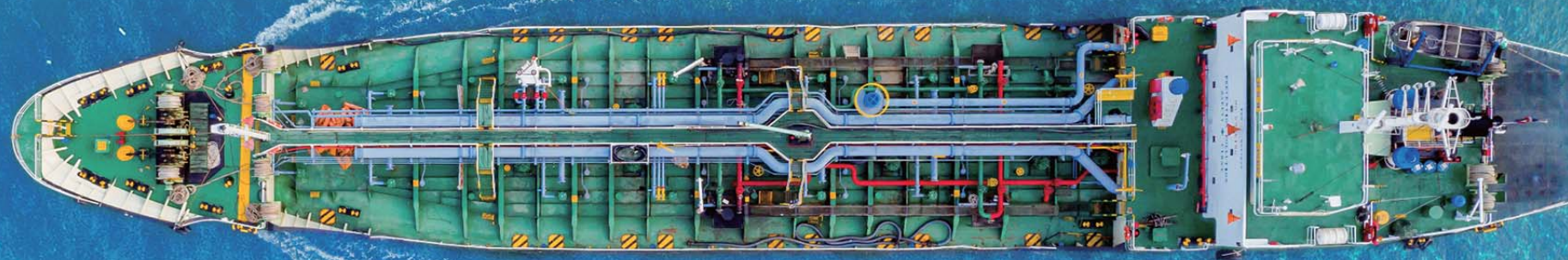


新興航運股份有限公司

Sincere Navigation Corporation



2020 企業社會責任報告書 Corporate Social Responsibility Report

關於報告書

本報告書為新興航運股份有限公司（以下簡稱新興）發表之第五本企業社會責任報告書；主要揭露新興2020年環境（E）、社會（S）與公司治理（G）相關議題。本報告經公司治理小組討論報告形式後，發行中、英文合併版本，可於新興官網(<https://www.snc.com.tw/>)「公司治理」-「企業社會責任報告書」專區下載。

報告期間與週期

GRI 102-50、GRI 102-51、GRI 102-52

- 本報告書的資訊內容，揭露期間為2020年1月1日至2020年12月31日，但為求資訊之完整性及可比較性，部分資訊將追溯至2018年。
- 報告書內容涵蓋新興公司資訊、利害關係人溝通、重大議題及E-S-G議題績效等。
- 每年定期發行一次報告書，前本出版時間為2020年6月，預期下本出版時間為2022年6月。

聯絡資訊

GRI 102-1、GRI 102-3、GRI 102-53

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報告依據

GRI 102-54

發布單位	依據項目
全球報告倡議組織 (The Global Reporting Initiative, GRI)	GRI：核心選項
臺灣證券交易所	上市上櫃公司企業社會責任實務守則 上市上櫃編制與申報企業社會責任報告書作業辦法

報告邊界與範疇

GRI 102-45

類別	主要揭露	部分揭露
環境資訊	母公司(新興)及子公司(樂利航運、海德)所屬散裝貨輪	自有油輪經營上投入聯營組織(Pool)，未有參與公司實際營運。
社會資訊	母公司(新興)之陸勤及海勤全體職員	
財務資訊	母公司(新興)及子公司(樂利航運、海德)	

外部確信

GRI 102-56

類別	依據項目	確信單位
財務資訊	本公司年報	資誠聯合會計師事務所(PwC)
環境、社會資訊	無	無



About this Report

This is the fifth CSR (corporate social responsibility) report by Sincere Navigation Corporation (“Sincere”, “the Company”), primarily disclosing the Company’s ESG (environmental, social and governance) topics in 2020. As decided by the Company’s corporate governance team, this report is published in both English and Chinese in a single document. It can be downloaded in CSR Report section, Corporate Governance at the Company’s official website at <https://www.snc.com.tw/>.

Reporting period and cycle

GRI 102-50, GRI 102-51, GRI 102-52

- The information disclosed in this report covers the period from January 1, 2020 to December 31, 2020. Some information is dated back to 2018 to ensure information integrity and comparability.
- This report covers information about Sincere Navigation Corporation, communication with stakeholders, material topics and E-S-G performances.
- The report is issued each year. The previous publication was in June 2020. The next one is scheduled in June 2022.


Contact Info

GRI 102-1, GRI 102-3, GRI 102-53

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Basis for Reporting

GRI 102-54

Publisher	Reporting basis
The Global Reporting Initiative (GRI)	GRI: Core Option
Taiwan Stock Exchange	Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies Rules Governing the Preparation and Filing of Corporate Social Responsibility Reports by TWSE/TPEX Listed Companies

Report Boundary and Scope

GRI 102-45

Category	Primary Disclosure	Partial Disclosure
Environmental information	The parent company (Sincere) and its subsidiaries (Norley Corporation Inc. and Heywood Limited) in the bulk shipment industry.	Tankers are put into Pool and not involved in the Company’s operation.
Social information	All the land personnel and shipboard personnel of the parent company (Sincere)	
Financial information	The parent company (Sincere) and its subsidiaries (Norley Corporation Inc. and Heywood Limited)	

External Assurance

GRI 102-56

Category	Item	Assurance Provider
Financial information	Annual Report	PwC
Environmental and social information	None	None



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經營者的話

GRI 102-14



董事長 許積皐

本集團於1960年由許文貴先生創辦，並於1968年成立新興航運股份有限公司。新興航運公司經營全球性海運業務，跨足散裝原物料與原油運輸已超過半個世紀，我們非常熟悉並嚴謹遵守國際、地區、國家及地方的海事法規。航運事業的本質在於能夠與各方的伙伴合作，創造利潤並且照顧各方利益。本公司秉持「誠信、決斷、勤勉、慎謀、精進」等五項基本核心價值理念及企業主要文化內涵，累積超過50年之海運管理經驗，不斷精益求精，以達企業永續經營之目標。

新興公司經營航運事業的理念在於長期永續的成長，而非短期的獲利。因此，新興航運公司秉持以最高標準的誠信、尊重、審慎的態度對待每個合作夥伴，涵蓋社會、船隊、岸上作業人員以及整個自然環境。本公司首重船舶的航行安全及維護保養，責無旁貸地致力於防止海洋汙染及節能減碳等環保工作，同時公司制訂「國際安全管理章程手冊」，明文訂立各屬輪符合國際環境保護相關之規定及程序，提供符合國際公約的優質海運服務。





Letters from the Chairman

GRI 102-14



*Chairman President
Mr. Hsu, Chi-Kao*

Letter from the Chairman

The Group was established in 1960 by Mr. VK Eddie Hsu and in 1968 established Sincere Navigation Corporation. Sincere Navigation Corporation is a major international shipping company, delivering dry bulk raw materials and crude oil for over half a century. Our core strength and reliability to our customers arise from our expertise and high standards that complies strictly, and often exceed the international, regional, national, and local maritime laws and regulations. The shipping industry, at its core, is a multi-faceted partnership, working with multiple parties to create value and a high standard of care for multiple stakeholders. Our company's core values of "Sincerity", "Decisiveness", "Diligence", "Continuous Improvement", and "Prudence". These five core values are the key components of our culture. Having accumulated over 50 years of ocean transportation management experience, we are continuously improving and learning, so as to attain our goal of sustainable stakeholders' management and growth.

It has always been Sincere Navigation's tradition and practice to achieve long term sustainable growth, and not short-term profits. Thus, Sincere Navigation holds a high standard of sincerity, respect, and prudent approach for all of our stakeholders, encompassing society, our fleet, shore staff, and the environment. We emphasize safe ship transportation by focusing on high standard of care for repair and maintenance, and a responsible approach towards prevention of ocean pollution and energy saving, carbon emissions reduction activities. At the same time, the Company has established an International Safety Management Manual, specifying the rules and procedures for each vessel on how to adhere to international regulations and protect the environment, and providing a high quality ocean transportation service.





經營者的話

GRI 102-14



2017年我們出版了本公司第一本企業社會責任報告書，我們嘗試將新興公司過往從事海運事業所累積對待環境、社會等利害關係人的經驗與實績導入 GRI (全球永續性報告指標) 手法與格式，以完成首份報告書。2018年度的CSR報告書著重於環境面向相關的節能、減碳、減廢、減排以及為符合相關國際海事規章所投注之成本與努力。新興航運於2020年發行2019年企業社會責任報告書，揭露2019年度之永續發展績效及回應利害關係人所關注之主題。

環境面向，2020年1月1日起，IMO限硫政策促使公司轉而使用低硫燃料。為符合此新規定，於2019年2月起我們已主動修改管道，增加冷卻系統，且研究關注0.5低硫燃料成份與質量差異以及適合性，並增加較昂貴之合規燃料MGO之庫存。因此，於2019年第4季開始時，我們已成功完成2020年IMO新規範過渡之變動。

關懷與善待員工一直是新興航運所堅持的理念，我們相信員工得到完善照顧及優渥福利，必能轉換為對工作的熱忱，進而提升組織效能，齊心為公司永續經營而打拼。

感謝您閱讀此企業社會責任報告書，我們希望藉此報告書呈現本公司實際治理狀況予各界及投資大眾分享；在往後的日子裡，我們將更加致力於環境保護、企業公益及誠信經營，不負社會大眾之期望。





Letters from the Chairman

GRI 102-14

In 2017, we published our first CSR report, disclosing our efforts in ocean transportation and environmental protection, social, and stakeholder engagement experience and records using the GRI Standards and procedures. In 2018, the report focused on environmental efforts, energy reduction, carbon emissions reduction, waste reduction, and others efforts to fulfill international maritime standards. In 2020, our 2019 CSR report continues this record and discloses efforts in sustainability development and responses to stakeholder material topics.

In regards to the environment, in 2020, Jan 1, the implementation of the IMO sulfur cap regulations prompted the Company to switch to low sulfur fuels. To be compliant to this new rules, from 2H 2019, we proactively modified our piping, added cooling systems, and researched and took notice on different components and quality of 0.5% low sulfur fuel compatibility, and increased inventory of MGO, a more expensive form of compliant fuel. Therefore, by the beginning Q4 2019, we successfully completed modifications for the transition into the 2020 new IMO Regulations.

Care and attention to our employees, both ship and shore, has always been another key aspect of our conservative corporate philosophy. We believe that when staff are properly cared for and compensated, this will be demonstrated by a passion for their work, an in turn improve operational performance and efforts towards the Company's sustainable management.

We thank you for reading this CSR report, we hope that through this report, you will better understand the Company's actual performance in CSR. In the future days, we shall continue to place efforts in protecting the environment, charity work, and sincere management, achieving the expectations of society at large.



永續策略

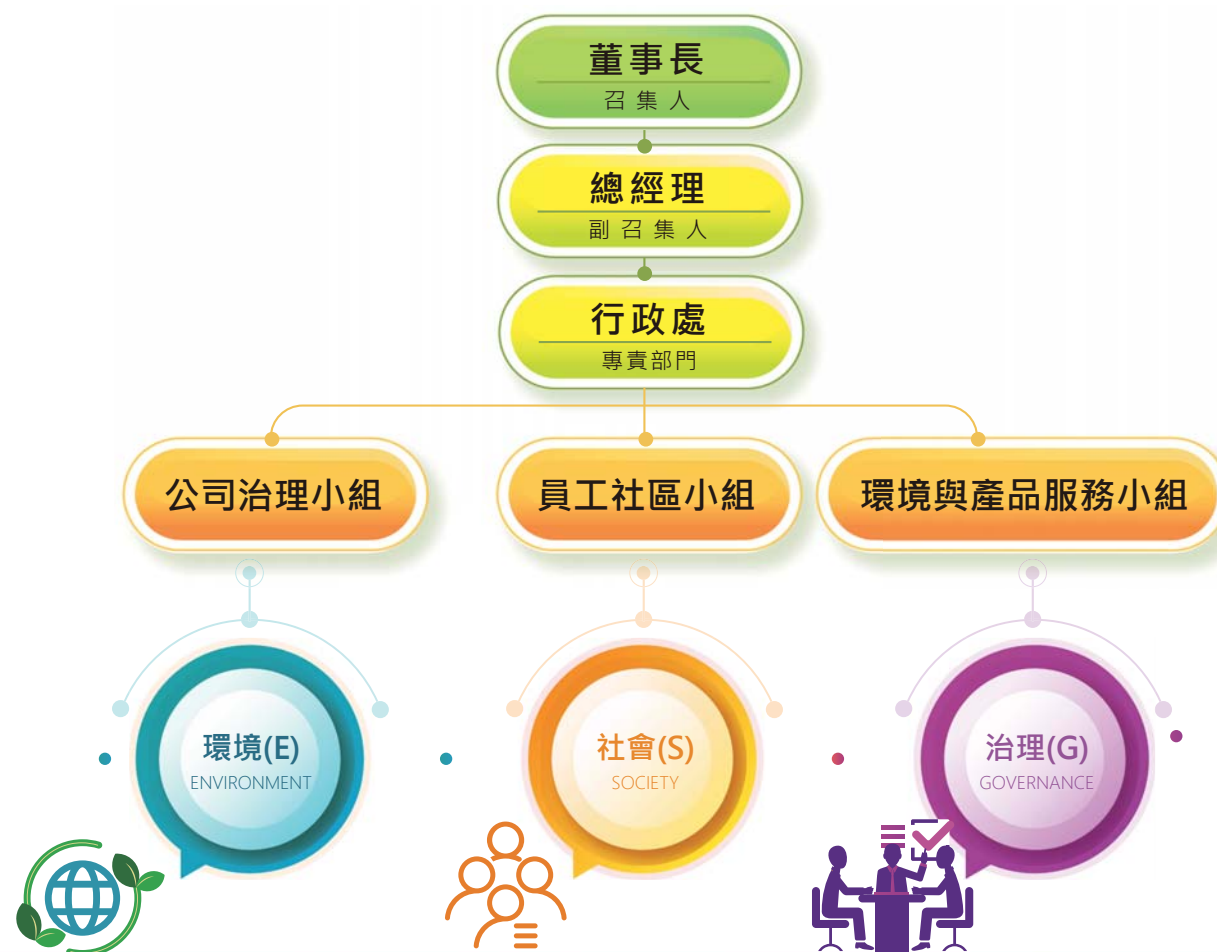
GRI 102-31

新興以「誠信-決斷-勤勉-慎謀-精進」理念為公司核心價值，並以前述理念作為永續發展策略；尤其近年來環境保護、社會關懷與組織轉型等議題已成顯學，更有國內、外公約與法令之多方要求，有鑒於此，公司經營團隊期許自2020年度開始，審慎評估擬訂明確永續發展目標，提出「環境(E)」、「社會(S)」及「治理(G)」主題面向，經高階主管討論支持後，逐步投入時間、人力與資源，使公司經營方向、內容與績效，更契合於永續發展策略，付諸於各部門協同合作執行。最後，由行政處依循重大性分析結果，編製企業社會責任報告，揭露年度績效。

圖：企業社會責任推動小組架構

社會責任推動小組

- 新興為踐行企業社會責任，及推動公司永續發展，於2016年成立企業社會責任推動小組(以下簡稱推動小組)，由董事長擔任召集人，總經理擔任副召集人，由行政處擔任專責部門。
- 執行上，推動小組負責規劃社會責任方向與永續發展策略，同時擔負起跨部門協調、溝通與彙整各小組間之發想與專案。
- 各小組成員，由新興各部門指派職務經驗豐富、具備經驗年資，並就部門內部規劃熟稔同仁出任，故規劃上定期會議討論，將各部門內部涉及「環境(E)」、「社會(S)」及「治理(G)」主題面向之專案或業務工作提出討論與彙整資訊後，向推動小組報告。



Sustainability strategy

GRI 102-31

Sincere Navigation Corporation develops its sustainability strategy by anchoring on our core values of “Credibility, Decisiveness, Diligence, Discretion and Improvements”. Given the growing awareness on environmental protection, social concern and organizational transformation over recent years and in response to international covenants and domestic and foreign regulations, since 2020 management has dedicated themselves in carefully assessing and defining of sustainability targets in environmental (E), social (S) and governance (G) aspects. With support from senior executives and the Board of Directors, the Company allocated resources and spare time on drafting the sustainability strategy step by step. Such strategy had been fully discussed by management so that the business development and related performances of the Company can be better aligned with the defined sustainability targets and the strategy can be implemented among different divisions in a harmonized and cooperated way. Finally, the administration department reported annual performances in this CSR report accordance with material topics identified with means of a systematic analysis.

