



达力普
DALIPAL

股票代碼：1921.HK

2022 環境、社會及管治報告

達力普控股有限公司



目錄

關於本報告	1
關於本集團	3
2022年度獎項及榮譽	4
可持續發展管治	4
風險與機遇識別	5
董事會多元化	6
董事會ESG管治架構	7
反貪汙	9
持份者參與	12
重要性分析	18
持份者意見回饋	19
環境層面	20
企業文化	20
環境應急管理	20
應對氣候變化	21
減碳行動	23
排放物	27
資源使用	33
環境及天然資源	39
和諧社會	41
僱傭	43
薪酬及福利	48
員工關懷	49
員工溝通	50
健康及安全	50
發展及培訓	55
供應鏈管理	61
產品責任	62
知識產權	69
智能製造	72

社區投資	75
附件1 主要數據指標	77
香港聯合交易所有限公司《環境、社會及管治報告指引》	84



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

About this Report

Dalipal Holdings Limited (hereinafter referred to as “the Company” or “we”) and its subsidiaries (collectively referred to as “the Group”) is pleased to present its fourth Environmental, Social and Governance (“ESG”) Report (the “Report”) to provide an overview of the Group’s management of significant issues affecting the operation, including ESG issues.

Reporting Period

This Report describes the Group’s initiatives and performance regarding the environmental and social aspects during the period from 1 January 2022 to 31 December 2022 (the “Reporting Period”).

Report Scope

Considering the materiality of revenue generated to the Group, this Report covers all subsidiaries of the Group in Hong Kong and Hebei Province of the People’s Republic of China (the “PRC”), whose core business is principally engaged in the development, manufacture and sale of Oil Country Tubular Goods (“OCTG”), new energy pipes and special seamless steel pipes. The Group will continuously assess the impacts of its business on key ESG aspects, which are included in this Report.

Reporting Basis

This Report is prepared in accordance with the Mandatory Disclosure Requirements of the “Environmental, Social and Governance Reporting Guide” (the “ESG Guide”) as set out in Appendix 27 to the Rules Governing the Listing of Securities on the Main Board of the Stock Exchange of Hong Kong Limited (the “Listing Rules”) and the “comply or explain” provisions contained therein. This is to enable stakeholders to better understand the progress and development direction in respect of the operation and sustainable development of the Group. Specific key performance indicators (“KPIs”) that the Group considers to be material were disclosed during the Reporting Period. The Group will continue to optimize and improve the disclosure of KPIs. The final chapter of this Report is accompanied by a complete index to facilitate readers’ understanding of the Report in accordance with the ESG Reporting Guide.

關於本報告

達力普控股有限公司(以下簡稱「本公司」或「我們」)及其附屬公司(統稱「本集團」)欣然提呈第四份環境、社會及管治(「ESG」)報告(「本報告」)，以概述影響本集團營運的重大事宜及管理情況，包括ESG事宜。

報告期間

本報告說明本集團於2022年1月1日至2022年12月31日止期間(「報告期間」)的環境及社會措施及表現。

報告範圍

考慮到所產生之收入對本集團之重要性，本報告涵蓋本集團於香港及中華人民共和國(「中國」)河北省的所有附屬公司，其核心業務為主要從事開發、製造及銷售石油工業專用管(「石油專用管」)、新能源用管及特殊無縫鋼管。本集團將持續評估其業務對主要環境、社會及管治層面的影響，並載入本報告。

報告準則

本報告依據香港聯交所證券主板上市規則(「上市規則」)附錄二十七所載之《環境、社會及管治報告指引》(「環境、社會及管治報告指引」)強制披露規定及其「不遵守就解釋」條文的披露責任要求編製，目的是讓各持份者更了解本集團在營運及可持續發展的進程及發展方向。本集團認為屬重大的若干關鍵績效指標於報告期間披露，並將繼續改良及完善關鍵績效指標的披露。本報告最後一章附有完整索引，以便讀者按環境、社會及管治報告指引閱讀本報告。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

In preparing the Report, the Group follows the following four reporting principles: 在編製過程中，本集團遵循以下四個匯報原則：

Principle 原則	Definition 定義	Measures 措施
Materiality 重要性	The issues covered in the Report should reflect significant economic, environmental and social impacts of the Group, or be in a scope that affects the stakeholders' evaluation and decision-making. 報告所涵蓋的議題應反映集團對經濟、環境及社會的重大影響，或影響持份者評估及決定的範疇。	Through various communication channels, the Group understands stakeholders' expectations of the Company's sustainable development for identifying key ESG issues for the Group. 本集團透過各類溝通管道以了解持份者對本公司於可持續發展方面的預期，以此識別對本集團至關重要的關鍵議題。
Quantitative 量化	The Report should disclose KPIs in a measurable manner. 報告應以可以計量的方式披露關鍵績效指標。	The data in this Report is disclosed and calculated in accordance with the requirements of Appendix 27 of the ESG Guide, Appendix 2: Reporting Guidance on Environmental KPIs, and Appendix 3: Reporting Guidance on Social KPIs to disclose the Group's environmental and social KPIs in a quantifiable manner wherever possible. 本報告的數據均遵從環境、社會及管治報告指引、附錄二「環境關鍵績效指標匯報指引」及附錄三「社會關鍵績效指標匯報指引」的要求披露及計算，盡可能以量化方式披露本集團的環境和社會關鍵績效指標。
Balance 平衡	The Report should reflect the sustainability performance of the Group as a whole in an impartial manner. 報告應不偏不倚地反映本集團整體的可持續發展表現。	The Group impartially presents environmental, social and governance issues that significantly impact the Group's business, including the achievements, impacts, challenges, etc., and formulates a response plan. 本集團不偏不倚地呈報對本集團業務有重大影響的環境、社會及管治議題，當中包括其成果、影響、面臨的挑戰等，並制定應對計劃。
Consistency 一致性	The Group should confirm that the methodologies for preparing the ESG reports are consistent with those used in previous years, and state any revised reporting methodology or indicate other relevant factors that may affect meaningful comparisons. 本集團應確認編製環境、社會及管治報告的方法與過往年度所用者一致，或陳述經修訂的匯報方法或關鍵績效指標，又或說明會影響有意義對比的其他相關因素。	The scope of the Report is consistent with the Report presented in the previous year, and the use of consistent statistical methods allows for meaningful future comparisons of ESG data. If the methodology used and the scope of the report are changed, we will explain it in the notes for stakeholders' reference. 報告範圍與去年一致，並使用一致的統計方法，令環境、社會及管治數據日後可作有意義的比較。倘所用的方法、匯報範圍及關鍵績效指標有變，我們將在附註中解釋以供持份者參考。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Access to the Report

This Report has been prepared in both English and Chinese and uploaded to the Stock Exchange and the Company's website (<http://www.dalipal.com>). In the event of any conflict or inconsistency between the English and Chinese versions, the Chinese version shall prevail.

About the Group

The Group is mainly engaged in the research and development ("R&D") and manufacturing of OCTG, of which the business of Dalipal Pipe Co., Ltd. began in 1998 and was headquartered in Cangzhou, Hebei Province, China. The Group has been committed to R&D, manufacturing and providing integrated professional services, focusing on the development of an intelligent manufacturing enterprise for OCTG. The Group was listed on the Main Board of The Stock Exchange of Hong Kong Limited (the "Stock Exchange") on November 8, 2019, to meet future business development needs.

The Group attaches great importance to innovation-driven development, continuously promotes cleaner production, green manufacturing and intelligent services, and strives to build core competitiveness and sustainable development capacity, with special pipelines for petroleum. In response to the national "Carbon Peaking and Neutrality Goals", the Group actively promotes the low-carbon transformation through the formulation of a science-based action plan, striving to achieve carbon peak by 2030 and carbon neutrality by 2050. In 2022, the Board of Directors (the "Board") of the Group established the ESG Committee. It launched the "Carbon Reduction Action Implementation Plan" and formulated a distinct theme of "Strong, Green, Intelligent and Innovative" in the framework of the sixth Five-Year Plan, focusing on six development priorities, such as "product planning, green development, technological innovation, management innovation, intelligent manufacturing and international operation", to implement our development philosophy, building the strategic direction for the Company's development in the next five years.

報告獲取

本報告以中、英文編寫，並已上載至聯交所及本公司網站(<http://www.dalipal.com>)。如中、英文兩個版本有任何抵觸或不相符之處，應以中文版本為準。

關於本集團

本集團以石油專用管的研發與製造為主要業務，其中達力普石油專用管有限公司之業務始於1998年，總部位於中國河北滄州。本公司致力於研發、製造及提供一體化的專業服務、專注發展成為一家石油專用管智能製造企業，於2019年11月8日在香港聯合交易所有限公司(「聯交所」)主板上市，以滿足未來業務的發展需求。

本集團注重創新驅動發展，持續全面推行清潔生產、綠色製造及智能服務，致力為石油能源產業及全球客戶創造更大價值，提升可持續發展能力。為響應國家的「雙碳」目標，本集團積極通過制定科學的行動計劃，推動低碳轉型，力爭在2030年實現碳達峰、2050年實現碳中和。在2022年，本集團成立董事會ESG委員會，並開展「減碳行動實施方案」，在第六個五年規劃綱要中制定了圍繞「強、綠、智、新」的鮮明主題，聚焦「產品規劃、綠色發展、技術創新、管理創新、智能製造、國際化經營」等六個發展重點以貫徹落實我們的發展理念，為本公司未來五年的發展指明了戰略方向。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Awards and Honors in 2022

2022年度獎項及榮譽



Sustainability Governance

The Board is fully responsible for and oversees the Group's ESG strategies and reporting. The Board is responsible for leading the identification, assessment and determination of ESG-related risks of the Group. Meetings were organized from time to time to discuss ESG-related matters, and ensure that appropriate and effective ESG risk management, internal control and improvement systems are in place to formulate effective risk response plans and implement sustainable initiatives. For details on corporate governance, please refer to the Corporate Governance Report in the Group's Annual Report 2022. In addition, the Group has appointed Riskory Consultancy Limited as the professional consultant to provide us with ESG and sustainability consulting services to help promote sustainable development.

可持續發展管治

本集團董事會全面負責並監督本集團的ESG策略及匯報工作。董事會負責帶領識別、評估及釐定本集團的ESG相關風險，不定期召開會議討論ESG相關事宜，並確保設有適當及行之有效的ESG風險管理、內部監控及改善制度，以制定行之有效的風險應對計劃，實踐可持續發展理念。有關企業管治的詳情，請參閱本集團2022年年報內的《企業管治報告》。此外，我們亦委任了Riskory Consultancy Limited為專業顧問，向我們提供ESG及可持續發展方面的諮詢服務，以協助推動可持續發展。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Risks and Opportunities Identification

風險與機遇識別

Risks**風險**

In terms of the environment, extreme weather events occur frequently in many places, and climate change has attracted unprecedented attention from the world. Combating climate change has increasingly become a topic of concern for the sustainable development of all countries (regions).

在環境方面，多地極端天氣事件頻發，氣候變化前所未有地引發世人關注，應對氣候變化已日益成為各國(地區)可持續發展關切的議題。

China's solemn commitment to the world of "carbon peak" and "carbon neutrality" of carbon dioxide emissions indicates that China's energy consumption control policy and environmental protection policy will be gradually tightened, and the government's control and supervision will continue to increase.

中國向世界提出二氧化碳排放「碳達峰」和「碳中和」的莊嚴目標承諾，標志著我國的能耗控制政策和環境保護政策逐步加嚴，政府管控力度和監管力度亦會不斷加大。

Opportunities**機遇**

External regulators, investors and customers are paying more and more attention to ESG, driving the Company to innovate and make continuous progress in environmental protection, green production, clean energy, and emission reduction technologies.

外部監管機構、投資者和客戶等對ESG愈發關注，驅動公司在環境保護、綠色生產、清潔能源、減排技術等方面不斷創新、不斷進步。

Facing the energy industry, in order to ensure national energy security, domestic oil and gas development will continue to increase, and unconventional oil and gas and offshore oil and gas resources will gradually become the main battlefield of future oil and gas exploration and development. The application of supercritical and ultra-supercritical technologies in the energy industry is normalized, and the development and transportation of new energy sources such as shale gas, shale oil, heat insulation, thermal recovery, combustible ice for marine, geothermal, and wind power will provide rare development opportunities for the industry.

公司面向能源行業，為保障國家能源安全，國內油氣開發力度將會持續加大，非常規油氣和海洋油氣資源將逐漸成為未來油氣勘探開發的主戰場。能源行業超臨界、超超臨界技術應用常態化，頁岩氣、頁岩油、隔熱、熱採、海洋用可燃冰、地熱、風電等新能源的開發運輸將為行業提供難得的發展機遇。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Risks**風險**

In terms of governance, countries are committed to strengthening and standardizing ESG information disclosure and improving the transparency of ESG fund products and corporate ESG performance, so as to combat "greenwashing".

在管治方面，各國致力於加強規範ESG信息披露標準，提升ESG基金產品與企業ESG績效的透明度，從而打擊「漂綠」行為。

The epidemic has brought uncertain risks to the company's normal operation and management.

疫情對公司正常經營管理帶來了不確定性風險。

Opportunities**機遇**

The major adjustment of the industrial structure and the strong alliance between large enterprises will significantly improve the regional industrial concentration, create favourable conditions for the Company to achieve lightweight expansion through mergers and reorganization, and is a major opportunity for the transformation and upgrading of enterprises.

產業結構的重大調整，大企業之間的強強聯合，將明顯提高區域產業集中度，為公司通過兼並重組實現輕量化擴張創造利好條件，是企業轉型升級的重大機遇。

The state continues to lean towards innovation-driven by vigorously supporting high-tech enterprises to increase scientific research, encouraging the use of new technologies, new formats, new models, and vigorously transforming and upgrading traditional industries, providing firm policy support for the Company's development.

國家不斷向創新驅動傾斜，大力扶持高新技術企業加大科研力度，鼓勵運用新技術、新業態、新模式、大力改造提升傳統產業，為公司發展提供了堅定的政策支持。

Board Diversity**董事會多元化**

Independent Non-Executive Director **66.7%**
獨立非執行董事佔比



Independent Executive Director **33.3%**
獨立執行董事佔比

Male **77.8%**
男性董事佔比
Female **22.2%**
女性董事佔比

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Board ESG Governance Structure

The Group attaches great importance to ESG and strives to continuously enhance corporate social responsibility in its business processes and integrates the sustainable development policy into the Group's business development blueprint to better respond to the changing needs of the ever-changing society. In view of this, during the Reporting Period, the Board selected and appointed committee members by the Board from amongst the Directors of the Company to establish an ESG Committee (the "Committee") and an ESG Working Group to formulate annual action plans and monitor the implementation of ESG-related strategies among various departments. We have also formulated the "Environmental and Corporate Social Responsibility Policy" to integrate ESG into our Five-Year Plan, business management and various targets, to ensure the effective operation of the company's ESG governance system and comprehensively improve the ability to perform ESG responsibilities. At the same time, in order to improve the level of management governance, the company's directors and supervisors continue to learn, continuously improve their ability to perform their duties, loyalty, diligently and prudently.

董事會ESG管治架構

本集團知悉ESG的重要性，並致力在業務過程中不斷提升企業社會責任，期望將可持續發展方針融入本集團的業務發展藍圖，以更好地回應社會日新月異發展中不斷變化的需求。有見及此，本集團於報告期間，董事會從董事會成員中挑選並委任董事成立了ESG委員會（「委員會」）及ESG工作小組，專門負責擬定年度行動計劃及監察ESG相關策略在各部門實行的情況。我們更制定《環境及企業社會責任制度》，將ESG相關指標融入五年規劃及年度經營管理等各項目標中，確保公司ESG治理體系有效運行，全面提升ESG履責能力；同時為提升管理層治理水平，公司董事及管理層持續學習，不斷提高履職能力，忠實、勤勉、謹慎履職。



In 2022, our management mainly participated in the "Listing Rules Implementation Brief", "Corporate Governance Guidelines for Board and Directors", "Leadership Role and Accountability in ESG", "Climate Information Disclosure Guidelines", "Focus on Board Diversity and Inclusion", "ESG Thematic Training" and other thematic training. Moreover, we have added and regularly updated the ESG page on our website, including subpages "ESG Reports" and "ESG Actions".

2022年度內，達力普管理層主要參加了《上市規則執行簡報》、《董事會及董事企業管治指引》、《在ESG方面的領導角色和問責性》、《氣候信息披露指引》、《聚焦董事會多元化及包容性》、《ESG專題培訓》等專題培訓。並於公司網頁新增及定期更新ESG專欄，當中包括ESG報告和ESG行動兩個範疇。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

The Committee regularly arranges meetings to maintain the effectiveness of the Group's ESG management practices and reports to the Board after each Committee meeting to enhance and ensure that the Group's ESG management meets a high standard of its general practices including but not limited to:

委員會定期安排會議，以保持本集團的ESG管理常規的有效性，並於每次委員會會議後向董事會匯報，以提高和確保本集團的ESG管理能達到高標準，其一般職責包括但不限於：

- 1 To develop and review the Group's ESG-related objectives, strategies, risks, opportunities, measures, policies, management approaches and practices, as well as to make recommendations to the Board;
制定及檢討本集團有關ESG的目標、策略、風險、機遇、措施、政策、管理方針及常規，並向董事會提出建議；
- 2 To oversee the Group's achievement of ESG-related objectives and monitor the performance of the Group;
監督本集團就ESG相關目標的實現情況及監察本集團的表現；
- 3 To review, assess and verify the disclosure, disclosure process, accuracy and materiality in the corporate governance report and the ESG report according to the Reporting Principles;
根據報告原則審閱、評估和核實企業管治報告及ESG報告內的披露、披露過程的準確性和重要性；
- 4 To make sure that the Group has appropriate and effective ESG risk management and internal control systems, monitor and review ESG trends and responsive measures; and
確保本集團有適當和有效的ESG風險管理和內部監控系統，監督及檢討ESG趨勢及相關應對方案；
- 5 To review and monitor the training and continuous professional development (including those related to ESG and corporate governance) of Directors and senior management of the Group.
檢討及監察本集團董事及高級管理人員培訓及持續專業發展（包括與ESG及企業管治相關的培訓及持續專業發展）。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Anti-corruption

The Group is committed to upholding business ethics and believes that the integrity and commitment of its employees is one of the crucial factors to success. The Group strictly complies with relevant laws and regulations, including but not limited to the Anti-Unfair Competition Law of the People's Republic of China (《中華人民共和國反不正當競爭法》), the Anti-Money Laundering Law of the People's Republic of China (《中華人民共和國反洗錢法》), Criminal Law of the People's Republic of China (《中華人民共和國刑法》), the Prevention of Bribery Ordinance (《防止賄賂條例》) and other national or regional laws and regulations.

During the Reporting Period, the Group did not seriously violate any laws and regulations relating to the prevention of bribery, extortion, fraud and money laundering which have a significant impact on the Group, nor did it report any concluded legal cases regarding corrupt practices brought against the Group or its employees.

Employees are required and have the responsibility to conduct themselves with integrity in an ethical and proper manner. Thus, the Group has implemented an "Anti-fraud Management Policy" (《反舞弊管理制度》) and "Practice for Professional Integrity for Employees" (《員工廉潔從業規定》) with its formulation to set out our commitment to preventing all forms of corrupt practices. Payments or acceptance of any kickbacks from external parties is strictly prohibited. We also have the same expectations for our suppliers and other business partners. The Group will take disciplinary action for any breach of the Group's laws and regulations.

Commitment to Integrity

We require employees in sensitive positions such as purchasing positions, quality inspection positions, and sales positions, to register the "Sensitive Positions and Employees Information Form" (「敏感崗位及從業人員信息表」), which is being updated every six months. Also, all employees are required to sign the "Promise of Integrity and Self-Discipline for Employees" (《員工廉潔自律承諾書》). Besides, "Probity Commitment" (《廉潔協議》) is also required to be entered into with suppliers before transacting with them, promising no behaviour violating the principle of good faith such as fraud and bribery in any business connection.

反貪污

本集團致力維護商業道德，並相信僱員誠實守信為成功的關鍵因素之一。本集團嚴格遵守包括但不限於《中華人民共和國反不正當競爭法》、《中華人民共和國反洗錢法》、《中華人民共和國刑法》、《防止賄賂條例》等相關法律及法規。

於報告期間，本集團並無嚴重違反對本集團有重大影響的防止賄賂、勒索、欺詐及洗黑錢相關法律及法規的情況，亦無報告對本集團或其僱員有關貪污腐敗的已審結法律案件。

我們認為僱員必須有責任以道德及正當方式真誠行事。為此，我們制定並實施《反舞弊管理制度》及《員工廉潔從業規定》，其載列本集團對防止所有形式貪污行為之承擔，嚴禁有關人士向外部任何一方支付或接受其任何回傭。同時，我們亦對供應商及其他業務夥伴抱有相同期望。本集團會就任何違反本集團法規之行為採取紀律處分。

廉潔承諾

我們要求敏感崗位員工，例如採購崗位、質量檢驗崗位、銷售崗位等員工登記「敏感崗位及從業人員信息表」，信息表每半年更新一次。同時，所有敏感崗位員工均需簽署《員工廉潔自律承諾書》。此外，我們與供應商合作前簽訂《合規承諾書》，要求其承諾在任何業務往來杜絕弄虛作假、收受賄賂等違反誠信原則以及法律法規等的任何行為。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Whistle-blowing Policy

The Group sets up a whistle-blowing channel to encourage employees, suppliers and clients to raise concerns about fraud, corruption and bribery in confidence, through hotline, mail and electronic media communications, as well as publicizes the reporting channels in relevant areas of the Company. During the Reporting Period, we launched the “Report on Code, Reward Now” (「碼上舉報，馬上獎勵」) publicity, internally promoted the reporting channel “Dalipal People” Official Account (“達力普人”公眾號), established an “Anti-Corruption Whistle-blowing” program in corporate WeCom to alert users towards suspected misconduct, malpractice or irregularities, and set up a reporting hotline on the company’s website and procurement system for supplier’s whistle-blowing.

All reported cases are promptly and thoroughly investigated by the Group’s internal audit department and reported to the Audit Committee and the Board. Where laws are violated, the case will be reported to the judiciary in accordance with the law. If there is sufficient evidence to prove possible acts of corruption, the case will be reported to the relevant local authority. The Company prohibits any unlawful discrimination or retaliation, or hostile measures against employees involved in the investigation. Complainants and whistle-blowers are protected in assisting in investigations. Personnel who leak information on whistle-blowers or retaliate against whistle-blowers in violation of regulations shall be deemed to have seriously violated the Company’s regulations and will be dismissed and terminated from their employment contracts.

