



新興印刷 SUN HING PRINTING Holdings Limited

(Incorporated in the Cayman Islands with limited liability) Stock Code: 1975
(於開曼群島註冊成立的有限公司) 股份代號 :1975

Environmental, Social And Governance Report 環境、社會及管治報告 2024/2025

Together, we can. Together, we will.

Setting Benchmarks for a Sustainable Future

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SCOPE AND REPORTING PERIOD

Sun Hing Printing Holdings Limited (the “Company”) and its subsidiaries (collectively referred to as the “Group”) are pleased to present its first standalone Environmental, Social and Governance (“ESG”) Report (the “ESG Report”) to summarise its ESG performance. The content contained herein focuses on providing an overview of the ESG practices, approaches and targets of the Group’s major operations in the People’s Republic of China (“Mainland China”) and Hong Kong. Throughout the preparation of the ESG Report, the Group reviewed and evaluated its data on various ESG aspects, striving to identify room for improvement and enhance its overall ESG performance.

The reporting period covers 1 July 2024 to 30 June 2025 (“FY2024/25” or the “Reporting Year”), which coincides with the Group’s financial year.

Scope of the Report

The ESG Report is prepared in accordance with the “Environmental, Social and Governance Reporting Guide” (the “ESG Reporting Guide”) as set out in Appendix C2 to the Rules Governing the Listing of Securities (the “Listing Rules”) on the Main Board of the Stock Exchange of Hong Kong Limited (the “Hong Kong Stock Exchange”) following the “Comply or Explain” provisions therein. Besides, the ESG Report has been compiled with reference to the GRI standards.

The ESG Report summarises the Group’s ESG performance during the Reporting Year with respect to air emissions, greenhouse gas (“GHG”) emissions, waste production, resource consumption, workplace safety, employee training, labour standards, supply chain management, product quality and community investment. Unless otherwise stated, the calculations of relevant Key Performance Indicators (“KPIs”) reference “How to prepare an ESG Report Appendix 2: Reporting Guidance on Environmental KPIs” and “How to prepare an ESG Report Appendix 3: Reporting Guidance on Social KPIs” published by the Hong Kong Stock Exchange. In order to facilitate comparison, respective data for the financial year ended 30 June 2024 (“FY2023/24”) is included.

範圍及報告期間

新興印刷集團有限公司(「本公司」)及其附屬公司(統稱「本集團」)欣然呈報首份獨立的環境、社會及管治(「環境、社會及管治」)報告(「本環境、社會及管治報告」)，以總結本集團的環境、社會及管治表現。本報告所載內容重點概述本集團在中華人民共和國(「中國內地」)及香港主要業務的環境、社會及管治實踐、方針及目標。在編製本環境、社會及管治報告的過程中，本集團審視及評估了其在各環境、社會及管治方面的數據，致力找出改進空間，以提升整體環境、社會及管治表現。

報告期涵蓋二零二四年七月一至二零二五年六月三十日(「二零二四／二五財年」或「報告年度」)，與本集團的財政年度一致。

報告範圍

本環境、社會及管治報告乃根據香港聯合交易所有限公司(「香港聯交所」)主板《證券上市規則》(「《上市規則》」)附錄C2所載的《環境、社會及管治報告指引》(「《環境、社會及管治報告指引》」)及當中的「不遵守就解釋」條文編製。此外，本環境、社會及管治報告亦參考了全球報告倡議組織的標準進行編製。

本環境、社會及管治報告概述了本集團在報告年內於廢氣排放、溫室廢氣(「溫室廢氣」)排放、廢物產生、資源消耗、工作場所安全、員工培訓、勞工標準、供應鏈管理、產品質量及社區投資方面的環境、社會及管治表現。除非另有說明，相關關鍵績效指標(「關鍵績效指標」)的計算參考了香港聯交所發佈的《如何準備環境、社會及管治報告附錄二：環境關鍵績效指標匯報指引》及《如何準備環境、社會及管治報告附錄三：社會關鍵績效指標匯報指引》。為便於比較，報告亦包含了截至二零二四年六月三十日止財政年度(「二零二三／二四財年」)的相應數據。

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SCOPE AND REPORTING PERIOD *(Continued)*

Scope of the Report *(Continued)*

The scope of the ESG Report covers the principal operating activities of the Group in Mainland China and Hong Kong, including (i) packaging printing services which cover, among others, corrugated boxes, gift boxes, card boxes and product boxes; (ii) paper gift set printing services which cover, among others, gift sets containing gift boxes, cards, booklets and hardback books; (iii) card printing services which cover, among others, colour cards, insert cards, warranty cards and plain cards; (iv) smart package printing services which cover, among others, Radio-frequency Identification ("RFID") labels and Real QR code; and (v) other printing services which cover, among others, stickers, colour papers, yupo papers and red packets. The ESG Report covers environmental data from the Huizhou factory but excludes the Hong Kong office, as the Group deems the operations of the Hong Kong office immaterial to the overall environmental performance.

The Group is committed to establishing ESG targets that align with its long-term sustainability objectives. To guide its efforts, the Group has outlined the following key goals:

1. To minimise the burden on the environment
2. To identify and prioritise environmental and social issues
3. To foster an innovative culture
4. To respond to major crises and market changes in a timely manner
5. To safeguard human rights and social culture
6. To actively engage stakeholders in the decision-making process
7. To nurture and empower the Group's employees
8. To support the local community

範圍及報告期間 *(續)*

報告範圍 *(續)*

本環境、社會及管治報告的範圍涵蓋本集團在中國內地及香港的主要營運活動，包括(i)包裝印刷服務，涵蓋瓦通紙箱、禮品盒、卡紙盒及產品盒等；(ii)紙製禮品套裝印刷服務，涵蓋包含禮品盒、卡片、小冊子及精裝書等的禮品套裝；(iii)卡片印刷服務，涵蓋彩色卡片、插頁卡、保修卡及素色卡片等；(iv)智能包裝印刷服務，涵蓋無線射頻識別(RFID)標籤及實物二維碼等；及(v)其他印刷服務，涵蓋貼紙、彩紙、優泊紙及利是封等。本環境、社會及管治報告涵蓋惠州工廠的環境數據，但不包括香港辦事處，因本集團認為香港辦事處的營運對整體環境表現微不足道。

本集團致力制定與其長期可持續發展目標一致的環境、社會及管治目標。為指導其工作，本集團概述了以下主要目標：

1. 盡量減輕環境負擔
2. 識別並優先處理環境和社會問題
3. 營造創新文化
4. 及時應對重大危機和市場變化
5. 保障人權和社會文化
6. 積極讓持份者參與決策過程
7. 培養並賦權予本集團員工
8. 支持當地社區

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SCOPE AND REPORTING PERIOD (Continued) Reporting Principles

The ESG Report adheres to the Reporting Principles set out in the ESG Reporting Guide. Hence, the principles of materiality, quantitative, balance and consistency underpin the preparation of the ESG Report. The details of the application are as follows:

Materiality

The ESG Report provides comprehensive coverage of ESG issues of major concern to the Group's stakeholders. The Group identifies stakeholders' concerns and interests through stakeholder engagement and materiality assessment, with the analytic results guiding the content of the ESG Report. The Group gathers and reviews opinions from internal management and various stakeholders, assesses the relevance and materiality of the identified ESG issues and discloses the information in the ESG Report.

Quantitative

The disclosures of ESG KPIs in the ESG Report are supported by quantitative data and measurable standards. All applicable statistics, calculation tools, methodologies, reference materials and sources of conversion factors used are clearly stated when presenting the emission data.

Balance

The ESG Report is prepared in an objective and impartial manner to ensure that the information disclosed reflects the actual ESG performance of the Group without intended omissions.

Consistency

To facilitate the comparison of ESG performance between years, the Group uses consistent reporting and calculation methods as far as is reasonable. If there are any changes that may affect meaningful comparisons, the Group explains the changes in methodologies in the relevant sections. The intensity data in the ESG Report have been calculated per hundred thousand Hong Kong dollars of revenue consistently.

If you have any questions or suggestions regarding this ESG Report and/or the Group's ESG work, please contact us at info@sunhingprinting.com.

範圍及報告期間(續) 匯報原則

本環境、社會及管治報告遵循《環境、社會及管治報告指引》所載的匯報原則。因此，重要性、量化、平衡及一致性原則構成了本環境、社會及管治報告編製的基礎。詳情載述如下：

重要性

本環境、社會及管治報告全面涵蓋本集團持份者主要關注的環境、社會及管治議題。本集團透過持份者參與和重要性評估，識別持份者的關注點和利益，分析結果指導著本環境、社會及管治報告的內容。本集團收集並審閱內部管理層及各持份者的意見，評估已識別環境、社會及管治議題的相關性和重要性，並在本環境、社會及管治報告中披露相關資訊。

量化

本環境、社會及管治報告中對環境、社會及管治關鍵績效指標的披露均以量化數據和可計量標準為依據。在呈列排放數據時，所有適用的統計數據、計算工具、方法、參考資料及換算因數之處均於呈列排放數據時披露。

平衡

本環境、社會及管治報告以客觀公正的方式編製，以確保所披露的資訊反映本集團的實際環境、社會及管治表現，並無刻意遺漏。

一致性

為便於比較各年度的環境、社會及管治表現，本集團在合理可行情況下使用一致的報告和計算方法。如有任何可能影響有意義比較的變更，本集團將在相關章節解釋方法上的變更。本環境、社會及管治報告中的密度數據一直按每十萬港元收益計算。

如您對本環境、社會及管治報告及／或本集團的環境、社會及管治工作有任何疑問或建議，請透過info@sunhingprinting.com與我們聯絡。

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OUR STAKEHOLDERS

The Group strives to better understand the needs of its stakeholders and actively communicates with its stakeholders to ensure continuous improvements. Recognizing that its stakeholders play a crucial role in sustaining the business success in this uncertain economic market, the Group ensures its development approach aligns with its stakeholders' expectations. Drawing upon stakeholders' insights and opinions, the Group regularly assesses and reviews its ESG-related risks and enhances its risk management measures and internal control systems to incorporate relevant risks. The Group has identified governments and regulatory authorities, shareholders and investors, employees, customers, suppliers and communities as its major stakeholders. The communication channels with its major stakeholders and their respective expectations and concerns are summarised as follows:

我們的持份者

本集團致力更好地了解其持份者的需求，並積極與持份者溝通，以確保持續改進。本集團認識到持份者在充滿不確定性的經濟市場中對維持業務成功起著關鍵作用，因此確保其發展方針符合持份者的期望。憑藉持份者的見解和意見，本集團定期評估和審視其環境、社會及管治相關風險，並加強風險管理措施和內部監控系統以納入相關風險。本集團已將政府及監管機構、股東及投資者、員工、客戶、供應商及社區確定為其主要持份者。與其主要持份者的溝通渠道及其各自的期望和要求概述如下：

Major stakeholders 主要持份者	Expectations and concerns 期望與要求	Communication channels 溝通渠道
Governments and regulatory authorities 政府及監管機構	- Compliance with laws and regulations - Fulfil tax obligations	- Regular declarations - Onsite inspections - Laws and regulations - 定期申報 - 實施檢查 - 法律法規
Shareholders and investors 股東及投資者	- Return on investment - Good corporate governance system - Transparency and disclosure of corporate information - Sustainability strategies and development - 投資回報 - 良好的企業管治體系 - 企業信息的透明度與披露 - 可持續發展策略與發展	- Shareholder meetings - Interim and annual reports - Announcements - Official company website - Emails - 股東會議 - 中期及年度報告 - 公告 - 公司官方網站 - 電郵

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OUR STAKEHOLDERS *(Continued)*

我們的持份者 (續)

Major stakeholders 主要持份者	Expectations and concerns 期望與要求	Communication channels 溝通渠道
Employees	• Labour rights • Compensation and benefits • Career development • Health and workplace safety	• Workers' Union • Employee activities • Performance appraisals • Employee handbook • Training and drills
員工	• 勞工權益 • 待遇與福利 • 職業發展 • 健康與職業安全	• 工會 • 員工活動 • 績效評估 • 員工手冊 • 培訓與演習
Customers	• High-quality products and services • Timely delivery • Reasonable prices • Service value • Labour protection and work safety	• Business visits • Emails, phone calls and communication apps • Customer satisfaction surveys
客戶	• 高品質的產品與服務 • 準時交付 • 合理價格 • 服務價值 • 勞動保護與工作安全	• 業務探訪 • 電郵、電話及通訊應用 • 客戶滿意度調查
Suppliers	• Payment schedule • Stable demand	• Business visits • Emails, phone calls and communication apps • Supplier performance evaluations
供應商	• 付款安排 • 穩定需求	• 業務探訪 • 電郵、電話及通訊應用 • 供應商表現評估
Communities	• Environmental protection • Community contribution • Economic development	• Official company website • Community engagement • Employee voluntary activities
社區	• 環境保護 • 社區貢獻 • 經濟發展	• 公司官方網站 • 社區參與 • 員工義工活動

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MATERIALITY ASSESSMENT

Since material ESG topics are sector-specific, the Group conducted a materiality assessment exercise during the reporting year to identify its material ESG issues. The exercise involved distributing questionnaires to both internal and external stakeholders to gather their opinions about various ESG issues. The questionnaires also invited stakeholders to rate the impact of identified material ESG issues on the Group's businesses and the significance of the Group's activities on identified ESG issues. The Group believes the inputs from stakeholders allow it to better review and prioritise ESG issues of importance, so as to formulate its ESG strategies to facilitate sustainable development.

Materiality Assessment Process

The Group has actively engaged its stakeholders in a structured process to evaluate the significance of various ESG issues relevant to its business operations. The assessment of these ESG issues has been methodically conducted in three distinct steps: identification, prioritization, and validation. Below is an elaboration of each step in this process:

重要性評估

由於重要的環境、社會及管治議題具有行業特定性，本集團於報告年度內進行了重要性評估，以識別其重要的環境、社會及管治議題。該評估涉及向內部和外部持份者分發問卷，以收集他們對各項環境、社會及管治議題的意見。問卷亦邀請持份者評估已識別的重要環境、社會及管治議題對本集團業務的影響，以及本集團活動對已識別環境、社會及管治議題的重要性。本集團相信持份者的意見有助其更好地審視和優先處理重要的環境、社會及管治議題，從而制定環境、社會及管治策略以促進可持續發展。

重要性評估流程

本集團積極讓持份者參與結構化流程，以評估與其業務營運相關的各種環境、社會及管治議題的重要性。這些環境、社會及管治議題的評估已通過三個不同的步驟有系統地進行：識別、排序和驗證。以下是此流程中各步驟的詳細說明：

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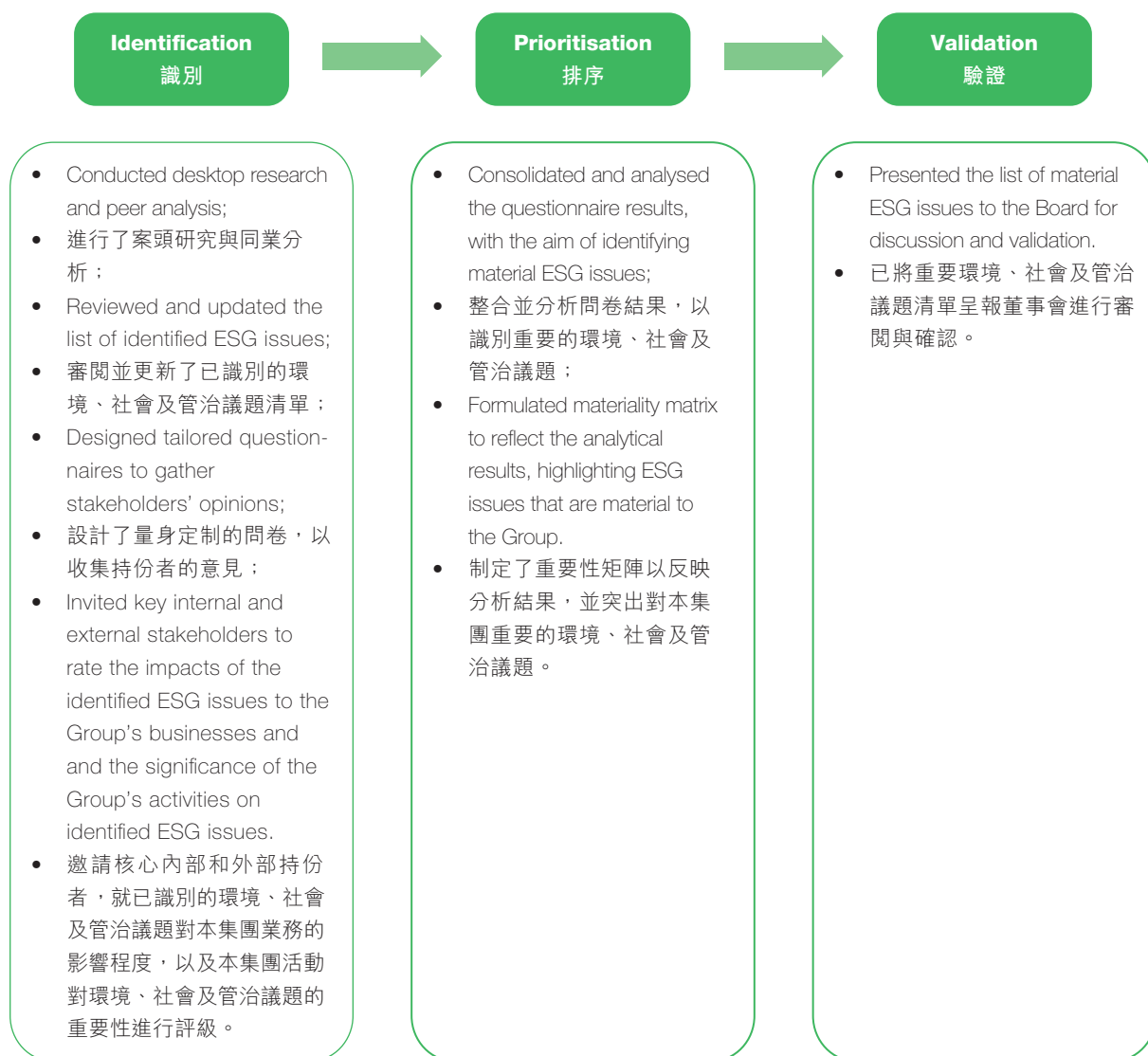
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MATERIALITY ASSESSMENT *(Continued)*

Materiality Assessment Process *(Continued)*

重要性評估 *(續)*

重要性評估流程 *(續)*



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MATERIALITY ASSESSMENT *(Continued)*

Identifying the material ESG issues

In the first step, the Group reviewed its list of material ESG issues and updated the list with reference to desktop research and peer analysis. Then, the Group formulated tailored questionnaires according to the identified material ESG issues. The questionnaires were distributed to stakeholders, including both internal and external, to gather their opinions. During the Reporting Year, key stakeholders such as employees, management, customers and suppliers were invited to rate how the identified material ESG issues affect the Group's businesses and how the Group's activities impact the identified material ESG issues.

The questionnaires cover three main areas concerning environmental, social and operating issues, with 20 related topics in total. With reference to the reporting scope, the business characteristics of the Group, as well as the results gathered from various stakeholders, the Group weighted all responses equally, making every stakeholder group equally important.

Prioritising the material ESG issues

After gathering the responses of the questionnaires, the Group consolidated and analysed the results. To highlight ESG issues that the Group should be aware of, a materiality matrix was compiled, with the top right corner of the matrix presenting the most material ESG issues.

In the Reporting Year, the material ESG issues of the Group were "customer satisfaction", "energy consumption", "water consumption", "greenhouse gas emissions/climate change" and "forest damage caused by improper logging".

Attributed to the Group's nature, its business activities involve providing printing services focused on paper-related printing products. To this end, the Group has always emphasised the use of responsibly sourced forest products, such as paper materials, to ensure that the environmental impact of improper logging is avoided in its operations. On the other hand, ensuring occupational health and safety and meeting the training and development needs of employees are also cornerstones of the Group's success.

重要性評估 *(續)*

識別重要的環境、社會及管治議題

第一步，本集團審閱了其重要環境、社會及管治議題清單，並參考案頭研究及同業分析更新了該清單。隨後，本集團根據已識別的重要環境、社會及管治議題制定了量身定制的問卷。問卷分發給持份者，包括內部和外部持份者，以收集他們的意見。在報告年度內，主要持份者如員工、管理層、客戶和供應商獲邀評估已識別的重要環境、社會及管治議題如何影響本集團的業務，以及本集團的活動如何影響已識別的重要環境、社會及管治議題。

問卷涵蓋環境、社會及營運三大領域，共20個相關議題。參考匯報範圍、本集團的業務特點以及從各持份者收集的結果，本集團對所有回應給予同等權重，使每個持份者群體同等重要。

對重要的環境、社會及管治議題進行排序

收集問卷回應後，本集團整合並分析了結果。為突出本集團應關注的環境、社會及管治議題，編製了重要性矩陣，矩陣的右上角呈現了最重要的環境、社會及管治議題。

在報告年度，本集團重要的環境、社會及管治議題為「客戶滿意度」、「能源消耗」、「用水量」、「溫室廢氣排放／氣候變化」及「不當伐木造成的森林破壞」。

基於本集團的性質，其業務活動涉及提供以紙類印刷產品為重點的印刷服務。為此，本集團一直強調使用負責任採購的林業產品，例如紙質材料，以確保其營運中避免不當伐木對環境的影響。另一方面，確保職業健康與安全以及滿足員工的培訓與發展需求亦是本集團成功的基石。

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MATERIALITY ASSESSMENT *(Continued)*

Validating the material ESG issues

The Board of Directors of the Group ("the Board"), as the party taking the overall responsibility of ESG management, reviewed and validated the results of the materiality assessment and agreed on the list of identified material ESG issues. The Board is dedicated to monitoring the material ESG issues and updating the Group's strategies accordingly to minimise associated risks.

The Group recognises the importance of prioritising identified ESG issues through materiality assessments, believing this practice enables it to better allocate its resources where they are most needed and in ways that strategically support its business development plans. The Group also takes the view that materiality assessment is a good opportunity to maintain close communication with its stakeholders and react to stakeholders' concerns and comments in a timely manner.

In the future, the Group will continue to uphold the process of materiality assessment to generate meaningful results and maintain continuous communication with various stakeholders so that it can conduct substantive analysis based on the collected feedback if necessary. At the same time, the Group will periodically review the focus of ESG issues to clearly define and prioritise their significance, enabling better preparation and provision of relevant information for future ESG reports that align with stakeholders' interests and expectations.

