by 2.5% (see section F4).

On per tonne of linen yarn basis, consumption of electricity, water, steam and natural gas decreased by 3.6%, 14.2%, 13.5% and 21.8%, respectively, mainly due to less water used in relation to the improved techniques in the scouring and bleaching process. (see section F5 to F8).

GHG emissions per tonne of yarn was 6.4% lower than that of previous year, as a result of lower consumption of electricity, water, steam and natural gas on per tonne basis, due to less water used in relation to the improved techniques in the scouring and bleaching process (see section F11).

Environmental investment and expenditure approximated RMB22.1 million during the year (see section E7).

## A5. 財務及業務表現摘要

營業額達人民幣18億元

連續19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26,000噸

擁有56項發明等專利（請參閱D5節）。

整體客戶滿意度調查結果為4.53分，略低於上一年（滿分5分）（請參閱D13節）。

獲政府補助資金共人民幣460萬元

更多有關本集團財務及業務表現的資訊，請參閱本集團的2021年年報。

## A6. 永續發展成果摘要

太陽能光伏發電設備貢獻本集團所有工廠耗電量3.8%（請參閱E2節）。

全年電、水及蒸汽的消耗量分別增加15.2%、2.4%及0.1%，而天然氣減少2.5%（請參閱F4節）。

按每噸亞麻紗計算，電、水、蒸汽和天然氣的消耗量分別減少3.6%、14.2%、13.5%及21.8%，乃主要由於煮漂工藝改進令用水量減少（請參閱F5至F8節）。

每噸紗線溫室氣體排放量較上一年減少6.4%，乃由於煮漂工藝改進令用水量減少，導致按每噸紗線計算的電、水、蒸汽及天然氣消耗量減少（請參閱F11節）。

年內，環境保護投資及支出費用約人民幣2,210萬元（請參閱E7節）。

## ABOUT THIS REPORT 關於報告

### A7. EXTERNAL ASSURANCE

The information contained in this ESG report has been provided voluntarily by Kingdom Group. External assurance of information in ESG report will be sought in future.

### A8. 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 the website 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:

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

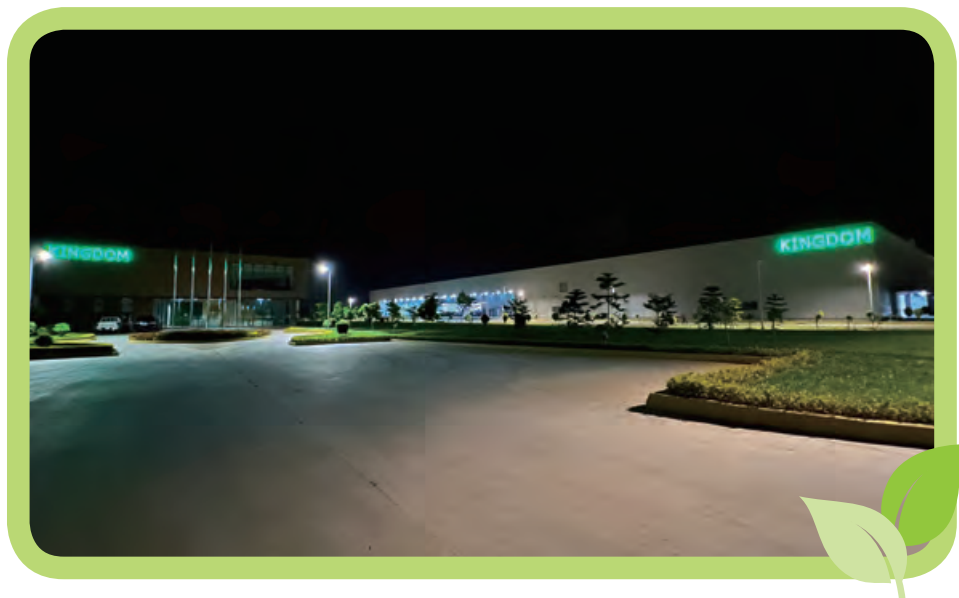
### A7. 外部認證

本ESG報告所載資料由金達集團自願提供。未來將尋求對ESG報告所載資料的外部認證。

### A8. 下載網站及聯絡方式

本報告的中文及英文版本，以印刷和互聯網上向公眾發佈。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：

金達控股有限公司  
電話：+852 3628 2262  
電郵：[ir@kingdom-china.com](mailto:ir@kingdom-china.com)  
網址：<http://www.kingdom-china.com>



**CHAIRMAN'S  
STATEMENT**  
**主席的話**





## CHAIRMAN'S STATEMENT 主席的話

Kingdom's clients, suppliers, employees and your families,

I would like to convey my cordial greetings to all of you. Thank you, our client, suppliers, employees and your families for the golden days we spent together.

In 2021, we adapted to changes and our hard works paid off. Our sales performance reached a new high and our Ethiopia factory completed the recruitment, commissioning, training and trial production and reached full scale of operation at the end of 2021. We reached the long-term strategic cooperation agreement with global agencies.

On issue of sustainability, we continued promote "REEL Linen" codes and "Kingdom Hemp" sustainability programs.

REEL Linen is a sustainability-driven initiative for brands which are committed for sourcing more sustainable linen, including improving environment, quality and traceability conditions in their supply chain factories and farms worldwide. The REEL Linen Code of Conduct is the first global code on linen sustainable production developed by CottonConnect and Kingdom. The Code draws on the experience of experts in Europe and China, as well as the great practices of flax producers in France, to understand the sustainability challenges in the field. Please refer to section E13 for further details.

致金達尊貴的客戶、供應商、員工和家人：

本人謹此向大家致以誠摯的問候，並對與閣下、客戶、供應商、員工和家人共度的黃金時光深表感謝。

2021年，我們適應各種變化，我們的辛勤付出得到回報。銷售業績再創新高，埃塞俄比亞工廠完成招工、調試、培訓及試產，並於2021年底全面投產。我們與全球代理機構達成長期戰略合作協議。

在永續發展問題上，我們繼續推廣「瑞優亞麻」準則和「金達大麻」永續發展計劃。

瑞優亞麻是一項永續發展亞麻倡議行動，針對致力於採購更加永續發展（包括改善全球供應鏈工廠和農場的環境、質量和可追溯性）亞麻產品的品牌。瑞優亞麻行為準則是CottonConnect（康特耐）與金達合作開發的全球第一個永續發展亞麻生產的準則，汲取了歐洲和中國專家的經驗和法國亞麻種植者的良好作法，以全面掌握在實際生產過程中遇到的永續發展方面的挑戰。更多資訊請參閱E13節。



In 2021, our production volume increased by 19.5%, the total annual consumptions of electricity, water and steam increased by 15.2%, 2.4% and 0.1% respectively, while the natural gas reduced by 2.5%. On per tonne of linen yarn basis, consumption of electricity, water, steam and natural gas decreased by 3.6%, 14.2%, 13.5% and 21.8%, respectively, mainly due to less water used in relation to the improved techniques in the scouring and bleaching process. We will continue to explore ways to improve the production processes to further enhance the operation efficiencies.

We believe 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). We believe that our choice today will contribute to a greener, more harmonious and more beautiful future.

Going forward, we will continue to pursue the steady growth of our 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**

2021年，我們的產量增加19.5%，全年電、水、蒸汽消耗總量分別增加15.2%、2.4%和0.1%，而天然氣減少2.5%。按每噸亞麻紗計算，電、水、蒸汽和天然氣消耗量分別減少3.6%、14.2%、13.5%和21.8%，主要是由於煮漂工藝改進令用水量減少。我們將繼續探索改進生產流程的方法，進一步提高運營效率。

我們崇尚「天之道，利而不害；聖人之道，為而不爭」。我們相信，我們今日的選擇將會為更綠色、更和諧和更美麗的未來奉獻一份價值。

展望未來，我們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

### C1. 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 of Hong Kong Limited (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 2021, it employed approximately 3,808 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 19 consecutive years, continued to account for over 40% of China's pure linen yarn exports by volume in 2021.

### C1. 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日在香港聯合交易所有限公司（「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2021年12月31日擁有約3,808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19年穩居中國第一，2021年繼續佔全中國純亞麻紗出口量逾40%。

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.
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.

## C2. CORPORATE STRATEGY AND LONG-TERM BUSINESS MODEL

Kingdom strives to be one of the largest linen yarn manufacturers in the world through its commitment to sustainable development and technical innovation, developing proprietary intellectual property rights, branding of products and pursuing advanced management for lean management and excellent performance to generate or preserve value over a longer term.

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. 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、共贏」的核心價值觀，以卓越的產品和服務向世界證明金達是一家充滿活力的企業。

## C2. 公司策略及長期業務模式

金達致力於永續發展及技術創新，開發自主知識產權，產品品牌營銷，追求卓越管理從而達致精細化管理及優秀表現，銳意成為全球最大型亞麻紗製造商之一，長期創造或維持價值。

At Kingdom, environmental considerations are central and embedded to our 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 legitimate 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.

The Board committed to periodically review the progress made against ESG-related goals and targets to enable the Group's sustainable development of business, in order to generate or preserve value over a longer term.

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的廢氣及溫室氣體、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。

董事會定期檢討就ESG相關目的及目標所取得的進展，使本集團的業務永續發展，從而長期創造或維持價值。

### **C3. KINGDOM'S VISION**

Kingdom Innovation Leading the Future

### **C3. 金達願景**

金達創新引領未來

### **C4. 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

### **C4. 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

### **C5. CORPORATE SPIRIT:**

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

### **C5. 企業精神：**

永不氣餒，永不疲憊，自強不息，爭創一流

### **C6. CORE VALUES:**

Responsible, Sincere, Innovative, Mutually Successful

### **C6. 核心價值觀：**

責任、真誠、創新、共贏

### **C7. OPERATING PHILOSOPHY:**

Pursuit of Excellence

### **C7. 經營理念：**

追求卓越

## C8. 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 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 (參與供應商)
Zero Discharge of Hazardous Chemicals Programme (ZDHC) 有害化學物質零排放聯盟(ZDHC)	Member 會員

## C9. 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. Due to COVID-19 pandemic, the fifth production base in Adama, Ethiopia was suspended and re-commenced the trial production in 2021. As there are few than a full calendar year of data for the Ethiopia factory in 2021 and no comparative figures, Ethiopia factory was not covered in this 2021 ESG report. Such data will be covered in next year including comparative figures in 2021.

## C8. 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公協會：

## C9. 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。由於COVID-19疫情，於埃塞俄比亞阿達瑪第五個生產基地暫停推進，並於2021年重新開始試產。由於埃塞俄比亞工廠於2021年的數據不足一個完整歷年且並無可比數據，因此本2021年ESG報告並未涵蓋埃塞俄比亞工廠。我們將於明年加入有關數據，包括2021年的比較數據。

# CORPORATE INFORMATION

## 公司資料

In 2021, Kingdom's overseas business accounted for 62.6% of total revenue, mainly distributed in Italy, India, Turkey, Korea and Portugal.

2021年，金達國外業務佔總收益的62.6%，主要分佈於意大利、印度、土耳其、韓國及葡萄牙。



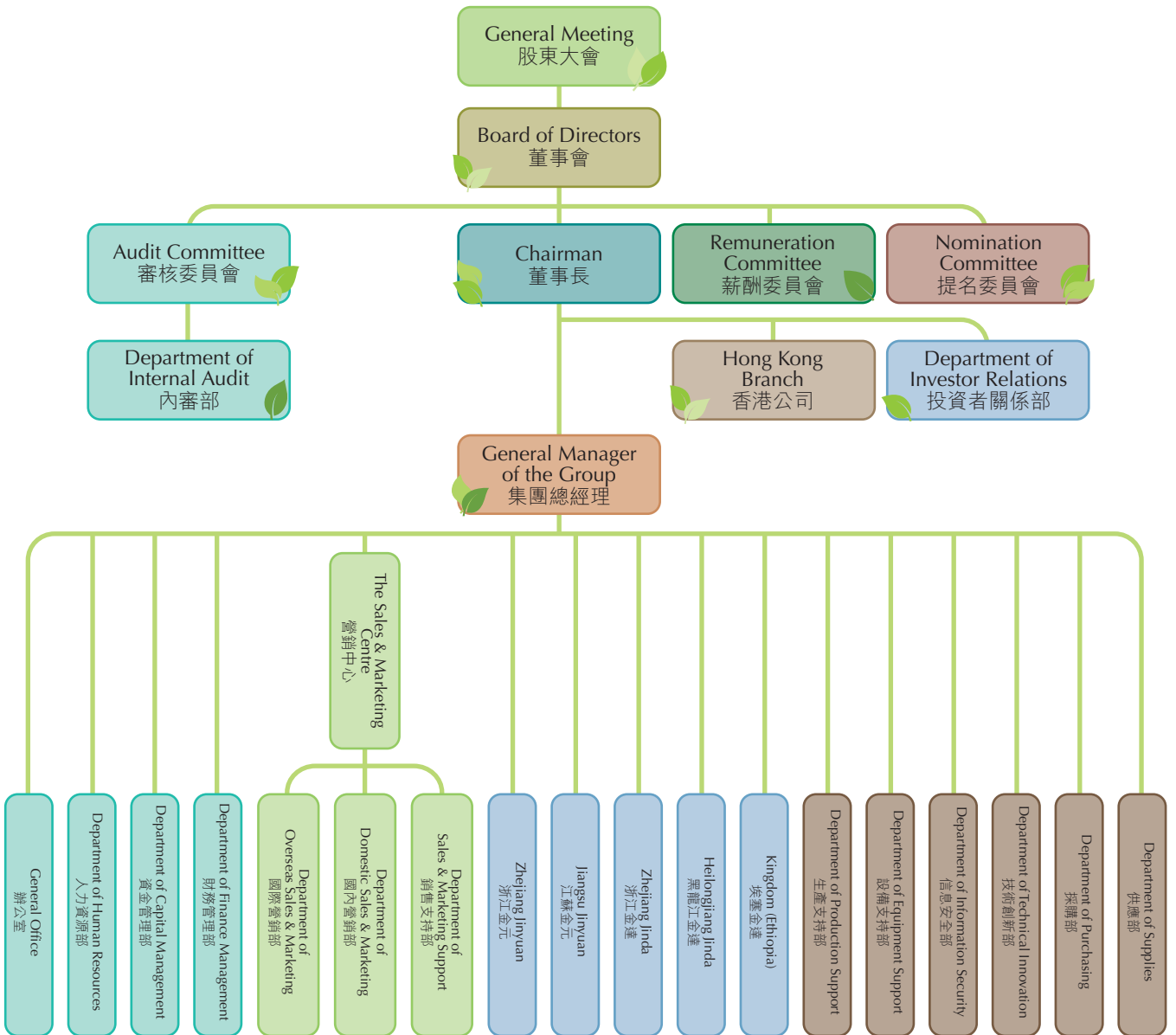
### Sales Analysis by Domestic and Overseas Markets

### 按國內外市場劃分的銷售分析

		FY2021		FY2020		Year-on-year change in revenue	Year-on-year change in revenue
		2021財年		2020財年		收益同比變動	收益同比變動
		RMB'000	%	RMB'000	%	RMB'000	%
		人民幣千元	%	人民幣千元	%	人民幣千元	%
China	中國	673,137	37.4%	476,377	45.1%	196,760	41.3%
European Union	歐盟	563,110	31.3%	302,630	28.6%	260,480	86.1%
Non-European Union	非歐盟	563,443	31.3%	278,419	26.3%	285,024	102.4%
Total Revenue	總收益	1,799,690	100.0%	1,057,426	100.0%	742,264	70.2%

C10. GROUP STRUCTURE

C10. 集團組織架構



## C11. TAX

Kingdom would leverage on all legitimate government incentives/grants and at the same time committed to tax compliance in each of the countries it operated in. Kingdom does not believe in aggressive tax planning, which may appear to be beneficial in the short-term, but would back-fire and cause more harm in the long-run. Therefore, all transactions between Kingdom group companies are conducted in arm-length basis using comparable uncontrolled transaction (CUP) method (i.e. comparable market price as to third-party customers). There is no royalty charge among group companies for any intellectual properties owned by the Group.

The tax is handled by local finance team and over-sighted by the CFO of the Group. Professional tax consultants would be engaged for specific matters and ad hoc projects. The overall tax position of the Group was also reviewed (for interim report) or audited (for annual report) by the Group auditors. The tax information is disclosed in the annual report and interim report available for download at the Company's website at <http://www.kingdom-china.com/en/ir/annual.html>.

Kingdom group's engagement with tax authorities is on professional manner, and professional tax consultants will be engaged to ensure effective communication and resolution to a mutually acceptable outcome.

Kingdom group is not subject to Country-by-country reporting requirement.

## C12. 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.



## C11. 稅務

金達善用所有合法政府獎勵／補助，同時致力於遵守其經營所在各個國家／地區的稅務規定。金達不相信激進的稅務規劃，其雖在短期內看似有益，但從長遠來看，會適得其反並造成更大損害。因此，金達集團公司間的所有交易均使用可比非受控交易 (CUP) 法 (即相比第三方客戶的可比市場價格) 按公平原則進行。就本集團擁有的任何知識產權，集團公司之間不收取特許權使用費。

稅務由當地財務團隊處理，並由本集團首席財務官監督。我們將聘請專業稅務顧問處理特定事項及臨時項目。本集團的整體稅務狀況亦由本集團核數師審閱 (就中期報告而言) 或審計 (就年報而言)。稅務資料於年報及中期報告披露，可於本公司網站 <http://www.kingdom-china.com/en/ir/annual.html> 下載。

金達集團以專業方式與稅務機關開展工作，聘請專業的稅務顧問，確保有效溝通和解決，達成雙方均可接受的結果。

金達集團不受國別報告規定的規限。

## C12. 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。





C13. MILESTONES

C13. 大事紀

2021	NOV 11月	Kingdom was awarded by Bloomberg Businessweek/Chinese edition with the “ESG Leading Environmental Initiative Awards” for the REEL Linen Codes in the ESG Leading Enterprise Award 2021 金達在2021年ESG領先企業獎中憑瑞優亞麻準則獲《彭博商業週刊／中文版》頒發「ESG領先環保項目獎」	
	OCT 10月	Kingdom attending Premiere Vision Paris 金達參加巴黎PV展	
	AUG 8月	The first batch of linen yarn from Kingdom Ethiopia shipped successfully on 9th August 8月9日，埃塞俄比亞金達第一批亞麻紗順利發運 Kingdom convened global agents video conference 金達召開全球代理視頻會議	
	MAR 3月	Kingdom’s linen yarn export continued to rank first in China in 2020 2020年金達亞麻紗出口繼續位居全國第一 Kingdom attended Intertextile Shanghai Apparel Fabrics Spring 2021 exhibition 金達參加2021中國國際紡織面料及輔料（春夏）博覽會	
2020	DEC 12月	“Organic Kingdom Hemp” certified by ECOCERT SA. 「有機金達大麻」獲ECOCERT SA認證。	
	NOV 11月	Kingdom attended the 7th Bast and Leaf Fibres Textile Expo In Jiangxi, China. 金達參加第七屆中國江西國際麻紡博覽會。	
	SEP 9月	Kingdom attended the Shanghai Exhibition for the debut of REEL Linen. 金達上海參展，首次推出瑞優亞麻。	
	MAY 5月	Kingdom collaborated with COTTONCONNECT to develop “REEL” Linen. (REEL: Responsible Environment, Enhanced Livelihood.) 金達與COTTONCONNECT合作，發展「瑞優」亞麻。 (瑞優：對環境負責，讓生活改善。) Kingdom received a thank you letter from MUJI for donating 10,000 masks to MUJI during global shortage. 金達收到來自日本無印良品的感謝信，感謝金達在全球抗疫物品短缺期間向其捐贈10,000只口罩。	
	MAR 3月	Kingdom remained No. 1 in linen yarn export in 2019 2019年金達亞麻紗出口保持全國第一 Kingdom signed Industrial Hemp order with farmers for 100,000 Mu of land 金達與農戶簽訂了10萬畝工業大麻訂單	
	FEB 2月	Kingdom donated RMB1,000,000 to support frontline of epidemic prevention 金達捐贈人民幣100萬元支援防疫一線 Kingdom attended the PV Paris Exhibition 2020 to display “Black Land” Hemp. 金達參加2020年巴黎PV展，展示了「黑土地」纖維大麻。	
	JAN 1月	Kingdom applied 12 patents in 2019 金達於2019年申報專利12項	

