



Sustainability report 2024

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CSR Introduction

Social management system & cascade effect



We facilitated the signing of ETI commitment letters by eight vendors, ensuring social responsibility throughout our supply chain.

We supported and assisted 32 vendors in obtaining ISO 14001 Environmental Management System certification, representing an increase of three vendors compared to 2022.

We helped 25 vendors successfully pass BSCI, SMETA, or other social responsibility audits, reflecting an increase of one vendor compared to 2022.

As our closest suppliers, Shaoxing Lvjian and Shaoxing Qiming purchased a batch of recyclable cartons this year and collaborated with our warehouse to efficiently manage carton arrival and return records.

Among the top 20 suppliers in 2023, six are based in the Shaoxing region, while the remaining 14 are concentrated in Jiangsu, Zhejiang, and Shanghai. These initiatives demonstrate our commitment to promoting ethical practices and sustainability within our supply chain operations.



amfori @
Trade with purpose

In 2023 we...

Facilitated the signing
ETI commitment letters



8 vendors

Assisted in obtaining
ISO14001
Environmental Management
System certificates



32 vendors

Aided in passing
BSCI, SMETA or other
social responsibility audits



25 vendors

Employee involvement & protection



"0" grievance in 2023



In April 2023, employees were invited to actively participate in sharing the company's vision and engaging in management communication.

They were also encouraged to take part in a satisfaction survey, which achieved an impressive score of 99.0%.

These initiatives underscore our commitment to involving employees in decision-making processes, ensuring their voices are heard, and maintaining a high level of job satisfaction.

Employee grievance

Employees have the option to submit grievances anonymously through written letters or by scanning a QR code.

In 2023, no grievances were reported, reflecting a positive work environment and the effective resolution of any concerns.

Business ethics

The administrative staff of our company have individually signed personal ethics agreements, demonstrating their commitment to upholding ethical standards in their professional conduct.

As part of our commitment to business ethics, every employee undergoes annual professional ethics training to strengthen their understanding of ethical practices and promote integrity throughout the organization.

These initiatives underscore our dedication to fostering a culture of integrity and ethical conduct among all employees, ensuring that ethical principles guide our business operations.

RFX/JCQ-GL-019 - Business ethics and policy
RFX/JCQ-GL-020 - Business ethics reporting and handling system
RFX/JCQ-GL-045 - Employee personal privacy information confidentiality system
RFX/JCQ-GL-034 - Freedom of association and the right to collective bargaining control procedures
RFX/JCQ-GL-043 - Trade union labor relations early warning mechanism
RFX/JCQ-GL-037 - Anti-discrimination procedure
RFX/JCQ-GL-035 - Anti-harassment and abuse procedures

Rights of Freedom of Association & Collective Bargaining

Workers have the freedom to join labor unions and participate in various activities.

We fully respect and support workers' rights to collective bargaining. To formalize these rights, collective labor contracts have been signed.

集体合同审查意见书

编号：越集合审字〔2021〕第003号

企业方：绍兴瑞凯防护用品有限公司
公司地址：绍兴市越城区兰江路7号

工会方：绍兴瑞凯防护用品有限公司工会委员会
地址：绍兴市越城区兰江路7号

你单位向本机关提出的《集体合同》审查申请，本机关已于2021年4月1日受理（越集合审字〔2021〕第003号）。

经审核，意见如下：

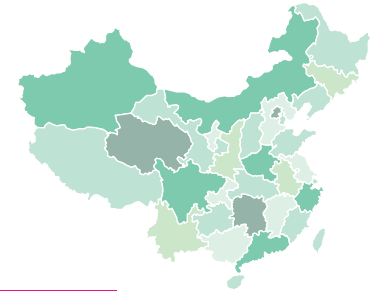
1、本《集体合同》符合《劳动法》、《劳动合同法》、《集体合同规定》、《浙江省集体合同条例》等有关法律、法规规定，同意自2021年4月2日起生效，有效期至2024年4月1日止。

2、请自收到本意见书之日起5日内，以书面形式向全体职工公布并遵照执行。

绍兴市越城区人力资源和社会保障局

2021年4月2日

行政审核专用章
(3)



No Discrimination & Gender Equality

The representation of female managers at the management level remains steady at 45%, unchanged from the previous year.