重要性評估 *(續)*

驗證重要的環境、社會及管治議題

董事會(「董事會」)作為承擔環境、社會及管治管理整體責任的一方，審閱並確認了重要性評估的結果，並同意已識別的重要環境、社會及管治議題清單。董事會致力監察重要的環境、社會及管治議題，並據此更新本集團的策略，以盡量降低相關風險。

本集團認識到透過重要性評估對已識別的環境、社會及管治議題進行優先排序的重要性，相信此做法能使其更好地將資源分配至最需要的地方，並策略性地支持其業務發展計劃。本集團亦認為重要性評估是與持份者保持密切溝通並及時回應持份者關注和意見的良好機會。

未來，本集團將繼續秉持重要性評估流程，以產生有意義的結果，並與各持份者保持持續溝通，以便在必要時能根據收集到的反饋進行實質性分析。同時，本集團將定期審視環境、社會及管治議題的重點，以清晰界定和優先排序其重要性，從而能更好地準備和提供未來環境、社會及管治報告中符合持份者利益和期望的相關資訊。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

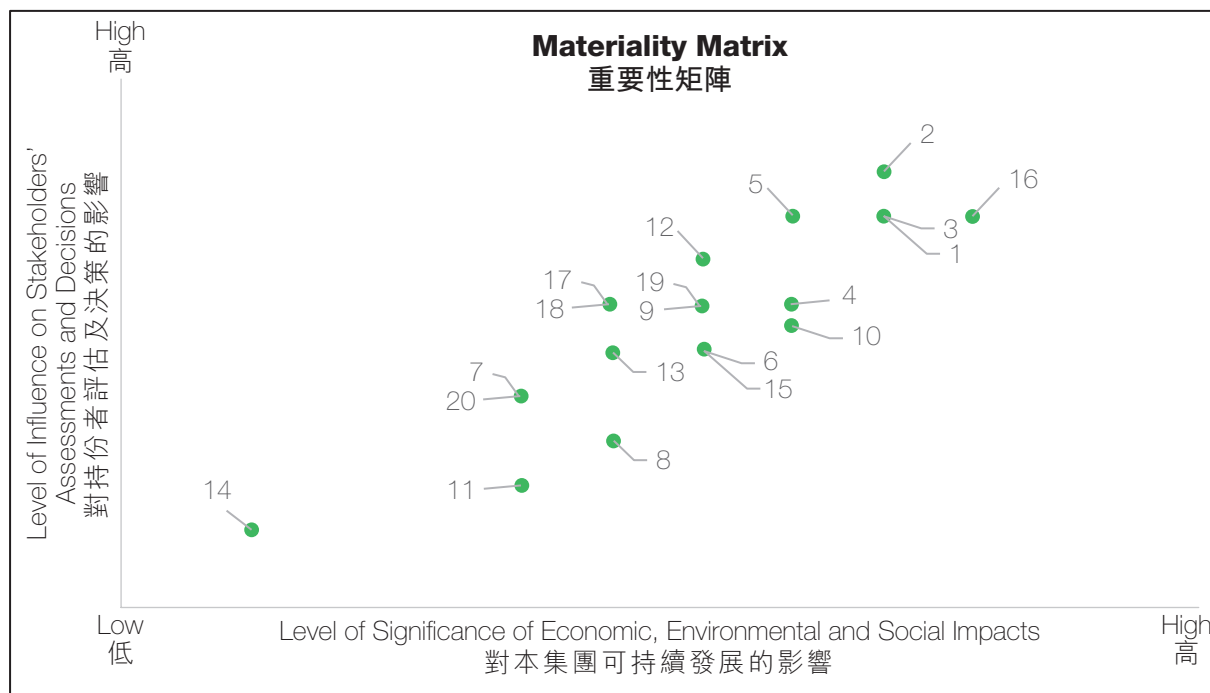
環境、社會及管治報告

MATERIALITY ASSESSMENT (Continued)

Validating the material ESG issues (Continued)

重要性評估(續)

驗證重要的環境、社會及管治議題(續)



Environmental issues

環境議題

- GHG emissions/Climate Change
溫室廢氣排放／氣候變化
- Energy consumption
能源消耗
- Water consumption
用水
- Waste and hazardous materials management
廢棄物及有害物料管理
- Forest damage caused by improper logging
不當伐木令森林遭到破壞
- Use of raw materials and packaging materials
原材料及包裝物料使用

Social issues

社會議題

- Employee rights and welfare
僱員權利及福利
- Inclusion, equal opportunities and anti-discrimination
包容、平等機會及反歧視
- Talent attraction and retention
吸納及挽留人才
- Occupational health and safety
職業健康及安全
- Training and development
培訓及發展
- Preventive measures for child and forced labour
童工及強制勞工預防措施
- Supply chain labour standards
供應鏈之勞工準則
- Community investment and engagement
社區投資及參與

Operational issues

業務議題

- Supply chain management
供應鏈管理
- Customer satisfaction
顧客滿意度
- Customer privacy
客戶私穩
- Product quality and safety
產品質量及安全
- Corporate governance
企業管治
- Anti-corruption
反貪污

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

BOARD STATEMENT

The Group is fully aware of the importance of efficient ESG governance to corporate sustainability development. The Group has established an ESG management framework with clear demarcation of responsibilities between different levels within the governance structure to ensure the effective implementation of the ESG governance policy in its operations. The Board assumes primary responsibility for the supervision of the Group's ESG governance, including determining the Group's ESG approach, understanding and controlling ESG-related risks and supervising and leading the management and relevant departments in the formulation and implementation of relevant policies and measures. Through the adoption of a "top-down" management approach, the Group is able to facilitate effective communication among all working units and allow policymakers to better understand day-to-day operations and practical experiences so that appropriate plans and strategies can be formulated.

The Board is responsible for:

- assessing and determining the Group's ESG risks;
- ensuring the establishment of appropriate and effective ESG risk management and internal control systems;
- developing ESG strategies, action plans and objectives;
- monitoring the progress and performance of ESG initiatives; and
- reviewing and approving annual ESG reports.

The management is responsible for:

- reporting ESG-related risks and opportunities to the Board;
- providing guidance on the implementation of ESG policies and measures;
- arranging work in accordance with the ESG strategies, action plans and objectives formulated by the Board;
- reporting to the Board on the progress and performance of ESG work; and
- reviewing and submitting annual ESG reports to the Board for approval.

董事會聲明

本集團充分意識到有效的環境、社會及管治管治對企業可持續發展的重要性。本集團已制定一個環境、社會及管治管理架構，明確劃分管治結構內不同層級的職責，以確保環境、社會及管治管治政策在其營運中得到有效實施。本集團董事會承擔監督本集團環境、社會及管治管治的主要責任，包括確定本集團的環境、社會及管治方針、瞭解及控制環境、社會及管治相關風險，以及監督和領導管理層及相關部門制定和實施相關政策及措施。透過採用「自上而下」的管理方式，本集團能夠促進所有工作單位之間的有效溝通，並讓決策者更好地瞭解日常營運和實際經驗，從而制定合適的計劃和策略。

董事會負責：

- 評估及釐定本集團的環境、社會及管治風險；
- 確保設立適當及有效的環境、社會及管治風險管理及內部控制系統；
- 制定環境、社會及管治策略、行動計劃及目標；
- 監察環境、社會及管治倡議的進度與表現；及
- 審閱及批准年度環境、社會及管治報告。

管理層負責：

- 向董事會匯報與環境、社會及管治相關風險與機遇；
- 就實施環境、社會及管治政策及措施提供指導；
- 根據董事會制定的環境、社會及管治策略、行動計劃及目標安排工作；
- 向董事會匯報環境、社會及管治工作的進度與表現；及
- 審閱年度環境、社會及管治報告並交予董事會批核。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

BOARD STATEMENT *(Continued)*

The functional departments are responsible for:

- coordinating and implementing specific ESG policies and measures;
- reporting to the management on ESG work;
- collecting information and data in relation to the ESG performance of the Group; and
- preparing annual ESG reports and reporting to the management.

The members of the Board possess the appropriate skills, experience, knowledge and perspectives necessary to oversee the Group's ESG matters. The Board must hold at least one meeting each year to establish the overall ESG approach, oversee and assess the potential impacts and risks of the ESG issues related to the Group's operation, review the Group's performance against ESG-related targets and the materiality of ESG issues, ensure the effectiveness of the Group's risk management and internal control systems and approve disclosures in ESG reports. The management must report to the Board at least once a year and assists the Board in fulfilling its responsibilities.

The Board will continue to oversee the Group's ESG-related work and keep abreast of the latest ESG disclosure requirements of the Hong Kong Stock Exchange. The Board will also ensure that all departments work closely to achieve operational compliance and shoulder social responsibility. Moving forward, the Group will develop ESG objectives and targets that are more fitting for the Group as much as possible to achieve better ESG performance and better meet the expectations of its stakeholders.

董事會聲明 *(續)*

職能部門負責：

- 協調及實施具體的環境、社會及管治政策及措施；
- 向管理層匯報環境、社會及管治工作；
- 收集與本集團環境、社會及管治表現相關的資訊及數據；及
- 編製年度環境、社會及管治報告並向管理層匯報。

董事會成員具備監督本集團環境、社會及管治事務所需的適當技能、經驗、知識及觀點。董事會每年必須至少舉行一次會議，以確立整體環境、社會及管治方針、監督及評估與本集團營運相關的環境、社會及管治議題的潛在影響和風險、審閱本集團在環境、社會及管治相關目標方面的表現及環境、社會及管治議題的重要性、確保本集團風險管理及內部監控系統的有效性，以及批准環境、社會及管治報告中的披露。管理層必須每年至少向董事會匯報一次，並協助董事會履行其職責。

董事會將繼續監督本集團的環境、社會及管治相關工作，並緊貼香港聯交所最新的環境、社會及管治披露規定。董事會亦確保所有部門緊密合作，以實現合規營運並承擔社會責任。展望未來，本集團將盡可能制定更適合本集團的環境、社會及管治目標，以實現更佳的环境、社會及管治表現，並更好地滿足持份者的期望。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION A: ENVIRONMENTAL

While the negative impacts of climate change are turning severe, climate change has become one of the key environmental topics in contemporary society. Nations, including Mainland China where the Group operates, are enhancing their actions to effectively address the series of challenges brought about by climate change. Mainland China has pledged to peak its carbon dioxide emissions by 2030 and achieve Carbon Neutrality by 2060. Besides, the the "14th Five-Year Plan" of Mainland China has set out several key environmental targets, focusing on reducing carbon intensity and minimising energy consumption.

To support the national vision of transitioning to a low-carbon economy, the Group strives to promote sustainable development, actively contribute to addressing the challenges of change, and promote the philosophy of green development. Since sustainability is regarded as the cornerstone of the Group's corporate culture, it actively incorporates environmental considerations into its decision-making processes.

The Group has established a unique environmental management system based on national and local laws and regulations and referenced against the ISO 14001 environmental management system, which considers its operating environment, structure, production capacity, and human resources. Besides, the Group has formulated the ISO9001 Quality Management Handbook and Social Responsibility Management Handbook, which stipulate the pollutant discharge standards that it strictly abides by. The Group performs regular compliance reviews to ensure that no non-compliance incidents have occurred in its operations. The Group also formulates regulations and guidelines to manage pollution, covering waste gases, sewage, noise and different types of solid waste generated in the operation and production process.

The Group adheres to the enterprise culture that focuses on environment protection and energy conservation, with the aim of effectively monitoring, controlling, and managing various pollutants generated from the operations of its facilities, so as to work beyond just complying with relevant laws and regulations of the local government.

During the Reporting Year, the Group was not aware of any material non-compliance with laws and regulations relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste that would have a significant impact on the Group, including but not limited to the Environmental Protection Law of the People's Republic of China and the Water Pollution Prevention and Control Law of the People's Republic of China.

A部分：環境

隨著氣候變化的負面影響日益嚴重，氣候變化已成為當代社會的關鍵環境議題之一。包括本集團營運所在的中國內地以內的各國正在加強行動，以有效應對氣候變化帶來的一系列挑戰。中國內地已承諾在二零三零年前實現二氧化碳排放達峰，並在二零六零年前實現碳中和。此外，中國內地的「第十四個五年計劃」規劃制定了多項關鍵環境目標，重點是降低碳強度和減少能源消耗。

為支持國家向低碳經濟轉型的願景，本集團致力促進可持續發展，積極為應對氣候變化的挑戰作出貢獻，並推廣綠色發展理念。由於可持續發展被視為本集團企業文化的基石，本集團積極將環境因素納入其決策過程。

本集團根據國家及地方法律法規，並參考ISO 14001環境管理體系，建立了一套獨特的環境管理體系，該體系考慮了其營運環境、結構、生產能力及人力資源。此外，本集團制定了ISO9001質量管理手冊和社會責任管理手冊，規定了其嚴格遵守的污染物排放標準。本集團定期進行合規審查，以確保其營運中未發生不合規事件。本集團亦制定規章制度及指引以管理營運和生產過程中產生的廢氣、污水、噪音及各類固體廢物。

本集團秉持注重環保和節能的企業文化，旨在有效監測、控制和管理其設施營運產生的各種污染物，從而不僅僅是遵守當地政府的相關法律法規。

在報告年度內，本集團並不知悉任何重大違反與廢氣及溫室廢氣排放、向水和土地的排污以及有害和無害廢棄物的產生相關對本集團有重大影響的法律及法規，包括但不限於《中華人民共和國環境保護法》及《中華人民共和國水污染防治法》。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION A: ENVIRONMENTAL (Continued)

Striving to improve continuously, the Board has developed environmental targets for various emissions from the Mainland China operation. The details were as follows:

A部分：環境(續)

本集團致力持續改進，董事會已為中國內地業務的各類排放制定了環境目標。詳情如下：

Aspect 層面	Target 目標	Progress 過程
Air and GHG emissions	Gradually reduce the Group's air emission intensity (kg/HK\$'00,000), install solar panels and maintain its ISO 14001-certified status by the financial year ending 30 June 2028 ("FY2027/28")	During the Reporting Year, the Group's air emission intensity was approximately 0.60 kg/HK\$'00,000. The Group is committed to improving its practices to reduce this intensity to below the baseline, which is approximately 0.34 kg/HK\$'00,000 in FY2022/23. The Group installed solar panels in December 2023 and maintained its ISO 14001-certified status.
廢氣及溫室廢氣排放	在截至二零二八年六月三十日止的財政年度(即「二零二七／二八財年」)前，逐步降低集團的空氣排放密度(千克／每十萬港元)，安裝太陽能電池板，並維持其ISO 14001認證資格。	於報告期內，本集團的空氣排放密度約為0.60千克／每十萬港元。本集團致力於通過持續改進運營實踐，將排放密度降低至基準水平(二零二二／二三財年：約0.34千克／每十萬港元)以下。 本集團已於二零二三年十二月完成太陽能電池板的安裝工作，並持續保持ISO 14001環境管理體系認證資格。
Hazardous waste	Continue to strictly implement hazardous waste management measures and ensure proper storage to prevent major contamination situations.	The Group has continued to implement its hazardous waste management measures and ensured that the produced hazardous waste was sent to a qualified third party for treatment.
有害廢棄物	繼續嚴格執行有害廢棄物管理措施，確保貯存規範，杜絕重大污染事故。	The Group has achieved its target. 本集團持續落實有害廢棄物管理措施，並確保所產生的有害廢棄物均交由合格第三方進行處理。 本集團已達成此項工作目標。
Non-hazardous waste	Reduce the Group's non-hazardous waste disposal intensity (tonnes/HK\$'00,000) by 3% by FY2027/28, using FY2022/23 as the baseline year.	The Group's non-hazardous waste disposal intensity was approximately 0.80 tonnes/HK\$'00,000 during the Reporting Year. The Group is committed to improving its practices to reduce this intensity to below the baseline, which is approximately 0.50 tonnes/HK\$'00,000 in FY2022/23.
無害廢棄物	以二零二二／二三財年為基準，到二零二七／二八財年，將本集團的無害廢棄物處置密度(噸／每十萬港元)降低3%。	在報告期內，本集團的無害廢棄物處置密度約為0.80噸／每十萬港元。本集團將持續優化運營實踐，致力於將該密度降至基準水平(二零二二／二三財年：約0.50噸／每十萬港元)以下。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION A: ENVIRONMENTAL (Continued)

Aspect A1: Emissions

Air Emissions

The Group continues to comply with the applicable provisions of the national and local laws, regulations and standards of the operating locations. Also, the Group establishes related internal policies and procedures, demands that its employees strictly follow the operating procedures of the production equipment and environmental protection equipment and provides suitable labour supplies to its employees so as to effectively control and manage the emission of air pollutants and reduce their environmental and health impacts.

The Group's air pollutants, including nitrogen oxides ("NO_x"), sulphur oxides ("SO_x"), respiratory suspended particles ("RSP") and volatile organic compounds ("VOCs"), primarily result from the operations of machinery as well as the usage of gasoline and diesel oil in automobiles. During the Reporting Year, the Group's air emissions were approximately 1,318.32 kg (FY2023/24: approximately 1,196.39 kg), with the corresponding intensity¹ of approximately 0.60 kg/HK\$'00,000 (FY2023/24: approximately 0.40 kg/HK\$'00,000) of revenue.

The composition of the Group's air emissions is illustrated below:

A部分：環境(續)

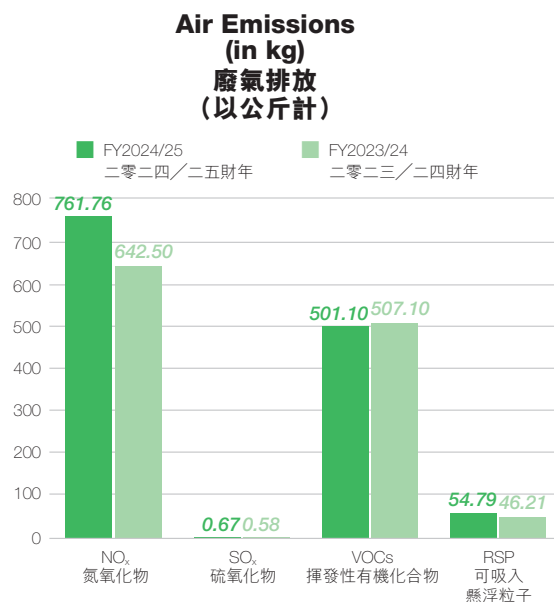
層面A1：排放物

廢氣排放

本集團持續遵守營運地點適用的國家及本地法例、法規及標準的規定。此外，本集團制定相關內部政策及程序，要求員工嚴格遵守生產設備及環保設備的操作規程，並為員工提供合適的勞工用品，以有效地控制和管理空氣污染物的排放，減少其對環境和健康的影響。

本集團的空氣污染物，包括氮氧化物(「NO_x」)、硫氧化物(「SO_x」)、可吸入懸浮粒子(「RSP」)及揮發性有機化合物(「VOCs」)，主要來自機械運作以及汽車使用的汽油和柴油。於報告年度內，本集團的廢氣排放量約為1,318.32公斤(二零二三／二四財年：約1,196.39公斤)，相應的密度¹約為0.60公斤／每十萬港元(二零二三／二四財年：約0.40公斤／每十萬港元)收入。

本集團廢氣排放的組成如下圖所示：



¹ During the Reporting Year, the Group recorded a revenue of approximately HK\$218.34 million (FY2023/24: approximately HK\$296.20 million). The data is also used for calculating other intensity data.

¹ 於報告年度內，本集團錄得收入約為218.34百萬港元(二零二三／二四財年：約296.20百萬港元)。該數據亦用於計算其他密度數據。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION A: ENVIRONMENTAL (Continued)

Aspect A1: Emissions (Continued)

Air Emissions (Continued)

The Group has adopted a number of conservation measures so as to reduce air and GHG emissions and to better manage fuel usage for business and non-business purposes. For instance, the Group prioritises small-displacement and economical vehicles when purchasing new vehicles. The Group also prefers the usage of electric vehicles over gasoline and diesel vehicles to reduce fuel consumption and related emission. Moreover, drivers are required to plan the route in advance to minimise travel distance and to stop idle vehicles' engines, thus reducing unnecessary fuel consumption and optimizing fuel efficiency. Additionally, the Group actively promotes the concept of "Green Travel", encouraging employees to take public transportation, ride bicycles, or walk to work instead of driving private vehicles.

In order to minimise the VOCs generated from the Group's production process, ultraviolet photolysis waste gas treatment equipment has been implemented at all outlets, which is capable of removing 90% of the VOC pollutants from the exhaust gas. While the Group actively researches and develops new raw materials and technologies, it also integrates environmental protection considerations into its production processes. Hence, the Group is able to provide a variety of green solutions for its customers and further reduces the adverse environmental impacts of its operations.

The Group engages third-party professional inspection agencies on a regular basis to conduct emission testing on pollutants at each discharge outlet in the factory and the ambient air around the plant in accordance with the emission standards and methods of the local environmental protection government departments. These assessments are performed to prevent any unnoticed excessive emissions, which could lead to non-compliance with the local emission standards, and to protect local air quality. During the Reporting Year, the test results were in full compliance with the national Emission Standard of air pollutants for the printing industry.

Going forward, the Group will conduct regular inspections and maintenance of its vehicles to ensure their energy efficiency and enhance employee awareness on fuel conservation concepts, while continuing to keep proper records and monitor its air emissions to cut down future air emissions as much as possible.

A部分：環境(續)

層面A1：排放物(續)

廢氣排放(續)

本集團已採取多項節約措施，以減少廢氣及溫室廢氣排放，並更好地管理業務和非業務用途的燃料使用。例如，本集團在購買新車時優先考慮小排量及經濟型車輛。本集團亦傾向使用電動車而非汽油和柴油車，以減少燃料消耗及相關排放。此外，要求司機預先規劃路線以縮短行駛距離，並停止閒置車輛的引擎，從而減少不必要的燃料消耗並優化燃油效率。另外，本集團積極推廣「綠色出行」概念，鼓勵員工乘坐公共交通工具、騎單車或步行上班，而非駕駛私家車。

為盡量減少本集團生產過程中產生的揮發性有機化合物，所有排氣口均已安裝紫外光分解廢氣處理設備，該設備能夠去除廢氣中90%的揮發性有機化合物污染物。本集團正積極研發新原材料和技術的同時，亦將環保考量納入於其生產流程中。因此，本集團能夠為客戶提供多種綠色解決方案，並進一步減少其營運對環境的負面影響。

本集團定期聘請第三方專業檢測機構，按照本地環保政府部門的排放標準和方法，對工廠每個排放口的污染物及廠區周圍環境空氣進行排放檢測。進行這些評估是為了防止任何未被注意到的超標排放，從而導致不符合本地排放標準，並保護本地空氣質量。在報告年度內，測試結果完全符合國家的《印刷工業空氣污染物排放標準》。

展望未來，本集團將定期檢查和維護其車輛以確保其能源效率，並提高員工的燃料節約意識，同時繼續妥善記錄和監測其廢氣排放，以盡可能減少日後的廢氣排放。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION A: ENVIRONMENTAL (Continued)

Aspect A1: Emissions (Continued)

GHG Emissions

GHGs are compounds that capture heat in the atmosphere, significantly contributing to the greenhouse effect. The burning of fossil fuels for human development has released large quantities of GHGs, leading to rising global temperatures and worsening climate change.