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 2019年金達亞麻沙龍於中國烏鎮成功舉辦
	JUN 6月	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  Kingdom attended the 6th China Russia Expo and the 30th Harbin International Economic and Trade Fair. 金達參加第6屆中俄博覽會暨第30屆哈爾濱國際經濟貿易洽談會。
	FEB 2月	Kingdom attended the PV exhibition (i.e. Premiere Vision in France) in Paris. 金達參加於巴黎舉行的PV展覽會(又稱法國第一視覺面料博覽會)。
2018	NOV 11月	Heilongjiang Kingdom was named as a “National-Level Green Factory”. 黑龍江金達獲批「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. 與中國恆天集團(中國化纖有限公司)及青岡縣人民政府就纖維大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工協會(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 Kingdom, 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，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附屬公司。
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	Zhejiang Kingdom Creative Co., Ltd. was founded in Haiyan, Zhejiang, China. 在中國浙江海鹽設立浙江金達創業股份有限公司。

**C14. HONOURS**

**C14. 榮譽**

<p style="text-align: center;">2021</p>	<p>Heilongjiang Kingdom Hemp Co., Ltd. was awarded the title of “National Textile Industry Advanced Group” 黑龍江金達麻業有限公司獲「全國紡織工業先進集體」</p> <p>Tong Xiangzhen, an employee of Zhejiang Jinyuan Flax Co., Ltd., was awarded the title of “Model Worker of National Textile Industry”. 浙江金元亞麻有限公司員工童相珍獲「全國紡織工業勞動模範」</p> <p>Ambassador Zhao Zhiyuan of China in Ethiopia, and public counsel Yang Yihang with personnel from the Embassy of China in Ethiopia visited Kingdom Ethiopia factory 中國駐埃塞俄比亞大使館趙誌遠大使、楊依杭公參攜使館人員對金達埃塞俄比亞工廠進行了參觀指導</p> <p>Zhejiang Jinyuan Flax Co., Ltd rated as Zhejiang province's first batch of “Front-runner” Cultivation Enterprises of domestic and foreign trade Integration 浙江金元亞麻有限公司被評為浙江省首批內外貿一體化「領跑者」培育企業</p> <p>Heilongjiang Kingdom Hemp Co., Ltd has been selected for 2nd batch of specialization, refinement, differentiation, innovation of “Little Giant” Enterprises Plan 黑龍江金達麻業有限公司入選第二批專精特新「小巨人」企業名單</p> <p>Zhejiang Jinyuan Flax Co., Ltd. has been rated the Provincial “Invisible Champion” Cultivation Enterprise 浙江金元亞麻有限公司被評為浙江省「隱形冠軍」培育企業</p>
<p style="text-align: center;">2020</p>	<p>Provincial leading enterprise of agricultural industrialization in Heilongjiang. 被認定為黑龍江農業產業化省級重點龍頭企業。</p>
<p style="text-align: center;">2019</p>	<p>Zhejiang Province “Hidden Champion” Enterprise. 榮獲浙江省「隱形冠軍」企業獎。</p> <p>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。</p>
<p style="text-align: center;">2018</p>	<p>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。</p> <p>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。</p>

2017	<p>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。</p> <p>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。</p> <p>The First Batch of Leading Exporters of Quality Zhejiang Products. 榮獲首批「品質浙貨」出口領軍企業。</p>
2016	<p>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。</p>
2015	<p>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。</p> <p>Key Corporate Technological Innovation Team. 被授予「重點企業技術創新團隊」。</p>
2014	<p>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。</p> <p>Outstanding Corporate Social Responsibility Report of Zhejiang Province. 榮獲「浙江省企業社會責任優秀報告」。</p> <p>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。</p>
2007-13	<p>Top 10 Competitive China Linen Textile Enterprises. 獲評中國麻紡行業競爭力10強企業。</p> <p>Top 500 Competitive China Textile and Garment Enterprises. 獲評中國紡織服裝企業競爭力500強。</p> <p>Top 100 China Textile and Garment Exporters. 獲評中國紡織服裝行業出口百強企業。</p>

2013	<p>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。</p> <p>National Textile Industry Quality Award. 榮獲全國紡織行業質量獎。</p> <p>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」。</p>
2012	<p>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」。</p> <p>Zhejiang Province Innovative Enterprise. 獲評浙江省標準創新型企業。</p>
2011	<p>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。</p>
2010	<p>Zhejiang Province Brand Name for 紫薇 (Crape Myrtle). 「紫薇」被評為浙江名牌產品。</p> <p>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。</p> <p>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。</p> <p>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。</p> <p>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。</p>
2019-2010	<p>Annual AAA-Grade Taxpayer of Zhejiang Province. 浙江省年度AAA級納稅信譽。</p>

## C15. PRODUCTION PROCESS OF LINEN YARN



### 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、加捻、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。

## C15. 亞麻紗製程



### 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。



### 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。



### 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。



### 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。







**CORPORATE  
GOVERNANCE**  
**企業管治**





## CORPORATE GOVERNANCE 企業管治

### D1. GOVERNANCE STRUCTURE

Kingdom's corporate governance structure is led by the board of directors (the **"Board"**, which is the business decision making body of Kingdom. The Board consists of eight Directors, four of whom are executive Directors, one of whom is non-executive Director and three of whom are independent non-executive Directors. The functions and duties conferred on the Board include: overseeing the Group's businesses, strategic decisions and performance, promoting the success of the Company by directing and supervising its affairs, convening Shareholders' meetings and reporting on the work of the Board to the Shareholders at Shareholders' meetings as may be required by the applicable laws, implementing resolutions passed at Shareholders' meetings, determining the Company's business plans and investment plans, formulating the Company's annual budget and final accounts, formulating the Company's proposals for dividend and bonus distributions as well as exercising other powers, functions and duties as conferred on it by the Articles and the applicable laws. The senior management is delegated with the authority and responsibilities by the Board for the day-to-day management and operations of the Group. There are seven male directors and one female director in the Board. For the academic qualifications and other appointments of the Board members, please refer to the Company's annual report.

Mr. REN Weiming is the chairman of the Board. Mr. Ren is also the major shareholder of the Company.

### D1. 治理結構

金達實行董事會（「**董事會**」）制的企業管治架構，金達董事會是經營決策機構，由八名董事組成，其中四名為執行董事、一名為非執行董事和三名為獨立非執行董事。董事會的職能及職責包括：監察本集團的業務、戰略決策及表現、透過帶領及監督本公司事務促進本公司成功、召開股東大會及按適用法例要求於股東大會上向股東匯報董事會的工作、執行於股東大會通過的決議案、釐定本公司的業務計劃及投資計劃、制定本公司的年度預算及期末賬目、制定本公司股息和分紅的建議以及行使細則及適用法律所賦予的其他權力、職能及職責。高級管理層獲董事會授予權力及責任以處理本集團日常管理及營運。董事會有七名男性董事及一名女性董事。有關董事會成員的學歷及兼任其他公司職務情形，請參閱本公司年報。

任維明先生為董事會主席。任先生亦為本公司主要股東。

## BOARD COMMITTEES

The Board has established three committees, namely, the Audit Committee, the Remuneration Committee and the Nomination Committee, for overseeing particular aspects of the Company's affairs. All Board committees of the Company are established with defined written terms of reference and report their findings and recommendations to the Board after each meeting of the Board committees. The terms of reference of the Board committees are posted on the Company's website and the Stock Exchange's website and are available to Shareholders upon request.

The majority of the members of each Board committee are independent non-executive Directors and the list of the chairman and members of each Board committee is set out under "Corporate Information" of the annual report of the Company.

## NOMINATION AND SELECTION OF DIRECTORS

The Nomination Committee ("NC") has adopted written terms of reference prepared by reference to the requirements under the code provision A.5.2 of the Corporate Governance ("CG") Code. The primary functions of the NC are to review the Board's diversity policy and to make recommendations to the Board on the appointment or reappointment of Directors and succession planning for Directors, based on skills, knowledge and experience, to complement the Company's corporate strategy. The NC also determined the policy for the nomination of Directors and the nomination procedures and the process and criteria adopted by the NC to select and recommend candidates for directorship.

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

## 董事委員會

董事會已成立三個委員會，分別為審核委員會、薪酬委員會及提名委員會，以監察本公司各特定範疇的事務。本公司董事會轄下所有委員會均按具體的書面職權範圍成立，並在每次董事會委員會會議後向董事會報告其發現及推薦建議。董事會轄下各委員會的職權範圍已登載於本公司及聯交所的網站，且可應股東要求提供。

各董事委員會成員大部分為獨立非執行董事，各董事委員會的主席及成員名單載於本公司年報「公司資料」。

## 提名及甄選董事

提名委員會（「提名委員會」）已採納書面職權範圍，此乃參照企業管治（「企業管治」）守則的守則條文A.5.2的規定編製。提名委員會的主要職能為配合本公司的公司策略而檢視董事會多元化政策，並根據董事的技能、知識及經驗，就委任或續任董事及董事繼任計劃向董事會提供推薦建議。提名委員會亦已制定董事提名政策及提名程序，並採納其甄選及建議董事人選的程序及準則。

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，請參考本公司年報有關內容。

### CONFLICT OF INTERESTS

Directors and substantial shareholders are required by law to disclose their shareholding in the Company.

Director shall disclose the nature of his interest in any contract or arrangement in which he is interested in accordance with Articles of Association of the Company. The director shall declare conflict of interests in any board and committee meetings and shall not be counted towards the quorum and shall be abstain from voting for the relevant board resolution.

### BOARD MEETINGS

The Board meets regularly to review the financial and operating performance of the Company, and considers and approves the overall strategies and policies of the Company. There were seven board meetings, two audit committee meetings, one remuneration committee meeting and one nomination committee meeting held in 2021.

### DIRECTORS' CONTINUOUS TRAINING AND DEVELOPMENT

The Directors are provided with regular updates on the Company's performance, position and prospects to enable the Board as a whole and each Director to discharge their duties. In addition, all Directors are encouraged to participate in continuous professional development to develop and refresh their knowledge and skills. The Company updates the Directors on the latest development regarding the Listing Rules, ESG and other applicable regulatory requirements from time to time, to ensure compliance and enhance their awareness, knowledge, skills, and experience of good corporate governance practices.

In 2021, the Company arranged a training on latest changes on CG Code and Listing Rules, with topics covering the main board profit requirement, listing rules relating to disciplinary powers and sanctions, CG code and related Listing Rules, other guides from Stock Exchange and new Listing e-Forms, etc., for Directors' continuous professional development. All Directors attended the training.

### 利益衝突

法律要求董事及主要股東須披露其於本公司的股權。

董事須根據本公司組織章程細則披露其於其擁有權益的任何合約或安排中的權益性質。董事須於任何董事會及委員會會議上聲明利益衝突，不得計入法定人數，並須就相關董事會決議放棄投票。

### 董事會會議

董事會定期舉行會議審閱本公司的財務及營運表現，並考慮及批准本公司整體策略及政策。2021年舉行了七次董事會會議、兩次審核委員會會議、一次薪酬委員會會議及一次提名委員會會議。

### 董事持續培訓及發展

董事定期獲知會本公司的最近期表現、狀況及前景，使董事會整體及各董事能履行彼等的職責。此外，本集團鼓勵全體董事參與持續專業發展，發展及增進知識及技能。本公司不時為董事提供有關上市規則、ESG及其他適用監管規定的最新發展，確保合規並提高彼等對良好企業管治常規的意識、知識、技能及經驗。

於2021年，本公司為董事的持續專業發展安排了一次內容涉及企業管治守則及上市規則最新變動的培訓，主題涵蓋主板盈利規定、上市規則有關紀律處分權力及制裁的條文、企業管治守則及相關上市規則、聯交所其他指引及新上市電子表格等。全體董事均出席該培訓。

## EVALUATION OF BOARD PERFORMANCE

The evaluation of the board performance is done by way of transparent disclosure. The attendance record of all board and committee meetings are disclosed in the annual report on named basis.

The remuneration of the Directors was determined by the Board and the remuneration committee of the Company (mainly composed of independent non-executive directors) 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 nomination committee of the Company (mainly composed of independent non-executive directors) reviewed the Board's diversity policy and to make recommendations to the Board on the appointment or reappointment of Directors and succession planning for Directors, based on skills, knowledge and experience, to complement the Company's corporate strategy.

At least one-third of the directors are subject to retirement and re-election requirements at the annual general meeting in accordance with the Articles of Association of the Company.

## REMUNERATION POLICY

The Group offers comprehensive and competitive remuneration, retirement scheme and benefit packages to its employees. The Group has also adopted a share option scheme 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. Please refer to Management Discussion and Analysis section of the annual report of the Company for details.

## 董事會表現評估

董事會表現評估以透明披露的方式進行。所有董事會及委員會會議的出席記錄於年報內具名披露。

董事的薪酬由董事會及本公司薪酬委員會（主要由獨立非執行董事組成）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。

本公司提名委員會（主要由獨立非執行董事組成）為配合本公司的公司策略而檢視董事會多元化政策，並根據董事的技能、知識及經驗，就委任或續任董事及董事繼任計劃向董事會提供推薦建議。

根據本公司組織章程細則，至少三分之一的董事須於股東週年大會上退任及膺選連任。

## 薪酬政策

本集團為其員工提供全面及具競爭力的薪酬、退休計劃及福利待遇。本集團亦已採納購股權計劃及股份獎勵計劃，目的為向對本集團業務的成功作出貢獻的董事（包括獨立非執行董事）及本集團的其他員工提供激勵及獎勵。有關詳情，請參閱本公司年報管理層討論與分析一節。

## D2. 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. Six 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 and sustainability.

## D2. 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的內、外部團體或個人，並鑑別出六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，與利益相關者建立良好的互動，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及永續發展。

Stakeholders 利益相關者	Major issues of concern 主要關注事項	Communication Channels 溝通渠道
Shareholders/Investors 股東／投資者	<ul style="list-style-type: none"> <li>Information disclosure 資訊披露</li> <li>Operating results 營運績效</li> <li>Risk management 風險管理</li> <li>Corporate governance 公司治理</li> <li>Sustainable development 永續發展</li> </ul>	<ul style="list-style-type: none"> <li>Annual General Meeting 股東週年大會</li> <li>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</li> <li>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佈重大訊息及各項新聞</li> <li>Invitations for site visits 工廠調研邀請</li> </ul>
Customers 客戶	<ul style="list-style-type: none"> <li>Product prices, safety, quality and delivery timing 產品價格、安全、品質與交期</li> <li>Labour safety and health 勞工安全與健康</li> <li>Human resources development 人力資源發展</li> <li>Code of conduct 行為準則</li> <li>R&amp;D and innovation 研發創新</li> <li>Sustainable development 永續發展</li> </ul>	<ul style="list-style-type: none"> <li>Customer satisfaction survey 客戶滿意度調查</li> <li>Occasional business review conference 不定時業務檢討會議</li> </ul>

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

**D3. TESTING AND CERTIFICATION**

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.

**D3. 檢測認證**



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全球有機紡織品標準 (GOTS) 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 plantation 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)」所規範的檢測與認證標準，GOTS相關項目包含：纖維種植與取得方式、產品加工鏈的用水、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認證的產品範圍極為廣泛且極具公信力。

Kingdom also obtained certifications by Control Union and Ecocert SA for compliance of GOTS in manufacturing of organic hemp and flax yarn and fibres.

金達還獲得Control Union及Ecocert SA認證，證明其在生產有機大麻、亞麻紗及纖維時符合GOTS規定。



Kingdom was also awarded the Integration of Informationisation and Industrialisation Management System Certificate. The organic integration of industrialisation and informationisation will lay a solid foundation for the company in MES, Internet of Things, data collection and monitoring, and management information platform construction, realize the integration of traditional industries and information technology, and enhance the competitiveness of Kingdom Group.

金達亦獲頒兩化融合管理體系評定證書。工業化和信息化的有機融合將為公司於MES、物聯網、數據採集與監控、管理信息平台建設等方面打下堅實基礎，實現傳統產業與信息技術的融合，增強金達集團的競爭力。

The manufacturing and trading entities of Kingdom group were awarded certificates of conformity of EUROPEAN FLAX® Standard



**European Flax®**  
Premium linen fibre

金達集團的製造及貿易實體獲得歐洲亞麻®標準 (EUROPEAN FLAX® Standard) 的認證



#### D4. INNOVATIVE DEVELOPMENTS

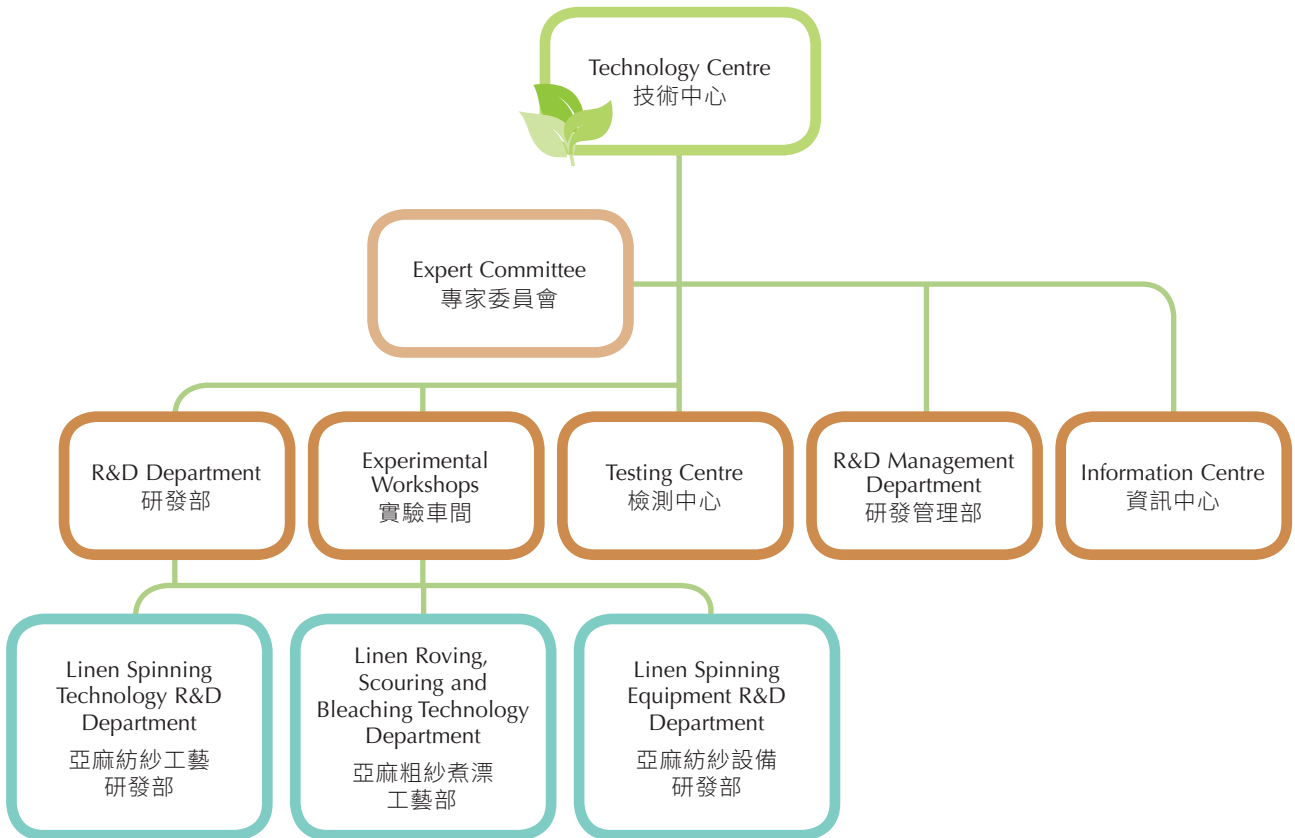
Kingdom proudly takes on the responsibility to foster structural reform and upgrade of the linen yarn industry. It actively researches and develops key spinning technologies and new products and has established a national linen yarn research institute.

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.

#### D4. 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。



Kingdom also collaborated with CottonConnect, a non-profit and social-oriented enterprise in United Kingdom with a clear mission to transform the cotton/linen industry for good. It is committed to working with brands and retailers to enable them to develop a more robust and resilient linen supply chain, for positive results – good risk management, secure supplying, improved productivity and livelihood, and positive impacts on social relations and reputation.



