

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



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

環境、社會及管治報告 2022
Environmental, Social and
Governance Report 2022

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

ESG亮點 OUR HIGHLIGHTS

地球 PLANET

大力發展光伏。截至2022年底，合共安裝45.6MW的裝機容量，發電量達19,818,923千瓦特小時。
Vigorously development in solar. By the end of 2022, a total of 45.6MW of installed capacity, generating 19,818,923 kWh of electricity.

能源革新
Energy
Revolution



申洲集團持續堅持節能降耗、能源優化。

Shenzhou Group continues to adhere to energy revolution & optimization, and emission reduction.



探索太陽能
Explore
Solar PV

探索風能
Explore
Wind Power



自2020年起，本集團探索開發風力發電。該項目一期年平均發電量達120,000,000千瓦特小時，可相對應每年減少75,000噸二氧化碳排放。

Since 2020, the Group has been exploring the development of wind power generation. The Phase I generated an average of 120 million kWh of electricity per year, which could reduce the emissions of 75,000 tons of carbon dioxide equivalent per year.

環境、社會及管治報告

Environmental, Social and Governance Report

探索場外
綠色電力
Explore offsite
Renewable
Electricity



同時自2020年起，本集團開始購買場外綠色電力。平均每年向市場採購的風力和太陽能電力達15,000,000千瓦特小時。

Since 2020, the Group started to purchase offsite green power. On average, 15 million kWh of wind and solar generated electricity are purchased from the market each year.

污水處理設施設備
升級節水降耗
RO水處理&中水回用。
Wastewater treatment equipment
Upgrading to save water consumption
RO water recycling system &
Reclaimed water reuse system



水循環處理設施
Water
Recycling
Facility



本集團將持續優化能源使用結構，加快去煤步伐，提升綠色能源佔比。

The Group will continuously optimize the energy structure, accelerate the pace of coal elimination, and increase the proportion of green energy.

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

人文 PEOPLE

本集團大力投入對員工居住環境的改善與提升。建立大學生公寓、夫妻房、單身公寓、2-3人房等住宿房型以及配備獨立洗浴、空調等設施。

The Group vigorously invests in the improvement of employees' accommodation. There are apartments, suite, 2-3 person room and so on for employees equipped with independent bathroom, air conditioning and other facilities.

合法合規
Legal
Compliance



本集團堅持合法合規為基準。
The Group adheres to legal compliance as the ethical tone.



舒適居住
Accommodation

中央食堂
Central
Canteen



本集團也積極投入對食堂條件及伙食的投資。建立華東區最大的中央食堂供寧波區員工就餐。其他生產基地同時配備中央食堂及切片中心。

The Group actively invests in canteen conditions and food. Establish the largest central canteen in East China for Ningbo employees. Other production bases are also equipped with central canteens and cutting centers.

環境、社會及管治報告

Environmental, Social and Governance Report

安全工作場所 Safe Workplace



本集團致力於打造健康安全的工作場所，使員工能放心、平安工作。

The Group committed to create a healthy and safe workplace, so that employees can rest assured and work safely.

本集團也積極開設員工關懷項目，如春運包車、女性健康、培訓拓展等。

The Group involves in caring projects, such as Spring Festival Coaches, Women Health, routine training and development.



人文關懷 Humanity Caring



本集團將持續提升員工滿意度和女性賦能賦權。通過各類培訓及項目開展，不斷挖掘員工潛力，創造其自身價值。

The Group will continuously improve employee satisfaction and female empowerment. Through various training and projects, we will continuously tap the potential of employees and create their own value.

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

產品 PRODUCT

源頭追溯
Source
Traceability



選用高質量發展的原料供應商，
把控源頭質量。

Strictly selection of high-quality
raw material suppliers to control
the quality from the source.

通過印染設備的機改提升，引入
市場新設備等方式提升印染水
平。

Through the upgrading of
printing and dyeing equipment,
introducing new equipment
from the market to make the
improvement gradually.



印染
Printing &
Dyeing

成衣技術
Garments
Technique



打造成衣數字化與自動化，建立
創新中心，加大科技研發與投入。

To build digitalization and
automation of garments, the
Group established innovation
centers, and increased scientific
and technological R&D and
investment.

環境、社會及管治報告

Environmental, Social and Governance Report

本集團重視對面料技術的研發與投入，積極研發新面料技術。

The Group attaches great importance to the R&D of fabric technology and investment, and actively involves in new fabric technology.

本集團將持续提升申洲“製造”與“智造”能力，向社會及各界提供優質服務及一流產品。

The Group will continuously improve Shenzhou “manufacturing” and “intelligence” capabilities, to provide gold services and world-class products to the communities.

變廢為寶
Waste
Recycling



面料科技
Fabric
Technology

供應鏈管理
Supply Chain
Management



集團對廢棄物進行分類稱重管理。為了增加重新循環利用比例，自建塑料回用工廠，重複使用塑料袋。

The Group manages the waste by classification and weighing. In order to increase the recycling ratio, we built our own plastic recycling factory to realize the reuse of plastic bags.

對本集團設立供應商准入原則、考核評價制度、監管機制等。同時強化反貪污管理培訓，保障內外“廉潔”。

The Group establishes the principle of supplier selection, assessment & evaluation system, supervision mechanism, etc. Meanwhile, anti-corruption management trainings are strengthened to ensure “Honesty” at home and abroad.

環境、社會及管治報告

Environmental, Social and Governance Report

關於本報告及其範圍

此可持續發展報告概述本集團的主要附屬公司在能源使用、環境保護、社會責任及營運管治等方面的戰略、承諾及具體表現。本報告的期間自2022年1月1日起至2022年12月31日止。本報告所披露的數據分別由財務部、行政中心、人力資源部、基電部、社會責任部、採購部及相關部門提供，由集團可持續發展部門編製整理。除了特別註明外，本報告披露的內容包括本集團在中國、越南和柬埔寨的分公司及生產基地。

本報告依據香港聯合交易所有限公司（聯交所）證券上市規則附錄二十七《環境、社會及管治報告指引》所編製，遵守重要性、量化性、一致性的披露原則，本集團已遵守《環境、社會及管治報告指引》中所載列的「不遵守就解釋」條例。同時本報告也學習參考聯合國發佈的《2030可持續發展議程》，對本集團在氣候行動、資源利用、節能減排、性別平等、員工關懷、福利建設、培訓發展、和諧社區、公司管治、供應鏈管理等方面進行披露。

ABOUT THIS REPORT AND ITS ASPECT

This sustainability report outlines the strategies, commitments and performance of the Group's major subsidiaries in respect of energy consumption, environmental protection, social responsibility as well as operational governance. The reporting period of this report is from 1st January 2022 to 31st December 2022. The data disclosed in this report is provided by the respective Finance, Administrative Center, Human Resource, Energy Department, Social Responsibility, Procurement and other relevant departments, and has been compiled by Group Sustainable Development Department. Unless otherwise stated, the contents disclosed in this report include each of major branches and production bases of the Group in China, Vietnam and Cambodia.

This report has been prepared in accordance with the Environmental, Social and Governance Reporting Guide set out in Appendix 27 to the Listing Rules of the Stock Exchange of Hong Kong Limited (SEHK). The Group has complied with the disclosure principles of Materiality, Quantification and Consistency and complied with the Comply or Explain provisions set out in the Environmental, Social and Governance Reporting Guide. At the same time, this report also learns from the 2030 Sustainable Development Goals (SDGs) issued by the United Nations to disclose the Group's climate action, resource utilization, energy revolution and emission reduction, gender equity, employee caring, welfare guarantee, training and development, harmonious community, corporate governance, supply chain management and other relevant aspects.

環境、社會及管治報告

Environmental, Social and Governance Report

持份者參與及重大議題的篩選

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

PARTICIPATION OF STAKEHOLDERS AND SELECTION OF MAJOR ISSUES

In order to ensure the effective implementation of our environmental, social and governance policies, the Group attaches great importance to the views from every stakeholder. These includes internal stakeholders like directors, managements and staff at all levels, as well as external stakeholders like shareholders, customers, suppliers, banks, every government authority and local community organizations. Internal meetings, interviews, internal publications, employee performance evaluations, training courses of Shenzhou Management Institute are the Group's major communication channels with its internal stakeholders. While for our external stakeholders, the Group uses meetings, onsite visiting, annual general meetings (AGMs) and Group's announcement as communication channels. All stakeholders are welcomed to express their views. The Group has integrated the issues concerned by stakeholders into the operation and decision-making process of the Group.



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

願景

「成為全球最佳科技服飾運營商」是申洲對企業未來發展之定位。申洲作為全球最大的垂直一體化的科技型成衣企業之一，擁有研發、設計、生產、物流等完整的運營體系。申洲對於未來之發展策略，不僅追求企業業績的持續增長，更注重企業競爭力的全面提升，尤其追求於產品創新、自動化和數字化發展、低碳綠色發展等方面的持續進步。

使命

「致力於綠色科技，創造美好生活」。綠色環保是一個企業應該承擔的基本社會責任，也是能夠長遠發展的基礎。本集團將持之以恆的加大綠色發展的力度，實現長期可持續發展。舒適不只是服飾帶給人們的觸感，更是我們企業與員工一起努力追求的生活狀態，通過營造舒適美好的生活，成就企業與人與自然的和諧平衡。

VISION

Shenzhou's position for its future corporate development is to be committed to "be the best technical apparel operator in the world". Shenzhou, as one of the world's largest vertically integrated tech garment enterprises, with a complete operation system of research and development, design, production, logistics and so on. The future development strategy of Shenzhou is not only to pursue the continuous growth of the scale of the enterprise, but also pays more attention to the comprehensive uplift in the corporate competitiveness, especially the improvement in innovation, automation, digitalization, decarbonization and environmental protection.

MISSION

"Commit to green technology and create a better lifestyle" – Green environmental protection is primary social responsibility as well as the basis of long-term viability for an enterprise should undertake. The Group shall continuously increase the efforts of green development to achieve long-term sustainable development. Comfort is not merely the tactile sensation from our knitwear, but also a state of living that our company and employees strive to fervently pursue together. By creating a lifestyle of comfort and beauty, we can seek and achieve a harmonious balance within the company, human and nature.



環境、社會及管治報告

Environmental, Social and Governance Report

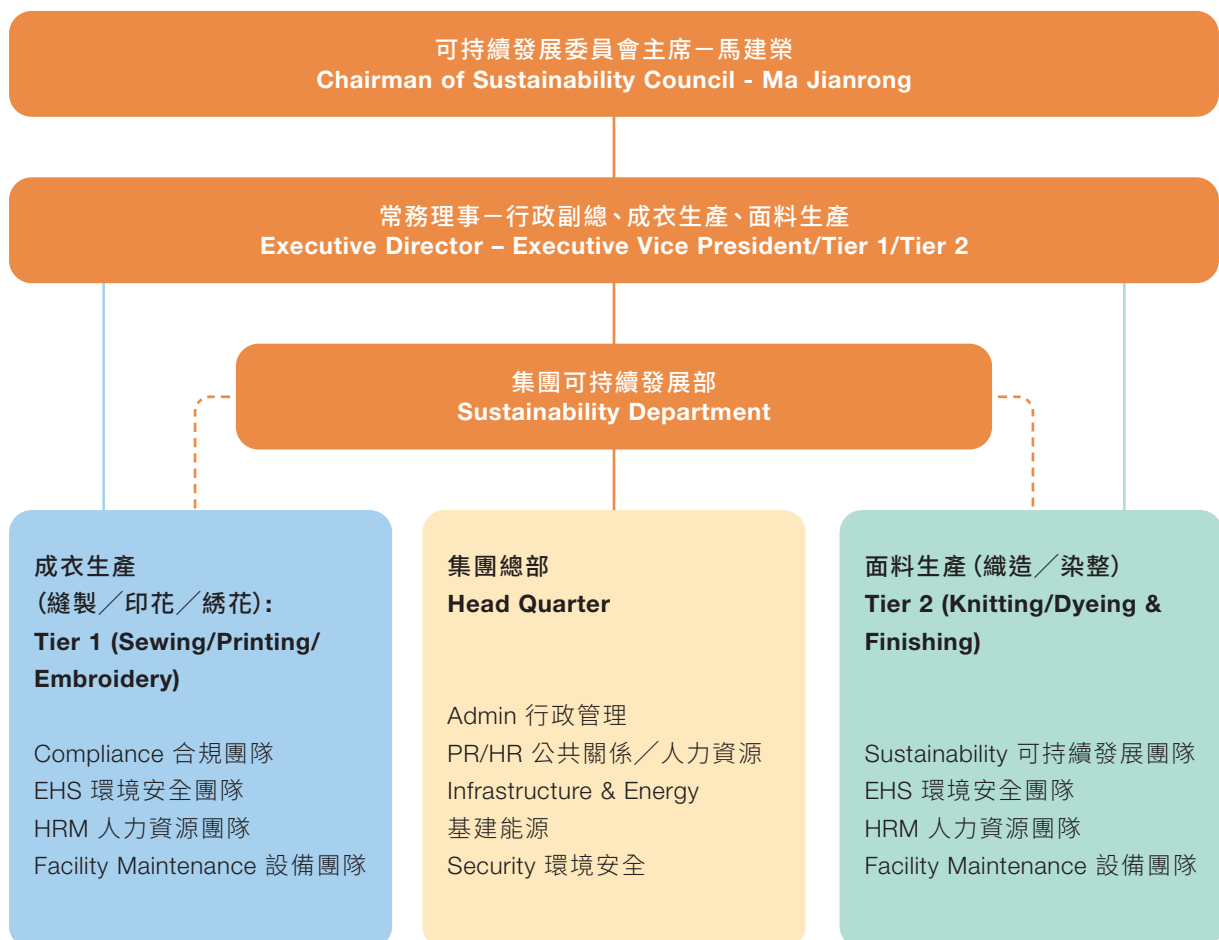
可持續發展管治架構

本集團深知提升自身可持續發展能力的重要性，已將環境、社會責任及管治的風險與機遇納入集團經營戰略中，指導日常業務運營。本集團已成立「可持續發展委員會」，並由董事會主席兼任本委員會主席，同時委任常務行政、面料生產及成衣生產負責人為委員會主要成員，統籌本委員會的日常運作，並定期向董事會和管理層相關領導匯報。

SUSTAINABILITY GOVERNANCE STRUCTURE

The Group recognizes the importance of enhancing its own sustainability capabilities, and has incorporated the risks and opportunities affecting the environmental, social responsibility and governance (ESG) issues into its business strategy to guide its day-to-day operations. The Group has established the Sustainable Development Committee (Sustainability Council) chaired by the Chairman of the Board. And the principal members of the Council has been appointed, including Administration, Tier 1 and Tier 2 production, to coordinate the daily operation of the Council and report to the relevant leaders of the Board and management on a regular basis.

申洲集團可持續發展委員會組織架構 Sustainability Council Organization Chart



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

可持續發展委員會統籌協調管理工作包括人力資源保障、職業健康安全、新能源發展、節能降水、培訓開展、風險危機管理等。可持續發展委員會負責集團每年的可持續發展工作總結匯總、梳理學習各大客戶及行業的可持續發展目標和方向、制定下一年度和未來幾年內的重點戰略方向、季度性聽取各項工作匯報、監管及評估各項工作的表現和及時調整、對突發性事件採取應急管理措施。

The overall coordination and management work of Sustainability Council includes human resource, occupational health and safety, renewable energy development, energy revolution and water conservation, training and development, risk crisis management, etc. The Sustainability Council is responsible for summarizing the Group's initiatives, deployment and performance every year, sorting out and learning the targets and directions from the customers and industry, formulating the key strategic directions for the next year and decades, listening to the quarterly work report, supervising and evaluating the performance of each work and timely adjustment, as well as taking emergency management measures for unexpected events.

本集團董事會每年至少舉行四次會議，以制定策略方針及目標，及批准年度及中長期重大投資或事項決定。由於可持續發展委員會為董事會下屬分管機構，並且直接由董事會主席親自領導，因此可持續發展重大事宜可快速有效地在董事會層面進行討論決定。

The Board of Directors of the Group meets at least four times a year to formulate strategic guidelines and objectives, to approve the major annual and medium/long-term investment or matter decisions. As the Sustainability Council is a governing body of the Board and is directly chaired by the Chairman of the Board, so the major events of sustainability could be discussed and decided quickly and effectively at the Board level.

本集團2022年度可持續發展委員會推動領導的主要重點工作板塊有：

The Group Sustainability Council will focus on the following major events and initiatives in 2022:

項目名稱 Initiatives	行動計劃 Actions		
綠色低碳 Green & Low Carbon	氣候行動、光伏發展、綠電採購、煤改生物質 Climate Action, Solar Generation, Green Electricity, Coal Elimination		
節能降耗 Energy Revolution	天然氣直燃燒、RO水裝置、高溫尾氣處理 Direct Natural Gas Combustion, RO Water Recycling, High-temp Exhaust Treatment		
員工發展 Employee Development	疫情下讓愛升級、興建優質宿舍、性別平等教育、聯手沃頓商學院開展培訓 COVID-19 Care, Better Accommodation, Gender Equity, Wharton Training		
創新研發 Innovation and R&D	升級自動化與數字化、升級北斗工廠、產地多元化及產品多元化調研 Upgrade Automation and Digitalization, Upscale Modern Factory, Research on New Product & Location		
強化管治 Governance Strengthen	反腐敗、供應鏈管理、疫情防控和復工復產等應急事件處理 Anti-corruption, Supply chain management, Control of the epidemic and emergencies		

環境、社會及管治報告

Environmental, Social and Governance Report

本集團2022年度可持續發展各項工作依照的法律及客戶要求及行業標準，包括但不限於以下條例：

環境類：《中華人民共和國環境保護法》、《越南社會主義共和國環境保護法》、《柬埔寨環境保護及自然資源法》、ISO14001:2015，SBTi Criteria 4.2，GHG Protocol等；

勞工類：《中華人民共和國勞動合同法》、《國際勞工組織章程》、《越南社會主義共和國勞動法》、《柬埔寨王國勞動法》、ISO45001:2018等；

管理類：品牌客戶行為準則，FEM/SLCP/ZDHC等工具，申洲集團規章制度，ISO9001:2015/GOTS6.0 (全球有機紡織品標準6.0)/GRS4.0 (全球回收標準4.0)/OCS3.0 (有機含量標準3.0)等；

Regulatory requirements, customer requirements and industry standards in accordance with the Group's sustainability initiatives in 2022, including but not limited to the following regulations:

Environment: Environmental Protection Law of the People's Republic of China, Environment Protection Law of the Socialist Republic of Vietnam, Cambodia Environment Protection and Natural Resource Law, ISO 14001:2015, SBTi Criteria 4.2, GHG Protocol, etc.

Labor: Law of the People's Republic of China on Employment Contracts, Constitution of the International Labor Organization, The Labor Code of the Socialist Republic of Vietnam, Cambodia Labor Law, ISO 45001:2018, etc.

Management: Customer's Code of Conduct, FEM/SLCP/ZDHC assessment tools, By-laws of Shenzhou Group, ISO 9001:2015/GOTS 6.0/(Global Organic Textile Standard 6.0)/ GRS 4.0 (Global Recycled Standard 4.0)/OCS 3.0 (Organic Content Standard 3.0), etc.



此圖為本集團面料工廠FEM環境自評證書
The picture shows the certificate of the fabric factory,
which completed the self-assessment of FEM

環境、社會及管治報告

Environmental, Social and Governance Report

本集團2022年度可持續發展各項工作受外界監督與外界交流的主要途徑有：

- 各地區政府相關部門，如生態環境部、人力資源與社會保障部、安全生產監督管理局、社區與街道綜合治理部門等；
- 戰略合作客戶供應鏈管理體系；
- CDP/IPE等海內外披露監管平台；
- 集團官網及投資者會議等；

The Group’s main monitoring and communication channels of sustainability in 2022 are as follows:

- The relevant departments of local governments, such as the Ministry of Ecology and Environment, the Ministry of Human Resources and Social Security, the Administrative of Work Safety, Comprehensive Management Department in community, etc.
- Supply chain management system of strategic customers.
- CDP/IPE and other disclosure supervision platforms at home and abroad.
- The Group’s official website and investors’ meetings.



INTERNATIONAL
PLATFORM FOR
ENVIRONMENTAL DATA

网站首页

公司公告

注册流程

高级数据API

首页

环境地图

气候行动

企业资源

绿色供应链

绿色金融

研究报告

关于我们

宁波申洲针织有限公司

环境

取消关注

展开企业基本信息

企业名称_地区	年份	状态				相关操作		
		数据表提交	数据来源文件	审核状态	确认信	数据表	数据来源文件	确认信
宁波申洲针织有限公司_宁波	2021	已提交	已上传	已发布	已上传	申请修改 查看	查看	查看
	2020	已提交	已上传	已发布	已上传	申请修改 查看	查看	查看
	2019	已提交	已上传	已发布	已上传	申请修改 查看	查看	查看
	2018	已提交	已上传	已发布	已上传	申请修改 查看	查看	查看
	2017	已提交	已上传	已发布	已上传	申请修改 查看	查看	查看
	2015	已提交	已上传	已发布	已上传	申请修改 查看	查看	查看
	2014	已提交	已上传	已发布	已上传	申请修改 查看	查看	查看
	2014	已提交	已上传	已发布	已上传	申请修改 查看	查看	查看
	2013	已提交	已上传	已发布	已上传	申请修改 查看	查看	查看
2013	已提交	已上传	已发布	已上传	申请修改 查看	查看	查看	

具體表現及成果請詳見下文。

Please refer to the following for specific performance and results.

環境、社會及管治報告

Environmental, Social and Governance Report

環境保護

1. 概述

當前，氣候問題和生態環境保護儼然已成為全球面臨的最嚴重挑戰之一。作為全球領先的垂直一體化的科技型成衣企業之一，我們承諾持續關注環境保護及生態文明建設，致力於將可持續發展行動匯入至我們的戰略方向中。我們持續投資現場屋頂太陽能光伏、探索場外綠色清潔能源、部署煤炭取代計劃、提升設備能效、推廣反滲透（Reverse Osmosis，以下簡稱RO）水技術應用、提高中水回用比例、推動固廢減量及變廢為寶等行動措施。通過資源有效利用、能源結構優化、環境排放減少、員工素質提高等多種途徑創造企業綠色低碳發展。

ENVIRONMENT PROTECTION

1. Introduction:

At present, climate issue, ecological and environmental protection have become the most serious challenges in the world. As one of the world's leading vertically integrated tech garment enterprises, we are committed to continuously paying attention to environmental protection and ecological progress, and incorporating sustainable development actions into our strategies. We continuously invest in Rooftop Solar PV, explore off-site green and renewable energy, deploy coal elimination plan, improve energy efficiency, promote the application of Reverse Osmosis (hereinafter referred to as "RO") water recycling technology, increase the proportion of reclaimed water, promote the reduction and recycling of solid waste, etc. Through efficient use of resources, optimization of energy structure, reduction of environmental emissions, improvement of staff awareness and other ways to create a green and low-carbon enterprise.

環境、社會及管治報告

Environmental, Social and Governance Report

以下是本集團對環境保護設立的行動及目標：

The followings are the Group's initiatives and targets for environmental protection:

行動名稱 Initiatives	目標 Target	目標年 Target Year	2022績效 2022 Performance
SBT 氣候行動 Setting Scrop 1&2 SBT*	以2020年為基準，碳排減少42% 42% CO ₂ e Reduction from 2020	2030	+9.3%vs 2020
綠色電力 Renewable Electricity	T1: 50%; T2: 20%;	2025	T1: 中國CN: 8.2%; 越南VN: 4.5%; 柬埔寨CAM: 2.5%; T2: 中國CN: 8.2%; 越南VN:0%;
煤炭取代 Coal Elimination	在生產區零煤炭使用 Zero Coal Combustion	2025-2030*	T1&T2中國CN: 煤炭已被完全取代 Achieved coal elimination T2 越南VN: 市場調研及生物質鍋爐 Market feasibility & biomass boiler
循環水 Water Recycling	以2020年為基準，面料單位用水效率 提升20% 20% Water Efficiency Improvement in Tier 2 factories from 2020	2025	T2中國CN: 提升6%; 6% Improvement vs 2020; T2越南VN: 提升11%; 11% Improvement vs 2020;
廢棄物循環使用 Waste Recycling	提高廢棄物管理及循環使用 Waste Efficiency Improvement	2025	循環使用6,410噸 6,410 tons closed-loop recycling
項目行動 Programs Actions	100%工廠完成能源最小化行動和廢棄物 最小化行動 100% factories complete the Energy Minimum Program & Waste Minimum Program	2025	62%的工廠完成能源最小化行動 62% factories complete the Energy Minimum Program 55%的工廠完成廢棄物最小化行動 55% factories complete the Waste Minimum Program

* SBT全稱為科學碳目標。

* 煤炭取代計劃會根據自身的實踐和市場的反
應相結合。

* SBT refers to Science Based Target.

* Coal elimination plan will be based on our practice and market availability.

2. 氣候行動

2.1 行動目標

根據巴黎協定和IPCC的指出，各方需將全球平均氣溫較前工業化時期上升幅度控制在2°C以內，並努力將溫度上升幅度限制在1.5°C以內。

SBTi引導激勵各個行業及各大公司設立科學基礎碳目標，提升其低碳經濟轉型的競爭能力。

本集團深知作為行業領頭企業，加入氣候行動的重要性與迫切性。根據SBTi Criteria 4.2及GHG Protocol指引，設定本集團的科學基礎碳目標，具體目標如下：

2. Climate Action

2.1 Target

According to the Paris Agreement and IPCC, it is required to keep global temperature increase to well below 2°C and ideally below 1.5°C compared to pre-industrial temperature levels.

SBTi guides and motivates industries and companies to set the Science-based Targets to enhance their competitiveness in the transition to a low-carbon economy.

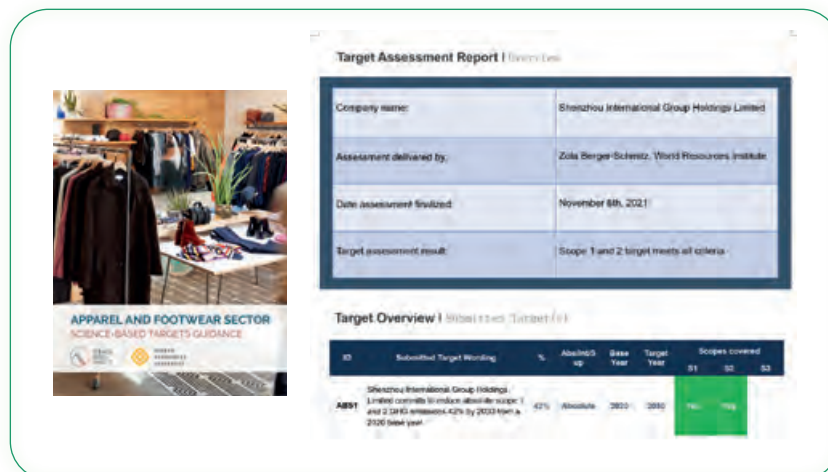
The Group understands the importance and urgency of joining in the climate action as a leading enterprise. To set the Group's science-based targets in accordance with the SBTi Criteria 4.2 and GHG Protocol guidelines, which are as follows:

環境、社會及管治報告

Environmental, Social and Governance Report

1. 邊界：以申洲國際為母公司，包括旗下所有海內外生產基地；
2. 範圍：本集團範圍內的範圍一和範圍二的碳排放；
3. 基準年：2020年；
4. 目標：絕對值方法-到2030年將該範圍的排放較2020年減少42%；

1. Boundaries: with Shenzhou International Group Holdings Limited as the parent company, including all its production bases in mainland China, Vietnam and Cambodia.
2. Scope: Absolute carbon emission of scope 1 and scope 2 within the Group boundary.
3. Baseline Year: 2020.
4. Target: to reduce the carbon emission within the scope by 42% in 2030 as compared with 2020 through absolute value approach.



本集團對於該目標的設立經過世界資源組織World Resource Institute的認證，並且每年7月底前在CDP平台上披露減排目標、方法及上一年度碳足跡等信息。

The Group has been certified by the World Resource Institute for the establishment of this target, and will disclose the emission reduction target, method and carbon footprint of the previous year on the CDP platform by the end of July every year.

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

2.2 碳足跡跟蹤

為達到上述氣候行動目標，本集團自2020年起每年對範圍一和範圍二的碳排放情況進行盤查，並披露於CDP平台。

本集團在2022年生產過程中耗用之主要資源包括水，外購電力和光伏自發自用電，外購蒸汽，天然氣，煤炭和生物質、柴油和汽油、液化石油氣。根據SBTi Criteria 4.2及GHG Protocol指引，本集團的溫室氣體排放主要源於以下能源種類：

範圍一：直接排放（天然氣、生物質燃料、煤、液化石油氣、柴油和汽油）；

範圍二：間接排放（外購電力和外購蒸汽）。

2022年申洲集團範圍一和範圍二的溫室氣體排放活動組成

2.2 Carbon Footprint Tracking

To achieve the above climate action goals, the Group will conduct an annual inventory of carbon emissions in scope 1 and scope 2 starting from 2020 and disclose it on the CDP.

