

LESSO 联塑

CHINA LESSO GROUP HOLDINGS LIMITED

中國聯塑集團控股有限公司

Incorporated in the Cayman Islands with limited liability

於開曼群島註冊成立的有限公司

Stock Code 股份代號：2128

2015 CORPORATE SOCIAL RESPONSIBILITY REPORT

2015年企業社會責任報告



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Chapter 1 About this Report

第一章 關於本報告

1.1 Scope of Report

China Lesso Group Holdings Limited (“China Lesso” and its subsidiaries (“the Group”) has always been committed to being a responsible corporation. This marks the first year that the Group is publishing a corporate social responsibility (CSR) Report (“this report”). We hope this report will serve as a platform for sharing China Lesso’s CSR performance with our stakeholders and help improve communication between the Group and stakeholders.

This report covers the operational performance of the Group’s 15 subsidiaries, including the headquarters, involved in its core business – plastic pipe and pipe fitting production. The reporting period is 1 January to 31 December 2015. Since this is the first CSR report published by the Group, it also covers certain CSR performance and results for previous years. In future, we plan to publish a CSR report annually, to share our CSR performance and progress with our stakeholders.

1.1 報告範圍

中國聯塑集團控股有限公司(簡稱「中國聯塑」)及其附屬公司(統稱「集團」)一直致力完善企業的可持續發展及社會責任表現。今年是集團第一次發佈企業社會責任報告(簡稱「本報告」)，集團希望通過本報告向各利益相關方報告集團的可持續發展狀況，促進與利益相關方的溝通與互動。

本報告涵蓋了集團總部與旗下管道與管件業務相關的共計15家附屬公司，報告覆蓋時間跨度為2015年1月1日至2015年12月31日。由於這是集團第一次發佈企業社會責任報告，報告亦會涵蓋集團過往的企業社會責任工作亮點及成果。今後集團計劃每年發佈一次企業社會責任報告，向各利益相關方匯報集團企業社會責任工作的進展。

This report was prepared in accordance with the Global Reporting Initiative (“GRI”) Sustainability Reporting Guidelines Version 4.0 (“G4”) “core” options. The focus of GRI G4 is to strengthen stakeholder participation and communication. Before preparing this report, the Group commissioned an independent consultant to collect stakeholders’ opinions to ensure the participation of the relevant business units, stakeholders and the CSR committee in the assessment of the Group’s various CSR issues. Based on the results, we have selected a list of material issues to report on. The specific process and results are detailed in **Chapter 4 Stakeholder Engagement and Materiality Assessment**.

1.2 Access to the report

This report is published in PDF format in Traditional Chinese and English. The PDF version is available from our website: www.lesso.com.

1.3 Feedback Channels and Contacts

The Group values feedback and suggestions from our stakeholders. Should you have any comments or suggestions regarding this report or our CSR performance, please feel free to contact us. We would truly appreciate your valuable input and suggestions.

本報告以全球報告倡議組織(Global Reporting Initiative, 「GRI」)《可持續發展報告指南4.0版本》(「G4」)為指引編製，內容符合G4核心方案。加強利益相關方的參與是G4的重點，按照G4的指引，集團於編制本報告前委託獨立顧問收集各利益相關方的意見，確保相關業務單位、利益相關方及集團企業社會責任委員會參與評估不同企業社會責任議題對集團的重要性。基於溝通結果，我們篩選出對集團最重要以及應作匯報的企業社會責任議題。具體的溝通過程及結果詳載於本報告**第四章 利益相關方溝通和關鍵性分析**。

1.2 獲取方法

本報告提供中文與英文版本供讀者參閱，並以PDF電子版方式於集團網站 www.lesso.com 發佈。

1.3 意見反饋及聯繫方式

我們十分注重利益相關方的意見和建議。如果閣下對本報告或集團履行企業社會責任方面有任何意見或建議，歡迎通過以下方式與我們聯繫。我們謹向所有對集團企業社會責任發展提供寶貴意見和建議的利益相關方表示衷心感謝。

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Chapter 2 Message from the Chairman

第二章 董事長寄語

2015 saw an increasingly complex political and economic environment of the global economy, with the Chinese economy showing a slower growth. Despite this, China has been making plans to implement large-scale infrastructure projects, including the construction of water conservation projects and underground pipeline networks, as well as rain absorption systems refurbishment, which has provided new product demand and development opportunities for the Group's plastic pipe and fitting business segments. China Lesso's business development and major performance indices continued to rise steadily throughout the year, achieving outstanding results in line with management expectations. Group revenue for 2015 was RMB15.264 billion, up by 3.0% compared to 2014, while gross profit increased by 3.6% to RMB3.938 billion.

At the same time, China Lesso has continued to focus on its contributions to society, and strive to grow together with the communities in which the Group is present. In 2015, the Group's pipe related subsidiaries total contribution to various social causes reached RMB1.22 million. In addition, our volunteers, as representatives of China Lesso employees, were actively involved in serving the community, making a positive impact on the communities in which the Group is present.

This is the Group's first CSR Report, which is an important step for China Lesso in terms of its commitment to CSR. We have opted to follow the international standard, the globally recognised Global Reporting Initiative's latest G4 guidelines for reporting. We hope that increasing the transparency of our information disclosure will enable stakeholders to gain a full understanding of our CSR activities, and we will continue to value different stakeholders' suggestions and advice.

We believe that human talent forms the basis of the Group's success. Through the stakeholder engagement process conducted in preparation of this report, we have gained a greater understanding of employee expectations, and we will incorporate this feedback into our activities, to further improve our employees' working environment. We are also pleased to see that the Group's Lesso College, now in its fourth year, has successfully established a faculty team comprising employees from China Lesso, to provide a powerful learning and development platform for all of our employees, putting into practice our vision of empowering our employees to grow together with China Lesso.

Research and development capacity is key to China Lesso's aim to be an industry pioneer. We have always focused on innovation and

continuous improvement of our product and production processes. This year, the Group implemented automation in its production bases according to its plan, which has enhanced its overall operational efficiency. We are a leader in our industry in terms of green product research and development, and we will continue to make every effort to provide a greater range of environmentally friendly and safe products to our customers and markets.

The Group has been actively promoting clean production, energy saving and emissions reduction, and has exceeded its energy conservation target during the 12th five-year period. China Lesso also leads the way for the industry in terms of the deployment of energy management systems and renewable energy. The solar photovoltaic power generation project which was built through the energy management contract model in collaboration with a photovoltaic power company for generating power in 2015. On the basis of this successful experience, we are expanding this into more subsidiaries, and expand the use of renewable energy.

As a leading player in a traditional manufacturing industry, China Lesso is constantly seeking to reinvent itself. In response to the opportunities offered by e-commerce, the Group launched "Lesso Mall", an online trading platform in 2015. We will continue to make use of both the online marketplace and the offline trade fair, to develop a national sales network, and further promote win-win cooperation between the Group and its stakeholders.

In 2015, the Group achieved gratifying results both in its production operations as well as in its social responsibility initiatives. The progress achieved would not have been possible without the whole-hearted support of all involved. I would like to take this opportunity on behalf of the Board of Directors ("the Board") to express our sincere gratitude to all of our employees for their tireless efforts over the past year towards the development of the Group, and as embodiments of our corporate social responsibility. We also want to express our heartfelt thanks to our shareholders, investors, partners and customers for their trust and support. Looking ahead, we will continue to be people-oriented and innovative as we develop robust and responsible contributions to the community.

Chairman
Wong Luen Hei

2015年環球政治經濟環境複雜多變，中國經濟增長亦呈現放緩趨勢。儘管如此，中國在重大基礎設施建設項目，包括水利工程項目、城市地下管網建設以及雨水消納系統改善工程等方面的規劃，為集團的塑料管道和管件業務帶來新的產品需求和發展機遇。面對機遇與挑戰，年內中國聯塑的業務發展和各項重要指標均保持穩健發展，取得了符合管理層預期的成績：集團於2015年錄得收入人民幣152.64億元，較2014年增加3.0%，毛利增加3.6%至人民幣39.38億元。

與此同時，中國聯塑一直以來注重回饋社會，力求與集團所在社區共同發展。於2015年，集團管道類附屬公司投入的各類社會公益捐款達到人民幣122萬元。我們的員工志願者亦定期參與社區服務，為集團所在社區帶來了積極的影響。

於2015年，集團在踐行企業社會責任方面又邁出了新的一步。這是集團首次公開披露企業社會責任報告，我們選擇與國際標準接軌，參照國際認可的全球報告倡議組織最新的G4報告指引來匯報集團的社會責任工作管理方法與表現。我們希望通過提高資訊披露透明度，讓各利益相關方對我們的企業社會責任工作有更全面的瞭解，並將積極傾聽各方對我們的工作提出的建議和意見。

我們相信人才是集團成功之本。我們一直注重瞭解員工訴求，並基於這些反饋不斷改善員工工作環境。此外，集團的聯塑學院經過四年的發展，已經建立起一支由中國聯塑自身員工組成的講師隊伍，為廣大員工提供了一個強有力的學習與發展平台，實現了員工與集團共同成長的願景。

研發實力是中國聯塑一路發展成為行業先鋒的關鍵。我們始終注重生產與產品的升級與創新。本年度集團按計劃推進生產基地全自動化計劃，提高整體運營效率。我們在綠色環保產品研發方面亦走在行業前列，未來我們將繼續致力於為客戶與市場提供更多更優質的安全環保產品。

集團積極推動清潔生產與節能減排工作，在十二五期間超額完成了節能減排任務。此外，在發展能源管理系統以及可再生能源方面，中國聯塑亦走在行業前沿。我們通過合同能源管理模式與光伏公司合作的太陽能光伏發電項目於2015年實現並網發電，該項目正在進一步拓展到集團更多的附屬公司。

作為一個傳統製造行業的領軍企業，中國聯塑一貫敢於突破自我。因應互聯網時代電子商務的契機，集團於2015年啟動了電子商貿平台「聯塑商城」。未來，我們將繼續依託網上商城和線下交易會兩大平台，開拓全國性乃至國際性銷售網絡，進一步推動集團與各利益相關方的合作共贏。

2015年，集團在生產業務與社會責任行動方面均取得了令人欣喜的成績，這一年來的發展離不開各界的鼎力支持。在此，本人謹代表董事會（簡稱「董事會」）對全體員工過去一年對集團發展與踐行企業社會責任付出的不懈努力表示衷心的感謝；對股東、投資者、合作夥伴及客戶的信任和支持致以衷心的謝意！展望未來，我們將一如既往，以更加穩健的發展與負責任的行動回饋社會。

主席
黃聯禧

Chapter 3 About China Lesso

第三章 關於中國聯塑



3.1 Business Overview

China Lesso (stock code: 2128) is a leading large-scale industrial group, manufacturing building materials and interior decoration products in mainland China. The Group has been listed on the main board of The Stock Exchange of Hong Kong Limited (SEHK) since June 2010. The Group's headquarters are located in Foshan, Guangdong Province. China Lesso operates 21 production bases in 15 regions across China, including Guangdong, Guizhou, Sichuan, Hubei, Jiangsu, Anhui, Zhejiang, Henan, Hebei, Heilongjiang, Jilin, Shanxi, Xinjiang, Hainan and Yunnan. The Group also operates a nationwide sales network in China. The Group provides a variety of products, including plastic pipes and pipe fittings, sanitary ware products, integrated kitchens, systems of doors and windows, decorative panelling, fire fighting equipments and sanitation materials, etc.

3.1 集團業務

中國聯塑集團控股有限公司(股票代碼：2128)是中國領先的大型建材家居產業集團，於2010年6月在香港聯合交易所有限公司(聯交所)主板上市。集團總部位於廣東省佛山市，並於廣東、貴州、四川、湖北、江蘇、安徽、浙江、河南、河北、黑龍江、吉林、陝西、新疆、海南及雲南等15個地區擁有21個生產基地，並擁有覆蓋全國的分銷網路。集團產品涵蓋塑料管道及管件產品、水暖衛浴產品、整體廚房、門窗系統、裝飾板材、消防器材及衛生材料等類別。

China Lesso's Production Bases in China

中國聯塑的全國生產佈局



3.2 Business Results

Over the course of 2015, China Lesso was able to leverage its market presence and brand influence to consolidate its market leadership in the Southern China market. Meanwhile, the Group is also actively expanding its business presence in markets other than Southern China. With the market demand as a result of government-led large-scale water conservation projects and civil infrastructure projects in the urbanisation process, the Group's business development and key performance indices continued to rise steadily. The positive results of the Group's economic indicators are in line with management expectations.

3.2 經濟績效

2015年內，中國聯塑憑藉行業龍頭地位及品牌實力，繼續鞏固在華南市場的領導地位，並積極拓展華南以外的市場。受惠於政府主導的大型水利工程建設項目以及城鎮化發展過程中大型民生基建項目所帶來的市場需求，集團年內業務發展和各項重要指標均穩中有升，成績符合管理層預期。



China Lesso Three-year Financial Summary

中國聯塑近三年財務概要

Results 業績				
(RMB'000) (人民幣千元)		For the year ended 31 December 截至年度12月31日止		
		2015	2014	2013
Revenue	收入	15,264,401	14,822,772	13,070,547
Gross profit	毛利	3,937,571	3,800,734	3,265,568
Expenses [#]	開支 [#]	(1,906,605)	(1,837,384)	(1,502,919)
Finance costs	融資成本	(87,323)	(233,071)	(151,003)
Profit before tax	除稅前溢利	2,064,671	1,846,793	1,767,511
Income tax expense	所得稅開支	(446,221)	(306,435)	(329,895)
Profit for the year	年內溢利	1,618,450	1,540,358	1,437,616
Profit attributable to:	以下應佔溢利			
Company's owners	本公司擁有人	1,621,117	1,554,024	1,449,261
Non-controlling interests	非控制權益	(2,667)	(13,666)	(11,645)

[#] The expenses represented the sum of selling and distribution expenses, administrative expenses and other expenses.
For more information about our 2015 financial performance, please refer to the **China Lesso Annual Report 2015**.