金達還與英國一家非盈利性、面向社會的企業—CottonConnect合作，肩負徹底改變棉麻行業的明確使命。金達致力於與各品牌和零售商合作，使其發展形成更穩健且強韌的亞麻供應鏈，以取得良好風險管理、安全供應、生產力和生活得以改善等積極成果，並對社會關係和聲譽產生積極影響。

Kingdom and CottonConnect jointly issued the REEL Linen Code of Conduct, the first global code on linen sustainable production developed by CottonConnect and Kingdom. “REEL” stands for “Responsible Environment, Enhanced Livelihood”. The Code draws on the experience of experts in Europe and China, as well as the great practices of flax producers in France, to understand the sustainability challenges in the field. Please refer to section E13 for details of the REEL Linen Code of Conduct.

金達與CottonConnect聯合發佈瑞優亞麻行為準則，這是CottonConnect與金達合作開發的全球第一個永續發展亞麻生產的準則。「瑞優」代表「對環境負責，讓生活改善」。該準則汲取了歐洲和中國專家的經驗和法國亞麻種植者的良好作法，以全面掌握在實際生產過程中遇到的永續發展方面的挑戰。請參閱E13節以了解瑞優亞麻行為準則的詳細內容。

**D5. 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. As of 31 December 2021, Kingdom had a total of 56 registered patents in force, including 15 invention patents, 36 utility model patents and 5 registered design patents. There were also 37 patent applications pending approval as at 31 December 2021.

Samples of 2020 utility model patents:  
2020年實用新型專利示例：

- Spinning head lubrication system  
紡紗機頭潤滑加油系統
- Even distribution device  
一種勻整裝置

**D5. 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。截至2021年12月31日，金達共有有效註冊專利56項，包括發明專利15項、實用新型專利36項和註冊外觀設計專利5項。截至2021年12月31日，還有37項專利申請有待批准。



**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。

## D6. 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 supplied by European suppliers, we maintain close communication with them to ensure that they comply with local environmental protection policies. Our production and sales entities have obtained European Flax certification detailed in Section D3 of this report.

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.

## D6. 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。所有關於營運的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；不時進行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）；由於原材料由歐洲供應商提供，我們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。我們的生產及銷售實體獲得本報告D3一節詳述的歐洲亞麻認證。

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



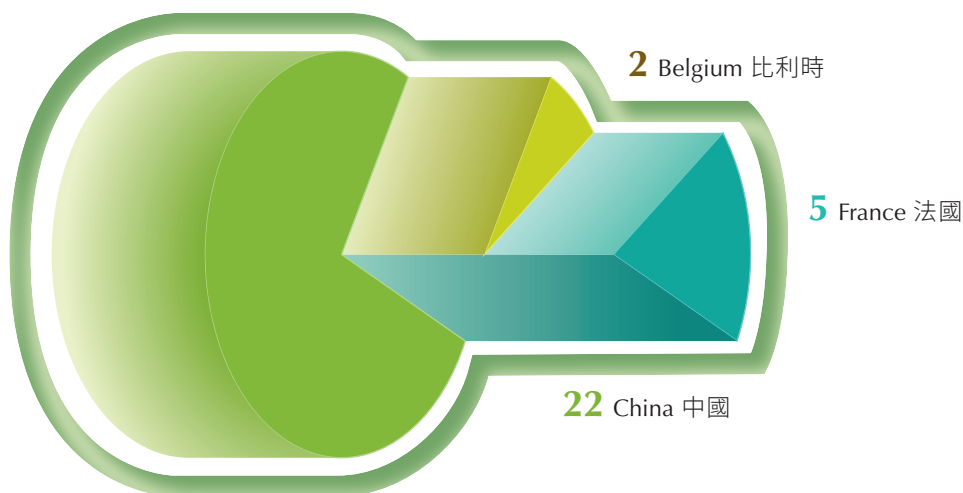
### Procurement of raw materials for linen

Linen yarn can be produced by flax fibre or hemp fibre. The raw materials of Kingdom's linen products are imported from Europe or procured domestically in China, 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 2021, 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

麻紗可由亞麻纖維或纖維大麻製成。金達亞麻產品的原材料由歐洲進口或從中國國內採購，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。2021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 2021  
2021年按地區劃分原材料供應商數目



## D7. 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.

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 flax linen yarn”, “organic hemp 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 2021, no product was recalled due to safety or health reasons.

## D7. 產品與服務



金達主要從事亞麻紗和纖維大麻紗線、亞麻纖維專業化生產與銷售，亞麻紗和纖維大麻紗主要為半漂紗、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。

質，成為環境友善的紡織產物。

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」、「有機大麻紗線」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，2021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.

#### **D8. 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.

Despite the COVID-19 pandemic, Kingdom participated in Première Vision Exhibition in Paris in September 2021. Kingdom built a special booth themed with 'Kingdom hemp', bringing visitors a comprehensive experience ranging from the fiber, sliver and yarn to fabric and apparel. For the third time, an independent hemp exhibit was displayed in the exhibition.

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。

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的事件。

#### **D8. 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。

儘管有COVID-19疫情，但金達於2021年9月參加法國巴黎PV展。金達打造以「金達大麻」為主題的特別展台，為參觀者帶來從纖維、紗條、紗線到面料及服裝的全方位體驗。獨立大麻展品第三次在展會上展出。



Première Vision Exhibition in Paris in September 2021

2021年9月法國巴黎PV展



Intertextile Shanghai Apparel Fabrics Spring 2021 was held in National Exhibition and Convention Center in Shanghai in March 2021. Themed with “a future for sustainable fashion”, Kingdom put Kingdom Hemp and REEL Linen exhibits in display, showing the perfect combination of nature and industry. More natural we are, more reliable you feel.

2021年3月，2021中國國際紡織面料及輔料（春夏）博覽會在國家會展中心（上海）舉辦。金達以「可持續時尚的未來」為主題，攜金達纖維大麻及瑞優亞麻參展，向大眾展現了自然與工業的完美結合。更天然，才最安心。

Intertextile Shanghai Apparel Fabrics Spring 2021:

2021中國國際紡織面料及輔料（春夏）博覽會：



Kingdom strived to strengthen its presence in mature niche market and explore new markets with potentials. It will continuously explore regional markets including Milan in Italy, Korea, Vietnam, Portugal, Bangladesh, Paris and Shanghai.

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。

## D9. 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.

### 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 (“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 over-capacity 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. Due to the COVID-19 pandemic, the commencement of the trial production of Kingdom Linen Yarn Factory was postponed to 2021 after the availability of effective vaccination.

## D9. 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。

### 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，取得紡織行業的永續發展；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。由於COVID-19疫情，於接種有效疫苗後，金達亞麻紗工廠試產推遲至2021年開始。

The Kingdom Linen Yarn Factory had commenced operation and first batch of products were shipped overseas in August 2021.

金達亞麻紗工廠開始運營，第一批產品於2021年8月運往海外。



**CORPORATE  
GOVERNANCE**  
企業管治

Ethiopian Management Trainees completed training in Kingdom's Headquarters in China in 2019.

2019年，埃塞俄比亞管理培訓生在中國金達總部完成培訓。



## D10.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 may be 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 prevention and response training, monitoring and guidance on machinery operation are provided regularly.

## D10.風險管理

- 財務風險：緊貼全球關稅市場變動，加大免關稅國的出口份額；對外匯風險，或會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、效率與成本控管，提高集團的營業額及獲利率。
- 氣候變化風險：確保工廠後備供電及水資源系統有效運作，降低營運可能因颱風等自然災害而受到的影響；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的變化，並持續完善內部管理措施。
- 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。



## D11. 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, 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.

## D11. 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的途徑。

報告期間內，公司並未發生個人資料被竊取、竄改、毀損或洩漏的事情。

## D12.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.

Topics of anti-bribery and anti-corruption are covered in staff trainings and the same are included in the employee regulations section of the staff handbook.

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 2021.

## D12.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、人力資源部和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。

員工培訓包括反賄賂及反貪污等，相同內容亦載於員工手冊的員工法規章節。

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。2021年並無作出任何政治獻金。

### D13. 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.

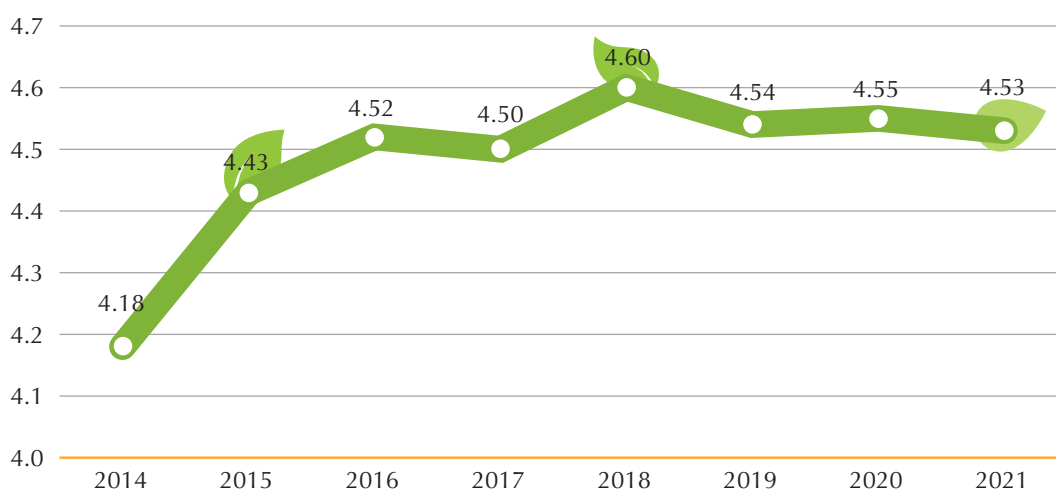
Customers can rate the 12 areas (including products, handling of complaints, delivery, services, etc.) set by Kingdom on a scale from 5 (very satisfied) to 1 (very dissatisfied), with the higher value indicating a higher degree in satisfaction. Satisfaction Value ("SV") will then be rated with a weighed 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 since 2019. We received feedbacks with 40 major customers for year 2021 and the overall satisfactory rate was 4.53, which is slightly lower than that of last year.

### D13. 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。自2019年以來，金達在問卷調查中增加「產品定價」。2021年，我們收到40家主要客戶的調查結果，整體滿意度為4.53，略低於去年。

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 2021 questionnaire are as follows:

客戶就2021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	22	16	2	0	0	4.50
	Packaging 包裝	29	10	1	0	0	4.70
	Pricing * 定價 *	16	15	7	2	0	4.13
	Offerings 品種	27	13	0	0	0	4.68
Handling of Complaints 投訴處理	Reaction time 反應及時性	27	12	1	0	0	4.65
	Response time 回復及時性	24	14	1	1	0	4.53
	Effectiveness 措施有效性	19	15	3	1	2	4.20
Delivery 交貨	Timeliness 及時性	21	19	0	0	0	4.53
	Amount reliability 數量可靠性	20	14	3	1	2	4.23
	Speed of invoicing 單據及時性	29	11	0	0	0	4.73
Services 服務	Order follow-up and communication 訂單跟進及溝通	29	11	0	0	0	4.73
	After-sale services 售後跟進	30	9	1	0	0	4.73
	Other services 其他服務	22	16	2	0	0	4.50
Overall Satisfaction Value (SV) of 40 major customers 40家主要客戶整體滿意度		4.53					

\* New question added since 2019 questionnaire.

\* 2019年問卷調查新增問題。

#### D14. 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 2021, Kingdom received 65 product related complaints of which 10 incidents caused compensation of a total RMB132,000, primarily concerning flax bark/particles, nubs, colour difference, granule heads, etc.

#### D15. 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, and for individuals to seek advice and raise concerns about responsible business conduct in the Group's operations and business relationships, 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;
- 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. We pledged to handle and complete any compliant within 10 working days.

#### D14. 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。2021年收到產品相關投訴65筆，其中10筆導致賠款合計人民幣132,000元，主要投訴原因為麻皮／麻粒、粗節、色差和粒頭等問題。

#### D15. 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，以及供個人就本集團運營和業務關係中的負責任商業行為尋求意見和提出關注，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；
- 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。一旦接到投訴，我們承諾將在10個工作日內處理完成。



**GREEN  
PRODUCTION**  
**綠色生產**





## GREEN PRODUCTION 綠色生產

### E1. POLICIES ON THE EFFICIENT USE OF RESOURCES AND REDUCING IMPACTS ON ENVIRONMENT

#### ENVIRONMENTAL AND SOCIAL RISKS

Stakeholders become increasingly interested in the environmental and social (E&S) issues associated with business activities, on top of the financial results. E&S risks are potential negative consequences to a business that result from its actual impacts or perceived impacts on the natural environment (i.e. air, water, soil) or communities of people (e.g. employees, customers, local residents).

Failure to effectively manage E&S issues in a business can lead to a range of financial, legal and reputational consequences.

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 and help to fight global warming.

### E1. 有效使用資源及減少對環境影響的政策

#### 環境及社會風險

除財務業績外，利益相關者日益關注與業務活動相關的環境及社會（E&S）問題。E&S 風險是因對自然環境（如空氣、水、土壤）或社區人群（如員工、客戶、當地居民）的實際影響或覺察到的影響而可能對企業產生負面影響。

未能有效管理業務中的E&S問題可產生一系列財務、法律和聲譽後果。

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，有助於應對全球暖化。

Green production brings green future

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 Kingdom was named as a “National-Level Green Factory”

黑龍江金達榮獲「國家級綠色工廠」

Heilongjiang Kingdom was located at Economic Development Zone of Qinggang County of Heilongjiang Province. The factory features green manufacturing and uses environmentally-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 Kingdom met all requirements of green manufacturing, and was named as a “National-Level Green Factory”.

黑龍江金達坐落於黑龍江青岡縣經濟開發區，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」。

Strategy and measures for green development

綠色發展的戰略與舉措

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.

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. In time other than summer, the refrigeration equipment will be closed. 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 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).

## **E2. 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。

## **E2. 太陽能發電設備**

在中國經濟高速發展的同時，能源消耗和溫室氣體排放量也相對增加，在科學發展觀的指導下，能源永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。

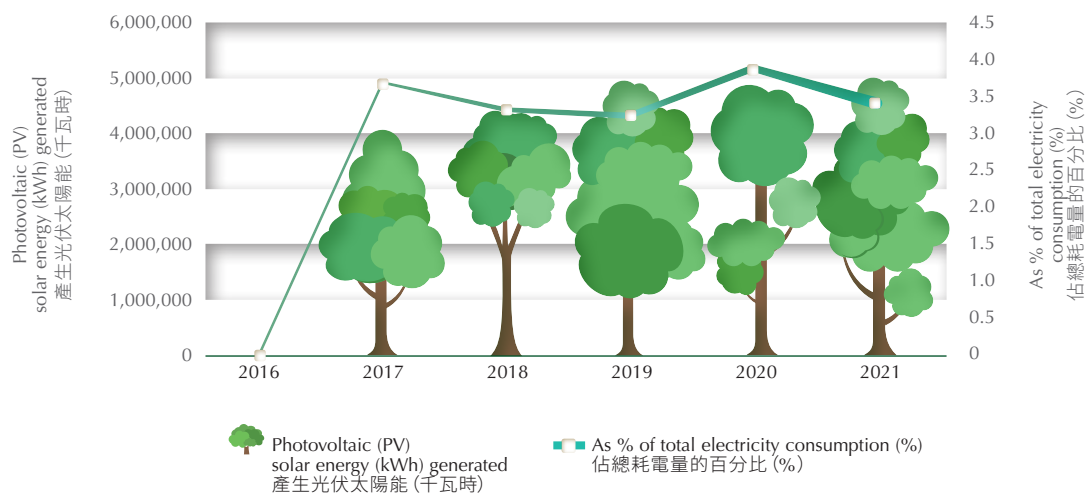
The PV electricity generation projects of Zhejiang Jinyuan and Zhejiang Kingdom plants commenced construction in 2017 and Jiangsu Jinyuan in 2018. The plants are located in a region that enjoys favourable conditions for the use of solar energy. It has installed PV energy-saving equipment on the roof 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 3.8% of all electricity consumed in 2021, as overall electricity conversion efficiency would gradually reduce over time.

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。該等廠房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2021年全部用電量的3.8%，因為整體電力轉換效率會隨著時間的推移而逐漸降低。

**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 (%)



### **E3. WATER AND SOLID WASTE MANAGEMENT**

Water is mainly used in scouring and bleaching process as well as spinning process which were described in detail in section C15 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 2021.

### **E3. 水及固體廢棄物管理**

水主要用於本報告C15節詳述的煮漂工藝以及紡紗工藝。

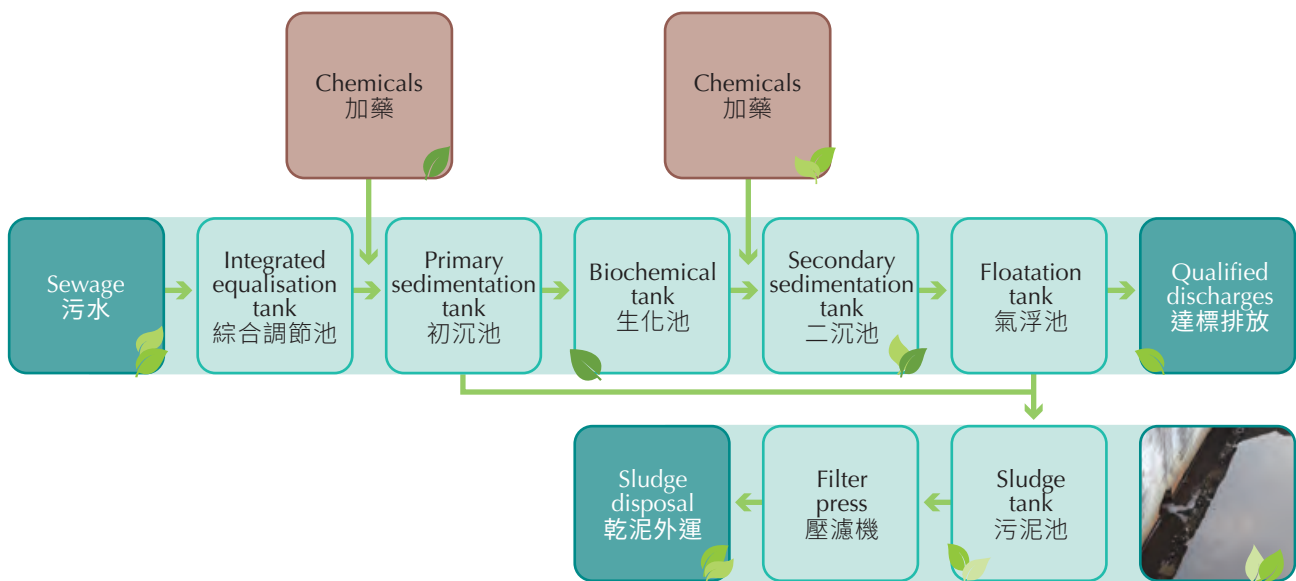
節水減排是一項長期的任務，為更好開展工作，金達堅持進行節水減排的技術改造，採用節水環保新設備、新工藝，切實通過技術改革大力推進節水工作。例如，以亞麻的煮練水回用為例、回收冷凝水、反衝水的利用及煮漂水的循環使用等系列節水措施；在各廠的廢水排放口設置水質與水量的連續監測設施，監測及記錄水質與水量的變化，提供相關人員在發現異常狀況時進行適當的應變處理方案。

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恆發水處理有限公司(Rugo Hengfa Water Treatment Company Limited)，其他工廠的廢水排放到公共污水排放系統。2021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。



#### E4. 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 base<sup>1</sup>, such replacement can reduce power consumption by 390,000kWh<sup>2</sup> and power costs by RMB312,000<sup>3</sup> 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 (CH<sub>4</sub>), 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.

#### E4. 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，將更換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<sup>1</sup>計算，每年可減少用電390,000千瓦時，節省電費人民幣312,000元<sup>3</sup>。

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<sub>x</sub>)、硫化物(SO<sub>x</sub>)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400萬元，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 Kingdom are using natural gas steam boilers while Jiangsu Jinyuan and Zhejiang Kingdom purchase their steam from external parties and therefore have no boilers.

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

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。

- <sup>1</sup> 比較標準：每年運行12個月，每月25天，每日12小時。
- <sup>2</sup> 蒸汽鍋爐每日耗電量：燃煤1,800千瓦時，天然氣500千瓦時。(1,800-500)千瓦時\*300天=390,000千瓦時。
- <sup>3</sup> 假設電費：人民幣0.8元／千瓦時。

## E5. 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.

## E5. 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 Kingdom  
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.