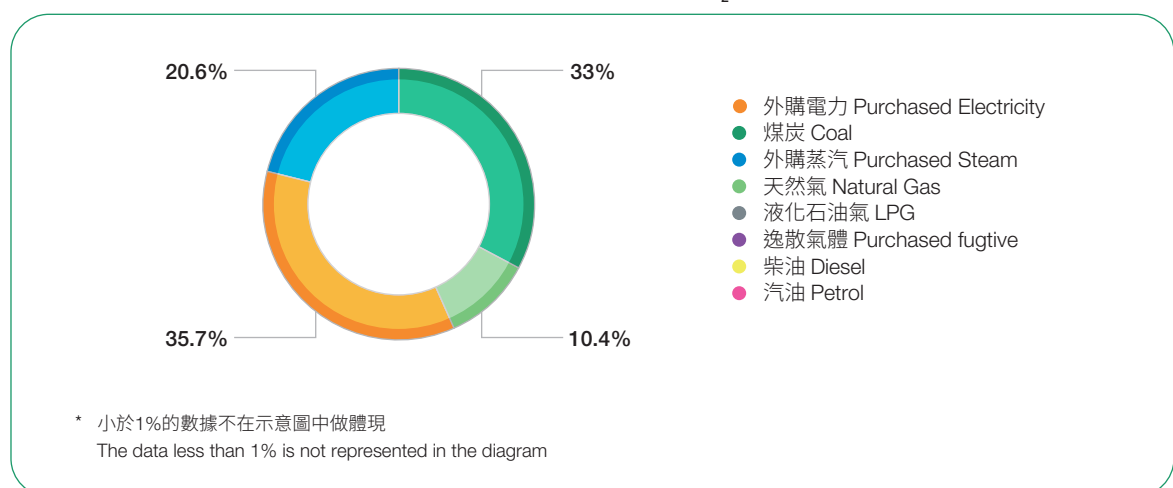
In 2022, the main resources consumed in the process of the Group's production include water, purchased electricity, solar PV self-generated electricity, purchased steam, natural gas, coal, biomass, diesel, gasoline and LPG. According to the SBTi Criteria 4.2 and GHG Protocol guidelines, the Group's greenhouse gas emissions are mainly from the following energy sources:

Scope 1: Direct Emission (natural gas, biomass, coal, LPG, diesel and gasoline);

Scope 2: Indirect Emission (purchased electricity and purchased steam)

GreenHouse Gas (GHG) emission in scope 1 and scope 2 of Shenzhou Group in 2022

溫室氣體排放量(噸二氧化碳當量)
GHG Emissions (Tons CO₂e)



環境、社會及管治報告

Environmental, Social and Governance Report

範圍 Scope	排放種類 Emission Type	單位 Unit	2020年排放量 2020 Emissions	2021年排放量 2021 Emissions	2022年排放量 2022 Emissions
範圍一 Scope 1	天然氣	噸			
	Natural Gas	Ton	122,031	157,308	131,401
	煤炭	噸			
	Coal	Ton	441,855	400,447	418,458
	液化石油氣	噸			
	LPG	Ton	2,440	2,786	3,280
	柴油	噸			
	Diesel	Ton	1,103	1,280	880
	汽油	噸			
	Petrol	Ton	119	108	86
範圍二 Scope 2	逸散氣體 (預估)	噸			
	Fugitive (Estimated)	Ton	917	917	917
範圍二 Scope 2	外購電力	噸			
	Electricity	Ton	360,789	403,487	452,872
	外購蒸汽	噸			
	Steam	Ton	231,864	286,104	261,213
	合計 (噸)				
	Total (Ton)		1,161,118	1,252,437	1,269,170

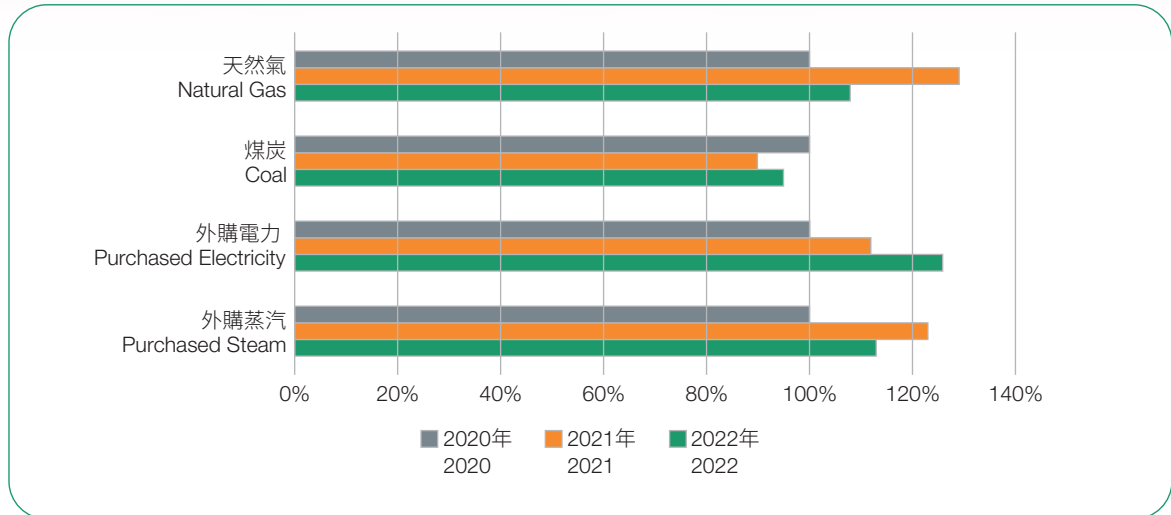
* 電排放係數參照IEA2022指南，其餘排放係數參照IPCC指南

* Refer to IEA2022 guidelines for electricity emission coefficient and IPCC guidelines for the remaining emission coefficient.

* 能源消耗原始數據請參照章節3.2直接能源和3.3間接能源

* For raw data of energy consumption, please refer to 3.2 Direct Energy and 3.3 Indirect Energy below.

主要溫室氣體排放源近3年變化圖
Greenhouse gas emissions of major sources within 3 years



* 以2020年作為集團碳排放基準年，對比2021年及2022年各溫室氣體排放漲跌百分比。

* 天然氣、煤炭及外購蒸汽的碳排放總量變化的主要原因是由於使用量變化；使用量分析不在本章節贅述，詳情參照下文3.2直接能源和3.3間接能源。

* 外購電力的碳排放總量上升的主要原因是各生產基地碳排放係數的增長。越南電力碳排放係數較上一年度增長38.85%，越南面料生產基地是我們的主要用能生產區域之一，直接影響了碳排放總量的上升。柬埔寨電力碳排放係數較上一年度增長22.3%，柬埔寨產區較上一年度產量增長37.59%，主要是新工廠產量上升。

* Take 2020 as the Group's carbon emission baseline year to compare the percentage rise or fall of greenhouse gas emissions in 2021 and 2022.

* Consumption change is the main reason for the change of total carbon emission of natural gas, coal and purchased steam; The consumption analysis will be not covered here. For details, please refer to 3.2 Direct Energy and 3.3 Indirect Energy below.

* The main reason for the increase of total electricity carbon emission is the increase of carbon emission coefficient of each production base. Vietnam's electricity carbon emission coefficient increased by 38.85% compared with previous year. Fabric production base in Vietnam is one of our main energy consumption bases, which directly affected the increase of total carbon emission. Electricity carbon emission coefficient of Cambodia also increased by 22.3% from the previous year, and the total production volumes in Cambodia increased by 37.59% from the previous year, mainly due to higher output from new plant.

環境、社會及管治報告

Environmental, Social and Governance Report

2.3. 減少碳排放主要措施

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

本集團通過與國網寧波電力公司簽訂《共同深化推進申洲集團「碳中和」合作框架協議》，與越南當地政府及工業園區雙方合作，與柬埔寨電力公司協商，分別在中國基地、越南基地和柬埔寨基地大力推廣光伏電站建設，擴大自發自用電比例。

本集團積極調研綠色電力交易市場的更新與變化，自2020年開始本集團每年都參與政府推動的綠色電力交易，促進場外綠色能源的使用。

按照集團製定的綠色目標，結合場內場外可再生能源的探索及利用。同時，本集團也在積極推動寧波地區風電項目的開發建設。至2025年，集團內的成衣工廠將實現50%及以上的綠色電力，集團內的面料工廠將實現20%及以上的綠色電力。

自2021年，成衣生產基地均已完成煤炭取代工作。接下來，本集團的去煤工作重心將主要落在面料生產基地，其中寧波地區已完成自煤炭轉生物質再轉天然氣的能源優化工作，越南地區正在積極調研生物質燃料市場及天然氣應用的可能性。

2.3 Major actions on carbon emission reduction

In the long term, the Group has been committed to adjusting the energy structure and revolution, developing renewable energy, transforming from traditional energy to clean energy, and dedicating to emission reduction.

Through the signing of the Cooperation Framework Agreement on Jointly Deepening and Promoting the “Carbon Neutrality” of Shenzhou Group with State Grid Corporation Ningbo Branch (A service company under it), the Group has cooperated with the local government and the industrial park in Vietnam, and negotiated with the Electricity Company of Cambodia to promote the construction of photovoltaic power stations in China, Vietnam and Cambodia, and expand the proportion of self-generated and self-used electricity.

The Group has actively investigated the updates of offsite green and renewable electricity trading market. Since 2020, the Group has participated in the green electricity trading promoted by the government every year to promote the consumption of offsite green and renewable energy.

By 2025, garment factories of the Group will achieve 50% or more green electricity, and fabric factories of the Group will achieve 20% or more green electricity, in accordance with the GREEN target set by the Group, combined with the exploration and utilization of onsite and offsite renewable energy, as well as the development and construction of wind power projects in Ningbo.

Since 2021, coal elimination has been completed in the all garment production bases. Currently, the Group will pay higher attention to the fabric production base for coal elimination. Ningbo base has completed the energy optimization from coal to biomass to natural gas, and Vietnam base is actively investigating the biomass fuel market and the possibility of natural gas application.

環境、社會及管治報告

Environmental, Social and Governance Report

2.3.1 增加場內綠色電力－屋頂太陽能

2022年，新開發投入使用屋頂太陽能光伏的生產基地包括寧波織造工廠，寧波面料工廠，寧波鞋面工廠，柬埔寨成衣生產工廠，越南成衣生產工廠。

2.3.1 Increase of onsite green electricity – Rooftop Solar PV

In 2022, there are some newly developed and installed factories, including Ningbo Weaving Factory, Ningbo Fabric Factory, Ningbo Flyknit Factory, Cambodia Garment Factory and Vietnam Garment Factory.



本集團2022年屋頂太陽能的自發自用量達到19,818,923千瓦特小時，較2021年度的太陽能自發自用量增長約333%。

截至2022年底投入運行的光伏總裝機容量達到45.6MW，約45萬平方米，較2021年度的裝機容量9.95MW增長了358%。由於部分裝機在2022年下半年完成，未實現全年度發電，預計2023年該裝機容量的光伏電站可實現自發自用電量約40,000,000千瓦特小時，佔集團全年度用電量的5.2%。

The total self-consumed volume of rooftop solar PV of the Group has achieved 19,818,923 kWh in 2022, an increase of 333% over 2021.

By the end of 2022, the installed photovoltaic capacity of the Group is 45.6MW, with around 450,000 square meters, an increase of 358% from 9.95MW in 2021. As partial of the installed capacity completed in the second half of 2022, hence the whole-year electricity generation can't be realized in 2022. Estimated that the photovoltaic power station with this installed capacity can realize self-consumed electricity around 40,000,000 kWh in 2023, accounting for 5.2% of the Group's annual electricity consumption.

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



寧波廠區的太陽發電板
PV panels in the Ningbo factory



越南廠區的太陽發電板
PV panels in the Vietnam factory



柬埔寨廠區的太陽發電板
PV panels in the Cambodia factory

同時，我們在光伏系統中加入了數字化在線管理系統，更好的監測、統計光伏電站的運行與效益。我們發現在東南亞地區光照資源特別豐富，在天氣允許的情況下成衣工廠光伏的自發自用比例已經可實現50%。

At the same time, digital online management system has been added into the photovoltaic system to better monitor and count the operation and benefits of photovoltaic power stations. We found that in Southeast Asia, light resources are particularly abundant. Under good weather conditions, the proportion of photovoltaic self-consumed in garment factories can reach 50%.



環境、社會及管治報告

Environmental, Social and Governance Report

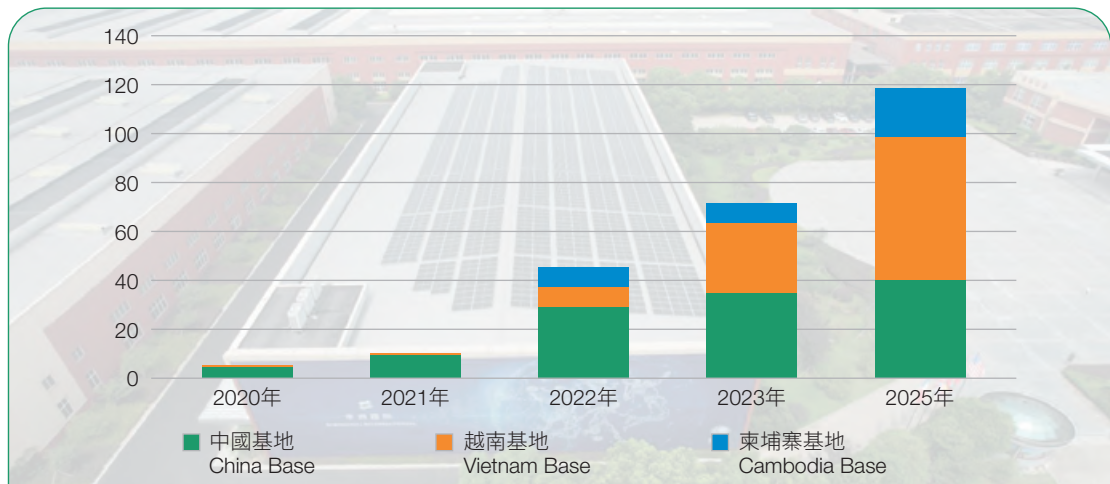
為實現2025年綠色電力目標：成衣工廠50%，面料工廠20%。本集團計劃在越南面料生產基地及其他地區的產區進行更多的可行性分析研究，預計在未來幾年將有更多的屋頂太陽裝置，增加新能源發電比例，減少二氧化碳排放。

To achieve our 2025 green electricity proportion target: 50% for garment factories, 20% for fabric factories. The Group plans to carry out more feasibility studies at fabric production base in Vietnam and other production bases. It is expected that more rooftop solar installations will be built in the coming years to increase the proportion of renewable energy generation and reduce CO₂ emissions.

屋頂太陽能光伏裝機計劃

Rooftop Solar PV Installation Plan

分佈式光伏裝機計劃 (MW)
Solar Pv Installation Plan (MW)



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

2.3.2 綠色電力交易試點

自2020年起，本集團積極參與中國市場的綠色電力交易。2022年在綠色電力交易市場採購的風電和光伏等共計15,846,500千瓦特小時覆蓋了寧波面料工廠及兩家成衣工廠，較2021年度採購量增長了5.6%，減少碳排放當量約9,788噸。

同時，2022年度本集團首次採購綠色電力供寧波成衣工廠消納，結合場內太陽能自發自用電量，工廠約23%的電力是綠色的。

為實現2025綠色電力目標：成衣工廠50%，面料工廠20%。本集團將會持續參與綠色電力交易結合場內光伏發電以實現更高的綠色清潔能源佔比。

2.3.2 Pilot Trading in Green Electricity Market

Since 2020, the Group has actively participated in green electricity trading in China market. In 2022, a total of 15,846,500 kWh of wind power and photovoltaic power purchased from the green electricity trading market covered Ningbo Fabric factory and two garment factories, an increase of 5.6% over 2021, reducing carbon emission equivalent of about 9,788 tons.

At the same time, the Group purchased green electricity for Ningbo Garment Factory for the first time in 2022. Combined with the on-site solar self-consumed electricity, about 23% of the factory's electricity consumption is green.

To achieve 2025 green electricity target: 50% for garment factories, 20% for fabric factories. The Group will continuously participate in green electricity trading combined with on-site photovoltaic power generation to achieve a higher proportion of green and clean energy.



綠色電力消費憑證 (節選)
Green Electricity Consumption Certificate (Excerpt)

環境、社會及管治報告

Environmental, Social and Governance Report

2.3.3 風力發電項目

本集團於2020年與當地一家風能開發公司進行合作，該項目一期已經於2014年並網發電，年平均發電量達到120,000,000千瓦特小時，相對應的二氧化碳當量排放減少75,000噸每年。二期三期項目計劃到2025年前後開發建設，規模將大於一期項目。通過本次合作，本集團享有該風電項目所有的綠色能源環境貢獻指標。

2.3.3 Wind Power Projects

The Group cooperated with a Ningbo local wind energy development company in 2020, and the Phase I of the project was connected to the grid in 2014. The annual average power generation reached 120,000,000 kWh, and the corresponding CO₂ equivalent emissions were expected to reduce by 75,000 tons per year. Phase II and Phase III are planned to be developed and constructed around 2025, and the scale will be larger than that of the Phase I. Through this cooperation, the Group enjoys all green energy environmental contribution index of this wind power project.



環境、社會及管治報告

Environmental, Social and Governance Report

2.3.4 煤炭取代計劃

為構建藍天白雲的理想家園。本集團積極完善內部的能源使用結構，制定了越南生產基地煤炭取消的計劃。

通過對當前市場開展的可行性分析研究，將2025年完成煤炭取代作為我們的最高理想，2030年實現全面取代作為我們的最終目標。

為實現這一目標，本集團越南生產基地於2022年投入使用一臺生物質鍋爐，將其與當前的煤鍋爐共同運行。按照設定目標，可取代8%-10%的煤炭消耗量。並且，在當地政府及客戶的幫助指引下，本集團積極調研當地生物質供應市場，越南西南部主要生物質材料為稻殼，其次為木屑。

後期，本集團將自身的實踐和市場的反應相結合，及時與當地政府及客戶溝通，持續不斷調整我們煤炭取代計劃以實現最終目標。

2.3.4 Coal Elimination Plan

To build the ideal home of blue sky and white clouds. The Group has actively improved its internal energy consumption structure and made plans to achieve coal elimination from its production base in Vietnam.

Through the feasibility study conducted on the current market, we set 2025 as our highest ideal for coal elimination and 2030 as our ultimate year to achieve the goal.

To achieve this goal, the Group's production base in Vietnam commissioned a biomass boiler in 2022 to operate alongside its current coal boilers. According to the target, it can replace 8%-10% of current coal consumption. In addition, with the help and guidance of the local government and customers, the Group has actively investigated the local biomass supply market. The main biomass material in Southwest Vietnam is rice husk, followed by wood chips.

In the future, the Group will combine the practical and the market reaction, timely communicate with local government and customers, and continuously adjust our coal elimination plan to achieve the ultimate goal.



環境、社會及管治報告

Environmental, Social and Governance Report

2.4 持續探索

未來，企業將會繼續參照國際組織的指引，結合行業標準並聯動上下游企業持續完善自身價值鏈及產業鏈的碳排放數據管理。

2.4 Continuous Exploration

In the future, the Group will continuously follow the guidance of international organizations, combining the industry standards as well as linking the upstream and downstream enterprises to continuously improve own value chain and industrial chain carbon emission data management.

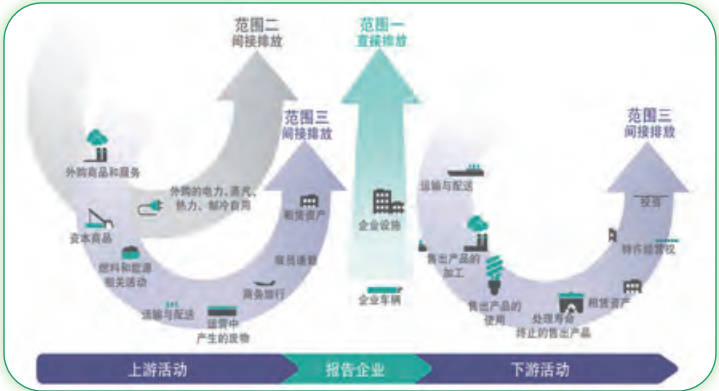
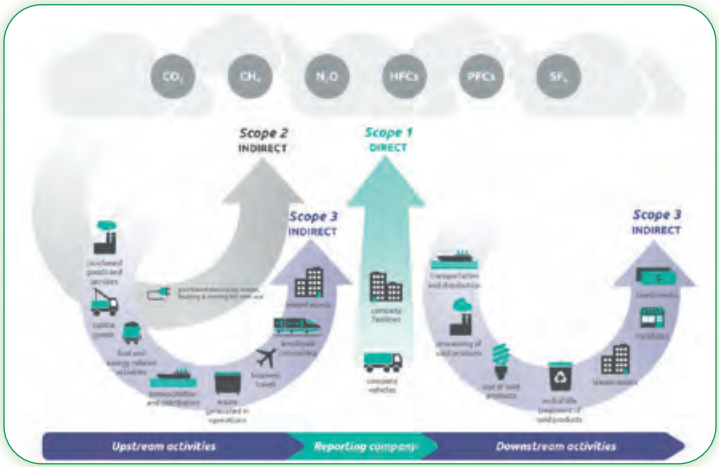


图5.3 范围三类别

上游活动	范围三类别
范围三上游排放	<ol style="list-style-type: none"> 1. 外购商品和服务 2. 资本商品 3. 燃料和能源相关活动 (不包括在范围一和范围二中的部分) 4. 上游运输和配送 5. 运营中产生的废物 6. 业务旅行 7. 员工通勤 8. 上游租赁资产
范围三下游排放	<ol style="list-style-type: none"> 9. 下游运输和配送 10. 售出产品的加工 11. 售出产品的使用 12. 处理寿命终止的售出产品 13. 下游租赁资产 14. 特许经营权 15. 投资

Upstream or downstream

Upstream or downstream	Scope 3 category
Upstream scope 3 emissions	<ol style="list-style-type: none"> 1. Purchased goods and services 2. Capital goods 3. Fuel and energy-related activities (not included in scope 1 or scope 2) 4. Upstream transportation and distribution 5. Waste generated in operations 6. Business travel 7. Employee commuting 8. Upstream leased assets
Downstream scope 3 emissions	<ol style="list-style-type: none"> 9. Downstream transportation and distribution 10. Processing of sold products 11. Use of sold products 12. End-of-life treatment of sold products 13. Downstream leased assets 14. Franchises 15. Investments

環境、社會及管治報告

Environmental, Social and Governance Report

3. 資源利用

本集團在2022年生產過程中耗用之主要資源包括水，外購電力和光伏自發自用電，外購蒸汽，天然氣，煤炭和生物質、柴油和汽油、液化石油氣。面料生產是能源消耗的主要環節。生產過程中所產生的廢棄物為廢水、廢氣和固廢等。

於報告期間，本集團就空氣、溫室氣體排放、排放至水源及土地及產生有害及無害廢物已遵守對本集團有重大影響的相關法律及法規。

3. Resource Utilization

In 2022, the main resources consumed in the process of the Group's production include water, purchased electricity, solar PV self-generated electricity, purchased steam, natural gas, coal, biomass, diesel, gasoline and LPG. The fabric production occupies higher proportion of energy consumption. The waste generated in the production process is wastewater, waste emissions and solid waste, etc.

During the reporting period, the Group has complied with the relevant laws and regulations with respect to air, greenhouse gas emissions, emissions to water sources and land, as well as the generation of hazardous and non-hazardous waste which have a significant impact on the Group.

2022年績效總結 (資源及能源使用)

2022 Performance Summary (Resource & Energy)

指標 Metric	目標 Target	2021績效 2021 Performance	2022績效 2021 Performance
新鮮水 Fresh Water	以2020年度為基準，2025年面料用水單位提高20% 20% increase in Unit Water Efficiency by 2025, based on 2020	27,271,199噸(Ton)	28,194,047噸(Ton) ▲ 3.38%
循環再用水 Recycled Water		3,392,466噸(Ton)	2,433,465噸(Ton) ▼ 28.27%
天然氣 Natural Gas	減少化石燃料的使用，實現電力綠色化轉型。 Reduce the consumption of fossil fuels. Change the traditional electricity to green electricity 以SBTi為目標，集團2030年整體碳排放絕對值較2020年降低42%。 Improve the energy efficiency & energy revolution, to achieve the overall carbon reduction target by 42% in 2030 from baseline	69,003,695 m³	62,328.319 m³ ▼ 9.7%
生物質和煤 Biomass and Coal		198,926噸(Ton)	224,757噸(Ton) ▲ 13%
柴油 Diesel		1,717,391升(L)	1,181,085升(L) ▼ 31.32%
汽油 Petrol		174,707升(L)	138,242升(L) ▼ 20.87%
外購電力 Purchased Electricity		740,152,712 千瓦特小时(kWh)	735,120,983 千瓦特小时(kWh) ▼ 0.7%
太陽能自發自用量 Solar PV		4,577,618 千瓦特小时(kWh)	19,818,923 千瓦特小时(wh) ▲ 333%
綠色電力採購 Green Electricity		15,000,000 千瓦特小时(kWh)	15,846,500 千瓦特小时(kWh) ▲ 5.6%
外購蒸汽 Purchased Steam		1,100,590噸(Ton)	1,004,466噸(Ton) ▼ 8.73%

* 詳細分析請查閱下文

* Please see below for a detailed analysis

3.1 水資源

水是萬物生命之源，參與解決日益複雜的水資源問題，實現水資源高效利用和有效保護。我們在取得合適用途水資源時並無任何問題。本集團計劃通過設備升級、節水技術研究、越南中水系統建設升級、管理精細化等方式，目標在2025年之前面料單位用水效率較2020年度水準提高20%。

本集團在2022年度的耗水量是28,194,047噸，比去年上升了約3.38%，其主要原因是由於受到新冠疫情與訂單的影響，對生產計劃和排缸的要求較高，近兩年用水強度有所浮動和變化。

在本報告期間，本集團大力推進在中國及越南面料工廠的RO過濾系統的建設與應用，分別安裝了處理容量：寧波面料工廠10,000噸／天，越南面料工廠5,000噸／天。因此與2021年不同的是，2022年的回用水總量包含了RO過濾系統及中水回用系統的處理量。由於2022年寧波面料工廠對原有中水回用系統也進行了全面改造升級，在施工改造期間中水回用量有所減少，預計在2023年隨著RO過濾系統及中水回用系統的全面運行與恢復，回用水比例將大幅提升。同時，本集團還持續不斷關注最新設備的市場動態，積極研究市場前沿的少水／無水化的印染技術。

3.1 Water Resource

Water is the source of all life. The Group is involved in solving the increasingly complex water resource issues and realizing the efficient use and effective protection of water resources. We do not have any issues in sourcing water that is fit for purpose. The group plans to increase the unit water efficiency of fabrics by 20% compared with the level of 2020 before 2025 through equipment upgrading, research on water-saving technology, construction and upgrading of Vietnam's reclaimed water system as well as refined management.

The Group's water consumption in 2022 is 28,194,047 tons, an increase of about 3.38% compared to the previous year. The main reason is that due to the impact of COVID-19 and orders, higher requirements in the production planning and dyeing tank distribution, and the water intensity has fluctuated and changed in the recent two years.

During the reporting period, the Group vigorously promoted the construction and application of RO water recycling system in fabric production bases both in China and Vietnam, respectively designed processing capacity: 10,000 tons/day in Ningbo base and 5,000 tons/day in Vietnam base. Therefore, the 2022 includes the amount treated by RO system and reclaimed water reuse systems which makes huge difference than 2021. Since the original reclaimed water reuse system was comprehensively reformed and upgraded in Ningbo base in 2022, the reclaimed water consumption decreased during the construction and renovation period. It is expected that the proportion of reclaimed water will be greatly increased in 2023 with the full operation and restoration of reclaimed water reuse system and the help of RO water recycling system. Meanwhile, the Group continues to focus on the latest equipment market dynamics, actively research the cutting-edge waterless dyeing or printing.

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



我們應用國際組織的水風險評估工具進行工廠內部的水風險評估，以及開展水風險實操演練，結果顯示我們的工廠均不處於水資源枯竭的高風險地區。

The Group applied the water risk assessment tool of international organizations to carry out the water risk assessment for factories and carry out the practical drill of water emergency. The results show that all of our factories are not in the high risk areas of water resource depletion.

3.2 直接能源

3.2.1 天然氣

目前，寧波工廠已全面使用天然氣作為基礎燃料，有效降低了對大氣環境的不利影響。2022年度，本集團天然氣的消耗總量為62,328,319立方米，較上一年度同期減少9.70%；而所排放的二氧化碳當量為131,401噸，較上一年度同期減少16%。

天然氣消耗量下降的主要原因是因為寧波面料產區的產量下降，並且部分定型設備和烘乾設備由導熱油加熱改為天然氣直燃，大大提升了能源使用效率。

3.2.2 生物質燃料和煤

於2022年度，本集團環保生物質及煤的消耗總量為224,757噸，較上一年度同期上升13%；而所排放的二氧化碳當量為418,458噸，較上一年度同期上升4.5%。

3.2 Direct Energy

3.2.1 Natural Gas

At present, the factories in Ningbo has fully used natural gas as the basic fuel, effectively reducing the adverse impact on the atmosphere environment. In 2022, the Group consumed total 62,328,319 cubic meters of natural gas, a decrease of 9.70% compared to the previous year; carbon dioxide equivalent emissions were 131,401 tons, a decrease of 16% compared to the previous year.

The main reason for the decrease of natural gas consumption is the decrease in the output of fabric production base in Ningbo, and partial of the setting machines and drying machines have been changed into direct gas fired from thermal oil heating which greatly improves the energy efficiency.

3.2.2 Biomass and coal

In 2022, the Group consumed 224,757 tons of environmental-friendly biomass and coal, up 13% from the previous year. Carbon dioxide equivalent emissions were 418,458 tons, up 4.5% from the previous year.

環境、社會及管治報告

Environmental, Social and Governance Report

環保生物質及煤消耗量上升的原因：

1. 今年的煤炭熱值較上一年有所減少，導致同等熱量需求下煤炭的使用量有稍許增加。
2. 主要消耗環保生物質的安徽成衣工廠及消耗煤和環保生物質的越南面料工廠的產量較上一年度均有上升。

目前，本集團內所有的成衣工廠均已完成去煤化，只有位於越南的面料工廠使用煤炭作為燃料。

3.2.3 柴油和汽油

本集團內的柴油和汽油消耗量主要用於運輸交通工具。於2022年度，本集團所用的柴油合共1,181,085升，較上一年度同期下降31.23%；而所排放的二氧化碳當量為880噸，較上一年度同期下降31.23%。

於2022年度，本集團所用的汽油合共138,242升，較上一年度同期下降20.87%；而所排放的二氧化碳當量為86噸，較上一年度同期下降20.87%。

本集團內柴油和汽油的消耗量下降的主要原因是因為中國大陸地區的產量下降，導致運輸交通工具使用下降。

Reasons for increased consumption of environmental-friendly biomass and coal:

1. The heat value of coal has decreased this year compared with last year, resulting in a slight increase in the consumption of coal for the same heat demand.
2. The garment base in Anhui, China consumed environmental-friendly biomass. The fabric base in Vietnam consumed coal and environmental-friendly biomass. The output of those two factories were increased compared to the last year.

At present, all the garment factories of the Group have completed the coal elimination. Coal was consumed only by the fabric factory in Vietnam as fuel.

3.2.3 Diesel and Gasoline

Diesel and gasoline consumption within the Group is mainly used for transportation vehicles. In 2022, the Group consumed a total of 1,181,085 litres of diesel fuel, down 31.23% compared to the previous year; The amount of carbon dioxide equivalent emissions were 880 tons, down 31.23% compared to the previous year.

In 2022, the Group consumed a total of 138,242 litres of gasoline, down 20.87% compared to the previous year; The amount of carbon dioxide equivalent emissions were 86 tons, down 20.87% compared to the previous year.

The decrease in the consumption of diesel and gasoline in the Group was mainly attributable to the decrease in the use of transportation vehicles as a result of the decrease in production in mainland China.

環境、社會及管治報告

Environmental, Social and Governance Report

3.3 間接能源

3.3.1 電力

於2022年度，本集團電力總消耗量為770,786,406千瓦特小時，其中：

1. 735,120,983千瓦特小時為外購普通電力
2. 15,846,500千瓦特小時為外購綠色電力
3. 19,818,923千瓦特小時為太陽能自發自用

外購普通電力較上一年度下降0.7%；外購綠色電力較上一年度上升5.6%；太陽能自發自用電量較上一年度上升333%，本集團將在未來幾年進一步優化電力綠色化。

3.3.2 蒸汽

於2022年度，本集團外購蒸汽量為1,004,466噸，較上一年度同期下降8.73%；而所排放的二氧化碳當量為261,213噸，較上一年度同期下降8.73%。

外購蒸汽主要使用於寧波生產基地，2022年外購蒸汽使用量下降的主要原因有以下兩點：

1. 寧波成衣工廠推行蒸汽改電，截止2022年底，80%以上的寧波成衣工廠完成此項目。
2. 寧波面料工廠產量有所下降。

3.3 Indirect Energy

3.3.1 Electricity

In 2022, the Group's total electricity consumption was 770,786,406 kWh, of which:

1. 735,120,983 kWh was purchased electricity;
2. 15,846,500 kWh was purchased green electricity;
3. 19,818,923 kWh was solar self-consumed;

Purchased electricity decreased by 0.7% from the previous year, the purchased green electricity increased by 5.6% from the previous year, and solar self-consumed increased 333% from the previous year, and the Group will further optimize the proportion of green electricity in the next coming years.

3.3.2 Steam

In 2022, the Group purchased 1,004,466 tons of steam, down 8.73% from the previous year, and 261,213 tons of carbon dioxide equivalent was emitted, down 8.73% from the previous year.

Purchased steam is mainly used in Ningbo production bases. There are two main reasons for the decrease of purchased steam consumption in 2022:

1. Ningbo garment factories implement the project of Steam conversion to electricity. By the end of 2022, more than 80% of Ningbo garment factories have completed this project.
2. The output of Ningbo fabric factory has decreased.

