

LESSO 联塑

CHINA LESSO GROUP HOLDINGS LIMITED

中國聯塑集團控股有限公司

Incorporated in the Cayman Islands with limited liability

於開曼群島註冊成立的有限公司

Stock Code 股份代號 : 2128



ENVISIONING
THE
BETTER

Building The Future

2021 SUSTAINABLE DEVELOPMENT REPORT

2021 可持續發展報告



ENVISIONING THE
BETTER **Building**
The Future

ABOUT THIS REPORT

This is the second sustainable development report to be issued by China Lesso Group Holdings Limited and its subsidiaries. The Group has previously issued five social responsibility reports. This report explains the Group's philosophy of sustainable development, as well as the Group's practices, performance and future aspirations in fulfilling its corporate social responsibility toward shareholders, customers, business partners, the environment, employees, and society for the year 2021.

Period Covered by This Report

1 January 2021 to 31 December 2021

Definitions

For the sake of optimal expression and readability, "China Lesso Group Holdings Limited and its subsidiaries" are alternatively referred to as "China Lesso," "the Group" or "We/us/our" in this report.

Scope of This Report

This report covers China Lesso Group Holdings Limited and its subsidiaries. Due to the relatively low revenue share of the overseas supply chain services business, it has not been included in the scope of disclosure for the time being.

Basis of Preparation

Most of the information disclosed in this report was prepared in strict compliance with the *Environmental, Social and Governance Reporting Guide* to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited ("Stock Exchange"), and was published as required by the *Sustainability Reporting Guidelines* of Global Reporting Initiative (*GRI Standards*).

Currency

Unless otherwise specified, the currency in which the financial data are presented in this report is Renminbi ("RMB").

Access to the Report

This report is available in both Chinese and English. In case of any discrepancy between the English and Chinese version, the Chinese version shall prevail. An electronic copy of this report is available on China Lesso's website (www.lesso.com), from which the report can be downloaded.

關於本報告

本報告是中國聯塑集團控股有限公司及其附屬公司發布的第二份可持續發展報告，此前本集團曾發布五份社會責任報告。本報告披露了本集團 2021 年在履行對股東、客戶、合作夥伴、環境、員工和社會等方面的可持續發展理念、實踐、績效，以及未來展望。

時間範圍

2021 年 1 月 1 日至 2021 年 12 月 31 日

稱謂說明

為了便於表述和閱讀，在本報告中「中國聯塑集團控股有限公司及其附屬公司」以「中國聯塑」「本集團」或「我們」表示。

報告範圍

本報告涵蓋了中國聯塑集團控股有限公司及其附屬公司，由於海外供應鏈服務業務收入佔比較低則暫時不納入披露範圍。

參照標準

本報告所披露的大部分內容嚴格按照香港聯合交易所有限公司（「聯交所」）證券上市規則之《環境、社會及管治報告指引》要求編寫和全球可持續發展標準委員會《GRI 可持續發展報告標準》（GRI Standards）標準披露。

貨幣單位

本報告中所包含的貨幣單位如無特殊說明均為人民幣。

報告獲取

本報告提供中英文版本供讀者參閱。本報告的英文和中文版本有任何不一致之處，當以中文版為準。您可登錄 www.lesso.com 網站在網上閱讀或下載報告電子版。

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CHAIRMAN'S MESSAGE

2021 was the first year in the 14th Five-Year Plan, in which "high-quality development" is the theme of China's economic and social development in the even longer term. This touches on the overall situation of China's socialist modernization. For China Lesso, 2021 was a special year as it marked the 35th anniversary since our founding. Throughout the years, China Lesso has steadily grown to become a high-quality representative for what a major national brand is, while never forgetting to lead development with innovation and advancing with the times to move steadily forward. In 2021, China Lesso issued a new strategy, with "Envisioning the better, building the future" as the new brand slogan. This expresses that China Lesso will continue to position the pipeline industry at the core of its development and continue its successes into the future.

Creating Integrated Value for Shareholders. We continue to promote compliance, continuously improve our corporate governance structure and management systems, enhance communication with investors, improve anti-corruption governance capabilities, and promote the standardization of corporate governance. We also strengthen the leadership role of the Board of Directors in ESG, integrate sustainable development management into everyday management and operations, and promote sustainable development in an orderly manner in all areas.

Creating a Relaxing Life for Customers. We adhere to the path of intelligent transformation, with a long-term focus on investment in scientific R&D, continuous digital upgrading of products, comprehensive control of product quality and production safety, protecting the legitimate rights and interests of customers, and continuously improving customer service to create a better and more relaxing life for residents worldwide.

A Mission to Protect the Environment. We proactively set environmental management targets, fully recognizing the various opportunities and challenges posed by climate change, and develop effective measures to minimise the environmental impact of our operations, while at the same time leveraging our expertise to develop green industries and contribute to the creation of green and livable cities.

Creating a Career Platform for Employees. We respect and protect the legitimate rights and interests of employees, continuously improve the salary and welfare system, provide opportunities for the talent development of employees, actively conduct employee care activities, help employees achieve a work-life balance, and strive to build a talent supply chain and leading employer brand in China with China Lesso's own unique style.

Empowering Partners to Enjoy Shared Growth. We continue to standardise the supply chain management system to effectively identify and manage the environmental, social and safety risks of the supply chain, and support the development of distributors in all aspects. We actively engage in industry-academia-research cooperation as well as strategic cooperation with industry partners, participate in industry exchange activities, and promote resource sharing and complementary advantages to actively promote the development of the industry.

Giving Back to the Community. We channel our energies into creating a modern agricultural landscape, extending the application of pipelines into fields such as crop production, animal husbandry, and marine aquaculture, and promote the revitalization of rural areas using our professional advantages. We have established the Lesso Charitable Fund, participate in charity activities, proactively offering assistance to the disadvantaged, and share the fruits of the company's development with the wider society.

The journey is long, and only through steadfast commitment will challenges lead to opportunities, with risks and positive horizons being presented together. In the coming year, we will be confident and work together to open up new horizons. While strengthening our core competitiveness and achieving steady growth, we will continue to give back to society, proactively fulfil our corporate social responsibilities, and make greater contributions to the sustainable development of human society as a whole.

董事長致辭

2021 年是「十四五」規劃的開局之年，「高質量發展」是「十四五」甚至更長時期我國經濟社會發展的主題，關係到我國社會主義現代化建設全局。對於中國聯塑而言，2021 的特別之處還在於，這是中國聯塑成立的第 35 周年。歷經歲月磨煉，中國聯塑一步一個腳印，致廣大而盡精微，逐步成長為大國品牌的高質量代表；同時不忘用創新引領發展，與時俱進，行穩致遠。2021 年，中國聯塑發布新品牌戰略，「美好洞見未來」作為全新品牌口號，表達出中國聯塑將會繼續把管道產業作為發展核心，將美好延續至未來。

為股東創造綜合價值。我們持續推進合規經營，不斷完善企業管治架構和管理制度，加強與投資者的溝通，提升反腐治理能力，促進企業治理規範化；加強董事會 ESG 的領導角色，將可持續發展管理納入日常管理和業務中，全方位推動可持續發展工作有序開展。

為客戶構築輕鬆生活。我們堅持走智能化轉型之路，長期注重對科學研發的投入，不斷對產品進行數字化升級，全面實施產品質量和安全生產管控，保障客戶的合法權益，不斷提升客戶服務水平，為全球居者創造更美好的輕鬆生活。

為環境勇擔環保使命。我們積極制定環境管理目標，充分識別氣候變化帶來的各種機遇和挑戰並制定有效的應對措施，盡可能減少生產運營對環境造成的影響，同時利用專業優勢發展綠色產業，為創建綠色宜居的美好城市貢獻力量。

為員工打造事業平台。我們尊重和保障員工合法權益，持續完善薪酬福利體系，為員工的成才發展提供機會，積極開展員工關愛活動，幫助員工平衡工作與生活，努力打造具有中國聯塑特色的人才供應鏈和中國領先的僱主品牌。

為夥伴賦能共同成長。我們不斷規範供應鏈管理機制，有效識別並管理供應鏈的環境、社會及安全風險，全方位扶持經銷商發展；積極與行業夥伴開展產學研合作和戰略合作，參與行業交流活動，促進資源共享、優勢互補，積極推動行業發展。

為社區奉獻愛心力量。我們積極投身現代農業建設，將管道應用延伸至種植業、畜牧業、海洋養殖等領域，以專業優勢助推鄉村振興；成立聯心塑愛慈善基金，參與慈善公益活動，積極幫助弱勢群體，與社會共享企業發展成果。

征途漫漫，唯有奮鬥，挑戰與機遇並存，風險與風光同在。新的一年，我們將堅定信心、共同攜手、勇開新局，在增強核心競爭力、實現穩健增長的同時，持續回饋社會，積極履行企業社會責任，為人類社會的可持續發展做出更大的貢獻。

ABOUT US

GROUP PROFILE

China Lesso Group Holdings Limited (Stock Code of HKEX: 2128) is a leading large-scale industrial group that manufactures piping and building materials in mainland China. The Group has over 30 production bases across 18 provinces in China, as well as production bases in the US, Indonesia, Malaysia, and Thailand.

The Group's business covers piping system, building materials and home improvement, environmental protection, agricultural applications, and supply chain service platform. Our products include piping, photovoltaic new energy, sanitary fittings and wares, integrated kitchens, doors and windows, aluminum formworks and intelligent scaffolding, water purifiers, waterproofing material and sealant, fire services, valves, electric wires and cables, lighting, sanitary materials, environmental protection, agricultural facilities, and marine aquaculture cages.

關於我們

集團概況

中國聯塑集團控股有限公司（聯交所股份代號：2128）是中國內地領先的大型管道建材產業集團。本集團擁有超過 30 個生產基地分布於中國 18 個省份並在美國、印尼、馬來西亞、泰國等國家擁有生產基地。

本集團業務涵蓋管道系統、建材家居、環保、農業應用、供應鏈服務平台等板塊，產品涉及管道、光伏新能源、水暖衛浴、整體廚房、整體門窗、鋁模板材及智能爬架、淨水設備、防水與密封膠、消防器材、閘門、電線電纜、照明、衛生材料、環境保護、農業設施、海洋養殖網箱等領域。

BRAND UPGRADE

Industrialisation has unleashed social, economic, and political forward momentum, while also opening up new ways of thinking about the relationship between people and nature as well as between people and society. In the long term future, mankind will face the challenges of global public health and sustainable development, with all sectors of society being committed to building a "healthy" urban environment and living space. In this context, China Lesso has put forward the brand's commitment to "sustaining a healthy and scenic living space"; upholds the brand value of "focusing on product quality, persisting in creativity, and creating high-value products and services for society"; and maintains the piping manufacturing as its core business while expanding its businesses of building materials and home improvement, and environmental protection, striving for a better future through technological innovation. We adhere to our brand slogan of "Envisioning the better, building the future."

品牌升級

工業化釋放了社會、經濟、政治的前進動能，同時也開啟了人與自然、人與社會之間關係的新思考。在未來的很長時間內，人類都將面臨全球公共健康與可持續發展的挑戰，社會各行各業都共同致力於建設“健康”的城市環境與生活空間，在此大背景下，中國聯塑提出了「為健康美好空間永續」的品牌承諾，秉持「專注產品品質，堅持創造力，為社會創造高價值的產品與服務」的品牌價值觀，以管道產業為核心，不斷拓展至建材家居、環保等各個領域，以科技創新為載體，將美好延續到我們所嚮往的未來，堅持「美好洞見未來」的品牌口號。

CORPORATE CULTURE

Brand Concept 品牌理念

Building a relaxing life for residents
為居者構築輕鬆生活

Corporate Culture 企業文化

Inclusive, pragmatic, innovative, progressive
包容 務實 創新 進取

Brand Slogan 品牌口號

Envisioning the better, building the future
美好洞見未來

Business Strategy 經營方針

Taking quality as the lifeline, leading with technology and aiming for customer satisfaction
以質量為生命，以科技為龍頭，以顧客滿意為宗旨

企業文化

Brand Commitment 品牌承諾

Sustaining a healthy and scenic living space
為健康美好空間永續

Corporate Objectives 企業目標

Revitalizing Chinese industry and building a world-leading business
振興中華民族工業，創建國際一流企業

Business Spirit 企業精神

Entrepreneurship, innovation, scientific management and perfectionism
開拓進取，求實創新，科學管理，精益求精

"The Better" 「美好」

"The Better" expresses China Lesso's commitment to building a "healthy" urban environment and living space together with all sectors of society;

「美好」

表達了中國聯塑與社會各行各業都共同致力於建設“健康”的城市環境和生活空間；

"Envisioning" 「洞見」

"Envisioning" is a nod to the industry in which China Lesso operates; 暗喻了中國聯塑所處的行業；

"Future" 「未來」

"Future" points to China Lesso looking to the future to achieve our commitment and ambition of striving for a sustainable, healthy and scenic living space.

點明了中國聯塑著眼未來，為健康美好空間永續的承諾和胸懷。



The upgrade of the brand slogan demonstrates the core idea of this upgrade of China Lesso, focusing not only on the brand itself, but also being strongly tied to the development of society. We believe that the world will be a better place if all sectors of society work together to build a "healthy" urban environment and living space.

品牌口號的升級已然表明了中國聯塑此次升級的核心思想，不只是著眼於品牌自身，更與社會發展緊密相連。我們相信，如果社會各行業都共同致力於建設「健康」的城市環境與生活空間，世界將更美好。

Brand Commitment 品牌承諾

Sustaining a Healthy, Scenic Living Space
為健康美好空間永續

Core Brand Values 品牌核心價值

- High-quality building materials and home improvement are conducive to health and cultural development;
高品質建材家居助力人文健康的綠色建築;
- Optimized construction of urban infrastructure to serve sustainable urban development;
優化城市基礎設施建設, 服務城鎮可持續發展;
- Continuous enhancement of the intelligent management of industries to help modernize and upgrade traditional industries;
持續加強產業智能化管理, 助力傳統產業的現代化升級;
- Providing high-quality technical products and services for major national projects, offering people a better living experience within more livable living spaces.
為國家重大工程項目提供高品質的技術產品與服務, 讓人民群眾能夠在更宜居的生活空間中獲得更美好的生活體驗。

Brand Essence 品牌本質

A Piping and Building Materials Ecological Industrial Platform for Building the Urban Environment and Living Space

建設城市環境與生活空間的管道建材生態產業平台



The upgraded brand logo echoes the brand slogan of "Envisioning the better, building the future," drawing inspiration from the concept of "envisioning" and incorporating each letter in a perfect circle, which not only closely follows the core of the brand, but also demonstrates the characteristics of China Lesso's pipeline sector. The switch from a right angle to a rounded angle better presents the brand affinity.

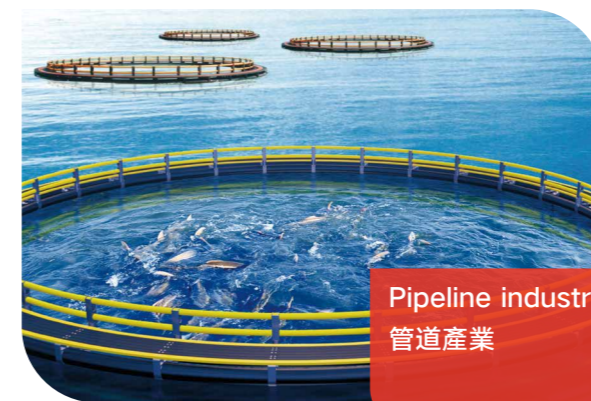
升級後的品牌 logo 呼應「美好洞見未來」的品牌口號, 從「洞見」一詞中汲取設計靈感, 將每個英文字母都融入在正圓裡, 既緊扣品牌內核, 又展示了中國聯塑的管道行業屬性, 從直角到圓角的轉換, 更好地呈現了品牌親和力。

GLOBAL BRAND ECOSYSTEM

China Lesso has developed its piping production expertise and continually expanded upstream and downstream production chains to go from an enterprise that only manufactured pipes to a global brand ecosystem that covers the four major industries of piping, building materials and home improvement, environmental protection, and supply chain services platform. Our business covers home improvement, civil architecture, municipal construction, gas, in-floor heating, electric power transmission, telecommunication, fire services, environmental protection, agriculture, and marine aquaculture products. We provide one-stop services for people worldwide.

Plastic pipes and pipe fittings/integrated underground pipe galleries/agriculture/fire protection/valves

塑料管道和管件 / 地下綜合管廊 / 農業 / 安防 / 閥門



Pipeline industry
管道產業



Environmental protection industry
環保產業

Environmental design/environmental testing/industrial solid and hazardous waste treatment, etc.

環境設計 / 環境檢測 / 工業固危廢處理等

全球化品牌生態圈

中國聯塑充分發揮自身的管道產品專業優勢, 不斷拓展上下游產業鏈, 從單一的管道產品生產企業, 發展為管道、建材家居、環保、供應鏈服務平台等四大產業並行的全球化品牌生態圈, 業務覆蓋家居裝修、民用建築、市政建設、燃氣、地暖、電力通訊、消防、環境保護及農業、海洋養殖等產品領域, 為全球居者提供一站式服務。

Integrated kitchens/integrated wardrobes/doors and windows/integrated sanitary/water purifiers/wooden doors/waterproofing material and sealants/electric wires/lighting/switch devices/fresh air stems/construction equipment

整體廚房 / 整體衣櫃 / 整體門窗 / 整體衛浴 / 淨水機 / 木門 / 防水密封膠 / 電線 / 照明 / 開關電器 / 新風系統 / 建築設備



Building materials and home improvement
建材家居



Supply chain service platform
供應鏈服務平台

Building a new era business services platform for Asia

構建亞洲新時代商貿服務平台

捐赠仪式

捐赠单位：云南联塑科技发展有限公司

責任專題

RESPONSIBILITY TOPIC

赋能乡村振兴 助力共同富裕

EMPOWERING RURAL REVITALIZATION AND HELPING ACHIEVE COMMON PROSPERITY

The overall development of the country calls not only for urban development, but also for the revitalization of rural areas. During its continuous development and growth, China Lesso has remained in tune with national development, leveraging its professional advantages to support the construction of "new infrastructure and new urbanization initiatives and major projects," as it actively assumes its social responsibility, and helps to revitalize rural areas. We believe that enterprises are inextricably linked to the development of communities and rural areas, that the revitalization of rural areas amounts to the common prosperity and joint development of enterprises and their surrounding communities, and that it is the duty of enterprises to make their surrounding communities and environment develop ever better.

國家的全面發展，不僅是城市發展，更要實現鄉村振興。中國聯塑在不斷發展壯大的過程中，始終與國家發展同頻共振，發揮企業專業優勢，支持「兩新一重」建設，積極承擔社會責任，助力鄉村振興。我們認為，企業與社區、鄉村發展緊密相連，鄉村振興是企業與所在周邊社區的共榮共進，共同發展，讓自己所處的周邊社區及環境發展越來越好是企業義不容辭的責任。



積極投身現代農業建設

Channeling Energies into Creating a Modern Agricultural Landscape

As a key participant in the modernisation of agriculture and rural areas, China Lesso continues to solidify the innovative development of modern agriculture, grouping the advantageous resources of enterprises, extending the application of pipelines to all areas of agriculture, providing support for the application of pipelines for the modern rural industry chain, boosting agricultural production through industry, helping a vast number of farmers to lead better lives, and accelerating the process of rural revitalization throughout the nation.

作為農業農村現代化建設的重要參與者，中國聯塑持續夯實現代化農業創新發展，集聚企業優勢資源，將管道應用延伸至農業的各個領域，為現代鄉村產業鏈提供管道應用支撐，以實業助推農業生產，幫助廣大農民過上更好的生活，加速國家鄉村振興進程。



Within the **area of crop production**, China Lesso was the first to release a full range of lead-free PVC pipes and fittings, which not only ensures that crops are free from lead contamination during the supply of water and fertiliser, but can also be used as crop cultivation vessels to eliminate lead emissions at source and create a green, environmentally friendly and contamination-free growing environment for crops. At the same time, the three-dimensional mode of planting greatly improves the utilization of arable land space.

在**種植業領域**，中國聯塑率先實現全系列 PVC 管材管件全面無鉛化，不僅能保證農作物在水肥輸送過程中免受鉛污染，還可作為農作物栽培器皿，從源頭杜絕鉛排放，為農作物營造一個綠色、環保、無污染的生長環境。同時，通過立體式種植模式，極大地提高耕地空間利用率。

In the **field of marine aquaculture**, China Lesso's Marine Aquaculture Cage System adopts high-strength HDPE pipes, which are more resistant to wind, waves and currents, effectively helping fishermen to access increased economic benefits from aquaculture. It also offers good resistance against corrosion, preventing pollutants from being produced even when placed in the deep sea long-term, and can also be recycled, avoiding pollution of the sea, and protecting the breadbasket of the sea while harvesting fishery resources.

在**海洋養殖領域**，中國聯塑海洋養殖網箱系統採用高強度的 HDPE 管材，更具抗風、抗浪、抗洋流等優勢，有效幫助漁民提高養殖經濟效益。同時它還具備較強的抗腐蝕性，即使長期投放於深海也不會產生污染物質，還能實現回收利用，避免對海洋造成污染，在獲取漁業資源的同時也守護著海上糧倉。

In the **field of animal husbandry**, China Lesso has widely used relevant pipeline products such as PE water supply piping systems, PP-R hot and cold water piping systems, PE double-walled grooved piping systems, PVC drainage piping systems, stainless steel piping systems, in-floor heating piping systems and fresh air piping systems in the areas of water and feed delivery, sewage and effluence, and ventilation and air exchange for animal husbandry, thereby improving living conditions for livestock, increasing feed conversion rates, and helping to achieve the high-quality development of animal husbandry.

在**畜牧業領域**，中國聯塑將PE給水管道系統、PP-R冷熱水管道系統、PE雙壁波紋管道系統、PVC排水管道系統、不銹鋼管道系統、地暖管道系統和新風管道系統等相關管道產品廣泛應用於畜牧養殖送水送料、排污排便、通風換氣等領域，改善牲畜生存環境，提高飼料轉化率，助力畜牧業的高質量發展。

熱心發展慈善公益事業

Warm-hearted Charitable and Public Welfare Development

China Lesso has always taken an active role in a series of public welfare activities, doing all that it can to give back to the community, taking a deep interest in the development of educational programs, and continuing to provide funding for students. We have constructed a drinking water "safety net" for remote villages so that villagers are able to drink water without worry. We have assisted in the construction of rural sewage renovation projects to make up for the shortcomings of rural infrastructure, sowing seeds of hope in the construction of beautiful villages, and working together with residents to create beautiful homes set among outstanding natural scenery.

一直以來，中國聯塑積極投身到一系列公益活動中，盡己之力反哺社會，密切關心教育事業發展，持續開展捐資助學活動；為偏遠鄉村構築飲水「安全網」，讓村民喝上放心水；助力鄉村排污改造工程建設，補齊鄉村基礎設施短板，為美麗鄉村建設撒下希望的種子，與居者共築綠水青山的美好家園。



◀ Lesso Shaanxi conducted donation activities to support the development of education in Sanyuan County
陝西聯塑開展愛心捐贈活動支持三原縣教育事業發展



◀ The Group assisted Heping County in Heyuan to update its water supply network project
本集團援助河源和平縣更新供水管網項目



Lesso Shaanxi arranged for staff to help neighboring communities to harvest crops
陝西聯塑安排員工幫扶鄰近社區收割農作物

CREATING INTEGRATED VALUE FOR SHAREHOLDERS

為股東 創造綜合價值

The Group's mission is to "Improve and Enhance the Living Quality". Therefore, it proactively fulfils its responsibilities as a corporate citizen, continues to promote compliance, enhances risk control capabilities, improves communication mechanisms and channels with stakeholders, carries out in-depth analysis on the demands of stakeholders, and continues to enhance its ability to fulfil its social responsibilities, so as to give impetus to sustainable urban development.

本集團以「致力於改善和提高人類的生活品質」為企業使命，積極履行企業公民責任，持續推進合規經營，提升風險管控能力，完善與利益相關方的溝通機制和渠道，深入分析利益相關方的訴求，不斷提升履行社會責任的能力，為城市可持續發展注入動力。

12_次

召開董事會會議 舉辦股東大會 **1** 場，舉辦業績發布會 **2** 場

12 Board meetings held, **1** general meeting held, and **2** results announcement conferences held

69_份

出具內部審計報告 整改計劃完成率 **96%**

69 internal audit reports issued, and the completion rate of rectification plan was **96%**

LESSO

IMPROVING CORPORATE GOVERNANCE

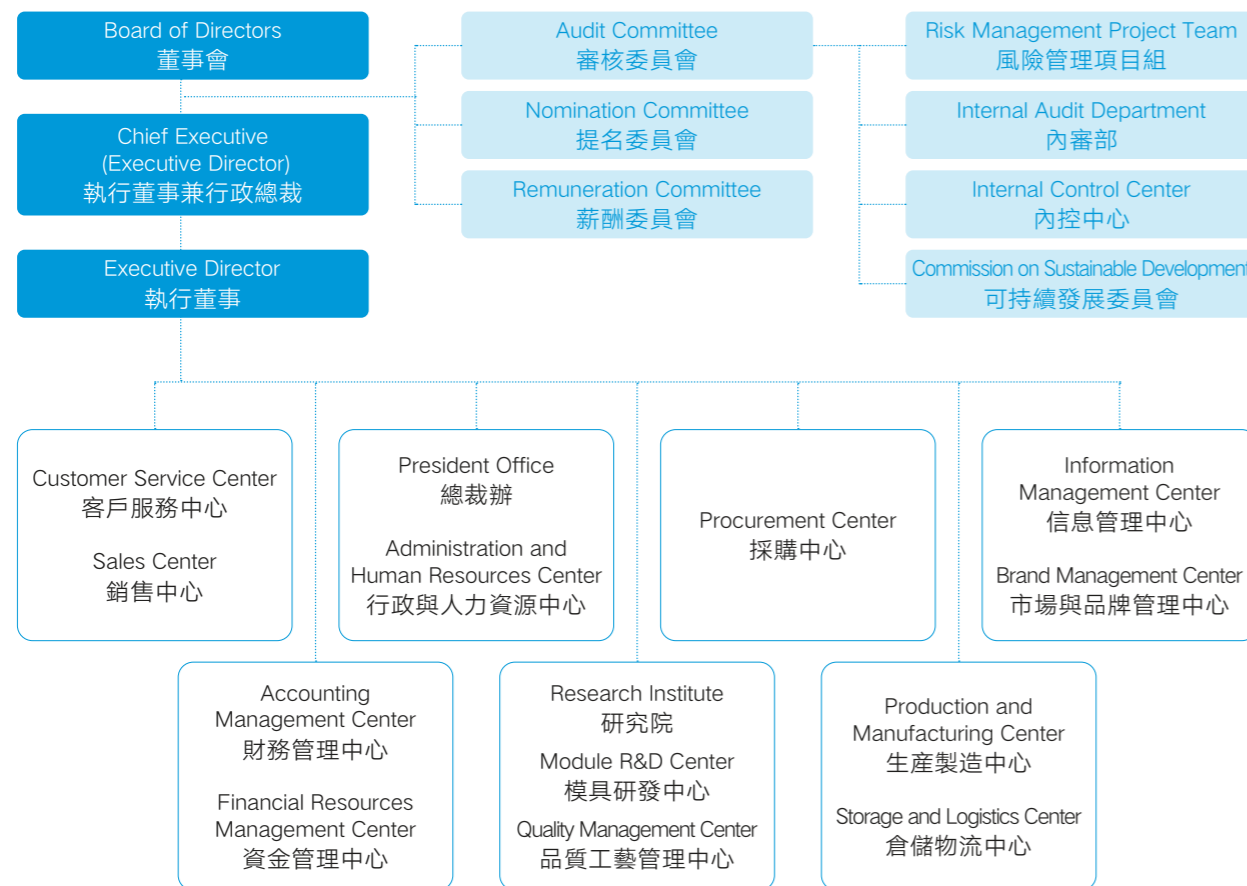
The Group has established a standardised corporate governance structure, and formulated rules and systems in compliance with the requirements for the Company's development such as the *Articles of Association* and *Director Nomination Policy*, thus perfecting internal control systems and standardising corporate governance in accordance with the requirements of the *Securities and Futures Ordinance*, *Cayman Islands Companies Act*, *Rules Governing the Listing of Securities on the Stock Exchange*, *Company Law of the People's Republic of China* and other laws and regulations.

The Group implements the Chief Executive Accountability System under the Board of Directors (the "Board"). The Board has three subordinate committees: the Audit Committee, Nomination Committee and Remuneration Committee. The Audit Committee and Remuneration Committee are chaired by an independent non-executive director. For details regarding the Board and the Board committees, please refer to the *2021 Annual Report of China Lesso Group Holdings Limited*.

完善公司治理

本集團嚴格遵守《證券及期貨條例》《開曼群島公司法》，聯交所《證券上市規則》《中華人民共和國公司法》等法律法規要求，已建立規範的企業管治架構，制定出《公司章程》《董事提名政策》等符合企業發展要求的規則和制度，不斷健全內部控制體系，促進企業治理規範化。

本集團實行董事會領導下的總裁負責制。董事會下設審核委員會、提名委員會及薪酬委員會，其中審核委員會和薪酬委員會主席由獨立非執行董事擔任。董事會、董事委員會等詳細內容見《中國聯塑集團控股有限公司 2021 年度報告》。



Organizational Structure of China Lesso 中國聯塑組織架構

Improving Communication With Investors

We have established an investor information database to analyse the register of shareholders, and maintained close relationships with investment analysts, portfolio managers and other investors. The Board maintains an ongoing dialogue with shareholders and investors via regular results announcement conferences, general meetings, investor receptions, non-pre-scheduled investor conferences and roadshows organized by various institutions, phone calls and emails, reception of research and investigation personnel, and other methods, to reinforce connection and communication with capital markets and to improve the timeliness and effectiveness of information disclosure, and to enhance transparency of the Group's operation. In 2021, the Group held 12 Board meetings, 1 general meeting, and 2 results announcement conferences.

Anti-Corruption and Anti-Fraud Campaigns

We have formulated an *Anti-Fraud Management System* and established an anti-fraud control unit to prevent any improprieties that damage the economic interests of the Group through deception or other illegal and irregular means in pursuit of personal interests, and to establish various reporting channels for handling complaints and whistleblowing on fraud which harm the interests of the Group. At the same time, the Group has formulated the *Fraud Reporting Management Process* to ensure the timely, objective and fair handling, investigation and outcome processing of fraud reports, and has been protective of the identities and information of whistleblowers through anonymous reports. The Group attaches great importance to the confidentiality of the information reported by whistleblowers. The Audit Committee is responsible for monitoring the system. The anti-fraud control unit reports regularly to the Audit Committee, which is chaired by an independent non-executive director who monitors the content, handling, and follow-up of reported cases of fraud.

Also, as the Group has gradually implemented anti-corruption and honest working practices into our operations, we have organized anti-corruption training for different levels of staff and the Board to enhance our ability to prevent corruption and punish it at the source. In this way, we have built a defense line of honesty and integrity for the Group's stable development. In 2021, no corruption cases were made against the Group.