## **E6. 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。

## **E6. 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 2021

### 2021年物料使用情況

Types of materials 物料類別	Materials 物料名稱	2018 Total amounts used (tonnes) 使用總量 (噸)	2019 Total amounts used (tonnes) 使用總量 (噸)	2020 Total amounts used (tonnes) 使用總量 (噸)	2021 Total amounts used (tonnes) 使用總量 (噸)
Raw materials 原料	Scutched flax 打成麻	25,947	29,789	25,790	29,969
	Hemp 工業大麻	1,012	1,310	4,180	1,663
Packaging materials 產品包裝材料	PPR PPR料	21.3	61.0	28.0	60.1
	PC PC料	22.2	33.6	23.0	34.2
	PP PP料	310.7	347.6	293.0	323.0
	Packaging film 包裝膜	89.39	105.7	79	110.5
	Stretch film 拉伸膜	14	7.5	11.8	18.0
	Cardboard boxes 紙箱	959.5	1,055	816	1,324

## E7. 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 2021, environmental investment includes installation of dust-removal system to ensure stable air quality in the workshops, electric vehicles, energy-saving device, effluents monitoring system, etc. 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 RMB22.1 million.

## E7. 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。2021年，環境保護投資包括安裝確保車間空氣質量穩定的除塵系統、電動汽車、節能裝置、污水監測系統等。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2,210萬元。

Type 類型	Expenses for 2021 (RMB'000) 2021年支出 (人民幣千元)	Descriptions 說明
Costs of pollution prevention and control 污染整治成本	18,322	Sewage reconstruction, workshop dust removal system maintenance, adding dust removal system 污水引入管網治理費用、維護車間除塵系統、添加除塵系統
Costs of energy reduction 節省資源耗用成本	1,759	Installation of energy-saving device and retrofit of low-nitrogen natural gas boiler, intelligent temperature and humidity acquisition system 安裝節能裝置，改造低氮天然氣鍋爐、智能溫濕度採集系統
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	2,021	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
Total 總計	22,102	

E8. PROGRESS OF KEY PROJECTS IN 2021

E8. 2021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	<ol style="list-style-type: none"> <li>Heilongjiang Kingdom to install a filter press for pressure filtration of sludge to improve sewage purification.</li> <li>黑龍江金達將安裝一台壓濾機對污泥進行壓濾，可改善污水淨化效果。</li> </ol>	<p>The COD value of sewage has been reduced, and the annual average COD value was 164mg/L. 降低了污水COD值，全年COD平均值為164毫克／升。</p>
	<ol style="list-style-type: none"> <li>Zhejiang Kingdom to replace the aeration pipes in the original sewage facilities to reduce the COD value.</li> <li>浙江金達將更換原有污水處理設施的曝氣管，可降低COD值。</li> </ol>	<p>Eliminate the leakage of compressed air caused by the aging of the pipeline, and reduce the COD of sewage. 杜絕原來因管道老化造成的壓縮空氣洩漏，降低污水COD。</p>
	<ol style="list-style-type: none"> <li>Zhejiang Jinyuan to replace 20 energy-saving motors for spinning frames.</li> <li>浙江金元將為細紗機更換20台節能電機。</li> </ol>	<p>Replaced and eliminated 20 sets of JO3 series motors (that included in the National High Energy Consumption Elimination List) 更換及淘汰了20台JO3系列電機（屬於國家高能耗淘汰名錄）</p>



Area 領域	Targets 目標	Result/Status 結果／狀態
TALENT DEVELOPMENT 人才發展	1. Apply Objective and Key Results (OKR) management in Sales and other functional departments to stimulate employees' potential and creativity. 1. 在銷售等職能部門應用目標和關鍵結果 (OKR) 管理，可激發員工的潛力和創造力。	This year, we tried to implement the OKR management method in the sales support department, finance, human resources, office, information security and other functional support departments of the group. Each department set goals and reviewed them at the middle and end of the year, which effectively stimulated the initiative and creativity of employees. 今年，我們嘗試在集團銷售支持部、財務、人力資源、辦公室、信息安全等職能支持部門推行目標OKR管理辦法。各部門設定目標，並於年中及年末進行回顧，有效激發了員工的主動性及創造性。
	2. Organize engagement action plan seminars and formulate action plans. 2. 組織參與行動計劃講座，制定行動計劃。	Did not proceed 沒有進行
	3. Continue to implement the job rotation project, realize the optimal allocation of talents in various positions within the company, promote the development, management and rational use of the company's human resources, form a high-quality talent echelon, and establish the company's talent pool. 3. 繼續實行崗位輪換計劃，實現公司內部各崗位人才的優化配置，促進公司人力資源的發展、管理和合理利用，組建高素質人才梯隊，建立公司人才儲備。	After the Chinese New Year in 2021, Kingdom implemented a job rotation project for level 2 or above managers. The rotation in 2021 involved 18 managers (12 middle-level managers, 6 grass-roots specialists), and 18 are promoted (10 middle-level managers and 10 grass-roots supervisors). Through job rotation, a group of multi-skills individuals to handle various positions have been effectively cultivated. 2021年春節後，金達實施二級及以上管理人員崗位輪換計劃。2021年輪換管理人員18名（中層管理人員12名，基層專家6名），晉升18名（中層管理人員10名，基層主管10名）。透過崗位輪換，有效培養了一批多才多藝、勝任各種崗位的人才。



Area 領域	Targets 目標	Result/Status 結果／狀態
<p>TALENT DEVELOPMENT 人才發展</p>	<p>4. Customize training programs for high-potential employees, improve training intensity and practicality, and pay attention to training results.</p> <p>4. 為高潛力員工量身訂造培訓計劃，提高培訓強度和實用性，關注培訓效果。</p>	<p>Training is mainly carried out by way of projects or customized courses: arrange high-potential employees in the equipment workshop to participate in the “equipment breakthrough” action, and high-potential employees in the production management workshop to participate in new spinning projects. Learn in action, and improve their own quality. The company also arranged some young key personnel attending the course of “Self-management and improvement of middle-level cadres”. The participants learned about self-motivation to achieve a qualitative leap, becoming the backbone of the company.</p> <p>培訓主要以項目或定制課程的方式進行：安排裝備車間的高潛力員工參與「裝備突破」行動，安排生產管理車間的高潛力員工參與新的紡紗項目。在行動中學習，提高自身素質。公司亦安排部分青年骨幹參加「中層幹部自我管理與提升」課程。學員們學會自我激勵，實現質的飛躍，成為公司的中堅力量。</p>

Area 領域	Targets 目標	Result/Status 結果／狀態
	<p>5. Continue to carry out the self-assessment of vocational skills. In 2021, senior worker training and evaluation will be implemented for the three job types of hackling, combining and roving.</p> <p>5. 繼續開展職業技能的自我評價。2021年，將對櫛梳、併合和粗紗三種工種的高級工人進行培訓與評價。</p>	<p>The company obtained the self-evaluation of skill qualification last year. This year, on the basis of the original four types of work: spinning workers, roving workers, textile fiber hackling workers, and combining workers, two new types of skills, i.e. fitter and electrician were added to the self-evaluation qualification. In June 2021, the second vocational skills certification was carried out, involving 88 students who took part in a three-level examination, including the level 4, level 5 and level 6 examinations, of which 55 were certified. In October, a three-level spinner occupational skill appraisal was conducted. 54 trainees participated in the training for 25 days and a total of 200 hours of training. A total of 39 people participated in the evaluation, and 29 were qualified and certified.</p> <p>去年公司獲得技能資格自評。今年，在原有的紡紗工、粗紗工、紡織纖維起毛工及組合工四種工種的基礎上，自評資格新增了鉗工、電工兩種工種。2021年6月，開展第二次職業技能認證，88名學生參加了四級、五級、六級的三級考試，其中55名獲得認證。10月，開展三級紡紗職業技能鑑定。54名學員參加了為期25天的培訓，培訓時長共計200小時。共有39名參與評估，29名獲得合格認證。</p>

Area 領域	Targets 目標	Result/Status 結果／狀態
	<p>6. Optimize the core talent incentive policy, implement share award plan to core employees and project teams in key projects, and achieve a win-win situation between the company and talents.</p> <p>6. 完善核心人才激勵政策，對關鍵計劃的核心員工和項目團隊實行股份獎勵計劃，實現公司與人才的雙贏局面。</p>	<p>Postponed due to COVID-19 pandemic. 因COVID-19疫情推遲。</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>In 2021, Kingdom donated RMB52,000 as awards for teachers and student scholarship, and RMB40,000 to charitable institutions as charitable aids for those in need. 2021年，金達捐贈人民幣52,000元作為教師及學生的獎學金，向慈善機構捐贈人民幣40,000元作為對有需要人士的慈善援助。</p>

**E9. KEY PROJECTS FOR 2022**

**E9. 2022年關鍵計劃**

Area 領域	Targets 目標
ENVIRONMENTAL GOVERNANCE 環境管治	<ol style="list-style-type: none"> <li>1. Sound insulation and noise reduction treatment for the air compressor room of the Drying Workshop in Zhejiang Jinyuan. 浙江金元烘乾車間空壓機房進行隔音降噪處理。</li> <li>2. Replace sewage aeration pipe in Jiangsu Jinyuan. 江蘇金元污水曝氣管網進行整修更換。</li> <li>3. Achieve sewage pipe network with zero leakage in Zhejiang Kingdom. 浙江金達污水管網達成零直排。</li> </ol>
TALENT DEVELOPMENT 人才發展	<ol style="list-style-type: none"> <li>1. Recruit Ethiopian students in China who are familiar with Chinese culture, and quickly train them according to the standards to become future local executives in Ethiopia; 招聘熟悉中國文化的埃塞國籍在華留學生，按標準快速培養，成爲未來屬地高管；</li> <li>2. Continue to implement job rotation training; 繼續實施崗位輪換培訓；</li> <li>3. Intensify the construction of talent echelon and pay attention to the training of successors in key positions; 加大人才梯隊的建設力度，關注關鍵崗位繼任者培養；</li> </ol>
SOCIAL SERVICE 回饋社會	<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>

## E10. BIODIVERSITY

All our factories are all located in government designated industrial parks/zones.

To the best of our knowledge, 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 our operations occurred during the year. As a result, no IUCN red list species and national conservation list species were affected by operations.

## E11. 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.

## E10. 生物多樣性

我們的所有工廠均位於政府指定的工業園區。

據我們所深知，公司並無在環境保護區及其他具有高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，我們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。

## E11. 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。

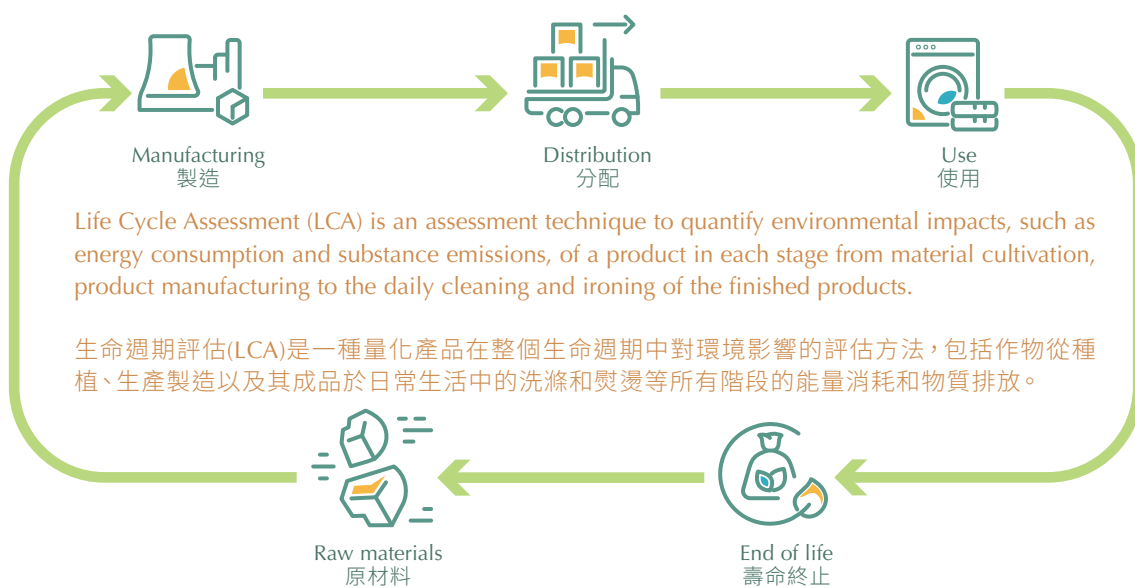
## GREEN PRODUCTION 綠色生產

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. Dew retted fibre flax is fermented and retted with rain, dew and mould by laying the flax stems on flax fields. The dew-retting process can eliminate unpleasant smell and water pollution. What is more, it produces high yield, high quality and more refined and soft fibre.

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). 反映與襯衫生命週期有關的耗水量 (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，而兩種襯衫都在亞洲製造。
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，影響水中生態系統。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階段，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.

## **E12. 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.

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。

## **E12. 認識纖維大麻**

用於紡織業的大麻叫工業大麻，又稱纖維大麻，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。纖維大麻最大的特點是THC含量超低，少於0.3%，分叉少，桿高而直，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。



## 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.
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.

## 纖維大麻

1. 纖維大麻是各種麻纖維中最細軟的一種，細度僅為苧麻的三分之一，纖維大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. 纖維大麻中有細長的空腔，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，使纖維大麻吸濕排汗透氣性能格外好。
3. 纖維大麻有獨特的抗黴殺菌功能，這種功能從科學上講是由於纖維大麻中有細長的空腔，富含氧氣，使厭氧細菌無法生存。
4. 纖維大麻的耐熱性能較好，可耐370°C的高溫，耐日曬牢度好，耐海水腐蝕性能好，因此纖維大麻紡織品特別適宜做防曬服裝及各種特殊需要的工作服。



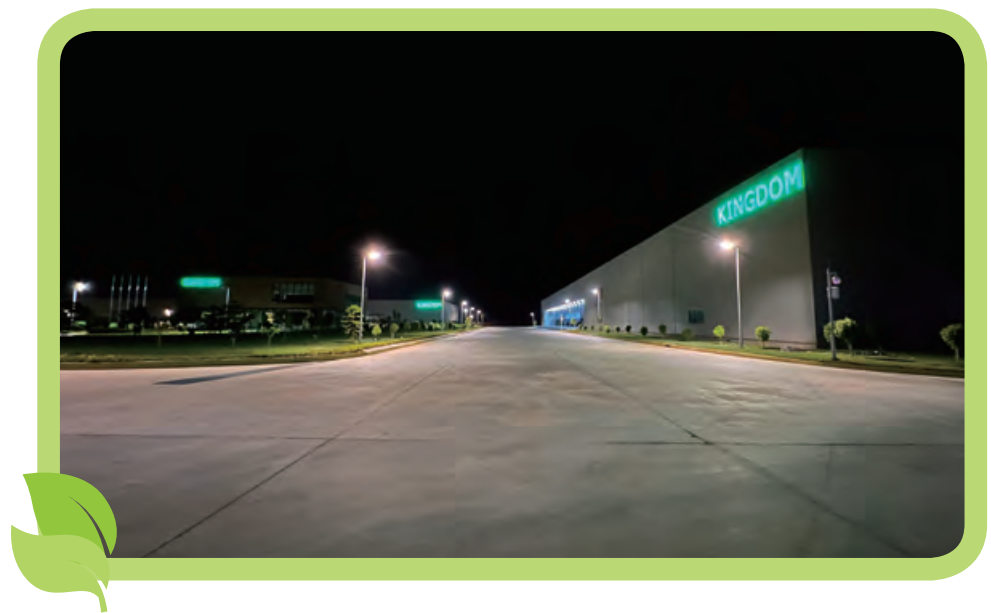
## GREEN PRODUCTION 綠色生產

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.

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.

5. 纖維大麻分子結構穩定，分子排列的取向度好，產生靜電能力極低。加之吸濕能力好，暴露在空氣中的纖維大麻紡織製品，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。

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。





### E13. REEL LINEN

REEL Linen, is a new green linen product built in a sustainable mode of production. Led by Kingdom and CottonConnect, REEL Linen is a sustainability-driven initiative for brands which are committed for sourcing more sustainable linen, including improving environment, quality and traceability conditions in their supply chain factories and farms worldwide. “REEL” followed by the idea of “Responsible Environment, Enhanced Livelihood”, it implements sustainable development into production practices.

REEL Linen pilot is centered by carrying out the REEL Linen Code of Conduct. At present, the main cultivation areas of high quality flax in the world are concentrated in Normandy, France. The pilot will provide Normandy farmers working with Kingdom with training on sustainable linen planting technology, and 3 scutching factories have been involved for now. According to the code, linen produced can be traced for the whole process from farm to fabric.

### E13. 瑞優亞麻

瑞優亞麻，是一種以永續發展生產方式打造的新型綠色亞麻產品。瑞優亞麻是由金達和CottonConnect聯合發起的一項永續發展亞麻倡議行動，針對致力於採購更加永續發展（包括改善全球供應鏈工廠和農場的環境、質量和可追溯性）亞麻產品的品牌，秉承「對環境負責，讓生活改善」的生活理念，將永續發展貫徹於生產實踐中。

瑞優亞麻項目是以執行瑞優亞麻行為準則為核心的項目。目前，世界上優質的亞麻主要種植區集中在法國諾曼底，項目將對與金達合作的諾曼底農戶提供永續發展亞麻種植技術的培訓，目前涉及3家打麻廠。根據瑞優亞麻行為準則，生產的亞麻可以實現從農場到面料的全流程可追溯。

## CODE OF CONDUCT

The REEL Linen Code of Conduct is the first global code on linen sustainable production developed by CottonConnect and Kingdom. The Code draws on the experience of experts in Europe and China, as well as the great practices of flax producers in France, to understand the sustainability challenges in the field.

The REEL Linen Code of Conduct consists of two parts: farming and processing, and outlines areas of good practice for traceability, quality, social and environmental impacts. Linen produced according to the REEL Linen Code will be traceable to farm.

The REEL Linen Code of Conduct:

1. General good management practices
2. Field management (farm only)
3. Nutrient management (farm only)
4. Crop protection (farm only)
5. Chemicals and other hazardous substances
6. Water management
7. Biodiversity
8. Air quality, greenhouse gas emissions and waste management
9. Traceability
10. Human rights and labour conditions
11. Health and safety
12. Local community

## BENEFITS FOR FARMERS

The REEL Linen Code provides a framework for continuous improvement of environmental, social and economic sustainability in flax production, including advanced levels for flax farmers to further improve their performance.

## 行為準則

瑞優亞麻行為準則是CottonConnect與金達合作開發的全球第一個永續發展亞麻生產的準則，汲取了歐洲和中國專家的經驗和法國亞麻種植者的良好作法，以全面掌握在實際生產過程中遇到的永續發展方面的挑戰。

瑞優亞麻行為準則包括兩個部分：農業種植生產和加工，並對可追溯性、質量、社會和環境影響進行了概括和歸納。遵照瑞優亞麻行為準則生產的亞麻將實現從亞麻紗到亞麻種植農場的可追溯。

瑞優亞麻行為準則：

1. 一般的良好管理做法
2. 大田管理 (種植)
3. 營養管理 (種植)
4. 作物保護 (種植)
5. 化學品和其他有害物質
6. 水資源管理
7. 生活多樣性
8. 空氣質量、溫室氣體排放和廢物管理
9. 可追溯性
10. 人權和勞工條件
11. 健康和 safety
12. 本地社區

## 對種植者的益處

瑞優亞麻準則為持續改善亞麻生產的環境、社會及經濟永續發展提供框架，包括亞麻農民進一步提高其績效的先進水平。

## BENEFITS FOR BRANDS

The REEL Linen Code has been developed for brands which are committed to sourcing more sustainable linen, including improving environmental, quality and traceability conditions in their supply chain factories and farms worldwide. Brands can include compliance with the REEL Linen Code as a requirement to suppliers of linen yarn and fabric. Flax fibres produced in compliance with the REEL Linen Code are traceable from seed to yarn, supporting the transparency and traceability of brands' textile supply chains.

## TRACEABILITY

Linen fibre produced according to the REEL Linen Code is traceable from farm to yarn via TraceBale, CottonConnect's proprietary software tool. TraceBale records the origin of raw materials and traces the linen fibre through the supply chain. By scanning the barcode or QR code on the finished product, the purchaser can see the origin of the material used, along with a chain of custody map of the various processors involved.