環境、社會及管治報告

Environmental, Social and Governance Report

寧波工廠外購之蒸汽來自附近之電廠。此等蒸汽為該電廠發電過程中之副產品。若該部分碳排係數在將來可被視為零排放，將大大減少本集團的範圍二碳排放總量。

The purchased steam consumed in Ningbo factories from a nearby electricity plant. The steam is a by-product of the electricity generation process at the plant. If this part of the carbon emission factor can be regarded as zero emission in the future, it will significantly reduce the total carbon emissions of Group's scope 2.

2021年和2022年直接能源消耗量、間接能源消耗量和水的消耗量的強度請參見下圖：

The intensity of direct energy consumption, indirect energy consumption and water consumption in 2021 and 2022 is shown below:

2022年績效總結 (資源及能源強度)

2022 Performance Summary (Resource & Energy Intensity)

指標 Metric	單位 Unit	2021績效 2021 Performance	2022績效 2022 Performance
耗水量強度 The Intensity of water consumption	噸／千件 Tons/k pieces	55.7	57.14 ▲ 2.6%
直接能源消耗量的強度—燃氣 The Intensity of direct energy consumption – Gas	立方米／千件 M ³ /k pieces	140.8	126.32 ▼ 10.3%
直接能源消耗量的強度—生物燃料及煤 The Intensity of direct energy consumption – Biomass fuel & Coal	噸／千件 Tons/k pieces	0.4	0.46 ▲ 15%
間接能源消耗的強度—電力 The Intensity of indirect energy consumption – Electricity	千瓦特小時／千件 kWh/k pieces	1550.4	1562.2 ▲ 0.8%
間接能源消耗量的強度—蒸汽 The Intensity of indirect energy consumption – Steam	噸／千件 Tons/k pieces	2.2	2.03 ▼ 7.7%
二氧化碳排放當量的強度—CO ₂ e The Intensity of carbon dioxide equivalent emission	噸／千件 Tons/k pieces	2.56	2.57 ▲ 0.4%

附註：強度之計算為總消耗量與每年的針織服裝總生產量之比率

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

環境、社會及管治報告

Environmental, Social and Governance Report

4. 排放物

在本年度，本集團的廢水、廢氣、噪聲、廢棄物均符合排放標準。

本集團重視污染物的全過程控制，在確定合作供應商時，重視其所提供原料之環保性；各生產部門持續改進生產工藝，力求提高工藝上的環保性，優化能源結構，逐步增加對清潔能源的使用；適時更新舊設備，通過引進更加環保、低耗的新進設備以減少資源的消耗量和污染物的排放量。本集團目標在未來三年內，將各項廢棄物排放強度的水平維持在現有水平之下。

在污染物的末端處理上，嚴格遵守政府之相關規定，確保合格排放。

4. Emissions

In this year, the Group's wastewater, waste air, noise, solid waste all meet the standards.

The Group attaches great importance to the whole process control of emissions, as well as the environmental protection of raw materials when determining cooperative suppliers; All production departments continue to improve the production process, strive to improve the environmental protection of the process, optimize the energy consumption structure, and gradually increase the proportion of clean energy. Timely replacement of former equipment and through the introduction of more environmental-friendly with low consumption of new equipment to reduce the consumption of resources and emissions. The Group aims to maintain the level of waste emission intensity below the current level in the next three years.

In the end treatment of emissions, strictly abide by the relevant laws and regulations of the government to ensure qualified discharge.

環境、社會及管治報告

Environmental, Social and Governance Report

2022年排放績效請參見下圖：

Please see the chart below for 2022 discharge and emissions performance

2022年績效總結 (排放)

2022 Performance Summary (Discharge & Emission)

指標 Metric	單位 Unit	2021績效 2021 Performance	2022績效 2022 Performance	
廢水排放量 Wastewater	噸 Tons	21,311,934	20,163,460	▼ 5.4%
二氧化硫排放量 SO ₂	噸 Tons	295.94	231.88	▼ 21.56%
氮氧化物排放量 NO ₂	噸 Tons	140.30	90.89	▼ 36.57%
煙塵排放量 Smoke and Dust	噸 Tons	48.19	207.87	▲ 331.36%
危險廢棄物 Hazardous Waste	噸 Tons	1,006	1,698	▲ 68.79%
固體廢棄物 Non-hazardous Waste	噸 Tons	159,173	162,885	▲ 2.3%
循環使用廢棄物 Recycled Waste	噸 Tons	/	6,410	▲

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

4.1 廢水排放

本集團採取以下的措施以達到減少污水排放的目的。包括但不限於，通過染色工藝技術創新，更新染整設備，染整設備技術改造等，以及使用連續式印花水洗和數碼印花等技術減少用水量和污水量。

本集團於2022年在中國大陸生產基地、越南生產基地投入使用RO技術（反滲透膜），為達到排放廢水進一步減量和回收再利用目的。

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

本集團廢水排放檢查頻率：現場檢查為實時監測；取樣檢查為每三個月一次。

本集團在2022年度的廢水排放量為20,163,460噸，較上一年度同期下降5.4%。

4.1 Wastewater

The Group has adopted the following measures to reduce the discharge of wastewater. Including, but not limited to, reduction of water consumption and wastewater through dyeing process technology innovation, updating dyeing and finishing equipment, technical transformation of dyeing and finishing equipment, and the use of continuous wash range and digital printing technology.

The Group introduced RO water-recycling technology into use in the production base in mainland China and Vietnam in 2022, in order to achieve further reduction of wastewater discharge and recycling purposes.

In order to comply with discharge standards, Ningbo and Vietnam production bases were equipped with integrated wastewater treatment facilities upon completion. The Group conducts regular inspection according to the requirements of the Ministry of Ecology and Environment. At the same time, online detection devices have been installed by environmental authorities at wastewater outfall.

The frequency of wastewater discharge inspection: on-site inspection is real-time monitoring; The sampling should be conducted every three months.

The Group produced 20,163,460 tons of wastewater in 2022, down 5.4% from the previous year.

本集團其中一家工廠ZDHC—廢水排放檢測結果

Audit result of wastewater discharge of the factory of the Group

	Incoming Water 進水檢測	Discharged Wastewater 廢水排放	Sludge 污泥	Discharged Wastewater per Local Wastewater Discharge 按當地污水排放量計算的污水排放量
Conventional Parameters/ Anions/Metals: 常規參數/行動/金屬	Not Tested 未進行檢測	Fulfill Foundational Limit 滿足基本要求	Not Detected 未檢出	Tested Parameters Not Exceed 檢測參數未超過標準
MRS� Parameters: MRS�參數	Not Tested 未進行檢測	Not Detected 未檢出	Not Detected 未檢出	N/A

環境、社會及管治報告

Environmental, Social and Governance Report

4.2 廢氣排放

本集團生產過程產生之大氣污染物為煙塵、二氧化硫和氮氧化物。本集團亦對煙氣排放進行在線檢測，以確保排污符合排放標準。同時有關環保部門亦在煙氣排放口安裝在線監測裝置。天然氣鍋爐取樣為每三個月一次，煤炭鍋爐取樣為實時監測。

在主要用煤的越南面料產區通過定時監測廢氣排放，以及安裝在鍋爐煙囪處的廢氣在線監測系統，對工廠主要廢氣排放設備如鍋爐進行排放量監控，以確保達到當地法律對於二氧化硫、氮氧化物等廢氣排放的要求。

寧波廠區於2021年度全面改用天然氣鍋爐，有效提高了鍋爐效能，停止煤及環保生物質等燃料，降低了氮氧化物的排放。

二氧化硫的排放主要來自於煤炭鍋爐和生物質鍋爐。於2022年度，本集團的二氧化硫排放量為231.88噸，較上一年度同期下降21.56%，下降的原因主要是越南面料工廠對硫化物的排放進行了有效控制管理及環保生物質的使用燃燒。

氮氧化物的排放主要來自於煤炭鍋爐、生物質鍋爐和天然氣鍋爐。於2022年度，本集團的氮氧化物排放量為90.89噸，較上一年度同期下降36.57%，下降尤為明顯，下降的主要原因是越南面料工廠對排放物進行了有效的管控及寧波面臨工廠的天然氣鍋爐安裝了氮氧化物中和裝置。

4.2 Air Emissions

The air emissions generated in the Group's production process are mainly smoke and dust, sulphur dioxide and nitrogen oxides. The Group also conducts online testing of air emissions to ensure compliance with standards. Online monitoring devices have been installed by environmental authorities at exhaust vents. Sampling for natural gas boilers is conducted every three months, while for coal boilers is conducted for real-time monitoring.

In the fabric production base in Vietnam which primarily used coal, timely monitoring of exhaust air emissions is carried out, as well as an online exhaust air monitoring system installed at boiler chimney, so as to ensure that the emission requirements of sulphur dioxide and nitrogen oxides are met by local laws and regulations.

Ningbo factories have been fully converted to natural gas boilers in 2021, which effectively improves the boiler efficiency, achieves coal elimination and environmental-friendly biomass fuels, and reduces nitrogen oxide emissions.

Sulphur dioxide emissions mainly come from coal boilers and biomass boilers. In 2022, the Group's sulphur dioxide emissions were 231.88 tons, down 21.56% compared to the previous year. The decrease was mainly due to the effective control and management of sulphur emissions in the Vietnam fabric base and the combustion of environmental-friendly biomass.

Nitrogen oxide emissions mainly come from the coal boilers, biomass boilers and natural gas boilers. In 2022, the nitrogen oxide emissions of the Group were 90.89 tons, down 36.57% compared to the previous year, which was particularly obvious, the main reason was that the Vietnam fabric base were well and effectively controlled on emissions and nitrogen oxide neutralization device has been installed at natural gas boiler at Ningbo fabric base.

環境、社會及管治報告

Environmental, Social and Governance Report

煙塵的排放主要來自於煤炭鍋爐和生物質鍋爐。於2022年度，本集團的煙塵排放量為207.87噸，較2021年度同期上升331.36%，上升的主要原因是越南面料工廠2022年度安裝了實時在線監測系統，煙囪的流量較上一年度的測試結果上漲30%，排放的氣量及濃度較去年同期也有所上升；同時，生物質的使用會增加煙塵的排放。

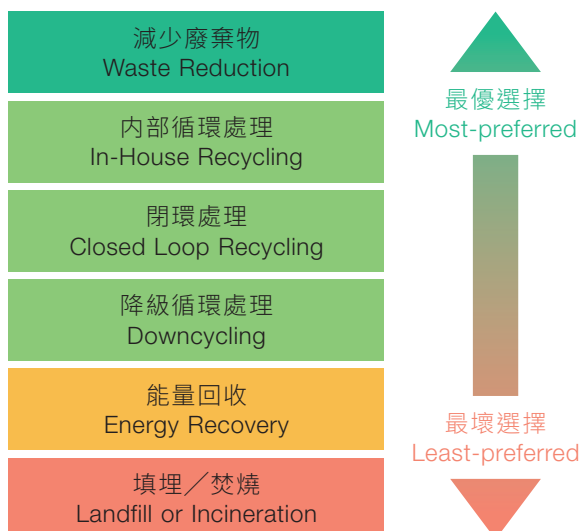
Smoke and dust emissions mainly come from coal boilers and biomass boilers. In 2022, the Group's smoke and dust emissions were 207.87 tons, an increase of 331.36% compared to 2021. The increase was mainly due to the installation of a real-time online monitoring system in 2022 at Vietnam fabric factory which resulted in a 30% increase in chimney flow compared with the test results of the previous year, and an increase in air emission and concentration compared to the previous year. At the same time, the higher consumption of biomass will increase the emission of smoke and dust.

4.3 固廢排放

本集團產生的主要廢棄物主要包括總部、各地區生產基地產生的生產廢棄物、日常垃圾、餐廚垃圾等。於2022年度，本集團統計了全部危險廢物和非危險廢物的排放量。根據廢棄物處理原則，在所有工廠的管治營運中遵循廢棄物管理層級及指導原則，盡量減少廢棄物發產生。

4.3 Solid Waste

The main solid waste generated by the Group mainly includes production waste, daily waste, kitchen waste, etc. and generated by the headquarters and production bases in different regions. In 2022, the Group measured total hazardous waste and non-hazardous waste. According to the waste management hierarchy and guidelines in governance operations as well as the waste management principles to minimise waste generation.



環境、社會及管治報告

Environmental, Social and Governance Report

於2022年度，本集團的危險廢物排放量合共1,698噸，較上一年度同期上升了68.79%，主要的排放物是廢油、廢燈管和廢油墨。由於2022年大批染整設備進行維保工作，導致廢油的產生量比往年有明顯增長。

同時，本集團也設置了非危險廢物的存放區，最終交由有資質的單位合規處理。非危險廢棄物包括了廢織物／廢布料、紙製品、日常垃圾、塑料、廚餘垃圾、污泥和煤渣。於2022年度，本集團排放的非危險廢物合共162,885噸，比上一年度同期上升了2.3%，因為產品結構和規格發生變化且整體成衣產量較上一年度基本持平。

In 2022, the Group measured total 1,698 tons of hazardous waste, an increase of 68.79% over the previous year. The mainly were waste oil, waste light tubes and ink. Due to the equipment maintenance in Tier 2 factories, the generation of waste oil was much higher than previous years.

At the same time, the Group has also set up a storage area for non-hazardous waste, which will eventually be treated by qualified units in compliance. Non-hazardous waste includes woven waste/fabric waste, paper products, daily waste, plastics, kitchen waste, sludge and cinder. In 2022, the Group discharged a total of 162,885 tons of non-hazardous waste, an increase of 2.3% over the previous year, due to changes in product and specifications, meanwhile the overall garment output was basically flat compared to the previous year.

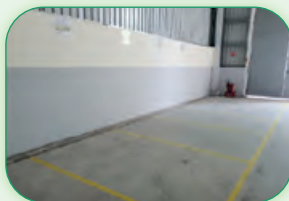
再生材料回收中心 RMCC – Recycled Material Collection Center



危險廢棄物存儲區
Hazardous
Waste Warehouse



生產廢棄物存儲區
Production
Waste Warehouse



環境、社會及管治報告

Environmental, Social and Governance Report

寧波面料工廠由於2021年度安裝了芬頓系統，寧波產區的污泥量減少了約50%。所有生產基地的化學品包裝物等危險廢物由資質單位進行處理。

於2022年，中國大陸成衣生產基地、越南成衣生產基地、柬埔寨成衣生產基地均已上線智能稱重系統，對生產環節所產生的廢棄物（如裁剪碎布、縫製碎布等）進行內部有效分類、計量及管控。

Due to the installation of Fenton system in 2021, the sludge in Ningbo production bases have been reduced by about 50%. Hazardous waste such as chemical packaging in all production bases shall be handled by qualified units.

In 2022, the garment production bases in mainland China, Vietnam and Cambodia have all been installed smart scale with intelligent weighing system to effectively classify, measure and control the wastes generated in the production process (such as cutting and sewing fabric scrap, etc.).

稱重及分類操作流程 Segregation



圖示廢棄物分類及稱重。

Waste classification and weighing are shown.

本集團對所有固體廢棄物進行分類及處理，而部分固體廢棄物則將被循環再利用，以盡量減少環境污染。根據廢物分類及管理相關規定，本集團在中國大陸、越南和柬埔寨的產區及相關的辦事處將所有非危險固體廢棄物（除煤渣和污泥）分為下表四類。

All solid wastes are sorted and well treated, while some of them are recycled to minimise environmental pollution. In accordance with the relevant waste classification and management regulations, the Group classifies all non-hazardous solid wastes (excluding coal cinder and sludge) into the following four categories in the production bases and related offices in Mainland China, Vietnam and Cambodia.

環境、社會及管治報告

Environmental, Social and Governance Report

類別 Category	案例 Examples	廢物來源 Source of Waste	2021重量 Weight in 2021	2022重量 Weight in 2022		處理 Handling
可再利用或可循環之 紙板或紙製品 The Reusable or recyclable paperboards and papers	廢紙盒、廢紙筒、廢紙芯、 廢紙 Waste paper boxes, waste paper cones, waste paper cores, waste papers	針織、染色及製衣流程 Knitting, dyeing and garment making process	18,650.35 噸(Tons)	18,940.57 噸(Tons)	▲ 1.6%	與第三方簽訂協議 進行回收 Contracted with 3rd party for recycling
可再利用或可循環之 廢織物 The Reusable or recyclable waste fabric	織物、拉毛料 Waste fabric, pied hair	針織、染色及製衣過程 Knitting, dyeing and garment making process	49,566.60 噸(Tons)	61,148.73 噸(Tons)	▲ 23.37%	與第三方簽訂協議 進行回收 Contracted with 3rd party for recycling
再利用或回收之 非危險廢物 Reused or recycled non-hazardous waste	塑料線芯、塑料袋 Plastic threads, plastic bags	針織、染色及製衣過程 Knitting, dyeing and garment making process	3,016.50 噸(Tons)	1,517.10 噸(Tons)	▼ 49.71%	與第三方簽訂協議 進行回收 Contracted with 3rd party for recycling
並無再利用或回收之 非危險廢物 Non-hazardous waste that cannot be reused or recycled	日常垃圾 Household garbage	餐廳及辦公室 Canteen and garbage	12,981.33 噸(Tons)	11,179.34 噸(Tons)	▼ 13.88%	與第三方簽訂協議 承包處理 Contracted with 3rd party for disposal
內部循環使用之廢棄物 In-house Recycling waste	紙箱、紙管、線芯、塑料 Paper boxes, paper cones, plastic threads and plastics	針織、染色及製衣過程 Knitting, dyeing and garment making process	—	6,410 噸(Tons)	▲	工廠內部循環 In-house recycling

同時，重複利用以及變廢為寶也成為了集團發展的方向之一。於2022年度，本集團內部合共約6,410噸的廢棄物進行內部循環使用（主要為內部循環使用紙箱、內部循環使用織芯、內部循環使用紙筒等），以大力支持固廢廢棄物的減少。

於2022年度，本集團的衣服包裝物料合共約34,010噸，較上年度上升了約2%。我們也正在積極與客戶探討減少包裝袋、包裝物的使用方法，並且探討塑料等包裝物的替代方法。

At the same time, recycling and reuse (turning waste into treasure) has become the development directions of the Group. In 2022, a total of 6,410 tons of solid waste (mainly cartons, plastic thread, paper tubes, etc.) were internally recycled to greatly support the reduction of solid waste.

In 2022, the total of Group's clothing packaging materials were about 34,010 tons, an increase of about 2% over the previous year. We are also actively communicating with customers to reduce the consumption of packaging bags, and explore alternatives to plastic packaging.

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

2022年排放物的強度請參見下圖：

The intensity of emissions in 2022 is shown below:

2022年績效總結 (排放強度)

2022 Performance Summary (Discharge & Emission Intensity)

指標 Metric	單位 Unit	2021績效 2021 Performance	2022績效 2022 Performance
廢水排放量的強度 The Intensity of discharged volume of wastewater	千克/千件 kg/k pieces	43,494	40,866 ▼ 6%
二氧化硫排放量的強度 The Intensity of discharged volume of Sulphur dioxide	千克/千件 kg/k pieces	0.60	0.47 ▼ 21.7%
氮氧化物排放量的強度 The Intensity of discharged volume of nitrogen oxides	千克/千件 kg/k pieces	0.29	0.18 ▼ 37.93%
煙塵排放量的強度 The Intensity of discharged volume of smoke and dust	千克/千件 kg/k pieces	0.10	0.42 ▲ 320%
危險廢物排放量的強度 The Intensity of discharged volume of hazardous waste	千克/千件 kg/k pieces	2.05	3.44 ▲ 67.80%
非危險廢物(除煤渣和污泥)排放量的強度 The Intensity of discharged volume of non-hazardous solid waste (except for cinder and sludge)	千克/千件 kg/k pieces	171.68	188.05 ▲ 9.5%

附註：強度之計算為總消耗量與每年的針織服裝總生產量之比率

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

環境、社會及管治報告

Environmental, Social and Governance Report

5. 節能減排

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

本集團在2022年電力總消耗量770,786,406千瓦特小時，其中通過外購綠色電力15,846,500千瓦特小時和太陽能自發自用量19,818,923千瓦特小時，可減少相應的二氧化碳排放當量為21,908噸。

本集團於2022年度使用作處理污水的耗電量大約為19,851,609千瓦特小時。此外，本集團在本年度處理清潔水用電約為1,413,332千瓦特小時。處理污水和處理清潔水合共用電為21,264,941千瓦特小時，較上一年度同期有所下降。

5. Energy Revolution and Emission Reduction

The Group believes that continuous investment and improvement in environmental protection will become an important industry threshold and competitive advantage in the future. The Group will strive to further improve the efficiency of water resources and all kinds of energy, reduce the adverse impact of production on the surrounding environment, promote clean production in the whole process, and ensure the end customer products are environmental-friendly.

In 2022, the Group consumed 770,786,406 kWh of electricity, with 21,908 tons of carbon dioxide equivalent saved through 15,846,500 kWh of purchased green electricity and 19,818,923 kWh of self-consumed solar electricity.

The Group's electricity consumption for wastewater treatment in 2022 was approximately 19,851,609 kWh. In addition, the Group treated approximately 1,413,332 kWh of electricity for clean water during the year. Electricity shared by treating wastewater and treating clean hydration were 21,264,941 kWh, down compared to the previous year.

環境、社會及管治報告

Environmental, Social and Governance Report

5.1 增加綠色植物

於2022年度，本集團所新種的樹木有4,610棵覆蓋34,950平方米的草坪及1,200平方米的麥冬。樹木和草坪的增加主要來自柬埔寨和越南生產工廠。於2022年度，本集團通過植樹活動，秉承傳統美德，發揮了團隊合作精神。同時，傳遞了綠色正能量，並帶動更多的員工加入到播撒綠色、愛護環境、保護大自然的行動中來，為公司的綠色發展貢獻出自己的一份力量。

5.1 Increase in green vegetation

In 2022, the Group has planted 4,610 new trees, covering 34,950 square metres of lawns and 1,200 square metres of radix ophiopogonis. The increase in trees and lawns was mainly attributable from factories in Cambodia and Vietnam. In 2022, the Group carried on the traditional virtues and demonstrated the spirit of teamwork through tree planting activity. At the same time, it transmitted positive green energy, and drove more employees to join in the action of spreading green, caring for the environment protection and nature conservation, with an aim to make proper contributions to the Group's green development.



環境、社會及管治報告

Environmental, Social and Governance Report

5.2 節能減排項目計劃表

這是訂立能源使用效益目標及為達到這些目標所採取的步驟：

5.2 Project schedule of Energy conservation and Emission reduction

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

#	項目 Programs	有關 Relevant	2017	2018	2019	2020	2021	2022				2023	項目效益Benefits
								Q1	Q2	Q3	Q4		
1	110台染機更新 110 dyeing machine upgrade	節水節能 Water/Energy	第一期 Phase I	第二期 Phase II		第三期 Phase III							節水/節能30% Reduce water/energy consumption by 30%
2	40台高彈面料染機更新 40 dyeing machine upgrade for highelastic fabric	節水節能 Water/Energy											節水/節能5% Reduce water/energy consumption by 5%
3	50 台新染機投資 50 dyeing machine investment	節水節能 Water/Energy											節水/節能30% Reduce water/energy consumption by 30%
4	紗染機更新 Yarn-dyeing machine upgrade	節水節能 Water/Energy	第一期 Phase I	第二期 Phase II									節水/節能31% Reduce water/energy consumption by 31%
5	試樣車間升級 Sampling machine upgrade & workshop reconstruction	節水節能 Water/Energy											提高打樣效率，節能節水 Enhance sampling efficiency, energy efficiency and water conservation
6	定型機更新 Setting machine upgrade	節能 Energy											節約能源，提高效率 Reduce energy consumption and improve efficiency
7	成衣水洗車間翻新 Garment Washing workshop retrofit	節水節能 Water/Energy											節水40% Reduce water consumption by 40%
8	冷凝/冷卻水回收 Condensed / Cooling water recycling	節水節能 Water/Energy											隨著設備更新，同時進行（節水） Carry out during equipment upgrade (water conservation)
9	生物質鍋爐轉化到天燃氣鍋爐 Replace Biomass boiler to nature gas boiler	節水節能 Water/Energy											提升鍋爐效率，減少固廢，減少廢氣排放 Enhance boiler efficiency, reduce solid waste and waste gas emissions
10	增加餘熱回收能力（紗染） Increase the capacity on waste heat recovering (yarn dye)	節能 Energy											節能30% Reduce energy consumption by 30%
11	壓縮空氣系統升級 Compressed air system upgrade	節能 Energy											節能25% Reduce energy consumption by 25%
12	廢水管重新敷設 Wastewater pipe re-laying	節水 Water	第一期 Phase I	第二期 Phase II		第三期 Phase III							隨著設備更新，同時進行 Carry out during equipment upgrade
13	新鮮水管重新敷設 Water pipe re-laying	節水 Water											防止跑冒滴漏，方便維修 Avoid evaporating, emitting, dripping or leaking, and for easier maintenance
14	廢水處理和中水回用能力升級 WWTP upgrade and recycled water capacity extension	節水減排 Water/EVN				第一期 Phase I	第二期 Phase II						回用水能力提升20% 減少污泥排放 Enhance the ability to reuse water by 20%, reduce sludge discharge
15	新尾氣處理設備（高溫定型） New tail gas treatment (high temperature setting)	減排 EVN.			第一期 Phase I	第二期 Phase II	第三期 Phase III						綠色排放，降低VOC排放 Green emissions, reduce VOC emission
16	調節池石灰水PH自動加藥 limewater PH Adjustment in WWT process	減排 EVN.											減少污泥，提高污水處理效果 Reduce sludge, and enhance sewage treatment performance
17	生化池曝氣池升級 Aeration system upgrade in A/O process	減排 EVN.											節能節水，改善生化處理效果 Reduce energy and water consumption, and enhance A/O process performance
18	蒸汽閥門保溫 Steam Valve insulation	節水 Water											節能 Reduce energy consumption
19	Cadira省水活性染料推廣 Cadira saving water active dyestuff promotion	節水 Water											省水 Reduce water consumption

接下頁

環境、社會及管治報告

Environmental, Social and Governance Report

#	項目 Programs	有關 Relevant	2017	2018	2019	2020	2021	2022				2023	項目效益Benefits
								Q1	Q2	Q3	Q4		
20	印花連續式水洗 continuous wash-off machine for printing	節水節能 Water/Energy				第一期 Phase I							節水60% Reduce water consumption by 60%
21	逐步替換高效電機 High efficiency motor replacement gradually	節能 Energy			第一期 Phase I	第二期 Phase II							節電5-10% Reduce electricity consumption by 5-10%
22	疏水閥自動開關 automatic switch for drain valve	節水節能 Water/Energy											節約蒸汽15% Reduce steam consumption by 15%
23	天然氣鍋爐氮氣中和氮氧化物 NOx neutralized by ammonia in natural gas boilers	減排 EVN.											減少鍋爐氮氧化物排放 Reduce nitrogen oxide emission of boilers
24	寧波新能源-風能 renewable energy in Ningbo-wind power	減碳 Carbon				可行性研究 Feasibility study							減碳 Reduce carbon emission
25	太陽能 (逐步推廣) Polar PV	減碳 Carbon				可行性研究 Feasibility study	第一期 Phase I	第二期 Phase II				第三期 Phase III	減碳 Reduce carbon emission
26	染後洗脫一體 Post dyeing process	節能 Energy											乾燥布面，節省10%能源 (定型、烘乾) Dried cloth surfaces reducing 10% of energy (setting, drying)
27	污水處理工藝升級 (芬頓技術) Wastewater treatment process update by FENTON	減少廢棄物 Waste											減少污泥，提高污水處理效果 Reduce sludge, and enhance sewage treatment performance
28	RO 回用水 RO Recycle Water	節水 Water				可行性研究 Feasibility study							進一步增加回用排放水10-15% Further increase the recycling of discharged water for 10-15%
29	購買綠電 Green Power Purchasing	節能 Energy											
30	後整理能源從鍋爐導熱油改直燃 Directly-heat replace boiler thermal oil for finishing process									車間六 Workshop6		第二期 Phase II	提高能效，節約天然氣20-50% Increase energy efficiency and reduce gas consumption by 20-50%



Completed
完成



In progress
進行中



Planned
計劃中

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

5.3 節能減排行動及措施

5.3.1 鍋爐蒸汽和外購蒸汽逐步改電蒸汽發生器

於2022年，70%的中國大陸成衣生產工廠、50%的越南成衣生產工廠、100%的柬埔寨成衣生產工廠已開始採用電蒸汽發生器，取代部分外購蒸汽。

5.3 Actions and measures on energy revolution and emission reduction

5.3.1 Boiler steam and purchased steam are gradually replaced with electrical steam generators

By 2022, 70% of garment factories in mainland China, 50% of garment factories in Vietnam, and 100% of garment factories in Cambodia have started to make use of electrical steam generators to replace the former purchased steam.



環境、社會及管治報告

Environmental, Social and Governance Report

5.3.2 數碼印花及自動化水洗網板

於2022年，中國大陸生產工廠引進新型數碼白墨印花設備，通過全新的數碼印花設備可實現更為豐富及鮮艷的打印色彩，更為細膩及更高噴墨精細度，實現柔軟手感與優良產品透氣度，一件設計印花精美的T恤衫亦是可持續發展創新產品及環保產品。

同時，引進自動化水洗網板設備，可實現全自動360度噴洗網板，相比人工清洗網板用水量可節省約30%。



5.3.2 Digital printing and automatic screen-washing

China based factory introduced a new digital white-ink printing equipment in 2022, through the new digital printing equipment can realize more rich and colourful print effectiveness, more delicate and higher ink-jet precision, which also can realize the soft feel and excellent product permeability, a designed and printed T-shirt is also a sustainable, innovative and environmental-friendly product.

At the same time, the introduction of automatically 360-degree screen-washing equipment, can realize the automatic wash the screens comprehensively. Compared to the manual cleaning, water consumption could be saved about 30%.



環境、社會及管治報告

Environmental, Social and Governance Report

5.3.3 新型節能型烘乾設備

於2022年，通過引入新型節能型烘乾設備來實現瞬時衣片烘乾，單機可實現約40%的節電，大力支持綠色和低碳產品。

5.3.3 New energy-saving drying equipment

Our factories introduced the new energy-saving drying equipment in 2022 to achieve the garment pieces drying instantaneously. 40% electricity was expected to be saved through per equipment, vigorously support our green and low-carbon products.



5.3.4 定型機直燃

為實現綠色和低碳產品，寧波面料工廠於2022年部分車間完成定型機和烘乾機直燃改造。由原先的導熱油加熱更改成現在的天然氣直燃，提升了能源使用效率，減少了二次熱交換過程中的熱能損失。該措施可節省天然氣約42萬立方米，相當於減少二氧化碳排放當量約9,624噸。

5.3.4 Direct heating and combustion of the setting machine

To effectively realize the green and low-carbon products, partial workshops in Ningbo fabric base completed the direct combustion transformation of the setting machines and drying machines in 2022. After shifting from heating by using thermal conductive oil to direct combustion by using natural gas, we have improved the energy efficiency and reduced the heat loss during the secondary heat exchange process. Through this initiative, about 420,000 cubic meters of natural gas can be saved, equivalent to about 9,624 tons of carbon dioxide emissions.



環境、社會及管治報告

Environmental, Social and Governance Report

5.3.5 智能吊掛系統

本集團堅持推行精益生產，並與自動化結合提升生產能力。智能吊掛系統是其中的典型代表。它由系統控制自動分配生產任務，減少物料搬運，並實現生產和質量數據的實時採集與分析。智能吊掛降低了員工作業強度，縮短生產週期，提升生產效率。

5.3.5 Intelligent hanging system

The Group adheres to lean production and combines automation to enhance production capacity and efficiency. Intelligent hanging system is a typical representative, which controlled by the system to automatically assign production tasks, reduce material handling, and realize real-time collection and analysis of production and quality data. Intelligent hanging reduces the work intensity of employees, shortens the production cycle and improves the production efficiency.