舉報政策

本集團設立舉報渠道，鼓勵僱員、供應商及客戶在保密情況下通過熱線、郵件、掃描二維碼及電子媒介通訊向公司舉報舞弊、腐敗、賄賂以及其他違反法律法規的行為，並在公司相關區域公示及張貼舉報渠道。於報告期間，我們推出「碼上舉報，馬上獎勵」活動，並在公司內部渠道「達力普人」公眾號宣傳舉報渠道，亦於企業微信內增加「反腐舉報」程序，提醒員工對不當行為、瀆職或違規行為提高警覺，同時在公司網站及採購系統上設立了舉報熱線；供應商亦可通過留言的方式在採購系統上舉報賄賂及違法行為。

所有舉報個案均由本集團之審計監察部實時及徹底調查並就相關結果上報審核委員會及董事會。觸犯法律的，移送司法機關依法處理。倘有足夠證據證明存在可能貪污行為，則有關個案會向相關地方機關報告。我們禁止任何非法歧視或報復行為，或對於參與調查的員工採取敵對措施，並確保投訴、舉報人在協助調查工作中受到保護。對違規泄露檢舉人員信息或對舉報人員採取打擊報復的人員，視為嚴重違反公司規章制度，將予以撤職、解除勞動合同。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Anti-corruption training

In terms of anti-corruption training, employees in sensitive positions should be trained on anti-corruption at least quarterly, and other employees and departments should be trained or organize a training at least annually to promote the awareness of integrity. Internal Audit Department organizes activities:

反貪污培訓

反貪污培訓方面，本集團安排敏感崗位員工至少每季度接受一次反貪污培訓，其他員工及單位至少每年接受或開展一次反貪污培訓。並舉辦各項活動：

- 1
 - In order to strengthen employees' awareness of integrity, during the Reporting Period, the Group formulated the "Integrity Education and Publicity Plan 2022", while the Internal Audit Department launched the "Xiaofu's Blog" column, publishing integrity articles every month, and organizing various departments to learn as a warning.
 - 為加強員工廉潔意識，於報告期間，本集團制定《2022年度廉潔教育宣傳方案》，審計監察部推出「小付說法」欄目，每月發佈廉潔文章，組織各部門學習以做警示。
- 2
 - In conjunction with the "International Anti-Corruption Day" on 9 December, a thematic post was issued to launch a integrity initiative to employees.
 - 結合12月9日「國際反腐敗日」節日出具專題推文，向員工發起廉潔倡議。
- 3
 - Organized thematic training on compliance management and loyalty and diligence obligations for directors and senior executives.
 - 組織董事、高級管理人員合規管理及忠實、勤勉義務專題培訓。
- 4
 - Provided online and interactive anti-corruption training to directors, senior management and employees through our sustainability consultants, so that employees can learn in line with their own processes.
 - 我們亦透過可持續發展專業顧問，向各董事、高管、員工等提供線上及互動式反貪污培訓，令員工們能夠配合自己的進程學習。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

The Group will continue to fight corruption and bribery to eliminate dishonest acts in business. We endeavour to prevent any non-compliance with relevant laws. To enhance corporate governance, the Group sets up Audit Committee and engages external lawyers and auditors to review and provide opinions on the Company's financial report and other compliance issues. Besides complying with the requirement for the corporate governance of listing companies enforced by the Stock Exchange, we constantly review the effectiveness of our internal control measures to enhance the governance level. During the Reporting Period, the Group was not aware of any litigation related to the Group or its employees with the relevant laws and regulations relating to corruption, bribery, extortion, fraud and money laundering, and there was no incident of non-compliance with the relevant laws and regulations that have a significant impact on the Group.

本集團盡一切所能，繼續嚴格打擊任何貪污受賄行為，杜絕不誠實營商行為，防止各類違規行為的發生。為進一步提升企業管治，我們設有審核委員會，並從外部聘請了相關律師及核數師對公司的財務報告及其他合規事宜提供意見。除了符合聯交所對上市公司的企業管治要求外，我們亦持續檢討內部監控的成效，提升企業管治水平。於報告期間，本集團並不知悉任何有關集團或其僱員涉及貪污、賄賂、勒索、欺詐及洗黑錢等行為的法律訴訟，且並未有發現對本集團有重大影響的相關違法事件。



Stakeholder Engagement

The Group adheres to the enterprise value of "creating value for customers, creating opportunities for employees, creating strength for the enterprise and creating harmony for the society". The stakeholder's involvement enables the Group to understand the risks and opportunities of our development, ongoing communication with stakeholders is also very important for formulating sustainable development strategies. We have identified key stakeholders who are critical to the Group's business and have gathered their views through various communication channels to understand their expectations towards the Company's sustainability, so as to formulate various measures to respond to stakeholders.

持份者參與

本集團秉持「為客戶創造價值、為員工創造機會、為企業創造實力、為社會創造和諧」的宗旨，而持份者的參與能讓本集團了解發展的風險和機遇，與持份者持續的溝通對於制定可持續發展戰略亦十分重要。我們識別了對本集團業務至關重要的關鍵持份者，並透過各類溝通渠道以收集其意見，從而了解他們對本公司於可持續發展方面的預期，以制定各項措施回應持份者。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Stakeholders and their expectations	Engagement channels	Main measures of response
持份者及其期望	溝通方式	回應的主要措施
Government 政府  <ul style="list-style-type: none"> - Legal compliance - Proper tax payment - Promote regional economic development and employment <ul style="list-style-type: none"> - 遵守法律 - 依法納稅 - 推動區域經濟發展及就業 	<ul style="list-style-type: none"> - On-site inspections and check - Research and discussion through working meetings, preparation and submission for approval - Disclose information such as annual reports, interim reports and announcements on the website of the Stock Exchange - Company website - Compliance control - 實地考察、檢查 - 研究及透過工作會議、工作報告編製及提交報告以供批准 - 香港聯合交易所有限公司(「聯交所」)披露網站發佈資料，如年報、中期報告及公告 - 公司網站 - 合法控制 	<ul style="list-style-type: none"> - Operated, managed and paid taxes according to laws and regulations, strengthened safety management; accepted the government's supervision, inspection and evaluation (if any), and actively undertook social responsibilities. <ul style="list-style-type: none"> - 依法經營和管理及納稅、加強安全管理、配合政府的監督、檢查及評估(如有)，並積極承擔社會責任。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Stakeholders and their expectations	Engagement channels	Main measures of response
持份者及其期望	溝通方式	回應的主要措施
Shareholders and Investors 股東及投資者  <ul style="list-style-type: none"> – Return on investment – Information disclosure and transparency – Protection of interests and fair treatment of shareholders – Business risk management <ul style="list-style-type: none"> – 投資回報 – 資料披露及透明度 – 保障股東利益及公平對待股東 – 業務風險管理 	<ul style="list-style-type: none"> – Annual general meeting and other shareholder meetings – Disclose information such as annual reports, interim reports and announcements on the website of the Stock Exchange – Meet with investors and analysts – Company website <ul style="list-style-type: none"> – 股東周年大會及其他股東大會 – 聯交所披露易網站發佈資料，如年報、中期報告及公告 – 與投資者及分析師會面 – 公司網站 	<ul style="list-style-type: none"> – Issued notices of the general meetings and proposed resolutions in accordance with the regulations, and disclosed the Group's information through announcements/circulars and periodic reports in the year. – Carried out a different form of investor activities with an aim to improve investors' recognition. Disclosed Company contact details on the website and in reports and ensured all communication channels were available and effective. <ul style="list-style-type: none"> – 根據規章發佈股東大會通告及提呈決議案，通過發佈公告／通告和定期報告披露本集團資料。 – 為提高投資者認知度而舉行各種形式的投資者活動。於網站及報告中披露公司聯絡資料，並確保所有溝通渠道有效可用。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Stakeholders and their expectations	Engagement channels	Main measures of response
持份者及其期望	溝通方式	回應的主要措施
<p>Employees 僱員</p>  <ul style="list-style-type: none"> - Safeguard the rights and interests of employees - Working environment - Career development opportunities - Occupational health and safety - self-actualization - 保障僱員的權利及利益 - 工作環境 - 職業發展機會 - 職業健康與安全 - 自我實現 	<ul style="list-style-type: none"> - Regular meetings - Training, seminars and briefing sessions - Intranet and email - Annual performance appraisal - 定期會議 - 培訓、講座及研討會 - 內聯網及電郵 - 年度績效評估 	<ul style="list-style-type: none"> - Provided a healthy and safe working environment, developed a fair mechanism for promotion, cared for employees by helping those in need, organized employee activities and provided training. - 提供健康安全的工作環境；建立公平晉升機制；照顧需要幫助的僱員、舉辦僱員活動及提供培訓。
<p>Clients 客戶</p>  <ul style="list-style-type: none"> - Safe and high-quality products and services - Stable relationships - Transparency of information - Integrity - Business ethics - 安全優質產品及服務 - 穩定關係 - 資料透明度 - 誠信 - 商業道德 	<ul style="list-style-type: none"> - Website, brochure, disclose information such as annual reports, interim reports and announcements on the website of the Stock Exchange - Email and customer service hotline - Feedback and reporting - Regular meetings - International certifications - 網站、宣傳冊、聯交所披露易網站發佈資料，如年報、中期報告及公告 - 電郵及客戶服務熱線 - 反饋及報告 - 定期會議 - 國際認證 	<ul style="list-style-type: none"> - Strengthened quality management to ensure stable service standards, entered into long-term strategic cooperation agreements and obtained international certifications from professional institutions. - Used a sales management platform to optimize sales processes, strengthened daily communication with customers, and built long-term relationships with quality customers. - 加強質量管理，以確保服務標準穩定，簽訂長期戰略合作協議並從專業機構獲取國際認證。 - 使用銷售管理平台優化銷售程序、加強與客戶的日常溝通，並與優質客戶建立長期合作關係。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Stakeholders and their expectations 持份者及其期望		Engagement channels 溝通方式	Main measures of response 回應的主要措施
Suppliers/ Partners 供應商/ 合作夥伴 	<ul style="list-style-type: none"> - Long-term relationship - Honest cooperation - Fair and open - Sharing sources for customized raw materials - Risk reduction 	<ul style="list-style-type: none"> - Business meetings, supplier meetings, telephone calls and interviews - Regular meetings - Review and assessment - Tendering - Emails, circulars and manuals - Company website - Open procurement platform 	<ul style="list-style-type: none"> - Invited tenders publicly to select the best suppliers and contractors, performed contracts obligation according to the agreements. - Used open procurement platform to advance procurement processes, enhanced day-to-day communication, and built long-term relationships with quality suppliers/business partners.
	<ul style="list-style-type: none"> - 長期合作關係 - 誠實合作 - 公平、公開 - 為定製原料分享資料來源 - 降低風險 	<ul style="list-style-type: none"> - 業務會議、供應商會議、電話及面談 - 定期會議 - 檢討及評估 - 招標 - 電郵、通函及手冊 - 公司網站 - 陽光採購平台 	<ul style="list-style-type: none"> - 透過公開邀請招標選擇最佳供應商/業務夥伴，按照協議履行合約。 - 使用陽光採購平台推進採購程序、加強日常溝通，並與優質供應商/業務夥伴建立長期合作關係。
Peer Companies/ Industry Associations and Societies 同業/行業 協會社團 	<ul style="list-style-type: none"> - Experience sharing - Cooperate - Fair competition 	<ul style="list-style-type: none"> - Industry conferences - Field trips - Standard publicity - Training - Seminar 	<ul style="list-style-type: none"> - Adhered to fair competition, cooperated with peers, achieved a win-win situation, shared experience, participated in various industry seminars, and promoted the sustainable development of the industry.
	<ul style="list-style-type: none"> - 經驗分享 - 合作 - 公平競爭 	<ul style="list-style-type: none"> - 行業會議 - 實地拜訪 - 標準宣傳 - 培訓 - 研討會 	<ul style="list-style-type: none"> - 堅持公平競爭，與同業合作，實現共贏，分享經驗，參加各種行業研討會，推動行業的可持續發展。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Stakeholders and their expectations	Engagement channels	Main measures of response
持份者及其期望	溝通方式	回應的主要措施
Market Regulators 市場監管者  <ul style="list-style-type: none"> - Compliance with laws and regulations - Disclosure of information - 遵守法律法規 - 資料披露 	<ul style="list-style-type: none"> - Disclosure of information - Report - Consultation - 信息披露 - 報告 - 諮詢 	<ul style="list-style-type: none"> - Complied with regulatory requirements in a strict manner, disclosed and reported real information in a timely and accurate manner according to law. - 嚴格遵守監管規定，根據法律及時、準確地披露及呈報真實資料。
The Public and Communities 社會公眾  <ul style="list-style-type: none"> - Community engagement - Social responsibility - Employment promotion - Transparency in consultation - 社區參與 - 社會責任 - 促進就業 - 諮詢透明 	<ul style="list-style-type: none"> - Volunteer service - Charity and social investment - Press conference - Company website - 義工工作 - 慈善和社會投資 - 記者招待會 - 公司網站 	<ul style="list-style-type: none"> - Gave priority to local people seeking jobs from the Company so as to promote community building and development; maintained smooth communication channels between the Group and the community. - Issued accurate information in a timely manner. - 優先考慮本地人尋求工作機會，促進社區建設發展，保持本集團與社區溝通管道暢通。 - 及時、準確公佈信息。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Materiality Assessment

The Group believes that understanding and appropriately responding to the expectations of our stakeholders will help us achieve sound and sustainable development. In order to more effectively identify and assess potential ESG issues that will have a significant impact on the Group and its stakeholders, we have reviewed the material issues from the previous year, and identified and prioritized ESG material issues for this year, with reference to the regulatory trends, international standards, peers, etc.

重要性分析

本集團相信了解並適當地回應持份者的期望，能有助我們實現穩健的可持續發展。為了更有效地識別並評估對本集團及其持份者造成重大影響的潛在環境、社會及管治重要議題，我們已回顧去年已識別的重要性議題，並參考聯交所監管趨勢、國際標準、同業等，以識別本年度的ESG重要議題，並對其進行優先排序。

Materiality Assessment
議題分析

With Reference to:

- (i) Regulatory trends of the HKEX;
- (ii) ESG material issues mentioned in Sustainability Accounting Standards Board (SASB) "Industrial Machinery & Goods";
- (iii) ESG material issues were identified by companies listed in Hong Kong.

通過參考：

- (i) 聯交所的監管趨勢；
- (ii) 可持續發展會計準則委員會 (SASB)「工業機械及工業品」提及的重大ESG議題；及
- (iii) 香港上市同業公司重要性評估辨識出的重大ESG議題。

The Company's Board and/or management reviewed the Preliminary Materiality Assessment Result to confirm the material ESG-related issues considering the applicability. The materiality level is evaluated considering its significance in maintaining the sustainability of the Group.

本公司的董事會和/或管理層審閱初步重要性議題分析結果，並考慮其對公司的適用程度。重要性評估是根據考慮各議題對保持集團可持續發展的有效性而定。

審閱
ReviewConfirmation of the
Materiality Assessment Result
確立評估結果

The Board and/or management confirm the results of the Importance Assessment.

董事會和/或管理層確認重要性評估結果。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

We have listed 12 issues that are of greatest concern to the stakeholders and to the Group. The materiality assessment result is as follows:

我們列舉出12個為持份者最為關注，以及同時對本集團最為重要的議題，重要性分析列表如下：



Stakeholder Feedback

The Group attaches great importance to the valuable feedback of stakeholders. If you have any questions or opinions on this Report or the performance of the Group's environmental and social policies, please email us to share your comments and suggestions with us at ir@dalipal.com.

持份者意見回饋

我們十分重視各持份者的寶貴意見，倘若閣下對本報告或本集團的環境及社會政策及表現存在任何疑問或意見，請電郵至 ir@dalipal.com 與我們分享您的意見及建議。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Environmental Aspects**A. Corporate Culture**

As we become increasingly connected to the environment, the Group understands the importance of pursuing a clean environment and our responsibility as a corporate citizen. In order to reflect the Group's commitment to sustainable development and compliance with laws and regulations in relation to environmental protection, we have been striving to innovate, reduce the impact on the natural environment and actively respond to climate change.

We have a clear "Environmental Mindset" under our corporate culture – ecological environmental protection, pollution control, clean production, green development. The main contents are as follows:

- (1) Implement the requirements of ecological environmental protection measures and take the path of green and low-carbon development.
- (2) Adhere to the whole process management, from source substitution, process control, terminal treatment, waste recycling to implementation of green, low-carbon and high-quality development.
- (3) Develop clean energy and environmentally-friendly products to grow a circular economy.

Environmental Emergency Management

During the Reporting Period, we continuously improved the emergency management mechanism, improved the emergency handling capacity of environmental incidents, effectively prevented the occurrence of environmental emergencies, and reduced environmental risks through internal high-frequency, high-quality inspections and timely rectification, as well as organizing and carrying out training, emergency drills etc.

環境層面**企業文化**

隨著我們與環境的聯繫日益緊密，本集團深明追求潔淨環境的重要性以及我們作為企業公民的責任，為體現本集團對可持續發展的承諾及遵守有關環保的法律及法規，我們一直努力創新，減少對自然環境的影響及積極應對氣候變化。

我們企業文化中有著明確的環境保護觀－生態環保、污染治理、清潔生產、綠色發展，主要內容如下：

- (1) 落實生態環境保護措施要求，走綠色低碳發展之路。
- (2) 堅持全流程管理，從源頭替代，過程管控，末端治理，廢棄物循環再生實施綠色低碳高質量發展。
- (3) 開發清潔能源及環境友好的產品，發展循環經濟。

環境應急管理

報告期間我們通過內部高頻、高質量的檢查和及時整改，及組織開展培訓、應急演練等各種形式，不斷完善應急管理機制，提高環境事件的應急處理能力，有效防範突發環境事件的發生，降低環境風險。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Combating Climate Change

We recognize that protecting the environment and minimizing the adverse impacts of our business operations on the environment is a continuous responsibility of a good corporate citizenship. With the intensification of climate change and the increasing frequency of extreme weather bringing physical risks to the Group, such as typhoons, flooding caused by heavy rain, etc., we may have more serious impacts on our operations. While hot weather may cause diseases, such as heat stroke, which pose a threat to the health and safety of our employees.

Fighting climate change is also an important issue facing human society. In the 75th session of the United Nations General Assembly, China officially announced that “strive to achieve carbon peak by 2030 and strive to achieve carbon neutrality by 2060”. In order to cope with the transition risks of increasingly stringent environmental laws and regulations, and actively respond to the call of the Nation, the Group formulated an implementation plan for carbon reduction actions to actively practice and promote low-carbon development.

The Company Strategy

The Company actively assumes social responsibility and commits to “strive to achieve carbon peak in 2030; achieve carbon neutrality in 2050”. We have incorporated the carbon peak and carbon neutrality plan into the Company’s “2023-2027 Five-Year Plan”, with comprehensive green transformation as the guide, green and low-carbon development of energy as the key, and institutional innovation as the driving force, based on intelligence, information, digital, green, to build a comprehensive intelligent factory in the petroleum pipe manufacturing industry, and strive to become a domestic industry with a high level of intelligence and high management and production efficiency, low energy consumption and low emissions, so as to contribute to the Nation of taking the lead in achieving carbon peak and carbon neutrality.

Responsive Measures

During the Reporting Period, the Group comprehensively identified national and local environmental protection laws and regulations, as well as standard requirements, revised and improved relevant environmental and energy policies, and completed the training and implementation of responsibilities for all employees, supplemented by regular operation inspection and evaluation during operation to ensure the effective implementation of relevant policies.

應對氣候變化

我們深明保護環境，以及將業務營運對環境造成的負面影響減至最低，乃良好企業公民的持續責任。氣候變化的加劇及越發頻密的極端天氣，為本集團帶來的實體風險實在不容忽視，例如颱風、暴雨引發的水災等會對我們的營運造成較嚴重的影響，酷熱天氣更可能引發疾病，例如中暑等，對員工健康與安全構成威脅。

應對氣候變化也是人類社會所面臨的重要議題。中國在第七十五屆聯合國大會正式宣佈「力爭2030年前實現碳達峰，努力爭取2060年前實現碳中和」，為應對越發嚴謹的環境法律法規的轉型風險，並積極響應國家號召，本集團制定減碳行動實施方案，積極實踐及推動低碳發展。

公司戰略

公司積極承擔社會責任，承諾「力爭在2030年實現碳達峰，2050年實現碳中和」，我們將碳達峰、碳中和計劃納入公司《2023-2027年五年規劃》中，以全面綠色轉型為引領，以能源綠色低碳發展為關鍵，以科技和制度創新為動力，立足於智能化、信息化、數字化、綠色化，全面打造石油管製造行業智能工廠，力爭成為國內同行業智能化水平高、生產和管理效率高、低耗能低排放的智能工廠，率先為國家實現碳達峰、碳中和做出貢獻。

應對措施

本集團於報告期間全面識別國家及地方環境保護法律法規、標準及政策要求，修訂完善環境檢查、檢測、危險廢物及一般廢棄物管理等相關制度，並進行全員培訓和責任落實，運行期間輔以常態化運行檢查、考核確保相關制度的有效執行。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Carbon Reduction Action Implementation Plan

At the beginning of 2022, the Group quickly launched the preparation and promotion of the "Carbon Reduction Action Implementation Plan". By formulating scientific and systematic carbon peaking and carbon emission reduction action plans, the Group scientifically promotes low-carbon transformation:

減碳行動實施方案

2022年開始，本集團迅速啟動《減碳行動實施方案》編製及推進工作。通過制定科學系統的碳達峰、碳減排行動計劃，科學推動低碳轉型：

Carbon Peaking, Carbon Reduction Action Plan**碳達峰、碳減排行動計劃**

1. Strengthen the top-level design of the Company's system, establish a production and operation systems of green, low-carbon and cyclical development, improve resource and energy utilization efficiency, promote synergy in pollution reduction and carbon reduction, and create green and low-carbon products through equipment energy conservation and environmental protection upgrades, promotion and application of advanced technologies, continue to reduce carbon emission intensity.
加強公司系統的頂層設計，建立綠色低碳循環發展的生產經營體系，通過裝備節能環保升級，先進技術推廣應用，提高資源能源利用效率，推進減污降碳協同，打造綠色低碳產品，持續降低碳排放強度。
2. Establish a sound carbon emission management system and strengthen the management of carbon assets.
建立完善的碳排放管理體系，加強碳資產管理。
3. Track the R&D and application of cutting-edge technologies in low-carbon and carbon capture and carry out life cycle assessments and carbon label certification.
跟蹤低碳與碳捕集前沿技術的研發與應用，開展生命周期評估和碳標籤認證工作。
4. Actively promote carbon emission verification and cleaner production review, promote clean energy substitution, improve the level of scrap resource recycling, and implement the all-scrap electric furnace technology.
主動推進碳排放核查和清潔生產審核工作，促進清潔能源替代，提升廢鋼資源回收利用水準，推行全廢鋼電爐工藝。
5. Introduce advanced technologies in a timely manner, tap the potential of energy conservation and carbon reduction, promote the development of waste heat utilization, give full play to the function of energy conversion, and achieve coordinated carbon reduction.
適時引進先進技術，深挖節能降碳潛力，推動餘熱利用發展，充分發揮能源轉換功能，實現協同減碳。
6. The Company intends to effectively improve the overall energy efficiency by focusing on the introduction of electric furnace waste heat power generation technology, scrap steel continuous charging preheating technology, amoeba residual steel monitoring technology, hydraulic servo energy-saving technology, etc. to strive to achieve the advanced level of cleaner production in energy consumption, material consumption and water consumption per unit product by 2025.
公司擬通過重點引入電爐餘熱發電技術、廢鋼連續裝料預熱技術、阿米巴餘鋼監測技術、液壓伺服節能技術等，有效提高公司整體能效水準。力爭在2025年，單位產品能耗、物耗和水耗等達到清潔生產先進水準。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Carbon Reduction Actions

As frequent human activities lead to higher global greenhouse gas emissions, increased greenhouse effect and rising global average temperatures, extreme weather events become more frequent and may have a lasting and severe impact on the health of our employees, business operations, the economy and the environment. Therefore, the Group is committed to demonstrating our commitment to reducing greenhouse gas emissions and carbon footprint through sustainable long-term actions.