CSR Steering Group

- To practice corporate social responsibility and drive sustainability development, Sincere established in 2016 CSR Steering Group, with Chairman serving as Convener, President as Deputy Convener, Administration Department as the responsible department.
- CSR Steering Group is responsible for the planning of CSR initiatives and sustainability strategy. It is also in charge of cross-department coordination and communication and synthesis of ideas and projects developed among teams.
- Experienced colleagues well-versed in internal planning from different departments are appointed as team members. Regular meetings are scheduled for internal discussions within departments on projects or tasks in environment (E), social (S) and governance (G). The information collected from discussions is then reported to CSR Steering Group.

Graph: CSR Steering Group



2020執行績效

ENVIRONMENT 船舶達成減碳目標

- ✦ 因應國際海事組織(IMO)「限硫令公約」(「IMO 2020硫燃料法規」)，統計自2020年1月1日起，公司全面採購超低硫燃油，且自有散裝船隊進行燃油管路改造，原油重油櫃改柴油櫃並加裝冷卻器，以達成全面使用。
- ✦ 為能節約能源消耗，自有散裝船舶(不含油輪)裝設導流罩設備，統計至2020年12月31日，有12.5%。
- ✦ 船舶航行原則採取經濟航速，達成減碳目標。

船舶安裝環保設備

- ✦ 因應國際海事組織(IMO)「船舶壓艙水及沉積物國際公約」(以下簡稱壓艙水公約；BWM公約)，統計至2020年12月31日，自有散裝船隊已有2艘加裝壓艙水處理系統。

未來目標(2021-2022年)

船舶達成減碳目標

- ✦ 因應「IMO 2020硫燃料法規」，持續採購超低硫燃油，供自有散裝船隊使用。
- ✦ 端視自有散裝船隊之船隻狀況，並評估公司整體節能減碳目標，規劃資源裝設導流罩。
- ✦ 持續響應節能減碳目標，除有合理事由外，將鼓勵與宣導船隊採取經濟航速航行。

船舶安裝環保設備

- ✦ 因應「壓艙水公約」，端視自有散裝船隊之船隻狀況，規劃裝設壓艙水處理系統。



環境(E)
ENVIRONMENT

2020執行績效

強化整體海事安全 提升海勤人員安全

- ✦ 新興投入一船舶使用「氣象導航服務」，預先獲取航行海象資訊，如暴雨或颱風等，降低天氣與海象所可能導致事故，保障海勤人員安全。

SOCIETY

社會(S)
SOCIETY



SOCIETY

未來目標(2021-2022年)

強化整體海事安全 提升海勤人員安全

- ✦ 持續評估使用效益，規劃加入專案服務船舶。

2020執行績效

公司逐步數位轉型 達到營運持續目標

- ✦ 因應數位轉型與營運持續目標，導入雲端辦公系統，避免環境影響及打破空間與時間限制。

GOVERNANCE

治理(G)
GOVERNANCE



GOVERNANCE

未來目標(2021-2022年)

公司逐步數位轉型 達到營運持續目標

- ✦ 公司軟、硬體資訊系統與設備更新，以提升資訊作業之效率、效能，及資訊安全強化。



2020 Achievements

Carbon reduction target met for the fleet

- ✦ In response to the IMO 2020 Regulation by the International Maritime Organization (IMO), the Company purchased only Ultra-Low Sulfur Fuel Oil (ULSFO) as from January 1st, 2020. Meanwhile, we had the HFO tanks of our fleet modified as additional MGO tanks and retrofit the MGO coolers to operate MGO for engine system.
- ✦ To reduce energy consumption, we have been adding Mewis ducts to our bulk carriers (excluding oil tankers), covering 12.5% of the fleet as of December 31, 2020.
- ✦ Our vessels in principle proceed at the economic speed to reduce carbon emissions.

Installation of environmental protection equipment on ships

To adhere to the IMO International Convention for the Control and Management of Ships' Ballast Water and Sediments ("BWM Convention"), we have installed ballast water management systems on two bulk carrier by December 31, 2020.

Future Targets (2021-2022)

Carbon reduction target met for the fleet

- ✦ We continue to order ULSFO for our fleet, in order to meet the IMO 2020 Regulation.
- ✦ Depending on the status of our fleet, we evaluate our overall energy efficiency and carbon reduction target and allocate resources for the deployment of Mewis ducts.
- ✦ To reduce energy consumption and carbon emission, we instruct our fleet to proceed vessel by the economic speed except the reasonable circumstances.

Future Targets (2021-2022)

Installation of environmental protection equipment on vessels

- ✦ To comply with the BWM Convention, we review the status of our fleet and plan for the installation of ballast water management systems accordingly.



2020 Achievements

Enhancement of overall maritime safety Improvement of safety for shipboard personnel

- ✦ One of our vessels is using weather routing services, by obtaining in advance the marine and weather information such as storms and typhoons, in order to reduce the likelihood of accidents caused by weather and sea states and protect the safety of shipboard personnel.

SOCIETY



Future Targets (2021-2022)

Enhancement of overall maritime safety Improvement of safety for shipboard personnel

- ✦ We continue to evaluate the effectiveness of the system and plan to include these into ships for professional services.

2020 Achievements

Gradual digital transformation to achieve operational sustainability

- ✦ To keep up with digital transformation and operational sustainability target, we introduce a cloud office system. This avoids environmental disruptions and breaks from limitation of work hours and locations.

GOVERNANCE

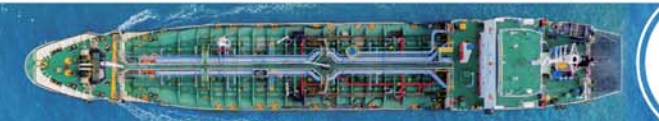


GOVERNANCE

Future Targets (2021-2022)

Gradual digital transformation to achieve operational sustainability

- ✦ Update of the information system (hardware and software) and equipment, to better the efficiency and efficacy of IT operations and the enhancement of information security.



利害關係人議合

GRI 102-40、GRI 102-42
GRI 102-43、GRI 102-44

藉由利害關係人之鑑別與溝通，瞭解各類利害關係人對於新興期許目標與關注議題，作為永續發展策略上之決策參考。

依據AA1000 SES (Stakeholder Engagement Standard, 2015年版) 利害關係人議合標準之五項原則 (依賴程度、影響力、關注程度、責任及多樣性)，並參酌同業所列利害關係人，再經由新興企業社會責任推動小組共同討論確認，鑑別出員工、供應商、客戶、投資人及政府機關等五類利害關係人。

利害關係人	對象面向	關注議題	溝通方式	溝通頻率
員工	新興各單位員工	1、薪酬與員工照顧 2、勞工安全 3、工作環境 4、風險管理 5、營運績效 6、誠信經營	部門會議 員工申訴途徑 海勤員工教育訓練 陸勤員工教育訓練	不定期 隨時 每年至少一次 每年至少一次
供應商	提供新興航運所需原物料供應商	1、供應商管理 2、法令遵循	工務處窗口 誠信守則管道	隨時 隨時
客戶	公司業務往來 TOP 10客戶	1、法令遵循 2、風險管理 3、排放	公司網站 拜訪客戶 業務處窗口	隨時 不定期 隨時
投資人	新興投資者	1、經營策略 2、營運績效 3、誠信經營 4、法令遵循 5、風險管理	中國信託商業銀行股務代理 公司網站 法人說明會 電話 電子郵件	隨時 隨時 不定期 隨時 隨時
政府機關	新興經營業務之目的事業主管機關 / 股務主管機關	1、營運績效 2、誠信經營 3、法令遵循 4、風險管理 5、排放	公文 主管機關座談會 同業公會討論 公司網站	不定期 不定期 不定期 隨時



Stakeholder Engagement

GRI 102-40、GRI 102-42
GRI 102-43、GRI 102-44

According to the five principles (dependency, influence, tension, responsibility, diverse perspectives) laid out in AA1000 SES (Stakeholder Engagement Standard, 2015 version) and in reference to the stakeholders listed by peers, our CSR Steering Group discussed and confirmed five categories of stakeholders: employees, suppliers, clients, investor and government.

With the identification and communication with stakeholders, we establish an understanding of the expectations from and topics pertinent to different types of stakeholders. These serve as a reference in our development of sustainability strategy.

Stakeholder	Identity	Issues	Communication method	Communication frequency
Employees	Sincere's employees in all units	1. Wages and employee care 2. Labor safety 3. Work environment 4. Risk management 5. Operational performance 6. Business ethics	Department meetings Channel for employees' complaints Training & education for shipboard personnel Training & education for land personnel	Unregularly Anytime At least once a year At least once a year
Suppliers	Suppliers of raw materials to Sincere	1. Supplier management 2. Legal compliance	1. Technical department 2. Compliant Channel for Code of ethic and conduct	Anytime Anytime
Clients	TOP 10 clients	1. Legal compliance 2. Risk management 3. Emission	1. The Company's official website 2. Visiting clients in personal 3. Contact persons of the operation department	Anytime Unregularly anytime
Investors	Investors of Sincere	1. Business strategy 2. Business performance 3. Business of ethic and conduct 4. Legal compliance 5. Risk management	1. CTBC Securities Trust 2. The Company's official website 3. Institutional investors 4. Phone 5. E-mail	Anytime Anytime unregularly Anytime Anytime
Government	1. Regulator of shipping transportation industry 2. Regulator of listed companies	1. Business performance 2. Business of ethic and conduct 3. Legal compliance 4. Risk management 5. Emission	1. Orders or supervision and regulation letters from regulators 2. Workshops or conference held by the government 3. Discussions by the association 4. The Company's official website	Unregularly Unregularly Unregularly Anytime



重大議題

GRI 102-46、GRI 102-47、GRI 102-49、
GRI 103-1、GRI 103-2、GRI 103-3

排序

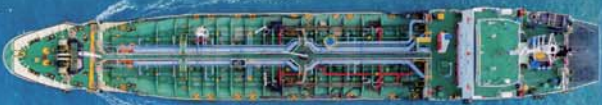
關注程度分析，藉由實體問卷形式，自利害關係人群體中選定具代表性或熟知ESG概念之利害關係人發放填寫，共計回收7份；至於衝擊程度評估副總經理、各單位一級主管進行，共計回收6份。最終，以「關注程度分析結果」及「衝擊程度評估結果」二面向，兩者交集為高者作為新興年度重大議題(如下方矩陣分析圖藍底色呈現情形)。

鑑別

新興先以全球報告倡議組織所發布GRI Standard，並就環境、社會、治理面向討論擬訂年度20項議題作成問卷，分成中、英文版本，發放於利害關係人填寫。

類型	重大議題 關注程度分析	重大議題 衝擊程度評估
目的	由利害關係人就環境、社會、治理面向所列20項議題之關注程度進行評分	由新興三名副總經理及各單位一級主管，就環境、社會、治理面向所列20項議題，對於公司可能遭受衝擊程度進行排序評分
填寫對象	選定具代表性或熟知ESG概念之	副總經理 各單位一級主管

重大議題矩陣分析



Material Topics

GRI 102-46, GRI 102-47, GRI 102-49,
GRI 103-1, GRI 103-2, GRI 103-3

Ranking

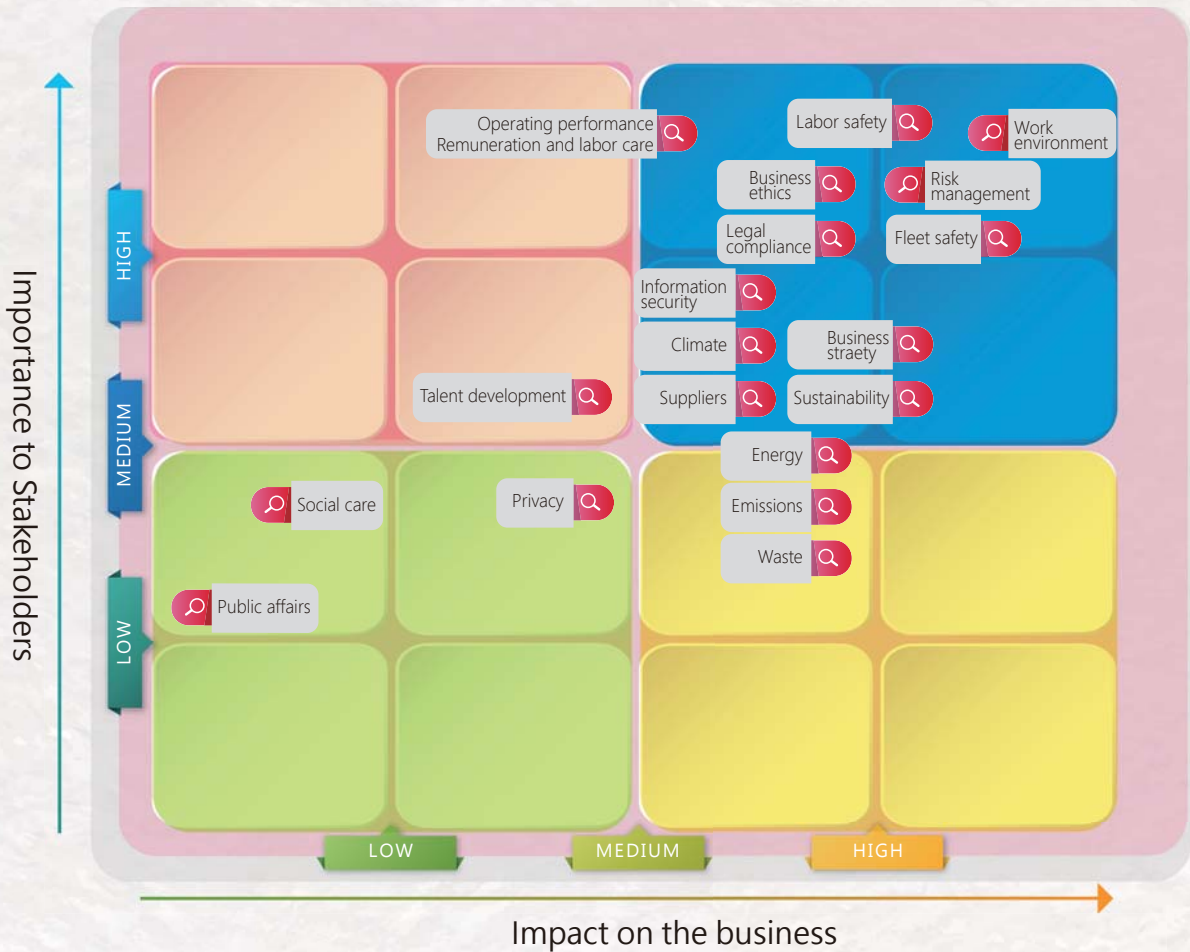
The substantial influence of 20 topics on stakeholders were assessed based on questionnaires on 7 stakeholders who are representative in each group stakeholders and have a well understanding of ESG topics. The significant impact of 20 topics on the Company were assessed based on 6 members of management. Those topics that were both identified by assessment of substantial influence and significant impact are defined as annual material topics in this report. (see the blue area in the Materiality Matrix)