加強投資者溝通

我們已建立投資者信息庫，分析股東名冊，維護研究所分析師、基金經理等投資者的關係，通過定期舉行業績發布會、股東大會、投資者接待會，不定期參加各機構組織的投資者交流會和路演會議，日常電話接待、郵件回覆、接待調研等形式，加強與資本市場的溝通，提升信息披露的及時性和有效性，提升本集團透明化運營水平。2021年，本集團召開董事會會議12次，舉辦股東大會1場，舉辦業績發布會2場。

反腐敗與反舞弊

我們已制定《反舞弊管理制度》，成立反舞弊管理小組，嚴防為謀取自身利益而採用欺騙等違法、違規手段使本集團經濟利益遭受損害的不正當行為的發生，並設立多種舉報渠道，受理損害本集團利益的舞弊行為的投訴與舉報。同時，本集團已制定《舞弊舉報管理流程》，確保舞弊舉報受理、調查與結果處理的及時、客觀和公正，並注重對舉報人的保護，接受不記名舉報，並對舉報人的身份和信息嚴格保密，對舉報人因舉報而收集信息的機密性予以尊重。審核委員會肩負監察該制度的責任。反舞弊管理小組定期匯報由獨立非執行董事擔任主席的審核委員會，由其監察舞弊舉報案件的內容，處理方式與後續跟進。

此外，本集團逐步推進反腐倡廉建設融入各項業務工作中，針對不同層級的員工及董事會分別組織反貪腐培訓，從源頭上加大預防和懲治腐敗的力度，築牢本集團穩健發展的廉潔防線。2021年，本集團沒有收到貪污訴訟案件。



舞弊舉報及處理流程

Whistleblower reporting and handling process

01 Whistleblower report submitted

Internal employees or external third parties make a report by the means below, submitting as much detailed information as possible to the anti-fraud control unit:

- Contact the anti-fraud control unit privately;
- Mail to the designated mailbox: Designated Whistleblower Mailbox, 1/F, Office Building C5, Zone C, Lesso Industrial Estate, Longjiang Town, Shunde District, Foshan, Guangdong Province, China;
- Send to the designated email address at DSJ@lesso.com.

02 Whistleblower report information received and accepted

The secretary or a member of the anti-fraud control unit obtains the reported information in accordance with the confidentiality requirements, places the reported information into a sealed envelope, numbers the envelope and then files it, and fills in the whistleblower report acceptance registration form.

03 Set up an investigation team

The anti-fraud control unit provisionally sets up an investigation team made up by the audit department, legal department, business units or external consultants according to the requirements of the case, and keeps a record of the team members on the whistleblower report acceptance registration form. The investigation team is responsible for explaining the investigation and handling of cases, providing whistleblower investigation reports and handling opinions to the anti-fraud control unit. The investigation team is dissolved once the work has been completed.

04 Audit charter, and carrying out of investigations and audits

Audits and investigations of general economic cases as explained by the anti-fraud control unit are received, and detailed investigations or audits carried out in accordance with the *Company's Audit Charter*, as well as laws and regulations.

舞弊舉報

內部員工或外部第三方實名或匿名通過以下途徑舉報，向反舞弊管理小組遞交盡可能詳細的舉報信息：

- 秘密接觸反舞弊管理小組；
- 郵寄至專用郵箱：中國廣東省佛山市順德區龍江鎮聯塑工業村 C 區 C5 辦公樓 1 樓舞弊舉報專用郵箱；
- 發送至專用電子郵件 DSJ@lesso.com。

舞弊舉報信息接收和受理

反舞弊管理小組秘書或成員按照保密需求獲取舉報信息，將舉報資料放入檔案袋密封，貼上編號後保存，並填寫舞弊舉報受理登記表。

成立調查小組

反舞弊管理小組根據案件的需要，臨時成立包括審計部、法律部、業務部門或外部顧問在內的調查小組，並將小組成員名單在舞弊舉報受理登記表中做好記錄。調查小組負責反舞弊管理小組交代案件的調查、處理、提供舞弊舉報調查報告與處理意見，工作完成後該調查小組自行解散。

審計章程立項、調查和審計

接收反舞弊管理小組交代的一般經濟案件的審計和調查工作，並按照《公司審計章程》審計立項，依照法律法規進行詳細的調查或審計工作。

05 Investigate and collect evidence

Investigation tasks of complex whistleblower cases explained by the anti-fraud control unit are received, and detailed investigation work undertaken in accordance with laws and regulations.

06 Prepare investigation reports and handling opinions

Once the whistleblower report investigation has been completed, a detailed whistleblower investigation report is written, and opinions on the handling of the whistleblower report are proposed.

07 Investigation verdict

The anti-fraud control unit submits cases of whistleblower reports involving senior management to the Board for its judgment.

08 Decision on the handling of the whistleblower report

The anti-fraud control unit and the Board review the investigation reports and handling opinions on whistleblower reports submitted by the investigating body in accordance with the complexity of the case and in accordance with their authority, respectively, and form a decision on the handling of the matter.

09 Filing and implementation of the handling decision

The secretary of the anti-fraud control unit files the whistleblower report investigation documents, informs the whistleblower of the investigation and handling outcomes, and issues the handling decision, which is implemented by the respective departments.

調查取證

接收反舞弊管理小組交代的複雜舉報案件的調查任務，依照法律法規進行詳細的調查工作。

撰寫調查報告與處理意見

完成舞弊舉報調查工作後，撰寫詳細的舞弊舉報調查報告，並提出舞弊舉報處理意見。

調查判斷

反舞弊管理小組將涉及高層管理人員的舞弊舉報案件反饋給董事會，由董事會判斷。

形成舞弊舉報處理決定

反舞弊管理小組、董事會按照案件的複雜程度，按照權限分別審核調查組織提交的舞弊舉報調查報告和處理意見，形成處理決定。

存檔並執行處理決定

反舞弊管理小組秘書存檔舞弊舉報調查文件，告知舉報者調查和處理結果，下發處理決定，各部門執行處理決定。

Risk Management

We have formed a risk management project team, and established a set of risk management systems and policies, including the *Contract Regulations*, *Asset Management System* and *Capital Management System*, in a bid to efficiently manage the Group's risks, which serve as a reasonable guarantee for the Group's compliance with laws and regulations, asset security, and financial reporting, as well as the truthfulness and completeness of relevant information. For details regarding internal systems and risk management, please refer to the *2021 Annual Report of China Lesso Group Holdings Limited*.

風險管理

我們已建立風險管理項目組，制定了《合同管理辦法》《資產管理制度》《資金管理制度》等系列風險管理制度和政策，對本集團的風險狀況進行有效管理，為本集團經營管理的合法合規、資產安全、財務報告及相關信息的真實、完整提供合理保障。內部控制與風險管理詳細內容見《中國聯塑集團控股有限公司 2021 年度報告》。

Internal Audits

We conducted supervisory audits of the Group's employees focused on operational and managerial aspects, and engaged a third-party company to revamp internal control processes to improve the level of regulatory compliance of business operations, pursuant to the *International Standards for the Professional Practice of Internal Auditing of the IIA*, *Audit Law of the People's Republic of China*, Rules for Internal Auditing of the People's Republic of China, and other laws and regulations, and based on our own *Internal Audit Charter*. In 2021, the audit department issued 69 audit reports, with a 96% completion rate for rectification plans.

內部審計

我們根據《IIA 國際內部審計實務標準》《中華人民共和國審計法》《中國內部審計準則》等相關法律法規要求，結合自身實際制定了《內部審計章程》，對本集團的人員及經營管理行為進行監察審計，並聘請第三方公司梳理內控流程，提升本集團合規運營水平。2021 年出具內部審計報告 69 份，整改計劃完成率 96%。

Intellectual Property Protection

We place great emphasis on intellectual property protection. We protect our rights against infringement on the Group's trademark and brand name by means of serving legal letters, making complaints to industrial and commercial administrations, and appealing to courts. Accordingly, rulings on long-standing unresolved cases have been enforced, effectively defending the Group's brand image and its customers' rights and interests. Furthermore, a patent incentive mechanism has been introduced to encourage R&D personnel enthusiasm for applying for intellectual property rights and patents.

知識產權保護

我們注重知識產權保護，對侵犯本集團商標和字號的企業，通過發送律師函、向工商部門投訴、向法院起訴的方式進行維權，對歷史遺留的案件進行針對式執行，有效維護本集團的品牌形象和客戶的合法權益，並通過制定專利獎勵機制以提升開發人員申請產品知識產權專利積極性。

SOCIAL RESPONSIBILITY MANAGEMENT

The Group has established a comprehensive sustainable development management system that continuously optimizes sustainable development management mechanisms and gradually implements sustainable development management work. The Group also optimizes multi-level, multi-dimensional, and routine stakeholder communication mechanisms. It strives to earn the trust and support of stakeholders based on in-depth understanding and management of their expectations and needs, and seeks to achieve mutual development with them.

推進責任管理

本集團已建立健全的可持續發展管理體系，不斷優化可持續發展管理機制，逐步推進可持續發展管理工作的落實，完善多層次、多方位、常態化的利益相關方溝通機制，深入了解和回應利益相關方期望與訴求，爭取利益相關方的信任和支持，實現與利益相關方共同發展。

Sustainable Development Concepts

We strive to improve our corporate sustainable development capability by putting sustainable development management into our daily operations. In this way, the Group fulfils its economic, environmental and social responsibilities as we develop our business.

可持續發展理念

我們努力提高企業可持續發展能力，將可持續發展管理納入日常管理和業務中，致力在自身發展中努力踐行經濟、環境和社會責任。

Organizational Framework for Sustainable Development

We have established a sustainable development organizational structure that forms a "three-level linkage" sustainable development pattern. This allows us to carry out the work of promoting sustainable development in an orderly manner.

可持續發展組織架構

我們健全可持續發展組織架構，形成「三級聯動」可持續發展推進格局，全方位推動可持續發展工作有序開展。



Organizational structure of the Group's sustainable development 本集團可持續發展組織架構圖

Communication With Stakeholders

利益相關方溝通

Stakeholders 利益相關方	Expectations and Demands 期望與要求	Communication and Feedback Methods 溝通與回應方式
Employees 員工	Protection of legitimate rights and interests 保障合法權益	Diversified and equal employment, improvement of the remuneration and benefits system 多元平等僱傭、完善薪酬福利
	Promotion of employees' growth and development 促進員工成長與發展	Streamlining of career paths 暢通職業發展通道
	Caring about employees' personal well-being 關愛員工生活	Caring for employees' health 注重員工身心健康
Partners 合作夥伴	Establishment of a fair and transparent industrial chain 構建公平、透明產業鏈	Enhancement of supply chain management 加強供應鏈管理
	Win-win cooperation 合作共贏	Implementation of technical exchange and cooperation 開展技術交流與合作
Shareholders 股東	Returns and growth 回報與增長	Regular disclosure of business information 定時披露經營信息
	Risk control 控制風險	General meetings, investor conferences and Board meetings 股東大會、投資者會議、董事會
	Corporate governance standards 公司治理規範	Steady operation in compliance with laws and regulations 依法合規穩健經營
Communities 社區	Poverty alleviation 扶貧濟困	Poverty alleviation donations 開展扶貧捐贈活動
	Promotion of community development 促進社區發展	Charitable activities 開展慈善公益活動
	Volunteer services 志願服務	Volunteer services provided by employees 熱心員工志願活動
Customers 顧客	Product quality guarantee 保證產品質量	Strict quality management 嚴格質量管理
	Provision of quality services 提供優質服務	Improvement of products and services 完善產品服務
	Honest operation 誠信經營	Protection of customer information security 保護客戶信息安全
Environment 環境	Energy saving and emissions reduction 節能減排	Green industry development 發展綠色產業
	Environmental protection 保護生態環境	Green operational practices 踐行綠色運營
		Environmental governance reinforcement 加強環境治理
Government 政府	Legal and regulatory compliance 依法合規經營	Tax compliance 依法納稅
	Support for economic, green and sustainable development 支持經濟綠色、可持續發展	Active response to national policies 積極響應國家政策

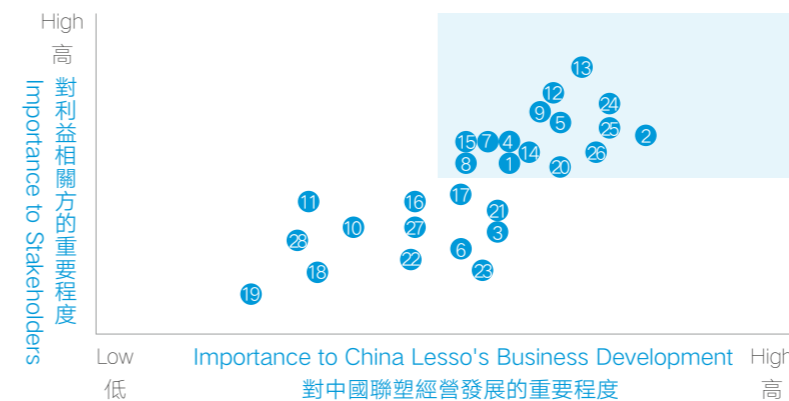
Analysis of Substantive Issues

實質性議題分析

With a view to further improving the substance of this report, we have extensively surveyed internal and external stakeholders and selected substantive issues from the two perspectives of "the importance of such issues relating to China Lesso's business development" and "the importance of such issues relating to the stakeholders," and disclosed the key points thereof in this report in an effort to respond to the expectations and demands of every stakeholder.

為進一步提升報告實質性，我們廣泛開展內外部利益相關方調研，從「對中國聯塑經營發展的重要程度」和「對利益相關方的重要程度」兩個維度進行衡量，篩選出較強實質性的議題並在報告中予以重點披露，針對性地回應各利益相關方的期望與訴求。

Issue identification 議題識別	Survey and selection 議題調查與篩選	Review and confirmation 審核確認	Issue response 回應議題
<p>Arrange important items for the Company's sustainable development, research points of concern for stakeholders, and reconcile the system to identify 28 issues from 7 perspectives.</p> <p>梳理公司可持續發展重要事項，研究利益相關方關注焦點，系統梳理出 7 大維度 28 個議題。</p>	<p>Survey internal and external stakeholders through questionnaires and select issues from the two perspectives important to the Company's business development and its stakeholders.</p> <p>開展內外部利益相關方問卷調查，從對公司經營發展、對利益相關方的重要程度兩個維度篩選議題。</p>	<p>Review the selection and analysis results through internal management and external experts.</p> <p>通過內部管理層與外部專家兩種渠道對篩選與分析結果進行審核。</p>	<p>Prepare and implement action plans for substantive issues, and disclose the key points of the 15 issues selected in this report.</p> <p>針對實質性議題，制定與實施行動計劃，並在報告中對篩選出的 16 個議題進行重點披露。</p>



Substantive Issues Selected
實質性議題篩選結果

- | | |
|---|--|
| 1 Sustainable development strategy and management
可持續發展戰略與管理 | 20 Distributor integrity management
經銷商誠信管理 |
| 2 Regulatory compliance and business integrity
誠信合規經營 | 24 Product quality and innovation
產品質量與創新 |
| 4 Anti-corruption campaign
反腐倡廉 | 25 Provision of quality services
提供優質服務 |
| 5 Tightening risk management and control
加強風險管控 | 26 Customer Privacy Protection
客戶隱私保護 |
| 7 Development of the environmental protection industry
發展環保產業 | |
| 8 Utilization efficiency of energy and resources
能源資源使用效益 | |
| 9 Sewage and waste management
污水及廢棄物管理 | |
| 12 Equal employment and the remuneration and benefits system
平等僱傭及薪酬福利 | |
| 13 Occupational health and safety
職業健康與安全 | |
| 14 Employee training and development
員工培訓與發展 | |
| 15 Staff care and support
員工關愛與幫扶 | |

BUILDING A RELAXING LIFE FOR CUSTOMERS

為客戶 構築輕鬆生活

The Group upholds the "market-oriented and customer-focused" service tenet, constantly innovating and improving quality, strictly controlling product quality, improving service quality, and safeguarding the legitimate rights and interests of customers. It is committed to providing customers with safe and reliable quality products, contributing the strengths which China Lesso offers to the creation of a harmonious and better society.

本集團堅持以「以市場為導向，以客戶為中心」的服務宗旨，不斷創新提質，嚴格把控產品質量，提升服務品質，維護客戶的合法權益，致力於為客戶提供安全可靠的優質產品，為構建和諧美好社會貢獻中國聯塑力量。

12.15 億元

科研開發和技術創新總投入 (2020年: 9.47 億元)

Invested a total of RMB **1.215** billion in research and development and technological innovation initiatives (2020: RMB 947 million)

97.44 %

客戶滿意度 (2020年: 97.37%)

Customer satisfaction of **97.44**% (2020: 97.37%)

2,999 次

開展安全生產培訓 (2020年: 1,791 次), 共有 **98,638** 人次參與 (2020年: 59,400 人次)

Conducted **2,999** training courses in safe production (2020: 1,791), with a total of **98,638** participants (2020: 59,400)



CREATING INNOVATIVE PRODUCTS

Technological innovation is the driving force behind business development. As a benchmark enterprise of pipes and fittings' technologies in China, the Group remains committed to the path of intelligent transformation, continuing to digitally upgrade products, provide customers with high-quality products and services, safeguard the quality of projects with its professional strengths, and protect huge numbers of households with professional quality. In 2021, the Group invested a total of RMB 1,215 billion in research and development and technological innovation initiatives (2020: RMB 947 million).

Optimized product experience

We fully consider the aspects of convenience and safety in product use, carry out extensive research and modeling in the design process, and allocate intelligent elements to improve the overall experience of product use.

打造創新產品

科技創新是企業發展的源動力。作為中國管件管材技術標杆企業，本集團堅持走智能化轉型之路，不斷對產品進行數字化升級，為客戶提供高品質的產品和服務，以專業的力量守護工程質量，以專業的品質守護萬千家庭。2021年，本集團科研開發和技術創新總投入 12.15 億元（2020年：9.47 億元）。

優化產品體驗

我們充分考慮產品使用的便利性和安全性，在設計過程中充分開展調研以及建模，配備智能化元素，全面提升產品使用體驗。

Taking home improvement products as an example: 以家裝產品為例

Pre-design 設計前

A large number of simulation tests and modeling are undertaken according to customer needs, the laws of nature, and ergonomics, to create a model database. 根據客戶需求、自然規律、人體工程學等方面進行了大量模擬測試和建模，建成了模型數據庫。

Data from the model database is used as the basis for product design, with the design then being refined according to customer needs to improve the level of comfort and convenience offered by the product. In terms of product function, intelligent elements, functions, hardware and accessory facilities are then added. 以模型庫的數據作為產品設計基礎，再結合客戶的需求進行深化設計，提高產品的舒適度和便利性。在產品功能上，配備智能化的元素、功能、五金和配件設施。

During design 設計時

以模型庫的數據作為產品設計基礎，再結合客戶的需求進行深化設計，提高產品的舒適度和便利性。在產品功能上，配備智能化的元素、功能、五金和配件設施。

Lesso Home Improvement design sketch
聯塑家裝效果圖

Enhancing R&D Capability

We always adhere to an innovation-driven, technology-led, long-term focus on investment in scientific R&D, and have established an R&D team composed of top talent to constantly overcome technical difficulties, and promote our own products and technological upgrades. We also promote industrial transformation and upgrading with technological innovation, and are committed to achieving economic, environmental and social benefits together.

Building a Scientific Platform

Guangdong Provincial Science and Technology Experts Workstation: We have built a high-level technological innovation platform that conducts R&D on materials and equipment formed from polymer materials, polymer material improvement, new materials, and new work processes, etc., to solve a number of key common problems in the industry and promote technological progress in the plastic piping production industry.

State-Designated Enterprise Technology Center, Guangdong Key Laboratory: This is a laboratory with CNAS national approval that works on piping engineering simulations. The lab contains approximately 1000 square meters of trial workshops and 4 mold design manufacturing workshops and has won over 30 awards for various technological progress at the district, municipal, and provincial levels.

Innovation Team Building

Guangdong Doctoral Work Station: Attracts expertise in technology, capital operation, human resources management, trade, and other international talent, to enrich R&D and management teams. Actively nurtures a group of leading reserve talent with innovative capabilities and development potential.

Case 案例 Inauguration of the China Lesso and Sun Yat-sen University Undergraduate Internship Teaching Base 中國聯塑與中山大學本科實習教學基地揭牌

In July 2021, the inauguration ceremony of the China Lesso and Sun Yat-sen University Undergraduate Internship Teaching Base was held at the Lesso Research Institute. The cooperation between the two parties will commence from the following four major areas: firstly, a talent resource reserve, including the joint training and recruitment of management trainees, post-doctoral and other functional positions; secondly, resource sharing with an elite university, continuing to flexibly mobilise resources from both sides, and continuing to leverage the empowerment of the platform provided by the China Lesso and Sun Yat-sen University Undergraduate Internship Teaching Base; thirdly, with the help of the scientific research strengths of Sun Yat-sen University in combination with the industry experience of China Lesso, current difficulties in process optimization and quality management will be solved; fourthly, extending the range of applications for materials, continuing to integrate upstream and downstream industry chains, and steadily promote projects involving waterproofing, marine aquaculture cages, fertiliser R&D and sales, and environmental protection testing and engineering.

提升科研能力

我們始終堅持創新驅動、科技引領，長期注重對科學研發的投入，組建由高層次人才構成的研發隊伍，不斷攻克技術難關，推進自身產品、技術升級，促進行業轉型升級與科技創新，致力於實現經濟、環境和社會效益的共同提升。

打造科研平台

廣東省科技專家工作站：搭建高層次科技創新平台，圍繞高分子材料成型加工技術與裝備的研究開發、高分子材料改性、新材料、新工藝等，解決一批行業關鍵共性難題，推動塑料管道生產行業的技術進步。

國家認定企業技術中心、廣東省重點實驗室：擁有 CNAS 國家認可實驗室、管道工程模擬實驗室、約 1000 平方米的中試車間以及 4 個模具設計製造車間，獲得省、市及區級各類科技進步獎超過 30 項。

培養創新人才

廣東省博士工作站：吸納技術、資本運營、人力資源管理、貿易等方面的專才和跨國人才，充實研發和管理隊伍，積極培育一批具有創新能力和發展潛力的領軍後備人才。

2021年7月，中國聯塑與中山大學本科實習教學基地揭牌儀式在聯塑研究院舉行。雙方合作將從以下四大方面著手：一是人才資源儲備，包括儲備幹部、博士後及其他職能崗位的聯合培養與招聘；二是名校資源共享，繼續靈活調動雙方資源，持續發揮中國聯塑與中山大學實習教學基地的平台賦能；三是借助中山大學的科研力量，結合中國聯塑的行業經驗，解決目前在工藝優化、品質管理上的難題；四是延伸材料的應用領域，持續整合上下游產業鏈，穩步推進防水、海洋養殖網箱、肥料研發與銷售、環保檢測與工程等項目。

Innovation Honors

創新榮譽

- "Environmentally Friendly and Highly Weather-resistant PVC-M Water Supply Pipes and Preparation Method Thereof" and "Nano Whisker Modified PE Pipes and Preparation Method Thereof" **won the Award of Excellence at the China Patent Awards.**
- "The Dynamic Surface Marine Anti-fouling Materials and Supporting Protection Technology" **won the first prize of Guangdong Science and Technology Award in the category of Technology Invention Award in 2021.**
- "The R&D and Application of Pipes and Fittings for a Marine Wind- and Wave-resistant Aquaculture Cage System" **won Third Prize at the China National Light Industry Council Science and Technology Awards in 2021.**
- The R&D project "Research on Performance Control and Service Failure Mechanisms on Plastic Molds with High Wear and Tear Resistance Coating" jointly conducted with the Institute of New Materials, Guangdong Academy of Sciences **won project approval from the Basic and Applied Basic Research Fund Committee of Guangdong Province, securing financial resources of RMB 1 million.**
- The R&D project "Key Technological Research and Industrialization of an Intelligent + Environmentally Friendly Fresh Air System" conducted together with South China Normal University **won project approval from the Foshan Science and Technology Bureau, securing financial resources of RMB 1 million.**
- The R&D project "High-end Equipment Technological Research of Terahertz High-speed Nondestructive Testing for the Industrial Manufacturing of Non-metallic Products" jointly conducted with South China University of Technology and the South China Robotics Innovation Research Institute **won project approval from the Foshan Shunde District Science and Technology Bureau, securing financial resources of RMB 1 million.**
- China Lesso **won the title of "Foshan Digital and Intelligent First-class Demonstration Factory" and secured financial resources of RMB 20 million.**
- 「一種環保高耐候 PVC-M 給水管材及其製備方法」「一種納米晶須改性 PE 管材及其製備方法」**獲中國專利獎優秀獎。**
- 「動態表面海洋防污材料及配套防護技術」**獲得 2021 年度「廣東省科學技術獎技術發明獎一等獎」。**
- 「海洋抗風浪養殖網箱系統用管材及配件的研發及應用」**獲得 2021 年度「中國輕工業聯合會科學技術獎三等獎」。**
- 與廣東省科學院新材料研究所開展研發項目「塑料用模具高耐磨耐蝕塗層的性能調控與服役失效機制研究」**獲廣東省基礎與應用基礎研究基金委員會立項，獲得財政資金 100 萬元。**
- 與華南師範大學開展研發項目「智慧 + 綠色環保新風系統關鍵技術研究與產業化」**獲佛山市科技局立項，獲得財政資金 100 萬元。**
- 與華南理工大學、華南智能機器人創新研究院開展研發項目「面向非金屬產品工業製造的太赫茲高速無損檢測的高端裝備技術研究」**獲佛山市順德區科技局立項，獲得財政資金 100 萬元。**
- **榮獲「佛山市數字化智能化一級示範工廠」，並獲得財政資金 2000 萬元。**
- The scientific and technological achievements of the R&D project "R&D and Industrialization of High Performance Municipal Large Diameter Environmentally Friendly Plastic Pipes," jointly conducted with the Institute of New Materials, Guangdong Academy of Sciences, Guangzhou Quality Supervision and Testing Institute, and Maoming Lesso Building Material Co., Ltd., were appraised by the Guangdong Light Industrial Council, and were assessed as being at the international leading level. **The project also won "First Prize at the Guangdong Light Industrial Council Science and Technology Awards" in 2021.**
- 與廣東省科學院新材料研究所、廣州質量監督檢測研究院、茂名聯塑建材有限公司共同研發項目「高性能市政用大口徑環保塑料管道的研發及產業化」經廣東省輕工業聯合會組織的科技成果鑒定，**成果經評定達到國際領先水平。並且該項目獲得 2021 年度「廣東省輕工業聯合會科學技術獎一等獎」。**
- The Polyethylene (PE) Electrouision Fitting Manufacture Digital and Intelligent Transformation Project **won the title of Foshan Digital and Intelligent Transformation Benchmark Demonstration Project and secured financial resources of RMB 8 million.**
- 「聚乙烯 (PE) 電熱熔管件製造數字化智能化改造項目」**榮獲「佛山市數字化智能化改造標杆示範項目」，並獲得財政資金 800 萬元。**

13 個

先後擔任標準化技術委員會委員單位工作 (2020 年: 13 個)

Successively had **13** committee members on the Standardization Technical Committee (2020: 13)

307 項

受理專利 (2020 年: 208 項)

其中外觀專利 **13** 項 (2020 年: 6 項)

發明專利 **70** 項 (2020 年: 68 項)

實用新型專利 **224** 項 (2020 年: 134 項)

授權專利 **117** 項 (2020 年: 33 項)

其中外觀專利 **3** 項 (2020 年: 2 項)

實用新型專利 **112** 項 (2020 年: 31 項)

307 patents accepted (2020: 208), which included **13** exterior design patents (2020: 6), **70** invention patents (2020: 68), **224** utility model patents (2020: 134), **117** granted patents (2020: 33), including **3** exterior design patents (2020: 2), and **112** utility model patents (2020: 31)

56 項

參與國際、國家、行業、團體標準及國家標準設計圖集、技術規程等的制修訂工作 (2020 年: 50 項)

主導制修訂的標準 **12** 項 (2020 年: 17 項)

其中國家標準 **5** 項 (2020 年: 6 項)

行業標準 **6** 項 (2020 年: 6 項)

團體標準 **1** 項 (2020 年: 1 項)

Participated in **56** revisions of international, national, industry, and group standard design atlases and technical regulations (2020: 50). Took the lead in revising **12** standards (2020: 17), of which, **5** were national standards of China (2020: 6), **6** were industry standards (2020: 6), and **1** was a group standard (2020: 1)

IMPROVING PRODUCTION QUALITY

The Group upholds the business philosophy of "Taking quality as the lifeline, leading with technology, and aiming for customer satisfaction", comprehensively implementing product quality and safety production control and honoring its responsibility toward every production process, product and customer, using the spirit of inventiveness to shape quality products for residents worldwide.

Quality Assurance

In order to ensure excellent products for consumers, we practice the quality management concept of "whole staff participation" and strictly control all stages, from the selection of raw materials, formulation, and product production to storage. There were no major quality incidents in 2021.

Comprehensive Product Quality Testing

We have improved various production and testing systems and performed comprehensive multi-dimensional inspections from incoming raw materials, product design and sample creation to production and product delivery. We use a three-step inspection system of "self-inspection, mutual inspection, and sampling inspection" to control production and ensure the stability of product quality.

Continuous Optimization of Product Workmanship Management

We have set up workmanship inspection teams to carry out workmanship inspections and specifications which ensure the standardization of production line workmanship parameters on our products. We have extended workmanship inspection teams to more than half of our subsidiaries.

Quality Management Informatisation Upgrades

We have been carrying out informatisation upgrades on existing quality management and gradually integrating them with the new MES smart production manufacturing system. We have established new materials testing, product process testing, customer complaints management, a production and technology issue rectification supervision platform, data collection controls, product quality tracing, and report analysis, to form a complete monitoring and control management system for product quality.

Refined Product Quality Assurance Capability Assessment Criteria

Number of product quality complaints and product performance are KPI assessment indicators for relevant departments. The Group will conduct annual review of its quality assurance capabilities, issue rectification notifications to relevant departments, and supervise rectifications.

提升生產質量

本集團秉持「以質量為生命，以科技為龍頭，以顧客滿意為宗旨」的經營方針，全面實施產品質量和安全生產管控，對每一道工序、每一件產品、每一位客戶負責，以匠心精神為全球居者塑造品質產品。

保障產品質量

我們踐行「全員參與」的質量管理理念，嚴格把控從原料的選用、配方、生產流程的控制到產品的入倉等各個環節，確保我們的產品是消費者放心的選擇。2021年沒有發生重大質量事故。

全方位產品質量檢測

完善各種生產及檢測制度，從原材料入廠、產品設計、打樣、生產到產品出廠進行全面立體檢測，依靠「自檢，互檢，抽檢」三檢制度對生產進行控制，確保產品質量的穩定。

持續優化生產工藝管理

設置工藝檢查組，進行工藝巡查及工藝規範，有力保證各類產品線生產工藝參數的標準化。並向本集團各子公司進行推廣，已推廣至半數以上子公司。

質量管理信息化升級

將原有的質量管理進行信息化升級，逐步整合到在新的智能生產製造系統MES中，建立新增來料檢驗、產品過程檢驗、客戶投訴管理、生產與技術問題整改監督平台、數據採集監控、產品質量追溯、報表分析等模塊內容，形成完善的建立產品質量的全過程監控管理系統。

細化產品質量保證能力考核標準

涉及產品的相關部門均將涉及質量問題的客戶投訴（數目）、各產品的性能情況納入KPI考核指標。每年組織人員開展本集團質量保證能力審核，對評分落後的相關部門發出整改通知，並督促整改。

Product Counterfeit Prevention Measures

We have established counterfeit prevention project teams to create unique ID codes for each product to be applied as barcodes or QR codes. We have established a database for product identification information. An open query port is available for customers to log in directly and query the authenticity of a product. We have set up an incentive mechanism that rewards users with prizes so as to increase their active participation in reporting fraud. Counterfeit prevention code technology has been upgraded to make use of big data analysis, so it can proactively target counterfeit products or areas where suspected counterfeit products are located, and then provide accurate reporting to anti-counterfeiting departments.

