



2017 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

2017 環境、社會及管治報告

Samsonite International S.A.

新秀麗國際有限公司

Stock Code 股份代號 1910





Ramesh Dungarmal Tainwala

Chief Executive Officer 行政總裁

I am pleased to present Samsonite's 2017 Environmental, Social and Governance ("ESG") Report, highlighting our commitment to responsibly managing our business and its impacts on our employees, our customers, and the communities in which we operate around the world.

本人欣然送呈新秀麗的2017年環境、社會及管治(「ESG」)報告，其中重點介紹了我們致力於盡責管理我們的業務，以及其對我們的僱員、客戶及全球各地營運所在社區的影響。

Over the course of its 100-plus-year history, Samsonite has built a legacy of acting responsibly, honestly and with integrity, and we are proud of the various sustainability initiatives have been implemented throughout the company. As examples, we have begun to minimize our carbon footprint by installing solar panels at our owned and operated manufacturing facilities, using LED lights in many of our retail outlets, and reducing the weight of suitcase packaging. We have also undertaken reforestation initiatives, planting 420,000 trees across India, China, Japan, South Korea, Indonesia and Chile.

We are committed to building on these efforts and developing a more comprehensive approach to sustainability. In 2017, we took the important step of creating the position of global director of sustainability, tasked with creating a comprehensive and cohesive strategy to achieve our social and environmental objectives. We expect this position will result in a new focus and heightened energy that will harness the creativity and drive of employees throughout the organization.

As the world's largest travel luggage company, we continuously seek opportunities to increase the sustainability of our products through the use of more responsible and environmentally-friendly materials. In early 2018, Samsonite will launch its first collection of bags manufactured with fabric made from 100% post-consumer recycled plastic bottles.

All of us at Samsonite are committed to taking steps to build on our environmental, social and governance achievements to date. We look forward to sharing our continuing journey with you.

Ramesh Dungarmal Tainwala

Chief Executive Officer

March 14, 2018

新秀麗擁有逾100年悠久歷史，這些年來，奠立了以負責、誠實及誠信態度經營的傳統，並以本公司各項可持續發展措施為傲。例如，我們透過於自有及經營的生產設施中安裝太陽能板、於多個零售專賣店使用LED照明、減輕行李箱包裝重量等多項措施，將我們的碳足跡減至最低。我們亦參與再造林活動，並在印度、中國、日本、南韓、印尼及智利種植420,000棵樹。

我們致力建基於此等工作，並制定更全面的可持續發展方針。於2017年，我們邁出重要一步，建立全球可持續發展總監一職，負責建立一個全面及完善的策略，以實現我們的社會及環境目標。我們預計此職位將會帶來新焦點及提高動力，推動整個組織的僱員的創造力及活力。

我們是全球最大的旅遊行李箱公司，一直不斷尋求機會使用更負責任及環保的材料，以提高我們產品的可持續性。於2018年初，新秀麗將首次推出採用由100%經消費後循環再造膠樽所製織物製成的箱包系列。

新秀麗的全體員工均致力於採取措施，鞏固我們至今取得的環境、社會及管治成就。我們期待與您並肩繼續旅程。

行政總裁

Ramesh Dungarmal Tainwala

2018年3月14日

Contents

目錄

- 4 **Environmental, Social and Governance Management**
環境、社會及管治管理
- 4 Company Overview
公司概要
- 5 Board Management & Responsibility
董事會管理及責任
- 6 **Environmental**
環境
- 6 Emissions
排放物
- 8 Use of Resources
資源使用
- 10 Natural Resources
天然資源
- 12 **Employment & Labor Practices**
僱傭及勞工常規
- 13 Employment
僱傭
- 14 Development & Training
發展及培訓
- 14 Labor Standards
勞工準則
- 14 Occupational Health & Safety
職業健康與安全
- 15 **Operating Practices**
營運常規
- 15 Supply Chain Management
供應鏈管理
- 17 Product Responsibility
產品責任
- 19 Anti-Corruption
反腐
- 20 Community
社區
- 22 **About this Report**
關於本報告
- 24 Appendix: Environmental KPIs
附錄：環境主要績效指標



Environmental, Social and Governance Management

環境、社會及管治管理



Company Overview

Samsonite International S.A. (the "Company"), together with its consolidated subsidiaries (the "Group"), is the world's largest travel luggage company, with a heritage dating back over 100 years. The Group is principally engaged in the design, manufacture, sourcing and distribution of luggage, business and computer bags, women's bags, outdoor and casual bags, travel accessories and slim protective cases for personal electronic devices throughout the world, primarily under the *Samsonite*®, *Tumi*®, *American Tourister*®, *Speck*®, *High Sierra*®, *Gregory*®, *Lipault*®, *Kamiliant*®, *Hartmann*® and *eBags*® brand names as well as other owned and licensed brand names.

Jesse Shwayder founded the Company in 1910 in Denver, Colorado, and began business as a trunk manufacturing company. He sought a name that would represent the strength and durability of his new cases and chose the Biblical giant Samson to represent these core values. He began using the trademark Samsonite in 1941, and the Company officially transformed its name to Samsonite in 1966. As travel evolved into a mainstream activity, Samsonite's product mix evolved with it, growing to encompass a diverse range of items for a host of travel needs. Along the way, the Company introduced a string of "firsts", including the first matching luggage sets, the first lightweight luggage, and the first wheeled suitcases, to name just a few. In June of 2011, the Company held the initial public offering of its shares on the Main Board of The Stock Exchange of Hong Kong Limited ("SEHK").

The Group sells products in four principal product categories, namely: travel, business, casual and accessories. The travel category is the Group's largest category and has been its traditional strength. The Group sells its products through a variety of wholesale distribution channels, through its company-operated retail stores, and through e-commerce. As of December 31, 2017, the Group's products were sold in more than 100 countries.

The Company operates using a primarily decentralized management structure across its four key regions: North America, Asia, Europe, and Latin America. The Company's decentralized management structure has been and remains one of its most important sources of sustainable competitive advantage. The structure encourages and rewards innovation and differentiation in products and marketing that best connects and serves local consumers in disparate markets around the world, and enables the Company to respond nimbly and quickly to a multitude of challenges and opportunities in individual markets. That said, the complexity of the business

公司概要

新秀丽國際有限公司(「本公司」)，連同其綜合計算的附屬公司(「本集團」)是全球最大的旅遊行李箱公司，擁有逾100年悠久歷史。本集團主要在全球從事設計、製造、採購及分銷行李箱、商務包及電腦包、女士手袋、戶外包及休閒包、旅遊配件，以及個人電子設備纖薄保護殼，旗下經營的品牌主要包括新秀丽®、Tumi®、American Tourister®、Speck®、High Sierra®、Gregory®、Lipault®、Kamiliant®、Hartmann®及eBags®品牌以及其他自有及獲授權的品牌。

Jesse Shwayder於1910年在美国科羅拉多州丹佛市創立本公司，並開展行李箱製造公司的業務。他想尋找一個能代表他新行李箱的強度及持久性的名稱，最後以聖經巨人參孫(Samson)命名來代表此等核心價值。他於1941年開始使用新秀丽商標，並於1966年正式將公司名稱改為新秀丽。隨著旅遊逐漸成為主流活動，新秀麗的產品組合隨之發展，為滿足旅遊需求開發一系列多元化產品。自此，本公司擁有多項「第一」紀錄，包括推出第一批行李箱套裝、第一款輕便行李箱及第一款可拖拉行李箱等。於2011年6月，本公司於香港聯合交易所有限公司(「香港聯交所」)主板首次公開發售股份。

本集團銷售的產品來自四個主要產品類別：旅遊、商務、休閒及配件。旅遊類別為本集團最大產品類別，屬本集團傳統強項。本集團透過各種批發分銷渠道、其自營零售店及電子商貿銷售產品。於2017年12月31日，本集團產品在超過100個國家有售。

本公司主要採用權力下放管理架構經營北美洲、亞洲、歐洲及拉丁美洲四大地區的業務。本公司的權力下放管理架構一直及依然是本公司可持續競爭優勢的最重要來源之一。該架構鼓勵及獎勵產品及營銷中的創新及獨特優勢，以最有效聯繫及服務全球各個市場的當地消費者，並使本公司能夠靈活迅速應對個別市場中各式各樣的挑戰及機遇。然而，業務隨著規模擴大而日趨複雜，故此本公司已調整權力下放管理架構，以維持全球營運的能力，同時留意不要淡化權力下放為推動本公司成功帶來的諸多好處，特別是一貫的「拼搏」精神、歸屬感、責任感及決策速度，造就許多成功的較小型創業公司。基於此原因，本公司已就內部若干職能(如採購、法

has grown considerably along with its size, and as a result the Company has adapted its decentralized management structure in order to maintain the ability to leverage its global scale, while at the same time taking care not to dilute the many benefits of decentralization that have helped drive the Company's success, particularly the same can-do spirit, sense of ownership, accountability and speed of decision-making that animates many successful, smaller entrepreneurial companies. For that reason, the Company has designated a global lead across certain functions within the Company, such as sourcing, legal, finance, human resources and e-commerce, to provide synergies where there are business benefits to doing so. The Company has also appointed a global Director of Sustainability to take the lead in building a global sustainability program that engages with the Company's key stakeholders, including consumers, investors, employees and the communities in which the Group operates.

Board Management & Responsibility

The Company is committed to good corporate governance, which promotes the long-term interests of shareholders, strengthens board and management accountability, and helps build public trust in the Company.

The Company's general approach for identifying significant risks and opportunities related to environmental, social and governance matters ("ESG") relies on management's evaluation of the Company's current position and its expectations regarding future developments. Samsonite's Board of Directors and senior management team oversee its ESG governance and compliance effort.

This ESG report highlights the many corporate policies and practices, large and small, through which the Company seeks to responsibly manage its business worldwide. The Company's risk management initiatives, which include ESG, consider annually whether the Company's policies and programs adequately identify and respond to the material ESG risks that it faces. The Company's risk management and internal control systems help ensure protection of the Company's assets, including its people, the efficiency and effectiveness of its processes, the reliability of the information provided to its stakeholders, and its compliance with applicable laws and regulations. The Company has complied with the "comply or explain" provisions set out in the ESG Reporting Guide for the fiscal year ended December 31, 2017.

The Board of Directors reviewed and approved this report on March 14, 2018.