Identification

In accordance with the standard issued by Global Reporting Initiative, management discussed and generated 20 topics related ESG and converted them into questionnaires in Chinese and English. The questionnaires were answered

Type	Substantial influence on Stakeholders	Significant impact on the Company
Objective	Stakeholders provided ratings on the importance of 20 topics related to ESG	Three vice presidents and senior managers from different units provided ratings regarding the potential impact on the Company in 20 topics related to ESG
Respondents	Stakeholders that are representative and have a well understanding of ESG topics	Vice presidents Senior managers from different departments

Materiality Matrix





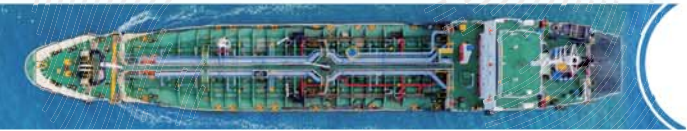
管理方針

面 向	重大議題	GRI主題 / 自訂主題	回應章節	直接衝擊邊界	間接衝擊邊界	管理方針
 環境(E)	氣候	GRI 305 排放 / 氣候變遷	1.1 氣候變遷	新興、客戶、投資人	員工	<ul style="list-style-type: none"> ✦ 持續關注國際市場與TOP 10客戶，就碳定價之政策、規劃與要求。 ✦ 未來碳定價政策方向、新興議題及具體要求，規劃新興業務執行因應措施與成效。 ✦ 將以新興本身應遵循法令或客戶要求，採取措施，如採購規則或合約約定等、同步請供應商配合。
	能源	GRI 302 能源	1.2 能源	新興、客戶、供應商、投資人	員工	<ul style="list-style-type: none"> ✦ 依循國際海事組織(IMO)要求，進行燃油管理。 ✦ 船隊具體節能措施，公司持續投入氣象導航服務，提出航行計畫與效能分析，並原則採取經濟航速，以降低燃油使用；至於規劃上，則評估加裝導流罩或其他節能設備。 ✦ 新興母公司營運據點，以電力為主，對此陸續換裝節能燈具、更換舊電腦；並規劃就高耗能設備，如多功能事務機，進行汰換。
 社會(S)	工作環境	工作環境 (自訂)	2.3 工作環境	新興、客戶、主管機關	投資人	<ul style="list-style-type: none"> ✦ 因應2020年COVID-19疫情發生，提出工作環境就傳染病防治管理措施，以保護新興海勤與陸勤同仁。 ✦ 海勤同仁管理措施緊急採購與配置足量口罩、消毒資源及緊急藥品，同時配有且提醒海勤同仁於疫情期間，留意同仁身體狀況與善用24小時醫生線上諮詢服務，以即時因應。 ✦ 陸勤營運據點同仁管理措施，於主要出入口配置消毒資源，且留意陸勤同仁身體狀況；外部人士進行出入管控，如出入登記、體溫量測等，確保同仁工作環境與身體安全。



Management Guidelines

Dimension	Material issuestopics	GRI issues/ Issues defined by the Company	Corresponding chapter	Direct Impact boundary	Indirect impact boundary	Management guidance
 Environment (E)	Climate	GRI 305 Emissions/ Climate Change	1.1 Climate Change	Sincere, clients, investors.	Employees	<ul style="list-style-type: none"> ✦ Staying on top of the international market and top 10 clients regarding the policy, planning and requirement of carbon pricing. ✦ Planning and effectiveness of Sincere' s business responses regarding carbon pricing policies, Sincere' s issues and requirements going forward. ✦ Adoption of measures for Sincere' s legal compliance or based on clients' requests in procurement rules or contractual terms, so that suppliers can collaborate accordingly.
	Energy	GRI 302 Energy	1.2 Energy	Sincere, clients, suppliers, investors	Employees	<ul style="list-style-type: none"> ✦ Fuel management according to the IMO requirements. ✦ Energy efficiency measures for the fleet, with adoption of weather routing services, development of sailing plans and efficacy analysis. Economic speeds in principle to reduce fuel consumption. Installation of Mewis ducts and other energy efficiency equipment under evaluation. The parent company' s business premise primarily consumes electricity. ✦ Adoption of energy efficiency lights, replacement of old computers, and phase-out of high energy consumption facilities (such as multi-function printers).
 Social (S)	Work environment	Work environment (self-defined)	2.3 Work Environment	Sincere employees regulators	investors	<ul style="list-style-type: none"> ✦ Implementation of infectious disease control and management measures due to COVID-19 in 2020, to protect both land personnel and shipboard personnel. ✦ Emergency procurement and deployment of sufficient numbers of masks, sterilizers and first-aid drugs for shipboard personnel. Reminders to ship-board personnel to keep a close eye on health and make use of 24-hour online medical consultation services for immediate responses during the pandemic. ✦ For land personnel at business premises, close monitoring of health and disinfectant handwash available at main entrances and exits. Access control of visitors at entrances and exits by registrations, body temperature taking to ensure the health of employees and safety of the workplace.




管理方針

面 向	重大議題	GRI主題 / 自訂主題	回應章節	直接衝擊邊界	間接衝擊邊界	管理方針
 社會(S)	勞工安全	GRI 403	2.4 勞工安全	新興、員工、 主管機關	/	<ul style="list-style-type: none"> ✦ 新興由行政處專責建立職業安全相關辦法、程序與計畫，以保障同仁職業安全。 ✦ 依「員工申訴處理辦法」，建立申訴管道，由稽核處收受後妥善處理。 ✦ 針對陸勤營運據點之職場安全相關管理要求，提升同仁安全意識，降低職業災害。 ✦ 新興與Medsea Asia Limited (Medsea) 簽訂提供海勤人員24小時醫生線上諮詢服務 " Maritime Medical Advisory Services " 。 ✦ 新興於2020年度與醫院合作，派遣醫療團隊至營業據點為新興同仁進行健康檢查。 ✦ 為求讓海勤人員持續保持自身安全認知，每年底會規劃明年度船舶海上事故操演訓練，並依照項目內容定期進行操演訓練。
	薪酬與 勞工照顧	GRI 401	2.2 薪酬與員 員工照顧	新興、員工、 主管機關	投資人	<ul style="list-style-type: none"> ✦ 依「員工申訴處理辦法」，建立申訴管道，由稽核處收受後妥善處理。 ✦ 新興設有薪酬委員會，定期召開會議，檢討員工薪資水準。積極創造平等的就業機會，包括性別、種族、年齡平等，並嘗試擴及於招募、聘用、留任等相關作業。 ✦ 新興為海勤與陸勤員工，協助投保24小時意外險。 ✦ 健康檢查與醫療服務，新興與Medsea Asia Limited (Medsea) 簽訂提供海勤人員24小時醫生線上諮詢服務 " Maritime Medical Advisory Services " ；同時，2020年度與宏恩醫院合作，派遣醫療團隊至營業據點為新興同仁進行健康檢查。 ✦ 新興致力遵循臺灣勞動法規，未發生主管機關勞動檢查與勞動裁罰情事發生。



Management Guidelines

Dimension	Material issuestopics	GRI issues/ Issues defined by the Company	Corresponding chapter	Direct Impact boundary	Indirect impact boundary	Management guidance
 Social (S)	Labor safety	GRI 403	2.4 Labor Safety	Sincere, employees, regulators	/	<ul style="list-style-type: none"> ✦ Regulations, procedures and plans in occupational safety established by Administration Department of Sincere to ensure the occupational safety of colleagues. ✦ A channel for complaints from employees established according to the Regulations Governing Employees' Complaints. Complaints are received and carefully handled by the Audit Department. ✦ A set of occupational safety requirements for land personnel at business premises, to enhance safety awareness among colleagues and reduce occupational hazards. ✦ 24-hour "Maritime Medical Advisory Services" are provided by Medsea Asia Limited (Medsea) to shipboard personnel based on the contract signed between Sincere and Medsea. ✦ Working with hospitals in 2020 to dispatch a medical team to business premises to conduct health checks on colleagues. ✦ To maintain safety awareness among shipboard personnel, the drill plan is drafted in the end of every year, and the drill plan will be implemented regularly and accordingly.
	Remuneration and labor care	GRI 401	2.2 Remuneration and Employee Care	Sincere, employees, regulators	investors	<ul style="list-style-type: none"> ✦ A channel for complaints from employees established according to the Regulations Governing Employees' Complaints. Complaints are received and carefully handled by the audit department. ✦ Remuneration Committee to regularly convene meetings and review employees' compensations ✦ Proactive creation of equal employment opportunities regardless of sex, ethnicity, and age, and well as other procedures such as recruitment, employment and retention. ✦ Purchase of 24-hour coverage accident insurance for shipboard and land personnel. ✦ Health checks and medical services: : 24-hour "Maritime Medical Advisory Services" are provided by Medsea to shipboard personnel based on the contract signed between Sincere and Medsea.; working with Country Hospital in 2020 to dispatch a medical team to conduct health checks on colleagues at business premises. ✦ Adherence with labor laws and regulations in Taiwan. No labor inspections or disciplinary actions imposed by regulators to date.




管理方針

面 向	重大議題	GRI主題 / 自訂主題	回應章節	直接衝擊邊界	間接衝擊邊界	管理方針
 治理(G)	風險管理	GRI 102-15	3.2 風險管理	新興、客戶、投資人	主管機關	經業務專責部門藉由辨認、評估、規劃相關避免、抵減或接受風險之措施，減緩公司營運影響或強化管理措施，並提報總經理，依其指示執行。
	船舶安全	船舶安全(自訂)	3.6 船舶安全	新興、員工、投資人	客戶	<ul style="list-style-type: none"> ✦ 新興設有安全管理處，規劃與落實船舶安全管理制度，並要求海勤同仁應予以遵循與落實。 ✦ 每年底會規劃明年度船舶海上事故操演訓練，並依照項目內容定期進行操演訓練。 ✦ 要求海勤同仁就船舶各項操作原則應依安全管理制度落實執行。
	誠信經營	GRI 102-16	3.3 誠信經營	新興、客戶、員工、供應商、投資人、主管機關	客戶	<ul style="list-style-type: none"> ✦ 建立誠信經營守則，使公司人員執行業務有所依循。 ✦ 擬訂供應商社會責任承諾書，規劃未來供應商與新興合作均須簽署。 ✦ 建立申訴管道，確保公司就檢舉途徑暢通。
	法令遵循	GRI 307 GRI 419	3.5 法令遵循	新興、客戶、投資人、主管機關	員工	<ul style="list-style-type: none"> ✦ 定期進行國際與國內環境及社會相關盤點，並提出於高階主管會議討論、評估及管理措施。 ✦ 由各部門督促公司與船隊之全體海勤與陸勤同仁，搭配宣導與教育練，累積認知觀念，並要求應予以遵循及落實執行。 ✦ 2020年度未有發生主管機關裁罰情事發生，未來會審慎與積極態度保持。




Management Guidelines

Dimension	Material issuestopics	GRI issues/ Issues defined by the Company	Corresponding chapter	Direct Impact boundary	Indirect impact boundary	Management guidance
 Governance (G)	Risk management	GRI 102-15	3.2 Risk Management	Sincere, clients, investors	Regulators	Identification, assessment and planning by responsible departments to develop measures in avoidance, offsetting or assuming risks, in order to mitigate impact on the Company or enhance management measures. Reporting to President and the Board of Directors for implementation as instructed
	Fleet safety	Fleet safety (self-defined)	3.6 Fleet Safety	Sincere, employees, investors	Clients	<ul style="list-style-type: none"> ✦ The Safety Management Department of Sincere is in charge of planning and execution of the fleet safety management system, and asking shipboard personnel to follow and implement. ✦ The drill plan is drafted in the end of every year, and the drill plan will be implemented regularly and accordingly. ✦ Requirement for shipboard personnel to observe the operational principles on board and implement the safety management system.
	Business ethics	GRI 102-16	3.3 Business Ethics	Sincere, clients, employees, suppliers, investors, regulators	Clients	<ul style="list-style-type: none"> ✦ Establishment of code of conduct so that the Company's personnel can follow in the course of conducting business. ✦ The Supplier's Statement on CSR has been drawn up, and is scheduled to be signed by suppliers under the request by Sincere in the near future. ✦ Establishment of a channel for complaints and whistleblowing.
	Legal compliance	GRI 307	3.5 Legal Compliance	Sincere, clients, investors, and regulators.	Employees	<ul style="list-style-type: none"> ✦ Regular inspection of international and domestic issues in environment and social so that these issues can discussed, assessed and managed at senior management meetings. ✦ Advocacy, training and education by all departments to all the shipboard and land personnel to develop awareness and ensure compliance and implementation. ✦ No penalty or disciplinary actions imposed by regulators in 2020. A proactive and cautious attitude going forward.




管理方針

面 向	重大議題	GRI主題 / 自訂主題	回應章節	直接衝擊邊界	間接衝擊邊界	管理方針
 治理(G)	營運績效	GRI 201-1	3.4 營運績效	新興、客戶、員工、投資人	／	<ul style="list-style-type: none"> 公司內部相關管理辦法與程序，進行資金管理。 依循會計法令與公報要求，編制妥適、正確與完整之財務報告及揭露財務/業務資訊。
	經營策略	GRI 102-14	新興概述-營運策略	新興、客戶、員工、投資人	／	<ul style="list-style-type: none"> 新興董事會秉持「誠信-決斷-勤勉-慎謀-精進」理念，並尊重專業角度，審慎擬定經營策略，充分發揮領導與專業職能經營公司 新興藉由穩健且永續管理策略，選任專業、多元、穩定人才，組成各部門與船隊，並依循董事會指示落實執行經營策略。
	永續發展	GRI 102-31	新興概述-永續策略	新興、投資人	客戶	<ul style="list-style-type: none"> 新興受管理階層支持，並指示公司年度整體「環境(E)」、「社會(S)」及「治理(G)」主題面向目標，建構符合國際節能、減碳、環保之船隊，並妥善與遵循國家與市場就環境保護與社會關懷之要求且響應。 執行上，由推動小組偕同各部門負規劃永續發展策略與專案，定期會議討論，並向主管會議報告。
	資訊安全	資訊安全(自訂)	3.7 資訊安全	新興、客戶、員工、投資人、主管機關	供應商	<p>新興因應數位轉型需求，逐步更新資訊設備與雲端化發展，同時兼顧日益重要之資訊安全要求，故規劃專案優化公司相關資訊安全網路、系統及軟體。</p>
	供應商	GRI 102-9	新興概述-供應鏈夥伴關係	新興、供應商	客戶、投資人	<p>針對選擇供應商策略上，朝向品質穩定，長期穩定經營，具有與新興共同理念，能配合具備誠信廉潔承諾、資訊安全能力之長期合作夥伴。</p>



Management Guidelines

Dimension	Material issues/topics	GRI issues/ Issues defined by the Company	Corresponding chapter	Direct Impact boundary	Indirect impact boundary	Management guidance
 Governance (G)	Operating performance	GRI 201-1	3.4 Operating Performance	Sincere, clients, employees	/	<ul style="list-style-type: none"> Capital management through internal regulations and procedures. Preparation of appropriate, accurate and comprehensive financial reports and financial/business information disclosure according to accounting laws and standards.
	Business strategy	GRI 102-14	About Sincere - Business Strategy	Sincere, clients, employees	/	<ul style="list-style-type: none"> Anchoring on the business philosophy of "Credibility, Decisiveness, Diligence, Discretion and Improvements" the Board of Directors respects professionalism and carefully develops business strategies with leadership and expertise. With a stable and sustainable management strategy, the Company selects professional, diverse and reliable personnel for different departments and the fleet and follows the instruction from the Board of Directors in business strategy implementation
	Sustainability	GRI 102-31	About Sincere - Sustainability Strategy	Sincere	Clients	<ul style="list-style-type: none"> With the support and guidance from the Board of Directors in the Company's annual targets in ESG, the Company constructs a fleet in line with international standards in energy efficiency, carbon reduction and environmental protection and adheres to the requirements from governments and markets regarding environmental protection and social concern. In practice, CSR Steering Group works with different departments in the planning of sustainability strategy and projects, regular meetings and discussions, and reporting in the top management meeting.
	Information security	Information security (self-defined)	3.7 Information Security	Sincere, clients, employees, investors, regulators	Suppliers	Gradual update of information equipment and cloud development in response to digital transformation. Special project to optimize the Company's information security network, system and software given the growing importance of information security requirements
	Suppliers	GRI 102-9	About Sincere - Supply Chain Partnerships	Sincere, suppliers	Clients, investors	The strategy for supplier selection and long-term partnerships is as follows: reliable quality, long-term stability in operation, same business philosophy with Sincere, commitment to business integrity and ethics, and capability in information security