5.3.6 跑冒滴漏巡查與整改

本集團於2022年在中國大陸生產基地推崇跑冒滴漏自查與巡查機制，通過員工擦車等時間組織車間內管理人員使用手持測漏設備來管理車間內漏氣點。通過跑冒滴漏日常工作，提升員工節能意識，同時可節省用氣量約5-10%。同時，通過專業團隊對空氣機漏氣的檢查，單工廠全年可實現30萬度千瓦特小時電量節省。

5.3.6 Inspection and rectification of leakage

In 2022, the Group promoted the inspection mechanisms in our mainland China production bases, including self-inspection and random inspection, to monitor and control the leakage. Handheld leak detectors are made full use of in workshop by leadership team during the break time. It's expected to be saved 5%-10% through daily inspection and employees' awareness enhancement of energy conservation. At the same time, through the inspection of air compressors' leakage by team, 300,000 kWh could be saved for per factory throughout the year.



環境、社會及管治報告

Environmental, Social and Governance Report

5.3.7 雨水收集與噴灑管理

柬埔寨成衣生產基地結合當地有效資源，通過雨水收集來沖洗廁所，全年可節省約1,046m³的用水量。同時，通過對灌溉噴灑設備的更新和水流量管理，將噴灑流速從降低至5升／分鐘，全年可節省水量約58,725m³。

5.3.7 Rainwater collection and irrigation management

The garment factory in Cambodia made use of local resources, which used rainwater collection to flush toilets, 1,046m³ of water could be saved throughout the year. At the same time, by updating irrigation and spraying equipment as well as the water flow management, the spraying velocity was reduced to 5L/ min, saving about 58,725m³ of water throughout the year.



5.3.8 設備更新及改造

回顧過去5年，本集團持續不斷的投入設備更新與改造：

- 面料車間投入600台低浴比染缸，水量單號在五年內下降了35%，總投入約為1.68億美金；
- 寧波面料工廠增設了16條軋柔一體生產線，自動化生產效率提高，布面帶液率下降，也提高了後道烘乾、定性工序的效率，降低了能耗；

5.3.8 Update and transform of equipment

Looking back at the past 5 years, the Group has continuously invested in equipment upgrading and transformation:

- 600 low-bath ratio dye tanks were invested in the fabric bases, and the water decreased by 35% in five years, with a total investment of about 168 million dollars;
- Ningbo Fabric base added 16 production lines of central hydro-extraction stations, which enhanced the automatic production efficiency, decreased the fabric strip liquid rate, and also improved the efficiency of drying and setting processes, as well as reduced energy consumption;

環境、社會及管治報告

Environmental, Social and Governance Report

- 在鍋爐廢氣項目中，全面使用了脫硝裝置，採用SCR爐外脫硝工藝，大大降低氮氧化物排放，使氮氧化物排放低於20mg/m³；
- 在定型機廢氣項目中，在寧波面料工廠全面覆蓋了美國技術的定型機廢氣處理設備，採用纖維床過濾技術，尾氣高空排放，收集效率95%，顆粒物處理效率90%，油煙處理效率80%，消除肉眼可見煙氣。

於2022年，本集團主要的設備改造升級項目有：

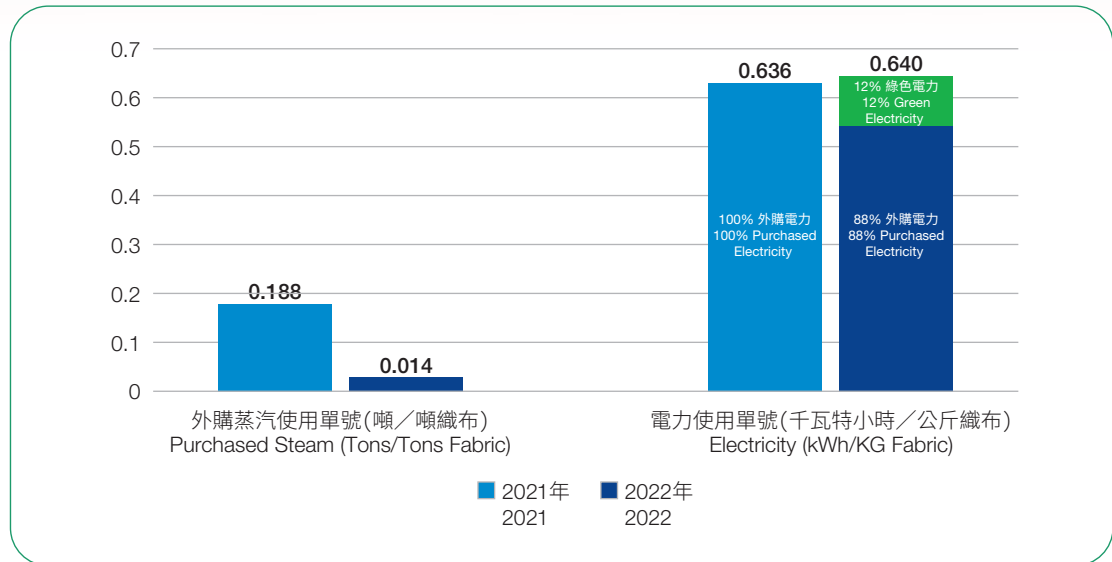
- 通過引入全自動連續式水洗設備，在產品工藝上得到有效提升，並極大程度上節約了用水量和用能量。通過設備程序，可實現水的循環使用，可減少約50%的用水量；
- 寧波多家工廠於2022年完成中央空調汽改電項目。並且通過光伏發電來中和使用電空調所增加的耗電量。其中，寧波織造工廠通過該項目改造可實現節省蒸汽量超90%。

- In the boiler exhaust gas project, denitrification device was fully used and SCR off-furnace process was adopted to greatly reduce nitrogen oxide emissions, so that nitrogen oxide emissions were below 20mg/m³;
- In the exhaust gas project of the setting machine, Ningbo Fabric base has fully covered the exhaust gas treatment equipment of the setting machine with American technology. The fiber bed filtration technology was adopted, and the exhaust gas was discharged at high altitude, with the collection efficiency rate of 95%, 90% of particular treatment efficiency rate, and 80% of oily fume treatment efficiency so as to eliminate the visible fume.

The major equipment upgrading and transformation projects in 2022:

- Through the introduction of continuous wash range, the process of the product has been effectively improved, and greatly save the water and energy consumption. Through it, water recycling could be realized, which can reduce the water consumption about 50%;
- Several factories in Ningbo has completed the central air conditioning steam conversion project in 2022. And the increased electricity consumption of electrical air conditioning was offset by solar electricity generation. Among them, Ningbo weaving factory can save more than 90% steam consumption through this project.

寧波織造工廠蒸汽改電及綠電取代項目
Ningbo Weaving Factory Energy Revolution Project



- 成衣工廠引入新型自動裁床，極大程度上提高裁片利用率，並且由定頻設備改為變頻設備，單台自動裁床每年可節省用電量約30,000千瓦特小時。
- New automatic cutting machine has been introduced in garment factories, which greatly improved the utilization rate of cutting pieces. One single automatic cutting machine also can save about 30,000 kWh of electricity per year by changing from fixed frequency to frequency conversion.

環境、社會及管治報告

Environmental, Social and Governance Report

5.4 與中國科學院合作研發

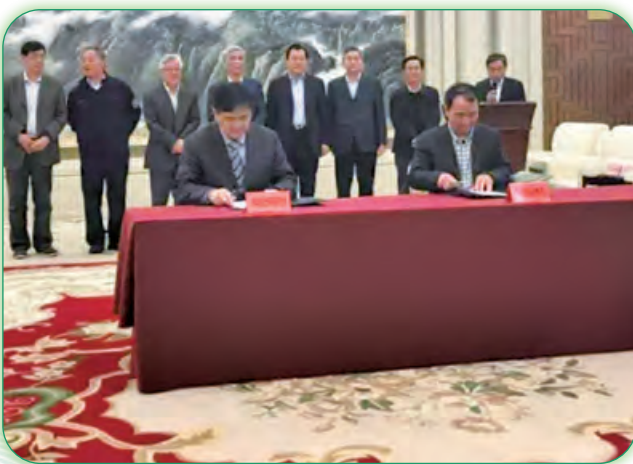
本集團本著在創造經濟效益的同時必須承擔環保治理的社會責任，就紡織行業染整廢氣治理和熱能再利用與中國科學院寧波城市環境觀測研究站進行了技術開發合作。研究開發廢氣治理和餘熱回收利用的治理技術和工藝，解決印染行業生產過程中產生的廢氣治理難題，實現企業在治理環保問題的同時，達到節能減排生產的目的。

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

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

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

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



環境、社會及管治報告

Environmental, Social and Governance Report

5.5 綠色認證

越南製衣工廠從設計到建造，直至最後完成，整個流程全部符合 LEED 綠標規範。

5.5 Green certificates

The garment factory in Vietnam from design to construction to final completion, the entire process was in compliance with LEED GREEN GOAL.



而以下是本集團的越南製衣工廠的 LEED 證書：

Set out below is the LEED Certificate issued to the Group's garment factory in Vietnam:



柬埔寨新建的越群製衣工廠，其產區設計及機器選用皆優先考慮節能減排條件。

In respect of our Marvel Garment Factory newly-built in Cambodia gave priority to energy conservation and emission reduction in its production area design and machine selection.

環境、社會及管治報告

Environmental, Social and Governance Report

社會

在申洲國際集團，我們秉持「以為人本」的管理方式和「學習成長」的集團核心價值觀，致力於推動建設公正、平等的工作機制和安全、舒適的工作環境。本集團長期致力於為員工提供有競爭力的平台、尊重員工自身價值、關注員工職業發展、培養高水準人才、提供透明暢通的溝通渠道、建立和諧的社區關係。

SOCIAL

At Shenzhou International Group, we uphold the management way of “people-oriented” and the Group core value of “learning and growth”, committed to promoting the construction of a fair and equal working mechanism, safe and comfortable working environment. The group has been committed to providing a competitive platform for employees, respecting their own value, paying attention to their career development, cultivating high-level talents, providing transparent and quick response communication channels, and establishing harmonious community relations.

行動名稱 Initiatives	目標 Target	目標年 Target Year	2022年績效 2022 Performance
女性賦能賦權 Women Leadership	100%工廠實施女性賦能賦權動 100% factories roll out Women Leadership	2025	64%工廠已實施女性賦能賦權 64% Factories roll out Women Leadership
員工滿意度調研 Satisfaction Survey	100%工廠實施員工滿意度調研行動 100% factories roll out Satisfaction Survey	2025	45%工廠已實施滿意度調研行動 45% factories roll out Satisfaction Survey
工作場所指導員 Workplace Facilitators	100%工廠至少擁有1%的現場指導員以發揮其職責 1% workplace facilitators rate at 100% factories	2025	73%工廠已實施工作場所指導員 73% factories roll out Workplace Facilitators
安全工作場所 Safe Workplace	零重大工傷和死亡事件 Zero Major work-related injuries and deaths	每年 Every Year	所有工廠未發生重大工傷和死亡事件 Zero major work-related injuries and deaths at all factories
安全文化評估 Scaling Culture of Safety	100%工廠建立高成熟度的安全文化場所 100% factories build a mature culture of safety workplace	2025	50%工廠已建立高成熟度的安全文化場所 50% factories build a mature culture of safety workplace
關愛行動 Care Action	100%工廠開展不同形式的關愛活動 100% factories roll out Care Action	每年 Every Year	2022年推出活動如女性健康、心理建康、活動競賽等 Care Action has been rolled out such as women health, mental health, competitions and so on.

環境、社會及管治報告

Environmental, Social and Governance Report

1. 我們的員工

1.1 工作條件

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

1.1.1 工作時間

本集團遵守國家勞動法律及法規，並根據國家規定嚴格安排休假及工作時間表。

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

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

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

1. Our employees

1.1 Working Condition

During the reporting period, the Group has complied with all relevant employment laws and regulations relating to compensation, dismissal, recruitment, promotion, working hours, off-time and leaves, equity, diversity, anti-discrimination and other benefits and welfares which have a significant impact on the Group.

1.1.1 Working Time

The Group complies with national labor laws and regulations, and strictly arranges vacation and work timetables in accordance with national regulations.

Due to the needs of continual production and business continuity, with the approval of the labor department, the Group implements standard working hours' system, comprehensive working hours' system and flexible working hours' system respectively according to the nature of employees' positions.

In addition, the working hours of the Group's employees will be stipulated separately by respective department according to seasonal changes, production and operation needs and characteristics of the positions.

At the same time, the Group's employees generally work from 8 a.m. to 5 p.m., and the normal time generally does not exceed 8 hours. If overtime is required, employees will not work more than 3 hours of overtime per day and 36 hours of overtime per month.

環境、社會及管治報告

Environmental, Social and Governance Report

1.1.2 休息時間

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

另外，本集團員工依法享有國家法定假期、年休假、婚假、喪假、事假及病假等等。

1.1.3 請假程序

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

1.1.4 禁止強迫勞動及童工

自本集團成立以來，從未發生過強迫勞動或童工的案例。本集團為遵守中國、越南、柬埔寨相關法律如「嚴格禁止聘用童工管理規定」、「未成年工人管理規定」及「嚴格禁止強迫勞工管理規定」，在公司招聘、用工、離職管理等經營環節中作了詳細的規定和問責程序。所有部門認真執行上述管理規定。以下措施表明本集團如何在招聘過程中有效杜絕童工：

1.1.2 Time for break

The Group's employees usually have a break from 11.30 p.m. to 12.30 p.m., with lunch time and lunch break respectively. Employees should have at least one day off per week.

In addition, the Group's employees are entitled to national statutory holidays, annual leave, marriage leave, funeral leave, personal leave and sick leave, etc.

1.1.3 Procedures for application of leave

The employees of the Group must go through the leave formalities when asking for leave, and the employees shall fill the leave form in person. At the same time, employees should indicate the type of leave, time, reasons, handover matters, and provide relevant effective evidence. After the approval of the leaders, it will be reported to the HR department of the department/factory for registration and record.

1.1.4 Strict forbiddance of forced labor and child labor

Since the incorporation of the Group, there has never been a case of forced or child Labor. To comply with the relevant laws of China, Vietnam and Cambodia, such as Regulations on the Strict Prohibition of Engaging Child Labor, Underage Worker Administrative Provisions and Strict Prohibition of Forced Labor Administrative Provisions, the Group has made detailed regulations and accountability procedures in the recruitment, employment and dismissal management. All departments conscientiously implement the above management regulations. The following measures reveal how the Group effectively eradicates child Labor in the recruitment process:

環境、社會及管治報告

Environmental, Social and Governance Report

新僱員必須於僱傭開始時提供身份證明文件，以核實其實際年齡。

於招聘面試中，面試人員須仔細觀察身份證明文件中照片與實際面孔之差別。倘差距太大或實際年齡看起來明顯更年輕，則其須由身份識別系統或其他方式進行進一步核實。

1.1.5 無歧視

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

於報告期間，本集團已遵守所有對本集團有重大影響與防止僱傭童工及強迫勞動相關的法律及法規。

1.2 僱員基本資料

1.2.1 僱員結構分析

截至2022年12月31日，本集團僱員人數約為94,340人。本集團所有僱員均為全職僱員，且大多數為中青年僱員。我們對多元化的承諾：本集團公平對待所有員工，員工不因性別、婚姻狀況、家庭狀況、年齡、殘疾、性取向、種族、宗教等遭受不平等待遇。我們也驕傲地看到女性在本集團的管理及營運中扮演著重要的角色。

New recruiters must provide identification documents to verify their actual age at the beginning of employment.

During the recruitment interview, the interviewer must carefully observe the difference between the photo and the actual in the identification document. If there exists huge gap, or the actual age appears to be significantly younger, it is subject to further verification by an identification system or other means.

1.1.5 Zero discrimination

The Group has established an anti-discrimination policy and complies with relevant legal requirements. There has been no discrimination in the Group against race, region, sex, nationality, age, pregnancy or disability in respect of the recruitment, training, salary and promotion of employees.

During the reporting period, the Group has complied with all laws and regulations which have a significant impact on the Group in relation to the prevention of child Labour and forced Labor.

1.2 Basic information of employees

1.2.1 The analysis of employees' structure

By 31st December 2022, there were 94,340 employees work for the Group. All employees of the Group were full-time and most of them are young and middle-aged employees. Our commitment to diversity: the Group treats all employees fairly without any discrimination against employees based on gender, marital status, family status, age, disability, sexual orientation, race, religion, etc. We are also proud to see that women play a huge important role in the management and operation of the Group.

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

下表載列按年齡分佈、教育水平、國家和地區及性別比例劃分之僱員詳情：

Detail information of employees by age distribution, education level, country/location and gender are set out in the table below:

2022年人員結構 (按年齡範圍劃分)

2022 Employees' Structure (Employees Age Distribution)

指標 Metric	單位 Unit	2022僱員人數 2022 Employee number	佔僱員總數百分比 Percentages of total Employees	較上一年度 僱員結構對比 Employees' structure compares to 2021
20歲及以下 20 and below	人 Unit Person	6,066	6.43%	▼ 23.75%
21至40歲 21 to 40	人 Unit Person	70,378	74.60%	▼ 1.45%
41至50歲 41 to 50	人 Unit Person	14,802	15.69%	▲ 4.66%
51歲及以上 51 and above	人 Unit Person	3,094	3.28%	▲ 33.94%
總計 Total	人 Unit Person	94,340	100.00%	▼ 1.54%

2022年人員結構 (按性別劃分)

2022 Employees' Structure (By Gender)

指標 Metric	單位 Unit	2022僱員人數 2022 Employee number	佔僱員總數百分比 Percentages of total Employees	較上一年度 僱員結構對比 Employees' structure compares to 2021
男 Male	人 Unit Person	26,142	27.71%	▼ 3.65%
女 Female	人 Unit Person	68,198	72.29%	▼ 0.71%
總計 Total	人 Unit Person	94,340	100.00%	▼ 1.54%

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



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

2022年人員結構 (按國家和地區劃分)

2022 Employees' Structure (By Country/Location)

指標 Metric	單位 Unit	2022僱員人數 2022 Employee number	佔僱員總數百分比 Percentages of total Employees	較上一年度 僱員結構對比 Employees' structure compares to 2021
中國大陸 China Mainland	人 Unit Person	42,849	45.42%	▼ 9.26%
越南 Vietnam	人 Unit Person	30,293	32.11%	▲ 7.71%
柬埔寨 Cambodia	人 Unit Person	21,198	22.47%	▲ 3.54%
總計 Total	人 Unit Person	94,340	100.00%	▼ 1.54%

2022年人員結構 (按教育水平劃分)

2022 Employees' Structure (By Education Level)

指標 Metric	單位 Unit	2022僱員人數 2022 Employee number	佔僱員總數百分比 Percentages of total Employees	較上一年度 僱員結構對比 Employees' structure compares to 2021
研究生 Postgraduate	人 Unit Person	38	0.04%	► 0%
本科及大專 Undergraduate and college	人 Unit Person	5,283	5.60%	▼ 0.19%
中專高中 Technical secondary school and high school	人 Unit Person	19,613	20.79%	▼ 2.01%
初中及以下 Middle school or below	人 Unit Person	69,406	73.57%	▼ 1.51%
總計 Total	人 Unit Person	94,340	100.00%	▼ 1.54%

環境、社會及管治報告

Environmental, Social and Governance Report

2022年人員結構 (按僱員工作種類劃分)

2022 Employees' Structure (By Types of Positions)

指標 Metric	單位 Unit	2022僱員人數 2022 Employee number	佔僱員總數百分比 Percentages of total Employees	較上一年度 僱員結構對比 Employees' structure compares to 2021
短期工* Short-term position	人 Unit Person	8,302	8.80%	▲ 29.17%
合約工* Contract position	人 Unit Person	70,264	74.48%	▼ 11.06%
長期工* Permanent position	人 Unit Person	15,774	16.72%	▲ 51.75%
總計 Total	人 Unit Person	94,340	100.00%	▼ 1.54%

* 本集團所有員工100%為全職員工，無兼職工。

* 短期工、合約工、長期工均是簽署了勞動合同的員工。

* 短期工是合約期限少於一年的正式員工。

* 合約工是合約期限為一年或以上的員工，合約到期時可根據勞資雙方意願再度延長。

* 長期工為無固定合約期限的員工。

* 100% employees of the Group are full-time. There is no part-time employees.

* All the employees have legal contract according to nation law regardless of position types.

* Short-time position is referring to the formal employees who is less than one year.

* Contract position is referring to those term is more than one year and is subject to renewal according to the wish of the employers and employees upon the maturity of the contract.

* Permanent position means the employees who have no fixed term contract.

1.2.2 僱員流動率分析

截至2022年12月31日，共有94,340名僱員。統計顯示，本集團2022年每月平均僱員流動率為3.44%，較2021年度下降3.37個百分點。其中，男性流失率為1.05%，女性流失率為2.41%。2022年，受僱一年以下員工的每月流動率為2.24%。

下表載列按年齡分佈及工作地點比例劃分之僱員平均流動率。

1.2.2 The analysis of employee turnover rate

By 31st December, 2022, there were 94,340 employees working in the Group. Statistics showed that the Group's average monthly employee turnover rate in 2022 was 3.44%, down 3.37 percentage points from 2021. In 2022, the monthly turnover rate for employees employed for less than one year was 2.24%. The male turnover rate was 1.05%, the the female turnover was 2.41%.

The table below showed the average employee turnover by age distribution and job locations.

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

2022年人員平均流動率 (按年齡範圍劃分)

2022 Employees' Turnover (Age Distribution of Employee Turnover Headcounts)

指標 Metric	單位 Unit	2022僱員月平均流動率 2022 Average Turnover rate of Employees
20歲及以下 20 and below	%	0.46%
21至30歲 21 to 30	%	1.72%
31至40歲 31 to 40	%	0.96%
41至50歲 41 to 50	%	0.25%
50歲及以上 51 and above	%	0.06%

2022年人員平均流動率 (按國家劃分)

2022 Employees' Turnover (Job Locations of Employee Turnover Headcounts)

指標 Metric	單位 Unit	2022僱員月平均流動率 2022 Average Turnover rate of Employees
中國大陸 China Mainland	%	3.35%
越南 Vietnam	%	3.33%
柬埔寨 Cambodia	%	3.80%

環境、社會及管治報告

Environmental, Social and Governance Report

1.3 離職管理

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

如員工發生下列的相關情況，本集團可依據各地勞動法相關條例規定依法解除勞動關係：

如在試用期間被證明不符合錄用條件；或嚴重違反用人單位的規章制度；或嚴重失職，營私舞弊，給用人單位造成重大損害；或勞動者同時與其他用人單位建立勞動關係，對完成本單位的工作任務造成嚴重影響，或者經用人單位提出，拒不改正；或因勞動法相關規定導致勞動合同無效；或被依法追究刑事責任等。在上述情況下，本集團不會支付相關補償給員工。

1.3 *The management of dismissal*

In the event of dismissal of an employee of the Group, the Group may take appropriate action or compensation in accordance with the application of the Labor Contract Law and other Labor regulations in various localities.

In case of the following circumstances, the Group may terminate the labor relationship according to relevant regulations of local labor laws:

If it is proved that employee does not meet the employment conditions during the probation period; Or seriously violate the rules and regulations which set up by the employer; Or the employee causes any severe damage to the employer due to gross negligence of duties or malpractices for selfish ends; Or the employee simultaneously establishes labor relations with other employing units, which has a serious impact on the completion of the work tasks; Or refuses to make corrections upon the request of the employers; Or the labor contract is invalid due to the relevant provisions of the labor law; Or be investigated for criminal liabilities according to laws and regulations. Under any of above circumstances, the Group will not pay any relevant compensation to employee.

環境、社會及管治報告

Environmental, Social and Governance Report

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

本集團辭退員工的程序是先由所在工廠的班組長和人事科長將具體情況上報後，集團總部人事科根據具體事實依法判定該員工分屬以上的哪一種情況，確定後會作出相應的情況處理或補償。

Furthermore, the Group will make corresponding compensation to employees if the following circumstances occur during the working period. For example, the employee who is in sick or injured for a non-work related reason and may not resume his original job after the expiration of prescribed medical treatment period, nor can he takes up any other job arranged by the employer; Or the employee is not competent to his job, or is still so after training or adjustment of the job position; Or the labor contract cannot be enforceable due to significant changes in the objective conditions based on which the labor contract is concluded, and the employer and the employee fail to reach an agreement on changing the content of the labor contract through consultation; Or reorganization in accordance with the provisions of the enterprise Bankruptcy Law; Or serious difficulties occur in production and management; Or the enterprise changes production, major technological innovation or business mode adjustment, after the change of the labor contract, it's still necessary to lay off of employees; Or other significant changes in the objective economic conditions based on which the labor contract is concluded, resulting in the unenforceable of the labor contract. The Group shall pay the corresponding compensation after the termination of labor relations according to the relevant regulations of local labor laws.

The Group's dismissal procedures are as follows: the team leader and the HR staff of the factory shall first report the specific situation, and the HR team of the Group headquarter will determine which of the above situations the employee belongs to according to the specific facts, and then make corresponding actions or compensation.

環境、社會及管治報告

Environmental, Social and Governance Report

2. 性別平等、女性賦權及滿意度調研

在本集團，女性員工分佈在不同國家、不同層級、不同類別的崗位上。在本集團嚴格遵守當地的相關法律法規，從源頭上維護女職工在工作和生活上的問題，不斷改善女性勞動環境和勞動條件。

2.1 性別平等

響應國際組織號召的性別平等方向，本集團內近年來也積極履行及實施性別平等工作，包括但不限於通過將性別視角融入所有政策機制進行回顧反思，將性別平等融入人力資源管理各模塊及日常管理工作，開展針對管理者去除「無意識偏見」的相關培訓，提高性別敏感度，鼓勵一線女性員工直接參與實際問題解決，開展女工發展與領導力提升的活動，完善申訴機制尤其是鼓勵沉默的員工能夠發出聲音，完善處理敏感話題的申訴流程，為申訴專業提供專業知識和技巧的訓練。為此，成衣工廠率先通過剖析員工敬業度、員工滿意度、員工離職調研等數據進行深入性別分析，鼓勵從文化與制度保障的角度創造安全空間。

2. Gender equity, women empowerment and satisfaction survey

At Shenzhou Group, women play a key role in different countries, at different levels and in different positions. In the group, we strictly abide by the relevant local laws and regulations, to protect the female employees in work and life, and constantly improve the working environment and working conditions for women.

2.1 Gender equity

The Group has actively deployed and implemented the gender equity work in recent years, including but not limited to the review and reflection by integrating gender perspective into all policy mechanisms, integrating gender equity into all modules of human resource management and daily management work, carrying out relevant training for leaderships to remove “unconscious bias” and improving gender sensitivity. To encourage female front-line employees to directly participate in solving practical problems, carry out activities for female workers’ development and leadership improvement, improve the appeal mechanism, especially encourage “silent employees” to make voice, improve the appeal process for dealing with sensitive topics, and provide professional knowledge and skills training for the appeal profession. Therefore, garment factories take the lead in conducting in-depth gender analysis through employee engagement, employee satisfaction, employee dismissal survey and others, to build a fair environment.

環境、社會及管治報告

Environmental, Social and Governance Report

當前，我們運用性別平等工具每年對自我進行審視及自我提升。截至2022年底，所有範圍內工廠都積極加入並參與性別平等工作。

Currently, we use gender equity tools to do self-diagnose and make self-improvements every year. By the end of 2022, all factories in the scope are actively participating in gender equity.

性別平等戰略地圖：實現性別平等戰略目標的關鍵與路標

Strategic Map for Gender Equity: Key strategies and roadmap for achieving strategic journey for gender equity

戰略目標：推動性別平等發展、創建多元、公平、包容的工作環境

Strategy: Promote gender equity and create a diverse, fair and inclusive work environment



2.2 女工關愛與賦權

2.2.1 女性關愛

本集團為關注女性職工的健康，做好疾病預防，提高女職工身體素質。於寧波地區率先推廣「女性健康」義診活動，邀請北侖區中醫院醫生來集團各工廠開展健康義診活動，關愛女性職工身體健康。區中醫院醫生為大家進行義診和免費體檢，詳細解答職工對各項疾病防治方面的問題，提醒她們要養成良好的衛生習慣，保持良好的生活方式，並養成定期體檢的習慣，做到早發現、早治療，有效避免各類疾病的發生。此次義診活動的開展，增強了集團女性職工的健康意識，對職工身體健康起到了一定的促進作用，暖心活動獲得廣泛好評。

2.2 Women caring and empowerment

2.2.1 Women Caring

The Group pays attention to the health of female employees and disease prevention to have a health body condition performance. There's a promoting activity called "Women Health" free-diagnosis in Ningbo bases. The Group invited doctors from Beilun District Hospital of Traditional Chinese Medicine to carry out free health diagnosis activities in all factories to care for the health of female employees. The doctors provided free medical check-ups for the employees, answered their questions on the prevention and treatment of various diseases in detail, and reminded them to develop good hygiene habits, maintain a healthy lifestyle, and develop the habit of regular physical examination, so as to achieve early detection and treatment and effectively avoid the occurrence of various diseases. The implementation of this free-diagnosis activity has enhanced the health awareness of female employees of the Group, played a certain role in promoting the health of employees, and this heart-warming activity has been widely praised.

環境、社會及管治報告

Environmental, Social and Governance Report



環境、社會及管治報告

Environmental, Social and Governance Report

2.2.2 女性領導力

女性是佔據本集團絕大多數的人群，如何真正發揮女性的力量是在我們發展歷程中不可缺少的一個話題。在多年的發展過程中，我們也參與並組織了女性領導力活動及項目。我們將女性領導力培訓分為三個主要環節：領導技能培訓-領導技能分享-領導力論壇。從第一階段的培訓以選拔女性管理人員參與培訓，至第二階段將所學到的技能自我消化並內訓至其他管理人員，最後請女性領導來與大家一同分享和探討。

截至2022年底，寧波、越南、柬埔寨成衣生產工廠積極參與女性領導力項目，合共有過百名人員參與。隨著女性領導力量的升級，我們將會邀請更多的工廠及女性領導加入到我們女性賦能賦權工作。

2.2.2 Women leadership and empowerment

Women are the vast majority in the Group. How to truly exert the power of women is an indispensable topic in our development. Over years of development, we have also participated in and organised female leadership activities and programs. We divide female leadership training into three main aspects: leadership skills training, leadership skills sharing and leadership forum. In the first stage of training, female managers are selected to join the training. In the second stage, the participants go into details of the skills they learnt and then hold internal training for other managers. Finally, female leaders are invited to share and discuss with all staff members.

By the end of 2022, over 100 people in garment factories in Ningbo, Vietnam and Cambodia have actively participated in the Women Leadership. For next steps, we are going to encourage more factories and female leaderships to join the empowerment programs.



環境、社會及管治報告

Environmental, Social and Governance Report

2.2.3 你我共敘申洲的故事2.0

每一位申洲人都有著屬於自己的申洲故事，本集團於2021年起率先在寧波地區設立「你我共敘申洲的故事」活動，特邀請各個工廠的管理人員來臺前跟大家分享自己與申洲的點點滴滴和風風雨雨。為了更好的一脈相承申洲文化，於2022年如約而至開啟「你我共敘申洲的故事2.0」，邀請更多工作在一線的女性管理人員從幕後至臺前用女性力量來講述自己的故事。隨著故事會的不斷延伸與開展，在未來我們將會繼續聆聽女性聲音，看見女性力量，邀請70s-80s-90s-00s不同時代的女性來鼓勵更多的申洲人。

2.2.3 Build up our Shenzhou story 2.0

As a communication channel, all the employees are encouraged to tell their own story in Shenzhou. The Ningbo bases initiated a program called “Build Up Our Shenzhou Story” in 2021. A lot of managers also joined this event to recall their old memories and shared to the youngers. To express the company culture, we scaled up this communication group. There are more employees coming to “Build up our Shenzhou story 2.0”, especially the female employees are more active to share their stories, and speak out their voices. We are glad to see that more and more employees from 70s-80s-90s-00s different generations are delivering the positive energy to each other. As the story telling activity continues, we will hear story from other female employees in the future and see the influence of female. We will invite female from the 70s, 80s, 90s and 00s to encourage staff of Shenzhou.