減碳行動

隨著頻繁的人類活動導致全球溫室氣體排放量提高，溫室效應加劇及全球平均氣溫上升，極端天氣事件愈趨頻繁，並可能對我們的員工健康、業務營運、經濟和環境造成持續而嚴重的影響。因此，本集團致力透過實踐可持續的長期行動，以展現我們於減少溫室氣體排放以至碳足跡的決心。

Case Study: Forward-looking Cooperation, Promote Carbon Reduction**案例：前瞻性合作，推動減碳**

During the Reporting Period, the Group and Air Liquide (Cangzhou) Co., Ltd. held the signing ceremony of the sustainable development project. The two companies adhered to the sustainable development concept of "low carbon, energy saving and environmental protection", deepened cooperation and launched the "Continuous Casting Tundish Oxygen Combustion Innovation Project", which adopts the oxy-combustion torrefying technology, and effectively improves the level of energy saving in production. It is predicted that after the implementation of the project, 50%-60% of gas energy will be saved, and carbon dioxide emissions will be effectively reduced.

報告期內，我們與液化空氣(滄州)有限公司舉行可持續發展項目簽約儀式，雙方秉承「低碳、節能、環保」的可持續發展理念，深化合作，簽署並啟動了「連鑄中間包全氧燃燒創新項目」，該項目採用全氧燃燒烘烤技術，能夠有效提高生產節能水平。該項目實施後預計可實現50%-60%的燃氣節省量，並有效降低二氧化碳排放量。

At the same time, the "biomass carbon utilization project" to be cooperated by the two sides focuses on the application of biomass carbon in steel mills, and realizes the full life cycle management and low-carbon metallurgical carbon footprint, which is the Company's active exploration of the promotion of sustainable development with the energy transformation goals.

與此同時，雙方擬合作的「生物質碳利用項目」，聚焦於生物質碳在鋼廠的應用，實現低碳冶金和碳足跡全生命週期管理，這是公司在能源轉型目標下推動可持續發展的積極探索。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Reduce the Smelting Cycle of Billet Electric Arc Furnace and Reduce Emissions**降低鑄坯電弧爐冶煉周期，助力減排**

The high energy consumption of the electric arc furnace smelting is an important factor restricting the low-carbon green development of the entire iron and steel industry, and has long plagued the development and progress of enterprises. In view of this, in 2022, the Group thoroughly implemented the concept of “carbon peak and carbon neutrality”, formed an R&D team, and focused on the balance and coordination of “electricity-oxygen-iron” in the smelting process. The smelting cycle of the electric arc furnace has been shortened by 10%, and the carbon emission content has been reduced by more than 10%. The successful implementation of this project has brought the Company’s overall green and low-carbon production level into a new stage and contributed to the national energy conservation strategy and the realization of the carbon peak goal in the short term, promoting the sustainable development of the steel industry, and laid the foundation for achieving a long-term green and low-carbon strategy.

電弧爐冶煉能耗大是制約整個鋼鐵冶金行業低碳綠色發展的重要影響因素，長久困擾着企業的發展與進步。針對於此，本集團於2022年深入貫徹落實「碳達峰、碳中和」理念，組成研發團隊，圍繞冶煉過程「電-氧-鐵」的平衡和協同進行攻關，電弧爐的冶煉周期縮短了10%，碳排放含量降低10%以上，此項目的成功實施將公司整體綠色低碳生產水平帶入了新的階段，對於國家能源節約戰略與短期內碳達峰目標的實現貢獻了力量，推動了鋼鐵行業可持續發展的腳步，為達成長期綠色低碳戰略奠定了基礎。

High-performance Shale Gas Drilling Used to Help the Construction of a 50 billion Large Gas Area in the Southwest Oil and Gas Field

高性能頁岩氣鑽採用套管，助力西南油氣田500億大氣區建設

Shale gas refers to unconventional natural gas that occurs in organic-rich shale and its interlayers, mainly in the form of adsorption or free, and is a clean and efficient energy source. Southwest China is rich in shale gas reserves, and by 2025 a strategic atmospheric area of 50 billion cubic meters will be built. The geological conditions of shale gas reservoirs are extremely harsh, and the required strength, toughness, and anti-collapse performance of the casing are extremely high.

頁岩氣是指賦存於富有機質泥頁岩及其夾層中，以吸附或遊離態為主要存在方式的非常規天然氣，是一種清潔、高效的能源。我國西南地區頁岩氣儲量豐富，2025年要建成500億立方米的戰略大氣區。頁岩氣藏地質條件極端苛刻，對套管的強度、韌性、抗擠毀性能要求極高。

In response to the harsh geological conditions, drilling and production requirements of shale gas reservoirs, the Group has carried out in-depth cooperation within the industry, academia, research and application, and customized and developed a series of casing products for shale gas drilling with a yield strength of 1,000MPa. It has the characteristics of "lightweight, high strength, high toughness, high collapse resistance, and high connection strength". By increasing the strength of the oil pipe and reducing the wall thickness of the pipe body, the overall weight of the casing string is reduced by more than 30%, saving resources and reducing carbon emissions by more than 20% during the manufacturing process.

本集團針對頁岩氣藏苛刻的地質條件和鑽探施工要求，進行產學研用深度合作，定製化開發了屈服強度1,000MPa級頁岩氣鑽採用系列套管產品。具有「輕量化、高強度、高韌性、高抗擠毀、高連接強度」的特點，通過提高石油管強度，降低管體壁厚，進而減輕了套管串的整體重量達30%以上，節約資源的同時，製造過程降低碳排放20%以上。

In 2022, the Group supplied more than 15,000 tons of casings for high-performance shale gas drills, used green products to facilitate the exploitation of green and clean energy, and contributed our strength to the construction of a 50 billion large gas area in the Southwest oil and gas field.

2022年，本集團供貨高性能頁岩氣鑽採用套管15,000餘噸，實現了採用綠色產品助力綠色清潔能源的開採，為西南油氣田500億大氣區建設貢獻了達力普力量。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Case Study: Dalipal's "Carbon Reduction Day"**案例：設定「達力普減碳日」**

We actively implement the concept of low-carbon development, create a low-carbon atmosphere, and promote the low-carbon concept to employees. Since 2022, we have designated World Environment Day on June 5 as Dalipal's "Carbon Reduction Day" and launched a series of carbon reduction activities.

我們積極實踐低碳發展理念、營造低碳氛圍，並向員工宣揚低碳理念，自2022年開始，我們將6月5日「世界環境日」定為「達力普減碳日」並開展系列「減碳」活動。

We created a low-carbon and environmental protection awareness and atmosphere through hanging posters and online publicity activities. Everyone is encouraged to commute with low-carbon methods on their own, the air conditioners be turned off willingly in the office area, and promoted justified advice and activities about energy saving, consumption reduction, pollution reduction, and efficiency enhancement.

通過懸掛海報、線上宣傳活動等營造低碳環保的意識和氛圍，倡議大家自發低碳出行、工作區域自發關閉空調，圍繞「節能、降耗、減污、增效」進行合理化建議和創新項目推廣活動等等。

**Greenhouse Gas Emissions**

This Report focuses on scope 1 and scope 2 greenhouse gas emissions. Scope 1 is direct greenhouse gas emissions from the stationary and mobile fuels combustion owned by the Group. Scope 2 is indirect greenhouse gas emissions from purchased electricity consumed by the Group.

Due to the increase in production, the Group's total greenhouse gases emission increased compared to last year. During the Reporting Period, greenhouse gas emissions were as follows:

溫室氣體排放

本報告集中披露範圍1及範圍2的溫室氣體排放。範圍1為來自本集團所擁有固定源及流動源燃料燃燒所致的直接溫室氣體排放；範圍2為來自本集團所消耗外購電力產生的間接溫室氣體排放。

由於產量增加，本集團的溫室氣體總排放量較去年有所增加，於報告期間，溫室氣體排放如下：

Types of greenhouse gas emissions

溫室氣體排放類型	Unit 單位	2022 2022年	2021 2021年
Scope 1 - Direct emissions 範圍1—直接排放	Tons of CO ₂ equivalent 噸二氧化碳當量	103,589.58	89,136.47
Scope 2 - Energy Indirect emissions 範圍2—能源間接排放	Tons of CO ₂ equivalent 噸二氧化碳當量	295,878.97	307,799.50
Total 總量	Tons of CO ₂ equivalent 噸二氧化碳當量	399,468.55	396,935.97
Intensity 密度	Tons of CO ₂ equivalent/ revenue in million RMB 噸二氧化碳當量／百萬元人民幣收益	94.49	105.50

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Emissions

The Group strictly complies with the Environmental Protection Law of the People's Republic of China (《中華人民共和國環境保護法》), the Law of the People's Republic of China on Environmental Noise Pollution Prevention (《中華人民共和國環境噪聲污染防治法》), the Law of the People's Republic of China on Appraising of Environment Impacts (《中華人民共和國環境影響評價法》), the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes (《中華人民共和國固體廢物污染環境防治法》), Cleaner Production Promotion Law (《中華人民共和國清潔生產促進法》), Regulations on the Administration of Construction Project Environmental Protection (《建設項目環境保護管理條例》), Decision of the State Council on Several Issues Concerning Environmental Protection (《國務院關於環境保護若干問題的決定》), Air Pollution Control Ordinance (《空氣污染管制條例》), Waste Disposal Ordinance (《廢物處置條例》), and other applicable environmental laws and regulations and we obtained the "Discharge Permit" granted by the local environmental departments. During the Reporting Period, the Group did not have any severe violations or compliance with applicable environmental laws and regulations. Also, the Group has audited and obtained the ISO14001 environmental management system certification, so as to comply with the national maximum limit allowed for sulfur oxides emission concentration limits and total emissions, which limited the amount of air and greenhouse gas emissions generated in the course of the Group's business.

排放物

本集團嚴格遵守包括但不限於《中華人民共和國環境保護法》、《中華人民共和國噪聲污染防治法》、《中華人民共和國環境影響評價法》、《中華人民共和國固體廢物污染環境防治法》、《中華人民共和國清潔生產促進法》、《建設項目環境保護管理條例》、《國務院關於環境保護若干問題的決定》、《空氣污染管制條例》及《廢物處置條例》等相關環保條例，並持有當地環保部門頒發的《污染物排放許可證》。於報告期間，本集團並無嚴重違反對本集團有重大影響的環保法律及法規的情況。同時，報告期間，本集團審核並通過了ISO14001環境管理體系認證證書，從而根據國家對硫氧化物排放濃度限值及排放總量的規範，限制本集團業務過程中產生的廢氣及溫室氣體排放量。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Air Emissions

The Group's air emissions mainly come from particulate matter, sulfur oxides and nitrogen oxides generated by industrial furnaces and equipment in the production process. In order to reduce air emissions in the course of our operations, we have adopted the following technical enhancements:

- Adopt low nitrogen combustion technology on the combustion system;
- Equip advanced adsorption and catalytic combustion technology on the exhausted gas treatment facilities;
- Increase the thickness of the heating furnaces and added flue gas treatment devices to reduce nitrogen oxides emissions;
- Add online monitoring equipment at the main tapping hood of flue gas, establish wheel washing facilities and online monitoring equipment in the factory and at the main entrances and exits for raw materials, to reduce the air pollution from dusts;
- Equip pollutant purification and denitrification devices for exhaust gas;
- Replace the annular furnace, quenching furnace and tempering furnace flowmeter with a more advanced and accurate ultrasonic flowmeter; and
- Optimize industrial processes to reduce the frequency of in-plant transportation, update new energy vehicles, and increase the proportion of clean transportation.

廢氣排放

本集團的廢氣排放主要來自工業爐窯及設備在生產過程所產生的顆粒物、硫氧化物及氮氧化物。為降低在營運過程中的廢氣排放，我們採取了以下各項技術提升：

- 燃燒系統採用低氮燃燒技術；
- 廢氣處理設施採用先進的吸附加催化燃燒技術；
- 在熱處理爐增加爐厚及增設煙氣處理裝置，以降低氮氧化物排放；
- 在主要排放口增設煙氣在線監控設備，在廠區和原料主要進出口設置洗輪機裝置和揚塵在線監測裝置，以降低揚塵對大氣污染；
- 設置廢氣脫硝裝置等污染物再淨化裝置；
- 將環形爐、淬火爐、回火爐流量計更換為更先進、計量更為精確的超聲波流量計；及
- 優化工業流程以減少廠內運輸的頻率，更新新能源汽車等，提高清潔運輸比例。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

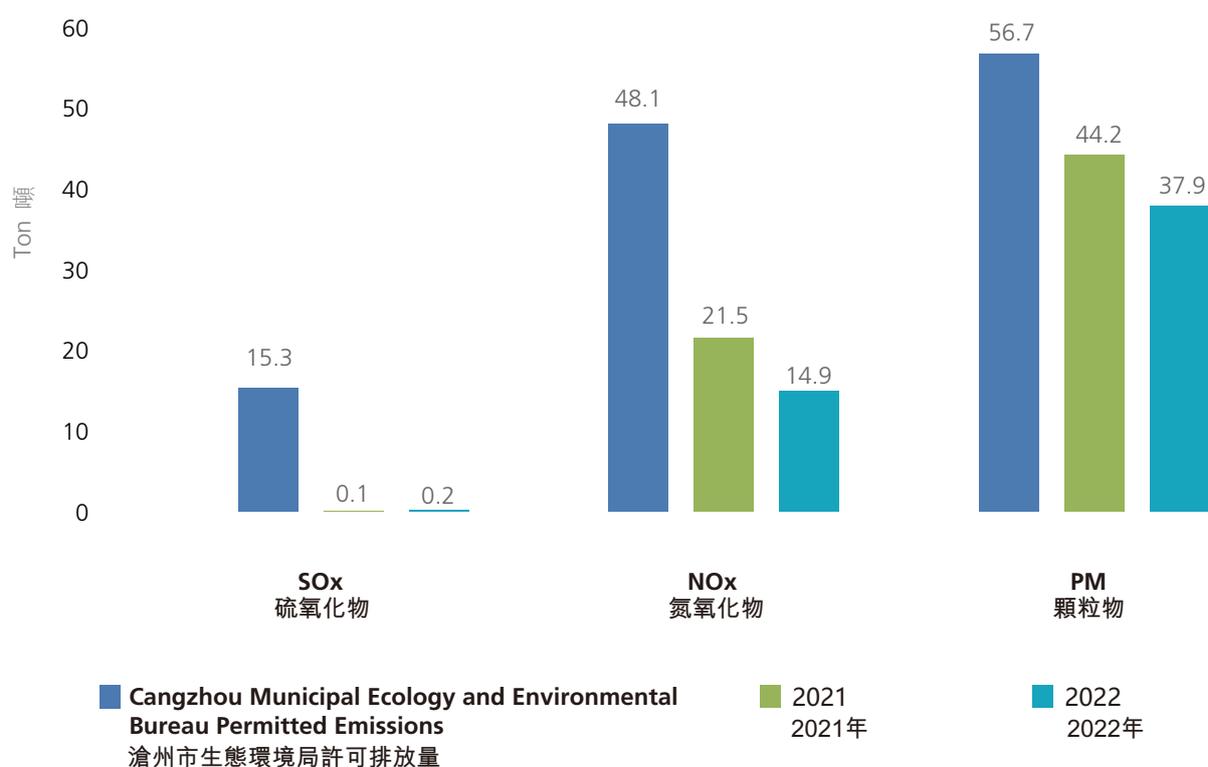
環境、社會及管治報告

During the Reporting Period, the emission standards of particulate matter, sulfur oxides and nitrogen oxides of various industrial furnaces of the Group met the ultra-low emission standards of Hebei Province and the Bureau of Ecology and Environment of Cangzhou City permitted discharge, and the exhaust emissions were as follows:

於報告期間，本集團各種工業爐窑顆粒物、硫氧化物、氮氧化物等排放標準均達到河北省超低排放標準及滄州市生態環境局許可的排放量，廢氣排放量如下：

Types of air emissions 廢氣排放類型	Unit 單位	Bureau of Ecology and Environment of Cangzhou City Permitted Discharge	2022	2021
		滄州市生態環境局許可排放量	2022年	2021年
Sulfur oxides (SOx) 硫氧化物	Ton 噸	15.3	0.2	0.1
Nitrogen oxides (NOx) 氮氧化物	Ton 噸	48.1	14.9	21.5
Particulate matter (PM) 顆粒物	Ton 噸	56.7	37.9	44.2

Air Emissions 廢氣排放



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Waste Management

The Group also recognizes the importance of waste reduction for the Company's sustainable development. With the increasing severity of resource and energy shortages, countries worldwide are paying more attention to waste management at source. Waste management is imperative for employee health, the environment, and in most cases. There are two main types of waste in the Group's daily operations: (i.) Hazardous waste from the production process (i.e. hazardous or potentially harmful to human health or the environment), mainly involving dust removal ash, waste mineral oil, sludge, waste paint, paint residue, etc.; and (ii.) Non-hazardous waste from production activities such as electric furnace slag, refining slag, iron oxide sheet and waste refractory materials.

The Group strictly complies with the Environmental Protection Law of the People's Republic of China (《中華人民共和國環境保護法》), the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes (《中華人民共和國固體廢物污染環境防治法》) and other relevant environmental laws and regulations. We appoint a professional waste handling company, which has the qualifications of collecting, storing, treating, and disposing of waste, to handle our hazardous waste.

During the Reporting Period, the Group has completed the revision of the General Waste Management Regulations, and it has established and implemented a number of waste reduction and recycling strategies, revised the environmental protection management system such as pollution production and discharge control, and formulated specific rules and regulations through the operating procedures of the pollution production process, the operation and control of environmental protection treatment equipment, the monitoring of pollutant discharge from waste gas and wastewater, the collection and transfer of solid waste, the monitoring of noise and air pollution, and the environmental protection management responsibility system, forming a systematic environmental protection management system.

During the Reporting Period, in addition to the increase in production, therefore the amount of waste increased accordingly. The amount of waste generated by the Group was as follows:

Type of waste 廢棄物類型	Unit 單位	2022 2022年	2021 2021年
Hazardous waste 有害廢棄物	Ton 噸	9,011.19	9,785.60
Intensity 密度	Tons/revenue in million RMB 噸／百萬元人民幣收益	2.13	2.60
Non-hazardous waste 無害廢棄物	Ton 噸	65,813.94	63,795.10
Intensity 密度	Tons/revenue in million RMB 噸／百萬元人民幣收益	15.57	16.96

廢棄物管理

本集團明白廢棄物管理及回收對公司可持續發展的重要性，隨著資源及能源短缺的問題日益嚴重，世界各國愈加注重源頭減廢，廢棄物管理對員工健康、環境及在大多數情況下而言勢在必行。就本集團的日常營運而言，主要有兩種廢棄物：(i.)來自生產過程的有害廢棄物(即對人體健康或環境而言屬危險或潛在有害)，主要涉及除塵灰、廢礦油、污泥、廢漆、漆渣等；以及(ii.)於生產活動所產生的無害廢棄物，例如電爐渣、精鍊渣、氧化鐵皮及廢耐材。

本集團嚴格依據包括但不限於《中華人民共和國環境保護法》、《中華人民共和國固體廢物污染環境防治法》等相關環境保護法律及法規的規定，加強廢棄物源頭減排管控，並委任專業廢棄物清理公司以處置及處理有害廢棄物，該專業廢棄物清理公司具有收集、儲存、處理及處置廢物的資格。

報告期間，本集團建立並實施多項減廢及回收廢棄物的策略，修訂《一般廢棄物管理規定》、產污排污管控等環保管理制度，通過對產污工藝操作規程、環保治理設備運行管控、廢氣廢水污染物排放監測、固體廢物收集轉移處理、噪聲大氣污染監測、環保管理責任制等制定具體的規章制度，形成一套系統的環保管理制度。

於報告期間，由於生產量的增加，部分廢棄物產生量也隨之而增加。本集團產生之廢棄物量如下：

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

We are committed to reducing our emissions and waste generation, formulating an annual management plan, targeting responsibilities and corresponding person-in-charge, strengthening supervision. To achieve the above targets, we advocated the following emission reduction measures:

我們致力減少自身的排放及廢棄物產生，並制定年度管理計劃，明確規定負責人的職權，責任目標，強化環節監督。為達至以上目標，我們提倡採用以下的減排措施：

Technical Optimization Aspect

技術優化層面

- Implementation of three furnace flow meters renewal work;
實施三台加熱爐流量計更新工作；
- Complete the modification project of the ultra-low-emission dust removal system for bench of pipe billets, and added a new filter exterior from the dust collector for the slag tapping hood of the electric furnace;
完成管坯專案除塵系統超低排放改造工程，新增了電爐出渣口煙塵收集罩；
- Use clean energy natural gas as raw material for the new heating furnace and adopt low nitrogen combustion technology on the combustion system;
新生產線加熱爐使用潔淨能源天然氣為原料，燃燒系統採用低氮燃燒技術；
- Complete the installation of the gas collection covers and dust removal devices within the production line, and promote the reuse and sales of dust removal ash disposal;
完善產塵環節設置集氣罩與除塵裝置，並利用除塵灰處置形成銷售，廢棄物循環利用；
- Two sets of volatile organic compounds (“VOCs”) collection devices are implemented additionally;
增加2套揮發性有機物(「VOCs」)收集裝置；
- Upgrade the pollutant monitoring and control system (the control system was changed to an advanced DCS system), dynamically controlled the installation of online pollutant monitoring equipment for 3 spraying production lines system to ensure that the monitoring and measurement of pollutants are more accurate; and
升級污染物監控系統(控制系統改為先進的DCS系統)，對3條噴塗生產線污染物在線監測設備安裝動態管控系統，保障對污染物的監控測量更加精準；及
- Conduct weekly joint inspection of equipment, reduce equipment failure time, implement regular maintenance and preventive maintenance, implement equipment transformation and upgrading to continuously strengthen equipment maintenance management, and prevent running and dripping.
每周進行設備聯合檢查，減少設備故障時間，實施定期檢修及預防性維修，實施設備改造、升級以不斷加強設備維護管理，防止跑冒滴漏。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Waste Management Aspect**廢物管理層面**

- Adopt water-based paint at spraying process, reduce the numbers of waste paint and thinner buckets;
噴塗工序採用水性油漆，減少廢油漆、稀料桶的數量；
- Use dedicated packaging bag and warehouse to store waste;
專用包裝袋存儲廢棄物，專庫存放；
- Record and manage hazardous waste strictly according to the management requirements, and installed the Hazardous Waste Terminal Weighing Storage System;
嚴格按照危險廢物管理要求進行記錄、管理，並按照新區環保局要求安裝危廢終端稱重入庫系統；
- Improve the technology and use premium material to reduce furnace cinder during normalized oil casing production process;
改善工藝並使用優質材料，令製作常規油套管時減少爐渣；
- Control the type of scrap metals to reduce the scale of light and thin materials entering the furnace to lower the dust and gas emission; and
控制廢金屬料型，減少輕薄料入爐比例，達到減少煙塵的效果；及
- Recycle the metal material.
金屬物料回收再利用。

Pollutants Treatment Aspect**污水處理層面**

- The sewage treatment process adopts filtration, adsorption and ultrafiltration;
污水處理過程採用過濾、吸附及超濾；
- The sewage is treated by reverse osmosis technique and then recycled as reclaimed water;
污水會經反滲透技術處理後循環再用淡水；
- Strengthen the dust control in the factory, stipulate the frequency for spraying and dampening the road, and install wheel washing facilities at the site entrances and exits;
加強廠內揚塵治理，明確規定道路灑水頻次，在出入口新增了車輛洗輪機；
- Build a new reclaimed water pool, recycle the industrial used water, reduce fresh water usage; and
新建中水池，工業用水循環再利用，減少新水補充量；及
- Post water conservation signs in all areas of the Company to call on all employees to save water.
在公司各區域張貼節約用水標誌，號召全體員工節約用水。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Case Study: Scrap Metal Recycling via Electric Arc Furnace

We are committed to establishing a green and low-carbon circular development production and operation system, such as the "Scrap Metal Recycling via Electric Arc Furnace" circulation system. An electric arc furnace (EAF) is a heating furnace that heats a material by an electric arc discharge. The production process is mainly to add scrap metal raw materials to the EAF for smelting, which can improve the efficiency of energy use. The system allows us to recycle the waste metal from the arc furnace, and re-enter the production line as raw materials, forming a circular economy and further promoting resource recycling, making the production process more environmentally friendly than the general linear production model, thereby reducing the carbon emissions in the production process.