Non-Discrimination Policy

We are firmly committed to maintaining a non-discriminatory approach and strictly prohibit any form of discrimination, exclusion, or preferential treatment based on: Gender, age, religion, race, caste, birth, social background, disability, ethnic and national origin, nationality, union membership, political affiliation or opinions, sexual orientation, family responsibilities, marital status, diseases, or any other condition that could lead to discrimination.

Our policy ensures that workers are not subjected to harassment or disciplinary actions on any of the grounds mentioned above.



Fair remuneration

Extra Bonus

We provide extra bonuses to qualified employees as a recognition of their contributions and performance.

Open and Fair Rewards

Our company maintains a transparent rewards and disciplinary system, ensuring fairness in how individuals are recognized and acknowledged for their efforts.

We are committed to an open and equitable approach to rewards, ensuring they are merit-based and aligned with our principles of fairness and justice.

Extra Bonus

We provided extra bonuses to qualified co-workers as a means of recognizing their contributions and performance.



Decent working hours

Company Commitment

We are committed to ensuring fair and reasonable working hours for our employees, with a maximum of 60 hours per week and at least one day off every seven days.

Overtime Policy

Overtime work is voluntary for all employees. Overtime pay is structured as follows:

Regular working hours: At least 1.5 times the normal rate

Weekends: At least 2 times the normal rate

Holidays: At least 3 times the normal rate

Work-Life Balance

We encourage employees to take their annual leave, allowing them to spend quality time with their families during holidays.

By promoting the use of annual leave, we prioritize work-life balance and recognize the importance of personal well-being.



Occupational health & safety

Our company complies with local government regulations by conducting biennial occupational health evaluations.

In 2022, we arranged occupational health checks for 29 employees exposed to noise-related working conditions.

We prioritize the safety and well-being of all employees by providing occupational health and safety training, ensuring a safe working environment.

These measures reinforce our commitment to maintaining a healthy and secure workplace for our employees.



Forced labour policy

Our company strictly prohibits the use of prison labor, bonded labor, or any supply chain services involving prison workers.

We provide Personal Protective Equipment (PPE) and necessary job accessories to all employees free of charge, ensuring their safety and well-being.

Overtime work is entirely voluntary, and employees have the freedom to choose whether to participate. Additionally, they are free to leave the factory premises during non-working hours.

Employees' rights are safeguarded through legally binding employment contracts, granting them the freedom to resign from their positions at any time.

These policies reflect our unwavering commitment to maintaining a workforce free from forced labor while upholding the rights and dignity of our employees.

No child labor

Protection of young workers

The youngest employee in our company is 22 years old, ensuring full compliance with legal age requirements. While we currently do not employ any young workers, we uphold a non-discriminatory policy, welcoming qualified young workers based on their skills and capabilities.

We have implemented a Standard Operating Procedure (SOP) to prevent child labor within our company and to protect the rights of young workers.

Furthermore, we extend this commitment to our entire supply chain, requiring strict compliance with relevant regulations to prevent child labor and safeguard the well-being of young workers.

Our dedication to these principles reflects our commitment to maintaining a safe and ethical working environment for all individuals, regardless of age.

No precarious employment

We provide pre-job training for new employees, covering workplace safety and informing them of their rights and responsibilities, including working hours, wages, and payment schedules.

Employees who meet the necessary qualifications are eligible for promotion to regular employment.