新興概況

公司簡介與規模

GRI 102-4、GRI 102-7

- 新興與其關係企業所經營業務範疇，包括：散裝貨及原油運輸業務。
- 新興成立於1968年，並於1989年12月於台灣證券交易上市(股號2605)，累積至少50年以上海運管理經驗；旗下有兩家100%出資之子公司樂利航運及海德公司，分別於1989年及2001年登記於賴比瑞亞及馬紹爾群島，並於中國大陸上海設立船務諮詢公司。

營運策略

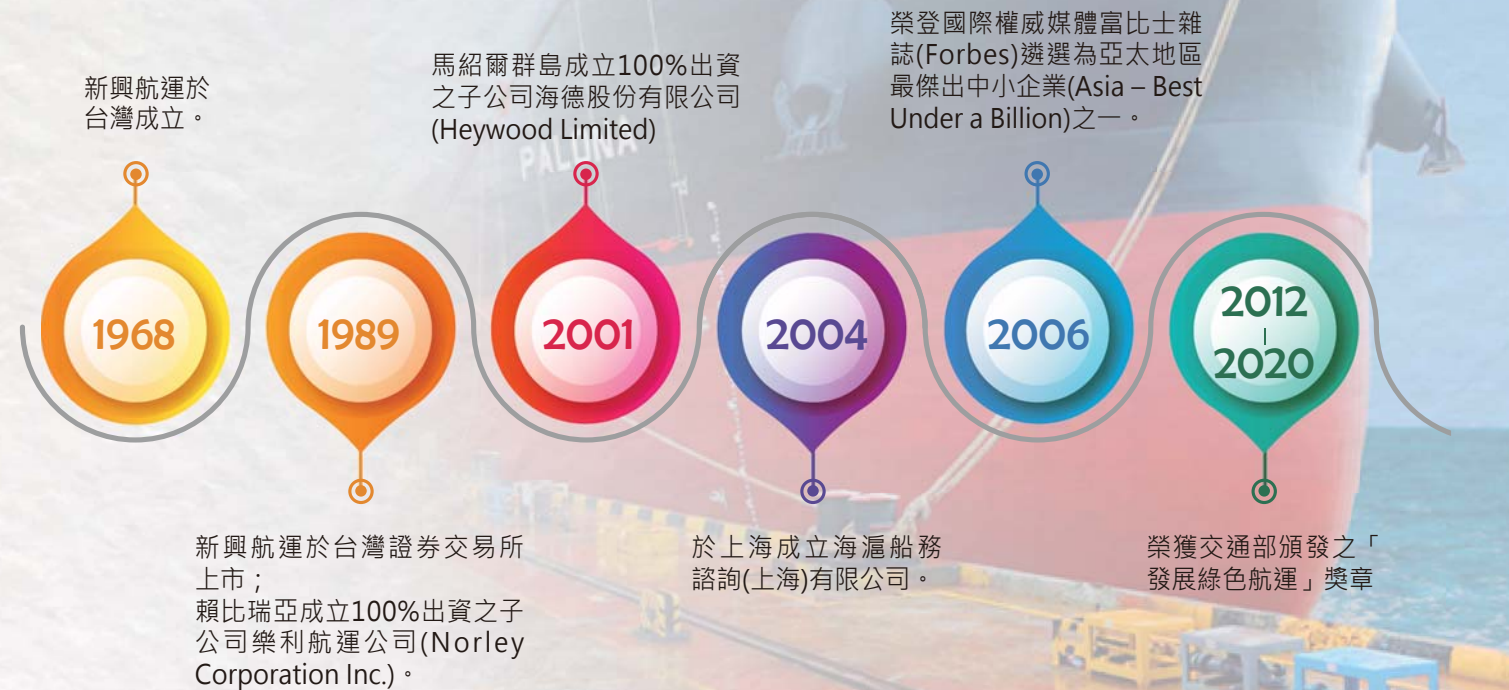
GRI 102-2、GRI 102-6、GRI 102-7

- 新興以「誠信-決斷-勤勉-慎謀-精進」為企業經營之核心價值，提供全球煤炭、鐵礦砂、鋼鐵、能源與玉米穀物等產業之企業客戶整合性海運服務。
- 公司營運策略目標設定致力於提供客戶最佳散裝原物料與原油運輸等現貨市場之國際海運服務，兼顧永續發展與環境保護規劃與措施，並期許與客戶及員工作為長期夥伴關係。同時，為擴大市場服務與便捷全球航運網絡，新興成立子公司樂利航運及海德公司，主要目的為擴大市場接觸面，以建立全球航運網，如：
 - ▶ 澳洲 / 中國的太平洋航線。
 - ▶ 印尼 / 泰國/越南等的東南亞航線。
 - ▶ 巴西 / 荷蘭等的大西洋航線。
 - ▶ 南美 / 中國的跨洋航線。

公司小檔案

組織型態	股份有限公司
主要營業項目	船舶運送業、船務代理業、拖船駁船業
主要服務市場	全球
主要客戶型態	全球煤炭、鐵礦砂、鋼鐵、能源與玉米穀物等產業之企業客戶
實收資本額	5,853,532,970 元
總部所在位置	台北市，台灣
員工總數	統計至2020/12/31，陸勤及海勤同仁總計333人

重要業務發展里程碑



About Sincere

Company intro and scale

GRI 102-4 · GRI 102-7

- Sincere and its associates operate in dry bulk and crude oil shipping business.
- Established in 1968, Sincere was listed on Taiwan Stock Exchange in December 1989 (stock code 2605) and has over 50 years of experience in marine management. The Company has two 100% owned subsidiaries, Norley Corporation Inc. and Heywood Limited, incorporated in 1989 and 2001 in Liberia and the Marshall Islands, respectively. Haihu Maritime Service (Shanghai) Co., Ltd. was established in Shanghai, China.

Business Strategy

GRI 102-2 · GRI 102-6 · GRI 102-7

- Anchored on the core values of “Credibility, Decisiveness, Diligence, Discretion and Improvements”, Sincere provides integrated shipping services globally to clients in coal, iron ore, steel, energy, and corn/grain industries..
- The Company strives to provide the best global bulk shipping services for commodities and crude oil in the spot market. We pursue sustainability in development and plan for environmental protection measures and we look forward to establishing long-term partnerships with clients and employees.

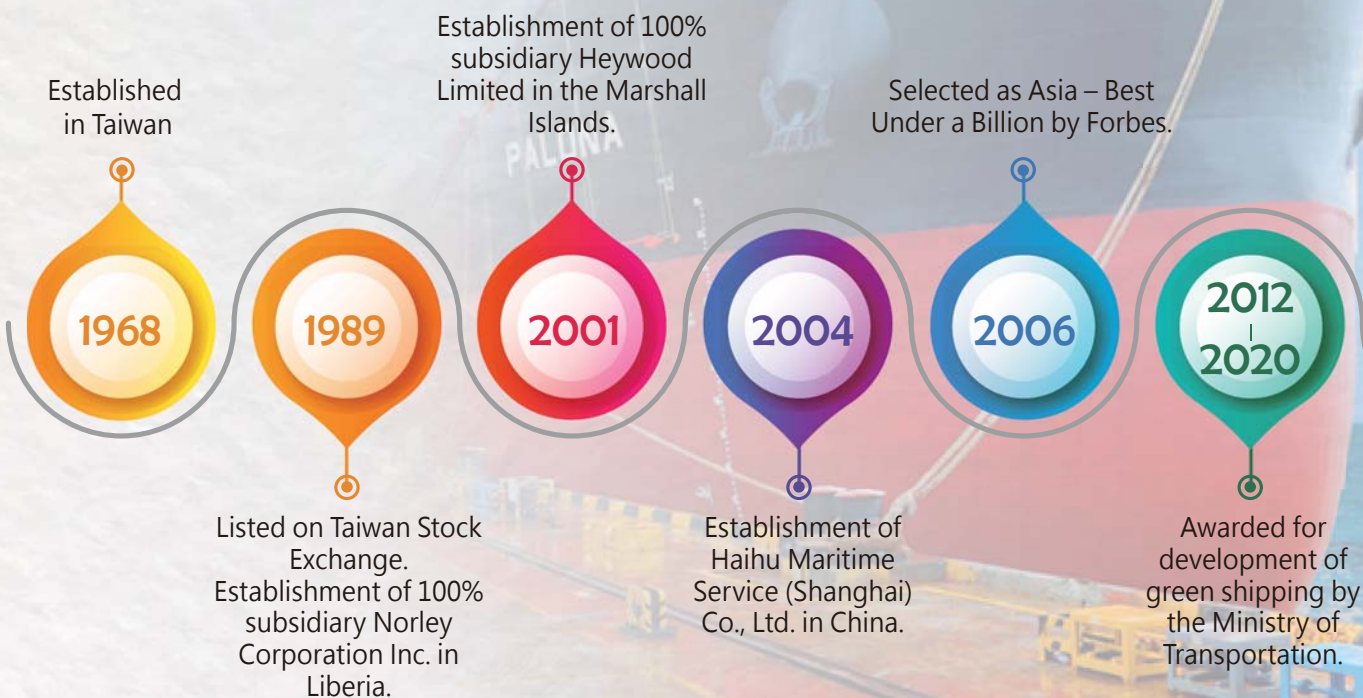
To expand service reach and enhance global marine networks, Sincere established subsidiaries Norley Corporation Inc. and Heywood Limited:

- ▶ Pacific route between Australia and China
- ▶ Southeast Asian route for Indonesia, Thailand and Vietnam
- ▶ Atlantic route for Brazil and the Netherlands
- ▶ Transoceanic routes for South America and China

Company Profile

Organization	Limited company
Business scope	Marine transportation, shipping agency, tugs and barges
Markets	Global
Main clients	Business clients in coal, iron ore, steel, energy, and corn/grain industries around the world
Paid-in capital	NT\$5,853,532,970
Headquarters	Taipei, Taiwan
No. of employees	333 in total, including land and shipboard personnel as of December 31, 2020

Key Milestones





船隊規模

GRI 102-2、GRI 102-6、GRI 102-7

- 新興及其關係企業，船隊約有300 萬載重噸，並發展為以海峽型散裝貨輪及巨型油輪(VLCC)為主；截至2020年11月前船隊擁有20艘(含3艘油輪)；同年12月則為19艘(含3艘油輪)。
- 另作說明：
 - 2020年多用途輕便型散裝輪麥唐娜輪，自2020年12月起自中華民國國輪變更為馬紹爾籍外輪。
 - 2020年10月8日簽訂出售海岬型散裝貨輪之明安輪MOA，並於2020年11月6日轉停業單位，同年11月10日完成出售交易。
- 目前營運中船舶(截至2020年12月31日)，詳如右表。

項次	船 名		船 型	交船日期	載重額	備註
	中文	英文				
1	麥唐娜輪	Madonna III	Double Hull Handymax Bulker	09/2007	53,411	2020年12月變更船籍
2	佐興輪	Georgiana	Double Hull Handymax Bulker	10/2008	53,383	
3	合盛輪	Oceana	Kamsarmax	09/2014	81,594	
4	寶隆輪	Palona	Kamsarmax	11/2014	81,676	
5	和興輪	Queena	Kamsarmax	01/2016	82,082	
6	明安輪	Mineral Antwerpen	Capesize	03/2003	172,424	2020年11月完成出售交易
7	黃山輪	Huang Shan	Capesize	08/2003	175,980	
8	青山輪	Chin Shan	Capesize	11/2004	175,569	
9	舟山輪	Chou Shan	Capesize	07/2005	175,569	
10	寶山輪	Bao Shan	Capesize	09/2006	175,009	
11	衡山輪	Heng Shan	Capesize	01/2007	174,145	
12	玉山輪	Yue Shan	Capesize	09/2009	177,798	
13	明和輪	Mineral Oak	Capesize	03/2010	177,921	
14	泰山輪	Tai Shan	Capesize	08/2011	176,469	
15	海興輪	Hermia	Capesize	03/2012	176,389	
16	天山輪	Tien Shan	VLOC	03/2018	250,327	
17	天寶輪	Tempo	VLOC	06/2017	250,342	
18	美生輪	Maxim	VLCC	06/2011	296,887	
19	高登輪	Kondor	VLCC	01/2012	296,714	
20	海福輪	Elbhoff	VLCC	01/2017	300,837	

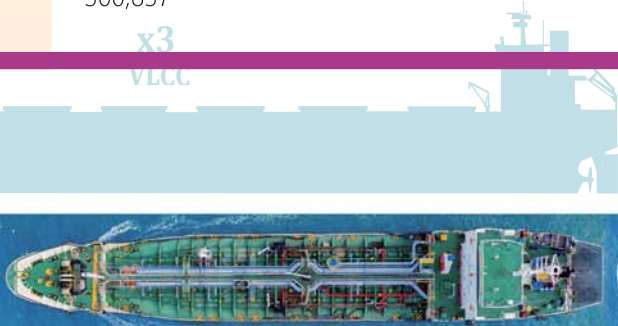
x2
Handymax

x3
Kamsarmax

x10
Capesize

x2
VLOC

x3
VLCC





Fleet

GRI 102-2 · GRI 102-6 · GRI 102-7

- The Fleet owned by Sincere and its associates totals 3 million in D.W.T. The focus is on capesize bulk carriers and very large crude carriers (VLCCs). As of the end of December 2020, the Company has 19 ships (including three VLCCs), vs. 20 (including three VLCCs) from November 2020.
- Fleet - Explanations
 - The Double Hull Handymax Bulker Madonna III changed its flag from the Republic of China (Taiwan) to the Marshall Islands in December 2020.
 - The memorandum of understanding (MoA) for the sale of the capesize vessel Mineral Antwerpen was signed on October 8, 2020. The vessel was recognized as discontinued operations on November 6, 2020. The transaction was completed on November 10, 2020.
- The table On the right lists all the vessels in service (as of December 31, 2020)

No	Ship name		Ship type	Delivery date	D.W.T.	Remarks
	Chinese	English				
1	麥唐娜輪	Madonna III	Double Hull Handymax Bulker	09/2007	53,411	Changed its flag in December 2020
2	佐興輪	Georgiana	Double Hull Handymax Bulker	10/2008	53,383	
3	合盛輪	Oceana	Kamsarmax	09/2014	81,594	
4	寶隆輪	Palona	Kamsarmax	11/2014	81,676	
5	和興輪	Queena	Kamsarmax	01/2016	82,082	
6	明安輪	Mineral Antwerpen	Capesize	03/2003	172,424	Completion of sale in November 2020
7	黃山輪	Huang Shan	Capesize	08/2003	175,980	
8	青山輪	Chin Shan	Capesize	11/2004	175,569	
9	舟山輪	Chou Shan	Capesize	07/2005	175,569	
10	寶山輪	Bao Shan	Capesize	09/2006	175,009	
11	衡山輪	Heng Shan	Capesize	01/2007	174,145	
12	玉山輪	Yue Shan	Capesize	09/2009	177,798	
13	明和輪	Mineral Oak	Capesize	03/2010	177,921	
14	泰山輪	Tai Shan	Capesize	08/2011	176,469	
15	海興輪	Hermina	Capesize	03/2012	176,389	
16	天山輪	Tien Shan	VLOC	03/2018	250,327	
17	天寶輪	Tempo	VLOC	06/2017	250,342	
18	美生輪	Maxim	VLCC	06/2011	296,887	
19	高登輪	Kondor	VLCC	01/2012	296,714	
20	海福輪	Elbhoff	VLCC	01/2017	300,837	





Kamsarmax

卡姆薩型散裝貨輪

是可航行於赤道幾內亞共和國Kamsar港的最大船型，載重噸為8萬噸~9萬噸。

圖：合盛輪(載重噸位81,594)及寶隆輪(載重噸位81,676)

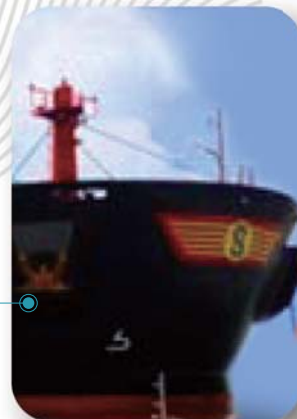


Handymax Bulker

輕便型貨輪

載重噸3萬噸~6萬噸以下之散裝船隻。

圖：佐興輪(載重噸位53,383)



Capesize

海岬型散裝貨輪

海岬型船舶是指載重噸在10萬噸以上之散裝貨船，因其無法通過巴拿馬運河，而須在遠洋航行中可通過好望角(Cape of Good Hope)。

圖：青山輪(載重噸位175,569)



新興航運股份有限公司
Sincere Navigation Corporation



VLOC

特大型礦砂貨輪

主要是運載鐵礦砂的大型船舶。

圖：天山輪(載重噸位250,327)



VLCC

特大型油輪

巨型原油船，載重噸介於18萬至32萬噸之間。

圖：高登輪(載重噸位296,714)



Kamsarmax bulker

The largest size capable of going through
Port Kamsar in Guinea, West Africa.
Between 80,000 and 90,000 D.W.T.