In accordance with “How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs” from the Hong Kong Stock Exchange, GHG emissions can be classified into three scopes.

- | | |
|---------|---|
| Scope 1 | “Direct” emissions resulting from operations that are owned or controlled by the company. |
| Scope 2 | “Energy indirect” emissions resulting from the generation of purchased or acquired electricity, heating, cooling and steam consumed within the company. |
| Scope 3 | “Other indirect” emissions resulting from outside the company, including both upstream and downstream emissions. |

The Group's GHG emissions are mainly attributed to the following sources:

- | | |
|----------|--|
| Scope 1: | fossil fuel consumption from vehicles and the use of refrigerants. |
| Scope 2: | the consumption of purchased electricity. |
| Scope 3: | the disposal of paper waste at landfills, electricity used for fresh water and sewage processing by the responsible authorised government departments, downstream transportation and distribution, and employee commuting. |

Realising the importance of reducing GHG emissions, the Group has implemented comprehensive GHG mitigation initiatives across its operations to underscore its dedication. During the Reporting Year, the Group's factory in Mainland China produced approximately 3,480.98 tCO₂e of GHG emissions (FY2023/24: approximately 4,445.68 tCO₂e) and the corresponding intensity was approximately 1.59 tCO₂e/HK\$'00,000 (FY2023/24: approximately 1.50 tCO₂e/HK\$'00,000) of revenue. The Group's total GHG emissions decreased by approximately 21.70% due to the purchase of solar energy. During the Reporting Year, solar energy accounted for approximately 15.66% of the total electricity consumption.

A部分：環境(續)

層面A1：排放物(續)

溫室廢氣排放

溫室廢氣是能在大氣中捕捉熱量的化合物，顯著加劇溫室效應。為人類發展而燃燒化石燃料釋放了大量溫室廢氣，導致全球氣溫上升和氣候變化惡化。

根據香港聯交所的《如何準備環境、社會及管治報告－附錄二：環境關鍵績效指標匯報指引》，溫室廢氣排放可分為三個範圍。

- | | |
|------|--|
| 範圍 1 | 由公司擁有或控制的營運產生的「直接」排放。 |
| 範圍 2 | 來自公司內部消耗所購買或收購電力、熱能、製冷及蒸汽所產生之「能源間接」排放。 |
| 範圍 3 | 公司以外產生的「其他間接」排放，包括上游和下游排放。 |

本集團的溫室廢氣排放主要歸因於以下來源：

- | | |
|------|---|
| 範圍1： | 車輛及製冷劑的使用的化石燃料消耗。 |
| 範圍2： | 外購電力的消耗。 |
| 範圍3： | 紙質廢物在堆填區的處置、負責授權的政府部門處理淡水及污水處理的電力、下游運輸及分銷，以及員工通勤。 |

認識到減少溫室廢氣排放的重要性，本集團已在其營運中實施全面的溫室廢氣減排措施，以彰顯其承諾。在報告年度內，本集團的中國內地工廠產生了約3,480.98噸二氧化碳當量的溫室廢氣排放(二零二三／二四財年：約4,445.68噸二氧化碳當量)，相應的密度約為1.59噸二氧化碳當量／每十萬港元(二零二三／二四財年：約1.50噸二氧化碳當量／每十萬港元)收入。本集團的溫室廢氣排放總量因購買太陽能而減少約21.70%。在報告年度內，太陽能約佔總用電量的約15.66%。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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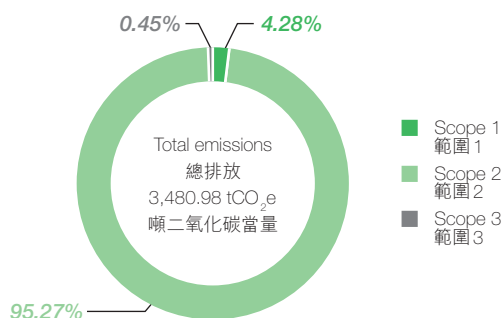
SECTION A: ENVIRONMENTAL (Continued)

Aspect A1: Emissions (Continued)

GHG Emissions (Continued)

A percentage breakdown of the respective GHG emissions by scope is presented in the following charts, while the emission data² from each source of the three scopes is shown in the table below:

**GHG Emissions by Scope
FY2024/25
(in %)**
按範圍劃分的溫室廢氣排放
二零二四／二五財年
(以%計)



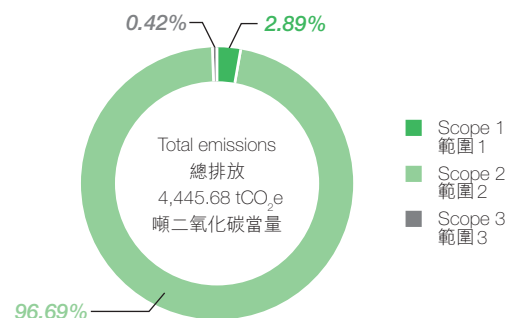
A部分：環境(續)

層面A1：排放物(續)

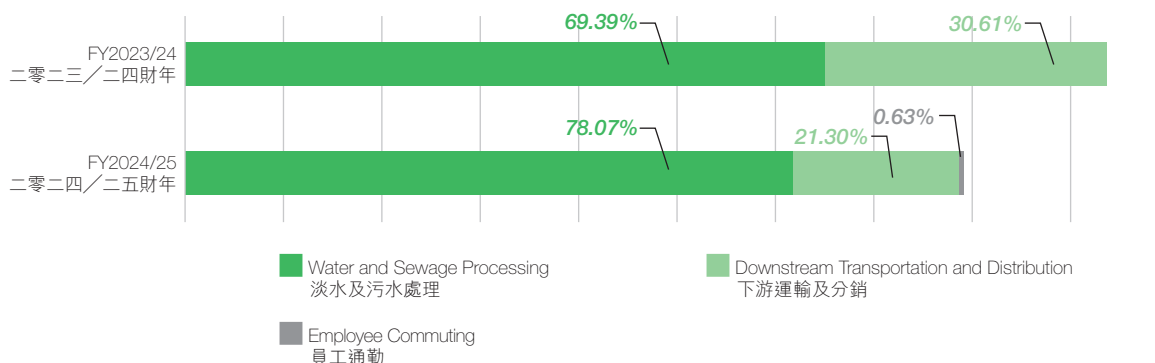
溫室廢氣排放(續)

各範圍溫室廢氣排放的百分比細分如下圖所示，而三個範圍各排放來源的排放數據²如下表所示：

**GHG Emissions by Scope
FY2023/24
(in %)**
按範圍劃分的溫室廢氣排放
二零二三／二四財年
(以%計)



Scope 3 Emissions by Category (in %)
範圍3按種類劃分的排放量(以%計)



² GHG emissions data is presented in terms of carbon dioxide equivalent and is based on but not limited to, "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards" and the "Technical Guidance for Calculating Scope 3 Emissions" issued by the World Resources Institute and the World Business Council for Sustainable Development, "How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Hong Kong Stock Exchange, the "Global Warming Potential Values" from the Sixth Assessment Report (AR6) of the Intergovernmental Panel on Climate Change (IPCC), 2021, the "2025 GHG Emission Factors Hub" published by the United States Environmental Protection Agency, the "Greenhouse gas reporting: conversion factors 2025" published by the United Kingdom government and the "Announcement on the Release of 2022 Electricity Carbon Dioxide Emission Factors" published by the Ministry of Ecology and Environment and National Bureau of Statistics of China.

² 溫室廢氣排放數據以二氧化碳當量的形式呈列，其計算基於但不限於世界資源研究所及世界可持續發展工商理事會發佈的《溫室廢氣議定書：企業會計與報告標準》及《計算範圍三排放量的技術指南》、香港聯交所發佈的《如何準備環境、社會及管治報告—附錄二：環境關鍵績效指標匯報指引》、政府間氣候變化專門委員會(IPCC)第六次評估報告2021(AR6)的《全球升溫潛能值》、美國環境保護局發佈的《2025年溫室廢氣排放因子中心》、英國政府發佈的《溫室廢氣報告：2025年轉換因子》以及中國生態環境部與國家統計局聯合發佈的《關於發布2022年電力二氧化碳排放因子的公告》。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION A: ENVIRONMENTAL (Continued)

Aspect A1: Emissions (Continued)

GHG Emissions (Continued)

A部分：環境(續)

層面A1：排放物(續)

溫室廢氣排放(續)

Scope 範圍	Emission Sources 排放來源	Unit 單位	FY2024/25 二零二四／二五財年	FY2023/24 二零二三／二四財年
1	Fossil Fuel Consumption 化石燃料消耗	tCO ₂ e 每噸二氧化碳當量	112.47	97.17
	Use of Refrigerants 使用製冷劑	tCO ₂ e 每噸二氧化碳當量	36.33	31.36
Total Scope 1 Emissions 範圍1 排放總量		tCO ₂ e 每噸二氧化碳當量	148.80	128.53
2	Electricity Consumption 電力消耗	tCO ₂ e 每噸二氧化碳當量	3,316.36	4,298.43
Total Scope 2 Emissions 範圍2 排放總量		tCO ₂ e 每噸二氧化碳當量	3,316.36	4,298.43
3	Water and Sewage Processing 淡水及污水處理	tCO ₂ e 每噸二氧化碳當量	12.35	12.99
	Downstream Transportation and Distribution 下游運輸及分銷	tCO ₂ e 每噸二氧化碳當量	3.37	5.73
	Employee Commuting ³ 員工通勤 ³	tCO ₂ e 每噸二氧化碳當量	0.10	—
Total Scope 3 Emissions 範圍3 排放總量		tCO ₂ e 每噸二氧化碳當量	15.82	18.72
Total GHG Emissions 溫室廢氣排放總量		tCO₂e 每噸二氧化碳當量	3,480.98	4,445.68
GHG Emission Intensity 溫室廢氣排放密度		tCO₂e/ HK\$'00,000 每噸二氧化碳 當量／每十萬港元	1.59	1.50

³ The emissions stemmed from employee commuting exclude people living in the dormitory, and assume employees have return trips on every working day.

³ 員工通勤產生的排放不包括居住在宿舍的員工，並假設員工每個工作日均需往返。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION A: ENVIRONMENTAL (Continued)

Aspect A1: Emissions (Continued)

GHG Emissions (Continued)

The Group recognises the harmful impacts of GHG emissions on the environment and is committed to minimising the respective emissions from its operations as much as possible. Moreover, the Group actively fosters environmental awareness among its workforce, encouraging employees to adopt resource-efficient practices that collectively support the Group's environmental protection initiatives. The Group embraces green driving practices in its day-to-day operations and demonstrates its commitment to environmental conservation, natural resource conservation and waste reduction by implementing the following practices:

Ensure Energy Efficiency

- Conduct regular inspections and maintenance for vehicles and production facilities
- Clean the filters of air conditioners to minimise clogged filters and ensure equipment efficiency
- Phase out obsolete equipment to ensure energy efficiency and avoid wasting electricity

Reduce Waste Production

- Re-use paper in the Group's production cycles
- Engage external service providers to collect waste paper for recycling

Limit Unnecessary Resource Consumption

- Limit the use of artificial lights whenever possible
- Maximise the potential of using natural light
- Switch off electrical appliances after work hours
- Restrict the use of air conditioners according to temperature and seasonal changes

A部分：環境(續)

層面A1：排放物(續)

溫室廢氣排放(續)

本集團認識到溫室廢氣排放對環境的有害影響，並致力於盡量減少其營運中的相關排放。此外，本集團積極培養員工的環保意識，鼓勵員工採取節約資源的做法，共同支持本集團的環境保護倡議。本集團在日常營運中踐行綠色駕駛實踐，並透過實施以下措施展現其對環境保護、自然資源節約和溫室廢氣減排的承諾：

確保能源效率

- 定期為車輛和生產設施進行檢查與維護
- 定期清潔空調濾網，防止堵塞，確保設備效益
- 淘汰過時設備，以提升能源效益，避免電力浪費

減少製造廢物

- 在本集團內部生產流程中，對紙張進行重複利用
- 聘請外部服務商，收集廢紙進行回收

限制不必要的資源消耗

- 盡可能限制人造光源的使用
- 最大限度利用自然光
- 下班後關閉所有電器設備
- 依據氣溫與季節變化，合理控制空調使用

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION A: ENVIRONMENTAL (Continued)

Aspect A1: Emissions (Continued)

Air and GHG-related Emissions Target

In order to reduce its air and GHG emissions, the Group has set a target to gradually reduce its air emission intensity (kg/HK\$'00,000), install solar panels and maintain its ISO 14001-certified status by FY2027/28. Given that the Group installed solar panels in December 2023, it has achieved part of the targets. For the emission-related targets, the Group will actively explore measures to enhance efficiency, so as to reduce the air and GHG emissions in its operations. Also, the Group will continue to align with the ISO 14001 standard.

Hazardous Waste Management

In compliance with the Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Waste and other applicable environmental laws and regulations of the local government, the Group has formulated the Environmental Management Operation and Monitoring Control Procedures to manage and monitor the process of solid waste collection, storage and disposal, as well as the adequacy and conditions of the physical storage facilities.

The operations of the Group generate hazardous and non-hazardous wastes. Hazardous waste includes mixed waste oil, waste ink, printing plate washing wastewater, developing waste liquid, waste fluorescent tubes, waste rags, waste gloves, wastewater treatment sludge, etc.

Considering the nature and limitations of the Group's industry, the generation of hazardous waste is inevitable in the production process and cannot be reduced significantly. Nonetheless, the Group strives to minimise its environmental impacts by encouraging its employees to fully utilise its production resources to lower unnecessary consumption.

A部分：環境(續)

層面A1：排放物(續)

廢氣及溫室廢氣排放目標

為減少廢氣及溫室廢氣排放，本集團已制定明確目標：至二零二七／二八財政年度，將逐步降低空氣排放密度(公斤／每十萬港元)、完成太陽能板安裝並維持ISO 14001環境管理體系認證。隨著二零二三年十二月太陽能板項目的順利投運，該目標已取得階段性成果。在減排方面，本集團將持續探索提升運營能效的創新方案，力求有效降低生產經營中的排放水平。同時，我們將繼續嚴格遵循ISO 14001標準要求，不斷完善環境管理體系。

有害廢棄物管理

為貫徹落實《中華人民共和國固體廢物污染環境防治法》及地方政府其他適用的環保法律法規，本集團已制定《環境管理運行與監控程序》，對固體廢棄物的收集、貯存及處置全過程實施規範化管理，並對相關實體貯存設施的完備性及合規狀況進行持續監控。

本集團在運營過程中會產生有害廢棄物與無害廢棄物。有害廢棄物主要包括：混合廢機油、廢油墨、印版沖洗廢水、顯影廢液、廢螢光燈管、廢抹布、廢手套及廢水處理污泥等。

基於行業特性與客觀條件限制，有害廢棄物在本集團生產過程中難以完全避免，且實現大幅減量存在現實困難。儘管如此，本集團始終致力於通過以下方式最大限度降低環境影響。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION A: ENVIRONMENTAL (Continued)

Aspect A1: Emissions (Continued)

Hazardous Waste Management (Continued)

The Group follows the local laws and regulations to set up a temporary storage warehouse for hazardous wastes and takes anti-scattering and anti-leakage measures to prevent any environmental pollution events. All hazardous wastes generated are properly contained within designated factory areas, with strict prohibitions against illegal dumping. The containers loaded with hazardous solid waste are labelled and stored in designated locations by category. Each factory regularly inspects the storage area of hazardous solid wastes and takes appropriate measures upon discovery of any leakages or safety hazards to prevent secondary pollution. All hazardous solid waste is collected and disposed of by licensed external service providers to ensure safe disposal and minimise leakage.

Meanwhile, the Internal Audit Department closely monitors the disposal levels of all waste, including both hazardous and non-hazardous waste, to stay vigilant against unregulated waste disposal and potential hazards. The wastewater and ink produced during the production process may have an adverse impact on the environment. To avoid potential adverse environmental impacts, the Group has installed a No Rinse computer-to-plate ("CTP") sewage treatment system since 2022, which can effectively minimise the hazardous substances produced during the production process. On top of that, the Group has installed a set of wastewater recycling facilities in the treatment system so that the treated wastewater can be recycled into the production process for further usage. The Group also engaged a third-party inspection company to perform the acceptance procedure on behalf of the Group over the setup and function of the sewage treatment facilities.

A部分：環境(續)

層面A1：排放物(續)

有害廢棄物管理(續)

本集團嚴格遵循所在地法律法規，設有有害廢棄物專用臨時貯存場所，並全面落實防散落、防滲漏措施，以防範環境污染事件。所有產生的有害廢棄物均按規定在廠區內指定區域安全封存，嚴禁非法傾倒。裝載有害廢棄物的容器均貼附明確標識，並按其類別分類存放於指定位置。各生產基地定期對有害廢棄物貯存區域開展巡查，一旦發現洩漏或安全隱患立即採取有效處置措施，嚴防二次污染。所有有害廢棄物最終均由持有合規資質的外部服務商進行收集與處置，確保廢物得到安全處理，最大限度降低洩漏風險。

與此同時，內部審計部門密切監控所有廢棄物（包括有害和無害廢物）的處理情況，警惕未經規範的廢棄物處理及潛在危害。生產過程中產生的廢水和油墨可能對環境造成不利影響。為避免潛在的環境負面影響，本集團自二零二二年起安裝了免沖洗計算機直接製版污水治理系統，能有效減少生產過程中產生的有害物質。此外，本集團還在該處理系統中增設了廢水回收裝置，使處理後的廢水能回收至生產流程進行再利用。本集團還委託第三方檢測公司代表本集團對污水處理設施的設置和功能進行驗收。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION A: ENVIRONMENTAL (Continued)

Aspect A1: Emissions (Continued)

Hazardous Waste Target

As mentioned above, hazardous waste production is inevitable in the production process is directly correlated to the business performance and production activities of the Group. The hazardous waste output may fluctuate in response to changes in its business performance. Regardless of these variable factors, the Group remains committed to strictly implement the waste treatment measures and ensure proper storage to prevent major contamination situations.

During the Reporting Year, the Group recorded approximately 26.64 tonnes of hazardous waste (FY2023/24: approximately 34.01 tonnes) and the corresponding intensity was approximately 0.01 tonnes/HK\$'00,000 (FY2023/24: approximately 0.01 tonnes/HK\$'00,000) of revenue. The Group's total hazardous waste disposal decreased by approximately 21.67% due to enhancements in the waste treatment methods and increased awareness among employees.

Non-Hazardous Waste Management

To minimise the generation of non-hazardous waste, the Group upholds the 3R principles (namely reduce, reuse and recycle). For example, excessive materials are either reused in the next production cycle or recycled by an external service provider for other purposes, ensuring minimal waste. All production waste is processed by licensed recyclers employing advanced technologies, significantly reducing the environmental impact associated with landfill waste disposal. In addition, the Group attempts to make an accurate estimation of the use of raw materials in its production process before placing purchase orders to reduce unnecessary consumption.

A部分：環境(續)

層面A1：排放物(續)

有害廢棄物管理目標

如上所述，有害廢棄物的產生與本集團經營業績和生產活動直接相關，在生產過程中不可避免。有害廢棄物輸出可能隨業務表現變化而波動。儘管存在這些變動因素，本集團仍致力於嚴格執行廢棄物處理措施，並確保妥善存儲，以防止重大污染事件發生。

本報告期內，本集團有害廢棄物產生量約為26.64噸(二零二三／二四財年：約34.01噸)，相應的密度比率約為0.01噸／每十萬港元(二零二三／二四財年：約0.01噸／每十萬港元)收入。通過改進廢物處理方法和提升員工環保意識，本集團有害廢棄物處置總量同比下降約21.67%。

無害廢棄物管理

為最大限度減少無害廢棄物的產生，本集團始終堅持「3R」原則(即減量化、再利用、再循環)。例如，多餘材料或在下一生產週期中重複使用，或由外部服務提供商回收用於其他用途，從而實現廢物最小化。所有生產廢物均交由採用先進技術的持牌回收商處理，顯著降低了填埋處置方式對環境的影響。此外，本集團在下達採購訂單前會精確預估生產過程中的原材料使用量，以減少不必要的資源消耗。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION A: ENVIRONMENTAL (Continued)

Aspect A1: Emissions (Continued)

Non-Hazardous Waste Management (Continued)

To effectively manage non-hazardous waste production, the Group strictly follows the requirements of the local governments of each operating location to classify the waste from business operations and living purposes into different waste categories, such as recyclable waste, kitchen waste and other waste. During the Reporting Year, all paper waste was sent to an external service provider for recycling, further supporting the Group's commitment to sustainable waste management.

Operational waste, such as paper scraps, is collected separately and transferred to third-party external service providers for recycling from time to time. While other waste, such as living waste, is also regularly collected and handed over to the local sanitation department for recycling, landfilling or incineration.

A部分：環境(續)

層面A1：排放物(續)

無害廢棄物管理(續)

為有效管理無害廢棄物，本集團嚴格遵循各經營地點地方政府的要求，將生產經營和生活產生的廢棄物分為可回收物、廚餘垃圾及其他垃圾等不同類別。在本報告期內，所有廢紙張均交由外部服務供應商回收利用，這進一步體現了本集團對可持續廢棄物管理實踐的堅定承諾。

對於生產過程中產生的廢紙等運營廢物，本集團實施分類收集，並定期移交第三方外部服務供應商進行回收處理。而生活垃圾等其他廢物，則由當地環境衛生部門定期清運，並進行回收、填埋或焚燒處理。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION A: ENVIRONMENTAL (Continued)

Aspect A1: Emissions (Continued)

Non-Hazardous Waste Management (Continued)

Apart from that, the Group implemented the following waste reduction measures in the office to reduce the environmental impact of the Group's operations at all levels:

- Educate employees and implement policies for reducing, recycling and harmless disposal of office and domestic waste
- Set up microwaves in the office and encourage employees to bring their own lunch and reduce ordering takeaway food
- Reduce the use of disposable consumables, such as food packaging boxes, paper cups, paper plates, plastic bags, etc.
- Encourage employees to reuse wastepaper or stationery, such as single-sided printed paper, envelopes, folders, etc.
- Encourage employees to use electronic communication as much as possible and promote a paperless work environment

Non-Hazardous Waste Target

Non-hazardous waste is primarily attributed to the excessive materials generated during the production process, which includes office paper, domestic waste and production paper.