案例：電弧爐廢金屬再利用

我們致力建立綠色低碳循環發展的生產經營體系，例如「電弧爐廢金屬再利用」循環系統。電弧爐(EAF)為一種通過電弧放電加熱材料的加熱爐。生產過程主要是將廢金屬原材料加入EAF以進行冶煉，能提高能源使用效益，更能循環利用電弧爐排出廢金屬，作為原料重新投入生產線，形成循環經濟以至促進了資源回收利用，令生產過程比起一般的線性生產模式更加環保，從而降低生產過程中的碳排放。

Hazardous waste treatment rate in compliance

危險廢物合規處置率

100%

Use of Resources

The Group attaches great importance to the efficient and effective use of natural resources by allocating energy measuring instruments, statistical statements of water, electricity, and other energy, to facilitate the use of resources and allocate resources more effectively. We formulated the "Energy Management and Control Procedures" (《能源管理控制程序》) which has a clear guideline on energy testing implementation, evaluation of energy conversion, transmission and distribution and utilization system configuration and operation, and recycling of surplus energy resources.

The primary resources used by the Group are electricity, water, and paper. However, due to the nature of the Group's business, the packaging used in the finished products is not applicable. During the Reporting Period, the Group refined the energy consumption standards, implemented the hydraulic servo energy-saving transformation project, the energy-saving transformation project of the active submersible pump, the turbidity ring water hot water lifting pump project, the intelligent compressed air system energy hosting project, the reclaimed water reuse system to promote clean energy substitution, effectively realizing the purpose of energy saving, consumption reduction, emission reduction and efficiency increase.

資源使用

本集團致力改善天然資源使用效率，並十分重視有效使用資源，通過配備能源計量器具，統計水、電等能源的統計報表等，以便於資源利用及資源配置更加有效。我們制定了《能源管理控制程序》，明確實施能源檢測、評價能源轉換、輸配及利用系統的配置與運行狀況、剩餘能源資源的回收利用情況等。

本集團所使用的主要資源為電力、水及紙張。而由於本集團的業務性質，製成品所用的包裝並不適用。於報告期間，本集團細化能源使用標準，實施液壓伺服節能改造項目、能動潛水泵節能改造項目、濁環水熱水提升泵項目、空壓站智慧節能托管項目、中水回用項目等促進清潔能源替代，有效實現了節能、降耗、減排、增效的目的。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Energy

Recognizing the importance of conserving electricity and natural gas energy, we continue to promote energy-saving technology transformation and breakthrough, committed to reducing electricity consumption which will reduce greenhouse gas emissions indirectly. To achieve the above targets, the Group encourages the adoption of energy-saving measures, including but not limited to:

- A total of 6 energy-saving renovation projects have been accomplished in air compressors, pumps and other facilities;
- Formulate an applicable energy usage plan for computers and set the appropriate display brightness;
- Offices and conference rooms make full use of natural light to eliminate day lights and ever-bright lights;
- The switching time of lighting in office and living areas is adjusted according to seasonal and weather changes to meet the lighting demand of public areas and reduce energy consumption;
- Minimize the general lighting in public areas at night;
- Pledged to the Energy Saving Charter 2022 launched by the Hong Kong Environment Bureau;
- Appliances are set to energy-saving mode if possible, turn off when the power supply is idle, and check the power off of the office from time to time.

能源

本集團知悉節約電力、天然氣能源的重要性，因此我們持續推進節能技術改造和攻關，致力減少能源消耗量，間接減少溫室氣體的排放量。為達至以上目標，本集團鼓勵採取節電措施，包括但不限於：

- 在空壓機、水泵等項目上實現節能改造項目共6項；
- 為電腦設置合理的電源使用方案，並設置合適顯示亮度；
- 辦公室、會議室充分利用自然光，杜絕白晝燈和長明燈；
- 辦公生活區照明燈按照季節、天氣變化調整開關時間，在保證滿足公共區域照明需求的同時降低能源消耗；
- 夜間盡量減少公共區域照明；
- 簽署香港環境局推出的《節能約章2022》；及
- 電器盡可能設置為節能模式，電源閒置時關閉，並不定期檢查辦公室電源關閉情況。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

The Group uses natural gas as its main gas fuel and vehicle fuel. During the Reporting Period, the energy consumption was as follows:

本集團以天然氣為主要氣體燃料及車輛燃油。於報告期間，我們的能源消耗數據詳列如下：

Types of energy 能源類型	Unit 單位	2022 2022年	2021 2021年
Indirect energy 間接能源			
Purchased electricity 外購電力	GWh 吉瓦時	509.26	529.78
Direct energy 直接能源			
Natural gas 天然氣	GWh 吉瓦時	515.32	442.78
Gasoline 汽油	GWh 吉瓦時	0.29	0.95
Diesel fuel 柴油	GWh 吉瓦時	1.55	1.31
Liquefied petroleum gas ¹ 液化石油氣	GWh 吉瓦時	0.04	–
Total energy consumption 能源消耗總計	GWh 吉瓦時	1,026.46	974.82
Intensity 密度	GWh/revenue in million RMB 吉瓦時／百萬元人民幣收益	0.24	0.26

1 The Group did not consume any liquefied petroleum gas in 2021.

1 本集團於2021年度沒有使用液化石油氣。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Upgrade Equipment to Save Energy

裝備升級，助力節能

Case Study: The Energy-Saving Renovation of Continuous Casting Hydraulic System**案例：液壓伺服節能技術改造**

During the Reporting Period, the Group carried out a special action to improve energy efficiency around general-purpose energy-consuming equipment such as motors, and has taken the lead in implementing energy-saving transformation on casting hydraulic system, replaced the original pump sets with intelligent energy-saving pump sets, configured drive control devices, and introduced IoT services to achieve automatic control, online detection, intelligent correction and multiple modes are adopted.

本集團於報告期間圍繞電機等通用設備開展能效提升專項行動，率先對連鑄液壓系統實施節能改造，將原有泵組替換為智能節能泵組，配置驅動控制裝置，並引入物聯網服務，實現了自動控制、在線檢測、智能校正多元化模式。

At the same time, equipment managers can monitor equipment parameters at any time through the mobile cloud assistant and control the operation status of equipment. The energy-saving effect has been reduced from 37.9 kWh/h to 12.8 kWh/h, a decrease of 66%, which can save more than 200,000 kWh of electricity every year. We also implemented the energy-saving transformation project of hydraulic presses. After the transformation, an average of 35 kWh of electricity was saved per hour, and the electricity saving rate was 42%, which achieved a significant energy-saving effect for the Group.

同時，設備管理人員可通過手機雲助手隨時監控設備參數，把控設備運行狀況。節能效果從37.9 kWh/h降至12.8 kWh/h，降幅達66%，改造項目預計每年可節電20萬度以上。我們亦實施水壓機節能改造項目，改造後平均每小時節省電能35千瓦時，節電率為42%，為本集團取得顯著節能效果。

Case Study: Lifted Up the Pump's for Energy-saving Renovation**案例：提升泵節能改造**

1. Energy-saving renovation of the hot water lift pump in the chemical degreasing room of the comprehensive pump room

綜合泵房化學除油間熱水提升泵節能改造

The Group started to analyze the operation principle of the hot water lift pump in the turbid ring water system from the current status of the equipment operation, fully studied the original design data of the system and the current real-time operation data, and measured the cooling tower, chemical degreaser and other related data in detail, and made a detailed analysis of the pump. Pump groups and pipelines were transformed. Compared with the original model, it is expected to save 2.28 million kWh per year.

本集團從設備運行現狀着手分析熱水提升泵在濁環水系統內的運行原理，充分研究系統原設計數據與目前實時運行數據，詳細測量了冷卻塔、化學除油器等相關數據，對泵組、管線進行改造，相比原有模式，預計年可節約228萬度電。

2. Energy-saving renovation of the heat treatment advection pool lift pump

熱處理平流池提升泵節能改造

The heat treatment pump room has 4 installed self-priming lift pumps, and the rated power of a single pump motor is 160kW. After the transformation, the lift pump will operate in two-use and two-standby mode, which is expected to save 2.31 million kWh of electricity annually.

熱處理泵房自吸提升泵裝機數量為4台，單台泵電機額定功率為160千瓦，改造後提升泵為二用二備運行模式，預計年可節約電量231萬度。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Case Study: Regenerative Ladle Roaster**案例：蓄熱式烤包器**

We replaced the original vertical ladle roaster with a heat-storage regenerative ladle roaster with a single-button operation, while reducing safety risks, improving heating efficiency, centralizing emission, reducing gas consumption by 46.6%, and annual gas savings of about 278,000 Nm³ base on the production time.

我們將原有立式烤包器更換為蓄熱式烤包器，一鍵操作，降低安全風險的同時，提升加熱效率，集中排放，降低燃氣消耗46.6%，按生產時間計算年度節約燃氣約27.8萬標準立方米。

Water Consumption

Water is essential to the Group's business, and we have managed the water resources accordingly. The Group has not encountered any problems in sourcing water resources that are fit for its purposes. We implemented an expansion project on the sewage treatment station, which effectively improved its treatment capacity. In our system, we are committed to reducing the amount of water used in the production process. At the same time, the boiler of the billet branch plant has been retrofitted with a sodium ion exchanger to improve the water consumption index of the production boiler, and raw water consumption has decreased significantly in the pipe-making and casting processes. To achieve the above targets, we post water conservation reminders in our office and living areas, restrooms and pantries to remind our staff of their water behaviour. During the Reporting Period, the Group's water consumption was as follows:

用水

水資源對本集團的業務而言必不可少，我們以相應業務進行用水管理，而且在採購適用水方面並未遇到任何問題。我們實施了污水處理站擴容項目，有效提升了其處理能力。於本集團的系統中，我們致力減少就生產過程所使用的水量，同時，鑄坯分廠生產鍋爐改造鈉離子交換器，改善生產鍋爐用水指標，在制管工藝環節及鑄坯工藝環節，原水消耗量均有明顯下降。為達至以上目標，我們在辦公生活區、洗手間及茶水間張貼節約用水的提示，提醒員工的用水行為。於報告期間，本集團之耗水量如下：

Water consumption 耗水量	Unit 單位	2022 2022年	2021 2021年
Total water consumption 總耗水量	Cubic meter 立方米	659,980.00	735,465.30
Intensity 密度	Cubic meter/revenue in million RMB 立方米／百萬元人民幣收益	156.10	195.47

Case Study: Reuse of Reclaimed Water**案例：中水回用**

During the Reporting Period, the Group renovated its water system, interconnected drainage and reuse pipelines between production lines, improved the refinement of water system equipment management, improved the utilization rate of water resources, and reduced the amount of fresh water.

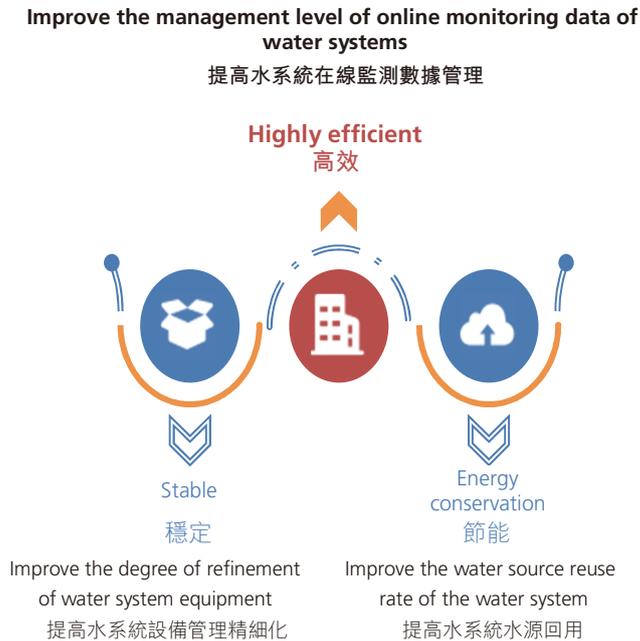
報告期內本集團對水系統進行改造，將各產線間排水與回用水管線實現互聯互通，提高水系統設備管理精細化程度、水資源利用率提升，減少新水量。

In March 2022, the reclaimed water of the sewage treatment station was be reused, and the cumulative external discharge of reclaimed water in the annual sewage treatment station will be 2,505.75 m³. Compared with the same period in 2021, the annual discharge of reclaimed water decreased by 13,579.15 m³.

2022年3月份開始污水處理站中水回用，年度污水處理站中水累計外排量2,505.75立方米。與2021年同期對比，年度中水外排量減少13,579.15立方米。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

**Paper**

Since reducing the use of paper can indirectly reduce overall greenhouse gas emissions, we have been taking the following steps to reduce paper consumption:

- Encourage the sending and receiving of files through electronic channels and the implementation of electronic document management that significantly reduce the consumption of paper and ink;
- Use a variety of office software for online office work, reducing paper usage and delivery;
- Reduce paper usage by printing or copying on both sides when appropriate; and
- Printing paper is used strictly according to the budget plan, and over-budget on printing requires strict approval to reduce paper usage.

紙張

由於減少使用紙張可間接降低整體溫室氣體排放量，故我們一直採取以下措施減少用紙量：

- 鼓勵以電子渠道收發檔案及實行電子文件管理，大幅減少紙張及碳粉盒的使用量；
- 使用多種辦公軟件進行線上辦公，減少紙張使用和傳遞；
- 於適當時透過雙面打印或複印減少紙張用量；及
- 打印紙嚴格按照預算使用，超預算需嚴格審批，以減少紙張用量。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

During the Reporting Period, we completed the unattended weighing project and realized the automatic and paperless weighing of the incoming and outgoing process in the factory. In 2022, the electronic logistics system recorded about 7,500 weighing records, and the Jinzhong System printed about 80,000 papers. It is estimated that about 87,000 sheets of quadruple printing paper will be reduced each year after the project.

報告期內我們完成無人值守稱重項目，實現了進出廠過磅自動化與無紙化。2022年電子物流系統過磅記錄約7,500張，金鐘系統打印約8萬張。該項目實現電子過磅單後，預計每年約減少8.7萬張四聯打印紙。

The Company's self-developed oil-casing pipeline thread data platform was launched. It is expected to reduce about 130,000 A4 papers per year. Optimizing the printing method of the exit pass, realizing the electronic exit pass, and cancelling the printing of the paper exit pass are implemented. Based on the data used in 2022, it is expected to reduce about 11,000 A4 sheets per year.

公司自主開發的油套管線螺紋數據平台上線，預計每年約減少13萬張A4紙。優化出門證打印方式，實現電子出門證，取消紙質出門證打印。根據2022年已使用數據計算，預計每年約減少1.1萬張A4紙。

The Group will continue to record the use of resources in order to review the effectiveness of conservation measures in the future and to set more improvement measures and targets.

本集團將會持續記錄資源使用的情況，以便未來檢討節約措施成效，以及訂立更具針對性的改善措施和目標。

The Environment and Natural Resources

The Group understands that the protection of the environment is an essential responsibility of global enterprises, so the Group complies with all applicable environmental laws and regulations and strives to reduce resource and energy consumption. We have formulated the Energy Control Procedures (《能源控制程序》), Equipment Management Control Procedures (《設備管理控制程序》), Spare Parts Management Measures (《備品備件管理辦法》), Pollution Discharge Permit Management Regulations (《排污許可管理規定》), and Greenhouse Gas Management Regulations (《溫室氣體管理規定》) and obtained the Radiation Safety Permit (《輻射安全許可證》) issued by the Ministry of Ecology and Environment of the People's Republic of China.

During the Reporting Period, the Group has actively carried out benchmarking improvements on the online monitoring station dynamic management and control system. This dynamic management and control system upgradation covered on-site access control monitoring, video monitoring, and parameter monitoring systems, and realized the integrated and refined management online monitoring of organic waste gas generated from the coating production line, platform uploading, and background monitoring, while satisfying the ecological environment authorities' management requirements for the "three standards" for off-site management of organic waste gas.

環境及天然資源

本集團明白保護環境為全球企業的重要責任，故本集團遵守所有適用的環境法律及法規，致力減少資源及能源消耗，我們制定了《能源控制程序》、《設備管理控制程序》、《備品備件管理辦法》、《排污許可管理規定》及《溫室氣體管理規定》，並取得中華人民共和國環境保護部頒發的《輻射安全許可證》。

報告期間，本集團圍繞在線監測站房動態管控系統積極開展對標提升，升級涵蓋了現場監控、視頻監控、參數監控系統，實現了塗裝生產線有機廢氣在線監測、平台上傳，後台監控等一體化、精細化管理，同時滿足了生態環境主管部門對於有機廢氣非現場管理工作「三個標準」的管理要求。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

We have also developed an environmental monitoring plan and introduced a dynamic pollutant control system to monitor and manage pollutants in real-time, monitor the environmental protection information of transport vehicles, and monitor dust levels in real-time. We also appointed a professional team to conduct regular monitoring of the environmental impact factors such as sewage, exhaust gas, and noise level by the Company, and conduct regular assessments of the Company's natural resources such as soil and air environment, review and assess environmental risks in the business process, review relevant environmental guidelines in operating practices, and adopt and implement necessary preventive or improvement measures in a timely manner. Relevant measures include implementing ultra-low emission standards in Hebei Province, providing professional training to strengthen the knowledge about the environment and safety for employees, communicating with suppliers and partners, setting up occupational hazards notification cards and risk distribution maps in the workplace.

我們更制定環境監測計劃，投用了污染物動態管控系統以實時監察及管理污染物、監控運輸車輛的環保信息、實時監察揚塵水平等。我們更委託專業團隊對公司排放的污水、廢氣、噪音等環境影響因素進行定期監測，並對本公司的土壤環境、空氣環境等天然資源進行定期評估，及時審視及評估業務過程中的環境風險，檢討營運慣例中的相關環保指引，採納及實施必要防範或改善措施。相關措施包括執行河北省超低排放標準、加強員工環境、安全的專業培訓、與供應商及合作夥伴溝通、張貼崗位風險告知卡、風險分佈圖等。

Case Study: Clean Production Acceptance Inspection**案例：清潔生產審核**

During the Reporting Period, the Clean Production Acceptance Inspection was carried out. The clean production management system was further improved, the management level and production technology level were improved, and certain environmental and economic benefits were achieved. Achieving electricity saving of about 2,515,200 kWh/a, water saving of about 17,100 m³/a, natural gas saving of about 134,100 m³/a, and economic benefits of 2.6697 million RMB/a. At the same time, VOCs emissions are reduced by 1.31t/a, waste paint and paint residue are reduced by 0.1t/a, COD emissions are reduced by 0.306t/a, ammonia nitrogen emissions are reduced by 0.015t/a, and energy saving is 476.35tce/a.

報告期內開展清潔生產審核工作，進一步完善清潔生產管理體系，提高管理水準和生產技術水準，並取得了一定的環境效益和經濟效益。實現節電約251.52萬kWh/a，節水約1.71萬m³/a，節約天然氣約13.41萬m³/a，獲得經濟效益人民幣266.97萬元/a。同時減少VOCs排放1.31t/a，減少廢漆、漆渣產生0.1t/a，COD減排0.306t/a，氨氮減排0.015t/a，實現節能量476.35tce/a。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

B. The Harmonious Society

Corporate Culture – The Meaning of Dalipal

“Dalipal” is the Chinese deduction of “達力普”，which means “intimate partner”. “Dalipal” is derived from the combination of the English words “Darling” (intimate) and “Pal” (partner).

Da
「達」

Achievement, which means to achieve high customer satisfaction, give full play to employees' abilities, express employees' ideas, wishes, and abilities, and to pursue the Company's prosperity;
寓意達到客戶滿意，發揮員工才能，表達員工思想、心願、能力，公司興旺發達；

Li
「力」

Strength, which means to create value for customers, while our products are equipped with high competitiveness, employees are innovative, and the Company is strong;
寓意全力為客戶創造價值，產品有競爭力，員工有創新能力，公司有實力；

Pal
「普」

Universal, which means to share with our community inclusively, that is, the Company growth benefits employees, shareholders and the society in general.
寓意普惠分享，即公司發展讓員工、股東、社會普遍受益。

The three words of Dalipal are our valued commitments to customers, employees, shareholders and society, which clearly expound the “connotation” of Dalipal.

The Group adheres to the clear orientation of cultural guidance and has always continued to promote corporate culture to promote corporate development. After 23 years of accumulation and condensation, Dalipal has formed a complete set of corporate culture systems with its own characteristics, clarifying the specific content of corporate strategy and vision, corporate purpose, enterprise spirit, management philosophy, code of conduct and norms.

和諧社會

企業文化－達力普的含義

「達力普」是「Dalipal」的直譯，意為「親密的夥伴」。「Dalipal」源自於英文單詞「Darling」（親密的）和「Pal」（夥伴）的組合。

達力普三個字是我們向客戶、員工、股東、社會做出的價值承諾，清晰地闡述了達力普的「內涵」。

本集團堅持文化引領的導向明晰，始終持續推進企業文化工作以促進企業發展。經過23年的積累與沉澱，達力普已經形成了一整套且有自己特色的企業文化體系，明確了企業戰略與願景、企業宗旨、企業精神、管理理念、行為準則與規範等具體內容。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

In order to promote the landing and implementation of corporate culture, in 2022, the Company formulated a work plan for the improvement and implementation of corporate culture, determined the key construction content of corporate culture, and carried it out from the two aspects of establishing and improving the system and implementing cultural construction, grasped middle-level leaders, and promoted and practice from top to bottom.

為推進企業文化落地、落實，本公司於2022年制定企業文化完善及實施工作方案，確定企業文化重點建設內容，從建立與完善體系、落實文化建設抓手兩方面開展，抓中層領導，自上向下推廣踐行。

Corporate Culture Quizzes and Competition Activities

企業文化答題及競賽活動

We carried out a 100-day corporate culture quiz activity for new and old employees to answer questions every day to accumulate achievements. In order to encourage employees to participate, we set weekly rewards, monthly rewards, and final rewards, and conducted a cross-departmental evaluation and extra points for the participation of answerers.