Picture: Oceana (81,594 D.W.T.) Palona (81,676 D.W.T.)

Handymax Bulker

Bulker between 30,000 and
60,000 D.W.T.

Picture: Georgiana (53,383 D.W.T.)

Capesize bulker

Capesize refers to bulker with at least
100,000 D.W.T. As it cannot go through
the Panama Canal, it needs to travel
ocean services via the Cape of Good Hope

Picture: Chin Shan (175,569 D.W.T.)



新興航運股份有限公司
Sincere Navigation Corporation

VLOC (very large ore carrier)

Primarily for the transportation of ore cargo

Picture: Tien Shan (250,327 D.W.T.)

VLCC (very large crude carriers)

VLCC (very large crude carriers) between
180,000~320,000 D.W.T.

Picture: Kondor (296,714 D.W.T.)

》供應鏈夥伴關係

GRI 102-9

- 新興選擇供應鏈以品質穩定，長期穩定經營，以建立長期夥伴關係，持續緊密合作，以提供客戶優質航運服務。
- 目前新興供應鏈上游為船廠、船員勞務公司、船舶配件商、物料及油料供應商；下游則為船舶之租家。
- 2020年度，新興著重於要求往來供應商，能配合具備誠信經營、勞工權益、重視人權與環境保護納入評估考量；同時，雖新興的供應商屬於長期穩定夥伴關係，但新興仍積極鼓勵供應商能提供CSR相關文件、社會責任承諾書。前述措施規劃為2021目標且開始落實執行，預期產出相關客觀數值，以作為成效展現。
- 新興為求減少營運時造成環境衝擊，新船建造時優先考慮符合「船舶回收國際公約草案」的船廠，期能促進將來船舶回收的安全及良好的環境，而不傷害船舶的安全及操作效率。

》公協會組織

GRI 102-12、GRI 102-13

- 新興積極參與台灣航運業各相關公會，與其他航運同業進行業務內、外之合作；未來會再以持續精進與誠信之精神，與航運同業相互交流實務經驗及專業分享，共同討論相關產業政策。
- 截至2020年12月31日參與公協會組織，詳如右表，相較於2019年，經評估後不再擔任社團法人中國造船暨輪機工程師學會團體會員，然而未來新興仍會不斷搜尋航運或海洋環境保護相關公協會，並審慎評估加入對於拓展航運同業，甚至跨領域之合作交流機會與效益。
- 至於國家或國際性倡議，新興雖尚未參與，但不排除未來評估加入之機會。



公協會組織名稱	參與方式
中華民國輪船商業同業公會全國聯合會	擔任常務理事、理事各一位
台北市輪船商業同業公會	擔任常務理事、理事各一位
台北市船務代理公會	團體會員
財團法人台灣海峽兩岸航運協會	擔任董事一位
中華民國海運聯營總處	擔任常務理事兩位
港埠協會	團體會員
中華海運研究協會	團體會員
中華航運學會	團體會員
中華海洋事業協會	團體會員
中華民國公開發行公司股務協會	團體會員



Supply Chain Partnerships

GRI 102-9

- To provide clients with best-in-class shipping services, we select suppliers who have reliable quality and long-term stable operations, in order to establish long-term partnerships and close cooperation.
- At the upstream of Sincere's supply chain are shipbuilders, crew agencies, parts/provision suppliers and fuels suppliers. At the downstream are Charterers.
- In 2020, Sincere considered suppliers' policies on business ethics, labor and human rights as well as environment protection as selecting suppliers. At the same time, Sincere encourage its long-term suppliers to provide evidences on how they deal with CSR. In 2021, all suppliers will be formally requested to fit these requirements.
- To reduce the environmental impact from operations, Sincere prioritizes sourcing from shipbuilders who comply with the Hong Kong International Convention for the Safe and Environmentally Sound Recycling of Ships. It is hoped that without compromising safety and operating efficiency, ships can be recycled in a safe and sound environment.

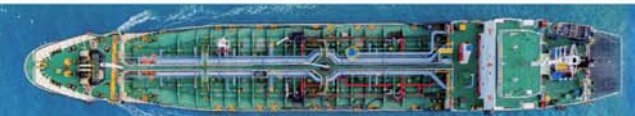
Associations/Organizations

GRI 102-12 · GRI 102-13

- Sincere is actively involved in maritime associations in Taiwan to explore cooperation internally and externally with peers. In the pursuit of excellence and integrity, we seek to share lessons from experience and expertise and discuss industry policies with other marine companies.
- The table on the right lists Sincere's involvement in associations and organizations as of December 31, 2020. Compared to 2019, the Company decided not to continue with membership at Taiwan Society of Naval Architects and Marine Engineers after careful assessment. We will continue to be on the lookout for organizations related to marine industry or oceanic environmental protection and carefully evaluate the opportunities and benefits of working with peers or different domains.
- Sincere is currently not involved in national or international initiatives, but open to evaluation of the opportunities to participate.



Association	Organization
National Association of Chinese Shipowners	One executive director seat, one director seat
Taipei Shipowner' s Association	One executive director seat, one director seat
Taipei Shipping Agencies Association	Membership
Taiwan Strait Shipping Association	One director seat
Association Of Shipping Services, R.O.C.	Two executive director seats
Association of Taiwan Ports	Membership
Chinese Maritime Research Institute	Membership
China Maritime Institute	Membership
The Association Of Marine Affairs Chinese	Membership
Taiwan Stocks Affairs Association	Membership





ENVIRONMENT



1.環境(E)

- 新興遵循國際與國家要求，評估航運生態與相關環境保護要求，由業務處、行政處及工務處指派同仁共同組成「環境與產品服務小組」彙整部門內部涉及國際或國內環境相關法令要求、議題及其因應專案，彙整提出於高階主管會議討論、評估與管理措施，以落實於營運據點及船隊之環境管理工作。
- 新興於2020年選定「氣候」、「能源」、「溫室氣體排放」、「廢水、廢棄物管理」及「環保法規」等議題，其中「氣候」及「能源」為重大議題。

1.1 氣候變遷

- ◆ 對於新興而言，氣候變遷蘊含潛在天災與海象無預警劇烈變化，如強風、巨浪或暴雨等現象，為公司帶來諸多風險與挑戰；但同時伴隨市場機會，其面向有國際或國家氣候政策外部壓力，如碳定價要求，勢必促使航運市場轉變，迫使航運相關業者因應新設備、新技術、新觀念及新服務型態之誕生。
- ◆ 因此，氣候變遷在市場與民眾意識逐漸朝向高度認同之狀態下，公司如何因應氣候變遷將會影響永續發展與經營策略，這也是新興於2020年將其作為重大議題，期許自現在開始逐步納入與建立組織治理、鑑別風險、風險因應策略與管控，並設定年度指標，落實績效追蹤。



組織治理

- 高階主管會議就氣候變遷議題進行規劃、確認與督導策略。



風險鑑別

- 「環境與產品服務小組」彙整單位內部涉及國際或國內氣候變遷風險、機會及衝擊。
- 彙整提出於管理小組與高階主管會議討論、評估。



風險管控

- 氣候變遷風險、機會及衝擊，提出議題及其因應專案。
- 提出管理措施與流程，以管控風險，落實於營運據點及船隊管理工作內。



年度指標 績效

- 擬訂氣候變遷
(含溫室氣體排放)
與風險管理之目標、
衡量指標及其績效





ENVIRONMENT



1. Environment (E)

- Sincere assess the environmental requirements on marine ecosystem and environmental protection in accordance with domestic and international regulations. The Environment & Product Services Team, comprised of staffs assigned by the sales department, the administration department and the operation department, reviews and lists internal issues which involve with domestic or international environment regulations and issues, and drafts management plans. Those plans will be discussed, assessed and approved in top management meeting, and will be implemented accordingly at business premises and throughout the fleet.
- Topics selected by Sincere for 2020 included climate, energy, GHG emissions, wastewater and waste management, and environmental laws & regulations. Environment and energy topics are defined as material topics.

1.1 Climate Change

- ◆ Climate change presents many risks and challenges for Sincere, but this also comes with market opportunities. The external pressure from national/international climate policies such as carbon pricing will surely transform the marine industry and lead to the development of new equipment, new technology, new concepts and new services. In addition, climate change results in nature disasters and unexpected drastic change of sea weather such as whirlwinds, torrents and storms.
- ◆ Given the increasing awareness about climate change among the public and the markets, how to respond to climate change is critical to sustainability and business strategy. Hence, it was chosen in 2020 as a material issue for the Company. Gradual steps have been taken to establish the organizational governance, identify risks and develop risk strategies and control measures. Annual targets will be set to track performance.



Organizational governance

- Top management meetings plan, confirm and supervise strategies and issues in climate change.



Risk identification

- Environment & Product Services Team summarizes the internal, international or domestic risks, opportunities and impacts of climate change.
- Summary presented to the taskforce and senior management meetings for discussion and assessment.



Risk management

- Climate change risks, opportunities and impacts; development of issues and responding projects.
- Development of measures and workflows to control risks at business premises and in fleet management.



Annual targets

- Formulation of climate change (including GHG emission) and risk management targets, measurements and performance





ENVIRONMENT



溫室氣體

GRI 305

- ◆ 新興為遵循聯合國氣候變遷綱要公約，及2015年6月通過「溫室氣體減量及管理法」，2050年將溫室氣體排放量減至2005年排放量的50%以下，且「國家自主減排貢獻」(INDC)，設定2030年溫室氣體排放量為依現況發展趨勢(Business as Usual, BAU)減量50%，相當於比2005年排放量再減20%。航運使用大量燃油而產生大量溫室氣體，如二氧化碳(CO₂)，航運業受到國際市場與國家政策雙重影響下，面臨諸多衝擊與挑戰，對此，新興積極投入管理措施，以減緩氣候變遷衝擊。
- ◆ 新興2020年為因應低硫燃油要求之國際法規，船隊已全面使用含硫量0.5%之燃油，以符合法令，響應環境保護。
- ◆ 新興亦積極採取各項減碳行動，如：營業據點換裝環保燈具、更換舊設備(空調主機、資訊設備等降低能源消耗、加裝風機提升空調效率、休息及下班時間關閉燈源及各電器用品等；

至於船隊，如：合盛輪更換LED燈管節省能耗與與排放量，並持續規劃船舶加裝導流罩減少1179.43 (噸 CO₂e)、船舶使用低阻力型外板防汙漆及響應再生能源；更為減少其他溫室氣體排放，使用高成本低硫燃油以及高效率柴油機主機，減少硫氧化物(SO_x)以及氮氧化物(NO_x)的排放量。

溫室氣體分析表

單位 噸 CO ₂ e	2018	2019	2020	
			排放量	占比 (%)
範疇一	332,067	351,446	321,651	99.99%
範疇二	36.1	36.6	25.5	0.01%
總計	332,103	351,483	321,676.5	100%
航行哩數 (海哩)	812,843.00	888,622	794,019	
排放密集度 (噸CO ₂ e/海哩)	0.409	0.396	0.405	

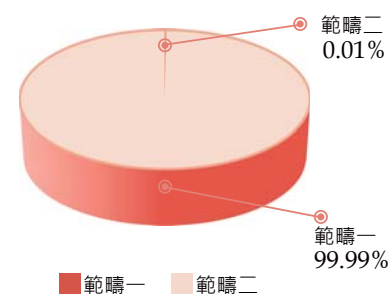
註1：範疇一(直接)溫室氣體排放量僅計算二氧化碳排放量。

註2：溫室氣體彙總方式為溫室氣體排放量=能源使用量 x 溫室氣體排放係數 x GWP值。

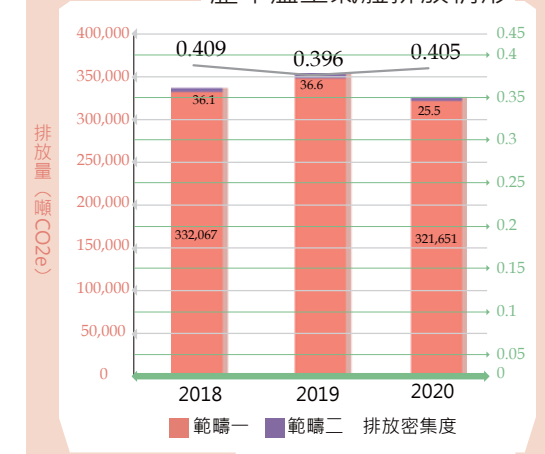
註3：溫室氣體排放係數係參考：ISO 8217；GWP值使用IPCC 2013 第五次報告。

新興航運歷年溫室氣體排放情形

溫室氣體排放比例



歷年溫室氣體排放情形





ENVIRONMENT



GHG Emissions

GRI 305

- ◆ To comply with the United Nations Framework Convention on Climate Change and the Greenhouse Gas Reduction and Management Act passed in June 2015, Sincere has set the target to reduce its GHG emissions to below 50% of the 2005 level by 2050. As the Intended Nationally Determined Contributions (INDC) plans for at least 50% reduction from the 2030 business-as-usual (BAU) baseline, this is equivalent to a further 20% reduction from the 2005 level. Marine transportation uses a large volume of fuels and generates an extensive quantity of greenhouse gases (such as CO₂). The industry is faced with many impacts and challenges due to international markets and national policies. Therefore, Sincere has been proactive in management measures to mitigate climate change impacts.
- ◆ To meet with the international laws on low sulfur fuel oil (LSFO) and protect the environment, Sincere started in 2020 the use of 0.5% sulfur content fuel for all of its ships.
- ◆ Sincere is also proactively adopting different measures to reduce carbon emissions: replacement with environmental-friendly lamps at business premises; revamp of old equipment (air-conditioning main units, information equipment, etc.) to reduce energy consumption; installation of fans to enhance air-conditioning efficiency; switching off lights and electric appliances during breaks and non-work hours. For the fleet, Oceana has replaced with LED lights to reduce energy consumption and emission. There is a plan to reduce 1,179.43 tons CO₂e for the fleet by using low-drag barrier skins

GHG Analysis				
Unit ton CO ₂ e	2018	2019	2020	
			Emission	%
Scope 1	332,067	351,446	321,651	99.99%
Scope 2	36.1	36.6	25.5	0.01%
Total	332,103	351,483	321,676.5	100%
Nautical miles traveled	812,843.00	888,622	794,019	
Emission Density (ton CO ₂ e/nautical miles)	0.409	0.396	0.405	

Note 1: (direct) Q' ty of GHG emissions only count Q' ty of CO₂ emission.