[#] 開支是指銷售及分銷開支、行政開支和其他開支的總和。
更多財務資訊，請參閱中國聯塑2015年報。



3.3 Corporate Governance

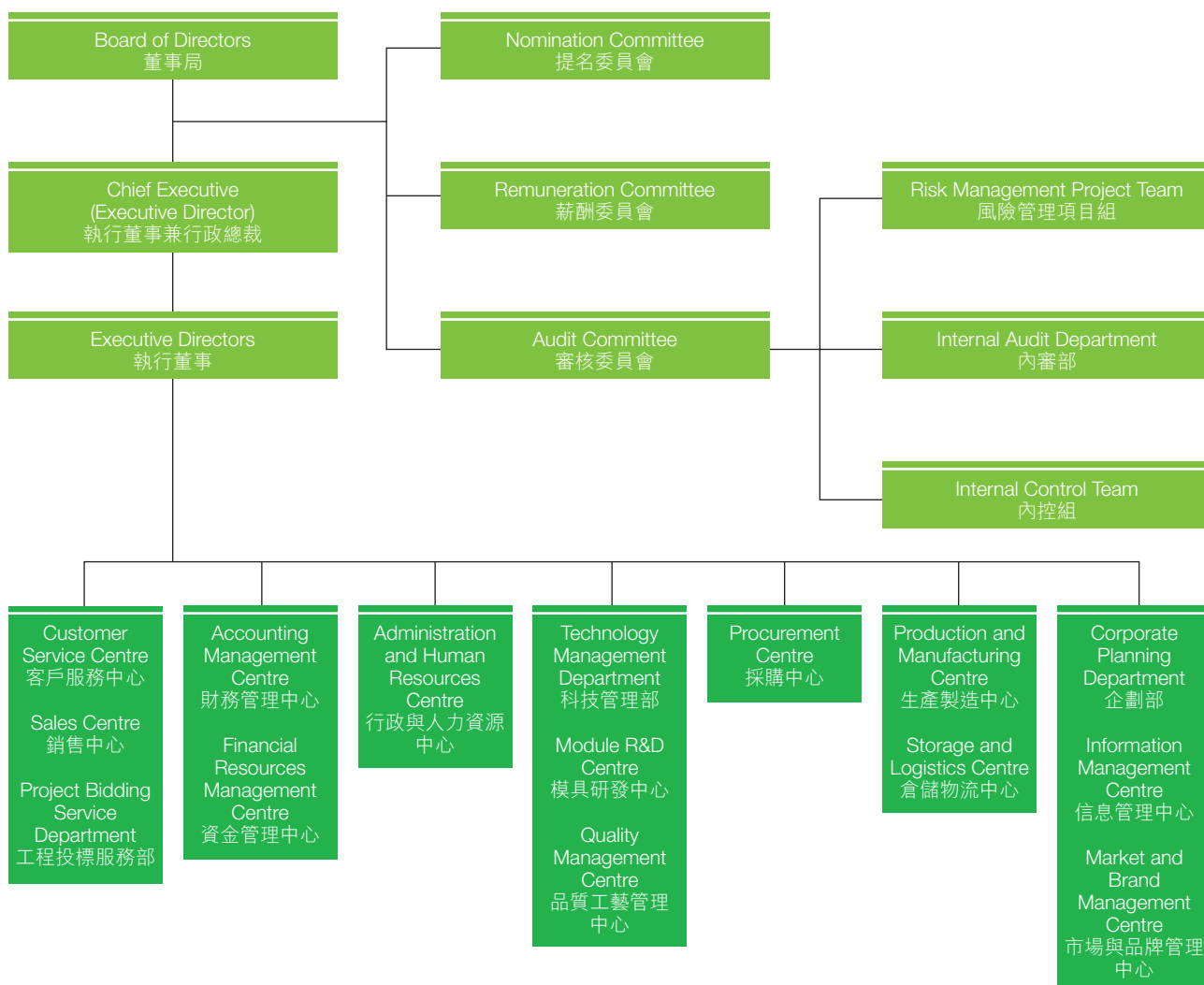
China Lesso believes that CSR should be embedded in our core business and operations. Our sound corporate governance system and professional workforce have enabled us to lay a solid foundation for our CSR initiatives. At China Lesso, the Board has the responsibility to provide leadership to the Group, while the Chief Executive is responsible for the daily management and business operations. As of the end of 2015, the Board comprised 15 directors, including 9 executive directors, 1 non-executive director and 5 independent non-executive directors. In order to ensure independence and effectively separate the management of the Board from the daily management and business operations of the Group, the posts of Chairman and Chief Executive are held by Mr. Wong Luen Hei and Mr. Zuo Manlun, respectively. The Board has committees under its supervision, namely the Audit Committee, Nomination Committee and the Remuneration Committee (see the chart below). Both the chairperson of the Audit Committee and the chairperson of the Remuneration Committee are independent directors. For more information about China Lesso's corporate governance, please refer to the **China Lesso Annual Report 2015**.

3.3 公司治理

中國聯塑深信企業的社會責任應與其核心業務和運作緊密相連，所以一直通過嚴謹的企業管治和專業的員工團隊，從內而外鞏固集團社會責任的基礎。中國聯塑實行董事會領導下的總裁負責制。集團董事會現時由15名董事組成，包括9名執行董事，1名非執行董事，以及5名獨立非執行董事。為有效區分董事會管理與集團日常管理及業務運營，集團董事會主席由黃聯禧先生擔任，行政總裁由左滿倫先生擔任。董事會下設審核委員會、提名委員會及薪酬委員會（詳見下圖），其中審核委員會與薪酬委員會主席均由獨立非執行董事擔任。更多公司治理資訊詳見中國聯塑2015年報。

Corporate Governance Structure (departments are listed by function)

集團組織關係架構
(架構中部門僅按職能列舉)



We believe that a transparent and effective management mechanism is essential for corporate governance, and the same applies to our social responsibility. In 2014, the Group established a CSR Committee, which is comprised of senior executives, and chaired by Chief Executive, Mr. Zuo Manlun. We have also set up a CSR Working Group comprising 20 members from different departments within the Group, including the Administration and Human Resources Centre, Corporate Planning Department, Technology Management Department, Procurement Centre and Customer Service Centre. The table below illustrates the focus of CSR initiatives within different departments in 2015. For more details about the performance and progress in different areas, please refer to **Chapter 5 Corporate Social Responsibility Management and Performance**.

我們相信集團良好的企業管理建立在透明有效的管理制度之上，在企業社會責任管理方面亦是如此。集團於2014年設立了社會責任管理委員會，成員包括各部門的高層管理人員，並由行政總裁左滿倫先生擔任委員會主任。集團亦設立了企業社會責任推進小組，推進小組20名成員覆蓋集團行政與人力資源中心、企劃部、科技管理部、採購中心、客戶服務中心等多個部門。下表列出了集團2015年度企業社會責任工作重點及相關負責部門，關於具體工作內容與進展詳見第五章 企業社會責任管理與表現。

Area of CSR 企業社會責任議題	Priority for 2015 工作重點	Department in Charge 相關負責部門
 <p>Occupational health and safety 員工職安健</p>	<ul style="list-style-type: none"> Set up a "Safety Supervision Unit" to be responsible for safety monitoring Health and safety training Ensure the implementation of "Employee Health and Safety Management Act" Perform regular health checks of employees in close contact with noise, dust and hazardous gases 設置「安監部」負責安全監督檢查工作 舉行安全生產培訓 執行《員工職業健康保護管理辦法》 對從事接觸噪音、塵毒氣體的人員定期組織體檢 	<ul style="list-style-type: none"> Production and Manufacturing Centre Administration and Human Resources Centre 生產製造中心 行政與人力資源中心
 <p>Employee training 員工培訓</p>	<ul style="list-style-type: none"> New and current employee training programme Lesso College internal trainer accreditation 新老員工培訓計劃 聯塑學院內訓師認證 	<ul style="list-style-type: none"> Administration and Human Resources Centre 行政與人力資源中心

Area of CSR 企業社會責任議題	Priority for 2015 工作重點	Department in Charge 相關負責部門
 <p>Product safety 產品安全</p>	<ul style="list-style-type: none"> • Comply with national and industry standards during production • Set up strict internal corporate standards for products for which there are no applicable standards • Undergo regular health inspections by provincial disease control centre • 按照國家標準、行業標準進行生產 • 對於沒有相關標準的產品，制定嚴格的企業標準執行 • 產品定期接受省疾控中心衛生性能檢驗 	<ul style="list-style-type: none"> • Production and Manufacturing Centre • Procurement Centre • 生產製造中心 • 採購中心
 <p>Environmental protection 環境保護</p>	<ul style="list-style-type: none"> • Environmental assessment for new and/or expanding projects • Identify and assess environmental impact factors, and define appropriate control measures and plans • Draft water and electricity use profile for each department for internal energy and resource conservation • 涉及新、擴、改建項目建設，按有關要求做好項目環境影響評價 • 年度環境影響因素識別和評價，制定相應控制措施和方案 • 建立各部門用水用電檔案，控制內部能源和資源消耗 	<ul style="list-style-type: none"> • Technology Management Department • 科技管理部
 <p>Production safety 安全生產</p>	<ul style="list-style-type: none"> • Safety Supervision Unit regular workshop safety inspections • Safety training for workers • Annual assessment of sources of danger, determine sources of major hazards, define control measures and plans, prevent and mitigate potential hazard factors • 安監部定期進行車間安全巡查 • 舉行安全生產培訓 • 年度危險源辨識評價，確定重大危險源，制定控制措施、方案，預防並減少潛在危險源因素 	<ul style="list-style-type: none"> • Production and Manufacturing Centre • 生產製造中心

Chapter 4 Stakeholder Engagement and Materiality Assessment

第四章 利益相關方溝通和關鍵性分析



China Lesso engages with its stakeholders, including employees, consumers and distributors, investors, suppliers and the community, through different channels as listed in the table below. Engagement enables the Group to better understand stakeholder expectations and the regular feedback received through these engagement channels helps China Lesso to further shape its CSR strategies.

中國聯塑一直十分重視與利益相關方的聯繫和溝通，積極通過以下方式和包括員工、顧客與經銷商、投資者、供應商以及社會各界利益相關方進行定期交流，並將利益相關方的意見、需要和期望視為中國聯塑制定可持續發展策略的有力依據。

Regular Engagement with Stakeholders

與利益相關方的常規溝通



Employees
員工



Customers and
distributors
客戶與經銷商



Investors
投資者



Suppliers
供應商



Community
社會

Stakeholder 溝通對象	Engagement channel 主要溝通方式	Content of communication 溝通內容
 <p>Employees 員工</p>	<p>Employee mailboxes, interviews, Labour Union, regular meetings, employee discussion meetings, training, internal China Lesso newsletter</p> <p>員工信箱、員工訪談、工會、例會、員工座談會、培訓、內刊《聯塑時訊》</p>	<ul style="list-style-type: none"> Employee complaints and suggestions, questions, demands and communication about the corporate culture and vision 員工投訴與建議、疑難問題、瞭解員工需求、傳達企業願景與文化
 <p>Customers and distributors 客戶與經銷商</p>	<p>Websites, brochures, customer questionnaires</p> <p>網站、宣傳冊、顧客調查</p>	<ul style="list-style-type: none"> Introduction of recent developments within the Group and understanding customer needs and feedback via questionnaires 集團經營動態與產品介紹，通過顧客調查問卷瞭解顧客需求與意見
 <p>Investors 投資者</p>	<p>Board meetings, annual report, announcements, annual general meeting, investor conferences</p> <p>董事會、年度報告、公告、股東大會、投資者會議</p>	<ul style="list-style-type: none"> Strategic, cultural and significant decisions made by the Group which relate to its values, development and targets 有關集團價值觀、發展方向和目標的戰略、文化、重大經營決策等
 <p>Suppliers 供應商</p>	<p>Business meetings, supplier conferences, phone calls, interviews</p> <p>商務交流、供應商會議、電話、訪談</p>	<ul style="list-style-type: none"> Continuous quality monitoring of long-term suppliers Assessment of the quality management system, environmental, health and safety systems, production methods and certification of new suppliers 對於長期合作的供應商，連續進行供貨質量業績監控 對於新供應商，會從供應商的質量體系、環境、職安體系、生產手段及資質情況等方面進行評分，審批後的供應商可納入合格供應商
 <p>Community 社會</p>	<p>Charity activities, annual report</p> <p>慈善公益活動、年度報告</p>	<ul style="list-style-type: none"> Corporate values and culture, promotion of community development initiatives 企業價值和文化，推動社區公共事業發展



Stakeholder engagement and materiality assessment process

按利益相關方溝通及
關鍵性分析過程

As this is the Group's first CSR Report, in applying the GRI G4 guidelines in the production of this report, we have worked with an independent third-party consultant to engage our stakeholder and assess materiality of CSR topics to be covered in the report. Material topics are those topics that are significant enough for the Group and its stakeholders to merit inclusion in the report. The engagement provided an opportunity to gather stakeholders' opinions in a more qualitatively and quantitatively systematic way. Opinions were mainly collected via focus group discussions, interviews and online questionnaires.

A focus group discussion was conducted with the participation of 10 senior management representatives from different departments in the Group. The discussions focused on China Lesso's performance and suggestions for improvements in areas including the environment, employees, community participation, pipe products and corporate governance. One-on-one telephone interviews were also conducted with eight external stakeholder representatives, including suppliers, product distributors and investors, as well as representatives from NGOs and industry associations. In addition to gaining an understanding of their assessment of, and expectations towards, China Lesso's overall CSR performance, the engagement also provided suggestions for further improvement of our communication relationships with stakeholders.

As part of the materiality assessment process, the stakeholders' opinions collected through the existing communication mechanisms of the Group were reviewed and classified. Taking into account the characteristics of China Lesso's business, 35 initial topics were selected from GRI economic, environment, social and other themes as subjects for consideration. Those topics were then scored by level of importance from both a stakeholder and business perspective.

We involved stakeholders from all subsidiaries, asking them to assign importance scores to the 35 topics using online questionnaires. The online survey received a total of 312 responses, completed by internal (i.e. employees at all levels of the Group) and external (including customers, suppliers, community representatives, NGO representatives, business partners, investors) stakeholders of China Lesso. The results were analysed and used in prioritising the major topics for inclusion in this report.

The Group's CSR Working Group, comprising representatives from different departments within the Group, applied a Group business perspective to assign scores to each CSR topic in terms of their importance and relevance to the business. Both scores were combined in a materiality matrix (as shown in the figure below) and topics that are important to both stakeholders and business were prioritised as the material topics to be included in this report.

The Group's management reviewed these engagement results, and confirmed the 18 material CSR issues which cover economic performance, environment, labour practices, human rights, and product responsibility. For details of the specific topics, see the "China Lesso Corporate Social Responsibility Key Issues List" below.

今年是集團首次出版社會責任報告，我們按照GRI G4指引，在獨立第三方顧問公司的協助下進行了定性及定量利益相關方意見調查，並審視報告涵蓋的事項對於集團和對於各利益相關方的重要程度。通過利益相關方調查，我們對於各利益相關方的意見有了更加系統化和量化的理解。意見收集主要包括網上調研問卷、焦點小組討論和個人訪談三種方式。

共有10位不同職能部門的高級管理層代表參加了焦點小組訪談，討論圍繞中國聯塑在環境、員工、社區參與、管道產品和企業管治方面的表現與改善建議。此外，在此次集中利益相關方意見調查中還有8位集團外部的利益相關方代表進行了一對一的電話訪談，其中包括集團的供應商、經銷商和投資者，以及非政府組織和行業協會的代表。除瞭解其對中國聯塑企業社會責任整體表現的評價和期望外，利益相關方意見調查還對利益相關方的溝通關係做出評價並提出了改善建議。

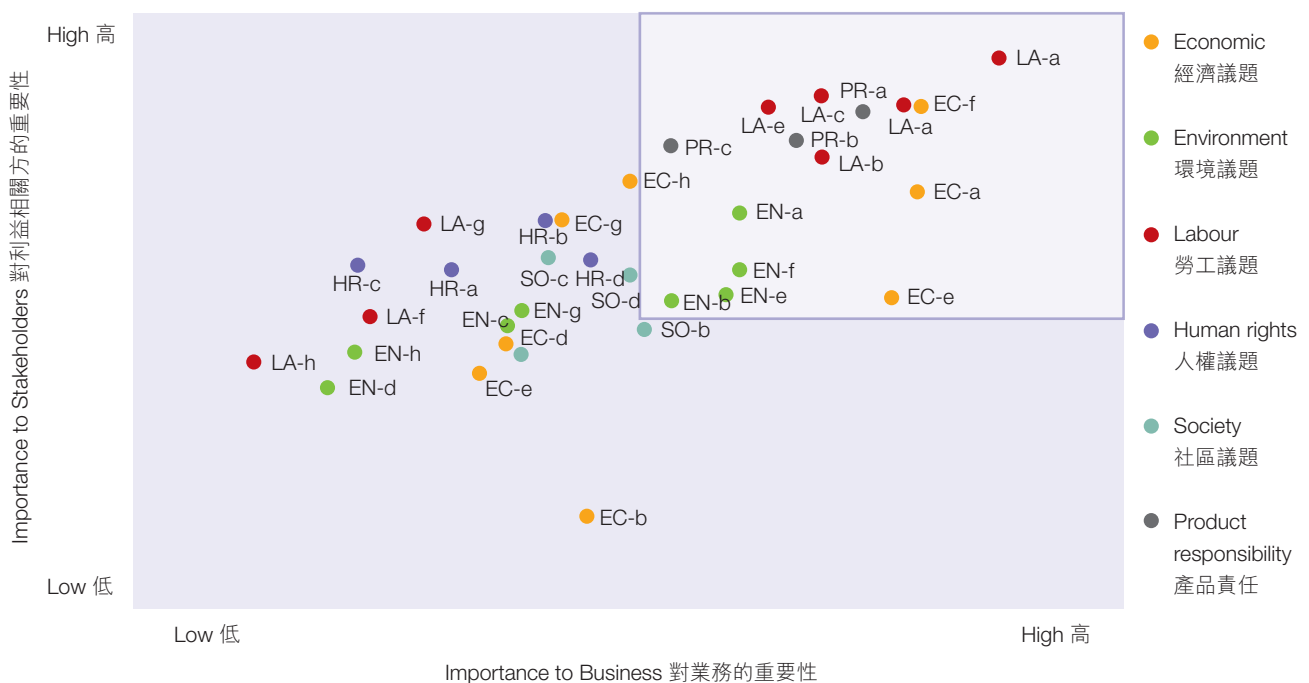
我們回顧和梳理了集團的現有溝通機制所收集的利益相關方意見。結合中國聯塑的業務特性，我們從GRI經濟、環境、社會等方面的各項議題中初步選出35個議題作為考慮事項，供利益相關方評價各個議題對其的重要程度，用作分析和選擇納入本報告的重要議題。