Maintaining Overseas Product Certification

We adopt means such as email, video and WeChat to carry out factory audits so as to ensure that all certificates held can be maintained normally, and to protect the normal overseas selling products requiring overseas certification in their markets, including certification of DVGW in Germany, SIRIM in Malaysia and WaterMark in Australia.

Product Recall Mechanism

If a recall is required following review, the quality control department files a letter of contact and notifies the distributor of information regarding the recall as soon as possible.

經評審確需召回時，由品管部填寫聯絡函，第一時間通知經銷商召回主要信息。



產品防偽應用

已成立防偽防竄項目組，為產品建立唯一的身份碼，並以條形碼或二維碼的形式展現。為產品的身份信息建立了數據庫，並開放查詢端口，客戶可登陸直接查詢產品的真偽。已設立掃碼領紅包的獎勵機制，提高用戶參與打假的積極性。防偽碼技術升級，通過大數據分析，可以主動鎖定假冒產品、或疑似假冒產品所在的區域，為打假部門出擊提供精確的情報。

海外產品認證維護

採用郵件、視頻及微信方式進行審廠，確保所持有的證書都能得到正常維護，保障需海外認證的產品在海外的正常銷售，其中包括德國的DVGW認證，馬來西亞的SIRIM認證，澳洲的WaterMark認證等。

產品召回機制

The quality control department issues a report to the responsible department and asks the relevant departments to take corrective measures.

品管部向責任部門發出報告，要求有關部門採取糾正措施。

0.6 %

產品總體合格率同比提升

Overall product acceptance rate increased by **0.6%**

24 %

產品質量問題投訴同比下降

Product quality complaints reduced by **24%**

2,074 萬元

品質改進項目推廣經濟效益

(2020年: 290萬元)

Quality improvement projects promoted economic benefits of RMB **20.74 million** (2020: RMB 2.9 million)

145 次

QC 小組活動 (2020年: 302次)

The quality control (QC) group went into action on **145** occasions (2020: 302)

0 %

2021年已售產品總數中因安全與健康理由而須回收的百分比 (2020年: 0%)

In 2021, **0%** of the total number of products sold were recalled due to safety or health risks (2020: 0%)

Case Digital Smart Factory Launch
案例 數字化智能工廠啟動

In May 2021, the Group held a launching ceremony for its digital smart factory. The project aims to build a high-end agricultural equipment center, a mold manufacturing innovation center, a water purification equipment manufacturing innovation center, and comprehensive supporting facilities. The project will involve designing a modern and novel building facade, setting up dust-free clean workshops and equipping with domestic advanced manufacturing equipments, establishing overall constant temperature air-conditioned workshops, CNC intelligent unitized automated production lines, and informatized automatic inspection system, providing data tracking informatization of production control and machine utilization rates.

2021年5月, 本集團舉行數字化智能工廠啟動儀式。項目擬建農業高端裝備中心、模具製造創新中心、淨水設備製造創新中心及綜合配套設施。項目將設計成現代化新穎建築立面, 投入無塵淨化車間生產線及國內先進的生產製造設備, 建成整體恆溫空調車間、數控智能單元化自動生產線、自動檢查系統信息化, 提供生產管控與機台使用率的數據追蹤信息。



Launch of the Digital Smart Factory
數字化智能工廠啟動

Work Safety

We regard work safety as the foundation of the corporation. We have strictly complied with the requirements of the *Work Safety Law of the People's Republic of China* and other relevant laws and regulations. In order to develop the Group into a world-class enterprise with solid safety assurance, we have established a comprehensive safety management system for consolidating our foundation of work safety. We adhere to the target of "zero accident" in term of major safety incident and to proactively promoting a culture of safe production.

確保安全生產

我們將安全生產作為企業立足之本, 嚴格遵守《中華人民共和國安全生產法》等相關法律法規, 建立出完善的安全管理體系, 堅持重大安全「零事故」目標, 鞏固安全生產基礎, 積極弘揚安全生產文化, 為創建一流國際企業提供堅實安全保障。

39,728 萬元

自動化改造投入 (2020年: 19,547萬元)

Investment in automation remodeling was RMB **397.28 million** (2020: RMB 195.47 million)

2,999 次

開展安全生產培訓 (2020年: 1,791次), 共有

98,638 人次參與 (2020年: 59,400人次)

Conducted **2,999** training courses in safe production (2020: 1,791), with a total of **98,638** participants (2020: 59,400)

7,994 次

安全生產檢查 (2020年: 6,310次)

7,994 work safety inspections were conducted (2020: 6,310)

8,753 項

排查安全隱患 (2020年: 8,579項), 隱患整改 **8,575** 項 (2020年: 8,374項), 整改率 **97.97%** (2020年: 97.61%)

8,753 safety hazards were investigated (2020: 8,579), with **8,575** safety hazards rectified (2020: 8,374), for a total rectification rate of **97.97%** (2020: 97.61%)

6,896 份

簽署安全責任書

6,896 safety responsibility agreements were signed

177 次

開展消防應急演練 (2020年: 157次)

177 fire drills were organized (2020: 157)

516 次

開展消防講座 (2020年: 417次), 共有 **17,790** 人次參與 (2020年: 16,195人)

A total of **17,790** people (2020: 16,195) participated in **516** fire safety talks (2020: 417)

Improving Safety Management

The Group set up a safety monitoring department which is independent of the entire production system. The safety monitoring department strictly requires all of the Group's departments to operate according to work safety requirements, focusing on the key areas of critical stages, going a good job in the area of work safety investigation and rectification, improving the closed-loop management of work safety, attach importance to training staff in work safety, improve equipment, automate inputs, eliminate safety hazards in the production process, and eliminate safety hazards at the source. In September 2021, the Group implemented the new *Work Safety Law* and organized a seminar for all departments to clarify the safety responsibilities of each department, and also organized training for all subsidiaries.

Work Safety Implementation

Work Safety Responsibility System: Clearly define safety management objectives, implement safety management responsibilities, complete the signing of safety objective responsibility letters, and implement the safety production responsibility system at all levels.

Safety Inspections: Implementing the *Work Safety Inspection System* has had clear results, reducing the number of work accidents caused by equipment. We have also implemented *Special Fire Safety Inspections* and carried out onsite inspections for special safety checks with several subsidiaries.

Special Purpose Equipment Management: We assembled a special purpose equipment safety management team with whom we have regular meetings. The team regularly communicates special purpose equipment issues and actively rectifies issues detected. A third-party qualified testing company has also been hired to carry out maintenance. In addition, a special equipment safety management meeting attended by the maintenance company, the procurement department, and the workshop use department was organized, with the maintenance company and workshop use department putting forward new requirements, and a special maintenance WeChat group being set up. At the same time, a requirement for special equipment managers and operators to be certified for their positions was set, so as to ensure that national and local laws and regulations with respect to special equipment are followed.

Building monitoring and security management: To strengthen building management system construction, the whole building complex adopts a 24-hour video monitoring system, with an intruder alarm system being provided in key areas, and security personnel carrying out periodic patrols. The main entrance was added to the public security department's networked integrated defense system, effectively preventing non-approved personnel from entering the factory. In addition, we hire qualified third-party quality assurance companies to carry out regular maintenance of fire suppression equipment in all buildings to ensure that it operates properly. There were no lost items or security incidents in 2021.

完善安全管理

本集團成立安全監察部，獨立於整個生產系統，嚴格要求本集團所有部門按照安全生產要求操作，緊盯重點領域關鍵環節，抓好安全生產大排查大整治，完善安全生產閉環管理，重視對員工進行安全生產培訓，加強對設備的改良、自動化的投入，消除生產過程的安全隱患，在源頭上杜絕安全事故的發生。2021年9月，本集團實施新《安全生產法》，組織各部門召開宣講會，明確各部門的安全職責，並對各子公司組織培訓。

實施安全生產

安全生產責任制：明確安全管理目標，落實安全管理責任，完成安全目標責任書簽訂，層層落實安全生產責任制。

安全檢查：推行《安全生產檢查制度》，效果顯著，減少因設備的安全性能發生的工傷事故；開展《消防專項安全檢查》工作，對各子公司開展的專項檢查工作進行現場核查。

特種設備管理：成立專門的特種設備安全管理小組，定期組織召開會議，及時溝通特種設備問題，對出現的問題點積極組織整改，並聘請第三方有資質的檢測公司進行維護保養。此外，組織由維保方、採購部、車間使用部門參加的特種設備安全管理會議，對維保方及車間使用部門提出新要求，並建立專項維護保養微信群，同時要求特種設備管理人員和操作人員必須取證上崗，保障特種設備符合國家和地方法律法規。

樓群監控安保管理：加強樓群管理體制建設，整個樓群採用24小時視頻監控系統，關鍵部位設置入侵式報警系統，安保人員不定時巡邏，正門加裝與公安部門聯網的聯防系統，有效防止不法人員進入廠區。此外，聘請有資質的第三方維保公司對所有樓群的消防設備開展定期維修保養工作，保障消防設備的正常運行。2021年度未發生物品丟失及治安事件。

Dissemination of Safety Culture

We implement safety knowledge training in all work positions, including safety procedures for production equipment, sources of danger, and contingency plans for safety accidents. In this way, we effectively raise the safety awareness of employees and prevent safety incidents from occurring. At the same time, 6SK management is implemented in the workshop, in addition to onsite management, so everyone works together to create a clean and comfortable working environment.

傳播安全文化

做好各崗位的安全知識培訓計劃，包括生產設備安全操作規程、危險源、安全事故應急預案等，切實提高員工的安全意識，杜絕安全事故的發生。同時，車間貫徹6SK管理，做好現場管理，共同營造一個乾淨整潔舒適的工作環境。

Case 案例 Conducting a Series of Activities for Work Safety Month 開展安全生產月系列活動

China Lesso firmly establishes the concept of safety, promotes the idea of putting human life and safety first, improves the work safety responsibility system, implements safety management, and resolutely curbs serious accidents. In 2021, the Group carried out activities as part of "Work Safety Month" to raise awareness of safety among employees through quizzes and fire drills, covering topics such as electric shocks, fire hazards, heat stroke, food poisoning, and special equipment accidents.

中國聯塑牢固樹立安全發展理念，弘揚生命至上、安全第一的思想，完善安全生產責任制，落實安全管理，堅決遏制重特大事故發生。2021年，本集團有序展開「安全生產月」活動，透過知識競賽及應急演練，包括觸電、火災、中暑、食物中毒、特種設備事故等，提升員工的安全意識。



The Sichuan subsidiary conducting an emergency fire drill 四川子公司開展火災應急演練



The Henan subsidiary instructing staff on the standard operation of fire extinguishers 河南子公司組織員工學習滅火器標準操作



The Changchun subsidiary conducting practical fire-fighting training in a hazardous waste store 長春子公司在危廢房進行消防實操訓練



The Hunan subsidiary holding a quiz on safety knowledge 湖南子公司舉行安全知識競賽活動

OPTIMIZING CUSTOMER EXPERIENCE

The Group always takes a customer-focused approach, adhering to technological empowerment and prioritising services to fully understand and anticipate the needs of users. We give careful thought to the convenience and safety design of products, while continuously providing high-quality services, expanding service channels and protecting the rights and interests of customers, and integrating high-quality products and comprehensive services into our customers' lives.

Providing Full Service

We carry out in-depth analysis of the service needs and product characteristics of different customer groups, and provide professional service teams, service tools and service content to match them. This allows us to provide high-quality services throughout the whole life cycle of pre-sales, sales and after-sales to address the concerns of customers and give them greater peace of mind.

Pre-Sales Services 售前服務

- We understand customer needs, collect customer feedback, and develop reasonable and effective product supply and technical service plans, making effective preparations in terms of production, inspection, sales and transportation activities.
- 了解客戶的需求，收集客戶意見，從生產、檢驗、銷售和運輸上做好服務準備，制定出合理有效的供貨、技術服務方案。

Sales Services 售中服務

- We develop teaching plans and easy-to-understand handouts and provide free engineering technical manuals.
- We provide satisfactory answers to questions or reasonable solutions to customer questions within the shortest time possible.
- We provide on-site technical guidance to customers on the use of products.
- 編制教學方案和通俗易懂的講義，並免費提供工程技術手冊。
- 在最短的時間內對客戶提出的疑問作出滿意的解答或提供合理的使用方案。
- 配合客戶到現場進行產品應用技術指導。

After-Sales Services 售後服務

- We adhere to the service concept of "quick response, quality service, transmitting technology, and timely delivery," establishing technical support, product quality follow-up, and effective information feedback and improvement mechanisms.
- Employees are assigned to work in frontline positions, and products detected as having quality issues caused by mishandling or other human errors are immediately replaced or returned to guarantee high product quality.
- 奉行「快速響應、優質服務、傳送技術並及時到位」的服務理念，建立技術支持、產品質量回訪、良好的信息反饋及改進機制。
- 駐點市場一線，對存在裝卸貨不當等認為質量問題的產品及時退換貨，保障產品質量。



Full service process 全過程服務流程

優化客戶體驗

本集團始終以客戶為中心，堅持科技賦能、服務先行，充分把握和引領用戶需求，考慮產品的便利性和安全性設計，同時不斷提供高質量的服務，拓展服務渠道，保障客戶權益，將優質產品及立體化服務融入到客戶生活之中。

提供全流程服務

我們深入分析不同客戶群體服務需求和產品特性，提供與之相匹配的專業服務團隊、服務工具和服務內容，以貫穿售前、售中及售後整個生命周期高質量服務，為客戶排憂解難，讓客戶更省心。

Case 案例

Lesso Good Housekeeping provides thoughtful service to customers 聯塑好管家，為客戶提供貼心服務

The Lesso Good Housekeeping service has been launched for building materials and home improvement products. The service provides a double guarantee for both product and welding quality, and the five free professional services of pre-sale home plumbing and electrics consultation, product authenticity check, water pressure testing, inspection and acceptance of plumbing and electrical conduits, and taking of digital images of pipes, as well as safety precautions tips, predicting the problems that customers may encounter at each step, and providing them with detailed and comprehensive solutions.

針對建材家裝產品，推出聯塑好管家服務，提供產品質量、焊接質量雙保障，售前家裝水電諮詢、鑒別產品真偽、專業水壓測試、驗收水電管路、拍攝數碼管路圖等五項免費專業服務及一項安全注意事項提示，預判客戶每一步可能遇到的問題，為客戶提供細緻全面的解決方法。



Expanding Sales Channels

We uphold the principles of cooperation, mutual benefit, intelligence, and internationalization to respond to the Belt and Road Initiative by creating global sales platforms that transform single-line offline sales into combinations of online and offline sales. We provide support services such as marketing and branding to give customers new experiences and thorough service.

拓展銷售渠道

我們秉持合作、共贏、智能、國際化的理念，響應「一帶一路」倡議，打造跨國銷售平台，將單一的線下網絡銷售轉變為線上線下相結合，並提供營銷及品牌推廣等配套服務，為客戶提供全新體驗和細緻服務。



4.6.6 Protection of Customer Rights and Interests

We strictly abide by the *Law of the People's Republic of China on the Protection of Consumer Rights and Interests*. We established *After-sales Service Manual* and *Engineering and Technical Service Department Management System*. In order to continually improve service quality and customer satisfaction, we make every effort to protect the rights and interests of customers, continuously enhancing the protection of customer privacy and information security, and provide timely feedback on customer concerns. We introduced services such as anti-counterfeit verification system inquiries to help customers identify inferior products.

Responsible Marketing

The Group has formulated the *Advertising Resources Management Measures* to unify the application specifications of advertising, label use and marketing activities. We insist that product labeling and advertisement meet the requirements of laws, regulations, rules and other regulatory documents, in order to ensure the authenticity and reliability of product promotion to achieve responsible marketing.

Customer Feedback

We have established day-to-day management and monitoring measures for product and service complaints and have formulated our *Procedures for Handling Customer Complaints Regarding Storage, Transportation and Delivery* which require the initial response to be made within 2 hours of receiving a customer complaint and a definitive response being given within 24 hours. At the same time, we listen to customer concerns onsite or via telephone, WeChat, email, fax or corporate communication platforms. We convey customer feedback to relevant departments in a timely manner and continuously follow up on feedback until the customer is satisfied.

保障客戶權益

我們嚴格遵守《中華人民共和國消費者權益保護法》，已制定《售後服務手冊》《工程技術服務部管理制度》，全力維護客戶權益，不斷加強客戶隱私和信息安全保護，及時反饋客戶訴求，推出防偽系統查詢等服務，幫助客戶識別劣質產品，不斷提升服務質量和客戶滿意度。

負責任營銷

已制定《廣告資源管理辦法》，統一廣告宣傳、標籤使用、營銷活動的應用規範，堅持產品標籤和廣告宣傳符合法律、法規、規章及其他規範性文件要求，確保產品宣傳的真實性、可靠性，實現負責任的營銷。

客戶意見反饋

已建立產品及服務的投訴日常管理和監測機制，制定了《儲運發貨事宜客戶投訴處理程序》，要求接到客戶投訴後 2 小時內第一次回覆，24 小時內明確回覆，同時通過現場、電話、微信、郵箱、傳真及企業溝通平台等多種渠道了解客戶訴求，及時將客戶反饋意見傳達到相關部門，並作持續的跟進反饋，直至客戶滿意。

Customer Privacy Protection

We attach great importance to customer privacy and information security, set out clear standards for customer data management and confidentiality, strengthen customer information management and guards against the risk of customer privacy leakage with strict and standardized processes and operational procedures to ensure customer privacy. There was no complaint regarding to the customer privacy leakage in 2021.

Product Anti-counterfeit Traceability

In order to allow consumers to trace products and have confidence in using them, we launched the anti-counterfeit verification system, which lets customers quickly trace the production information of pipeline products and identify their authenticity, effectively protecting the legitimate rights and interests of consumers.

客戶隱私保護

重視客戶的隱私和信息安全，明確客戶資料管理及保密規範，加強客戶的信息管理，以嚴格規範的流程和操作程序防範客戶隱私洩露風險，切實保障客戶隱私。2021 年未發生因洩露客戶隱私引起的投訴事件。

產品防偽溯源

為讓消費者追溯有源、使用有譜，我們推出防偽查詢系統，可讓客戶快速追溯管道產品的生產信息及辨別真偽，有效保障消費者合法權益。

97.44 %

客戶滿意度達（2020 年：97.37%）（問卷調查以一級經銷商為主）

Customer satisfaction of **97.44%** (2020: 97.37%) (the questionnaire survey is based on the responses of first-tier distributors)

12 宗

接獲關於產品或服務的有效投訴（2020 年：0 宗）

There were **12** valid complaints on products or services received (2020: 0)

0 個

因洩露客戶隱私接獲投訴數目（2020 年：0 個）

Complaint arising from leakage of customer privacy: **0** (2020: 0)

100 %

客戶投訴回覆率

Customer complaint response rate: **100%**

Day-to-day management and monitoring measures for product and service complaints

產品及服務的投訴日常管理和監測機制



Case 案例 Zero Tolerance for the Production and Sale of Counterfeit Products, Steadfastly Protecting the Rights and Interests of Consumers 制假售假零容忍，堅決維護消費者權益

There are many quality problems with counterfeit and inferior products, which not only damages the corporate brand image and endangers the safety of consumers' property, but may also endanger their lives and health. The Group adheres to the philosophy of striking at the source and fighting against counterfeits, and takes a rigorous stance in combating illegal acts such as the production and sale of counterfeit products to maintain a good market environment and to protect the rights and interests of consumers.

Reports submitted by consumers form an integral part in the fight against the unlawful acts of producing and selling counterfeit products. In order to encourage consumers to actively report information on counterfeits with China Lesso, we have developed reward mechanisms and strictly maintain the confidentiality of whistleblower information, so that reported information is more direct and effective. The Group has always been determined to crack down on counterfeits, the production and sale of counterfeit products, and taking a zero tolerance attitude against this practice.

假冒偽劣產品存在著諸多質量問題，不僅會損害企業品牌形象、侵犯消費者的財產安全，更可能危害消費者的生命健康。本集團秉承打擊源頭，有假必打的工作理念，嚴厲打擊制假售假等違法行為，維護良好的市場環境、保護消費者的權益。

在打擊制假、售假違法行為工作中離不開消費者的舉報反饋，為鼓勵消費者積極參與中國聯塑針對舉報制假、售假信息，制定了獎勵機制，且對舉報人信息嚴格保密，讓舉報信息更直接有效。本集團始終堅定打假決心重拳出擊，嚴厲打擊制假售假行為，對制假售假零容忍、不放任！

A MISSION TO PROTECT THE ENVIRONMENT

為環境 勇擔環保使命

In order to support China's "2030 carbon peak, 2060 carbon neutral" goal, the Group has set environmental objectives, and actively responds to climate change using a goal-oriented approach. We have developed photovoltaic energy to reduce carbon emissions at the source, and integrate the concept of low-carbon and environmental protection into the whole process of operations from the lifecycle perspective, implementing energy saving and reducing consumption in various aspects such as product design, green factories, and low-carbon production. We have also reduced waste gas, waste water, industrial residue, and noise emissions, and improved the efficiency of resource utilization to reduce the impact on the environment, while at the same time making full use of our professional advantages to protect the environment and do all that we can to create a resource-saving and environment-friendly enterprise.

為支持中國「2030 碳達峰、2060 碳中和」的目標，本集團制定了環境目標，在目標導向下積極應對氣候變化，開發光伏能源從源頭減少碳排放，並從生命周期視角出發，將低碳環保的理念融入運營實踐全過程，在產品設計、綠色工廠、低碳生產等各個環節實施節能降耗，降低三廢和噪音排放，提升資源使用效率，以減少對環境的影響，同時充分利用專業優勢開展環境保護，全力創建資源節約型、環境友好型企業。

3,014 萬千瓦時

光伏發電量 (2020年: 2,389 萬千瓦時)

30.14 million kWh of PV power generated
(2020: 23.89 million kWh)

578 萬噸

循環利用水量 (2020年: 424 萬噸)

5.78 million tonnes of water resources recycled
(2020: 4.24 million tonnes)

176,008 噸

回收利用塑料 (2020年: 180,314 噸)

176,008 tonnes of plastic recycled (2020: 180,314 tonnes)



SETTING GREEN DEVELOPMENT GOALS

The Group is firmly committed to a green, low-carbon and high-quality development path, actively deploying carbon reduction initiatives in terms of both energy supply and energy consumption, and keeping up with the pace of the country in its efforts to peak CO₂ emissions by 2030 and achieve carbon neutrality by 2060. Through constantly optimizing our production processes, we continue to improve our clean energy use and energy efficiency, ensuring that 100% of waste water, waste gas and waste materials are treated in compliance with established standards, and strengthening our recycling of waste and packaging materials to continuously reduce our impact on the environment and natural resources.

制定綠色發展目標

本集團堅持堅定不移走綠色低碳高質量發展道路，從能源供給和能源消耗兩方面入手積極部署減碳行動，緊跟國家的步伐力爭二氧化碳排放於 2030 年前達到峰值、2060 年前實現碳中和；我們通過持續優化生產工藝，提高清潔能源使用量和能源使用效率，確保廢水、廢氣、廢料 100% 被合規處理，加強廢料、包裝物料循環利用，持續減少對環境及天然資源的影響。

具體指標 Specific indicator	實施舉措 Implementation measures	
碳排放量 Carbon emissions	<ul style="list-style-type: none"> Enhance energy management Energy-saving transformation Optimize production processes Develop new energy resources Green office 	<ul style="list-style-type: none"> 加強能源管理 節能改造 優化生產工藝 發展新能源 綠色辦公
廢水排放量 Waste water discharge	<ul style="list-style-type: none"> Increase in waste water treatment equipment Purification and reuse of waste water 	<ul style="list-style-type: none"> 增加廢水處理設備 對廢水淨化再利用
有害廢棄物產生量 Hazardous waste generated	<ul style="list-style-type: none"> Optimize production processes Recycle and reuse 	<ul style="list-style-type: none"> 優化生產工藝 回收再利用
無害廢棄物產生量 Non-hazardous waste generated	<ul style="list-style-type: none"> Optimize production processes Recycle and reuse 	<ul style="list-style-type: none"> 優化生產工藝 回收再利用
耗水量 Water consumption	<ul style="list-style-type: none"> Optimize production processes Strengthening recycled water management Promote everyday water conservation 	<ul style="list-style-type: none"> 優化生產工藝 加強循環利用水管理 倡導日常節約用水
能耗 Energy consumption	<ul style="list-style-type: none"> Enhance energy management Energy-saving transformation Optimize production processes Develop new energy resources Green office 	<ul style="list-style-type: none"> 加強能源管理 節能改造 優化生產工藝 發展新能源 綠色辦公

RESPONDING TO CLIMATE CHANGE

The Group incorporates the identification, assessment and management of climate-related risks and opportunities into its corporate risk management processes, adjusting its business strategies in a timely manner, accelerating the process of clean and low-carbon transition, seizing climate-related opportunities, and developing clean energy to achieve the reduction of carbon emissions at source. Through management and technological innovation, we comprehensively improve the efficiency of energy usage to reduce carbon emissions in production and operation in order to mitigate the possible impact of climate-related risks.

Responding to Climate-related Risks

We are making every effort to improve the Group's capacity to manage climate change risks by fully identifying the various opportunities and challenges posed by climate change, and formulating effective countermeasures.

應對氣候變化

本集團將識別、評估和管理氣候相關風險和機遇納入企業風險管理流程，適時調整業務戰略，加快清潔低碳轉型進程，把握氣候相關機遇，開發清潔能源從源頭上實現碳減排，管理與技術創新並舉全面提升能源使用效率以減少生產運營中碳排放，以減緩氣候相關風險可能造成的影響。

應對氣候風險

我們充分識別氣候變化帶來的各種機遇和挑戰並制定出有效的應對措施，全力提升本集團管理氣候變化風險的能力。



Governance

The Board makes final decisions on strategies and policies to mitigate climate-related risks at its regular meetings, enhancing our contribution to address climate change-related issues. As part of the decision-making process, and with the support of the standing committees, the Commission on Sustainable Development, which is composed of senior management from different business functions, and the Sustainable Development Office under it, are responsible for identifying and evaluating important ESG risks, including climate-related risks, setting climate action objectives and plans based on the decisions of the Board, and discussing progress in managing the objectives. The risk management project team under the Audit Committee incorporates climate-related risks as a key risk type in the Group's risk management, and regularly discusses climate-related risk management and control efforts.

We regularly conduct special training on climate-related issues to ensure that the Board and senior management have a full understanding of the impact of climate-related issues on our operations, and that they have the necessary expertise and skills to oversee climate-related issues and their management. The Board also seeks professional advice from outside experts when needed in order to better support relevant decisions.

Risk Management

We incorporate climate-related risks into the Group's regular risk management processes, with the cooperation between Commission on Sustainable Development and the risk management team to identify the potential impact of climate-related issues on our operations and develop the corresponding countermeasures using the *Group Risk Management Process*. We plan to further develop the comprehensive identification and assessment of climate-related risks with the help of external experts. We will identify physical and transition risks that may affect the Group's business operations through industry-level risk reviews and dialogues between the managerial levels of different departments. We also plan to communicate with directors and senior management to gain further insight into the Company's long-term operating strategies and business development.

The results of the climate-related risk identification and assessment are deliberated by the Board, and are incorporated into the Board's decisions on the Group's medium-term and long-term strategies, further guiding the development of management policies and action plans related to climate change topics. Guided by the results of our assessment of relevant risks, we have set the Group's greenhouse gas emission control targets and action plans, and are actively developing photovoltaic products and solutions.

治理

董事會通過定期會議，對減緩氣候變化相關風險的戰略和政策做出最終決定，提升我們對解決氣候變化相關問題的貢獻。作為決策過程的一部分，在各常設委員會的支持下，由不同業務職能的高級管理層組成的可持續發展委員會及下設的可持續發展辦公室負責對包括氣候相關風險的 ESG 重要風險進行識別和評估，並根據董事會的決策制定出氣候行動目標和計劃，討論目標的管理進度；審計委員會下設的風險管理項目組將氣候相關風險作為重點風險類型納入本集團風險管理，定期討論氣候相關風險管理和控制工作。

我們定期開展氣候相關議題的專題培訓，以確保董事會及高級管理人員充分了解氣候相關議題對於公司運營的影響，具備必須的專業知識與技能，監管氣候相關議題和管理。董事會亦在需要時尋求外部專家的專業意見，以更好支持相關決策。

風險管理

我們將氣候相關風險納入常規本集團風險管理流程，由可持續發展委員會與風險管理小組合作，採用「本集團風險管理程序」，識別氣候相關事宜可能對公司營運造成的影響，並制定出相應應對措施。我們計劃在外部專家的幫助下，進一步開展氣候相關風險的全面識別和評估工作。我們將通過行業層面風險審視和不同部門管理層對話，識別可能影響本集團業務運營的實體風險和轉型風險。我們亦計劃與董事和高級管理人員進行溝通，獲取對於公司長期運營戰略和業務發展的進一步見解。

氣候相關風險識別和評估的結果經過董事會審議，被納入董事會關於本集團中長期戰略的決策之中，並進一步指導制定與氣候變化議題相關的管理政策和行動計劃。我們已在相關風險的評估結果指導下，制定本集團溫室氣體排放控制目標和行動計劃，並積極開發光伏產品和解決方案。

Strategy

As a large group with a wide range of businesses and numerous products, in order to better understand the potential impact of climate change on the Group's business, we have taken a broad look at the characteristics of each of businesses and products as well as our operating locations, and have referred to the pathways of SSP 5-8.5, SSP 1-2.6 and China's Nationally Determined Contributions (NDCs), to identify the physical risks, transition risks and opportunities that could have a significant impact on business in the three time horizons of the short-term (Year 2025), medium-term (Year 2030) and long-term (Year 2050), having further developed risk management strategies to either mitigate the impact of various risks or to seize the related opportunities. In the future, we plan to incorporate scenario analysis into the assessment process and conduct quantitative assessments to further validate the effectiveness of our climate-related risk management strategies.

Note: Shared Socioeconomic Pathways (SSPs) are global socioeconomic development scenarios created by the Intergovernmental Panel on Climate Change (IPCC). SSP1-2.6 is a sustainable development pathway which refers to a global shift to low-carbon in order to achieve carbon neutrality after 2050, and to limit global temperature rise to 1.8°C in 2100. SSP5-8.5 is a fossil fuel-dominated development pathway in which economic growth is primarily driven by the extraction of fossil fuels and energy-intensive lifestyles, resulting in an uncontrollable global temperature rise of 4.4°C in 2100.