A photograph of two women in a professional setting. The woman on the left, with long dark hair and wearing a dark blue pinstriped blazer over a white top, is looking down at a laptop screen with a slight smile. The woman on the right, wearing glasses and a light green button-down shirt, is leaning in and looking at the same screen, holding a pen near her chin. They are sitting at a desk with a laptop, several papers, and a yellow highlighter. The background is a blurred office environment with a window and some wall decorations.

Employee Development

Caring about our employees

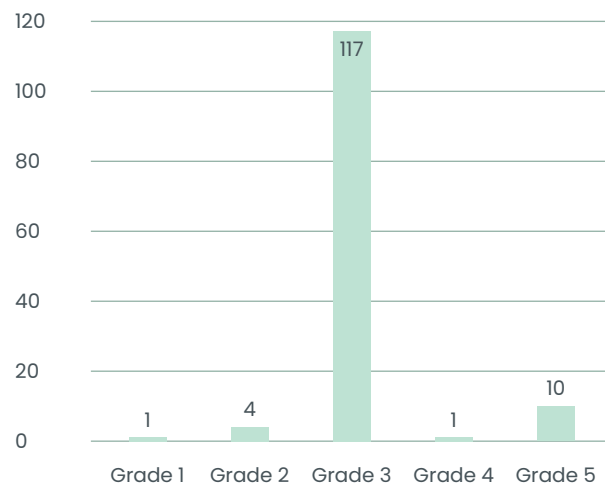
We are committed to fostering the growth and development of our employees. Those who obtain a professional qualification certificate receive a 500-yuan subsidy as recognition of their achievement.

We also support the education of our employees' children. If an employee's child receives a university admission letter, they are awarded 2,000 yuan as encouragement for their academic success.

The cradle of talent development

Total: 133 skillfull co-workers

Proportion: 40.92%



Force of good example

In 2023, Human Resources Executive Sunny Pan was awarded the title of "Model Worker" in Yuecheng District.

That same year, both Sunny Pan and Workshop Manager Liping Xia were honored with the title of "Jishan Craftsman."

Additionally, the article "The Most Shining Star in the Ordinary," written by Joyce Ji about Liping Xia's professional growth within the company, was recognized as an outstanding propaganda piece in the province's "Keeping the Red Root" initiative.

Internal training



Teacher's day

We organized an internal trainers' group meeting to foster learning, collaboration, and professional development. This initiative aimed to enhance professional abilities and promote continuous growth.

Our focus is on strategic talent planning and effective management of talent reserves and training for production management. By doing so, we lay a strong foundation for the development of new products, innovative management methods, and the advancement of intelligent systems.





Photo: First aid training 2023

First aid training

Our first aid training program is designed to ensure that workers remain calm and composed during emergencies. By equipping employees with essential first aid skills, we help them respond effectively to accidents and injuries in the workplace.

This training not only prepares workers to handle emergency situations with confidence but also fosters a safer work environment overall. Regular drills and hands-on practice sessions reinforce these skills, ensuring that every employee is ready to act swiftly and appropriately when needed.



Photo: Lecture of health 2023

Lecture of health

Our health lectures are designed to empower employees with the knowledge and tools they need to maintain a healthy and balanced lifestyle. By emphasizing the importance of regular physical activity, proper nutrition, and mental well-being, we help employees stay productive while enjoying a happy and healthy life.

These lectures cover a wide range of topics, from stress management techniques to tips on preventing common workplace injuries. We also provide practical advice on how to incorporate healthy habits into daily routines, ensuring that employees can sustain their well-being both at work and at home. By prioritizing health education, we foster a culture of wellness that benefits both individuals and the organization as a whole.



Photo: Fire drill 2023

Fire drill

As part of our commitment to safety, we conducted a comprehensive fire drill training session on July 14, 2022. The training aimed to equip employees with essential knowledge and skills to effectively respond to fire emergencies.

During the session, participants received guidance on fire safety protocols, evacuation procedures, and the proper use of fire extinguishers. By providing this training, we empower employees to take swift and appropriate action in the event of a fire, ensuring a safer workplace for everyone.

