

Best Pacific International Holdings Limited 超盈國際控股有限公司

(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：2111



2022

環境、社會及管治報告
ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT

*BUILT ON
INNOVATION &
TECHNOLOGY*

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ABOUT THIS REPORT

Best Pacific International Holdings Limited (the “**Company**” or “**Best Pacific**”, together with its subsidiaries, collectively, the “**Group**” or “**we**”) is a leading one-stop solutions provider of lingerie, sportswear and apparel materials with global footprint. Our manufacturing plants locate in Mainland China, the Socialist Republic of Vietnam (“**Vietnam**”) and the Democratic Socialist Republic of Sri Lanka (“**Sri Lanka**”). In addition, we have offices in Hong Kong and the United States of America (the “**U.S.**”) for administrative, marketing and selling activities respectively. Being one of the few lingerie one-stop solutions providers, Best Pacific supplies brand owners with a comprehensive product range of materials, comprising of elastic fabric, elastic webbing and lace. The Company has sustained satisfactory business growth in the past years by leveraging on its high product quality and with strong innovative and research and development capabilities, Best Pacific has continued to reinforce its long-term and close collaborations with leading global lingerie brands, as well as international sportswear and apparel brands.

This environmental, social and governance (“**ESG**”) report covers the reporting period from 1 January 2022 to 31 December 2022 (the “**Reporting Period**”), with an objective to outline our approaches, commitments and strategies to the sustainability development of the Group. Relevant disclosures of sustainability performance in material aspects are made in accordance with the Environmental, Social and Governance Reporting Guide set out in Appendix 27 to the Rules Governing the Listing of Securities (the “**Listing Rules**”) on The Stock Exchange of Hong Kong Limited.

關於本報告

超盈國際控股有限公司（「**本公司**」或「**超盈國際**」，連同其附屬公司統稱「**本集團**」或「**我們**」）為一家女性內衣、運動服裝及服裝物料的全球化領先一站式解決方案供應商。我們的生產廠房位於中國內地、越南社會主義共和國（「**越南**」）及斯里蘭卡民主社會主義共和國（「**斯里蘭卡**」）。此外，我們於香港及美利堅合眾國（「**美國**」）設有辦事處，分別負責行政、營銷及銷售活動。作為少數女性內衣一站式解決方案供應商之一，超盈國際向品牌擁有人提供全面的物料產品，包括彈性織物面料、彈性織帶及蕾絲。憑藉卓越的產品質量及強大的創新及研發能力，本公司於過往年度持續取得驕人的業務增長。超盈國際繼續鞏固與首屈一指的環球女性內衣品牌以及其他國際運動服裝及服裝品牌長期密切的合作關係。

本環境、社會及管治（「**環境、社會及管治**」）報告概述本集團於可持續發展方面的方法、實踐與策略，涵蓋期自二零二二年一月一日至二零二二年十二月三十一日（「**報告期間**」）。可持續表現在重大方面的相關披露乃根據香港聯合交易所有限公司證券上市規則（「**上市規則**」）附錄27所載的環境、社會及管治報告指引作出。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

While the policies disclosed in this report generally apply to the whole Group, the relevant statistics (key performance indicators, “KPIs”) herein are mainly related to our operating subsidiaries in Mainland China, Vietnam and Sri Lanka, where our main manufacturing activities are carried out. The table below summarises the scope of this report:

雖然本報告所披露的政策普遍適用於整個集團，以下相關統計數據（關鍵績效指標，「指標」）主要與我們於中國內地、越南及斯里蘭卡的營運附屬公司有關，其為我們進行主要生產活動的地點。下表概述了本報告的範疇：

	Mainland China 中國內地	Hong Kong 香港	Vietnam 越南	Sri Lanka 斯里蘭卡	U.S. 美國	
				Trischel*	BPTL *	
ESG policies 環境、社會及管治政策	Applicable 適用	Applicable 適用	Applicable 適用	Applicable 適用	Applicable 適用	Applicable 適用
Emissions KPIs 排放指標	Applicable 適用	N/A (Note) 不適用（附註）	Applicable 適用	Applicable 適用	Applicable 適用	N/A (Note) 不適用（附註）
Use of resources KPIs 資源利用指標	Applicable 適用	N/A (Note) 不適用（附註）	Applicable 適用	Applicable 適用	Applicable 適用	N/A (Note) 不適用（附註）
Human resources KPIs 人力資源指標	Applicable 適用	Applicable 適用	Applicable 適用	Applicable 適用	Applicable 適用	Applicable 適用

* We have two subsidiaries operating in Sri Lanka, namely Trischel Fabric (Private) Limited (“**Trischel**”) and Best Pacific Textiles Lanka (Pvt) Ltd. (“**BPTL**”).

* 我們於斯里蘭卡經營的兩間附屬公司為 Trischel Fabric (Private) Limited (「**Trischel**」) 及 Best Pacific Textiles Lanka (Pvt) Ltd. (「**BPTL**」)。

Note: As our subsidiaries in Hong Kong and the U.S. do not carry out manufacturing activities, the amounts for the emissions and use of resources from our offices in Hong Kong and the U.S. are minimal and hence these data are not included in this report.

附註：由於我們的香港及美國附屬公司沒有進行生產活動，源自我們香港及美國辦公室的排放量及資源利用微乎其微，故該等數據並未載入本報告。

VISION

Our core value “Built on Innovation and Technology” remains the foundation and the vision of the Group and we continue to devote resources in developing new products to meet the market demands. Through its dedication in research and development, the Group has developed a diversified portfolio of high-performance lingerie, sportswear and apparel materials, which are blended with quality, comfort and functionalities.

願景

我們的核心價值「以創新及技術為根基」始終為本集團的基礎及願景且我們持續投入資源開發新產品以滿足市場需求。透過致力於研究及開發，本集團開發了各種集質量、舒適感及功能為一體的高性能女性內衣、運動服裝及服裝物料產品。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

MISSION

While Best Pacific is expanding and diversifying the customer portfolio with its innovative products across the sectors, we also focus on delivering our social responsibilities and the Group has always aimed at creating a green, healthy and safe working environment, while at the same time educating and equipping our staff with the relevant skills and knowledge to manufacture safe and quality products. Best Pacific not only sees the mission as part of our high corporate governance and social responsibilities, but also considers it a crucial element for the long term sustainable development of the Group.

SUSTAINABILITY GOVERNANCE

The board of directors of the Company (the “Board”) oversees the ESG matters (including the ESG strategy and reporting) of the Group. From time to time, the Board reviews and evaluates the risks and issues related to ESG (if any) in the context of the Group’s business strategy. During the Reporting Period, the Group has established a multi-level ESG internal management structure with the Board as the lead, the ESG working group as the driving force and specialists of all departments as the main force for implementation to specify the responsibility of implementing ESG management and objectives.

STAKEHOLDER ENGAGEMENT

We maintain ongoing dialogues with our stakeholders (for example employees, management, customers and suppliers) through formal and informal communication channels, including but not limited to questionnaires, emails, hotlines, social media, meetings, assessments, reports, etc. It helps us identify our strengths and weaknesses to devise our business strategies in responding to their needs and expectations, finding the right direction in sustainability (including ESG aspects), anticipating potential risks, and strengthening key relationships.

使命

超盈國際在利用其創新產品在整個行業內擴大及多樣化其客戶組合同時，亦致力於履行我們的社會責任，且本集團一直致力於營造環保、健康及安全的工作環境，同時教育並使我們的員工具備相關技能及知識，以生產安全及優質產品。超盈國際不僅將使命視作高水準企業管治及社會責任的一部分，亦將其視為本集團長期可持續發展的關鍵因素。

可持續管治

本公司董事會（「董事會」）監督本集團的環境、社會及管治事項（包括環境、社會及管治策略及報告）。董事會在計及本集團業務策略的情況下不時審閱及評估有關環境、社會及管治的風險及問題（如有）。於報告期間內，本集團成立多層次的環境、社會及管治內部管理架構，當中以董事會為主導，環境、社會及管治工作小組為驅動力，及各部門專家為落實的主力，以明確環境、社會及管治管理及目標的落實責任。

利益相關者參與

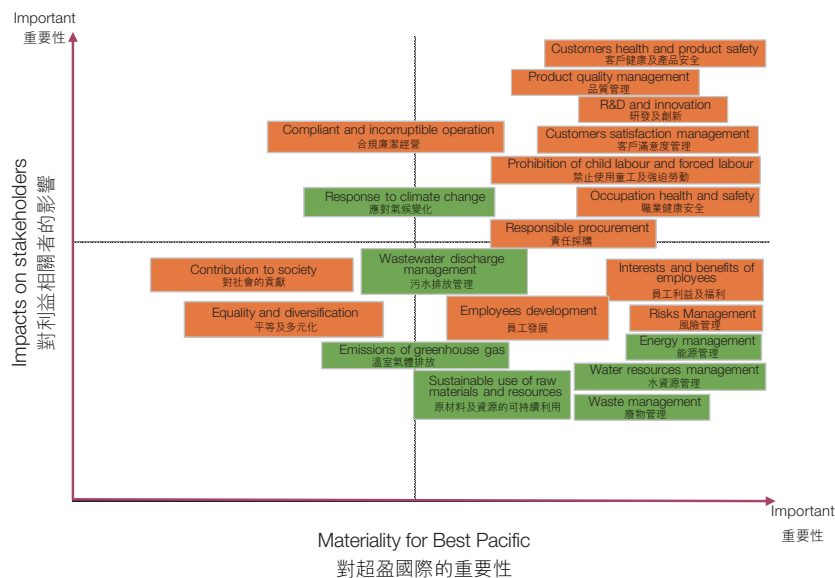
我們一直與利益相關者（如僱員、管理層、客戶及供應商）透過正式和非正式溝通渠道（包括但不限於問卷、電子郵件、熱線、社交媒體、會議、評估、報告等）進行交流。這有助於我們認識自身的優勢及劣勢，從而制定我們的業務策略，以回應利益相關者的需求及期望、尋找正確可持續發展方向（包括環境、社會及管治方面）、預估風險及加強關鍵關係。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

KEY ESG ISSUES

The results of materiality evaluation for ESG issues this year are as follows:



關鍵環境、社會及管治問題

本年度環境、社會及管治問題的重要性評估結果如下：

FOCUS

Taking into consideration of our stakeholders' feedback and our business strategy, we intend to focus on the following areas in the coming years that both the Board and our stakeholders consider significant for our business development in the long run.