我們整合了各附屬公司的利益相關方，通過網上調研問卷對35個事項的關鍵性評分。此次網上調研共收到有效回復312份，由中國聯塑的內部(即各級員工)及外部(包括客戶、供應商、社區代表、非政府組織代表、商業合作夥伴、投資人等)利益相關方完成。

另一方面，集團內部不同部門代表組成的集團企業社會責任推進小組從集團業務角度出發，對各個企業社會責任事項「對企業的關鍵性」進行評分。綜合這兩方面的分值，我們確定出定量的企業社會責任事項關鍵性矩陣。其中矩陣右上方框架內的議題是綜合利益相關方評分及企業關鍵性評分後得分最高的議題。

集團的管理層審視了利益相關方調查的結果，並最終確認了對於中國聯塑最為關鍵的18個事項，涵蓋領域包括經濟、環境、勞工措施、人權、產品責任五個方面。具體事項詳見隨後的「中國聯塑企業社會責任關鍵性議題列表」。

Corporate Social Responsibility Key Issues Matrix
企業社會責任事項關鍵性議題矩陣





Corporate Social Responsibility Key Issues List

企業社會責任關鍵性議題列表

Category 類別	ID no. 編號	Issue 議題
Economic issues 經濟績效	EC-a	Economic value generated and distributed by China Lesso 中國聯塑所產生及分配的經濟價值
	EC-e	China Lesso's procurement practices and relationship with suppliers 中國聯塑的採購模式及與供應商的關係
	EC-f	Compliance with laws and regulations 依法合規
	EC-g	Stakeholder opinion feedback mechanism as well as opinion and complaint processing procedure 利益相關方意見反映機制以及處理意見和投訴的程序
	EC-h	Transparency of corporate governance mechanism and management board 公司治理機制及董事局的透明度


Category 類別	ID no. [#] 編號 [#]	Issue 議題
Environment issues 環境議題	EN-a	Environmental impact of the use of materials 物料使用情況
	EN-b	Energy usage (e.g.: electricity, fuel oil) 能源使用情況
	EN-e	Emissions generated during operations 在營運中所產生的溫室氣體及其他廢氣排放
	EN-f	Waste generated during operations and disposal method 在營運中產生的廢棄物及其棄置方法
Labour practices 勞工措施	LA-a	Employee benefits 員工福利
	LA-b	Employee turnover rate 員工流失率
	LA-c	Employee working environment and communication with management 員工的工作環境及與管理層之間的溝通
	LA-d	Attention to occupational health and safety issues 對職業健康及安全議題的關注
	LA-e	Provide employees with training and career development opportunities 提供員工培訓及職業發展的機會
Human rights issues 人權議題	HR-b	Allow employees the right to participate in a labour union and its organised activities 允許員工享有參加工會及其組織活動的權利
Product responsibility 產品責任	PR-a	Policies and measures to protect customers' health and safety 保障客戶健康和安全的政策及措施
	PR-b	Use of responsible marketing and promotional tools 使用負責任的營銷和傳播方法
	PR-c	Protection of customer privacy and data 保障客戶的隱私及資料

[#] The issue numbers in this table correspond to codes in the Corporate Social Responsibility Key Issues matrix

[#] 本表格中議題編號與企業社會責任事項關鍵性議題矩陣中編號一致

Through the communication with different stakeholders we also collected a number of opinions and suggestions related to the Group's CSR initiatives. The main opinions received from shareholders and the Group's responses are presented below. Responses of the Group to other stakeholder opinions are also included in **Chapter 5 Corporate Social Responsibility Management and Performance**.

我們在與利益相關方溝通的過程中，在篩選出以上關鍵性事項外，亦收集到了一些關於集團企業社會責任工作的意見和建議。以下是主要的來自各個利益相關方的意見以及集團的回應。此外，我們在報告**第五章 企業社會責任管理與表現**中亦會對其他相關意見以及集團的回應措施加以補充。

Issues raised by the stakeholders 利益相關方提及的事項	The Group's responses 集團回應
 <p>Economic performance 經濟績效</p>	<ul style="list-style-type: none"> China Lesso currently offers products in a wide variety of categories, and a number of stakeholders indicated that they hoped that the Group would not only maintain its leading position in terms of quantity, but that it would also specialise in a number of product categories. A number of stakeholders suggested that China Lesso improve its efficiency in terms of product testing, and make every effort to shorten product inspection times, so as to satisfy customer requirements. <ul style="list-style-type: none"> The Group has always focused on penetrating and developing all areas of the home building materials industry, and on this basis, has diversified around its core pipe product line. The Group is committed to the development of industrial clusters and supply chains, the coordination and steady development of product specialisation and quality improvement, as well as balanced development of its industrial scale and product quality. Guangdong Lesso Technology Industrial Co., Ltd.'s measurement and quality test centre is a CNAS-accredited test laboratory, testing products in strict accordance with the relevant product and procedural standards; with regard to the product testing cycle, the monitoring centre is currently engaged in the following: <ul style="list-style-type: none"> Expansion of the test laboratory premises Purchase of new test equipment to satisfy production requirements Because the monitoring time specified in numerous product standards are relatively long, there is a continuous process to improve product internal testing methods so as to shorten the product testing phase as much as possible, in order to satisfy customer requirements.

Issues raised by the stakeholders 利益相關方提及的事項	China Lesso's responses 集團回應
 <p>Economic performance 經濟績效</p>	<ul style="list-style-type: none"> 中國聯塑目前產品種類繁多，有利益相關方表示希望集團不僅在數量上保持領先地位，亦要能夠專精於個別產品種類。 有利益相關方建議中國聯塑在產品檢測方面提高效率，盡量縮短產品測試時間，以滿足顧客需求。 <ul style="list-style-type: none"> 集團始終專注於建材家居產業的深耕和發展，在此基礎上堅持以管道產品為核心的相關多元化，致力於產業集群化和產業鏈化、產品專業化和精品化的協調和穩健發展，在產業規模和產品精品兩方面做到同步和均衡發展。 廣東聯塑科技實業有限公司計量質量檢測中心是經過CNAS認可的實驗室，產品檢測均嚴格依據相應的產品標準、方法標準，關於產品品檢測週期方面監測中心正在進行以下幾方面工作： <ul style="list-style-type: none"> 擴大檢測實驗室場地 添置新的檢測設備來滿足生產需求 因很多產品標準規定的監測時間均較長，故不斷開發產品的內控測試方法，盡量縮短產品測試時間來滿足顧客需求。
 <p>Corporate governance 企業管治</p>	<ul style="list-style-type: none"> A number of stakeholders indicated that they hoped that China Lesso would improve the transparency of its information disclosure, and shed light on corporate governance performance. Increase the proportion of independent directors. 有利益相關方表示希望中國聯塑能夠提高訊息披露透明度。 提高獨立董事的比例。 <ul style="list-style-type: none"> The Group discloses its corporate governance performance in accordance with the standard given in the listing rules of the SEHK. The Group complies with the regulations of the SEHK relating to the proportional appointment of independent directors, but in the event of a suitable candidate, consideration will be given to increasing the proportion of independent directors. The Group organised the first Open Day in May 2015 since it became listed. The senior executives of the Group provided detailed responses to investors in terms of the Group's business and development. A site visit was also arranged for the investors to visit some production sites. <ul style="list-style-type: none"> 集團一直按照聯交所證券上市規則的標準披露企業管治表現。 集團一直符合聯交所關於委任獨立董事比例的規定，但如果有合適的人選會考慮增加獨立董事的比例。 為加強與投資者的溝通，集團於2015年5月舉辦了上市以來的首次開放日，就投資者關於集團業務與發展的問題給予了詳細解答，並組織了部分生產車間的實地參觀。

Issues raised by the stakeholders 利益相關方提及的事項

China Lesso's responses 集團回應



Employees
員工

- In terms of employee benefits, a number of stakeholders indicated that they hoped that the Group would improve the employee leave system.
- Because of the relatively high number of female employees, a number of stakeholders suggested that the Group provide clinical services, a nursing room and other facilities at production bases, and improve the level of care for female employees.
- Some employees indicated that they hope to have more opportunities to know about the Group's long-term development strategy and targets.
- 員工福利方面，有利益相關方表示希望集團改善員工假期制度。
- 由於女性員工較多，有利益相關方建議在集團廠房內提供診所服務及育嬰室等設施，提高對女性員工的關懷。
- 有利益相關方表示希望有更多機會了解集團未來發展戰略和長期目標。

- The Group has been complying with labour related regulations to set up the employee leave system. We will continue to take employees' needs into consideration and improve the relevant policies.
- The Group has no current plans to provide nursing rooms, but assigns employee positions based on their actual circumstances; for example, female employees (pregnant female employees in particular), are generally only assigned to simple operations positions, such as accountants, sales, product code marking, and other positions basically not exposed to pollution. Production bases will also continue to make efforts to improve employees' working environment strictly in accordance with Group requirements.
- The Group has been committed to communicate with employees and other stakeholders through the platforms of employee meetings and internal newsletters. We will continue to strengthen these efforts and listen more to employees' thoughts.
- 集團一直以來按照法律要求設立假期制度，並會繼續了解員工的實際需求，改善相關政策。
- 集團暫未設有育嬰室，但是不同崗位設定會照顧到員工的實際情況，例如女性員工（尤其是懷孕的女性員工）一般只安排簡易操作的崗位，如統計員、售貨員、噴碼員等基本無污染崗位，生產製造中心亦會繼續嚴格按照要求大力改善員工工作環境。
- 集團一直以來努力通過員工座談會、員工大會、內刊《聯塑時訊》等渠道與員工和各利益相關方溝通集團的規劃和發展發現，並會繼續加強與員工的溝通，傾聽員工的建議。

Issues raised by the stakeholders 利益相關方提及的事項

China Lesso's responses 集團回應



Environment
環境

- Dust control: because the manufacturing sites and part of office areas are exposed to dust, stakeholders expressed concern over the risk to employee health, and to that of pregnant female employees in particular.
- Energy consumption: China Lesso's planning and management measures for improving its energy efficiency and use of renewable energy were a subject of concern for a number of stakeholders.
- 粉塵控制：由於車間及部分辦公環境暴露於粉塵環境中，利益相關方對於員工健康風險表示關注，尤其是懷孕的女性員工。
- 能源消耗：中國聯塑在改善能源效率及可再生能源使用方面的計劃與管理措施受到部分利益相關方的關注。
- Other than the existing health and safety protection measures, the Group has been making efforts to improve dust-producing equipment, such as through the introduction of dust extractors and automated mixing equipment, in order to further reduce employees' dust exposure in the working environment.
- Energy cost is one of China Lesso's major operational costs. For this reason, China Lesso is working to reduce energy consumption per product unit. China Lesso's energy consumption per product unit is decreasing year on year, and has exceeded the energy saving targets in accordance with the 12th Five-Year Plan (4,500 tce). The Group will continue its efforts in energy conservation and also expand the solar energy projects.
- 除現行措施確保員工受到足夠的保護外，集團一直致力於對產生粉塵的設備進行改造，如引進除塵器和自動配方機，以進一步降低員工工作環境的粉塵密度。
- 能耗成本是中國聯塑的主要製造成本之一，為此，中國聯塑正努力降低單位產品能耗，中國聯塑的單位產品能耗正在逐年降低，十二五期間中國聯塑節能量超過政府設定的節能目標（4,500噸標準煤）。集團會保持對節能減排工作的重視，並繼續推進太陽能光伏發電項目。



Community
社區

- With regard to the issue of children left behind by migrant workers, a number of stakeholders indicated that they hoped that China Lesso could enter into discussions with local governments and strengthen its impact on local government policy so as to effectively cater to the family needs of migrant workers.
- 關於外來工引起的留守兒童問題，有利益相關方表示希望中國聯塑可以與當地政府商討，加強對地方政策的影響，照顧外來工家庭需要。
- The Group makes every effort to assist employees with child education issues in accordance with local government education policy and arrangements, including applying for public school positions from Education Departments, and arranging for Education Departments to visit the Group to provide enrolment lectures.
- 集團根據當地政府教育政策與制度全力協助員工處理子女入學問題，包括向教育部門申請公立學校學位，組織教育部門到集團進行入學知識講座。

Chapter 5 Corporate Social Responsibility Management and Performance

第五章 企業社會責任管理與表現

5.1 China Lesso and its Employees

At the end of the reporting year, China Lesso headquarters and pipe and pipe fittings subsidiaries officially employed a combined total of 5,628 people. The Group views its employees as its major asset; at the same time, employees are also the stakeholders who most directly experience the Group's social responsibility. The Group is focused on:

5.1 中國聯塑與員工

中國聯塑與各級管道業務附屬公司截至本報告年度正式員工總數達5,628人。集團視員工為最重要的資產，同時也是體驗集團社會責任最密切的利益相關方。



Creating a healthy and
safe working environment
注重營造健康安全的工作
環境



Supporting employees
both at and beyond
workplace
致力為員工提供關愛支援



Providing employees
with adequate training
opportunities and platforms
to share their opinions
為員工提供充分的培訓機會
和分享平台

Group employees (for pipe and pipe fitting business only*)
集團員工概況（非管道主業除外*）

Basic employee statistics 基本員工數據		Total 總數	Male 男性	Female 女性
Employee distribution 員工分佈		5,628	3,895	1,733
By age 按年齡	Below 30 30歲以下	2,106	1,408	698
	30-50	3,434	2,407	1,027
	51 and above 51歲及以上	88	80	8
By employee grade 按員工級別	Senior management 高層管理人員	49	45	4
	Middle management 中層管理人員	307	243	64
	Junior management 基層管理人員	1,152	775	377
	General employees 一般員工	4,120	2,832	1,288

* As the scope of the statistical data in this report does not include subsidiaries that are not related to the pipe and pipe fitting businesses, these figures are lower than the employee figures given in China Lesso's 2015 Annual Report.

* 由於本報告數據統計範圍不包括非管道主業相關附屬公司，故少於中國聯塑年報中披露的員工總數，敬請留意。



Employee engagement 員工溝通

Employee communication

The Group's Employee Handbook stipulates specific expectations for employee conduct, and sets forth a detailed employee incentive mechanism. The Group promotes employee awareness of ethics and integrity through meetings, training, lectures among other means, and requires all employees to embody the China Lesso corporate culture, to defend healthy competition, to work to be the best they can be, and to improve ethical standards. The Group publishes a monthly China Lesso Newsletter that disseminates China Lesso's corporate philosophy and culture; it also provides a platform for the Group to promote its brand, products and news of major events to both internal and external stakeholders.

The Group's Administration and Human Resources Centre holds an internal meeting every quarter, in which human resource managers provide a brief introduction to tasks related to recruitment, training and personnel organisation to managers of other departments; the various departments can also discuss human resource related issues and suggestions during the meeting. The Administration and Human Resources Centre proposes remedial measures for any issues raised, identifies a department to be responsible for executing these measures, proposes a completion schedule, and distributes minutes of the meetings to participants after the forum.

In 2014, the Administration and Human Resources Centre formally introduced a resignation interview mechanism, and started to issue a regular resignation interview summary report to all departments for internal management reference. In addition, the Group Administration and Human Resources Centre has established a target of controlling the average turnover rate at below 5%. As of 2015, all of the subsidiaries involved in the plastic pipe business have met the target.