## 對品牌的益處

瑞優亞麻準則為那些致力於採購更加可持續的亞麻產品的品牌而開發，包括改善其全球供應鏈工廠及農場的環境、質量及可追溯性條件。品牌可將遵守瑞優亞麻準則作為對亞麻紗線及面料供應商的要求。根據瑞優亞麻準則生產的纖維可以從紗線追溯到種子，支援品牌對其紡織品供應鏈透明性和可追溯性的訴求。

## 可追溯性

根據瑞優亞麻準則生產的亞麻纖維可通過CottonConnect的專有軟件工具TraceBale從農場追蹤到紗線。TraceBale記錄原材料的來源，通過供應鏈追溯亞麻纖維。通過掃描成品上的條形碼或二維碼，購買者可看到所用材料的來源，以及各種加工商所涉及的監管鏈圖。



# GREEN PRODUCTION 綠色生產

## BENEFITS FOR CONSUMERS

Consumers are increasingly concerned about what is contained in the products they buy, due to the potential impacts on their health, the environment and the quality of life for future generations. Products complying with the REEL Linen Code provide consumers with the option to make a responsible purchase, aligned with their environmental and social values.

## BENEFITS FOR THE ENVIRONMENT

The REEL Linen Code can contribute to producers' and brands' climate action strategies and play a part in protecting the environment and increasing biodiversity too.

For further details, please visit the dedicated webpage at <http://www.kingdom-china.com/en/products9.php?id=7>.

Full REEL Linen Code of Conduct can be downloaded here:

REEL Linen Code of Conduct – Farming	<a href="https://tinyurl.com/d8vrmkw">https://tinyurl.com/d8vrmkw</a>
REEL Linen Code of Conduct – Processing	<a href="https://tinyurl.com/2dfzz47k">https://tinyurl.com/2dfzz47k</a>

## 對消費者的益處

越來越多的消費者越來越關心他們消費的產品中包含什麼和不包含什麼，因為這影響他們的健康和環境以及下一代的生活品質。符合瑞優亞麻準則的產品為消費者提供負責任的購買選擇，符合其環境及社會價值觀。

## 對環境的益處

瑞優亞麻準則可為生產商及品牌的氣候行動戰略作出貢獻，並於保護環境及增加生物多樣性方面發揮作用。

更多資訊請訪問專屬網頁<http://www.kingdom-china.com/en/products9.php?id=7>。

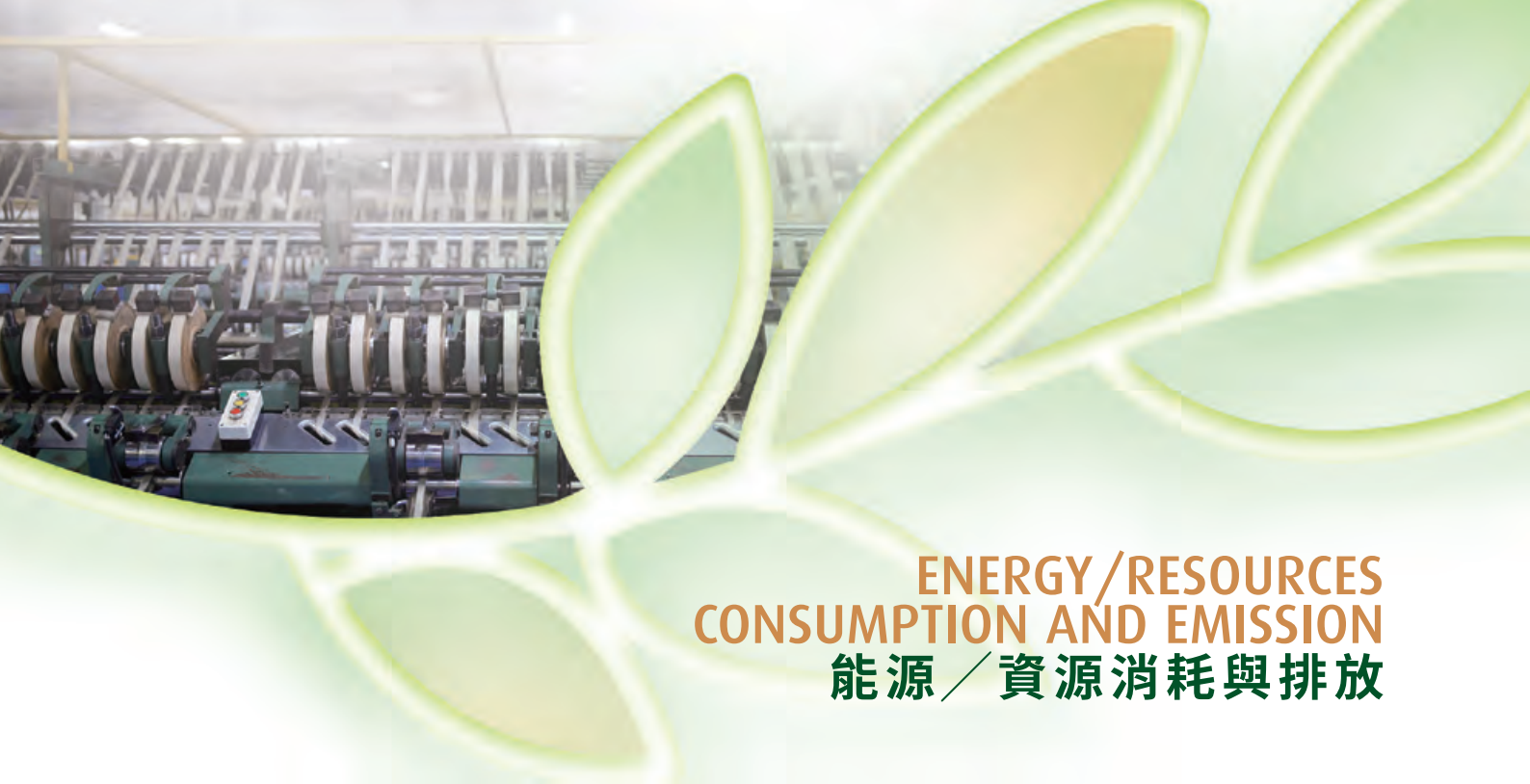
完整的瑞優亞麻行為準則可於此處下載：

瑞優亞麻行為準則-農業	<a href="https://tinyurl.com/d8vrmkw">https://tinyurl.com/d8vrmkw</a>
瑞優亞麻行為準則-加工	<a href="https://tinyurl.com/2dfzz47k">https://tinyurl.com/2dfzz47k</a>



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

### F1. EMISSION POLICY

At Kingdom, environmental considerations are central to our 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 legitimate 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.

### F1. 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的廢氣及溫室氣體、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。



## F2. 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 noncompliance 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.

## F3. ESG TARGETS

Since the operation of the Group has expanded over the years, it would make sense only to compare consumption and emission on a per unit of production basis instead of gross emission. ESG targets are set with reference to the historical data with stretched goals. The below table shows the different aspects of ESG targets:

	Section 章節	Unit measurement per tonne of linen yarn produced 生產每噸亞麻紗的單位計量	Year 2025 target 2025年目標
<b>Consumption 消耗量</b>			
Electricity 電	F5	kWh 千瓦時	6,400
Water 水	F6	Tonne 噸	120
<b>Emission 排放量</b>			
Sewage 污水	F9	Cubic Meters 立方米	105
Solid waste 固體廢棄物	F10	Kilogram 公斤	140
Greenhouse Gas 溫室氣體	F11	Tonnes of CO2 equivalent 噸二氧化碳當量	6.4

The strategy of achieving the targets are by way improving operation efficiency, use of energy saving equipment and better production planning.

## F2. 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)。

## F3. ESG目標

由於本集團多年來不斷擴展業務營運，僅按每單位產量基準而非總排放量比較消耗量與排放量乃屬合理。ESG目標參考長遠目標的歷史數據設定。下表列示ESG目標的不同方面：

達成目標策略的方法是提升營運效率、使用節能設備及改善生產計劃。

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

### F4. 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 six years are as follows:

Total annual consumption 年度總耗量	2016 2016年	2017 2017年	2018 2018年	2019 2019年	2020 2020年	2021 2021年	Change 變動
Electricity (kWh) 電 (千瓦時)	95,800,000	98,494,243	118,941,540	137,555,406	114,057,276	131,421,765	+15.2%
Water (tonnes) 水 (噸)	1,732,000	1,965,213	2,226,222	2,792,775	2,473,360	2,532,516	+2.4%
Coal (tonnes) 煤 (噸)	3,731	-	-	-	-	-	-
Steam (tonnes) 蒸汽 (噸)	48,528	45,842	41,443	43,733	43,218	43,301	+0.1%
Natural Gas (cubic metres) 天然氣 (立方米)	902,959	2,751,799	3,914,568	4,417,766	3,864,953	3,766,793	-2.5%

### F4. 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。過去六年該等主要能源／資源的總耗量如下：



## F5. ELECTRICITY

Electricity is the largest component among all resources used in our production processes, which was described in detail in section C15 of this report.

Total consumption of electricity for 2021 was approximately 131 million kWh, 15.2% higher than that in 2020, while the production volume (linen yarn in tons) increased 19.5% during the same period.

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 E2 Solar Generators of this report.

The electricity consumption on per tonne of yarn produced basis was 6,585 kWh in 2021, approximately 3.6% lower than that in 2020.

## F5. 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C15節對此進行詳述。

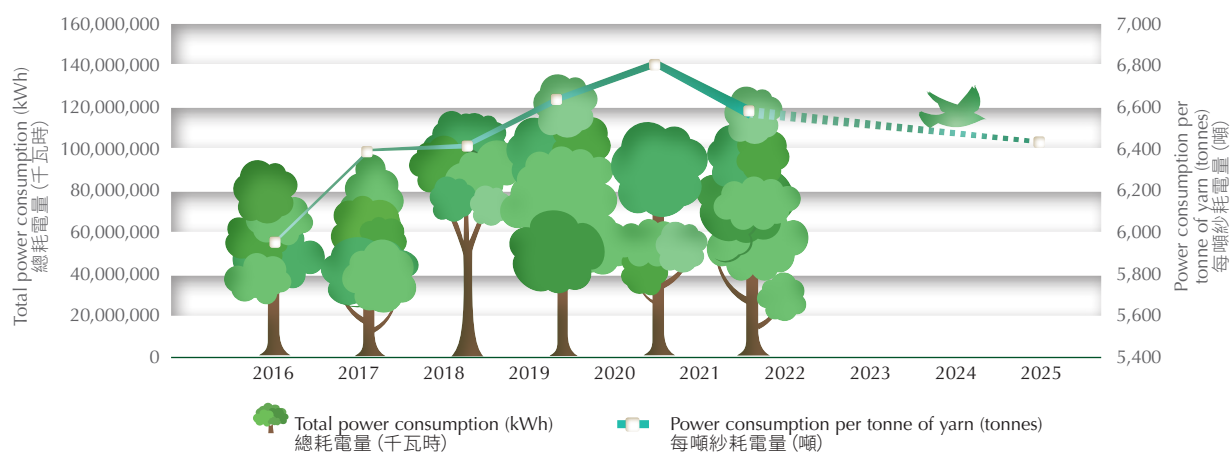
2021年總耗電量約為1.31億千瓦時，較2020年增加15.2%，而同期產量（亞麻紗以噸計算）增加19.5%。

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E2節太陽能發電設備對此進行詳述。

2021年生產每噸紗線的電力消耗為6,585千瓦時，較2020年減少約3.6%。

Expressed in kWh 以千瓦時表示	2016 2016年	2017 2017年	2018 2018年	2019 2019年	2020 2020年	2021 2021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	114,057,276	131,421,765	+15.2%
Photovoltaic (PV) solar energy 光伏(PV)太陽能	-	4,067,780	4,430,102	4,956,767	4,887,467	5,003,557	+2.3%
PV as % of total electricity used 光伏佔總用電量的百分比	0%	4.1%	3.7%	3.6%	4.3%	3.8%	-0.5 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	6,828	6,585	-3.6%

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

## F6. WATER

Water is mainly used in scouring and breaching process as well as spinning process which were described in detail in section C15 of this report.

Total consumption of water for 2021 was approximately 2.53 million tonnes, or 2.4% higher than that in 2020. Jiangsu Jinyuan also stopped using underground water since October 2020.

The water consumption on per tonne of yarn produced basis in 2021 was approximately 14.2% lower than that in 2020, as a direct result of improved technique in the scouring and breaching process.

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

## F6. 水

水主要用於本報告C15節詳述的煮漂工藝以及紡紗工藝。

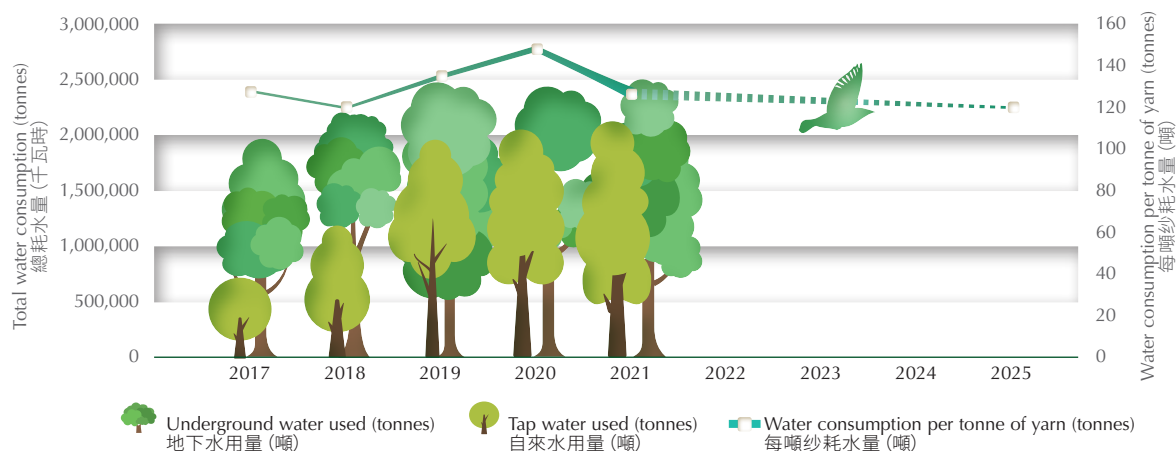
2021年總耗水量約為253萬噸，較2020年增加2.4%。同樣，自2020年10月起，江蘇金元亦停止使用地下水。

2021年生產每噸紗線的耗水量較2020年減少約14.2%，乃由於煮漂工藝改進的直接結果。

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	2020 2020年	2021 2021年	Change 變動
Underground Water 地下水	1,250,579	1,050,367	850,694	471,925	318,042	-32.6%
Tap Water 自來水	714,634	1,175,855	1,942,081	2,001,435	2,141,474	+7.0%
Total water used 總用水量	1,965,213	2,226,222	2,792,775	2,473,360	2,532,516	+2.4%
Water used per tonne of yarn produced 生產每噸紗線的用水量	128	120	135	148	127	-14.2%

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



## F7. 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 Kingdom have direct access of steam provided by government/third party suppliers. For Zhejiang Jinyuan and Heilongjiang Kingdom 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 Kingdom.

Total consumption of steam for 2021 was approximately 43,301 tonnes, or 0.1% higher than that in 2020.

The steam consumption on per tonne of yarn produced basis (with production volume of Jiangsu Jinyuan and Zhejiang Kingdom only) in 2020 was approximately 13.5% lower than that in 2021, due to less water used in relation to the improved techniques in the scouring and bleaching process.

## F7. 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。

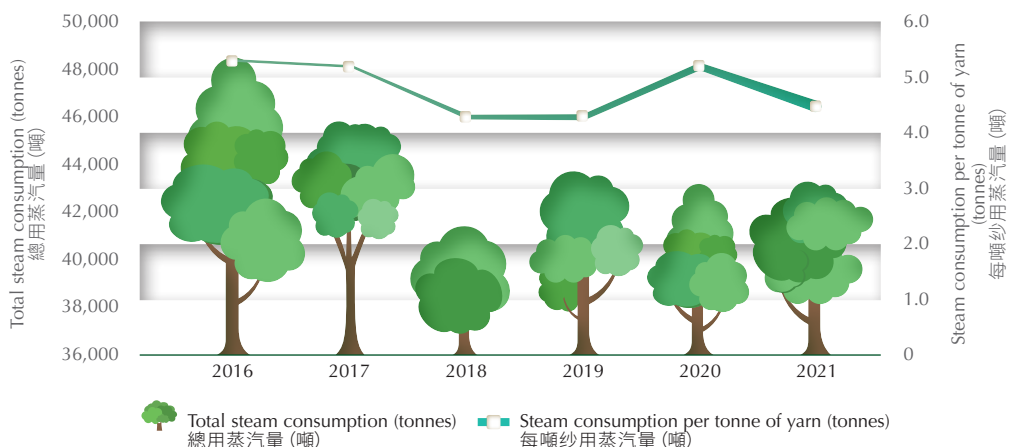
蒸汽亦用於我們位於相對寒冷地區的工廠（如黑龍江金達）的室內供熱。

2021年蒸汽總消耗量約為43,301噸，較2020年增加0.1%。

2021年生產每噸紗線的蒸汽消耗量（僅江蘇金元和浙江金達的產量而言）較2020年減少約13.5%，原因是煮漂工藝改進導致用水量減少。

Expressed in Tonnes 以噸表示	2016 2016年	2017 2017年	2018 2018年	2019 2019年	2020 2020年	2021 2021年	Change 變動
Total steam used 蒸汽總消耗量	48,528	45,842	41,443	43,733	43,218	43,301	+0.1%
Steam used per tonne of yarn produced 生產每噸紗線的蒸汽消耗量	5.3	5.2	4.3	4.3	5.2	4.5	-13.5%

Total steam consumption and steam consumption per tonne of yarn (tonnes)  
總用蒸汽量及每噸紗用蒸汽量 (噸)



# ENERGY/RESOURCES CONSUMPTION AND EMISSION

## 能源／資源消耗與排放

### F8. 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 Steam section above, Zhejiang Jinyuan and Heilongjiang Kingdom without such direct supply of steam, both factories use natural gas to generate the steam/heating required for the production process.

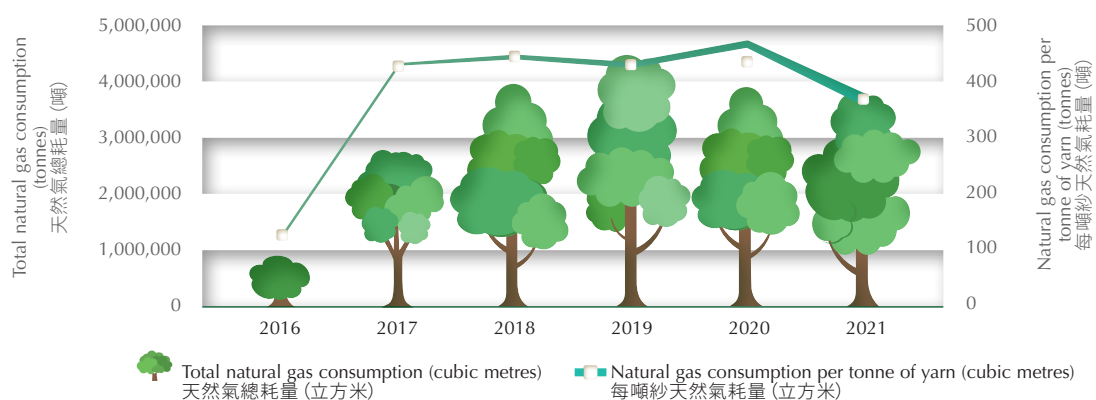
Zhejiang Jinyuan undertook an environmental improvement project in 2016 to eliminate the use of coal by using natural gas for generating heat for the scouring and bleaching process. No coal was used since then and as a result, there was a substantial increase in use of the natural gas in 2017. In addition, Heilongjiang Kingdom, 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 2021 was approximately 3.77 million tonnes, or 2.5% lower than that in 2020.

The gas consumption on per tonne of yarn produced basis (production volume of Zhejiang Jinyuan and Heilongjiang Kingdom only) in 2021 was approximately 21.8% lower than that in 2020, due to less natural gas used in relation to the improved techniques in the scouring and bleaching process.