Similar to hazardous waste, the Group's non-hazardous waste production is highly dependent to its business performance and production activities. Hence, fluctuations in non-hazardous waste output may arise in response to changes in its business performance. Notwithstanding, the Group strives to achieve the target to reduce its non-hazardous waste disposal intensity (tonnes/HK\$'00,000) by 3.00 % by FY2027/28, using FY2022/23 as the baseline year.

During the Reporting Year, the Group recorded approximately 1,747.57 tonnes of non-hazardous waste (FY2023/24: approximately 1,884.63 tonnes), and the corresponding intensity was approximately 0.80 tonnes/HK\$'00,000 (FY2023/24: approximately 0.64 tonnes/HK\$'00,000) of revenue. The Group's total non-hazardous waste disposal decreased by approximately 7.27% due to enhancements in the waste treatment methods and increased awareness among employees. Attributed to our collective efforts, approximately 96.54% (FY2023/24: approximately 96.60%) were recycled by external service providers, and only approximately 3.46% (FY2023/24: approximately 3.40%) were disposed of directly at landfills.

A部分：環境(續)

層面A1：排放物(續)

無害廢棄物管理(續)

此外，本集團在辦公場所實施了以下減廢措施，從各個層面降低營運活動對環境的影響：

- 開展員工教育並推行相關政策，促進辦公及生活廢棄物的減量化、資源化及無害化處置
- 辦公室配備微波爐，鼓勵員工自帶午餐，減少外賣訂購
- 減少使用一次性消耗品，包括食品包裝盒、紙杯、紙碟、膠袋等
- 倡導員工重複利用單面打印紙、信封、文件夾等廢紙及文具
- 推行電子通訊方式，積極構建無紙化辦公環境

無害廢棄物目標

無害廢棄物主要來源於生產過程中產生的剩餘物料，包括辦公用紙、生活垃圾及生產用紙。

與有害廢棄物類似，本集團的無害廢棄物產生量與其業務表現和生產活動密切相關，因此可能隨經營業績波動而變化。儘管如此，本集團仍致力於實現以下目標：以二零二二／二三財年為基準年，到二零二七／二八財年將無害廢棄物處置密度(噸／每十萬港元)降低3.00%。

本報告期內，本集團無害廢棄物產生量約為1,747.57噸(二零二三／二四財年：約1,884.63噸)，相應的密度比率為約0.80噸／每十萬港元(二零二三／二四財年：約0.64噸／每十萬港元)收入。通過改進廢棄物處理方法和提升員工意識，本集團非危險廢棄物處置總量同比下降約7.27%。在全體員工的共同努力下，約96.54%(二零二三／二四財年：約96.60%)的無害廢棄物由外部服務供應商回收利用，僅約3.46%(二零二三／二四財年：約3.40%)直接送至填埋場處置。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION A: ENVIRONMENTAL (Continued)

Aspect A1: Emissions (Continued)

Wastewater Discharge

Wastewater is produced from production processes and general business activities. The production wastewater was reused through the Group's sewage treatment system, while wastewater for other purposes was discharged into the municipal sewage treatment system. Therefore, the amount of water consumed by the Group is considered the amount of sewage discharged. The corresponding water conservation measures are described in the section headed "Water Consumption".

Aspect A2: Use of Resources

The Group fully complies with the Energy Conservation Law of the People's Republic of China, Water Law of the People's Republic of China and other applicable laws, regulations and policies, along with establishing conservation ideas and promoting the culture of conservation by introducing multiple conservation initiatives while actively promote the concept of energy conservation among employees through regular environmental protection training sessions.

The Group has also established the Environmental Management Operation and Monitoring Control Procedures to facilitate the effective utilisation of resources, such as electricity and water. The Group ensures that every employee understands the impact of their behaviour on the environment and requires them to make the best use of resources to maximise resource efficiency and avoid waste.

A部分：環境(續)

層面A1：排放物(續)

廢水排放

廢水主要產生於生產流程及日常經營活動。其中，生產廢水通過本集團自建的污水處理系統實現循環利用，而其他用途產生的廢水則排入市政污水處理系統。因此，本集團的廢水排放總量等同於耗水。相關節水措施詳見「用水消耗」章節闡述。

層面A2：資源使用

本集團嚴格遵守《中華人民共和國節約能源法》、《中華人民共和國水法》及其他相關法律、法規和政策，通過推行多項節能舉措樹立節約理念、弘揚節約文化，並定期開展環保培訓，積極在員工中推廣節能觀念。

本集團還制定了《環境管理運行與監控程序》，以促進用電、用水等資源的有效利用。本集團確保每位員工都了解自身行為對環境的影響，並要求他們充分利用資源，最大限度提升資源使用效率，避免浪費。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION A: ENVIRONMENTAL (Continued)

Aspect A2: Use of Resources (Continued)

A部分：環境(續)

層面A2：資源使用(續)

Aspect 層面	Target 目標	Progress 過程
Energy	Replace all light fixtures in its offices and factory with LEDs by FY2027/28.	The Group has replaced all lighting with LEDs in June 2024.
能源	在二零二七／二八財年前，將其辦公室和工廠的所有照明燈具更換為LED燈。	Hence, the Group has achieved its target ahead of schedule. 本集團已於二零二四年六月將所有照明設備更換為LED燈。 因此，已提前達成其目標。
	Reduce its energy consumption intensity (MWh/HK\$'00,000) of revenue by 8% by the year ending 30 June 2029 ("FY2028/29"), using FY2023/24 as the baseline year. 以二零二三／二四財年為基準，到二零二九年六月三十日止年度(即「二零二八／二九財年」)前，將其能源消耗密度(兆瓦時／每十萬港元)收入降低8%。	The Group is committed to improving its practices to enhance energy efficiency and reduce consumption, so as to meet the target of 8% below approximately 2.67 MWh/HK\$'00,000. 本集團致力於改進實踐，以提高能效、降低能耗，從而達到低於約2.67兆瓦時／每十萬港元的8%之目標。
Water	Decrease its water consumption intensity (m ³ /HK\$'00,000) by 3% by FY2027/28, using FY2022/23 as the baseline year.	The Group's water consumption intensity was approximately 11.88 m ³ /HK\$'00,000 during the Reporting Year.
水	以二零二二／二三財年為基準，到二零二七／二八財年，將其用水消耗密度(立方米／每十萬港元)降低3%。	The data is approximately 27.03% less than approximately 16.28 m ³ /HK\$'00,000 in FY2022/23, the Group is currently on track to achieve its target. The Group will continue its good practices in water management. 本集團在本報告年度的用水消耗密度約為11.88立方米／每十萬港元。 該資料較二零二二／二三財年的約16.28立方米／每十萬港元降低了約27.03%，表明本集團正穩步邁向既定目標。本集團將繼續保持其優秀的水資源管理實踐。

Electricity Consumption

During the Reporting Year, the Group's total electricity consumption (including both traditional electricity and solar-generated electricity) was approximately 7,328.12 MWh (FY2023/24: approximately 7,537.13 MWh of traditional electricity) and the corresponding intensity was approximately 3.36 MWh/HK\$'00,000 (FY2023/24: approximately 2.54 MWh/HK\$'00,000) of revenue. The Group's total electricity consumption decreased by approximately 2.77%. In the future, the Group will increase its use of solar energy, gradually shifting away from reliance on fossil-fuel electricity.

電力消耗

本報告期內，本集團總用電量(包括傳統電力與太陽能發電)約為7,328.12兆瓦時(二零二三／二四財年：傳統電力消耗約7,537.13兆瓦時)，對應密度比率約為每十萬港元收益3.36兆瓦時(二零二三／二四財年：約2.54兆瓦時／每十萬港元)。本集團總用電量同比下降約2.77%。未來，本集團將提高太陽能使用比例，逐步降低對化石燃料發電的依賴。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION A: ENVIRONMENTAL (Continued)

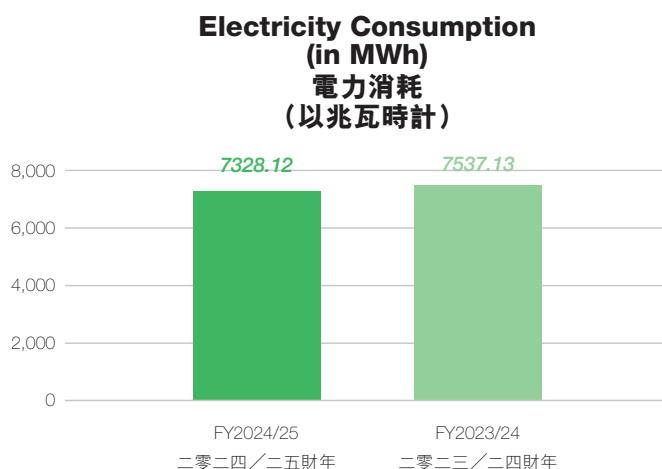
Aspect A2: Use of Resources (Continued)

Electricity Consumption (Continued)

A部分：環境(續)

層面A2：資源使用(續)

電力消耗(續)



To reduce the energy consumption in its facilities, the Group actively adopts different kinds of technically feasible and economically reasonable measures:

為降低本集團生產設施的能源能耗，本集團積極採取各類技術可行、經濟合理的節能措施：

- Encourage employees to use natural light for daily operations,
- Restrict the use of air conditioners according to seasonal and temperature changes
- Clean and inspect air conditioner filters regularly to enhance efficiency
- Turning off unnecessary electrical equipment after work
- Phasing out old equipment and substitute with environmentally friendly one
- Use nationally recognised equipment or equipment with energy-efficient labels
- 倡導員工在日常工作中充分利用自然光
- 根據季節與溫度變化規範空調使用
- 定期清潔檢修空調過濾網以提升運行效率
- 下班後關閉非必要的用電設備
- 逐步淘汰老舊設備，更換為環保型設備
- 優先選用國家認證或貼有能效標識的設備

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION A: ENVIRONMENTAL (Continued)

Aspect A2: Use of Resources (Continued)

Fuel Consumption

The Group's fuel consumption is mainly attributed to gasoline and diesel consumption for business travel and goods delivery. During the Reporting Year, the Group consumed approximately 8,584.54 L of gasoline (FY2023/24: approximately 8,551.29 L) and approximately 33,956.57 L of diesel (FY2023/24: approximately 28,186.42 L). The Group's gasoline and diesel consumption increased by approximately 0.39% and approximately 20.47% respectively due to an increase in trucks usage for goods delivery.

To control the Group's fuel consumption and optimise fuel usage, the Administration Department records the fuel consumption of each vehicle and performs analysis to identify any abnormal vehicle usage. Upon identification of any abnormalities, follow-up actions would be taken to avoid inefficiencies that lead to extra operational expenses.

Energy Consumption Summary and Targets

The table below summarises the energy consumption sources of the Group:

Energy Consumption Sources 能源消耗來源	Unit ⁴ 單位 ⁴	FY2024/25 二零二四／二五財年	FY2023/24 二零二三／二四財年
Direct Energy Consumption 直接能源消耗	MWh 兆瓦時	446.65	384.56
Diesel Oil 柴油	MWh 兆瓦時	363.45	301.69
Gasoline 汽油	MWh 兆瓦時	83.20	82.87
Indirect Energy Consumption 間接能源消耗	MWh 兆瓦時	7,328.12	7,537.13
Purchased Electricity 所購買電力	MWh 兆瓦時	7,328.12	7,537.13
Total Energy Consumption 能源消耗總量	MWh 兆瓦時	7,774.77	7,921.69
Energy Consumption Intensity 能源消耗密度	MWh/ HK\$'00,000 兆瓦時／ 每十萬港元	3.56	2.67

A部分：環境(續)

層面A2：資源使用(續)

燃料消耗

本集團的燃料消耗主要來自商務出行和貨物運輸用車輛所需的汽油及柴油。本報告期內，汽油消耗量約為8,584.54升(二零二三／二四財年：約8,551.29升)，柴油消耗量約為33,956.57升(二零二三／二四財年：約28,186.42升)。由於貨物運輸所需車輛增加，本集團汽油與柴油消耗量同比分別上升約0.39%和約20.47%。

為控制燃料消耗並優化使用效率，行政部門詳細記錄每輛車的燃油消耗數據並進行統計分析，以及時發現異常使用情況。一旦發現異常，將立即採取跟進措施，避免因效率低下導致額外運營成本。

能源消耗概要及目標

下表概述本集團的能源消耗來源：

⁴ The unit conversion method for energy consumption data is formulated based on the "Energy Statistics Manual" issued by the International Energy Agency.

⁴ 能源消耗數據的單位換算方法乃根據國際能源署所發佈之「能源數據手冊」而制訂。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION A: ENVIRONMENTAL (Continued)

Aspect A2: Use of Resources (Continued)

Water Consumption

During the Reporting Year, although the Group did not encounter any issues in sourcing water that is fit for purpose, it still shoulders the responsibility of environmental protection and sustainable water consumption. The Group strives to raise the utilisation rate of water resources while reducing water wastage.

During the Reporting Year, the Group's total water consumption was approximately 25,940.00 m³ (FY2023/24: approximately 20,080.00 m³) and the corresponding intensity was approximately 11.88 m³/HK\$'00,000 (FY2023/24: approximately 6.78 m³/HK\$'00,000) of revenue. The Group's total water consumption and water consumption intensity increased by approximately 29.18% due to increased business activities and operational needs.

A部分：環境(續)

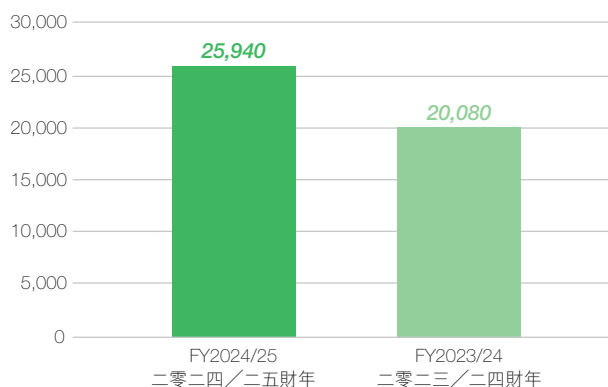
層面A2：資源使用(續)

用水消耗

本報告期內，儘管本集團在獲取符合用途的供水方面未遇障礙，我們仍積極承擔環境保護與可持續用水的責任，著力提升水資源使用率並減少浪費。

截至報告期末，本集團總用水量約為25,940.00立方米(二零二三／二四財年：約20,080.00立方米)，對應密度比率為約11.88立方米／每十萬港元(二零二三／二四財年：約6.78立方米／每十萬港元)收入。受業務活動增長及運營需求增加影響，本集團總用水量及用水密度同比上升約29.18%。

**Water Consumption
(in m³)
用水消耗
(以立方米計)**



While printing is traditionally considered a water-intensive industry, the Group always encourages reducing unnecessary water consumption. The Group has adopted a forward-looking strategy and purchased new machines with waterless printing technology to reduce the overall water consumption. To minimise its water consumption, the Group strengthens the repair and maintenance of water equipment, pipes, valves, etc., and regularly records and analyses the water consumption level of each water usage point in the factory to identify room for improvement. Moreover, the Group has installed wastewater recycling facilities in its sewage treatment station to reduce water consumption during production.

儘管印刷行業素來被視為高耗水行業，本集團始終倡導減少非必要的耗水。我們採取前瞻性策略，積極採購採用無水印刷技術的新設備以降低整體耗水量。為最大限度節約水資源，本集團持續加強用水設備、管道、閥門等設施的檢修維護，並定期記錄和分析廠區內各用水點的消耗數據以挖掘優化潛力。此外，本集團還在污水處理站配置了廢水循環裝置，有效降低生產過程中的耗水量。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION A: ENVIRONMENTAL (Continued)

Aspect A2: Use of Resources (Continued)

Packaging Material

Due to the nature of the printing industry and its business, the Group did not collect the data related to packaging materials separately, as they share the same raw materials as its products. Nevertheless, as mentioned in the "Non-Hazardous Waste Management" section above, the Group will prevent unnecessary consumption through accurate estimation of raw materials needed before placing purchase orders. As for the excess materials, some of them will be reused in the Group's production cycles, while the rest will be collected by an external service provider for recycling purposes.

Paper Material Usage

Because of its energy- and water-intensive nature and deforestation practices, the printing industry has faced significant scrutiny for its environmental footprint. The Group acknowledges the environmental implications of paper usage inherent to its core printing operations. To this end, the Group is committed to minimising potential negative impact of unsustainable forestry practices and discourages events of illegal logging so as to uphold its environmental commitments.

The Group actively cooperates with suppliers endorsed with the Forest Stewardship Council ("FSC") label. The goal of the FSC system is to reduce the risk that non-certified material used in the manufacture of products is linked to practices that harm forests and people. The FSC system also aims to reduce and eventually eliminate those risks over time by mitigating the problems that underlie these practices. The source of the materials for the accredited entity must not come from wood harvested illegally, in violation of traditional and human rights, from forests in which high conservation values are threatened by management activities, from forests being converted to plantations or non-forest uses or from forests in which genetically modified trees are planted.

A部分：環境(續)

層面A2：資源使用(續)

包裝材料

鑒於印刷行業及本集團的特性及業務性質，本集團未對包裝材料數據進行單獨統計，因其與產品主體使用相同原材料。但如前述「無害廢棄物管理」章節所述，本集團將通過精準預估採購需求從源頭預防資源浪費。對於生產餘料，部分將直接用於後續生產週期，其餘則由專業回收服務供應商收集以作循環再用。

紙材使用

鑒於印刷業消耗大量能源和用水的性質，以及可能涉及森林砍伐的特點，該行業的環境足跡一直受到嚴格審視。本集團充分認識到其核心印刷業務中紙張使用所帶來的環境影響。為此，我們致力於最大限度地減少不可持續林業實踐可能造成的負面影響，並抵制非法採伐行為，以踐行環保承諾。

本集團積極與獲得森林管理委員會(FSC)認證的供應商合作。FSC體系旨在降低產品製造過程中使用的非認證材料與損害森林和人類行為的關聯風險，並通過解決這些行為的根本問題，力求逐步減少並最終消除相關風險。認證實體的材料來源必須符合以下標準：非非法採伐木材、不侵犯傳統及人權、不來自因管理活動而威脅高保護價值森林的區域、不來自轉為種植園或非森林用途的林區，以及不來自種植轉基因樹木的林地。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION A: ENVIRONMENTAL (Continued)

Aspect A2: Use of Resources (Continued)

Paper Material Usage (Continued)

Given its advocacy for using sustainably sourced papers, the Group has obtained the FSC Chain-of-Custody certification since 2010 for its use of the FSC label on its products. Since then, the Group has long promoted environmentally friendly concepts to both existing and potential customers. During the Reporting Year, the Group consumed approximately 7,218.49 tonnes (FY2023/24: approximately 5,582.85 tonnes) of FSC paper and approximately 2,936.27 tonnes (FY2023/24: approximately 4,838.92 tonnes) of non-FSC paper. The Group's FSC paper increased by approximately 29.30% and non-FSC paper consumption decreased by approximately 39.32%, demonstrating our commitment to using environmentally friendly materials in operations.

To address the adverse environmental effects of the paper industry and combat deforestation caused by unsustainable logging practices, the Group is committed to actively promoting the adoption of FSC-certified paper among its customers. This initiative supports responsible forest management and ensures sustainable sourcing practices. Additionally, the Group will collaborate with suppliers to increase the availability of eco-friendly paper options. By raising awareness and encouraging sustainable choices, the Group aims to reduce our environmental footprint and contribute to global conservation efforts.

A部分：環境(續)

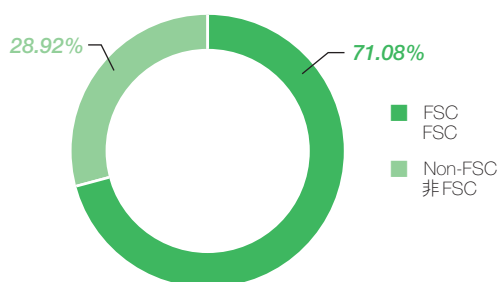
層面A2：資源使用(續)

紙材使用(續)

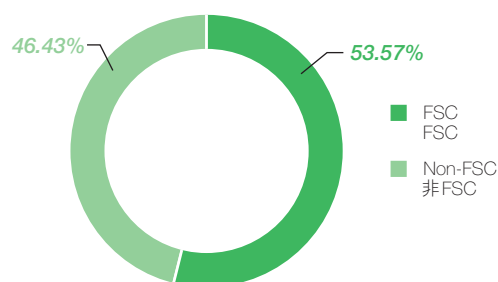
基於對可持續來源紙張的倡導，本集團自二零一零年起已獲得FSC產銷監管鏈認證，獲准在產品上使用FSC標識。自此，本集團長期向現有及潛在客戶推廣環保理念。本報告期內，FSC認證紙張用量約為7,218.49噸(二零二三／二四財年：約5,582.85噸)，非FSC紙張用量約為2,936.27噸(二零二三／二四財年：約4,838.92噸)。FSC認證紙張用量同比增長約29.30%，非FSC紙張用量同比下降約39.32%，充分體現本集團在運營中優先採用環保材料的承諾。

為應對造紙行業對環境的不利影響及不可持續採伐導致的森林破壞，本集團致力於積極引導客戶選用FSC認證紙張。此舉不僅支持負責任的森林管理，更能確保採購實踐的可持續性。本集團還將與供應商深化合作，增加環保紙張的市場供應。通過提升環保意識並倡導可持續選擇，本集團旨在減少環境足跡，為全球生態保護事業貢獻力量。

**Paper Material Usage
FY2024/25 (in %)**
紙材使用
二零二四／二五財年
(以%計)



**Paper Material Usage
FY2023/24 (in %)**
紙材使用
二零二三／二四財年
(以%計)



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION A: ENVIRONMENTAL *(Continued)*

Aspect A3: The Environment and Natural Resources

The printing industry's production processes release volatile organic compounds, gases that contribute to ground-level ozone and fine particulate formation in the atmosphere. These pollutants significantly impact the environment, posing risks to air quality and ecological health. Air and GHG emissions are also unavoidable environmental impacts due to the operational needs.

Although the environmental impacts incurred from the production process is unavoidable, the Group believes that business development should not come at the expense of the environment. Therefore, the Group has considered environmental factors when formulating emission reduction strategies and actively responded to changes in the government's environmental policies. For instance, the Group has replaced all fossil fuel forklifts with electrical versions and installed on-site chargers for electric cars. Besides, the Group has placed solar panels on the rooftop to contribute to renewable energy development. A large-scale battery is in place to store electricity for emergency use, shifting away from traditional diesel standby generators.