戰略

作為業務廣泛、產品眾多的大型集團，為了更好了解氣候變化對本集團業務的潛在影響，我們結合各業務、產品特徵及運營地點，參考 SSP 5-8.5、SSP 1-2.6 及中國自主貢獻目標（NDCs）路徑，對短期（2025 年）、中期（2030 年）、長期（2050 年）三個時間範圍下，識別了在短、中、長期對可能導致重大業務影響的實體風險、轉型風險和機遇，並進一步制定風險管理策略，降低各種風險的影響或把握相關機遇。我們計劃在未來將情景分析納入評估過程並開展定量評估，進一步確認氣候相關風險管理策略的有效性。

註：共享社會經濟路徑（SSPs）是政府間氣候變化專門委員會（IPCC）構建的全球社會經濟發展情景。SSP1 -2.6 為可持續發展路徑，指全球開展低碳轉型，2050 年後達到碳中和，在 2100 年全球溫升控制在 1.8°C 以內。SSP5-8.5 為化石燃料為主的發展路徑，經濟增長主要由開採化石燃料和能源密集型生活方式推動，導致全球溫升無法控制，2100 年升高 4.4°C。

風險類型 Risk type	影響因素 Influencing factors	業務可能受到的影響 Possible impact on business	時間尺度 Time scale	應對策略 Coping strategy
實體風險 Physical risk	急性風險 Acute risk	<p>根據現有颱風綜合風險等級地區評估，中國境內，中國聯塑下屬 5 個運營地點的生產基地位於極高和高風險颱風受災地區，在未來高強度颱風的強度增加的預期下，本集團預計將遭遇更多的生產運營中斷次數和總天數，導致更高的生產經營中斷損失。同時，因颱風引起的洪澇、火災等次生災害，可能導致廠房、設備及資產受到破壞。</p> <p>Based on the existing comprehensive typhoon risk rating regional assessment, the production bases of the five operating locations under China Lesso are located in very high and high risk typhoon affected areas within China. Given the expectation of increased intensity of high-strength typhoons in the future, the Group is anticipated to experience more interruptions of production operation and total number of days, resulting in higher losses from such interruptions. Meanwhile, secondary disasters such as floods and fires caused by typhoons may result in damage to factories, equipments, and assets.</p>	中期 Medium-term	<p>各運營地點關注極端天氣預警信息，制定了極端天氣應急方案，增強本集團預防和減輕颱風等極端天氣災害的能力。</p> <p>Each operating location pays attention to extreme weather warning information, and has formulated extreme weather contingency plans to enhance the Group's ability to guard against and mitigate extreme weather disasters such as typhoons.</p>

風險類型 Risk type	影響因素 Influencing factors	業務可能受到的影響 Possible impact on business	時間尺度 Time scale	應對策略 Coping strategy
實體風險 Physical risk	急性風險 Acute risk	<p>中國聯塑主要運營地點之一，廣東省，預計是極端高溫熱浪天氣的高度受影響地區。在高溫天氣持續延長的背景下，本集團生產和運營所需的通風、製冷及空氣調節設備運行時間和運行強度均有所增加，用電量持續增長，預計將持續導致運營成本增加。</p> <p>One of China Lesso's major operating locations, Guangdong province, is expected to become an area highly affected by extreme heat waves. Against the prolonged periods of hot weather, the hours of use and operating intensity of the Group's ventilation, cooling and air conditioning equipment required for production and operations have increased, and electricity consumption has continued to grow, which is expected to continue to lead to an increase in operating costs.</p>	長期 Long-term	<p>開展空調等製冷設備的能源管理，採購能效標準高的設備，推行綠色辦公理念。</p> <p>Energy management of air-conditioning and other refrigeration equipment is carried out, equipment meeting high energy efficiency standards is purchased, and the green office concept is promoted.</p>
	政策及法規風險 Policy and regulatory risk	<p>強化排放量報導義務</p> <p>Enhanced emissions reporting obligations</p> <p>本集團目前上市所在的聯交所已要求所有上市企業披露溫室氣體排放量，並進一步要求披露氣候變化應對事宜。</p> <p>At present, the Stock Exchange, on which the Group is listed, has required all listed companies to disclose their greenhouse gas emissions and further requires disclosure on the response to climate change.</p>	短期 Short-term	<p>我們已聘請外部機構協助開展溫室氣體盤查和氣候相關風險評估，並將持續提升內部能源及溫室氣體排放管理能力。</p> <p>We have engaged external organizations to assist in conducting greenhouse gas inventories and climate-related risk assessments, and we will continue to enhance our internal energy and greenhouse gas emission management capabilities.</p>
	轉型風險 Transition risk	<p>提高溫室氣體排放定價</p> <p>Increased pricing of greenhouse gas emissions</p> <p>本集團不屬首批納入中國碳市場的控排行業，但考慮在中長期碳市場範圍可能進一步擴大。本集團若排放超出限額的溫室氣體，將需要付出額外經營成本。</p> <p>The Group is not among the first band of emission-controlled industries to be included in China's carbon market, but it is thought that the scope of the carbon market may be further expanded in the medium-term to the long-term. The Group will incur additional operating costs if its emission of greenhouse gases exceeds the limits.</p>	長期 Long-term	<p>我們已開始著手制定本集團溫室氣體排放管理目標，在長期響應中國「3060 目標」要求。</p> <p>We have started to develop the Group's greenhouse gas emission management targets in response to China's "3060 target" in the long-term.</p>
市場風險 Market risk	<p>客戶行為變化</p> <p>Changes in customer behavior</p> <p>我們的主要客戶可能因為消費者偏好或政策要求的原因，加大採購綠色低碳產品的力度。如本集團不進行產品革新、節能改造等轉變，可能喪失市場份額。</p> <p>Our major customers may purchase green, low-carbon products due to consumer preferences or policy requirements. The Group may lose its market share if it fails to make changes such as product innovation and energy-saving transformations.</p>	中期 Medium-term	<p>我們對生產廢料及回收材料開展再利用，降低單位產品原材料消耗量，提升產品低碳表現。</p> <p>We reuse waste materials from production as well as recycled materials to reduce the consumption of raw materials per unit of product, and improve the low-carbon performance of our products.</p>	

風險類型 Risk type	影響因素 Influencing factors	業務可能受到的影響 Possible impact on business	時間尺度 Time scale	應對策略 Coping strategy
轉型風險 Transition risk	聲譽風險 Reputational risk	<p>越來越多的投資者採用責任投資原則等 ESG 投資準則，高度關注企業氣候變化行動。如本集團未能積極開展脫碳轉型，可能導致投資者低估企業價值。</p> <p>An increasing number of investors are adopting ESG investment guidelines such as the principles for responsible investment, placing a strong focus on corporate climate change actions. If the Group fails to proactively carry out the shift to decarbonization, this may result in investors underestimating the value of the company.</p>	中期 Medium-term	<p>我們一直大力推進節能改造，嚴格控制本集團能源消耗和溫室氣體排放水平。我們已開始溫室氣體減排戰略和目標制定工作，並將實施一系列脫碳行動。</p> <p>We continue to vigorously promote energy-saving transformations, and strictly control the Group's energy consumption and greenhouse gas emission levels. We have started work on our greenhouse gas reduction strategy and targets, and will implement a series of decarbonization actions.</p>
	商品和服務 Products and Services	<p>開發和 / 或增加低碳商品和服務</p> <p>Develop and/or increase low carbon products and services</p> <p>未來，減緩與適應氣候風險將催生排水設施和低碳能源領域的需求，開發 / 供應相關產品和服務將貢獻業務增長。</p> <p>In the future, climate risk mitigation and adaptation will generate demand in the drainage facilities and low-carbon energy sectors, while the development/supply of related products and services will contribute to business growth.</p>	短期 Short-term	<p>本集團作為塑料管道行業龍頭企業，將持續受益於排水管道建設需求的提振。此外，我們已積極拓展光伏產品和解決方案，成立了廣東聯塑班皓光伏新能源科技集團有限公司，旨在為全球的工商企業、家庭提供一體化的能源解決方案。</p> <p>As a leading company in the plastic piping industry, the Group will continue to benefit from the boost in demand for drainage pipe construction. In addition, we have actively expanded our photovoltaic products and solutions, and have established Guangdong Lesso Banhao Photovoltaic New Energy Technology Co., Ltd. with the aim of providing integrated energy solutions for industrial and commercial enterprises as well as households around the world.</p>

Climate Change Mitigation

In the respective aspects of energy supply and consumption, we actively develop clean energy such as photovoltaic power generation and increase the proportion of clean energy consumption while effectively reducing energy consumption through improved energy management and implementation of energy-saving equipment and processes, and reduce greenhouse gas emissions at source to contribute to the mitigation of global climate change.

Developing Clean Energy

We develop clean energy projects such as distributed solar photovoltaic power generation, proactively consuming clean energy to make every kilowatt hour that we use cleaner, and reduce our greenhouse gas emissions.

減緩氣候變化

我們分別從能源供給和消費端出發，積極開發光伏發電等清潔能源，提高清潔能源消納佔比，同時通過完善的能源管理和開展設備節能、工藝節能，有效減少能源消耗，從源頭減少溫室氣體排放量，為減緩全球氣候變化貢獻力量。

開發清潔能源

我們開發分布式太陽能光伏發電等清潔能源項目，積極消納清潔能源，使用更清潔的每一度電，減少溫室氣體排放。

PV Power Generation and Electricity Bill Savings Within the Group 2019 – 2021 2019-2021 年本集團光伏發電量及節約電費

	光伏發電量 (單位: 萬千瓦時) PV Power Generation (Unit: 10,000 kWh)	光伏消納電量 (單位: 萬千瓦時) PV Power Consumption (Unit: 10,000 kWh)	節省電費效益 (單位: 千元) Electricity Bill Savings (Unit: RMB 1,000)	相當於節約標準煤 (單位: 噸) Equivalent to standard coal savings (Unit: tonne)
2019	2,336	2,171	1,921	2,668
2020	2,389	2,238	2,388	2,751
2021	3,014	2,759	3,146	3,391

Note: 1. Photovoltaic related data for 2019 and 2020 were updated to adopt the same statistical method used for 2021. 2. Differences in electricity rates between periods resulted in unproportional benefits in terms of electricity consumption and savings for the periods 2019 – 2021.

註: 1. 對 2019 年和 2020 年的數據進行變更, 以與 2021 年光伏相關數據統計口徑一致。2. 不同時期的電費標準差異導致 2019-2021 年消納電量和節省電費效益未成正比。

Energy Consumption 2019 – 2021

2019-2021 年能源消耗量

	電能 / 萬千瓦時 Electricity/10,000 kWh	柴油 / 噸 Diesel/Tonne	汽油 / 噸 Gasoline/Tonne	天然氣 / 萬立方米 Natural Gas/10,000 m ³	潤滑油 / 噸 Lubricating Oil/Tonne
2019	107,922.78	2,740.50	908.96	311.16	97.64
2020	117,406.98	3,304.09	791.97	284.31	96.25
2021	118,437.92	4,107.16	984.57	320.50	86.38

Note: In 2021, the Group added new businesses requiring the use of natural gas, such as in the production of waterproof coatings and waste disposal, resulting in an increase in the consumption of natural gas.

註: 本集團於 2021 年新增生產防水塗料、廢物處置等需要使用天然氣的業務, 導致本年天然氣消耗量增加。

Greenhouse Gas Emissions in 2019 – 2021

2019-2021 年溫室氣體排放量

	直接排放量 (範疇一) /TCO ₂ e Direct emissions (Scope 1)/TCO ₂ e	間接排放量 (範疇二) /TCO ₂ e Indirect emissions (Scope 2)/TCO ₂ e	合計 (範疇一 + 範疇二) /TCO ₂ e Total (Scope 1 + Scope 2)/TCO ₂ e
2019	11,503.94	598,127.95	609,631.89
2020	13,744.61	671,196.06	684,940.67
2021	17,084.27	698,168.07	715,252.34

Note: Scope 1 measures direct greenhouse gas emissions from operations owned or controlled by the Group. Scope 2 measures indirect greenhouse gas emissions caused by the electricity externally purchased by the Group.

註: 範疇一包括本集團擁有或控制業務導致的直接溫室氣體排放; 範疇二為本集團外購電力所導致的間接溫室氣體排放。

Data Calculation Reference Standard

- Direct greenhouse gas emissions from gasoline and diesel are calculated using the *Guide to Environmental Key Performance Indicators* issued by the Stock Exchange;
- Indirect greenhouse gas emissions from the external purchase of electricity and heat are calculated using the *Guide to Environmental Key Performance Indicators* issued by the Stock Exchange. Energy emission factors in these regions refer to the *2012 Average CO₂ Emission Factors for China's Regional Grids* issued by the National Center for Climate Change Strategy;
- Energy consumption, including gasoline, diesel and natural gas, is calculated by reference to the *Guide to Environmental Key Performance Indicators* issued by the Stock Exchange.

數據計算參考標準

- 汽油、柴油產生的直接溫室氣體排放參考聯交所發布的《環境關鍵績效指標匯報指引》計算;
- 外購電力及外購熱力產生的間接溫室氣體排放參考聯交所發布的《環境關鍵績效指標匯報指引》計算, 其各區域的電力排放因子參考國家氣候戰略中心發布的《2012 年中國區域電網平均二氧化碳排放因子》;
- 汽油、柴油、天然氣等能源消耗量參考聯交所發布的《環境關鍵績效指標匯報指引》計算。

Reducing Energy Consumption

In accordance with the requirements of relevant laws and regulations such as the *Energy Conservation Law of the People's Republic of China*, we have compiled and rigorously enforced the *Energy Management Handbook* as well as procedural documents concerning the energy system, built an energy management system, conducted energy management work in a systematic fashion, continuously pushed forward certification of the energy management system, and further systematised, institutionalised and informatised energy management operations. At the same time, we carry out a number of energy-saving transformation projects, replace high energy-consuming production equipment, Optimize production or treatment processes, and continuously reduce energy consumption. In 2021, total investment in the purchasing of energy-saving equipment and energy-saving transformation was RMB 64.91 million.

Elimination of High Energy-consuming Equipment

We have eliminated certain high energy-consuming equipment with a service life of more than 10 years, including injection molding machines, packaging machines, mixers, air compressors, CNC lathes, central water supply and environmentally friendly air conditioners, and other supporting production equipment, and have made the switch to automated equipment systems.

Implementation of Energy-saving Transformations

The vacuum pump system transformation pilot project and expansion have been carried out using the energy-saving variable frequency system vacuum pump in place of the three water ring pumps which were previously used, effectively reducing electricity consumption, and greatly improving the previously poor dust filtration effect of the original vacuum system.

Optimisation of Production Processes

The trial nano-thermal transformation of the process area and injection area reduces heat dissipation and electricity consumption in the production process. Pipeline products are packaged using PE film winding to effectively reduce the energy consumption of blown film. A company affiliated to the Group uses a low-temperature drying process during sludge treatment, maintaining the temperature at 50-60°C to promote continuous circulation of moist air and hot air, which greatly reduces energy consumption compared with the traditional drying process.

減少能源消耗

我們根據《中華人民共和國節約能源法》等相關法律法規要求, 已制定並嚴格執行《能源管理手冊》及能源體系程序文件, 搭建出能源管理系統, 科學開展能源管理工作, 持續推動能源管理體系認證工作, 提升能源管理體系化、制度化和信息化水平。同時, 開展多項節能改造項目, 更換高耗能生產設備, 優化生產或處理工藝, 持續減少能源消耗。2021 年, 購買節能設備和節能改造總投入 6,491 萬元。

淘汰高耗能設備

淘汰部分使用年限超過 10 年的高耗能設備, 涉及注塑機、包裝機、混料機、空壓機、數控車床、中央供水環保空調、以及其他生產配套設備等, 轉用自動化設備系統。

實施節能改造

開展真空泵系統改造試點項目及推廣, 使用節能變頻系統真空泵代替原來使用的 3 台水環泵, 有效節省用電量, 且大大改善了原來抽真空系統的粉塵過濾效果差的問題。

優化生產工藝

試行工藝區和注塑區納米發熱改造, 降低生產過程中的熱量損耗及用電能耗; 管道產品採用 PE 膜纏繞的方式對管材進行包裝, 有效減少吹膜耗能; 本集團旗下的一個子公司在處理污泥過程使用低溫乾化工藝, 將溫度保持在 50-60°C, 促使濕空氣和熱空氣不斷循環, 相比傳統乾化工藝大大減少能源消耗。

COMMITTED TO GREEN OPERATION

The Group has integrated green concepts into its production operations, established a comprehensive environmental management system, continuously improved environmental management practices and measures, and promoted streamlined operational processes to reduce usage of resources, enhance the utilization efficiency of resources, reduce noise impact, reduce waste emissions, and increase recycling rates to create green factories. In 2021, funds of RMB 28.82 million were invested in clean production.

Note: Clean production investments only include expenditure on reducing wastewater, waste residue, waste gas and noise emission, and improving the utilization efficiency of packaging materials and water resources during operation.

堅持綠色運營

本集團將綠色理念融入生產運營中，已建立完善的環境管理體系，不斷改進環保管理規範及措施，推廣精簡的運作流程，以減少資源使用量、提升資源使用效益、減少噪音影響、降低廢棄物排放並提升循環利用率，打造綠色工廠。2021年，清潔生產投入資金 2,882 萬元。

註：清潔生產投入資金僅包含減少運營過程中的廢水、廢渣、廢氣、噪音排放，及提升包裝物料和水資源利用效率等方面的投入。

2021 年本集團入選國家級綠色工廠

The Group was **selected as a national green factory**

in 2021

獲得用於綠色改造項目的 7,000 萬美元綠色貸款

We obtained a **USD 70 million green loan for green transformation projects**

獲得 2020 年度省級清潔生產企業稱號

We received the title of Provincial Clean Production Enterprise in 2020

註：由香港品質保證局認證的綠色建築項目，獲得 7000 萬美元綠色貸款支持，這筆貸款是總值 7 億美元貸款的其中一部分。這是中國聯塑首次 ESG 融資和首筆綠色貸款。

Environmental Management

We strictly comply with laws and regulations such as the *Environmental Protection Law of the People's Republic of China*, and work with the compliance and legal departments to ensure that the Group complies with the requirements of the latest environmental laws and regulations, including those on air pollution, noise pollution and solid waste emissions. We promote the integrated certification of quality, environmental, and occupational health and safety management systems (QEO); carry out water-saving product certification on factory quality assurance capability systems, environmental brand product guarantee systems, and special purpose equipment manufacture quality assurance systems; and obtain annual reviews from relevant certification authorities as well as second-party reviews. We ensure that our environmental management is scientific and effective. As of the end of 2021, the Group had 36 subsidiaries (2020: 33) certified through the QEO system.

環境管理

我們嚴格遵守《中華人民共和國環境保護法》等法律法規，制定出包括在空氣污染、噪聲污染與固體廢棄物排放方面的環保法律法規，與合規部門和法律部門合作，確保本集團符合最新的環保方面法律法規的要求。積極推進質量、環境及職業健康安全管理體系（QEO）一體化認證，推行節水產品認證工廠質量保證能力體系、環境標誌產品保障體系、特種設備製造質量保證體系，並通過有關認證機構的年度審核和第二方的審核，確保環境管理科學有效。截至 2021 年底，本集團共有 36 家附屬公司通過 QEO 體系認證（2020 年：33 家）。

A Comprehensive Environmental Management System

The Group has introduced a series of regulations and control documents such as the *Water Pollution Prevention Management Regulations*, *Air Pollution Prevention Management Regulations*, *Noise Pollution Management Regulations*, *Waste Management Regulations*, and *Environmental Protection/Safety Accident Emergency Response Plan*, to thoroughly assess the impacts on the environment and enforce strict control and management measures, ensuring effective environmental management.

Environmental Management Covering Entire R&D and Production Processes

Green concepts are integrated into the design, development, and production of products, and we take many environmental protection measures to reduce the impact on the environment.

Product Design Phase 產品設計階段



When designing a new product, the Group takes steps to minimize the environmental impacts of the product itself and the product production process, and carries out product design in accordance with relevant environmental standards to ensure conformity with all performance parameters and requirements.

本集團在對產品設計時就將減少產品本身及產品生產過程中對環境的影響因素納入考慮範圍，並依據相對應的環境標準要求進行產品設計，確保各項性能滿足標準要求。

Product R&D Phase 產品研發階段



The R&D department selects pollute-free raw materials that conform to environmental protection and hygiene requirements. Waste treatment plans and measures are developed during the initial R&D stage, and innovation research is continuously conducted to improve resource utilization.

研發部門在產品研發時便選用對環境無污染的產品原材料，符合環保衛生檢測要求；在開發的初期就制定好廢舊料的處理方案和措施，並持續進行創新研究以提高資源利用率。

Product Production Phase 產品生產階段



Production workshops perform onsite environmental protection management on an ongoing basis in strict compliance with the 6SK onsite management requirements, so as to ensure regulatory compliance in the discharge and treatment of noise, air emissions, waste water and hazardous chemicals.

生產車間嚴格按照 6SK 現場管理要求，持續開展現場環保管理工作，確保噪音、廢氣、廢水及危化物合規排放和處理。

Effective Environmental Monitoring

The Group has introduced rules and regulations and *control documents* such as the *Control Procedures for Environmental and Workplace Safety Management Operation*, *Control Procedures for Environmental and Occupational Safety Management Monitoring and Measurement* and *Control Procedures Concerning the Identification and Assessment of Environmental Factors*, held annual environmental impact factor identification and assessment to determine important environmental factors, and drawn up control measures accordingly to reduce potential environmental risks. The construction projects involving new, expansion and renovation shall complete the environmental impact assessment as required. We actively accept the monitoring of the environmental protection monitoring station, ensuring that all environmental control measures are effectively enforced across the board.

全方位環境管理制度建設

已制定《水污染防治管理規定》《大氣污染防治管理規定》《噪聲污染管理規定》《廢棄物管理規定》《環保 / 安全事故應急預案》等規章制度和控制文件，全面識別生產運營過程中的環境影響並實行嚴格管控，確保環境管理到位。

全流程研發生產環境管理

將綠色環保理念貫穿於產品的設計、研發以及生產中，並採取多項環保措施以降低對環境的影響。

全力推動落實環保監測

已建立《環境、職安管理運行控制程序》《環境、職安管理監視和測量控制程序》《環境因素識別與評價控制程序》等規章制度和控制文件，每年度開展一次環境影響因素識別和評價，確定重要環境因素，並據此制定相應的控制措施和方案，降低潛在環境風險；涉及新、擴、改的項目建設均按要求完成環境影響評價；主動接受環保監測站的監測，確保各項環境控制措施有效落實。

Treatment of Waste water

We treat industrial waste water and domestic sewage separately and discharge them in strict compliance with the *Law of the People's Republic of China on Prevention and Control of Water Pollution* and other relevant laws and regulations. We have formulated our own *Waste water Prevention Management Regulations* and engage properly qualified companies to process waste water and waste liquids to avoid water pollution. In 2021, the Group discharged a total of 2,179,550 tonnes of domestic waste water in compliance with the regulations (2020: 2,393,584 tonnes).

Canteen Sewage: It is strictly forbidden to wash dishes with phosphorus-containing detergent or pour any residual oil or leftovers from the canteen into the sewage. Domestic waste filtered from the sewage of the canteen is treated in compliance with the *Regulations on Waste Management*.

Sanitary Waste Water: The operation of restroom facilities is regularly checked and septic tanks are cleaned once a year.

Rainwater Control: Rainwater collection pipes are installed to separate rainwater from sewage. It is strictly forbidden to stack industrial or domestic waste in the open air, to prevent the rainwater from being polluted.

Air Emissions Management

We strictly comply with the *Law of the People's Republic of China on Prevention and Control of Atmospheric Pollution* and other laws and regulations and apply strict management and well-targeted treatment of dust and air emissions during the generation, propagation, and collection stages. We have equipped both old and new factories with VOC, dust monitoring, smoke management and other equipment, and implement equipment data monitoring so as to effectively reduce the air emissions, dust and other volatile gases in plants. This ensures compliance with the dust and air emissions requirements specified in the *Limits on Air Pollutant Emissions* of Guangdong Province and other national and regional standards, and protects employees' health and the surrounding environment.

Dust Processing: We control the spread of raw material dust from the source by means of container bag filling and sealing, pipe delivery, and fixed-point discharge. We install equipment such as dust collectors to collect and dispose of dust from production workshops, ensuring that dust concentration is reduced to under 20 mg/m³.

Volatile Organic Compounds (VOCs) Air Emissions Treatment: Through process improvements and the upgrading of production equipment, we select materials with low organic solvent levels, whole solid content materials free from organic solvents, and water-based solvent materials, etc., to reduce the generation of pollutants at source, with tail gas treatment equipment configured at the end of production lines so that the relevant air emissions treatment meets emissions standards.

廢水處理

我們嚴格遵守《中華人民共和國水污染防治法》等法律法規要求，制定出《水污染防治管理規定》，要求將工業廢水和生活污水區分處理、合規排放，廢水和廢液經由有資質公司合法處理，避免水體污染。2021年本集團合法排放生活廢水2,179,550噸(2020年: 2,393,584噸)。

食堂污水: 嚴禁使用含磷洗滌劑沖洗餐具，嚴禁將食堂殘油、剩飯菜渣倒入污水管道，並按《廢棄物管理規定》處理食堂污水中過濾的生活垃圾。

廁所污水: 經常檢查廁所設備運行情況，一年處理一次化糞池。

雨水控制: 設置雨水收集管道，將雨水與污水進行分離；禁止露天堆放生產和生活垃圾，防止雨水污染。

廢氣管理

我們嚴格遵守《中華人民共和國大氣污染防治法》等法律法規要求，對粉塵和廢氣產生、傳播、收集等各個階段進行嚴格管理和針對性治理，在新舊廠房配備VOC、粉塵監控、煙霧管理等設備並實施設備數據監控，有效降低生產車間的廢氣、粉塵和其它揮發性氣體的排放，確保粉塵及廢氣排放均符合廣東省《大氣污染物排放限值》等國家和地區標準，保護員工健康和周邊環境。

粉塵處理: 採用噸包入料密封、管道輸送、定點卸料等方式從源頭控制原材料粉塵擴散，並安裝除塵器等設備對生產車間的粉塵進行收集處理，確保粉塵濃度降低至20 mg/m³以下。

揮發性有機物(VOCs)廢氣處理: 通過工藝的改良及生產設備的升級，選用低有機溶劑的材料、無有機溶劑的全固含量材料、水性溶劑的材料等，從源頭降低污染物的產生，生產線末端配置尾氣處理設備，對相關廢氣處理後達標排放。

Air Emissions 2019 – 2021

2019-2021年廢氣排放量

	NO _x / 千克 NO _x /kg	SO _x / 千克 SO _x /kg
2019	408.54	2.03
2020	377.17	1.88
2021	425.18	2.12

Note: In 2021, in response to the stable pandemic situation and the resumption of the Group's commerce and transportation, NOx and SOx were mainly emitted from the Group's fossil fuel combustion and running of vehicles so air emissions rebounded.

註：2021年因應疫情情況穩定，本集團商務及運輸恢復正常業務水平，NOx、SOx 主要由本集團化石燃料燃燒以及汽車行駛產生排放，因此廢氣排放量有所回升。

Waste Management

We introduced the *Regulations on Waste Management* in strict compliance with the *Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Waste* and other regulations. We rigorously control and manage hazardous and non-hazardous waste generated during production and business activities by separating such waste for processing, and reduce waste emissions and minimise its environmental impacts by conducting source reduction, harmless treatment and reclamation.

廢棄物管理

我們嚴格遵守《中華人民共和國固體廢棄物污染環境防治法》等法律法規，制定出《廢棄物管理規定》，嚴格按照規定對生產運營過程中的有害和無害廢棄物進行分類處理，採取源頭減量化，末端無害化、資源化等措施，降低廢棄物排放量及其對環境的影響。

Plastic Recycling Volume 2019 – 2021

2019-2021年塑料回收量

	塑料 / 噸 Plastics/Tonne
2019	105,990
2020	180,314
2021	176,008

Control of Hazardous Waste

In order to ensure regulatory compliance in the disposal of hazardous waste, we accept third-party monitoring and strict measures are in place throughout the entire process from procurement, storage, use, disposal, fixed placement, and transfer to qualified third-party companies for treatment of hazardous waste. We are replacing ink coding with laser coding to reduce secondary pollution caused by hazardous waste ink to zero.

有害廢棄物控制

我們對危險廢棄物從採購、儲存、使用，到廢棄、定點放置、移交有資質的第三方公司的全過程進行嚴格管控，確保在處置危險廢物時遵守法規；並主動接受第三方監測；逐步採用激光代替油墨噴碼，盡可能將危廢油墨產生的二次污染降低為零。

6,418 噸

產生有害廢棄物 (2020 年: 4,818 噸)

6,418 tonnes of hazardous waste produced (2020: 4,818 tonnes), and 6,431 tonnes of legal disposal (2020: 4,557 tonnes)

6,431 噸

合規處置有害廢棄物 (2020 年: 4,557 噸)

Note: 1. The produced volume of hazardous waste was less than the disposed volume as the incomplete disposal of hazardous waste in the previous year are left to the current year. 2. In 2021, two of the Group's environmental protection companies started new projects and increased their business volume, resulting in a significant increase in hazardous waste. 3. The Group's hazardous waste business in the environmental protection industry mainly involves the treatment of hazardous waste generated by industries in society using physical, chemical, and biological techniques to achieve resource utilization. The treated hazardous waste is included in the Group's hazardous waste produced volume and disposal volume. The environmental protection segment accounted for 86.68% and 85.98% of the total amount of hazardous waste produced volume and disposal volume, respectively.

註: 1. 有害廢棄物產生量小於處置量的原因是上一年度未有處理完的危廢留到當年處理。2. 2021 年, 本集團兩家環保公司新增項目投產, 業務量增加, 導致有害廢棄物大幅增加。3. 本集團環保產業危廢業務主要通過物理、化學、生物等技術方法對社會上工業產生的危廢進行處理進而實現資源化利用, 處理後的危廢納入本集團有害廢棄物產生量和處置量統計範圍。其中環保板塊的有害廢棄物產生量和處置量分別佔總量的 86.68% 和 85.98%。

Methods of Hazardous Waste Treatment

有害廢棄物種類 Hazardous Waste Type	處理方式 Treatment Method
廢礦物油類 Used mineral oil	分類存放並交由第三方有資質公司處理 (必要時給第三方公司付出費用進行無害化處理) Sorted for storage and then outsourced to qualified third-party companies for processing (if necessary, the third-party companies are paid to carry out environmentally sound processing)
廢乳化液 Used emulsion	
油墨、塗料廢物 Printer ink and paint	
含汞廢物 Mercury-containing waste	
廢酸、化驗室的廢液 Waste acid, waste liquid from laboratories	
廢鹵化有機溶劑 Waste halogenated organic solvents	
廢有機溶劑 Waste organic solvents	
化學品空瓶、空罐 Waste chemical containers, empty cans	

有害廢棄物處理方式

Treatment of Non-Hazardous Waste

For non-hazardous waste generated during operation, we have entrusted qualified recycling companies for processing or secondary processing, to promote the reclamation of non-hazardous resources.

無害廢棄物處理

我們根據生產運營中產生的無害廢棄物種類, 交由有資質的回收公司處理或者進行二次加工使用, 實現無害廢棄物資源化利用。

233,095 噸

產生無害廢棄物 (2020 年: 240,364 噸)

233,095 tonnes of non-hazardous waste produced (2020: 240,364 tonnes), and 232,696 tonnes of legal disposal (2020: 239,072 tonnes)

232,696 噸

合規處置無害廢棄物 (2020 年: 239,072 噸)

Note: The environmental protection segment accounted for 0.89% and 0.83% of the total amount of non-hazardous waste produced volume and disposal volume, respectively.