環境、社會及管治報告

Environmental, Social and Governance Report

2.3 敬業度、幸福感及滿意度調研

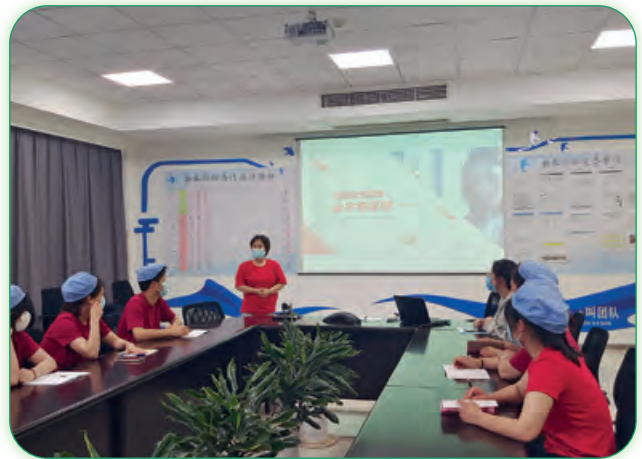
為創造良好的人才成長環境，建立和諧的人際關係，體現「以人為本」的管理意識。本集團成衣工廠每年度開展幸福感和敬業度調研，通過調研工具可以幫助團隊快速定位自我，及時發現不足與優勢，以創造良好的環境，形成良性管理思維，提升幹部管理能力。

於2022年，本集團成衣工廠積極改善問題，如「努力聽取員工意見調研」，特優化工廠溝通渠道並設立員工「小蜜蜂」團隊。通過「小蜜蜂」作為溝通的橋梁及時收集員工心聲並觀察予以解決。通過90天的跟進，將原有的滿意度提升超10個百分點，同時提升了離職挽留率並對內部團隊穩定建設發展起到了一定的作用。

2.3 Engagement, well-being and satisfaction survey

The Group conducts surveys on well-being and engagement in garment factories every year to create an eminent environment for the growth of talents, establish a harmonious interpersonal relationship, as well as reflect the “people-oriented” management consciousness. The research tools can help the management team to find out the disadvantages and advantages.

In 2022, the garment factories actively improved the questionnaire result, such as “making efforts to listen to the opinions of employees”, especially to optimize the factory communication channels and set up the “employee bee” team. Through these “employee bee” as a bridge of communication, the voices of employees were collected in time and solved by observation. After 90 days’ follow-up, the satisfactory rate was 10 percentage points higher than before, and the retention rate was improved gradually which is good for team stability.



環境、社會及管治報告

Environmental, Social and Governance Report

3. 職業健康安全

本集團致力於為所有員工打造健康安全的工作場所，讓員工能健康安全地工作。

3. Occupational health and safety

The Group is committed to creating a healthy and safe workplace for all employees.



3.1 勞保用品發放

本集團每年向各生產基地僱員免費發放勞保用品及工具，例如面具、手套、耳塞及制服等。

3.2 職業病體檢

本集團關心各生產基地僱員之身體健康，並為每位僱員設立僱員健康檔案。同時，本集團還每年對相關崗位組織職業病之常規體檢，於2022年各生產基地累計參與職業病體檢人次達40,000人次。

3.1 Personal Protective Equipment (PPE)

The Group distributes free PPEs and tools, such as masks, gloves, earplugs, uniforms, etc. to employees every year.

3.2 Physical examination of occupational diseases

The Group takes care of the health of employees at all production bases and maintains the employee health record for each employee. At the same time, the Group also organizes routine physical examination of occupational diseases for related positions every year. The total number of employees participating in the physical examination of occupational diseases in all production bases has reached approximately 40,000 in 2022.



3.3 實操演練－消防演習

為進一步做好本集團的安全教育工作，增強全體員工安全防火、自防自救意識，提高員工逃生自救的能力。本集團按照計劃每年度在中國大陸生產基地、越南生產基地、柬埔寨生產基地開展廠區、宿舍消防演習。消防演習開展前，召開消防逃生演習預備會議，各工廠廠長、車間主任、職能部門管理人員等參加。在會議上，安全員根據演練方案明確各與會人員的工作分工和職責。在消防演習結束後，會邀請專業資質人員現場分享滅火器的使用及其他消防知識科普，並安排實操機會供員工親自體驗及感受。

於2022年，本集團累計開展消防演習40餘次，累計參加消防演習超200,000人次。

3.3 Practical drill – fire drill

In order to further improve safety education of the Group, the Group carries out fire drills in all factories and dormitories in mainland China, Vietnam and Cambodia every year to enhance all employees' fire prevention awareness and improve the ability to escape and self-rescue from the fire. Prior to the commencement of the fire drill, a meeting was held to prepare for the fire escape drill, with the participation of factory managers, workshop supervisors and management personnel of functional departments. At the meeting, the safety officer clarified the division of work and responsibilities of each participating personnel according to the drill plan. After the fire drill, personnel with professional qualifications were invited to share the use of fire extinguishers and other knowledge of fire protection onsite, and sessions were also arranged for employees to experience and feel practical works.

In 2022, the Group has carried out more than 40 fire drills in all locations and more than 200,000 participants in total.

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



環境、社會及管治報告

Environmental, Social and Governance Report

同時，越南面料生產基地響應政府號召，參與省級消防演習。

Meanwhile, the fabric factories in Vietnam took part in the provincial fire drill in response to the call from the government.



消防逃生演習既是對本集團應急預案的一次有效檢驗，也進一步豐富了員工生存技能，提高了各部門處置突發事件、組織員工迅速安全疏散的應變能力，全面提高全體員工的消防意識與自救、互救能力。

The fire escape drill is not only an effective test of the emergency plan of the Group, it also further enriches the survival skills of employees, improves response capabilities of various departments for dealing with emergencies and organising employees to evacuate quickly and safely. Such drills comprehensively enhance the fire awareness, self and mutual rescue capabilities of all employees.

環境、社會及管治報告

Environmental, Social and Governance Report

3.4 急救員培訓

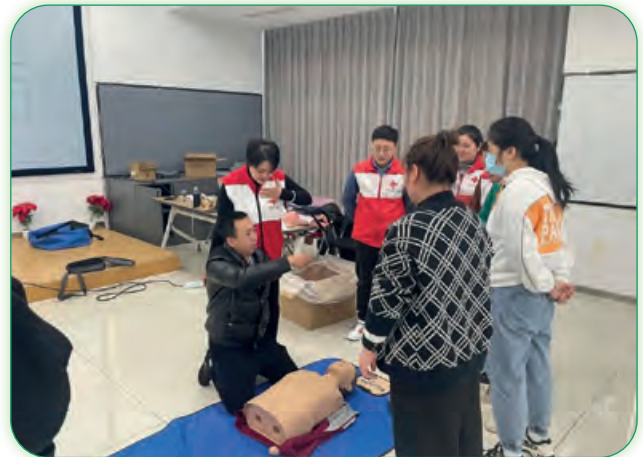
「急救為人人，人人為急救」，為提高員工自救和他救的意識，掌握基本的急救知識，本集團各生產基地聯合當地紅十字會／當地急救中心等機構年度開展急救員培訓課程。學習急救是重要並且有意義的一件事，尤其是在這樣一個隨時可能發生意外的年度。同時，中國紅十字會總會和教育部聯合引發通知，將健康知識、急救知識、特別是心肺復甦納入教育內容，由此亦可見學習急救知識的重要性。

於2022年度，本集團中國大陸生產基地、越南生產基地、柬埔寨生產基地共參與衛生急救員培訓進900人次，為現場安全及應急事件做好充分準備。

3.4 Training of first-aiders

Given the belief of “First Aid for Everyone and Everyone is First Aid”, all production bases of the Group jointly carry out annual first-aid training courses with the local Red Cross Society/local first-aid center or other institutions to improve employees’ awareness of self-rescue and mutual-rescue, as well as master basic first-aid knowledge. Learning first aid is important and meaningful, especially in a year when accidents may occur anytime. Meanwhile, the Red Cross Society of China and the Ministry of Education jointly issued a notice to incorporate health knowledge, first aid knowledge, especially cardiopulmonary resuscitation, into the education content, reflecting the importance of learning first aid knowledge.

In 2022, 900 employees across the Group have participated in the training to fully prepare for on-site safety and emergency events.



環境、社會及管治報告

Environmental, Social and Governance Report

3.5 工作場所受傷

於2022年，本集團共記錄126起工傷，而所佔員工的總數的百分比是0.134%，同時，連續多年無重大傷害及死亡。因受傷而缺勤之日數平均為約15天。本集團將加強在職培訓，提供員工職業安全意識。同時，本集團開通線上、線下渠道供員工提報未遂事件、安全隱患等，由專線人員快速解決問題並反饋，減少問題再次發生的可能性。本集團也向僱員免費供應急救箱及藥品，以在緊急情況時發揮重要作用。

3.6 機器安全

隨著本集團自動化程度的增加，對設備風險管控也越來越重視。本集團各生產基地積極邀請外部培訓講師開展機器風險管理課程，並獲取CMSE（認證機械安全專家）證書。

同時，從源頭上對新採購設備進行管控，包括但不限於以下措施：

- 對計劃採購設備進行風險評估；
- 向供應商獲取相應的安全認證報告（如CE報告、ISO12001和ISO60204風險評估報告等）；
- 工廠團隊對設備不同階段進行設備風險評估，如使用前、使用階段、維保階段、報廢階段等；

3.5 Illness and injuries at workplace

In 2022, the Group recorded 126 work-related injuries and illness, representing 0.134% of the total number of employees. More importantly, there were no major injuries or deaths in consecutive years. The average lost time of each injury was about 15 days. The Group will strengthen the training to provide employees with occupational safety awareness. Meanwhile, the Group has built online and offline channels for employees to report near miss, hidden risks, etc. The personnel can quickly solve the issues and give the feedback, which can positively reduce the possibility of risks and issues' re-occur. The Group also provides first-aid kits and medicines freely to all employees to play a vital role in emergencies.

3.6 Safe Machine

With the increasing development of automation, the Group pays more and more attention to the risk control of machines. The production bases of the Group actively invite external facilitators to carry out machine risk management courses, participate in and obtain CMSE (Certified Machinery Safety Expert) certificate.

At the same time, the procurement mechanism includes but not limits to the following actions:

- Conduct machine risk assessment of planned purchased machines;
- Obtain appropriate safety certification reports from suppliers (such as CE reports, ISO12001 and ISO60204 risk assessment reports, etc.);
- Factory teams carry out machine risk assessment at different stages, such as pre-use stage, use stage, maintenance stage, scrap stage, etc.

環境、社會及管治報告

Environmental, Social and Governance Report

- 工廠團隊、車間管理人員對員工進行作業培訓，並邀請員工自主識別風險並解決；
- 完成作業標準書，在工廠內交流學習。

對現有設備通過現有安全防護、員工培訓，並不斷開展安全改善、供應商聯合改良等措施保障機器安全。



- Factory team and workshop management conduct operational training for employees, and invite employees to independently identify hazardous risks, analyze and solve them;
- Complete the Standard of Procedure. Learn and co-study within the factory.

To ensure the safety of existing machines we can keep existing safety protection, safety guard, employee training, and strengthen the continuous safety improvement or KAIZEN, supplier joint improvement projects and other actions.

環境、社會及管治報告

Environmental, Social and Governance Report

3.7 職業健康安全及變革型領導力

於2022年，本集團管理層及董事會成員完成了IOSH(International Occupation Safety & Health)組織的職業健康安全領導力變革型項目，進一步提升了整個集團的職業健康安全意識。並且本集團舉行了安全生產會議，董事長、各部門部長、安全責任人參與會議。董事長強調「責任心是安全之魂」，「標準化是安全之本」。

3.7 Occupational health & safety and transformational leadership

In 2022, board members and managements of the Group completed the Occupational Health & Safety Transformational Leadership Project organized by IOSH (International Occupation Safety & Health) to further enhance the awareness. In addition, the Group held the annual “Safety Production” meeting, which was attended by the chairman & VPs, heads of departments and safety officers. The chairman emphasized the importance of “responsibility is the soul of safety” and “standardization is the foundation of safety”.



環境、社會及管治報告

Environmental, Social and Governance Report

同時，寧波成衣工廠、越南成衣工廠、柬埔寨成衣工廠積極開展並參與安全文化成熟度工作 (CoSMA)，從領導力的參與及其職責、安全管理體系建設及指標、風險評估、人員規劃等五個維度綜合評估工廠安全管理能力及安全現狀，並不斷將安全工作納入到管理者標準作業，全員參與安全意識培訓等築牢工廠安全文化建設。

截至2022年底，所有範圍內工廠均完成安全文化自我評估。同時，50%的範圍內工廠達到安全文化三級標準。此外，我們寧波一家成衣工廠率先參與英國皇家事故預防協會(ROSPA)評估。



同時，本集團自上而下逐級每年簽訂《安全責任狀》，將「安全生產」的理念貫徹全員。



Garment factories across the Group actively participated in the safety culture maturity self-assessment and validation (CoSMA), comprehensively evaluates the safety performance of factory from leadership participation and responsibilities, safety management system and indicators, risk assessment, human resource planning, etc. We consolidate and boost our safe journey through the efforts of continuously incorporate safety into leaderships' standard work, enhancing employees' safety awareness, etc.

By the end of 2022, all factories in the scope have completed the self-assessment of safety culture maturity. And 50% among them reached the level 3 standard. In addition, one of our garment factories in Ningbo participated in the assessment of Royal Society for the Prevention of Accidents (ROSPA).

The "Safety Responsibility Letter" signing event is held annually from the top to the bottom across the Group, to reinforce the commitment and actions of safety.

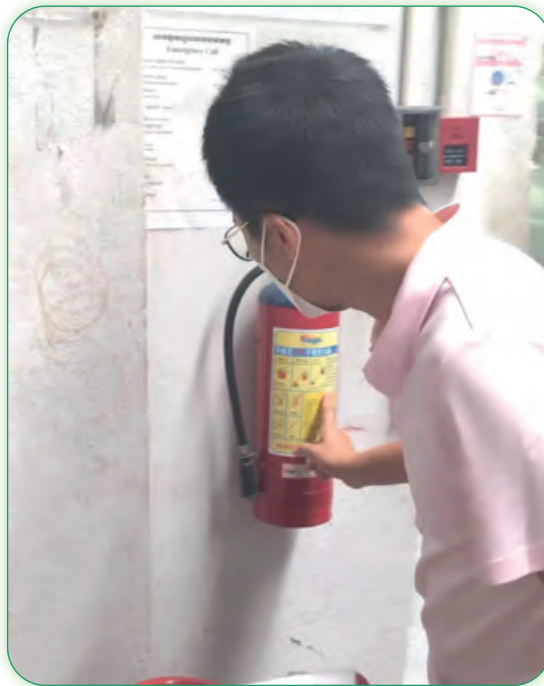


環境、社會及管治報告

Environmental, Social and Governance Report

此外，2022年度起，中國大陸成衣工廠、越南成衣工廠、柬埔寨成衣工廠積極開展以工廠領導帶頭組織的每月「安全檢查日」工作，以工廠領導作為主責人，車間主管、一線管理人員、職能管理人員共同組成小組，加強對現場隱患的排查。自此，工廠形成了總部、工廠、車間三級巡查制度，降低風險隱患存在的可能性。於2022年，本集團內工廠已累計開展100餘次「安全檢查日」，累計整改隱患項超2,000餘條。

Since 2022, garment factories across the Group carried out the monthly “Safety Inspection Day” led by factory leaderships. Responsibilities are determined within the team, aiming to timely find out the hidden risks and dangers on site. Therefore, the factory has formed a three-level inspection system– from headquarter, factory and workshop to reduce the possibility of hidden risks’ re-occur. In 2022, factories across the Group have carried out more than 100 times of “Safety Inspection Days”, and over 2,000 hidden dangers and risks have been rectified.



3.8 安全培訓與安全生產諮詢活動

為鞏固員工安全生產的理念，同時豐富員工的課餘學習內容，本集團成衣工廠率先開展線上線下相結合的安全培訓課程。

於2022年，本集團中國大陸地區成衣工廠推出線上學習平台，員工通過自主學習可瀏覽相應的安全培訓課程，如消防安全、電氣安全、交通安全、建築安全等。2022年度共將30餘個培訓課程同步推廣至所有中國大陸成衣工廠，累計進1,000,000次打卡記錄以及超35,000小時的學習時長。計劃於2025年前將此平台推廣至所有海內外工廠。

同時，本集團各地工廠還積極推廣線下安全培訓及活動，如工作場所安全指導員(WSF)、年度線下知識競賽、現場安全找茬等。於2022年，本集團個工廠累計開展安全專項活動20餘次。

3.8 Safety training and safety consulting activities

To consolidate the concept of safe production for employees and enrich their extracurricular learning content, the garment factories of the Group take the lead in carrying out online and offline safety training courses.

In 2022, the Group's garment factories in mainland China launched an online learning platform, where employees can browse relevant safety training courses, such as fire safety, electrical safety, traffic safety, building safety, etc., through independent learning. And over 30 training courses were simultaneously promoted to all garment factories in mainland China in 2022, with 1,000,000 times of learning records and more than 35,000 learning hours. The Group is expected to expand the platform to all factories at home and abroad by 2025.

In addition, the Group's factories also actively promote offline safety training and activities, such as Workplace Safety Facilitator (WSF), annual offline knowledge competition, spot on-site differences, etc. In 2022, the Group's factories have carried out more than 20 times of safety activities.

環境、社會及管治報告

Environmental, Social and Governance Report

3.9 安全認證

於2022年，柬埔寨成衣工廠獲得由東南亞國家聯盟職業健康安全委員會頒發的職業健康安全證書。



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

3.9 Safety certification

In 2022, garment factory in Cambodia received an award issued from the Association of Southeast Asian Nations Occupational Safety and Health Network.



During the reporting period, the Group has complied with all laws and regulations that have a significant impact on the Group in providing a safe workplace and protecting employees from occupational hazards.

環境、社會及管治報告

Environmental, Social and Governance Report

4. 培訓與發展

本集團的人力發展戰略中，員工培訓與發展是重要的一環。集團本著「以人為本」的理念，將員工的發展與成長作為集團長盛不衰的推動力之一。近年來，集團員工的意識逐步從「要我培訓」過度至「我要培訓」，本集團也為員工提供充裕、公平的學習、培訓和晉升的平台和機會。

2022年，本集團合共參與培訓人次為526,066，其中男性參與人次為168,782，佔比32.1%；女性參與人次為357,284，佔比67.9%。總培訓時長為1,713,861小時，其中男性培訓時長為544,874小時，佔比31.8%，平均時數為3.23小時，女性培訓時長為1,168,987小時，佔比68.2%，平均時數為3.27小時。

4. Training and development

Training and development of employees is an important part of the Group's human resource strategy. Based on the concept of "people-oriented", the Group regards the development and growth of employees as one of the driving enablers of prosperity. In recent years, the awareness of the Group's employees has gradually transformed from "Request to be trained" to "I want to train". The Group also provides adequate and fair learning, training and promotion platforms as well as opportunities for employees.

There were 526,066 participants of the Group joined in the training in 2022. 168,782 participants among them were male, which occupied 32.1%, 357,284 participants were female, which occupied 67.9%. The total training hour in 2022 were 1,713,861, 544,874 hours were participated by male, which accounted for 31.8% with an average of 3.23 hours, and 1,168,987 hours were by female, which accounted for 68.2% with an average of 3.27 hours.

2022年員工培訓

2022 Employees' Training

指標 Metric	2021 培訓人次 2021 Numbers of Trainees	2022 培訓人次 2022 Numbers of Trainees		2021 培訓時長 2021 Training Hours	2022 培訓時長 2022 Training Hours		2022 員工培訓 百分比 Percentage of Employees Trained for 2022	2022 員工完成 培訓平均時數 Number of Training Hours Completed in 2022
高級管理層 Senior Management	54	503	▲ 831%	335	3,583	▲ 970%	0.21%	7.12
中級管理層 Junior Management	8,887	37,724	▲ 324%	112,072	111,641	▼ 0.4%	6.51%	2.96
其他員工 Other Employee	94,004	487,839	▲ 419%	1,217,358	1,598,637	▲ 31.3%	93.28%	3.28
合共 Total	102,945	526,066	▲ 411%	1,329,765	1,713,861	▲ 28.88%	100%	3.26

* 該統計數據包括員工內部培訓及申洲管理學院培訓。

* The above data includes the training info of internal and Shenzhen Management Institute.

環境、社會及管治報告

Environmental, Social and Governance Report

4.1 員工內部培訓

本集團高度重視內部及外部之學習及培訓，以提升僱員之教育水平及能力，並妥善培養本集團發展所需之人才。在受疫情影響下的這幾年，本集團職能團隊更加注重內部員工的能力建設及發展，挖掘和制定了更多適合工廠員工發展的課程，通過「因地制宜、因人制宜」的方式，將人力資源培訓、質量培訓、精益生產培訓、安全培訓等融會貫通。截至2022年底，本集團各生產基地共有514,648人次參與培訓學習，累計打卡時長達1,677,035小時。

4.1 Internal trainings of employees

The Group attaches great importance to internal and external learning and training to enhance the capabilities and competence of its employees and to nurture the talents needed for the development of the Group. In the past few years under the influence of the COVID-19, the cross-functional teams have paid more attention to the capacity buildings and developments of employees, formulated more courses suitable for the development of employees, and integrated the training of HR, quality, lean, safety etc. By the end of 2022, a total of 514,648 participants joined the training at the Group's production bases, with a total of 1,677,035 hours.

環境、社會及管治報告

Environmental, Social and Governance Report



環境、社會及管治報告

Environmental, Social and Governance Report

4.2 申洲管理學院

本集團在各生產基地成立申洲管理學院，其已成為發展本集團管理人才之搖籃，培訓對象以公司骨幹、各層級儲備幹部、技術人才及基層管理人員為主。師資力量包括了外部合作培訓機構、內部講師和集團高管。學院按集團公司對培訓的需求課程指定，致力於建設一所根植於申洲精神的企業大學，承諾為申洲的每一位員工提供終身教育的學習機會，為申洲可持續發展提供文化動力與人才動力，助力申洲成為世界級針織領袖企業。

4.2.1 員工外部培訓

於2022年度，本集團合共11,418人次參與申洲管理學院培訓，累計學習時長達36,826小時（充分考慮到疫情等特殊情況，大部分課程通過e-learning培訓學習，線上總學時達34,476小時）。其中，男性員工人次是4,225，約佔總人次的37%；女性員工人次為7,193，約佔總人次的63%。

4.2 *Shenzhou Management Institute*

Shenzhou Management Institute has been covered in all operating regions, which has become one of the internal platforms for talents. It opens to management, technical team, onsite leaderships & management, etc. The Institute invites internal lectures & management and external training organization as our faculty. We are committed to cultivating an enterprise university roosted in the spirit of Shenzhou and supporting Shenzhou's sustainable development into world-class enterprise.

4.2.1 *External training of employees*

In 2022, a total of 11,418 participants joined the training in Shenzhou Management Institute, with a total of 36,826 hours of learning time (considered the influence of COVID-19 and other special situations, the majority of trainings are taken through e-learning, with a total of 34,476 hours of online learning.) Among them, 4,225 were male employees, accounting for 37% of the total. The numbers of female were 7,193, accounting for 63% of the total.



環境、社會及管治報告

Environmental, Social and Governance Report

4.2.2 特色培訓項目

於2022年，本集團聯合賓夕法尼亞大學沃頓商學院共同舉辦線上領導力培訓課程，由董事會成員、集團高管、各部門部長等參與，課程涵蓋了人力資源管理、供應鏈管理、領導力提升、數字化經濟等。通過此次培訓，幫助管理層拓寬國際視野，將更先進的理念結合到實際工作中，帶領更多一線員工提升自我水平及創造更高價值。



4.2.2 Featured training courses

In 2022, the Group, in collaboration with the Wharton School of the University of Pennsylvania, hosted online leadership training courses for board members, executives, department heads, etc., covering human resource management, supply chain management, leadership development, digital economy, etc. Through these trainings, it helped the management to broaden their international vision, combine more advanced concepts into their practical work, and lead more front-line employees to improve their awareness and realize their higher value.



環境、社會及管治報告

Environmental, Social and Governance Report

4.2.3 技能提升培訓

申洲管理學院每年為本集團員工搭建了學習平台、考證平台、能力提升平台及公益學習平台。為廣大一線員工、基層幹部和主任領導均提供了不同方向的課程，有效提升了工作的專業技能、軟技能、領導能力、溝通能力及團隊協作能力。同時，申洲管理學院積極選拔內部講師，從各職能團隊、一線管理團隊選拔優秀人才開展內部養成計劃。

於2022年，內部講師培訓項目已經進入到第四期，主要內容包括高情商管理、機電一體化、職場心理學、創新思維、赴海外菁英幹部訓練營等等。

4.2.3 Skill upgrading trainings

Shenzhou Management Institute opens the platform of learning, certification obtainment, ability improvement, public welfare learning, etc., for the all employees of the Group every year. The Institute provides different directions of courses for the front-line employees, cadres and onsite leaderships, which effectively improve the professional skills, soft skills, leadership awareness, communication skills, teamwork, etc. Meanwhile, Shenzhou Management Institute actively selects internal outstanding lecturers and talents from cross-functional teams & onsite leaderships to carry out internal self-cultivation program.

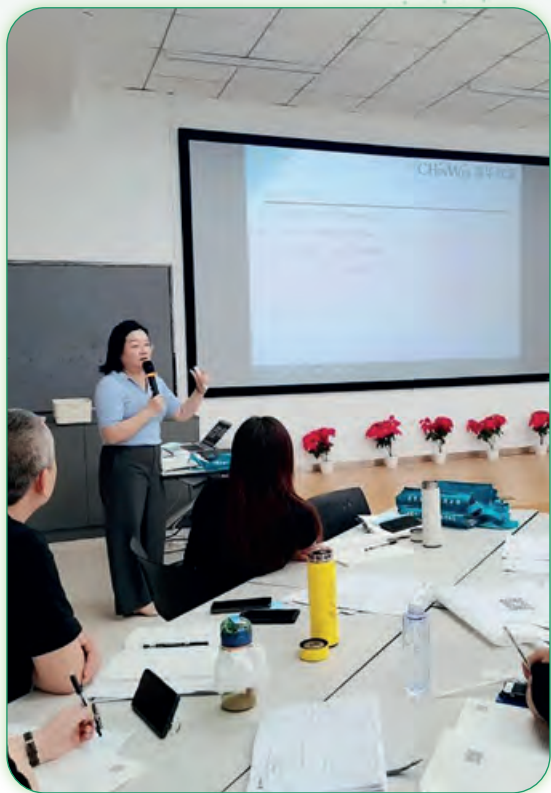
In 2022, the internal lecturer self-cultivation program has entered the Phase IV, the main contents include high emotional intelligence management, mechatronic integration, workplace psychology, innovative thinking, overseas elite cadre training camp, etc.

環境、社會及管治報告

Environmental, Social and Governance Report



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



環境、社會及管治報告

Environmental, Social and Governance Report

5. 職業發展

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

本集團於2014年12月起，成功獲選為寧波市第三批企業工程師資格自主評價試點企業，企業工程師資格自主評價實現了企業人才評價和政府人才評價的有效結合，通過人員即獲得了企業認可也將獲得由人社部門頒發的專業技術資格證書。



於2022年的本企業自主評審中，由專家評委評審出9位專業技術人員獲得工程師資格和44位專業技術人員獲得助理工程師資格。

通過其他途徑獲得助理工程師資格以上的專業職稱人員有13人。

5. Career development

Shenzhou Performance Committee has branches under each department of the Group, and establishes a unified mechanism to organically integrate the development of employees and the enterprise. We encourage our employees to delve into their own or other skills in the industry, while providing them with the opportunity to learn and the pathway to advancement.

Since December 2014, the Group has been successfully shortlisted as the third batch of pilot enterprises for independent self-evaluation of enterprise engineer qualification in Ningbo City. The independent self-evaluation of enterprise engineer qualification has realized the effective combination of enterprise talent evaluation and government talent evaluation, and those who pass the evaluation will not only get the enterprise recognition but also get the professional technical qualification certificate issued by the Ministry of Human Resources and Social Security.



In the independent self-evaluation in 2022, 9 professional and technical personnel obtained the engineer qualification and 44 professional and technical personnel obtained the assistant engineer qualification.

There were 13 persons with professional titles above the assistant engineer qualification through other means.

環境、社會及管治報告

Environmental, Social and Governance Report

6. 僱員福利

6.1 春運包車

因受疫情影響暫停的春運包車計劃已於2022年重新啟動，本年度為員工安排進200輛專車安全護送約9,000位員工回家，並保障隨路的食物及其他物資。

春運包車作為本集團對員工關愛項目之一，也作為本集團的傳統已實施開展多年。本集團為員工安排了安徽、雲南、四川、重慶、甘肅、河南、山東、山西等十餘個省／市的春運來回專車，解決了員工春運期間回家難的問題，同時也保障了員工的來回安全。



6. The benefits of employees

6.1 Coaches were chartered during Chinese Spring Festival

The Spring Festival coach chartered program, which was suspended due to COVID-19, has been restarted in 2022. Approximately 200 coaches of special-line have been arranged to safely escort about 9,000 employees home and to ensure food and other supplies along the way in 2022.

As one of the Group's employee caring projects, the Spring Festival coach chartered has been carried out for many years as a tradition of the Group. The Group has arranged the coaches for employees in more than 10 provinces/cities, such as Anhui, Yunnan, Sichuan, Chongqing, Gansu, Henan, Shandong, Shanxi, etc., to effectively solve the problem of employees' difficulty in returning home during the Spring Festival travel rush, as well as to ensure the safety.

環境、社會及管治報告

Environmental, Social and Governance Report

6.2 中央廚房

本集團建有華東地區最大的中央廚房，承擔著寧波廠區18個分餐廳，近四萬名員工的中餐、西餐和點心等各種美食的供應，保障員工吃得更安全、衛生及美味，從而提高員工的滿意度，降低流失率。

在越南生產基地和柬埔寨生產基地，均設有中央食堂及切片中心，通過對當地餐食的調研及了解，為當地員工提供免費可口營養的餐食保障。

本集團開設線上線下渠道聽取員工對伙食及用餐體驗的感受，不斷優化食堂服務，進一步改善了員工的飲食條件。

6.2 Central kitchen

The Group has built the largest central kitchen in East China, distributing Chinese food, Western food, dim sum and other delicacies to 18 canteens in Ningbo. It offers safe, hygienic and delicious food for nearly 40,000 employees.

In Vietnam and Cambodia production bases, there are similar central kitchen and cutting center equipped. The food and dining are adapted to local context and local people preference.

The Group has set up online and offline channels to listen to employees' comments on food and dining experience, constantly optimize the canteen service.