Our values





Planet
Care

Giving back to nature



China Arbor Day

On China Arbor Day, we planted trees with our own hands to show our commitment to the planet. Let green be our style, and let environmental protection be our way of life.



Red Cross donation



Health Center donation



Other enterprise donation

The 4R's, Degradable Materials & Sustainable Production

Production methods

We continue to advance production automation and digitization.

In early 2023, we established an automation group, held three automation meetings, and planned and implemented several automation projects.

Product development

Our product development strategy is deeply rooted in the 4R's principles: Reduce, Reuse, Recycle, and Replace. We are committed to designing products that not only meet the highest quality standards but also promote sustainability.

By incorporating eco-friendly materials and optimizing resource efficiency, we ensure that our products align with our sustainability goals while delivering exceptional value to our customers.

Sustainability targets

Our sustainability targets are guided by the 4R's framework, aiming to reduce waste, enhance resource reuse, increase recycling efforts, and replace less sustainable materials and processes.

We are dedicated to achieving these goals through continuous improvement and innovation, ensuring that our operations contribute to a more sustainable future for both our company and the environment.

Recycle

We incorporate recycled materials into vests, PP boxes, Oxford bags, bandages, and tape cores. Additionally, we use recycling boxes and repurpose scraps, reinforcing our commitment to sustainability.

▶ Reduce

We prioritize reducing plastic usage, eliminating unnecessary plastics, and minimizing waste to promote sustainability.

▶ Refill

We offer pre-packaged products designed for easy refilling, helping to reduce waste and encourage sustainable consumption.

▶ Repair

We provide repair accessories, including tire repair kits and repair patches with gluing wires, to extend product life and reduce waste.

▶ Degradable

We utilize degradable materials such as paper packaging, PLA, and natural fibers like cotton, viscose, and wood pulp, promoting environmental sustainability.

▶ Green

We are committed to green initiatives, incorporating eco-friendly materials, sustainable production, and responsible sourcing. Through innovation, we strive to reduce our environmental footprint and extend sustainability across packaging, logistics, and operations.

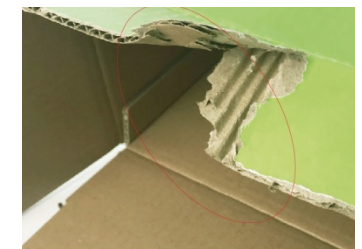
Sustainable product development Examples