律、財務、人力資源及電子商貿等)指定一名全球領導，以便在有商業利益的情況下產生協同效應。本公司亦委任一位全球可持續發展總監，帶領制定全球可持續發展計劃，與本公司的主要持份者(包括消費者、投資者、僱員及本集團營運所在的社區)合作。

董事會管理及責任

本公司致力奉行良好企業管治，旨在促進股東長遠利益、提升董事會及管理層問責，以及樹立公眾對本公司的信心。

本公司識別環境、社會及管治事宜(「ESG」)相關重大風險及機遇的一般方針基於管理層對本公司目前狀況的評估及對未來發展的期望。新秀麗的董事會及高級管理團隊負責監督其ESG管治及合規工作。

本ESG報告重點介紹本公司各項大小企業政策及常規，旨在以負責任方式管理全球業務。本公司每年檢討其風險管理措施，包括ESG，以考慮本公司的政策及方案是否足以識別及應對所面臨的重大ESG風險。本公司的風險管理及內部控制系統有助確保本公司資產(包括員工)得到保障、業務流程行之有效、持份者獲提供可靠資料，以及遵守適用之法例及法規。於截至2017年12月31日止財政年度，本公司遵守了ESG報告指引所載的「不遵守就解釋」條文。

董事會於2018年3月14日審閱及批核本報告。



Environmental 環境



Emissions

The Company's policy is to comply with relevant laws and regulations regarding air and greenhouse gas emissions, discharges into water and land, and the generation of hazardous and non-hazardous waste. In addition, the Company strives to mitigate emissions and reduce or recycle waste, where possible.

To the best of the Company's knowledge, carbon is the main source of greenhouse gas emissions (measured in carbon dioxide equivalents, or "CO₂e"), as the manufacturing processes the Company employs use electrical power to operate production machinery and heating and cooling equipment, to allow the equipment to function at its optimum output. Samsonite's emissions footprint is driven from its significant operations, including the Company's owned and operated manufacturing facilities in Oudenaarde (Belgium), Szekszárd (Hungary), and Nashik (India); distribution centers in Jacksonville, Florida, and Vidalia, Georgia (USA), Oudenaarde (Belgium), Hong Kong SAR and Ningbo (China); significant regional offices; and a global network of retail stores that are owned and operated by the Company. The Company opened its second plant in Szekszárd, Hungary, in September 2017.

The Company tracks and monitors energy consumption and emissions (air and greenhouse gases), discharges into water and land, and waste (hazardous and non-hazardous, as defined by local laws) at each of its owned and operated manufacturing facilities. Energy consumption is also monitored at distribution centers, regional offices, and retail stores for which Samsonite pays utility bills.

The Company has focused on material sources of emissions (large offices, distribution centers, retail stores and manufacturing facilities) in order to identify trends and compare 2016 data with 2017 reported data. The Company's emissions of nitrogen oxides ("NO_x") and sulphur oxides ("SO_x") from 2016 to 2017 are broadly consistent, driven by a decrease in combustible fuel consumption at its plants. Vehicle emissions are not a significant source of air pollutants for the Company and have not been included.

In 2017, the Company had no known material instances of non-compliance with relevant laws and regulations regarding emissions.

排放物

遵守廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生的相關法例及法規是本公司的政策。此外，在可行情況下，本公司亦致力舒緩排放以及減少或回收廢棄物。

據本公司所知，由於本公司採用的生產過程須消耗電力操作生產機器以及供暖及冷卻設備以使設備維持最佳出產水平，因此碳是溫室氣體排放的主要來源（以二氧化碳當量（「CO₂e」）計算）。新秀麗的排放足跡源於其主要營運設施，包括本公司設於比利時奧德納爾德市、匈牙利塞克薩德市及印度納西克市自有及經營的生產設施；設於美國佛羅里達州積遜維爾市及喬治亞州維達利亞市、比利時奧德納爾德市、中國香港特別行政區及寧波市的分銷中心；主要區域辦事處；以及本公司自有及經營的全球零售店網絡。本公司於2017年9月在匈牙利塞克薩德市開設第二個廠房。

本公司追蹤及監察其自有及經營的各項生產設施的能源消耗及排放（廢氣及溫室氣體）、向水及土地的排污以及廢棄物（有害及無害，定義見當地法例）情況，並監察由新秀麗支付公用事業費用的分銷中心、區域辦事處及零售店的能源消耗狀況。

本公司專注於排放物的主要源頭（大型辦事處、分銷中心、零售店及生產設施），以識別趨勢及將2016年的數據與2017年的報告數據作比較。本公司於2016年至2017年的氮氧化物（「NO_x」）及硫氧化物（「SO_x」）排放量大致上一致，乃受其廠房的可燃燃料耗量減少所帶動。汽車排放量並非本公司空氣污染物的主要來源，故不包括在內。

於2017年，本公司不曾獲悉任何嚴重違反排放法例及法規的情況。



In Focus: Recycling and Capturing Local Natural Resources Reduces Our Impact on the Environment

Samsonite's corporate philosophy encourages sharing ideas to reduce waste and energy usage across plants. For example, materials used in the manufacturing process are recycled (e.g., cardboard, wooden pallets, and, most significantly, regrinds of plastics that are either reused directly or sold as scrap to third parties to be recycled into alternative products). Examples of initiatives include:

- Continued implementation of the "5S" initiative⁽¹⁾ in Nashik, India and Oudenaarde, Belgium (to identify and remove redundant equipment and scrap) has led to increased recycling of unused materials and equipment;
- Solar panels have been installed at the plants in Belgium and Hungary to increase sourcing of renewable energy, providing the plant in Hungary with approximately 6,000 kWh per annum;
- Rooftop solar panels will be extended to India in early 2018, which is expected to generate 1.5 million kWh of energy on an annual basis, replacing fossil fuel consumption from the grid; and
- At the plant in Nashik, India, water discharge and rainwater are treated onsite and used to grow saplings which are then planted in a regional initiative (see the Community section, below); these actions have contributed to the Nashik plant offsetting its annual energy consumption via carbon sequestration.

焦點：回收及善用當地天然資源減少我們對環境的影響

新秀麗的企業理念鼓勵員工分享各廠房減少廢棄物及能源消耗的方法。例如回收生產過程中使用的材料(如紙板、木卡板，尤其是直接重用或作為廢棄物售予第三方循環再用於其他產品的塑膠次料)。採取的措施例子包括：

- 繼續於印度納西克市及比利時奧德納爾德市廠房實施「5S」措施⁽¹⁾以識別及清除冗餘設備及廢棄物，加強回收未使用的材料及設備；
- 於比利時及匈牙利廠房安裝太陽能板，以增加採用可再生能源，每年為匈牙利廠房提供約6,000千瓦時；
- 屋頂太陽能板將於2018年初擴展至印度，預計每年將產生1.5百萬千瓦時的能源，取代電網內化石燃料消耗；及
- 於印度納西克廠房現場處理水排放及雨水，並將其用於種植該地區植樹行動中所使用的樹苗(見下文的社區一節)；透過碳截存，這些行動有助抵銷納西克廠房的年度能源消耗。

Note 註釋

(1) The 5S initiative is a systematic and methodical approach to manufacturing and other processes that allows teams to organize their workplace in the safest and most efficient manner. 5S措施是具系統性及有條不紊地進行生產及其他流程的一種方法，有助團隊以最安全及最具效率的方式整理工作環境。

Use of Resources

The Company monitors its use of resources mostly through its reporting to the national, regional, and local governments where it operates its owned and operated manufacturing facilities and where such reporting is required.

The Company's policy is to comply with relevant laws and regulations regarding the efficient use of resources, including energy, water, and other raw materials. Furthermore, the Company continuously aims to implement energy and water efficiency initiatives. The Company is committed to using resources efficiently, and reducing the amount of waste it produces, where possible. The Company's manufacturing process is fairly energy-intensive as plastics are used to construct hard-side luggage products. Plastics are used in the form of sheets (polycarbonate or polypropylene granules). Sheets are used in the extrusion, vacuum forming, or pressure forming processes. Granules are used in the injection molding process.

The manufacturing process at the Company's plants uses a closed-loop water system for cooling purposes. None of the Company's owned and operated manufacturing facilities has any issues sourcing water that is fit for purpose. The plant in Nashik, India, for example, uses rainwater collected from the monsoon season, to reduce reliance on locally sourced water during periods of drought. The only significant water discharged relates to sewage, which is monitored and to the Company's knowledge is in material compliance with local laws and regulations. Due to the closed-loop water system, and processes used to produce its products, industrial wastewater discharge is not material to the Company's operations.

In 2017, the Company's absolute water consumption at its plants increased by 6% from 2016, driven by increased production and additional water usage at its new facility in Hungary as well as incremental sprinkler system recharging in Belgium and the new plant in Hungary. Water consumption is monitored in absolute amounts at each plant, which is deemed appropriate, with usage expected to be broadly consistent year over year.

Each owned and operated plant has identified and then implemented its own energy and emissions reduction efforts, many of which the Company has begun to implement in its other locations. Highlights across its owned plants include:

- Introducing LED lighting, motion sensors (e.g. warehouses, saving approximately 100,000 kWh per annum), and timed air conditioning usage initiatives;
- Insulating pipes in the boiler room and warehouse in Belgium; insulating docks with inflatable shelters;
- Investing in new equipment, for example, renewing oil and water cooling installations, purchasing two new large injection molding machines, replacing inefficient heating systems in certain plant offices, and installing frequency regulators on motors;
- Reducing or discontinuing the use of high global warming potential refrigerants using an alternative cooling technique to leverage natural air cooling;
- Using meters to track usage and identify opportunities in our plants to maximize the energy efficiency of machinery without compromising the quality of output; and
- Automatically shutting down non-producing machines, and checking air pressure systems for leakages.