A部分：環境(續)

層面A3：環境與天然資源

印刷行業的生產過程會釋放揮發性有機化合物，這些廢氣是形成地面臭氧和大氣細顆粒物的重要前體。此類污染物對環境造成顯著影響，對空氣質量及生態健康構成潛在風險。基於運營需求所產生的廢氣及溫室廢氣排放亦屬不可避免的環境影響。

儘管生產過程中的環境影響難以完全避免，本集團始終堅持企業發展不應以犧牲環境為代價。為此，在制定減排策略時已將環境因素納入考量，並積極順應政府環保政策的動態調整。具體舉措包括：將化石燃料叉車全部更換為電動車型，並安裝電動汽車專用充電樁；在廠房屋頂鋪設太陽能板，助力可再生能源發展；配置大型儲能電池作為應急電源，替代傳統柴油備用發電機。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION A: ENVIRONMENTAL *(Continued)*

Aspect A3: The Environment and Natural Resources *(Continued)*

A部分：環境(續)

層面A3：環境與天然資源(續)



Large scale batteries
大型蓄電池



Rooftop solar panels
屋頂太陽能板



Electric forklifts
電動叉車

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION A: ENVIRONMENTAL *(Continued)*

Aspect A3: The Environment and Natural Resources *(Continued)*

The Group believes applying environmentally friendly raw materials can reduce the negative effects of its business activities on the environment as much as possible while keeping the highest standards for product quality as its development direction. To this end, the Group promotes the use of bamboo paper to support more sustainable and efficient resource use. Compared to traditional wood pulp, bamboo requires fewer resources and pesticides during cultivation and grows more rapidly, making it a highly renewable raw material. The Group also emphasises the application of recycled paper and always highlights the involved environmental benefits to its clients.

The Group is constantly looking for ways to optimise the production processes. The Group has also established the Environmental Management Operation and Monitoring Control Procedures to monitor the pollution level during operation, so as to ensure that all emissions fully comply with the environmental protection laws and regulations. Moreover, the Group attaches great importance to the development of new materials to meet the growing demand for products from customers while striving to reduce the amount of pollution generated. Through innovation, the Group now integrates glassine paper in some of its products, which can eliminate the use of plastic and glue. This eco-friendly material reduces reliance on non-biodegradable components. With its well-established environmental management system and a team of experienced employees, the Group is eager to achieve its endeavour of transforming into a sustainable enterprise in the near future.

With its commitment and efforts in meeting the standards for its operations, the Group has been accredited with a number of certifications and verifications, including the FSC Chain-of-Custody certification, the Good Manufacturing Practice ("GMP") certification, ISO/IEC 17025:2017 and ISO 14001:2015.

A部分：環境 *(續)*

層面A3：環境與天然資源 *(續)*

本集團堅信，採用環保原材料能在保持最高產品質量標準的同時，最大限度降低經營活動對環境的負面影響，並以此作為發展方向。為此，我們積極推廣竹漿紙使用，以支持更可持續和高效的資源利用。與傳統木漿相比，竹材種植所需資源和農藥更少，生長週期更短，是一種高度可再生的原材料。本集團同樣重視再生紙的應用，並持續向客戶闡釋其環保效益。

本集團持續優化生產工藝，制定《環境管理運行與監控程序》對運營過程中的污染水平進行監測，確保所有排放完全符合環保法律、法規。同時高度重視新材料研發，在滿足客戶對產品日益增長需求的同時，著力減少污染產生。通過創新實踐，現已將半透明紙應用於部分產品，成功替代塑料與膠粘劑的使用。這種環保材料有效降低了對不可降解成分的依賴。憑借完善的環境管理體系與經驗豐富的專業團隊，本集團正穩步推進向可持續發展企業轉型的戰略目標。

基於在運營標準建設方面的持續投入，我們已取得多項認證及資質，包括FSC產銷監管鏈認證、良好生產規範（「GMP」）認證、ISO/IEC 17025:2017及ISO 14001:2015體系認證。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION A: ENVIRONMENTAL *(Continued)*

Aspect A3: The Environment and Natural Resources *(Continued)*

Noise Management

The Group's operations may generate noise through the operation of production machinery and equipment. To mitigate noise emissions and environmental effects associated with the production process, the group restricts the location of the production workshop and install production equipment with vibration and noise reduction measures. For instance, the Group constructs facilities with good sound insulating materials and places shock absorbers under the equipment to minimise noise production.

To minimise the noise generated from machinery, the Group stresses the repair and maintenance of machinery and equipment. For instance, lubricating oil is used to ensure the Group's machines can run smoothly and prevent the parts from becoming worn or broken. Besides, the Group also arranges appropriate production times and puts emphasis on the greening of the factory environment, striving to continuously reduce the impact of noise on the surrounding community environment through noise attenuation with trees and plants.

The Group strictly implements the noise emission limits set out in the Emission standard for industrial enterprises noise at boundary. During the Reporting Year, the Group's factory conducted an annual noise testing inspection, and the results met the standards.

A部分：環境 *(續)*

層面A3：環境與天然資源 *(續)*

噪音管理

本集團的生產運營可能因機械設備運行而產生噪音。為降低生產過程中的噪音排放及環境影響，本集團通過合理規劃生產車間佈局，並採用配備減振降噪措施的生產設備。例如，選用優質隔音材料建設廠房，在設備底部安裝減振裝置，從源頭控制噪音產生。

為最大限度降低機械噪音，本集團注重設備維護保養：通過定期加注潤滑油確保設備平穩運行，防止部件磨損引發異常噪音。同時科學安排生產時段，並著力推進廠區綠化建設，利用植物屏障實現噪音衰減，持續減輕對周邊社區環境的聲環境影響。

本集團嚴格執行《工業企業廠界噪聲排放標準》限值要求。本報告期內，工廠完成年度噪音檢測，結果均符合法定標準。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION A: ENVIRONMENTAL *(Continued)*

Aspect A4: Climate Change

Climate change refers to long-term shifts in temperatures and weather patterns. The endothermic nature of heat-trapping gases such as carbon dioxide in the atmosphere prevents heat from leaking back into space, contributing to the increased temperature. While it could be a natural phenomenon, human activities are the major driver of GHG emissions, which is accelerating the greenhouse effect and global warming.

With the accompanying effects of the warming temperature disrupting the Earth's system, it is unmistakable that climate change is one of the greatest contemporary challenges to human life and the health of the planet. As the world now moves towards a lower-carbon and sustainable economy to address climate change, the Group has begun to take into account the areas and aspects in which it can contribute to the green endeavour.

The Group acknowledges the potential challenges and impacts of climate change that could affect its business sustainability, along with the market trend of transitioning into a lower carbon footprint economy. In response, incorporating climate considerations into the Group's decision-making process is critical for capital allocation, service development and supply chain management, so that better preparation and management could be arranged in response to adapting and managing the potential climate-related uncertainties that may affect the Group. The Group remains committed to achieving long-term success and becoming an environmentally responsible corporation while enhancing its corporate strength.

A部分：環境 *(續)*

層面A4：氣候變化

氣候變化指溫度與天氣模式的長期性改變。二氧化碳等溫室廢氣在大氣中具有吸熱特性，會阻礙熱量向太空散逸，從而導致氣溫持續上升。儘管存在自然變化因素，人類活動已成為溫室廢氣排放的主要推手，正持續加劇溫室效應與全球變暖進程。

隨著氣溫升高對地球系統的連鎖影響日益顯現，氣候變化無疑已成為當代人類生存與地球健康面臨的最嚴峻挑戰之一。在全球邁向低碳可持續經濟模式應對氣候變化的進程中，本集團已開始系統性探索能為綠色事業作出貢獻的領域與路徑。

本集團充分認識到氣候變化可能對業務可持續性帶來的挑戰與影響，同時密切關注低碳經濟轉型的市場趨勢。為此，將氣候因素納入決策流程已成為本集團在資本配置、服務開發與供應鏈管理中的關鍵考量，通過完善預案機制來應對可能影響運營的氣候相關不確定性。在持續提升企業核心競爭力的同時，本集團堅定不移地追求長期可持續發展，致力成為負責任的環境負責任的企業。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION A: ENVIRONMENTAL (Continued)

Aspect A4: Climate Change (Continued)

Physical Risks

The operating facility of the Group locates in region in the Mainland China that is prone to the threat of floods, fires and tropical cyclones. Climate change is expected to exacerbate the frequency and intensity of extreme weather events, which increase the potential occurrence of workplace injuries, property damage, and disruptions to supply chains and logistics.

To mitigate the above threats, the Group has implemented special work arrangements to provide its employees with guidelines on work arrangements and safety precautions to minimise potential risks of injury and accidents. The Group has also established the Environmental Emergency Handling Control Procedures and bought relevant insurance policies to minimise losses from natural disasters. In addition, the Group arranges emergency drills for employees to better prepare and familiarise themselves with emergency procedures in the event of such an incident. The Group will also keep abreast of the latest updates on weather conditions in response to bad weather events so that appropriate measures can be taken to avoid property damage and employee injury and to minimise potential disruptions and losses as much as possible.

As temperatures continue to rise, climate change is expected to lead to changes in the world's resource availability. Since climate change could alter the frequency and intensity of forest disturbances such as insect outbreaks, droughts, heatwaves, wildfires and storms, this poses a potential threat to the Group's supply due to shrinking forestry. To address these challenges, the Group has strengthened close cooperative relationships with suppliers to guarantee consistent raw material provision, while also keeping a list of selected suppliers to further secure the supplies of conventional materials from multi-sourcing should any unexpected situations arise.

A部分：環境(續)

層面A4：氣候變化(續)

實體風險

本集團生產設施所在的中國內地地區易受洪水、火災及熱帶氣旋威脅。隨著氣候變化加劇極端天氣事件的頻次與強度，工作場所傷害、財產損失及供應鏈中斷等潛在風險持續攀升。

為應對上述威脅，本集團已實施特殊工作安排機制，通過制定專項工作指南與安全規範降低工傷事故風險。本集團同時建立《環境突發事件應急處理控制程序》並購買相應保險，以減輕自然災害造成的損失。本集團還定期組織應急演練，提升員工對突發事件的應急處置能力。通過實時追蹤氣象動態，本集團能及時採取預防措施，最大限度避免財產損失與人員傷亡，降低運營中斷可能性。

隨著氣溫持續上升，氣候變化預計將改變全球資源分佈格局。由於氣候變化可能改變蟲害爆發、乾旱、熱浪、山火及風暴等森林干擾事件的頻率及強度，這會減少林業資源，對本集團的原材料供應構成潛在威脅。為此，本集團通過深化與供應商的戰略合作保障原料穩定供應，同時建立備選供應商名錄，以多元化採購渠道應對突發狀況，確保傳統材料的可持續供應。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION A: ENVIRONMENTAL (Continued)

Aspect A4: Climate Change (Continued)

Physical Risks (Continued)

Moreover, the Group has adopted a development strategy to explore new business opportunities and reduce the usage of paper materials by diversifying its product portfolio and adding more technological elements to its products. The Group has introduced a range of advanced packaging solutions, including variable data printing (e.g. QR codes and barcodes), RFID packaging for anti-counterfeiting, and "audio posters" embedded with Bluetooth chips in promotional items. Through these technological advancements, the Group is actively pursuing sustainable product development and material efficiency as part of its commitment to environmental responsibility and business innovation.

Rising temperatures have increased the demand for air conditioning to maintain optimal conditions for employees and machinery, particularly during summer months, leading to higher energy consumption and operational costs. To address this, the Group has upgraded its air conditioning system with an intelligent energy-saving control system. This advanced system optimises the operation of components such as water pumps and cooling fans based on real-time load requirements, significantly improving energy efficiency. The system is projected to save approximately 198.6 MWh annually, translating to cost savings of approximately 198,600 RMB.

A部分：環境(續)

層面A4：氣候變化(續)

實體風險(續)

此外，本集團已制定發展戰略，通過多元化產品組合與增強科技要素，積極探索新業務機遇並降低紙質材料用量。本集團已推出系列創新包裝解決方案，包括可變數據印刷（如二維碼與條形碼）、用於防偽的RFID包裝，以及在促銷品中植入藍牙芯片的「音頻海報」。通過這些技術升級，本集團積極踐行可持續產品開發與材料高效利用，持續深化環保責任與商業創新的融合實踐。

氣溫攀升導致夏季為維持員工與設備適宜環境所需的空調能耗增加，進而推高能源消耗與運營成本。為此，本集團對空調系統完成智能化節能改造，搭載能效優化控制系統。該先進系統可根據實時負荷需求動態調節水泵與冷卻風機等部件運行狀態，能效提升顯著。預計每年可節約用電約198.6兆瓦時，折算經濟成本約19.86萬元人民幣。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION A: ENVIRONMENTAL *(Continued)*

Aspect A4: Climate Change *(Continued)*

Transition Risks

The Group recognises that evolving market demands for sustainable practices may adversely affect its reputation and market share should it fall short of meeting customer expectations. Therefore, the Group takes environmental factors into consideration when selecting suppliers. For instance, the Group prioritises suppliers certified with environmental certification and those meet statutory environmental standards. These green procurement practices ensure the Group's raw materials meet its environmental standards, thereby lowering its products' environmental footprint. Additionally, the Group closely monitors its ESG performance and actively optimises its development direction and strategies to ensure that its performance is in line with customer expectations.

Moreover, the Group has adopted a development strategy to explore new business opportunities and reduce the usage of paper materials by diversifying its product portfolio and adding more technological elements to its products. The Group has introduced a range of advanced packaging solutions, including variable data printing (e.g., QR codes and barcodes), RFID packaging for anti-counterfeiting, and "audio posters" embedded with Bluetooth chips in promotional items. Through these technological advancements, the Group is actively pursuing sustainable product development and material efficiency, so as to align with customers' demand for sustainable products.

On the other hand, with more climate conferences, international climate initiatives and environmental-related policies expected in the future, as well as the PRC government's commitment to carbon neutrality by 2060, it is foreseeable that more resources may be required to meet emerging environmental requirements and standards.

A部分：環境 *(續)*

層面A4：氣候變化 *(續)*

過渡風險

本集團認識到，若未能滿足市場對可持續實踐日益增長的需求，將對企業聲譽與市場份額產生不利影響。因此，在供應商遴選過程中將環境因素納入核心考量，優先選擇獲得環境管理體系認證及符合法定環保標準的合作夥伴。通過實施綠色採購機制，確保原材料符合環保標準，從而降低產品全生命週期的環境足跡。同時，本集團持續監測自身環境、社會及管治表現，積極優化發展方向和戰略，確保企業行為表現符合客戶期望。

為應對此類過渡風險，本集團正通過產品組合多元化與科技賦能，積極探索減少紙質材料使用的創新路徑。目前已推出可變數據印刷（如二維碼與條形碼）、防偽RFID包裝、內置藍牙芯片的「音頻海報」等先進包裝解決方案。這些技術升級不僅推動可持續產品開發與材料高效利用，更精準契合市場對環保產品的主流需求。

另一方面，隨著氣候會議日益頻繁、國際氣候倡議持續推進以及中國政府推出「二零六零年前碳中和」目標的深化，未來預計需要投入更多資源以滿足不斷升級的環保法規要求。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION A: ENVIRONMENTAL *(Continued)*

Aspect A4: Climate Change *(Continued)*

Transition Risks *(Continued)*

In order to align with the vision of carbon neutrality by 2060, it is possible for the PRC government to launch carbon pricing mechanisms such as carbon taxes, implement emission limits and adopt strict emission regulations. In the event that the Group fails to meet the related standards, non-compliance with these emerging standards could result in financial penalties for the Group. Also, if the Group does not manage its carbon emissions, its operation costs may increased as extra costs are needed for the carbon price.

While it is inevitable for the Group to emit pollutants as per its business nature, the Group maintains a proactive approach through continuous environmental performance tracking and the adoption of the best industry-leading practices to reduce its environmental impacts. The Group is committed to performance monitoring and keeping informed with the latest updates to related regulations to better prepare the Group for adaptation measures.

A部分：環境 *(續)*

層面A4：氣候變化 *(續)*

過渡風險 *(續)*

為順應二零六零年碳中和願景，中國政府可能推出碳稅等碳定價機制，實施排放限額並採用更嚴格的排放法規。若本集團未能達到相關標準，將面臨經濟處罰風險。同時，若未對碳排放實施有效管理，碳價機制可能導致運營成本增加。

儘管本集團的生產特性決定污染物排放不可避免，我們始終採取前瞻性策略，通過持續追蹤環境績效及採納行業領先實踐來降低環境影響。本集團致力於完善績效監測體系，並持續關注法規動態更新，以便及時制定適應性措施。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION B: SOCIAL – EMPLOYMENT AND LABOUR PRACTICES

Aspect B1: Employment

The Group recognises that its achievements fundamentally depend on the dedication and expertise of its workforce. Employees are an important asset to the Group's success, and it has always been committed to providing a harmonious working environment and growing with its employees in order to support the development of both parties and its business in the long run. The Group embraces the principles of equality, diversity and inclusion, as it believes that openness and inclusiveness enable the workforce to be more productive and accountable so that it can better serve its customers' needs.

During the Reporting Year, the Group was not aware of any material non-compliance with laws and regulations on compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare that would have a significant impact on the Group, including but not limited to the Employment Ordinance (Cap. 57 of the Laws of Hong Kong), the Mandatory Provident Fund Schemes Ordinance (Cap. 485 of the Laws of Hong Kong), the Minimum Wage Ordinance (Cap. 608 of the Laws of Hong Kong), the Labour Contract Law of the People's Republic of China, the Social Insurance Law of the People's Republic of China, the Regulations on Management of Housing Provident Fund, the Provisions on Minimum Wages and the Regulation on the Implementation of the Employment Contract Law of the People's Republic of China.

B部份：社會－僱傭及勞工常規

層面B1：僱傭

本集團深知企業成就根本源於員工的奉獻精神與專業技能，始終將人才視為成功的重要資產。我們致力於營造和諧的工作環境，與員工共同成長，實現企業、員工與事業發展的多方共贏。本集團秉持平等、多元與包容原則，堅信開放及包容的工作氛圍能提升團隊效能與責任感，從而竭力地滿足客戶需求。

本報告期內，本集團未發現存在對運營產生重大影響的違法、違規情況，涉及範圍包括但不限於薪酬福利、解僱機制、招聘晉升、工作時間、休息權益、平等機會、多元文化、反歧視措施及其他法定權益，相關法律依據涵蓋香港法例第57章《僱傭條例》、香港法例第485章《強制性公積金計劃條例》、香港法例第608章《最低工資條例》，以及《中華人民共和國勞動合同法》、《中華人民共和國社會保險法》、《住房公積金管理條例》、《最低工資規定》及《中華人民共和國勞動合同法實施條例》。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION B: SOCIAL – EMPLOYMENT AND LABOUR PRACTICES (Continued)

Aspect B1: Employment (Continued)

Employee Composition

As at 30 June 2025, the Group had a total workforce of 587 (as at 30 June 2024: 616) employees. Guided by the principles of non-discrimination and fair employment, the Group provides equal opportunities to all employees, regardless of their age and gender. Committed to growing its business with its employees, the Group has formulated a mature human resources policy, thereby having trusting relationships with its employees. The Group is eager to see the expansion of its talented team in the coming years to meet its business development.

The Group's employee composition by gender, age group, geographical region and employment type were as follows:

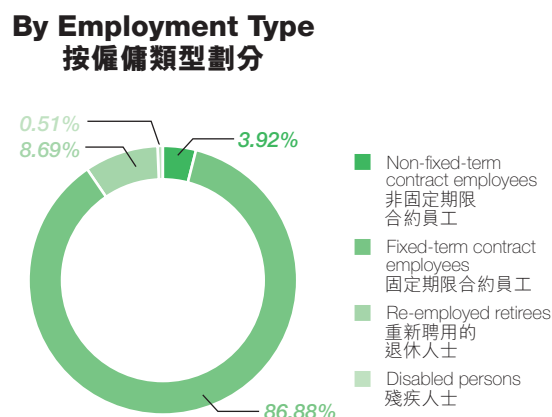
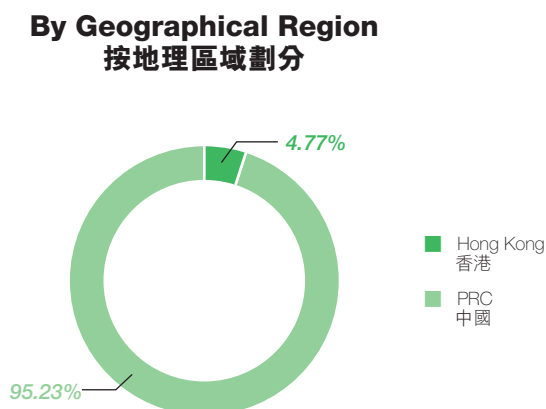
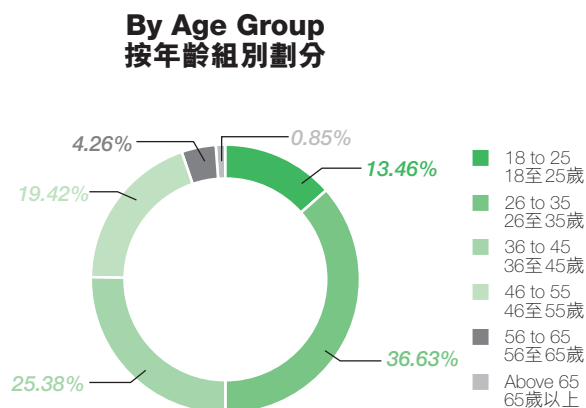
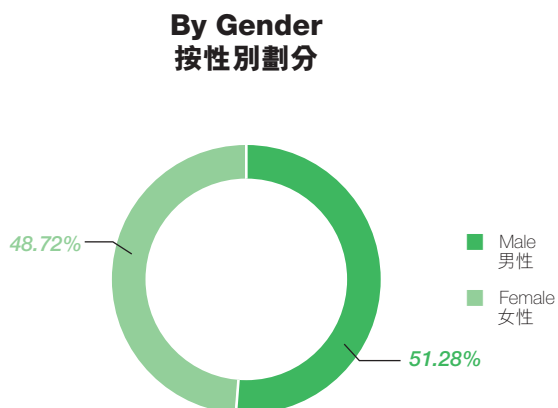
B部份：社會－僱傭及勞工常規(續)

層面B1：僱傭(續)

僱員組成

截至二零二五年六月三十日，本集團員工總數為587人(截至二零二四年六月三十日：616人)。在非歧視與公平僱傭原則指導下，本集團為所有員工提供平等機會，不受年齡與性別限制。秉持與員工共同成長的理念，本集團已制定成熟的人力資源政策，與員工建立了互信共贏的勞動關係。本集團期待在未來數年持續擴大人才團隊規模，以支持業務發展需求。

本集團員工按性別、年齡組別、地理區域及僱傭類型的構成情況如下：



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION B: SOCIAL – EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

Aspect B1: Employment *(Continued)*

Employee Benefits

The Group has a well-established monthly performance evaluation mechanism with KPIs set up in different areas for employee assessment to reward outstanding employees and recognise their contributions. The management regularly reviews the Group's remuneration and welfare policies with reference to market standards and is committed to safeguarding the rights and interests of employees.