Expressed in Cubic Meters 以立方米表示	2016 2016年	2017 2017年	2018 2018年	2019 2019年	2020 2020年	2021 2021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	3,864,953	3,766,793	-2.5%
Natural gas used per tonne of yarn produced 生產每噸紗線的天然氣用量	130	424	439	425	463	362	-21.8%

**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)



### F8. 天然氣

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

誠如上文蒸汽一節所討論，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，以通過在煮漂工藝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工藝的熱量。

2021年天然氣總消耗量約為377萬噸，較2020年減少2.5%。

2021年生產每噸紗線的天然氣消耗量（僅浙江金元和黑龍江金達的產量而言）較2020年減少約21.8%，原因是煮漂工藝改進導致天然氣用量減少。

## F9. SEWAGE

Sewage is the water used in scouring and bleaching process and spinning process which were described in detail in section C15 of this report.

Total discharge of sewage water for 2021 was approximately 2.1 million tonnes, or 0.2% higher than that in 2020.

The discharge of sewage water on per tonne of yarn produced basis in 2021 was approximately 16.0% lower than that in 2020 due to improved techniques in the scouring and bleaching process.

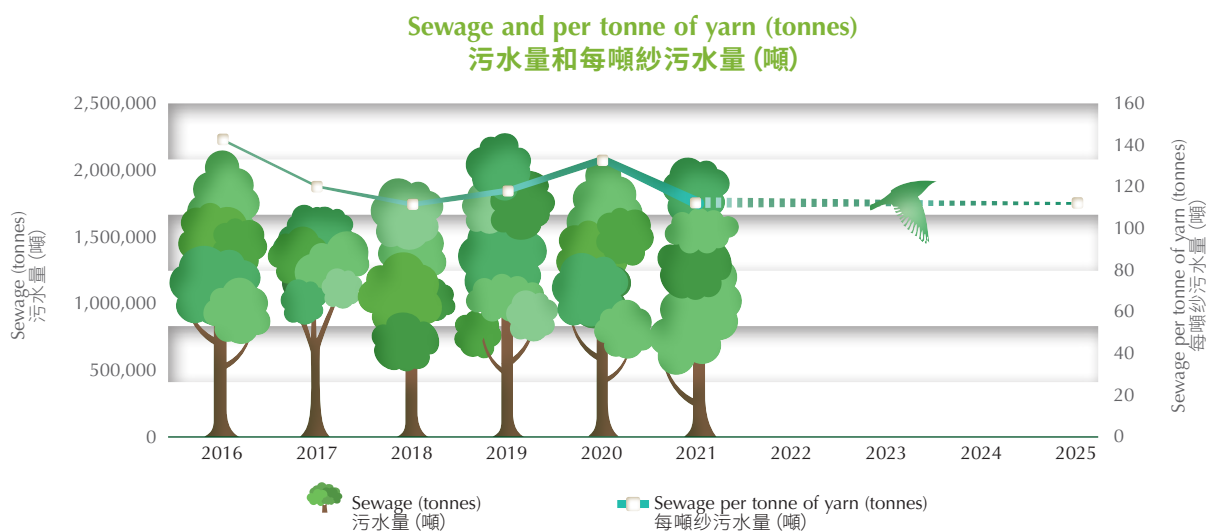
## F9. 污水

污水為本報告C15節詳述的煮漂工藝以及紡紗工藝所使用的水。

2021年污水排放總量約為210萬噸，較2020年增加0.2%。

2021年生產每噸紗線的污水排放量較2020年減少約16.0%，原因是煮漂工藝改進。

Expressed in Cubic Meters 以立方米表示	2016 2016年	2017 2017年	2018 2018年	2019 2019年	2020 2020年	2021 2021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	2,091,628	2,095,592	+0.2%
Sewage discharged per tonne of yarn produced 生產每噸紗線的污水排放量	134	113	105	111	125	105	-16.0%



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

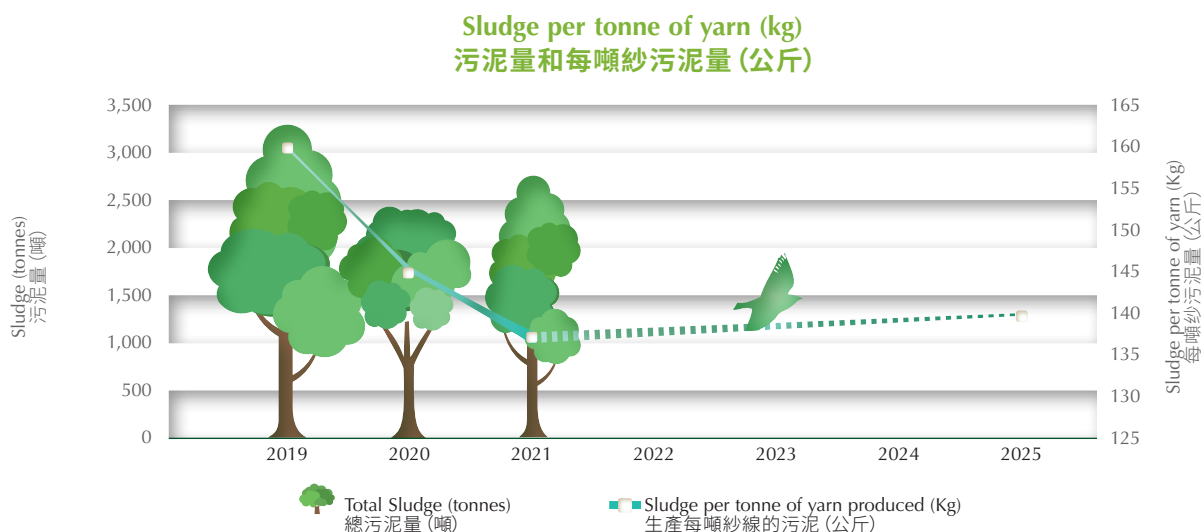
## F10. SOLID WASTE

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	2019 2019年	2020 2020年	2021 2021年	Change 變動
Total Sludge (tonnes) 污泥總量 (噸)	3,293	2,425	2,744	+13.2%
Sludge per tonne of yarn produced (Kg) 生產每噸紗線的污泥 (公斤)	160	145	137	-5.5%

Kingdom enhanced its sewage treatment process to meet local governments' waste discharge standards and the sludge was collected by specialist companies.

### Solid Waste Intensity Sludge per tonne of yarn (kg)



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.

## F10. 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。

由於配合當地政府排污標準，金達實施更嚴格的優化污水水質處理，污泥由專門公司收集。

### 每噸紗線的固體廢棄物密度 (公斤)

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、三和八被認定為具危險性及進行國際運輸。



## F11. 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](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	2020 2020年	2021 2021年
CO2 (tonnes) 二氧化碳(CO2) (噸)	101,021	117,860	134,280	114,613	128,051
CH4 (kg) 甲烷(CH4) (千克)	1,142	1,342	1,528	1,307	1,451
N2O (kg) 氧化亞氮(N2O) (千克)	1,481	1,703	1,940	1,656	1,864

CO2 Equivalent (in tonnes) 二氧化碳當量 (以噸計)	2017 2017年	2018 2018年	2019 2019年	2020 2020年	2021 2021年
Scope 1: Direct emissions 範疇一：直接排放	5,955	8,472	9,561	8,365	8,152
Scope 2: Indirect emissions 範疇二：間接排放	95,548	109,945	125,353	106,789	120,507
Total 總計	101,503	118,417	134,914	115,153	128,659

## F11. 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/calculationtools#cross\\_sector\\_tools\\_id](http://ghgprotocol.org/calculationtools#cross_sector_tools_id)。

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

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.

### GHG Emission Intensity

Kingdom has calculated the amount of GHG emissions per unit of production volume based on its annual linen yarn production of 19,957 tonnes in 2021. The overall GHG emissions per tonne of yarn in 2021 was approximately 6.4% lower than that in 2020.

GHG Emission Intensity (tonnes of CO<sub>2</sub> equivalent, per tonne of yarn)

	2017 2017年	2018 2018年	2019 2019年	2020 2020年	2021 2021年	Change 變動
Electricity 電	5.05	5.06	5.25	5.38	5.19	-3.5%
Steam 蒸汽	2.08	1.69	1.67	2.02	1.77	-12.4%
Natural gas 天然氣	0.92	0.95	0.92	1.00	0.78	-22.0%
Overall GHG Emission * 溫室氣體排放總計*	6.60	6.40	6.54	6.89	6.45	-6.4%

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

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。

### 溫室氣體排放密集度

2021年，金達亞麻紗年產量19,957噸，以此為基礎計算每單位產量的溫室氣體排放量。2021年溫室氣體排放總量較2020年每噸紗減少約6.4%。

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

#### G1. 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.

#### G1. 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、晉陞及解僱的員工；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。

金達致力於為員工提供一個安全、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。所有員工在履行職務之前，均須接受過有關培訓，並會持續提供後期培訓，避免員工於工作中發生職業意外。我們也賦予員工權力及責任，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.

## **G2. 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 ISO18001 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的控制方法，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。

## **G2. 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、招聘和晉陞、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週歲的童工及強迫勞動。

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ISO18001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

### G3. 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. There are no workers who are not employees in our Group. As at 31 December 2021, Kingdom had 3,808 employees, including those from the production, research and development and management teams. Female staff accounted for approximately 64% 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.

The ratio of the annual total compensation for Kingdom's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual) in 2021 was 12.79 times.

The ratio of the percentage increase in annual total compensation for Kingdom's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in 2021 was 0.95%.

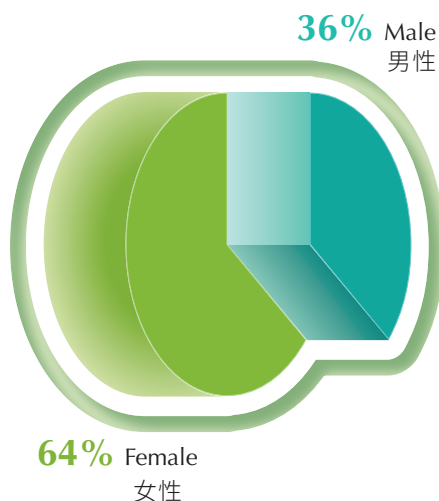
### G3. 員工結構

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，禁止僱用童工和強迫勞動。本集團概無並非員工工人。截至2021年12月31日，金達員工總人數為3,808人，包括生產、研發、管理團隊；女性員工約佔64%，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用。

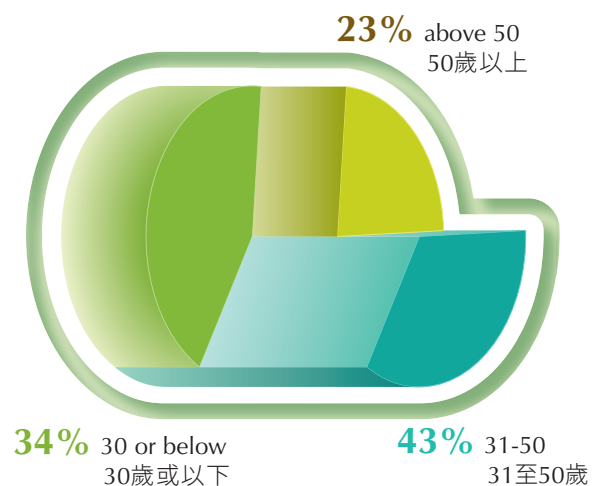
2021年金達薪酬最高的個人的年度總薪酬與所有員工（不包括薪酬最高的個人）的年度總薪酬中位數的比率是12.79倍。

金達薪酬最高的個人年度總薪酬增長百分比與所有員工（不包括薪酬最高的個人）年度總薪酬增長中位數百分比的比率是0.95%。

PERCENTAGE OF STAFF BY GENDER  
員工百分比 (按性別劃分)



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	Below 30 30歲以下	435	869	3,808
	30~50 30至50歲	592	1051	
	50 or above 50歲或以上	339	522	
By working location 按工作地區	China – Zhejiang Jinyuan 中國－浙江金元	444	641	3,808
	China – Zhejiang Kingdom 中國－浙江金達	168	247	
	China – Jiangsu Jinyuan 中國－江蘇金元	286	459	
	China – Heilongjiang Kingdom 中國－黑龍江金達	317	261	
	Ethiopia – Ethiopia Kingdom 埃塞俄比亞－埃塞俄比亞金達	149	831	
	Others (Hong Kong and Italy) 其他地區 (香港及意大利)	2	3	

G4. 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.

G4. 薪酬制度

金達著重薪資管理的一致性 & 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，不因個人的種族、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.

### G5. 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.

本集團為其員工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)。董事會參照員工各自的資歷、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。本集團亦不時為其員工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本集團其他員工提供激勵及獎勵。

### G5. 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。



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 2021

2021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	485	941	1426
Pre-employment health assessment 新進員工入職健康體檢	316	307	623
Health Talk 健康講座	582	1031	1613

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

### G6. MATERNITY LEAVE

To comply with the latest version of the Population and Family Planning Law implemented in China, Kingdom offers maternity leave without pay, 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 2018, Kingdom's return rate of employees who took maternity leave without pay during pregnancy was 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%
2020 2020年	13	11 (including 3 for 2019) (包括2019年3人)	11 (including 3 for 2019) (包括2019年3人)	100%
2021 2021年	6	4 (including 3 for 2020) (包括2020年3人)	4 (including 3 for 2020) (包括2020年3人)	100%

### G6. 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懷孕留職停薪、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，2018年，金達因產假留職停薪回任率為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」

## G7. WORKPLACE AND SAFETY MANAGEMENT

Kingdom considers the safety of its workplace 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.

Production Safety Check

## G7. 工作環境及安全管理

金達對員工的工作安全環境非常重視，積極推動工業安全查核，包括主管的走動管理、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。對所有使用的機械設備，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，以防範事故的發生，全力推動建立安全行為工作，以提升工安績效。

安全生產檢查



# STAFF, TRAINING AND BENEFITS

## 員工、培訓及福利

Fire Drill

防火演練



### G8. 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.

### G8. 公平勞工協會

公平勞工協會 (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。

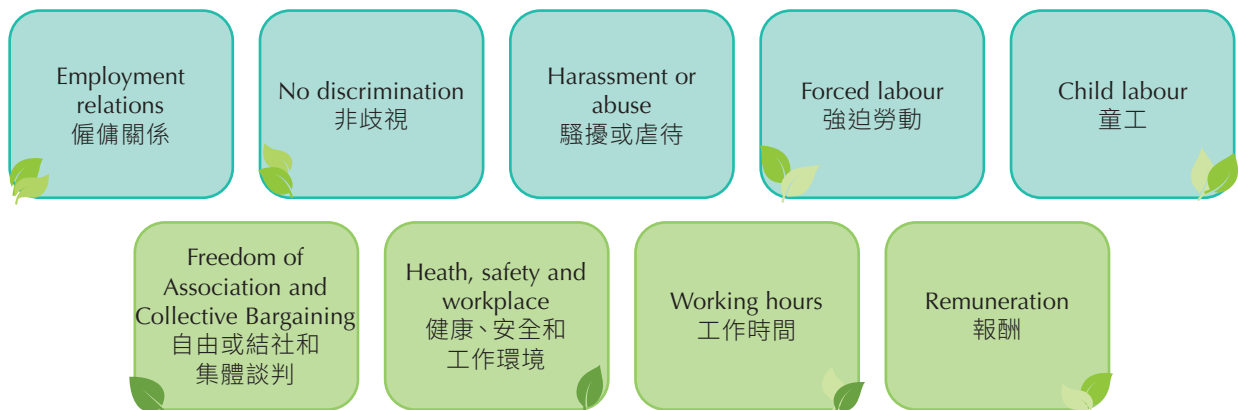
## STAFF, TRAINING AND BENEFITS 員工、培訓及福利

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

Our commitment to FLA, which is based on our 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 our factories.

In 2021, we had conducted a FLA self-assessment and also provided representative wage samples to the Fair Compensation Dashboard.

Our workplace code of conduct involves:



隨著我們的業務不斷發展，我們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，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。我們於2017年底加入FLA，使我們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。我們歡迎FLA提供的額外評估和溝通，因為它有助於我們推進計劃並支持我們改善工人生活的使命。

我們對公平勞工協會（FLA）的承諾基於我們的企業價值觀，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。

我們於2021年已進行FLA自我評估，並向公平報酬信息記錄板（Fair Compensation Dashboard）提供具代表性的工資樣本。

我們的工廠行為準則涉及以下內容：

# STAFF, TRAINING AND BENEFITS

## 員工、培訓及福利

### G9. 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. Full subsidies will be provided for employees who attend internal and external trainings. In 2021, the training fee for management personnel and key technical personnel amounted to approximately RMB160,000.

#### Major training courses in 2021

I am person in charge	我是責任者
Self-management improvement of middle-level cadres	中層幹部自我管理提升
Practical learning of spinning and weaving production process	紡紗織造生產流程實踐學習
"Interviewer interview skills and efficient talent identification skills training"	《面試官面試技能和高效人才識別技能培訓》
Steam and Condensate System Design	蒸汽及冷凝水系統設計
Excel/Powerpoint Training	Excel/Powerpoint 訓練班
"Safe Production Site Management and Risk Avoidance"	《安全生產現場管理與風險規避》
Purchasing Negotiation Tactics and Bargaining Skills in the New Situation	新形勢下採購談判策略與議價技巧
"Process and Operation Management System Construction"	《流程與運營管理體系建設》
"Course Development and Teacher Training Based on Post Experience Inheritance"	《基於崗位經驗傳承的課程開發及師資培養》
"Sales Elite Training Camp"	《銷售精英訓練營》
"Labor Contract Management under the Civil Code"	《民法典下勞動合同管理》

### G9. 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。金達全額補助員工內、外部訓練課程的費用，2021年用於管理人員和技術骨幹的培訓費約人民幣160,000元。

#### 2021年主要培訓課程

**Number of hours of training received by employees in 2021 (by gender and location)**

**2021年員工接受訓練時數(按性別及地區)**

	Zhejiang Jinyuan 浙江金元		Zhejiang Kingdom 浙江金達		Jiangsu Jinyuan 江蘇金元		Heilongjiang Kingdom 黑龍江金達		Ethiopia Kingdom 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	444	641	168	247	286	459	317	261	149	831	2	3	3,808
Headcount % 員工人數百分比	12%	17%	4%	6%	8%	12%	8%	7%	4%	22%	0%	0%	100%
Total training hours 受訓總時數(小時)	8,028	11,394	2,856	4,199	5,434	8,721	5,706	4,698	2,682	15,354	133	0	69,205
Average training hours of each staff 每位員工平均受訓時數(小時)	18	18	17	17	19	19	18	18	18	18	67	0	18

**Number of hours of training received by employees in 2021 (by rank)**

**2021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	249	3,559
Employees received training % 受訓人數百分比	7%	93%
Total training hours 受訓總時數(小時)	5,421	63,784
Average training hours of each staff 每位員工平均受訓時數(小時)	22	18

In 2021, the training fee for management personnel and key technical personnel amounted to approximately RMB1.28 million.

2021年用於管理人員和技術骨幹的培訓費約為人民幣128萬元。

# STAFF, TRAINING AND BENEFITS

## 員工、培訓及福利

### G10.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. Based on the average number of employee of 3,349 (the average of opening and closing number of employees), the 2021 average employee entry ratio of Kingdom reached 43.62%, while the exit ratio reached 16.21%.