Eco-friendly materials



Remove plastic



Reuse

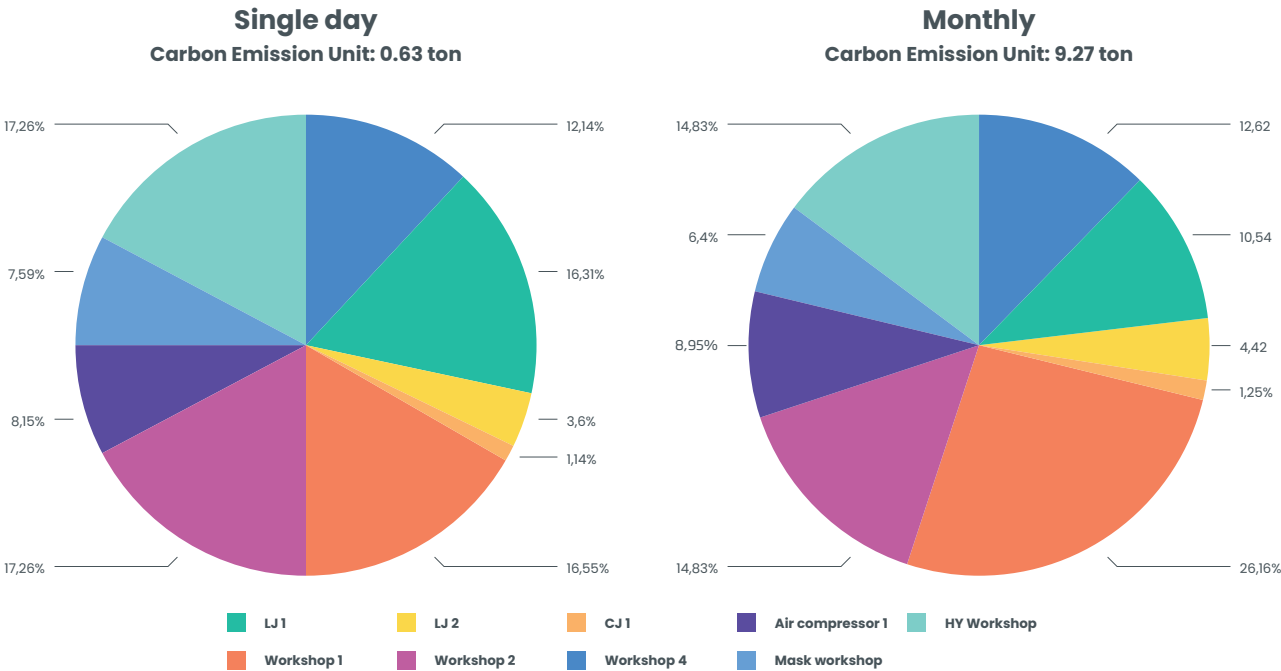


Energy data collecting Data 2024

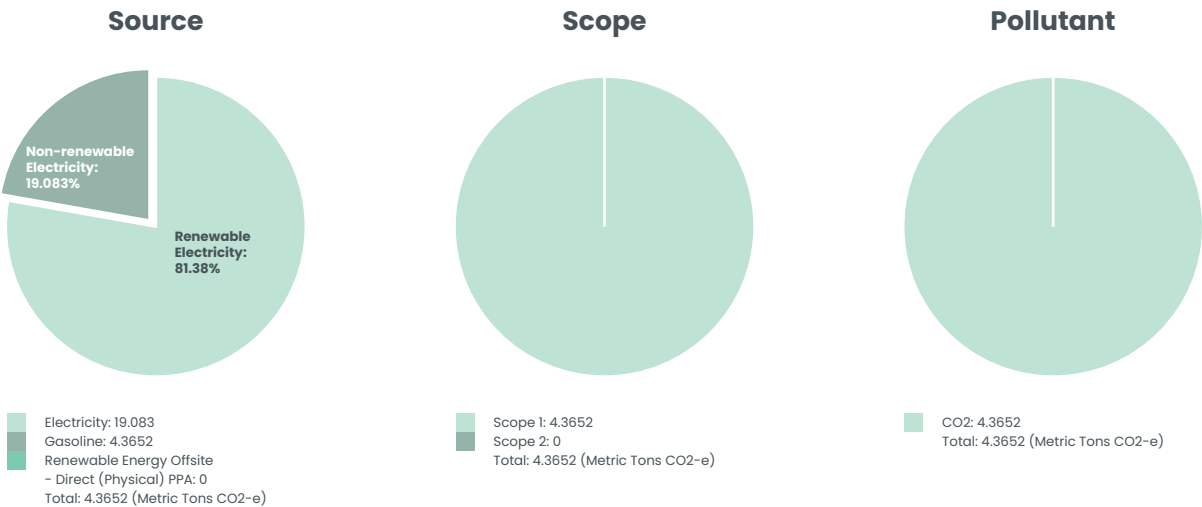


Electricity usage for each area and hour is automatically collected.

This data can be used to plan strategies for reducing carbon emissions.