Employee performance assessment is conducted at the end of each year. Remuneration and benefits will be adjusted annually based on employees' performance, contributions and market conditions. Promotion decisions are made based on careful consideration of job responsibilities together with the individual's qualifications, relevant experiences, performance, as well as their conduct and potential within the Group. Promotions and salary raises are awarded to all contributing employees fairly.

Besides, the Group encourages work-life balance and establishes benefit schemes for its employees in accordance with the labour laws of Mainland China and Hong Kong. The Group also offers entertainment facilities for leisure and entertainment during non-working hours.

The Group has also established policies and procedures for protecting female workers who work in Mainland China factory. During their pregnancy and within 3 months after giving birth, female factory workers are exempted from demanding job duties, such as working in harmful environments and engaging in physically demanding and fatigue-prone work activities. Pregnant workers are also barred from overtime work or night shift schedules.

B部份：社會－僱傭及勞工常規^(續)

層面B1：僱傭^(續)

僱員福利

本集團建立完善的月度績效考核機制，通過設立多維度關鍵績效指標對員工進行評估，以獎勵優秀員工並認可其貢獻。管理層參照市場標準定期審視薪酬福利政策，切實保障員工合法權益。

年度績效評估於每年末開展，薪酬福利將根據員工績效表現、貢獻程度及市場狀況進行動態調整。晉升決策綜合考量崗位職責與個人資質、相關經驗、績效成果、行為表現及發展潛力，確保所有有貢獻的員工都能獲得公平的晉升機會與薪資提升。

本集團積極倡導工作與生活平衡，依據中國內地及香港勞動法規設立福利計劃，並提供休閒娛樂設施供員工業餘時間使用。

本集團亦針對中國內地工廠女工制定專項保護政策：孕期及產後三個月內免除其在有害環境作業、高強度體力勞動等崗位的工作安排，同時禁止安排加班及夜班工作。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION B: SOCIAL – EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

Aspect B1: Employment *(Continued)*

Employee Benefits *(Continued)*

The Group provides employees with various types of insurance coverage under statutory requirements. For employees in Hong Kong, contributions to the Mandatory Provident Fund and Employees' Compensation Insurance are required according to the Employment Ordinance of Hong Kong (Cap. 57 of the Laws of Hong Kong), the Employees' Compensation Ordinance (Cap. 282 of the Laws of Hong Kong) and the Mandatory Provident Fund Schemes Ordinance (Cap. 485 of the Laws of Hong Kong). For employees in Mainland China, the Group has contributed to the Social Insurance and Housing Provident Fund in compliance with the local rules and regulations in Mainland China. Besides the statutory requirements, the Group has also subscribed to Employer's Liability Insurance for employees in Mainland China, apart from the Social Insurance and Housing Provident Fund. The extra subscription insurance provides extra protection to the employees who subscribed to Social Insurance and to those who do not subscribe to Social Insurance due to being re-employed retirees. The Group will take all applicable measures to address the challenges of attracting and retaining talent.

The Group is in the process of enhancing and strengthening its human resources system and commits to caring for its employees by enabling them to express their opinions anonymously on various platforms, such as instant messaging groups, employee satisfaction surveys and feedback collection boxes.

B部份：社會－僱傭及勞工常規^(續)

層面B1：僱傭^(續)

員工福利^(續)

本集團依法為員工提供多類型保險保障。香港員工依據香港法例第57章《香港僱傭條例》、香港法例第282章《僱員補償條例》及香港法例第485章《強制性公積金計劃條例》享有強積金供款與僱員補償保險。就中國內地員工則按當地法規參加社會保險及住房公積金體系。除法定福利外，本集團還為中國內地員工額外投保僱主責任險，該保障不僅惠及參保員工，更覆蓋因退休返聘未參與社保的群體，構築補充保護屏障。本集團將採取一切適用措施應對人才吸引與保留的挑戰。

目前本集團正持續優化人力資源體系，通過即時通訊群組、員工滿意度調查及意見反饋箱等多重渠道，建立匿名意見表達機制，切實踐行以人為本的管理理念。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION B: SOCIAL – EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

Aspect B1: Employment *(Continued)*

Fair Working Environment

A harmonious working environment is fundamental for employees to thrive and nurture abundance. As an equal opportunity employer, the Group is committed to diversity and inclusion in its recruitment and talent development processes, promoting equality and respect in all aspects of its hiring process and work. The Group strives to ensure equal employment opportunities for all employees, regardless of their ethnicity, colour, religious belief, age, gender, sexual orientation, nationality, citizenship, disability, marital status or any other characteristic protected by law. Moreover, the Group strives to create an equitable and healthy working environment that is free of intimidation, hostility, or any other form of harassment while protecting the rights and interests of employees in the workplace. Furthermore, the Group strictly prohibits situations involving child labour and forced labour.

The Group promotes the understanding and awareness of non-discrimination, anti-harassment and non-bullying policies by communicating these in team meetings and in its policies, such as the Social Responsibility Management Handbook and the Anti-Discrimination and Anti-Harassment Management Procedures.

Recreational Activities

The Group is committed to fostering a vibrant and supportive workplace by regularly organising recreational activities for employees. These activities aim to promote mental well-being, strengthen team connections and provide opportunities for enjoyment. Each year, the Group develops a comprehensive plan for recreational activities, covering hiking, short trips, volunteer activities, and more.

In the Reporting Year, the Group held a celebration dinner to celebrate its 50th anniversary. The Group's other recreational activities included:

B部份：社會－僱傭及勞工常規^(續)

層面B1：僱傭^(續)

公平工作環境

和諧的工作環境是員工實現職業發展與個人成長的重要基石。作為平等機會僱主，本集團在招聘與人才發展全流程中踐行多元包容理念，在聘用及工作各環節倡導平等尊重。本集團致力於確保所有員工享有公平就業機會，不因種族、膚色、宗教信仰、年齡、性別、性取向、國籍、公民身份、殘障狀況、婚姻狀況或任何法律保護特徵而受歧視。本集團著力構建公平健康的工作環境，堅決杜絕職場恐嚇、敵意騷擾等行為，切實維護員工職場權益。同時嚴格禁止僱傭童工與強制勞動行為。

通過團隊會議宣導及《社會責任管理手冊》和《反歧視反騷擾管理程序》等制度傳達，持續提升全員對非歧視、反騷擾及反欺凌政策的認知度。

員工康樂活動

本集團致力於營造充滿活力與支持的工作環境，通過定期組織康樂活動促進員工心理健康、增強團隊凝聚力並提供休閒娛樂機會。本集團每年制定涵蓋登山遠足、短途旅行、志願服務等內容的綜合性康樂活動計劃。

本報告期內，本集團成功舉辦五十週年慶典晚宴。本集團的其他康樂活動包括：

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION B: SOCIAL – EMPLOYMENT AND LABOUR PRACTICES (Continued)

Aspect B1: Employment (Continued)

Recreational Activities (Continued)

B部份：社會－僱傭及勞工常規(續)

層面B1：僱傭(續)

員工康樂活動(續)

Month 月份	Activities name 活動名稱	Photo 相片	Number of participating employees 參與員工數目
July 2024 二零二四年七月	Happy Summer Camp 開心夏令營		8
August 2024 二零二四年八月	Guangdong Lake Hiking + Team Building 廣東湖畔登山及團隊建設		60
September 2024 二零二四年九月	Huizhou West Lake Park Tour 惠州西湖遊園活動		50

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION B: SOCIAL – EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

Aspect B1: Employment *(Continued)*

Recreational Activities *(Continued)*

B部份：社會－僱傭及勞工常規^(續)

層面B1：僱傭^(續)

員工康樂活動^(續)

Month 月份	Activities name 活動名稱	Photo 相片	Number of participating employees 參與員工數目
October 2024 二零二四年十月	Taohuayuan Walking Activities 桃花源徒步活動		60
November 2024 二零二四年十一月	Local disabled families Visiting 本地殘障家庭探訪		8
December 2024 二零二四年十二月	Families of disabled employees Visiting 殘疾員工家屬探訪		7

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION B: SOCIAL – EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

B部份：社會－僱傭及勞工常規^(續)

Aspect B1: Employment *(Continued)*

層面B1：僱傭^(續)

Recreational Activities *(Continued)*

員工康樂活動^(續)

Month 月份	Activities name 活動名稱	Photo 相片	Number of participating employees 參與員工數目
February 2025 二零二五年二月	50th Anniversary Celebration 50週年慶祝		Whole Company 全體員工
February 2025 二零二五年二月	Local elderly people and poor families Visiting 本地長者與貧困家庭探訪		6
March 2025 二零二五年三月	Mountain Climbing Activity 登山活動		18

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION B: SOCIAL – EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

Aspect B1: Employment *(Continued)*

Recreational Activities *(Continued)*

B部份：社會－僱傭及勞工常規^(續)

層面B1：僱傭^(續)

員工康樂活動^(續)

Month 月份	Activities name 活動名稱	Photo 相片	Number of participating employees 參與員工數目
April 2025 二零二五年四月	Dongshan Forest Park Hiking Activity 東山森林公園徒步活動		50
May 2025 二零二五年五月	Dongguan Lianhu Lotus Viewing Activity 東莞蓮湖賞蓮活動		50
June 2025 二零二五年六月	Community Cleaning Activity 社區清潔活動		7

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION B: SOCIAL – EMPLOYMENT AND LABOUR PRACTICES (Continued)

Aspect B1: Employment (Continued)

Talent Retention

Over the years, the employee turnover rate was relatively high in the printing industry. However, the Group believes that a good relationship with its employees facilitates talent retention and encourage employees to work for the Group.

During the Reporting Year, the Group's overall monthly average employee turnover rate⁵ was approximately 1.75% (FY2023/24: approximately 2.30%). The following table shows the monthly average employee turnover rate by gender and age group⁶.

Average Monthly Turnover Rate	每月平均流失率	FY2024/25 二零二四／ 二五財年	FY2023/24 二零二三／ 二四財年
By Gender	按性別劃分		
Male	男性	1.75%	2.65%
Female	女性	1.75%	1.93%
By Age Group	按年齡組別劃分		
18 – 25 years old	18 – 25歲	3.59%	5.39%
26 – 35 years old	26 – 35歲	1.12%	2.38%
36 – 45 years old	36 – 45歲	1.82%	1.82%
46 – 55 years old	46 – 55歲	1.60%	1.06%
56 – 65 years old	56 – 65歲	1.60%	0.31%
Above 65 years old	65歲以上	1.67%	1.67%

Looking ahead, the Group will continue to provide a safe and harmonious working environment for employees while striving to achieve simultaneous growth between its business and talents, with the aim of continuously expanding the talent team.

B部份：社會－僱傭及勞工常規(續)

層面B1：僱傭(續)

挽留人才

印刷行業長期面臨員工流失率較高的挑戰。然而本集團堅信，良好的僱傭關係有助於挽留人才，並能增強員工的歸屬感。

本報告期內，本集團整體月均員工流失率⁵約為1.75%(二零二三／二四財年：約2.30%)。下表為按性別與年齡組別⁶劃分列示每月平均員工流失率數據。

展望未來，本集團將持續為僱員提供安全和諧的工作環境，著力實現企業發展與人才同步成長，持續擴大人才團隊規模。

⁵ The monthly average employee turnover rate is calculated by dividing the sum of the monthly turnover rate, which is calculated by taking the number of employees leaving employment during each month and dividing it by the number of employees at the end of the corresponding month, by 12.

⁶ The monthly average employee turnover rate by category is calculated by dividing the sum of the monthly turnover rate, which is calculated by taking the number of employees in the specified category leaving employment during each month and dividing it by the number of employees in the specified category at the end of the corresponding month, by 12.

⁵ 每月員工流失率的計算方式為：先計算每月流失率(即該月離職員工數除以每月期末在崗員工數)，再將12個月的每月流失率總和後除以12。

⁶ 按類別劃分的每月員工流失率的計算方法是：先計算各月特定類別員工的流失率(即該月特定類別離職員工數除以當月期末對應類別在崗員工數)，再將12個月的該類流失率總和後除以12。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION B: SOCIAL – EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

Aspect B2: Health and Safety

The Group is committed to providing a health and safe working environment to safeguard the health and safety of all employees. Through identifying and mitigating potential safety risks and equipping employees with sufficient fire protection equipment, the Group aims to protect its employees with in a systematic approach. Safety procedures are included in the employee handbook for guidance. In the event of any incidents or accidents, employees must report to their supervisors immediately.

During the Reporting Year, the Group was not aware of any material non-compliance with laws and regulations related to providing a safe working environment and protecting employees from occupational hazards that would have a significant impact on the Group, including but not limited to the Occupational Safety and Health Ordinance (Cap. 509 of the Laws of Hong Kong), the Law of the People's Republic of China on Prevention and Control of Occupational Diseases and the Work Safety Law of the People's Republic of China.

B部份：社會－僱傭及勞工常規^(續)

層面B2：健康及安全

本集團致力於提供健康安全的工作環境，全面保障員工身心健康。通過系統識別和降低潛在安全風險，並配備充足消防設備，構建體系化的員工保護機制。安全流程已納入《員工手冊》作為行為指南，任何事故或意外事件必須立即向上級主管報告。

本報告期內，本集團未發現對運營產生重大影響的安全健康違規情況，相關法律法規包括但不限於香港法例(第509章)《職業安全及健康條例》、《中華人民共和國職業病防治法》及《中華人民共和國安全生產法》等。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION B: SOCIAL – EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

Aspect B2: Health and Safety *(Continued)*

The Group has set preventive and reactive measures to cope with accidents to maintain occupational health and safety in its operations. The Group believes that preventive measures are more important than reactive measures because they are more cost-effective and can prevent avoidable damages from incidents. The Group provides employees with protective equipment such as earplugs, rubber gloves and carbon masks as physical protection.

The Group actively fulfils the statutory requirements and aims to continuously improve the working environment of the factory through regular inspections for potential occupational hazards. During the Reporting Year, the Group entrusted a third-party inspection agency to perform testing on each production process in relation to their occupational hazards, including dust, VOCs, noise and radiation. The testing results for dust, VOCs and radiation complied with the "Occupational Exposure Limits for Hazardous Agents in the Workplace – Part 1: Chemical Hazardous Agents" and "Occupational Exposure Limits for Hazardous Agents in the Workplace – Part 1: Physical Agents". For occupational noise exposure, only 42 production positions out of the 3 tested exceeded the standard limits.

The Group arranges workers in risky positions to perform body checks in order to confirm their health and ability to work under such circumstances. All workers in those positions did not suffer from any occupational diseases. The Group has also established internal policies and procedures to provide guidance for all workers on the storage, management and usage of dangerous chemicals in both the warehouse and production areas to avoid any serious deviations and safety issues. The Group will continue to pay attention to the health of employees, regularly offer occupational hazard examinations and arrange suitable job positions for employees according to their health conditions to prevent injuries due to exposure to occupational hazards at work.

B部份：社會－僱傭及勞工常規^(續)

層面B2：健康及安全^(續)

本集團建立了預防性與應對性雙重措施體系以處理事故，保障運營過程中的職業健康與安全。我們堅信預防措施較應對措施更為重要，因其更具成本效益並能避免可預防的損失。本集團為員工配備耳塞、橡膠手套及碳口罩等防護裝備，提供實體防護保障。

本集團積極履行法定要求，通過定期檢查潛在職業危害持續改善工廠工作環境。本報告期內，本集團委託第三方檢測機構對生產各環節進行職業危害因素檢測，涵蓋粉塵、揮發性有機化合物、噪音及輻射等指標。其中粉塵、揮發性有機化合物與輻射檢測結果均符合《工作場所有害因素職業接觸限值第1部分：化學有害因素》及《工作場所有害因素職業接觸限值第1部分：物理因素》標準。在職業性噪音檢測中，在四十二個經測試生產環節當中，僅三個超出標準上限。

對高風險崗位員工實施職業健康體檢，以確認其健康狀況及崗位適任性。相關崗位員工均未發現職業病病例。本集團還制定了內部政策與程序，為倉庫及生產區域危險化學品的儲存、管理及使用提供全流程指導，防範重大偏差與安全事故。本集團將持續關注員工健康狀況，定期組織職業危害體檢，並根據體檢結果安排適宜崗位，預防因接觸職業危害因素導致健康損害。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION B: SOCIAL – EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

Aspect B2: Health and Safety *(Continued)*

The Group has established an Environmental, Health and Safety Committee (EHS Committee) to oversee and enhance workplace conditions, ensuring optimal environmental standards and employee safety condition across all facilities. The EHS Committee is responsible for avoiding the risks of worker injury and unexpected accidents. Fire drills and chemical spill drills are held regularly by the EHS Committee in order to enable employees to familiarise themselves with the evacuation procedures. In addition, the Group has also set up several policies and procedures for the workers regarding the reporting and handling mechanisms of major health and safety incidents, along with work injury and medical emergency management, etc., to avoid potential work safety issues occurring in the factory area, such as fire accidents and chemical incidents. In accordance with the Group's Social Responsibility Management Handbook, the Group provides employees with induction training on building emergency response capabilities. The training encompasses a wide range of topics, including antiterrorism training, fire safety, dangerous goods management, protective apparatus management, safety production knowledge, etc. Apart from the induction training, the Group also organises regular training to strengthen employee awareness of occupational safety issues.

In the past three years (including the reporting year), there have been no fatalities. During the Reporting Year, there were 3 people (FY2023/24: 4 people) involved in work-related injury cases with a total of 28 lost working days recorded (FY2023/24: 73 lost working days). After the work-related injury occurred, the supervisor was notified and the patient was sent directly for medical treatment immediately. Besides, the Group has provided financial compensation and organised extra training sessions on production safety.

The Group is keen to gain a better understanding of each work-related injury case by obtaining the related Work Injury Investigation Reports. By analysing the reasons and causes of work-related injuries, the Group can arrange appropriate follow-up actions to avoid the recurrence of similar incidents and eliminate the tendency for employees to get injured. To better support injured employees in the event of an accident, the Group has subscribed to an Employer's Liability Insurance to provide financial assistance to workers as an additional medical benefit apart from the mandatory Social Insurance subscription. Moving forward, the Group will continuously promote occupational health and safety concepts to all employees and avoid work injuries or accidents as much as possible.

B部份：社會－僱傭及勞工常規^(續)

層面B2：健康及安全^(續)

本集團設立環境、健康與安全委員會(EHS委員會)，負責監督並改善工作場所條件，確保所有設施符合最優環境標準與員工安全保障。該委員會專項負責防範工傷與突發事故風險，通過定期組織消防演練與化學品洩漏演練，使員工熟練掌握應急疏散程序。本集團還建立了重大健康安全事件報告處理機制、工傷管理與醫療急救等系列政策程序，以預防廠區火災、化學品事故等安全隱患。根據社會責任管理手冊規定，為新員工提供涵蓋反恐培訓、消防安全、危險品管理、防護器具使用及安全生產知識等內容的應急能力入職培訓，並定期組織強化培訓以持續提升員工職業安全意識。

過去三年(含本報告期)未發生死亡事故。本報告期內共三人涉及工傷案例(二零二三／二四財年：四人)，損失工作日總計二十八天(二零二三／二四財年：七十三天)。工傷發生後均立即上報主管並送醫治療，本集團除提供經濟補償外，還組織了安全生產專項培訓。

通過獲取《工傷調查報告》深入分析每起工傷成因，據此制定針對性改進措施，預防類似事件重複發生。本集團還投保僱主責任險，在法定社會保險之外為受傷員工提供額外醫療費用保障。未來將持續向全體員工宣導職業健康安全理念，最大限度避免工傷事故發生。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION B: SOCIAL – EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

Aspect B3: Development and Training

The Group provides a wide variety of training to employees to equip them with the necessary work-related skills and concepts. Standardised operation manuals and training are provided to new recruits and existing employees regularly in accordance with the Group's Social Responsibility Management Handbook and the annual training plan. Induction training sessions are provided to all new recruits so that they can better understand the vision and mission of the Group. Among the induction training provided, topics such as occupational health and safety, ISO management systems, social responsibility standards and environmental policies are included. On-the-job training is provided to all employees from time to time so that they can better understand the latest printing technology.

During the Reporting Year, the Group has provided training to 564 (FY2023/24: 589) employees in total, approximately 96.08% (FY2023/24: approximately 95.62%) of the Group's employees participated in training^{7,8}. The average training hours^{7,9} was approximately 0.96 hours (FY2023/24: approximately 1.91 hours).

B部份：社會－僱傭及勞工常規^(續)

層面B3：發展及培訓

本集團為員工提供多元化培訓，協助掌握必要的工作技能與理念。根據社會責任管理手冊及年度培訓計劃，定期向新僱員及現有僱員提供標準化操作手冊與系統培訓。新僱員均須參加入職培訓，內容涵蓋職業健康安全、ISO管理體系、社會責任標準及環保政策等，以深入理解本集團願景使命。同時不定期組織全員在崗培訓，使其及時掌握最新印刷技術。

本報告期內，本集團共為564名員工（二零二三／二四財年：589名）提供培訓^{7,8}，參訓覆蓋率約達96.08%（二零二三／二四財年：約95.62%），人均培訓時長^{7,9}約為0.96小時（二零二三／二四財年：約1.91小時）。

⁷ All training data excludes employees who have left the Group during the reporting year.

⁸ The percentage of employees trained is calculated by dividing the total number of employees trained during the reporting year by the total number of employees at the end of the reporting year.

⁹ The average training hours is calculated by dividing the total number of training hours during the reporting year by the total number of employees at the end of the reporting year.

⁷ 所有培訓數據均不包含報告期內已離開本集團的僱員。

⁸ 受培訓員工覆蓋率是通過報告期內參與培訓的員工總人數除以報告年末在職員工總人數計算得出。

⁹ 平均培訓小時數的計算方式為：報告期內培訓總時數除以報告年末在職員工總數。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION B: SOCIAL – EMPLOYMENT AND LABOUR PRACTICES (Continued)

Aspect B3: Development and Training

(Continued)

The percentage of employees trained^{7,10}, breakdown of employees trained^{7,11} and average training hours^{7,12} by gender and employee category are as follows:

Categories	類別	Percentage of Employees Trained (%)		Breakdown of Employees Trained (%)		Average Training Hours (hours)	
		受培訓僱員百分比(%)		受培訓僱員明細(%)		平均培訓時數(小時)	
		FY2024/25	FY2023/24	FY2024/25	FY2023/24	FY2024/25	FY2023/24
		二零二四／二五財年	二零二三／二四財年	二零二四／二五財年	二零二三／二四財年	二零二四／二五財年	二零二三／二四財年
By Gender	按性別						
Male	男性	95.02	94.87	50.71	50.00	0.95	1.90
Female	女性	97.20	96.38	49.29	50.00	0.97	1.93
By Employee Category	按僱員類別						
Entry Level	初級	98.14	98.02	84.40	84.00	0.98	2.20
Middle Management	中級管理層	89.55	85.53	10.64	11.00	0.90	0.79
Senior Management	高級管理層	80.00	83.33	4.96	5.00	0.80	0.28

To maintain quality performance, the Group will continue to provide ample training to its employees in the future.