### G10.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，金達與員工舉行面對面的溝通會議、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。按員工平均人數3,349人（年初及年末的員工平均人數）計算，2021年金達員工的平均新進率為43.62%，離職率為16.21%。

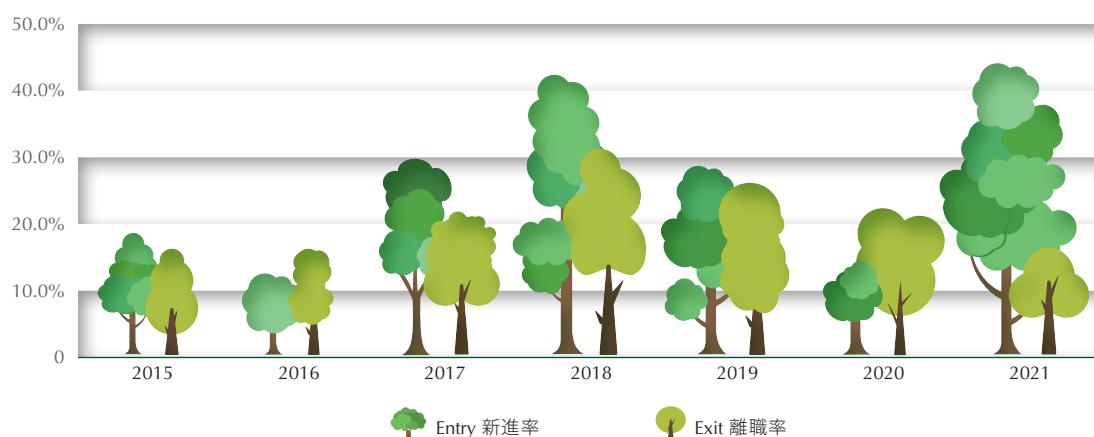
Country/Region 國別/地區	China 中國								Ethiopia 埃塞俄比亞		Others (Hong Kong and Italy) 其他地區 (香港及意大利)		Total 總計
	Zhejiang Jinyuan 浙江金元		Zhejiang Kingdom 浙江金達		Jiangsu Jinyuan 江蘇金元		Heilongjiang Kingdom 黑龍江金達		Ethiopia Kingdom 埃塞俄比亞金達		Office 辦公室		
	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女	
Headcount at the beginning of the year 年初人數	440	625	153	257	273	502	303	253	47	32	2	3	2,890
Number of hirings 新進人數	80	106	48	55	82	32	82	75	102	799	0	0	1,461
Number of exits 離職人數	76	90	33	65	69	75	68	67	0	0	0	0	543
Headcount at the end of the year 年末人數	444	641	168	247	286	459	317	261	149	831	2	3	3,808

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

備註：不包括自員工新進當天起計六個月內提出離職的人數



Staff Turnover  
員工流動圖



## G11.WORK-RELATED INJURIES

The rate of work-related injuries is an industry benchmark for safety performance. For the purpose of this report, the number of work-related injuries for every 1 million working hours was used. In 2021, Kingdom had 13 cases (2020: 23 cases) of work-related injuries, representing a work-related injury frequency of 2.11 cases for every 1 million working hours, compared to 4.04 cases for every 1 million working hours in 2020. There was no work-related fatality in 2021.

## G11.工傷

工傷事故發生率是業界釐定安全表現的參考基準，本報告以每一百萬工時工傷率作匯報。2021年，金達員工定級受傷件數有13件（2020年：23件），工傷發生頻率為每一百萬工時2.11次（2020年則為每一百萬工時4.04次）。2021年並無因工傷死亡事故。

	Zhejiang Jinyuan 浙江金元		Jiangsu Jinyuan 江蘇金元		Zhejiang Kingdom 浙江金達		Heilongjiang Kingdom 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	5	1	0	3	0	4	0	0	13
Number of traffic accidents outside the production bases 廠外交通事故件數	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0	0

## STAFF, TRAINING AND BENEFITS

### 員工、培訓及福利

	2021 2021 年				
Plant 廠區	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	616	268,215	0.23%	2.80
Jiangsu Jinyuan 江蘇金元	3	156	107,916	0.14%	3.47
Zhejiang Jinda 浙江金達	4	360	233,843	0.15%	2.14
Heilongjiang Kingdom 黑龍江金達	0	0	161,693	0.00%	-
Overall 總體	13	1132	771,667	0.15%	2.11

	2020 2020 年				
Plant 廠區	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	9	300	244,027	0.12%	4.61
Jiangsu Jinyuan 江蘇金元	9	287	228,803	0.13%	4.92
Zhejiang Jinda 浙江金達	3	80	97,934	0.08%	3.83
Heilongjiang Kingdom 黑龍江金達	2	90	141,161	0.06%	1.77
Overall 總體	23	757	711,925	0.11%	4.04

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) 損失天數比率 (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 Kingdom 浙江金達	1	9	126,399	0.01%	0.99
Heilongjiang Kingdom 黑龍江金達	-	-	153,356	0.00%	-
Overall 總體	19	389	924,051	0.04%	2.57

## G12.LABOUR RELATIONS

In 2021, 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 one Workers' Union meeting held in 2020 for voting on terms of the staff handbook. The meeting was well attended by over 100 worker representatives. No meeting was held in 2021 as there was no outstanding issue to be voted upon.

## G12.勞資關係

2021年度未發生員工因工作、權益及人權問題申訴事件，員工申訴渠道：金達職代会、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。

2020年舉行了一次工會會議，以就員工手冊進行投票，此次會議由逾100名工人代表參加。由於並無尚待表決的未決問題，故2021年並無舉行會議。

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

Workers' Union meeting held on 3 September 2020:

2020年9月3日舉行的公會會議：



### 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。

## G13.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.

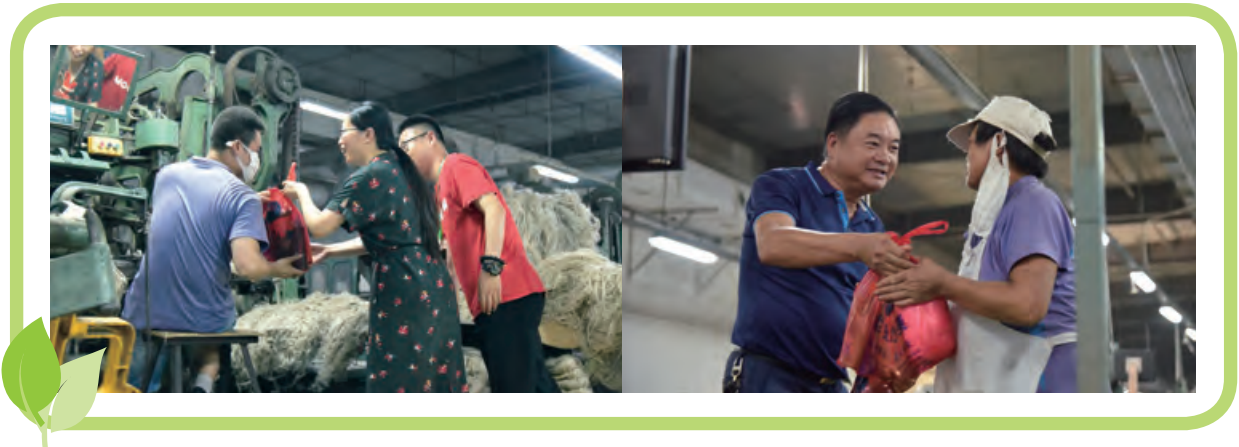
## G13.員工福利

### 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

- Year-of-service bonus  
工齡獎勵

Kingdom's caring corporate culture emphasizes staff motivation. In order to develop greater sense of belonging and recognition, staff will be entitled to a respective service bonus of different amounts after 1, 3, 5 and 8 year(s) of service.  
為了展現企業文化精神，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。

- Year-of-service trips  
工齡旅遊

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

### Skill improvement programme and education allowance

### 提升技能和學歷補貼計劃

- Skill improvement  
技能提升

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。

- Education enhancement  
學歷提升

Employees will get full or partial reimbursement for tuitions and other education related expenses for a recognised academic programme 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。

# STAFF, TRAINING AND BENEFITS

## 員工、培訓及福利

### 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。

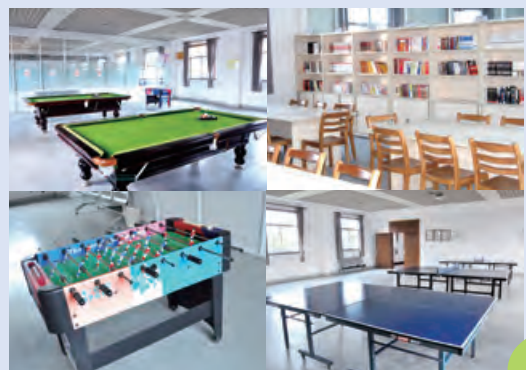


### Leisure facilities

#### 休閒設施

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 in the newsletter, Kingdom Post, every year.

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

### G14.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, 5,195,250 shares were vested and awarded to qualified employees in 2020, after satisfying the vesting conditions of 2019.

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.

### 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，在刊物(金達報)裡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本公司人力資源部，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。

### G14.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，於滿足2019年歸屬條件後，公司於2020年將5,195,250股股份歸屬和授予合資格員工。

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

### G15. 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.

National Day Holiday Family Fun Day

### G15. 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，弘揚了員工團結拚搏的精神，也為企業營造了活潑、和諧和健康的良好氛圍。

國慶假期家庭歡度日





**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 RMB26 million so far on various community works. In 2020, Kingdom donated over RMB1 million to various community and charitable organisations in relation to COVID-19 pandemic.

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

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2,600多萬元於社會貢獻上。2020年，金達就COVID-19疫情向各種社會和慈善組織捐獻人民幣100多萬元。

並無違反社會與經濟領域的法律和規定。

## H1. 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.

For the safety of our employees and to maintain the social distancing during COVID-19 pandemic, no blood donation was arranged in 2020 and 2021.

## H1. 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。

為了員工人身安全，在COVID-19疫情期間保持社交距離，2020年及2021年金達並無安排捐血活動。



## H2. 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 2021, Kingdom donated RMB52,000 as awards for teachers and student scholarship, and RMB40,000 to charitable institutions as charitable aids for those in need.

## H2. 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。除硬件設備外，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。2021年持續出資人民幣5.2萬元作為教師獎勵及學生獎學金及向慈善機構捐出人民幣4萬元作慈善救助。

# APPENDIX 附錄



# 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

Mandatory Disclosure Requirements 強制性披露要求	Corresponding Sections 對應章節	Page No. 頁碼
<p><b>Governance Structure</b> 治理結構</p> <p>A statement from the board containing the following elements:</p> <ul style="list-style-type: none"> <li>(i) a disclosure of the board's oversight of ESG issues;</li> <li>(ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and</li> <li>(iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses.</li> </ul> <p>由董事會發出的聲明，當中載有下列內容：</p> <ul style="list-style-type: none"> <li>(i) 披露董事會對ESG事項的監管；</li> <li>(ii) 董事會的ESG管理方法及策略，包括用於評估、重點發展及管理ESG相關重大事項（包括對發行人業務的風險）的流程；及</li> <li>(iii) 董事會如何按ESG相關目的及目標檢討進度，並解釋他們如何與發行人業務有關聯。</li> </ul>	<p>A2 Reporting Principles A4 Assessment of Material Issues C2 Corporate Strategy and Long-Term Business Model A2報告原則 A4重大事項評估 C2公司策略及長期業務模式</p>	<p>5, 7, 17</p>
<p><b>Reporting Principles</b> 報告原則</p> <p>A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG report:</p> <p><b>Materiality:</b> The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement.</p> <p><b>Quantitative:</b> Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be disclosed.</p> <p><b>Consistency:</b> The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison.</p> <p>在編製ESG報告時對以下報告原則的應用的描述或解釋：</p> <p><b>重要性：</b>ESG報告應披露：(i)識別重大ESG因素的流程及選擇標準；(ii)若進行利益相關者溝通，描述所識別的重要利益相關者以及發行人的利益相關者溝通流程及結果。</p> <p><b>量化：</b>應披露有關報告排放／能源消耗所用的標準、方法、假設及／或計算工具，以及所用的轉換系數的來源的資料。</p> <p><b>一致性：</b>發行人應於ESG報告中披露所用的方法或關鍵績效指標的任何變化或影響有意義比較的的任何其他相關因素。</p>	<p>A2 Reporting Principles A2報告原則</p>	<p>5</p>
<p><b>Reporting Boundary</b> 報告範圍</p> <p>A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.</p> <p>敘述性說明，解釋了ESG報告的報告範圍，並描述用於識別ESG報告中包括哪些實體或業務的過程。倘範圍發生變化，發行人應說明差異及變化原因。</p>	<p>A3 Reporting Scope A3報告範圍</p>	<p>6</p>

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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

“Comply or explain” Provisions Subject Areas, Aspects, General Disclosures and KPIs 「不遵守就解釋」條文 主要範疇、層面、一般披露及關鍵績效指標		Corresponding Sections 對應章節	Page No. 頁碼	
A. ENVIRONMENTAL				
A. 環境				
Aspect A1: Emissions 層面A1： 排放物	Disclosure 披露	Particulars 詳情	Corresponding Sections 對應章節	Page No. 頁碼
	General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	F1 Emission Policy F2 Emission Compliance F1 排放政策 F2 排放合規	86,87
	KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	F9 Sewage F10 Solid Waste F11 Greenhouse Gas F9 污水 F10 固體廢棄物 F11 溫室氣體	93,94,95
	KPI A1.2 關鍵績效指標A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接(範疇1)及能源間接(範疇2)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)。	F11 Greenhouse Gas F11 溫室氣體	95
	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)。	F10 Solid Waste F10 固體廢棄物	94
	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)。	F10 Solid Waste F10 固體廢棄物	94
	KPI A1.5 關鍵績效指標A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂的排放量目標及為達到這些目標所採取的步驟。	F3 ESG Targets F3 ESG 目標	87
	KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法、及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	E3 Water and Solid Waste Management; F10 Solid Waste E3 水及固體廢棄物管理； F10 固體廢棄物	62, 94

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	Disclosure 披露	Particulars 詳情	Corresponding Sections 對應章節	Page No. 頁碼
Aspect A2: Use of Resources 層面A2：使用資源	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。	E1 Policies on the Efficient Use of Resources and Reducing Impacts on Environment E1有效使用資源及減少對環境影響的政策	58
	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。	F5 Electricity; F7 Steam; F8 Natural Gas F5電; F7蒸汽; F8天然氣	89, 91, 92
	KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity. 總耗水量及密集度。	F6 Water F6水	90
	KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	F3 ESG Targets F3 ESG目標	87
	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 target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	E3 Water and Solid Waste Management; F6 Water E3水及固體廢棄物管理; F6水	62
	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。	E6 Use of Materials E6物料使用	66
	Aspect A3: The Environment and Natural Resources 層面A3：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。	E1 Policies on the Efficient Use of Resources and Reducing Impacts on Environment E1有效使用資源及減少對環境影響的政策
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。	E10 Biodiversity E10生物多樣性	75
Aspect A4: Climate Change 層面A4：氣候變化		General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	E1 Policies on the Efficient Use of Resources and Reducing Impacts on Environment E1有效使用資源及減少對環境影響的政策
	KPI A4.1 關鍵績效指標A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	E10 Biodiversity E10生物多樣性	75

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<b>B. SOCIAL</b>				
<b>Employment and Labour Practices</b>				
<b>B. 社會僱傭及勞工常規</b>				
Aspect	Disclosure 披露	Particulars 詳情	Corresponding Sections 對應章節	Page No. 頁碼
Aspect B1: Employment 層面B1： 僱傭	General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉陞、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	G1 Employment and Occupational Health & Safety Policy; G2 Employment and Occupational Health & Safety Compliance G1僱傭及職業健康及安全政策； G2僱傭及職業健康及安全合規	98,99
	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員工總數。	G3 Staff Structure G3員工結構	100
	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員工流失比率。	G10 Staff Turnover Management G10員工流動管理	110
Aspect	Disclosure 披露	Particulars 詳情	Corresponding Sections 對應章節	Page No. 頁碼
Aspect B2: Health and Safety 層面B2： 健康與安全	General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障員工避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	G1 Employment and Occupational Health & Safety Policy; G2 Employment and Occupational Health & Safety Compliance G1僱傭及職業健康及安全政策； G2僱傭及職業健康及安全合規	98, 99
	KPI B2.1 關鍵績效指標B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 於過去三年每年（包括報告年度）發生的因工作關係而死亡的人數及比率。	G11 Work Related Injuries G11工傷	111
	KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	G11 Work Related Injuries G11工傷	111
	KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	G7 Workplace and Safety Management G7工作環境及安全管理	15



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	Disclosure 披露	Particulars 詳情	Corresponding Sections 對應章節	Page No. 頁碼
Aspect B3: Development and Training 層面B3： 發展及培訓	General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升員工履行工作職責的知識及技能的政策。描述培訓活動。	G9 Training and Development G9培訓及發展	108
	KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category. 按性別及員工類別劃分的受訓員工百分比。	G9 Training and Development G9培訓及發展	108
	KPI B3.2 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及員工類別劃分，每名員工完成受訓的平均時數。	G9 Training and Development G9培訓及發展	108
	General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工及強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	G1 Employment and Occupational Health & Safety Policy; G2 Employment and Occupational Health & Safety Compliance G1僱傭及職業健康及安全政策； G2僱傭及職業健康及安全合規	98, 99
Aspect B4: Labour Standards 層面B4： 勞工準則	KPI B4.1 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	G1 Employment and Occupational Health & Safety Policy; G2 Employment and Occupational Health & Safety Compliance G8 Fair Labor Association G1僱傭及職業健康及安全政策； G2僱傭及職業健康及安全合規 G8公平勞工協會	98, 99
	KPI B4.2 關鍵績效指標B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	G1 Employment and Occupational Health & Safety Policy G1僱傭及職業健康及安全政策	98

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<b>Operating Practices 營運慣例</b>			
Aspect B5: Supply Chain Management 層面B5： 供應鏈管理	<b>Disclosure 披露</b>	<b>Particulars 詳情</b>	<b>Corresponding Sections 對應章節</b>
	General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain 管理供應鏈的環境及社會風險政策	D10 Risk Management D10風險管理
	KPI B5.1 關鍵績效指標B5.1	Number of suppliers by geographical region 按地區劃分的供應商數目	D6 Supply Chain Management D6供應鏈管理
	KPI B5.2 關鍵績效指標B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法。	D6 Supply Chain Management D2 Stakeholder Engagement; D13 Customer Satisfaction Survey D6供應鏈管理 D2利益相關者溝通； D13客戶滿意度調查
	KPI B5.3 關鍵績效指標B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	E1 Policies on the Efficient Use of Resources and Reducing Impacts on Environment E1有效使用資源及減少對環境影響的政策
	KPI B5.4 關鍵績效指標B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	E6 Use of Materials E6物料使用
Aspect B6: Product Responsibility 層面B6： 產品責任	<b>Disclosure 披露</b>	<b>Particulars 詳情</b>	<b>Corresponding Sections 對應章節</b>
	General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	D3 Testing and Certification D7 Product and Services D3檢測認證 D7產品與服務
	KPI B6.1 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	D7 Product and Services D7產品與服務
	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。	D14 Handling Customer Complaints D14客戶投訴處理
	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。	D4 Innovative Developments; D5 Patents D4創新發展； D5專利
	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。	D3 Testing and Certification D14 Handling Customer Complaints D3檢測認證 D14客戶投訴處理
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。	D11 Customer Information Security and Privacy Policy D11客戶資料保障及私隱政策	

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“Comply or explain” Provisions Subject Areas, Aspects, General Disclosures and KPIs 「不遵守就解釋」條文 主要範疇、層面、一般披露及關鍵績效指標			Corresponding Sections 對應章節	Page No. 頁碼
	Disclosure 披露	Particulars 詳情	Corresponding Sections 對應章節	Page No. 頁碼
Aspect B7: Anti-corruption 層面B7： 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 issuer 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) 遵守對發行人有重大影響的相關法律及規例的資料。	D12 Anti-Corruption D12反貪污	53
	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員工提出並已審結的貪污訴訟案件的數目及訴訟結果。	D12 Anti-Corruption D12反貪污	53
	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。	D12 Anti-Corruption D15 Whistle-Blowing Policy/ Grievance Channel D12反貪污 D15舉報政策／申訴渠道	53, 56
	KPI B7.3 關鍵績效指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	D12 Anti-Corruption D12反貪污	53
Aspect B8: Community Investment 層面B8： 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發行人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	120
	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	120
	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; H2 Community Education H社會責任； H2社會教育	120, 121

## APPENDIX II: THE RECONCILIATION WITH GRI STANDARDS

### 附錄二：全球永續性報告指標GRI STANDARDS對照表

Statement of use Kingdom Holdings Limited has reported the information cited in this GRI content index for the year ended 31 December 2021 with reference to the GRI Standards.