註: 環保板塊的無害廢棄物產生量和處置量分別佔總量的 0.89% 和 0.83%。

Methods of Non-Hazardous Waste Treatment

無害廢棄物處理方式

無害廢棄物種類 Non-Hazardous Waste Type	處理方式 Treatment Method
銅沙 Copper scraps	盡量循環使用, 如若不能循環利用則對廢品拆解後再次分類處理 Recycled as much as possible, if not recyclable, then dismantled and re-sorted
銅類複合帶邊角餘料 Leftover copper composite strips	
廢鐵、鋁材 Iron scraps, waste aluminum materials	
廢膠袋、紙皮、廢木頭、包裝物 Used plastic bags, cardboard, waste wood, packing materials	
錫渣、電子組件管腳和導線等 Tin dross, pins and wires from electronic components	
廢塑料、不合格品塑料 Waste plastics, plastics contained in non-conforming products	分類儲存, 用袋裝於垃圾桶並加蓋, 定期清除消毒, 送交環境衛生部門處理 Stored by classification, packed using garbage bags and put into garbage cans with covers, sterilised regularly and delivered to Environmental Hygiene Department
生活垃圾 Domestic waste	

Noise Control

We have formulated our *Regulations on Noise Pollution Management* in accordance with the relevant requirements of the *Standards for Environmental Noise Emission in Industrial Enterprises*, to fully identify sources of noise and their transmission paths. We have studied various noise reduction programs and adopted a combination of sources and transmission processes to reduce noise and protect the recipients of noise, thereby reducing the impact of noise in production processes on human health and the surrounding environment.

噪音控制

我們按照《工業企業廠界環境噪音排放標準》相關要求，制定出《噪音污染管理規定》，充分識別噪音源頭及傳播路徑，研究多種降噪方案，綜合採用源頭及傳播過程減噪和保護噪音接受者等方式，降低生產過程中的噪音對人的健康及周圍環境的影響。

控制噪聲源頭

Controlling Noise at Source

- 對噪音大的老舊設備進行更換。
- Replacement of dilapidated and noisy equipment
- 為破碎料輸送系統主渠道加裝隔音棉。
- Application of cotton insulation in main channels of crushed material conveying systems.
- 對管件自動包裝機、破碎房進行樣機降噪改造試驗，改造後可降低噪音約 20%。
- Noise reduction and transformation tests were performed on prototype automatic pipe packing machines and crushing rooms — the noise level was reduced by approximately 20% after the transformation.

控制噪聲傳播路徑

Controlling Noise Transmission Paths

- 採用短距離輸送設備拉遠員工與噪音源距離。
- Short-distance transportation is used to increase the distance between employees and noise sources.
- 對風機房、壓縮機房等噪音大區域圍蔽隔音。
- Enclose and insulate large areas such as fan rooms and compressor rooms.
- 設置破碎區輸送降噪系統、衝床設備隔音防護裝置。
- Install noise reduction systems in crushing areas and noise protection devices in punch machines.
- 對自動化技改設備包括立式包裝機、破碎料自動上料增加隔音系統。
- Adding sound insulation systems to automatic technological transformation equipment includes vertical packing machines and automatic loading machines of crushed materials.
- 在噪音強度大的區域，配備耳罩、耳塞等勞保用品並監督使用，加強員工噪音防護。
- Employees working in areas with high noise intensity are provided with earmuffs, earplugs, and other labor protection supplies to protect them from noise pollution.



OPTIMIZING RESOURCE UTILIZATION

The Group has actively responded to the state's call to create a resource-saving society, to continuously improve the utilization efficiency of various resources in production, to foster awareness of resource usage in daily office activities, to maximize the effectiveness and value of resources, and to reduce resource wastage.

Increasing the Efficiency of Resource utilization

We continue to reduce the consumption of resources in production and promote green production through the recycling of water, reduction of packaging materials, and improvement of equipment utilization, thereby maximizing production resources.

Water Conservation

The Group recycles virtually 100% of production water and has installed a cooling water tower to offset water evaporated during the water cooling and production process, effectively reducing the amount of water resources consumed. The Group has equipped the production water recycling pool with water purification devices to reduce water consumption and improve water quality and efficiency at the same time.

440.87 萬噸

耗水量 (2020年: 465.79 萬噸)

4,408,700 tonnes of water consumed (2020: 4,657,900 tonnes)

577.93 萬噸

循環利用水資源 (2020年: 424.33 萬噸)

5,779,300 tonnes of water resources recycled (2020: 4,243,300)

Note: In 2021, the Group added new pipeline production lines, while a subsidiary improved the calculation of recycled water, which led to an increase in the amount of water resources recycled.

Minimising the Use of Packaging Materials

The Group reduces the use of packaging materials by using automatic equipment, implementing packaging-free strategies, recycling woven bags, and recycling waste materials. As a result, the lifecycle of materials has increased, and secondary pollution has been avoided with lower resource consumption. PE film is used to wrap pipes by winding, which can reduce packaging waste by 10%.

優化資源利用

本集團積極響應國家創建資源節約型社會的號召，持續提高生產中的各種資源的利用效率，培養日常辦公中資源利用的意識，充分發揮資源的效能和價值，減少資源浪費。

提高資源利用效率

我們持續降低生產中的資源消耗，通過生產用水循環利用、減少包裝材料、提升設備利用率等方式，推動綠色生產，實現生產資源最優利用。

節約水資源

生產用水基本全部實現循環再用，配置冷卻水塔為生產過程中的冷卻用水補充蒸發水分，有效降低對水資源的消耗；對生產循環水池加裝水質淨化處理設備，改善冷卻循環水水質，在提高生產用水質量和利用率的同時減少水資源消耗。

減少包裝材料使用

通過自動化設備應用、採取免包裝策略、編織袋循環利用和廢料回收利用等手段減少包裝材料使用，延伸物料的生命周期，避免二次環境污染的同時降低資源消耗。使用 PE 膜採用纏繞方式對管材進行包裝，可減少包裝損耗 10%。

Improving Equipment Utilization

We strictly control the use of equipment in production processes, make full use of product cool down time, cut down on idle equipment, and increase the efficiency of equipment operation.

提升設備利用率

嚴格控制生產過程的設備使用，充分運用產品冷卻時間，減少設備空轉，提升設備運轉效率。

Promoting Green Offices

We incorporate green concepts into our production operations and our daily office activities. IT systems and electronic display screens are used in routine communications, notification and production lines to promote paperless offices. In daily office use, we promote double-sided printing, the printing of non-official documents on scrap paper, and recycling of ink cartridges. At the same time, we encourage employees to turn off the lights and water when they leave the office, not to leave computers idle, and to have the air conditioning set no lower than 26° C, thereby reducing resource consumption effectively.

推廣綠色辦公

我們切實在生產運營及日常辦公中融入綠色環保理念。在日常溝通、公告通知及生產線中使用信息化系統及電子顯示屏等手段，推動無紙化辦公。在日常辦公中，倡導紙張雙面打印、廢紙張打印非正式文件和墨盒循環使用，同時培養員工人走燈滅、人走水停、計算機不空轉、空調不低於 26° C 等習慣，有效減少資源消耗。

COMMITMENT TO ENVIRONMENTAL PROTECTION

The Group continues to serve the sustainable construction and development of cities, create environmentally friendly and healthy products throughout the lifecycle, enhance the level of professional services for urban environmental governance, and at the same time convey the concept of environmental protection to all sectors of society, contributing to the creation of green and livable cities.

致力環境保護

本集團持續服務城市可持續建設和發展，打造全生命周期內環保、健康產品，增強城市環境治理的專業服務水平，同時向社會各界傳遞環保理念，為創建綠色宜居的美好城市貢獻力量。

Creating Environmentally Friendly Products

While responding to the needs of society, we also embed the concept of environmental protection throughout the entire process of the selection of materials, design, manufacturing, and packaging materials used, being committed to creating more environmentally friendly products.

打造環保產品

我們順應社會需求的同時，將環保理念貫穿到選材、設計、製造、包裝材料使用整個流程，致力於打造更加環保的產品。

Taking home improvement products as an example 以家裝產品為例

Selecting environmentally friendly materials. For example, wood materials are mainly used for artificial board products (artificial boards offer structural stability, with wood from commercial plantation forests being used so as not to damage natural forests); for finishing materials, paint-free film mimicking materials are directly selected; in terms of adhesive glue, formaldehyde-free materials such as water-based latex are used.

選用環保材料。如木質材料類主要選用人造板類產品（人造板結構穩定、採用經濟林木，對大自然森林無破壞）；飾面材料直接選擇免漆的膜類仿真材料；粘合膠方面使用水性乳膠等無甲醛材料。

Consideration is given to the amount of packaging materials used and reused, reducing the generation of waste packaging to be disposed of.

考慮包裝材料的利用量和重複利用，減少了廢棄包裝垃圾的產生。

Features are optimized to avoid waste by using a minimalist style in terms of aesthetics, and taking applicability to lifestyles as the leading feature.

功能上進行了優化，以極簡風格作為外觀方案、以生活適用性作為功能主導，避免浪費。

Energy efficiency is improved by using clean energy and automated production equipment, etc., as much as possible.

盡可能使用清潔能源、自動化生產設備等，提高能源效率。



Case 案例 Liansu Guangdong Among the First Companies to Be Awarded "Green Building Materials Product Certification" 廣東聯塑獲首批「綠色建材產品認證」企業

In 2021, Liansu Guangdong was audited for "Green Building Materials Product Certification," and successfully passed the evaluation by the expert group from Beijing Building Materials Testing Academy Co., Ltd. (BMT). Several elements, such as water supply PVC-U pipes, and PE pipes and fittings, have received the "Green Building Materials Product Certification." We will leverage the important role of "Green Building Materials Product Certification" in the long-term development of our companies and in promoting the transformation and upgrading of the industry, so that green building materials are better able to help achieve China's goal of carbon peak by 2030 and carbon neutral by 2060.

廣東聯塑於 2021 年進行「綠色建材產品認證」審核，並順利通過北京建築材料檢驗研究院有限公司（BMT 公司）專家組評審。給水用 PVC-U 管材，PE 管材、管件等多個單元獲得「綠色建材產品認證」證書。我們將充分發揮「綠色建材產品認證」對企業長遠發展及促進行業轉型升級的重要作用，讓綠色建材更好地助力實現國家 2030 年碳達峰和 2060 年碳中和的目標。



Green industry development

We actively respond to, and implement, national environmental protection policies, fully leveraging the synergistic effect of the environmental protection business and plastic piping business, and providing services in various fields such as the resource utilization and disposal of hazardous waste, general solid waste, and urban and rural household waste, related core equipment R&D and manufacturing, electronic waste and scrapped automobile recycling and dismantling, waste water/air emissions treatment, environmental engineering such as water supply and soil remediation, environmental testing, and technical consulting, etc. We are committed to building a sustainable ecological environmental protection industry chain from project consulting, environmental monitoring, environmental protection project design, construction and operation services to financing support.

The Lesso environmental protection companies affiliated to the Group

- Have post-doctoral research stations
- Have a number of Grade A professional qualifications in areas such as environmental protection design and consulting, etc.
- Have hundreds of patents and core technologies
- Have participated in the preparation of several provincial professional standards
- Have made preparations for the Black and Odorous Water Body Remediation and Sponge City Construction Technical Innovation Alliance.
- The companies under the Group have won many honors, such as Director Unit of the China Association of Environmental Protection Industry, Backbone Enterprise of China's Environmental Protection, Renowned Environmental Protection Enterprise of Guangdong Province, "Enterprise Honoring Contracts and Being Trustworthy," and "AAA Credit" enterprise.

Environmental Engineering

The environmental protection engineering design institute affiliated to the Group has been officially qualified as a grade A environmental engineering design unit and grade B public utility design unit by the Ministry of Housing and Urban-Rural Development and has set up a postdoctoral research workstation. The company has carried out enterprise/university/research institute joint development initiatives and established an exceptional management team and professional teams, providing environmental engineering services covering many industries ranging from environmental protection design, municipal sewage and industrial waste water treatment, black and odorous water treatment, comprehensive rural environment treatment, sponge city creation, urban underground piping networks, soil remediation, and urban water supply and drainage engineering to marine environmental protection.

發展綠色產業

我們積極響應和落實國家環保政策，充分發揮環保業務與塑料管道業務協同效應，提供危險廢棄物、一般固廢、城鄉生活垃圾資源化利用及處置，相關核心裝備研發製造，電子廢棄物及報廢汽車回收拆解，廢水/廢氣治理、供水、土壤修復等環境工程、環境檢測，技術諮詢等多個領域服務，致力於打造一條從項目諮詢、環境監測、環保方案設計、施工營運服務到融資支持的可持續發展生態環保產業鏈。

本集團旗下聯塑環保公司

- 擁有博士後科研工作站
- 擁有環保設計、諮詢等多項甲級專業資質
- 擁有上百項專利及核心技術
- 參與多項省級專業標準編寫
- 籌建了黑臭水體整治與海綿城市建設技術創新聯盟
- 下屬各公司擁有中國環境保護產業協會的理事單位、中國環保骨幹企業、廣東省知名環保企業、「守合同、重信用」單位和「AAA 信用」企業等多項榮譽

環境工程

本集團旗下環保工程設計院擁有由國家建設部頒發的環境工程設計甲級、市政行業設計乙級資質，專門成立博士後科研工作站，進行產學研聯合發展，打造出色的管理團隊和專業人才隊伍，提供涵蓋環保設計、市政污水及工業廢水治理工程、黑臭水體治理、農村環境綜合治理、海綿城市創建、城市地下管廊、土壤修復、城市給水排水工程、海洋環保等多個領域的環保工程服務，打造生態和諧的人居環境。



Case 案例 Treating Sewage to Protect Beautiful Cities, Green Hills and Clear Waters 污水治理，守護韶城綠水青山

The Southern China Advanced Equipment Industrial Park Sewage Treatment Center is located in Qujiang District, Shaoguan. The project covers a total area of 46,128.56m², and has a long-term planned treatment capacity of 26,000m³/d. The sewage treatment center mainly collects domestic sewage and industrial waste water after pretreatment from all of the enterprises in Shaoguan City Southern China Advanced Equipment Industrial Park. The water quality of the treated tail water reaches the stricter of the Grade I standard in the second time period of *Discharge Limits of Water Pollutants* (DB44/26-2001) and the Grade I A standard in the *Discharge Standard of Pollutants for Municipal Waste Water Treatment Plants* (GB18918-2002), with the treated waste water being discharged into the Meihua River.



華南先進裝備產業園污水處理中心位於韶關市曲江區華南先進裝備產業園內，項目總佔地面積為 46,128.56m²，遠期規劃處理能力為 2.6 萬 m³/d。污水處理中心主要收集韶關市華南先進裝備產業園全部入園企業的生活污水和經預處理後的工業廢水。處理後的尾水水質達到《水污染物排放限值》(DB44/26-2001) 第二時段的一級標準及《城鎮污水處理廠污染物排放標準》(GB18918-2002) 中的一級 A 標準的較嚴者，處理達標後的廢水排入梅花河。

Environmental Impact Assessment

Officially certified by the Ministry of Environmental Protection as a grade B environmental impact assessment unit, the Group's environmental engineering design institute provides planning project and construction project environmental impact assessment report compilation services and construction completion acceptance check-related services for light industry companies and businesses specialising in textile and chemical fiber, chemical and petrochemical medicine, metallurgical machinery, building materials, thermal power, agriculture, forestry, water conservancy, and transportation, etc., helping them accurately identify and assess the environmental impacts of proposed projects.

Environmental Consulting Services

The Group's environmental engineering design institute provides a wide variety of professional services, ranging from project site compliance and pollution control planning, pollution permit application, and development of regional environmental solutions to environmental consultancy services and environmental training during project development and operation, as well as environmental protection supervision and administration services during and after administrative approval of construction projects. It also offers one-stop environmental advisory services to government agencies at various levels and private and public enterprises alike.

環境影響評價

本集團旗下環保工程設計院擁有國家環境保護部頒發的環境影響評價乙級證書，為輕紡織化纖、化工石化醫藥、冶金機電、建材火電、農林水利、交通運輸等行業類別提供規劃環境影響評價、建設項目環境影響評價報告書及報告表的編制，建設項目竣工驗收等服務，準確識別和評估環境影響，服務行業綠色發展。

環保管家

本集團旗下環保工程設計院從提供項目選址合規性及污染治理規劃、排污許可證辦量、區域環保解決方案，到發展運營過程中環境顧問式服務和環保培訓、建設項目環境保護事中事後監督管理等服務，為各級政府部門、企業單位等提供專業、優質的一站式環境顧問服務。

Treatment of Solid and Hazardous Waste

Jiangsu Yongbao Environmental Protection Technology Co., Ltd, an affiliate of the Group, is mainly engaged in the research, development, and application of technology for the comprehensive utilization of solid waste resources. The company has achieved an industrial waste disposal capacity of 962,000 tonnes/year, being able to dispose of industrial waste from 55 sub-categories across 12 major industries. For a number of years, the company ranked first in terms of the total actual amount of disposed hazardous waste in Jiangsu Province. It has the "Jiangsu Province Hazardous Waste Resource Disposal Engineering Research Center", the "Changzhou Hot Galvanizing Waste Acid Resource Disposal Research Center", and the "Jiangsu Province Postdoctoral Scientific Research Practice Base", and possesses 55 national independent R&D core patents and 10 varieties of high-tech certified water purification products. In 2021, the disposal capacity of 100,000 tonnes of sludge and 62,000 tonnes of oil sludge was added by Lvlian Environmental (Phase I).

Case 案例 Turning Sludge Into Treasure and Promoting Resource Recycling 變污泥為寶，促進資源循環利用

Sludge contains excessive levels of heavy metals and other toxic and harmful substances, has a high water content, and takes up a large floor area, making the disposal of sludge a major challenge in the industry. The environmental protection companies affiliated to the Group adopt techniques such as "low-temperature drying + pyrolysis carbonization," which can combine dehumidification and energy recovery to achieve efficient utilization of heat and reduce energy consumption. At the same time, pyrolysis carbonisation reactions take place under oxygen-free and high temperature conditions, which are both harmless, and allow for energy recovery to achieve resource utilization. The whole process is closed, dust-free, highly automated, produces neither dioxins nor neighboring effects, reduces the air emissions by 90% compared to incineration, and is environmentally-friendly.

The Hazardous Waste Disposal Center in Hainan Province, constructed and operated by another of the Group's affiliates, Hainan Baolai Industrial & Trading Co., Ltd., which is both the only environmental protection backbone enterprise with comprehensive hazardous waste disposal capabilities and the only hazardous waste safe landfill operator in Hainan Province, providing collection, transportation and disposal management solutions for hazardous waste in the province, and is able to handle 43 types of hazardous waste with the scope for processing a total of 20,000 tonnes/year. In 2021, a new investment of RMB 2.1 million allowed for the construction of a packaging crushing line, with an annual resource utilization capacity of over 1,000 tonnes.

固廢及危廢處理

本集團旗下江蘇永葆環保科技有限公司主要從事固廢資源化綜合利用技術研究、開發和應用。工業廢棄物處置能力達 96.2 萬噸 / 年，可處置 12 大行業 55 個小類的工業廢棄物。多年實際危廢處理總量位居江蘇省第一。設有「江蘇省危險廢棄物資源化處置工程研究中心」、「常州市熱鍍鋅廢酸資源化處置研究中心」與「江蘇省博士後科研實踐基地」，擁有國家自主研發核心專利 55 項，10 種高新技術認證淨水劑產品。2021 年，新增綠聯環境（一期）10 萬噸污泥處置和綠能環境 6.2 萬噸油泥處置產能。

污泥重金屬和其他有毒有害物質超標、含水率較高、佔地面積大，使得污泥處置成為行業中一大難題。本集團下屬環保公司採用「低溫乾化 + 熱解碳化」等技術，可將去濕乾燥與能量回收相結合，實現熱量高效利用，減少能耗；同時熱解碳化在無氧高溫狀態下反應，無害化的同時回收能源實現資源化。整體工藝全過程密閉無粉塵，自動化程度高，不產生二噁英，不會產生鄰避效應，較焚燒減排 90% 廢氣，實現環境友好。

本集團旗下海南寶來工貿有限公司建設運營的海南省危險廢物處置中心，是海南省唯一具有綜合性危險廢物處置能力的環保骨幹企業，及海南省唯一危險廢物安全填埋場運營單位，為全省危險廢棄物提供收、運、處管理解決方案，可處理危險廢物 43 類，總處理規模達 2 萬噸 / 年。2021 年新增投資 210 萬建設的包裝破碎線，年資源化利用能力超過 1,000 噸。



Lesso Knowledge — The Road to Carbon Reduction Through a Waste Packaging Crushing and Recycling Production Line 聯塑知多少——廢棄物包裝破碎資源化生產線的降碳之路

The waste packaging crushing and recycling production line, which integrates the functions of shredding, crushing, separating, removing coatings, and sorting, is able to realize the function of a multipurpose single line, and accomplishes the realise recycling of metal and plastic packaging, and glass bottles, etc.

The line makes use of physical crushing and sorting to improve the collection and recycling rates of waste packaging, avoiding unnecessary greenhouse gas emissions caused by burning high-carbon materials such as iron products, plastics, and glass, and achieves the resource utilization of recyclable materials, effectively saving energy for re-production. In addition, due to its high calorific value, the slag sorted and collected by this system can be incinerated or pyrolyzed together with other waste of low calorific value, as it provides heat for incineration and pyrolysis, which plays a further role in carbon and emission reductions.

廢棄包裝物破碎資源化生產線，集撕碎、破碎、分離、除漆、分選等功能於一體，可以實現一線多用的功能，滿足金屬包裝物、塑料包裝物、玻璃瓶等包裝物的資源化回收。

該生產線利用物理破碎和分選可提高廢棄包裝物的收集率和再生率，避免焚燒鐵製品、塑料和玻璃等高碳材料所造成的不必要的溫室氣體排放，並且實現可回收物的資源化利用，有效節約再生產能源。此外，該系統分選收集的渣料因為熱值高，可以和其它熱值低的廢棄物一起焚燒或者熱解，為焚燒和熱解提供熱量，進一步起到降碳減排的作用。

Promoting Environmental Protection Concepts

We transmit environmental protection concepts, using the advantages of our own locales to build environmental education bases to launch environmental protection activities for the public and society. We transmit environmental protection knowledge and help the public protect the environment.

Case 案例 Energy Conservation and Energy Management Training held 舉辦節能及能源管理培訓

In 2021, the Group held a seminar on the theme of "Energy Conservation and Energy Management". The training aimed to improve the level of energy conservation and management by enterprises, enhance the awareness and sense of responsibility of energy-saving among employees to gradually form a positive atmosphere of saving energy and protect the environment. The seminar was divided into four parts. The first part set the foundation of energy conservation, offering simple explanations of the definition, purpose, and significance of energy conservation, so as to improve the basic knowledge of energy conservation among employees; the second part was employees to understand the laws, regulations, and policies related to energy conservation formulated by the state; the third part involved diagnosing energy conservation in the three areas of the management of energy conservation, energy conservation in production processes, and energy conservation of equipment, to analyse the space for energy conservation in the Group; the fourth is the work that needs to be well-prepared for energy conservation planning in the "14th Five-Year Plan" before receiving that plan's notice issued by Guangdong Province.

傳遞環保理念

我們爭做綠色環保理念的傳播者，利用自身場地優勢打造環保教育基地，向公眾和社會開展環保公益活動，傳播環保知識，攜手公眾共同踐行環境保護。

2021 年，本集團舉行以「節能減排及能源管理」為主題的講座。此次培訓旨在提升企業節能管理水平，增強員工節能意識和責任心，逐步形成節約能源、保護環境的良好氛圍。講座主要內容分為四個部分，一是節能基礎，通過簡單講解節能的定義、目的和意義，提升員工的節能基礎知識水平；二是了解國家制定的節能相關的法律法規及政策；三是節能診斷，通過管理節能、工藝節能、設備節能三方面分析本集團存在的節能空間；四是「十四五」節能規劃需要做的工作，在廣東省下達「十四五」節能規劃通知前提前做好節能規劃工作。

CREATING A CAREER PLATFORM FOR EMPLOYEES

為員工 打造事業平台

The Group earnestly safeguards the legitimate rights and interests of employees, relies on excellent careers and effective mechanisms to attract and retain talent, and takes a number of measures to support the development of talent, proactively creating a happy workplace environment, and working hand in hand with employees to strive and grow together.

本集團切實維護職工合法權益，依靠卓越的事業和良好的機制吸引並留住人才，多措並舉支持人才發展，積極打造幸福的職場生活，攜手員工共奮鬥、共成長。

394,096 小時

員工培訓總時間 (2020年: 371,508 小時)

394,096 total staff training hours (2020: 371,508)

177 門

開發培訓課程 (2020年: 開發培訓課程 149 門)

177 development training courses (2020: 149)



SAFEGUARDING THE RIGHTS AND INTERESTS OF EMPLOYEES

We strictly comply with the *Labor Law of the People's Republic of China* and the labor policy on overseas employment, having formulated the *Guidelines for the Management of Labor Relations*. We continuously improve the salary management system based on the principles of lawfulness, reasonableness, fairness and incentive, ensuring that employees receive a fair pay and equal work opportunities, and listen to employee feedback in a democratic manner to establish harmonious relations with labour.

Diversified Staff Structure

We are committed to creating a diverse and inclusive working environment, actively attracting talent from various sources to build multi-layered, high-quality professional teams, bringing joint developmental synergies together.

Staff Structure of the Group in 2021

員工類別 Staff Category		員工人數 Number of Staff	員工佔比 % of Total
員工總數 Total Headcount		18,781	
員工性別結構 (單位: 人) Gender Ratio (Unit: Person)	女性 Female	5,835	31.1%
	男性 Male	12,946	68.9%
員工僱傭類型 (單位: 人) Employment Type (Unit: Person)	全職 Full-time	18,781	100.0%
	兼職 Part-time	-	-
員工年齡結構 (單位: 人) Age Structure of Staff (Unit: Person)	30 歲及以下 30 or below	5,037	26.8%
	31-50 歲員工 Aged 31 - 50	12,734	67.8%
	51 歲及以上 51 or over	1,010	5.4%

保護員工權益

我們嚴格遵守《中華人民共和國勞動法》以及境外用工的勞工政策，已制定《勞動關係管理指引》，以合法、合理、公平、激勵的原則持續完善薪酬管理制度，確保員工擁有公平的待遇和均等的工作機會，以民主的方式傾聽員工聲音，與員工建立和諧勞動關係。

多元人才結構

我們致力於打造多元共融的工作環境，積極吸納各方人才，大力培養多層次、高質量的人才隊伍，彙聚共同發展合力。

2021 年本集團員工構成

Staff Structure of the Group in 2021

2021 年本集團員工構成

員工類別 Staff Category		員工人數 Number of Staff	員工佔比 % of Total
高層女性 Senior Management (Female)		14	7.5%
高層男性 Senior Management (Male)		172	92.5%
中層女性 Middle Management (Female)		323	24.6%
中層男性 Middle Management (Male)		992	75.4%
基層女性 Junior Management (Female)		1,506	32.3%
基層男性 Junior Management (Male)		3,161	67.7%
普通女性員工 General Staff (Female)		4,253	33.7%
普通男性員工 General Staff (Male)		8,360	66.3%
華南 South China		7,838	41.7%
華中 Central China		4,782	25.5%
華北 North China		600	3.2%
華東 East China		1,352	7.2%
西北 Northwest		922	4.9%
西南 Southwest		2,601	13.8%
東北 Northeast		425	2.3%
港澳台 Hong Kong, Macau and Taiwan		40	0.2%
海外 Overseas		221	1.2%

員工類型結構 (單位: 人)
Staff Hierarchy (Unit: Person)員工地區分布 (單位: 人)
Geographical Distribution of Staff (Unit: Person)

Staff Structure of the Group in 2021

2021 年本集團員工構成

員工類別 Staff Category		員工人數 Number of Staff	員工佔比 % of Total
員工學歷結構 (單位: 人) Educational Background of Staff (Unit: Person)	高中及以下 High school and below	12,708	67.6%
	大專 Junior college	3,806	20.3%
	本科 Undergraduate	2,154	11.5%
	碩士及以上 Postgraduate and above	113	0.6%

Staff Turnover Rate of the Group in 2021

2021 年本集團員工流失比率

流失員工分類 Classification of Staff Turnover		
按性別劃分的員工流失比率 Staff Turnover Rate by Gender	女性 Female	24.4%
	男性 Male	26.0%
按年齡劃分的員工流失比率 Staff Turnover Rate by Age Group	30 歲及以下 30 or below	36.3%
	31-50 歲員工 Aged 31 - 50	21.0%
	51 歲及以上 51 or over	15.8%
按職級劃分的員工流失比率 Staff Turnover Rate by Grade	高層 Senior Management	8.8%
	中層 Middle Management	9.4%
	基層 Junior Management	16.7%
	普通員工 General Staff	29.8%

Staff Turnover Rate of the Group in 2021

2021 年本集團員工流失比率

流失員工分類 Classification of Staff Turnover		
按職位劃分的員工流失比率 Staff Turnover Rate by Position	高層行政人員 Senior Executives	1.3%
	技術人員 Technical Staff	16.0%
	行政管理人員 Administrative Staff	14.8%
	生產人員 Production Workers	29.8%
按地區劃分的員工流失比率 Staff Turnover Rate by Region	華南 South China	21.7%
	華中 Central China	26.7%
	華北 North China	22.4%
	華東 East China	28.8%
	西北 Northwest	34.3%
	西南 Southwest	28.8%
	東北 Northeast	33.7%
	港澳台 Hong Kong, Macau and Taiwan	9.1%
海外 Overseas	18.5%	

Note: Since 2021, the calculation of employee turnover ratio has been changed to [number of employees lost during the year/(beginning of the year + current period increase)], instead of [number of employees lost during the year/total number of employees during the year] as previously.

註: 自 2021 年開始, 員工流失比率計算方式變更為【當年流失員工人數 / (年初 + 本期增加)】, 以往為【當年流失員工人數 / 當年員工總人數】。

Upholding Employment Equality

We strictly abide by the requirements of laws, regulations, and policies, and have formulated the *Recruitment and Employment System*. Employment contracts with employees are on the basis of equality, voluntariness, and consensus, and firmly stamp out any discrimination against employees on the basis of age, gender, marital status, disability, ethnicity, race, religion, and other factors. Regardless of the form of employment, employees of "the same type of work, position, task, and grade" are treated equally in terms of welfare and benefits, working environment, labour protection, leave management, and training, and promotion opportunities. At the same time, it is strictly stipulated that all employers of the Group are prohibited from recruiting child labour and forced labour practices to ensure a fair and legal employment. In 2021, no violations of child labour or forced labour were found in the Group or the supply chains.

堅持平等僱傭

我們嚴格遵守法規政策要求，已制定《招聘錄用制度》，在平等自願、協商一致的基礎上，與員工簽訂勞動合同，堅決杜絕因年齡、性別、婚姻狀況、傷殘、民族、種族、宗教等因素歧視員工的現象產生，對於「同工種、同崗位、同任務、同職級」的員工，不論用工形式如何，給予同等福利待遇、工作環境、勞動保護、休假管理、培訓學習和晉升機會，同時嚴格規定本集團所有用人單位均不得招用童工，禁止強制勞動行為，保證公平、合法的僱傭環境。2021年，本集團及涉及的供應鏈中未發現存在違規使用童工和強制勞工的行為。

100 %

勞動合同簽訂率 (2020年: 100%)

100% employment contracts signing rate (2020: 100%)

Staff Remuneration and Benefits

We rigorously implement national and local social security mechanisms in compliance with various laws, regulations and employment policies. We respect local customs and cultures, provide competitive salaries and benefits to employees, and share the interests of the Group with our employees.