開展為期100天的企業文化答題活動，新老員工每日答題積累成績，為鼓勵員工參加，設定週獎勵、月獎勵，最終獎勵，並針對答題人員參與度，進行跨部門評價及加分。

Corporate culture practice story: corporate culture oath, corporate culture collective display, corporate culture practice story video

企業文化踐行故事：企業文化宣誓、企業文化集體展示、企業文化踐行故事視頻

Enterprise Value – Create value for customers, create opportunities for employees, create strength for enterprises, create harmony for society.

Since the establishment of the Company, it has always adhered to the philosophy of “Gaining knowledge for cultivating self-mind. Benefiting from the market. Walking the pathway to innovation. Maintaining a good foundation”. Without wavering, the Company is adhering to the comprehensive “tackle the gap with benchmarking” continuously. We are committed to doing a good job of “immediate” and focusing on what we are doing. We are also committed to strengthening the Company’s development and growth and doing everything possible to enhance the ability for risk resilience, in order to build a broader platform for business start-ups and a stage that can give full play to everyone’s talent, so as to expand our capacity that truly allows our employees to realize their self-fulfillments. As we believe that employees are connected to and are an essential part of the enterprise’s strength. “When big rivers have water, the smaller ones are filled”, is our vision of creating greater value for employees and customers, as well as contributing to the realization of a harmonious society. Together with our aspiration of the Chinese Dream are the original intentions and mission of the Dalipal family.

企業宗旨 – 為客戶創造價值，為員工創造機會，為企業創造實力，為社會創造和諧。

公司成立以來，始終堅持「念文化經、吃市場飯、走創新路、幹三基事」，不動搖，堅持持續、全面的「對標找差」，致力於做好「眼前」的事，專注當下的事，致力於「發展」的事，千方百計增強抗風險能力，為的就是搭建更加廣闊的幹事創業的平台、施展才能的舞台，造就更加寬闊的河流，真正讓員工能夠找到實現自我價值的空間，與員工成為命運共同體、利益共同體，實現「大河有水小河滿」的願景，為客戶創造更大的價值，為和諧社會和中國夢的實現貢獻自己的一份力量，這是全體達力普人的初心和使命。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Employment

Enterprise Talents – Knowing people and making good use of them, appointing people only by virtue, introducing talents from outside to inside, and achieving talents.

僱傭

企業文化之人才觀—知人善用，任人唯賢，外引內塑，成就人才。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Building a core backbone team that highly recognizes the culture of the Company and consciously practices the Company's culture is all the time an important strategic task for the survival and development of the Company.

The Group strictly complies with relevant laws and regulations, including but not limited to the Employment Promotion Law of the People's Republic of China (《中華人民共和國就業促進法》), Labour Law of the People's Republic of China (《中華人民共和國勞動法》), Social Security Law of the People's Republic of China (《中華人民共和國社會保障法》), Law of the People's Republic of China on the Protection of Minors (《中華人民共和國未成年保護法》), Law of the People's Republic of China on the Protection of Persons with Disabled Persons (《中華人民共和國殘疾人保障法》), Regulations of Hebei Province on Population and Family Planning (《河北省人口與計劃生育條例》), Employees' Compensation Ordinance (《僱員補償條例》), Mandatory Provident Fund Schemes Ordinance (《強制性公積金計劃條例》) etc. During the Reporting Period, the Group was not involved in any confirmed violation relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare that have a significant impact on the Group.

We are committed to being an ideal employer and providing a healthy working environment where our employees can thrive. We have established an effective system of employment policies, including equal recruitment policy, equal promotion policy, work-life balance policy, compensation policy, remuneration and allowance policy, dismissal and retirement policy, anti-discrimination policy, diversity policy, training policy, employee welfare and benefit policy.

As at 31 December 2022, the Group had a total of 1,777 employees (2021: 1,729), of which all of them were full-time employees.

我們把建設一隊高度認同文化、自覺踐行文化的核心團隊和骨幹員工隊伍，作為公司生存與發展的重要戰略任務。

本集團嚴格遵守包括但不限於《中華人民共和國就業促進法》、《中華人民共和國勞動法》、《中華人民共和國社會保障法》、《中華人民共和國未成年保護法》、《中華人民共和國殘疾人保障法》、《河北省人口與計劃生育條例》、《僱員補償條例》及《強制性公積金計劃條例》等相關僱傭法律法規。於報告期間，本集團並無嚴重違反對本集團有重大影響的薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利法律及法規的情況。

我們致力成為卓越僱主，提供健康的工作環境，讓僱員茁壯成長、盡展所長。我們已制定僱傭政策的有效系統，包括平等招聘政策、平等晉升政策、工作生活平衡政策、補償政策、薪酬及津貼政策、解僱及退休政策、反歧視政策、多元化政策、培訓政策及僱員福利政策。

截至2022年12月31日，本集團的員工總數為1,777人(2021：1,729人)，全部為全職員工。

BY GEOGRAPHICAL REGION

地區結構

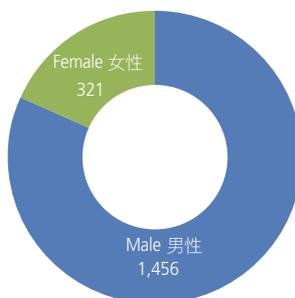
■ Mainland China 內地
■ Hong Kong 香港



BY GENDER

性別結構

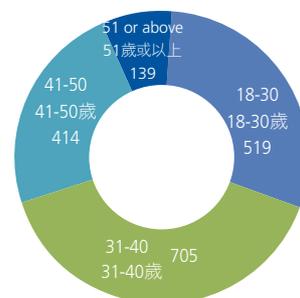
■ Male 男性
■ Female 女性



BY AGE GROUP

年齡結構

■ 18-30 18-30歲
■ 31-40 31-40歲
■ 41-50 41-50歲
■ 51 or above 51歲或以上



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

During the Reporting Period, the Group has a turnover rate as follows²: 於報告期間，本集團僱員流失情況如下²：



Talent Acquisition and Retention

Just like the word “Pal” in the Group’s name “Dalipal”, it means “offering opportunity to the employees” in our enterprise culture. We believe that our employees are the cornerstone of our business operations and development and are the most valuable asset of the Group. Therefore, we provided a fair and equitable talent selection system, and formulated policy documents such as the Administrative Measures for the Allocation of Human Resources Flow (《人力資源流動配置管理辦法》), the Specifications for the Management of Labour Contract Management (《勞動合同管理工作規範》), Rules for the Management of Work Injury Insurance and Safety Production Liability Insurance (《工傷保險及安全生產責任保險管理實施細則》), Detailed Rules for the Handling of Labour Disputes (《勞動爭議處理工作細則》). We have built a talent acquisition team through external recruitment, internal training, on-site learning, etc., and developed about 10 various channels, such as WeChat, Baidu Tieba and others. We have launched professional recruitment websites, such as “51job.com” and “Liepin Talent Acquisition Platform”, continuously attracting talents sharing the same philosophy with the Company to join our team.

人才招聘及挽留

誠如本集團名字「達力普」中的「普」字，在我們的企業文化中寓意「普惠員工」。我們相信堅持「員工是企業經營及發展的基石」、「是本集團最重要及寶貴的資產」的理念，我們建有並不斷完善公平、公正的人才甄選制度，制定《人力資源流動配置管理辦法》、《勞動合同管理工作規範》、《工傷保險及安全生產責任保險管理實施細則》及《勞動爭議處理工作細則》等制度文件，並通過外招、內訓、現場學習等方式搭建招聘團隊，拓展微信、百度貼吧等10餘種招聘渠道，開通「前程無憂」、「獵聘網」等一系列專業招聘網站，不斷吸引與公司志同道合的優秀同伴加入我們。

² The number of employees in 2022 does not include probationary employees, and the number of employees turnover rate is affected by the COVID-19 epidemic to some extent.

² 2022年離職人數不包含試用期員工，離職人數一定程度上受疫情影響。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

The Group's Corporate Morality adheres to "honesty, integrity and openness". The Group strictly complies with the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), the Labour Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》), the Law of the People's Republic of China on the Protection of Minors (《中華人民共和國未成年人保護法》), the Provisions on the Prohibition of Using Child Labour (《禁止使用童工規定》), the Employment Ordinance (《僱傭條例》) and other relevant labour laws and regulations. We strictly prohibit any form of child or forced labour. The Group is fully aware that child labour and forced labour violate fundamental human rights and also pose a threat to sustainable social and economic development. To ensure that there is no child labor employment, we launched the HR system to realize automatic screening in the system, and automatic elimination of people under the age of 18. Before entry, strict examination of their identification documents, and internal cross-inspection mechanism is carried out to ensure that no illegal employment incidents occur. At the same time, employment contracts and other records, including all relevant details of the employees, are maintained properly to protect the employee's rights. In case of any irregularities, we will promptly investigate, punish or dismiss relevant personnel and verify with the judicial authorities upon request.

During the Reporting Period, the Group was not aware any of severe violation of laws and regulations regarding the prevention of child labour and forced labour that have a significant impact on the Group.

我們堅持「誠信正直、光明磊落」的企業道德，嚴格遵守包括但不限於《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國未成年人保護法》、《禁止使用童工規定》及《僱傭條例》等相關勞工法律及法規。嚴禁任何形式的童工或強制勞工，我們深知童工及強制勞工侵犯基本人權，亦對可持續社會及經濟發展構成威脅。為確保不存在僱傭童工現象，我們上線HR系統，實現系統中自動篩選，未滿18周歲人員自動淘汰；入職前嚴格審查其身份證明文件，內部進行交叉檢查工作機制，確保無違法用工事件發生。同時妥善保存勞動合同及其他記錄，包括僱員所有相關詳情，以保障員工的權益。如發現任何違反勞動法律及法規的行為，本集團會即時作出調查、處罰或解僱有關員工，並按要向有關法定機構核實。

於報告期間，本集團並無發現嚴重違反對本集團有重大影響的防止童工或強制勞工的相關法律及法規的情況。

Online HR System 線上HR系統

In 2022, the Group successfully completed the smooth launch of the HR system and achieved the integrated management of business information such as recruitment, employee relations, leave, salary, training and learning, and employees' daily information inquiries, automatic check-in, online learning, etc. On the premise of standardizing human resources management, a shared personnel information data platform will be established to improve the efficiency of information feedback and provide effective data support for company decision-making. At the same time, the process of using stamps for 7 offline forms and 9 transfer-in and transfer-out forms was optimized.

於2022年，本集團圓滿完成了HR系統的順利上線，實現了招聘、員工關係、假勤、薪酬、培訓學習等業務信息一體化管理，員工日常信息查詢、自動打卡、在線學習等均可通過移動端完成，在規範人力資源管理工作的前提下，建立共享的人員信息數據平台，提高信息反饋的效率，為公司決策提供有效數據支撐。同時，優化了線下7個表單、9個入轉調離表單的用章流程。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Job Position Optimization 崗位編製優化

In 2022, based on the principle of "simplification and high efficiency", we promoted the optimization of job positioning, precise recruitment, and a total of 83 people were covered in the annual positioning optimization. 135 people were added, with a net increase of 52 people during the Reporting Period.

2022年，本著「精簡、高效」的原則，我們推進崗位編製優化工作，精準招聘，年度編製優化共計83人。增編135人，最終年度編製淨增加52人。

Equal Opportunities and Diversity

The Group adheres to diversified employment policies, promotes the diversification and rationalization of talent teams, and is committed to providing a fair and equitable workplace where all individuals are treated equally in every aspect of their work or employment. Candidates and employees have equal opportunities for employment, remuneration and promotion. We will not conduct or tolerate discrimination or harassment against individuals on the basis of age, gender, race, marital status, religion, healthy status or any legally protected ground or on any other ground which we consider inappropriate and unacceptable.

We also place a high value on female employees' career development by ensuring that they have the same promotion opportunities as male staff. We also comply with the requirements of the Law on the Protection of Women's Rights and Interests of the People's Republic of China ("中華人民共和國婦女權益保障法"), which stipulates that female employees are entitled to a basic salary and their employment contracts will not be released or terminated, without cause, during their pregnancy, maternity leave or breastfeeding period.

Dismissal Policy

With regard to the policy on the dismissal of employees, the dismissal procedure must be in accordance with applicable laws and regulations. The reasons for the dismissal will be conveyed to the employee clearly. Enough notice would be delivered to employee, while resigning interview and hand-over procedure should be completed before leaving the Company to protect the employee's rights. If an employee has committed serious misconduct and fails to improve in spite of repeated warnings, his/her supervisor and the senior management of the Company will have a thorough internal discussion and allow the employee to answer and explain before the dismissal is announced.

平等機會及多元化

本集團堅持多元化的用工政策，促進人才隊伍多元化與合理化分佈，致力提供公平及平等的工作場所，使所有人就其於工作或僱傭的各方面獲平等對待。求職者及僱員擁有平等的就業、薪酬及晉升機會。我們將不會以年齡、性別、種族、婚姻狀況、宗教及傷健等任何受法律保障的理由或任何其他我們認為不恰當及不可接受的理由對個人進行歧視、騷擾或容忍有關情況。

我們同樣重視女性員工的職業發展，確保女性員工擁有與男性平等晉升機會，並遵從《中華人民共和國婦女權益保障法》要求，女性員工不會因懷孕、產假、哺乳等原因被無故解除或終止勞動合同並保證其獲得基本薪資的權利。

解僱政策

就有關解僱員工之政策而言，解僱程序亦必須符合適用法例及法規。我們將就解僱原因向員工清晰傳達，而員工將獲得足夠的提前通知，並在正式離職前需完成離職面談及所有的交接事宜，以保障員工的權益。倘員工之行為嚴重失當及其於多次警告後仍未有改善，其主管及本公司高級管理層則將進行全面的內部討論，並於宣佈解僱該員工前讓其回應及解釋。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Remuneration and Benefits

The Group has formulated the Employee Attendance Management Measures and Salary Management System, which define the rights and obligations of employees' working hours, rest, holidays and leave, compensation and benefits, and effectively protect the legitimate rights and interests of employees. We strictly follow the laws, regulations and policies of the place of operation, pay labour insurance and "five social insurances and one housing fund"³ (「五險一金」) in accordance with the law, pay wages in full and on time every month. Employees are entitled to paid marriage leave, funeral leave, maternity leave, breastfeeding leave, parental leave and other holidays in accordance with the law, and enjoy the holiday and other welfare expenses issued by the Company in accordance with regulations.

Social Security
Coverage Rate
100%

We always respect, recognize and treat every employee kindly, create a healthy and safe working environment, create a warm working atmosphere, provide a platform for talents to grow and develop, so that all employees can grow and develop with us together.

The Group continues to improve the salary management system and establish a scientific, reasonable and orderly salary distribution relationship. We strive to offer reasonable and competitive salaries and employee benefits to employees, benchmarked with the comparison of salary levels in the same industry and the relevant positions. Employees are awarded a salary adjustment and promotion based on their job performance as well as progress achievement and the results of performance appraisal. Salaries are paid on time every month.

In terms of welfare, we provide dormitories for our staff, also provide family dormitories for families where both spouses are our employees, which are equipped with free Wi-Fi, dormitory necessities and a parcel pick up machine. We provide timely replacement or maintenance of air conditioners. We also provide continuous improvement of employee accommodation conditions were achieved, such as automatic water dispensers for employee apartment buildings, and the use of mobile phones to recharge water bills at any time.

3 Five social insurances, including pension, medical insurance, unemployment insurance, maternity insurance, and work injury insurance, as well as a housing provident fund.

薪酬及福利

本集團已制定《員工考勤管理辦法》及《薪酬管理制度》，明確員工工作時間、休息休假、薪酬福利等權利和義務，切實保障員工合法權益。嚴格遵循運營所在地法律法規及政策，依法依時為員工繳納勞工保險及「五險一金」³，每月按時足額發放工資，員工依法享有帶薪婚假、喪假、產假、哺乳假、育兒假等假期，並按照規定享有公司發放的節日福利等費用。

社保覆蓋率
100%

本集團始終尊重、認可並善待每一位員工，創造健康安全的工作環境，締造溫馨的工作氛圍，為人才提供成長與發展的平台，讓所有員工與達力普共同成長、發展。

本集團持續健全薪酬管理體系，建立科學、合理、有序的薪酬分配關係，致力為員工提供合理且具競爭力的薪資和員工福利，通常基於個別僱員的資歷、職位及年資，並參照本集團制定的薪酬標準釐定僱員薪金，再結合對比同行業、同工種等薪資水平，並依據其工作表現、業績和工作考評，對員工薪酬福利進行上調，按時每月進行發放。

福利方面，我們為員工提供宿舍，並為夫妻雙方均為員工的家庭提供福利房(單元房)，宿舍配備免費無線網絡、宿舍用品及快遞櫃，及時更換或維修空調。我們更持續改善員工住宿條件，例如為員工公寓樓配置了自動飲水機、實現了使用手機隨時充值水費等。

3 即五項社會保險，包括養老保險、醫療保險、失業保險、生育保險和工傷保險，以及住房公積金。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Care for Employees

The Company actively balances the work and life of employees, organizes and carries out various activities to enrich the lives of employees, and enhances their happiness and sense of gain. Festival welfare and staff welfare have also been granted to staff, such as free haircuts by professional hairdressers for employees and their families, providing employee shuttle bus services for employees to commute, and we also provide employees with living and other subsidies.

員工關懷

公司積極平衡員工工作與生活，組織開展各項活動以豐富員工生活，提升員工幸福感和獲得感。我們向員工分發節日福利、提供各項津貼，提供免費班車及擺渡車方便員工出行，邀請專業理髮師為員工及家屬免費理髮等。

**Subsidy included:****津貼包括：**

Allowance for working in high temperature; Front-line staff subsidies; Team leader allowance; Skills allowance; Technician subsidies; and Certificate safety engineer certificate subsidy.

高溫津貼、一線補助、班組長津貼、技能津貼、技師補貼、及安全註冊師證補貼。

We also organize regular staff activities to enhance interaction and enhance their sense of belonging. During the Reporting Period, in order to enrich the lives of employees, we organized a series of activities such as "Celebration 4th May Speech Contest", Parent-child Series Activities, Parent-child Relationship Seminar, Women's Day Activity, Qixi Joy Festival, 24th Anniversary Factory Celebration and so on.

我們亦定期舉辦員工活動以加強員工之間的互動，並提升他們的歸屬感。在報告期間，為了讓員工有更豐富的生活體驗，我們組織了「慶五一迎五四演講比賽」、六一親子活動、親子關係講座、女神節活動、七夕聯誼、24周年廠慶等一系列活動。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

At the same time, in 2022, the general Party branch carried out a general election, and a new general Party branch team was established. We organized Party-building activities such as screening of the Party's movies, singing songs for the Party were carried out successively. We also collectively organized the group study of the Report to the 20th National Congress of the Communist Party of China and promoted the normalization of the three basic works with the theme of "standardized work" and "improvement of the ability of operation leaders and team leaders".

同時，2022年黨總支進行了換屆選舉，新一屆總支班子搭建形成，我們先後開展了紅色觀影、為黨唱支歌等七一黨建活動；集體組織學習黨的二十大報告，以「標準化作業」、「作業長、班組長能力提升」為主題推動三基工作常態化。



Employee Communication

We appreciate the significance of communication with and care for our employees. We believe that maintaining a close communication with our staff allows us to better understand their needs. Thus, the Company pay close attention and listens to our employees about their daily work condition, working environment and personal career development, and replies one by one, with a view to properly adjusting our internal resources and policies. Besides employee orientation with the introduction of the corporate system, culture, environmental health and safety training, position skills, work procedures, privacy protection, employee welfare and benefits, catering meals, staff dormitory information, we also organized a satisfaction survey about canteen meals every quarter to continuously improve the quality of catering services. At the same time, we regularly organize symposiums for college students and employees to care for employees' work, life, and other aspects.

Health and Safety

Enterprise Safety – Safety First. Prevention is Crucial. Fully Mobilized. Caring for Life: (1) People-oriented, security is more important than development. Firmly establish the concept of safe development, adhere to the policy of safety first, prevention first, and comprehensive management. (2) There are no blind spots in safety management; It is better to do more than enough to prevent the incident happen. (3) Establish and implement the safety production responsibility system for all employees, and each employee should be the first responsible person. Starting from me, we should put an end to the "three violations" and cultivate good behaviour habits. (4) Build a safety culture atmosphere with Company characteristics.

員工溝通

本集團重視員工關懷及溝通，深信透過溝通能了解員工所需。因此，我們關注並聆聽員工就其日常工作內容、工作環境及個人事業發展等方面的意見並逐一進行回復，從而適當調整內部資源及政策。除了對新入職員工給予有關公司制度、企業文化、環境健康與安全培訓、崗位技能、工作流程、保密、員工福利待遇、食堂就餐、員工住宿等的資訊外，本集團更針對食堂就餐每季度組織全員滿意度調查，不斷提升餐飲服務質量，同時針對大學生入職員工定期組織座談會，關懷員工工作、生活等各方面。

健康及安全

企業文化之安全觀—安全第一，預防為主，全員動員，關愛生命：(1)以人為本，安全比發展更重要。樹牢安全發展理念，堅持安全第一、預防為主、綜合治理的方針。(2)安全管理無盲區；寧可抓「過頭」，也不能讓事故「露了頭」；要寧聽罵聲，不聽哭聲。(3)建立健全並落實全員安全生產責任制，每一名員工當好第一責任人。從我做起，杜絕「三違」，培養良好行為習慣。(4)構建具有公司特色的安全文化氛圍。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

We manage the safety of our employees and production areas in accordance with relevant occupational health and safety laws and regulations, and are committed to ensuring a good and safe working environment for our employees to prevent injury and illness. The Group complies with laws and regulations including but not limited to the Law of the People's Republic of China on Work Safety (《中華人民共和國安全生產法》), the Law of the People's Republic of China on the Prevention and Control of Infectious Diseases (《中華人民共和國傳染病防治法》), the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases (《中華人民共和國職業病防治法》). During the Reporting Period, the Group did not violate the relevant laws and regulations in providing a safe working environment and preventing employees' work injuries that have a significant impact on the Group.

During the Reporting Period, the Group had no severe safety incidents or fatalities. However, there were 828 lost days (2021: 627 days), mainly due to minor injuries caused by improper operation of machinery and equipment failure. The statistics for the last three years were as follows:

我們根據相關職業健康及安全法律及法規管理員工及生產區域安全，致力為僱員確保良好及安全的工作環境以防止受傷及疾病。本集團嚴格遵守包括但不限於《中華人民共和國安全生產法》、《中華人民共和國傳染病防治法》、《中華人民共和國職業病防治法》等相關法律及法規。於報告期間，本集團並無嚴重違反對本集團有重大影響的安全工作環境以及預防員工工傷相關的法律及法規的情況。

於報告期間，本集團無重大安全或死亡事故。而主要由於機器的不當操作及設備故障所致的輕傷事故而導致因工傷損失工作日數共828天(2021年：627天)。近三年的統計數據如下：

Statistical indicators 統計指標	Unit 單位	2022 2022年	2021 2021年	2020 2020年
Number of work-related fatalities 因工亡故人數	person 人	0	0	0
Rate of work-related fatalities 因工亡故比率	percentage 百分比	0	0	0

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Work safety

By considering all possible preventive measures, we formulate safety governance plans, including work plans for Safety Production Risk Identification, Management, Inspection and Control for Hazards, On-site Environmental Management Implementation Plan, etc., and strive to establish standards and measures for the highest safety and health performance, to enhance the safety awareness of employees for achieving zero accident in our working environments, including:

工作安全

透過考慮一切可能預防措施，我們制定安全治理方案，包括安全生產風險辨識管控與隱患排查治理工作方案、現場環境管理實施方案等，力求訂立最高安全及健康表現的標準及措施，提高員工的安全意識，以達零意外工作環境。包括：

01

Occupational Health &
Safety Management System
職業健康安全管理機制

- Improved the construction of occupational health and safety management system, implemented occupational health and safety management responsibilities, and improved the occupational health and safety management system.