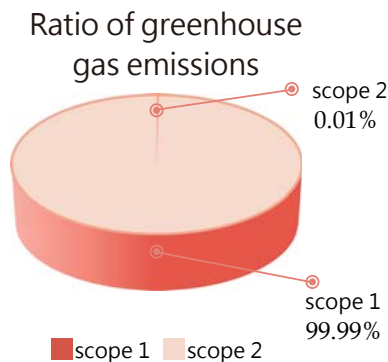
Note 2: The equation of total Q' ty of GHG emission is Q' ty of GHG emission = Q' ty of consumption of energy × coefficient of GHG emission × weight of GWP

Note 3: The coefficient of GHG emission is defined with reference to ISO 8271; weight of GWP is defined with reference to IPCC 2013 fifth report.

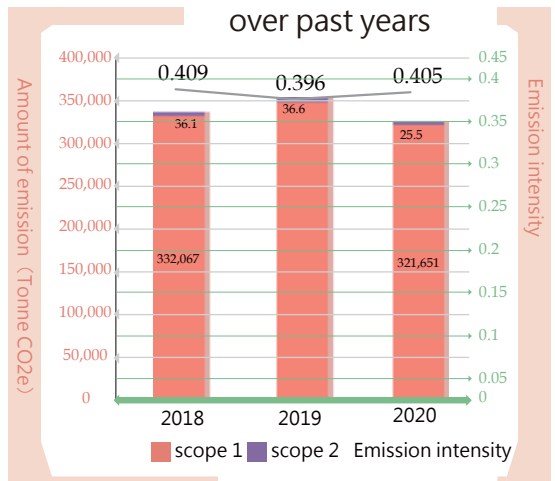
and renewable energy. To reduce GHG emissions, we use high-cost low sulfur fuel oil (LSFO) and high-efficiency diesel engines to lower SO_x (sulfur oxide) and NO_x (nitrous oxide) emissions.

- ◆ Not only Charterers but we, Sincere, ask our vessels to proceed by economic speed, to effectively reduce fuel consumption and GHG emissions.
- ◆ Sincere emphasizes energy efficiency by applying Energy Efficient Operation Index (EEOI) published by the IMO to the calculation of carbon emissions during the marine transportation process, in order to prepare for mandatory carbon reduction measures in the future. Different measures are adopted to minimize environmental impact and balance between company operations and sustainability.
- ◆ The primary source of GHG emissions for Sincere is Scope 1 emissions caused by fuel consumption of the fleet - 321,651 tons CO₂e in 2020. Scope 2 is from electricity consumption at business premises (offices) - 25.5 tons CO₂e in 2020. (Detailed in the graph below)

Greenhouse gas emissions over past years of Sincere

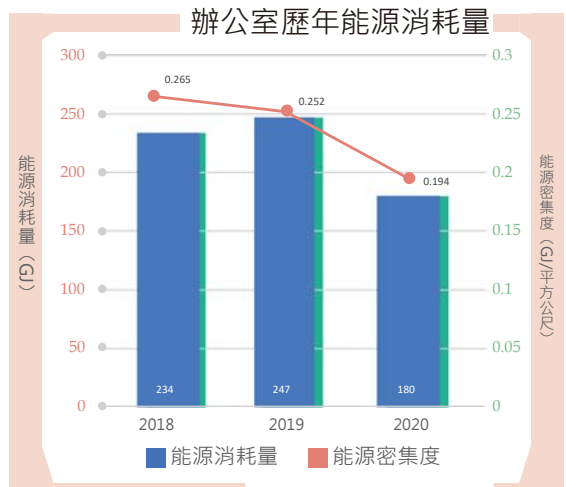
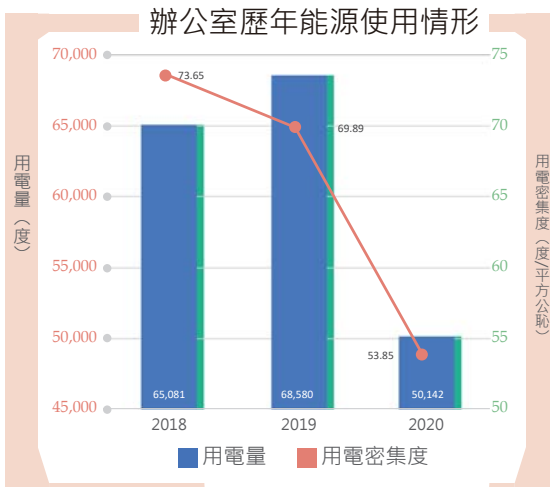
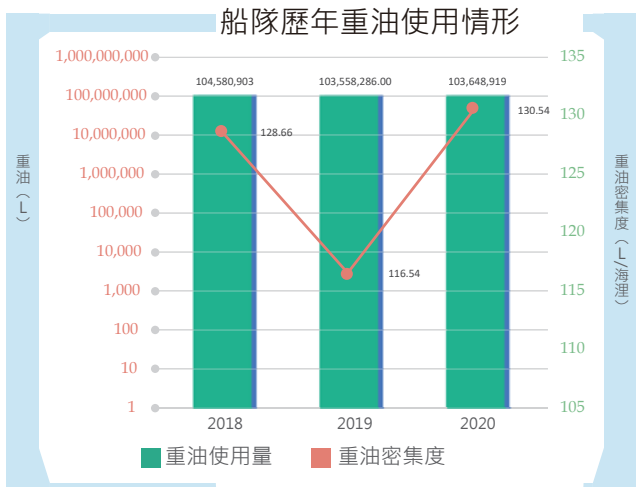
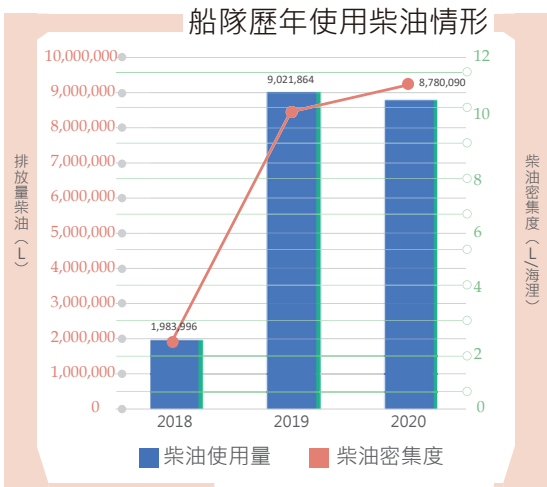


Greenhouse gas emissions over past years





新興航運歷年溫室氣體排放情形



1.2 能源 GRI 302

- ✦ 新興積極採取各項節省能源消耗措施，如：營業據點換裝環保燈具、更換舊設備(空調主機、資訊設備等降低能源消耗、加裝風機提升空調效率、休息及下班時間關閉燈源及各電器用品等。
- ✦ 至於船隊，如：合盛輪更換LED燈管節省能耗與排放量，現有船隊在船舶入塢歲修時，船殼板塗裝採用不含錫自拋光及低阻型之外板防汙漆，增進船舶推進效能，並少海洋汙染，同時，現有船舶導流罩，經統計可達到節省耗油3%之顯著效果。
- ✦ 2020年主要營運單位可區分為船隊及營業據點(辦公室)，前者，主要能源使用於航行

- ✦ 及船上發電機之柴油及重油，未使用再生能源燃料，非再生能源燃料共使用重油103,648,919.2公升，及柴油8,780,090.361公升，其能源消耗量為4,474,778千兆焦耳(GJ)；後者，則僅使用外購電力50,142度，其能源消耗量為180千兆焦耳(GJ)。

註 能源消耗量係依經濟部能源局109年6月出版108年能源統計手冊中「能源產品單位熱值表」轉換，柴油：8,400 仟卡/公升、重油(燃料油)：9,600 仟卡/公升、電力：860 仟卡/度。

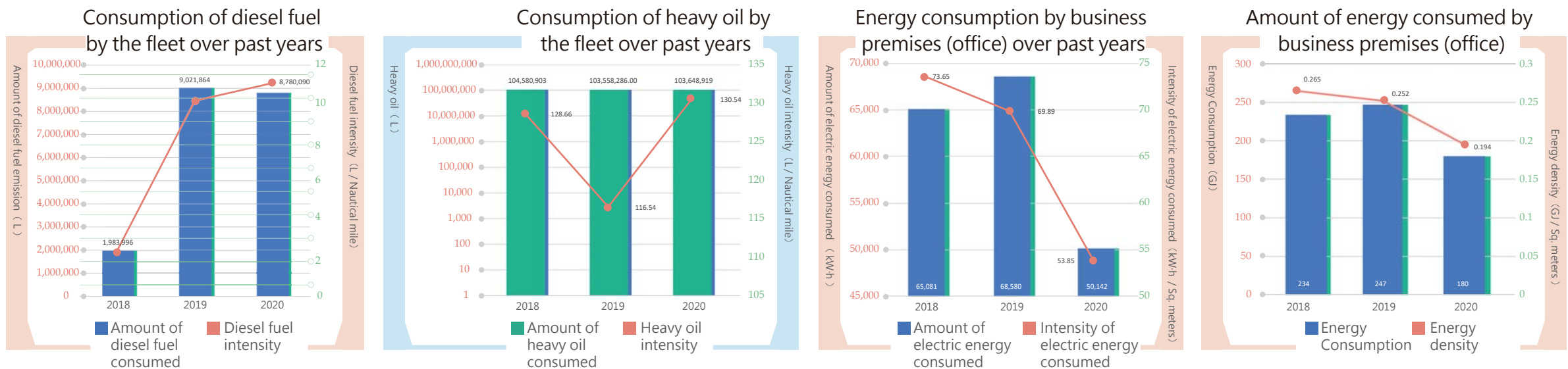




ENVIRONMENT



Historical GHG Emissions



1.2 Energy GRI 302

- ◆ Sincere is proactively adopting different measures to reduce energy consumption and carbon emissions: replacement with environmental-friendly lamps at business premises; revamp of old equipment (air-conditioning main units, information equipment, etc.) to reduce energy consumption; installation of fans to enhance air-conditioning efficiency; switching off lights and electric appliances during breaks and non-work hours.
- ◆ For the fleet, Oceana has replaced with LED lamps to reduce energy consumption and carbon emissions. When docking for annual maintenance, the coating for shell plates is tin-free and self-polishing antifouling paint. Low-drag anti-fouling paint is used on barrier skins, to enhance propulsion effectiveness and reduce ocean pollution. Meanwhile, statistics

suggest that Mewis ducts currently in service can significantly reduce oil consumption by 3%.

- ◆ The main operating units in 2020 can be divided into the fleet and business premises (offices). The energy consumption by the former is primarily diesel and heavy oil used for sailing and onboard generators, and no renewable energy is used. Non-renewable resources used were 103,648,919.2 liters of heavy oil and 8,780,090.361 liters of diesel. The total energy consumption was 4,474,778 GJ. The latter only purchased 50,142 kwh of electricity for the consumption of 180 GJ of energy.

Note Energy consumption is converted according to the table "Heat Content of Energy Products" in the 2019 Energy statistical data book published by the Bureau of Energy, Ministry of Economic Affairs in June 2020 – 8,400 kcal/liter for diesel, 9,600 kcal/liter for fuel oil, and 860 kcal/kwh for electricity.





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船隊歷年能源使用分析表

能源種類	2018	2019	2020	單位
柴油	1,983,996	9,021,864	8,780,090	公升
重油	104,580,903	103,558,286	103,648,919	公升
航行海哩數	812,843.00	888,622.00	794,019.00	海哩
柴油密集度	2.44	10.15	11.06	公升 / 海哩
重油密集度	128.66	116.54	130.54	公升 / 海哩
能源消耗量	4,273,224	4,479,638	4,474,778	GJ
能源密集度	5.26	5.04	5.64	GJ / 海哩

註1 2020年消耗重油總數量為103,648,919.2公升，相比2019年些微提升90,633公升。

註2 年度油耗量與運務量成正比，柴油用量增加與運務航行區域有關，當船隊進入硫排放限區頻率較高，故柴油總量提高。

註3 密集度，利用船隊航行海哩數作為分母進行計算。

營業據點（辦公室）歷年能源使用分析表

能源種類	2018	2019	2020	單位
外購電力	65,081	68,580	50,142	度
用電密集度	73.65	69.89	53.85	度 / 平方公尺
能源消耗量	234	247	180	GJ
能源密集度	0.265	0.252	0.194	GJ / 平方公尺

註 用電及能源密集度，利用樓地板面積作為分母進行計算。

1.3 廢汙水及廢棄物 GRI 306

◆ 新興為符合「防止船舶污染國際公約(MARPOL)」，船隊營運航行均遵守防止油污染、防止空氣污染、防止壓艙水污染、垃圾處理及生活汙水排放...等相關規定，因此，謹慎處理船隊航行營運所產生之廢汙水及廢棄物：

- ▶ 廢汙水，新興遵循防止船舶污染國際公約及各國港口法規，已就船舶全面裝設汙水處理機，以處理汙水，符合標準後排放至海洋，避免汙染海洋或港口水域；
- ▶ 廢棄物船舶上全面實施分類管理，目前2020年主要廢棄物：塑膠類廢棄物(238.4立方公尺，占總量18.6%)、食物廢棄物(1.235立方公尺；占總量0.1%)及有害廢棄物(汙油水)(1,040.75立方公尺；占總量81.3%)。
- ▶ 船舶正常操作主機、電機、鍋爐以及淨油機所產生的殘油，或油水分離器所分離的廢油等，均依照規定於靠泊方便港口時，由認可合格之船舶廢油水處理公司，委由進行回收處理；至於小部分者，則使用船上符合排放公約規範之廢油燃燒爐，於合乎法令之洋區進行油汙焚燒。

船隊歷年廢棄物產出與處理分析表

單位： 立方公尺	2018	2019	2020	占比(%)	處理方式(%)	
					焚化	回收
塑膠類 (一般廢棄物)	269	394	238	18.6%	18	82
食物廢棄物 (廚房廢油)	1,240	1,820	1,235	0.1%	98.38	1.62
有害廢棄物 (汙油水)	1,309	1,264	1,041	81.3%	12	88
總計	1,579	1,660	1,280	100%		





ENVIRONMENT



Historical Energy Consumption of Fleet

Energy type	2018	2019	2020	Unit
Diesel	1,983,996	9,021,864	8,780,090	Liter
Heavy oil	104,580,903	103,558,286	103,648,919	Liter
Nautical miles traveled	812,843.00	888,622.00	794,019.00	Nautical miles
Diesel density	2.44	10.15	11.06	Liter/ Nautical miles
Heavy oil density	128.66	116.54	130.54	Liter/ Nautical miles
Energy consumption	4,273,224	4,479,638	4,474,778	GJ
Energy density	5.26	5.04	5.64	GJ/ Nautical miles

Note 1 The total consumption of heavy oil was 103,648,919.2 liters in 2020, a slight increase by 90,633 liters from 2019.