員工薪酬福利

我們遵守各項法律法規與勞動政策，嚴格執行國家及地方社會保障機制，尊重各地的習俗文化，為員工提供富有競爭力的薪酬和各項福利，實現將本集團的利益與員工共享。

99.12 %

社會保險覆蓋率 (2020年: 100%)

99.12% social insurance coverage (2020: 100%)

Note: No social insurance for internship and rehired staff.

註：實習期、返聘的工作人員無需購買社會保險。

Salary incentive: We have formulated the *Remuneration Management System of China Lesso* and the *Performance Appraisal System*, reasonably setting salary level and dynamic incentive mechanisms to fully mobilise the enthusiasm of employees. Commendations were given to 16 outstanding groups and 695 outstanding individuals, and bonuses were issued to motivate employees.

薪酬激勵: 已制定《中國聯塑薪酬管理制度》《績效考核制度》，合理制定薪酬水平和動態激勵機制，充分調動員工的積極性。對16個優秀集體及695位先進個人進行表彰，發放獎金，營造積極進取、銳意爭先的工作氛圍。

Purchasing of insurance: A multi-level, three-dimensional and all-round insurance system has been established to purchase social insurance such as that of medical, pension, unemployment, work injury and maternity, etc., as well as supplementary medical insurance for employees.

購買保險: 已建立多層次、立體化、全方位的保險制度體系，為員工購買醫療、養老、失業、工傷、生育等社會保險和補充醫療保險。

Housing benefits: We provided dormitory to married couple and raised employee housing subsidies, to secure employees' home lives.

住房福利: 推出夫妻宿舍、提高員工住房補貼，讓員工生活更安心。

Religious benefits: For overseas employees, the Group gives allowances for specific religious holidays. We respect the religious beliefs, skin tone, culture and customs of overseas employees, and allow employees to leave work half an hour early for worship services.

宗教福利: 針對海外員工，對特定的宗教節日，本集團給予津貼；尊重海外員工的宗教信仰、膚色、文化習俗等，做禮拜期間允許員工提前半小時下班。



Democratic Communication and Feedback

We have continually improved the mechanism of equal and open dialogue, and by means of employee representative assemblies, interviews, forums, and satisfaction surveys, we listen to the voices of employees who participate in corporate governance in an orderly fashion, with efforts made to protect their rights to know, participate, vote and supervise.

民主溝通反饋

我們不斷完善平等、公開的對話機制，通過職工代表大會、員工訪談、論壇、員工滿意度調查、傾聽員工的聲音，引導員工有序參與公司治理，切實保障員工的知情權、參與權、表決權和監督權。

Employee Representative Assembly: The Group has established a labour union in accordance with the law, which is responsible for organizing regular representative assemblies to fully engage with employee suggestions. The *Measures for Handling Employee Disciplinary Violations* and the *Performance Appraisal System* were democratically adopted by the employee representative assembly in 2021. There is 50.51% of total number of employees of the Group belong to a labour union, while the number of participants in the employee representative assembly accounted for 5.95% of the total number of employees.

職工代表大會: 本集團依法成立工會，由專人負責，定期組織召開代表大會，充分聽取員工建議。2021年職工代表大會以民主方式通過的《員工違規違紀行為處理辦法》和《績效考核制度》。其中，本集團工會人數佔員工總數百分比為50.51%，參加職工代表大會的人數佔員工總數比例為5.95%。

Employee Interviews: In 2021, we conducted face-to-face interviews with junior and middle management employees to gather their views and suggestions on topics including work environment, salary and benefits, promotion and development, recruitment and selection, and the construction of corporate culture so that we may proactively improve upon them.

Opinion Gathering Platform: We have established forums in the workshops to allow employees to discuss and fully listen to the opinions of different employees.

員工訪談: 2021年，對中基層員工進行面對面訪談，收集員工對工作環境、薪酬福利、晉升發展、招募選拔及企業文化建設的意見及建議，並積極改進。

意見收集平台: 在車間開設論壇，允許員工開展討論，充分傾聽不同員工的意見。

EMPOWERING EMPLOYEE GROWTH

We continue to place a focus on "building teams of talent," put into action by "establishing systems, teams, and our environment", and have made "a talent supply chain with the characteristics of China Lesso and being China's leading employer brand" the vision and strategic support of our efforts in human resources, continuously strengthening the three competencies of "introducing, developing, and managing talent" to improve talent competitiveness, create a platform for attracting and developing outstanding talent in the industry, and provide opportunities for every employee to develop and achieve their potential.

賦能員工成長

我們堅持以「人才梯隊建設」為中心，以「制度建設、團隊建設、環境建設」為抓手，將打造「具有中國聯塑特色的人才供應鏈和中國領先的僱主品牌」作為人力資源工作的願景目標和戰略支撐，不斷夯實「人才引進、人才發展、人才管理」三項能力，提升人才競爭力，打造行業優秀人才聚集和發展的平台，為每位員工提供成才發展的機會。

Establishing Systems — Laying the Foundation for Talent Development

We strive to establish a set of human resources operation mechanisms for self-motivation, self-restraint and to promote talent, having updated thirteen personnel management system such as the *Attendance Management System*, the *Recruitment and Employment System*, the *Measures for Handling Employee Disciplinary Violations*, and the *Performance Appraisal System*, and have established and improved the job grade management system to provide a solid systemic foundation for talent development.

Establishment of the Job Grade Management System

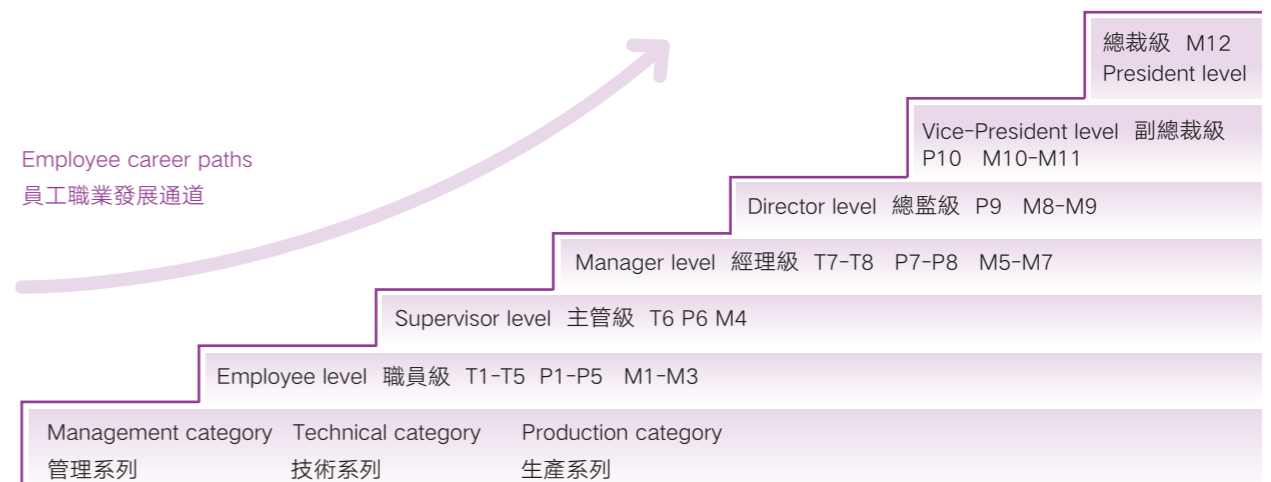
We have established the job grade system of the *Job Grade Regulations*, comprising 3 major categories and 30 grades to solve the issue of employee development space, and are committed to providing diversified and comprehensive career paths for employees.

制度建設——奠定人才發展基礎

我們著力構建一套自我激勵、自我約束和促進優秀人才脫穎而出的人力資源運營機制，更新《考勤管理制度》《招聘錄用制度》《員工違規違紀行為處理辦法》《績效考核制度》等十三項人事管理制度，建立完善職務職級管理體系，為人才發展提供堅實制度基礎。

建立職務職級管理體系

構建出包含3大系列和30個職級的《職務職級管理辦法》的職務職級體系，解決員工發展空間問題，致力於為員工提供多元化及全面的發展通道。



China Lesso Grading System

中國聯塑職級體系

Continued Promotion of Total Performance Management

We have formulated the *Performance Appraisal System*, and continue to promote Total Performance Management, with all of the Group's employees being included in performance appraisal. This provides a basis for employee job grade promotion, and ensures the fair distribution of performance to incentivise employee growth.

持續推進全面績效管理

已制定《績效考核制度》，持續推進全面績效管理，將績效考核覆蓋到本集團所有員工，為員工職務職級升降提供依據，保證績效公平分配，激勵員工成長。

213,525 人次

參與培訓員工 (2020年: 137,867 人次)

213,525 staff participated in training sessions (2020: 137,867)

394,096 小時

員工培訓共計

Total number of staff training hours: **394,096**

177 門

累計開發培訓課程

Total number of development training courses: **177**

7,222 場

培訓場次

7,222 training sessions

9 分

課程滿意度平均分 (滿分為 10 分)

Average course satisfaction score of **9** points (out of 10 points)

6 個

獲得僱主品牌相關獎項

Received **6** awards related to employer brand

歷年累計擁有全國勞動模範 **1** 名，全國五一勞動獎章 **2** 名，全國輕工業勞動模範 **1** 名，廣東省五一勞動獎章 **1** 名，廣東省勞動模範 **1** 名，佛山大城工匠 **2** 名

Over the years, our employees have been awarded honors including **1** National Model Worker, **2** National May 1st Labour Medals, **1** National Model Worker of Light Industry, **1** Guangdong May 1st Labour Medal, **1** Guangdong Model Worker, and **2** Foshan Greater City Craftsmen

Establishing Teams — Providing a Platform for Talent Development

We continuously introduce talent and provide diversified training for them, helping employees to improve their qualifications and upgrade their skill ratings. We also build development platforms for employees to achieve their career dreams.

Introducing Talent

Strengthening the Introduction of Top Talent: We have issued opinions on strengthening the introduction of top talent, and actively introduce talent, while providing business training, academic seminars, and study tours for qualified top talents.

Implementation of the "Thousand-Hundred-Ten" Young Talent Introduction Program: The Group encourages its subsidiaries to sign school-enterprise cooperation agreements with partner colleges, to conduct job fairs for graduates and introduce interns, as well as to hold "order" training classes and establish off-campus internship and practical training bases for teachers and students, in order to deepen the cooperation between academia and industry. In 2021, we signed 47 new cooperation agreements with colleges and built 12 new practical teaching bases for students with cooperation colleges. We jointly ran a 3-year "Lesso order class" with Longjiang Vocational Technical School, and established a practical teaching base with the Guangdong University of Finance & Economics aimed at training students with information technology talents.

團隊建設——提供人才發展平台

我們不斷引進人才，為人才提供多元培訓，幫助員工提升學歷，提升員工技能評級，為員工搭建發展平台，成就員工職業夢想。

人才引進

加強高層次人才引進: 出於加強高層次人才引進工作的意見，積極引進人才，為符合條件的高層次人才提供業務培訓、學術研討、學習考察等工作環境。

實施「千百十」青年人才引進計劃: 鼓勵本集團各子公司與合作院校簽訂校企合作協議開展畢業生招聘會和引入實習生，以及開辦「訂單」培養班和建立教師、學生校外實習實訓基地，增加校企合作的深度。2021年新增簽約合作院校47家，新增12家與合作院校共建的學生實踐教學基地；與龍江職業技術學校聯合舉辦3年制「聯塑訂單班」；與廣東財經大學建立的教學實踐基地，定向培養信息技術類人才。



Lesso Knowledge — "Thousand-Hundred-Ten" Young Talent Introduction Program
聯塑知多少——「千百十」青年人才引進計劃

- Thousand: The Group recruits more than 1,000 fresh graduates
- 千: 本集團招聘應屆畢業生 1,000 人以上
- Hundred: Over three years, the Group added approximately 200 new school-enterprise cooperation colleges
- 百: 本集團三年新增校企合作院校大約 200 所
- Ten: The number of interns in each department is approximately 10% of the number of regular employees
- 十: 各部門實習生人數佔正式員工數大約 10%

Talent Training

Breakdown of Staff of the Group Attending Training in 2021

員工類型 Type of Staff	人次 Person-Time
按性別劃分的員工培訓人次 Staff Training by Gender	女性 Female 64,472
	男性 Male 149,053
按類型劃分的員工培訓人次 Staff Training by Type	高層 Senior Management 864
	中層 Middle Management 7,431
	基層 Junior Management 13,221
	普通員工 General Staff 192,009

人才培訓

2021 年本集團員工參與培訓人數

Average Training Time Spent by Staff Type of the Group in 2021

員工類型 Type of Staff	小時 Hours
按性別劃分的員工平均培訓時長 Average Staff Training Time by Gender	女性 Female 20
	男性 Male 21
按類型劃分的員工平均培訓時長 Average Staff Training Time by Type	高層 Senior Management 9
	中層 Middle Management 11
	基層 Junior Management 5
	普通員工 General Staff 28

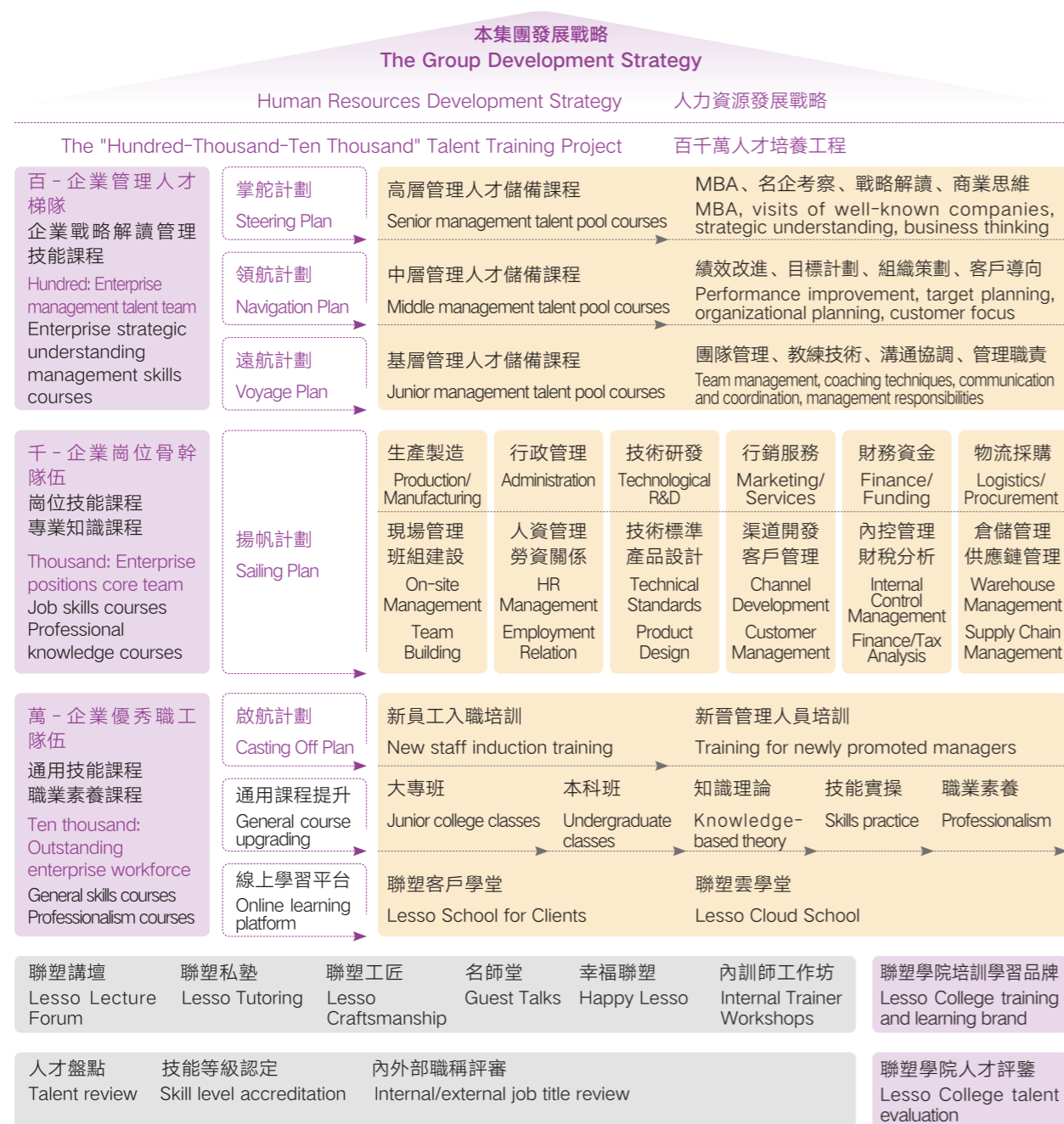
2021 年本集團不同類型員工參與培訓平均時長

Extensive Training Resources

We issued the *Opinions on Strengthening and Improving the Group's Human Resources Management* to strengthen the centralized and unified management of the Group's training work and the authoritativeness of the overall coordination of training work by Lesso College in an effort to better promote the Group's training of talent. In order to achieve better exposure of quality resources to the work requirements of the Group's subsidiaries and to resolve the conflict between work and learning, training courses with value in replicating and promoting were sorted out and recorded to effectively help the Group's employees to enhance their core competitiveness.

豐富培訓資源

出台《加強和完善集團人力資源管理工作的意見》，加強對本集團培訓工作的集中統一管理以及聯塑學院全盤統籌培訓工作的權威性，更好地推動本集團人才培養工作。為實現更好的將優質資源輻射到本集團各子公司的工作要求，解決工學矛盾，梳理和錄製了有複製和推廣價值的培訓課程，有效幫助本集團員工增強核心競爭力。



Lesso Training Course System 聯塑培訓課程體系

Creating the "Hundred-Thousand-Ten Thousand" Talent Training Project

The *Opinion on Launching the "Hundred-Thousand-Ten Thousand" Talent Training Project* was issued to improve the comprehensive quality and business level of managers, core business staff and professionals.

打造「百千萬」人才培養工程

出台《啟動「百千萬」人才培養工程意見》，全面提升管理人員、業務骨幹和專業人才的綜合素養和業務水平。



Lesso Knowledge — "Hundred-Thousand-Ten Thousand" Talent Training Project
聯塑知多少——「百千萬」人才培養工程

The "Hundred-Thousand-Ten Thousand" talent training system consists of five major systems, namely the "Casting Off Plan," the "Voyage Plan," the "Sailing Plan," the "Navigation Plan", and the "Steering Plan".

「百千萬」人才培養體系由「啟航計劃」、「揚帆計劃」、「遠航計劃」、「領航計劃」、「掌舵計劃」五大體系構成。

Casting Off Plan
啟航計劃

For new hires and new managers of the Group to participate in the "New Power" training camp, helping them to quickly settle into the Group, and transforming them into a "new sailor" to contribute to "navigating the Lesso ship".

針對本集團新員工及新任管理人員，開展「新動力」等訓練營，幫助其快速融入本集團，塑造為「聯塑巨輪」之「新水手」。

Sailing Plan
揚帆計劃

For general employees of the Group to improve professional proficiency and professional skills, creating a multi-skilled professional core and technical craftsmen, thus helping them to sail forward.

針對本集團普通員工，提升其業務能力、專業技能等，打造複合型業務骨幹、技術工匠，助其揚帆前行。

Voyage Plan
遠航計劃

For the Group's junior management team to improve their general management, communication, and coordination skills, helping them to better take on tasks alone, and to serve as a backup for middle management.

針對本集團基層管理團隊，提升其綜合管理能力、溝通協調能力，幫助其更好地獨當一面，為中層管理人員做後備。

Navigation Plan
領航計劃

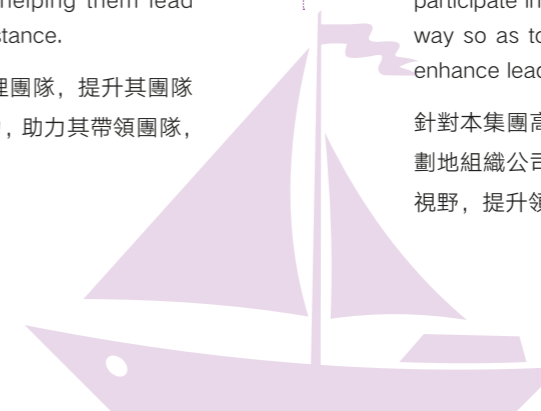
For the middle management of the Group and management teams of subsidiaries to improve team leadership, business planning, and direction capabilities, thus helping them lead their teams to sail into the distance.

針對本集團中層及子公司管理團隊，提升其團隊領導能力、業務統籌指揮能力，助力其帶領團隊，揚帆領航，駛向遠方。

Steering Plan
掌舵計劃

For the senior management of the Group, with a focus on the promotion of strategic leadership, to organize senior management to participate in studies and training in a planned way so as to broaden their global vision and enhance leadership.

針對本集團高層，圍繞提升戰略領導力，有計劃地組織公司高管參加學習培訓，拓展全球化視野，提升領袖力。



Talent Promotion

- **Upgrading Employees' Academic Qualifications:** We summarise the experience and problems of the employee education promotion project and issued the *Management Measures for Continuing Education*, helping the Group's employees to improve their academic qualifications through a number of innovative education improvement management reforms in order to continue to create a learning-oriented enterprise. In 2021, the allowances for each employee participating in the MBA program, bachelor's degree, and higher education were RMB 36,000, RMB 11,000, and RMB 11,000, respectively.
- **Improving Employee Skills:** In September 2021, we launched the recognition of enterprise vocational skill levels to continuously motivate employees to improve their skills. At present, Lesso College has obtained certification for five qualification levels from junior to senior technician for five technical areas, namely, "mold worker", "electrician", "lifting and loading machinery operator (forklift driver)", "plastic injection worker", and "plastic extruder", effectively motivating employees to improve their skills.

人才提升

- **提升員工學歷:** 總結員工學歷教育提升項目的經驗和問題困難，頒布《繼續教育管理辦法》，通過多項創新性學歷教育提升管理變革，幫助本集團員工提升學歷，持續打造學習型企業。2021年，每位參加MBA課程、成人本科、成人大專的員工津貼標準分別為3.6萬元、1.1萬元、1.1萬元。
- **提升員工技能:** 2021年9月，啟動企業職業技能等級認定工作，不斷激勵員工提升技能。目前聯塑學院已取得「模具工」「電工」「起重裝卸機械操作工（叉車司機）」「塑料注塑工」及「塑料擠出工」5個技術工種的初級工到高級技師五個等級的認定資質，有效激勵員工提升技能。

自主開發的塑料注塑工和塑料擠出工職業標準，**成為該職業能評價技師及高級技師的唯一企業**

Self-developed occupational standards for plastic injection molders and plastic extruders, **becoming the only company able to evaluate technicians and senior technicians in this occupation**

截至2021年底，已認定模具工、塑料注塑工及塑料擠出工共**1,589**人，其中高級工**898**人、中級工**205**人、初級工**486**人，覆蓋率**36%**

As of the end of 2021, a total of **1,589** molders, plastic injection molders and plastic extruders have been certified, including **898** senior workers, **205** middle-level workers and **486** junior workers, with a coverage rate of **36%**

Establishing the Environment — Create a Positive Atmosphere for Talent Development

We incentivise talent development using a points system, provide support for decisions on talent development with data-based management of human resources, and assist in dynamically adjusting policies for talent development to create a positive environment for talent development.

環境建設——營造人才發展良好氛圍

我們以積分制管理激勵人才發展，以人力資源數據化管理為人才發展提供決策支持，助力動態調整人才發展的政策，形成良好人才發展環境。

Promoting the Implementation of Points System Management

In 2021, we promoted the introduction of points system management at subsidiaries such as Lesso Maoming, Lesso Yunnan, Lesso Guiyang, and Lesso Henan, as well as the Group's Administration and Human Resources Center, to effectively incentivise employees and enhance their self-management capabilities in order to create a proactive working environment and atmosphere. Six of the Group's subsidiaries and three of its functional departments (centers) have introduced points system management, all having achieved good results.

推進積分制管理落地

2021年，推進茂名聯塑、雲南聯塑、貴陽聯塑、河南聯塑等子公司以及本集團行政與人力資源中心等導入積分制管理，有效激勵員工和提升員工自我管理能力，形成積極主動的工作環境和氛圍。本集團已有六個子公司和本集團三個職能部門（中心）導入積分制管理，均已取得良好的成效。

Promoting Data-based Human Resources Management

We have created a HR data dashboard, performance management system, and points management system. Of these initiatives, the HR data dashboard is an online tool, allowing for an up-to-date display of the Group's basic HR data, and real-time data on training, recruitment and performance, effectively assisting in dynamic human resources management and providing data support for the Group's implementation of talent development decisions.

推動人力資源數據化管理

打造人力數據看板、績效管理系統、積分管理系統。其中人力資源數據看板已上線，可及時顯示本集團人力資源基礎數據、培訓、招聘、績效的實時數據，有效輔助人力資源動態管理，為本集團實施人才發展決策提供數據支撐。



BUILDING A STRONG SENSE OF HAPPINESS AMONG EMPLOYEES

We have established sound occupational health and safety policies, enhanced employee safety training, and conduct daily safety inspections of production lines. We actively promote the establishment of management systems, being committed to providing a safe working environment for employees, and continue to carry out a variety of employee care activities to help employees balance work and life and continuously strengthen their sense of belonging and well-being in the Group.

Focus on Employee Health

The Group has acted in strict compliance with the laws and regulations on occupational health, having actively implemented pandemic disease prevention and control, and provides a healthy working environment. We pay attention to the physical and mental health of employees, providing a "protective umbrella" for their health.

Work Injuries and Lost Days Due to Work Injuries 2019 – 2021

	2019	2020	2021
因工傷損失工作日數 / 工作日 Lost days due to work injury (working day)	3,884	5,443	8,058
因工亡故人數 / 人 Number of work-related deaths (persons)	0	0	0
因工亡故比率 / % Work-related death rate (%)	0	0	0
千人工傷意外率 / % Frequency rate of disabling injury per 1,000 people (‰)	8.79	4.84	4.70

Note: As the number of new companies established by the Group continues to increase, the total number of employees at work continues to grow, and therefore both the number of work-related accidents occurring and the number of work days lost due to work-related injuries have relatively increased.

Strict Implementation of Pandemic Disease Prevention and Control

We attach great importance to pandemic disease prevention and control, and communicate such measures to employees in a timely manner. We have proactively organized vaccinations and nucleic acid testing for employees to comprehensively safeguard the lives and health of our employees.

提升員工幸福感

我們建立健全職業健康與安全政策，加強員工安全培訓，並對生產工作進行日常安全巡查，積極推進管理體系建設，致力於為員工提供安全的工作環境，並持續開展豐富多彩的員工關愛活動，幫助員工平衡工作與生活，不斷增強員工對本集團的歸屬感和幸福感。

重視員工健康

我們嚴格遵守職業健康法律法規，積極落實疫情防範，提供健康工作環境，關注員工的身心健康，為員工健康撐起「保護傘」。

2019-2021 年本集團工傷及損失工作日數

註：隨著本集團設立新公司數量不斷增加，在崗職工總人數持續增長，因此工傷意外發生的人數相對上升，因工傷損失工作日數也相對上升。

落實嚴格疫情防範

高度重視疫情防範工作，向員工及時傳達疫情防範措施，積極組織員工接種疫苗和核酸檢測，全面為員工生命健康保駕護航。

Creating a Healthy Work Environment

We manage the working environment of employees through classification and grading. For workshops and other Class II environments, we hire professional third-party institutions to conduct annual work site occupational hazard testing, rank the types of occupational hazards for each position, conduct an analysis of the state of occupational disease hazards, and carry out targeted management.

Strengthening Management of Employee Health

We have formulated the *Management Measures for Staff Working in Special Positions*, and actively carry out employee health and prevention measures, treatment of diseases, and psychological counseling. We hold regular health and safety seminars, and implement strict supervision and management to ensure the occupational health and safety of employees. In 2021, the Group began to refer to the *Occupational Health and Safety Management System Requirements and Guidelines for Use (GB/T45001-2020)* to guide each subsidiary in implementing an occupational health and safety management system.

- **Health and Prevention Measures:** Based on exposure to different job hazards in different posts, we arrange for employees to undergo induction physical examinations, regular physical examinations and exit physical examinations, establishing employee health files and tracking changes in the health of employees. We have strengthened training on the prevention of work-related injuries and occupational disease prevention to improve employees' awareness of occupational hazards. We also equip all employees with labour protective equipment. Each subsidiary sets up fitness equipment to provide the tools to safeguard the physical health of employees.
- **Treatment of Diseases:** When an employee has an occupational contraindication, they are promptly moved to another post, and appropriate treatment is given. With respect to employees suffering accidents and work-related injuries, we cooperate with medical institutions to implement green channels, with the Group advancing medical expenses to prioritise employees' recovery.
- **Psychological Counseling:** We have set up a psychological counseling room for female employees to provide psychological counseling services for issues female employees face at home or at work, such as parent-child and spousal relationships, to help employees resolve their issues and safeguard the psychological health of female employees.

營造健康工作環境

對員工工作環境進行分類分級管理，針對車間等二類環境，每年聘請專業的第三方機構進行作業現場職業危害檢測，排查各崗位的職業危害因素類型，分析職業病危害狀況，開展針對性治理。

加強員工健康管理

我們已制定《特殊工種崗位人員管理辦法》，積極開展員工健康預防、疾病治療和心理輔導，定期舉辦安全健康講座，實行嚴格的監督管理以確保員工職業健康安全。2021年，本集團開始參照《職業健康安全管理體系要求及使用指南》(GB/T45001-2020)，指導各子公司實施職業健康及安全管理體系。

- **健康預防：**根據接觸職位危害崗位的差異為員工安排入職體檢、定期體檢及離職體檢，建立員工健康檔案，跟蹤員工健康動態；加強工傷預防和職業衛生防治培訓，提高員工職業危害因素防範意識；為每位員工配備勞動防護用品。每個子公司設置健身器材，為員工身體健康提供硬件保障。
- **疾病治療：**當員工出現職業禁忌時，及時調整員工崗位，並給予合適的治療。對於員工意外疾病和工傷，與醫療機構開展綠色通道合作，本集團先墊付醫療費用，優先給員工做搶救。
- **心理諮詢：**設立女性員工心理諮詢室，針對女性員工在親子關係、婚姻關係等家庭或工作中的問題，提供心理諮詢業務，幫助員工排憂解難，保障女性心理健康。



Health Knowledge Lectures Conducted by Lesso Jiangxi
江西聯塑開展健康知識講座

In order to enhance employees' knowledge of first aid, improve their awareness and ability to save both themselves and each other in the event of unexpected accidents, and to minimize fatality and disability rates, Lesso Jiangxi organized a health knowledge lecture titled "Cherish Life and Take Care of Health" in August 2021.

Centered around the unexpected situations that may arise in working life in combination with training experience, on-site emergency rescue, the four basic principles of trauma rescue, prevention and treatment of occupational and chronic diseases, the hazards of environmental pollution and the four aspects of health protection were introduced and put into practice with on-site simulations. The training not only enabled employees to gain an understanding of the theoretical knowledge of first aid, but also improved their health awareness and created a positive atmosphere of caring for life and taking health seriously.