員工溝通

集團的《員工手冊》對員工的道德行為規範提出了具體要求，設置了詳細的員工獎懲機制，集團通過會議、培訓、演講等多種形式推進員工道德教育與廉正教育，要求全體員工踐行企業文化，做良性競爭秩序的維護者，加強自身修養，提高道德水準。中國聯塑內部主編的《聯塑時訊》每月定期出版，宣傳企業理念，傳播企業文化；記錄集團重大事件，宣傳中國聯塑品牌，推介集團產品，是集團對內、對外宣傳的重要平台。

集團行政與人力資源中心每個季度都會召開內部座談會，由行政與人力資源中心負責人對招聘、培訓、人事組織相關工作和其他部門負責人做簡要介紹，各部門亦會就人力資源方面工作上的問題與建議在座談會上進行分享，行政與人力資源中心會針對各項問題提出改善措施，明確負責部門與完成時間，並在會後和與會者分享會議紀要。

集團行政與人力資源中心於2014年正式啟動員工離職訪談工作，並定期發佈離職訪談匯總報告，供各部門內部管理參考。此外，集團行政與人力資源中心設定了年度平均離職率不超過5%的目標，經過行政與人力資源中心與各部門的協調與配合，2015年內集團旗下管道業務附屬公司年度平均離職率控制於預期目標範圍內。

Occupational health and safety

The Group abides by a basic principle of "Safety first, with prevention as the priority" in its overall management, and has established a production safety management system and a specific department responsible for monitoring production safety. The Group's Administration and Human Resources Centre and Safety Supervision Units perform regular production safety checks at the Group's production bases, and issue notices providing a detailed description and deadline for completing any improvements required. The Group disciplines managers of departments that do not strictly enforce self-reviews or improvements in accordance with the management measures.

The Group cares about employee health and safety, and has provided clear safety notices in production areas. The Group provides induction safety training for new recruits, organises regular health and safety lectures for existing employees, and provides regular physical examinations for employees that experience prolonged exposure to noise, dust and dangerous gases as part of their work. The Group also learns from major safety incidents that take place at other companies, and would convene an internal safety incident meeting and provide a summary of lessons learnt to continually improve safety awareness. During 2015 the Group organised over 100 health and safety training sessions on topics including production and transport safety, fire safety and emergency evacuation drills. In 2015, the Group's industrial accident rate per thousand persons was 12.2, a reduction by 14% in the total number of industrial accidents compared to 2014. For more details on work-related injuries, please see **Chapter 6 Key Performance Indicators**.

The Group also pays attention to the standardisation of its occupational health and safety management system. To date, 13 of the Group's pipe related subsidiaries have completed OHSAS 18001 occupational health and safety management system certification.



職業安全健康

集團堅持「安全第一、預防為主」綜合治理的基本方針，並設有《安全生產管理制度》和專門負責安全生產監察的部門。集團行政與人力資源中心及安監部定期對各部門及車間安全生產情況進行檢查，針對相應問題發出整改通知單，詳細說明需要整改的問題及要求整改完畢的期限。對於不嚴格執行自查與整改的部門，集團會按照管理制度對於部門負責人做出相應處理。

集團注重員工的安全與健康，在生產區域設置了明顯的安全標識，為新入職員工舉辦入職安全培訓，為老員工定期舉辦安全健康講座，並為長期對從事接觸噪音、塵毒氣體的員工定期組織體檢。在集團外部其他公司發生重大安全事故後，集團內部亦會召開安全事件會議，總結經驗教訓，提高安全防範意識。2015年內，集團舉辦安全健康類培訓上百場，包括生產與交通安全教育、消防安全教育、應急疏散演練相關的專題培訓。集團2015年千人工傷意外率為12.2，相較於2014年降低了14%，有關工傷意外相關數據詳見第六章 **關鍵績效指標列表**。

集團亦注重職安健管理體系標準化的工作，截至目前，集團13家管道業務附屬公司已經完成OHSAS 18001職安健管理體系認證。



Employee safety education
員工安全教育

Employee training

China Lesso has consistently focused on the growth of its employees, and its human resource development strategy has always embodied the Group's philosophy of "Connect today to form the future". The Lesso College was established in October 2011, and, in line with its purpose of providing a "platform for employees to grow together", provides the Group's employees with different kinds of internal and external training. After receiving a series of training, more than 80 corporate executives and technical specialists from various departments became internal trainers of the Lesso College at the end of 2014. Internal trainers shared their experience and technical knowledge with other employees through training sessions, known as Lesso Lectures, professionalism improvement programs and other initiatives for new recruits. For example, all new China Lesso's employees must participate in a two-day "new employee training course" and a "new employee professionalism enhancement course". During these courses, internal trainers impart their work experience, and help new employees to rapidly integrate into the China Lesso family. Internal trainers from senior management use platforms such as the Lesso Lectures to talk about the development theories of enterprises and internal corporate management experience.

The Lesso College cooperates with local government and training organisations, and invites experts to the College to hold classes, with the introduction of the "Boutique Classroom". Courses include general topics such as leadership, stress management, inter-departmental communication, workplace etiquette and more specific themed lectures such as children's education. For senior management, the Group also organises study tours and training, including site visits to other companies. The College runs separate annual special themed training programmes for middle and junior management personnel, namely "Tengjian" and "Suajian", to develop a team of highly efficient professionals that meet the requirements of the Group's high-speed development.

員工培訓

中國聯塑一貫注重員工的成長，在人才發展戰略中將集團「聯繫現在 塑造未來」的主題理念貫穿始終。聯塑學院成立於2011年10月，秉承搭建「你我共同成長的學習平台」的宗旨，為集團員工提供各類內部和外部培訓。80多名來自各部門及車間的企業高管與技能好手經過一系列培訓，於2014年底開始擔任聯塑學院的內訓師。內訓師通過新員工培訓、聯塑大講堂、新員工職業化提升等項目與員工分享經驗，傳播技能。例如入職中國聯塑的新員工都需要參與為期兩天的「新員工培訓」，在入職後亦會參與「新職員職業化提升」環節，內訓師會在這些培訓項目中傳授工作經驗，幫助新員工快速融入中國聯塑大家庭。內訓師中的高管則會通過聯塑大講堂這樣的平台，分享企業的發展理論與企業內部管理經驗。

聯塑學院通過和地方政府及培訓機構合作，邀請專家到學院開展授課，推出「精品課堂」。課程包括通用類課程，如領導力、壓力管理、跨部門溝通、職場禮儀等，亦包括課件製作與子女教育等專題類講座。針對管理人員，集團亦會組織考察學習和培訓，如組織高層管理人員進行企業參觀，以及針對中層與基層管理人員會分別開展「騰艦」與「塑艦」為主題的專項培訓項目，打造集團發展所需的高效能團隊。



Employee safety education
員工安全教育

With regard to external training, the Lesso College has entered into long-term cooperation agreements with three leading industry training institutions, and provides office employees with high-quality, useful courses, the contents of which cover basic professional skills and management methods; classes are designed based on the requirements of employees from different departments, from entry level to senior management. After completing the courses, trainees share what they have learned internally with other employees, so as to maximise knowledge-sharing efficiency. The Lesso College also supports the participation of technical staff in industry specific training, to keep them informed with the most developed technologies. In addition to work-related training, the Lesso College also cooperates with three development agencies to provide high-quality character development training activities for various departments, strengthening internal employee communications, providing a release for work-related stress and improving teamwork.

The Group aims to link academic training with vocational skills training and has been providing employees with education opportunities for five consecutive years since 2010. The Lesso College cooperates with well-known institutions in the launch of the “Lesso University”, which provides employees with a platform for continuing studies and enables them to take classes and even examinations at China Lesso, and provides training subsidies. Thanks to this multifaceted cooperation, the Group is able to provide employees with educational opportunities which are not only convenient, but also enhance employee enthusiasm and capacity, enabling employees to grow together with the Group.

在外部培訓方面，聯塑學院與3家行業頂尖的培訓機構長期合作，向辦公室員工提供優質且豐富的通用類課程，內容涵蓋基本技能與管理方法等多個層面，按照基層到高層人員及部門需求安排按需選課。在課程完成後，受訓人員會進行內化分享，實現知識效能最大化。聯塑學院亦支持技術部門參與行業組織的專業培訓，力求專業能力與時俱進。在工作內容相關培訓之外，聯塑學院與3家拓展機構合作，通過為各部門開展素質拓展訓練等活動，強化內部員工交流，釋放工作壓力，同時亦提高了團隊合作能力。

集團亦將學歷教育和職業技能培訓聯繫起來，從自考班到網絡教育，集團的員工學歷教育從2010年起已經延續了5年的時間。由聯塑學院與知名院校合作推出的「在聯塑讀大學」，為廣大員工提供了一個繼續深造的學習平台，讓員工可以在中國聯塑上課，考試，還有機會享受集團提供的學費支助。通過與多方合作，集團為員工提供了便利，亦提高了員工的學習熱情和整體素質，實現了員工與企業的共同成長。

“I didn’t study hard at school. It’s not until I started working and realised that we have so much more to learn. Who else other than our parents would think of supporting us to continue our education? China Lesso treats us as its children and makes efforts to ensure that we have access to opportunities to further our education. I will study hard and make use of the knowledge gained from classes in daily work. I will always be grateful for China Lesso’s support.”

「年少的時候我們得過且過，出來工作後，書到用時方知少，只怨不在學校中。試想，能夠供我們讀大學的除了家人還能有誰？在中國聯塑，我真正感受到家的溫暖，我們將學以致用，用實際行動來感恩聯塑。」

A quote from an employee
員工感言

Labour union activities

Labour unions at Group headquarters and subsidiaries have played a crucial role in protecting the basic rights of employees, organising extra-curricular activities, and enhancing employee cohesion. The labour union at China Lesso headquarters has a full-time union president. Other China Lesso subsidiaries with more than 50 employees also have a union, while the role of union president at these labour unions is assumed by the manager of the Administration and Human Resources Centre or other departments. Taking the Group headquarters as an example, the labour union has a president, a vice-president, and committee members in charge of different initiatives including production, sports, female workers' rights, and communication. There is also a labour mediation team, which focuses on assisting employees in resolving labour disputes. The labour union publishes an annual work plan at the start of each year. In addition to convening an Annual Assembly once a year, the union also organises a variety of employee activities on holidays such as Youth Day (May 4) and Women's Day (March 8); they also offer help to underprivileged families during the Spring Festival.

To encourage team working spirit among the youth, the Group organised a large-scale employee event "Run, brother!" in June 2015. The labour union also encouraged employees to read more books in their spare time and share their book review with each other. The employees who submitted the highest quality of book reviews were awarded "Star Reader" and got the opportunity to participate in a special outdoor teambuilding event in October 2015.

工會活動

集團總部及附屬公司的工會在幫助員工維護基本權利、組織員工業餘活動以及提高員工凝聚力方面起到了至關重要的作用。中國聯塑總部的工會設有專人擔任工會主席，其他中國聯塑附屬公司員工超過50人的均設有工會，由行政與人力資源中心負責人或其他相關負責人兼任工會主席。以集團總部為例，工會設有主席、副主席、生產委員、文體委員、女工委員、協調委員等負責人，另設有勞資爭議調解小組，專門幫助員工解決勞資糾紛。工會在每年年初做出年度工作計劃，除每年召開一次的職工代表大會外，還會在五卅青年節、三八婦女節等節假日為員工組織豐富多彩的活動，以及在春節期間慰問經濟上有困難的員工家庭。

為加強青年員工的凝聚力，集團於2015年6月舉辦了大型員工活動《奔跑吧，兄弟！》此外，集團工會為鼓勵員工閱讀書籍、分享感悟，評選出了年度「讀書之星」，並於2015年10月組織了「讀書之星」戶外拓展訓練活動。



5.2 China Lesso's Value Chain

With years of operational development, “LESSO” has already become a well-known brand in the plastic pipe manufacturing sector in China. China Lesso has always oriented itself to address its customers' needs, focusing on improving customer satisfaction, and making every effort to provide customers with high quality products and support services to guarantee customer health and safety. The Group's key customers are mainly distributors, large-scale real estate companies and government departments, as well as end-use customers.

One of China Lesso's key competitive advantages is its comprehensive product portfolio. China Lesso has always been committed to improving its technologies and innovation in research and development, in order to satisfy different customer requirements, and provide customers with ever more kinds of high-quality products. The Group currently produces more than 70 series and 7,000 specifications of plastic pipes and pipe fittings, and is actively involved in the development of environmentally friendly and recyclable products.

The Group has established a nationwide sales network and developed long-term strategic partnership with 2,130 independent and exclusive first-tier distributors to provide quality and comprehensive products as well as professional services for customers. In addition, the Group has seized the opportunity to transform its traditional sales model into an online sales model, and is actively building an e-commerce platform with the launch of an international hardware and building materials interconnectivity project (“Lesso Mall”) perfectly embodying China Lesso's innovative spirit in a traditional manufacturing industry.

5.2 產品價值鏈建設

經過多年的經營與發展，「聯塑」已經發展成為中國塑料管道領域的知名品牌。中國聯塑始終以顧客需求為導向，以提高顧客滿意度為宗旨，致力為客戶提供高質量的產品與配套服務，保障客戶健康與安全。集團的關鍵客戶群主要是經銷商和大型地產公司及政府部門，以及終端客戶。

齊全的產品規格是中國聯塑的核心競爭力之一。中國聯塑始終致力改良技術、創新研發，滿足不同客戶的需求，為客戶提供更多種類的優質產品。集團現時生產70多個系列7,000多種規格的塑料管道及管件，並積極發展環保綠色產品。

目前集團已經與2,130家獨立獨家一級經銷商建立了長期戰略合作關係，為全國客戶提供優質豐富的產品和專業的服務。集團亦把握住傳統銷售模式向網絡銷售模式轉型的契機，積極搭建電商平台，啟動了國際五金建材產業互聯項目「聯塑商城」，充分體現了中國聯塑作為一個傳統製造企業的創新精神。



Research and development capabilities

Strong research and development capabilities form the foundation of China Lesso's competitive advantage in the pipe industry. The Group currently operates an industry-leading China National Accreditation Service for Conformity Assessment (CNAS) accredited laboratory, a state accredited enterprise technology centre, the Guangdong Province Plastic Pipe Engineering and Technology Research and Development Centre, and a postdoctoral research workstation. The Group has a research team comprising Doctorate and Master's degree holders, medium and senior grade engineers, and resident consulting experts. The team is involved in numerous state and provincial-level research projects, and participates in the drafting and editing of numerous national and industry standards; the Group also holds a series of international and domestic patents for our core technologies.

The multiple new products developed by the China Lesso continued to be at leading positions in the industry. In addition, the Group has continued to roll out new products to satisfy customer requirements and market requirements for green, healthy and environmentally friendly products; this has also increased the competitiveness of the LESSO brand (for examples of newly developed environmentally friendly products, please see 5.3 China Lesso and the Environment).

研發能力

雄厚的研發實力是中國聯塑在管道行業享有競爭優勢的基礎。集團目前設有行業領先的CNAS國家認可實驗室，國家認定企業技術中心，廣東省塑料管道工程技術研究開發中心，博士後科研工作站。集團擁有一支博士、碩士、中高級工程師、常駐顧問專家等組成的科研隊伍，並承擔多項國家級、省部級科研項目，參與多項國家標準和行業標準的編寫和修訂，並擁有一系列具有核心技術的國際專利和國內專利。

中國聯塑研發的多項產品處於國內領先水準，集團亦持續推出新產品以滿足客戶需求以及市場對綠色、健康、環保產品的要求，同時亦增加了聯塑的品牌競爭力（新型環保產品案例詳見第五章5.3中國聯塑與環境）。



Supply chain management

The quality of our suppliers is vital to ensuring product quality and production efficiency. The Group has established a procurement management system, of which supplier management is a core aspect. In order to provide our customers with ever greater service value, we have set very strict standards for our suppliers. We also aim to ensure a full understanding of our suppliers by means of various communication channels and management mechanisms. In these ways, we have managed to establish stable and strategic partner relationships with suppliers.