環境、社會及管治報告

Environmental, Social and Governance Report

6.3 僱員子女教育

本集團關注教育慈善，重視職工隊伍建設和職工子女教育工作。2011年5月，在北侖區行政中心舉行寧波申洲針織有限公司教育發展基金成立儀式。在職工子女就學方面，公司每年聯合工會進可能予以解決管理層員工子女的實際就學困難。

2021年，新蕾幼兒園學位緊張，為滿足公司員工子女就學，公司主動介入，積極協調，出資130萬元人民幣，改建3,000平方建築面積，用於新增幼兒的入學。

2022年，在柬埔寨成衣工廠，新建職工子女休閒閱讀區域，在這裏安排舒適的環境及寬敞的場地，免費給職工子女休息及活動。

6.3 The education of employees' children

The Group focuses on educational charity and attaches great importance to the construction of employees and the education of their children. In May 2011, the ceremony of Educational Development Fund of Ningbo Shenzhou Knitting Co., Ltd. was held in Beilun District Administrative Center. In the aspect of education for employees' children, the Group liaises with the employee union annually to solve the actual difficulties in schooling for the children of management as far as possible.

In 2021, due to the expansion needs of Xinlei Kindergarten, in order to meet the needs of employees' children for schooling, the Group proactively got involved and coordinated, with 1.3 million RMB to reconstruct and refurbish 3,000 square meters of building area for the enrollment of new children.

In 2022, the garment factory in Cambodia built a leisure reading area for employees' children, where the comfortable environment and spacious venue was arranged for free rest and activities for employees' children.



環境、社會及管治報告

Environmental, Social and Governance Report

6.4 僱員溝通渠道

本集團提倡透明、快捷、高效、多元的溝通渠道和溝通方式。在本集團的中國、越南及柬埔寨生產產區，我們均為所有員工設有多種溝通渠道，並配備專人直接處理有關建議、投訴等信息。

申洲e家

2019年5月28日，本集團自主開發的多渠道員工服務平台「申洲e家」正式上線。集匿名投訴諮詢、資訊發佈、在線學習、問卷調研等功能，申洲e家旨在給所有申洲員工提供最為便捷、最為透明的溝通渠道，解決員工的煩惱、聆聽員工心聲，助力於本集團的可持續發展。

6.4 Communication channels of employees

The Group advocates transparent, fast, efficient and diversified communication channels. The production bases in mainland China, Vietnam and Cambodia of the Group have a variety of communication channels for all employees to directly discuss with their suggestions, complaints and other information.

Shenzhou e-Home

On 28th May, 2019, a multi-channel employee service platform “Shenzhou e-Home” independently developed by the Group was officially launched. Integrating anonymous complaint consultation, information release, online learning, questionnaire survey and other functions, Shenzhou e-Home aims to provide all Shenzhou employees with the most convenient and transparent communication channel, to solve their troubles, listen to their voice, and facilitate the sustainable development of the Group.



環境、社會及管治報告

Environmental, Social and Governance Report

心理諮詢室

作為勞動密集型企業，本集團格外重視和關心員工的身心健康。本集團於2011年10月成立了心理諮詢室「心晴部落」。「心晴部落」由專人擔任心理輔導員，工作室內設了音樂放鬆儀和宣洩擊打儀，以接待個案來訪、舉辦團隊活動以及開設講座方式為員工化解心裏困擾，緩解壓力，釋放心情。

我與經理的面對面交流

2022年，寧波生產基地率先推廣「我與經理的面對面交流」、「尋言堂」等線下溝通渠道，邀請員工自主報名，由工廠領導組織安排一對一與員工進行交流，更為私密地保護了員工的交流。

除申洲e家和心理諮詢室外，本集團仍還提供多種途徑供員工線上線下解決困擾，如新生代管理人員溝通會、工廠員工座談會、車間小蜜蜂、隱患／問題線上提報、公告欄等。

Mental Health Information Center

As a labor-intensive enterprise, the Group pays special attention to and cares about the physical and mental health of employees. The Group set up the psychological consulting center “Joyful Community” in October 2011. “Joyful Community” assigned a professional person as a psychological counsellor. The center has set up a music relaxation instrument and punching facilities for venting emotions. By receiving individual visits, holding team activities and holding lectures, the employees can resolve psychological troubles, relieve pressure and have a peace of mind.

Face-to-face communication with the factory leadership

Offline communication channels such as “Talk to Leadership” and “Feedback Wanted” were newly initiated in 2022 started from Ningbo bases. Employees can sign up the talk with factory leaders independently, one-on-one meeting will be followed to protect employees’ privacy.

In addition to Shenzhou e-Home and psychological counseling room, the Group also provides various ways for employees to solve their problems online and offline, such as communication meetings for new generations, workshops for factory employees, “bees” in the workshop, online reporting of hidden dangers/risks, bulletin boards, etc.



6.5 薪資福利

本集團嚴格遵循國家和當地政府關於員工薪酬福利待遇之規定，在最低工資標準基礎之上為員工提供優於同行業平均水平的薪酬與福利，並且近10年平均每年員工工資漲幅約10%-13%。旨在讓員工能夠在工作地區擁有合理的生活水平及保障，為員工繳納養老保險、醫療保險、失業保險、工傷保險、生育保險、住房公積金等，保障員工的基本權益，履行尊重員工、尊重勞動的承諾。此外，我們在薪酬以外進一步為員工提供各種福利與生活援助，希望能夠通過減輕他們的日常開支的壓力，讓他們過上更好的生活。

本集團秉承與員工共同發展的理念，制定與集團戰略相匹配且具有市場競爭力的薪酬管理體系。集團薪酬委員會每年根據集團經營業績和行業整體薪資水平，適當調整員工的薪資福利，提高員工福利待遇水平，降低員工流失率，提升員工的幸福感和滿意度，實現公司與員工雙贏。

6.5 Salary and benefits

The Group strictly follows the regulations of the national and local governments on employee compensation and welfare treatment. The Group provides employees with compensation and welfare better than the average level of the industry. In recent 10 years, the average annual increase of employees' salary is about 10%-13%, aiming to provide employees with a reasonable living standard and protection. More than that, the social insurances of pension, medical, unemployment, work-related injury, maternity, housing provident fund, etc., are all covered in employees' package as part of our commitment to demonstrate respect in the workplace. In addition, we further provide employees with various benefits and assistance to help manage financial stress due to growing daily expenses to improve their living standards.

Adhering to the concept of common development with employees, the Group develops a salary management system that matches the Group strategy and is also competitive within the market. The Remuneration Committee of the Group shall adjust the salary and welfare of employees according to the operating performance of the Group and the overall salary level of the industry every year, improve the welfare of employees, which can greatly reduce the employee turnover rate, improve the well-being and satisfaction, and achieve a win-win situation between the Group and employees.

環境、社會及管治報告

Environmental, Social and Governance Report

本集團致力於提供公平公正且具有市場競爭力的薪酬福利，並不定期完善薪酬激勵政策，堅持價值貢獻為導向的績效管理機制，對員工開展月度、季度以及年度績效評價，設立各種考核獎勵制度，向業績出色的員工發放績效獎金，重視其對組織所作出的貢獻，充分調動員工的積極性和創造性，發揮薪酬激勵制度對員工的激勵作用，不斷吸引和保留內外部優秀人才。

本集團不斷完善用工管理制度和員工考勤制度，鼓勵員工平衡工作和業餘生活，我們制定《公司員工考勤及休假管理制度》，合理安排員工工作時間，確保員工依法享有各類法定節假日、年休假、產假、病假等。針對員工超出法定工作時間的情況，我們通過給予調休或加班工資等方式進行補償，保障員工休息、休假的權利。

The Group is committed to provide the fair and competitive compensation and benefits compared to the market and industry, upgrade the compensation incentive policies timely, adhere to the value-contribution oriented performance management mechanism, carry out monthly/quarterly/annual performance evaluation of employees, set up various evaluation and reward systems, award performance bonuses to employees with outstanding performance and valuing their contributions to the organization. The Group fully mobilizes the enthusiasm and creativity of employees, which is helpful to constantly retain the internal and attract the external talents.

The Group constantly upgrades the employment management system and employee attendance system to encourage employees to balance work and spare time. We have formulated the Employee Attendance and Leave Management System of the Group to reasonably arrange employees' working hours and ensure that employees enjoy various statutory holidays, annual leave, maternity leave and sick leave according to the laws and regulations. For employees who exceed the legal working hours, the day off or OT compensation will be applied accordingly.

環境、社會及管治報告

Environmental, Social and Governance Report

6.6 工作環境

中國、越南及柬埔寨工作空間均設有空調設施以保障工作環境的溫濕度。為女僱員在各廠區設置了嬰兒哺乳設施，尊重各地員工文化及生活習慣，如越南工廠設有3,000多張椅子，為員工提供舒適的午休環境；同時，在各宿舍區域安裝了運動設備免費供員工使用。

6.6 Working environment

Our production bases in mainland China, Vietnam and Cambodia are equipped with air conditioning facilities to ensure the suitable temperature and humidity of the working environment. Baby nursing facilities are set up in each factory for female employees. And we fully respect the culture and living habits of employees at all locations. For example, the garment factory in Vietnam has equipped more than 3,000 chairs to provide a comfortable lunch break environment for employees. In addition, sports center has been arranged in each dormitory area for free use for all employees.



環境、社會及管治報告

Environmental, Social and Governance Report

6.7 宿舍環境

本集團秉承人性化管理，為了讓員工更好得體驗到家的溫馨，特為員工改善住宿環境。

本集團在中國廠區興建的6座員工宿舍均於2022年投入使用，解決了6,000餘名員工的住宿問題。2022年新投入使用的2座員工宿舍主要為了改善在公司工作的夫妻員工以及大學畢業生的居住環境，新增800餘間設施配套齊全的公寓，內部配置獨立衛生間、冰箱、洗衣機、儲物櫃等設施，提供公寓式住宅服務，週邊配套有商場、學校、幼兒園、距離地鐵僅幾百米。

本集團在越南和柬埔寨已建成投入使用的專家樓合共5座，可提供近1,000余個房間，為海外管理人員創造舒適的居住環境。與此同時，越南和柬埔寨興建的本地員工宿舍均已投入使用，可供超10,000名員工居住。

6.7 Accommodation environment

The Group adheres to the people-oriented management approach, especially improved the accommodation environment of employees in order to let them have a warmer home-feeling experience.

The Group has newly built six dormitories in China, all of which were put into use in 2022, accommodating more than 6,000 employees. Two of them put into use newly to improve the living environment of couple employees and college graduates. More than 800 new apartments were equipped with independent bathrooms, refrigerators, washing machines, lockers and other facilities. There were surrounding facilities include shopping malls, schools, kindergartens and convenient transportation.

The Group has five specialist accommodation buildings in Vietnam and Cambodia, providing over 1,000 rooms to create a comfortable living environment for overseas managements. Meanwhile, local employees' dormitories built in Vietnam and Cambodia are all in operation, which can house more than 10,000 employees.

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

以下是新建員工宿舍的房間及相關設施：

The following are the rooms and relevant facilities of our accommodations:



環境、社會及管治報告

Environmental, Social and Governance Report

6.8 文化活動

於2022年度，本集團舉辦了一些員工康樂活動，以增加員工對公司的歸屬感。例如：節日活動、年終午餐活動、優秀員工評選活動等等。

以下是員工康樂活動的一些圖片：

6.8 Cultural activities

In 2022, cultural activities were organized to enhance the employees' awareness of one family, for example, festive events, year-end lunch gathering and performance awards.

The below pictures show some examples of the employee cultural activities:

女員工選美比賽 Beauty Pageant



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

中秋節活動 Mid-autumn festival activity



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

中秋趣味活動 Mid-autumn fun activity



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

燈籠DIY大賽 Lantern DIY race



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

元宵猜燈謎 Lantern festival activity



馬拉松及跑步比賽 Marathons and running races



Environmental, Social and Governance Report

婦女節廚藝比拼 Cooking Competition in Women's Day



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

端午節活動 Dragon-boat festival celebration



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

女神節 Goddesses' Day



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

情感及調節課程 Emotional adjustment



新春活動 Spring Festival activity



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

法律知識比賽 Legal knowledge contest



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

員工大會及幹部培訓 Employee meeting and cadre training



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

工會代表大會 Labor Union Congress



女性美妝活動 Women's make-up event



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

夏日清涼 Summer refreshment



第六屆職工運動會 6th employee sports meeting



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

年終午餐 Year-end lunch



環境、社會及管治報告

Environmental, Social and Governance Report

7. 社會互動

7.1 社會參與

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

7. Interaction in community

7.1 *Community involvement*

The Group believes that the community involvement is one of the key driving enablers for the Group development and the construction of Harmonious Shenzhou. The Group emphasizes the importance of training in social responsibility and encourages participation in community. Charitable donations of the Group are mainly applied to various activities.

環境、社會及管治報告

Environmental, Social and Governance Report

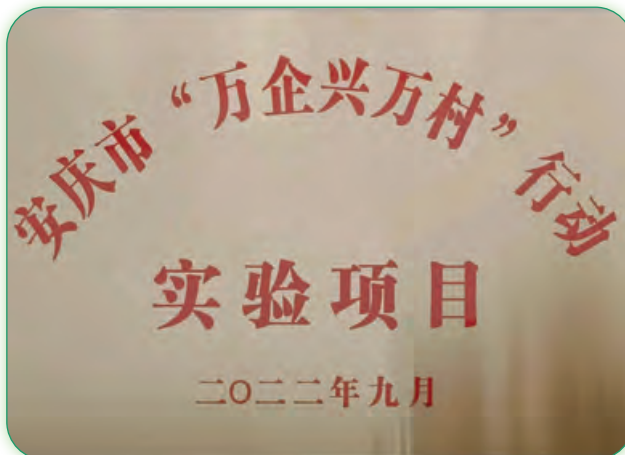


環境、社會及管治報告

Environmental, Social and Governance Report

本集團在中國大陸、越南、柬埔寨各產區均積極參與當地的公益慈善事業。於2022年，本集團慈善公益捐助共約為人民幣5,240,000元，其中主要用於教育事業、慈善基金會、愛心捐款、美好鄉村建設等。

Our all production bases across the Group has actively participated in local charitable undertakings. In 2022, the Group made a total charitable donation of RMB5,240,000, which was mainly used for education, charity foundation, charity donation, beautiful village construction, etc.



環境、社會及管治報告

Environmental, Social and Governance Report

於2019年起，「愛心大食堂」項目由北侖區政府牽頭發起，本集團作為居家養老服務「愛心大食堂」的供應方，持續由申洲中央廚房具體負責，按成本價提供安全健康的食物給當地老人，以推進寧波市居家養老服務試點改革工作。

7.2 慈善獎項

2021年，本集團獲得由貴州省委員會和人民政府頒發的「貴州省脫貧攻堅先進集體」，同時獲得了寧波市北侖區慈善總會頒發的《「助力共同富裕、共建幸福家園」獎牌》和中華慈善總會頒發的《全國慈善會愛心企業》。

於2022年，本集團獲得由北侖區慈善總會頒發的「北侖慈善十五周年突出貢獻獎」及寧波總會頒發的「第七屆寧波市最具愛心捐贈企業」。

本集團的越南工廠獲得當地政府頒發的關愛員工突出貢獻獎。

Since 2019, the “Caring Canteen” project was initiated by Beilun District Government. As the supplier of the “Caring Canteen”, Central Kitchen of the Group has been responsible for providing safe and healthy food to the local elderly at the cost price, so as to promote the pilot reform of home care service in Ningbo.

7.2 Clarity awards

In 2021, the Group was awarded the honorary title of “Guizhou Poverty Alleviation Advanced Group” issued by the Guizhou Provincial Committee and the People’s Government, and the “Award Plaque of “Promoting Common Prosperity and Building Blissful Home” issued by the Charity Federation of Beilun District, Ningbo City as well as the honorary title of “Caring Enterprise of National Charity Association” issued by the China Charity Federation.

In 2022, the Group was awarded the “Outstanding Contribution Award for the 15th Anniversary of Beilun Charity” issued by the Beilun Charity Federation and the “7th Donation Enterprise with Most Loving in Ningbo” issued by the Ningbo Charity Federation.

The garment factory in Vietnam of the Group was awarded the Outstanding Contribution Award for Caring for Employees by the local government.

環境、社會及管治報告

Environmental, Social and Governance Report



環境、社會及管治報告

Environmental, Social and Governance Report

8. 疫情下讓愛升級

疫情三年對企業營運也造成了一定的風險和挑戰。我們作為行業領先的企業之一，不斷在挑戰中尋求機遇，穩健我們自身的營運能力，關愛我們員工的身心健康，奉獻服務於各地社區，通過優良的企業傳統和社會責任意識，贏得了政府、客戶等贊譽。

於2022年，本集團通過透明化管理以維持工作場所環境健康和員工身心健康安全：

- 本集團免費給員工派發防疫物資和必需品，如醫用外科口罩。讓員工養成佩戴口罩的習慣，極大程度減少了互相傳播的風險。
- 本集團的數字化線上系統有效幫助員工實現健康狀況自主申報，外訪人員有效管理。
- 本集團對生產作業工作場所按規定進行消毒，在顯眼處配置相應物資和必需品，如洗消毒液等，構建健康安全的工作場所及保障員工的工作環境。
- 本集團除關注在工作場所健康安全以外，同時也關注員工就餐與住宿問題。於2022年，本集團大力推動改造員工宿舍，提供更健康舒適的居住環境及提高食堂就餐伙食以保障營養。
- 柬埔寨成衣工廠積極響應政府及當地社區，積極贊助臨時新冠治療中心。
- 截至2022年底，本集團員工疫苗接種率達95%以上。

8. Love and caring under COVID-19

Three years' COVID-19 was quite challenged to the operation of enterprise. As one of the leading enterprises in the industry, we constantly seek more opportunities to maintain our own operational capacity & capability, care for the physical and mental health of our employees and dedicate to serve the communities around the country. We are glad to be praised from the government, customers and others through the traditions and sense of social responsibility.

In 2022, the Group maintained the health and safety of the workplace and the physical and mental health of employees through below management approaches:

- The Group distributed free medical and essential items such as medical masks to all employees. This action can greatly reduce the risk of cross-infection.
- The digital online system effectively helped employees to independently report their health status. And it is also helpful to dynamically control the visitors.
- The Group carries out disinfection at workplaces according to the regulations. Appropriate materials and necessities such as decontaminating fluid were placed obviously for a safe workplace.
- In addition to the safe workplace, the Group was also involved in upgrading employees' dining and accommodation. In 2022, the Group made great efforts to renovate the accommodations and offer safe & nutritive food to employees.
- The garment factory in Cambodia responded positively to the government and local communities by sponsoring temporary COVID-19 treatment centers.
- By the end of 2022, the Group had achieved the vaccination coverage rate over 95%.

環境、社會及管治報告

Environmental, Social and Governance Report



柬埔寨成衣工廠榮獲疫情防護優秀貢獻獎
(Outspread of COVID-19 Prevention Appreciation)



越南生產工廠榮獲胡志明市人民委員會頒發的疫情防控優異企業
The garment factory in Vietnam was awarded the Outstanding Enterprise of epidemic prevention and control by the People's Committee of Ho Chi Minh City

環境、社會及管治報告

Environmental, Social and Governance Report

營運管治

1. 供應鏈管理

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

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

1.1 主要營運地區

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

OPERATING GOVERNANCE

1. SUPPLY CHAIN MANAGEMENT

The working system of the main subsidiary of the Group manages the implementation of key workflow, and controls and affects the horizontal connection of workflow, thereby the whole workflow forms an organic whole.

To ensure the smooth operation of key workflows, the Group adopts systematic management measures, formulates a series of management systems to fulfil the requirements of the workflows and provide strategic execution. At the same time, the Group utilizes various measures such as goal-oriented management to stipulate key performance indicators to control and improve the workflows.

1.1 Major operating regions

Shenzhou Group currently has the operating regions are shown in the figure below: the green colored is the production bases of Shenzhou in Ningbo; the red colored is sales offices of Shenzhou; the blue colored is the production bases in Anhui, Vietnam and Cambodia.



環境、社會及管治報告

Environmental, Social and Governance Report

1.2 採購管理

於2022年，本集團通過走訪供應商、實地考察、線上交流等形式，向供應商傳遞環保節能、可持續管理等理念，並要求供應商合法合規、尊重勞工、鼓勵供應商採用環保產品、高效用能、持續提高環境績效。在確定合作供應商時，除了注重其產品本身質量和服務以外，本集團還特別重視其所提供原料之環保性；我們要求供應商不斷提高工藝上的環保性；優化能源結構，逐步增加對清潔能源的使用；適時更新舊設備，通過引進更加環保、低耗的先進設備以減少資源的消耗量和污染物的排放量。

1.2.1 採購流程

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

1.2 Procurement Management

In 2022, the Group conveyed the concepts of environmental protection, energy revolution, sustainability, etc., to suppliers through visits to suppliers, field investigation and online communication, and require our suppliers to comply with laws and regulations, respect for labor, encourage suppliers to adopt environmental-friendly products, improve energy efficiency and continuously improve overall environmental performance. During the selection of cooperative suppliers, the Group pays special attention to the degree of environmental-friendliness of the raw materials provided in addition to the quality and service of their products; Our suppliers are required to continuously improve the degree of environmental-friendliness of the process, accelerate the energy revolution and gradually increase the consumption of green and clean energy; Meanwhile, timely replacement of former equipment through the introduction of more environmental-friendly, advanced equipment with lower consumption to reduce the consumption of resources and emissions are encouraged by the Group as always.

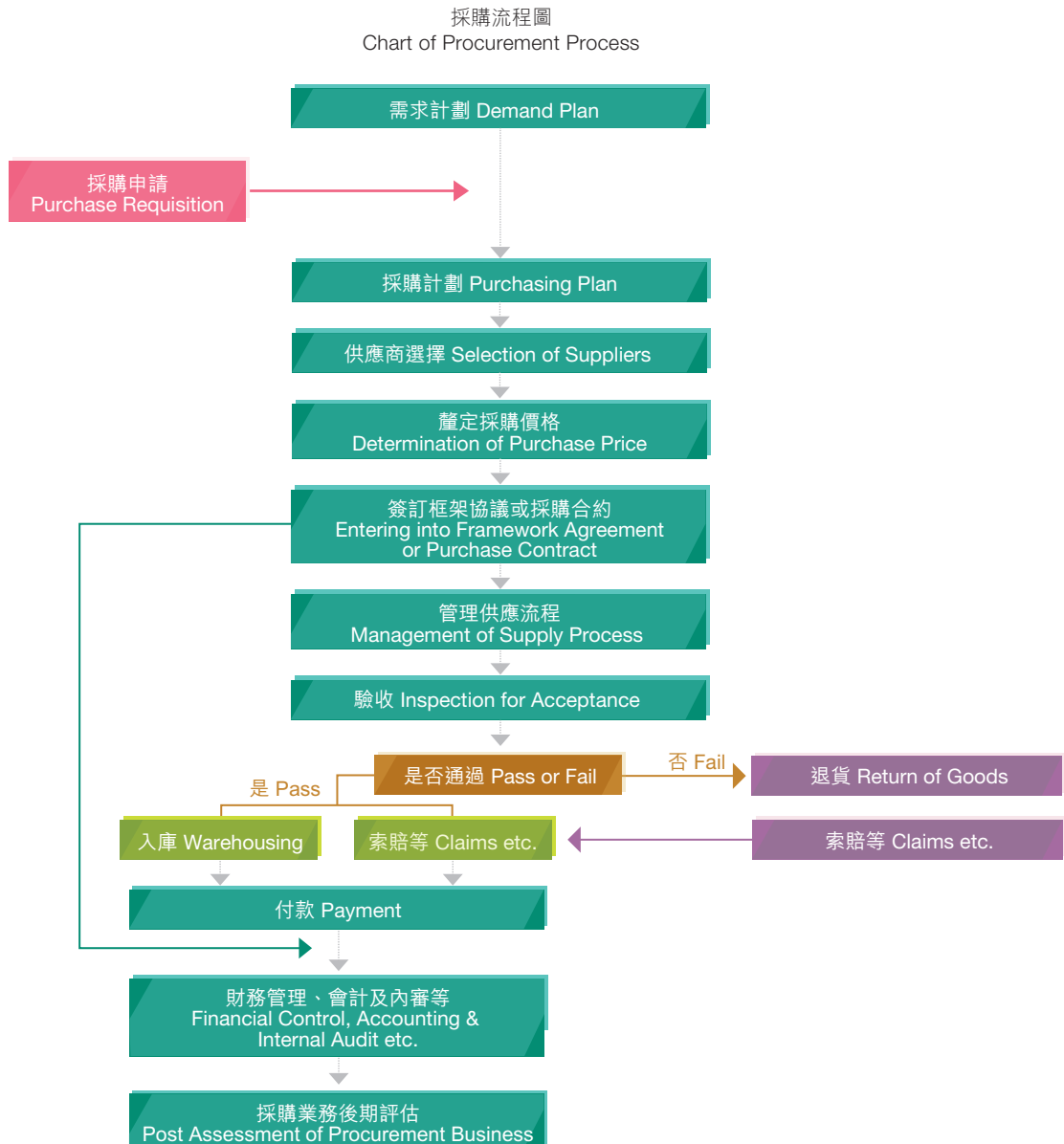
1.2.1 Procurement process

The dedicated employees of the designated department of the Group are responsible for the procurement of materials. Materials procured mainly include cotton yarn, dyestuffs, accessories, equipment and spare parts, office supplies, food, etc. Procurement cost control is an essential measure to enhance the profit on product. The quality of cotton yarn, dyestuffs and accessories procured will directly affect the quality of our products and the corporate image of the Group. Procurement management is also one of the most important aspects affecting product competitiveness.

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

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

To ensure the efficiency of the procurement process, the Group formulates relevant management documents and policies, such as the “Procurement Control Process”. The following chart is the procurement process of our Group.



環境、社會及管治報告

Environmental, Social and Governance Report

1.2.2 供應商溝通

本集團與各個戰略供應商之間簽訂合作協議時，要求其經營方式符合《申洲集團行為準則》，內容包含：禁止使用強迫勞工及童工，禁止歧視、騷擾和欺凌、反貪污、及時支付薪酬，遵守職業健康、環保和安全標準。本行為準則闡明瞭我們對供應商的期望，並規定了我們希望每個供應商達到的最低標準，同時也是我們評估供應商績效，以及選擇供應商的標準。我們希望與供應商達成共識，即滿足這些最低標準是企業長期發展和持續改進的必經之路。同時，我們希望我們的供應商能和申洲一樣致力於節能減排、提倡環保、減少浪費，負責任地使用資源，保護工人的權利，改善工人和社區的福利。我們認為建立在透明、合作和相互尊重基礎上的夥伴關係是實現這一目標的必要條件。

為了確保承諾書得到有效落實，集團將按各供應商執行情況打分，在採購時將參考相關分數決定採購優先次序。集團將定時要求各主要供應商提交社會責任報告書，亦會對各重大供應商發出問卷進行評估，甚至派人實地考察以確定相關政策如實執行。如有發現任何供應商違反行為準則，輕則責令改善，重則馬上停止採購關係。有關供應商行為準則承諾書的內容已在本公司網站上公告(www.shenzhouintl.com)。

1.2.2 Communications with suppliers

While signing cooperative agreements with strategic suppliers, the Group requires that the ways of cooperation of the suppliers have to be complied and in accordance with the “Code of Conduct of Shenzhou Group”, which includes: prohibition of use of forced Labor and child Labor; prohibition of discrimination, harassment and bullying; anti-corruption, timely payment of salaries as well as compliance with occupational health, environmental protection and safety standards. This Code of Conduct clarifies our expectations of our suppliers and sets out the minimum standards we expect each of our supplier would achieve. It is also the criteria by which we evaluate supplier performance and select suppliers. We hope to reach consensus with our suppliers that satisfying these minimum expectations is essential for long-term growth and continuous improvement. In addition, we hope our suppliers can try their best at accelerating energy revolution, reducing wastes, utilizing resource responsibly, protecting the rights of employees and the community as Shenzhou does. We believe that a partnership based on transparency, cooperation and mutual respect is an essential condition for achieving such target.

In order to ensure the effective implementation of the letter of commitment, the Group will score the suppliers in accordance with the performance of them, and determine the priority of procurement with reference to the relevant scores. The Group will regularly require major suppliers to submit social responsibility reports, will also issue questionnaires to major suppliers for evaluation, and conduct the field visits for the assurance of implementation of relevant policies. If any supplier is found to be in breach of the Code of Conduct, depending on the severity of the breach, we will ordered it to make rectification or will terminate the procurement relationship with immediate effect. Details of the letter of commitment signed by the supplier in respect of the Code of Conduct are announced on the website of the Company (www.shenzhouintl.com).

環境、社會及管治報告

Environmental, Social and Governance Report

本集團與供應商都會簽訂《環境和職業健康相關方告知書》，邀請並要求供應商與我司一起遵守ISO14001和ISO45001標準的要求及國家和本地區所有有關環境保護、職業健康安全法律、法規及其他要求，並不斷進行自我提升。

對於特殊產品的供應商，如化學品供應商，本集團相關負責部門還將通過第三方平台如ZDHC，IPE等核實其環保工作的到位情況。

以下圖表是供應商關注的議題和與供應商溝通的方式：

The Group has signed the Notice of Environmental and Occupational Health to Related Parties with our suppliers, to invite and require them to comply with the requirements and standards of ISO14001 and ISO45001 and all national and local laws, regulations and other requirements related to environmental protection, occupational health and safety, and continuous self-improvement.

As for suppliers of special products, like the suppliers of chemical, relevant responsible departments of the Group will also verify the satisfying situation of their environmental protection work through third-party platforms such as ZDHC, IPE ect.