資源使用

本公司主要透過向國家、地區及當地政府作出所需的相關報告，從而監察其營運自有及經營生產設施時使用資源的情況。

遵守有效利用包括能源、水及其他原材料在內的資源的相關法例及法規是本公司的政策。此外，本公司不斷致力於推行節能及節水措施。本公司致力在可行的情況下，有效利用資源並減少產生廢棄物。由於使用塑料製造硬質行李箱產品，本公司的生產過程消耗不少能源。我們使用片材型的塑料（聚碳酸酯或聚丙烯顆粒）。片材用於擠壓、真空成型或壓力成型的過程。顆粒用於注塑成型過程。

本公司廠房於生產過程中使用封閉水系統作冷卻用途。本公司所有自有及經營的生產設施均未曾於採購合適用水方面遇到任何問題。例如，印度納西克市的廠房使用雨季時收集的雨水，以減少乾旱期間對當地水源的依賴。本公司唯一主要的水排放與污水有關，而本公司已監察相關情況，並且就本公司所知符合當地法例及法規。由於本公司採用封閉水系統，以及生產其產品所用的過程，故工業廢水排放對其營運並不重大。

於2017年，本公司廠房的絕對用水量較2016年增加6%，乃受生產量增加、用水量因匈牙利的新廠房而上升、以及比利時和匈牙利新廠房加強增量灑水系統所帶動。各廠房的用水量均以絕對數量進行監察，而此舉被視為適當。本公司預期用水量按年大致保持一致。

各自有及經營的廠房已制定並實施各自的節能及減排措施，本公司亦開始於其他地點實施當中大部分措施，在自有廠房的重點措施包括：

- 引入LED照明、動態感應器（例如在倉庫使用，每年節省約100,000千瓦時）及定時空調措施；
- 比利時鍋爐房及倉庫設有隔熱喉管；以充氣屏障隔離裝卸區；
- 投資新設備，例如更新油水冷卻裝置、購買兩台新的大型注塑機、更換若干廠房辦公室的低效供熱系統，以及在電機上安裝頻率調節器；
- 透過使用替代冷卻技術，利用自然空氣降溫，減少或停止使用可能加劇全球暖化的製冷劑；
- 於我們的廠房中使用度量計記錄使用情況，以及尋求無損生產質量並最大限度提升機器能源效益的方法；及
- 自動關閉非生產中的機器，並檢查氣壓系統是否有洩漏。



In Focus: Energy Efficiency Initiatives to Reduce Our Impact on the Environment, and Reduce Utility Costs

- India has initiated various energy conservation initiatives which are expected to reduce the annualized energy consumption by 0.85 million kWh in comparison to 2016, assuming steady production;
- New power lines installed in Nashik have improved the electricity supply and are continuing to reduce the reliance on diesel generators to power the plant; and
- A second 20,000m² plant opened in Hungary in September 2017 uses sophisticated energy management to monitor consumption and solar power to heat water.

焦點：能源效益措施減少我們對環境的影響，並降低公用事業成本

- 印度已開展多項節能措施，假設產量穩定，預期每年能源耗量將較2016年減少85萬千瓦時；
- 安裝在納西克市的新輸電線已改善電力供應，並繼續減少對柴油發電機的依賴；及
- 於2017年9月在匈牙利開設的另一個20,000平方米廠房使用先進的能源管理以監察消耗以及太陽能將水加熱。

The Company's absolute Greenhouse Gas ("GHG") Scopes 1 and 2 emissions increased to 45,522 tonnes of CO₂e in 2017 and energy use increased to 81,315,867 kWh over the same period, reflecting an expansion of its business through the acquisition of Tumi in August 2016. The Company has implemented a global process to track its emissions and consumption data, and in future years, as it continues to integrate the Tumi business, it will assess absolute and intensity targets for both emissions and consumption metrics to help drive behavioral changes to reduce energy consumption and conserve natural resources.

Local laws also require regular reporting of waste generation and disposal. The production processes in the Company's plants create minimal hazardous waste, as defined by local laws, and it employs third-party waste management companies to collect and dispose of this waste in an appropriate manner. The Company continues to monitor the generation of hazardous and non-hazardous waste at its plants, and uses the data collected to progress its recycling efforts. In 2017, the Company produced 20 tonnes of hazardous waste, an increase of 11 tonnes from 2016, reflecting the results of the implementation of its 5S programs, which identified opportunities for the Company to remove aged or surplus waste. For example, in Hungary in 2017, emulsion oil disposal increased its hazardous waste and production also increased while non-hazardous waste remained broadly consistent at 1,875 tonnes. As the Company continues to follow its 5S program, it anticipates a reduction of waste over time, following the initial action taken to identify and remove surplus waste. This progress over time will then allow for meaningful intensity metrics to be developed and reported, if the Company considers the amounts as material, for its waste data.

Following the successful adoption of the 5S program in India, our plants in Belgium and Hungary are also implementing the initiative to identify opportunities to reduce waste in the production process.

本公司範圍1及2溫室氣體("GHG")的絕對排放量於2017年增至45,522噸CO₂e，同期能源耗量增至81,315,867千瓦時，反映於2016年8月收購Tumi後的業務擴充。本公司已制定全球流程以追蹤其排放量及耗量數據，並將於未來幾年，隨著Tumi業務繼續整合，本公司將評估排放量及耗量計量指標的絕對及強度目標，以助促進改變行為，以減少能源消耗及保育天然資源。

當地法例亦要求定期就廢棄物產生及處置作出報告。本公司廠房的生產過程產生最微量的有害廢棄物(定義見當地法例)，並聘用第三方廢棄物管理公司妥善收集及處理有關廢棄物。本公司繼續監察其廠房產生的有害及無害廢棄物，並利用收集數據促進回收工作。於2017年，本公司產生20噸有害廢棄物，較2016年增加11噸，反映本公司透過實施5S方案發掘機會清除陳舊及多餘廢棄物。例如，於2017年，隨著產量增加，在匈牙利的乳化油排放令有害廢棄物增加，而無害廢棄物則大致維持於1,875噸。隨著本公司繼續採取5S方案，本公司預期在採取初步行動識別及清除多餘廢棄物後，廢棄物將隨著時間而減少。倘本公司視有關數量為重大數據，則此逐步進展將有助本公司就其廢棄物數據發展及報告具有意義的強度計量指標。

於印度成功採用5S方案後，本公司於比利時及匈牙利的廠房亦正實施此方案以尋求於生產過程中減少廢棄物。

The Company's initiatives to reduce its use of packaging materials involve both its own manufacturing plants and its raw material suppliers. In Hungary, for example, the Company has been working with its suppliers to re-use packaging materials. The Company continues to review the packaging used in the manufacturing of its products, including those produced under the *Tumi* brand, with a focus on recycling corrugate within its distribution centers and the use of recycled paper in its owned manufacturing facilities. The Company will continue to build on the work performed with certain raw material suppliers to monitor the usage of materials in order to identify areas in which packaging weight can be reduced and to increase recycling rates across the Company. In addition, sustained R&D spend on lighter and stronger new materials also creates opportunity to develop efficiencies in product packaging. Packaging material used in finished products correlates to the production of those goods in the Company's three manufacturing facilities. As the Company continues to implement 5S, it will focus on gathering the relevant data to quantify re-use and recycling efforts in areas where it can influence change, such as in the owned and operated distribution centers and manufacturing facilities.

Natural Resources

The Company acknowledges the impact it has on the environment and on natural resources. As noted above, the Company's most significant impact on the environment and natural resources relates to its carbon dioxide ("CO₂") emissions from those facilities included in the reporting boundary of this environmental data. The Company's carbon emissions are mostly emitted by its manufacturing process and distribution facilities.

The Company assesses and monitors air emissions, energy consumption, greenhouse gases, water consumption and discharges into water and land, and generation of waste (hazardous and non-hazardous, as defined by local laws) at each of its owned and operated manufacturing facilities as emissions generation, water use, and waste production are the most significant individual sources of energy use.

The Company's commitment to the environment can be seen in its ongoing implementation of various efforts to reduce its overall impact on the environment and natural resources both internally, and, in certain cases, with third parties.

Outside of the Company's owned and operated footprint (which includes manufacturing facilities, regional offices, warehouses, and retail stores), the Company has continued to work with its raw material and component suppliers for its owned manufacturing locations to understand upstream emissions by making inquiries as part of its vendor evaluation process.

Two other examples include India where we have a supplier 5S program (where the Company has helped a selection of suppliers introduce 5S initiatives at their own downstream facilities) and in Hungary where we have a collaboration with a cardboard packager to reduce the weight of our suitcase packaging.

With its factories in Belgium and Hungary being located within the European Union ("EU"), and with the EU Directive relating to environmental reporting of data (which took effect on January 1, 2017), the Company has been collecting and reporting certain data to local regulators. The Indian government has similar requirements for the Company's plant in Nashik.



本公司所推行減少使用包裝材料的措施涉及其自有生產廠房及其原材料供應商。例如，本公司在匈牙利一直與供應商合作重用包裝材料。本公司繼續審查其產品(包括 *Tumi* 品牌旗下產品)生產中使用的包裝，並專注於在其分銷中心內回收瓦通紙，及在其自有生產設施中使用再造紙。本公司將持續致力於鞏固與若干原材料供應商的合作，監控材料的使用狀況，從而找出可減輕包裝重量的地方及提升本公司的回收率。此外，對研發持續投放以開發更輕巧及更堅韌的新物料，亦有助提高產品包裝的效益。製成品所用的包裝材料與該等產品於本公司三個生產設施的生產相關。隨著本公司繼續實施 5S 措施，其將專注於收集相關數據，以量化於其可推動改善的地方(如自有及經營的分銷中心及生產設施)所進行重用及回收工作的成效。

天然資源

本公司意識到其對環境及天然資源造成的影響。如上文所述，本公司對環境及天然資源最重大的影響與包括於此環境數據匯報範圍中設施的二氧化碳 ("CO₂") 排放有關。本公司的碳排放主要由其生產過程及分銷設施產生。

由於產生排放物、用水及產生廢棄物為最主要的個別能耗源頭，因此本公司量度及監察我們自有及經營的各個生產設施的廢氣排放、能源消耗、溫室氣體、水消耗及向水及土地的排污以及所產生的廢棄物(有害及無害，定義見當地法例)。

本公司對環境的承擔從我們內部(及在若干情況下與第三方合作)就減少整體對環境及天然資源的影響而持續進行的各項工作可見一斑。

在本公司自有及經營業務(包括生產設施、地區辦事處、倉庫及零售店)以外的地點，本公司持續與其自有生產地點的原材料及零件供應商合作，透過向他們查詢瞭解上游排放物的情況，並以此作為對供應商評估的其中一部分。

兩項其他實例包括我們在印度推行的供應商 5S 方案(本公司協助部分供應商在其擁有的下游設施引入 5S 措施)，以及我們在匈牙利與紙板包裝商合作減輕行李箱包裝的重量。





As part of the 5S program, our plants have several visual reminders for employees to look for ways to make improvements in the production area and warehouse, including, for example, reducing unnecessary lighting. This program, which has been rolled out to our Belgium plant in 2017, encourages behavioral change, with an emphasis on employees using resources such as water and energy more efficiently and effectively.