The majority of the Group's suppliers fall into four categories: standard suppliers, logistics providers, financial services providers, Group suppliers and small-scale suppliers. After many years, China Lesso has established stable cooperative relationships with a good number of suppliers, and as of the end of 2015, the Group worked with more than 2,000 suppliers. The Group has a Supplier Management Code, and the provisions of this code have enabled the Group to establish an assessment and management system for suppliers; periodic interviews are performed with suppliers, performance is evaluated based on key performance indicators including quality of the goods, delivery conditions, pricing, service, legal compliance and so on. The Group assesses new suppliers by taking into account the suppliers' quality management, environmental management and occupational safety management systems.

China Lesso has established a bilateral communication mechanism with its suppliers, and convenes a Supplier Conference each year, in which corporate values, development strategies and experiences are communicated and exchanged. Every year, outstanding suppliers are recognised and rewarded so as to encourage more suppliers to provide ever higher quality products and services to the Group. The Group also organises site visits to major and new suppliers for evaluation and will provide feedback for improvements, and help suppliers to continuously improve their processes and efficiency. At our annual summit in March, the Group's senior management, regional managers convene with major suppliers to discuss key targets and action plans. This communication with suppliers has enabled the Group to establish a stable supplier network, and achieve effective win-win cooperation with suppliers.

供應鏈管理

供應商的質素對於保證產品的品質與生產的效率至關重要。集團建立了採購管理體系，供應商管理是其中最核心的環節。為了給我們的客戶提供更有價值的服務，我們對供應商有很高的要求，同時也透過不同的溝通管道與管理機制保證對供應商有充分的瞭解，致力與供應商形成戰略協同。

集團供應商主要分為四大類，包括標準供應商、物流供應商、財務供應商、集團供應商及小金額供應商。多年來，中國聯塑已經與諸多供應商形成了固定的合作關係，截至2015年底，集團合作的供應商總計2,000餘個。集團設有《供應商管理辦法》，根據管理辦法相關條例，集團對於供應商建立了考量管理制度，並開展定期訪談與供應商績效評估，關鍵績效指標包括貨物品質、交貨情況、價格、服務、依法合規等。對於新供應商，集團會從供方的質量體系、環境、職安體系等方面進行考量。

中國聯塑與供應商建立了密切的雙向溝通機制，每年召開供應商大會，就理念、價值觀、發展戰略等進行溝通和經驗交流；每年評選優秀供應商並加以表彰，以激勵更多的供應商更好的為集團提供高質量的產品與服務；集團亦會安排團隊對主要供應商和新合作的供應商進行績效評估和實地考察，提出改進意見，幫助供應商不斷完善流程，提高效率；每年三月的集團峰會上，集團高層、區域主管及主要供應商匯聚一堂，集團會就關鍵目標及行動計劃向供應商做通報和溝通。通過與供應商溝通互助，集團已經建立起了一個穩定的供應鏈網絡，真正達到與供應商合作共贏。

Product and customer service

The quality of products and services are the foundation of the Group's development. In order to ensure the continuous improvement of product quality, the Group's Quality Management Centre regularly organises production and quality management analysis meetings for subsidiaries involved in pipe production. The quality audit has been in place for many years, which was set up to help each production base and department to identify issues in time and improve the technical capacity, as well as to build a platform for peer learning in technique, quality and management. In September and October of 2015, the Group organised the annual Quality Month activities with the theme of "Quality and Safety, Shared Responsibility", where the best performing individuals and teams in terms of quality and safety were awarded and best practices were summarised and shared with all Group employees to raise their awareness of the importance of quality and safety.

The Group provides customers with a customised ordering online platform, The Group is committed to protecting customers' data and privacy, and has ensured that this platform is only accessible to customers, not to the public. In order to promote responsible marketing, the Group's commercial unit regularly provides specialised training to distributors.

The Group has also established a 24-hour telephone hotline for customers and distributors to provide feedback and comments. Customers can also fax completed feedback forms to the Group Customer Service Department. As part of its customer complaint resolution process, the Group adheres to a principle of responsibility to its customers; upon receiving a complaint, the Customer Service Department investigates the shipping and production process on the basis of the production date, batch and other information, then using the monitoring system to identify the cause of problem.

The Group has always maintained a "market-oriented, customer-centred" principle of service. In order to obtain an accurate understanding of customer feedback, we regularly perform distributor satisfaction surveys, investigating on 11 topics such as packaging design and quality, product support, quality and value for money, advertising support, product delivery, storage and loading conditions, settlement, after-sales service and customer service. In 2015, the results of the Group's distributor satisfaction surveys showed that the average satisfaction rate was over 97%.

產品與客戶服務

產品與客戶服務質量是集團不斷發展的基礎。為保證與提高產品質量，集團品質工藝管理中心定期舉辦管道類附屬公司生產、質量管理分析會。集團塑料管道類附屬公司連續多年實行質量保證能力審核，該項目旨在協助建立完善高效的質量體系，評估各車間、部門的技術質量能力水準，及時發現問題，構建一個以技術、質量、管理為主題的相互學習、交流平台。2015年9-10月，集團還舉辦了一年一度的質量月活動，以「質量安全，共同責任」為主題，評比出質量模範個人和團隊，總結優秀質量管理經驗，增強全體員工的質量意識。

在客戶服務方面，集團為客戶提供了一個包括下單系統在內的客戶網絡平台。集團致力保護客戶的資料與隱私，並做到該平台只對客戶開放。為推動負責任營銷推廣，集團商務部定期為經銷商提供專門的培訓。

此外集團設有24小時熱線電話，供顧客與經銷商及時提供反饋意見等。客戶亦可通過填寫投訴說明傳真到集團客戶服務中心。在解決客戶投訴的過程中，集團秉承對客戶負責的原則，由客戶服務部接到投訴後著手產品調查，根據生產日期、批次等資訊追溯到裝車運輸及生產流程，再通過監控系統記錄調查問題源頭。

集團始終堅持「以市場為導向、以顧客為中心」的服務宗旨。為了能夠得到最準確、最細緻的客戶滿意情況，集團定期對經銷商進行滿意度調查，調查項目包括包裝圖案、包裝質量、產品配套、產品質量、產品質價比、廣告支持力度、產品交貨期、倉儲裝貨情況、貸款結算、售後服務、客戶服務共計11個項目。2015年內，集團客戶服務中心完成的滿意度調查結果顯示經銷商滿意度超過97%。



Building a one-stop e-commerce platform

China Lesso has always sought to push itself to the limit, and is continuously improving and innovating. When faced with the opportunity to transform its traditional sales model into an online sales model, the Group brought together its experience and resources and launched its international hardware and building materials interconnectivity project in 2015, with the establishment of the Lesso Mall.

The launch of this interconnectivity project has not only promoted the integration of traditional manufacturing with e-commerce, but has also optimised and upgraded the plastics pipe industry nationwide. The innovative move has had a positive impact. The Lesso Mall trading platform offers not only an online marketplace, but also an offline display occasion. In January 2015, Lesso Mall successfully held its first exhibition, which utilised the experience of suppliers and distributors in their respective fields and promoted more mutual understanding among different stakeholders, while also providing customers with a more convenient, better value-for-money sales service. These joint efforts have created a real win-win proposition for all.

In August 2015, the Group organised an e-commerce salon for logistic service providers in the Southern China, where the senior executives responsible for the development of logistics business were invited to share their insights about e-commerce. The Group has also been actively engaging with the local logistics industry association to promote industry-wide communication and collaboration, as well as to enhance the integration and cooperation between the e-commerce and the logistics industry.

打造一體化電商平台

中國聯塑一貫敢於突破自我，不斷升級創新。面對傳統銷售模式向網絡銷售模式轉型的契機，集團總結了在傳統銷售模式下積累的經驗與資源，於2015年啟動了國際五金建材產業互聯項目，並因應創立了聯塑商城。

此次互聯項目的啟動不僅推動了傳統製造業與電子商務的融合，也對全國塑料管道行業的產業優化升級與創新驅動帶來了積極的影響。聯塑商城涵蓋線上商城及線下展會兩大交易平台，並於2015年1月成功舉辦了第一次商城展示會，發揮了供應商、經銷商在各自領域的經驗優勢，增進了供應商、經銷商間的瞭解，為客戶提供了更快捷、性價比更高的銷售服務，實現了真正的多方共贏。

於2015年8月集團舉辦了華南地區物流電商互動沙龍會，邀請到國內多家物流企業負責人及高管交流分享了各自對電商物流的思考。集團也和本地的物流協會進行了諸多交流和合作，尋求與電商界和物流界企業與組織融合分享。

5.3 China Lesso and the Environment

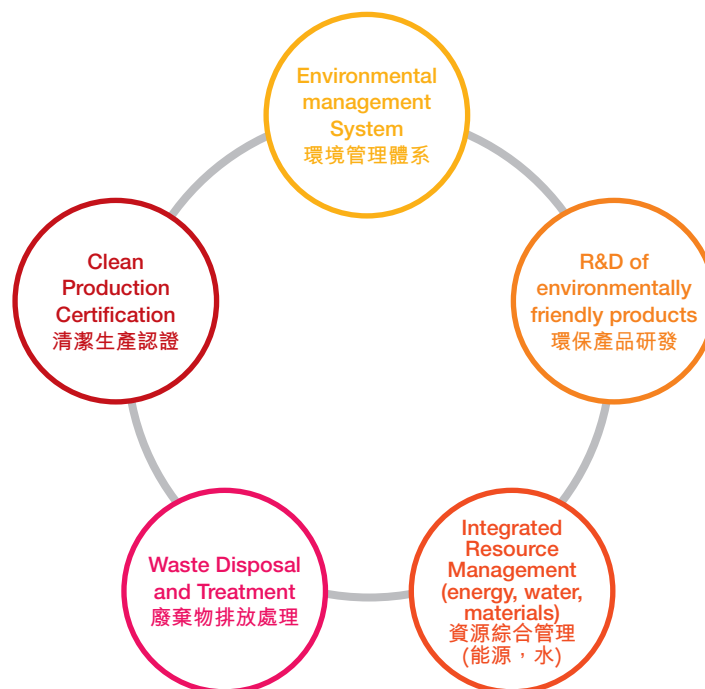
Since its inception, China Lesso has always attached great importance to environmental protection, adhering to the principles of “safe, healthy, energy efficient and non-toxic” in its product design and production processes. The Group has also drawn up a series of internal protocols for environmental protection and operational control, including environmental & occupational safety management and monitoring protocols, protocols governing the prevention of water, air and noise pollution, a waste disposal protocol, and environmental and safety emergency plans.

In 2015, the Group determined the key direction for its annual energy conservation and environmental protection investments in line with industry and internal requirements, and further strengthened the implementation of energy conservation and emissions reduction targets, continuing the process of technological transformation and equipment upgrades, and continuing to actively promote the research and development of green products. The Group has also focused on improving employees’ environmental awareness through daily training and conferences, and promoting environmental awareness among employees. The Group actively responds to all activities organised by environmental bureaus in the government, and performs regular environmental impact assessments as required by the relevant bureaus.

5.3 中國聯塑與環境

中國聯塑自成立之初就一直很重視環境保護工作，在產品設計與生產過程中始終堅持「健康、安全、節能、無害化」的原則，並制定了一系列環保控制措施，如《環境、職安管理運行控制程式》、《環境、職安管理監視和測量控制程式》、《水污染防治管理規定》、《大氣污染防治管理規定》、《噪音污染管理規定》、《廢棄物管理規定》、《環保／安全事故應急預案》等。

2015年內，集團根據行業和自身特點確定了本年度節能環保投資的重點方向，進一步加強落實節能減排目標，進行技術改造與設備升級，並積極研發綠色環保產品。集團亦注重提高員工的環保意識，通過日常培訓和會議，向員工宣傳環保知識。集團積極響應政府環保部門舉辦的各類相關活動，並開展環境影響評價，定期接受相關部門的測評。



Environmental management system

The Group has implemented adequate precautions and response programmes to guard against the risks and potential problems related to environmental protection, energy consumption and resource integration. Certain departments involved have been responsible for the drafting and implementation of environmental protection measures (see figure below). Every year, the Group requests an environment monitoring body to monitor its environmental protection, to ensure that control measures are effectively implemented. Environmental impact factors are also identified and assessed once a year; major environmental factors are identified using evaluation methods, appropriate control measures and programs are accordingly developed, and an appropriate budget is set aside in order to prevent and reduce potential environmental impact.

環境管理體系

集團對於環境保護、能源消耗、資源綜合利用等方面的風險與隱患做了充分預防與應對方案，並由相關部門負責環保措施的制定與執行(如下圖)。每年集團會請環保監測站進行環保監測，確保各項控制措施有效落實。每年度亦會開展一次環境影響因素的識別和評價，通過核實後的評價方式方法確定重要環境因素，並據此制定相應的控制措施和方案，投入相應的預算，預防與減少潛在的環境影響因素。



The Group has established a comprehensive environmental management system, with 13 subsidiaries involved in plastic pipe production having received ISO 14001 certification. We are also continuously improving our management system by means of internal audits and management reviews.

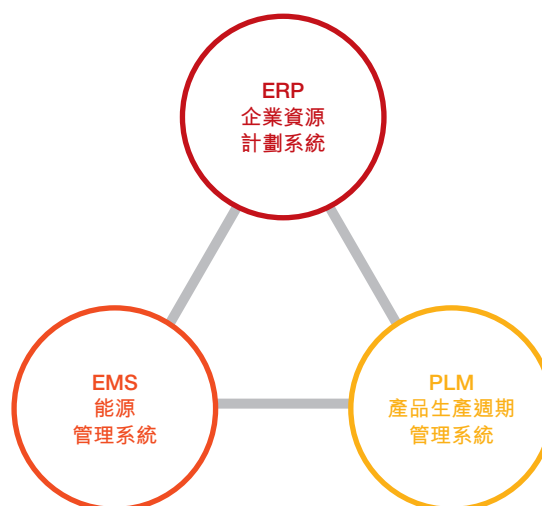
集團建立了完善的環境管理系統，集團13家管道類附屬公司已經通過ISO 14001環境管理體系認證，並利用內審、管理評審推動系統的持續改進。

Clean Production

The Group participated in the Hong Kong – Guangdong Cleaner Production Partners Recognition Scheme, which was initiated by the Environment Bureau of Hong Kong, in collaboration with the Economic and Information Commission of Guangdong Province. With the support of the scheme, the Group installed an energy management system (EMS) which is integrated with the Group's existing enterprise resource planning (ERP) system and product lifecycle management (PLM) system. This has helped the Group optimise its operation and resulted in more energy conservation. The system provides a more systematic and detailed management platform, which enables live monitoring and information analysis, which also makes it possible for the Group to identify the energy conservation opportunities in technology and management aspects. It is estimated that the installation of the EMS will help the Group reduce its energy consumption by approximately 5% annually and save more than RMB3.2 million from the electricity bills.

清潔生產

集團參與了由香港特別行政區政府環境保護署聯同廣東省經濟及信息化委員會開展的清潔生產夥伴計劃，安裝了與企業資源計劃系統(ERP)和產品生產週期管理系統(PLM)整合的能源管理系統(EMS)，以優化生產設備運行狀況及節省能源消耗。該系統將會為集團提供內部各綜合能耗資訊化、精細化的管理平台，實現資料線上監測分析，對各類數據進行統計、整理和分析，幫助管理人員提高能源利用效率，並及時發現技術和管理上的節能空間，實現能源管理資料向高層次的轉型。據估計能源管理系統的建立將會幫助集團降低約5%的能耗，每年節省電費保守估計可達人民幣320萬元。



Research and development of environmentally friendly products

From the product design phase to the supply of raw materials and the production process, the Group has always adhered to the principles of “health, safety, energy efficient and non-toxic” in its product research and development efforts. In terms of raw materials, the Group has drawn up its Chemical Regulations, which set out clear rules governing the purchase, storage and use of the chemicals in the production processes. When selecting suppliers, we would take into consideration the components of products and select the products with the lowest toxicity, hazard levels and flammability, wherever possible.

The Group's strengths in research and development have also promoted in-house research and development of green products. In recent years, as the Group has increased its investment in the production of pipes and pipe fittings for home renovation, the Group has paid increasing attention to the concepts of health and environmental protection, tailoring its pipe products to the needs of modern homes, ensuring product quality while at the same time increasing green performance.