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

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

環境、社會及管治報告

Environmental, Social and Governance Report

1.2.3 主要原材料供應商

下表載列本集團2022年度
主要紗線供應商數量匯總
(按國家劃分)

1.2.3 Major suppliers of raw material

The following table summarizes the number of major
yarn suppliers of the Group in 2022 (By Country)

序號 Numbers	國家及地區名稱 Name of Country/District		供應商數量 Number of Suppliers	百分比 Percentage
1	中國	China	68	67.33%
2	越南	Vietnam	9	8.91%
3	中國台灣	Taiwan, China	6	5.94%
4	日本	Japan	5	4.95%
5	韓國	Korea	2	1.98%
6	意大利	Italy	2	1.98%
7	中國香港	Hong Kong, China	2	1.98%
8	中國澳門	Macau, China	2	1.98%
9	泰國	Thailand	2	1.98%
10	美國	USA	1	0.99%
11	瑞士	Switzerland	1	0.99%
12	新加坡	Singapore	1	0.99%
合共		Total	101	100%

環境、社會及管治報告

Environmental, Social and Governance Report

1.2.4 供應商管理平台

自2018年起，本集團積極與供應商合作夥伴共同創造「企業物聯網」環境，並合作研發相應的供應商管理平台。申洲供應商管理平台旨在優化採購、物料出貨條碼、物料交期等流程，強化供應商響應速度，並提升作業效率與作業準確率，同時也極大程度上減少了工作人員的強度負荷。

截至2022年底，75%的供應商已加入我們的管理平台並得到有效運作，並根據實際運作情況得知相比2017年效率已提升90%。同時，無紙化的辦公與作業也契合本集團支持保護環境的理念。

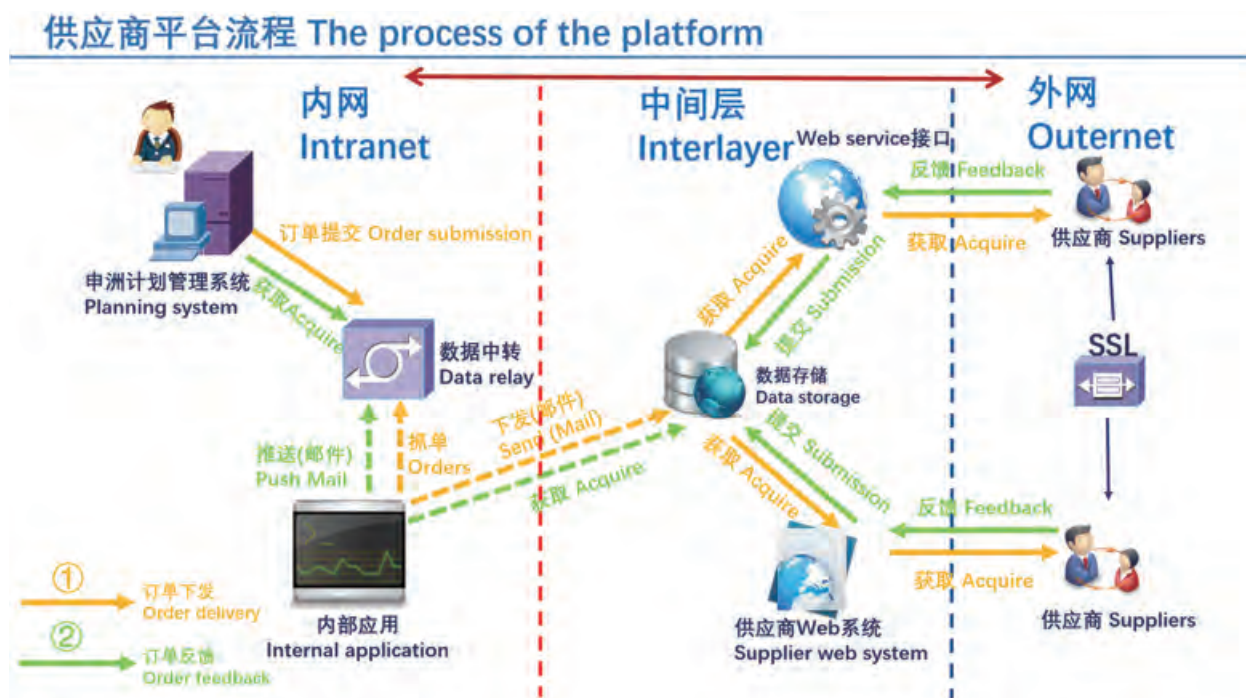
以下是我們對其中供應商平台的流程展示：

1.2.4 Management platform of suppliers

Since 2018, the Group has been actively working with supplier partners to create an environment of “enterprise Internet of Things” and to collaborate with suppliers about the management platform of suppliers. Shenzhou Management Platform of Suppliers aims to optimize the processes of procurement, bar codes of material, material delivery and others, strengthen the response speed of suppliers, improve the work efficiency and accuracy, and reduce the intensity load of employees to a great extent.

By the end of 2022, 75% suppliers of the Group have joined the management platform with stably operated. And according to the actual calculation, the efficiency has increased by 90% compared to 2017. In addition, the paperless operation is also in line with the concept of environmental protection of the Group.

The following shows the process of the supplier platform:



環境、社會及管治報告

Environmental, Social and Governance Report

1.2.5 戰略合作供應夥伴

對於本集團的戰略合作供應夥伴，我們共同致力於打造合規及可持續發展的供應鏈，主要包括：

供應鏈管理：

- 供應合作夥伴積極完成ISO9001:2015、ISO14001:2015、ISO45001:2018體系認證；

社會責任：

- 供應夥伴積極部署並通過SLCP、SEDEX等社會責任合規審核；

節能減排：

- 供應夥伴積極部署並通過FEM環境項目審核；
- 供應合作夥伴部署現場太陽能工作，其中一位合作夥伴於2022年合共發電9,794,826千瓦特小時。
- 供應合作夥伴積極完成新增技改工作，如散纖維冷軋堆染色技術改造，每噸散纖維染色減少污水排放到60%以上。
- 中水回用系統，煤炭取代計劃也同被納入供應商節能減排項目中。

1.2.5 Strategic cooperative partners

For the strategic partners of the Group, we are committed to building a compliant and sustainable supply chain, including:

Supply chain management:

- Partners complete the system certification of ISO9001: 2015, ISO14001: 2015, ISO45001: 2018;

Social responsibility:

- Partners deploy and complete the social responsibility audit, such as SLCP, SEDEX, etc;

Energy revolution and emission reduction:

- Partners deploy and complete the environmental audit such as FEM;
- Partners deploy the renewable energy of onsite solar, with one partner's effort can generate a total of 9,794,826 kWh in 2022.
- New technical modifications are also carried out, such as cold-rolled pile dyeing of loose-fiber, which can reduce over 60% of wastewater per ton.
- Reclaimed water recycling system and coal elimination plan will be considered as the key initiatives.

環境、社會及管治報告

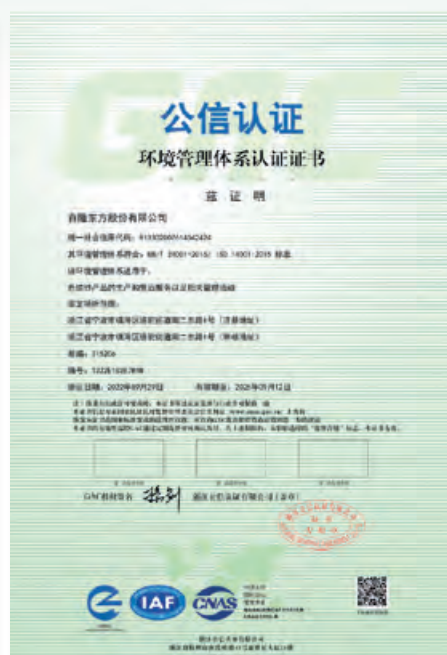
Environmental, Social and Governance Report

以下是戰略合作供應商證書及認證：

The followings are the certificates of one of our strategic cooperative suppliers.



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



環境、社會及管治報告

Environmental, Social and Governance Report

1.2.6 化學品管理

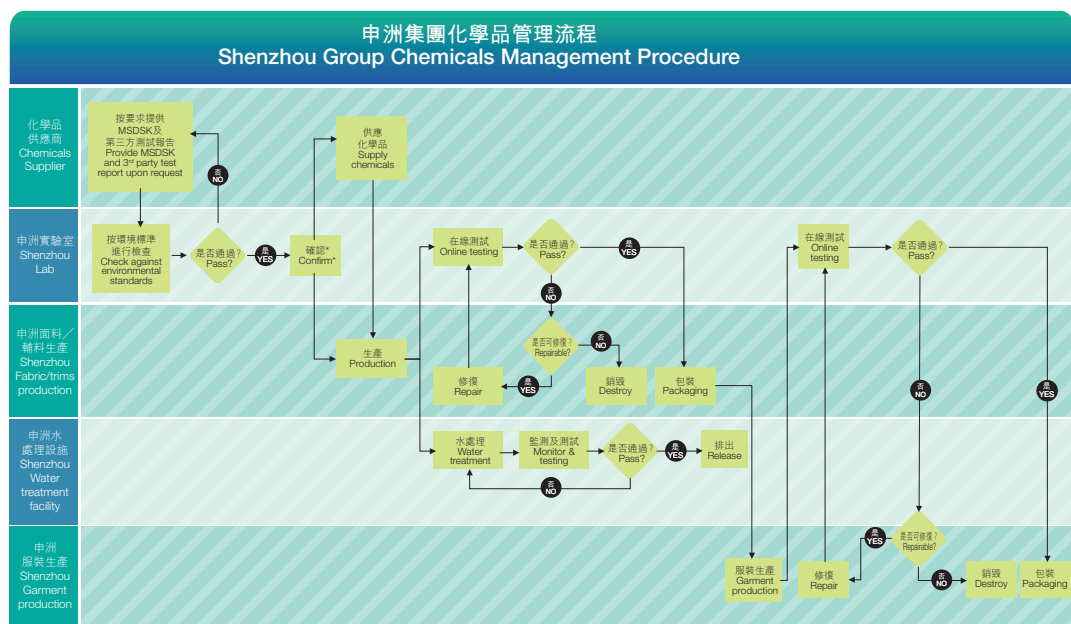
本集團已列出化學品清單，並對危險或受限化學品進行管控，確保生產過程所使用之染料、製劑、洗滌劑嚴格遵照管控清單。未經測試及認證之化學品不得用於生產，且本集團設立嚴格之識別及追蹤體系。

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

1.2.6 Managements of chemical

The Group has a list of chemicals, and also has the procedures to control and manage the dangerous or restricted chemicals to ensure that dyes, agents and detergents used during the production strictly comply with the list. Non-tested and uncertified chemicals are not allowed to be used for production. Besides, a stringent identification and tracking system has been established.

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



*每個產品確認一次。

*Confirm once per product.

附註：
1. 按客戶要求進行年度第三方環境審核
2. 隨機檢測水與廢水（經預處理）

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

環境、社會及管治報告

Environmental, Social and Governance Report

1.3 流程管理

1.3.1 質量管理

本集團在產品採購及製造中依照全面質量管理體系實施全面監測措施。

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

下圖是本集團ISO 9001:2015認證證書：



1.3 Process management

1.3.1 Quality management

The Group conducts a full range of monitoring measures during product procurement and manufacturing in accordance with the quality management system.

Quality control is an essential part of the process, which mainly covers product quality supervision, inspection and testing. At the same time, six key points of quality control had been established.

The ISO 9001:2015 certificate of the Group is shown as follow:



ISO 9001 證書
ISO 9001 certificate

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

1.3.2 可持續產品管理

本集團10多年以來持續開展了有機產品和可循環再生產品的認證Control Union。該證書體現了可持續發展與紡織品行業之間的相互關係，因此具有獨特的能力，可解決企業所面臨的可持續性挑戰，從而確保未來發展。為了實現這一目標並保持作為領先認證機構的聲譽，Control Union證書擁有一個全球品質管制體系，該體系一直在內外部由眾多國家和國際認證機構進行審核。

以下是本集團的子公司寧波申洲針織有限公司獲Control Union頒發的證書：

1.3.2 Management of sustainable product

The Group has continuously carry out the certification of Control Union for the recognition of the organic & recyclable product over 10 years. This certificate reflects the interrelationship between sustainability and the production of textile industry. Therefore, it's an unique way to address the sustainability challenges faced by businesses to ensure future growth. Control Union has a global quality control system that is constantly audited internally and externally by national and international bodies to ensure and maintain its reputation.

The following is the certificate issued by Control Union for Ningbo Shenzhou Knitting Co., LTD., which is a subsidiary of the Group:



環境、社會及管治報告

Environmental, Social and Governance Report

1.3.3 問題產品回收程序

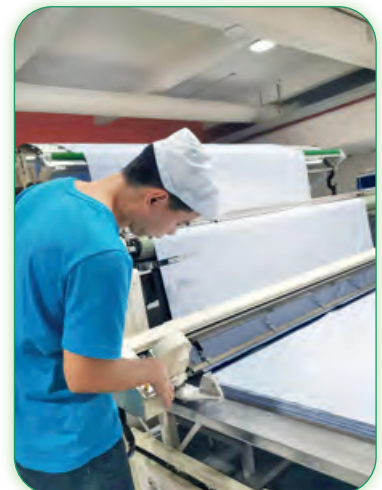
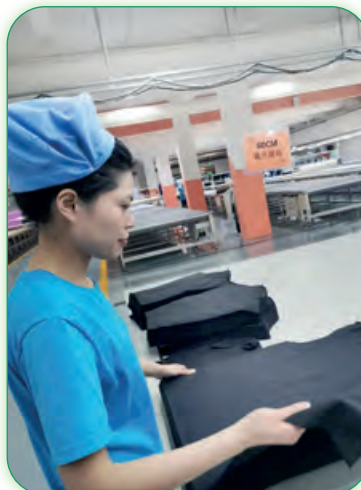
質量保證之問題產品回收程序：

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

1.3.3 Product recall procedure

Product recall procedure regarding quality assurance:

1. If the finished products do not meet the standard of acceptable, the customer shall have the right to reject the products from the Group which do not comply with the rules of procurement and quality.
2. If any discrepancy is found, the customer shall have the right to make a full inspection on the corresponding batches.
3. Customers shall have the right for claim. The Group would pay all costs incurred, which covers the transportation, handling non-conforming products shipped to the customer or directly to the customer if the Group agrees.
4. Finished products must be destroyed which do not meet the standard of acceptable. All of them will be delivered to the sales department of customers and will be delivered to the office of regional team which is responsible by sales manager. All of the documentations of destruction shall be synced with customers.



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

1.3.4 安全及環保管理流程

考慮到本集團僱員隊伍龐大、生產設備眾多及管理跨度巨大等相關事實後，本集團的主要附屬公司已採用ISO 14001:2015及ISO 45001:2018管理體系和清潔生產審核驗收，以便強化環保與健康安全。

本集團安全與環保工作要點，見下圖：

1.3.4 Management process of safety and environment

The major subsidiaries of the Group have adopted the management systems of ISO 14001:2015 and ISO 45001:2018. Meanwhile, the audit of clean production and safety inspection are also conducted accordingly to strengthen ourselves.

The key points of safety and environmental protection of the Group as the below:



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

下圖是本集團的ISO 14001:2015及ISO 45001:2018的證書：



ISO 14001 證書
ISO 14001 certificate

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

The ISO 14001:2015 & ISO 45001:2018 certificate of the Group are shown as below:



ISO 45001 證書
ISO 45001 certificate

The Group also pays higher attention to the safety training and safety operation standards for employees. In addition, food safety is also a key topic for the management of safety & health. The policy of the Group environmental and occupational safety & health is “Energy revolution and emission reduction are for the green factory. Harms elimination is avoiding the disease occurs. Safe production and constant improvement are the way for journey”.

環境、社會及管治報告

Environmental, Social and Governance Report

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

同時，本集團自2016年度以來持續獲浙江省安全生產監督管理局頒發安全生產標準化證書，和確認本集團為安全生產標準化二級企業（紡織服務），因此，本集團遵循「安全第一、預防為主、綜合治理」的方針，以隱患排查治理為基礎，提高安全生產水平，減少事故發生，保障人身安全健康，保證生產經營活動的順利進行。

下圖是本集團的安全生產標準化證書：



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

The Group has set up corresponding departments and teams to ensure the occupational health & safety and environmental protection, such as EHS department, an emergency response team and so on. Meanwhile, the adoption of Waste Treatment System can greatly monitor and reduce the consumption of toxic and hazardous substances for meeting the standard.

Since 2016, the Group has been continuously awarded the certificate of Safe Production Standardization issued by the Bureau of Work Safety of Zhejiang Province. And the Group has been recognized as the Second-class Enterprise in Safety Production Standardization (textile and garment). The group also strictly follows the policy of “safety first, prevention-oriented and comprehensive treatment”, and enhance our own ability towards to the safety production to greatly guarantee the business continuity.

The followings are the certificates of Safety Production Standardization.



During the reporting period, the Group has complied with all relevant laws and regulations concerning health & safety and others related to product liability.

環境、社會及管治報告

Environmental, Social and Governance Report

1.3.5 審核

作為行業領軍著，我們秉持合作共贏的理念，在管理供應鏈的同時也不斷用行業標準、規範性、專業性及社會責任相關表現來約束自己，以不斷推進供應鏈的可持續發展。

於2022年度，本集團接受來自政府、機構、客戶等審核合共141次，其中社會責任類（勞工、安全等）合共73次，環境類（環境能源、能源審計等）合共31次，其他類（體系認證、GRS審核、質量審核等）合共37次。於2022年，本集團審核一次性通過率超96%，對審核過程中出現的建議整改項已按照要求整改完成。

1.3.5 Audits

As one of the leading enterprises in the industry, the Group adheres to the concept of win-win cooperation. We constantly constrain ourselves with industry standards, performances and benchmarks, so as to continuously promote the sustainable development within the supply chain.

There were total 141 audits across the Group from the government, customers or 3rd parties in 2022. Among them, 73 audits were for social responsibility (including labor, health & safety, etc), and 31 audits were for environment (including energy audit, clean production, etc,) and the remaining 37 audits were for the comprehensive audits (including system certification, quality audit, GRS, etc.). The FPY of the audits is over 96%, and the proposed items in the audit have been rectified in accordance with the requirements.

環境、社會及管治報告

Environmental, Social and Governance Report

其中，本集團主要參考並使用的審核工具，包括但不限於：由可持續服裝聯盟SAC倡導的社會勞工整合項目SLCP (Social Labor Convergence Project)，設施環境板塊(Higg FEM)，有害化學物質零排放ZDHC (Zero Discharge of Hazardous Chemicals)；主要涉及到的標準及法律法規，包括但不限於：ISO9001:2015、ISO14001:2015、ISO45001:2018、GOTS6.0 (全球有機紡織品標準6.0)、GRS4.0 (全球回收標準4.0)、OCS3.0 (有機含量標準3.0)、《中華人民共和國環境保護法》、《越南社會主義共和國環境保護法》、《柬埔寨環境保護及自然資源法》、《中華人民共和國勞動合同法》、《國際勞工組織章程》、《越南社會主義共和國勞動法》、《柬埔寨王國勞動法》、SBTi Criteria 4.2、GHG Protocol、戰略合作客戶行為準則等。

For the audit standards and requirements, the Group mainly refers to the followings, including but not limited to: SLCP (Social Labor Convergence Project), Higg FEM (Facility Environment Module) and ZDHC (Zero Discharge of Hazardous Chemicals) advocated by SAC (Sustainable Apparel Coalition). The mainly involved standards and regulatory, including but not limited to ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, GOTS6.0 (Global Organic Textile Standard 6.0), GRS4.0 (Global recycling Standard 4.0), OCS3.0 (Organic Content Standard 3.0), Environmental Protection Law of the People's Republic of China, Environmental Protection Law of the Socialist Republic of Vietnam, Cambodia Environment Protection and Natural Resource Law, Law of the People's Republic of China on Employment Contracts, Constitution of the International Labor Organization, The Labor Code of the Socialist Republic of Vietnam, Cambodia Labor Law, SBTi Criteria 4.2, GHG Protocol, Code of Conduct of strategic customers, etc.



環境、社會及管治報告

Environmental, Social and Governance Report

1.3.6 數據目標指標管理

本集團長期堅持可持續發展戰略，並融入至業務發展中。我們的可持續發展對社會負責，對供應鏈和產品負責，對環境負責以及對我們的員工負責。

本集團使用年度戰略規劃部署流程，自上而下將「可持續發展」在全集團進行貫徹落實。本集團設立專業可持續發展委員會，並制定相應的戰略及策略。每年初，可持續發展委員會主席及常務理事共同商議本年度可持續發展主要行動及目標並落實至各生產工廠。各生產工廠會延用集團發展戰略目標，將可持續工作進行分解並細化，從而制定相應的目標指標進行有效跟進及復盤。

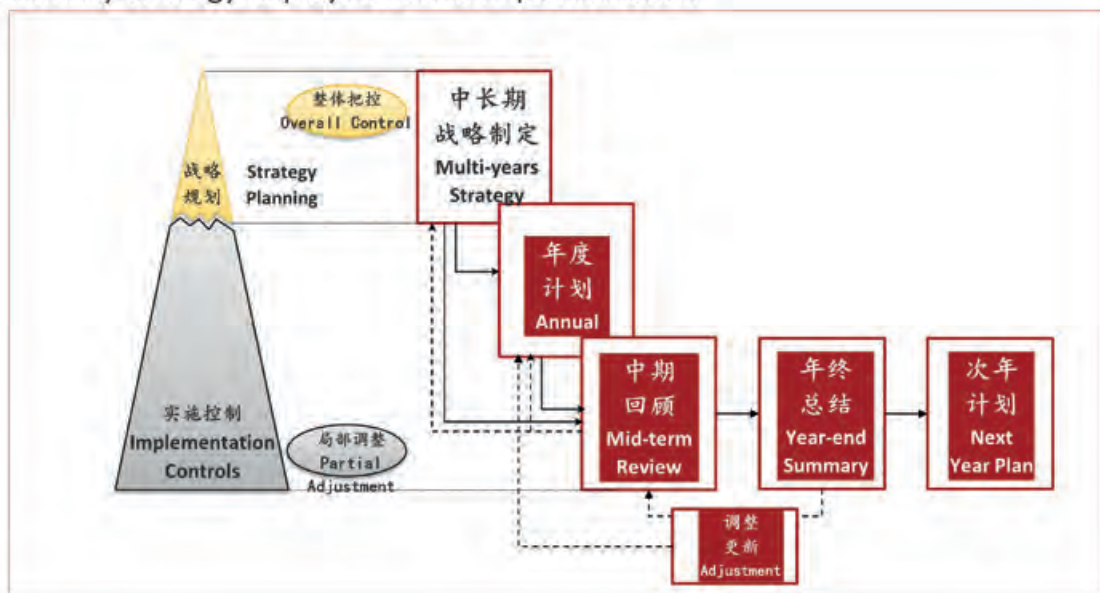
1.3.6 Management of indicators

The Group adheres to the strategy of sustainable development and integrates it into the business. The sustainability of the Group is responsible to the society, to supply chain, to products, to the environment and people.

The Group deploys the process of the annual strategic planning to implement sustainability across the Group from top to bottom. Sustainable Development Committee has been set up to stipulate corresponding strategies. At the beginning of each year, the Chairman and the executives will jointly discuss the major strategies and targets of sustainability for the yearly performance to production bases. Production bases will strictly follow the targets of the Group and stipulate the corresponding indicators and actions for effective follow-up.

“申洲集團可持續發展”戰略規劃與執行

Sustainability Strategy Deployment and Implementation



環境、社會及管治報告

Environmental, Social and Governance Report

1.4 客戶關係管理

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

1.4.1 客戶資料管理

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

1.4 Management of customer relationship

The Group is committed to understanding the requirements, expectations and concerns of the customers through listening and other means. The Group has met the requirements and expectations of the customers and driven own market through the following means. In addition, if customer visits, the sales department of the Group will convene the relevant teams and departments directly for a meeting to fully understand the customer's expectations. If not on the right track regarding to the customer's expectations, the relevant team will gather together for solutions. The head of sales, R&D and production will attend weekly meeting to discuss the current status and future expectations.

1.4.1 Management of customer information

The Group signs the confidential agreements with the customers to prevent the leak of customer information, which also protects the patents. The Group has a set of procedures to strictly manage the information, and all information should be filed and kept for 2 years. The kept information will be destroyed while expired, and all documents will be marked "confidential" and may not be taken out of the Group.

環境、社會及管治報告

Environmental, Social and Governance Report

本集團在保障客戶的個人資料（隱私）政策方面，制定了相關程序文件《客戶關係管理制度》，以保障客戶信息資料不外流。另外，本集團在執行和監管客戶的個人資料（隱私）政策方面，本集團業務部有相關程序的文件，例如：《顧客財產控制程序》、《與顧客有關的過程控制程序》等。同時，只有較高級別的職員有權接觸到相關客戶的資料，負責人定期做好客戶信息資料的維權檢查，以降低客戶個人的私隱資料流失的可能性和風險。

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

1.4.2 客戶溝通

於2022年，本集團沒有已售出或已寄出因安全 and 健康原因而被召回的產品，此乃證明本集團的產品令客戶有信心。同時，本集團於年度未收到來自客戶關於產品和服務的相關投訴。當本集團收到產品和服務的相關投訴，相關產品和服務的被投訴將召開特別會議，對當時的相關投訴尋求具體解決方案，而處理的方法是替換有問題的產品或被客戶扣款。

The Group has formulated the relevant procedural documents “Management System of Customer Relationship” to protect customers’ information and privacy. In addition, the sales department of the Group has documents of relevant procedures, such as “Procedure of Customer Property Protection”, “Procedure of Customer-related Process”, etc. for customers’ personal information. Meanwhile, only the Seniors have the right to access to relevant customer information. The responsible team should guarantee the customer information to reduce the possibility and risk of loss of personal privacy information.

During the reporting period, the Group has complied with all relevant health & safety, advertising, labelling and privacy regulatory with respect to products and services.

1.4.2 Communication with customers

In 2022, the Group has not any recalled products which have been already sold or shipped regarding safety and health issues, which greatly showed the confidence from our customers on our products. The Group did not receive any complaints from customers regarding products and services during 2022. When the Group receives the complaints about products and services, meetings will be arranged with relevant teams to find specific solutions and methods for solving. If happened, we will take the actions most likely replace the faulty products or be charged by the customers.

環境、社會及管治報告

Environmental, Social and Governance Report

以下圖標是客户關注的議題
和與客户溝通的方式：

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

關注議題		
Topic Concerned		
客戶 Customer	可持續發展	Sustainability
	社會責任	Social responsibility
	經營業績	Operating performance
	員工健康安全	Employees' health and safety
	舒適環保產品	Comfortable eco-products
	供應鏈建設	Supply chain development
溝通方式		
Communication Channel		
	高層到中層定期會談	Regular meetings with senior and middle-manager
	參觀工廠	Factory visits
	與客戶聯建合作中心	Co-establishing cooperative centres with clients
	客戶滿意度調查	Client satisfaction survey
	走訪客戶經營總部	Visits to clients' operation headquarters

環境、社會及管治報告

Environmental, Social and Governance Report

1.4.3 客戶滿意度

於2022年，本集團主要獲得的獎項包括有：

- 榮獲耐克頒發的2022年度「供應鏈穩定獎及設計創新獎」。
- 阿迪達斯2022年度供應商大會中榮獲「2022年可持續發展獎」及「2022年人文關懷獎」；越南的子公司獲得阿迪達斯頒發的「卓越績效和SEA管理」認可證書；寧波的子公司獲得阿迪達斯頒發的「SEA非凡社會影響力」認可證書。
- 安踏集團頒發的「優秀合作夥伴獎」及「材料創新銅獎」。
- 李寧集團頒發的「年度最佳供應商」、「優秀開發獎」及「可持續發展推進獎」等榮譽稱號。

1.4.3 Satisfaction of customer

The major awards of the Group in 2022 were as below:

- We received the “COVID-19 Supply Chain Resilience and Planning Innovation” awarded by Nike.
- We won the “2022 Sustainability” and “2022 People” at 2022 adidas Supplier Summit; our subsidiary in Vietnam won the “Excellent Performance and SEA Ownership” certificate issued by Adidas; our Ningbo subsidiary received the “SEA Brilliant Social Impact Awards” certificate issued by Adidas.
- We received the “Excellent Partner Award” and “Bronze Award for Material Innovation” awarded by Anta Group.
- We received the “2022 Best Supplier”, “Excellent Development Award”, and “Promotion Award for Sustainability” by Li Ning Group.

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

下圖為客戶頒發給本集團之獎盃：

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



2. 反貪污及反詐騙

2.1 反貪污

本集團創辦人兼前主席馬寶興先生及各高管人員在申洲集團成立三十多年以來，一貫秉持「誠信」，並將其融入企業文化，載入本集團核心價值觀之一。誠信是本集團之行為守則，亦是其道德標準。

早在2000年初，馬先生揮筆寫就「誠信」二字，並懸掛於大廳中央，警醒每位僱員此乃本集團之原則及要求。每位僱員必須遵守，本集團亦歡迎有關部門及客戶嚴格監督。

2. ANTI-CORRUPTION AND ANTI-FRAUD

2.1 Anti-corruption

Mr. Ma Baoxing, the founder and former Chairman of the Group, and the senior management of the Group have been upholding the principle of “Integrity” for over 30 years since the establishment of the Shenzhou Group and have incorporated it into our corporate culture as one of our core values. Integrity is not only the Group’s code of conduct but also its ethical standards.

In early 2000s, Mr. Ma wrote the two Chinese characters “誠信 Integrity” and hung it in the middle of the hall to remind every employee that this is the principle of the Group and its requirement. Every employee must comply and the Group welcomes the supervision from relevant departments and customers.



環境、社會及管治報告

Environmental, Social and Governance Report

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

本集團對任何形式的貪腐行為採取零容忍態度。不管在香港或其他地方，本集團禁止員工為獲取或保留業務，或獲取不當優勢，以腐敗為意圖，給與公職人員、交易對方有關人員和能夠影響交易的其他相關人員財物或其他有價物的行為；本集團同樣禁止員工收受賄賂，禁止其直接或間接索取禮品或利益。本集團已設有內部審計部門及外部安永審計師來提高本集團的反貪污標準，以防止貪污事件在本集團發生。

在本集團的員工守則內，有明確規定員工應該反腐敗，反賄賂及利益衝突等條文。因此，本集團所有員工應該遵守此守則。同時，在本集團官方網站(www.shenzhouintl.com)上披露了「反貪腐政策及舉報政策」。本集團相關的聲明及文件包括《廉潔告知函》、《業務夥伴廉潔承諾書》、《員工廉潔承諾書》、《反商業賄賂協議》、《董事會及董事企業管治指引》。

於2022年，本集團沒有任何有關於貪污賄賂的法律案件。同時，本集團於本年度也沒有收到產品和服務因貪污賄賂的相關投訴。如果本集團收到產品和服務因貪污賄賂的相關投訴，相關產品和服務的投訴部門將召開特別會議，對當時的相關投訴尋求具體解決方案。

The Group strictly abides by local laws and regulations, such as the “Company Law of the People’s Republic of China”, the “Law of the People’s Republic of China on Tendering and Bidding”, the “Law of the People’s Republic of China on Anti-Unfair Competition” and the “Interim Provisions on the Prohibition of Commercial Bribery”, etc.

Zero tolerance towards any form of corruption is the principle of the Group. Employees wherever you are, are strictly prohibited to give property or other valuable things to public officials or other relevant personnel with the intent of corruption to obtain/retain business or undue advantages. Meanwhile, the Group also prohibits employees from accepting bribes and directly or indirectly soliciting gifts or benefits. An internal audit department has been set up and external Ernst & Young has been invited to effectively monitor the running of the Group to prevent any kinds of corruption occurred.

The Code of Conduct of the Group clearly states that employees should strictly abide by the “Zero Tolerance” towards corruption, bribery and conflicts of interest. And “Anti-corruption Policy and Reporting Policy” has been disclosed on the Group’s official website (www.shenzhouintl.com). The Group’s relevant statements and documents include the “Integrity Notification Letter”, the “Business Partner Integrity Commitment Letter”, the “Integrity Commitment Letter of the Employees”, the “Anti-Commercial Bribery Agreement and the Guidelines on the Corporate Governance of the Boards”.

Zero legal cases relating to corruption or bribery occurred in 2022. And zero complaints received regarding corruption and bribery related to products and services during 2022. If the Group receives any complaint about products and services related to corruption and bribery, the relevant teams will convene a meeting to seek specific solutions to the issues.

環境、社會及管治報告

Environmental, Social and Governance Report

本集團每年也依託申洲管理學院、內部學習建設平台等開設專項反貪污課程用於新員工、在職員工和中高級管理人員的廉潔培訓。同時也加強反貪舉報宣傳，建設多渠道的舉報途徑，完善舉報者隱私保護制度。

根據員工守則，以下是本集團防止貪污的程序：

- (1) 針對本集團內重要崗位，重點人員強化反貪污、反腐敗、廉潔辦公教育；
- (2) 所有與本集團發生業務往來的供應商、服務商等均需簽訂《廉潔承諾書》及《反商業賄賂協議》；
- (3) 設立專門的郵箱及電話，接受本集團內外部對於貪污腐敗的舉報和監管；
- (4) 內審及相關部門不定期的分析相關數據，進行調查走訪，掌握貪污腐敗行為的特點、規律，制定和完善貪污腐敗的預防措施和制度；
- (5) 對於工作發現的貪污腐敗問題，及時處理並通報相關部門，涉嫌違法犯罪的移交公安機關進行處理；
- (6) 從規章制度和業務流程等方面引入相關的反腐機制和措施。例如明確業務流程、審批權限、建立台賬等；
- (7) 監督的手段多樣化，建立投訴舉報機制，向本集團內部員工和外部單位提供投訴舉報渠道；

The Group also sets up several kinds of anti-corruption courses every year through Shenzhou Management Institute and internal learning platforms for the training of integrity for employees. And the Group also opens plenty of reporting channels, strengthens the publicity of the reporting channels, and improves the privacy protection system of the reporting.