Internal initiatives related to energy consumption, emissions and waste also benefit a broad range of employee stakeholder groups. For example, approximately 85% of our employees at the Hungary plant receive subsidies to use more energy-efficient methods of transport, such as the bus or train, when commuting. Our employees in India benefit from extensive landscaping and gardens around the plant, fed from collected monsoon rainwater. In addition, employees from the Nashik manufacturing facility planted more than 60,000 saplings in 2017, resulting in approximately 1.23 million kg of CO₂ emissions offsets for the year. In 2018, the Company expects to plant a further 100,000 saplings. Each year, students in Belgium are tasked with developing new ideas to further identify resource reductions in production and material usage at the Oudenaarde plant as part of their studies.

The Company has focused on reducing higher CO₂e emissions sources, such as certain refrigerants that may have a higher global warming potential; these sources have been substantially replaced by using smarter techniques or alternative technologies at its plants in India, Belgium, and Hungary. In India, the planned installation of solar power will reduce our reliance on the national grid.

Our Nashik plant has collaborated directly with the Confederation of Indian Industry to identify opportunities for carbon reductions in its factory. By working with such organizations, the Company is in a strong position to react to new changes. One such change is the Indian tax law enacted during 2017, which could eliminate the need to have independent distribution centers in every state in India where the Company sells its products. As a result, the Company's Indian business unit plans to evaluate opportunities to rationalize the number of warehouses required to support the business.

本公司的比利時及匈牙利工廠位於歐盟(「歐盟」)境內，隨著歐盟有關環境數據報告的指令於2017年1月1日生效，本公司一直收集並向當地監管機構報告若干數據。印度政府對本公司位於納西克市的廠房亦有類似規定。

作為5S方案的一部分，我們在生產區或倉庫均設有多項視覺提示，提醒僱員尋求改進方法，例如減少不必要的照明等。此方案於2017年在比利時廠房推行，鼓勵僱員改變行為，尤其注重鼓勵僱員更高效及有效地使用水及能源等資源。

僱員持份者團體亦普遍受惠於本公司有關能源消耗、排放物及廢棄物的內部措施。例如，約85%匈牙利廠房的僱員獲得補貼，讓他們於通勤時選搭巴士或火車等更具能源效益的交通工具。我們印度的僱員則可享受廠房四周由收集雨季雨水灌溉而成的廣闊園林景緻及花園。此外，納西克市生產設施的僱員於2017年種植超過60,000棵樹苗，抵銷今年約為1.23百萬千克的CO₂排放量。於2018年，本公司預期將再種植100,000棵樹苗。於比利時，我們每年邀請該國學生作為他們課程的一部分制定新方法，以進一步減少奧德納爾德廠房進行生產及使用材料時耗用的資源。

本公司致力於減少CO₂e較高的排放源頭，如若干可能加劇全球暖化的製冷劑。本公司透過於印度、比利時及匈牙利的廠房採用更高效的技術或替代科技，大量取代該等排放源頭。於印度，計劃安裝太陽能將減少我們對該國電網的依賴。

我們的納西克廠房與印度工業聯合會(Confederation of Indian Industry)直接合作，尋求廠房減少碳排放的可能。透過與該等組織合作，本公司能更有效應對新的變化。其中一項相關變化為於2017年頒佈的印度稅法，有關稅法或會令本公司毋需再於每個銷售其產品的印度州份設置獨立分銷中心。因此，本公司的印度業務部門計劃評估調整支援業務所需的倉庫至合理數目的可能性。



Employment & Labor Practices

僱傭及勞工常規



The Company's employment and labor practices govern a workforce of more than 12,000 corporate, sales office, distribution center, manufacturing, and retail staff – including store management and full- and part-time sales associates. The Company's people are its greatest asset. As such, our corporate policy is to attract and retain the best talent across all regions, provide meaningful development opportunities, reward and recognize performance, and ensure a safe working environment, while promoting and supporting employee health and well-being. Employment and labor practices cover employment, development and training, labor standards, and occupational safety and health, as detailed below.

本公司的僱傭及勞工常規規管逾 12,000 名公司、銷售辦事處、分銷中心、生產及零售員工(當中包括店舖管理及全職及兼職銷售人員)。本公司員工是其最大資產。因此，本公司的企業政策旨在吸引及挽留各地區的最優秀人才、提供實質發展機會、獎勵及表彰僱員表現及確保工作環境的安全，同時提升及保障員工的健康與福利。僱傭及勞工常規涵蓋僱傭、發展及培訓、勞工標準及職業安全與健康，有關詳情載列於下文。



In Focus: The Samsonite Marble

If there's one thing that brings a sense of unity and purpose to our ever-growing workforce, it's the Samsonite Marble. This is traditionally given to all new employees, and bears the inscription: "Do Unto Others As You Would Have Them Do Unto You." Formulated by the company's founder, Jesse Shwayder, in 1910, the Samsonite Golden Rule is a reminder that certain values – treating customers, employees, suppliers and investors with fairness and respect, being straightforward and transparent in our dealings, always striving to improve and invest in the future – have remained constant throughout the Company's history.

焦點：新秀麗之珠

如果有一樣東西能為我們不斷增長的員工團隊帶來團結及目標，那必然是新秀麗之珠，珠上刻有：「己所不欲，勿施於人。」，傳統上會分派予所有新入職員工。此新秀麗金科玉律(Samsonite Golden Rule)由本公司創辦人 Jesse Shwayder 於 1910 年制訂，用以提醒本公司歷年一直秉承的若干價值：以公平及尊重的態度對待客戶、僱員、供應商及投資者、交易直接及透明、始終致力於改善及投資於未來。

Employment

The Company is committed to a policy that promotes both equal employment and advancement opportunities. All employment decisions are based on the applicant's or employee's qualifications and merit. Around the world, the Company strives to be a place where the most qualified people want to work, where people are hired and advanced based on merit, and where there are widely available opportunities to develop within the business.

The Company's global human resource ("HR") strategy is led by a new Senior Vice President of global human resources who will identify and nurture the talent necessary to propel future growth. Consistent with its decentralized structure, the Company's regional HR teams continue to lead the Company's local HR efforts which enable the Company to capitalize on rapid business growth in emerging economies, tap into local skills, and improve local talent strategies across the regional operating units in North America, Asia, Europe, and Latin America. The Company's HR policies and procedures are designed and implemented in keeping with applicable laws and requirements. Each regional (or in some cases, local) management team maintains its HR policies covering areas such as compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.

The Samsonite Employee Code of Conduct ("Employee Code") details the corporate values and expectations of employees. The Employee Code sets forth the global principles that apply to every employee including prohibitions against the use of bribes or kickbacks, against inaccurate recordkeeping, and against the use of company property for personal gain. The Employee Code calls on all employees to treat all the Company's vendors with dignity and respect, and insists that they adhere to labor, health, and safety standards consistent with those established by the International Labor Organization ("ILO"). The Company endorses the ILO's central tenet, namely that people throughout the world should be able to undertake decent and productive work in conditions of freedom, equality, security and human dignity. Employees who fail to abide by the Employee Code are subject to discipline, which may include dismissal, if warranted.

The Company's business ethics reporting hotline is accessible online and is widely publicized to employees worldwide. Employees may use this hotline, anonymously if desired, to report any workplace concern that they have. Employees using the hotline are protected against retaliation.

In 2017, the Company had no known material instances of non-compliance with relevant employment and labor practice laws and regulations regarding compensation and dismissal, recruitment, and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare in its countries of employment.



僱傭

本公司奉行提倡平等就業及晉升機會的政策。所有僱傭決定均基於申請人或僱員的資歷及長處。本公司於全球各地均致力成為大部分合資格人士的理想工作公司，本公司的聘任及晉升決定均基於員工的長處，且公司內部可提供大量發展機會。

本公司全球人力資源(「人力資源」)策略由新任全球人力資源高級副總裁領導，負責識別及培育推動未來發展所需的人才。本公司的地區人力資源團隊繼續領導本公司的當地人力資源工作，與本公司的權力下放架構保持一致，使本公司能夠利用新興經濟體的快速業務增長、善用當地技能並改善我們於北美洲、亞洲、歐洲及拉丁美洲地區營運部門的當地人才策略。本公司的人力資源政策及程序遵照適用法例及法規而制定及實施。各地區(或於若干情況下，當地)管理團隊執行的人力資源政策涵蓋補償及解僱、聘任及晉升、工時、休息時間、平等機會、多元化、反歧視及其他福利及福祉。

《新秀丽僱員行為守則》(「僱員守則」)詳述企業價值及對僱員的期望。《僱員守則》載列適用於每一名僱員的全球原則，當中包括禁止賄賂或回扣行為、防止不準確記錄及防止使用公司財產謀取個人私利。《僱員守則》要求所有僱員尊重並同時有尊嚴地對待本公司的供應商，並堅持遵守與國際勞工組織(「ILO」)所制定標準一致的勞工、健康及安全標準。本公司認同ILO的核心宗旨，即全球人士應能在自由、平等、安全及有人類尊嚴的情況下進行正當及有收穫的工作。未能遵守《僱員守則》的僱員將受到紀律處分，當中在必要情況下可包括解僱。

僱員可透過網上聯絡本公司的商業道德報告熱線，有關熱線亦向全球僱員廣為宣傳。僱員可以(如有需要可匿名)使用此熱線舉報任何有關職場的疑慮。使用此熱線的僱員將不會受到追究。

於2017年，本公司不曾獲悉在其僱用員工的國家有任何嚴重違反與補償及解僱、聘任及晉升、工時、休息時間、平等機會、多元化、反歧視及其他福利及福祉相關的僱傭及勞工常規法例及法規的事宜。



Development & Training

The Company focuses on developing and rewarding teams, as well as fostering a culture of recognition to support high performance and the retention of talent. The Company is also committed to helping its employees develop the knowledge, skills and abilities needed for continued success through vocational training, and encourages employee professional development throughout each employee's career.

The Company implements professional development programs across all operations, driven locally to meet local needs. The Company considers training – namely those activities offered to employees to help them become more proficient at tasks that their jobs comprise – as indispensable to its business.

Labor Standards

The Company's Employee Code focuses on Samsonite's expectation that all employees will act in accordance with the Company's values and with applicable laws. Included in the Employee Code is the Company's corporate commitment to legal compliance, ethical standards, and a general commitment to labor standards enshrined by the ILO. Samsonite's employment policies related to preventing child and forced labor are developed and implemented at the regional and local levels to respond to the varying regulations and laws in these areas.

Together, these commitments are designed to protect its employees and to prevent illegal working conditions, including egregious violations such as child labor and human trafficking.

In 2017, the Company had no known material instances of non-compliance with relevant labor standards regarding preventing child or forced labor in its operations.

Occupational Health & Safety

The Company is committed to protecting the safety, health, and welfare of its employees in the workplace. The Company follows its established procedures to ensure compliance with applicable occupational health and safety ("OHS") laws and regulations.