In terms of PVC pipe, the Group has been consistently committed to promoting the research, development and production of new types of environmentally friendly product, establishing a benchmark for domestic Chinese industry. As a leading company in the industry in China, China Lesso has been committed to promoting the development of lead-free PVC-U drainage pipes. By looking at the production formula and optimising the selection of additives and technical parameters, the Group has overcome the technical challenges in the mass production of lead-free PVC pipes and fittings for drainage systems. China Lesso's technological innovation has filled a gap, and reinforced the leading role that the Group plays in the industry.

環保產品研發

從產品設計到原材料供應與生產加工，集團一直堅持「健康、安全、節能、無害化」的產品研發方向和原則。在原材料方面，集團制定了《化學品管理規定》，對生產過程中使用的化學品採購、儲存和使用都做了明確規定，在選擇供應商時會考慮其產品成分，盡量選擇毒性、危險性和易燃性較小的產品。

集團的創新研發實力亦推動了綠色環保產品的自主研發。近年來，隨著集團加大對家裝管管材管件生產的投入，集團亦更加注重以健康環保的理念為現代家庭量身定制家裝管，保證產品質量的同時提升綠色環保性能。

在PVC管道方面，集團一直致力推動新型環保產品的研發與生產，樹立國內業界標桿。中國聯塑作為中國塑料管道行業的龍頭企業，一直致力在行業內推動PVC-U排水管的無鉛化。集團從生產配方、工藝著手，通過助劑的優化選用、工藝參數調整等，解決了建築排水系統用的無鉛PVC管管材管件批量生產過程中的技術難題。中國聯塑的這項整體技術創新填補了國內行業空白，起到了引領示範作用。

the Group has always adhered to the following principles in its product research and development efforts:
集團一直堅持的產品研發方向和原則：

Health
健康

+

Safety
安全

+

Energy efficient
節能

+

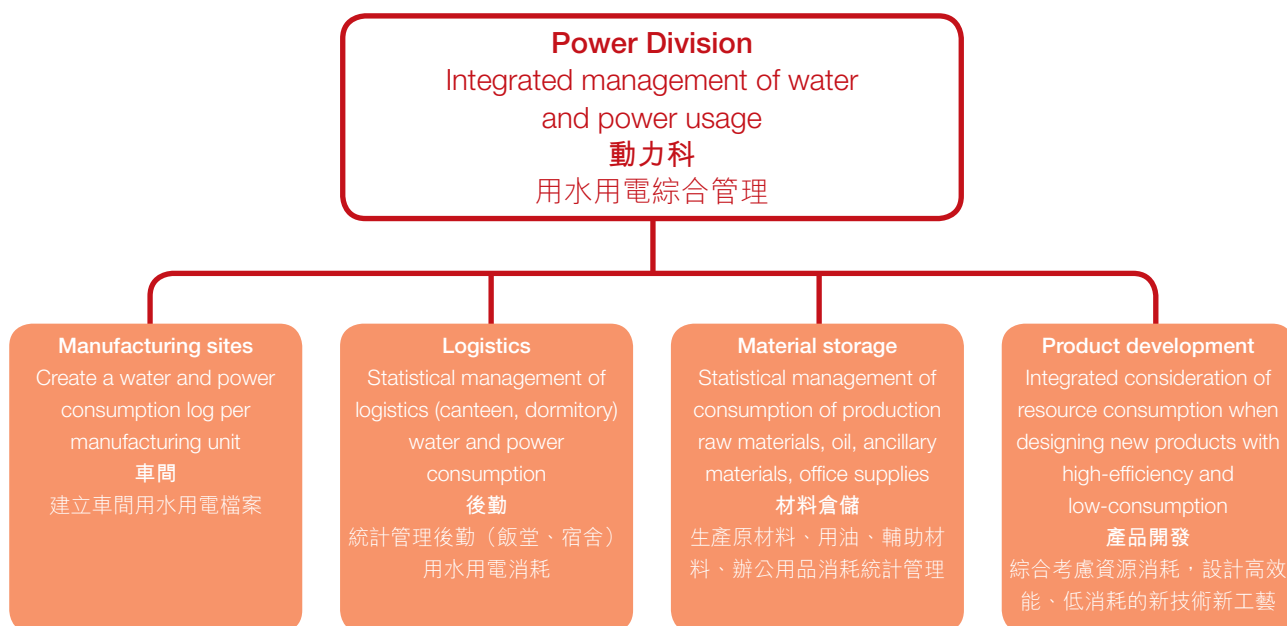
Non-toxic
無害化

Integrated resource management

The Power Division at the Group's Production and Manufacturing Centre is responsible for the statistical management of the Group's water and power usage. In addition, manufacturing sites and the respective departments responsible for the storage of materials and logistics are responsible for controlling departmental internal energy and resource consumption. As such, energy conservation is effectively managed across the Group. The Group has drafted energy consumption quotas, assessment and incentives to encourage employees to actively participate in clean production, maximise employee ownership of the process, contribute ideas on energy conservation, emissions reduction and clean production, and boost performance for the Group, as well as proactively provide suggestions. The Group rewards departments and individuals who perform well, and conversely, reprimand behaviour not compatible with clean production principles.

資源綜合管理

集團生產製造中心的動力科負責用水、用電的統計管理，此外各地車間以及負責材料倉儲與後勤等各個部門會負責對部門內部能源和資源消耗進行控制，對節能降耗工作進行有效管理。集團制定了《能源消耗定額、考核和獎懲規定》，鼓勵員工積極參與清潔生產，充分發揮員工主人翁精神，為集團節能減排和清潔生產獻計獻策，並對表現突出、主動提出建議和改進方案的部門和個人予以獎勵，對不符合清潔生產行為進行處罰。



The Group consumes large amounts of water resources and other materials as part of its production processes and in its office environment. The Group has prepared corresponding regulations for this purpose, and is committed to improve its use of resources and recycling of materials. The Group has reconfigured its cooling towers, so that the cold water used in production processes can be continuously recycled while the steam can be replenished where necessary, which effectively reduces the use of water resources.

More than 95% of China Lesso's energy consumption comes from the use of electricity, which is the Group's main energy consumption source. The Group also consumes diesel fuel and gasoline. Electricity is mainly used to drive equipment throughout the production processes, as well as to heat the extrusion and injection moulding machinery. Diesel fuel is used in forklifts, and gasoline in the Group's vehicle fleet. In order to achieve the energy conservation target in accordance with the 12th Five-Year Plan, the Group embarked on an electrical device energy efficiency upgrade program (remodelling of injection and servo motors and extrusion device motors), an air compressor energy conservation renovation project, replacing existing injection moulding machines, extrusion device, cutting machines and crushers with energy-efficient models, and the installation of an LED lighting system. In addition, the Group is also actively developing renewable energy projects, starting with a photovoltaic system (see below for details), and is sharing the experience at headquarters more widely amongst its subsidiaries.

集團在生產過程及辦公環境中會消耗大量的水資源及其他物料，對此集團制定了相關管理規定，致力提高資源、物品的循環利用。集團配置冷卻水塔，使生產過程中的冷卻用水可以不斷循環使用，必要時補充蒸發水分，有效降低了水資源的消耗。

中國聯塑主要的能源使用來自於電力消耗，集團年耗電量佔能源消耗總量的95%以上，同時亦使用柴油及汽油。其中電力主要用於整個生產工藝流程中的電力拖動設備和擠出、注塑機的發熱絲，柴油用於叉車，汽油則用於車隊。集團依據國家十二五規劃的要求制定了相應的年度節能目標，並開展了電機能效提升項目（注塑機伺服電機改造、擠出機電機改造），空氣壓縮機節能改造項目，引入節能的注塑機、擠出機、切割機和破碎機等設備來替代原來能效較低的設備，以及LED燈照明系統改造。此外，集團亦積極開發可再生能源項目，從太陽能光伏發電著手（具體案例如下），並正在將總部的成功經驗推廣應用到更多的附屬公司中。

Solar Photovoltaic Power Generation System Case

太陽能光伏發電案例

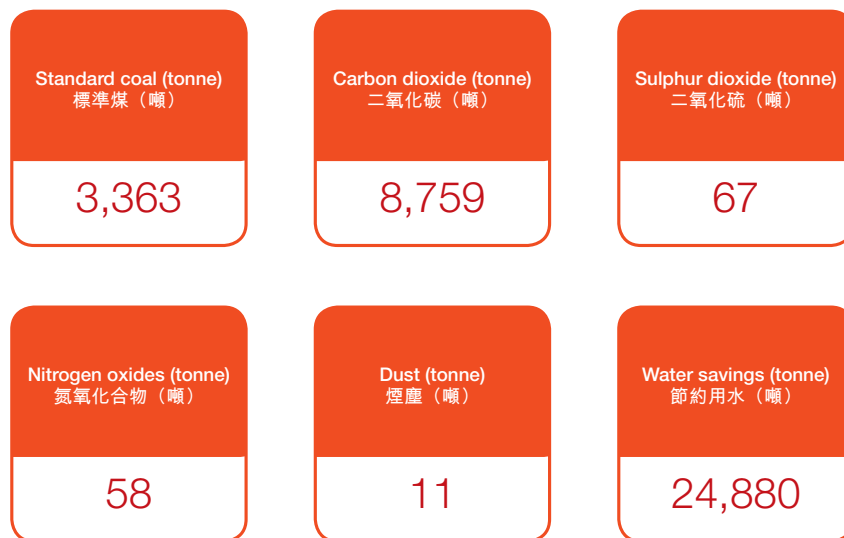


From 2013 onward, China Lesso has been working in cooperation with China Aerospace Science and Technology Group's Shanghai Shenzhou Power Company ("Shenzhou Power") and Beijing Corona Science & Technology Co., Ltd ("Beijing Corona"), on the construction of the first phase of a solar photovoltaic power generation system at China Lesso's Shunde headquarters - the Guangdong Shunde Kezhou Lesso distributed solar power generation project, with an installed capacity of 10 megawatts (MWp), and an expected annual average generation capacity of up to 1,100 kilowatt hour (kWh). The system started to generate power in May 2015. The project is a contract energy management model, in which the electricity generated is for Lesso's own use, while any surplus power is transferred to the municipal power grid. China Lesso will pay Foshan Kezhou New Energy Development Co. Ltd., a company established by Shenzhou Power and Beijing Corona, for the solar power generated as a payback for the energy conservation benefit. The project makes full use of unused roof space in China Lesso's Shunde headquarters, taking over the roof areas of 34 buildings, with an effective roof area of approximately 127,358 square metres.

自2013年起，中國聯塑與中國航天科技集團上海神舟電力公司（簡稱「神舟電力」）和北京科諾偉業科技公司（簡稱「北京科諾」）聯合，在順德聯塑總部合作建設中國聯塑第一期太陽能光伏發電站項目—廣東順德科舟聯塑分佈式光伏發電項目，裝機容量10兆瓦(MWp)，年平均發電量預期達到1,100萬度(kWh)，於2015年5月並網發電。項目採用合同能源管理模式，所發電力供聯塑自用，剩餘電量並入市電電網，中國聯塑將會向由神舟電力與北京科諾合資成立的佛山市科舟新能源開發有限公司支付光伏電費作為節能效益分享。項目充分利用了順德聯塑總部閒置的屋頂，共使用34棟建築屋面，有效利用屋頂面積約為127,358平方米。

Compared to the generating capacity of a thermal power plant with the same capacity, the project is expected to save approximately 3,363 tonnes of coal equivalent annually, providing significant economic and environmental benefits. The project's annual energy conservation and emissions reduction targets are as follows:

與相同發電量的火電廠相比，本項目每年可節約3,363噸標準煤，具有明顯的經濟效益和環境效益。項目每年的節能減排指標如下：



Waste disposal and treatment

The Group published its waste management policy in 2011, which advocate three principles, “detoxification, focus on resources, and volume reduction” and established strict rules for the management of waste and the responsibilities of the various departments in the waste disposal and treatment process. The Group has always advocated proper waste separation. Toxic or otherwise harmful waste is dealt with by the Technology Management Department and qualified external bodies; non-recyclables are taken care of by the Administration and Human Resources Centre in conjunction with external sanitation departments, while recyclable waste and goods are reused by the departments that use or supply the corresponding materials. The Group manages office supplies in a uniform manner, and uses reloadable toner cartridges for commonly-used black ink, thus reducing the number of cartridges used. The Group also requires departments to make economical use of resources, such as printing on both sides of paper, and using recycled paper to print non-formal documents and so forth.

The Group has paid attention to the prevention of water pollution, and waste gas and dust discharges, and has drawn up regulations requiring wastewater generating departments to be responsible for implementing water pollution prevention initiatives. The Technology Management Department is responsible for supervision and monitoring, and performs an annual assessment based on emissions standards. The causes of any non-compliance incidents are identified, and remedial measures are taken in a timely manner. With regard to the reduction of dust emissions, the Group has set up a target of controlling the dust emissions to lower than 120mg/m³. Some of the Group's key projects included the installation of an automated resin powder and pellet mixing and transfer system, which met the expectation in dust reduction.

廢物排放和處理

集團於2011年發佈了《廢棄物管理規定》，在廢棄物處置過程中提倡「無害化、資源化、減量化」的三項原則，針對各類廢棄物的管理以及各相關部門的責任設立了嚴格規定。集團一貫倡導對廢棄物進行分類處理，有毒有害類廢棄物由科技管理部以及外部有資質的單位進行處理，不可回收類由行政與人力資源中心聯繫外部環衛部門進行處理，可回收類的廢品、物品由使用部門及供應部門循環綜合使用。對於各類辦公用品，集團實行統一管理，對於常用的墨水匣採用可多次重裝的碳粉，減少碳粉盒的使用數量。集團亦要求各部門節約使用資源，如紙張雙面列印、用廢紙張列印非正式檔等。

集團注重水污染與廢氣和粉塵排放的防治，設立了相關管理規定，要求各廢水排放部門負責本部門水污染的防治工作，科技管理部負責監督、監測管理工作，每年依據排放標準進行監測，對於超標情況及時分析原因並採取糾正措施；在降低粉塵污染方面，集團設立了生產車間粉塵排放低於120mg/m³的標準，重點實施樹脂粉料、粒料自動混料和輸送系統降低粉塵排放等項目，均取得了預期的成效。

Management targets and results in 2015

In line with the requirements of the ISO 14001 management system and the relevant laws and regulations, the Group has defined environment performance indicators for key sites including production workshops and warehouses, and has drawn up procedures for monitoring and measurement of environmental and occupational safety to provide direction to relevant departments. Over the past three years, the Group's environmental monitoring reports indicate that all targets have been achieved. The Group has also been active in energy conservation efforts, with total energy savings exceeding 4,500 tonnes of coal equivalent (tce), which exceeded the energy conservation target of the 12th Five-Year plan. In 2014 the Group also passed the Guangdong Province Clean Production Enterprise Audit, which implies that the Group has consistently complied with environmental laws and regulations, and has not violated any such laws, or been subject to any administrative penalty to date. For other environment related indicators, please see **Chapter 6 Key Performance Indicators**.

2015年管理目標與成效

根據ISO14001管理體系及相關法律法規要求，集團針對各類關鍵工作場所，如生產車間、倉庫等確定了工作環境的測量項目指標，並制定了「環境/職安管理監視和測量控制程序」，為相關績效參數檢測和測量提供指導，近三年來集團的環境監測報告顯示各項指標均達標。集團亦積極開展節能減排技術改造項目，超額完成十二五期間節能目標，總計節能量超過4,500噸標準煤。此外集團於2014年還通過了廣東省清潔生產企業審核，表示集團自註冊成立以來一直遵守環保法律及規定，至今尚未因違反環保法律法規而受到任何行政處分。其他環境相關指標詳見第六章 關鍵績效指標列表。



5.4 China Lesso and the Community

China Lesso has always been committed to enhancing its involvement and contribution to the community. As the Group continues to grow, it has focused its contribution on the communities and areas where the Group is present, such as the site of the Group's headquarters, Longjiang County, located in the Shunde district of Foshan City, Guangdong Province. China Lesso has been actively involved in social welfare initiatives leveraging the Group's resources, which generates a positive impact on the community.