完善職業健康安全管理體系建設，落實職業健康安全管理責任，健全職業健康安全管理制度。

- Equipped with on-site safety management staff, arranged third-party operators to uniformly assemble and wear standardized labour protection equipment and implemented unified management by the local units.

配備現場安全管理人員，對第三方作業人員統一著工裝配戴規範的勞動防護用品，由屬地單位盡進行統一管理。

02

Safety & Health Inspection
安全健康體檢

- Comprehensively improved the occupational health examination work of employees, conducted occupational health inspection for 677 employees in relevant positions, and the “Notification of Occupational Health Examination Results” was signed by the employees, established employee occupational health monitoring management files, with 100% establishment rate.

全面提升員工職業健康體檢工作，組織677名相關崗位員工進行職業健康體檢，由員工本人簽認《職業健康檢查結果告知記錄》，員工職業健康檔案建立100%。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

03

Safety Inspection
安全檢查

- Promoted the sampling verification of joint inspection of safety management, carried out monthly safety risk assessment, installed "Ruisenyun" (瑞森雲) safety informatics platform during the Reporting Period, actualizing risk assessment automation, effectively increased the safety management efficiency.
推廣安全管理聯合檢查抽樣驗證，每月對安全隱患進行排查，審閱期內新增「瑞森雲」安全信息化平台，實現隱患排查自動化，有效提高安全管理效率。

- Regular inspection of special equipment, accessories, and firefighting equipment, and newly built firefighting controlling system with fire report automation.
定期檢驗特種設備、附件及消防設備，並新建消防自動火災報警控制系統。

100% Special equipment inspection rate
特種設備檢驗合格率100(%)

100% Safety accessories inspection rate
安全附件檢驗率100(%)

- Cultivated a safety culture, set up safety publicity walls and exhibition boards, conducted publicity and training, established reward mechanisms for accident or incident reporting, continued to carry out safety team construction, hold emergency drills, carried out 100-Day Safety Production Award and "Safety Month" activities, such as learning of "Accident Warning Cases", Dual-Control Knowledge Reading, carried out slogan collection, "21-Day Safe Behavior Development", etc.
培育安全文化，設置安全宣傳牆、展牌，進行宣傳培訓，事故或事件報告獎勵機制，持續開展安全班組建設，舉辦應急演練、開展安全生產百日獎、「安全月」活動，如：學習「事故警示案例」、雙控知識，開展標語徵集、「21天安全行為養成」等。

04

Safety Awareness Cultivation
安全意識培養

- Organized training on occupational health, drill of accident emergency response plans at all levels, emergency rescue competition etc. The training were completed at a rate of 100% on schedule, conducted one-on-one safety education and training for employees before work.
開展各項安全培訓、各級事故應急響應預案培訓、應急救援比武等，演練按期完成率100%，對員工上崗前進行一對一安全教育培訓。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告



Safety Drill
安全演練



Safety Warning Education
安全警示教育



Safety Competition
安全比武

Also, the Group has obtained GB/T24001-2016 Environmental Management Systems Certification, GB/T45001-2020 Occupational Health and Safety Management Systems Certification, Q/SY1002.1-2013 CNPC Health, Safety and Environmental Management System Certification, AQ/T 9005-2008 Assessment Standards of Enterprise Safety Culture Developing, Work Safety Standardization II-Grade Enterprise Certificate, Provincial Safety Cultural Demonstrating Corporate and other occupational health and safety-related qualifications. Employees should attend formal operations, regular training, safety checks and testing before work. At the same time, we have formulated more than 30 health and safety-related management systems, including but not limited to:

- Regulations on the management of safety education and training;
 - Occupational health and safety operating procedures;
 - Regulations on the management of safety production risk management and control;
 - Occupational health management regulations;
 - Fire safety management regulations;
 - On-site environmental management implementation plan; and
 - Measures for the management of labour protection equipment, etc.
- 安全教育培訓管理規定；
 - 職業健康安全運行政序；
 - 安全生產風險管控管理規定；
 - 職業健康管理規定；
 - 消防安全管理規定；
 - 現場環境管理辦法；及
 - 勞動防護用品管理辦法等。

同時，本集團亦通過了GB/T24001-2016環境體系認證、GB/T45001-2020職業健康安全管理体系認證、Q/SY1002.1-2013中石油HSE體系認證、《企業安全文化建設評價準則》(AQ/T 9005-2008)、安全生產標準化二級企業證書、省級安全文化示範企業等職業健康與安全相關的資歷。而員工在正式操作前，須進行定期培訓、安全檢查並通過測試。同時，我們制定了30餘項健康與安全相關管理制度，包括但不限於：

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

For on-site noise control measures, we have implemented optimization work, including but not limited to low-noise equipment, such as high power dust removal fan, water pump etc. We also adopted basic vibration reduction and noise reduction measures, such as adding the muffler to dust removal exhaust, soft connection for the continuous caster fan and the flue, setting cushioning material at the roller and bench to reduce collision noise in the oil tube, using the non-noise material bucket. In the meantime, we adopted sound insulation in the wall of plants to reduce the noise effect on the surroundings.

In addition, we have set up a green channel in the plant to distinguish the operation area from the non-operation area. The green channel can be used as a safe passage for non-workers and outsiders as well as an escape route in emergency situations. In addition, we configure professional earplugs for employees to minimize the impact of noise, configure noise detectors in the workshop to regularly monitor the noise level and implement control measures in a timely manner.

Pandemic Prevention and Control

The Group adopted a series of prevention and control measures in accordance with the requirements of the Government, including providing masks for employees and setting up disposable masks garbage bins, comprehensively disinfecting the factory building, disinfecting office areas and residential premises on a daily basis, requiring employees to sit diagonally during meals in the canteen, and setting up security guards at the gate 24-hourly to supervise mask wearing, health codes presentation, body temperature checking and registration for employees and visitors. We also set up medical observation rooms and purchase pandemic prevention materials, provide food and water delivery and other services for employees during the quarantine period.

Development and Training

The Group recognizes the importance of training for the development of our employees as well as our Group. The Group has established Monthly Training Planning to conduct periodic training for our employees regarding the requirements of their job duties. We formulated the Regulations on the Management of Employee Training and the Code of Work for The Implementation of Training Organizations. All employees must comply with the codes and policies and obtain the required knowledge and techniques for their positions by passing the examinations after the training.

針對現場噪音控制措施，我們實施了優化工作，包括但不限於選用低噪音設備，如大功率除塵風機、水泵等。採取基礎減震加消聲措施，如除塵排氣筒加裝消聲器，連鑄機風機與煙道採用軟連接，油管碰撞噪音採取在軌道、台架上設置緩衝材料，採用無噪音料筐等，同時採取廠房牆體屏障隔聲的降噪措施，控制噪音對周圍環境的影響。

另外，我們在生產車間設立綠色通道間隔操作區域，綠色通道既可作為非工作人員及外來人員的安全通行保障，也可在緊急情況下作為逃生疏散通道。此外，我們為員工配置專業的隔音耳塞，車間配置噪聲檢測儀，定期監測噪聲超限情況，及時採取管控措施管控。

疫情防

本集團按照政府要求採取了一系列防控措施，包括為員工提供口罩並專設一次性口罩丟棄垃圾桶、對廠房進行全面消毒，辦公區及住所場所每日定時消毒、要求員工在食堂用餐時對角線就座以拉開就餐距離、門衛處設置安保人員24小時值班以監督外來人員進入公司及員工乘坐班車之時佩戴口罩、出示健康碼、測量體溫並進行登記、設立醫學觀察室並採購防疫物資，為員工配置隔離觀察期的送餐、送水等服務。

發展及培訓

本集團深明培訓對我們僱員及本集團發展的重要性，本集團已制定每月培訓計劃為僱員定期進行有關其職責需要的培訓，並制定《員工培訓管理規定》和《培訓組織實施工作規範》。所有僱員須遵守有關培訓的守則及政策，透過於培訓後通過測驗獲取其職位所需的知識及技術。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

The Group has established a talent training management system, in order to carry out talent development and management more scientifically and improve talent development and management level. In 2022, the Company formulated a talent management work plan, through the management personnel ability improvement project, talent inventory project, learning organization co-creation project and management system training project to build three integrated management talent training frameworks, as well as carried out capacity improvement and talent echelon construction.

After the launch of the HR training platform, the Group has created rich, flexible and diversified training courses for employees to help them develop their careers. At the same time, in order to familiarize new employees with the Group's working environment as soon as possible, we provide new employees with various training including corporate culture, rules and regulations, confidentiality awareness, welfare benefits, environmental health and safety, job skills, management and operation procedures, etc. In 2022, the Group completed a total of 411 training programs.

本集團建立人才培養管理體系，為了更加科學的進行人才發展和管理，提升人才發展和管理水平，本公司於2022年制定人才管理工作方案，通過管理人員能力提升項目、人才盤點項目、學習型組織共創項目及管理體系培訓項目構建三項一體管理人才培養框架，開展能力提升和人才梯隊建設。

HR培訓平台上線後，本集團為員工打造內容豐富、靈活且多元化的培訓課程，助力員工職業發展。同時為讓新員工盡快熟悉本集團工作環境，我們為新員工提供包括企業文化、規章制度、保密意識、福利待遇、環境健康與安全、崗位技能、管理及操作流程等在內的各項培訓。2022年度，本集團共計完成411項培訓計劃。

Learning Organization Establishment

學習型組織建設

According to the IDP Self-development Plan of the talent training project "Deep Blue Plan 2022" (深藍計劃2022), IDP learning and sharing community activities were carried out. The activities lasted for more than 9 months, with a total of more than 2,000 learning and sharing times, fully creating an environment of independent learning, mutual learning, and a joint learning atmosphere. After nearly a year of operation, the construction of learning organizations in the Company's 14 units has basically taken shape, and 4 types of learning organization models have emerged, such as learning organizations that focus on learning, sharing, reflection, and review in various functional departments, and learning organization with problem-solving/topic research as the main focus. A learning organization that transforms downwards with IDP tools establishes a personal IDP self-development plan, and regularly organizes internal review and sharing; uses HR system learning modules to learn online courses, exam answering, and other functions are a learning organization built through activities such as "Learning Every Week" and "One Question A Day".

根據人才培養項目「深藍計劃2022」IDP自我發展計劃，開展IDP學習分享社群活動，活動歷時9個多月，累計學習分享超2,000次，充分營造了自主學習、相互學習、共同學習的組織氛圍。通過近一年的運行，公司14個單位學習型組織建設基本成型，先後涌現出四類學習型組織模式，如以各職能部門為主學習、分享、反思、復盤類的學習型組織；以問題解決／課題攻關類為主線的學習型組織；以IDP工具向下轉化，建立個人IDP自我發展計劃，並定期組織內部復盤和分享的學習型組織；利用HR系統學習模塊線上課程學習、考試答題等功能通過「每周一學」、「每日一題」等活動搭建的學習型組織。

Talent Inventory Project

人才盤點項目

In 2022, the situation of middle-level and management high-potential personnel was systematically reviewed and evaluated. First, through the investigation of the middle-level, we illustrated the Company's middle-level and high-potential talents from 4 dimensions of experience, potential, ability, and achievement, and provided a standard basis for the training and selection of subsequent talents. Second, we organized the psychological assessment and 360 evaluation for the middle-level and management high-potential personnel, including 40 middle-level management personnel and 21 management high-potential personnel, and 59 evaluated personnel participated in the 360 evaluation. At the same time, debriefing and talent calibration was carried out. Compared with the 2021 assessment data, the ability improvement situation in 2022 was analyzed, and the ability improvement direction for 2023 will be issued.

我們於2022年系統性盤點和評估了中層和管理高潛人員現狀。第一，通過對現有公司中層的調研，從有經驗、有潛力、有能力、有成績四大維度輸出公司中層和高潛人才畫像，為後續人才的培養和選拔提供標準依據；第二，對中層及管理高潛人員組織第二次心理測評和360評估，其中包括40名中層管理人員和21名管理高潛人員心理測評，59名被評價對象參加360評估。同時開展述職答辯和人才校準，對比2021年度測評數據，分析2022年能力提升情況，並出具2023年能力提升方向。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Training Case Study*TPM Equipment Management Improvement Project*

We organized the equipment management personnel of each unit of the Company to carry out the “TPM Production and Maintenance Training for All Employees”. Through the introduction of the concept of TPM, the introduction of the comprehensive efficiency index of OEE equipment, the teaching of AM independent maintenance and PM planned maintenance methods, and the implementation of initial cleaning activities, the participated equipment management personnel have deeply experienced that there are still many problems in the Company’s equipment management work. From the overall efficiency index of equipment to independent maintenance, planned maintenance process methods, and then to the initial cleaning activities of equipment in the coupling section on the spot, it effectively improves equipment management personnel’s awareness of equipment management and equipment management skills, laying the foundation for subsequent TPM equipment management consulting projects.

培訓案例*TPM設備管理提升項目*

組織公司各單位設備管理人員開展《TPM全員生產維護培訓》，通過TPM概念的導入、OEE設備綜合效率指標引入，AM自主維護、PM計劃維護方法講授，初期清掃活動的開展，讓參訓的設備管理人員深刻體驗到目前公司的設備管理工作還存在很多問題，從設備綜合效率指標到自主維護、計劃維護流程方法再到實地開展接箍工段設備初期清掃活動，有效提升設備管理人員設備管理意識和設備管理技能，為後續TPM設備管理諮詢項目奠定基礎。

*TPM Equipment Management Improvement Project**TPM設備管理提升項目***“Deep Blue Plan 2022” Training**

Establish an IDP self-development plan for 39 middle-level based on their personal ability shortcomings, and establish a high-level mentoring system for 19 key middle-level staff. At the same time, establish a mentoring commitment letter, standardize the mentoring mechanism, and continuously and systematically conduct training for middle-level.

「深藍計劃2022」培訓

建立39位中層人員基於個人能力短板項的IDP自我發展計劃，針對19名重點輔導中層人員建立高層導師輔導制，同時建立導師輔導承諾書，規範導師輔導機制，持續、系統地對中層學員進行輔導。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

“Light Blue Plan 2022” Training

First, according to the role orientation of management high-potential personnel, take independent learning as the main line, participate in the construction of learning organizations in various units, and improve their own management and professionalism through continuous independent learning, knowledge sharing, reading sharing and group collective learning ability. Second, design relevant training courses from the perspectives of role change, system thinking and efficient execution to accelerate the transformation of managing high-potential personnel from managing business to managing people and leading the team.

「青藍計劃2022」培訓

第一，根據管理高潛人員角色定位，以自主學習為主線，參與到各單位學習型組織建設中，通過不斷的自主學習、知識分享、讀書分享及小組集體學習等形式提升自身管理和專業能力。第二，設計以角色轉變、系統思考和高效執行角度相關培訓課程，加快管理高潛人員從管業務向管人、帶團隊方向轉變。

*“Light Blue Plan 2022” Training**「青藍計劃2022」培訓**Enterprise Management Sandbox*

In the third quarter, two “Enterprise Management Sandbox” simulation training were organized for Deep Blue and Light Blue Plan. Through the close-to-real simulation of enterprise operation and management, managers can personally experience the complexity and competitiveness of enterprise operations and improve the management thinking of managers. And “finance as the core” management awareness.

企業經營管理沙盤

於第三季度，對深藍、青藍計劃組織兩期《企業經營管理沙盤》模擬培訓，通過貼近真實模擬企業經營管理，讓管理人員親身體驗到企業經營的複雜性和競爭性，提升了管理人員經營思維和「以財務為核心」的管理意識。

*Enterprise Management Sandbox**企業經營管理沙盤*

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Intellectual Property Rights Thematic Training

In 2022, the quality management system knowledge training was carried out. At the same time, the professional knowledge for recording and filling according to the requirements will be publicized through Dalipal's enterprise WeChat. For general requirements, video courseware was recorded and uploaded through the HR platform for those who need to learn. At the same time, external organizations were invited to conduct training on API Q1 quality management system specifications for manufacturing enterprises in the oil and gas industry, and focused on explaining weak links such as Company procurement and equipment management.

We established a learning organization for technical talents, established four technical groups for billet casting, tube rolling, heat treatment, and tube processing, formulated the "Operation Plan for Elite Study Classes for Product Process Technicians", and solved key technical problems through experience sharing and professional discussions.

During the Reporting Period, a total of 1,777 employees attended the training by the Group, with a total of 18,290 times of participation, for a total of 70,574 hours. The following are the training statistics of employees:

知識產權專項培訓

於2022年，我們進行質量管理體系知識培訓，同時整理記錄填寫要求的專業小知識，通過企業微信達力普人平台進行宣貫，對於通用要求錄製視頻課件，通過HR平台上傳供需要人員進行學習。同時邀請外部機構對API Q1石油天然氣行業製造企業質量管理體系規範進行培訓，對公司採購、設備管理等薄弱環節進行了重點講解。

成立技術人才學習型組織，建立鑄坯、軋管、熱處理、管加工四個技術小組，制定《產品工藝技術人員精英學習班運營方案》，通過經驗共享及專業研討合力解決攻關技術難題。

報告期間內，本集團受訓人數共計1,777人，共計18,290人次參加培訓，總受訓時數為70,574小時。以下為員工培訓統計表：

Training situation	受訓情況	Percentage of employees trained	Average training hours per employee 每名僱員平均受訓時數
By gender	性別劃分		
Male	男	100%	40
Female	女	100%	38
By employment category	按僱傭類別劃分		
Senior management	高級管理人員	100%	212
Middle management	中級管理人員	100%	109
Others	其他人員	100%	37

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Supply Chain Management

As part of our commitment to environmental protection, product quality and social responsibility, we recognized the great importance of supply chain management and formulated internal policies and guidelines and selection of external suppliers. The Group has a stringent supplier selection process and management approach, such as Procurement Control Procedures and the Supplier Management Policy. The Group works closely with its suppliers who are committed to high quality, environmental, health and safety standards.

During the Reporting Period, the Group had a total of 103 major qualified suppliers (2021: 101), all of which were located in Mainland China, and all key suppliers were assessed during the Reporting Period, including supply quality, delivery time and service quality.

The Group established the supplier stock-in and stock-out mechanism. We continue to adopt a purchase system to enhance the communication and monitoring of suppliers. Every contract with suppliers should be approved by the Operation Management Department before signing to clarify and improve the material classification, evaluation requirements and some key ESG indications in the supplier quality assurance system, including but not limited to product quality, labour standards, environmental and quality management, and ethical business ethics.

供應鏈管理

作為本集團對環境保護、產品質量及社會責任承諾的一部分，我們重視供應鏈管理及制定內部政策以選擇外部供應商。我們具備嚴格的供應商甄選程序及管理方法，例如《供應商管理辦法》及《採購控制程序》，務求與供應商緊密合作，致力於維持高水平的質量、環境、健康及安全標準。

報告期間，本集團主要合格供應商共103家（2021年：101家），全部位於中國內地，報告期內已全部進行包括供貨質量、交貨時間、服務質素等評估。

本集團建立供應商准入與退出機制。依托採購平台系統加強與供應商的溝通和監督，進行招標、詢比價等選取合格供應商。與供應商的合約均需經過運營管理部的審核後，方可進行簽署，並明確和完善了物資分類、質量保證體系評價及將部分關鍵ESG指標納入供應商評價體系，包括但不限於產品質量、勞工準則、環境及質量管理以及道德商業操守。

Supplier Stock-in, Assessment, Review and Exit

供應商准入、審核、評價、退出環節



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Supplier ESG Management

While actively practicing the ESG concept, from the perspective of supplier evaluation, the Company encourages suppliers to participate in the establishment and certification of standards such as energy, environment and quality management systems, and actively guides and promotes the ESG concept.

The Company incorporates corporate social responsibility guidelines into supplier access and evaluation standards. In 2022, the Company revised the "Integrity Agreement" to "Compliance Commitment", formally incorporated ESG requirements into supplier commitments, and integrated its business ethics, environmental management, and green emission reduction, clean production, labour standards, product quality and other ESG indicators in its commitment and evaluation system. During the Reporting Period, ESG basic training was carried out for suppliers to publicize ESG concepts. About 60 suppliers completed the training, and a total of 323 people participated.

Product Responsibility

Enterprise Quality – The pieces are the user, the pieces are the market, and each pieces create the brand. One pipe, one well, one tube, one market.

供應商ESG管理

公司在積極踐行ESG理念的同時，從供應商評價角度，帶動供應商參與能源、環境及質量管理體系等標準的建立和認證，積極引導和推廣ESG理念。

公司將企業社會責任準則納入供應商准入及評價標準，2022年公司修改「廉潔協議」為「合規承諾」，正式將ESG要求納入供應商承諾，將其商業道德、環境管理、綠色減排、清潔生產、勞工準則、產品質量等ESG指標納入其承諾和評價體系。報告期內對供應商開展ESG基礎培訓，宣傳ESG理念，約60家供應商完成培訓，累計學習323人次。

產品責任

企業文化之質量觀—根根為用戶，件件是市場，根根件件創品牌。一根管一口井，一根管一個市場。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

The Group strives to create value for customers, adhering to the entrepreneurial spirit of advancing with the times, thinking for new changes, and overcoming difficulties, to have the courage to pursue excellence, genuine and demanding standards of high quality, achieving quality standard management. We always focus on product quality management and improvement, set leading indicators, and strive for high quality and high goals. Promote total quality management, refine management actions to all elements of product quality and the entire process of product realization, and realize closed-loop quality management throughout the process to achieve continuous improvement of product quality.

Quality Assurance

The Group endeavours to offer high-quality products and services. We are committed to improving our product quality, attracting new customers and strengthening the relationship with existing customers. We have established a comprehensive quality assurance system. The Group has set up a competent comprehensive quality control department, which implements product quality standards in strict compliance with customers' requirements. During the Reporting Period, the Group had no violation record on relevant laws and regulations relating to quality assurance issues.