Note 2 There is a positive correlation between oil consumption and cargo shipment. The increase of diesel consumption is related to the areas travelled. More diesel is used when the fleet is traveling more frequently at the regions with sulfur emission limitations.

Note 3 Density is calculated with the nautical miles traveled by the fleet as the denominator.

Historical Energy Consumption of Business Premises (Offices)

Energy type	2018	2019	2020	Unit
Electricity purchased	65,081	68,580	50,142	kwh
Electricity consumption density	73.65	69.89	53.85	kwh/ square meters
Energy consumption	234	247	180	GJ
Energy density	0.265	0.252	0.194	GJ/ square meters

Note 1 Electricity consumption and energy density is calculated with floor area as the denominator.

1.3 Wastewater and Wastes GRI 306

◆ To comply with the International Convention for the Prevention of Pollution from Ships (MARPOL), Sincere's vessels observe the regulations on the prevention of oil pollution, air pollution prevention, and ballast water pollution, garbage treatment and sanitary sewage emission. Sincere carefully processes wastewater and waste generated in the course of marine transportation:

- ▶ To adhere to the International Convention for the Prevention of Pollution from Ships (MARPOL) and regulations at ports in different countries, Sincere has installed wastewater treatment facilities in all its ships. Wastewater is processed before releasing to oceans, in order to avoid pollution to the seas or harbors.
- ▶ All the wastes onboard are classified. The main wastes in 2020 were plastics (238.4 cubic meters, 18.6% of the total volume), food wastes (1.235 cubic meters, 0.1%) and hazardous wastes (oily water) (1,040.75 cubic meters, 81.3%).
- ▶ The residual oil generated in the normal course of operation by main engines, electric machinery, boilers and fuel purifiers or the waste oil from oil separators are all handed over to waste oil and water treatment companies certified by governments for recycling and processing when ships dock in ports. A small portion is burned in the oceans where legally allowed by using the burners onboard meeting international covenant standards.

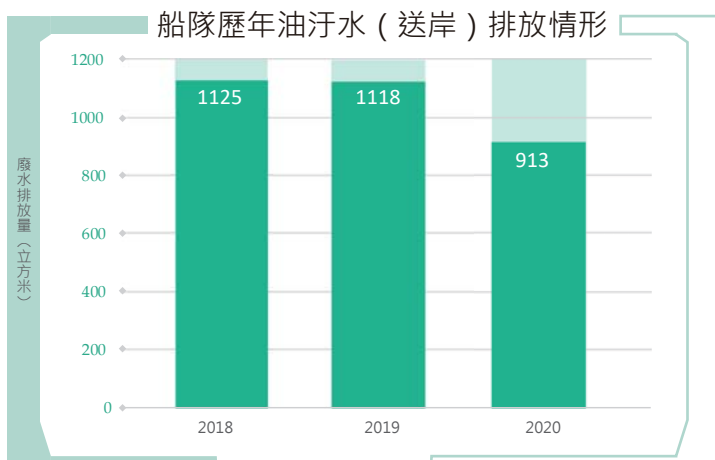
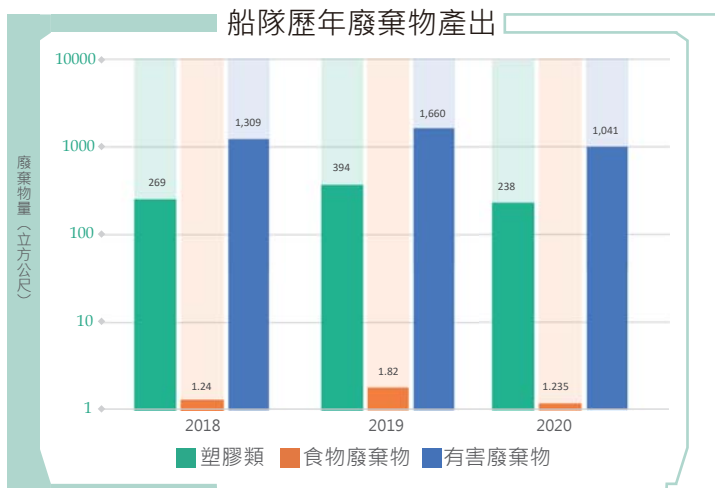
Historical Waste Generation and Treatment by Fleet

Unit: cubic meters	2018	2019	2020	占比(%)	Handling method (%)	
					Incineration	Recycling
Plastics (general wastes)	269	394	238	18.6%	18	82
Food wastes (waste oil from kitchen)	1,240	1,820	1,235	0.1%	98.38	1.62
Hazardous wastes (oil water)	1,309	1,264	1,041	81.3%	12	88
Total	1,579	1,660	1,280	100%		





ENVIRONMENT



1.3 廢汙水及廢棄物 GRI 306

- ◆ 另，船上各式機械運轉過程會產生油汙水，而此類油汙水通常包含廢水與廢棄物（水、油、油泥），起因在於大多添加燃油品質較差而造成油泥（SLUDGE）增加，如能控制加油品質，則可減少船上產生汙油水量，達到減排效果，同時會藉由加強淨油，以減少汙染。
- ◆ 新興，同時依據國際海事組織(IMO)相關規範，訂定船舶壓艙水標準管理方式，並取得壓艙水管理證書，避免因壓艙水在不同水域交換或排放時，將水中所含的微生物排入當地環境，造成當地生態環境汙染；再者，遵守國際公約與特殊港口國規定，且因應未來航線，新興新造船舶皆有安裝壓載水處理系統。
- ◆ 新興為兼顧企業經營與環境友善，於新船建造時優先考慮符合「船舶回收國際公約草案」的船廠，期能促進將來船舶回收的安全及良好的環境，而不傷害船舶的安全及操作效率。公司亦制定【國際安全管理章程手冊】，訂立船舶符合國際環境保護相關的規定及程序，船舶外板全面採用環保防汙油漆，並取得「國際防汙系統證書」。

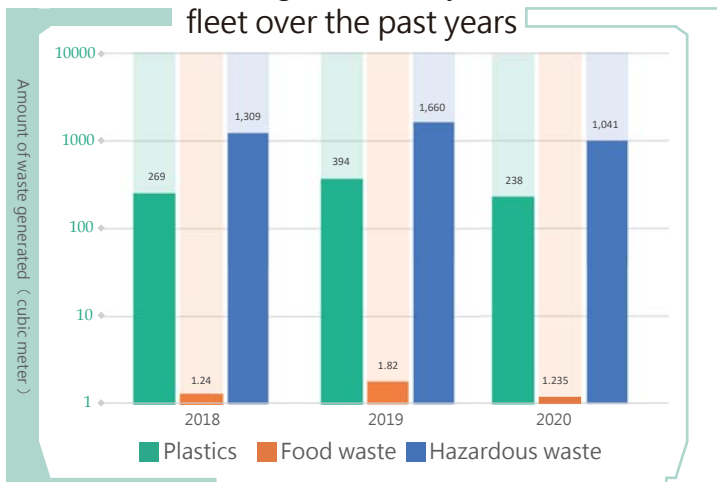




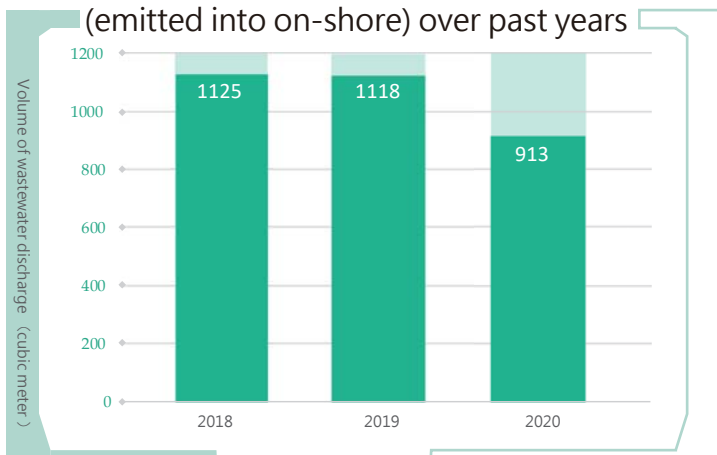
ENVIRONMENT



Waste generated by the fleet over the past years



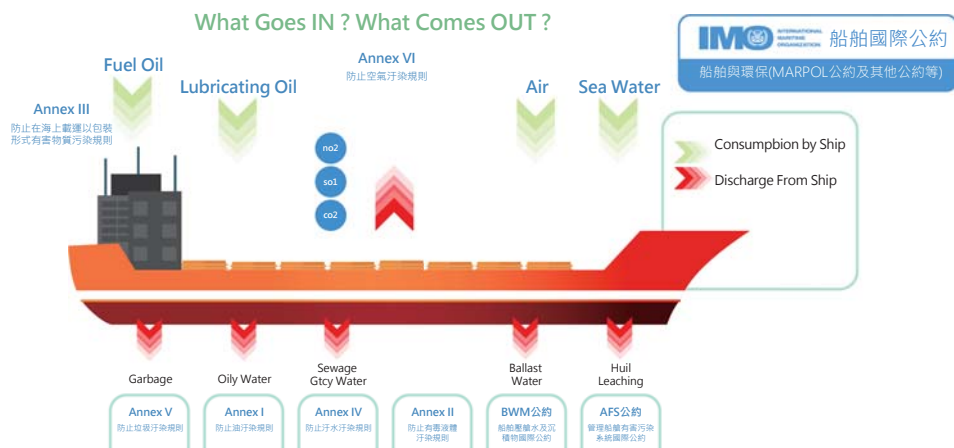
Amount of sewage (emitted into on-shore) over past years



1.3 Wastewater and Wastes

GRI 306

- Oil wastewater is produced by different machines onboard during the course of operation. This type of oil wastewater usually contains wastewater, oil and sludge. Sludge builds up mostly due to poor quality of fuels. The control of fuel quality reduces oil wastewater and emissions. Pollution can be lowered by enhancing oil purification.
- Per the IMO regulations, Sincere has established a set of management guidelines on ballast water and obtained management certificates for ballast water management. The purpose is to avoid the exchange of ballast water in different waters or the pollution to local ecosystems due to the microbes contained in emitted water during emissions. In addition, all of Sincere's new ships for future routes are installed with ballast water treatment facilities as required by international conventions and special regulations in port states.
- To achieve both business operations and environmental friendliness, Sincere prioritizes sourcing from shipbuilders who comply with the Hong Kong International Convention for the Safe and Environmentally Sound Recycling of Ships. It is hoped that without compromising safety and operating efficiency, ships can be recycled in a safe and sound environment. We have also established a manual for international safety management, by including international regulations and procedures in relation to environmental protection. Shell plates are coated with environmental-friendly anti-fouling paints. We have also obtained International Anti-Fouling System Certificate.





1.4 環境法規遵循 GRI 307

- ◆ 新興在全體陸勤與海勤同仁之努力，2020年未有違反任何國際或國內之環境相關法規；未來新興仍會慎重與積極態度因應。
- ◆ 同時，公司內部定期進行國際與國內環境及社會相關盤點，並提出於高階主管會議討論、評估及管理措施，正當合法經營不僅為公司重大議題，更是首要目標，期望能夠就國際趨勢進行超前部署之積極作為，
- ◆ 新興各單位將持續督促公司與船隊之全體海勤與陸勤同仁，搭配宣導與教育練，累積認知觀念，並要求應予以遵循及落實執行。



A. 國際海事組織(IMO)「限硫令公約」(「IMO 2020硫燃料法規」)

- ◆ 國際海事組織(IMO)「經1978年議定書修訂<1973年國際防止船舶造成污染公約>」(簡稱「防汙公約」)附則VI之2008年修正案。該等修正案自2020年1月1日起生效，旨在保證大幅降低船舶的硫排放量(簡稱限硫令公約)，以此表明航運業履行環保方面義務之決心。因此，自2020年1月1日之後，對於指定排放控制區以外航行船舶而言，「防汙公約」允許之船舶燃油硫含量上限將從3.50%(質量百分數)降低到0.50%(質量百分數)；「防汙公約」所定排放控制區(ECA)仍將適用0.10%上限，任何相關的地方性法規亦將繼續適用。

新興航運作法

- ◆ 新興依循國際海事組織(IMO)「限硫令公約」，統計至2020年12月31日，公司全面採購超低硫燃油，且自有散裝船隊進行燃油系統管路改裝及加裝柴油冷卻器，以達成全面使用。



B. 壓艙水公約

- ◆ 船舶靠港裝卸貨為維持船身穩定，須抽取海水壓艙並端視載貨情形調整排放壓艙水，因船舶往來世界各地海域，壓艙水排放將導致水中夾帶病菌與外來種被排放到該地區，進而衝擊及影響當地海洋環境生態。
- ◆ 有鑑於此，國際海事組織(IMO)通過「2004年船舶壓艙水及沉積物管理國際公約」(International Convention for the Control and Management of Ships' Ballast Water and Sediments, 2004)(簡稱壓艙水公約)規定，且於2017年9月8日正式生效。
- ◆ 壓艙水公約，規定重點：
 1. 船舶管理控制要求：船舶應備有壓艙水管理計畫、壓艙水紀錄簿...等。
 2. 壓艙水管理標準：如壓艙水更換標準、壓艙水性能標準、壓艙水管理系統認可要求。
 3. 壓艙水管理檢驗核發證要求。

新興航運作法

新興自2014年以後船舶均已加裝BWTS系統，以符合公約要求。





1.4 Environmental Regulation Compliance GRI 307

- ◆ With efforts from all of our land and shipboard personnel, Sincere did not violate any international or domestic environmental regulations in 2020. Going forward, we will continue to respond with caution and proactiveness.
- ◆ Internal meetings are convened regularly to inspect environmental and social topics internationally and domestically. These topics are presented to senior management meetings for discussion, assessment and management. Legitimate and lawful operations are not only a material issue but a top priority. We seek to prepare early as the international trends develop.
- ◆ Advocacy, training and education by different departments will continue for all the shipboard and land personnel in order to develop awareness and ensure compliance and implementation.



A. IMO 2020 Sulfur Cap (IMO 2020 Regulations)

- ◆ IMO 2020 Sulfur Cap, i.e., the 2008 amendments to Annex VI of the IMO's International Convention for the Prevention of Pollution from Ships 1973 as modified by the Protocol of 1978 took effect on January 1, 2020, aiming to significantly reduce sulfur emissions from ships and showcase the marine industry's commitment to its obligations to environmental protection. Starting from January 1, 2020, the maximum allowed sulfur content in fuels for ships sailing outside emission control areas (ECAs) has been reduced from 3.5% to 0.5% m/m (mass/mass). The maximum allowance for ECAs remains to be 0.10%. All the relevant local laws will continue to apply.

Sincere's approach

- ◆ According to the IMO 2020 Sulfur Cap and as of December 31, 2020, the Company only procured ultra-low sulfur fuel oil (ULSFO) and revamped fuel system pipes and installed diesel coolers in all of its bulkers.

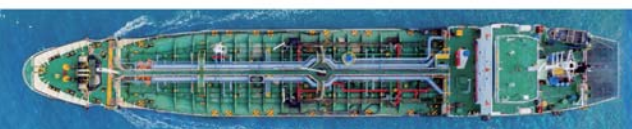


B. International Convention for the Control and Management of Ships' Ballast Water and Sediments

- ◆ Ballast water is drawn from the sea to maintain stability when vessels calling ports and then discharged depending on cargo loading/discharging. As ships travel through waters, the release of ballast water brings bacterial and exotic species to the discharged areas and affects the local marine ecosystems.
- ◆ Hence, the IMO passed in 2004 the International Convention for the Control and Management of Ships' Ballast Water and Sediments and put it into effect on September 8, 2017.
- ◆ Key points in the International Convention for the Control and Management of Ships' Ballast Water and Sediments:
 1. Ship management control: There should be a ballast water management plan and recordkeeping.
 2. Ballast water management standards: such as ballast water replacement standards, ballast water performance standards, acceptance of ballast water management system.
 3. Inspection certificates for ballast water management.