The Group is active in community service projects, makes charitable contributions in social welfare, care for the disabled, elderly and other vulnerable groups, and supports local education, amongst others. Over the course of 2015, the donations made by the Group's pipe related subsidiaries add up to approximately RMB1.22 million.



5.4 中國聯塑與社區

中國聯塑一貫秉承「永續社會責任，爭做國際公民」的公益理念，在集團不斷發展的同時，針對自身實際情況，注重在集團所在的社群和地區，例如集團總部所在的廣東省佛山市順德區龍江鎮，充分發揮集團的影響力，投入社會公益事業，為社區的利益相關方帶來積極正面的影響。

集團參與的社區服務項目以及投入的慈善捐款涵蓋社會福利、關愛殘疾人與老年人等弱勢群體、支持當地教育事業等方面。2015年間，集團管道類附屬公司各項公益捐款總計達到約人民幣122萬元。

Caring for the elderly

The Group has been active in volunteer activities. In March 2015, 20 volunteer representatives from the Group visited the Elderly Home in Longjiang County. The volunteers performed dancing, singing and traditional Cantonese opera for the elderly. In October 2015, the executive director and chairman of China Lesso, Mr. Wong Luen Hei, made a donation of RMB402,000 to a group of 670 elderly at the Charity Gala event of the Xixi Community in celebration of the Chongyang Festival.

關愛老年人

集團積極組織員工義工活動，2015年3月，集團團委組織近20名義工走訪慰問龍江敬老院。義工為老人們表演了舞蹈、歌曲、經典粵曲等多個節目。此外，2015年10月，中國聯塑執行董事兼主席黃聯禧先生在「西溪社區2015九九重陽節」慈善晚會上給670位老人送上了人民幣40.2萬元慰問金。



Poverty alleviation

In April 2015, China Lesso participated in the poverty relief fundraising event organised by the Guangdong Province Poverty Alleviation Foundation and made a donation of RMB300,000. The donation made by the Group will be used for supporting students that dropped out of school due to poverty and special groups of communities that left in poverty due to illness, as well as purchasing insurance for the families that lost their only child. Besides, China Lesso provided RMB80,000 of sponsorship to the 20-year anniversary event of the Longjiang Chamber of Commerce and made a donation of RMB200,000 to the Longjiang Women Career Enhancement Association.



Poverty alleviation
扶貧濟困

扶貧濟困

2015年4月，中國聯塑參與了由廣東省扶貧基金會主辦的「扶貧濟困——廣東企業在行動」募捐大會，並捐款人民幣30萬元，集團所捐善款與其他愛心企業的捐款將一起全部用於廣東省貧困地區因貧失學、因病致貧特困群體的救助，並為貧困地區失獨家庭購買養老保險。此外，中國聯塑還為龍江總商會20週年志慶提供贊助人民幣8萬元，向龍江婦女事業促進會捐款人民幣20萬元。

Disaster relief

In August 2015, the Yunnan subsidiary of the Group, Yunnan Lesso Technology Development Co., Ltd., donated more than 10,000 metres of water supply pipes to the local communities that were affected by the earthquake which took place in Zhaotong, Yunnan Province. With the preparatory field research and through the coordination of the local government, the initiative provided strong support to the local communities and solved the issue of lack of drinking water in the earthquake-affected area.

支持災後重建

2015年8月，經過前期的調研與當地政府接洽，集團雲南附屬公司，雲南聯塑科技發展有限公司向受到地震影響的昭通市彝良縣角奎鎮農水改造項目捐贈了PE給水管材產品一萬米，幫助解決災區人民飲水困難的問題，為災區重建提供了有力支援。

5.5 Awards and Recognitions

5.5 獎項與榮譽

Award 獎項及榮譽名稱	Awarded Unit 獲獎單位	Awarding Body 頒發單位
Prominent Contribution Enterprise Award 突出貢獻企業	Zhongshan Lesso Walton Coating Steel Plastic Pipe Co., Ltd. 中山聯塑華通鋼塑管有限公司	Pumping Facilities Committee of China Construction Metal Structure Association 中國建築金屬結構協會給水排水設備分會
Annual Top 20 Industrial Enterprise 年度工業企業二十強	Nanjing Lesso Technology Industrial Co., Ltd. 南京聯塑科技實業有限公司	The Government of Lishui, Nanjing 南京市溧水區人民政府
Deyang Top 10 Enterprise with Foreign Investment 德陽市年度十佳外來投資企業	Sichuan Lesso Technology Industrial Co., Ltd. 四川聯塑科技實業有限公司	Deyang Investment Promotion Department and Deyang Association of Enterprises with Foreign Investment 德陽市投資促進局與德陽市外來投資企業協會
Top 10 Decorative Pipe Brand in China 中國家裝管道行業十大品牌	Guangdong Lesso Technology Industrial Co., Ltd. 廣東聯塑科技實業有限公司	China Association of Decorative Building Materials 中國建築裝飾裝修材料協會
China Laboratories Accreditation Certificate 中國實驗室認可證書	Guangdong Lesso Technology Industrial Co., Ltd. 廣東聯塑科技實業有限公司	China National Accreditation Committee for Laboratories Accreditation Certificate 中國合格評定國家認可委員會
Honourable Award for Contribution to Poverty Alleviation in Guangdong Province 扶貧濟困-廣東企業在行動榮譽證書	Guangdong Lesso Technology Industrial Co., Ltd. 廣東聯塑科技實業有限公司	Guangdong Foundation for Poverty Alleviation 廣東省扶貧基金會
Top 500 Most Valuable Brands in China 中國最有價值品牌500強	Guangdong Lesso Technology Industrial Co., Ltd. 廣東聯塑科技實業有限公司	Top 500 Most Valuable Brands (China) Selection Committee 中國最有價值品牌500強評選委員會
Top Performing Company in Environmental Protection 環保先進單位	Henan Lesso Industrial Co., Ltd. 河南聯塑實業有限公司	Environmental Protection Association of Zhoukou 周口市環境保護產業協會
Top Performing Company in Production Safety 年度安全生產先進單位	Lesso Technology Development (Wuhan) Co., Ltd. 聯塑科技發展(武漢)有限公司	Government of Dongxihu, Wuhan 東西湖區人民政府慈惠街道辦事處
Top Performing Company in Labour Union Activities 全國模範職工之家	Lesso Technology Development (Wuhan) Co., Ltd. 聯塑科技發展(武漢)有限公司	All-China Federation of Labour 中華全國總工會
Five star Socially Responsible Enterprise in Guizhou Province 貴州省履行社會責任五星級企業	Lesso Technology Development (Guiyang) Co., Ltd. 聯塑科技發展(貴陽)有限公司	Guizhou Provincial Office of Economic and Information Committee, Guizhou Province Industry and Knowledge Economic Federation 貴州省經濟和信息化委員會、貴州省工業與知識經濟聯合會

5.6 Organisation Affiliations

5.6 參與的組織與約章

Organisation 組織名稱	Position held 中國聯塑職務
China Plastics Processing Industry Association 中國塑料加工工業協會	Vice chair of Standing Committee 副理事長單位
China Plastics Pipe Association 中國塑料管道專委會	Vice chair of Standing Committee 副理事長單位
China Real Estate Association 中國房地產協會	Member of Standing Committee 理事單位
China Light Industry Council 中國輕工業聯合會	Member 會員單位
Guangdong Honour Enterprises & Anti-fake Association 廣東省名優企業打假協會	Member of Executive Standing Committee 常務理事單位
Guangdong Plastics Industry Association 廣東省塑料工業協會	Member 會員單位
Guangdong Construction and Decoration Materials Association 廣東省建築裝飾材料行業協會	Member 會員單位
Guangdong Intellectual Property Right Protection Association 廣東省知識產權保護協會	Vice chair 副會長單位
Guangdong Province Quality Association 廣東省質量協會	Member 會員單位
Guangdong Association of Quality Inspection 廣東省質量檢驗協會	Member of Standing Committee 理事單位
Guangdong Light Industry Association 廣東省輕工業協會	Vice chair 副會長單位
Jiangmen Enterprise Quality Development and Promotion Network 江門市企業質量發展促進會	Member 會員單位
Guizhou Province Emission Reduction and Energy Conservation Centre 貴州省節能減排研究會	Member 會員單位
Changchun Association of Quality Inspection 長春市質量檢驗協會	Member of Standing Committee 理事單位

Chapter 6 Key Performance Indicators

第六章 關鍵績效指標列表

G4-LA6 Work-related injury and fatality rate 職業健康與安全

Year 年份	Work-related injuries (no. of person) 工傷意外 (人數)	Accident rate per thousand persons 千人意外率	Work-related fatality (no. of person) 因公死亡事故 (人數)
2015	69	12.2	0

G4-LA9 Employee training and education# 員工培訓與教育#

Training time distribution (hours/person)
年度平均培訓時間 (小時/人)

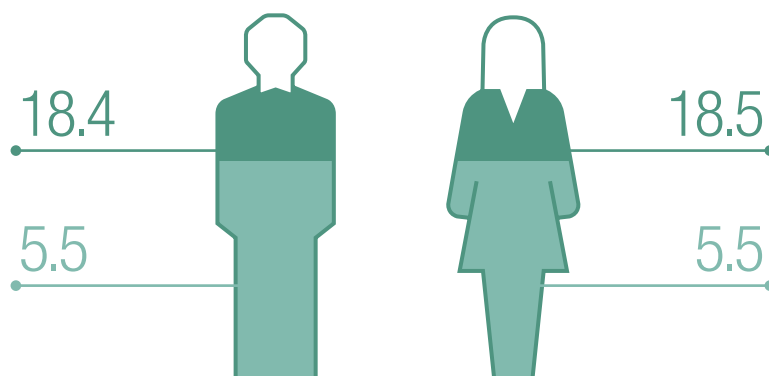


Internal training
內部培訓



External training
外部培訓

By gender 按性別劃分



Total 總計

18.5

Total 總計

5.5 Hours / person
小時 / 人

By employee grade 按員工類別劃分

• Senior management 高層	2.0	7.3
• Middle management 中層	2.3	18.2
• Junior management 基層	3.0	14.5
• General employees 普通員工	28.3	0.05

#Note:

As this is the first time that the Group reports the data in this aspect, the data only covers the Group headquarters, Guangdong Lesso Technology Industrial Co., Ltd. We will improve our data collection system in the future to cover the other subsidiaries under this indicator.

#注釋：

由於這是集團第一次收集該項數據，僅包含集團總部（廣東聯塑科技實業有限公司）的培訓時間數據，集團會在未來逐步完善數據統計。

G4-LA12 Employee diversity 員工多元化

Year 年份	Total number of employees 總數	Male 男性	Female 女性	Employees from minority ethnic groups 少數民族員工	Employees with disability(ies) 殘疾員工
2015	5,628	3,895	1,733	284	3



Male 男性

3,895

Total number of employees
員工總數

5,628 people
人

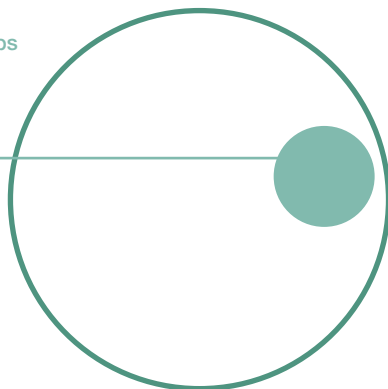


Female 女性

1,733

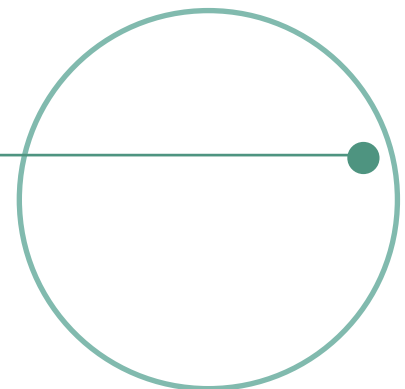
Employees from
minority ethnic groups
少數民族員工

284



Employees with
disability(ies)
殘疾員工

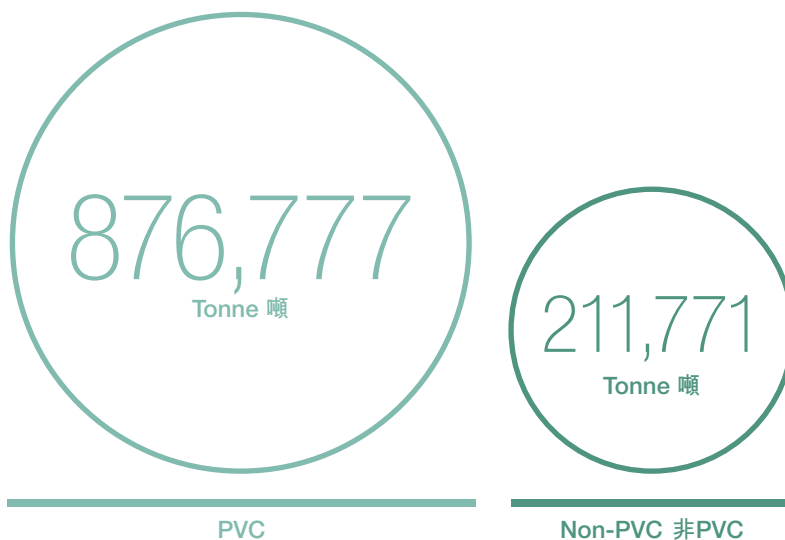
3



G4-EN1 Material use[#]

主要物料使用[#]

Major production material (2015) 生產材料(2015)



[#]Note:

- As this is the first time that the Group reports the data in this aspect, the data only covers the major materials for the production of plastic pipes and pipe fittings. We will improve our data collection system in the future to cover the other materials under this indicator.
- Non-PVC materials mainly refer to PE and PP-R, which are used in the manufacture of plastic pipes and pipe fittings.

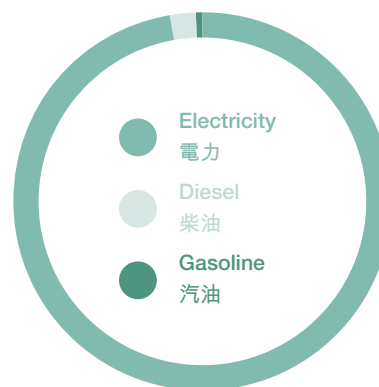
[#]注釋：

- 由於這是集團第一次收集該項數據，僅包含生產塑料管道及管件的主要生產原料採購量數據，集團會在未來逐步完善數據統計。
- 非PVC材料主要是指塑料管道及管件原料中的PE和PP-R。

G4-EN3 Energy Consumption within the Organisation

集團內部主要能源消耗

Type 類別	Unit 單位	2015
Electricity 電力		65,565
• Factory 生產廠房	10,000kWh 萬度	61,729
• Office 辦公室		814
• Employee canteen 員工飯堂		621
• Employee dormitory 員工宿舍		702
• Others 其他		1,699
Diesel 柴油		1,453
• Production 生產廠房	Tonne 噸	451
• Transportation 交通工具		1,002
Gasoline 汽油		297
• Transportation 交通工具	Tonne 噸	297
Total 總計	Tonne of coal equivalent (tce) [#] 噸標準煤 [#]	83,134



[#]Note:

Different types of energy consumption have been converted to the unit of tce with the corresponding ratio (electricity: 1.229 tonne/kWh, diesel: 1.4571; gasoline: 1.4714)

[#]注釋：

集團消耗的各種主要能源（包括電力、柴油、汽油）已按照標準煤折算係數（電力:1.229噸/千瓦時；柴油:1.4571；汽油:1.4714）折算成噸標準煤(tce)

G4-EN5 Energy Intensity# 集團內部能源強度#



Energy consumption per unit of production (2015)
單位產值綜合能耗(2015)

0.03745 tce/tonne
噸標準煤/噸

*Note:

As this is the first time that the Group reports the data in this aspect, the data only covers the Group headquarters, Guangdong Lesso Technology Industrial Co., Ltd. We will improve our data collection system in the future to cover the other subsidiaries under this indicator.