The Company focuses its OHS efforts on its owned and operated manufacturing facilities (in Belgium, Hungary, and India) and at its major distribution centers. The owned and operated manufacturing facilities have their own specific written OHS policies, which state a commitment to provide for a safe and healthy work environment. The owned and operated manufacturing facilities are required to report annually to their respective government authorities. Responsibility for OHS issues resides at the regional and facility levels.

In 2017, the Company had no known material instances of non-compliance with relevant OHS laws and regulations, and there are no significant regulatory actions or other litigation related to OHS that have had a significant impact on the Company's operations.

發展及培訓

本公司著重發展及獎勵我們的團隊，以及培養表彰文化以鼓勵僱員爭取更佳表現及挽留人才。本公司亦致力透過職業培訓協助僱員建立持續成功所需的知識、技術及能力，並於各僱員的職業生涯中鼓勵其發展專業。

本公司於各業務中實施專業發展方案，並由當地推行以符合當地需求。本公司認為培訓(即本公司為幫助僱員更加精通其職位的工作而提供的活動)對其業務而言不可或缺。

勞工準則

本公司的《僱員守則》重點講述新秀麗期望所有僱員根據本公司價值觀及適用法例行事。《僱員守則》載有本公司對法律合規、道德標準的企業承諾，以及ILO所奉行對勞工標準的一般承諾。新秀麗在地區及當地層面制定及實施有關防止兒童及強迫勞工的僱傭政策，以配合該等地區的不同法例及法規。

所有有關承諾旨在保護僱員及防止違法的工作情況，包括童工及販賣人口等嚴重違規行為。

於2017年，本公司不曾獲悉營運中有任何嚴重違反與防止童工或強迫勞工相關的勞工標準的事宜。

職業健康與安全

本公司致力保障僱員於職場的安全、健康及福祉。本公司遵循既定程序，以確保我們遵守適用的職業健康與安全("OHS")法例及法規。

本公司將OHS工作的重點放在比利時、匈牙利及印度自有及經營的生產廠房及主要分銷中心。該等自有及經營的生產設施均已各自制定具體書面的OHS政策，其中包括提供安全健康的工作環境的承諾。本公司自有及經營的生產設施必須向相關政府部門作出年度報告。OHS事宜由地區和設施層面負責。

於2017年，本公司不曾獲悉有任何嚴重違反OHS相關法例及法規的事宜，且並無有關OHS的重大監管行動或其他訴訟對本公司的經營產生重大影響。



Operating Practices

營運常規



The Company's operating practices are based on a commitment to conducting its business with honesty and integrity, and in compliance with applicable laws. Its focus on corporate responsibility is not only on what the Company makes, but also on how it is made. The Company conducts its business with the highest standards in mind, in all facets of its operations, and for all the products that it sells.

The Company's focus areas are as follows:

- Managing risks associated with its supply chain;
- Implementing product responsibility policies relating to health and safety, labeling, and consumer privacy;
- Ensuring a strong commitment to doing business with integrity, avoiding corruption in any form, including bribery, and complying with applicable anti-corruption laws; and
- Implementing policies on community engagement and community investments.

Supply Chain Management

Supply chain management is an integral part of the Company's corporate policy. While the Company owns and operates manufacturing facilities in Oudenaarde, Belgium; Szekszárd, Hungary; and Nashik, India, the remainder of its products are manufactured by independently owned and operated facilities. Most of the Company's third-party manufacturers are located in Asia, including China, Taiwan, Cambodia, Vietnam and Thailand.

The Company's global supply chain is multi-tiered, with many different types of business partners, some of which are suppliers with which it contracts directly, while others are parties such as sub-contractors or raw materials suppliers with which it does not have a direct contractual relationship. The Company's sourcing teams supervise direct contractual relationships with suppliers. The Company also licenses the sale of certain non-core products and the related sourcing of those products to approved third parties in cases where the third party may have more expertise within the product category. Local markets also source from local suppliers that they oversee.

The Company takes steps to evaluate, address and verify social risks in the supply chain. The current scope of its social compliance program is focused on final assembly, raw material, or component suppliers with whom it has a direct contractual relationship. In terms of social and environmental compliance, the Company's influence is linked to the strength of its partnerships and is often proportional to the scale and stability of the orders placed with its suppliers.

本公司的營運常規以承諾誠實及誠信經營業務為基礎，並遵守適用法律。本公司不僅重視所承擔的企業責任，亦重視如何履行有關責任。本公司於各營運範疇及銷售各產品時均以最高標準進行業務。

本公司的重點範疇為：

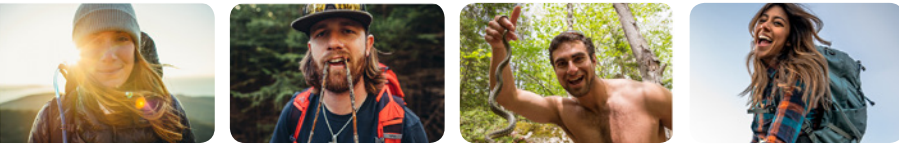
- 管理與其供應鏈相關的風險；
- 實施與健康及安全、標籤及消費者私隱有關的產品責任政策；
- 確保堅決致力於以誠信態度經營業務、避免包括賄賂在內任何形式的貪污行為，並遵守適用的反腐法例；及
- 實施社區參與及社區投資政策。

供應鏈管理

供應鏈管理為本公司企業政策的一部分。雖然本公司於比利時奧德納爾德市、匈牙利塞克薩德市及印度納西克市自有及經營生產設施，但其餘產品均由獨立第三方擁有及經營的設施生產。本公司大部分的第三方製造商均位於亞洲，包括中國、台灣、柬埔寨、越南及泰國。

本公司的全球供應鏈分為多個層級，有多個不同類型的業務夥伴，其中部分為本公司直接與其訂約的供應商，而其他則為我們與其並無直接合約關係的分包商或原材料供應商。本公司的採購團隊監督與其供應商的直接合約關係。在第三方可能較熟悉有關產品類別的專業知識時，本公司亦以特許形式批准向第三方銷售若干非核心產品以及採購有關產品。當地市場亦向其監督的當地供應商作出採購。

本公司採取措施評估、解決及驗證供應鏈中的社會風險。本公司社會責任方案的範圍目前集中於與其有直接合約關係的最終裝配、原材料或零件供應商。就社會及環境責任方面而言，本公司的影響力和與其合作夥伴的關係緊密程度相關聯，且通常與其向供應商所下訂單的規模和穩定性成正比。



The Company works to ensure that its global supply chain partners follow socially responsible and ethically acceptable practices. The Ethical Charter guides Samsonite's approach to minimum standards for its suppliers for all brands except Tumi. Tumi had an existing supplier's code of conduct known as the Standards of Engagement which was in place at the time of the acquisition by the Company in 2016. Tumi continues to use the Standards of Engagement with its suppliers. Collectively these standards set forth the vision for acceptable business practices related to workers' rights, working conditions, terms of employment, decent work, supplier systems, and worker protections. They are consistent with the ILO covenants, such as prohibitions against forced labor and child labor. The Company uses these standards as an integral component of its sourcing strategies, including how it evaluates supplier performance, and determines with which factories it will continue to engage and grow the business.

Compliance with these standards is a requirement for doing business with the Company. The Company's manufacturing agreement with its direct suppliers requires them to certify that materials incorporated into its product comply with all applicable laws, including environmental and social aspects.

The Company conducts due diligence checks of new and existing suppliers with whom it has a direct contractual relationship in the form of either self-assessment questionnaires or a compliance audit conducted by or on behalf of the Company. Social compliance audits consist of worker interviews, document reviews, and site tours. To be accepted as a new supplier, or to remain authorized for production, the supplier must not have any serious current health, safety, or labor issues. Examples of zero tolerance issues include critical, life-threatening health, safety and environment conditions, use of forced labor or human trafficking, or the use of child labor.

Tumi retains Worldwide Responsible Accredited Production ("WRAP") to monitor and certify its social compliance initiatives. WRAP is an independent, objective, non-profit team of global social compliance experts dedicated to promoting safe, lawful, humane, and ethical manufacturing around the world through certification and education. Key Tumi suppliers are required to become certified to the Gold level of WRAP certification, awarded to facilities that demonstrate full compliance with WRAP's Principles.

The Company uses a rating system with its suppliers to facilitate communications internally and externally on the status of compliance, and to assess change over time. The rating results are shared with the procurement and production teams, which then decide whether and to what extent to continue the business relationship with a specific supplier. The Company's communication and integration process for sourcing decisions is fundamental to the success of its efforts to drive improvements in workplace conditions.

Should the Company find that factory management is not meeting requirements, it requires a corrective plan of action to be implemented within the shortest timeframe possible. The Company will act against suppliers who do not demonstrate sufficient commitment to its standards or are in breach of it; subsequent actions can include terminating the supplier as an approved contracted factory. In all cases, the Company seeks to work with suppliers who understand that meeting these minimum standards is a critical baseline from which continuous improvement and demonstration of supplier commitment is achieved.