為提升員工的救護知識，提高員工在突發事故中的自救、互救意識和能力，最大限度降低死亡率和傷殘率，江西聯塑於2021年8月組織開展了一場名為「珍愛生命關愛健康」的健康知識講座活動。

圍繞工作生活中可能遇到的突發情況，結合培訓經驗，從現場緊急救護知識、外傷救護的四項基本原則、職業病與慢性病的預防及治療、環境污染的危害以及健康防護四個方面進行了介紹和現場模擬實操演練。通過本次培訓不僅讓員工掌握了急救理論知識，更提高了員工的健康意識，營造關愛生命、重視健康的良好氛圍。

Caring About Employees' Personal Well-being

We actively survey the work and life needs of our employees, providing convenience to them in their work and everyday life, and meet their aspirations for a better life as best we can.

- Organizations such as the Group's party working group and women's federation pay attention to employees in difficulty, family happiness and parent-child education, etc. We provide free consultation and training for employees, as well as visiting employees' homes to offer condolences when such circumstances arise.
- We obtain preferential commercial insurance plans for employees and their families to relieve them of the distress of accidents and illnesses.
- We assist employees in handling their children's admission matters, and distribute the Group's admission places by points fairly and justly.
- We organize parent-child education and employee self-improvement training to provide opportunities for self-learning and improvement for a large number of female workers.
- We arrange for female employees and their families to participate in outdoor activities, helping to increase emotional communication between colleagues and their families.

關愛員工生活

我們積極調研員工工作和生活的需求，為員工的工作、生活提供便利，盡可能滿足員工對美好生活的嚮往。

- 本集團黨工團、婦聯等組織，關注困難員工、關注員工家庭幸福及親子教育等，為員工提供免費的諮詢、培訓，並適時上門慰問。
- 為員工及家屬爭取優惠的商業保險方案，緩解員工及家屬意外與疾病危難。
- 協助員工辦理子女入學事宜，並以積分方式，公平公正地分配本集團入學名額。
- 組織親子教育、員工自我提升類培訓，為廣大女工提供自我學習提升的機會。
- 組織女性員工及其家屬參加戶外活動，增加同事間及其家人間的情感交流。



發放困難員工新春慰問金
New Year's cash gift for employees in difficulty



為留廠過年的員工發放新春禮品
New Year gifts for employees who stayed at the factory over Chinese New Year

Enriching Staff Care

We enrich corporate life and organize a series of cultural and sports activities to help employees achieve a work-life balance, and happiness in both their work and everyday lives.

- We have developed a "Fun School Series" for employees, covered DIY, cooking, childcare, baking, drawing, floral arranging, dancing, and yoga etc., to develop their hobbies and improve the quality of life.
- We have organized group building events, festival activities, and sports events to focus employees' strength and enhance their sense of belonging.
- We have set up free gyms and libraries to ensure the physical and mental health and development of employees.

豐富員工生活

我們營造豐富多彩的企業生活，組織一系列文化體育活動，平衡員工工作和生活，讓員工快樂工作、幸福生活。

- 為員工開發《趣學堂系列課程》，涵蓋DIY、烹飪、育嬰師、烘焙、繪畫、插花、舞蹈、瑜伽等課程，挖掘員工興趣愛好技藝，提升員工生活質量。
- 為員工舉辦團建活動、節日活動、運動會，凝聚員工力量，提升員工歸屬感。
- 設置免費健身房與圖書館，保障員工身心健康及進步。



DIY 蛋糕
Cake making



籃球比賽
Basketball game



五四青年運動會
Chinese Youth Day games



聯塑圖書館悅讀分享活動
Group reading activities at the Lesso Library

EMPOWERING PARTNERS TO ENJOY SHARED GROWTH

為夥伴 賦能共同成長

The sustainable development of the industry depends on creating together with our partners. The Group has long maintained positive and stable cooperation and communication with suppliers and industry partners, continuously improving the performance level of the supply chain, and giving diversified support to the supply chain to help the industry to flourish.

產業持續發展有賴於夥伴的攜手創造。本集團長期以來堅持與供應商和行業夥伴保持良好、穩定的合作與交流，不斷提升供應鏈的履責水平，給予供應鏈多元支持，助力行業蓬勃發展。

5,598 家

供應商數量 (2020年: 6,170家)

5,598 suppliers in total (2020: 6,170)

33 家

合作院校

33 cooperation colleges



BUILDING A SUSTAINABLE SUPPLY CHAIN

We establish a standardised and optimum procurement and supply chain management mechanism, and through strict evaluation management and necessary support measures, we help suppliers and distributors to improve their contract performance capabilities, improve their own operations, build stable teams, achieving win-win situations and joint development.

構建可持續供應鏈

我們已建立規範良性的採購及供應鏈管理機制，通過嚴格的評價管理和必要的扶持舉措，幫助供應商和經銷商提高履約能力，改善自身經營、建立穩定的團隊，實現雙贏與共同發展。

Total number of the Group's suppliers in 2021

2021 年本集團供應商數量

供應商總數 / 個 Total Number of Suppliers		5,598
供應商分布 / 個 Breakdown of Suppliers	華南 South China	2,470
	華中 Central China	679
	華北 North China	546
	華東 East China	1,367
	西北 Northwest	242
	西南 Southwest	213
	東北 Northeast	57
	港澳台 Hong Kong, Macau and Taiwan	24

Note: The total number of suppliers in 2021 is 572 less than that of 6,170 in 2020, mainly due to certain suppliers being sifted out, and some as short-term cooperative suppliers for asset procurement.

註：2021 年供應商總數相較 2020 年的 6,170 個，減少 572 個。主要由於淘汰部分供應商，且部分僅作為資產採購的短期合作供應商。

Improving Supply Chain Capabilities

We place emphasis on maintaining continuous communication with suppliers, establishing collaborative and win-win relationships, and adhering to fair, open, and equitable procurement principles. We have formulated systems such as the *Supplier Management System* and the *Procurement Process Manual*, establishing standardized supplier selection, evaluation, and elimination criteria. We implement the whole lifecycle management process of supplier introduction, evaluation, promotion, and termination, effectively identifying risks, reducing environmental, social, and safety hazards, while at the same time launching "green materials", "green packaging", and "green transportation" initiatives for suppliers, providing them with the necessary support and actively promoting supplier development.

提升供應商能力

我們重視與供貨商保持持續溝通，建立協作共贏的關係，堅持公平公開公正的採購原則，已制定《供應商管理制度》《採購流程手冊》等制度，建立規範的供應商准入、評價和淘汰標準，實施供應商引入、評估、提升與退出的全生命周期管理流程，有效識別風險，減少環境、社會及安全隱患，同時向供應商發起「綠色材料」「綠色包裝」「綠色運輸」的倡議，為供應商提供必要支持，積極推動供應商發展。



100%

執行《採購流程手冊》的供應商比例

Proportion of suppliers implementing the *Procurement Process Manual*: **100%**

Supplier Management Process

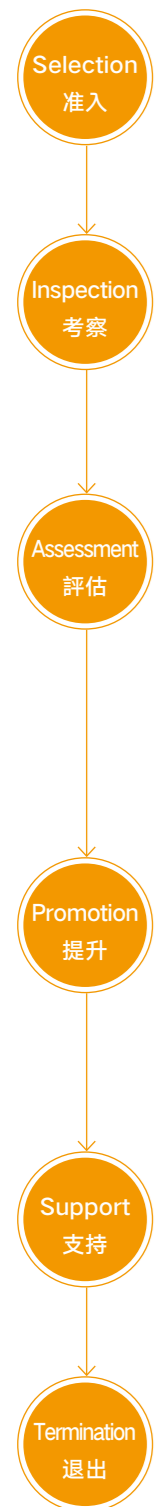
供應商管理流程



Case 案例 Strengthening Management of Building Materials and Home Improvement Suppliers Through High Standards and Strict Requirements
高標準、嚴要求，夯實建材家居供應商管理

The Group's wood products in the building materials and home improvement segment are mainly used in the manufacture of products for indoor household use, and as such, the environmental protection and quality requirements for these products are particularly high. When selecting suppliers, we first carry out market research, and prioritise negotiations with suppliers that have a good reputation and brand in the market, and then include qualified suppliers in the supplier list and supplier reserve pool. In the selection of raw materials, the Group strictly follows the provisions of relevant national standards, and requires suppliers to provide material testing reports and sign a quality assurance liability statement. The Group's quality department also conducts regular sampling and testing in accordance with sampling rules, and commissions professional organizations to carry out tests. Finished products are also regularly sent to professional organizations for testing to ensure the compliance of raw materials and finished products in the area of environmental protection. While strictly controlling raw materials, the Group organizes a comprehensive inspection team to conduct a thorough investigation on raw material suppliers, and to inspect the production sites of suppliers, including but not limited to production workshops, manufacturing equipment, production processes, raw materials, working environment, workers' labour protection, staff working hours and attendance records, management teams, company culture, comprehensive strengths, and industry influence, etc., to fully identify the environmental and social risks of suppliers and to ensure their compliance with legal operation and management, and excellent product quality.

本集團建材家居板塊的木製品主要用於生產室內家居用產品，因此對產品的環保、質量要求尤其高。在遴選供應商時，首先開展市場調研，優先選擇在市場上有口碑、有品牌的供應商進行洽談，並將合格的供應商納入供應商名錄、供應商儲備庫。對於原材料的選擇上，本集團嚴格按照國家相關標準規定執行，要求供應商提供材料檢測報告，並簽署品質保證責任書。本集團品質部也定時按照抽樣規則進行抽樣檢測及委託專業機構檢測，成品也會定時到專業機構送檢，確保原材料和成品環保合規。在對原材料嚴格把控的同時，本集團會組織綜合考察組對原材料供應商進行摸底調查，檢查供應商的生產現場，包含不限於生產車間、製造設備、生產工藝、原材料、工作環境、工人勞動保護、工人工作時長及出勤記錄、管理團隊、公司文化、綜合實力、行業影響力等方面，充分識別供應商在環境和社會等方面的風險，確保供應商合規合法經營管理以及產品品質優良。



Suppliers are strictly required to comply with national standards and the Group's enterprise standards for all products. We issue system document requirements, clarifying internal control standards, acceptance standards, and production process standards for suppliers.

Joint production, procurement, quality control and other departments conduct site visits or surprise inspections at suppliers' factories, during which suppliers are required to disclose details regarding their upstream and downstream suppliers, environmental protection, payroll, and working environment, etc.

We set up supplier appraisal files and require suppliers to observe ethical conduct, respect human rights, comply with environmental laws and regulations, and recycle resources, etc. We also provide annual ESG disclosure documents, with the respective departments regularly and independently scoring and assessing suppliers according to the *Supplier Assessment Internal Control Procedure Manual*, maintaining long-term cooperation with suppliers achieving higher assessment scores.

We put forward "green materials", "green packaging", and "green transportation" initiatives for suppliers. For example, the use of shared pallets and packaging bag recycling programs were proposed to Sinopec and Borouge, while we suggested to our calcium carbonate suppliers that they improve their packaging and use container bags to reduce the use of original packaging bags.

We have developed a supply chain finance system to provide financial support to suppliers. We provide suppliers with sites to carry out technical commissioning and pilot testing, etc., so as to help suppliers upgrade their technologies and improve formulas.

We have early warning mechanisms for low-quality suppliers, and raise suggestions and deadlines for rectification and improvement. If these are not met, cooperation with such suppliers is terminated and we will impose economic measures against them. Depending on the degree of non-compliance by the supplier, this part of the management process generally includes demanding rectification, imposing fines, suspension of supply and canceling the cooperation.

嚴格要求供應商的產品全部符合國家標準及本集團的企業標準。出台制度性文件要求，明確針對供應商的內控標準、驗收標準、生產工藝流程標準。

聯合生產、採購、品管等部門對供應商廠區進行實地考察或突擊檢查，期間要求供應商披露他們上下游供應商、環保、工資發放、工作環境等方面的情況。

設立供應商考核檔案，要求供應商遵守道德操守、尊重人權、遵守環保法律法規、資源循環利用等，並每年提供關於 ESG 方面披露文件，依據《供應商評估內控流程手冊》由各部門定期且獨立對供應商進行打分評估，並與評估分數較高的供應商保持長期合作。

向供應商提出「綠色材料」「綠色包裝」「綠色運輸」的倡議。例如向中石化公司、博祿公司等提出使用共享託盤和包裝袋回收計劃，提議碳酸鈣供應商改進包裝、使用噸包減少原包裝袋的使用。

開發供應鏈金融系統，為供應商提供資金支持；為供應商提供場地進行技術調試、中試等，幫助供應商提升技術和改進配方。

對低分供應商採取預警機制，提出整改意見，限期督促整改，否則取消合作並對其實施經濟處罰。依據供應商的違約行為程度，一般包括責令整改、罰款、暫停供貨以及取消合作等。

HELPING DISTRIBUTOR DEVELOPMENT

助力經銷商成長

We make full use of points system management and information tools to support the standardized management of distributors and provide store management, business and legal training to help the development of distributors in all aspects.

我們充分利用積分制管理和信息化工具支持經銷商的規範管理，並提供店面管理、商務及法律等多方位的培訓，全方位扶持經銷商發展。

加強經銷商管理
Strengthening Distributor Management

- **Points system management:** We implement points system management of the Group's distributors, carrying out a comprehensive evaluation and ranking of distributors in terms of their team building, product knowledge, advertising, sales volumes, and service quality, etc., to incentivise the growth of distributors and enhance their capabilities.
- **積分制管理:** 開展本集團經銷商積分制管理，對經銷商的團隊建設、產品知識、廣告、銷量、服務質量等方面進行綜合評價和排序，激勵經銷商成長，提升經銷商能力。

提供多樣化支持
Providing Diversified Support

- **Expand distributor sales channels:** We have built online platforms such as the LS DiDi and LessoLink Mall online malls to expand distributor sales channels, helping them to upgrade.
- **拓展經銷商銷售渠道:** 建設網上商城領尚滴滴及星鏈商城平台等線上平台，拓展經銷商的銷售渠道，助力經銷商轉型升級。
- **Supporting distributors in opening stores:** We support distributors in opening stores and experience spaces, helping them to provide more pre-sales, after-sales and sales-related services to customers. In 2021, in conjunction with distributors, the Ministry of Commerce and the Marketing & Brand Center, the Group rated 159 store sign producers nationwide, penalising those producers with low ratings by terminating the cooperation with them, demanding rectification, and imposing fines, so as to help distributors improve store management and promotional effectiveness.
- **扶持經銷商開店:** 扶持經銷商開專賣店和體驗館，幫助經銷商為客戶提供更多的售前、售中、售後服務。2021年，本集團聯合經銷商、商務部和市場與品牌中心對全國159家店招製作商進行了評分，並對評分過低製作商進行了終止合作、勒令整改和罰款的處罰，幫助經銷商提升店面管理和宣傳效果。
- **Strengthening distributor training:** We continue to develop the Lesso School for Clients, providing training for distributors and franchisees on team building, products, and technology, as well as real-world management experience. We constructed a training system for Lesso home improvement products, helping distributors learn about business and store management methods, as well as sales techniques and customer acquisition channels through end-customer introduction presentations and livestream chats, etc.
- **加強經銷商培訓:** 持續建設並完善聯塑客戶學堂，為經銷商和加盟商提供團隊人才培養、產品、技術和管理實戰經驗等各類培訓；構建聯塑家裝產品培訓體系，通過終端客戶落地推介會、直播溝通等方式幫助經銷商學習經營管理和門店管理方法以及銷售技巧、獲客渠道等。
- **Providing Business Support:** The Group assigns business support teams to work in regional markets to maintain and manage relationships with local distributors, and provide them with sales, public relations and negotiation-related support to safeguard their rights and interests.
- **提供商務支持:** 選派商務團隊長期駐點區域，對各區域市場經銷商進行維護管理並提供銷售、公關、談判等支持，保護經銷商權益。



Case 新業務發展機會與經銷商共譜家裝市場新高機

With the changing consumer environment in the market, standardized, professional, one-stop home improvement services are increasingly becoming the first choice of the majority of consumers. The Group has considerable insight into changes in demand within the home declaration market, and has taken well targeted steps in its focus in creating a set of solutions for the integrated supply of all kinds of home improvement products in the home improvement and household fields - the Lesso Home Improvement Boutique, which provides diversified products and one-stop home improvement total solutions and services for consumers. In 2021, the Group's home improvement boutique store opening plans were introduced in Wuhan, Shunde, and Changsha, respectively, where China Lesso's home improvement rollout plans were explained from the aspects of product packages, operating model, business collaboration, and attracting investment, and the ecological development concept of "shared growth" with distributors was proposed. The Group will provide home improvement action plans, policy support and guidance on rewards for our distributor partners using advanced technology, products and constantly upgraded services, and we will work together with our distributors to develop home improvement products and achieve mutually beneficial cooperation.

隨著市場消費環境的變化，標準化、專業化、一站式的家裝服務日益成為大多數用戶的首選。本集團深度洞察家裝市場需求變化，精準發力，重點打造一套適用於家裝家用領域全品類家裝精品集成供應的解決方案——聯塑家裝精品專賣店，為用戶提供多元化的產品、一站式的家裝整體解決方案服務。2021年，本集團家裝精品專賣店開店落地方案宣導會分別在武漢、順德和長沙舉行，會上從產品包、運營模式、商務協銷、招商賦能等方面對中國聯塑家裝落地方案進行解讀，並提出與經銷商「共生共長」的生態發展理念。本集團將以先進的技術、產品和不斷升級的服務，為廣大經銷商合作夥伴提供家裝行動方案、政策支持和獎勵引導，與廣大經銷商，共同發力家裝精品，實現合作共贏。

PROMOTING THE DEVELOPMENT OF THE INDUSTRY

The Group actively participates in the development of industry standards, engages in both industry-university-research and strategic cooperation with leading R&D institutions and companies within the industry, and participates in industry exchange activities to create an atmosphere of resource sharing, complementary advantages and mutual assistance within the industry, promoting its development together with our partners.

Developing Industry Standards

We take an active role in perfecting the standards system, having served as a member unit on 13 standardization technical committees. In 2021, the Group participated in the revision of 56 international, national, industry and group standards, national standard design atlases and technical regulations, covering standards for piping systems for water supply and drainage, gas, agriculture and electrical applications.

促進行業發展

本集團積極投身到行業標準的制定，與行業領先研發機構及公司開展產學研合作和戰略合作，參與行業交流活動，形成資源共享、優勢互補、互幫互助的行業氛圍，共同促進行業發展。

制定行業標準

積極健全標準體系，先後擔任了13個標準化技術委員會委員單位工作。2021年本集團共參與56項國際、國家、行業、團體標準及國家標準設計圖集、技術規程等的制修訂工作，涵蓋給排水、燃氣、農業、電力用管道系統標準。

Industry-University-Research Cooperation

We actively cooperate with universities and research institutes to carry out cooperation base construction and project cooperation, further promoting the in-depth integration of industry, academia and research, and comprehensively enhancing the innovation capabilities of the industry. In 2021, we established school-enterprise cooperation with 33 institutions of higher learning throughout China.

- We jointly established the Undergraduate Internship Teaching Base with Sun Yat-sen University.
- We jointly established a demonstration base for industry-academia-research with South China Normal University (School of Chemistry).
- We jointly established a practical teaching base and college student employment internship base with Guangdong University of Finance & Economics.
- We jointly established a training base for professional degree postgraduates with South China University of Technology.
- We jointly established an innovative internship base for foreign students with Guangdong University of Foreign Studies.
- We jointly established a professorial station with China Agricultural University.
- We completed the declaration of Guangdong-Foshan joint fund projects and core technology research projects with two research institutions in Guangzhou, namely the Hong Kong University of Science and Technology Fok Ying Tung Research Institute and the Institute of New Materials, Guangdong Academy of Sciences.
- 與中山大學共建本科實習教學基地。
- 與華南師範大學（化學學院）共建產學研結合示範基地。
- 與廣東財經大學共建實踐教學基地和大學就業實習基地。
- 與華南理工大學共建專業學位研究生聯合培養基地。
- 與廣東外語外貿大學共建外國留學生創新實習基地。
- 與中國農業大學共建教授工作站。
- 與廣州市香港科大霍英東研究院和廣東省科學院新材料研究所等兩家研究機構，共同完成粵佛聯合基金項目和核心技术攻關項目申報工作。

Participation in Industry Exchanges

The Group proactively takes on roles in industry associations and participates in a variety of conferences to engage in learning and exchange. In 2021, the Group assisted in holding the 8th General Meeting of the China Plastic Processing Industry Association, and hosted the Idea Sharing Conference for Listed Companies and the Developers Conference. We also participated in the *Green Sustainable Development Summit of the Plastic Pipe Industry* and the Digital Transformation Exchange for Enterprises held by the Bureau of Industry and Information Technology of Foshan City.

Strategic Cooperation

The Group actively engages in strategic cooperation with companies such as the Shunde Holdings Group, Shuntie Industrial, Immunotech Biopharm, the Leading Group and CSCEC City Construction to promote urban construction hand in hand.

開展產學研合作

積極與高校及研究院等機構開展合作基地建設及項目合作，進一步促進產學研的深度融合，全面提升行業創新能力。2021年，與全國33家高等院校建立了校企合作關係。

參與行業交流

本集團積極擔任行業單位協會職務，並參與各種會議進行學習交流。2021年，本集團協助召開中國塑協第八次會員代表大會，並承辦上市公司思享會、開發者大會，參與《塑料管道行業綠色可持續發展高峰論壇》、佛山市信息局舉辦的企業數字化轉型交流會等。

開展戰略合作

本集團積極開展與順控集團、順鐵公司、永泰生物、領地集團、中建城建等公司開展戰略合作，攜手推進城市建設。

GIVING BACK TO THE COMMUNITY

為社區 奉獻愛心力量

The Group adheres to the spirit of responsibility and commitment, and actively gives back to the community in the process of business development. We fully utilise our own resources to serve regional development, and actively participate in social welfare activities to help the disadvantaged, exerting our influence in the community to positively affect it, and establish good community ties to achieve harmony and enjoy joint development with the community.

本集團秉承責任與擔當的精神，在經營發展過程積極回饋社會，充分利用自身資源服務區域發展，主動參與社會公益活動，幫助弱勢群體，發揮自身在社區影響力，為社區帶來積極正面的影響，並與社區建立良好關係，實現與社區和諧共融、共同發展。

1,112 萬元

對外捐贈

External donations of RMB

11.12 million



1,500 萬元

成立聯心塑愛慈善基金（認捐）

RMB **15** million pledged in establishing the Lesso Charitable Fund

140 人次

員工參與志願活動

Participation in volunteer activities by employees: **140** person-times



SERVING REGIONAL DEVELOPMENT

We are "in tune" with national strategies and regional development, and are an active participant in numerous national infrastructure and urban renewal projects. Over the years, we have participated in projects such as Xiong'an New Area, the Hong Kong-Zhuhai-Macao Bridge, the Nanchang-Ganzhou high-speed railway, Beijing Daxing International Airport, venues at the 2022 Beijing Winter Olympic Games and infrastructure projects in major cities, playing a part in regional construction with quality products and professional services.

服務區域發展

我們與國家戰略和區域發展「同頻共振」，積極參與國家眾多基建與城市更新項目。多年來，陸續參與了雄安新區、港珠澳大橋、昌贛高鐵、北京大興國際機場、2022北京冬奧會場館及各大城市基建，以優質產品和專業服務助力區域建設。



Lesso stainless steel pipes helping in the construction of Xiong'an New Area
联塑不锈钢管助力雄安新区建设

VOLUNTEER SERVICES

We always show care for groups in society who are in need. We offer strong support in the infrastructure construction of locations in which we operate, actively participate in public welfare activities run by local governments, and encourage our employees to engage in community service and volunteer work to improve conditions in the community. In 2021, we formulated the *Management Measures for Charitable Public Welfare Projects* to further regulate the Group's charitable donations and promote the development of our charitable work.

我們時刻關心社會有需要群體，大力支持營運所在地的基礎設施建設，積極參加當地政府公益活動，鼓勵員工加入到小區服務和志願者工作，讓社區的生活變得更美好。2021年制定《慈善公益項目管理辦法》進一步規範本集團捐贈行為，促進本集團慈善事業的發展。

開展志願服務



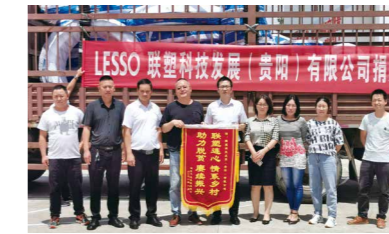
The Lesso Charitable Fund being launched by the China Lesso
中國聯塑成立聯心塑愛慈善基金

Infrastructure Improvement



The Group donating to the Party Group Service Center in Daqun Village, Leizhou
本集團捐贈雷州大群村黨群服務中心

改善基礎設施



Lesso Guiyang donating potable water pipes to Tongzi County, Zunyi City
貴陽聯塑捐贈遵義市桐梓縣飲用水管

Supporting Government Undertakings



Anti-drug awareness campaign at the Group
本集團開展禁毒宣傳

支持政府工作



RMB 1 million donated to Longjiang Police Auxiliary Fund by the Group
本集團捐贈龍江警輔基金 100 萬元



Lesso conducting pandemic prevention work in Xingtai, Hebei province
河北邢台聯塑支援防疫工作



Volunteers from the Group participating in the Longjiang "elite" educational tour and "volunteering together to make the countryside more beautiful" activities
本集團義工參與龍江「菁」彩行暨「志願一起來，鄉村更美麗」活動

Caring for the Disadvantaged



The Group visiting disadvantaged single-parent families
本集團慰問單親困難家庭

關愛弱勢群體



Lesso Yunnan employees offering solace to local elderly residents with no family
雲南聯塑慰問當地孤寡老人

1,112 萬元
對外捐贈
External donations of RMB **11.12** million

551 小時
志願服務
Volunteer services: **551** hours

140 人次
員工參與志願活動
Participation in volunteer activities by employees: **140** person-times

1,500 萬元
成立聯心塑愛慈善基金（認捐）
RMB **15** million pledged in establishing the Lesso Charitable Fund



Staff from the Group giving good bags to disadvantaged families at Chinese New Year
本集團為困難家庭發放新春愛心福袋

OUTLOOK

In 2022, the global economic situation will remain complex and volatile, market competition will remain fierce, there will be both challenges and opportunities, and there will be risks and exposure to face. In the new year, China Lesso will continue to adhere to the development principle of sound operation, continue to uphold the brand value of "focusing on product quality, insisting on creativity, and creating high-value products and services for society," fulfill the brand commitment of "striving for a sustainable, healthy, and beautiful life," continue to intensify the innovation and upgrading of intelligent manufacturing, enhance industrial synergies, accelerate business transformation, and work hand in hand with various stakeholders to provide better urban construction and living spaces, and a better life for all.

Shared Prosperity with Shareholders

We will actively improve the Group's level of governance and insert the ESG gene into all stages and segments, allowing the Group's sustainable development capabilities to be taken to even greater heights.

Getting to Know Our Customers

We will continue to accurately identify customer needs, enhance product innovation capabilities, strictly control product quality, improve the quality of services, protect the legitimate rights and interests of consumers, and create quality of life for our customers.

Synergy with the Environment

We will rigorously implement environmental targets, actively respond to climate change, go even further in terms of energy savings, emissions reductions and resource recycling. We will gather resources to invest into environmental protection and governance effort to protect the blue skies and clear waters.

Being One with Employees

We will improve the mechanisms to protect the rights and interests of employees and support the development of talent, creating a better atmosphere and greater development space for the growth and development of employees, so that they are in tune with the development of the Group.

Seeking Mutual Benefits with Partners

We will continuously improve supply chain management, offer diversified support to the supply chain, expand the breadth and depth of the synergies with the industry chain, and work hand in hand with partners enjoy joint growth, helping the industry to flourish.

Playing an Active Role in the Community

We will actively serve regional development, practice public charity and volunteer services, and create superior living conditions for communities to allow more people enjoy a happy and better life.