- Products customisation and enhancement
- Emissions reduction
- Water consumption control
- Chemical management
- People caring

關注要點

經考慮利益相關者的反饋及我們的業務戰略，我們擬於來年專注於以下領域，董事會及我們的利益相關者認為該等領域對我們業務的長期發展具重要意義：

- 產品定制及強化
- 減排
- 用水量控制
- 化學品管理
- 關愛員工

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

RESPONSE TO CLIMATE CHANGE

Under the global trend of tackling climate change, the Group well understands that it plays an important role in tackling climate change, and has incorporated risks in relation to climate change into our corporate risk management. The ESG working group is the responsible organisation for climate change management. The Board is the final decision maker for climate change management. The ESG working group reports to the Board on climate change risks and measures as well as the results of implementation every year.

The Group uses the TCFD framework to identify climate risks and opportunities. Each responsible department identifies, determines and evaluates annual material climate risks, and the discussion results will be confirmed by the ESG working group and the Board. Based on the assessment results on climate change risk, the Group formulates targets and the corresponding risk mitigation measures, and regularly monitors, evaluates and reviews the policies, management, performance and progress of relevant targets related to climate change issues.

應對氣候變化

在全球應對氣候變化的趨勢下，本集團深知其在應對氣候變化方面舉足輕重，並已將與氣候變化有關的風險納入我們的企業風險管理。環境、社會及管治工作小組為負責氣候變化管理的組織。董事會為氣候變化管理的最終決策人。環境、社會及管治工作小組每年就氣候變化風險及措施以及實施成果向董事會報告。

本集團使用TCFD框架識別氣候風險及機遇。各主管部門對年度重大氣候風險進行識別、釐定及評估，討論結果將由環境、社會及管治工作小組及董事會進行確認。本集團根據氣候變化風險的評估結果制定目標及相應的風險緩解措施，並對氣候變化問題相關的有關目標的政策、管理、表現及進度進行定期監測、評估及檢討。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

We have identified significant climate-related risks, and their potential operational and financial impacts on the Group as follows:

我們已識別的重大氣候相關風險以及對本集團運營及財務的潛在影響如下：

Category 類別	Possible financial effects 潛在財務影響
Extreme weather event 極端天氣事件	Extreme weather conditions (such as typhoons, rainstorms and floods) can damage operational facilities, factory assets, as well as life and property. Employees in affected areas may not be able to go to work as usual, and transportation and supply chains may be disrupted, resulting in an increase in maintenance costs, procurement costs, and legal liabilities. Business suspension may reduce potential revenue. 極端天氣情況（如颱風、暴雨及洪水）會損害營運設施、工廠資產以及性命及財產，受影響地區的員工可能無法如常上班，並中斷運輸及供應鏈，導致維修成本、採購成本及法律責任相關成本上升，同時業務停止運作也會造成潛在收入減少。
Policy and legal risk 政策及法律風險	The increasingly stringent requirements for low-carbon environmental policies and regulations will lead to increased investment costs. Energy cost increases as a result of energy structure adjustment and tariff reform engendering a rise in tariff. 低碳環保政策及法規的要求日益嚴格，將導致投資成本增加。能源成本因能源結構調整及關稅改革造成的關稅上漲而增加。
Market and reputational risk 市場及名譽風險	Failure to meet the demand from customers for product quality and environment protection will lead to a decline in revenue. Brand customers may change to green products which are sustainable, recyclable or with other environmental features for their own reputation, resulting in a decline in our revenue. 未能滿足客戶對產品質量及環保的要求，將導致收入減少。出於自身名譽，品牌客戶或會轉向可持續循環利用或具備其他環保特徵的綠色產品，從而導致我們的收入減少。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

As disclosed in later sections of this Environmental, Social and Governance Report, Best Pacific has set some environmental targets for the Group to help mitigate climate-related risks. The Group has also set up emergency measures to respond to extreme weather conditions (such as typhoon, storm and flood), guiding employees' work arrangement and management methods under extreme weather conditions. The Group will constantly monitor weather condition of regions where it operates to make preparations on a timely basis. Meanwhile, the Group will also pay close attention to guidelines issued by local governments, regulators and industrial associations and update internal policies and measures when appropriate.

ENVIRONMENTAL PROTECTION

Being one of the world's leading textile manufacturers, Best Pacific not only focuses on its business development by expanding production capacities and creating innovative and high quality products to customers, but also aims at putting efforts in making a better world by creating a green manufacturing environment through a series of measures. As governments, regulators and individuals in various regions attach more importance on climate change issue, Best Pacific, as a responsible corporate, has also formulated consumptions and emissions reduction targets and corresponding measures to gradually control greenhouse gas emissions and make contributions to mitigating climate change. In particular, we are working towards the targets of reducing water consumption per unit of production by 25% when compared to 2018 by 2025 and carbon emissions per unit of production by 65% when compared to 2018 by 2030. We also aim to reduce the emission intensity of hazardous and non-hazardous waste by 5% in 2025, as compared to 2022. For steps taken and results achieved, please refer to the summary table on page 14 of this Environmental, Social and Governance Report.

誠如本環境、社會及管治報告後續章節所披露，超盈國際已為本集團設定若干環保目標以緩解氣候相關風險。本集團亦已制定應對極端天氣情況（如颱風、暴雨及洪水）的應急措施，指導員工在極端天氣情況下的工作安排及管理方式。本集團將不斷監測營運所在地區的天氣情況，以及時做好準備。同時，本集團亦將密切關注當地政府、監管機構及行業協會頒佈的指引，並適時更新內部政策及措施。

環境保護

作為全球領先的紡織廠之一，超盈國際不僅藉由擴大產能及為客戶創造創新、優質產品專注於業務發展，亦計劃透過一系列措施竭力創造一個環保的生產環境，讓世界更美好。隨著各地區政府、監管機構和個人對氣候變化問題的重視，超盈國際作為一家負責任的企業，也制定了節能減排目標和相應措施，逐步控制溫室氣體排放，為減緩氣候變化做出貢獻。具體而言，與二零一八年相比，我們正努力實現到二零二五年將單位生產用水量減少25%及與二零一八年相比，到二零三零年將單位生產碳排放量減少65%。我們亦計劃與二零二二年相比，到二零二五年將危險廢物和非危險廢物的排放強度降低 5%。有關所採取措施及取得的成果，請參閱本環境、社會及管治報告第14頁的摘要表。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

With the relevant ISO certification issued by renown notified body on the main manufacturing sites, we are regarded to have exercised quality environmental and energy management throughout the manufacturing process. With a view to further improving our energy efficiency and to make a better world we live in, Best Pacific will continue to commit to creating a better environment through our resources-saving campaigns.

Emissions

Air and greenhouse gas emissions from boilers and pre-treating machines, sewage discharges from the dyeing process and other associated hazardous waste from other production phases are the major emissions of the Group's whole manufacturing process. We strictly follow the internal guidelines as laid out in the working environment handbook, as well as the relevant laws and regulations, guidelines and standards issued by the relevant governmental authorities.

Details of the emissions are as follows:

憑藉由知名的認證機構對主要生產地點頒發的相關ISO認證，我們於整個製造流程中推行高效的環境及能源管理。為進一步提高我們的能源效率及營造良好的生活環境，超盈國際將繼續致力透過節能活動打造一個更好的環境。

排放

鍋爐及預先處理機的空氣及溫室氣體排放、漂染過程中的污水排放及其他生產階段所產生的其他相關危險廢物乃本集團整個製造流程的主要排放物。我們嚴格遵守工作環境手冊載明的內部指引以及相關政府機構發佈的相關法律及法規、指引及標準。

排放信息如下：

For the year ended 31 December 截至十二月三十一日止年度					
Air and greenhouse gas emissions	空氣及溫室 氣體排放	2022 二零二二年	Emission intensity	2021	Emission intensity
			排放量強度	二零二一年	排放量強度
Carbon dioxide (CO ₂) – Scope 1*	二氧化碳 (CO ₂) — 範圍1*	82,716 Tonnes 噸	2.485 [^]	71,949 Tonnes 噸	1.849 [^]
Carbon dioxide (CO ₂) – Scope 2*	二氧化碳 (CO ₂) — 範圍2*	219,275 Tonnes 噸	6.586 [^]	240,571 Tonnes 噸	6.184 [^]

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

For the year ended 31 December 截至十二月三十一日止年度					
Emissions	排放	2022 二零二二年	Emission intensity 排放量強度	2021 二零二一年	Emission intensity 排放量強度
Sewage	污水	6,273,000 Cubic meters 立方米	0.188 [#]	7,805,000 Cubic meters 立方米	0.201 [#]
Hazardous wastes	危險廢物	101.4 Tonnes 噸	0.003 [^]	16.9 Tonnes 噸	0.001 [^]
Non-hazardous wastes	非危險廢物	14,995 Tonnes 噸	0.450 [^]	18,851 Tonnes 噸	0.485 [^]

[^] These intensities are calculated by dividing the total emissions in kilograms (kg) over the total sales volume in Kg.

* In the year ended 31 December 2022, the carbon dioxide emission intensities increased because of:

- (i) the energy crisis in Sri Lanka occurred for certain months in 2022, forcing our factories in Sri Lanka to use their backup power generators, as well as increased reliance on heat and steam generated by their owned thermic heaters;
- (ii) the drop in the overall sales and the associated diseconomies of scale; and
- (iii) the recent market trend of demanding for lighter fabric products.

[#] This intensity is calculated by dividing the total emission in cubic meters over the total sales volume in Kg.

[^] 該強度乃按總排放量公斤數除以總銷量公斤數計算。

* 於截至二零二二年十二月三十一日止年度，二氧化碳排放量強度有所增加的原因為：

- (i) 斯里蘭卡的能源危機在二零二二年內發生了若干個月，導致我們在斯里蘭卡的工廠要動用他們的後備發電機，以及增加了對自有導熱油鍋爐產生的熱能和蒸氣的依賴度；
- (ii) 總銷售額下降以及相關規模效應減弱；及
- (iii) 近來市場對更輕薄的面料產品的需求的上升。

[#] 該強度乃按總排放量立方數除以總銷量公斤數計算。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

- Air and greenhouse gas emissions – major pollutants of the air and greenhouse gas emissions from boilers and pre-treating machines include carbon dioxide (CO₂), sulphur dioxide (SO₂), nitrogen oxide (NO), smoke and dusts. Since the alteration of boilers in Mainland China in 2016, the fuel for most of our operations has been replaced by natural gas and, except for carbon dioxide (CO₂), other air and greenhouse gas emissions are insignificant for measurement and disclosure.

In Mainland China, the air and greenhouse gas emissions are controlled in accordance to the “Emission standard of air pollutants for boiler” issued by the Ministry of Environmental Protection of Mainland China.

In Vietnam and Sri Lanka, the air and greenhouse gas emissions are controlled in accordance to the “Law on Environmental Protection” issued by the National Assembly of Vietnam, and the “National Environmental Act” issued by the Minister of Environment and Natural Resources of Sri Lanka, respectively.

Throughout the year, we had met our emissions target by strictly complying with the given standards and the results are satisfactory.

- Sewage discharges – for our Mainland China operation, sewage is treated and discharged in accordance to the “Discharge standards of water pollutants for dyeing and finishing of textile industry” issued by the Ministry of Environmental Protection of Mainland China. The sewage discharges are obtained and examined quarterly by the relevant governmental authority.

- 空氣及溫室氣體排放 – 鍋爐及預先處理機的氣體排放產生的主要污染物，包括二氧化碳(CO₂)、二氧化硫(SO₂)、氮氧化物(NO)、煙塵及粉塵。自我們於二零一六年在中國內地改造鍋爐以來，我們大部分營運所用燃料已為天然氣所取代，除了二氧化碳(CO₂)以外的其他空氣及溫室氣體排放未達能計量及披露之程度。

在中國內地，空氣及溫室氣體排放均根據中國內地環境保護部發佈的《鍋爐大氣污染排放標準》予以控制。

於越南及斯里蘭卡，空氣及溫室氣體排放乃分別根據越南國會所頒佈的《環境保護法》以及斯里蘭卡自然資源與環境部所頒佈的《國家環境法》控管。

於整個年度，為達到我們的排放目標，我們已嚴格遵守相關標準，結果令人滿意。

- 污水排放 – 就我們的中國內地業務而言，污水乃根據中國內地環境保護部發佈的《紡織染整工業水污染物排放標準》予以處理及排放。污水排放由相關政府部門每季度抽取及檢驗。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

In Vietnam and Sri Lanka, sewage discharges are controlled in accordance with the “National Technical Regulation on the Effluent of Textile Industry” issued by the Ministry of Natural Resources and Environment of Vietnam, and the “National Environmental Act” issued by the Minister of Environment and Natural Resources of Sri Lanka, respectively.

Throughout the year, we had strictly complied with the given standards and the results are satisfactory.

- Disposal of hazardous and non-hazardous wastes – hazardous wastes mainly include fabric and boxes contaminated by dye and used dye barrels while non-hazardous wastes mainly include wasted papers, wasted fabrics, wasted wood blocks and other wasted packaging materials.

For our Mainland China operation, all the hazardous and non-hazardous wastes produced during the production process are centralised and managed by qualified operators in transferring out the waste. Volatile organic compounds (“**VOCs**”) emitted from pre-treating machines are managed in accordance to the “Emission standards of volatile organic compounds for furniture manufacturing operations” issued by the Ministry of Environmental Protection of Mainland China on the intensity and velocity of emission.

In Vietnam and Sri Lanka, the disposal of hazardous and non-hazardous wastes are controlled in accordance to the “Law on Environmental Protection” issued by the National Assembly of Vietnam, and the “National Environmental Act” issued by the Minister of Environment and Natural Resources of Sri Lanka, respectively.

於越南及斯里蘭卡，污水排放乃分別根據越南自然資源與環境部所頒佈的《紡織業污水國家技術法規》以及斯里蘭卡自然資源與環境部所發佈的《國家環境法》控管。

於整個年度，我們已嚴格遵守相關標準，結果令人滿意。

- 危險及非危險廢物處置 — 危險廢物主要包括被染料污染的紡織物和包裝箱及使用後的染料桶，而非危險廢物主要包括廢紙、廢棄紡織物、廢棄木塊及其他廢棄包裝材料。

就我們的中國內地業務而言，生產過程中產生的所有危險及非危險廢物均由合資格的操作員於轉出廢棄物時集中處理。預先處理機排放的揮發性有機化合物（「**揮發性有機化合物**」）乃根據中國內地環境保護部所頒佈有關排放強度及速度的《傢俱製造行業揮發性有機化合物排放標準》予以處理。

於越南及斯里蘭卡，危險及非危險廢物處置乃分別根據越南國會所頒佈的《環境保護法》以及斯里蘭卡自然資源與環境部所頒佈的《國家環境法》控管。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Throughout the year, we had strictly complied with the given standards and the results are satisfactory. Moreover, with an aim to reduce wastes, various on-the-job trainings are provided to employees to arise their awareness so as to minimise the creation of wastes during operation.

於整個年度，我們已嚴格遵守相關標準，結果令人滿意。此外，以減少浪費為目標，我們向員工提供多種在職培訓來提升彼等的意識，以減少操作業務過程中產生的廢物。

Overall, during the Reporting Period, the Group complied with the relevant laws and regulations in relation to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste in all material aspects.

整體而言，於報告期間，本集團在所有重大方面均遵守有關空氣及溫室氣體排放、污水排入水域及土地以及產生危險及非危險廢物的相關法律及法規。

Use of resources

Our major resources consumed during the manufacturing process include electricity, natural gas, furnace oil, coal, water resources and steam. In order to minimise the impact of the Group's operations to the environment, we closely monitor and control the resources consumed. Details of the consumption of resources and the respective consumption intensities are as follows:

資源利用

我們於製造流程中消耗的主要資源包括電力、天然氣、重油、煤、水資源及蒸汽。為降低本集團營運對環境的影響，我們密切監測及控制所消耗的資源。資源消耗量及相關的消耗量強度詳情如下：

		For the year ended 31 December 截至十二月三十一日止年度			
		2022 二零二二年		2021 二零二一年	
Resources	資源	Total consumption 總消耗量	Consumption intensity 消耗量強度	Total consumption 總消耗量	Consumption intensity 消耗量強度
Electricity	電	195,823,831 Kilowatt hours 千瓦小時	5.88 Kilowatt hours/Kg 千瓦小時／公斤	207,440,224 Kilowatt hours 千瓦小時	5.33 Kilowatt hours/Kg 千瓦小時／公斤
Natural gas and liquefied petroleum gas	天然氣及 液化石油氣	18,311 Tonnes 噸	0.654 [^]	18,734 Tonnes 噸	0.578 [^]
Furnace oil [#]	重油 [#]	2,884 Tonnes 噸	0.880 [^]	1,476 Tonnes 噸	0.306 [^]
Coal [#]	煤 [#]	8,431 Tonnes 噸	4.15 [^]	7,685 Tonnes 噸	4.56 [^]
Water resources [*]	水資源 [*]	6,766,197 Tonnes 噸	203 [^]	8,942,606 Tonnes 噸	230 [^]
Steam	蒸汽	325,793 Tonnes 噸	12.6 [^]	288,784 Tonnes 噸	9.6 [^]
Packaging materials	包裝物	647.0 Tonnes 噸	N/A 不適用	799.2 Tonnes 噸	N/A 不適用

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

[^] These intensities are calculated by dividing the total resource consumption in Kg over the total sales volume in Kg.

[#] Furnace oil was consumed at Trischel. In the year ended 31 December 2022, both the consumption and the respective intensity increased because of the higher reliance on heat and steam generated by our owned thermic heaters over the heat and steam acquired from Trischel's landlord during the energy crisis occurred in Sri Lanka in the year ended 31 December 2022.

^{##} Coal was consumed at BPTL. In the year ended 31 December 2022, the consumption of coal increased while the respective intensity of coal decreased. It was due to the economies of scale brought by the ramp up of BPTL during the year ended 31 December 2022.

^{*} The Group did not encounter any issue in sourcing water that is fit for purpose.

Total energy consumption was approximately 780,602,000 kilowatt hours in 2022.

The volumes of major emissions discharged and resources consumed in the year ended 31 December 2022 generally decreased when compared to the year ended 31 December 2021. It was mainly because:

- our overall sales volume in the year ended 31 December 2022 decreased when compared to the year ended 31 December 2021; and
- after the roll out of BPTL and Vietnam Phase II production plants in the second half of the year ended 31 December 2019, these plants continued to ramp up in the year ended 31 December 2022.

[^] 此等強度經由總資源消耗量公斤數除以總銷售量公斤數所計算出來。

[#] 重油的消耗在Trischel發生。截至二零二二年十二月三十一日止年度，重油的消耗及相關強度均有所增加，因為斯里蘭卡於截至二零二二年十二月三十一日止年度發生能源危機，我們對自有導熱油鍋爐產生的熱能和蒸氣的依賴度較自Trischel業主獲得的熱能和蒸氣更高。

^{##} BPTL需要消耗煤炭。截至二零二二年十二月三十一日止年度，煤炭消耗增加，但相關的煤炭強度下降。此乃由於截至二零二二年十二月三十一日止年度BPTL提速生產帶來的規模經濟所致。

^{*} 本集團在求取適用水源上並沒有任何問題。

二零二二年總能耗為約780,602,000千瓦小時。

與截至二零二一年十二月三十一日止年度相比，截至二零二二年十二月三十一日止年度的主要排放物排放量及資源消耗量整體減少，主要原因是：

- 相較截至二零二一年十二月三十一日止年度，我們整體銷售量於截至二零二二年十二月三十一日止年度有所減少；及
- 隨著BPTL及越南二期生產廠房於截至二零一九年十二月三十一日止年度下半年投產，該等廠房於截至二零二二年十二月三十一日止年度繼續提速生產。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Construction and renovation work have been carried out to upgrade the existing manufacturing facilities on a continuous basis and an annual assessment is performed to allow efficient use of resources and to minimise any environmental impacts associated with the production process. Relevant projects carried out in the year ended 31 December 2022 included:

本集團落實建設及改造工程，按持續經營基準升級現有生產設施，並開展年度評估，更有效地利用資源及減少與生產工序有關的任何環境影響。截至二零二二年十二月三十一日止年度，我們開展的相關項目包括：

Projects 項目	Details and results achieved 詳情及達成成果
Rooftop Solar Power Project (Phase II) 屋頂光伏發電（二期）	In 2022, we had installed solar power panels on the remaining available rooftop of phase V, VI and VII of our factory buildings in Dongguan. 於二零二二年，我們已於東莞的五期、六期及七期的工廠樓宇剩餘可用的屋頂上安裝了太陽能板。 It was expected that these solar power panels can generate electricity of approximately 3,396,000 Kilowatt hours per year. 此等太陽能板預計每年能產生約3,396,000千瓦時的電力。
Replacement of roots blowers by maglev turbo blowers and upgrading and automation of air compressors 用磁懸浮渦輪鼓風機更換羅茨鼓風機及升級和自動化空氣壓縮機	In 2022, we replaced certain roots blowers by maglev turbo blowers and performed upgrading and automation of certain air compressors in our factory buildings in Dongguan. 於二零二二年，我們將東莞廠房的若干羅茨鼓風機更換為磁懸浮渦輪鼓風機並升級和自動化了若干空氣壓縮機。 It was expected that these enhancements can reduce electricity consumption of approximately 2,000,000 Kilowatt hours per year. 預計該等改進每年可減少約2,000,000千瓦時的用電量。
Further introduction of dyeing machines with lower liquor ratio 進一步引進低浴比染缸	Since 2020, we have gradually introduced dyeing machines with lower liquor ratio to replace the old dyeing machines with higher liquor ratio. 自二零二零年起，我們逐步引進低浴比染缸，以取代高浴比的舊染缸。 In general, dyeing machines with lower liquor ratio consume less water resource and steam as compared to old dyeing machines with higher liquor ratio by approximately 20-30%. 一般而言，低浴比染缸相較高浴比的舊染缸的水資源及蒸汽消耗減少約20-30%。
Recycling of hot water for production use and enhancement of energy saving of dye vats and boilers 循環利用生產用熱水及加強染缸及鍋爐節能	In late 2022, we increased recycling of hot water for production use and enhancement of energy saving of dye vats and boilers in our factory buildings in Vietnam. 於二零二二年尾，我們於越南的廠房增加生產熱水循環利用，並加強了染缸及鍋爐的節能。 It was expected that these enhancements can reduce liquefied petroleum gas consumption of over approximately 1,000 tonnes per year. 預計該等改進每年可減少超過約1,000噸的液化石油氣消耗量。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

EMPLOYMENT AND WORK ENVIRONMENT

僱傭及工作環境

Basic information on employees

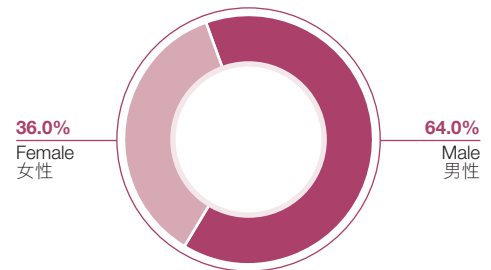
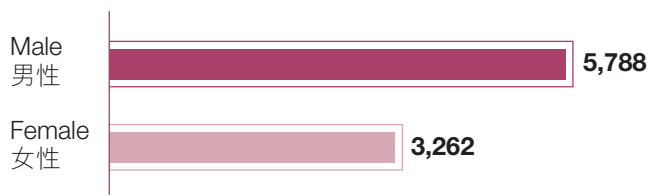
As at 31 December 2022, the Group employed a total of 9,050 full-time employees.

僱員基本資料

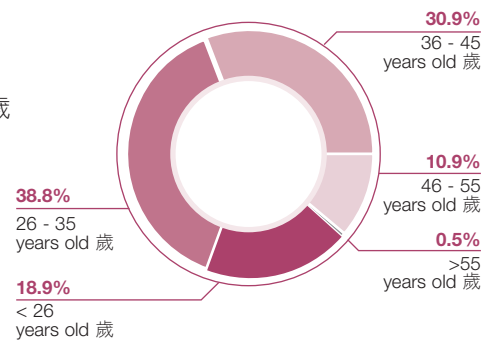
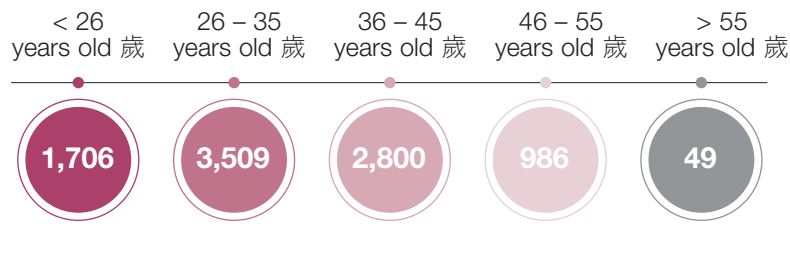
於二零二二年十二月三十一日，本集團共僱傭9,050名全職員工。

Talents distribution at a glance 人才分佈一覽表

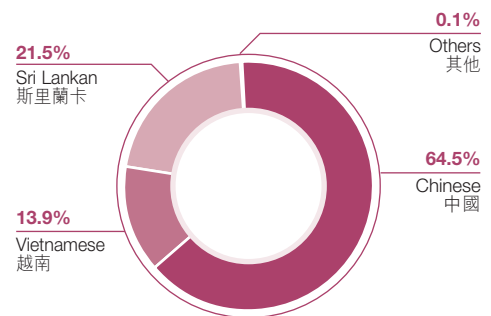
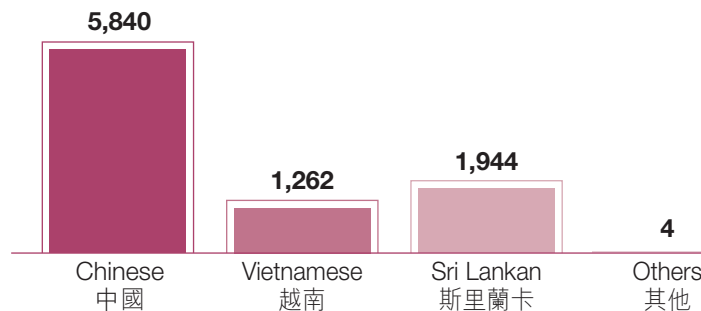
By gender 按性別



By age 按年齡



By nationality 按國籍



Total 總計 = 9,050 employees 名僱員 (100%)

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

As at 31 December 2021, the Group employed a total of 8,957 full-time employees.

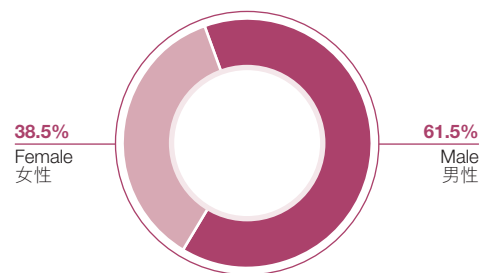
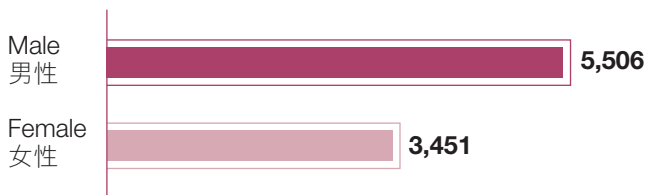
於二零二一年十二月三十一日，本集團共僱傭8,957名全職員工。

Talents distribution at a glance

人才分佈一覽表

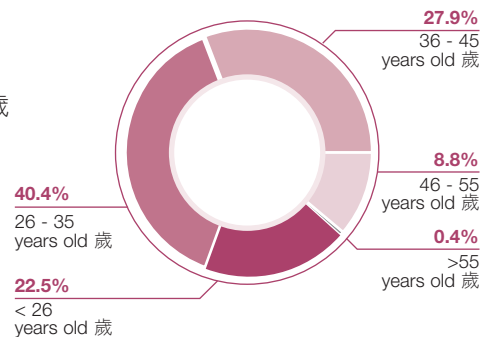
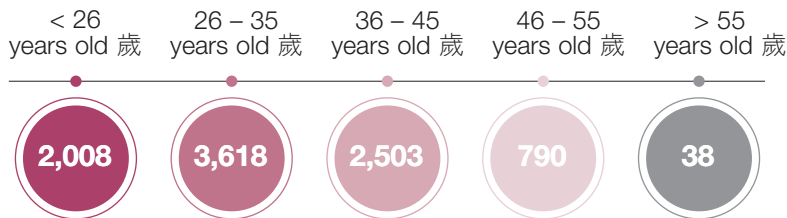
By gender

按性別



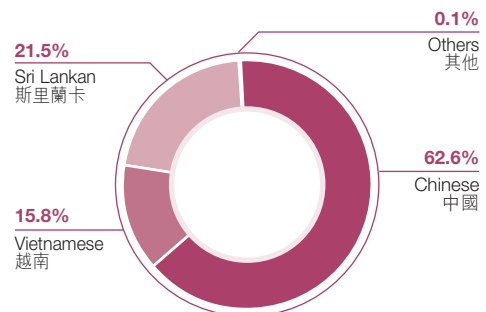
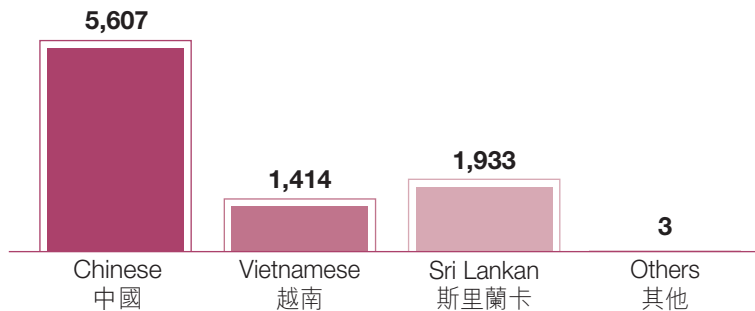
By age

按年齡



By nationality

按國籍



Total 總計 = 8,957 employees 名僱員 (100%)

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

The analysis of employee turnover rate

According to the statistics, the Group's monthly average employee turnover rate in 2022 was approximately 3.5%, representing a decrease of 0.1 percentage point when compared with 2021 (2021: 3.6%). Meanwhile, the monthly average turnover rates of male employees and female employees were approximately 3.5% (2021: 3.6%) and 3.3% (2021: 3.6%) respectively in 2022.

The tables below show the monthly average turnover rate of employees by age distribution and job locations.

僱員流失率分析

根據統計數據，二零二二年本集團每月平均僱員流失率約為3.5%，較二零二一年下降0.2個百分點（二零二一年：3.6%）。同時，二零二二年男性僱員及女性僱員的月均流失率分別約為3.5%（二零二一年：3.6%）及3.4%（二零二一年：3.6%）。

下表載列按年齡段及工作地點劃分的僱員月均流失率：

		For the year ended 31 December 截至十二月三十一日止年度	
Monthly average turnover rate of employees – by age		2022 二零二二年	2021 二零二一年
僱員月均流失率 – 按年齡劃分			
< 26	< 26歲	7.6%	7.7%
26-35	26歲至35歲	3.2%	3.2%
36-45	36歲至45歲	1.8%	1.9%
46-55	46歲至55歲	1.0%	1.5%
> 55	> 55歲	1.1%	2.0%

		For the year ended 31 December 截至十二月三十一日止年度	
Monthly average turnover rate of employees – by location		2022 二零二二年	2021 二零二一年
僱員月均流失率 – 按地點劃分			
China	中國	2.9%	3.2%
Vietnam	越南	8.4%	7.0%
Sri Lanka	斯里蘭卡	1.9%	2.5%
Others	其他	0.0%	0.0%

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

As a people-oriented company, Best Pacific sees human capital as a valuable asset for the sustainable development of the Group in the long run.

We have been continuously making efforts to attract and retain talents in order to support our on-going business expansion domestically as well as diversification into other geographical locations. Recruitment and promotion of our people are based on their ability and performance and the Group is committed to creating a work environment which provides fair and equal development and learning opportunities to all staff, regardless of gender, age, nationality, race, family status or religion. Discrimination of any kinds is strictly not allowed in our workplace.

Work-life balance is perceived to be the crux to the physical as well as psychological development of our employees. Our staff have reasonable working hours and rest periods, enjoy all statutory holidays and are entitled to paid leave according to the laws of different jurisdictions.

In terms of benefits and welfare, not only do we pay contributions of social insurance in Mainland China, mandatory provident fund in Hong Kong and other similar schemes in Vietnam, Sri Lanka and the U.S., but also provide subsidised accommodation, meals, accidents and medical insurance to eligible employees. The Company is entitled to grant share options to eligible employees under its share option scheme to recognise and reward their contributions to the Group and to encourage them to work towards enhancing the value of the Company and its shareholders.

Compensation is also paid for work overtime according to local labour laws. Upon terminating any employees with dissatisfactory performance or of any other reasons, the Group pays the relevant dismissal compensation in accordance with their service contracts and the relevant laws and regulations.

作為一家以人為本的公司，超盈國際將人力資本視作本集團長期可持續發展的寶貴資產。

我們一直致力於吸引及挽留人才，以支持我們於國內業務的持續擴張及於其他地區的多元化經營。員工的招募及晉升標準乃根據彼等的能力及表現而定，且本集團致力於為所有員工創造一個提供公平、平等發展及學習機會的工作環境，而無論員工的性別、年齡、國籍、種族、家庭狀況或宗教。我們的工作場所嚴格禁止任何形式的歧視。

我們認為，工作生活平衡是員工身心發展的關鍵。我們員工的工作及休息時間合理，享受所有法定假期，且根據不同司法管轄權區的法律，有權享有帶薪休假。

就福利而言，我們不僅繳納中國內地的社保、香港的強制性公積金以及越南、斯里蘭卡和美國的其他類似計劃，亦向合資格員工提供住宿津貼、餐食、事故及醫療保險。本公司有權根據購股權計劃向合資格員工授予購股權，認可及表彰彼等對本集團作出的貢獻，並鼓勵彼等努力提升本公司及其股東的價值。

本集團亦根據當地勞動法支付加班工資。倘任何員工因表現不佳或任何其他原因被解僱，本集團將根據彼等服務合約及相關法律法規支付離職補償。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

During the Reporting Period, the Group complied with the relevant laws and regulations in relation to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, antidiscrimination, and other benefits and welfare in all material aspects.

Development and training

Best Pacific is dedicated to people development and we believe that effective utilisation of human resources within the Group is critical to the successful implementation of our business strategies and development plans, which in turn will maximise our shareholders' value in the long run. The provision of continuous on-the-job training covering job specific skills as well as regular generic management training programmes is perceived to be the key to the success of Best Pacific. These training programmes would enable employees to excel in their positions by exploiting their potentials to the maximum extent, thus contributing to the sustainable development of the Group.

Since 2016, our Best Pacific School of Management and Administration has been providing generic management training to employees of different managerial levels. Various leadership and management training programmes were designed and held during the year. Besides, external consultants have been engaged to give lectures to the relevant employees regularly.

In order to equip employees with the requisite skills to further enhance Best Pacific's core value, innovation and quality, Best Pacific Institute of Technology and Research (the "**Institute**") was officially established in June 2016. Every year, the Institute engages external professionals in the textile sector to provide a series of lectures to employees of different positions. These lectures aim to introduce the latest garment design concepts, manufacturing techniques and other industry specific knowledge to the relevant employees, so as to strengthen their knowledge of textile technology and to provide them with updates on the innovation and trends of the textile and garment industry.

於報告期間，本集團在所有重大方面遵守有關薪酬及解僱、招聘及晉升、工作時數、休息時間、平等機會、多元化、反歧視及其他權益及福利的相關法律及法規。

發展及培訓

超盈國際致力於員工發展，且我們認為，有效地利用本集團的人力資源對成功實施我們的業務策略及發展計劃至關重要，長期而言，將盡量提高我們股東的價值。提供持續的在職培訓（包括整套具體工作技能及定期一般管理培訓課程）是超盈國際取得成功的基礎。該等培訓課程將最大化地開發員工潛能，令其脫穎而出，為本集團的可持續發展作出貢獻。

自二零一六年，我們的超盈行政管理學院向各級管理層員工提供一般管理培訓。各種領導層及管理層培訓課程於年內設計及進行。此外，我們亦外聘專家顧問為相關員工定期開設講座。

為令員工具備必要的技能，進一步提升超盈國際的核心價值－創新與高質，我們於二零一六年六月正式成立超盈技術研究院（「**研究院**」）。研究院每年外聘紡織領域的專業人員為擔任不同職位的員工提供一系列的講座。該等講座旨在向相關員工介紹最新的服裝設計理念、生產技術及其他特定行業知識，以提高彼等對紡織技術的瞭解，並向彼等更新紡織及服裝行業的創新發展及趨勢。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

The tables below summarise the training hours provided to our employees in the years ended 31 December 2022 and 2021.

下表概述截至二零二二年及二零二一年十二月三十一日止年度我們向僱員提供的培訓時數。

For the year ended 31 December 2022

截至二零二二年十二月三十一日止年度

	Staff 員工	Manager 經理	Senior Management 高級管理層	Top Management 最高管理層	Total 總計	Female 女性	Male 男性
Training hours 培訓時數	220,437	5,398	922	150	226,907	84,324	142,583
Percentage 百分比	97.1%	2.4%	0.4%	0.1%	100.0%	37.2%	62.8%
Average training hours per employee 每名僱員平均培訓時數	25.3	19.3	16.8	25.0	25.1	25.9	24.6

For the year ended 31 December 2021

截至二零二一年十二月三十一日止年度

	Staff 員工	Manager 經理	Senior Management 高級管理層	Top Management 最高管理層	Total 總計	Female 女性	Male 男性
Training hours 培訓時數	203,415	5,561	901	130	210,007	80,172	129,835
Percentage 百分比	96.9%	2.6%	0.4%	0.1%	100.0%	38.2%	61.8%
Average training hours per employee 每名僱員平均培訓時數	23.5	23.4	20.5	21.7	23.4	23.2	23.6

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Occupational health and safety

Health and safety at workplace have always been our top priorities. Through implementing below key occupational health and safety measures, we are committed to promoting a healthy and safe working environment to our employees:

- Accessible work safety handbook placed at each work station;
- Annual assessment on working environment;
- Drinking water assessment in every six months;
- Highly automated lifting and production facilities to avoid spinal injuries;
- Non-smoking working environment;
- Occupational safety workshops for employees;
- Protective equipment to employees, including but not limited to safety goggles, dust respirators, slip proof safety boots, safety helmets, gloves, etc.;
- Regular fire drills and chemical leakage drills;
- Regular health check for employees;
- Regular repair and maintenance on production facilities;
- Regular work safety training programs to frontline production employees.

職業健康及安全

工作場所的健康及安全一直是我們的首要任務。我們通過實施以下主要職業健康及安全措施，致力為員工提供健康及安全的工作環境：

- 在各工作站放置可供查閱的工作安全手冊；
- 對工作環境進行年度評估；
- 每六個月進行一次飲用水評估；
- 高度自動化的起重及生產設施，以避免脊柱損傷；
- 無煙工作環境；
- 為員工開設職業安全講習班；
- 為員工提供保護性設備，包括但不限於防護眼鏡、防塵面罩、防滑安全靴、安全頭盔、手套等；
- 定期進行消防演習及化學品洩漏演習；
- 定期對員工進行體檢；
- 定期維修及保養生產設施；
- 為前線生產員工開設定期的工作安全培訓課程。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

During the Reporting Period, the Group complied with the relevant laws and regulations in relation to safe working environment and in all material aspects.

There were zero cases of fatality due to workplace accidents in all locations of our operations for the three years ended 31 December 2020, 2021 and 2022.

Lost days due to work injury were 1,803.5 days in 2022 (2021: 1,053.0 days). The increase was partly due to the slight increase in the number of work-related injuries during the Reporting Period, and partly due to the enhanced awareness of occupational safety of the Group and its employees. With such enhanced awareness, in the event of work-related injuries, the employees are given longer rest time to ensure a full recovery before returning to work, while the employees also require more rest days, which also result in the increase in the average number of working days lost per employee due to work-related injuries.

Our control measures and relevant policies addressing health and safety include the following:

- A training on avoiding workplace injury has been included in staff induction.
- Additional training has been provided to our drivers to remind them the importance of road safety.
- Responsible party(ies) is/are subject to severe punishment and shall be investigated for legal responsibilities if necessary.
- Subject to the source of responsibility, the Group may consider paying compensation or death gratuity.
- Employees are entitled to paid sick leave in accordance with the local labour laws and regulations.

於報告期間，本集團遵守有關安全工作環境及所有重大方面的相關法律及法規。

截至二零二零年、二零二一年及二零二二年十二月三十一日止三個年度營運所在地並無因工死亡案件。

2022年因工傷損失工作日數為1,803.5日(2021: 1,053.0日)。該增加部分是由於報告期間工傷事故數量略有增加，部分是由於本集團及其僱員的職業安全意識增強。有了這種意識，在發生工傷事故時，員工有更長的休息時間確保在完全康復後再復工，同時員工也需要更多的休息日，這也導致每名僱員因工傷損失的平均工作日數增加。

我們的針對健康及安全的控制措施及相關政策包括以下：

- 員工入職培訓包括如何避免工傷。
- 為我們的駕駛員提供額外駕駛培訓，以提醒他們道路安全的重要性。
- 責任方將受到嚴重懲處，並於必要時接受法律責任調查。
- 本集團可能須根據責任源支付賠償金或死亡恩恤金。
- 僱員有權根據當地勞動法律及法規享受帶薪病假。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Labour standards

The Group has guidelines setting out the procedures and standards on recruitment for the management and human resources team to follow, so as to ensure that staff employment strictly complies with local employment regulations and to ensure non-occurrence of child labor, forced labor or other related matters. The guidelines are being reviewed on a regularly basis so as to ensure consistency with any update of the relevant rules and regulations in all locations of our operations.

During the Reporting Period, Best Pacific complied with local employment regulations in all locations of our operations in all material aspects, and did not engage in any forced or child labour.

OPERATING PRACTICES

Supply chain management

Suppliers of Best Pacific are primarily the leading manufacturers of the respective kinds of yarn based in various countries across Asia. We only source raw materials from qualified suppliers on our suppliers' list and the sourcing across Asia helps diversify concentration and operational risks. Long-term relationships with these leading yarn manufacturers have been maintained and we have business relationships with our three largest suppliers for more than ten years. Nevertheless, we do not enter into long-term supply agreements with our raw materials suppliers but place individual orders for our raw materials as necessary. We believe that this enables us to source high quality raw materials at competitive prices available in the market and discussion on the expected pricing and volume is usually carried out on a quarterly basis.

勞工標準

本集團擁有供管理層及人力資源部遵守之列明招聘程序及標準的指導方針，以確保員工就業均嚴格遵守當地就業法規，以及不發生僱傭童工、強制勞動或其他相關事宜。該指導方針將定期進行檢討，以確保與我們運營地點經更新的任何相關規則及規例保持一致。

於報告期間，超盈國際於所有運營地點在所有重大方面均遵守當地僱傭法規，並無涉及任何強迫勞動或童工問題。

營運實踐

供應鏈管理

超盈國際的供應商主要為駐亞洲多個國家的各種紗線的領先生產商。我們僅向供應商名單所列之合資格供應商採購原材料，於亞洲分散採購有助於我們降低集中度及運營風險。我們已與該等領先的紗線生產商建立長期關係。我們與三大供應商建立超過十年的業務關係。然而，我們並無與原材料供應商訂立長期供應協議，但會就需要的原材料下發個別訂單。我們相信此舉可令我們在市場上以具競爭力的價格採購優質的原材料。我們一般與供應商每季討論預期價格及數量。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

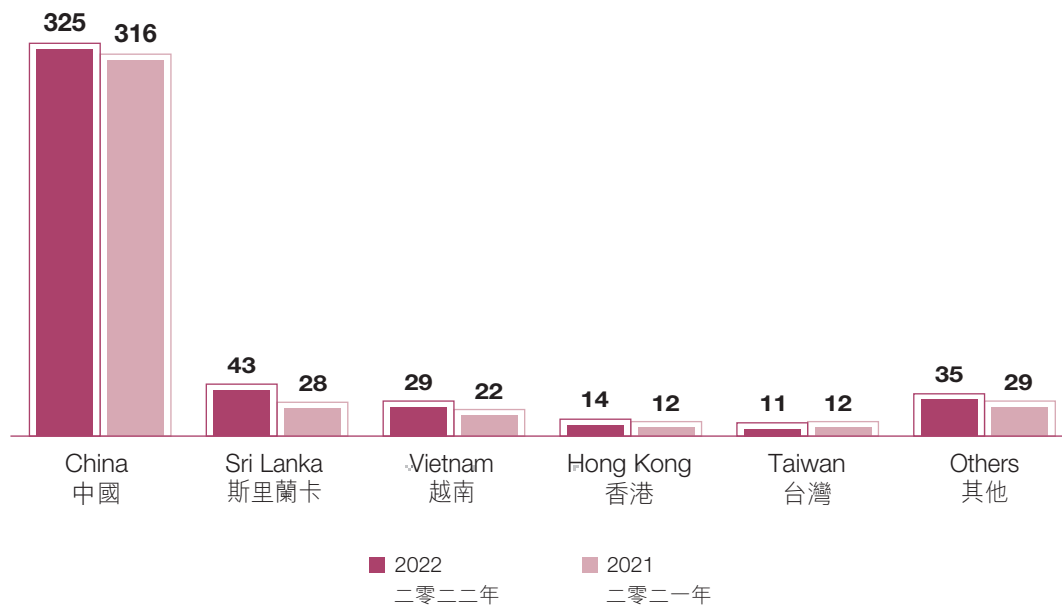
環境、社會及管治報告

For the years ended 31 December 2022 and 2021, the number of suppliers of the Group by country is as follows:

於截至二零二二年及二零二一年十二月三十一日止兩個年度，本集團按國家劃分的供應商數量如下：

Supplier Distribution By Country in 2022 and 2021

二零二二年及二零二一年按國家劃分的供應商分佈情況



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

In order to ensure stable supply of high quality raw materials for our products, to identify environmental and social risks along the supply chain, to promote environmentally preferable products and services when selecting suppliers and that the production capacities of our major suppliers are sufficient to meet our production and future development needs while maintaining the quality of raw materials, strict measures are in place in selecting new raw materials suppliers as well as monitoring quality of the raw materials provided by our existing suppliers, which include:

為確保產品優質原材料的穩定供應，識別供應鏈上的環境及社會風險，在選擇供應商時推廣環保產品及服務以及主要供應商在保證原材料質量的同時，其產能足夠滿足我們的生產及未來發展需要，本公司已採取嚴密措施篩選新的原材料供應商及監控現有供應商所提供的原材料質量，其中包括：

Suppliers 供應商	Control measures 監控措施
New suppliers 新供應商	• Subject to certain evaluation and assessment criteria. 遵守若干考核評估標準。 • Key factors to be considered include: quality of products, technological know-how of suppliers, purchase price, production capacity, compliance with laws and regulations, etc. 須考慮的主要因素包括：產品質量、供應商技術專業知識、採購價、生產能力、遵守法律及法規等。 • Assessment is also made in the aspect of any environment and social risks of the supply chain. 亦就供應鏈的任何環境及社會風險作出評估。 • New suppliers who are qualified after evaluation and assessment will be added to our suppliers' list. 合資格的新供應商在通過考核評估後列入我們的供應商名單。
Existing suppliers 現有供應商	• Subject to regular review and assessment. 進行定期考核及評估。 • On-site review at the premises of major suppliers and assessment of their production capacity and product quality by our procurement team. 由採購部前往主要供應商的基地進行實地考查並評估彼等的生產能力及產品質量。 • Remove suppliers who fail to meet our standards from our suppliers' list. 將未能達到我們標準的供應商從我們的供應商名單中剔除。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

PRODUCT RESPONSIBILITY

Product quality assurance

Reliable delivery of quality products to our customers is critical to our success. In this connection, our Group has implemented quality control procedures throughout our production process. The stringent quality control enables the Group to deliver quality innovations to the market.

Strict quality control measures have been adopted in each stage of our production process, including:

產品責任

產品質量保證

向客戶及時交付優質產品乃成功之關鍵。在這方面，本集團在整個生產工序中已實施質量控制程序。憑藉嚴格的質量控制措施，本集團可向市場提供優質的創新產品。

我們的各生產工序階段已採納嚴格的質量控制措施，包括：

Production stages

生產階段

Quality control measures

質量控制措施

Suppliers
供應商

We only source raw materials from suppliers on our suppliers' list and evaluate our suppliers from time to time and conduct on-site review and assessment at the premises of our major suppliers.
我們僅向供應商名單所列合資格供應商採購原材料及會不時評估供應商，並前往主要供應商的基地進行實地考查及評估。

Purchase of raw materials
採購原材料

Sample tests are conducted prior to confirmation of orders to ensure quality. Sample tests are also carried out when raw materials are delivered at factory.
於確認訂單前進行樣本抽查以確保質量。當原材料抵達工廠時亦會進行樣本抽查。

Production
生產

At each stage of the production process, comprehensive tests and research analysis on the quality of the semi-finished and finished products are conducted using international quality standards, with a view to ensuring that customers' specifications are adhered to.
以國際質量標準對各生產工序階段的半成品及成品質量進行全面檢測及研究分析，以確保已符合客戶的規格。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Products of Best Pacific are widely recognised for their quality in the lingerie, sportswear and apparel materials markets. Our major operating subsidiaries had already been certified for high quality assurance and certain production with recycled materials. The following table sets forth details of the major certifications the relevant subsidiaries have applied for and received in relation to our achievements in quality control:

超盈國際的產品質量於女性內衣、運動服裝及服裝物料市場備受稱許。我們的主要營運附屬公司已通過高質量保證及以回收物料進行若干生產的認證。下表詳列有關附屬公司就質量控制的成就已申請並獲得的主要認證：

Accreditation 認證	Issuing organisation 簽發組織	Area of accreditation 認證範疇	Year of issue 簽發年份	Validity 有效期
ISO9001:2015	SGS United Kingdom Ltd.	Quality assurance 質量保證	2020 二零二零年	2023 二零二三年
Oeko-Tex Standard 100	Testex	Quality assurance 質量保證	2022 二零二二年	2023 二零二三年
Global Recycled Standard 4.0	Intertek Testing Services NA, Inc.	Recycled materials 回收物料	2022 二零二二年	2023 二零二三年

The ISO9001:2015 is a world-leading quality management standard. It is accredited to companies that consistently provide products and services that meet customer and applicable statutory and regulatory requirements. It is a recognition of achieving excellence in customer service and delivery by applying effective management systems.

ISO9001:2015為世界領先的質量管理準則。其為向持續提供可滿足客戶要求以及符合適用法定及監管規定之產品及服務的公司所頒授之認證。該認證為就透過應用有效管理系統在客戶服務及交付達成卓越成就的認可。

The Oeko-Tex Standard 100 is widely used in the textile industry as a uniform global standard of testing and certification. The Oeko-Tex Standard 100 tests harmful substances at all stages of production, including raw materials, semi-finished products and finished products. Only manufacturers who comply with strict testing and inspection procedures and provide verifiable quality assurance are allowed to place the Oeko-Tex label on their products.

Oeko-Tex Standard 100的認證為紡織業廣泛用於檢測及認證的全球統一標準。Oeko-Tex Standard 100檢測所有生產階段（包括原材料、半成品及成品）中的有害物質。僅有遵守嚴格檢測及檢查程序，並能提供可核實質量保證的製造商方可於其產品上貼上Oeko-Tex標籤。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

The Global Recycled Standard 4.0 is an international standard that sets requirements for third-party certification of recycled content, chain of custody, social and environmental practices and chemical restrictions. It is intended to meet the need of companies looking to verify the recycled content of their products (both finished and intermediate products) and to verify responsible social, environmental, and chemical practices in the production of these products. The standards cover processing, manufacturing, packaging, labelling, trading and distribution of products made with recycled materials.

Our quality control standards and quality control laboratory have been certified by certain lingerie, sportswear and apparel brand owners which allow us to conduct quality testing on our products in our own laboratories without the need to engage a third party laboratory. As at 31 December 2021 and 2022, there were over 300 staff in our quality control team.

For any complaints from customers in relation to product quality, our quality control team will analyse the details of the complaints and the respective products, and determine the reasons of defects and take safeguard measures to prevent it from happening in future:

Global Recycled Standard 4.0為規範第三方對回收物料、產銷監管鏈、社會及環境標準以及化學品限制進行認證的國際準則。該準則旨在滿足公司為其產品（成品及半成品）所用的可再生材料進行認證的需求，以及於生產該等產品時就社會、環境及化學責任的實踐進行認證。該準則涵蓋可回收物料產品的加工、製造、包裝、標識、貿易及分銷。

由於我們的質量控制標準及質量控制實驗室已通過若干女性內衣、運動服裝及服裝品牌商的認證，故我們已能於我們的實驗室裡進行產品的質量檢測而無須僱用第三方實驗室。於二零二一年及二零二二年十二月三十一日，我們的質量控制團隊共有逾300名員工。

就客戶對產品質量的任何投訴而言，我們的質量控制團隊將分析投訴詳情及相關產品，並找出出現瑕疵產品的原因及採取保障措施以防日後發生：

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Reasons of defective products 瑕疵產品原因

Responsible parties and safeguard measures 責任方及保障措施

Defective raw materials 瑕疵原材料	- Procurement team will communicate and verify with suppliers for the quality issue on raw materials. Suppliers shall bear the responsibility once identified and confirmed. 採購部將就原材料的質量問題與供應商進行溝通查證。一經證實及確認，供應商須承擔責任。 - Such raw material supplier will be removed from our suppliers' list if defective raw materials are identified repeatedly. 倘多次發現瑕疵原材料，相關原材料供應商將自供應商名單中剔除。
Improper or errors in manufacturing process 製造流程不當或錯誤	- Quality control team will analyse details of a complaint including walking through the manufacturing process with production team. Production team shall bear the responsibility once identified and confirmed. 質量控制團隊將分析投訴詳情，包括走查生產部的製造流程。一經證實及確認，生產部須承擔責任。 - Defective products will be collected from customers and replaced with a new batch of products. Production team will take immediate assessment on the production process so as to achieve a defect-free production process. 自客戶處回收瑕疵產品，並以新產品替換。生產部將對生產工序進行即時評估，以便達致零瑕疵生產工序。
Improper loadings/unloadings during transportation 貨運過程中裝卸不當	- Quality control team will communicate and verify with carriers for improper loadings/unloadings. Carriers shall bear the responsibility once identified and confirmed. 質量控制團隊將就裝卸不當與運輸公司進行溝通查證。一經證實及確認，運輸公司須承擔責任。 - Such carrier will be removed from our approved carriers' list if improper loadings/unloadings are identified repeatedly. 倘多次出現裝卸不當，相關運輸公司將自獲認可運輸公司名單中剔除。

With our strict control on the product safety and quality, there were no material complaints from customers and no products sold or shipped subject to recalls due to health and safety reasons in the year ended 31 December 2022.

鑒於對產品安全及質量的嚴格控制，於截至二零二二年十二月三十一止度並沒有來自客戶的重大投訴和無已售或已運送產品須因健康及安全理由被召回。

During the Reporting Period, the Group complied with the relevant laws and regulations in relation to health and safety, advertising and labeling relating to the products in all material respects.

於報告期間，本集團在所有重大方面均遵守有關產品健康及安全、廣告及標籤的相關法律及法規。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Protection of intellectual property rights and consumer data

Best Pacific recognises the importance of protecting and enforcing intellectual property rights. For any business conversations, including product designs and specifications, we strictly follow the confidentiality principles as agreed with the relevant counterparties.

We comply with the Personal Data (Privacy) Ordinance as well as the relevant laws and regulations in Mainland China, Hong Kong, Vietnam, Sri Lanka and the U.S. in all material aspects, ensuring that customer information we receive is only used for its intended purposes.

ANTI-CORRUPTION

During the Reporting Period, the Company has complied with relevant laws and regulations that have a significant impact on the Company relating to bribery, extortion, fraud and money laundering,

A series of policies, operating manuals, handbooks and protocols are in place which allow Best Pacific to maintain high ethical standards and a workplace free from corruption.

There are anti-corruption policies, rules and regulations for our employees, contractors and suppliers to follow. We also have a whistle-blowing mechanism for any corruption or suspected corruption behaviour. Any contravention to these policies, rules and regulations identified with solid evidence, we will terminate our engagement with the contravened parties immediately and if needed, report to relevant regulatory authorities after discussion among the management. Anti-corruption trainings were provided to directors and staff from time to time.

We review the relevant policies, rules and regulations from time to time.

There was no legal case brought against Best Pacific for corruption nor was there any corruption reported within the Group during the Reporting Period.

知識產權及消費者資料保護

超盈國際深明保護及執行知識產權的重要性。就任何商務會談(包括產品設計及規格)而言，我們嚴格遵守與相關對手方協定的保密條款。

我們在所有重大方面遵守個人資料(私隱)條例以及在中國內地、香港、越南、斯里蘭卡和美國的相關法律和條例，以確保我們收集的客戶資料僅作指定用途。

反貪污

於報告期間，本公司已遵守對本公司有重大影響的有關賄賂、勒索、欺詐及洗黑錢的相關法律及法規。

為維持高度的道德標準及廉潔的工作環境，超盈國際已制定一系列政策、操作手冊、員工手冊及協議。

我們的員工、承包商及供應商須遵守反貪污政策、條例及法規。我們亦就任何貪污行為或疑似貪污行為設立舉報機制。一經發現違反該等政策、條例及法規證據確鑿，我們將立即終止與違規方的合作，並經管理層討論後呈報予相關監管機構(倘必要)。我們不時為董事及員工提供反貪污培訓。

我們將不時審閱相關政策、條例及法規。

報告期間並無針對超盈國際貪污的任何法律案件，亦無向本集團報告任何貪污案件。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

COMMUNITY

Community engagement

Our Group has always been keen to bring our value back to the society. We support the community through a wide range of charitable activities and community services. We encourage our employees to help the needed ones in volunteering and engaging in these activities. In addition, Best Pacific also sees youth development and employee support important and crucial, and has been supporting them through various channels.

To the poor and disabled communities

Financial assistance is always a direct way to support the needy minorities. Volunteers from Best Pacific are always generous in stretching out their helping hands in various fund raising activities for the poor and disabled people, as well as giving charitable donations. Apart from donations, we believe helping and serving the community through community visits could demonstrate our love and caring to the needy groups. Community visits are regularly paid to the elderly, disabled and child care centres, and we also send gifts to the elderly during festive time. In addition to helping the local communities, we are also keen on helping communities in other countries. During the year ended 31 December 2022, Best Pacific has supported and sponsored charitable events in the PRC, Hong Kong, Vietnam and Sri Lanka.

To the youth community

Best Pacific is dedicated to nurturing young talents as future leaders for the fast-growing and dynamic textile sector. We supported the youth community in Vietnam and Sri Lanka through sponsorships during the year ended 31 December 2022.

社區

服務社區

本集團一直以回饋社會為己任。我們透過各種慈善活動及社區服務支持社區。我們鼓勵員工自願幫助有需要人士並鼓勵彼等參與該等活動。此外，超盈國際亦意識到青少年發展及員工支持的重要性，並透過多種渠道幫助該等人士。

貧困及殘疾人士社區

經濟援助始終為扶持少數弱勢群體的直接渠道。超盈國際志願者慷慨解囊，透過各類募捐活動，向貧困及殘疾人士伸出援助之手，並進行慈善捐款。除捐款外，我們相信，走進社區及服務社區可以彰顯愛心並扶助弱勢群體。我們定期進行社區走訪以探望長者、殘疾人士及兒童保育中心，亦向長者派發節日禮物。除幫助當地社區外，我們亦熱心幫助其他國家的社區。截至二零二二年十二月三十一日止年度，超盈國際支持及贊助中國、香港、越南及斯里蘭卡的慈善活動。

青少年社區

超盈國際致力於培養青年才俊，使其成為迅速發展及充滿活力的紡織業未來領頭人。我們於截至二零二二年十二月三十一日止年度以贊助商身份支持越南及斯里蘭卡的青少年社區。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

To our staff community

Best Pacific believes that employees are valuable assets to the Group. We see every employee as our family member. "Love Support Foundation" has been set up to provide emergent financial support to our staff members who are unfortunately suffered from serious sickness, accidents, or difficulties in daily living. Through internal fund raising among staff members, sense of responsibilities and belongings to our Group are enhanced.

The table below summarises the community engagements by different geographical locations of the Group during the Report Period.

下表概述於報告期間本集團不同地區的社區服務情況。

員工社區

超盈國際認為員工為本集團的寶貴財產。我們將每位員工視作我們的家庭成員。我們已設立「愛心幫助基金會」，向不幸遭遇重大疾病、事故或生活困難的員工提供應急經濟援助。透過員工內部募捐，提高責任意識及對本集團的歸屬感。

Mainland China 中國內地	Hong Kong 香港	Vietnam 越南	Sri Lanka 斯里蘭卡
Blood Donation Activities 捐血活動	Donation of masks to charities and non-governmental organisations 捐贈口罩予慈善機構及非政府組織	Co-organizing painting contests with local schools and sponsoring the prizes 與當地學校合辦繪畫比賽並贊助獎品	Blood Donation Activities 捐血活動
Donation to anti-pandemic charity campaigns 捐贈予抗疫慈善活動		Sending clothing and food gift packs to pupils in a local school in a mountainous area 為當地山區學校的學生送贈衣服和食品禮包	Donation of equipment to local schools, hospitals and temples 捐贈設備予當地學校、醫院和寺廟
Donations to poverty alleviation events 捐贈予扶貧濟困活動		Sponsoring the living and education of certain orphans 資助某些孤兒的生活和教育	

Best Pacific International Holdings Limited
超盈國際控股有限公司