*注釋：

由於這是集團第一次收集該項數據，僅包含集團總部（廣東聯塑科技實業有限公司）的單位產值綜合能耗，即生產單位塑料製品（噸）所消耗的能源。集團會在未來逐步完善數據統計，涵蓋更多的附屬公司。

G4-EN10 Water recycling and reuse 水資源回收及再利用

Total water consumption (2015)
總耗水量(2015)

153,100
tonne 噸

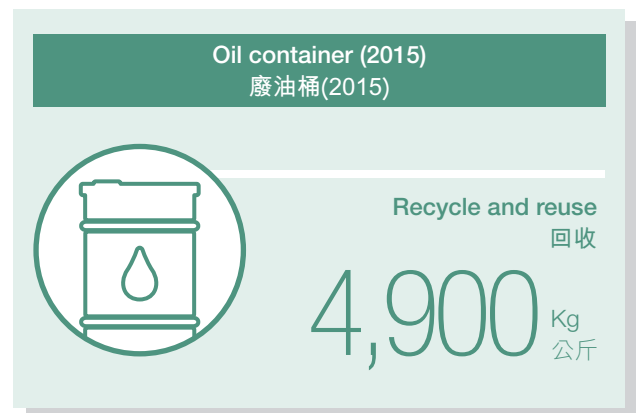
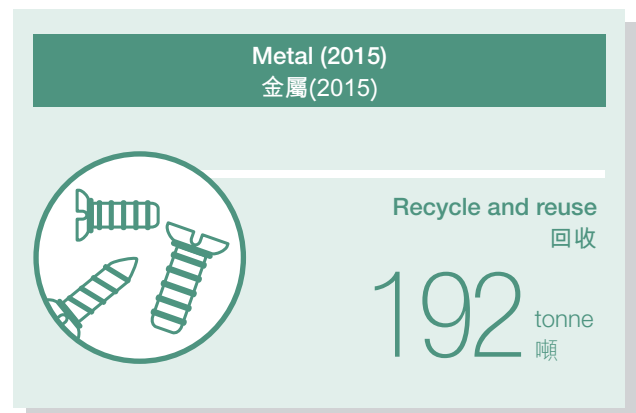
Percentage of water
consumption
from civil system
來自市政供水佔總用水
百分比

100%

Amount of water reused
(during production process)
循環及再利用水總量
（生產過程中）

79,600

G4-EN23 Amount of major waste by type 按類別劃分的廢棄物總量



G4-EN31 Environmental protection expenditures and investments by type

環保總支出及投資

Category 類別	Unit 單位	2015
Prevention and management costs 預防和管理成本		
• External certification of management systems 管理系統的外部認證		427,000
• Extra expenditures to install cleaner technologies (such as renovation for energy conservation) 採用清潔技術額外支出(節能改造等)	RMB 元(人民幣)	600,000
Waste disposal, emissions treatment, and remediation costs 廢棄物處置與補救成本		
• Treatment and disposal of waste 廢棄物處置和處理	RMB	1,060,600
• Treatment of emissions (such as expenditures for filters) 廢氣排放處理(除塵等)	元(人民幣)	274,200
Total 總計	RMB 元(人民幣)	2,361,800

Chapter 7 GRI G4 Content Index

第七章 GRI G4指標列表

Material Aspects 方面	G4 Indicator G4指標	Indicator Explanation 指標概要	Cross-reference/Comments 部份/ 意見
General Standard Disclosures G4一般標準披露事項			
Strategy and Analysis 戰略與分析	G4-1	Statement from the most senior decision-maker of the organisation 管理層聲明	Chapter 2 Message from the Chairman 第二章 董事長寄語
Organisational Profile 機構概況	G4-3	Name of the organisation 機構名稱	Chapter 3 About China Lesso 第三章 關於中國聯塑
	G4-4	Primary brands, products and services 主要品牌、產品和服務	Chapter 3 About China Lesso 第三章 關於中國聯塑
	G4-5	Location of organisation's headquarter 機構總部位置	Chapter 3 About China Lesso 第三章 關於中國聯塑
	G4-6	Number of countries where the organisation operates 機構營運地區	Chapter 3 About China Lesso 第三章 關於中國聯塑
	G4-7	Nature of ownership and legal form 所有權性質	Chapter 3 About China Lesso 第三章 關於中國聯塑
	G4-8	Markets served 機構服務的市場	Chapter 3 About China Lesso 第三章 關於中國聯塑
	G4-9	Scale of the organisation 機構規模	Chapter 3 About China Lesso 第三章 關於中國聯塑
	G4-10	Number of employees 機構的僱員資料	Chapter 5 5.1 China Lesso and its Employees 第五章5.1 中國聯塑與員工
	G4-11	Percentage of employees covered by collective bargaining agreements 僱員集體談判保障	Chapter 5 5.1 China Lesso and its Employees 第五章5.1 中國聯塑與員工
	G4-12	Organisation's supply chain 機構的供應鏈情況	Chapter 5 5.2 China Lesso's Value Chain 第五章5.2 產品價值鏈建設
	G4-13	Significant changes during the reporting period regarding size, structure, ownership or organisation's supply chain 機構規模、架構、所有權或供應鏈的重要變化	No significant changes 無重要變化
	G4-14	Explanation of whether and how the precautionary approach of principles is addressed by the organisation 機構的預警方針及原則	Chapter 3 About China Lesso 第三章 關於中國聯塑
	G4-15	Externally developed economic, environmental, and social charters, principles, or other initiatives 由外部所制定的規章原則及其他倡議	Chapter 5 5.5 Awards and Recognitions Chapter 5 5.6 Organisation Affiliations 第五章5.6 參與的組織與約章 第五章5.5 獎項與榮譽
	G4-16	Memberships in association and/or national/international advocacy organisations 機構參加的協會和倡議組織	Chapter 5 5.6 Organisation Affiliations 第五章 5.6 參與的組織與約章

Material Aspects 方面	G4 Indicator G4指標	Indicator Explanation 指標概要	Cross-reference/Comments 部份/ 意見
General Standard Disclosures G4一般標準披露事項			
Identified Material Aspects and Boundaries 確定的實質性方面與邊界	G4-17	Entities included in the organisation's consolidated financial statement or equivalent documents 機構在財務報表中包括的所有實體	Chapter 3 About China Lesso 第三章 關於中國聯塑
	G4-18	Process for defining report content and the aspect boundaries 報告內容和關鍵性議題界定過程	Chapter 4 Stakeholder Engagement and Materiality Assessment 第四章 利益相關方溝通和關鍵性分析
	G4-19	Material aspects identified in the process of defining report content 界定報告內容過程中所識別的重要議題	Chapter 4 Stakeholder Engagement and Materiality Assessment 第四章 利益相關方溝通和關鍵性分析
	G4-20	Aspect boundary within the organisation for each material aspect 機構內部在議題上的邊界	Chapter 4 Stakeholder Engagement and Materiality Assessment The key issues listed in Chapter 4 are relevant to all of the organisations covered under the scope of this report (the Group's 15 subsidiaries, including the headquarters, involved in plastic pipe and pipe fitting production). 第四章 利益相關方溝通和關鍵性分析 第四章中所列關鍵性議題均適用於本報告所描述的機構範圍(集團總部與旗下共計15家管道與管件類業務相關附屬公司)。
	G4-21	Aspect boundary outside the organisation for each material aspect 機構外部在議題上的邊界	Chapter 4 Stakeholder Engagement and Materiality Assessment The issues listed in the Key Issues List in Chapter 4 (except for the internal employee related issues), are directly or indirectly relevant to all of the Group's stakeholders. The "issues raised by stakeholders" in Chapter 4 also highlighted the issues that external stakeholders are most concerned about. 第四章 利益相關方溝通和關鍵性分析 本報告所列關鍵性議題(內部員工相關議題除外)，對於外部利益相關方均有直接或者間接的影響。第四章中亦有列出各外部利益相關方最為關注的議題。

Material Aspects 方面	G4 Indicator G4指標	Indicator Explanation 指標概要	Cross-reference/Comments 部份/ 意見
General Standard Disclosures G4一般標準披露事項			
Identified Material Aspects and Boundaries 確定的實質性方面與邊界	G4-22	Explanation of the effect of any re-statement of information provided in earlier reports, and the reasons for such re-statement 重訂前期報告資訊的影響和原因	N/A 不適用
	G4-23	Significant changes from previous reporting periods in the scope and boundary 報告的範圍與方面邊界的重大變化	N/A 不適用
Stakeholder Engagement 利益相關方參與	G4-24	List of stakeholders engaged 利益相關方列表	Chapter 4 Stakeholder Engagement and Materiality Assessment 第四章 利益相關方溝通和關鍵性分析
	G4-25	Basis of identification and selection of stakeholders 利益相關方識別和選擇根據	Chapter 4 Stakeholder Engagement and Materiality Assessment 第四章 利益相關方溝通和關鍵性分析
	G4-26	Stakeholder engagement approach and frequency 利益相關方的參與方法和頻率	Chapter 4 Stakeholder Engagement and Materiality Assessment 第四章 利益相關方溝通和關鍵性分析
	G4-27	Key topics and concerns raised by stakeholders and the organisation's response 利益相關方提出的考慮及機構作出的回應	Chapter 4 Stakeholder Engagement and Materiality Assessment 第四章 利益相關方溝通和關鍵性分析
Report Profile 報告概況	G4-28	Reporting period 信息報告期	Chapter 1 About this Report 第一章 關於本報告
	G4-29	Date of most recent previous report 上一份報告的日期	This is the first year that China Lesso publishes its Corporate Social Responsibility Report. 這是中國聯塑首次發佈企業社會責任報告。
	G4-30	Reporting cycle 報告週期	Chapter 1 About this Report 第一章 關於本報告
	G4-31	Contact point 報告查詢聯絡人	Chapter 1 About this Report 第一章 關於本報告
	G4-32	GRI in accordance option chosen 機構依循的GRI方案	Chapter 1 About this Report 第一章 關於本報告
	G4-33	External assurance 報告尋求外部認證的情況	N/A 不適用
Governance 治理	G4-34	Governance structure 機構的治理架構	Chapter 3 About China Lesso 第三章 關於中國聯塑
Ethics and Integrity 商業倫理與誠信	G4-56	Organisation's values, principles, standards and norms of behaviour 機構的價值觀、原則、標準和行為規範	Chapter 2 Message from the Chairman Chapter 3 About China Lesso 第二章 董事長寄語 第三章 關於中國聯塑

Material Aspects 方面	G4 Indicator G4指標	Indicator Explanation 指標概要	Cross-reference/Comments 部份/ 意見
Specific Standard Disclosures G4具體標準披露事項			
Economic Performance 經濟績效	DMA (Disclosure of Management) 管理方法披露		Chapter 3 About China Lesso 第三章 關於中國聯塑
	G4-EC1	Economic value generated and distributed 機構直接產生及分配的經濟價值	Chapter 3 About China Lesso 第三章 關於中國聯塑
Materials 物料	DMA 管理方法披露		Chapter 5 5.3 China Lesso and the Environment 第五章5.3 中國聯塑與環境
	G4-EN1	Material use 物料使用	Chapter 6 Key Performance Indicators 第六章 關鍵績效指標列表
Energy 能源	DMA 管理方法披露		Chapter 5 5.3 China Lesso and the Environment 第五章5.3 中國聯塑與環境
	G4-EN3	Energy consumption within the organisation 機構內部能源消耗量	Chapter 5 5.3 China Lesso and the Environment Chapter 6 Key Performance Indicators 第五章5.3 中國聯塑與環境 第六章 關鍵績效指標列表
	DMA 管理方法披露		Chapter 5 5.3 China Lesso and the Environment 第五章5.3 中國聯塑與環境
	G4-EN5	Energy intensity 能源強度	Chapter 6 Key Performance Indicators 第六章 關鍵績效指標列表
Water 水	DMA 管理方法披露		Chapter 5 5.3 China Lesso and the Environment 第五章5.3 中國聯塑與環境
	G4-EN10	Volume of water recycled and reused 循環及再利用水總量	Chapter 6 Key Performance Indicators 第六章 關鍵績效指標列表
Emissions 廢氣排放	DMA 管理方法披露		Chapter 5 5.3 China Lesso and the Environment 第五章5.3 中國聯塑與環境
	G4-EN21	NOx, SOx, and other significant air emissions 氮氧化物、硫氧化物和其他主要氣體排放	Chapter 5 5.3 China Lesso and the Environment While practies are in place to reduce the emissions of respirable particulate matter, we have not yet collected the data of significant air emissions. The Group will improve the data collection process moving forward. 第五章5.3 中國聯塑與環境 集團已經採取措施降低可吸入顆粒物的排 放，但是還沒有開始收集各主要氣體排放 量，集團會在未來逐步完善數據統計。

Material Aspects 方面	G4 Indicator G4指標	Indicator Explanation 指標概要	Cross-reference/Comments 部份/ 意見
Specific Standard Disclosures G4具體標準披露事項			
Effluents and Waste 污水和廢棄物	DMA 管理方法披露		Chapter 5 5.3 China Lesso and the Environment 第五章5.3 中國聯塑與環境
	G4-EN23	Total weight of waste by type and disposal method 廢棄物總量	Chapter 6 Key Performance Indicators 第六章 關鍵績效指標列表
Compliance (Environment) 合規(環境方面)	DMA 管理方法披露		Chapter 5 5.3 China Lesso and the Environment 第五章5.3 中國聯塑與環境
	G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations 違反環境法律法規被處重大罰款的金額及受到非經濟處罰的次數	Chapter 5 5.3 China Lesso and the Environment 第五章5.3 中國聯塑與環境
Overall (Environment) 整體情況(環境)	DMA 管理方法披露		Chapter 5 5.3 China Lesso and the Environment 第五章5.3 中國聯塑與環境
	G4-EN31	Total environmental protection expenditures and investments by type 總環保支出及投資	Chapter 6 Key Performance Indicators 第六章 關鍵績效指標列表
Employment 僱傭	DMA 管理方法披露		Chapter 5 5.1 China Lesso and its Employees 第五章5.1 中國聯塑與員工
	G4-LA1	Total number of new employee hires and employee turnover by age group and gender 新進及離職員工數量及比例	Chapter 5 5.1 China Lesso and its Employees 第五章5.1 中國聯塑與員工
Occupational Health and Safety 職業健康與安全	DMA 管理方法披露		Chapter 5 5.1 China Lesso and its Employees 第五章5.1 中國聯塑與員工
	G4-LA6	Type and rates of injury, lost days and absenteeism, and total number of work-related fatalities 工傷類別及頻率、職業病、損失日數比例及缺勤率，以及因公死亡事故總數	Chapter 6 Key Performance Indicators 第六章 關鍵績效指標列表
Training and Education 培訓與教育	DMA 管理方法披露		Chapter 5 5.1 China Lesso and its Employees 第五章5.1 中國聯塑與員工
	G4-LA9	Average hours of training per year per employee 員工培訓時數	Chapter 6 Key Performance Indicators 第六章 關鍵績效指標列表

Material Aspects 方面	G4 Indicator G4指標	Indicator Explanation 指標概要	Cross-reference/Comments 部份/ 意見
Specific Standard Disclosures G4具體標準披露事項			
Customer Health and Safety 客戶健康與安全	DMA 管理方法披露		Chapter 5 5.2 China Lesso's Value Chain 第五章5.2 產品價值鏈建設
	G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement 為改進質素而接受健康與安全影響評估的產品和服務的百份比	Chapter 5 5.2 China Lesso's Value Chain 第五章5.2 產品價值鏈建設
Product and Service Labelling 產品及服務標識	DMA 管理方法披露		Chapter 5 5.2 China Lesso's Value Chain 第五章5.2 產品價值鏈建設
	G4-PR5	Customer satisfaction 客戶滿意度	Chapter 5 5.2 China Lesso's Value Chain 第五章5.2 產品價值鏈建設
Compliance (Product Responsibility) 合規 (產品責任方面)	DMA 管理方法披露		Chapter 5 5.2 China Lesso's Value Chain 第五章5.2 產品價值鏈建設
	G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning provision and use of products and services 違反提供及使用產品及服務的法律法規而被處重大罰款的金額	The Group received no major fines related to products and services. 未有因違反提供及使用產品及服務的法律法規而被處重大罰款。