本集團竭力為客戶創造價值，堅持質量觀念，秉承攻堅克難的創業精神，精益求精，落實質量一貫管理。始終聚焦產品實物質量管理和提升，設定領先指標，向高質量、高目標努力。推動全面質量管理，管理動作細化到產品質量全要素和產品實現全過程，實現全流程閉環式質量管理，以實現產品質量的持續提升。

質量管理

本集團致力提升產品質素，向客戶提供優質的產品及服務，積極強化與現有客戶的關係，同時吸引新客戶。我們建立了完善的質量管理體系，質量管治部門對產品嚴格監控，嚴格按照客戶要求執行產品質量標準，確保產品符合客戶要求。於報告期間，本集團並無嚴重違反對本集團造成重大影響的質量管理相關法律及法規的情況。

API Q1 Quality Management Systems Certification
API Q1 質量管理體系認證

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

Product Responsibility

We place importance on the quality standard of our products and services, and ensuring customer satisfaction with our products and services is a priority for the Group to achieve sustainable growth of our business. We are committed to ensuring compliance with laws and regulations on product health and safety, labelling and privacy matters, including the Product Quality Law of the People's Republic of China (《中華人民共和國產品質量法》), the Civil Code of the People's Republic of China (《中華人民共和國民法典》) and the Hong Kong Personal Data (Privacy) Ordinance (《香港個人資料(私隱)條例》) etc. Policies regarding product quality and safety, as well as compliance with laws and regulations, have been clearly stated to employees and suppliers. During the Reporting Period, there was no incident of non-compliance with the relevant laws and regulations on product health and safety, advertising, labeling and privacy matters relating to our products provided. A sound quality management system has been formulated, including raw material procurement, product manufacturing, product testing and other links. During the Reporting Period, the Company passed the external system certification of quality management.

產品責任

本集團重視產品及服務的質量標準，確保客戶滿意本集團的產品及服務是我們的首要任務，務求使業務達致可持續增長。本集團嚴格遵守包括但不限於《中華人民共和國產品質量法》、《中華人民共和國民法典》及《香港個人資料(私隱)條例》等產品健康及安全、標籤及私隱事宜相關的法律及法規，而且有關產品質量及安全以及遵守法律及法規的政策已清晰地向僱員及供應商表達。報告期間，我們所提供的產品並無違反有關產品健康與安全、廣告、標籤及隱私事宜的相關法律法規。制定了完善的質量管理制度，包含原材料採購、產品製造、產品檢測等環節。報告期內，公司通過質量管理的外部體系認證。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

We also provide customers with services such as the “Product User Manual”. During the Reporting Period, the Company has finished two non-API casting products corporate standards, Dalipal won the honour of “Quality Partner” of China Petroleum Technology and Development Corporation, was admitted to the list of qualified manufacturers of the Kuwait Oil Company, obtained the EPEC credit evaluation certificate with an evaluation level of AA, rated as Excellent in the Evaluation of Hebei Provincial Enterprise Technology Center in 2022 to recognize our effort in product safety and health. During the Reporting Period, we had no violation record on relevant laws and regulations that have a significant impact on the Group relating to product responsibility issues.

同時，我們向客戶提供《產品使用手冊》等服務。於報告期間，我們完成兩項非標油套管產品企業標準備案，獲中技開「優質合作夥伴」稱號、通過科威特石油公司認證、取得中石化易派客信用評價證書(AA級)，在2022年河北省企業技術中心評價中獲評優秀，以表揚我們在產品安全與健康方面的努力。於報告期間，本集團並無嚴重違反對本集團造成重大影響的產品責任相關法律及法規的情況。

**Safeguarding Measures**

The Group adheres to technological innovation and promotes quality progress. Through manufacturing technology innovation and process progress, a number of seamless steel pipe products and manufacturing technologies with independent intellectual property rights have been formed to ensure product quality and enhance the Company's brand value. During the Reporting Period, 26 technological innovations were completed and 32 quality improvements were completed, an increase of 37.8% over 2021, which enriched the product structure, improved efficiency, reduced costs and increased quality significantly. A total of 438 technical rationalization proposals were made and implemented throughout the year, an increase of 6.8% over 2021.

We steadily and continuously source high-quality raw materials in order to achieve a continuous supply of high-quality products. Adhering to the principles of openness, fairness and transparency, we actively promote supply chain management, and have a comprehensive supplier access, evaluation and assessment system to achieve quality control throughout the process; continue to strengthen the procurement management of raw and auxiliary materials, promote quality early warning, information sharing, real-time tracking and supervision, and improve the quality of raw and auxiliary materials through an effective management system.

保障措施

本集團堅持技術革新，推動質量進步。通過製造技術創新、工藝進步形成一批具有自主知識產權的無縫鋼管產品和製造技術，保障產品質量，提升公司品牌價值。報告期內完成技術創新26項，質量提升32項，較2021年增長37.8%，豐富了產品結構、提效、降本、增質進步顯著。全年提出並實施技術性合理化建議438項，較2021年增長6.8%。

我們穩步、持續地採購高品質原材料，以實現持續供應高質量產品。秉持公開、公平、透明原則，積極推進供應鏈管理，設有完善的供應商准入、評估、考核體系，實現質量全流程管控；持續強化原輔料採購管理，推動質量預警，信息分享，實時跟踪監督，通過有效的管理體系提升原輔料質量。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Quality Management System

The Group continues to improve the quality management system, strengthen product quality supervision and control, enhance the quality awareness of all employees, and promote the construction of quality standardization.

We established an enterprise standard quality control system, focused on the characteristics of the Company's product structure, and released "Technical Specifications for High-strength and High-toughness Oil Casing and Tubing Part I Casing for Deep and Ultra-deep Wells (standard number: Q/DLP 102-2022)" and "High Gas Seal Special Thread DLP-T4 Size Parameters and Performance Specifications for Oil Casing (standard number: Q/DLP 101-2022)", and formulated 5 internal control standards. System management personnel and professional and technical personnel jointly promoted "position standardization inspection", constantly improved position operation standards, and promoted all employees to establish quality system management thinking, so that the quality system can be effectively operated.

We revised 56 internal technical quality management documents, clearly detailed the relevant business and management processes of multi-base management, deepened multi-base collaboration, and continuously improved multi-base manufacturing capabilities.

Quality management through full participation, in quality activities, enhances the quality awareness of employees. 52 online quality quiz activities were carried out, and 1,328 people were trained in technical quality.

Quality inspection and daily assurance were implemented. Daily quality system process operation inspection formed a system inspection monthly report. In 2022, a total of 44 inspections, 11 joint inspections, 118 inspection items, and 23 problems were found, all of which have been rectified as required.

Strengthening quality supervision and rectification were also carried out. Accepted customer complaints with an open mind, faced the typical quality problems, carried out quality analysis, organized rectification, controlled key quality problems, steadily improved quality under the condition of continuous guarantee of output breakthroughs.

質量管理體系

本集團持續完善質量管理體系，加強產品質量監督管控，提升全員質量意識，推進質量標準化建設。

建立企標質量管控系統，圍繞公司產品結構特點，發佈「高強度高韌性石油套管和油管技術規範第一部分深井及超深井用套管(標準編號：Q/DLP 102-2022)」與「油套管用高氣密封特殊螺紋DLP-T4尺寸參數和使用性能規範(標準編號：Q/DLP 101-2022)」兩項企業標準，制定企業內控標準5項。體系管理人員聯同專業技術人員共同推進「崗位標準化檢查」，不斷完善崗位作業標準，促進全員樹立質量體系管理思維，使質量體系得到有效運行。

我們修訂56項內部技術質量管理文件，明確細化了多基地管理的相關業務和管理流程，深化多基地協同，持續提升多基地製造能力。

質量管理，全員參與，通過質量活動開展，提升員工質量意識。開展線上質量競答活動52次，技術質量宣貫培訓1,328人次。

質量檢查，日常保障。日常質量體系過程運行檢查，形成體系檢查月報。2022年共計檢查44次，聯合檢查11次，檢查項目118項，發現問題23項，均已按要求完成了整改。

強化質量監督和整改。虛心接受客戶投訴，直面存在的典型質量問題，開展質量分析，組織整改，管控重點質量問題，在持續保障產量突破的情況下，質量也穩步提升。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Case Study: Green Economical High-toughness 110V Products**案例：綠色經濟型高強韌110V產品**

In 2022, the price of alloys in the steel industry remained high. After a large number of literature research and field data analysis, the Group broke the traditional thinking of using high-cost Cr-Mo steel composition systems for high-strength and high-toughness oil casings and changed to adding economic alloy that combines strengthening elements and a special heat treatment process used to produce high-strength and tough oil casing products. The amount of alloy added in the same high-strength and tough products is reduced by 5%, which effectively reduces the use of alloy resources. During the Reporting Period, the delivery and use exceeded 4,600 tons, effectively reducing the energy consumption of each link in the national alloy mineral development process, and at the same time, reducing the natural gas consumption and electricity consumption in the smelting process after the composition adjustment, and contribute to the sustainable development of the country.

2022年鋼業合金價格含量高居不下，經過大量文獻資料調研及現場數據分析，本集團打破傳統高強韌油套管一慣採用高成本Cr-Mo鋼成分體系的傳統思維，轉變為以添加經濟型合金強化元素與特殊熱處理工藝相結合的方式進行高強韌油套管產品生產，同等高強韌產品中合金添加量降低5%，有效減少了合金資源的使用，報告期內交付使用突破4,600噸，有效降低國家合金礦產開發過程中各環節的能源消耗，同時成分調整後冶煉過程中減少了天然氣消耗及電能消耗，為國家可持續發展貢獻力量。

Case Study: The First Launch of Rare Earth Corrosion-resistant Oil Casing**案例：稀土耐腐蝕油套管實現首發**

Rare earth is known as "industrial vitamins". Adding trace amounts of rare earth to steel can significantly improve the ductility, wear resistance, heat resistance, and corrosion resistance of steel. However, rare earth is reactive and difficult to add to the production process. The Group has cooperated with a well-known domestic university through industry-university-research cooperation. After nearly three years of joint research, in November 2022, the rare earth corrosion-resistant oil casing was first launched in China. Compared with conventional oil and casing products, rare earth corrosion-resistant oil and casing can improve the corrosion resistance by more than 50% without increasing the cost, which can greatly increase the life of oil and gas wells, reduce production costs, and improve the safety of petroleum engineering.



稀土素有「工業維生素」的美稱，鋼中添加微量稀土能夠顯著提高鋼的韌塑性、耐磨性、耐熱性、抗蝕性等，但是稀土元素性質活躍，生產過程添加難度極大。本集團與國內某知名大學通過產學研合作，經過近三年的共同攻關，於2022年11月實現了稀土耐腐蝕油套管在國內首發。相對於常規油套管產品，稀土耐腐蝕油套管在不增加成本的條件下，耐腐蝕性能提升50%以上，可大幅度提升油氣井的壽命，降低開採成本，提升石油工程的安全性。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Case Study: Heat-free Treatment of High-toughness Oil Casing Products**案例：免熱處理高韌性油套管產品**

In order to improve the safety of oil and gas drilling and production, customers have higher requirements for the impact toughness of oil and casing, which can no longer meet the requirements according to the general API standards. To meet the customer's requirements, according to the traditional process method, J55 and K55 steel-grade oil casings need to be produced by online normalization or offline full-length normalizing heat treatment, which has a long process flow and high energy consumption. As to meet the purpose of green research and development, the Group formed an R&D team, conducted a large number of tests from the alloy composition design of the material and the temperature control and deformation control of the rolling process, and finally successfully developed high-toughness J55 and K55 oil casings without heat treatment. The performance of the products has reached the production level of traditional online normalization or offline full-length normalizing heat treatment, which reduces carbon emissions by 25% compared with conventional production processes. In 2022, a total of heat-free high-toughness J55 and K55 oil casing products were sold to more than 5,000 tons.



為了提升油氣鑽採的安全性，客戶對油套管的衝擊韌性要求越來越高，按照通用的API標準要求已經不能滿足需求。要滿足客戶的要求，按照傳統的工藝方法，J55、K55鋼級的油套管需採用在線常化或離線全長正火的熱處理方式生產，工序流程長、能源消耗高。為契合綠色研發的宗旨，本集團組成研發團隊，從材料的合金成分設計以及軋制過程的溫度控制和變形控制進行了大量的試驗，最終成功開發出免熱處理的高韌性J55、K55油套管產品，各項性能均達到了傳統在線常化或離線全長正火的熱處理的生產水平，與常規生產工藝相比降低25%碳排放，2022年共銷售免熱處理高韌性J55、K55油套管產品5,000餘噸。

Enterprise Service – Think about what customers want and what customers need. Customer demand is our goal. Persist in create value-added services.

企業文化之企業服務觀—想客戶之所想，急客戶之所急／滿足客戶的需求就是我們永遠的目標。堅持服務創造價值，實現服務增值。

Complaint Handling

In order to effectively control product quality, we have formulated the Quality Emergency Plan Control Procedure (《質量應急預案控制程序》), which clearly stipulates the management of unexpected events related to product delivery, such as post-evaluation and recall procedures. We are pleased to listen to consumers' opinions. To this end, the Group has developed Customer Complaint Handling Mechanism to investigate and handle complaints promptly as well as feedback to the clients. Customers can express their opinions by verbal form, telephone, mail, fax, visiting or other form to the Group. During the Reporting Period, we achieved 97.46 points for the overall customer satisfaction score, and there is no products and services related complaints received and there is no product recall for health and safety problems.

投訴處理

為了有效控制產品質量，我們制定了《質量應急預案控制程序》，清楚訂明產品交付相關的突發性事件管理，例如項目後的評價和回收程序等。我們樂於聽取消費者的意見，為此，我們建立了顧客投訴機制，及時了解客戶訴求與反饋。客戶可透過口頭、電話、郵件、傳真、來訪或其他形式向本集團反映意見。於報告期間，顧客綜合滿意度為97.46分，並未有接獲關於產品及服務的投訴，同時未有產品因安全與健康理由而需回收。

External customer complaint handling rate **100%**

外部客戶投訴／抱怨解決率**100%**

Overall customer satisfaction score **97.46**

顧客綜合滿意度**97.46分**

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

**Privacy Protection**

The Group takes privacy issues of our customers, internal employees, data, any external partners and suppliers very seriously. We have established Confidentiality Management Policy (《保密管理制度》) and the Management Rules of Confidential Personnel (《涉密人員管理細則》), clarifying the list of confidential matters, the list of key confidentiality parts and the list of key confidentiality personnel, and stipulating that customers' information should not be revealed to anyone other than staff who are in the normal course of conducting duties and responsibilities. Disclosure of customers' confidential information to unauthorized personnel is prohibited and could result in disciplinary action, up to and including termination of employment. We launched a special article on "confidentiality" in the Company's WeChat Magazine to enhance employees' awareness of confidentiality. In the meantime, we show the Group's commitment to uphold privacy protection through the following measures:

- Identify confidential information and adopt confidentiality labelling when presenting and transmitting documents in the business system;
- Publish electronic exercises to employees about the education of privacy protection knowledge;
- Conduct IP background checks on employees;

私隱保障

本集團嚴肅看待客戶、僱員、數據、供應商及任何外部夥伴的私隱事宜。我們已制定《保密管理制度》及《涉密人員管理細則》，明確涉密事項清單、保密要害部位清單和重點涉密人員名單，訂明客戶資料不應向於正常履行職責及責任過程中之員工以外之任何人士披露，任何人嚴禁向未獲授權人士披露客戶保密資料，否則可能導致紀律處分，最嚴重者可能遭終止僱用。並在企業微信內刊推出「保密」專題文章，以提升員工保密意識。同時，我們透過以下措施證明本集團對私隱事宜之堅決承擔：

- 對涉密資料進行標識，以及在業務系統中進行文件呈送、傳遞時標注機密等級；
- 發佈電子練習試題給全公司員工進行了保密知識教育；
- 對員工進行了知識產權背景調查；

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

- Require new employee to sign non-disclosure and non-competition agreements;
- Require business partners to sign non-disclosure agreements, while outsourcing staff must attend confidentiality training before entering the factory;
- Post confidentiality labels in confidentiality-sensitive areas, where outsourcing staff must enter or exit with approval and documentation; equipment with functions such as audio recording, video recording, photography, and information access are prohibited for all outsourcing staff;
- Strictly control the scope of confidentiality and avoid public access; and
- Enquiry in relation to the Company's business confidential information shall not be answered or presented arbitrarily.
- 要求新入職員工簽訂了保密協議書和競業限制協議；
- 業務合作單位須簽署保密協議，外部人員進廠要經過保密教育；
- 在保密敏感區域張貼保密標識，外來單位人員進、出需進行審批、並記錄人員信息，不得允許外來人員使用錄音、錄像、拍照、信息存儲等功能的設備；
- 嚴格控制保密知悉範圍，避免在公共場所談論；及
- 不得隨意解答或展示涉及公司商業秘密的提問。

Intellectual Property Rights

The Group understands that the effective operation of the intellectual property management system protects the intellectual property rights of the Group's products and ensures that we do not infringe the intellectual property rights of others. Therefore, the Group is committed to obtaining certification and establishing intellectual property management policies to safeguard and protect our intellectual property rights. We have established policies such as the Intellectual Property Rights Management Control Procedures (《知識產權管理控制程序》) and the Intellectual Property Rights Operation Control Procedures (《知識產權運行控制程序》), and the intellectual property protection clause is included in the contract to ensure that both parties to the contract apply the same standard in protecting intellectual property.

During the Reporting Period, the Group systematically sorted out and benchmarked intellectual property management documents, improved the intellectual property declaration, examination, review and award processes and standards, issued the Intellectual Property Rights Management Control Procedures, and completed the classification of all authorized valid patents. As of December 31 2022, the Company has obtained a total of 89 authorized patents (2021: 73). During the Reporting Period, the Group has applied for 24 patents, increased 380% compared to 2021, there were 13 invention patents among all. We were assessed by the Hebei Province Enterprise Technology Center and were awarded the "Excellent" title by the Hebei Province Development and Reform Commission.

知識產權

本集團深明有效地運行知識產權管理體系使得本集團的產品的知識產權得到保障，並確保我們不侵犯他人知識產權。因此，本集團致力通過認證，並建立知識產權管理政策，以維護及保障知識產權。我們訂立了例如《知識產權管理控制程序》、《知識產權運行控制程序》等政策，知識產權保護條款亦被收錄在合同中，以保證合同簽訂雙方在保護知識產權方面採用相同標準。

於報告期間，本集團對知識產權管理文件進行系統化梳理和對標，完善知識產權申報、審查、評審及獎勵流程及標準，發佈《知識產權管理控制程序》，並完成全部授權有效專利的分類。截至2022年12月31日，公司共獲得89項授權專利（2021年：73項）。報告期內本集團申報專利24項，較2021年同期增長380%，其中發明專利13項。並完成了河北省企業技術中心評估，再次被河北省發改委評為優秀。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Innovation incentives

Adhering to the concept of “innovation is the source of development and the main theme of enterprise development”, the Group is open and sharing, keeps pace with the times, takes the initiative to change, and adapts to changes. Continuously improvement in the innovation system, vigorously collect and promote innovative measures at the technical, management and other levels, increase investment in innovation incentives, and continue to create an innovative atmosphere with full participation, helping the Company to innovate and develop new motivation, and lead future development with scientific and technological innovation.

Independent research and development of innovation incubation platform to drive the participation of all employee

In order to publicize innovative ideas, improve innovation awareness, encourage and improve the ability of all employees to identify problems and active problem solving, and effectively collect and feedback employee suggestions, the Company independently developed and operated the “innovation incubation platform”, established a smooth and feasible incubation platform process, successfully built a feedback channel, and obtained a computer software copyright registration certificate. Since its launch in May 2022, a total of 375 recommendations have been received by the end of 2022, and 136 recommendations have been completed and implemented.

創新激勵

本集團秉承「創新是發展之源，是企業發展的主旋律」理念，開放共享，與時俱進、主動求變、以變應變。不斷健全創新體系，在技術、管理等層面大力搜集並推廣創新舉措，加大創新激勵投入，持續打造全員參與的創新氛圍，助力公司創新發展新動力，以科技創新引領未來發展。

自主研發創新孵化平台，帶動全員參與

為宣傳創新理念，提高創新意識，鼓勵並提升全員發現問題並積極解決問題的能力，有效搜集並反饋員工建議，公司自主研發運行「創新孵化平台」，建立順暢可行的孵化平台流程，成功搭建了意見反饋渠道，並取得計算機軟件著作權登記證書。自2022年5月份上線以來，截至2022年底共計收到375項建議，完成並實施136項。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

We also establish the “Innovation Liaison Working Group”, actively carried out management innovation work, smoothed docking channels with the heads of various units and innovation liaison officers, encouraged innovation liaison officers to play an active role, and guided department employees to explore ideas and actively innovate. In 2022, all units submitted a total of 174 management rationalization suggestions and 21 management improvement projects.

Independently developed and built the Songbo System 2.0

The Group independently developed the Songbo System, optimized it during the Reporting Period, developed visual statistical charts, optimized the database query speed (increased from 30s to 0.5s), incorporated the regular inspection of the information system into the scope of the system, updated the equipment file information in a timely manner through the information method, automatically generated management reports and analysis curves, greatly saved the time and manpower of statistical analysis work, and provided a “sharp tool” for the realization of the whole process and life cycle management of equipment.

Automatic grinding black leather device

Based on the basis of on-site equipment, we installed automatic grinding black leather devices for oil jacket pipeline inspection posts, add ball bearing linear modules that can be driven by servo motors, independently designed electrical systems, set grinding parameters to automatically complete black leather grinding, greatly improved grinding efficiency, and reduced the number of inspection personnel by 6, which can save labour costs by RMB \$560,000 per year.

Coupling automatic inkjet equipment

We purchased two automatic coupling inkjet printers, after debugging coupling inkjet coding automation equipment to achieve automatic positioning, the printing rate is controllable, the position is unified, and the printing content and printing effect are neat and beautiful.

成立「創新聯絡工作群」，積極開展管理創新工作，與各單位負責人及創新聯絡員暢通對接渠道，鼓勵創新聯絡員發揮積極作用，引導部門員工開拓思路、積極創新。2022年全年各單位共計提報174項管理類合理化建議和21項管理提升項目。

自主研發並打造松博系統2.0

本集團自主開發松博系統，並於報告期內進行優化，開發可視化統計圖表，優化數據庫查詢速度（從30s提升至0.5s），將信息化系統定期檢查納入系統範圍，通過信息化方式及時更新設備檔案信息、自動生成管理報表和分析曲線，極大節省了統計分析工作的時間和人力，為實現設備全過程和全生命周期管理提供「利器」。

自動打磨黑皮裝置

基於現場設備的基礎，我們對油套管線檢驗崗位分別安裝自動打磨黑皮裝置，添加可由伺服電機帶動的滾珠軸承線性模組，自主設計電氣系統，設置打磨參數自動完成黑皮打磨，極大提高了打磨效率，同時減少6名檢驗人員編製，每年可節約人工成本人民幣56萬元。

接箍自動噴碼設備

我們購置兩台自動化接箍噴碼機，經過調試接箍噴碼自動化設備實現自動定位，噴印速率可控，位置統一，噴印內容及噴印效果整齊美觀。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Intelligent Manufacturing

The Company attaches great importance to innovation-driven development, upholds high-quality development. Adhering to intelligence, informatization, digitization, and greenization, we will continue accumulating brand competitive advantages. On the basis of "industrial interconnection + energy interconnection", a "Green Factory" construction leading group with the goals of energy saving, consumption reduction, pollution reduction, efficiency increase and green development was established. Under the direct leadership of the general manager, a green manufacturing with the system as the main body, an intelligent factory composed of intelligent equipment such as robots, CNC machine tools, logistics and storage equipment, testing equipment, and automated production lines has been created, and a refined, automated, informatized, and green production model has been achieved, establishing as a "specialized and special" full industry chain intelligent manufacturing enterprise.