展望

2022 年全球經濟形勢依舊複雜多變，市場競爭仍然激烈，挑戰與機遇並存，風險和風險同在。新的一年，中國聯塑將始終堅持穩健經營的發展原則，持續秉持「專注產品品質，堅持創造力，為社會創造高價值的產品與服務」的品牌價值觀，履行「為健康美好空間永續」的品牌承諾，繼續深化智能製造改革升級，加強產業協同賦能，加速業務轉型，攜手各個利益相關方為每個人提供更好的城市建設和生活空間，創建更美好的生活。

與股東共生共榮

積極提升本集團治理水平，在各個環節、各個板塊植入 ESG 基因，讓本集團可持續發展能力更上一個台階。

與客戶相知相伴

持續精準識別客戶需求，提升產品創新能力，嚴控產品品質，提升服務質量，維護消費者合法權益，為客戶創造品質生活。

與環境互融互生

嚴格執行環境目標，積極應對氣候變化，加強節能減排、資源循環利用，聚集資源投入到環境保護和治理事業中，守護碧水藍天。

與員工同心同行

完善職工權益保護、支持人才發展的機制，為員工成長發展創造更良好的氛圍和更大的發展空間，讓員工與本集團發展同頻共振。

與夥伴互利互惠

不斷完善供應鏈管理，給予供應鏈多元支持，拓展與產業鏈協同的深度與廣度，攜手合作夥伴共同成長，助力行業蓬勃發展。

與社區共創共享

積極服務區域發展，踐行公益慈善與志願服務，為社區創造優越的生活條件，讓更多人享受幸福、美好生活。

REPORT INDICATOR INDEX

報告指標索引

Environment

環境

Aspect 層面	Indicator No. 指標編號	Content 指標內容	Location in the Report 所在報告位置
A1: Emissions 排放物	General Disclosure 一般披露	Regarding air and greenhouse gas emissions, pollutant discharge to water and land, production of hazardous and non-hazardous waste, etc.: Data on (a) policies and (b) compliance with relevant laws and regulations that have a significant impact on the issuer. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的數據。	P42-48 "Responding to Climate Change" P49-55 "Committed to Green Operation" P42-48 「應對氣候變化」 P49-55 「堅持綠色運營」
	A1.1	The types of emissions and respective emission data. 排放物種類及相關排放數據。	P51 "Treatment of Waste water" P51-52 "Air Emissions Management" P51 「廢水處理」 P51-52 「廢氣管理」
	A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接（範圍 1）及能源間接（範圍 2）溫室氣體排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	P47 "Greenhouse Gas Emissions in 2019 - 2021" P47 「2019-2021 年溫室氣體排放量」
	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位，每項設施計算）。	P53 "Control of Hazardous Waste" P53 「有害廢棄物控制」
	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位，每項設施計算）。	P54 "Treatment of Non-Hazardous Waste" P54 「無害廢棄物處理」
	A1.5	Description of the emission targets set and the steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	P41 "Setting Green Development Goals" P51 "Treatment of Waste water" P51-52 "Air Emissions Management" P41 「制定綠色發展目標」 P51 「廢水處理」 P51-52 「廢氣管理」
	A1.6	Description of the methods used to treat hazardous and non-hazardous waste, and description of the waste reduction targets set and the steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	P41-42 "Setting Green Development Goals" P52-54 "Waste Management" P41-42 「制定綠色發展目標」 P52-54 「廢棄物管理」

Aspect 層面	Indicator No. 指標編號	Content 指標內容	Location in the Report 所在報告位置
A2: Use of Resource 資源使用	General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源（包括能源、水及其他原材料）的政策。	P42-48 "Responding to Climate Change" P56-57 "Optimizing Resource Utilization" P42-48 「應對氣候變化」 P56-57 「優化資源利用」
	A2.1	Direct and/or indirect total energy consumption by type (e.g. electricity, gas or oil) (in 1000 kWh) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源（如電、氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位，每項設施計算）。	P47 "Energy Consumption 2019-2021" P47 「2019-2021 年能源消耗量」
	A2.2	Total water consumption and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度（如以每產量單位，每項設施計算）。	P56 "Water Conservation" P56 「節約水資源」
	A2.3	Description of the energy efficiency targets set and the steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	P41 "Setting Green Development Goals" P41 「制定綠色發展目標」
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved. 描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果。	P56 "Water Conservation" P56 「節約水資源」
A2.5	Total packaging materials (in tonnes) used for finished products and with reference to per unit produced where applicable. 製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位估量。	Due to the Group's business characteristic, various models, types and materials of the packaging materials are used and counted by different measurement units. 由於本集團業務原因，所用的包裝材料包含多種型號、種類及物料，目前以不同單位統計。	
A3: Environment and Natural Resources 環境及天然資源	General Disclosure 一般披露	Policies on minimizing the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	P55 "Noise Control" P56-57 "Optimizing Resource Utilization" P55 「噪音控制」 P56-57 「優化資源利用」
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	P55 "Noise Control" P56-57 "Optimizing Resource Utilization" P55 「噪音控制」 P56-57 「優化資源利用」
A4: Environment and Natural Resources 環境及天然資源	General Disclosure 一般披露	Policies on identifying and responding to significant climate-related issues that have had, and may have, an impact on the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	P42-48 "Responding to Climate Change" P42-48 「應對氣候變化」
	A4.1	Description of significant climate-related issues that have had, and may have, an impact on the issuer, and actions to address them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	P42-48 "Responding to Climate Change" P42-48 「應對氣候變化」

Society

社會

Aspect 層面	Indicator No. 指標編號	Content 指標內容	Location in the Report 所在報告位置
B1: Employment 僱傭	General Disclosure 一般披露	Information on (1) policies, and (2) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱，招聘及晉升，工作時數，假期，平等機會，多元化，反歧視以及其他待遇及福利的：（一）政策；及（二）遵守對發行人有重大影響的相關法律及規例的資料。	P65-71 "Safeguarding the Rights and Interests of Employees" P62-71 「保護員工權益」
	B1.1	Total number of employees by gender, employment type (i.e. full-time or part-time), age group and geographical region. 按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。	P65-67 "Staff Structure of the Group in 2021" P65-67 「2021 年本集團員工構成」
	B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	P67-68 "Staff Turnover Rate of the Group in 2021" P67-68 「2021 年本集團員工流失比率」
B2: Health and Safety 健康與安全	General Disclosure 一般披露	Information on (1) policies, and (2) their compliance with relevant laws and regulations that have a significant impact on the issuer, in regards to the provision of a safe working environment and protection of employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的：（一）政策；及（二）遵守對發行人有重大影響的相關法律及規例的資料。	P79-81 "Focus on Employee Health" P79-81 「重視員工健康」
	B2.1	The number and rate of work-related deaths for the past three years (including the reporting year). 過去三年（包括匯報年度）每年因工亡故的人數及比率。	P79 "Work Injuries and Lost Days Due to Work Injuries 2019-2021" P79 「2019-2021 年本集團工傷及損失工作日數」
	B2.2	Lost days due to work injury. 因工傷損失工作日數。	P79 "Work Injuries and Lost Days Due to Work Injuries 2019-2021" P79 「2019-2021 年本集團工傷及損失工作日數」
B2.3	Description of occupational health and safety measures adopted, as well as how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	P79-81 "Focus on Employee Health" P79-81 「重視員工健康」	
B3: Development and Training 發展與培訓	General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Descriptions of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	P71-78 "Empowering Employee Growth" P71-78 「賦能員工成長」
	B3.1	Number of employees trained, by gender and employee type (e.g. senior management, middle management). 按性別及僱員類別（如高級管理層，中級管理層等）劃分的受訓僱員百分比。	P74 "Breakdown of Staff of the Group Attending Training in 2021" P74 「2021 年本集團員工參與培訓人數」
	B3.2	Average hours for completion of training, by gender and employee type. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	P74 "Average Training Time Spent by Staff Type of the Group in 2021" P74 「2021 年本集團不同類型員工參與培訓平均時長」

Aspect 層面	Indicator No. 指標編號	Content 指標內容	Location in the Report 所在報告位置
B4: Labor Standards 勞工準則	General Disclosure 一般披露	Information on policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor. 有關防止童工或強制勞工的：(一) 政策；及(二) 遵守對發行人有重大影響的相關法律及規例的資料。	P69 "Upholding Employment Equality" P69 「堅持平等僱傭」
	B4.1	Description of measures to review employment practices to avoid child and forced labor. 描述檢討招聘慣例的措施以避免童工及強制勞工。	P69 "Upholding Employment Equality" P69 「堅持平等僱傭」
	B4.2	Descriptions of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	P69 "Upholding Employment Equality" P69 「堅持平等僱傭」
B5: Supply Chain Management 供應鏈管理	General Disclosure 一般披露	Policies on managing environmental and social risks along the supply chain. 管理供應鏈的環境及社會風險政策。	P85-87 "Building a Sustainable Supply Chain" P85-87 「構建可持續供應鏈」
	B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	P85 "Total number of the Group's Suppliers in 2021" P85 「2021 年本集團供應商數量」
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及有關慣例的執行及監察方法。	P85-87 "Building a Sustainable Supply Chain" P85-87 「構建可持續供應鏈」
	B5.3	Description of practices for identifying environmental and social risks at each point in the supply chain, and the related implementation and monitoring methods. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	P85-87 "Building a Sustainable Supply Chain" P85-87 「構建可持續供應鏈」
B5.4	Description of practices to promote the use of environmentally friendly products and services in the selection of suppliers, and the related implementation and monitoring methods. 描述在揀選供貨商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	P85-87 "Building a Sustainable Supply Chain" P85-87 「構建可持續供應鏈」	
B6: Product Responsibility 產品責任	General Disclosure 一般披露	Information on (1) policies and (2) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labeling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全，廣告，標籤及隱私事宜以及補救方法的：(一) 政策；及(二) 遵守對發行人有重大影響的相關法律及規例的資料。	P29-31 "Quality Assurance" P37-38 "Protection of Customer Rights and Interests" P29-31 「保障產品質量」 P37-38 「保障客戶權益」
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	P29-31 "Quality Assurance" P29-31 「保障產品質量」

Aspect 層面	Indicator No. 指標編號	Content 指標內容	Location in the Report 所在報告位置
B6: Product Responsibility 產品責任	B6.2	Number of products and service-related complaints received and how they were dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	P37-38 "Protection of Customer Rights and Interests" P37-38 「保障客戶權益」
	B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	P19 "Intellectual Property Protection" P19 「知識產權保護」
	B6.4	Description of quality assurance processes and recall procedures. 描述質量檢定過程及產品回收程序。	P30 "Product Recall Mechanism" P30 「產品召回機制」
	B6.5	Descriptions of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	P38 "Customer Privacy Protection" P38 「客戶隱私保護」
	General Disclosure 一般披露	Information on (1) policies and (2) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂，勒索，欺詐及洗黑錢的：(一) 政策；及(二) 遵守對發行人有重大影響的相關法律及規例的資料。	P16-18 "Anti-Corruption and Anti-Fraud Campaigns" P16-18 「反腐敗與反舞弊」
B7: Anti-corruption 反貪污	B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 于匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	P16-18 "Anti-Corruption and Anti-Fraud Campaigns" P16-18 「反腐敗與反舞弊」
	B7.2	Description of preventive measures and whistleblowing procedures, how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	P16-18 "Anti-Corruption and Anti-Fraud Campaigns" P16-18 「反腐敗與反舞弊」
	B7.3	Description of anti-corruption training provided to directors and employees. 描述向董事及員工提供的反貪污培訓。	P16-18 "Anti-Corruption and Anti-Fraud Campaigns" P16-18 「反腐敗與反舞弊」
B8: Community Investment 社區投資	General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	P11-12 "Warm-hearted Charitable and Public Welfare Development" P93-94 "Volunteer Services" P11-12 「熱心發展慈善公益事業」 P93-94 「開展志願服務」
	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture and sports). 專注貢獻範疇(如教育，環境事宜，勞工需求，健康，文化，體育)。	P11-12 "Warm-hearted Charitable and Public Welfare Development" P93-94 "Volunteer Services" P11-12 「熱心發展慈善公益事業」 P93-94 「開展志願服務」
B8.2	Resources allocated (e.g. money or time) to the focus areas. 在專注範疇所動用資源(如金錢或時間)。	P11-12 "Warm-hearted Charitable and Public Welfare Development" P93-94 "Volunteer Services" P11-12 「熱心發展慈善公益事業」 P93-94 「開展志願服務」	

RESPONSIBILITY HONORS 責任榮譽

Honors Won for Environmental Efforts

環保榮譽

Award Winner 獲獎單位	Honor 榮譽稱號	Presented by 頒發單位
Guangdong Liansu Technology Industrial Co., Ltd. 廣東聯塑科技實業有限公司	National Green Factory 國家級綠色工廠	Ministry of Industry and Information Technology of the People's Republic of China 中華人民共和國工業和資訊化部
Guangdong Liansu Technology Industrial Co., Ltd. 廣東聯塑科技實業有限公司	Foshan City Model Enterprise of Clean Production 佛山市清潔生產企業	Bureau of Industry and Information Technology of Foshan City, Foshan Municipal Bureau of Ecology and Environment 佛山市工業和信息化局、佛山市生態環境局
Guangdong Liansu Technology Industrial Co., Ltd. 廣東聯塑科技實業有限公司	Green Building Recommended Product 綠色建築選用產品	China Building Material Testing Center 國家建築材料測試中心
Guangdong Liansu Technology Industrial Co., Ltd. 廣東聯塑科技實業有限公司	Green Building Materials Product Certification 綠色建材產品認證	Beijing Building Materials Testing Academy Co., Ltd. 北京建築材料檢驗研究院有限公司
Guangdong Liansu Technology Industrial Co., Ltd. 廣東聯塑科技實業有限公司	China Environmental Labeling Product Certification 中國環境標誌產品認證	China Environmental United Certification Center Co., Ltd. 中環聯合（北京）認證中心有限公司
Guangdong Liansu Technology Industrial Co., Ltd. 廣東聯塑科技實業有限公司	Energy Management System Certification 能源管理體系認證	Zhongjian Certification Co., Ltd. 中鑒認證有限責任公司
Hebei Lesso Metal Pipeline Technology Co., Ltd. 河北聯塑金屬管道科技有限公司	Environmental Management System Certification 環境管理體系認證	Zhongjian Certification Co., Ltd. 中鑒認證有限責任公司
China National Petroleum (Guangdong) Waterproof Co., Ltd., Gaoming Branch 中油佳匯（廣東）防水股份有限公司高明分公司	China Green Product Certification 中國綠色產品認證	Beijing Guojian Lianxin Certification Center Co., Ltd. 北京國建聯信認證中心有限公司
Lesso Technology Development (Guiyang) Co., Ltd. 聯塑科技發展（貴陽）有限公司	Advanced Unit of Energy Conservation and Emission Reduction of Guangzhou Province 貴州省節能減排先進單位	Guizhou Province Energy Conservation and Emission Reduction Research Association, Guizhou Peak Carbon and Carbon Neutral Committee 貴州省節能減排研究會、貴州碳达峰碳中和專業委員會
Hunan Lesso Technology Industrial Co., Ltd. 湖南聯塑科技實業有限公司	Hunan Province Green Factory 湖南省綠色工廠	Industry and Information Technology Department of Hunan Province 湖南省工業和信息化廳
Zhongshan Lesso Walton Coating Steel Plastic Pipe Co., Ltd. 中山聯塑華通鋼塑管有限公司	China Environmental Labeling Product Certification 中國環境標誌產品認證	China Environmental United Certification Center Co., Ltd. 中環聯合（北京）認證中心有限公司
Maoming Lesso Building Material Co., Ltd. 茂名聯塑建材有限公司	Environmental assessment report acceptance 環境評價報告驗收	Maonan Branch of Maoming Municipal Bureau of Ecology and Environment 茂名市生態環境局茂南分局
Maoming Lesso Building Material Co., Ltd. 茂名聯塑建材有限公司	Clean Production Audit 清潔生產審核	Maonan Branch of Maoming Municipal Bureau of Ecology and Environment 茂名市生態環境局茂南分局
Guangzhou EP Environmental Engineering Ltd. 廣州市環境保護工程設計院有限公司	Guangdong Province Environmental Protection Science and Technology Award 廣東省環境保護科學技術獎	Guangdong Society of Environmental Sciences 廣東省環境科學學會
Guangzhou Huaqing Environmental Monitoring Co., Ltd. 廣州華清環境監測有限公司	Guangdong Province Environmental Protection Technical Consulting Services Certificate of Competence 廣東省環保技術諮詢服務能力證書	Guangdong Association of Environmental Protection Industry 廣東省環境保護產業協會

Urumqi Lesso Technology Development Co., Ltd. 烏魯木齊聯塑科技發展有限公司	Green Building Materials Product 綠色建材產品	China Standard Conformity Assessment Co., Ltd. 中標合信（北京）認證有限公司
Nanjing Lesso Technology Industrial Co., Ltd. 南京聯塑科技實業有限公司	Environmental Management System Certification 環境管理體系認證	Zhongjian Certification Co., Ltd. 中鑒認證有限責任公司

Safety-Related Honors

安全榮譽

Award Winner 獲獎單位	Honor 榮譽稱號	Presented by 頒發單位
Guangdong Liansu Technology Industrial Co., Ltd. 廣東聯塑科技實業有限公司	Occupational Health and Safety Management System (ISO 45001) 職業健康安全管理体系 (ISO 45001)	Zhongjian Certification Co., Ltd. 中鑒認證有限責任公司
Hunan Lesso Technology Industrial Co., Ltd. 湖南聯塑科技實業有限公司	Advanced Enterprise in the Assessment of Work Safety in the Park (2020) 2020 年度園區安全生產目標管理考核先進單位	Ningxiang Economic and Technological Development Zone Management Committee 寧鄉經濟技術開發區管理委員會
Henan Lesso Industrial Co., Ltd. 河南聯塑實業有限公司	Work Safety Advanced Enterprise (2020) 2020 年度安全生產工作先進企業	Industrial Conglomeration Management Committee of Huaiyang District 淮陽區產業集聚區管理委員會

Product Quality

產品質量

Award Winner 獲獎單位	Honor 榮譽稱號	Presented by 頒發單位
Guangdong Liansu Technology Industrial Co., Ltd. 廣東聯塑科技實業有限公司	National Quality Inspection Stable Qualified Products 全國質量檢驗穩定合格產品	China Association for Quality Inspection 中國質量檢驗協會
Guangdong Liansu Technology Industrial Co., Ltd. 廣東聯塑科技實業有限公司	LESSO Outstanding Quality Brand LESSO 聯塑卓越質量品牌	Guangdong Institute of Excellence in Quality and Branding 廣東卓越質量品牌研究院
Guangdong Liansu Technology Industrial Co., Ltd. 廣東聯塑科技實業有限公司	Guangdong Association of Quality Inspection, Director Unit Certificate 廣東省質量檢驗協會理事單位	Guangdong Association of Quality Inspection 廣東省質量檢驗協會
Guangdong Liansu Technology Industrial Co., Ltd. 廣東聯塑科技實業有限公司	Guangdong Association of Quality Inspection, Director Unit Certificate 2021 中國塑料管道優質服務獎	Guangdong Association of Quality Inspection 中國採購與招標網，中國名企排行網
Guangdong Liansu Technology Industrial Co., Ltd. 廣東聯塑科技實業有限公司	National Product and Service Quality Integrity Model Enterprise 全國產品和服務質量誠信示範企業	China Association for Quality Inspection 中國質量檢驗協會
Guangdong Liansu Technology Industrial Co., Ltd. 廣東聯塑科技實業有限公司	National Quality Inspection Reputational Guarantee Product 全國質量檢驗信譽保障產品	China Association for Quality Inspection 中國質量檢驗協會
Guangdong Liansu Technology Industrial Co., Ltd. 廣東聯塑科技實業有限公司	National Quality Inspection Stable Qualified Products 全國質量檢驗穩定合格產品	China Association for Quality Inspection 中國質量檢驗協會
Guangdong Liansu Technology Industrial Co., Ltd. 廣東聯塑科技實業有限公司	National Quality and Credit Enterprise of Excellence 全國質量信用優秀企業	China Association for Quality Inspection 中國質量檢驗協會

Product Quality

產品質量

Award Winner 獲獎單位	Honor 榮譽稱號	Presented by 頒發單位
Guangdong Liansu Technology Industrial Co., Ltd. 廣東聯塑科技實業有限公司	National Top 100 Quality Inspection and Integrity Benchmark Enterprise 全國百佳質量檢驗誠信標杆企業	China Association for Quality Inspection 中國質量檢驗協會
Guangdong Liansu Technology Industrial Co., Ltd. 廣東聯塑科技實業有限公司	Enterprise Meeting National Quality Standards of Integrity 全國質量誠信標杆企業	China Association for Quality Inspection 中國質量檢驗協會
Hebei Lesso Metal Pipeline Technology Co., Ltd. 河北聯塑金屬管道科技有限公司	Quality Management System Certification 質量管理體系認證	Zhongjian Certification Co., Ltd. 中鑒認證有限責任公司
Guangdong Lesso Safety & Fire Protection Technology Co., Ltd. 廣東聯塑安防科技有限公司	Guangdong Association of Quality Inspection, Standing Director Unit 廣東省質量檢驗協會常務理事單位	Guangdong Association of Quality Inspection 廣東質檢協會
Henan Lesso Industrial Co., Ltd. 河南聯塑實業有限公司	Winner of the Henan Province Health and Safety Cup (2020) 2020 年度河南省安康杯優勝單位	Henan Trade Union Federation, Emergency Management Bureau of Henan Province, Health Commission of Henan Province 河南省總工會、河南省應急管理廳、河南省衛生健康委員會

Social Honors

社會榮譽

Award Winner 獲獎單位	Honor 榮譽稱號	Presented by 頒發單位
China Lesso Group Holdings Limited 中國聯塑集團控股有限公司	Sending Blessings during Chinese New Year, Showing True Affection to Families (Bronze Medal) 春節送福暖人心，聯愛萬家見真情銅牌	Longjiang Charity Association, Shunde District, Foshan 佛山市順德區龍江慈善會
Guangdong Liansu Technology Industrial Co., Ltd. 廣東聯塑科技實業有限公司	Advanced Unit in the Rural Reform of Shunde District (Bronze Medal) 順德區村改攻堅先進單位銅牌	Foshan Shunde District Committee of the Communist Party of China, Foshan Shunde District People's Government 中共佛山市順德區委員會 佛山市順德區人民政府
Guangdong Liansu Technology Industrial Co., Ltd. 廣東聯塑科技實業有限公司	2020 Annual Economic Achievement Award (enterprise paying over RMB 500 million in tax) (Bronze Medal) 2020 年度經濟成就獎（納稅超 5 億企業）銅牌	Longjiang Town People's Government 龍江鎮人民政府
Guangdong Liansu Technology Industrial Co., Ltd. 廣東聯塑科技實業有限公司	2020 Annual Economic Achievement Award (scientific and technological innovation enterprise) (Bronze Medal) 2020 年度經濟成就獎（科技創新企業）銅牌	Longjiang Town People's Government 龍江鎮人民政府
China Lesso Group Holdings Limited 中國聯塑集團控股有限公司	Bronze medal for establishing the Lesso Charitable Fund 成立聯心塑愛慈善基金銅牌	Longjiang Charity Association, Shunde District, Foshan 佛山市順德區龍江慈善會
Guangdong Liansu Technology Industrial Co., Ltd. 廣東聯塑科技實業有限公司	Advanced Unit for Blood Donation in Shunde District (2021) 2021 年度順德區無償獻血先進單位	Shunde District Blood Donation Committee 順德區獻血委員會
Guangdong Liansu Technology Industrial Co., Ltd. 廣東聯塑科技實業有限公司	COVID-19 Vaccination Pioneer 新冠疫苗接種先鋒	COVID-19 Pandemic Prevention and Control Base in Longjiang Town 龍江鎮新型冠狀病毒肺炎疫情防控指揮部

Guangdong Liansu Technology Industrial Co., Ltd. 廣東聯塑科技實業有限公司	Enterprise Honoring Contracts and Being Trustworthy for Eight Consecutive Years, Guangdong Province 連續十八年廣東省守合同重信用企業	Guangdong Administration for Market Regulation 廣東省市場監督管理局
Guangdong Liansu Technology Industrial Co., Ltd. 廣東聯塑科技實業有限公司	AAA Corporate Credit Level Certificate & Credit Rating Report 企業信用等級證書 AAA 及信用評級報告	China Plastic Processing Industry Association 中國塑料加工工業協會
Guangdong Liansu Technology Industrial Co., Ltd. 廣東聯塑科技實業有限公司	Enterprise paying over RMB 500 million in tax 納稅超 5 億元企業	Foshan People's Government 佛山市人民政府
China Lesso Group Holdings Limited 中國聯塑集團控股有限公司	Giving to the community and caring for the elderly 奉獻社會、關愛老人	Xixi Community Resident Committee, Longjiang Town, Shunde District, Foshan 佛山市順德區龍江鎮西溪社區居民委員會
China Lesso Group Holdings Limited 中國聯塑集團控股有限公司	Foshan City Outstanding Group Contribution to Poverty Alleviation 佛山市脫貧攻堅突出貢獻集體	Foshan Poverty Alleviation and Development Leading Group 佛山市扶貧開發領導小組
China Lesso Group Holdings Limited 中國聯塑集團控股有限公司	Charitable Enterprise 愛心公益企業	Longjiang Charity Association, Shunde District Public Security Bureau, Longjiang Branch 龍江慈善會、順德區公安局龍江分局
Hebei Lesso Metal Pipeline Technology Co., Ltd. 河北聯塑金屬管道科技有限公司	Enterprise Credit Rating Grade AAA Enterprise 企業信用評價 AAA 級企業	China International E-commerce Center Beijing Sinocredit Co., Ltd. 中國國際電子商務中心 北京國富泰信用管理有限公司
Hunan Huaqing Testing Technology Co., Ltd. 湖南華清檢測技術有限公司	Enterprise Honoring Contracts and Being Trustworthy, Hunan Province (2020) 湖南省守合同重信用企業 (2020 年度)	Hunan Association of Enterprises Honoring Contracts and Being Trustworthy 湖南省守合同重信用企業協會
Hunan Huaqing Testing Technology Co., Ltd. 湖南華清檢測技術有限公司	Enterprise Honoring Contracts and Credit Publicity of Changsha City (2020) 長沙市守合同重信用公示企業 (2020 年度)	Changsha City for Enterprises of Observing Contract & Valuing Credit 長沙市守合同重信用企業協會
Hunan Huaqing Testing Technology Co., Ltd. 湖南華清檢測技術有限公司	AAA Corporate Credit Level Certificate AAA 企業信用等級證書	Hunan Sino Standard Credit Management Co., Ltd. 湖南華夏標準信用管理有限公司
Sichuan Lesso Technology Industrial Co., Ltd. 四川聯塑科技實業有限公司	Deyang "Ten Thousand Enterprises Helping Ten Thousand Villages" in Quasi-Poverty Alleviation Action — Advanced Unit (2020) 2020 年度德陽市「萬企幫萬村」精準扶貧行動 先進單位	Deyang City Federation of Industry and Commerce, Deyang Poverty Alleviation and Development Bureau 德陽市工商業聯合會、德陽市扶貧開發局
Sichuan Lesso Technology Industrial Co., Ltd. 四川聯塑科技實業有限公司	Social Contribution Award for Poverty Alleviation 社會扶貧奉獻獎	Sichuan Relief & Development Foundation 四川省扶貧基金會
Shaanxi Lesso Technology Industrial Co., Ltd. 陝西聯塑科技實業有限公司	Provincial Health Enterprise Construction Model Unit 省級健康企業建設示範單位	Xianyang Construction Work Committee Office of Xianyang Municipal Health Commission 咸陽市健康咸陽建設工作委員會辦公室
Lesso Technology Development (Guiyang) Co., Ltd. 聯塑科技發展（貴陽）有限公司	Guizhou Province Integrity Model Enterprise 貴州省誠信示範企業	Guizhou Province Social Credit System Construction Joint Meeting Office 貴州省社會信用體系建設聯席會議辦公室
Lesso Technology Development (Guiyang) Co., Ltd. 聯塑科技發展（貴陽）有限公司	Five-star Enterprise for Fulfilling Social Responsibility in Guizhou Province 貴州省履行社會責任五星級企業	Guizhou Federation of Industry and Knowledge Economy 貴州省工業與知識經濟聯合會

Social Honors

社會榮譽

Award Winner 獲獎單位	Honor 榮譽稱號	Presented by 頒發單位
Hunan Lesso Technology Industrial Co., Ltd. 湖南聯塑科技實業有限公司	Certificate for Enterprise Honoring Contracts and Being Trustworthy, Hunan Province 湖南省守合同重信用企業	Hunan Association of Enterprises Honoring Contracts and Being Trustworthy 湖南省守合同重信用企業協會
Hunan Lesso Technology Industrial Co., Ltd. 湖南聯塑科技實業有限公司	Enterprise Honoring Contracts and Being Trustworthy, Changsha City 長沙市「守合同重信用」企業	Changsha City for Enterprises of Observing Contract & Valuing Credit 長沙市守合同重信用企業協會
Hainan Lesso Technology Industrial Co., Ltd. 海南聯塑科技實業有限公司	AAA Enterprise Credit Grade AAA 級信用單位	Changfeng International Credit Rating (Group) Co., Ltd. 長風國際信用評價（集團）有限公司
Yunnan Lesso Technology Development Co., Ltd. 雲南聯塑科技發展有限公司	Love students, love enterprise 情系學子 愛心企業	Communist Youth League Yuxi Jiangchuan District Committee 共青團玉溪市江川區委
Maoming Lesso Building Material Co., Ltd. 茂名聯塑建材有限公司	2020 Guangdong Province "Rule of Law Culture Construction Model Enterprise" 2020年廣東省「法治文化建設示範企業」	Guangdong Province Law Popularization Office, etc. 廣東省普法辦公室等多家
Guangzhou EP Environmental Engineering Ltd. 廣州市環境保護工程設計院有限公司	Enterprise Honoring Contracts and Being Trustworthy for Three Consecutive Years (2018 - 2020), Guangdong Province 連續三年（2018-2020）廣東省「守合同重信用」企業	Guangzhou Municipal Administration for Market Regulation 廣州市市場監督管理局
Henan Lesso Industrial Co., Ltd. 河南聯塑實業有限公司	Enterprise with Harmonious Labor Relations 勞動關係和諧企業	Huaiyang District General Labor Union, Zhoukou City 周口市淮陽區總工會
Lesso Municipal Pipe (Hebei) Co., Ltd. 聯塑市政管道（河北）有限公司	Labor Security Law-abiding and Grade A Integrity Enterprise (2020) 2020 年度勞動保障守法誠信 A 級企業	Renqiu Municipal Labor Bureau 任丘市勞動局
Shandong Lesso Technology Industrial Co., Ltd. 山東聯塑科技實業有限公司	Meritorious Enterprise (2020) 2020 年度功勳企業	Economic and Technological Development Zone Working Committee of the Party Committee of Linyi Municipality Linyi Economic and Technological Development Zone Management Committee 中共臨沂市委經濟技術開發區工作委員會 臨沂經濟技術開發區管理委員會
Shandong Lesso Technology Industrial Co., Ltd. 山東聯塑科技實業有限公司	Enterprise Honoring Contracts and Being Trustworthy (2019 - 2020) 2019-2020 年度「守合同重信用」企業	Linyi Municipal Administration for Market Regulation 臨沂市市場監督管理局
Heshan Lesso Industrial Development Co., Ltd. 鶴山聯塑實業發展有限公司	Taoyuan Town Charitable Contribution Award (2020) 2020 年桃源鎮慈善貢獻獎	People's Government of Taoyuan Township, Heshan 鶴山市桃源鎮人民政府
Changchun Lesso Industrial Co., Ltd. 長春聯塑實業有限公司	Jilin Province Key Reputational Leading Enterprise Certificate 吉林省重點信譽龍頭企業證書	Jilin Province Zhongnuo Credit Certification Center 吉林省重諾信用認證中心
Changchun Lesso Industrial Co., Ltd. 長春聯塑實業有限公司	Provincial Renowned Brand of Integrity Certificate 省級著名誠信品牌證書	Jilin Province Zhongnuo Credit Certification Center 吉林省重諾信用認證中心

READER FEEDBACK

讀者反饋

Dear Reader,

Greetings! Thank you for taking the time to read this report. We look forward to receiving your opinions and suggestions, which will help us to improve the compilation of the report and enhance our performance in fulfilling social responsibility.

尊敬的讀者：

您好！感謝您於百忙中閱讀我們的報告。期待您分享關於報告的任何意見與想法，幫助我們持續改進報告編制方式及社會責任工作表現。

1 What is the stakeholder type that best describes your position? 以下哪個利益相關方最切合您的身份？

- Government 政府
- Investor 投資者
- Employee 員工
- Customer 客戶
- Supplier 供應商
- Distributor 經銷商
- Academic/research institute 學術 / 科研機構
- Peer 同行
- Community/General Public 社區與公眾
- Welfare Group/NGO 福利團體 / 非政府組織
- Media 媒體
- Other (please specify) 其他（請注明）

2 Your opinion on this report: 您認為本報告：

	Very good 很好	Good 較好	Acceptable 一般	Poor 較差	Very poor 很差
Structure of the report 報告結構					
Information disclosure 信息披露					
Layout and design 版式設計					
Readability 可讀性					
Overall evaluation 總體評價					

3 Which part(s) of this report is (are) most useful to you? (Select 2 items) 哪個篇章最切合您的需要？（可選 2 項）


- Chairman's Message 董事長致辭
- About Us 關於我們
- Responsibility Topic 責任專題
- Creating Integrated Value for Shareholders 為股東創造綜合價值
- Building a Relaxing Life for Customers 為客戶構築輕鬆生活
- A Mission to Protect the Environment 為環境勇擔環保使命
- Creating a Career Platform for Employees 為員工打造事業平臺
- Empowering Partners to Enjoy Shared Growth 為夥伴賦能共同成長
- Giving Back to the Community 為社區奉獻愛心力量

4 Do you have any other comments or suggestions regarding our Sustainable Development Report or performance? Please send your feedback to the dedicated mailbox: csr@lesso.com.


您對我們的可持續發展報告或履責表現，還有哪些意見或建議？

您可以通過中國聯塑 CSR 專用郵箱 csr@lesso.com 反饋給我們。

LESSO 联塑

 Unit 1A, 10th Floor, Tower 2, South Seas Centre, 75 Mody Road
Tsim Sha Tsui East, Kowloon, Hong Kong
香港九龍尖沙咀東部麼地道75號南洋中心第二座10樓1A室

 (852) 2592 1388

 (852) 2592 1385

 www.lesso.com