本公司致力確保其全球供應鏈合作夥伴遵循符合社會責任和道德標準的常規。新秀麗的《道德憲章》指導本公司對其所有品牌(Tumi除外)的供應商最低標準的方針。Tumi則繼續與其供應商採用其原有的供應商行為守則，該守則名為《聘用標準》，在本公司於2016年進行收購時經已生效。該等標準列明我們有關工人權利、工作環境、僱傭條件、正當工作、供應商系統及保障勞工的可接受業務常規的願景。有關標準與ILO公約一致，例如禁止強迫勞工及童工。本公司納入此等標準作為其採購策略的重要部分，包括如何評估供應商表現，以及決定與那一家廠商繼續合作擴展業務。

遵守此等標準是與本公司進行業務的一項要求。本公司與其直接供應商的生產協議要求彼等證明產品中所用的材料符合包括環境及社會等方面的所有適用法例。

本公司對與其有直接合約關係的新供應商及現有供應商進行盡職調查，形式為自我評估問卷或由本公司或其代表進行的合規審計。社會責任審計包括工人訪談、文件審查及現場訪察。供應商當前不得存有任何嚴重的健康、安全或勞工問題，方可成為新供應商或繼續獲准生產。零容忍問題的例子包括嚴重危害生命健康、安全及環境問題、強迫勞工或販賣人口或使用童工。

Tumi聘用國際社會責任認證組織("WRAP")以監察及認證其社會責任措施。WRAP是一個由全球社會責任專家組成的獨立、客觀、非牟利團隊，致力於透過認證及教育在全球推廣安全、合法、人道及符合道德規範的生產。Tumi的主要的供應商必須獲得WRAP的黃金級認證，該認證授予完全符合WRAP準則的設施。

本公司使用評級系統評定供應商，以便不時就合規情況進行內部及外部溝通，以及評估變化。採購及生產團隊可取得評級結果，並以此決定是否及在何種程度上與個別供應商延續業務關係。本公司採購決策的溝通及整合過程乃我們致力改善工作環境的成功基礎。

倘若發現工廠管理未能達到要求，本公司將要求該工廠盡可能在最短時間內實施糾正行動計劃。本公司將對未有充分遵守其標準承諾或違反承諾的供應商採取行動，後續行動可能包括終止供應商作為獲批簽約工廠的地位。在任何情況下，本公司尋求與明瞭達致此等最低標準是承諾及實踐持續改善的關鍵基礎的供應商合作。





IN FOCUS: Managing Supply Operations and Compliance

The product development, quality assurance and social compliance teams in China manage our third-party supplier relationships and are on the ground to resolve any day-to-day issues. Our focus in 2017 was to advance supply chain sustainability by managing risk and compliance of third-party vendors, to establish better working conditions and more operationally efficient factories. As an example, our U.S. and China teams collaborated to continuously review best practices to ensure ethical and responsible sourcing, product development efficiencies, and proper manufacturing execution, while monitoring quality and compliance and assessing capabilities. Using monthly global supply calls, the regional function heads of the sourcing department review current activities, including vendor performance, market conditions, pricing, and region-specific issues. Information sharing across key company personnel created visibility and alignment on strategies and best practices. This has been a productive method to generate ideas and drive efficiencies based on a global perspective.

焦點：管理供應業務及合規性

中國的產品開發、質量保證及社會責任團隊負責管理與第三方供應商的關係，並在現場解決任何日常問題。我們於2017年專注於透過對第三方供應商的風險及合規管理，提供更好的工作環境及建立更高營運效益的廠房，以便提高供應鏈的可持續性。例如，我們的美國及中國團隊合作，不斷檢討最佳實踐，以確保符合道德規範及負責任的採購、產品開發效率及妥善進行生產，同時監控質量及合規並評估能力。採購部門的地區職能主管利用每月的全球供應會議檢討目前活動，包括供應商表現、市場狀況、定價及個別地區所遇到的問題。本公司主要人員間的資訊分享令策略及最佳實踐更透明及一致。從全球角度而言，此乃激發創意及提高效率的有效方法。

Product Responsibility

The Company takes product responsibility seriously in all its operations. Below is a detailed summary of the Company's in-depth approach to customer service, data protection and privacy, intellectual property, product quality, and product testing.

- **Customer service:** The warranty policies for the Company's products, information on services and repairs, and customer service contact information are available on the Company's websites. Customer service is managed locally within each region or country. Company-owned or third-party repair centers perform repairs.
- **Data protection and privacy:** It is the Company's policy to satisfy applicable legal requirements with respect to data protection and privacy. In the United States, the Group seeks to obtain or maintain Payment Card Industry ("PCI") compliance for its U.S.-based businesses to protect certain sensitive customer data such as credit card information. The Group's PCI compliance in the U.S. is periodically validated by a third party. In other countries, credit card information is not retained.

產品責任

本公司於各業務範疇均認真貫徹產品責任。下文詳細概述本公司深入處理客戶服務、數據保密及私隱、知識產權、產品質量及產品測試的方式。

- **客戶服務：**本公司對其產品的保用政策、服務及維修資料及客戶服務聯絡資料均可於本公司網頁上瀏覽。客戶服務由各地區或國家於本地管理。本公司自有或第三方的維修中心負責進行維修。
- **數據保密及私隱：**本公司的政策為遵守有關數據保密及私隱的適用法律規定。於美國，本集團尋求取得或遵守對其美國業務實施的支付卡行業（「PCI」）規例，以保護敏感的若干客戶數據，例如信用卡資料等。本集團定期透過第三方驗證於美國的PCI合規性。而於其他國家，我們將不會保留信用卡資料。



- Intellectual property:* The Company's intellectual property team, which forms part of the legal department and is overseen by a Vice President of Intellectual Property ("IP"), actively seeks patent and design protection for important innovations and designs, and trademark registrations for key brands and marks. The Company's anti-counterfeiting and IP enforcement activities include: contractual requirements with suppliers; customs records, and where appropriate for certain brands, training customs officials to identify counterfeit goods; monitoring factories in countries with higher levels of counterfeiting; and monitoring and enforcing against listings of counterfeits found in online marketplaces. From time to time, third parties have sought to imitate the Company's patented products or trade on the reputation of its brands. When commercially justified, the Company also aggressively acts to enforce its intellectual property rights against third-party infringers by sending "cease and desist" letters, filing opposition and cancellation proceedings, conducting local raids as well as local enforcement via local partners and authorities, and, if necessary, bringing suits against the infringing party. The Company identifies infringers through its business teams in the various regions who are in the marketplace evaluating third-party activity; through trademark watch services; through professional investigators; and through customs officials who work with the Company to detain potentially infringing products at border locations. Monitoring and enforcement of infringements (or proactively against potential infringements via suitable warnings) is also carried out at major Trade Fairs in countries with higher levels of counterfeiting. The Company respects valid third-party intellectual property rights, but will vigorously defend itself against any inappropriate third-party claims. The Company conducts appropriate clearance checks to seek to avoid any potential conflict. During the year ended December 31, 2017, there were no infringements of the Company's patents or trademarks, or allegations of infringement claimed against the Company, which had a material adverse effect on the business, financial results, or reputation of the Company.
- Product quality:* There is a quality handbook for each of the major product categories. The Company has developed an extensive Product Quality Assurance program to ensure the products it sells meet or exceed its strict performance requirements (e.g., wear and durability). The program outlines the required testing to be performed for all of its brands/products and specifies the equipment that should be utilized for performing such tests.
- Product testing:* Product testing and inspection of raw materials, components and finished goods are conducted at each of the Company's owned and operated manufacturing facilities, as well as at many third-party suppliers, to ensure that standards of workmanship are maintained.

- 知識產權：**本公司的知識產權團隊為法律部門的一部分，由知識產權（「知識產權」）副總裁監督，積極為重要的創新意念及設計尋求專利及保護，並為關鍵品牌和商標取得商標註冊。本公司的打假及知識產權執法活動包括：供應商合約規定、海關備案以及在適當情況下培訓海關人員為若干品牌識別冒牌貨品、監察位於冒牌貨品泛濫國家的工廠以及監控和制止在網上發現出售的冒牌產品。第三方不時試圖模仿本公司的專利產品或利用其品牌聲譽。倘商業上合理，本公司亦積極採取行動，透過發出「停止及終止」函件、提出異議及撤銷訴訟、透過當地的合作夥伴及當局於當地進行搜查及執法行動，以及於必要情況下對侵權者提出訴訟等方式，對第三方侵權者強制執行本公司的知識產權。本公司識別侵權者的方式包括透過於各地區派駐負責在市場上評估第三方活動的專責團隊；透過商標監察服務；透過專業的調查人員；以及透過海關人員與本公司合作於出入境地點扣查潛在侵權產品。本公司亦在冒牌貨品泛濫的國家舉行的主要貿易展覽會就侵權進行監控及執法行為（或主動對潛在的侵權行為發出適當警告）。本公司尊重有效的第三方知識產權，惟亦會積極對抗第三方任何不當的申索。本公司進行適當的清關檢查，以避免任何潛在的衝突。於截至2017年12月31日止年度，並無任何侵犯本公司專利或商標的行為或對本公司作出的侵權指控令本公司的業務、財務業績或聲譽蒙受重大不利影響。
- 產品質量：**本公司各主要產品類別均備有質量指引。本公司已制定全面的產品質量保證方案，確保其銷售的產品達到或優勝於嚴謹的性能規定（如磨損及耐用性）。該方案概述了對本公司所有品牌/產品所須進行的測試並列明了有關測試應使用的設備。
- 產品測試：**本公司於自有及經營的各生產設施以及多間第三方供應商進行產品測試及原材料、零件及製成品檢查，確保工藝水準達標。



A global quality team meets regularly to implement the Company's Restricted Substance List ("RSL") policy. Company policy is to comply with all applicable legal requirements related to the levels of certain chemical substances in its products. For example, products intended for sale in Europe are tested for chemicals identified by the REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) regulations in the EU (known as Substances of Very High Concern or SVHC). Product testing is performed with the support of accredited third-party laboratories during product development, then randomly during production, and again upon renewal of old product programs.

In 2017, the Company had no known material instances of non-compliance with relevant laws and regulations regarding health and safety, labeling and privacy matters relating to products and services in its countries of operation. There are no current or pending regulatory actions or other litigation that are anticipated to have a significant impact on the Company.

Anti-Corruption

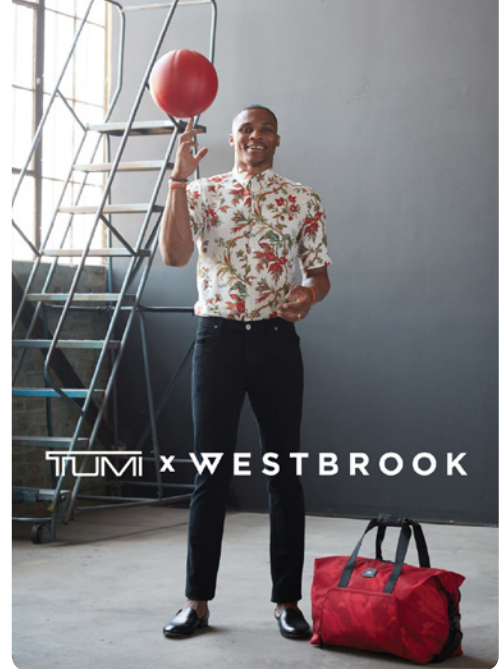
The Company is committed to conducting all aspects of its business in keeping with legal and ethical standards. It has adopted a Global Anti-Corruption Policy that requires all the Company's agents, directors, employees, officers, and representatives to comply with all applicable anti-corruption laws. The Company's Employee Code also includes provisions related to the Company's stance on the payment of government officials, bribes and kickbacks, gifts, and conflicts of interest.

The Global Anti-Corruption Policy provides guidance on how to conduct business in a fair, ethical, and legal manner. The Company's anti-corruption compliance program encompasses numerous reporting, monitoring and certification controls, as well as an education component that includes web-based and in-person training.

In addition, the Company conducts due diligence, where appropriate, to screen potential vendors for anti-corruption risk, and, where appropriate, vendors are required to agree to comply with its Global Anti-Corruption Policy.

The Company also has procedures and internal controls to assist with compliance with anti-bribery and corruption laws. These include required approvals for certain types of transactions, an employee ethics hotline (described above), and periodic monitoring by the Company's internal audit team as part of their routine procedures in higher risk locations. These activities are closely supported by the legal and finance departments on an as-needed basis.

In 2017, the Company had no known material instances of non-compliance with relevant laws and regulations regarding bribery, extortion, fraud, or money laundering in its countries of employment. There are no current or pending regulatory actions or other litigation that are anticipated to have a material impact on the Company.



全球質量團隊定期進行會議以落實本公司的限制物質清單("RSL")政策。本公司的政策為遵守與其產品中若干化學物質水平相關的所有適用法律規定。例如，擬在歐洲銷售的產品須就歐盟REACH(化學品註冊、評估、許可及限制)法規界定的化學物質(稱為高度關注物質或SVHC)進行測試。於產品開發過程中，本公司透過獲得認證的第三方實驗室進行產品測試，其後在生產過程中隨機抽驗，並在更新舊產品方案時再次進行測試。

於2017年，本公司不曾獲悉在其進行業務的國家有任何嚴重違反與產品及服務的健康及安全、標籤及私隱事宜相關的法例及法規的事宜。並無任何當前或待決的監管行動或其他預期會對本公司有重大影響的訴訟。

反腐

本公司致力在所有業務範疇遵守法律及道德標準。本公司已採納《全球反腐政策》，要求本公司全體代理人、董事、僱員、人員及代表遵守所有適用的反腐法律。本公司的《僱員守則》亦載有本公司就向政府官員提供款項、賄賂及回扣、禮品和利益衝突所持立場的相關規定。

《全球反腐政策》就如何以公平、符合道德及合法的方式進行業務提供指引。本公司的反腐合規方案包括多種報告、監察及認證的管控程序，以及包括網上及現場培訓的教育內容。

此外，本公司於適當情況下進行盡職審查，就反腐風險對潛在供應商進行篩選，在適當情況下供應商亦須同意遵守本公司的《全球反腐政策》。

本公司亦設有協助遵守反賄賂及貪污法律的程序及內部控制。有關措施包括進行若干類型的交易前必須獲得批准、僱員道德熱線(如上文所述)，以及本公司內部審計團隊作為例行工作的一部分而在高風險地區進行定期監察。法律和財政部門亦根據需要緊密支援有關活動。

於2017年，本公司不曾獲悉在其僱用職員的國家有任何嚴重違反與賄賂、勒索、欺詐或洗錢有關的法例及法規的情況。並無任何當前或待決的監管行動或其他預期對本公司有重大影響的訴訟。



Community

Community engagement is an important part of Samsonite's operating practices. The Company brings a strong commitment to the communities in which it operates and where its employees live. In line with the decentralized structure, community engagement, investment and philanthropy are decided and implemented locally.

For example, in India, Samsonite has adopted a 125-acre parcel of land near its manufacturing facility. The land had been over-grazed and suffering from soil erosion for many years. The Company has already planted ten thousand trees on-site, propagated a mini-forest of teak and mango trees on the grounds of the factory and distributed saplings free of cost across the region to improve air quality, biodiversity and CO₂ levels.

Samsonite Korea's team has an extensive tree planting program, including the Samsonite Forest Project, a monthly voluntary tree planting activity for employees in Seoul's Nanjido Park. Employees are also invited to donate US\$14 to \$34 monthly to World Vision, to help change a child's life and community for good. Further, Samsonite Korea has partnered with Future Forest, a Korean NGO fighting against desertification by creating forests in deserts and creating a youth "green corps." The Company is contributing to building a 16km-long and 0.05 km wide wind break forest to stop further expansion of the Kubuqi Desert in Inner Mongolia, China. Employees donate US\$10 monthly and the Company also donates a percentage of sales to Future Forest, amounting US\$170,000 annually. In addition, each year, a group of Samsonite Korea employees participate in Future Forest tree planting initiatives in the Kubuqi Desert. From 2017, Tumi Korea has also supported Future Forest's efforts through a cash donation.

The Company remains committed to supporting the communities where its employees live and work by allowing employees the opportunity to give financial support, employee time, and in-kind donations to their communities. The Company regards local engagement as an opportunity to contribute to the health and financial well-being of these communities.

社區

投入社區是新秀麗營運工作的重要部分。本公司大力投入其業務所在及僱員生活的社區。基於權力下放結構，本公司社區參與、投資及慈善事務均於當地進行決策及實施。

例如在印度，新秀麗在其生產設施附近採用125英畝的土地。此片土地多年來一直遭過度放牧，令水土流失。本公司已在現場種植一萬棵樹，在廠房土地上繁殖柚木及芒果樹的小型森林，並在整個地區免費派發樹苗，以改善空氣質素、生物多樣性及CO₂水平。

新秀麗南韓團隊推行全面植樹計劃，包括新秀麗植樹項目，該項目為員工於首爾蘭芝島公園每月義務植樹的活動。員工亦獲邀每月捐贈14至34美元予世界宣明會，協助改變孩子的生活及社區。此外，新秀麗南韓與南韓非政府組織未來林合作，透過在沙漠中植樹並創立青年「綠色軍團」來對抗荒漠化。本公司正協助建造一個16公里長、0.05公里闊的防風林，以進一步阻止中國內蒙古庫布齊沙漠的擴張。員工每月捐款10美元，而本公司亦向未來林捐出一部分銷售額，每年達170,000美元。此外，部分新秀麗南韓員工每年都參與庫布齊沙漠的未來林植樹活動。自2017年起，Tumi南韓亦透過現金捐款支援未來林的工作。

本公司繼續為僱員提供以經濟支持、僱員時間及實物捐贈回饋社區的機會，藉此全力支持僱員生活及工作的社區。本公司認為參與當地社區活動讓我們為這些社區的健康及財政福祉作出貢獻。



In Focus: Tumi's Corporate Philanthropy

Tumi has a strong commitment to social awareness and giving back to the communities in which we operate. We partner with key organizations to help support and further their missions through corporate giving, product tie-ins and volunteer work.

Tumi is a long-time corporate partner of St. Jude Children's Research Hospital in Memphis, Tennessee, USA; this world-renowned hospital treats and defeats childhood cancer and other deadly diseases. Families never receive a bill from St. Jude for treatment, travel, housing or food. Tumi has been a proud partner in the annual St. Jude Children's Research Hospital Thanks & Giving Campaign. In 2017, Tumi donated 100% of the proceeds of its exclusively designed pouch, luggage and ID tags that were sold in the United States from October 30 to December 31, 2017. Since 2010, Tumi has raised donations and donated product in excess of US\$3.5 million for St. Jude kids since joining its mission.

Tumi has partnered with the Happy Hearts Fund and Waves for Water to coordinate in-store and online promotional events with an underlying goal to raise additional awareness and funds for these two special and noteworthy charities.

The Happy Hearts Fund, founded in 2006 by Petra Nemcova after she survived the 2004 Indian Ocean Tsunami, rebuilds safe, resilient schools in areas impacted by natural disasters. The donations collected in September 2017 are destined to build schools and child care facilities in areas devastated by the recent Hurricanes which hit the U.S. and its territories. (In December 2017 Happy Hearts Fund merged with All Hands Volunteers to create All Hands And Hearts – Smart Response and we are honored to continue supporting this new entity in the years to come.)

Waves for Water, founded by Jon Rose in 2009, has one mission – to provide clean water to every single person who needs it. Special filtration devices are carried through a network of travelers in their luggage to communities in need. In addition to monetary donations, Tumi also donates luggage to assist in the transport of filtration devices.

The Waves for Water contributions were distributed across needed initiatives with the majority going to establish clean water access in Nepal after the 2015 Gorkha earthquake.

During 2016 and 2017, Tumi's efforts raised over US\$1.5 million in donations for Waves for Water and the Happy Hearts Fund.

焦點：Tumi的企業慈善事業

Tumi致力於提高社會意識並回饋我們營運所在的社區。我們與主要組織合作，透過企業捐贈、產品搭售及義務工作協助支援及促進其使命。

Tumi為美國田納西州孟菲斯市的St. Jude兒童研究醫院的長期企業合作夥伴；這家世界著名的醫院治療及對抗兒童癌症及其他致命疾病。患者的家庭從未收到過St. Jude的治療、差旅、住院或膳食賬單。Tumi以成為St. Jude兒童研究醫院年度感謝與捐獻運動的合作夥伴而自豪。於2017年，Tumi全數捐出其於2017年10月30日至12月31日期間在美國銷售特別為此項運動設計的手提包、行李及證件牌所得款項。自2010年參與此項運動以來，Tumi已經為St. Jude的孩子籌得超過3.5百萬美元的捐款及捐贈物品。

Tumi與Happy Hearts Fund及Waves for Water合作，協調店內及線上推廣活動，旨在為這兩個特別及值得留意的慈善機構提高知名度並籌集資金。

Happy Hearts Fund由2004年印度洋海嘯中的倖存者Petra Nemcova於2006年創立，旨在於受自然災害影響的地區重建安全、復原力強的學校。於2017年9月籌集的捐款將用作在最近受颶風吹襲的美國及其領土興建學校及托兒設施。(於2017年12月，Happy Hearts Fund與All Hands Volunteers合併為All Hands And Hearts – Smart Response，而我們很榮幸能在未來繼續支持此新組織。)

Waves for Water由Jon Rose於2009年創立，使命是為每個有需要人士提供清潔的水資源。特殊過濾裝置透過旅客行李箱帶到有需要的社區。除捐款外，Tumi亦捐贈行李箱以支援運輸過濾設備。

對Waves for Water的捐獻用於各有需要項目，其中大部分用作為尼泊爾於2015年的廓爾喀地震後建立清潔水資源。

於2016及2017年，Tumi為Waves for Water及Happy Hearts Fund籌得超過1.5百萬美元的捐款。

About this Report

關於本報告



This report covers the activities and results for the Company's fiscal year ended December 31, 2017. This report will be prepared and published on an annual basis.

This report is prepared in compliance with the "comply or explain" provisions set out in the ESG Reporting Guide in Appendix 27 to the Main Board Listing Rules, the Rules Governing the Listing of Securities on SEHK.

Unless otherwise specified, the report includes all the consolidated subsidiaries under the Company's direct control as reflected in its Consolidated Financial Statements for the Company-owned or -operated offices, retail stores, and distribution/manufacturing facilities. Unless specified, third-party owned and operated companies, and product categories managed by licensees, are beyond the scope of this report.

On May 5, 2017, the Company completed the acquisition of eBags. eBags will be included in next year's report.

The methods used to gather, report and verify information in this report are based on the Company's own processes as well as internationally recognized reporting standards.

The content for this report was developed on the basis of its relevance to the Company's business objectives, its regionalized organizational structure, and expectations of key stakeholders.

本報告涵蓋本公司於截至2017年12月31日止財政年度的活動及成果。本報告將每年予以編製及刊發。

本報告乃就報告財政年度遵照香港聯交所證券上市規則，主板上市規則附錄二十七內ESG報告指引所載的「不遵守就解釋」條文編製。

除另有說明者外，本報告包括本公司綜合財務報表中所載列由本公司直接控制的所有綜合附屬公司的自有及營運的辦事處、零售店及分銷/生產設施。除另有說明者外，由第三方擁有及經營的公司及由獲授權人士管理的產品類別並不包括在本報告範圍。

於2017年5月5日，本公司完成收購eBags。eBags將包括於來年報告中。

收集、報告及驗證本報告資料的方法乃基於本公司自身的流程及國際認可的報告準則。

本報告內容乃根據其與本公司業務目標、其地區化組織架構及主要持份者期望的關聯性而編製。





Environmental Data Measurement, Methodology and Boundaries

The Company applies an operational control approach to defining organizational boundaries. The Company has focused on the material sources of emissions including the owned and operated manufacturing facilities in Oudenaarde (Belgium), Szekszárd (Hungary), and Nashik (India); distribution centers in Jacksonville, Florida, and Vidalia, Georgia (USA); Oudenaarde (Belgium), Hong Kong SAR and Ningbo (China); significant regional offices; and its global network of retail stores (the "Reporting footprint"). The Company uses the principles and guidance of the World Resources Institute and the World Business Council for Sustainable Development's Greenhouse Gas ("GHG") Protocol Initiative's Corporate GHG Accounting and Reporting Standard, Revised (the "GHG Protocol"), and The Corporate Value Chain (Scope 3) Standard, both recognized external standards, to calculate and report direct and indirect GHG emissions.

CO₂ emissions and CO₂e are determined on the basis of measured or estimated energy and fuel usage, multiplied by relevant carbon emission factors, and for CO₂e emissions by taking into account relevant global warming potentials. The Company uses the most current eGrid conversion factors, where available. Alternatively, factors from the International Energy Agency ("IEA") Statistics Report are applied.

The Company's Scope 1 emissions (arising from the fuel combusted in its owned and controlled operations) are a result of the combustion of natural gas, propane, motor gasoline and diesel, as well as the leakage of hydro-fluorocarbon refrigerant gases from its HVAC (heating, ventilation, and air conditioning) equipment. The Company's Scope 2 emissions – arising from the consumption of purchased electricity – are from its use of purchased electricity in those same facilities. Energy data from these fuel sources is converted into CO₂e for reporting purposes.

Where meters are not available to track water usage or discharges, the Company has estimated its consumption using third party invoices or similar facilities. Also, where waste management information is not fully available, the Company has estimated using waste data from its other manufacturing facilities.

Questions, comments, or feedback regarding this report or any of the Company's ESG programs should be sent by email to: sustainability@samsonite.com.

環境數據測量、方法及範圍

本公司採用營運控制方法來定義組織範圍。本公司專注於排放物的主要源頭，包括設於比利時奧德納爾德市、匈牙利塞克薩德市及印度納西克市自有及經營的生產設施；設於美國佛羅里達州積遜威爾市及喬治亞州維達利亞市、比利時奧德納爾德市、中國香港特別行政區及寧波市的分銷中心；主要區域辦事處及本公司擁有及經營的全球零售店網絡（「報告地區」）。本公司採用世界資源機構及可持續發展溫室氣體（「GHG」）世界業務理事會協議計劃的《企業GHG核算及報告準則（修訂版）》（「GHG協議」）及《企業價值鏈（範圍3）準則》（二者均為獲認可的外部標準）的原則及指引，計算及報告直接及間接GHG排放。

釐定CO₂排放及CO₂e乃根據測量或估計的能源及燃料使用量乘以相關碳排放係數，而釐定CO₂e乃計及相關的全球暖化潛勢。本公司採用最新的排放與發電整合數據庫轉換因素（如有），或採用國際能源署（International Energy Agency，「IEA」）統計報告中的因素。

本公司的範圍1排放物（由其自有及管轄的業務中燃燒燃料產生）由天然氣、丙烷、汽車汽油及柴油燃燒產生以及來自其HVAC（供暖、通風及空調）設備洩漏的氫氟烴製冷劑氣體。本公司的範圍2排放物（由使用購買電力產生）在相同設施中使用購買電力時產生。就此報告而言，燃料來源的能源數據轉換成CO₂e。

倘未能使用水錶量度我們的用水量或排放量，本公司利用第三方發票或類似設施估算其消耗。此外，倘未能全面取得廢棄物管理資料，本公司已利用其他生產設施的廢棄物數據作出估算。



如對本報告或本公司的任何ESG計劃有任何疑問、評價或意見，請發送電郵至：sustainability@samsonite.com。

Appendix 附錄

Environmental KPIs

環境主要績效指標

KPI 主要績效指標	Scope of reporting 報告範圍	2017年
Aspect A1: Emissions 層面A1：排放物		
A1.1 Air emissions from fuel consumption (NOx and SOx) 燃料消耗的廢氣排放量(NOx及SOx)	Owned and operated manufacturing facilities in Oudenaarde (Belgium), Szekszárd (Hungary), and Nashik (India) 於奧德納爾德市(比利時)、塞克薩德市(匈牙利)及納西克市(印度)自有及經營的生產設施	1,509 Kg 1,498 kg NOx (from Natural Gas 1,405 kg, from Diesel and Auto fuel 93 kg) 11 kg SOx (from Natural Gas 9 kg, from Diesel and Auto fuel 2 kg) 1,509 千克 1,498 千克 NOx(1,405 千克來自天然氣，93 千克來自柴油及汽車燃料) 11 千克 SOx(9 千克來自天然氣，2 千克來自柴油及汽車燃料)
A1.2 Greenhouse Gas emissions 溫室氣體排放量	Reporting footprint 報告地區	2,830 Scope 1 Direct Tonnes 42,692 Scope 2 Indirect Tonnes 範圍1直接 2,830 噸 範圍2間接 42,692 噸
A1.3 Total Non-Hazardous Waste Produced / Intensity 所產生無害廢棄物總量/密度	Owned and operated manufacturing facilities in Oudenaarde (Belgium), Szekszárd (Hungary), and Nashik (India) 於奧德納爾德市(比利時)、塞克薩德市(匈牙利)及納西克市(印度)自有及經營的生產設施	1,875 Tonnes 1,875 噸
A1.4 Total Hazardous Waste Produced / Intensity 所產生有害廢棄物總量/密度	Owned and operated manufacturing facilities in Oudenaarde (Belgium), Szekszárd (Hungary), and Nashik (India) 於奧德納爾德市(比利時)、塞克薩德市(匈牙利)及納西克市(印度)自有及經營的生產設施	20 Tonnes 20 噸

KPI 主要績效指標	Scope of reporting 報告範圍	2017年
<p>A1.5</p> <p>Description of measures to mitigate emissions and results achieved</p> <p>描述減低排放量的措施及所得成果</p>	Reporting footprint 報告地區	Refer to report for further information 有關進一步資料，請參閱報告
<p>A1.6</p> <p>Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved</p> <p>描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果</p>	Reporting footprint 報告地區	Refer to report for further information 有關進一步資料，請參閱報告
Aspect A2: Use of Resources 層面 A2：資源使用		
<p>A2.1</p> <p>Direct and / or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).</p> <p>按類型劃分的直接及/或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。</p>	Reporting footprint 報告地區	<p>8,659,147 Scope 1 Direct energy consumption (kWh)</p> <p>7,126,448 kWh Natural gas</p> <p>589 kg Refrigerants (R410a)</p> <p>157,605 Liters Diesel and Auto fuel</p> <p>81,315,867 Scope 2 Indirect energy consumption from Electricity (kWh)</p> <p>範圍 1 直接能源耗量 8,659,147(千瓦時)</p> <p>7,126,448 千瓦時天然氣</p> <p>589 千克製冷劑(R410a)</p> <p>157,605 公升柴油及汽車燃料範圍 2 間接電力能源耗量 81,315,867(千瓦時)</p>
<p>A2.2</p> <p>Water consumption in total and intensity (e.g. per unit of production volume, per facility).</p> <p>總耗水量及密度(如以每產量單位、每項設施計算)。</p>	Owned and operated manufacturing facilities in Oudenaarde (Belgium), Szekszárd (Hungary), and Nashik (India)	<p>27,516 Water consumption (m3)</p> <p>耗水量 27,516(立方米)</p> <p>於奧德納爾德市(比利時)、塞克薩德市(匈牙利)及納西克市(印度)自有及經營的生產設施</p>

KPI 主要績效指標	Scope of reporting 報告範圍	2017年
<p>A2.3</p> <p>Description of energy use efficiency initiatives and results achieved.</p> <p>描述能源使用效益計劃及所得成果。</p>	<p>Reporting footprint</p> <p>報告地區</p>	<p>Refer to report for further information</p> <p>有關進一步資料，請參閱報告</p>
<p>A2.4</p> <p>Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.</p> <p>描述求取適用水源可有任何問題，以及提升用水效益計劃及所得成果。</p>	<p>Reporting footprint</p> <p>報告地區</p>	<p>Refer to report for further information</p> <p>有關進一步資料，請參閱報告</p>
<p>A2.5</p> <p>Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.</p> <p>製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。</p>	<p>Owned and operated manufacturing facilities in Oudenaarde (Belgium), Szekszárd (Hungary), and Nashik (India)</p> <p>於奧德納爾德市(比利時)、塞克薩德市(匈牙利)及納西克市(印度)自有及經營的生產設施</p>	<p>Refer to report for further information</p> <p>有關進一步資料，請參閱報告</p>
<p>Aspect A3: The Environment and Natural Resources</p> <p>層面 A3：環境及天然資源</p>		
<p>A3.1</p> <p>Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.</p> <p>描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。</p>	<p>Reporting footprint</p> <p>報告地區</p>	<p>Refer to report for further information</p> <p>有關進一步資料，請參閱報告</p>