智能製造

本集團注重創新驅動發展，秉承精品發展之路，立足於智能化、信息化、數字化、綠色化，持續積累品牌競爭優勢。在「工業互聯+能源互聯」基礎上，成立了以實現節能、降耗、減污、增效、綠色發展為目標的「綠色工廠」建設領導小組，受總經理直接領導，建立了以綠色製造為主體的制度，打造了由機器人、數控機床、物流倉儲裝備、檢測設備、自動化生產線等智能裝備組成的智能工廠，實現了精益化、自動化、信息化、綠色化的生產模式，建設成為一家以石油專用管為主的全產業鏈智能綠色工廠。

- Innovate the manufacturing process of oil and gas pipes: the short-process production of corrosion-resistant and pressure-resistant oil casing steel technology and the automatic detection technology of rolling pipe mandrels;
創新石油天然氣用管製造工藝流程：全廢鋼電弧爐短流程生產耐蝕耐壓油套管用鋼技術與軋管芯棒自動檢測技術；
- Data command centre: production scheduling command centre, real-time control of the operation status and production data information of all production lines;
數據指揮中心：生產調度指揮中樞，即時掌控所有生產線的運行狀態及生產數據資訊；
- Intelligent automatic manufacturing: functions such as automatic calculation of process parameters of the whole line, distribution and execution, recording and storage;
智能自動製造：全線工藝參數自動計算、下發執行、記錄與存儲等功能；
- Intelligent turnover library: the first unmanned intelligent library for large-scale new energy pipes and special seamless steel pipes in China;
智能周轉庫：國內首創大型新能源用管及特殊無縫鋼管無人智能倉庫；
- Automatic processing units of each production line: each processing and production unit is equipped with various robots for automatic processing; and
各生產線自動加工單元：各加工生產單元配備各項機器人，實自動化加工；
- MES system: conduct identification, information collection and statistical analysis for the whole process of oil and gas pipe processing, and provide support for production and operation management.
MES系統：對石油天然氣用管加工全過程進行身份識別、資訊採集和統計分析，為生產經營管理提供支持。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Intelligent Turnaround Library

The Group completed and put into operation the first oil pipe intelligent turnover library in Asia. The first phase of construction covers an area of about 10,000 square meters, with a total of 3,544 storage locations, responsible for the turnover and warehousing management of upstream and downstream raw materials and finished products. Equipped with steel pipe transfer and stacking robots, using advanced warehouse management system and intelligent scheduling algorithms, according to the operation plan, automatically perform warehousing operations, for hot rolling, pipe end thickening, heat treatment, pipe processing line production line to provide the required pipe materials, allowing steel pipe information tracking branch by branch.

The whole warehouse only needs 2 operators and maintenance personnel per shift, replacing 12 original overhead cranes and about 120 operators.

智能周轉庫

本集團建成並投運全亞洲第一例石油管智能周轉庫。一期建設面積約1萬平方米，共計3,544個庫位，負責上下游原料及成品周轉及倉儲管理。配備鋼管移送、堆垛機器人，採用先進的倉儲管理系統和智能調度算法，根據作業計劃，自動執行出入庫作業，為熱軋、管端加厚、熱處理、管加工線生產線提供所需管料，可實現鋼管信息逐支跟蹤。

全庫每班只需2名操作維護人員，替代了12台原始橋式起重機及約120名操作人員。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Intelligent Manufacturing Unit

In 2019, 4 sets of coupling threading units were built and put into operation. Each set of the units includes 2 sets of high-strength coupling wire cutting machines, 2 sets of coupling loading and unloading robots, coding, magnetic particle flaw detection and other equipment, which can perform 2 7/8"–13 3/8" mm specification API and non-API standard oil sleeve coupling threading (including automatic flaw detection).

**Oil Casing Intelligent Processing Production Line**

Coupling screwing process: industrial robots are used for coupling-feeding and pre-tightening. Through the MES system and RFID chip transmission, the coupling information can be automatically entered, matched with the pipe body number, and uploaded to the L2/MES system together. The whole process in fully automation.

At the same time, the oil casing intelligent processing production line is equipped with the first piece-by-piece tracking system in China, which actualizes the information tracking of the whole process from steel pipe to finished oil casing manufacturing, cancels the manual recording, statistics and transmission of the whole process information, and ensures that the information is complete, accurate and timely.

智能加工單元

於2019年，我們興建並投產4套接箍螺紋加工單元，每套單元包括2台高力耐接箍切車絲機、2台接箍上下料機器人、打碼、磁粉探傷等設備，可進行2 7/8"–13 3/8"毫米規格API及非API標準油套管接箍的螺紋加工(含自動探傷)。

油套管智能加工生產線

接箍擰接工序：採用工業機器人進行接箍上料及預擰，通過MES系統和RFID芯片傳輸，可將接箍信息自動錄入，並與管體編號進行匹配，一併上傳到L2/MES系統，整個過程全自動控制。

同時油套管智能加工生產線配備了國內首套逐支跟踪系統，實現了從鋼管到成品油套管製造全過程的信息跟踪，取消全流程信息人工記錄、統計與傳遞，確保信息完整準確及時。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Community Investment***Put Community Charity into Practice***

The Group believes in giving back to the community and considers contributing to society as one of our sustainable development strategies. We strive to contribute to projects that promote community development by setting the Annual Activity Master Plan 2022. During the Reporting Period, the Group donated 186,000 RMB in total. We believe that effective community investment can lead to a socially responsible corporate culture and practices. During the Reporting Period, we planned activities related to environmental and social responsibility according to the advice from our sustainability consultants.

The goodness of dripping water gathers into the sea. The Company actively participated in “99 Charity Day”, donated 20,000 RMB to the “Caring for People in Distress in Huanghua” project, helping the local people in need to get rid of poverty.

We sent representatives to pay tribute to the “Most Honored Firefighters” with sincere heart to repay society and deep friendship and sent them coolness in the summer.

The Company organized the “Mutual Assistance One-Day Donation for Employees” two times with Cangzhou Bohai New Area Federation of Trade Unions this year, raised 110,000 RMB in total, 2,647 employees participated.

社區投資***踐行公益慈善***

本集團深信回饋社區的理念，認為貢獻社會為我們的可持續發展策略之一。我們竭力為推動社區發展的項目作出貢獻，透過設定《2022年年度活動總計劃表》，積極投身公益事項，報告期內捐贈金額共計人民幣18.6萬元。我們相信有效的社區投資可形成具有社會責任的企業文化及常規。於報告期間，我們根據可持續發展專業顧問的建議，策劃了與環境社會責任相關之活動。

滴水之善，匯聚成海，公司積極響應「99公益日」活動號召，為「關愛黃驊困境人員」項目捐款人民幣2萬元，為助力當地困難群眾脫貧攻堅貢獻力量。

致敬「最美逆行者們」，帶著深情厚誼和回報社會的赤誠之心，為滄州渤海新區消防救援大隊送去一份夏日清涼。

本年度公司與渤海新區總工作合作，共開展兩次「職工互助一日捐」公益活動，共計捐款人民幣11.1萬元，參與人次2,647人。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Blood Donation

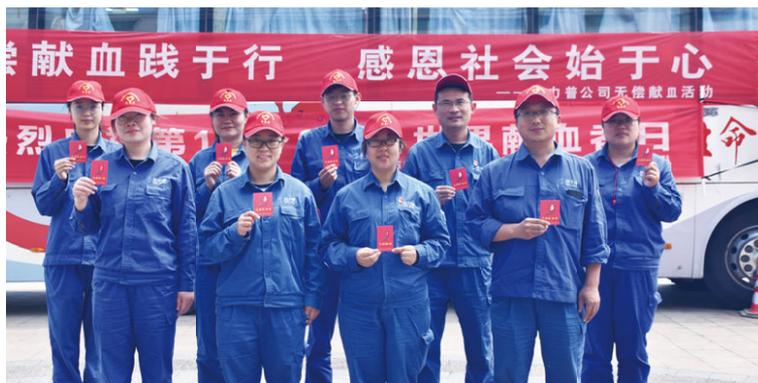
On the occasion of the 19th World Blood Donor Day, Dalipal organized a voluntary blood donation on 15 June 2022. More than 110 employees participated in this donation activity, and the amount of whole blood collected was about 30,000 mL.

Voluntary blood donation, what you donate is compassion but what you help is human life. The employees showed their own compassion through voluntary blood donation, which not only reflected the good social conduct of "selfless dedication, friendship and mutual assistance", but also a concrete manifestation of Dalipal's benefit to the society and fulfillment of corporate social responsibility.

捐血

第19個世界獻血者日之際，達力普公司於2022年6月15日組織開展了無償獻血活動。本次無償獻血活動110餘人參加，採集全血用量約3萬毫升。

無償獻血，獻出的是愛心，托起的是生命。達力普人通過無償獻血的方式奉獻出了自己的一份愛心，體現了「無私奉獻、友愛互助」的良好風尚，也是達力普公司達濟社會、履行企業社會責任的具體體現。

**Responsibility for the Epidemic**

During the Reporting Period, the employees of the Group were on duty for 3,576 hours at the expressway for epidemic prevention and control, and the volunteers for nucleic acid testing for epidemic prevention worked for 913 hours.

Donated anti-epidemic materials worth 50,000 RMB to support the prevention and control of the COVID-19 epidemic.

疫情擔當

報告期內本集團員工在高速口疫情防控值班3,576小時，防疫核酸檢測義工服務時長913小時。

捐贈價值人民幣5萬元的抗疫物資用於支持新冠病毒疫情防控。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Appendix 1 Key Performance Index

附件1主要數據指標

Category 類別	KPI 指標	2022 2022年
Corporate Governance 公司治理	Board Diversity 董事會多元化	
	Independent Executive Director (%) 獨立董事佔比(%)	33.3
	Independent Non-Executive Director (%) 非獨立董事佔比(%)	66.7
	Gender (%) 性別(%)	
	– Male – 男性	77.8
	– Female – 女性	22.2
	Compliance Management and Anti-corruption 合規管理與反腐敗	
	Anti-corruption Training Coverage (%) 反貪污培訓覆蓋率(%)	100
	Concluded legal cases regarding corrupt practices (Case) 貪污訴訟案件結案數目(件)	0
	Penalty (ten thousands RMB) 處罰金額(萬元)	0
Environmental 環境	Pollutants 污染物	
	Air Emissions 廢氣排放	
	Nitrogen oxides (NO _x) (ton) 氮氧化物(NO _x)(噸)	14.9
	Sulfur oxides (SO _x) (ton) 硫氧化物(SO _x)(噸)	0.2
	Particulate matter (PM) (ton) 顆粒物(噸)	37.9
	Sewage Emissions 廢水排放	
	Sewage (cubic meter) 廢水量(立方米)	2,505.75

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Category 類別	KPI 指標	2022 2022年
Environmental 環境	Waste 廢棄物	
	Total hazardous waste (ton) 有害廢棄物總量(噸)	9,011.19
	Hazardous waste intensity (ton/revenue in million RMB) 有害廢棄物密度(噸/百萬元人民幣收益)	2.13
	Total non-hazardous waste (solid waste) (ton) 無害廢棄物總量(固體廢物)(噸)	65,813.94
	Non-hazardous waste intensity (ton/revenue in million RMB) 無害廢棄物密度(噸/百萬元人民幣收益)	15.57
	Water Resources 水資源	
	Total water consumption (cubic meter) 耗水量(立方米)	659,980.00
	Intensity (cubic meter/revenue in million RMB) 密度(立方米/百萬元人民幣收益)	156.10
	Energy Consumption 能源耗量	
	Total energy consumption (GWh) 能源消耗總量(吉瓦時)	1,026.46
	Intensity (GWh/revenue in million RMB) 密度(吉瓦時/百萬元人民幣收益)	0.24
	Total natural gas consumption (GWh) 天然氣消耗總量(吉瓦時)	515.32
	Total gasoline consumption (GWh) 汽油消耗總量(吉瓦時)	0.29
	Total diesel fuel consumption (GWh) 柴油消耗總量(吉瓦時)	1.55
	Total liquefied petrol gas consumption (GWh) 液化石油氣(吉瓦時)	0.04
	Total purchased electricity consumption (GWh) 外購電力消耗總量(吉瓦時)	509.26

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Category 類別	KPI 指標	2022 2022年
Environmental 環境	Greenhouse Gas Emissions 溫室氣體	
	Direct greenhouse gas emissions (Scope 1) (ton) 直接溫室氣體排放量(範圍1)(噸)	103,589.58
	Indirect greenhouse gas emissions (Scope 2) (ton) 間接溫室氣體排放量(範圍2)(噸)	295,878.97
	Total (ton) 總量(噸)	399,468.55
	Intensity (ton/revenue in million RMB) 密度(噸/百萬元收益)	94.49
Social 社會	Employee Composition 員工劃分	
	Total number of employees 員工總人數(人)	1,777
	– Mainland China – 內地	1,770
	– Hong Kong region – 香港	7
	Employment Type 員工僱傭類型	
	Full-time (number of employees) 全職員工人數(人)	1,777
	Part-time (number of employees) 兼職員工人數(人)	0
	– By Gender – 員工性別劃分	
	Male (number of employees) 男性員工人數(人)	1,456
	Female (number of employees) 女性員工人數(人)	321

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Category 類別	KPI 指標	2022 2022年
Social 社會	– By Age Group – 員工年齡劃分	
	18-30 (number of employees) 18-30歲(人)	519
	31-40 (number of employees) 31-40歲(人)	705
	41-50 (number of employees) 41-50歲(人)	414
	51 or above (number of employees) 51歲或以上(人)	139
	Employee Turnover Rate 員工流失率	
	Total turnover rate (%) 總流失率(%)	10
	– By Geographical Region – 員工區域劃分	
	– Mainland China (%) – 內地員工(%)	10
	– Hong Kong region (%) – 香港員工(%)	0
	– By Gender – 員工性別劃分	
	– Male (%) – 男性員工(%)	9
	– Female (%) – 女性員工(%)	16
	– By Age Group – 員工年齡劃分	
	– 18-30 (%) – 18-30歲(%)	18
	– 31-40 (%) – 31-40歲(%)	9
	– 41-50 (%) – 41-50歲(%)	4
	– 51 or above (%) – 51歲或以上(%)	5
	Employees returning to work and retaining jobs after maternity/paternity leave rate (%) 產假/陪產假後回到工作和保留工作的員工比例(%)	100

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Category 類別	KPI 指標	2022 2022年
Social 社會	Occupational Health 職業健康	
	Employee occupational health inspection rate (%) 員工職業健康體檢率(%)	100
	Employee occupational health monitoring management files establishment rate (%) 員工職業健康監護檔案建立率(%)	100
	Occupational hazards in the workplace detection rate (%) 作業場所職業病危害因素檢測率(%)	100
	Employee social security coverage rate (%) 員工社會保險覆蓋率(%)	100
	Employee Training 員工培訓	
	Total training hours (hour) 培訓總時長(小時)	70,574
	Average training hours (hour) 人均培訓時長(小時)	40
	– Senior management training hours (hour) – 高級管理人員培訓時長(小時)	212
	– Middle management training hours (hour) – 中級管理人員培訓時長(小時)	109
	– Other employee training hours (hour) – 基層人員培訓時長(小時)	37
	– Male employee training hours (hour) – 男性員工培訓時長(小時)	40
	– Female employee training hours (hour) – 女性員工培訓時長(小時)	38
	Total number of trained employees 培訓總人數(人)	1,777
	Employee training rate (%) 員工培訓率(%)	100
	– Senior management training rate (%) – 高級管理人員培訓率(%)	100
	– Middle management training rate (%) – 中級管理人員培訓率(%)	100
	– Other employee training rate (%) – 基層人員培訓率(%)	100
	– Male employee training rate (%) – 男性員工培訓率(%)	100
	– Female employee training rate (%) – 女性員工培訓率(%)	100

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Category 類別	KPI 指標	2022 2022年
Social 社會	Health and Safety 健康及安全	
	Work-related fatalities (number of people) 因工傷死亡人數(人)	0
	Work-related fatalities rate (%) 因工傷死亡比率(%)	0
	Lost days due to work injury (days) 因工傷損失工作日數(天)	828
	Licensed operators rate (%) 作業人員持證率(%)	100
	Special equipment inspection passing rate (%) 特種設備檢驗合格率(%)	100
	Special accessories inspection rate (%) 安全附件檢驗率(%)	100
	Supply Chain Management 供應鏈管理	
	Number of suppliers 供應商數目(家)	103
	Number of suppliers by relevant geographical region 相關地區劃分的供應商數目(家)	
	– Foreign country – 國外	0
	– Mainland China – 國內	103
	Supplier ESG training (number of participants) 供應商ESG培訓(人次)	323
	Product Responsibility 產品責任	
	Percentage of total products sold or shipped subject to recalls for safety and health reasons (%) 因安全與健康原因回收的產品比率(%)	0
	Customer complaint rate (%) 客戶投訴解決率(%)	100
	Customer satisfactory rate (score) 客戶滿意度(分)	97.46

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Category 類別	KPI 指標	2022 2022年
Social 社會	Innovative Development 創新發展	
	Annual patent authorization (number) 年度專利授權數(件)	16
	Annual patent application (number) 年度專利申請數(件)	24
	Community Contribution 社區貢獻	
	Tax paid (ten thousand RMB) 納稅額(萬元)	14,503
	Poverty alleviation (ten thousands RMB) 扶貧幫困(萬元)	18.59
	Volunteer hours (hour) 義工時數(小時)	4,489

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

The Stock Exchange of Hong Kong Limited Environmental, Social and Governance Reporting Guide

香港聯合交易所有限公司《環境、社會及管治報告指引》

Subject Area 主要範疇	Content 內容	Section 章節
Mandatory Disclosure Requirements 強制披露規定		
Governance Structure 管治架構	<p>A statement from the board containing the following elements:</p> <ol style="list-style-type: none"> i. a disclosure of the board's oversight of ESG issues; ii. the board's ESG management approach and strategy, including the process used to evaluate, prioritize, and manage material ESG-related issues (including risks to the issuer's businesses); and iii. how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses <p>由董事會發出的聲明，當中載有下列內容：</p> <ol style="list-style-type: none"> (i) 披露董事會對環境、社會及管治事宜的監管； (ii) 董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜(包括對發行人業務的風險)的過程；及 (iii) 董事會如何按環境、社會及管治相關目標檢討進度、並解釋它們如何與發行人業務有關連。 	Sustainability Governance 可持續發展管治
Reporting Principles 匯報原則	<p>A description of, or an explanation on, the application of the Reporting Principles (Materiality, Quantitative and Consistency) in the preparation of the ESG report.</p> <p>描述或解釋在編備環境、社會及管治報告時如何應用匯報原則(重要性、量化和一致性)。</p>	Reporting Principles 報告准則
Reporting Boundary 匯報範圍	<p>A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report.</p> <p>解釋環境、社會及管治報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。</p>	About this Report 關於本報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Subject Area 主要範疇	Content 內容	Section 章節
“Comply or explain” Provisions 「不遵守就解釋」條文		
A. Environment A.環境		
Aspect A1: Emissions A1排放物		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Emissions 排放物
A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Emissions 排放物
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and, where appropriate, intensity. 溫室氣體總排放量及密度。	Emissions 排放物
A1.3	Total hazardous waste produced and, where appropriate, intensity. 所產生有害廢棄物總量及密度。	Emissions 排放物
A1.4	Total non-hazardous waste produced and, where appropriate, intensity. 所產生無害廢棄物總量及密度。	Emissions 排放物
A1.5	Description of emission target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Emissions and Use of Resources 排放物、資源使用
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Emissions 排放物

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Subject Area 主要範疇	Content 內容	Section 章節
Aspect A2: Use of Resources A2資源使用		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源的政策。	Use of Resources 資源使用
A2.1	Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及或間接能源總耗量及密度。	Use of Resources 資源使用
A2.2	Water consumption in total and intensity. 總耗水量及密度。	Use of Resources 資源使用
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Use of Resources 資源使用
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Use of Resources 資源使用
A2.5	Total packaging material used for finished products, and if applicable, with reference to per unit produced. 製成品所用包裝材料的總量及每生產單位佔量。	Due to the nature of the Group's business, the packaging used in the finished products is not applicable. 由於本集團的業務性質，本集團製成品所用的包裝並不適用。
Aspect A3: The Environment and Natural Resources A3環境及天然資源		
General Disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	The Environment and Natural Resources 環境及天然資源
A3.1	Description of the significant impacts of activities on the environment and natural resources and actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Emissions, Use of Resources and The Environment and Natural Resources 排放物、資源使用及環境及天然資源

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Subject Area 主要範疇	Content 內容	Section 章節
Aspect A4: Climate Change A4氣候變化		
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 對發行人產生影響的重大氣候相關事宜的政策。	Combating Climatic Change 應對氣候變化
A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer and the actions taken to manage them. 描述以及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Combating Climatic Change 應對氣候變化
B. Social B.社會		
Employment and Labour Practices 僱傭及勞工常規		
Aspect B1: Employment B1僱傭		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, antidiscrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Employment 僱傭
B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	Employment 僱傭
B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Employment 僱傭

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Subject Area 主要範疇	Content 內容	Section 章節
Aspect B2: Health and Safety B2健康與安全		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Health and Safety 健康及安全
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	Health and Safety 健康及安全
B2.2	Lost days due to work injury. 因工傷損失工作日數。	Health and Safety 健康及安全
B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Health and Safety 健康及安全
Aspect B3: Development and Training B3發展及培訓		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Development and Training 發展及培訓
B3.1	The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。	Development and Training 發展及培訓
B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Development and Training 發展及培訓

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Subject Area 主要範疇	Content 內容	Section 章節
Aspect B4: Labour Standards B4勞工準則		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Employment 僱傭
B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Employment 僱傭
B4.2	Description of steps taken to eliminate child and forced labour practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Employment 僱傭
Operating Practices 營運慣例		
Aspect B5: Supply Chain Management B5供應鏈管理		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Supply Chain Management 供應鏈管理
B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Supply Chain Management 供應鏈管理
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目以及有關慣例的執行及監察方法。	Supply Chain Management 供應鏈管理
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Supply Chain Management 供應鏈管理
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Supply Chain Management 供應鏈管理

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Subject Area 主要範疇	Content 內容	Section 章節
Aspect B6: Product Responsibility B6產品責任		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Product Responsibility 產品責任
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Product Responsibility 產品責任
B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Product Responsibility 產品責任
B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Product Responsibility 知識產權
B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Product Responsibility 產品責任
B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Product Responsibility 產品責任

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Subject Area 主要範疇	Content 內容	Section 章節
Aspect B7: Anti-corruption B7反貪污		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Anti-corruption 反貪污
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Anti-corruption 反貪污
B7.2	Description of preventive measures and whistleblowing procedures, how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Anti-corruption 反貪污
B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Anti-corruption 反貪污
Community 社區		
Aspect B8: Community Investment B8社區投資		
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities takes into consideration communities' interests. 有關以社區參與來瞭解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Community Investment 社區投資
B8.1	Focus areas of contribution. 專注貢獻範疇。	Community Investment 社區投資
B8.2	Resources contributed to the focus areas. 在專注範疇所動用資源。	Community Investment 社區投資



达力普
DALIPAL

香港中環 康樂廣場一號 怡和大廈 4006室

聯繫電話: +852 25772188

網 址: www.dalipal.com

電子郵箱: ir@dalipal.com

反腐電話: 0317 5764733

反腐郵箱: msc@dalipal.com