According to the Code of Conduct, the anti-corruption procedures of the Group are as follows:

- (1) Strengthen the training of anti-corruption for key personnel or teams within the Group;
- (2) All suppliers and service providers shall sign the "Integrity Commitment Letter" and "Anti-Commercial Bribery Agreement";
- (3) Special mailbox and telephone have been set up to receive the internal and external reporting and supervision of corruption;
- (4) Relevant data will be analyzed by Internal auditors and relevant departments regularly, and rules of corruption behaviours will be mastered through investigations and visits, which is helpful to improve the prevention measures and systems of corruption;
- (5) Timely deal with the corruptions found during the work and inform relevant team. For those who suspected of illegal crimes to the public security organs for handling;
- (6) Introduce relevant anti-corruption mechanisms and measures from the aspects of rules, regulations and business processes. For example, clear the business process, the approval of authority, ledger establishment, etc.;
- (7) The Group is constantly diversifying the means of supervision, establishing corresponding complaint and reporting mechanism, and channels for internal employees and external units;

環境、社會及管治報告

Environmental, Social and Governance Report

- (8) 同時採取定期盤點、定期審核、價格調查、離任審計等措施進行監督。

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

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

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

- (8) And the Group conduct the measures like regular audit and inventory, price investigation and other measures for supervision.

The Group takes appropriate actions in the enforcement and monitoring of anti-corruption. For example, new suppliers must sign the Integrity Commitment Letter and Anti-Commercial Bribery Agreement when initiating the cooperation. In addition, the internal audit and relevant teams check the reporting mailbox and answer the reporting line at any time, and will investigate the reported matters in-depth. The team will give the feedback to the relevant personnel, more importantly, the privacy will be highly focused. During the routines, the relevant departments such as internal audit shall supervise and review the business process regularly, and conduct follow-up investigation on abnormal information and situations found.

If any corruption found, the employees can report it by telephone, mail, letter and other means. The relevant departments of the Group will investigate or audit in-depth according to the information reported, and punish the violations if did exist. Moreover, if it goes seriously, such as constituting a crime, the Group will invite the relevant departments for the further handling.

The publicity of legal knowledge has been widely spread within the Group. All employees are active in learning national anti-corruption laws and regulations, as well as the anti-corruption policies of the Group. Through the best practices and cases sharing, the awareness of employee has been greatly enhanced, which is helpful for our long-term development.

環境、社會及管治報告

Environmental, Social and Governance Report

2.2 反詐騙體驗營

於2020年，本集團設置了「申洲集團反詐體驗營」，通過身臨其境的方式模擬感受詐騙行為。同時，各生產基地定期開展相關反詐宣傳活動，目的是想通過體驗營這個宣傳載體和視窗平台，整體揭露電信網路詐騙的犯罪真相、手段特點，牢固樹立企業和員工的反詐意識，有效落實反詐措施，努力減少電信詐騙案件的發生，進一步營造反詐宣傳良好氛圍，為創建無詐騙企業提供寶貴經驗。

2.2 Anti-fraud experience camp

The “Anti-Fraud Experience Camp of Shenzhou Group” has been set up in 2020 to provide the practical experience of the fraud in an immersive way. And all the production bases regularly carry out relevant anti-fraud publicity activities, the purpose is disclosing the means of the fraud and firmly enhancing the awareness of all employees, which can effectively reduce the possibility of occurrence of fraud. What’s more, the atmosphere of anti-fraud has been created firmly.



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

During the reporting period, the Group has complied with all relevant laws and regulations of bribery, extortion, fraud and money laundering.

3. 精益與創新

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

本集團在紡織行業中具有較強的技術創新能力、高端技術開發能力，持續進行研究開發與技術成果轉化，形成企業核心自主知識產權，並以此為基礎開展生產經營活動。自2014年起，本集團下屬子公司寧波大千紡織品有限公司積極參與評選「高新技術企業」，於2022年度寧波大千紡織品有限公司再次被認定評為「高新技術企業」。

3. LEAN AND INNOVATION

The Group actively explores the application of new technologies, new materials and new processes to expand the global layout and influence. What's more, the Group is also active in new product development and lean production.

Within the textile industry, the Group holds the leading in technological innovation and advanced technology development. The Group also continuously carry out the R&D and technological achievements to form as the core properties. Since 2014, Ningbo Daqian Textile Co., LTD., a subsidiary of the Group, has actively participated in the evaluation of "High-Tech Enterprise", and in 2022, Ningbo Daqian Textile Co., Ltd. was recognized the title as "High-Tech Enterprise" again.



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

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

The Group actively encourages employees to R&D and apply for the patents. Based on this concept, the Group introduces incentive policies related to the licensing of invention patents, steadily promotes patent commercialization, and strives to create the products privately.

And, the group establishes the management system of relevant intellectual property, adheres to independent innovation, actively applies for intellectual property protection, deploys intellectual property layout in advance, which can avoid the infringing other intellectual properties and protects own rights at the same time.

環境、社會及管治報告

Environmental, Social and Governance Report

本集團於2022年申請專利102項，其中實用新型專利44項和發明專利58項。本年度本集團共授權專利69項，其全部為實用新型專利項。

截至2022年末，本集團合共申請專利767項，其中發明專利254項，實用新型專利513項。本集團合共擁有授權專利505項，其中發明專利63項，實用新型專利442項。

同時，在2022年度本集團自主專利新產品成果轉化達到41個系列，開發專利新面料1,250個，與客戶聯合開發達800個。

本集團於2022年主持或主要參與制定GB國家標準6項，參與制定與修訂FZ行業標準17項，制定新面料企業標準114項。本集團引入有關技術創新之鼓勵政策，包括科學技術成就獎勵方法，並設立有關技術創新之科學全面激勵機制。

本集團下屬子公司寧波申洲針織有限公司於2022年度被評選為「標準化工作先進單位」及「2022年度寧波市管理創新提升標杆企業」。

There were total 102 patents applied in 2022, including 44 patents for utility model and 58 patents for invention. And 69 patents were authorized by the Group, all of which were the patents for utility model.

By the end of 2022, there were total 767 patents applied, including 254 patents for invention and 513 patents for utility model. And 505 patents were authorized by the Group, including 63 patents for invention and 442 patents for utility model.

Among above patents, the achievements of self-patented new product of the Group have reached 41 series, and with over 1,250 patented new fabrics. In addition, there were approximately 800 products jointly developed with customers.

In 2022, the Group hosted and mainly participated in the formulation or revision of regulations like 6 GB national standards, 17 FZ industry standards, and 114 enterprise standards of new fabric. The Group has introduced policies to encourage technological innovation, including rewards for scientific and technological achievements, and set up a scientific comprehensive incentive mechanism for technological innovation.

In 2022, Ningbo Shenzhou Knitting Co., LTD., a subsidiary of the Group, was awarded as “Advanced Unit of Standardization” and “Benchmarking Enterprise of Ningbo Management of Innovation Improvement in 2022”.



環境、社會及管治報告

Environmental, Social and Governance Report

於2022年，本集團在創新技術或可持續發展方面有多項改善專案，包括但不限於：雙頭壓標機、激光切面料割機、巡檢小助手APP、新型抽線機、六軸機器人衣片傳遞功能、集圈三角和梭子的改進、投入RO循環系統並運行、投入生物質生產鍋爐等；

In 2022, the Group has a number of KAIZEN projects in terms of innovative technology or sustainable development, including but not limited to: double head marking machine, laser fabric cutting machine, inspection assistant APP, new drawing machine, six-axis robot fabric-piece transfer, improvement of collector triangle and shuttle, operation of RO water recycling system, biomass boiler, etc.



3.1 申洲國際紡織研究院

本集團於2018年12月成立申洲國際紡織研究院，並設有院士工作站，聘請了兩位院士為顧問，一位院士主要在新面料和新材料的開發和應用的方面，另一位院士主要以「減少」資源佔有為條件，研究環境治理和綠色環保印染技術。

3.1 Shenzhou International Textile Research Institute

Shenzhou International Textile Research Institute has been set up in December 2018, with academician workstation. Two academicians were invited as consultants, one of them was mainly engaged in the development and application of new fabrics and new materials, and the other academician mainly studied environmental governance and eco-printing & dyeing technology under the concept of “resource reduction”.

環境、社會及管治報告

Environmental, Social and Governance Report

3.2 創新中心

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

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

3.2 Innovation center

The vision of the Innovation Center is not only to improve the added-value and profitability of products, but also to introduce our understanding of environmental design into the Innovation Center and customers, which can increase the use of environmental-friendly fabric, reduce the pressure of emissions, and support us as a sustainable operator.

- Design for manufacturing and assembly (DFMA) to design more production-friendly products and enhance productivity
- Product diversification
- Shorten the product cycle of development, and save the cost & resources both for Shenzhou and customers
- Incorporate green elements into the design to save the consumption of fabric and chemical
- Improve the quality of product
- Ensure the safer and healthier production environment for employees



環境、社會及管治報告

Environmental, Social and Governance Report

3.3 企業技術中心

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

下圖是本集團獲得的「國家企業技術中心」的獎牌：

3.3 Enterprise Technology Center

The Enterprise Technology Center of the Group is active in technological innovation, which has been recognized as the “Provincial Enterprise Technology Center” with its remarkable innovation performance and a leading role in the industry.

The following picture shows the awards of “National Enterprise Technology Center” of the Group:



環境、社會及管治報告

Environmental, Social and Governance Report

3.4 創新成績

- i. 本集團於2020年獲得由中國紡織工業聯合會頒發的「第六屆全國針織創新研討會優秀論文」2019年度中國紡織工業聯合會針織內衣創新貢獻獎，而獲獎項目是二醋酸仿真絲吸濕透氣親膚針織內衣面料的研發及其產業化。中國紡織工業聯合會在全行業開展了2019年度中國紡織工業聯合會產品開發貢獻獎／推動獎評審活動，以推進中國紡織服裝行業的產品開發工作，樹立行業產品開發的先進典型企業，探索產品研發的創新模式，提高行業科技貢獻率和品牌貢獻率，促進產品結構調整，推動產業升級和紡織強國建設。本集團在2021年，在紡織核心期刊上發表4篇論文，主要關於面料設計開發，染整工藝，設備改進。

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

3.4 The achievements in innovation

- i. The Group was awarded the “Innovation and Contribution Award 2019 - Knitted Underwear” in the “Excellent Paper of the Sixth National Knitting Innovation Seminar” by China National Textile Industry Council in 2020, and the awarded project was the research and development and industrialization of knitted underwear fabric with moisture-absorbing, breathable and skin-friendly. China National Textile Industry Council has launched the 2019 annual Product Development Contribution Award/Promotion Award activity within the whole industry, to promote the product development of China's textile and apparel industry, establish an advanced typical enterprise of product development in the industry, explore the innovation mode of product R&D, and improve the contribution rate of science and technology and brand contribution rate of the industry. In 2021, the Group published 4 papers on textile core journals, mainly on fabric design and development, dyeing & finishing process, and equipment improvement.

The following was the certificate of “Textile Vision” Knitted Underwear Innovation Contribution Award of China National Textile Industry Council awarded by the Group in 2019:



環境、社會及管治報告

Environmental, Social and Governance Report

- ii. 由浙江省創業投資協會、浙江省科技創新企業協會、科技金融時報聯合主辦的「浙江省創新企業百強暨浙江創新人物頒獎儀式」在杭州舉行。此次征評活動旨在進一步發掘一批創新能力強、研發水平高、發展潛力好的骨幹企業，營造創新創業的良好氛圍。同時，評選時要求企業需成立三年以上，主要產品（服務）的核心技術擁有自主知識產權；近兩年連續保持盈利，銷售收入、利潤增長幅度均不低於20%，且為國家支持的高新技術企業等，再經過企業數據採集、數據審核、測算評價、結果應用四大評審環節，最終組委會按專家論證的科學方法進行排序，從全省參評的265家高新技術企業中，選取前100位作為百強企業。於2019年，本集團獲榮登創新企業百強榜單，是業界對公司持續創新能力、整體研發實力、市場發展潛力等各方面的認可與肯定。

下圖是本集團在2021年獲得的「2021中國紡織服裝品牌競爭力優勢企業」的獎狀：

- ii. The “Top 100 Zhejiang Innovative Enterprises and Zhejiang Innovative Figures Award Ceremony” co-sponsored by Zhejiang Venture Capital Association, Zhejiang Science and Technology Innovation Enterprise Association and Technology Financial Times was held in Hangzhou. This evaluation activity aimed to further explore a group of backbone enterprises with strong innovation ability, high research and development level and outstanding growth potential in an effort to create a favourable atmosphere for innovation and entrepreneurship. And the enterprises were required to meet the following requirements, such as to be established for more than three years, the core technology of the main product (service) has independent intellectual property rights, two years of continuous profit, the growth rate of sales revenue & profit was not less than 20%, and as one of the state-supported high-tech enterprises. After the comprehensive evaluation from four aspects, including enterprise data collection, data review, calculation & evaluation, and results application, the final result would be calculated and ranked according to the scientific method, the top 100 enterprises are selected from the 265 high-tech enterprises participating in the evaluation in the province. In 2019, the Group was awarded as the “Top 100 Innovative Enterprise”, which was the industry’s recognition and affirmation of continuous innovation, overall research and development strength, market development potential and other aspects.

The following was the certificate of award of “2021 Textile and Apparel Enterprise with Brand Competitive Advantage” of the Group in 2021:



環境、社會及管治報告

Environmental, Social and Governance Report

3.5 品牌建設

於2015年1月份起，本集團的子公司，申洲針織的註冊商標（註冊證號：7226707）被浙江省工商行政管理局認定為「浙江省著名商標」，省著名商標不僅是對本集團這近年發展形勢的肯定，更說明瞭申洲品牌在行內的影響力與知名度。

為進一步加強外貿品牌培育，加快形成外貿發展新優勢，浙江省商務廳聯合省級有關廳局開展了2021年「浙江出口名牌」的評審工作。據悉，該榮譽每年評定一次，每次評選有效期為三年，而此次浙江省商務廳公佈的2021年度「浙江出口名牌」共計346個。

下圖是本集團在2021年的浙江出口名牌的證書：

3.5 Brand building

Since January 2015, the registered trademark of Shenzhou Knitting (registration number: 7226707), a subsidiary of the Group, has been identified by the Zhejiang Provincial Administration of Industry and Commerce as “Famous Brand of Zhejiang Province”. The provincial famous trademark was not only the affirmation of the recognition of development in recent years, but also showed the influence and reputation of Shenzhou brand in the industry.

In order to further strengthen the cultivation of foreign trade brands and expedite the formation of new advantages in the foreign trade, Zhejiang Provincial Department of Commerce, together with relevant provincial departments and bureaus, carried out the evaluation of “Zhejiang Export Famous Brand” in 2021. It is reported that the honor is evaluated once per year, each award was valid for three years, and the Zhejiang Provincial Department of Commerce announced the 2021 “Zhejiang Export Brand” a total of 346.

The following was the certificate of “Zhejiang Export Famous Brand” of the Group in 2021:



4. 榮譽與獎項

4.1 可持續發展

自2015年9月份起，申洲國際獲納入恆生可持續發展企業基準指數系列。恆生可持續發展企業基準指數包括在企業可持續發展表現最卓越的香港上市公司。為企業可持續發展主題之基準指數基金提供一系列優質基準。

由2018年至2021年，本集團獲得香港品質保證局可持續發展社會責任進階指數的A+認證。為推動機構履行社會責任(CSR)，香港品質保證局在香港上海滙豐銀行的初始支持下，於2008年推出「HKQAA社會責任指數」。指數現時由香港品質保證局推行，提供一個定量的表現指標來衡量企業在推行社會責任體系上的成熟程度。

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

4. THE HONOUR AND AWARD

4.1 Substantiality

Starting from September 2015, Shenzhou International was included in the Hang Seng Corporate Sustainability Benchmark Index Series, which includes Hong Kong listed companies with the most outstanding performance in terms of corporate sustainability. It offers a series of quality benchmark for the index funds under the theme of corporate sustainability.

From 2018 to 2021, the Group was granted with an A+ Sustainability accreditation of CSR Index Plus Mark by the Hong Kong Quality Assurance Agency. To facilitate organisations to facilitate implementation of corporate social responsibilities (CSR), in 2008 HKQAA launched the “HKQAA CSR Index”, with the initial support of The Hong Kong and Shanghai Banking Corporation Limited (HSBC). Now run by HKQAA, the Index provides quantitative metrics to measure organisations’ maturity level in practicing their social responsibilities.

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

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

而以下是本集團獲得相關認證的標誌：

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



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

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

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

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



環境、社會及管治報告

Environmental, Social and Governance Report

於2019年，本集團參與匯豐銀行的可持續發展商業貸款，成功獲得匯豐銀行頒發的可持續發展商業貸款參與證書。匯豐銀行的可持續發展商業貸款適合將購置可有助減少碳排放的機器設備或裝置的企業，並通過商界環保協會的環境績效評估。常見例子包括：使用可再生能源或有效減少碳排放的能源、更高能源效益的機器或設備、污水處理系統等等。

下圖是匯豐銀行頒發給本集團的「可持續發展商業貸款參與證書」：



申洲國際於2019年及2020年榮獲由 Society Next Foundation等多家企業聯合頒發「InnoESG大獎」。「InnoESG大獎」旨在表彰在環境、社會和管治(ESG)範疇上，通過實施和全面支持可持續發展舉措並產生正面影響的上市公司。獎項由Society Next Foundation、香港聯合國教科文組織協會和平中心、扶輪社行動小組為和平及和富社會企業合辦，以表彰及認可獲獎企業在可持續發展方面的舉措。

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

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

Shenzhou International was won the “InnoESG Prize” co-organized by Society Next Foundation and various enterprises in 2019 and 2020. The “InnoESG Prize” is to recognize the achievement of the listed companies on Environmental, Social and Governance (ESG) by their implementation and fully support for sustainable development. The award is co-organized by SocietyNext Foundation, UNESCO HK Association Global Peace Centre, Rotarian Action Group For Peace and Wofoo Social Enterprises as recognition and acknowledge to the award winner for their initiatives on sustainable development.

環境、社會及管治報告

Environmental, Social and Governance Report

下圖是Society Next Foundation等多家企業聯合頒發給本集團的「InnoESG大獎」及「ESG Care Label 2021-2022」的獎盃：

The below picture shows the trophies of the “InnoESG Prize and “ESG Care Label 2021-2022” awarded to the Group by SocietyNext Foundation and various enterprises:



4.2 投資者關係

申洲國際於由香港投資者關係協會舉辦的第三屆、第五屆、第六屆、第七屆及第八屆香港投資者關係大獎中大型企業組別，奪得「最佳投資者關係公司獎」。這些獎項充分肯定本公司管理層於投資者關係方面的卓越表現，受到投資者的充分認可。

香港投資者關係大獎由香港投資者關係協會主辦，旨在褒獎於投資者關係方面表現優秀及奉行優良投資者關係守則的企業及專才。每年共有超過150家上市公司接受提名參賽，再由買方及賣方投資者於網上投票，選出得獎者。

4.2 Investor Relations

Shenzhou International garnered the “Best Investor Relations Company”, awards at the 3rd, 5th, 6th, 7th and 8th Hong Kong Investor Relations Awards (Large Enterprises) organised by Hong Kong Investor Relations Association. These awards acknowledge the excellent performance of the Company’s management in investor relations, which is widely recognised by the investor community.

The Hong Kong Investor Relations Award is organised by Hong Kong Investor Relations Association, with the aim of celebrating excellence in IR relations aspect and corporates and talents which adopt sound IR principles. A total of more than 150 listed companies entered the competition this year. The winning enterprises were selected by buy-side and sell-side investors online.

環境、社會及管治報告

Environmental, Social and Governance Report

下圖是香港投資者關係協會頒發給本集團的部份獎項：

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



於2022年，本集團榮獲國際性雜誌「Institutional Investor」在亞洲行政團隊年度頒獎典禮中，於可選擇性消費品組別中獲頒發最佳財務長第二名、最佳行政總裁第三名、最佳投資者方案第三名、最佳環境、社會及管治公司第三名獎項。

In 2022, the Group was awarded the second place of Best Chief Financial Officer, the third places of Best Chief Executive Officer, Best IR Program and Best ESG Company, in the selectable consumables group by the internationally-known magazine "Institutional Investor" during the Annual Asian Administrative Team Awards Ceremony



環境、社會及管治報告

Environmental, Social and Governance Report

於2019、2020、2021及2022年連續四年，申洲國際榮獲信報頒發「上市公司卓越大獎」。評審過程採用《信報》獨家研發的股票追勢系統EJFQ「信號」，按照皮爾托斯基分數、相對恆生指數同期表現、專業股評人及行業領袖建議的次數，以及盈利年均增長率四大重要準則篩選出候選名單，交由行業領袖及分析師及主辦編輯組成的評審委員會評核，並由畢馬威會計師事務所進行審核。在香港2,000多間上市企業中，最具實力的上市企業，因此，獲選的上市公司具有卓越表現成績，對投資者來說具價值的參考指標。

下圖是信報頒發給本集團的「上市公司卓越大獎2022」－藍籌組別的獎盃：

During the three consecutive years of 2019, 2020, 2021 and 2022, Shenzhou International was awarded the “Listed Company Awards of Excellence 2020” – Main Board by HKEJ. In 2020, “Listed Company Awards of Excellence” awards were divided in to three main categories, i.e. blue chip, Main Board and GEM. The assessment is carried out by the adoption of the EJFQ “signals”, a unique stock-tracking system developed by HKEJ, all the candidates are screened based on four major criteria: Piotroski F-Score, performance against the Hang Seng Index of the same period, number of recommendations from professional analysts and industry leaders, as well as average annual growth in earning. The shortlist are then assessed by a judging panel comprising industry leaders, analysts and HKEJ’s editors, the results will then be audited by KPMG. The most competent listed companies were selected among over 2,000 listed companies in Hong Kong, as such, besides as recognition of the outstanding performance achieved, the awarded listed companies can also be served as a meaningful reference indicator for investors.

The below picture shows the trophy of “Listed Company Awards of Excellence 2022” – Blue Chip awarded to the Group by HKEJ:



環境、社會及管治報告

Environmental, Social and Governance Report

4.3 公司治理

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

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

下圖是DHL／南華早報在香港商業獎項中頒給本集團的2016年度「傑出企業獎」的獎盃：



申洲國際於2018年度12月榮獲香港上市公司商會獲選為「2018年度香港公司管治卓越獎：持續發展卓越獎」；獲得此獎項證明本公司在各方面都非常突出，特別在董事會多元化和獨立非執行董事積極參與、持續優化風險管理和內部監控，以及在企業內外致力深化管治文化等方面尤為卓越。

4.3 Corporate Governance:

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

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

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

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

環境、社會及管治報告

Environmental, Social and Governance Report

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

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



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

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

環境、社會及管治報告

Environmental, Social and Governance Report

4.4 其他榮譽

本集團連續多年入選中華全國工商業聯合會評選的「中國民營企業500強」及「中國製造業民營企業500強」企業，在2021年獲得「中國製造業民營企業500強」第189名及「中國民營企業500強」第326名。

本集團旗下寧波申洲針織有限公司獲浙江省企業聯合會頒發的「浙江省百強企業」及「浙江省製造業百強企業」，同時獲得「2020年度寧波市外貿企業榮譽出口十強榜」獎牌及寧波市人民政府頒發的「2020年度寧波市製造業50強企業」及「2020年度寧波市製造業納稅五十強企業」。

以下是「2020年度寧波市製造業納稅五十強企業」獎牌及「2020年度寧波市外貿企業榮譽出口十強榜」榮譽證書。

4.4 Other honors

The Group has been awarded as one of the “Top 500 Private Enterprises in China” and “Top 500 Private Manufacturing Enterprises in China” by All-China Federation of Industry and Commerce for many consecutive years. In 2021, the Group ranked 189th among the “Top 500 Private Manufacturing Enterprises in China” and the 326th among the “Top 500 Private Manufacturing Enterprises in China”.

Ningbo Shenzhou Knitting Co., LTD., a subsidiary of the Group, was awarded the “Top 100 Enterprises of Zhejiang Province” and “Top 100 Manufacturing Enterprises of Zhejiang Province” by Enterprises United Association of Zhejiang Province. And this subsidiary also awarded as the “2020 Top 10 Honorary Export Foreign Trade Enterprises of Ningbo”, “2020 Top 50 Manufacturing Enterprises of Ningbo” and “2020 Top 50 Taxed Manufacturing Enterprises of Ningbo” issued by the People’s government of Ningbo.

The followings showed the “2020 Top 50 Taxed Manufacturing Enterprises of Ningbo” and the certificate of “2020 Top 10 Honorary Export Foreign Trade Enterprises of Ningbo”.



環境、社會及管治報告

Environmental, Social and Governance Report

於2022年度本集團的子公司—寧波申洲針織有限公司獲「浙江省製造業百強企業」、「寧波市綜合企業百強第21位」、「寧波市製造業企業百強第15位」稱號。

In 2022, Ningbo Shenzhou Knitting Co., LTD., a subsidiary of the Group, awarded as the titles of “Excellent Party Organization”, “Top 100 Manufacturing Enterprises of Zhejiang Province”, ranked 21st among the “Comprehensive Enterprises of Ningbo City” and ranked 15th among the “Manufacturing Enterprises of Ningbo City”.

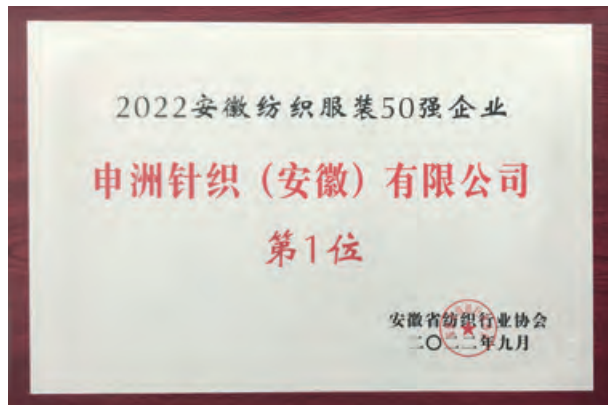


環境、社會及管治報告

Environmental, Social and Governance Report

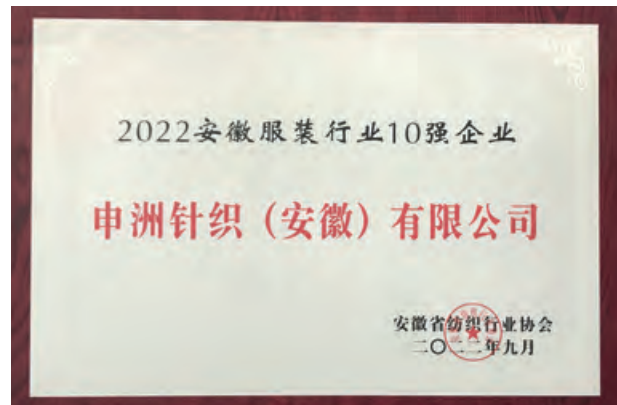
於2022年，本集團旗下的子公司—申洲針織（安徽）有限公司在「2022安徽省民營企業營收百強」中榮獲第49位；榮獲安徽省紡織行業協會組織的「安徽紡織服裝50強」稱號、「服裝行業10強企業」稱號及「安徽紡織服裝50強第1位」；其他榮譽包括「安慶市稅收貢獻30強」、「安慶市外貿進出口企業10強」、「安慶市工業企業20強」、「望江縣十強工業企業」、「安慶市人力資源服務協會常務理事單位」等。

以下是2022年度「申洲針織（安徽）有限公司」榮獲的證書及榮譽：



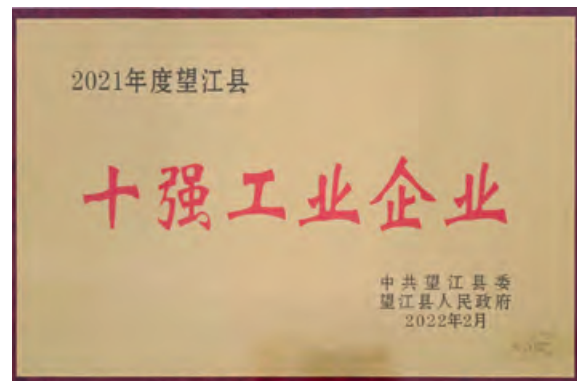
In 2022, Shenzhou Knitting (Anhui) Co., LTD., a subsidiary of the Group, was awarded and ranked 49th among the "Top 100 Private Enterprises of Anhui Province by Revenue in 2022", the titles of "Top 50 Textile and Garment Enterprises of Anhui Province", "Top 10 Enterprises in Garment Industry", and ranked the 1st among the "Top 50 Textile and Garment Enterprises of Anhui Province" issued by Anhui Textile Industry Association. In addition to the above mentioned, it also was awarded as "Top 30 Tax Contributions of Anqing City", "Top 10 Foreign Trade Import and Export Enterprises of Anqing City", "Top 20 Industrial Enterprises of Anqing City", "Top 10 Industrial Enterprises of Wangjiang County", "Standing Director Unit of Human Resources Service Association of Anqing City" and so on.

The followings are the certificates and honors of Shenzhou Knitting (Anhui) Co., LTD. in 2022:



環境、社會及管治報告

Environmental, Social and Governance Report



環境、社會及管治報告

Environmental, Social and Governance Report

於2022年度本集團的子公司一德利(越南)有限公司榮獲西寧省公安所頒發的「2022年消防安全先進優秀單位」，西寧省人民委員會主席頒發的「稅法實施」稱號，越南民主共和主義國社保局頒發的「2017-2021年落實醫保和社保政策到位」稱號等。

以下是2022年度「德利(越南)有限公司」榮獲的證書及榮譽：

In 2022, Gain Lucky (Vietnam) Co., Ltd, one of the subsidiaries of the Group was awarded the title of “Excellent and Advanced Unit of Fire Safety in 2022” issued by the Ministry of Public Security of Tỉnh Tây Ninh, the title of “Implementation of Tax Law” issued by the chairman of the Provincial People’s Committee of Tỉnh Tây Ninh and the title of “Implementation In Place of Medicare and Social Security Policy in 2017-2011” issued by the Social Security Bureau of the Democratic Republic of Vietnam.

The following is the certificates of Gain Lucky (Vietnam) Co., LTD in 2022:



於2022年度本集團的子公司一世通(越南)有限公司榮獲胡志明工業區管理委員會頒發的「胡志明市工業區關愛員工表現優異」稱號，由胡志明市人民委員會頒發的「疫情防疫工作中優異成績企業」。

In 2022, Worldon (Vietnam) Co., Ltd, one of the subsidiaries of the Group, was awarded the title of “Excellent Employee Care in Ho Chi Minh City Industrial Zone” by the Ho Chi Minh City Industrial Zone Management Committee and “Excellent Enterprise in Epidemic Prevention and Control” by the Ho Chi Minh City People’s Committee.

環境、社會及管治報告

Environmental, Social and Governance Report

以下是2022年度「世通（越南）有限公司」榮獲的證書及榮譽：

The followings are the certificates and honors of Worldon (Vietnam) Co., LTD in 2022:



環境、社會及管治報告

Environmental, Social and Governance Report

於2021及2022年度本集團的柬埔寨子公司—越群製衣有限公司獲柬埔寨稅局頒發稅務合規證書(金獎)。以下是稅務合規證書：

During the years of 2021 and 2022, the subsidiary of the Group in the Cambodia, Marvel Garment Co. Ltd. was awarded the “Certificate of Tax Compliance (Gold)” by Cambodia taxation department. The below picture is the “Certificate of Tax Compliance”:

