



2022

Prime 2022 Corporate Social Responsibility Report



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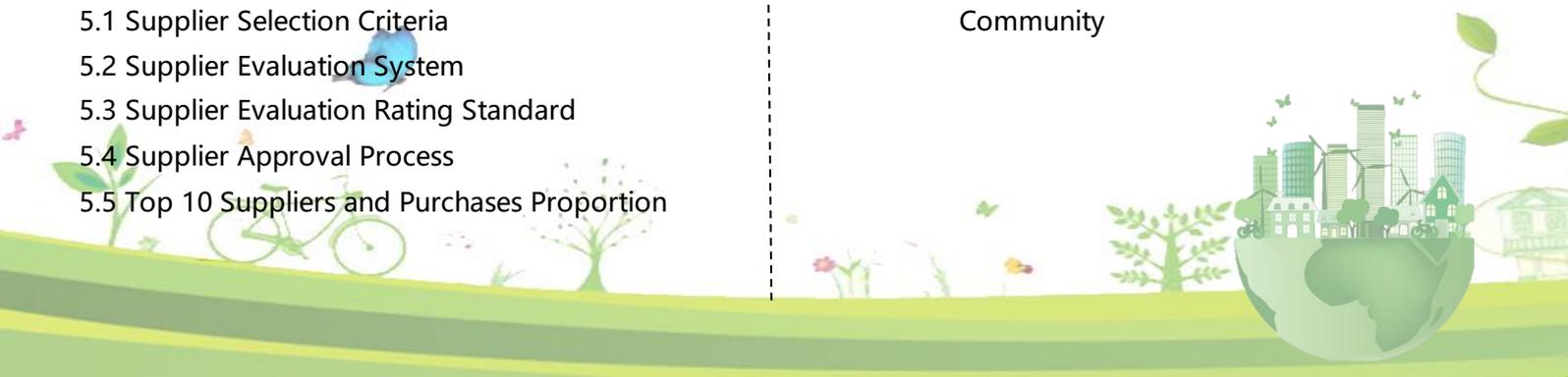
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01 Words from the President

The severe pandemic and climate change have impacted global development, and there is widespread awareness of future environmental, economic and social uncertainties. We take proactive preventive measures to protect the health of our employees. We also pay attention to climate change issues to reduce future business risks. We work together with all stakeholders for sustainable social and environmental development and firmly believe that sustainable management can create a long-term sound business environment.

In accordance with the relevant norms of the United Nations Global Covenant and the United Nations International Labor Organization, adheres to the Code of Conduct of the Responsible Business Alliance, and incorporates the Global Code of Conduct into human rights policies to strengthen the protection of labor rights and equal human rights practices in 2022.

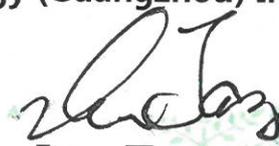
In 2021, Bronze Award for Corporate Social Responsibility Achievement rewarded by EcoVadis, a trusted international assessment agency. EcoVadis certification has been recognized by leading multinational companies in many countries around the world. Meeting the relevant requirements of EcoVadis is the prerequisite for entering those supply chain. We have excellent performance in sustainable management system and CSR compliance.

In 2022, the international raw materials continue to fluctuate and supply is tight. In order to ensure the stability of supply, continue to reduce the impact of supply shortage and rising costs, we continue to introduce new suppliers and alternative materials to ensure a stable supply.

Meet the relevant requirements of the government, carry out carbon inventory, control and reduce carbon emissions to demonstrate Prime's responsibility to the society and the government. We pay special attention to the growth of internal employees, arrange internal and external training for employees according to different needs, and set up mechanisms to attract and retain talents.

The pursuit of sustainable development, Prime continues to promote open source and reduce expenditure, take concentric efforts internally and externally, so that the future development of Prime will be more perfect! More robust! To customers, employees, partners, society to provide more contribution!

Prime Technology (Guangzhou) Inc. President



Ian Tang



02 About Prime

Company Profile

3CEMS is your trusted electronic manufacturing service provider. With more than 28 years of global experience, we continue to drive to become one of the leading suppliers in the EMS industry. We vertically integrate our factory's extensive capabilities, expertise and supply chain management to meet the most stringent requirements of our customers. We offer our customers integrated solutions from PCBS and PCBAs to complete boxed, system build/integration and connection design services. We specialize in computer peripherals, communications, medical, automotive, industrial and maritime electronics enterprises, working with many tier 1 brands from North America, Europe and Asia. 3CEMS Milestone: founded FIC Computer in 1994 and Prime Technology (Guangzhou) Inc. in 1998.



Prime Technology (Guangzhou) Inc.

Address: 19 Baoying Nan Road, Guangzhou Free Trade Zone

(ZIP):510730

Tel: +86-20-82217620

Website: www.3cems.com



02 About Prime

About This Report

Corporate Social Responsibility Commitment: Prime Technology (Guangzhou) Inc. belongs to the Second Business Division of 3CEMS Group, and is referred to as Prime in this report. We have been adhering to the business philosophy of service, innovation, quality, professionalism and sustainability, and strive to become an ethical and responsible first-class contract manufacturing enterprise. We believe that our responsibility to all stakeholders (including customers, suppliers, employees, government agencies, non-profit organizations, etc.) will ultimately promote the long-term growth and profitability of the company. With the achievement of growth and profit, we will continue to uphold the spirit of giving back to the community and commit to continue to promote Corporate Social and Environmental Responsibility (CSER) for sustainable running.

Report Period and Range:

This report contains information on the commitments, management policies and objectives and results of 2022 (January 1, 2022 to December 31, 2022) on the sustainability statement

Contact:

If you have any questions or suggestions regarding this report, please contact Chunmiao_Zhang@3cems.com.cn



02 About Prime

Interest Communication

Through the objects Prime contacts and according to the influence of the activities, products and services of the company, Prime selects the interested parties related to the company, and identifies five major interested parties this year, including government agencies, customers, partners, employees and communities.

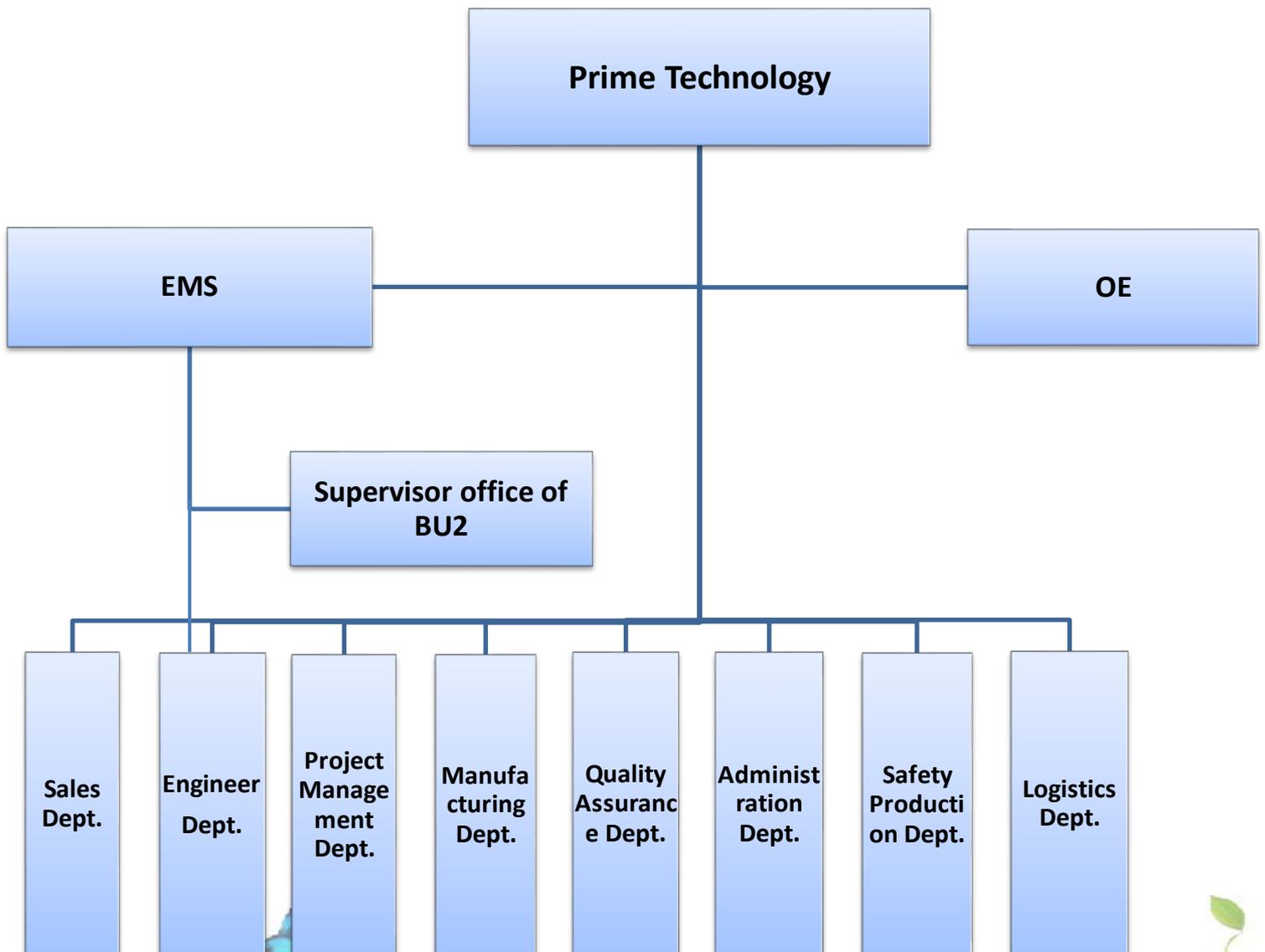
Work Together to Build Beautiful Life, and Obtain Win-Win With Smile		
Related Parties	Subjects Concerned	Communication Ways
 Customers	<p>Customers are the revenue source of Prime. We listen to customers' needs, master industry trends and provide professional services in order to achieve customer goals and grow together.</p>	<ol style="list-style-type: none"> 1. Quality and Special Meeting (irregular) 2. Visit (irregular) 3. Customer Audit (irregular) 4. Investigation Website (irregular)
 Employees	<p>People-oriented, respect and care for employees to create a good working atmosphere for employees to achieve personal value. At the same time, to provide strong protection for the production safety and occupational health of employees, strive to provide quality living environment, and constantly improve the satisfaction of employees.</p>	<ol style="list-style-type: none"> 1. Epidemic prevention and control management 2. Feedback by Tel/Mail 3. Training 4. Labor Union
 Business Partners	<p>Adhere to win-win cooperation and common development.</p>	<ol style="list-style-type: none"> 1. Material Purchasing 2. Inspect Products Supplied 3. Supplier CSR Audit 4. Suppliers Training
 Government	<p>Business compliance, active tax payment, job creation, promote regional economic development, reduce the impact of enterprise development on the social and natural environment</p>	<ol style="list-style-type: none"> 1. Policy Communication 2. Visit 3. Participate in Relevant Training 4. Paying Tax
 Community	<p>Avoid violating negative impact assessments on local communities and compliance with environmental regulations.</p>	<ol style="list-style-type: none"> 1. Volunteers Activities 2. External communication mailbox

By means of diversified communication channels, each department communicates with stakeholders through mail content, questionnaire survey, telephone interview and other means to really understand their needs and expectations, adjust operation management policies according to their views, and give appropriate responses to the concerns of stakeholders.

02 About Prime

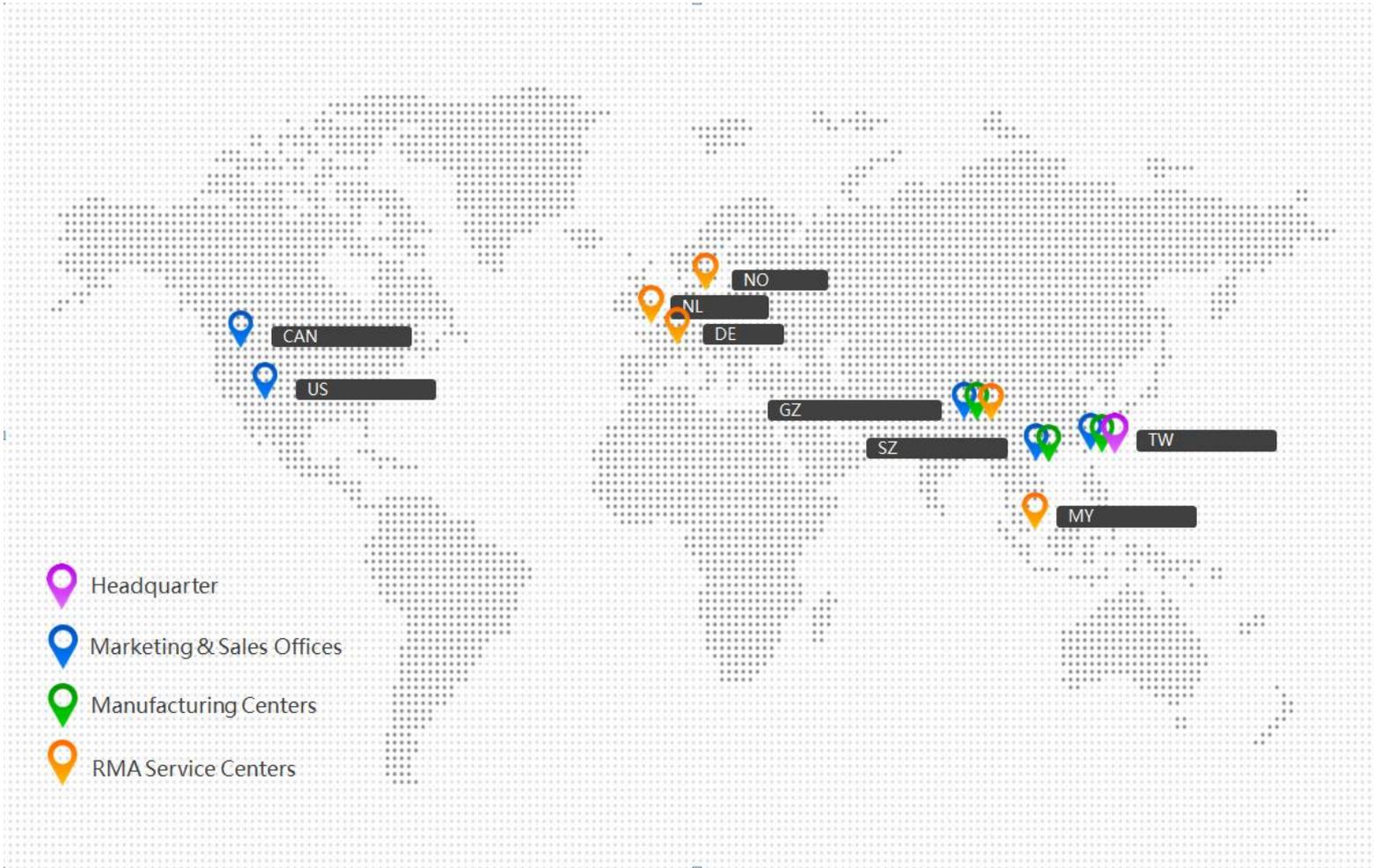
Organization Chart

Prime has certificated ISO9001, ISO14001, ISO13485, IATF16949, TL9000, AS9100, ISO14064 management system , and internal implementation of RBA system, standardize all responsibilities, and stipulate corporate social responsibility, environmental protection, health and safety, employee welfare, working environment, professional ethics, system management, etc. Including but not limited to the following departments: Management Department, Finance Department, Purchasing Department, Manufacturing Department, Engineering Department, Quality Assurance Department, Legal Department, Project Management Department, etc., and formulate and implement relevant system documents, so as to promote enterprises to fulfill their social responsibilities.



02 About Prime

Global Service Operation Base



02 About Prime

Applications of OEM Main Products

Prime mainly produces all kinds of electronic products assembly, which used in Industrial Control Electronics, Communication Electronics, Automotive Electronics, Maritime Electronics, Medical Electronics, Consumer Electronics and other fields. Company's main products are described as follows:

Automobile Dashboard: new energy vehicle LCD screen instrument display.

Flow of People Monitor: Wi-Fi based passive positioning indoor flow density monitoring system.

Oil Shock Detector: oil exploration or building vibration sensing use, with charging function.

Motherboard: The motherboard is generally a rectangular circuit board, on which the main circuit system of the computer is installed, including BIOS chip, I/O control chip, keyboard and panel control switch interface, indicator light, expansion slot.

Micro Motor Control Board: mainly used in medical, industrial control, aviation and other fields, the products are mostly ventilators, industrial robot arms and so on.



人流监控器PCBA



智能感应灯具PCBA



新能源汽车显示屏PCBA



石油测井仪PCBA



电竞主板PCBA



微型马达控制PCBA



02 About Prime

Core Competitiveness and Business Strategy:

Core Competitiveness	Cost effective and customized services
Value Proposition	To provide unique services to meet a low-volume of mass-diverse needs, with absolute punctual delivery to achieve high quality, cost-effective products.
Direction	<ul style="list-style-type: none">• Four strategic project teams (optical communications, Industrial control, automotive, industrial computer) provide independent services• Continued investment in engineering capacity and production equipment• Upgrading of purchasing capacity• 6 months order and production scheduling planning• Material preparation forecast planning (over 12 months)• Group resource integration and support /DMS design and manufacturing services• Strategies for dealing with tariff trade wars• Achieve effective cost control through lean manufacturing systems
Strategy	

Company Policy Running Mode:

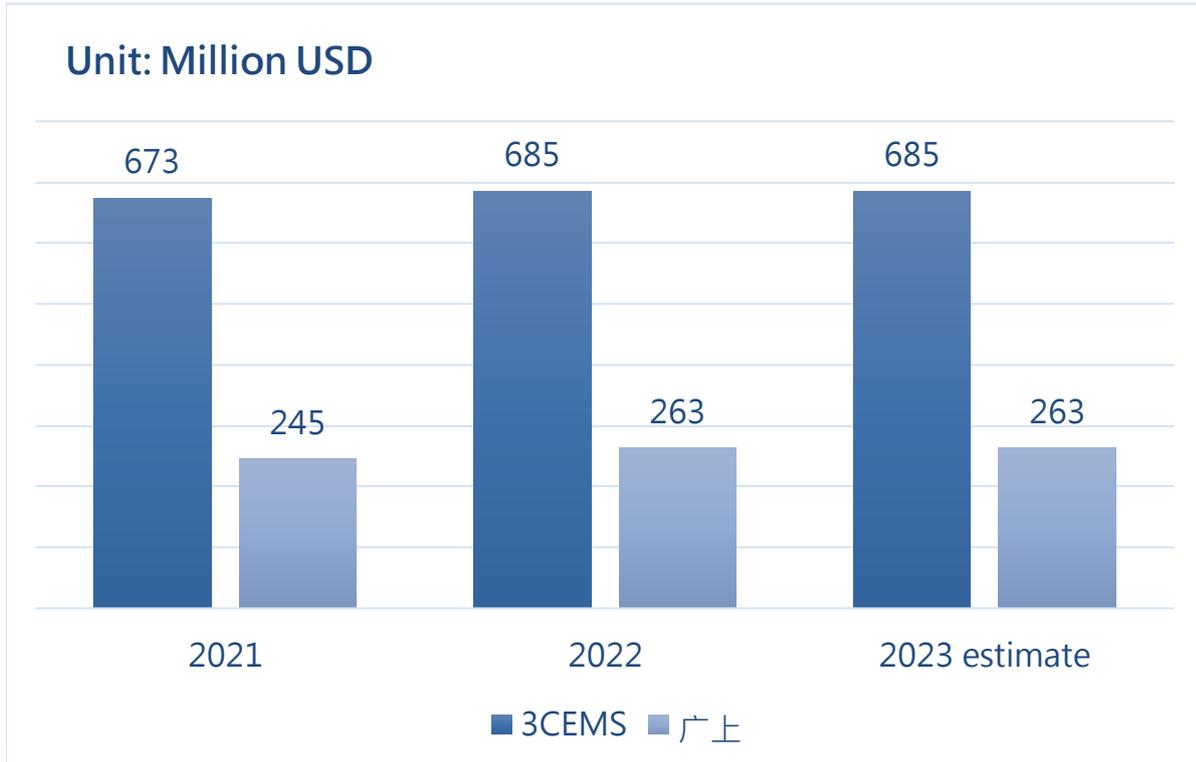
1. **Service:** Start with service
2. **Innovation:** Innovation creates value
3. **Quality:** Focus on Quality
4. **Professionalism:** With a professional approach and a dedicated attitude
5. **Commitment:** Continuous improvement for commitment



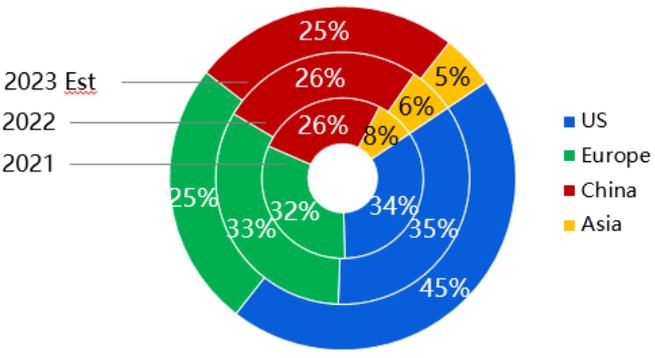
02 About Prime

Earnings and Market Trends

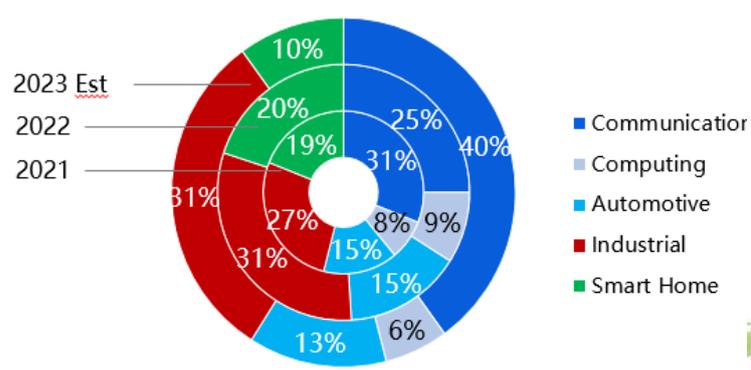
Revenue Growth in the Past Three Years



Area Distribution



Industry Distribution



03 Sustainable Development Management

Quality Assurance

Prime has certificated ISO9001、ISO14001、ISO13485、IATF16949、TL9000、AS9100D、ISO14064 etc. Management System.

01 ISO 9001:2015 BSI Certif. No.: 86624-2010-AQ-RGC-UKAS Original date: Nov.2002	02 ISO 14001:2015 DNV Certif. No.: 1578-2000-AE-RGC-RVA Original date: May.2000	03 IATF16949:2016 BSI Certif. No.: TS602268 Original date: Dec.2005	04 TL-9000 H6.3/R5.8 DNV Certif. No.: 88767-2010-AQ-RGC-ANAB Original date: Oct.2006
05 ISO13485:2016 BV Certif. No.: IT315788-1 Original date: Jul.2007	06 EN9100 (AS9100D) BV Certif. No.: CN037337 Original date: Jul.2021	07 ISO 14064 -1:2018 SGS Certif. No.: CN22/00003780 Original date: Oct.2022	08 ISO 45001 TBD Plan to certificate



Quality Control:

- Process Verification
- Supplier Management
- Audit
- SFIS (100% Tracking / Error-proof Management)
- Quality Improvement and Suggestion
- Environment Protect Concept and Consciousness



03 Sustainable Development Management

Medals and Certificated Rewarded by Customer

- Excellent Contribution Award



- Excellent Supplier Award



- Excellent Quality Award



- Excellent Business Partner Award



- Top Supplier Award



- Sapphire Supplier Award



03 Sustainable Development Management

Medals Rewarded by Government

- Excellent Manufacturing Award



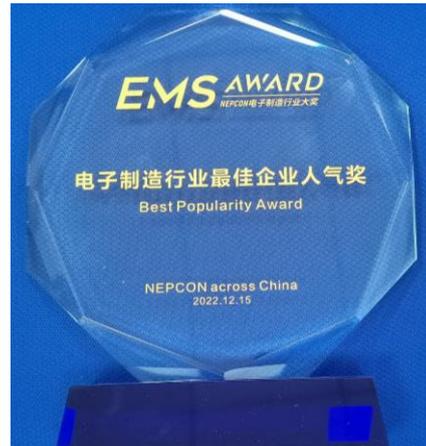
- Excellent Manufacturing Award



- Excellent Manufacturing Award



- Excellent Manufacturing Award



- Hi-Tech Enterprise Award



- Thanks Reward by Huangpu Development Zone



03 Sustainable Development Management

Patent Obtained

Prime constantly pursues the progress of science and technology, in order to meet the requirement of customer's products in the field of electronics leading ranks, constantly accumulate core technology, committed to talent innovation training, Prime is committed to technological innovation and research and development activities, won the "Guangdong Province Science and Technology Award" and "Guangdong Province High-Tech Enterprise Certificate", has a number of invention patents. Prime arranges a certain amount of research and development funds every year to carry out technical research, develop diversified technology applications, and continuously promote technology patents to obtain various patent certificates.



03 Sustainable Development Management

Risk and Opportunity Analysis Management

No.	Category.	Source	Content	Management Measures
1	Internal Factors	Supplier Management	Supplier's unstable running or insufficient capacity leads to delivery delay or abnormal quality and cost variation.	1. To identify different risks brought by suppliers of different products/services and control them according to the size of risks. 2. Plan and record the implementation results of controlling over different suppliers.
2	Internal Factors	Manpower, salary and benefits	1. Risk of training cost and quality. 2. Risk of competition between salary and welfare and surrounding enterprises	1. Apply guidance to training quality and practice in accordance with planned courses to ensure that personnel's qualification, ability and consciousness meeting requirements. 2. Investigate the industry salary level and provide reasonable salary, benefits and career planning. 3. Develop various post incentive measures to encourage staff growth and stability.
3	External Factors	Changes in Market	Increase the market share of customer products	Pay attention to the market situation of the company's products, collect information and adjust technology, equipment and capacity in time.
4	External Factors	Exchange Rate Changes	The international economic situation is severe, exchange rate and interest rate changes affect the company's development	1. Keep an eye on interest rate trends. 2. Do a good job of currency control and reduce the influence of exchange.
5	External Factors	Hurricane, Earthquake	Causes production interruption, personnel safety risk, chemical leakage, fire, etc.	1. Pay attention to information released by relevant government departments and media, and take protective measures in advance. 2. Prepare and execute emergency drill plans for chemical leakage and fire.
6	External Factors	Epidemic Prevention and Control	1. Control of areas with high risk of virus transmission. 2. Personnel access control.	1. The company establishes an epidemic prevention team and establishes a series of epidemic prevention measures. 2. Pay attention to information released by relevant government departments and media. 3. Electronic control is adopted to confirm personal epidemic prevention risk level.
7	Relevant Party	Production Safety	No major environmental safety accidents occurred	1. Carry out production safety activities in accordance with the. 2. The safety director carries out safety inspection on each area of the factory every month. 3. Conduct fire drills, chemical leakage drills and other disaster emergency drills every year.
8	Relevant Party	Water discharge, gas discharge, waste disposal	The impact of waste treatment, water, gas and sound discharge on the surrounding residents and ecology	1. Entrust a qualified manufacturer for recycling treatment. 2. Ask qualified testing institutions to take samples and issue testing reports in accordance with.
9	External Factors	Laws and Regulations	1. Comply with environment regulations 2. Customer safety and health 3. Comply with social economic regulations	1. Major departments shall collect relevant laws and regulations related to products in accordance with the Procedure of Law and Regulation Collecting and Identification. 2. Major departments should strengthen the collection of industry standards according to the requirements and integrate them with the Prime's system.
10	External Factors	 Relation with Customers	1. Conduct regular customer satisfaction surveys. 2. Define the customer complaint processing process and reply customers' comments immediately.	1. The overall score of the satisfaction survey was 3 points (full score: 4), and the unsatisfactory matters were improved and continuously tracked. 2. Customer complaints shall be response 100% in time.
11	External Factors	Internet Information Security	The impact of information divulge or loss on the company's financial and business	Implement data security policy and management

03 Sustainable Development Management

Customer Satisfaction

Prime Technology of 3CEMS attaches great importance to customer experience, and conducts satisfaction surveys on product quality and service through customer satisfaction survey, E-mail, interactive telephone service, customer feedback, customer evaluation form and other ways. For each key service process, such as quotation time, delivery, product quality, service, compliance, etc., adhere to the principle of "end as the beginning" to continue to pay attention to, analyze and improve or optimize the interrelationship between the processes on a weekly basis.

In order to create a better service experience, by tracking and analyzing the questionnaire results every six months to optimize the service content or process, the satisfaction target is rated as no less than 90%. The total satisfaction score for the first half and the second half of 2022 was 95.4 percent and 93.6 percent, respectively, reaching the target.



Service tenet: To pursue the spirit of perfection, professional knowledge and the latest technology, to provide customers with satisfactory products and services.



03 Sustainable Development Management

『Quality Monthly Activities』 How to make a good performance in work

To enliven the working atmosphere between employees, guide the formation of a good corporate atmosphere, improve employees' work enthusiasm and work implementation, enhance team cohesion, improve management effectiveness.



This event is hosted by the QA Director Polo

Improve of Automobile Package



Recruitment and retention



Activity Bonus

- First Price: 1,000 Yuan
- Second Price: 800 Yuan
- Third Price: 600 Yuan



03 Sustainable Development Management

『Quality Monthly Activities』 Awarded Team:

第一名 汽車專案

- ▶ 團隊成員：
汪文君, 劉詩恆, 方揚,
王陝峰, 何學平, 黃小香,
彭善春
- ▶ 團隊口號：
齊心協力，最優成本，
最佳方法，最佳時效，
最高質量完成工作！



第二名 IPC專案

- ▶ 團隊成員：
孫二玲, 楊海霞, 李燕,
李明, 楊偉, 金榮意, 林軍
- ▶ 團隊活動方向：
如何提升工作品質
內部討論自我突破
尋找可提升工作品質項目
日系產品品質提升
生產效率提升



第三名 TE

- ▶ 團隊成員：
林建明, 吳勇, 劉文,
聶建平, 李游
- ▶ 團隊活動方向：
認識自己工作範圍
何為工作的品質
如何長期落實



03 Sustainable Development Management

Equipped with nitrogen production machine, self-produced nitrogen for SMT use

After evaluation, the cost of outsourced liquid nitrogen is higher than that of homemade nitrogen, and the new neighbor skyscraper has been built-up, so it is not easy to get in and out of the outsourced liquid nitrogen lane. Therefore, Prime installed nitrogen making machine, so as to meet customers' product quality and deliver customers' products on time.



03 Sustainable Development Management

EcoVadis awarded the Bronze Award for Corporate Social Responsibility Achievement



When the global wave of zero carbon emission, green supply chain is becoming a trend. EcoVadis is a trusted international rating agency with a global network of 75,000 companies in 160 countries and 200 industries. EcoVadis aims to improve corporate sustainability and social responsibility by controlling supply chain risk.

This time, Prime was recognized for its "Environmental Sustainability" and "Sustainable Sourcing". It also scored above average in the areas of "Labor and Human Rights" and "Business Ethics". With its sustainable management system and corporate social responsibility approach, Prime ranks among the top 50% of peer companies in the world, which means that Prime has begun to have a significant performance in CSR standards and management.



04 Talent Growth

Demand for Employee and Recruitment

According to the current industry situation and employment demand, 368 new employees will be recruited in 2022. Prime technology in accordance with national laws and regulations, fair and open recruitment, recruitment in charge of professional attitude, to ensure that the recruitment process is fair and just, without any discrimination. Transparent recruitment process:

After selecting suitable candidates, the recruitment manager sends the offer notice and arrange the induction process

Recruitment manager and department head collect and select suitable resumes, and arrange interviews.

The recruitment officer publishes the recruitment information. Publish recruitment information (including job responsibilities and requirements) internally (company bulletin board and externally (website, labor market, etc.).

The employing department shall supplement the manpower according to the organizational needs of the department, put forward the written replacement demand, and after the approval of the top director of the department and the top director of the business department, the recruitment manager of the management Department shall carry out the recruitment.

Manpower Demand Recruitment Channel:

The screenshot displays the Qianchengwuyou (前程无忧) recruitment platform. At the top, there is a navigation bar with the company logo and search options. A prominent red banner advertises 'China's recruitment is in full swing' (中国招聘火热进行中). The main content area features a job listing for 'SMT process engineer' (SMT制程工程师) with a salary range of 8,000-10,000 RMB. The listing includes details such as location (Guangzhou), experience requirements, and a list of job responsibilities. On the right side, there is a login/register section and a company information section for Guangshang Technology (Guangzhou) Co., Ltd. (广上科技(广州)有限公司).

04 Talent Growth

Employee Training



The shift from "try it" to "definitely"

Good training and orientation will change the initial "try" mentality of employees to "yes", which means that the initial training and integration of employees into the new environment are half successful, and can bring many benefits to the cultivation of talent pool in the future of Prime.

Turn person from society to Prime

New employee training is the process of transforming the hired employees from social people to Prime talents. Through preliminary learning, employees can adapt to the company's environment and culture, understand the development and vision of the company, so as to clarify their role positioning, constantly play their talents, and promote the development of the company.

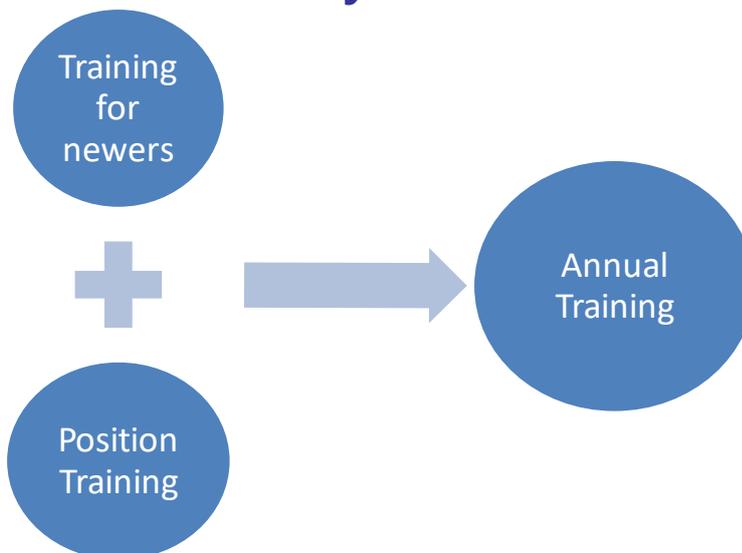
Training all aspects and spreading friendliness and care

In the new environment, new employees know nothing about the company, in addition work, we will introduce the provisions of food, housing, transportation and other aspects, and provide a variety of windows, so that new employees can have a comprehensive understanding without opening their mouths, to show our friendliness and care for employees.

From backup source to backbone:

As the backup force of the company's human resources, the successful training enables new employees to get familiar with the general situation of the company and the position as soon as possible, as well as the specific requirements of the position, so as to prepare for whether they can become the main force and backbone of the development and growth of the company in the future.

The training courses are mainly divided into:



04 Talent Growth

Employee Training

- The company not only recruits excellent talents, but also makes every effort to enhance staff's core value ability, professional ability and professional quality
- The company provides opportunities for talent to grow in professional and personal fields to create greater value for the organization, through leadership development skills, and management training programs of external professional organizations to enhance talent's professionalism and work ability
- The company trains its employees to meet industry standards, provides all employees with complete learning opportunities and resources, and a tailored employee development plan that is consistent with the company's business plan.
- The average number of training hours per employee per year in 2022 is 9H (796 at the end of 2022, training hours are 11811H).

New direct personnel training course

No.	Courses	Trainee	Hours	Channel	Evaluation	Responsible Dept.
1	Corporate policies and personnel regulations/corporate culture/anti-fraud propaganda	New indirect personnel	1H	Audiovisual/Lecture Method	Oral Test	Administration
2	Dormitory management/garbage sorting promotion	New indirect personnel	1H	Lecture Method	Oral Test	Administration
3	Production safety explanation (equipment operation safety, fire safety, chemical use, etc.)	New indirect personnel	1H	Lecture Method	Oral Test	Industry Engineer Dept.
4	ESD prevention and environmental management	New indirect personnel	0.5H	Lecture Method	Oral Test	QA Dept.
5	Quality Awareness /8S/ Quality system basic knowledge introduction	New indirect personnel	1H	Lecture Method	Written& Oral Test	QA Dept.

Departmental post certification course

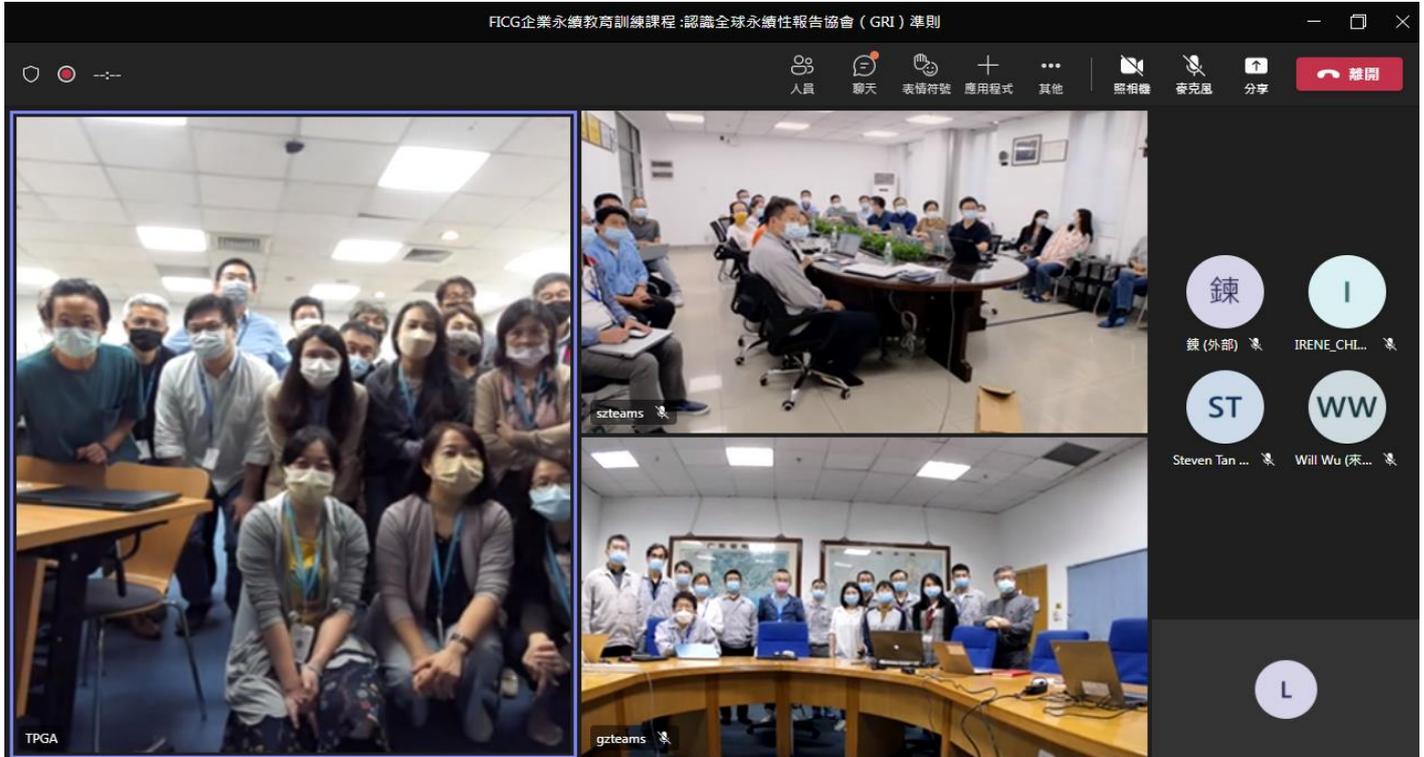
部門	崗位	崗位認證課程名稱
製造課	插件/組裝加工/烙鐵	插件/組裝加工/焊錫資格認證
	目視	目視實物性認證
	物料	物料資格認證
	維修	維修資格認證
	錫爐	錫爐操作資格認證
	燒錄	燒錄員操作資格認證
	ICT測試	ICT測試資格認證
	F/T測試	F/T測試資格認證
	耐壓測試	耐壓測試資格認證
	功能測試	功能測試資格認證
	電壓測試	電壓測試資格認證
	X-RAY操作	X-RAY操作資格認證

SMT課	操機	操機資格認證
	目視	目視實物性認證
	物料	物料員資格認證
	ICT測試	ICT測試資格認證
	AOI測試	AOI測試資格認證
	維修	維修資格認證
	中檢	中檢資格認證
品保處	目視	目視實物性認證
	X-RAY 操作	X-RAY 操作資格認證
	IPQC	IPQC資格認證
	IPC維修	IPC維修資格認證
	F/T測試	F/T測試資格認證
	IQC進料檢驗	IQC進料檢驗資格認證

04 Talent Growth

Top Manager Training

Taipei Head office organized FIC and Prime to conduct ESG online training. ESG is environmental protection (E, environmental), social responsibility (S, social) and corporate governance (G, governance) respectively in order to promote the sustainable development of enterprises.



ESG? CSR? SDGs?

ESG	CSR	SDGs
<p>在永續發展理念下制定的檢驗標準</p> <p>Environmental 環境</p> <ul style="list-style-type: none"> ✓ 產品生產過程進行碳中和 ✓ 處理工廠排放廢氣、廢水 ✓ 改用綠能供應能源 <p>Social 社會</p> <ul style="list-style-type: none"> ✓ 注重員工健康與安全 ✓ 完善勞工權益 ✓ 維繫與客戶的良好關係 ✓ 回饋社會、社區 <p>Governance 公司治理</p> <ul style="list-style-type: none"> ✓ 內部管控 ✓ 保障利害關係人利益 ✓ 管理供應鏈 ✓ 保持商業倫理 	<p>全球為永續發展共同追求的理念</p> <p>企業社會責任金字塔 (Carroll Pyramid of CSR)</p> <p>慈善責任：回饋社會、透過捐獻的方式改善環境。</p> <p>倫理責任：秉持公平、正義的商業道德，拒絕做出損害雙方利益的行為。</p> <p>法律責任：遵守國家法律，由企業自身做好典範。</p> <p>經濟責任：商業行為將基於盈利的基礎上</p>	<p>聯合國為解決環境及人類發展問題提出的發展目標，與ESG相輔相成</p> <p>SDGs的3大原則</p> <ul style="list-style-type: none"> ✓ 基於人權的作為 (Human Rights-based Approach) ✓ 一個都不能放棄 (Leaves No One Behind) ✓ 性別平等及女性賦權 (Gender Equality and Women's Empowerment)

FICG 教育訓練課程簽到表

FCG Global
 教育訓練名稱: 企業永續教育訓練課程-認識全球永續性報告協會 (GRI) 準則 (二)
 日期/時間: 2022/11/10 14:30~16:30
 地點: 線上視訊會議

序號	工號	姓名	單位	簽到
1	B0134	湯逸安	廣上科技(廣州)有限公司	湯逸安
2	P0010	陳喻新	廣上科技(廣州)有限公司	陳喻新
3	B0152	黃建勳	廣上科技(廣州)有限公司	黃建勳
4	BR022	陳添順	廣上科技(廣州)有限公司	陳添順
5	D0099	范錫鋒	廣上科技(廣州)有限公司	范錫鋒
6	B0151	吳德鍊	廣上科技(廣州)有限公司	吳德鍊
7	B0192	李政隆	廣上科技(廣州)有限公司	李政隆
8	P0035	何慶宏	廣上科技(廣州)有限公司	何慶宏
9	PA4808	彭善春	廣上科技(廣州)有限公司	彭善春
10	PA4073	董平	廣上科技(廣州)有限公司	董平
11	PAZ001	張清	廣上科技(廣州)有限公司	張清
12	PAB412	張春苗	廣上科技(廣州)有限公司	張春苗
13	PAA750	林建明	廣上科技(廣州)有限公司	林建明
14	PAB102	吳妙霞	廣上科技(廣州)有限公司	吳妙霞
15	PAB653	何宇鵬	廣上科技(廣州)有限公司	何宇鵬
16	PAB401	方曉純	廣上科技(廣州)有限公司	方曉純



04 Talent Growth

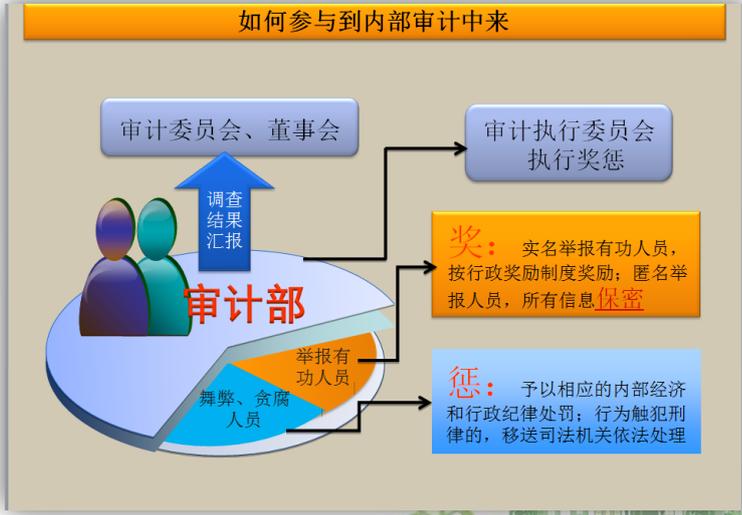
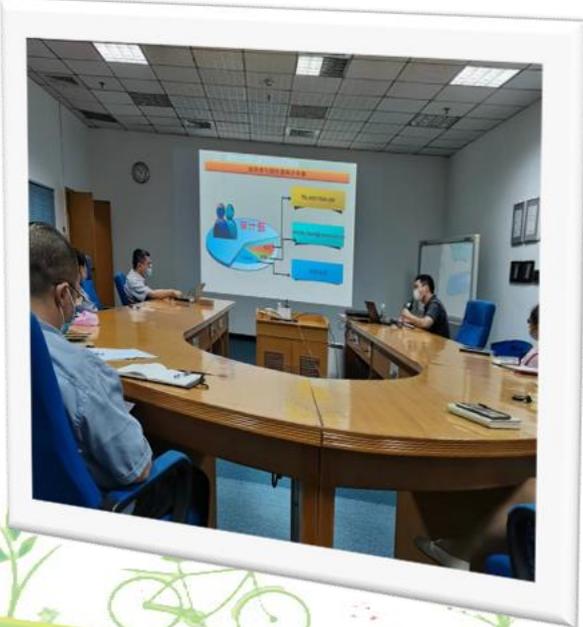
Professional Ethics Training

Professional quality is the comprehensive quality of a person. It is the knowledge and skills, personal moral cultivation, personal quality and code of conduct constantly formed when enterprise employees engage in professional activities.

The legal department regularly convenes all functional departments of the company, such as business and procurement, to conduct anti-corruption [professional ethics] training, and strengthen the awareness of honesty and self-discipline of all staff through ideological learning. 110 people have been trained, accounting for 17% of the total number of the company.



The company has set up an Audit Department, which is subordinate to the board of directors. When there is any corruption, the Audit Department can report it. The company has provided a informing telephone and informing mailbox to resist any improper bribery/demand for bribes.



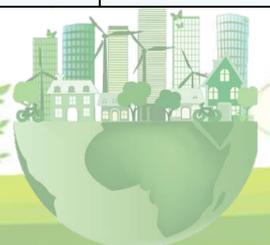
04 Talent Growth

Employees Condition

An important force to achieve sustainable development, through the recruitment strategy and plan to recruit manpower, the planning staff retention incentive system and career development system, the goal is to improve the retention rate of staff and effectively cultivate the grassroots manpower into the middle level of cadres. In terms of manpower planning, to meet the production needs of the company's orders, about indirect manpower, we need to strengthen the recruitment of technical manpower in the factory; about direct manpower, it is necessary to strengthen the direct manpower recruitment of factories, develop recruitment channels, and actively participate in local talent recruitment activities. By the end of 2022, the total number of formal employees in Guangzhou is 796, including management employees, non-management employees, indirect employees, direct employees and the number of various types of employees. Please see the table below:

Gender	Labor contract			Type of labor employment		Total
	Former Employee	Day Laborer	Trainee	Full-time employee	Part-time employee	
Male	313	0	0	0	0	313
Female	483	0	0	0	0	483
Percentage	100%	0%	0%	0%	0%	100%

Gender		Age				Total	Percentage
		≤30	31-40	41-50	≥51		
General staff and middle management	Male	84	123	85	21	313	39%
	Female	102	205	170	6	483	61%
	Count	186	328	255	27	796	100%
	Percentage	23%	41%	32%	3%	100%	-
Senior management	Male	0	1	4	1	6	0.1%
	Female	0	1	1	0	2	0.03%



04 Talent Growth

Employee Welfare

In order to enrich the company's spare time life, the company's labor union provides funds for the voluntary and positive associations organized by employees. Basketball, football, badminton and other activities have become the leisure hobbies of many employees.

No.	Welfare Item
1	Badminton Club
2	Basketball Club
3	Football Club
4	Running Club
5	Swimming Club
6	Regular weekly distribution of after dinner fruit
7	Subsidize education upgrading for employees
8	Gifts for employees' children getting into college
9	Hospital care compensation for staff
10	Birthday, Mid-Autumn Festival, Dragon Boat Festival, Spring Festival, The International Women's Day gifts and red envelope issuing.
11	Set up staff activity room for leisure and exercise
12	Provide subsidies for wedding, birth ceremony, funeral and other expenses
13	Membership fee is waived if all members join the trade union



04 Talent Growth

Employee Welfare

Lucky draw for Spring Festival



Kick-off red envelope distribution



04 Talent Growth

Employee Welfare

League building (Riding and barbecue)



Birthday Party



04 Talent Growth

Labor Relations Employment Management

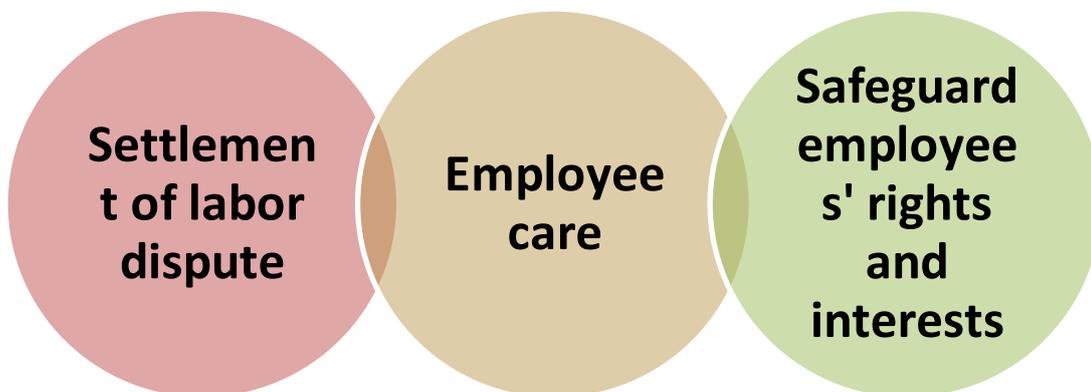
If the company needs to discharge and dismiss employees, it will be handled in accordance with national laws and regulations, first through consultation with employees, and provide economic compensation. The details are as follows:

1. If the employee is not competent for his/her own work, strengthen training management as far as possible to be competent for his/her post, or arrange post transfer.
2. If the employee is still incompetent after post transfer, the department head shall negotiate with the Department of Management to make a specific dispatch plan report and submit it to the department head for approval.
3. After approval by the head of the business division, explain the situation to the demobilized employees 30 days in advance (3 days in advance for the employees on probation), and then send the demobilization notice to the demobilized employees and inform them to go through the resignation procedures.
4. The dispatched employees submit the Dimission Application Form, and the personnel department will calculate the salary when it is due, and deal with it according to the provisions of employee dimission.
5. Economic compensation shall be subject to local laws and regulations, and both parties shall reach an agreement.

Retirement Plan:

For employees who meet the retirement age of the regulations, the Company will assist them to handle relevant retirement procedures in accordance with the regulations.

Industrial Relations Communication (Union duties)



- ✓ Employees can freely choose whether to join the trade union or not. After joining the trade union, employees can participate in related activities organized by the trade union. The company does not discriminate those who do not join the trade union, Prime' s employees are currently 100% unionized.
- ✓ The financial management of the trade union organization is independent, and the president of the trade union is the supreme decision of the trade union affairs, which is not controlled by the management of the company.
- ✓ In addition to trade unions, employees are free to form and join workers' federations, factory councils or committees freely elected by workers in order to create two-way communication between management and employee groups.

04 Talent Growth

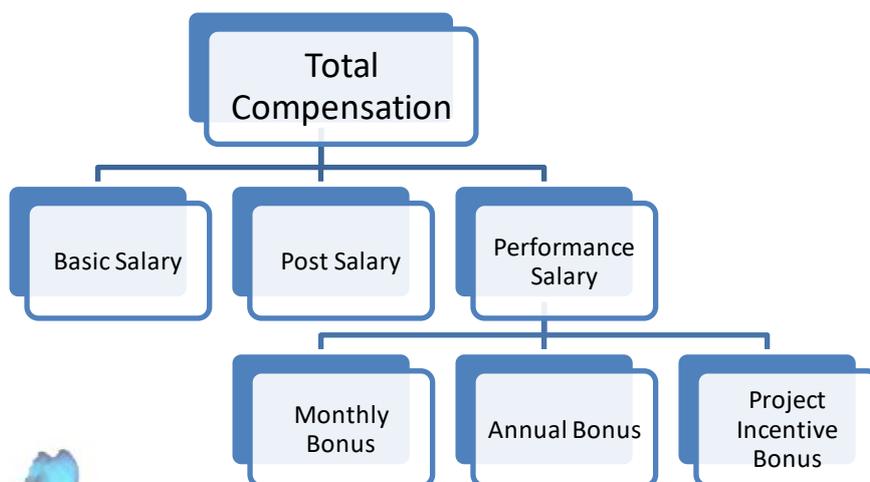
Compensation and benefits and performance appraisal system

The salary of Prime Technology is implemented in accordance with local laws and regulations, and a sound salary and performance appraisal system has been established to rationalize the salary structure of employees. Through the institutionalized appraisal mechanism, individual performance can be assessed fairly, so as to motivate employees' work efficiency, discover outstanding talents, and serve as the basis for salary adjustment and bonus payment. Conduct performance appraisal every six months.

In 2022, 90% of employees will receive performance appraisal. For new employees who have not completed the probation period, the supervisor of the unit shall conduct face-to-face evaluation according to the work performance objectives formulated by each department during the probation period. For those who fail to pass the evaluation during the probation period, the company may terminate the labor contract according to relevant laws and regulations or extend the evaluation period with mutual agreement.

Prime believes that employees are the most important assets of the enterprise. On the premise of improving the company's operation, team and individual performance, through salary survey, adopt the overall salary scale with market competitiveness, and make appropriate adjustments to salary, so as to attract outstanding talents to join the team, jointly achieve operational goals, and share the results with employees.

The salary and remuneration of employees shall be determined according to their education background, professional knowledge and technology, years of experience and personal performance. The starting salary shall not be different due to gender of employees, and the starting salary shall not be different due to the differences of race, religion, political stance, gender, marriage or labor union of employees. The salary inspection and survey shall be conducted from time to time to understand the level and trend of market competitiveness and execute according to the "salary operation process".



04 Talent Growth

Cadre Selection

After the selection of department heads, 30 key members will be selected in 2022 to play the role of "bellwether" and lead colleagues from Prime to work together to create a win-win result of employee satisfaction/company profit.



Responsibilities of Cadre:

1. Play an exemplary role, be strict with oneself, lenient to others, adhere to the rules and regulations of the company.
2. Actively participate in the activities arranged by key organizations.
3. Complete the task assigned by the cadre organization on time and do not cause trouble to the next station.
4. Maintain harmonious and good communication atmosphere, uphold the concept of mutual respect, generous, warm and polite communication.
5. Working attitude is correct, serious, can bear hardships and stand hard work, work must be efficient and quality awareness, efficient, high quality to complete the work, do not procrastinate, do not shirk, do not perfunctory.
6. Arrive 5 minutes early for organizing activities or meetings, make adequate preparations, and do not be late or leave early. If you cannot attend, you must ask for leave in person to explain the reason.
7. Keep a calm, rational and timely attitude in handling emergencies, and give feedback to those that cannot be handled in time to ensure smooth progress of work.
8. Have team spirit, good at summarizing, dare to criticize and self-criticize, continuous learning, continuous improvement.

05 Sustainable

Supplier Selection Criteria

Supplier is one of the important work partners for the company running. Prime commits to guide suppliers to a long-term cooperation, and looks forward to establish a stable development of a sustainable supply chain with suppliers. The company not only takes into account the technology, quality and delivery time of suppliers'

products, but also urges suppliers to comply with social

responsibility standards, requires them to sign Supplier Social Responsibility and Ethics Undertaking of 3CEMS Group invite suppliers to work together to fulfill corporate social responsibility, improve health, safety and hygiene, protect the environment, pay attention to labor human rights, and do well in risk management and operation continuity plan.



Introduction of new suppliers:

Assess new suppliers' quality system, harmful material guarantee system and production process capability according to our internal procedure to ensure its compliance with relevant requirement. Meanwhile, evaluate suppliers' CSR. In case of serious violations happened in suppliers, Prime may terminate the cooperative relationship with them.

Supplier Selection Criteria

A: A Business Registration Certificate and a legitimate factory registration are required.

B: Have complete system and good reputation.

C: Major raw materials used in production must be approved by the raw material recognition procedure

D: Those who has sincerity and preferential with Prime.

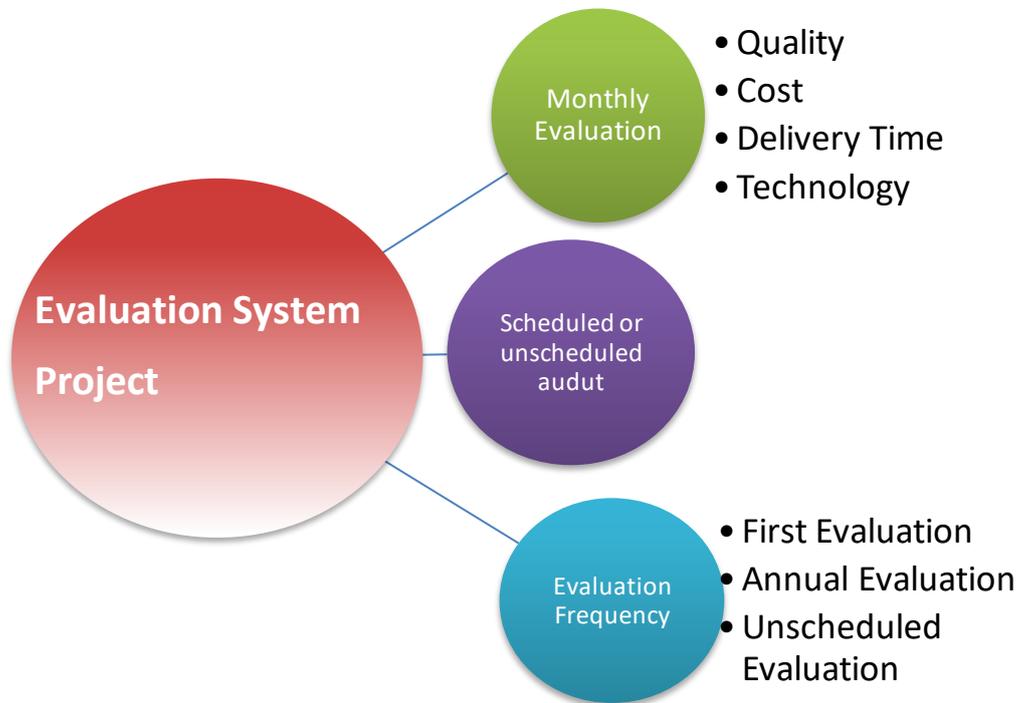
E: The suppliers shall be capable of materials processing, business experience and have equipment for capacity

F: When the supplier meets the requirements of quality, cost, delivery, CSR and material HSF conformance.

G: Major material suppliers must certificated ISO 9001 or IATF16949, to other suppliers, the priority consideration will be given to whom meets the requirements.

05 Sustainable Supply Chain

Supplier Evaluation System



Supplier Evaluation

Monthly assess all suppliers about their quality, delivery time, price and compliance, and then manage them according to the audit score.

Project	Quality Index	Grade Determination And Treatment
Quality	40	A: Excellent suppliers, continue to cooperate. B: Suppliers shall improve, continue to cooperate. C: Written and site audit, reduce procurement. D: Stop purchasing.
Delivery time	25	
Price	25	
Compliance	10	

05 Sustainable Supply Chain

Performance Evaluation

Evaluation Grade Criteria						
Composite scores	Grade	Excellent		Good	Qualified	Inferior
100-90	A	V				
89-75	B			V		
74-65	C				V	
Below 65	D					V

Processing Schemes of Different Levels		
Grade		Processing Schemes
A	Excellent	Low risk suppliers, excellent suppliers, continue to cooperate.
B	Good	Low risk suppliers, continue to observe and then take countermeasures if their grades decrease.
C	Qualified	Medium-risk suppliers, the order quantity should be adjusted appropriately, and the quality should be tracked (collecting quality assurance and purchasing scores, and providing selective guidance to suppliers).
D	Inferior	<ol style="list-style-type: none"> 1. Control incoming material, SQE, purchaser and engineer audit suppliers to find out whether they have improvement intention, immediate corrective measures and countermeasures. 2. If the suppliers receive this grade for the first time, the purchase will be handled jointly with the superior. And the purchase will be terminated in the second time, unless our quality assurance supervisor approve to purchase reduced quantities.

Supplier evaluation system

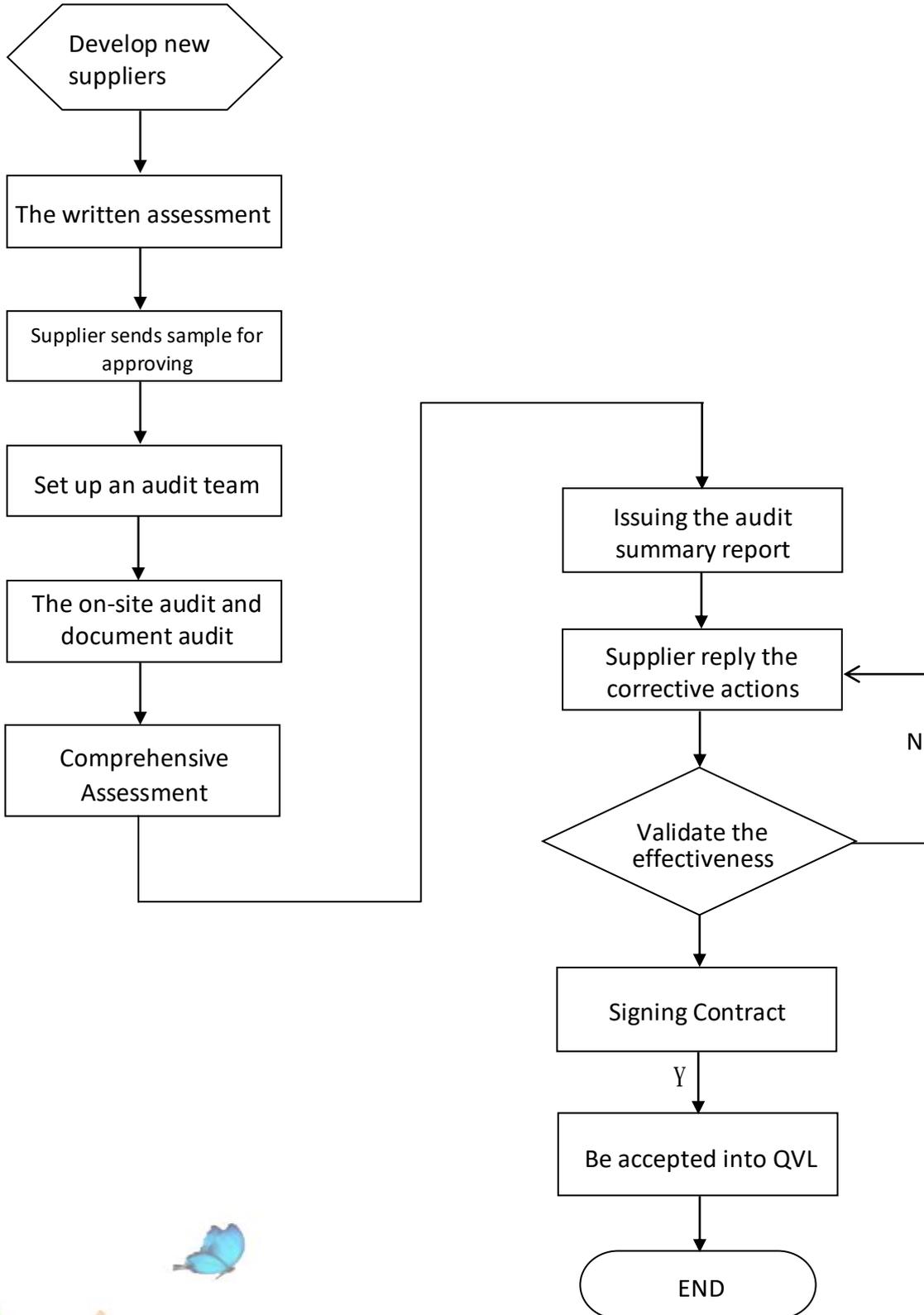
All suppliers are required to sign *Hazardous Substances Management and Environment Protection Declaration*, *RBA Corporate Social Responsibility Undertaking of Supplier*, *Statement on Supplier Conflict Minerals*, *Incorruptibility and Non-disclosure Declaration*, Prime will complete the entry of the qualified supplier list and conduct supplier audit activities regularly, which covers (RBA) Responsible business Alliance code of conduct, environmental management system (EMS), quality management system (QMS), hazardous Substances reduction (HSF) and other items to help suppliers continuously and effectively improve their deficiency.

Suppliers CSR Audit and Continuous Improvement

To ensure that a wide range of supplier partners comply with prime' s Labor human rights, health and safety, environmental measures and other relevant requirements, Prime conducted RBA audits on suppliers in 2021 according to our supplier risk management mechanism. The audit results show that some suppliers have problems in labor, health and safety. Prime ask those suppliers who did not meet the requirements for improvement, and the improvement completion rate reached 100%.

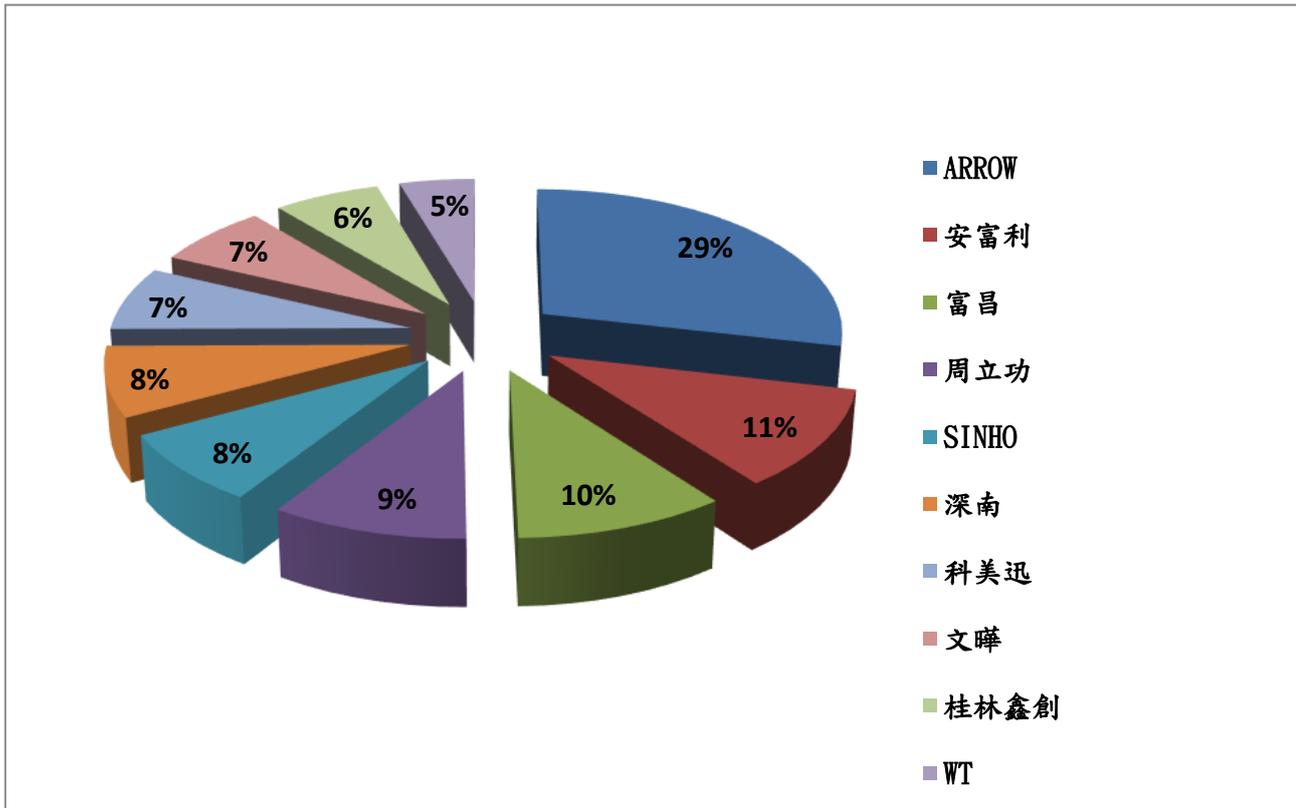
05 Sustainable Supply Chain

Supplier Approval Process



05 Sustainable Supply Chain

Top 10 Suppliers and Purchases Proportion



項目	國外(USD)	中國(RMB)	百分比
採購比例	80%	20%	100%

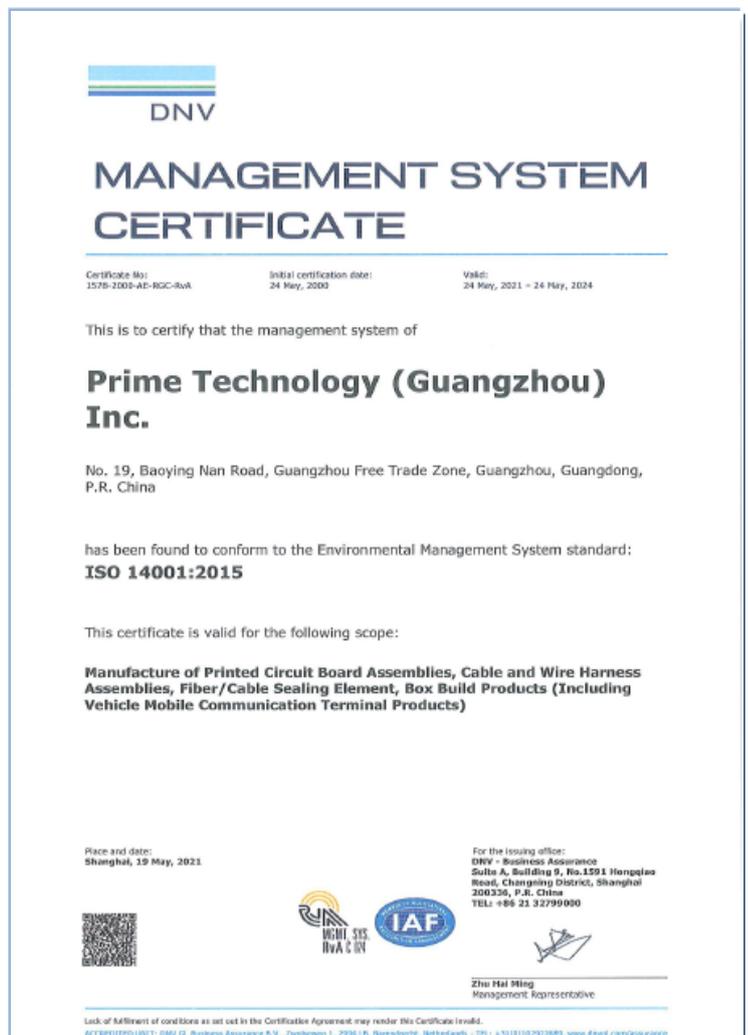
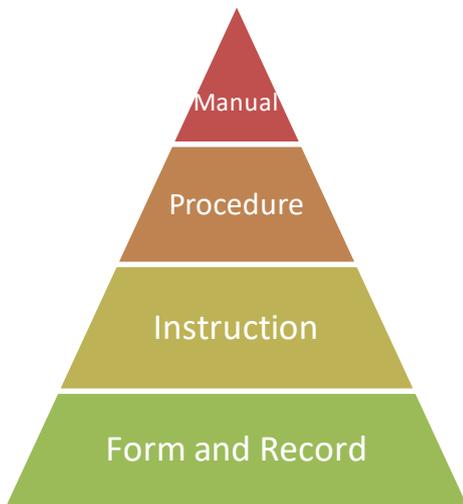
In 2022, the international raw materials continue to fluctuate and the supply is tight. In order to ensure the stability of the supply and continuously reduce the cost, Prime will continue to introduce new suppliers and substitute products in addition to maintaining long-term close cooperation with the current qualified suppliers, so as to reduce the impact of the supply shortage and cost rise. At present, there are more than two qualified suppliers for the main materials to ensure stable supply.

All suppliers are screened by environmental and social standards, and relevant management measures are formulated for assessment and control. For imported major material suppliers, the inspection period ranges from one to three years according to the level of risk. We continue to promote and urge continuous improvement to suppliers in the aspects of environmental protection, safety, health, human rights, conflict minerals, energy conservation and emission reduction. To achieve green supply chain by common pursuit of enterprise sustainable management and growth, social responsibility.

06 Environment-Friendly Manufacturing

Environment Management System:

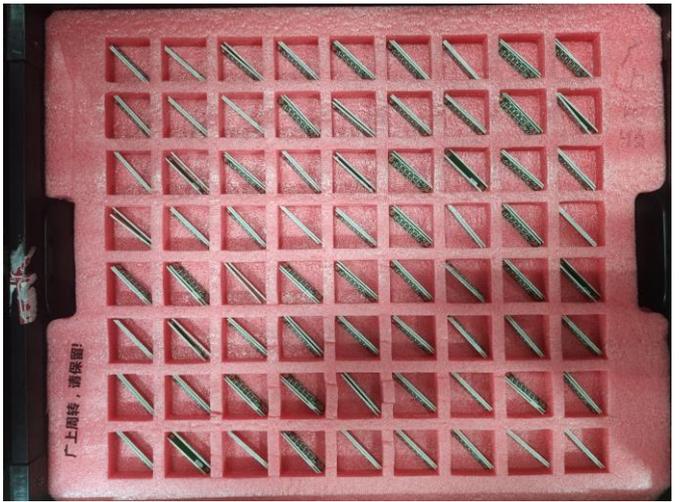
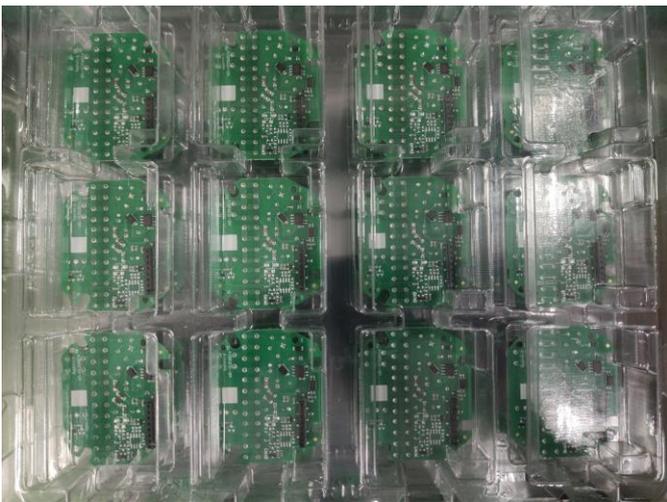
Prime Technology upholds the spirit of “ Keep the peace, Save power and set goals, Green purchase and production, Reduce pollution and value precaution, Protect environment and do continual improvement”, has passed ISO14001 environmental management certification in 2002. Through regular management review, internal and external audit, take local government laws and regulations as the base of internal requirements, and establish a three-stage management procedures and corresponding forms for control and maintenance.



06 Environment-Friendly Manufacturing

Package Design and Recycle to Re-use

Starting from the source and end, the company puts forward strict control requirements on the qualification of raw materials suppliers and the design of harmful substances, and comprehensively evaluates the protection, reusability and recyclability of resources for packaging design. It also includes how to minimize the negative impact of the use of packaging materials and the manufacturing process on the environment. Renewable packaging materials are often used and reused for multiple times. Reduce packaging material loss and waste. Use renewable packaging materials (such as cardboard, PE bags, plastic boxes, and antistatic containers). Do not use EPS foam or PVC. Reduce ink use.



06 Environment-Friendly Manufacturing

Cleaner Production

Prime has been attaching great importance to environmental protection since its establishment. According to the requirements of the environmental protection law, Prime has implemented relevant environmental protection measures and established a complete environmental management system and various emergency plans. At the early stage of the project construction, Prime carried out EIA and implemented and established various environmental protection systems and facilities in strict accordance with the EIA requirements.

In pursuit of business development, Prime also shoulders the responsibility of environmental protection and continuous improvement. Actively responding to the national and provincial policies, Prime launched an audit for cleaner production in January 2019, and this cleaner production was evaluated and accepted by Guangdong Cleaner Production Association in October 2022. Through this cleaner production audit, Prime hoped to achieve the following goals.

- (1) Reduce energy consumption as well as production cost and increase revenue of corporate.
- (2) Reduce the generation and emission of pollutants during the production process and the affect towards environment.
- (3) Increase worker' s awareness of cleaner production and use resources more reasonably.
- (4) Summarize the experience of cleaner production and provide reference for other corporates in the same field to carry out cleaner production.
- (5) Increase competitiveness in the market and commit sustainable development through carrying out cleaner production.



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清洁生产管理
清洁生产审核



07 Company Governance

Water Resources Management

The water used is provided by the municipal water supply network, which is mainly divided into office and domestic using and production using. The production using water is the replenishment of air conditioning, cooling tower and other equipment required in the production process, and there is no direct production using water. Prime promotes employees to save water, stipulate water use plan and set target control plan.

The Water Consumption of Prime in Recent Three Years

Year	2020	2021	2022	Remark
Government planned water use(target)	95,856	95,856	95,856	
Actual water use(ton)	57,550	52,340	51,212	

Prime regularly monitors the quality of the discharged sewage, and pays attention to the management of the discharged substances in accordance with the local regulations. The water is discharged to approved area which assigned by government.

Energy Resources Management

The energy Prime used is electric energy, which provides municipal energy. In order to effectively manage the energy use, prevent energy waste, and timely seek to improve the efficiency of use, we generally set power consumption targets and control, and include it into monthly KPI review. The energy consumption situation in recent years is shown as follows

Energy Consumption in The Last Three Years

Year	2020	2021	2022	Remark
Actual electricity consumption(kilowatt)	10,997,280	10,856,491	11,268,750	The addition of nitrogen production equipment in 2022 caused an increase in electricity consumption

07 Company Governance

Waste Gas Emission Management

The main waste gas of the company is the total volatile organic compounds, tin and other compounds produced in the process of welding and cleaning, etc.. Sulfur dioxide, soot and nitrogen oxides produced by standby generators in order to standardize and control VOCs emissions, to institutionalize and normalize the company's environmental supervision, fundamentally improve the level of environmental management and reduce environmental risks, the company improved the VOCs comprehensive remediation program, analyzed and regulated the production status and process, and the emission link. The removal technology of volatile organic compounds VOCs, which is relatively mature in China, has been accepted by government experts. Prime installed six sets of VOCs emission purification system equipment, internal personnel are responsible for checking and maintenance, entrusted with qualified partner manufacturers to test the emission regularly, in order to achieve emission reduction standards.

Water Spray + Activated Carbon Adsorption



07 Company Governance

Reduce hazardous waste generation

Waste gas treatment system of the company uses activated carbon adsorption process, waste gas treatment process will produce secondary pollutants, mainly including spray wastewater and waste activated carbon. In order to reduce the amount of active carbon hazardous waste treatment, Prime installed 1 activated carbon desorption facilities, after high temperature, the hazardous substance the activated carbon adsorbed will be desorbed and combusted, activated carbon can increase reuse several times.

Activated Carbon Desorption Equipment



07 Company Governance

Generation and Treatment of Solid and Hazardous Waste

- The generation of solid waste and hazardous waste in recent years is as follows. Waste metal, waste packaging materials and other general solid waste shall be recycled by environmental protection companies
- The transfer of hazardous wastes such as waste solvents and waste light tubes shall be handled by qualified manufacturers, and relevant qualification certificates shall be collected: hazardous wastes operation license, including road transport operation license. And regularly evaluate the qualification of these manufacturers.

The Situation of Solid and Hazardous Waste in Last Three Years

Type	Name	Source	Annual production in recent years (unit: ton)			Disposing Method
			2020	2021	2022	
General Solid Waste	Non-ferrous Metal	Welding	0.2	0.8	2	Recycled by Environment Enterprise
	Waste Paper	Package	1.1	0.1	0.1	
	Waste Plastic	Package	0.5	0.2	0.2	
	Other	Package Waste	2	2	1.6	
Hazardous Waste	Waste flux/cleaning agent /VOC filtrate (HW06)	Product cleaning and welding aid process	5.2	3	48.39	<p>The cooperative hazardous waste disposing factory have changed the location in 2021, so waste liquid be concentrated for treatment in 2022</p> <p>Transferred and disposed by qualified company like Guangzhou Zhongtao Lyou Technology Co., LTD, Foshan Zhihui Blue Sky Environment-Protect Inc.</p>
	Waste cloth stained with flux/finger sleeve/dust-free paper/dust-free cloth paper/dust-free cloth (HW06)	Product wiping, assembly and repair	0.05	0.02	0.02	
	Waste cloth stained with oil (HW08)	Equipment repair, maintenance, wipe	0.02	0.003	0.02	
	Resin containing waste glue/paper (HW13)	Discarded adhesives and sealants	0.02	0.002	0.01	
	Waste tube (HW29)	Light replacement	500 tubes	0.0022	0.003	
	Scrap PCBA edge (HW49)	Product processing scraps	0.4	1.2	4	
	Waste Glue Bottle for 2L Flux(HW49)	Empty bottle of organic solvent	200 bottles	20 bottles	0.01	
	Waste oil (HW08)	Equipment maintenance and repair oil replacement	0.1	0.01	0	
	Activated carbon	VOC filtration	0	0	4.67	

07 Company Governance

Storage Management of Solid and Hazardous Waste

Prime sets up storage places for solid waste and dangerous waste. The storage site shall store the hazardous waste according to the <National Hazardous Waste List>. And in accordance with the <General Industrial Waste Storage and Treatment Site Pollution Control Standard" (GB18599-2001), <Hazardous Waste Storage Pollution Control Standard> (GB18597-2001), <Hazardous Waste Landfill Pollution Control Standard> (GB19598-2001) and other requirements to set up windproof, rainproof, anti-corrosion, anti-seepage, anti-theft, sunscreen and other measures.



07 Company Governance

Chemical Temporarily Storage Area Management

The chemical temporarily storage area limits the storage quantity, and production line only apply the quantity for daily use.

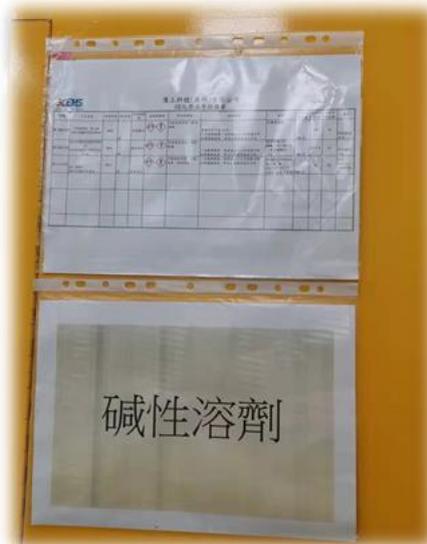
Chemicals in the production workshop shall be placed in chemical explosion-proof cabinets, and all kinds of solvents shall be stored separately and labeled with relevant risks.

In order to make the company's executive personnel have a clear basis for the use of dangerous chemical goods, Prime has established document control and regular personnel education training, to ensure that there is appropriate treatment and control methods in the use of the dangerous chemical goods.

Chemical storage area marked and posted SOP and MSDS



Leak Proof Pallet



07 Company Governance

Regulatory Compliance Review

Generally, the regulations are collected regularly and the compliance assessment is made in the table below.

The government conducts regular inspections from time to time, and no violations of regulations occurred in 2022.

序号	法律法规及其他要求名称	颁布机构	生效日期	法规符合性评估	
				应对策略	符合性
一、综合类:					
1	中华人民共和国宪法	全国人民代表大会	2018.3.22	保护生态环境,防治污染,公司有推行ISO14001体系,建立《EM-014G环境监测作业程序》	符合
2	中华人民共和国环境保护法	全国人大常委会	2015.1.1	防治污染广上是清洁生产工厂,并有环境体系管控《EM-015A VOCs污染防治管理程序》	符合
3	中华人民共和国土地管理法	全国人大常委会	2019.9.18	有经政府批准的土地使用证,并有规化许可证,厂房建成后有环保竣工报告	符合
4	中华人民共和国环境影响评价法	全国人大常委会	2019.1.17	有经政府批准环保竣工报告,并有环保部门验收投入使用	符合
5	环境监测管理办法	国家环境保护总局	2007.9.1	公司有推行ISO14001体系管控,并定期进行水气声委托第三方资质机构检测,详见文件《EM-014G环境监测作业程序》	符合
6	环境保护主管部门实施限制生产、停产整治办法	国务院环境保护部	2015.1.1	公司有推行ISO14001体系管控,并定期进行水气声委托第三方资质机构检测,详见文件《EM-014G环境监测作业程序》	符合
7	环境保护主管部门实施按日连续处罚办法	国务院环境保护部	2015.1.1	广上只有生活污水排放,危险废物有委第三方资质厂商处理,详见《EM-010I 废弃物管理作业程序》	符合
8	环境保护主管部门实施查封、扣押办法	国务院环境保护部	2015.1.1	广上只有生活污水排放,危险废物有委第三方资质厂商处理,详见《EM-010I 废弃物管理作业程序》	符合
9	突发环境事件应急管理办法	环境保护部	2015.6.5	公司有编制“突发环境应急预案”并实施演习	符合
10	企业事业单位环境信息公开办法	环境保护部	2015.1.1	公司不属于重点单位,只有生活污水排放,有定期排放口进行检测,详见《EM-014G环境监测作业程序》	符合
11	用人单位职业病危害告知与警示管理范	国家安全生??督管理?局	2014.11.13	危害岗位有明显的标识和中文警示说明.	符合
12	中华人民共和国放射性污染防治法	全国人民代表大会常务委员会	2003/10/1	放射性物质和射线装置有设置明显的放射性标识和中文警示说明.	符合
13	城市市容和环境卫生管理条例	国务院	2017/3/1	广上有推行ISO14001体系,公司有有委第三方厂商每日定时清理垃圾,清洁工打扫厂内外环境,详见《EM-010I 废弃物管理作业程序》	符合
14	中华人民共和国环境保护税法	全国人民代表大会	2018.1.1	公司有排污许可证,中有排放生活污水,每月有缴纳生活污水处理费,有定期排放口进行检测.公司我推动一企一方案,有加装VOC废气净化设备,并每年有定期检测,详见《EM-014G环境监测作业程序》	符合
15	企业突发环境事件隐患排查和治理工作指南	环境保护部	2016.12.12	公司有推行ISO14001体系,有编制“突发环境应急预案”并实施演习,每月公司安全主任定期巡查各区域,发现问题并及时纠正追踪改善,详见文件《QI-QA-38G 灾害应变及恢复作业办法》	符合
16	排污许可证管理暂行规定	环境保护部	2016.12.23	公司有排污许可证,中有排放生活污水,每月有缴纳生活污水处理费,有定期排放口进行检测.公司我推动一企一方案,有加装VOC废气净化设备,并每年有定期检测,详见《EM-014G环境监测作业程序》	符合
17	工业企业设计卫生标准	中华人民共和国国家卫生和计划生育	2010.8.1	公司有推行ISO14001&RBA体系,每年定期对工作场所职业危害因素进行检测;详见《EICCP-IE-02C 人体工学程序》&《EICCP-IE-01D 危险源识别与评价控制程序》	符合
18	中华人民共和国安全生产法	全国人大常委会	2021.9.10	公司有定期组织安全生产培训,并成立了安全小组定期对全厂进行安全稽核,发现不符合项立即纠正改善	符合

07 Company Governance

Greenhouse Gas Inventory

Global warming and excessive emissions of greenhouse gases may lead to climate change and influence climate, which has become an important environmental issue and consensus in the world. Based on the environmental concept of sustainable development and fulfilling the obligations of corporate social responsibility, Prime will be actively committed to the inventory and control of greenhouse gas emissions, in order to mitigate the global warming caused by the company, hoping to save energy and resources through the management of the company, and maintain the sustainable development of the global ecological environment.

Prime prepared the inventory in accordance with ISO14064-1 in July 2022, completed the inventory report, and entrusted SGS to carry out greenhouse gas verification in October. The first inventory of data from January to 12 2021 was the first inventory of greenhouse gas, and 2021 was determined as the base year.

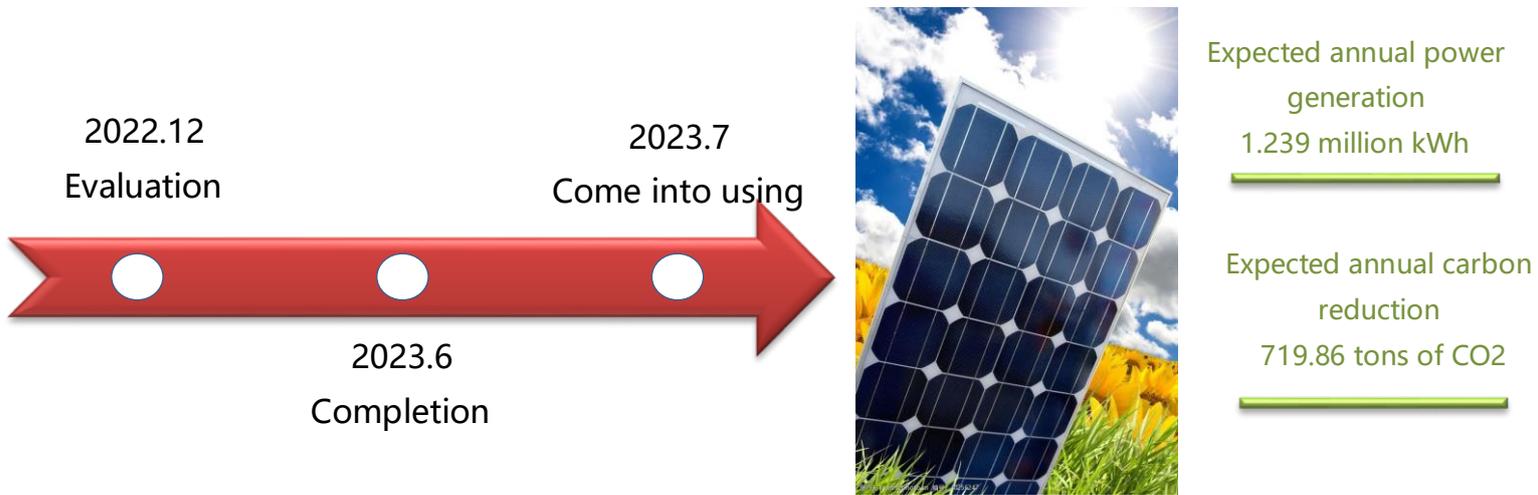
The extensive inventory of greenhouse gases is open to the public, which welcomes the supervision from all over the world. At the same time, it also provides a reference for the management of the company when making decisions and provides a basis for setting future emission reduction plans, so as to assume more corporate social responsibilities.

Statistical Table of Greenhouse Gas Emissions

Year			2021	
Scope	Type	Emission Resource	Energy Using	Emissions (ton CO2e)
Scope One(Direct GHG Emission)	Greenhouse Gas Emissions from Fossil Fuels	Diesel for generator (kg/ year)	0.10	0.31
	The transportation of raw materials, products, waste and employees which have controlling rights	Diesel for forklift truck (kg/ year)	549.12	1.89
		Gasoline (kg/ year)	8,172.09	24.95
	Runaway source of greenhouse gas emissions	Refrigerant cycle of ice water chiller (kg/ year)	554.55	54.68
		carbon dioxide extinguisher (kg/year)	0.10	0.10
		Septic tank (CH4)kg BOD/ year	5,846.72	48.94
Scope Two (Indirect GHG Emission)	Indirect emissions from outsourced electricity	Mains electricity (kWh)	10,900,131.00	6,332.98
Scope Three (Indirect GHG Emission)	Category 3	Indirect emissions from transportation	2,679,804.01	551.01
	Category 4	Indirect emissions from products and services used by organizations	11,014,667.81	1,274,404.31
	Category 5	Indirect emissions from downstream product use	Uninvolved	
Discharge (ton CO2e)			1,281,419.16	

07 Company Governance

Prime' s Photovoltaic Power Plan



Prime plans to install photovoltaic power stations, 1114.56kWp photovoltaic power modules, a total of 2064 single-crystal silicon photovoltaic modules. During the 20-year operation period, the average annual electricity generation is 1.239 million KWH, which can reduce about 719.86 tons of CO2, and the total power generation of the project is about 24.299 million KWH for 20 years. Approximately 14,117.72 tons of CO2 will be saved.

The photovoltaic power generation period is just in the peak period of high electricity price, which can effectively buffer the daytime electricity consumption limit and electricity cost of enterprises, reduce energy consumption cost and improve operating efficiency.

Using solar energy to generate electricity can reduce emissions of harmful gases and impurities such as carbon dioxide, sulfur dioxide, dust and coal ash, and improve energy conservation and environmental protection.



08 Integrity Management and Policy

RBA Code of Conduct and Policy

Prime requires all employees and supervisors to really abide by integrity, discipline and clearly regulate the code of conduct of employees, implement laws and regulations in the implementation of business activities and procurement business and other operational levels and strictly abide by the discipline, and clearly regulate employees shall not have any form of bribery and demand for bribes, and unreasonable acceptance of gifts, hospitality or other improper benefits. Do not engage in unfair competition to protect the rights and interests of customers and avoid the loss of company assets, fines and goodwill damage.

**Manage per law and Serve for society so as to promote steady development.
Protect environment and save energy and make full use of limited resources
to promote sustainable development.**

**Care for people and ensure workers' well-being to promote harmonious
development.**

**Keep improving and achieve customers' requirements to pursue excellence
performance.**



08 Integrity Management and Policy

RBA Objectives

Set RBA (Responsible Business Alliance Code of Conduct) targets to monitor workplace accidents, labor disputes, violations, turnover, etc.

序號	目標	指標	方案	備註	2022年目標											
					Jan.	Feb.	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	
1	保護員工合法權益，尊重員工並富有尊嚴	勞資糾紛	A、僱傭關係自願，無強迫勞動；嚴格按照《招聘管理辦法》和《離職管理辦法》執行 B、落實《薪資政策》，按規定發放員工薪酬	2022年目標	0	0	0	0	0	0	0	0	0	0	0	
				2022年實際達成	0	0	0	0	0	0	0	0	0	0	0	0
2	安全生產無事故	醫療費用（1000元以上）的重大工傷或職業病例	A、嚴格執行公司職業健康安全政策制度 B、加強崗位培訓，嚴格進行機械維護等 C、定期進行消防演習	2022年目標	0	0	0	0	0	0	0	0	0	0	0	
		2022年實際達成		0	0	0	0	0	0	0	0	0	0	0		
		醫療費用（200-500元）的工傷事故或職業病例		2022年目標	≤1	≤1	≤1	≤1	≤1	≤1	≤1	≤1	≤1	≤1	≤1	
		2022年實際達成		0	0	0	0	0	0	1	0	0	0	0		
		醫療費用（200元以下）的工傷事故或職業病例		2022年目標	≤2	≤2	≤2	≤2	≤2	≤2	≤2	≤2	≤2	≤2		
		2022年實際達成		0	0	0	0	0	0	0	0	0	0	0		
		全年火災或化學品洩露等重大事故	A、強化培訓，定期進行消防滅火器材維護	2022年目標	0	0	0	0	0	0	0	0	0	0		
		2022年實際達成	0	0	0	0	0	0	0	0	0	0	0			
3	員工離職率	離職率	A、每季度對員工進行滿意度調查，對不滿意的點立即進行補強 B、通過直屬主管了解員工的動態	2022年目標	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%		
				2022年實際達成	1.41%	1.71%	1.53%	2.49%	1.30%	2.43%	2.27%	1.66%	1.69%	0.98%	0.86%	
4	尊重商業道德，尊重市場規則	違反行為守則的次數	A、意見箱及微信公眾號檢舉項對其進行處理 B、嚴格執行公司《商業道德規範控制程序》 C、強化培訓	2022年目標	0	0	0	0	0	0	0	0	0	0		
				2022年實際達成	0	0	0	0	0	0	0	0	0	0		
		虛假廣告，專利侵權事故		2022年目標	0	0	0	0	0	0	0	0	0	0		
				2022年實際達成	0	0	0	0	0	0	0	0	0	0		



08 Integrity Management and Policy

Maternity Leave Policy

Prime commits to promote the balance of work and life, to the couple which give birth to kids or female employees who hold birth certificate and relevant documents issued by hospital in accordance with laws and regulations, the maternity leave can be approved. Give natural labor with 178 days, and cesarean with 208 days. Male employees can apply 15 days paternity leave and be paid wages according to law. Prime also sets up a nursery to provide warm, private and convenient milking space service for the nursery staff, comprehensively solving the problem of nursing mothers during work.



08 Integrity Management and Policy

Humane Treatment

Prime supports and respects relevant labor human rights norms, follow the Code of Conduct of "Responsible Business Alliance (RBA)", with reference to its spirit to develop Prime' s Code of Conduct for employees, in order to ensure the labor rights of all employees, continuously and actively create a good working environment, which includes freedom of association, free choice of occupation, avoidance of child labor, humane treatment, and avoidance of any sexual harassment, abuse, corporal punishment, mental or physical coercion, or verbal abuse of employees.

We provide fair and competitive compensation and benefits to our employees. And we respect our employees' right to free association and collective agreement. It strictly observes the provisions of various labor laws and regulations, refuses to employ children under the age of 16 and prohibits minors under the age of 18 from performing dangerous work.

Anti-Discrimination Policy

By laws and regulations, Prime does not discriminate in any way, and in the respect to employment, compensation, training opportunities, promotions, dismissals or retirements, there shall be no unfair treatment based on race, ethnic or social origin, social class, descent, religious belief, political affiliation, membership in a community, military service status, pregnancy, physical disability, age, sex, sexual orientation, family responsibilities, marital status, protected genetic information, or other discriminatory factors.

If any employee suffers discrimination or unfair treatment, he/she can appeal or complain through the employee communication channel. Prime will arrange personnel to find out the facts and correct them in time as soon as possible.

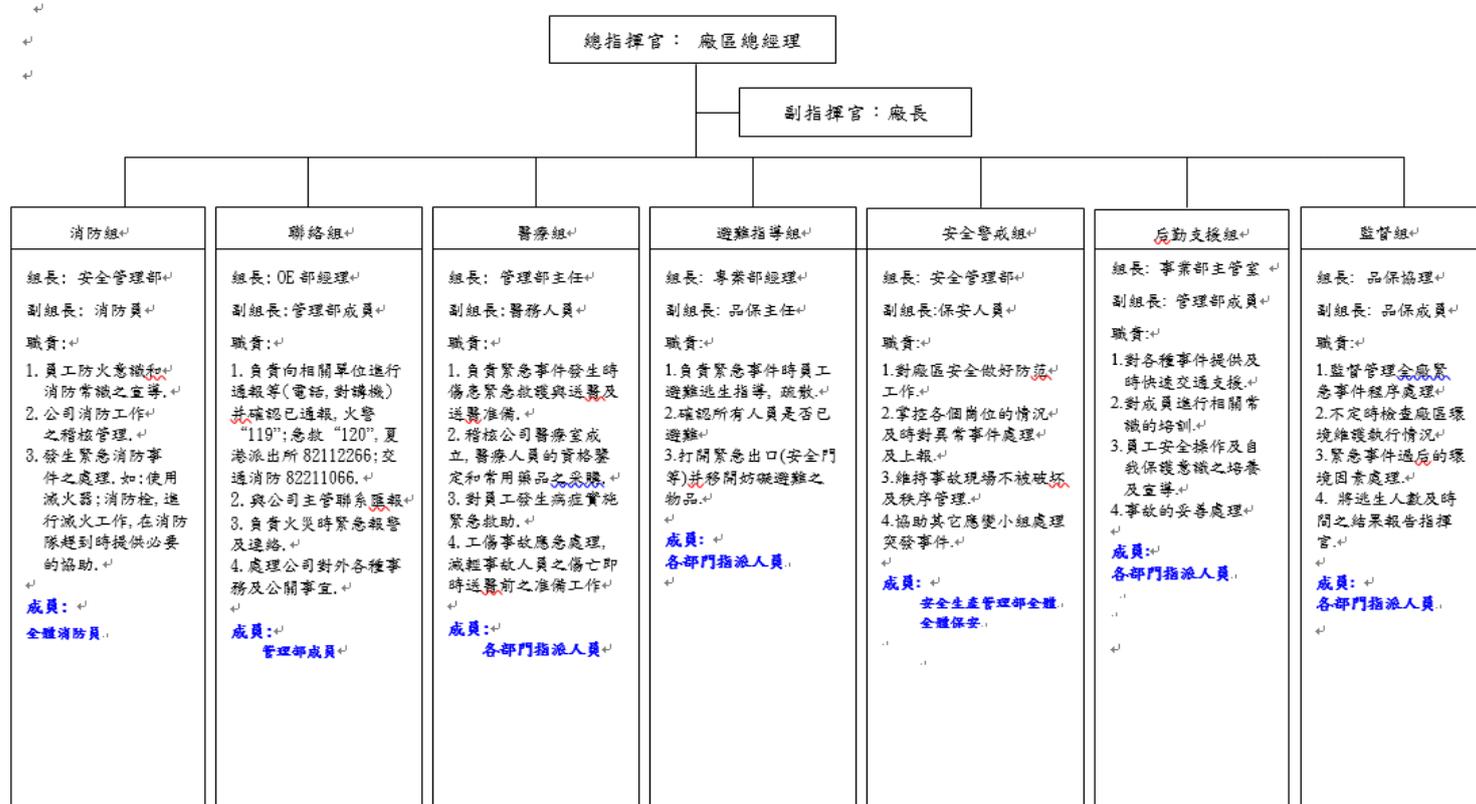


09 Occupational Health and Safety

Security Group Diagram

Prime considers the health and safety of employees in production. In order to protect the health of the company's employees, we have formulated and improved the labor safety and health system to improve the company's overall safety and health system and management performance. Prime launches the regulation and hazard identification risk assessment program every year, and conducts risk assessment for high-risk operations and minimize the risk control. In order to deal with accidents, we have established an emergency team. In case of disaster, it can be implemented in time to prevent and reduce the possible environmental impact and human injury.

廣上科技(廣州)有限公司 緊急事件應變小組組織圖



- ✓ To strengthen the ability of emergency response and rescue and fire proofing, Prime implement monthly self-checking of fire proofing.
- ✓ An emergency drill is held once a year to familiarize staff with the emergency procedures and operation of emergency equipment, and to ensure effective evacuation of personnel in case of major disasters.
- ✓ Regular monthly maintenance and annual inspection of fire proofing facilities.



09 Occupational Health and Safety

Safety Training Advocacy

In 2022, the company has differentially conducted tertiary production safety training for all staff, including 18 courses, training on safety instructions and basic knowledge of accident prevention, and distributing fire safety publicity materials. Those who have not been educated or failed to pass the examination after education are prohibited from working.

Tertiary Security Training

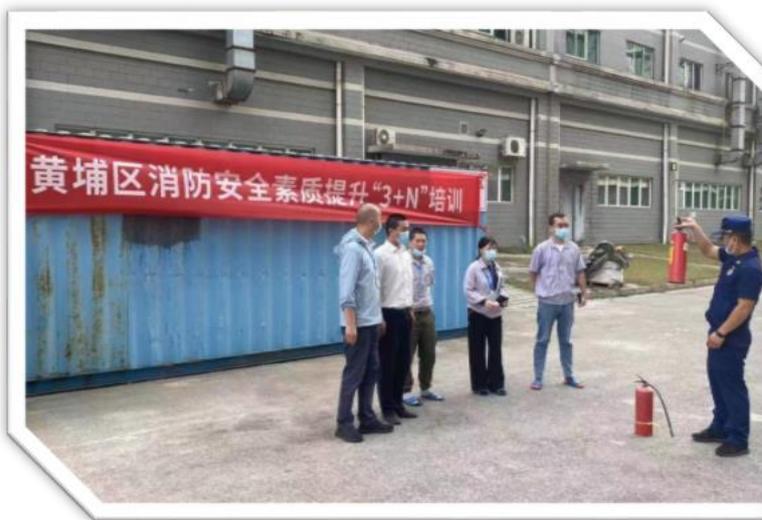


09 Occupational Health and Safety

Government Audit and Training

Government units of Huangpu will conduct audits from time to time and issue corrective notices if problems are found. In 2022, no violations occurred in the whole year of the company.

Huangpu District Fire Squadron go to Prime for fire safety quality enhancement training



09 Occupational Health and Safety

Fire Drill

Implement fire drills to constantly improve the emergency level. When an emergency occurs, the comprehensive ability to respond to emergencies is improved, especially fire emergency drills.

Personnel evacuation of fire drill



First aid to the wounded



Explanation of the use of fire equipment



Practice of fire equipment



Gathering, summary of the Commander



09 Occupational Health and Safety

Chemical Leakage Drill

Actual exercises constantly improve the emergency response level, and comprehensive ability to respond to emergencies when an emergency occurs, especially chemical leakage emergency drills.

Teach students to wear protective equipment



Use rags to absorb chemicals when leaking



Use fire sand to contain and absorb



09 Occupational Health and Safety

Food Poisoning Emergency Rescue Drill

Through the drill, the professional personnel can master the operation procedures and methods of emergency handling of food poisoning incidents, improve the coordination ability of the professional teams, effectively prevent, timely control and eliminate food poisoning incidents and hazards, and protect the health and life safety of employees.

Employee vomiting and leader report



Medical personnel rescue



Transfer to the nearest hospital



Seal the source of food poisoning and send the retained samples for inspection



09 Occupational Health and Safety

First Aid Personnel Training

The qualified doctors of the hospital are invited to the company for first aid knowledge training, and the first aid personnel operate on site.



09 Occupational Health and Safety

First Aid Kit Configuration

According to the size of each area, the number of personnel, or the frequency of industrial injury, equipped with sufficient first aid medicine box, the allocation of first aid medicine according to the usual industrial injury situation, there shall be posted a guide chart to point to the position of the storage of first aid medicine box. The first aid medicine kit manager must be a qualified person trained by the first aid technician. Post the drug list outside the drug kit of each first aid kit and check regularly to confirm the drugs to be added and expired.



急救箱配置清單及點檢表

管理員： 檢查日期： 年月日

品名/器械名稱	數量	每項點檢狀況			備註	補足情況
		第1項()	第2項()	第3項()		
醫用酒精	1瓶	✓	✓	✓		
醫用棉紗布	2塊	✓	✓	✓		
體溫計	1支	✓	✓	✓		
膠布	1卷	✓	✓	✓		
剪刀	1把	✓	✓	✓		
止血帶	2條	✓	✓	✓		
消毒水	1瓶	✓	✓	✓		
創可貼	1盒	✓	✓	✓		
紅霉素膏	1支	✓	✓	✓		
雙料水	1支	✓	✓	✓		
棉簽	1包	✓	✓	✓		
薄荷油	1瓶	✓	✓	✓		
萬花油	1瓶	✓	✓	✓		
燙傷膏	1支	✓	✓	✓		

備註：每應對急救箱物品進行點檢，確認其數量、有效期間及可用狀況，正常請劃“✓”，異常請劃“×”，異常時在“備註欄”寫明原因和日期，并補足數量或器械並在“補足”欄簽名和日期。



09 Occupational Health and Safety

Hazardous Position Protection

Prime assesses the factors of hazardous positions in the factory, identify dangerous positions, provide labor protection equipment for employees, and mark relevant precautions on the operating positions. And provide health check-ups for employees.

Protective glasses and eye washers shall be provided for chemical use positions



Equipped with protective earplugs for noisy position:

Notice Posting at hazardous position:



作业有产生噪声，对听力有危害，请注意防护	
健康危害	理化特性
<p>噪声</p> <p>长时间处于噪声环境，会引起听力减弱、下降，时间长可引起永久性耳聋；并引发消化不良、呕吐、头痛、血压升高、失眠等全身性疾病。听力损失在25dB为耳聋标准，26-40dB为轻度耳聋，41-55dB为中度耳聋，56-70dB为重度耳聋，71dB以上为极度耳聋。</p>	<p>声强和频率的变化都无规律、杂乱无章的声音。</p>
应急处理	
<p>1、使用防声器，如：耳塞、耳罩、防声帽等，并立即离开噪声场所； 2、如发现听力异常，及时到医院检查、确诊。</p>	
防护措施	
<p>1、控制声源：采用无声或低声设备替代发出强噪声的机械设备； 2、控制声音传播：采用吸声材料或结构吸收声能； 3、个体防护：佩戴耳塞、耳罩、帽盔等防护用品； 4、健康监测：进行岗前健康体检，定期进行岗中体检； 5、合理安排工作和休息，适当安排工间休息，休息时离开噪声环境</p>	



噪声有害



09 Occupational Health and Safety

COVID-19 Prevention and Control

In response to the continued spread of the epidemic, various epidemic prevention measures have been actively implemented to protect the health of employees.

- ✚ Daily autonomous health monitoring to ensure the health status of all staff
- ✚ Adequate management of epidemic prevention materials and facilities
- ✚ Anti-epidemic propaganda and announcements are made from time to time to remind all staff to wear masks, wash hands frequently and maintain social distancing
- ✚ Having meals at separately time according to departments/ Office epidemic prevention measures
- ✚ Replace physical meetings by phone or video.
- ✚ In addition to taking body temperature, external personnel (manufacturers or visitors) should also wear masks throughout the whole process in accordance with the epidemic prevention and control measures, and provide a negative nucleic acid test certificate.

Nucleic acid testing (NAT)

Regularly organize all staff to participate in nucleic acid testing according to community requirements



09 Occupational Health and Safety

Coronavirus Advocacy Information

Prime posts health information at irregular basis to enhance the correct health knowledge and concept of employees, and further implement the purpose of health promotion, to promote the healthy behavior of employees, establish a healthy lifestyle, so as to prevent the invasion of diseases and improve the quality of healthy life.



Medical masks will be provided to employees



Daily disinfection



Body temperature detection at the entrance + scan the travel code



10 RBA Policy Running Situation

A. Labor

1) Free choice of occupation: there is no forced labor in the company at present, and workers can choose their occupation freely.

2) Young workers: the protection of child labor (under 16 years old)/underage workers, the company has never used child labor. Prime have hired underage workers, which shall be recorded to labor bureau, Prime has not arranged for underage workers to work overtime, night shift or dangerous positions, the medical examination of underage workers is also strictly in accordance with the provisions of the labor law.

3) Working hours: in terms of working hours, the company implements time-based price. Overtime arrangements shall be controlled by reporting in advance and applying for approval. Employees' salaries shall be paid on time according to the labor contract, and relevant social insurance fees shall be paid according to laws and regulations.

4) Wages and benefits: all statutory holidays are subject to the requirements of relevant laws and regulations, such as 150% of the hourly wage for extended working hours beyond standard working hours, 200% of the hourly wage for overtime work on rest days, 300% of the hourly wage for overtime work on statutory holidays, and give employees annual leave, personal leave, sick leave and other relevant leaves in accordance with laws and regulations.

5) Humane treatment: in the new employee education and training materials, all employees shall not engage in any form of sexual harassment, sexual abuse, corporal punishment, mental or physical oppression, or verbal abuse related to human rights violations.

6) Discrimination and harassment: shall not discriminate against any person in the employment process on the basis of race, caste, ethnic origin, religious belief, age, disability, sex, marital status, sexual orientation, union membership or political status, or any other characteristic prohibited by law. No physical abuse, physical harassment, verbal violence, threats, harassment or other forms of intimidation shall be allowed.

7) Freedom of association: respect the freedom of employees to organize all kinds of league, and labor union, employees have the freedom to participate in the choice



10 RBA Policy Running Situation

B. Health and Safety Management

- 1) Occupational safety: Prime will conduct safety training on equipment operation, fire prevention, safe electricity consumption and other aspects for operators from time to time, and put up safety accident publicity posters or videos to improve the safety awareness of employees
- 2) Emergency preparedness: Prime makes all kinds of emergency plans, such as fire emergency and chemical emergency plans, and holds relevant drills every year to achieve disaster prevention and emergency response
- 3) Occupational injury and disease: Prime shall carry out occupational health examination for the employees at the hazard positions, equip each floor with first aid kit, and record all work-related injuries. In case of accidents, cause analysis and corrective measures shall be taken to prevent recurrence.
- 4) Industrial hygiene: Prime shall assess the hazardous positions in the factory due to their exposure to chemical, biological and physical effects, identify dangerous positions and reduce or eliminate hidden dangers. If necessary, protective equipment must be equipped. At the same time, education and training should be carried out for personnel at hazardous positions.
- 5) Manual labor work: For the work required by the company to engage in heavy manual labor and highly repetitive or long time postural work, the professional staff shall plan the working mode, such as automation or mechanization to reduce the labor intensity, and give appropriate rest time or personnel replacement to relieve work fatigue
- 6) Machine protection: Production equipment has been equipped with induction grating, guardrail and other related protection or chain facilities to prevent personnel injury, and posted safety warning signs.
- 7) Public Health and accommodation: staff canteen contractors shall be certificated with hygienic license and clean and disinfect the environment of food storage, cooking and dining in accordance with food hygiene. Canteen staff all have valid health certificate. The dormitory regularly arranges the sanitation inspection mechanism, and has the mechanism of regularly testing the drinking water in the canteen and dormitory.
- 8) Health and safety communication: Prime has conducted safety training on equipment operation, fire prevention, safe use of electricity, etc., and put up safety accident posters to improve the safety awareness of employees.

C. Environmental Management

- 1) Environmental permit report: the waste discharge company has obtained environmental assessment, pollutant discharge and other environmental registration and permits. And regularly detect waste gas, waste water, noise, which are in line with the national regulations of the discharge standards.
 - 2) Hazardous substances: Prime uniformly stores hazardous wastes such as empty drums of chemicals, waste and other substances in hazardous waste warehouses and entrusts qualified manufacturers to dispose of them, which is in line with relevant regulations
 - 3) Product specific substance content control: if the materials provided by the supplier contain restricted substances, the supplier shall be required to provide relevant proof of compliance, and the company shall also conduct internal testing according to regulations.
 - 4) Waste gas emission: Prime has installed six sets of VOCs emission purification system equipment, with internal personnel responsible for inspection and maintenance, and regularly entrusts qualified partners to test each emission port, so as to achieve emission reduction standards.
 - 5) Resource and energy consumption management: control by setting targets, monthly KPI review, and entrusted partner SGS to conduct greenhouse gas inventory management.
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10 RBA Policy Running Situation

D. Code of ethics

- 1) Clean operation: Prime has established a code of business ethics program to ensure that any and all forms of bribery, embezzlement, extortion and other activities are strictly prohibited to ensure that all transactions are completed in a transparent state.
- 2) No non-justifiable gain: in order to promote the implementation of clean operation more effectively, so establish the protection measures of supplier, employee whistle-blowing identity.
- 3) Intellectual property rights: Prime establishes business ethics control procedures in the acquisition and protection of intellectual property rights, and has clear instructions and agreements for all employees to ensure the protection of intellectual property rights of the company and customers.
- 4) Fair Dealing, Advertising and Competition: Prime has defined policies and procedures to ensure that fair business, advertising and competition standards are always upheld.
- 5) Identity protection and prevention of retaliation: Prime has established effective policies and procedures for whistleblower appeal mechanism to ensure that the whistleblower's identity is protected and retaliation is prohibited, so as to protect whistleblowers.
- 6) Responsible sourcing of minerals: in order to prevent conflict minerals from being used in our products, suppliers are required to sign a commitment not to use conflict minerals, conduct due diligence on the source and chain of custody of production and marketing of these minerals used by suppliers, and provide due diligence measures to customers.
- 7) Privacy: Prime undertakes to maintain the confidentiality of the personal information of all persons with whom it does business (including suppliers, customers, and factory employees) to satisfy the reasonable expectations of such persons. In collecting, storing, processing, transmitting and sharing personal information, Prime is required to comply with laws and regulations relating to privacy and information security.

D. Management System

- 1) Management system: Prime has established all levels of RBA management system documents and continues to monitor the company's activities and standards, RBA policies and related laws and regulations compliance in accordance with the requirements of relevant procedures.
- 2) In the operation of the RBA management system of the company, the senior management and all departments of the company attach great importance to the situation, generally set RBA targets every year, collect data every month, and improve the substandard projects, which are reflected in the monthly RBA target achievement status sheet.



11 Social Welfare Activities

Love Activities Give Back to the Community

For a long time, while insisting on creating value for customers, we also take the initiative to shoulder social responsibilities. Carrying out public welfare activities is one of the actions of the company to practice social responsibility. The volunteer team focuses on environmental protection, mutual help, community service, large-scale events and other public welfare fields, and practices the concept of corporate social responsibility to make more contributions to the all-round development of society. Establish a wechat public account of Prime, and actively promote positive energy.



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