RA system monitoring the carbon emission



RFX+Care Manufacturing RA system monitoring the carbon emission

Scope 1		2024												Total
Gasoline		Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	
Qty	Liters	180	160	270	90	110	300	117	167	127	97	97	133	1,848.00
CO2-e	Metric tons	0,504	0,448	0,756	0,252	0,308	0,84	0,328	0,468	0,356	0,272	0,272	0,372	5.176

Scope 2		2024												Total
Electricity		Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	
Green tariff PPA backed														
Qty	kWh	34,000	22,000	25,000	72,052	99,489	104,148.00	189,055.00	232,000.00	175,000.00	118,000.00	99,000.00	103,000.00	1,272,744.00
CO2-e	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Renewable Energy Credit (EAC)														
Qty	kWh	17,718.00	0	0	0	0	7,825.00	0	173	2,035	560	840	240	29,391.00
CO2-e	Metric tons	-13.572	0	0	0	0	-5.994	0	-0.133	-1.559	-0.429	-0.643	-0.184	-22.514

RFX+Care Manufacturing CO2 trajectory

Heat / Scope 1	2020	2021	2022	2023	2024	2025	2026	2027
% NEV car replace petrol car	0%	0%	0%	0%	33%	33%	100%	100%

Action	2024	33% - 1 x electric vehicle - 3 metric tons
	2025	33% - 1 x electric vehicle - 3 metric tons
	2026	100% - 1 x electric vehicle - 12 metric tons
	2027	100% - 3 x electric vehicle - 12 metric tons

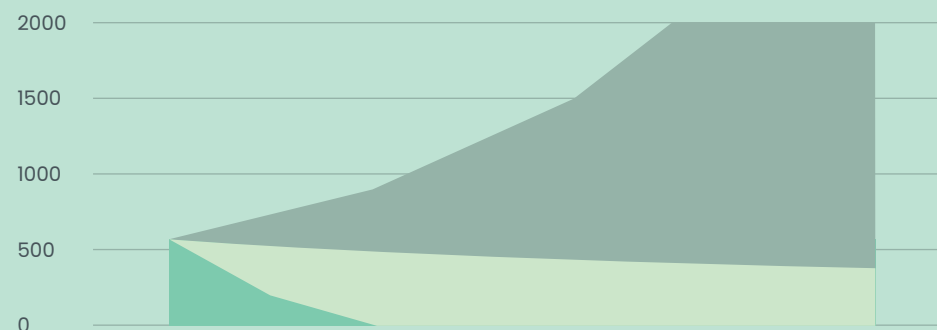
Electricity / Scope 1	2020	2021	2022	2023	2024	2025	2026	2027
% Renewable energy off-site - Direct (Physical) PPA	0%	0%	0%	0%	100%	100%	100%	100%

Action	2021	Renewable energy offsite - Direct (Physical) PPA - 0%
	2022	Renewable energy offsite - Direct (Physical) PPA - 0%
	2023	Renewable energy offsite - Direct (Physical) PPA - 0%
	2024	Renewable energy offsite - Direct (Physical) PPA - 100%
	2025	Renewable energy offsite - Direct (Physical) PPA - 100%
	2026	Renewable energy offsite - Direct (Physical) PPA - 100%
	2027	Renewable energy offsite - Direct (Physical) PPA - 100%

Electricity / Scope 1	2020	2021	2022	2023	2024	2025	2026	2027
% Renewable Electricity (EAC / Certificates)	0%	90%	100%	100%	0%	0%	0%	0%

Action	2021	Renewable energy - IREC - 90%
	2022	Renewable energy - IREC - 100%
	2023	Renewable energy - IREC - 100%
	2024	Renewable energy - IREC - 0%
	2025	Renewable energy - IREC - 0%
	2026	Renewable energy - IREC - 0%
	2027	Renewable energy - IREC - 0%

Carbon Reduction Roadmap



% Energy consumptions FULL SITE

Heat / Scope 1	2020	2021	2022	2023	2024	2025	2026	2027
% NEV car replace petrol car	0%	0%	0%	30%	30%	60%	60%	100%