B 部份：社會－僱傭及勞工常規(續)

層面B3：發展及培訓(續)

按性別及員工類別劃分的培訓百分比^{7,10}、參訓人員明細^{7,11}及人均培訓小時數^{7,12}如下所示：

為保持品質表現，未來本集團將繼續為僱員提供充足培訓。

¹⁰ The percentage of employees trained by category is calculated by dividing the number of employees trained in the specified category during the reporting year by the number of employees in the specified category at the end of the reporting year.

¹¹ The breakdown of employees trained by category is calculated by dividing the number of employees trained in the specified category during the reporting year by the total number of employees trained at the end of the reporting year.

¹² The average training hours by category is calculated by dividing the number of training hours for employees in the specified category during the reporting year by the number of employees in the specified category at the end of the reporting year.

¹⁰ 按類別劃分的受培訓僱員百分比的計算方式為：報告年內特定類別參訓員工人數除以報告年末對應類別在職員工總數。

¹¹ 按類別劃分的受培訓僱員明細的統計方式為：報告年內特定類別參訓員工人數除以報告年末總體參訓員工總數。

¹² 按類別劃分的平均培訓時數的計算方式為：報告年內特定類別員工培訓總時數除以報告年末對應類別在職員工總數。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION B: SOCIAL – EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

Aspect B4: Labour Standard

The Group fully complies with labour laws and legislations while child labour and forced labour are strictly prohibited. The Group follows the local government's policy of providing suitable job opportunities to minors between the ages of sixteen and eighteen and does not illegally employ any person under the age of sixteen. The Group verifies the applicant's identification documents in the recruitment process to prevent illegal labour, which demonstrates its social responsibility. In accordance with the Group's Anti-Forced Labour and Anti-Captive Labour Procedures, any violence with the purpose of deliberately causing difficulties, threats and/or corporal punishment and forcing employees to work is prohibited. Prior consent from employees for overtime work is required, and no employees are forced to work against their will.

Besides, the Group has set up the Workers' Union, which serves as an effective communication channel between the Group and its workforce. Through allowing the management to understand the needs of its employees, the Group can formulate labour policies that meet their expectations. The Group strives to ensure that no employees are illegally employed or subject to corporal punishment or coercion of any type. The Group regularly reviews its employment practices to ensure that they are in full compliance with the relevant laws and regulations related to child labour and forced labour. Prompt corrective actions will be taken if any faulty information or noncompliance is found.

During the Reporting Year, the Group was not aware of any material non-compliance with laws and regulations related to the prevention of child labour or forced labour that would have a significant impact on the Group, including but not limited to the Employment Ordinance (Cap. 57 of the Laws of Hong Kong), the Employment of Children Regulations (Cap. 57B of the Laws of Hong Kong), the Labour Law of the People's Republic of China and the Law of the People's Republic of China on Protection of Minors.

B部份：社會－僱傭及勞工常規^(續)

層面B4：勞工準則

本集團嚴格遵守勞動法律法規，嚴禁使用童工與強制勞動。遵循地方政府政策為十六至十八歲未成年人提供適宜工作崗位，絕不非法僱傭未滿十六歲人員。在招聘流程中核驗申請人身份證明文件以防範非法用工，切實履行社會責任。根據反強迫勞動及反奴役勞動程序，嚴禁以故意製造困難、威脅和／或體罰等暴力手段強迫員工勞動。員工加班需事先徵得同意，絕不強制員工違背意願的情況下工作。

此外，本集團設有工會，構建管理層與員工的有效溝通渠道。通過深入了解員工需求，制定符合期望的勞動政策。致力確保無員工遭受非法僱傭、體罰或任何形式的脅迫。定期審查用工實踐，確保完全符合關於童工與強制勞動的相關法規。一旦發現違規情況將立即採取糾正措施。

本報告期內，本集團未發現對運營產生重大影響的童工或強制勞動相關違規行為，涉及法律法規包括但不限於香港法例(第57章)《僱傭條例》、香港法例(第57B章)《僱傭兒童規例》、《中華人民共和國勞動法》及《中華人民共和國未成年人保護法》。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION B: SOCIAL – OPERATING PRACTICES

Aspect B5: Supply Chain Management

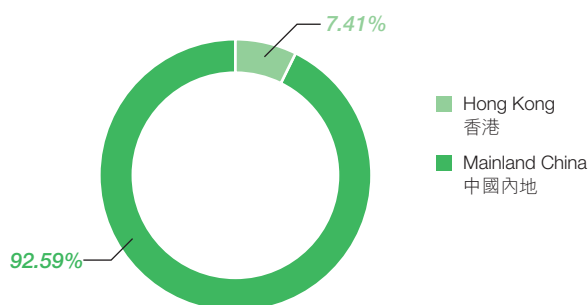
Establishing a successful and beneficial relationship with suppliers is one of the Group's objectives for successful supplier management. The Group has formed a strategic alliance with its suppliers, enabling it to obtain raw materials of the highest quality at reasonable prices. During the Reporting Year, the Group cooperated with 27 (FY2023/24: 44) suppliers in total, of which 25 were located in Mainland China and 2 in Hong Kong respectively.

B部份：社會－營運慣例

層面B5：供應鏈管理

與供應商建立互利共贏的合作關係是本集團成功實施供應鏈管理的重要目標之一。通過與供應商形成戰略聯盟，本集團得以以合理價格獲取最優質的原材料。本報告期內，本集團共與二十七家供應商（二零二三／二四財年：四十四家）開展合作，其中二十五家位於中國內地，兩家位於香港。

Suppliers by Geographic Region
按地理位置劃分的供應商



Before engaging new suppliers, the Group conducts a thorough supplier assessment to assess and evaluate whether potential suppliers can meet its expectations. The Group assesses suppliers based on several criteria, including aspects of operation flow control, the management hierarchy, quality and material control, environmental control and energy conservation policies. Both new and existing suppliers are required to sign a Declaration of Conformity for the raw materials supplied.

在委聘新供應商前，本集團會進行全面的供應商評估，審慎考量其是否達到合作標準。評估體系涵蓋業務流程管控、管理層級設置、質量與材料控制、環境管理及節能政策等多項標準。新供應商及現有供應商均須簽署原材料合規聲明，確保所供物料符合規範要求。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION B: SOCIAL – OPERATING PRACTICES *(Continued)*

Aspect B5: Supply Chain Management

(Continued)

On the other hand, as stipulated in the Group's Social Responsibility Management Handbook, the Group also conducts an annual supplier assessment on the performance of existing suppliers in areas including raw material quality control, the use of environmentally friendly materials, environmental standards fulfilled, energy conservation and use of renewable energy, financial background and the suppliers' socially related standards towards their employees. The Group also performs incoming material inspection procedures to ensure the raw materials provided by suppliers are of good quality, which also serves as one of the assessment criteria for the annual supplier assessment. During the Reporting Year, the Group has evaluated 25 out of 27 suppliers according to its aforementioned procurement practices.

Since product quality is its top priority, the Group prefers to cooperate with suppliers who can fulfil its requirements and service commitments. Additionally, the Group has also established the Production Material Procurement Management Control Process to reinforce its supplier management in terms of minimising environmental risks along its supply chain.

The Group is also aware of suppliers' environmental commitments and selects those who put emphasis on environmental control. To purchase environmentally preferable products and services, the Group communicates frequently with suppliers about the availability of environmentally preferable products or services as well as products or services that meet certain green standards and specifications. The Group informs its suppliers that they will be prioritised in bidding for having environmentally-friendly products and services.

Moving forward, the Group will continue to regularly monitor the performance of its suppliers to ensure compliance with its service commitment with the aid of its annual supplier assessment plan.

B部份：社會－營運慣例^(續)

層面B5：供應鏈管理^(續)

另一方面，根據社會責任管理手冊規定，本集團每年對現有供應商進行綜合評估，考核範圍涵蓋原材料質量控制、環保材料使用、環境標準合規、節能與可再生能源應用、財務背景及其員工權益保護等社會責任標準。同時實施來料檢驗程序，確保供應商提供優質原材料，該檢驗結果亦納入年度供應商評估體系。本報告期內，本集團已依據上述採購規範完成二十七家供應商中二十五家的評估工作。

基於對產品品質的極致追求，本集團優先選擇能夠全面滿足要求並履行服務承諾的供應商合作。此外，還制定生產物料採購管理控制流程，通過強化供應商管理來最大限度降低供應鏈環境風險。

本集團高度重視供應商的環保承諾，優先選擇注重環境管控的合作夥伴。為採購環境友好型產品及服務，我們與供應商保持密切溝通，及時獲取符合綠色標準與規格的環保產品及服務信息，並明確告知具備環保資質的供應商將在投標環節獲得優先考慮。

展望未來，本集團將通過年度供應商評估計劃持續監督供應商表現，確保其嚴格履行服務承諾。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION B: SOCIAL – OPERATING PRACTICES *(Continued)*

Aspect B6: Product Responsibility

The Group is committed to providing products and services with a high standard of quality and reliability. The Group has been awarded the following certificates:

- ISO 9001:2015 Quality Management System Certificate
- International Council of Toy Industries (ICTI) Ethical Supply Chain Program of compliance
- Hazard Analysis and Critical Control Points (HACCP) Verification
- GMP Certification

The Group performs incoming material inspection procedures to ensure the raw materials are in good quality and condition for production. The incoming material inspection procedures also aim to ensure the raw materials fulfil environmental and product quality-related requirements and standards, such as the Restriction of Hazardous Substances (RoHS) Directive established by the European Union and FSC certification. Only qualified raw materials are used in the Group's production.

The Group pays much attention to the quality of the finished goods sold to customers. The Group's Quality Control Department performs outgoing quality control of the finished goods on a sample basis, which is based on appearance, printing colour, quality, packaging and metal-related substance testing. The finished goods are delivered to customers only if they meet outgoing quality control standards. During the Reporting Year, there were no products sold subjected to recalls for health and safety reasons.

During the Reporting Year, the Group was not aware of any material non-compliance with laws and regulations related to health and safety, advertising, labelling and privacy matters relating to products and services that would have a significant impact on the Group, including but not limited to the Sale of Goods Ordinance (Chapter 26 of the Laws of Hong Kong), the Consumer Goods Safety Ordinance (Chapter 456 of the Laws of Hong Kong), the Personal Data (Privacy) Ordinance (Chapter 486 of the Laws of Hong Kong), the Product Quality Law of the People's Republic of China and the Personal Information Protection Law of the People's Republic of China.

B部份：社會－營運慣例^(續)

層面B6：產品責任

本集團致力於提供優質及可靠的產品與服務，目前已獲得以下認證：

- ISO 9001:2015「質量管理體系證書」
- 國際玩具業理事會 (ICTI) 玩具責任規範的合規印章
- 危害分析重要管制點 (HACCP) 認證
- 良好生產規範 (GMP) 認證

本集團實施嚴格的來料檢驗程序，以確保原材料品質與生產適用性。該程序同時保障原材料符合環境與產品質量相關標準，包括歐盟《限制有害物質指令》(RoHS) 及 FSC 認證要求。生產過程中僅採用合格達標的原材料。

本集團亦高度重視製成品質量管控，由品質監控部門基於外觀、印刷色彩、品質、包裝及金屬物質檢測等維度，對製成品實施抽樣出貨檢驗。唯有通過出貨質量檢驗的製成品方可交付客戶。本報告期內，未發生因健康安全原因導致的製成品須回收事宜。

報告期內，本集團未發現對運營產生重大影響的產品健康安全、廣告宣傳、產品標識及客戶隱私等方面的違規行為，涉及法律法規包括但不限於香港法例(第26章)《貨品售賣條例》、香港法例(第456章)《消費品安全條例》、香港法例(第486章)《個人資料(隱私)條例》、《中華人民共和國產品質量法》及《中華人民共和國個人信息保護法》。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION B: SOCIAL – OPERATING PRACTICES *(Continued)*

Aspect B6: Product Responsibility *(Continued)*

Customer Complaints

The Group regularly conducts customer satisfaction surveys to ensure it meets customers' expectations and strives to improve its services. The Group conducts the customer satisfaction survey semiannually, and the feedback from customers who participated in the survey was positive, indicating that they were satisfied with the products and services provided.

Besides, the Group places huge importance on customer feedback and has adopted a set of customer communication policies. Since customer complaints are of the utmost concern to the Group, it will follow up on the complaints closely to minimise negative impacts. Middle and senior management will also be involved in resolving customer complaints.

The Group has established the Product Recall Control Procedures. In the event that any finished products are found to have possible defects, the Group recalls the defective products from customers immediately to avoid customer complaints. Upon product recall, the Group analyses the issues, identifies the causes, rectifies the issues and requires the responsible departments to adopt remedial and corrective actions to prevent reoccurrences.

During the Reporting Year, there was 6 case of complaints received (FY2023/24: 1 case) and they have been fully resolved by delivering new high-quality products. The Group believes that the complaints were rare cases.

Looking forward, the Group strives to ensure quality control and satisfy customers' expectations with the highest quality in its products and customer complaint handling procedures. The Group will enhance product inspection and repair faulty equipment to prevent complaints relating to quality.

B部份：社會－營運慣例^(續)

層面B6：產品責任^(續)

客戶投訴

本集團定期進行客戶滿意度調查，以確保符合客戶期望並持續優化服務。每半年實施的滿意度調查顯示，參與客戶的反饋積極，表明其對本集團產品與服務表示滿意。

另外，本集團高度重視客戶意見，已制定系統的客戶溝通政策。針對客戶投訴建立專項處理機制，由中高級管理層介入跟進，最大限度降低負面影響。

本集團已制定《產品回收控制程序》。當發現製成品可能存在缺陷時，立即啟動客戶回收程序以規避投訴風險。收回產品後將系統分析問題成因，實施整改措施，並責成責任部門採取糾正預防行動，杜絕問題復發。

本報告期內共受理六宗客戶投訴（二零二三／二四財年：一宗），均已通過更換優質新產品得到圓滿解決。本集團認為這些投訴屬於個別案例。

展望未來，本集團將通過強化質量管控體系，確保產品品質與客訴處理流程均滿足客戶期望。通過加強產品檢測與故障設備維修，從根本上預防質量相關投訴。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION B: SOCIAL – OPERATING PRACTICES *(Continued)*

Aspect B6: Product Responsibility *(Continued)*

Intellectual Property Rights

The Group acknowledges the importance of intellectual property rights. The Group takes all practicable steps and measures to ensure that the data and information collected from customers is always well protected regarding the concerned designs and intellectual property. The Group has applied RFID and QR Code technology to collect information for marketing initiatives. All recipient information is properly stored through a cloud service for safeguarding. As of the end of the reporting period, the Group hold 10 patents.

Confidentiality

Confidentiality in business promotes confidence between the Group's clients and employees, as protecting privacy is the basis for building trustful relationships. The Group's employees are required to comply with the terms of the non-disclosure agreement upon confirming their employment status to ensure confidential information is properly kept. Regardless of the circumstances of termination or voluntary turnover, employees are strictly prohibited from divulging any confidential information of the Group to any other person, firm, corporation, news organisation, media outlet or association during or after their employment. Failure to comply with the above-mentioned obligation may be considered a serious misconduct by the Group, and the employee may face follow-up actions.

Aspect B7: Anti-Corruption

The Group has zero tolerance for anti-corruption and bribery. The Group has in place a set of anti-corruption policies, including the Anti-Bribery and Anti-Corruption Control Procedures, to ensure compliance by all employees, officers and directors of the Group. Employees should not solicit or accept any advantage for themselves. Directors and employees should avoid any situation in which their private interests conflict with the Group's interests.

Regular training sessions on anti-corruption are provided to all employees to refresh and enrich their understandings and knowledge of moral business ethics and the importance of anti-corruption. During the Reporting Year, 39 (FY2023/24: 41) employees received a anti-corruption training of around 1 hour, covering integrity rules and regulations, monitoring and oversight measures and anti-corruption policies.

B部份：社會－營運慣例^(續)

層面B6：產品責任^(續)

知識產權

本集團充分認識到知識產權的重要性，採取所有可行措施確保從客戶處收集的設計方案與知識產權數據獲得嚴格保護。通過應用RFID及二維碼技術收集營銷信息，所有接收數據均通過雲端服務進行安全存儲。截至報告期末，本集團共持有十項專利。

保密

保密機制是構建本集團與客戶及員工間信任關係的基石。所有員工在確認僱傭關係時均須簽署保密協議，確保機密信息得到妥善保管。無論因何種原因離職，員工在職期間及離職後均嚴禁向任何個人、企業、新聞機構、媒體或協會洩露本集團機密。違反上述義務將被視為嚴重違紀，並承擔相應後果。

層面B7：反貪污

本集團對貪污與賄賂行為持零容忍態度，已制定反賄賂與反腐敗控制程序等系列反貪污政策，要求全體員工、高級管理人員及董事均嚴格遵守。禁止員工索取或接受任何不正當利益，董事及員工須避免任何其個人利益抵觸本集團利益的情況。

定期為全體員工組織反貪污培訓，持續深化對商業道德準則及反貪污重要性的認知。本報告期內，三十九名員工（二零二三／二四財年：四十一名）接受了約一小時的專項培訓，內容涵蓋廉潔法規、監督措施及反貪污政策。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION B: SOCIAL – OPERATING PRACTICES *(Continued)*

Aspect B7: Anti-Corruption *(Continued)*

On the other hand, the Group has also formulated the Whistleblowing Policy and raised awareness among employees about maintaining business integrity and internal corporate justice. The policy provides details and guidelines for employees regarding whistleblowing procedures. Should any suspicious matters arise, various reporting channels are available for employees to raise their concerns with the Group without disclosing their identities. A report can be made by using the Group's standard Whistleblowing Report Form, which may be sent by post or email, to the Chairman of the Audit Committee of the Company. The Group's management will review and take follow-up actions to investigate every suspected case of misconduct raised through the whistle-blowing mechanism.

During the Reporting Year, there were no concluded legal cases regarding corrupt practices brought against the Group or its employees. The Group was also not aware of any material non-compliance with laws and regulations related to bribery, extortion, fraud and money laundering that would have a significant impact on the Group, including but not limited to the Prevention of Bribery Ordinance (Chapter 201 of the Laws of Hong Kong), the Anti-Money Laundering and Counter-Terrorist Financing Ordinance (Chapter 615 of the Laws of Hong Kong), the Criminal Law of the People's Republic of China, the Anti-Money Laundering Law of the People's Republic of China and the Anti-Unfair Competition Law of the People's Republic of China.

Aspect B8: Community Investment

As a socially responsible corporation, the Group actively engages in ongoing community and charity work. The Group has established the relevant policies and formulated a volunteer team to support its long-term community investment. Among all, the Group is concerned with health, underprivileged families and local development.

The Group organises volunteer activities on a regular basis. During the Reporting Year, 26 (FY2023/24: 75) of the Group's employees participated in a total of approximately 364.00 hours (FY2023/24: approximately 270 hours) of volunteer work. For instance, we participated in community clean-up works and visited families of disabled employees.

B部份：社會－營運慣例^(續)

層面B7：反貪污^(續)

另一方面，本集團同步制定舉報政策，提升員工維護商業誠信與內部公正方面的意識。該政策詳細規定了舉報流程指引，當發現可疑情況時，員工可通過多種渠道匿名向本集團反映。舉報人可使用標準舉報報告表，通過郵寄或電子郵件方式遞送至公司審計委員會主席。管理層將審閱所有通過舉報機制反映的涉嫌不當行為案例，並採取跟進調查措施。

本報告期內，本集團及員工未涉及已審結的貪污案件。同時未發現對營運產生重大影響的賄賂、勒索、欺詐及洗錢相關違規行為，涉及法律法規包括但不限於香港法例(第201章)《防止賄賂條例》、香港法例(第615章)《打擊洗錢及恐怖分子資金籌集條例》、《中華人民共和國刑法》、《中華人民共和國反洗錢法》及《中華人民共和國反不正當競爭法》。

層面B8：社區投資

作為一家具社會責任的企業，本集團持續投身社區建設與公益事業，通過建立專項政策及組建志願者團隊支持長期社區投資。我們重點關注健康促進、弱勢群體幫扶及區域發展三大領域。

本集團定期組織志願服務活動。本報告期內，二十六名員工(二零二三／二四財年：七十五名)累計貢獻約三百六十四小時志願服務(二零二三／二四財年：約二百七十小時)，包括參與社區環境整治及走訪殘疾員工家庭等活動。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION B: SOCIAL – OPERATING PRACTICES *(Continued)*

Aspect B8: Community Investment *(Continued)*

During the summer, the Group hosted a summer camp (快樂暑假班) for the children of our employees. The camp aimed to strengthen parent-child bonds and provide a memorable and enriching summer experience for the children. The program featured engaging activities, including workshops on ethics and interactive Lego-building games, fostering both personal development and creativity.

B部份：社會－營運慣例(續)

層面B8：社區投資(續)

夏季期間，本集團為員工子女舉辦「快樂暑假班」夏令營活動。該項目旨在增進親子情感紐帶，為孩子們打造難忘而充實的暑期體驗。課程設置包含道德倫理工作坊與樂高積木互動遊戲等環節，全面促進兒童品格發展與創造力培育。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SECTION B: SOCIAL – OPERATING PRACTICES *(Continued)*

Aspect B8: Community Investment *(Continued)*

B部份：社會－營運慣例(續)

層面B8：社區投資(續)



Besides active engagement in the community via charity work, the Group donated HK\$100,000 to Princess Margaret Hospital, a hospital providing 24-hour emergency and comprehensive secondary services to Hong Kong citizens and HK\$15,000 to the Ronald McDonald House Charities, an organisation that helps families grappling with the challenges of caring for terminally and chronically ill children.

In the forthcoming year, the Group will continue to expand community service and activities to serve the interests of society.