GRI 1 used GRI 1: Foundation 2021

使用說明 金達控股有限公司已參考全球永續性報告指標 (GRI Standards) 報告截至2021年12月31日止年度的本GRI內容索引中引用的信息。

已使用GRI 1 GRI 1：基礎2021

Categories/aspects 類別/層面	Disclosure 披露	GRI Standards Content 全球永續性報告指標 (GRI Standards) 內容	Corresponding Sections 對應章節	Page No. 頁碼
<b>The organization and its reporting practices 組織及其報告實踐</b>				
GRI 2: General Disclosure GRI 2：一般披露	2-1	Organizational details 組織詳情	C1 Corporate Profile C1公司簡介	16
GRI 2: General Disclosure GRI 2：一般披露	2-2	Entities included in the organization's sustainability reporting 組織永續發展報告中包含的實體	A3 Reporting Scope A3報告範圍	6
GRI 2: General Disclosure GRI 2：一般披露	2-3	Reporting period, frequency and contact point 報告期、頻率及聯絡點	A1 Preface A8 Download Sites and Contact Details A1前言 A8下載網站及聯絡方式	4, 10
GRI 2: General Disclosure GRI 2：一般披露	2-4	Restatements of information 信息重述	A3 Reporting Scope A3報告範圍	6
GRI 2: General Disclosure GRI 2：一般披露	2-5	External assurance 外部認證	A7 External Assurance A7外部認證	10
<b>Activities and workers 活動及工人</b>				
GRI 2: General Disclosure GRI 2：一般披露	2-6	Activities, value chain and other business relationships 活動、價值鏈及其他業務關係	C2 Corporate Strategy and Long-Term Business Model D6 Supply Chain Management C2公司策略及長期業務模式 D6供應鏈管理	17, 43
GRI 2: General Disclosure GRI 2：一般披露	2-7	Employees 員工	G3 Staff Structure G3員工結構	100
GRI 2: General Disclosure GRI 2：一般披露	2-8	Workers who are not employees 非員工工人	G3 Staff Structure G3員工結構	100

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<b>Governance 治理</b>				
GRI 2: General Disclosure GRI 2：一般披露	2-9	Governance structure and composition 治理結構及組成	D1 Governance Structure D1治理結構	32
GRI 2: General Disclosure GRI 2：一般披露	2-10	Nomination and selection of the highest governance body 最高治理機構的提名及選擇	D1 Governance Structure D1治理結構	32
GRI 2: General Disclosure GRI 2：一般披露	2-11	Chair of the highest governance body 最高治理機構主席	D1 Governance Structure D1治理結構	32
GRI 2: General Disclosure GRI 2：一般披露	2-12	Role of the highest governance body in overseeing the management of impacts 最高治理機構在監督影響管理方面的作用	D1 Governance Structure D1治理結構	32
GRI 2: General Disclosure GRI 2：一般披露	2-13	Delegation of responsibility for managing impacts 管理影響的責任下放	D1 Governance Structure D1治理結構	32
GRI 2: General Disclosure GRI 2：一般披露	2-14	Role of the highest governance body in sustainability reporting 最高治理機構在永續發展報告中的作用	A2 Reporting Principles A2報告原則	5
GRI 2: General Disclosure GRI 2：一般披露	2-15	Conflicts of interest 利益衝突	D1 Governance Structure D1治理結構	32
GRI 2: General Disclosure GRI 2：一般披露	2-16	Communication of critical concerns 關鍵問題的溝通	D1 Governance Structure D1治理結構	32
GRI 2: General Disclosure GRI 2：一般披露	2-17	Collective knowledge of the highest governance body 最高治理機構的集體認知	D1 Governance Structure D1治理結構	32
GRI 2: General Disclosure GRI 2：一般披露	2-18	Evaluation of the performance of the highest governance body 最高治理機構績效評估	D1 Governance Structure D1治理結構	32
GRI 2: General Disclosure GRI 2：一般披露	2-19	Remuneration policies 薪酬政策	D1 Governance Structure D1治理結構	32
GRI 2: General Disclosure GRI 2：一般披露	2-20	Process to determine remuneration 薪酬釐定流程	D1 Governance Structure D1治理結構	32
GRI 2: General Disclosure GRI 2：一般披露	2-21	Annual total compensation ratio 年度總薪酬比例	G3 Staff Structure G3員工結構	100

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<b>Strategy, policies and practices 戰略、政策和實踐</b>				
GRI 2: General Disclosure GRI 2：一般披露	2-22	Statement on sustainable development strategy 永續發展戰略聲明	C2 Corporate Strategy and Long-Term Business Model C2公司策略及長期業務模式	17
GRI 2: General Disclosure GRI 2：一般披露	2-23	Policy commitments 政策承諾	C2 Corporate Strategy and Long-Term Business Model C2公司策略及長期業務模式	17
GRI 2: General Disclosure GRI 2：一般披露	2-24	Embedding policy commitments 嵌入政策承諾	C2 Corporate Strategy and Long-Term Business Model C2公司策略及長期業務模式	17
GRI 2: General Disclosure GRI 2：一般披露	2-25	Processes to remediate negative impacts 補救負面影響的流程	E1 Policies on the Efficient Use of Resources and Reducing Impacts on Environment F1 Emission Policy E1有效使用資源及減少對環境影響的政策 F1排放政策	58, 86
GRI 2: General Disclosure GRI 2：一般披露	2-26	Mechanisms for seeking advice and raising concerns 尋求意見及提出關注的機制	D15 Whistle-Blowing Policy/Grievance Channel D15舉報政策／申訴渠道	56
GRI 2: General Disclosure GRI 2：一般披露	2-27	Compliance with laws and regulations 遵守法律法規	D7 Products and Services D12 Anti-Corruption D14 Handling Customer Complaints F2 Emission Compliance G2 Employment and Occupational Health & Safety Compliance H Community Responsibilities D7產品與服務 D12反貪污 D14客戶投訴處理 F2排放合規 G2僱傭及職業健康及安全合規 H社會責任	45, 53, 56, 87, 99, 120
GRI 2: General Disclosure GRI 2：一般披露	2-28	Membership associations 公協會的會員資格	C8 Participation in External Organizations C8外部公協會參與	19

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<b>Stakeholder engagement 利益相關者溝通</b>				
GRI 2: General Disclosure GRI 2：一般披露	2-29	Approach to stakeholder engagement 利益相關方參與方針	D2 Stakeholders Engagement D2利益相關者溝通	36
GRI 2: General Disclosure GRI 2：一般披露	2-30	Collective bargaining agreements 受集體協商協定	G8 Fair Labor Association G12 Labour Relations G8公平勞工協會 G12勞資關係	106, 113
<b>Disclosures on material topics 重大事項披露</b>				
GRI 3: Material Topics GRI 3：重大事項	3-1	Process to determine material topics 確定重大事項的過程	A4 Assessment of Material Issues A4重大事項評估	7
GRI 3: Material Topics GRI 3：重大事項	3-2	List of material topics 重大事項清單	A4 Assessment of Material Issues A4重大事項評估	7
GRI 3: Material Topics GRI 3：重大事項	3-3	Management of material topics 管理重大事項	A4 Assessment of Material Issues A4重大事項評估	7
<b>ECONOMIC 經濟</b>				
GRI 201: Economic Performance 2016 GRI 201：經濟績效2016	201-01	Direct economic value generated and distributed 產生和分配的直接經濟價值	A5 Summary of Financial and Business Performance A6 Summary of Sustainability Performance H2 Community Education A5財務及業務表現摘要 A6永續發展成果摘要 H2社會教育	9, 121
	201-02	Financial implications and other risks and opportunities for the organisation's activities due to climate change 氣候變化導致組織活動對財務的影響及其他風險與機會	D10 Risk Management D10風險管理	51
	201-03	Coverage of the organisation's defined benefit plan obligations 組織界定福利計劃義務的範圍	G4 Remuneration System G4薪酬制度	101
	201-04	Financial assistance received from government 政府取得的財務補助	A5 Summary of Financial and Business Performance A5財務及業務表現摘要	9
GRI 202: Market Presence 2016 GRI 202：市場形象2016	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	G4 Remuneration System G4薪酬制度	101
	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	G3 Staff Structure G3員工結構	100
GRI 203: Indirect Economic Impacts 2016 GRI 203：間接經濟衝擊2016	203-01	Infrastructure investments and services supported 基礎設施的投資與服務	D9 Corporate Expansion; H Community Responsibilities D9企業擴產； H社會責任	48
	203-02	Significant indirect economic impacts 重要間接經濟影響	D9 Corporate Expansion D9企業擴產	48
GRI 204: Procurement Practices 2016 GRI 204：採購政策2016	204-01	Proportion of spending on local suppliers 向當地供應商採購的比例	D6 Supply Chain Management D6供應鏈管理	43

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<b>Anti-Corruption 反貪污</b>				
GRI 205: Anti-corruption 2016 GRI 205： 反貪污2016	205-01	Operations assessed for risks related to corruption 已進行腐敗風險評估的運營點	H2 Community Responsibilities H2社會責任	121
	205-02	Communication and training about anti-corruption policies and procedures 反貪污政策和程序的溝通及訓練	D12 Anti-Corruption D12反貪污	53
	205-03	Confirmed incidents of corruption and actions taken 已確認的貪污事件及採取的行動	D12 Anti-Corruption D12反貪污	53
GRI 206: Anti-competitive Behavior 2016 反競爭行為2016	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的總數及其結果	D12 Anti-Corruption D12反貪污	53
<b>Tax 稅務</b>				
GRI 207: Tax 2019 GRI 207：稅務2019	207-1	Approach to tax 繳稅方式	C11 Tax C11稅務	22
	207-2	Tax governance, control, and risk management 稅收治理、控制和風險管理	C11 Tax C11稅務	22
	207-3	Stakeholder engagement and management of concerns related to tax 利益相關者參與及管理稅收相關問題	C11 Tax C11稅務	22
	207-4	Country-by-country reporting 按國家匯報	C11 Tax C11稅務	22
<b>Environmental 環境</b>				
GRI 301: Materials 2016 GRI 301： 原物料2016	301-01	Materials used by weight or volume 所用原物料的重量或體積	E6 Use of Materials E6物料使用	66
	301-02	Recycled input materials used 使用再生原料	E6 Use of Materials E6物料使用	66
	301-03	Reclaimed products and their packaging materials 再生產品及其包裝材料	E6 Use of Materials E6物料使用	66
GRI 302: Energy 2016 GRI 302： 能源2016	302-01	Energy consumption within the organization 組織內部的能源消耗量	F4 Summary of Energy/ Resource Consumption F4能源／資源消耗概要	88
	302-02	Energy consumption outside of the organization 組織外部的能源消耗量	E11 Product Life Cycle E11產品的生命週期	75
	302-03	Energy intensity 能源密集度	F5 Electricity; F6 Water; F7 Steam; F8 Natural Gas; F9 Sewage F10 Solid Waste F11 Greenhouse Gas F5電； F6水； F7蒸汽； F8天然氣； F9污水 F10固體廢棄物 F11溫室氣體	89, 90, 91, 92, 93, 94, 95
	302-04	Reduction of energy consumption 減少能源消耗量	E Green Production E綠色生產	57
	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	57



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GRI 303: Water and Effluents 2018 GRI 303： 水及廢污水2018	303-01	Interactions with water as a shared resource 與水作為共享資源的相互作用	F6 Water F6水	90
	303-02	Management of water discharge-related impacts 污水排放相關影響的管理	F6 Water F6水	90
	303-03	Water withdrawal 取水	E3 Water and Solid Waste Management; F6 Water E3水及固體廢棄物管理； F6水	62
	303-04	Water discharge 污水排放	F9 Sewage F9污水	93
	303-05	Water consumption 水消耗	F6 Water F6水	90
GRI 304: Biodiversity 2016 GRI 304： 生物多樣性2016	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	E10 Biodiversity E10生物多樣性	75
	304-02	Significant impacts of activities, products and services on biodiversity 公司的活動、產品及服務對生物多樣性的重大影響	E10 Biodiversity E10生物多樣性	75
	304-03	Habitats protected or restored 受保護或經修復的棲息地	E10 Biodiversity E10生物多樣性	75
	304-04	IUCN Red List species and national conservation list species with habitats in areas affected by operations 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	E10 Biodiversity E10生物多樣性	75
GRI 305: Emissions 2016 GRI 305： 排放2016	305-01	Direct (Scope 1) GHG emissions 直接溫室氣體排放 (範疇一)	F11 Greenhouse Gas F11溫室氣體	95
	305-02	Energy indirect (Scope 2) GHG emissions 能源間接溫室氣體排放 (範疇二)	F11 Greenhouse Gas F11溫室氣體	95
	305-03	Other indirect (Scope 3) GHG emissions 其他間接溫室氣體排放 (範疇三)	F11 Greenhouse Gas F11溫室氣體	95
	305-04	GHG emissions intensity 溫室氣體排放強度	F11 Greenhouse Gas F11溫室氣體	95
	305-05	Reduction of GHG emissions 減少溫室氣體的排放量	F11 Greenhouse Gas F11溫室氣體	95
	305-06	Emissions of ozone-depleting substances (ODS) 破壞臭氧層的物質排放	F11 Greenhouse Gas F11溫室氣體	95
	305-07	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions 氮氧化物(NOx)、硫化物(SOx)及其他重要氣體排放	F11 Greenhouse Gas F11溫室氣體	95

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GRI 306: Waste 2020 GRI 306 : 廢棄物2020	306-01	Waste generation and significant waste-related impacts 廢棄物產生及與廢棄物有關的重大影響	E3 Water and Solid Waste Management F9 Sewage E3水及固體廢棄物管理 F9污水	62
	306-02	Management of significant waste-related impacts 管理重大廢棄物相關影響	F9 Sewage F10 Solid Waste F9污水 F10固體廢棄物	93, 94
	306-03	Waste generated 產生的廢棄物	E3 Water and Solid Waste Management E3水及固體廢棄物管理	62
	306-04	Waste diverted from disposal 從處置中轉移的廢棄物	F10 Solid Waste F10固體廢棄物	94
	306-05	Waste directed to disposal 直接處置的廢棄物	E3 Water and Solid Waste Management; E10 Biodiversity E3水及固體廢棄物管理; E10生物多樣性	62
GRI 308: Supplier Environmental Assessment 2016 GRI 308 : 供應商環 境評估2016	308-01	New suppliers that were screened using environmental criteria 使用環境準則篩選的新供應商	Not applicable 不適用	-
	308-02	Negative environmental impacts in the supply chain and actions taken 供應鏈對環境的負面影響，以及採取的措施	D6 Supply Chain Management D6供應鏈管理	43
<b>SOCIAL 社會</b>				
GRI 401: Employment 2016 GRI 401 : 僱傭2016	401-01	New employee hires and employee turnover 新進員工和離職員工	G10 Staff Turnover Management G10員工流動管理	110
	401-02	Benefits provided to full-time employees that are not provided to temporary or part-time employees 只提供給全職員工 (不包括臨時或兼職員工) 的福利	G13 Staff Benefits G14 Long-term Service Share Award Plan G13員工福利 G14長期服務股份獎勵計劃	114, 117
	401-03	Parental leave 產假	G6 Maternity Leave G6產假	104

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GRI 402: Labor/ Management Relations 2016 GRI 402：勞資／管 理關係2016	402-01	Minimum notice periods regarding operational changes 有關重大營運轉變的最短通知期	G10 Staff Turnover Management G12 Labour Relations G10員工流動管理 G12勞資關係	110, 113
GRI 403: Occupational Health and Safety 2018 GRI 403：職業 健康與安全2018	403-1	Occupational health and safety management system 職業健康安全管理體系	G12 Labour Relations G12勞資關係	113
	403-2	Hazard identification, risk assessment, and incident investigation 危險識別、風險評估及事故調查	G11 Work-related Injuries G11工傷	111
	403-3	Occupational health services 職業健康服務	G5 Staff Health G5員工健康	102
	403-4	Worker participation, consultation, and communication on occupational health and safety 工人參與、協商及溝通職業健康與安全	G12 Labour Relations G12勞資關係	118
	403-5	Worker training on occupational health and safety 工人職業健康與安全培訓	G7 Workplace and Safety Management G7工作環境及安全管理	105
	403-6	Promotion of worker health 改善工人健康	G5 Staff Health G5員工健康	102
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 預防及減輕與業務關係直接相關的職業健康與安全影響	G1 Employment and Occupational Health & Safety Policy G5 Staff Health G7 Workplace and Safety Management G1僱傭及職業健康及安 全政策 G5員工健康 G7工作環境及安全管理	98, 105
	403-8	Workers covered by an occupational health and safety management system 受職業健康與安全管理體系保障的工人	G3 Staff Structure G3員工結構	100
	403-9	Work-related injuries 工傷	G11 Work-Related Injuries G11工傷	111
	403-10	Work-related ill health 工作相關疾病	G11 Work-Related Injuries G11工傷	111
GRI 404: Training and Education 2016 GRI 404：訓練與 教育2016	404-1	Average hours of training per year per employee 每名員工每年接受訓練的平均時數	G9 Training and Development G9培訓及發展	108
	404-2	Programs for upgrading employee skills and transition assistance programs 提升員工技能的計劃及過渡性援助計劃	G9 Training and Development G9培訓及發展	108
	404-3	Percentage of employees receiving regular performance and career development reviews 接受定期績效及生涯發展審查的員工比例	G4 Remuneration System G4薪酬制度	101

## 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／層面	Disclosure 披露	GRI Standards Content 全球永續性報告指標 (GRI Standards) 內容	Corresponding Sections 對應章節	Page No. 頁碼
GRI 405: Diversity and Equal Opportunity 2016 GRI 405：多元化與工作機會平等2016	405-1	Diversity of governance bodies and employees 治理機構及員工的多樣性	G3 Staff Structure G3員工結構	100
	405-2	Ratio of basic salary and remuneration of women to men 女性與男性的基本薪資和薪酬比率	G4 Remuneration System G4薪酬制度	101
GRI 406: Non-discrimination 2016 GRI 406：不歧視2016	406-1	Incidents of discrimination and corrective actions taken 歧視事件，以及採取的改善行動	G2 Employment and Occupational Health & Safety Compliance G2僱傭及職業健康及安全合規	99
GRI 407: Freedom of Association and Collective Bargaining 2016 GRI 407：自由或結社和集體談判2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk 可能危及結社自由及集體協商的營運據點或供應商	G12 Labour Relations G12勞資關係	113
GRI 408: Child Labor 2016 GRI 408：童工2016	408-1	Operations and suppliers at significant risk for incidents of child labor 具有嚴重使用童工風險的營運據點和供應商	G2 Employment and Occupational Health & Safety Compliance G2僱傭及職業健康及安全合規	99
GRI 409: Forced or Compulsory Labor 2016 GRI 409：強迫與強制勞動2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor 具嚴重強迫或強制勞動事件風險的營運據點和供應商	G2 Employment and Occupational Health & Safety Compliance G2僱傭及職業健康及安全合規	99
GRI 410: Security Practices 2016 GRI 410：保全實務2016	410-1	Security personnel trained in human rights policies or procedures 在人權政策或程序方面接受訓練的保全人員	G8 Fair Labor Association G8公平勞工協會	106
GRI 411: Rights of Indigenous Peoples 2016 GRI 411：原住民權利2016	411-1	Incidents of violations involving rights of indigenous peoples 侵犯當地居民人權事件	G2 Employment and Occupational Health & Safety Compliance G2僱傭及職業健康及安全合規	99
GRI 413: Local Communities 2016 GRI 413：當地社區2016	413-1	Operations with local community engagement, impact assessments, and development programs 當地社區議合、衝擊評估和發展計劃的營運據點	Not applicable 不適用	-
	413-2	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 無相關事件	-

## 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／層面	Disclosure 披露	GRI Standards Content 全球永續性報告指標 (GRI Standards) 內容	Corresponding Sections 對應章節	Page No. 頁碼
GRI 414: Supplier Social Assessment 2016 GRI 414：供應商社會評估2016	414-1	New suppliers that were screened using social criteria 以社會準則檢視新供應商	Not applicable 不適用	-
	414-2	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 並無識別有關事件	-
GRI 415: Public Policy 2016 GRI 415：公共政策2016	415-1	Political contributions 政治獻金	G2 Employment and Occupational Health & Safety Compliance G2僱傭及職業健康及安全合規	99
GRI 416: Customer Health and Safety 2016 GRI 416：顧客健康與安全2016	416-1	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	D3 Testing and Certification; D7 Products and Services D3檢測認證； D7產品與服務	38, 45
	416-2	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	D14 Handling Customer Complaints D14客戶投訴處理	56
GRI 417: Marketing and Labeling 2016 GRI 417：營銷及標籤2016	417-1	Requirements for product and service information and labeling 對產品及服務信息及標籤的規定	D7 Products and Services D7產品與服務	45
	417-2	Incidents of non-compliance concerning product and service information and labeling 違反有關產品及服務信息及標籤的事件	D7 Products and Services D7產品與服務	45
	417-3	Incidents of non-compliance concerning marketing communications 違反有關營銷傳播的事件	D7 Products and Services D7產品與服務	45
GRI 418: Customer Privacy 2016 GRI 418：顧客隱私2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data 有關侵犯顧客隱私及丟失顧客數據的經證實投訴	D11 Customer Information Security and Privacy Policy D11客戶資料保障及私隱政策	52