Electricity / Scope 2	2020	2021	2022	2023	2024	2025	2026	2027
% Renewable Electricity (EAC / Certificates)	0%	60%	100%	100%	0%	0%	0%	0%
% Renewable energy offsite - Direct (Physical) PPA	0%	0%	0%	0%	100%	100%	100%	100%
Other solutions	5%	5%	5%	5%	5%	5%	5%	5%

CO2 Trajectory (TONS CO2)	2020	2021	2022	2023	2024	2025	2026	2027
Scope 1 w/o actions	10	10	10	10	15	15	15	15
Scope 2 w/o actions	561	750	900	1200	1500	2000	2000	2000
W/O ACTIONS	571	760	910	1210	1515	2015	2015	2015
Scope 1 with actions	10	10	10	10	10	10	10	10
Scope 2 with actions	561	190	0	0	0	0	0	0
WITH ACTIONS (TOTAL Scope 1 + Scope 2)	571	200	10	10	10	10	10	10
TARGET SBT 1.5C	571	542	515	490	465	442	420	399

Low carbon emission

Data 2024

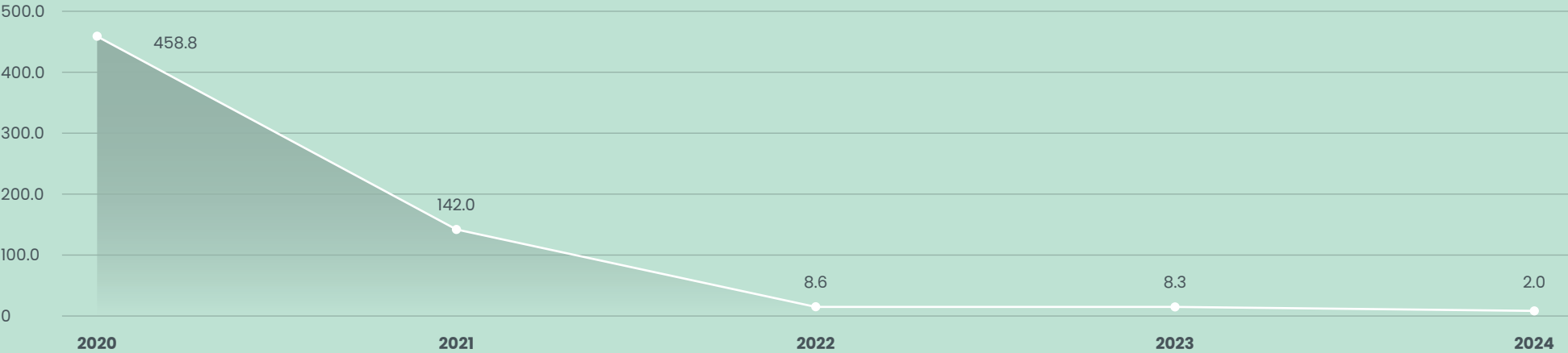


Quarter	Data set 1 (2023)	Data set 2 (2022)	Differ-ence	%
Q1	2.034	1.401	0.633	45
Q2	2.288	2.066	0.222	11
Q3	2.464	2.624	(0.160)	(6.10)
Q4	1.271	1.271	1.271	(40)
Total	8.057	8.225	(0.168)	(2.04)



Quarter	Data set 1 (2023)	Data set 2 (2022)	Differ-ence	%
Q1	120	136	(16)	(12)
Q2	127	145	(18)	(12)
Q3	214	208	6	2.88
Q4	129	133	(4)	(3.01)
Total	590	622	(32)	(5.14)

TCO2 from Scope 1 & 2





Sustainable development is rooted in long-term vision. It requires not only faith and perseverance but, more importantly, the ability to identify and uphold core values.

Ensuring the safety of our employees, customers, and the environment is paramount. These principles remain at the heart of our unwavering commitment to sustainability.

Building
a better future.