除通過慈善工作積極參與社區建設外，本集團向提供24小時急診及綜合二級服務的瑪嘉烈醫院捐贈十萬港元，並向幫助危重病童家庭的麥當勞叔叔之家慈善基金捐贈一萬五千港元。

於下年度，本集團將持續拓展社區服務與活動範疇，致力增進社會公益。

Our Charitable Donations

我們的慈善捐助

HK\$115,000 港元

Our Community Services

我們的社區服務

362 hours 小時

26 participants 名參與者



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ENVIRONMENTAL DATA

環境數據

Emission Indicators 排放指標	Unit 單位	FY2024/25 二零二四／ 二五財年	FY2023/24 二零二三／ 二四財年
Air Emissions	kg	1,318.32	1,196.39
廢氣排放	公斤		
Nitrogen Oxides (NO _x)	kg	761.76	642.50
氮氧化物 (NO _x)	公斤		
Sulphur Oxides (SO _x)	kg	0.67	0.58
硫氧化物 (NO _x)	公斤		
Respiratory Suspended Particles (RSP)	kg	54.79	46.21
可吸入懸浮粒子 (RSP)	公斤		
Volatile Organic Compounds (VOCs)	kg	501.10	507.10
揮發性有機化合物	公斤		
Intensity	kg/HK\$'00,000	0.60	0.40
密度	公斤／每十萬港元		
Greenhouse Gas Emissions	tonnes	3,480.98	4,445.68
溫室廢氣排放	噸		
Scope 1 Emissions from Fossil Fuel Consumption	tonnes	112.47	97.17
範圍1 來自化石燃料消耗的排放	噸		
Emission from the Use of Refrigerants	tonnes	36.33	31.36
來自使用製冷劑的排放	噸		
Scope 2 Emissions from Electricity Consumption	tonnes	3,316.36	4,298.43
範圍2 來自電力消耗的排放	噸		
Scope 3 Emissions from Water and Sewage Processing	tonnes	12.35	12.99
範圍3 來自處理水及污水的排放	噸		
Emissions from Downstream Transportation and Distribution	tonnes	3.37	5.73
來自下游運輸及分銷的排放	噸		
Employee commuting	tonnes	0.10	—
員工通勤	噸		
Intensity	tonnes/HK\$'00,000	1.59	1.50
密度	噸／每十萬港元		
Hazardous Waste	tonnes	26.64	34.01
有害廢棄物	噸		
Intensity	tonnes/HK\$'00,000	0.01	0.01
密度	噸／每十萬港元		
Non-Hazardous Waste	tonnes	1,747.57	1,884.63
無害廢棄物	噸		
Disposed at Landfills	tonnes	60.43	64.19
已棄置於堆填區	噸		
Recycled	tonnes	1,687.14	1,820.44
已回收	噸		
Intensity	tonnes/HK\$'00,000	0.80	0.64
密度	噸／每十萬港元		
Sewage	tonnes	25,940.00	20,080.00
污水	噸		
Intensity	tonnes/HK\$'00,000	11.88	6.78
密度	噸／每十萬港元		

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ENVIRONMENTAL DATA (Continued)

環境數據(續)

Resource Use Indicators 資源使用指標	Unit 單位	FY2024/25 二零二四／ 二五財年	FY2023/24 二零二三／ 二四財年
Electricity Consumption	MWh	7,328.12	7,537.12
電力消耗	兆瓦時		
Intensity	MWh/HK\$'00,000	3.36	2.54
密度	兆瓦時／每十萬港元		
Energy Consumption	MWh	7,774.77	7,921.69
能源消耗	兆瓦時		
Diesel Consumption	MWh	363.45	301.69
柴油消耗	兆瓦時		
Gasoline Consumption	MWh	83.20	82.87
汽油消耗	兆瓦時		
Electricity Consumption	MWh	7,328.12	7,537.13
電力消耗	兆瓦時		
Intensity	MWh/HK\$'00,000	3.56	2.67
密度	兆瓦時／每十萬港元		
Fuel Consumption			
燃料消耗			
Diesel	L	33,956.57	28,186.42
柴油	升		
Diesel Consumption Intensity	L/HK\$'00,000	15.55	9.52
柴油消耗密度	升／每十萬港元		
Gasoline	L	8,584.54	8,551.29
汽油	升		
Gasoline Consumption Intensity	L/HK\$'00,000	3.93	2.89
汽油消耗密度	升／每十萬港元		
Water Consumption	m ³	25,940.00	20,080.00
用水消耗	立方米		
Intensity	m ³ /HK\$'00,000	11.88	6.78
密度	立方米／每十萬港元		
Raw Material Consumption	tonnes	10,154.76	10,421.77
原材料消耗	噸		
FSC Paper Material	tonnes	7,218.49	5,582.85
FSC紙張材料	噸		
Non-FSC Paper Material	tonnes	2,936.27	4,838.92
非FSC紙張材料	噸		
Refrigerant Consumption	kg	18.60	16.00
製冷劑消耗	公斤		

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SOCIAL DATA

社會數據

Employment Indicators

僱傭指標

FY2024/25

二零二四／
二五財年

FY2023/24

二零二三／
二四財年

Total Number of Employees 僱員總數

587

616

By Gender 按性別呈列

Male 男性

301

312

Female 女性

286

304

By Age Group 按年齡組別呈列

Under 18 18歲以下

Nil 無

Nil 無

18 to 25 18至25歲

79

79

26 to 35 26至35歲

215

214

36 to 45 36至45歲

149

158

46 to 55 46至55歲

114

136

56 to 65 56至65歲

25

24

Above 65 65歲以上

5

5

By Employment Type 按僱傭類型劃分

Non-Fixed-Term Contract Employees 非固定期限合約員工

23

27

Fixed-Term Contract Employees 固定期限合約員工

510

543

Temporary Workers 臨時員工

Nil 無

Nil 無

Re-employed Retirees 重新聘用的退休人士

51

43

Disabled Persons 殘疾人士

3

3

By Geographical Region 按地理區域劃分

Hong Kong 香港

28

32

Mainland China 中國內地

559

584

Employment Turnover 員工流失率

Total Number of Employee Turnover 總員工流失人數

126

183

Percentage of Employee Turnover (Monthly Average) 員工流失百分比(每月平均)

1.75%

2.30%

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SOCIAL DATA (Continued)

社會數據(續)

Employment Indicators	FY2024/25	FY2023/24
僱傭指標	二零二四／ 二五財年	二零二三／ 二四財年
Employment Turnover by Gender (Monthly Average %)		
按性別劃分的員工流失率(每月平均百分比)		
Male 男性	1.75%	2.65%
Female 女性	1.75%	1.93%
Employment Turnover by Age Group (Monthly Average %)		
按年齡組別劃分的員工流失率(每月平均百分比)		
Under 18 18歲以下	Nil 無	Nil 無
18-25 18至25歲	3.59%	5.39%
26-35 26至35歲	1.12%	2.38%
36-45 36至45歲	1.82%	1.82%
46-55 46至55歲	1.60%	1.06%
56-65 56至65歲	1.60%	0.31%
Above 65 65歲以上	1.67%	1.67%
Employment Turnover by Geographical Region (Monthly Average %)		
按地理區域劃分的員工流失率(每月平均百分比)		
Hong Kong 香港	1.68%	0.55%
Mainland China 中國內地	1.76%	2.39%

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SOCIAL DATA (Continued)

社會數據(續)

Health and Safety Indicators

健康及安全指標

FY2024/25

二零二四／
二五財年

FY2023/24

二零二三／
二四財年

Number of Reported Injuries 呈報受傷數字

Number of Lost Days 損失天數

3

4

28

73

Development and Training Indicators 發展及培訓指標

Total Training Hours 總培訓時數

564

1,178

Average Training Hours 平均培訓時數

0.96

1.91

Total Training Hours by Employee Category

合計培訓時數(按僱員類別劃分)

Entry Level 初級

476

1,108

Middle Management 中級管理層

60

60

Senior Management 高級管理層

28

10

Total Training Hours by Gender 合計培訓時數(按性別劃分)

Male 男性

286

592

Female 女性

278

586

Percentage of Employees Trained by Employee Category

受培訓僱員百分比(按僱員類別劃分)

Entry Level 初級

98.14%

98.02%

Middle Management 中級管理層

89.55%

85.53%

Senior Management 高級管理層

80.00%

83.33%

Percentage of Employees Trained by Gender

受培訓僱員百分比(按性別劃分)

Male 男性

95.02%

94.87%

Female 女性

97.20%

96.38%

Breakdown of Employees Trained by Employee Category

受培訓僱員明細(按僱員類別劃分)

Entry Level 初級

84.40%

84.00%

Middle Management 中級管理層

10.64%

11.00%

Senior Management 高級管理層

4.96%

5.00%

Breakdown of Employees Trained by Gender

受培訓僱員明細(按性別劃分)

Male 男性

50.71%

50.00%

Female 女性

49.29%

50.00%

Average Training Hours by Employment Category

平均培訓時數(按僱員類別劃分)

Entry Level 初級

0.98

2.20

Middle Management 中級管理層

0.90

0.79

Senior Management 高級管理層

0.80

0.28

Average Training Hours by Gender 平均培訓時數(按性別劃分)

Male 男性

0.95

1.90

Female 女性

0.97

1.93

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SOCIAL DATA (Continued)

社會數據(續)

Supply Chain Indicators	FY2024/25	FY2023/24
供應鏈指標	二零二四／ 二五財年	二零二三／ 二四財年
Total Number of Suppliers 供應商總數	27	44
Hong Kong 香港	2	3
Mainland China 中國內地	25	39
Vietnam 越南	Nil 無	2
Product Responsibility Indicators	FY2024/25	FY2023/24
產品責任指標	二零二四／ 二五財年	二零二三／ 二四財年
Total Number of Products Subject to Recalls for Safety and Health Reasons 因安全及健康理由而須回收的產品總數	Nil 無	Nil 無
Total Number of Complaints Received 接獲投訴總數	6	1
Total Number of Legal Dispute Cases 法律糾紛案件總數	Nil 無	Nil 無
Anti-Corruption Indicators	FY2024/25	FY2023/24
反貪污指標	二零二四／ 二五財年	二零二三／ 二四財年
Number of Concluded Legal Cases Regarding Corrupt Practices 而審結的貪污訴訟案件數目	Nil 無	Nil 無
Number of Anti-Corruption Training Participants 參加反貪污培訓的人數	39	41
Average Anti-Corruption Training Hours 平均反貪污培訓時數	1	1
Community Indicators	FY2024/25	FY2023/24
社區指標	二零二四／ 二五財年	二零二三／ 二四財年
Corporate Charitable Donations (HKD) 企業慈善捐助(港元)	\$115,000.00	\$1,045,500.00
Employee Volunteer Service hours 僱員義工服務時數	364	270
Number of Employee Volunteers 參與義務工作之僱員人數	26	75

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

GRI CONTENT INDEX

The Group has reported the information cited in this GRI content index for the Reporting Year with reference to the GRI Standards.

全球報告倡議組織的內容索引

本集團已參照全球報告倡議組織的標準，報告本索引所列示的報告年度相關資訊。

GRI 1 Used 已應用GRI 1 GRI Standard GRI標準	GRI 1: Foundation 2021 GRI 1：基礎2021 Disclosure Title 披露標題	Location/Statement 位置／陳述
GRI 2: General Disclosures 2021	2-1 Organizational details	- Nature of ownership: publicly owned - Legal form: incorporated entity - Location of the Group's headquarters: Hong Kong - The Group's country of operation: China - 所有權性質：公開上市 - 法律形式：法人實體 - 本集團總部所在地：中國香港 - 本集團運營國家：中國
GRI 2：一般披露2021	2-1 組織詳情	
	2-2 Entities included in the organization's sustainability reporting	SCOPE AND REPORTING PERIOD - Scope of the Report
	2-2 組織可持續發展報告所涵蓋的實體	範圍及報告期間－報告範圍
	2-3 Reporting period, frequency and contact point	SCOPE AND REPORTING PERIOD; Reporting frequency: annual
	2-3 報告期、報告頻率和聯絡人	範圍及報告期間；報告頻率：年度
	2-4 Restatements of information	Nil
	2-4 信息重述	無
GRI 3: Material Topics 2021	3-1 Process to determine material topics	MATERIALITY ASSESSMENT
GRI 3：實質性議題2021	3-1 確定實質性議題的流程	重要性評估
	3-2 List of material topics	MATERIALITY ASSESSMENT
	3-2 實質性議題列表	重要性評估
	3-3 Management of material topics	In each topic section
	3-3 實質性議題的管理	在各議題章節中
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Aspect A2: Use of Resources – Fuel Consumption; ENVIRONMENTAL DATA
GRI 302：能源2016	302-1 組織內部的能源消耗量	層面A2：資源使用－燃料消耗；環境資料
	302-3 Energy intensity	Aspect A2: Use of Resources – Fuel Consumption; ENVIRONMENTAL DATA
	302-3 能源密度	層面A2：資源使用－燃料消耗；環境資料

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GRI CONTENT INDEX (Continued)

全球報告倡議組織的內容索引(續)

GRI 1 Used 已應用GRI 1 GRI Standard GRI標準	GRI 1: Foundation 2021 GRI 1：基礎2021 Disclosure Title 披露標題	Location/Statement 位置／陳述
GRI 303: Water and Effluents 2018	Disclosure 303-4 Water discharge	Aspect A1: Emissions – Non-Hazardous Waste Management
GRI 303：水與污水2018	披露303-4排水	層面A1：排放物 —無害廢棄物管理
	Disclosure 303-5 Water consumption	Aspect A2: Use of Resources – Water Consumption; ENVIRONMENTAL DATA
	披露303-5用水量	層面A2：資源使用 —用水消耗；環境資料
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Aspect A1: Emissions – Greenhouse Gas (“GHG”) Emissions; ENVIRONMENTAL DATA
GRI 305：排放2016	305-1 直接(範圍1)溫室廢氣排放	層面A1：排放物—溫室 廢氣排放；環境資料
	305-2 Energy indirect (Scope 2) GHG emissions	Aspect A1: Emissions – Greenhouse Gas (“GHG”) Emissions; ENVIRONMENTAL DATA
	305-2 能源間接(範圍2)溫室廢氣排放	層面A1：排放物—溫室 廢氣排放；環境資料
	305-3 Other indirect (Scope 3) GHG emissions	Aspect A1: Emissions – Greenhouse Gas (“GHG”) Emissions; ENVIRONMENTAL DATA
	305-3 其他間接(範圍3)溫室廢氣排放	層面A1：排放物—溫室 廢氣排放；環境資料
	305-4 GHG emissions intensity	Aspect A1: Emissions – Greenhouse Gas (“GHG”) Emissions; ENVIRONMENTAL DATA
	305-4 溫室廢氣排放強度	層面A1：排放物—溫室 廢氣排放；環境資料

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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LIST OF ACCREDITATION

認證資質列表

Accreditation 認證	Year of grant 授予年份	Issuing organisation 頒證機構	Expiry date 有效期至	Description 範圍
Ethical Supply Chain Program 道德供應鏈計劃 	2025 二零二五年	ICTI 國家玩具工業 理事會	03-Aug 2026 二零二六年 八月三日	Demonstrates Sun Hing Printing's commitments to responsible sourcing, social compliance and worker well-being. 此舉彰顯出新興印刷對負責任採購、社會合規及員工福祉的承諾。
High-Tech Enterprise Certificate 高新技術企業證書 	2024 二零二四年	Department of Science & Technology of Guangdong Province 廣東省科學技術廳	18-Nov 2027 二零二七年 十一月十八日	Recognises Sun Hing Printing as a national high-tech enterprise, highlighting our innovation in R&D, sustainable printing technologies. 授予新興印刷「國家高新技術企業」認定，彰顯本集團在研發創新與可持續印刷技術領域的卓越成果。

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LIST OF ACCREDITATION (Continued)

認證資質列表(續)

Accreditation 認證	Year of grant 授予年份	Issuing organisation 頒證機構	Expiry date 有效期至	Description 範圍
National Industrial Product Production License 全國工業產品生產許可證	2024 二零二四年	Guangdong Provincial Market Supervision Administration 廣東省市場 監督管理局	21-Mar 2029 二零二九年 三月二十一日	Certifies Sun Hing Printing's compliance with national safety and hygiene standards for manufacturing food-grade paper packaging and containers, ensuring product safety for consumer use. 認證新興印刷生產的食品級紙質包裝及容器符合國家安全與衛生標準，致力保障消費者使用安全。
Walt DisneyFAMA Certified 迪士尼工業授權生產協議認證	2024 二零二四年	The Walt Disney Company 華特迪士尼 公司	29-Jul 2025 二零二五年 七月二十九日	Sun Hing Printing is authorized by Disney to ethically manufacture products adhering to strict labor, safety, and environmental standards. This ensures compliance with Disney's global supply chain requirements. 新興印刷已獲得迪士尼官方授權，嚴格遵循其勞工權益、安全生產及環境保護標準，以符合道德規範的方式生產相關產品，全面符合迪士尼全球供應鏈管理體系要求。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

LIST OF ACCREDITATION (Continued)

認證資質列表(續)

Accreditation 認證	Year of grant 授予年份	Issuing organisation 頒證機構	Expiry date 有效期至	Description 範圍
ISO 14001:2015 環境管理體系認證14001:2015	2023 二零二三年	SGS United Kingdom Ltd Systems & Services Certification SGS英國系統 與服務認證有 限公司	17-Sept 2026 二零二六年 九月十七日	With the ISO 14001:2015 standard, Sun Hing Printing showcases its environmental management prowess, minimizing our ecological footprint, ensuring compliance with legal requirements, and committing to sustainable organizational growth. 新興印刷集團憑借獲得ISO 14001:2015標準認證，充分展現了其在環境管理領域的卓越能力。此舉不僅有效降低了運營對生態環境的影響，確保全面遵守環保法規要求，更體現了本集團對實現可持續組織發展的堅定承諾。



G7 certification of qualification
G7資質認證



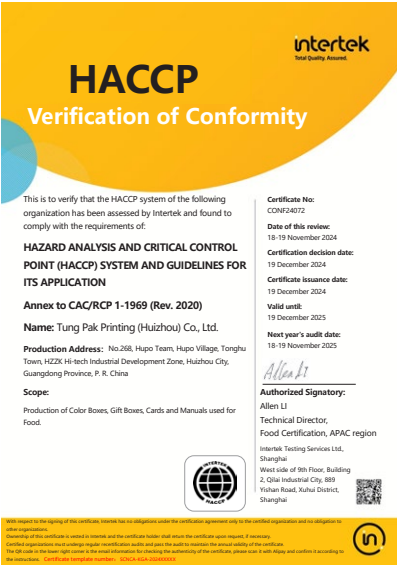
2023 二零二三年	Idealliance Idealliance	31-Dec 2024 二零二四年 十二月三十一日	Sun Hing Printing's attainment of the G7 Master Qualification underscores our excellence in print production, affirming our capability to consistently produce the highest quality color accuracy and print fidelity in line with elite industry standards. 新興印刷集團獲得G7專家認證，標誌著我們在印刷生產領域達到卓越水平。此項成就不僅印證了本集團持續輸出頂尖色彩精度與印刷一致性的技術能力，更彰顯了本集團對標行業精英標準的堅定承諾。
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ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

LIST OF ACCREDITATION (Continued)

認證資質列表 (續)

Accreditation 認證	Year of grant 授予年份	Issuing organisation 頒證機構	Expiry date 有效期至	Description 範圍
Intertek GMP Intertek良好生產規範認證 	2023 二零二三年	Intertek Testing Services Ltd., Shanghai 上海天祥質量 技術服務有限 公司	Nov 2024 二零二四年 十一月	Sun Hing Printing's GMP certification evidences the high standards we maintain in manufacturing, ensuring our products are consistently produced and controlled according to the highest quality standards for consumer safety. 新興印刷集團獲得的GMP認證，充分體現了我們在生產製造環節所秉持的高標準管理體系。該體系確保持續穩定地按照最高質量標準進行生產與流程控制，為消費者安全提供堅實保障。
Intertek HACCP Intertek危害分析關鍵控制點認證 	2023 二零二三年	Intertek Testing Services Ltd., Shanghai 上海天祥質量 技術服務有限 公司	Nov 2024 二零二四年 十一月	Our HACCP certification highlights Sun Hing Printing's implementation of a robust food safety management system, prioritizing hazard analysis and control points to guarantee food safety and consumer protection. 新興印刷集團獲得的HACCP認證，彰顯了我們在食品安全管理領域建立的全面防控體系。該體系以危害分析與關鍵控制點為核心，通過系統化的風險管控手段，為食品安全與消費者權益提供可靠保障。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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LIST OF ACCREDITATION (Continued)

認證資質列表(續)

Accreditation 認證	Year of grant 授予年份	Issuing organisation 頒證機構	Expiry date 有效期至	Description 範圍
ISO/IEC 27001:2022 信息安全管理体系認證27001:2022 	2023 二零二三年	Intertek Certification Limited 英特嘉認證 有限公司	11-Dec 2026 二零二六年 十二月十一日	Our adoption of the latest ISO/IEC 27001:2022 standard demonstrates Sun Hing Printing's commitment to information security, actively managing and protecting data against contemporary security threats to maintain confidentiality, integrity, and availability. 新興印刷集團採納最新的ISO/IEC 27001:2022標準，彰顯了我們對信息安全的堅定承諾。通過積極管理和保護數據以應對當前安全威脅，我們致力於持續維護信息的機密性、完整性與可用性。
ISO 9001:2015 質量管理體系認證9001:2015 	2022 二零二二年	SGS United Kingdom Ltd Systems & Services Certification SGS英國系統 與服務認證有 限公司	09-Aug 2025 二零二五年 八月九日	Sun Hing Printing's accomplishment in achieving the ISO 9001:2015 certification reflects our commitment to quality management excellence, ensuring enhanced customer satisfaction and streamlined operational processes across the board. 新興印刷集團成功取得ISO 9001:2015質量管理體系認證，此項成就體現了我們對卓越質量管理的堅定承諾，並通過全面優化運營流程，持續提升客戶滿意度。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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LIST OF ACCREDITATION (Continued)

認證資質列表(續)

Accreditation 認證	Year of grant 授予年份	Issuing organisation 頒證機構	Expiry date 有效期至	Description 範圍
ISO/IEC 17025:2017 檢測和校準實驗室能力認證17025:2017	2022 二零二二年	CMA 中國計量認證	11-Dec 2025 二零二五年 十二月十一日	Sun Hing Printing's laboratories are accredited under the ISO/IEC 17025:2017 standard, underscoring our technical competency and ensuring that our testing and calibration results are consistently accurate and reliable. 新興印刷集團的實驗室已成功通過ISO/IEC 17025:2017標準認證，此項認可充分證明了我們在檢測與校準領域的技術實力，確保所提供的測試數據持續精準可靠。

FSC certification 森林管理認證



2020 二零二零年	SGS Hong Kong Limited Systems & Services Certification SGS香港系統 與服務認證有 限公司	28-Dec 2025 二零二五年 十二月二十八日	Our FSC certification demonstrates Sun Hing Printing's dedication to responsible forest management, highlighting our role in promoting the sustainable use of timber and paper resources, while supporting ecological conservation. 新興印刷集團獲得的FSC認證，體現了我們對負責任森林管理的堅定承諾。我們積極推動木材與紙張資源的可持續利用，在滿足市場需求的同时助力生態保護。
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SUN HING PRINTING HOLDINGS LIMITED
新興印刷控股有限公司