Sincere's approach

- ◆ We have installed the ballast water treatment system (BWTS) in all our ships since 2014, to keep up with the convention's requirements





ENVIRONMENT



C. 防止船舶污染國際公約

- ◆ 國際海事組織 (IMO) 所制訂1973防止船舶污染國際公約 (International Convention for the Prevention of Pollution from Ships, 1973) , 及1978年修訂議定書, 合稱為73/78污染防治公約, 主要就船舶對海洋環境污染法規共計六個附則。



1. 附則I 防止油污規則

除另有明文規定外, 適用於所有船舶, 對船舶機艙、所有油輪貨船油區設訂排洩標準。

2. 附則II 管制有毒液體物質污染規則

除另有明文規定外, 適用於所有運輸有毒液體物質的船舶。有毒液體物質分為A、B、C、D四類。

3. 附則III 防止海上以包裝形式載運有害物質造成污染規則

除另有明文規定外, 適用於所有裝運有害物質之船舶, 利用包裝將海洋污染減至最小程度。

4. 附則IV 防止船舶垃圾污染規則

適用於400總噸以上, 或准載超過15人以上之國際航程船舶, 就污水須裝設相關處理設備及符合相關排放要求。

5. 附則V 防止船舶垃圾污染規則

除另有明文規定外, 適用所有船舶, 對垃圾分類及排放要求進行規範。

6. 附則VI 防止船舶大氣污染規則

管制對象分為五類: 消耗臭氧層物 (ODS)、氮氧化物 (NOx)、硫氧化物 (Sox)、揮發性有機化合物 (

新興航運作法

- ◆ 新興確保所屬船舶航行安全及對環境保護, 因而制訂「船舶安全管理制度」, 以符合國際航運業管理標準。



D. 船舶管制有害防污系統國際公約

- ◆ 2001年10月5日, 在倫敦舉行的外交會議上, 通過了船舶管制有害防污系統國際公約 (International Convention on the Control of Harmful Anti-fouling Systems on Ships, AFS) 。自2008年1月1日起生效, 船上不得:

1. 在船殼或者外表部分表面上附著防污有機錫化合物; 或,
2. 附著有礙於從其底下之不合格防污系統中, 滲出有機錫化合物的任何塗佈。

新興航運作法

- ◆ 使用符合規範之油漆, 並於油漆防污效能期限內進塢重新施作外板防污漆, 以符合公約要求。
- ◆ 新興確保所屬船舶航行安全及對環境保護, 因而制訂「船舶安全管理制度」, 以符合國際航運業管理標準。





ENVIRONMENT



C. International Convention for the Prevention of Pollution from Ships

◆ The IMO's International Convention for the Prevention of Pollution from Ships, 1973 as modified by the Protocol of 1978 (MARPOL 73/78) have six annexes on the prevention of pollution to the ocean environment.

1. Annex I Prevention of pollution by oil & oily water

Unless otherwise required, the annex is applicable to the discharge standards for all ships from engines and cargo areas of tanks.

2. Annex II Control of pollution by noxious liquid substances

Unless otherwise required, the annex is applicable to all ships carrying noxious liquid substances. Noxious liquid substances are classified into A, B, C, and D categories.

3. Annex III Prevention of pollution by harmful substances carried by sea in packaged form

Unless otherwise required, the annex is applicable to all ships carrying harmful substances, which are packaged in order to minimize pollution to oceans.

4. Annex IV Pollution by sewage from ships

The annex is applicable to international ships with a D.W.T of at least 400 or capable of carrying 15 people or more. Sewage facilities should be installed and emission standards should be met.

5. Annex V Pollution by garbage from ships

Unless otherwise required, the annex is applicable to all ships regarding the classification and disposal of garbage.

6. Annex VI Prevention of air pollution from ships

This annex imposes control over five pollution types: ODS (ozone depleting substances), NOx (nitrous oxide), SOx (sulfur oxide), VOCs (volatile organic compounds) and shipboard incineration.

Sincere's approach

◆ To ensure the navigation safety and environmental protection for all of its ships, Sincere have established ship safety management system, to stay in line with international management standards for the marine industry

Sincere's approach

◆ Use of paints meeting standards, rework of anti-fouling paints on shell plates when docking in ports within the effective period of paints to meet the convention requirements.

◆ Establishment of a ship safety management system to ensure navigation safety and environmental protection, in line with international management standards for the marine industry.

D. International Convention on the Control of Harmful Anti-fouling Systems on Ships

◆ The International Convention on the Control of Harmful Anti-fouling Systems on Ships (AFS) was concluded in London on October 5, 2001 and took effect on January 1, 2008. The following is not allowed onboard:

1. Organic tin compounds in anti-fouling paints on shell plates or exterior surface; or
2. Seepage of organic tin compounds from any coating attached on unqualified anti-pollution systems underneath.





2. 社會

2.1 新興團隊結構 GRI 102-8 · GRI 401-1

- ✦ 新興能長期穩定發展，與員工功勞密不可分，因此員工照顧，提供安心穩當工作環境，是公司經營的重要目標；秉持性別平等、唯才適用方針進行聘僱、任用、敘薪、培育與升遷。
- ✦ 新興由於經營航運業，就團隊結構，區分為海勤與陸勤人員；海勤人員，受限於航運業特殊性質之故，以男性居多，但較於2019年，受到COVID-19疫情影響，人數有較為顯著降低；至於陸勤人員，則為女性員工較多於男性，且台灣境內經濟情勢較為穩定，人數並無明顯變化。

海勤及陸勤定期與不定期人員分布表							
項目	年度	2018 年		2019 年		2020 年	
		男性	女性	男性	女性	男性	女性
海勤人員 (含實習生)	定期	307	0	308	0	276	0
	不定期	0	0	0	0	0	0
陸勤人員	定期	0	0	0	0	0	0
	不定期	9	15	10	15	10	16
總數	定期	307	0	308	0	276	0
	不定期	9	15	10	15	10	16

註 2020年海勤人員數相較於2019年略為減少32人，主因在於海勤人員產業特性為定期聘僱契約關係，故其契約期限已屆滿。

2020年新興陸勤新進與離職人員年齡分布表

項目		年齡	人數	總計	新進率/離職率
新進人員	男性	30 歲以下	0	0	0%
		31 歲~50 歲	0		
		51 歲以上	0		
	女性	30 歲以下	2	2	12.5%
		31 歲~50 歲	0		
		51 歲以上	0		
	佔總陸勤人數比率		2	2	7.69%
離職人員	男性	30 歲以下	0	0	0%
		31 歲~50 歲	0		
		51 歲以上	0		
	女性	30 歲以下	0	1	6.25%
		31 歲~50 歲	1		
		51 歲以上	0		
	佔總陸勤人數比率		1	1	

註1 本表格僅揭露新興營運據點陸勤人員，於2020年12月31日正職人員數為26人(男性同仁10人；女性同仁16人)。

註2 海勤人員產業特性為定期聘僱契約關係，故以2020年12月31日在船人員數，不另行區分新進及離職員工。





2. Social

2.1 Sincere's Team Structure GRI 102-8 · GRI 401-1

- ✦ The hard work from our employees underpins our long-term stable development. Therefore, providing employee care and a safe and reliable workplace is our top priority. Sincere's recruitment, employment, remuneration, development and promotion of employees are based on the principle of gender equality, meritocracy and suitability.
- ✦ Sincere as a marine company structures its team into shipboard personal and land personnel. Shipboard personnel is mostly males due to the specific nature of the marine industry. The workforce was significantly reduced compared to 2019 due to COVID-19. There are more female employees than male employees among land personnel. There was not much change in the workforce size given the relatively stable economy in Taiwan.

Analysis of Team Structure							
Breakdown	Annual	2018		2019		2020	
		Male	Female	Male	Female	Male	Female
Shipboard personnel (including interns)	Fixed term	307	0	308	0	276	0
	permanent	0	0	0	0	0	0
Land personnel	Fixed term	0	0	0	0	0	0
	permanent	9	15	10	15	10	16
Total	Fixed term	307	0	308	0	276	0
	permanent	9	15	10	15	10	16

Note:
The number of shipboard personnel in 2020 compared to that in 2019 reduced 32 persons. The employment for shipboard personnel is a fixed-term contract. Therefore, the number of shipboard personnel decreased because the fixed-term employment contracts for these 32 persons were due

New employee hires and employee turnover of Sincere in 2020					
Item		Age	Numbers	Total	Takeover rate
New employee hires	Male	Under 30	0	0	0%
		31~50	0		
		Over 51	0		
	Female	Under 30	2	2	12.5%
		31~50	0		
		Over 51	0		
	percentage of employee new hires among land personnel		2	2	7.69%
Employee turnover	Male	Under 30	0	0	0%
		31~50	0		
		Over 51	0		
	Female	Under 30	0	1	6.25%
		31~50	1		
		Over 51	0		
	percentage of employee turnover among land personnel		1	1	3.85%

Note 1 This table only discloses land personnel under the control of Sincere. On Dec. 31, 2020, the number of full time employees was 26 (number of male employees is 10, and female 16.)

Note 2 The employment for shipboard personnel is based on a fixed-term contract. Therefore, the number of shipboard personnel counts only the number dated on Dec 31, 2020. And, the number of new employee hires and the number of employee turnover did not count specifically.





2.2 薪酬與員工照顧

2.2.1 薪酬 GRI 102-41

- ✦ 新興秉持唯才適用方針，依就工作內容，按學歷、工作經驗、專業技能及績效表現，作為敘薪基準，不因如種族、階級、語言、宗教、政治、國籍、性別、年齡、婚姻或工會身分等條件，產生歧視事件發生。同時，設有薪酬委員會，定期召開會議，檢討員工薪資水準
- ✦ 新興依臺灣證券交易所「上市公司編製與申報企業社會責任報告書作業辦法」第四條第一項第四款之規定，公告2020年度非擔任主管職務之全時員工人數為36人，薪資平均數為1,470仟元，薪資中位數為1,349仟元。
- ✦ 另，依據MLC 2000 國際公約規範，新興與數個海員工會簽訂勞動協約Collective Bargaining Agreement (CBA)，規範雇用海勤人員所有條款與條件，如工資、工作內容等，以保障海勤人員權益作為公司重要政策，因此，全體海勤人員均有簽署加入CBA。

2.2.2 員工照顧 GRI 401-2

- ✦ 新興海勤人員之福利、休假等，均參照國際海事勞工公約 (MLC) 規定辦理；陸勤人員福利，包括員工酬勞分配、特休制度及退休金等，則參照公司章程及當年度結算狀況辦理。近三年度福利費用，請詳下表。
- ✦ 員工保險：為讓海勤與陸勤人員能有妥善保障，新興更協助投保24小時意外險，以周全人員權益。
- ✦ 新興相當重視暢通之申訴管道，如下：
 - ▶ 陸勤人員，新興建立有申訴途徑，由稽核處收受後妥善處理。
 - ▶ 海勤人員，已制訂「員工申訴處理辦法」，提供暢通申訴管道，由直屬主管與船長偕同處理；如有嚴重情事者，再由船長呈報予公司；值得說明2020年度，無任何申訴事件發生。

讓陸勤與海勤人員隨時、容易且有機會提出需求，新興主管階層不定時地向員工宣導，可透過信件、電話等多元途徑進行申訴，一經接獲員工需求，新興採取積極溝通事項，以達到更高員工滿意度，期望達到留才之目標。

健康檢查與醫療服務：新興於2020年度與宏恩醫院合作，由其派遣醫療團隊至營業據點為新興同仁進行健康檢查(如圖)；新興與Medsea Asia Limited (Medsea) 簽訂提供海勤人員24小時醫生線上諮詢服務 " Maritime Medical Advisory Services "。

海、陸勤職員福利費用分析表

項目	2018	2019	2020
簽署加入CBA 海勤人員數	307	308	276
海勤人總數員 (含實習生)	307	308	276
比例(%)	100%	100%	100%

註：海勤人員為正職、全職。

單位：新台幣/仟元	2018	2019	2020
陸勤人員福利費用	52,117	114,439	115,475
占年度營收比例	1.38%	2.65%	2.76%
陸勤人員福利費用	490,572	514,870	512,146
占年度營收比例	13%	11.93%	12.25%





2.2 Remuneration and Employee Care

2.2.1 Remuneration GRI 102-41

- ✦ Sincere's employment policy is centred on capability and suitability. Remuneration is based on job descriptions and in reference to education background, work experience, professional expertise and performance. No discrimination is allowed on the ground of ethnicity, class, language, religion, politics, nationality, gender, age, marital status or union membership. Remuneration Committee regularly convenes meetings to discuss employees' salaries.
- ✦ Per the fourth paragraph of Article 4-1 of the Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Corporate Social Responsibility Reports by TWSE Listed Companies, Sincere disclosed that there were 36 full-time employees not serving as managers in 2020. The mean of salaries was NT\$1,470,000, the median NT\$1,349,000.
- ✦ According to Maritime Labor Convention (MLC) 2000, Sincere has entered collective bargaining agreements (CBAs) with a new marine labor unions for all the terms and conditions (such as wages and job descriptions) of employment of shipboard personnel. The purpose is to protect the rights of shipboard personnel. This is an important policy of Sincere. Therefore, all of Sincere's shipboard personnel have signed to join the CBAs.

Breakdown	2018	2019	2020
No. of shipboard personnel who have signed up for CBAs	307	308	276
No. of shipboard personnel (including interns)	307	308	276
%	100%	100%	100%

Note: Shipboard personnel: full-time employees

2.2.2 Employee Care GRI 401-2

- ✦ Sincere observes the Maritime Labor Convention (MLC) requirements for the benefits and holidays of shipboard personnel. The benefits (including compensations, special holidays and pensions) to land personnel are based on the Company's Articles of Incorporation and the annual results. The table on the below summarizes the benefit expenses during the past three years.
 - ✦ Employee insurance: Sincere purchases 24-hour coverage accident insurance for the protection of shipboard and land personnel.
 - ✦ Sincere emphasizes the importance of smooth channels for complaints:
 - ▶ Land personnel: complaint channels in place; complaints received and handled by the audit department.
 - ▶ Shipboard personnel: the guidelines for handling employees' complaints and smooth channels for complaints in place. Complaints are handled by line managers together with captains. Serious matters are reported by captains to the Company. It is worth noting that no complaints occurred in 2020.
- This gives land personnel and shipboard personnel easy access to submit requests at any time. Management advocates from time to time to employees that complaints can be lodged in different ways such as letters and phone calls. Sincere engages in proactive communication as soon as requests from employees are received, in order to enhance employee satisfaction and retain talents.
- ✦ Health checks and medical services: Working with Country Hospital in 2020 to dispatch a medical team to conduct health checks on colleagues at business premises (left figure). 24-hour "Maritime Medical Advisory Services" are provided by Medsea to shipboard personnel based on the contract signed between Sincere and Medsea

Benefit Expenses for Shipboard Personnel and Marine Personnel

Unit: NT\$1,000	2018	2019	2020
Benefit expenses for land personnel	52,117	114,439	115,475
As % of annual revenues	1.38%	2.65%	2.76%
Benefit expenses for shipboard personnel	490,572	514,870	512,146
As % of annual revenues	13%	11.93%	12.25%





2.2.3 人才培育 GRI 404

- ✦ 新興提供海勤與陸勤人員的公平公正之培育管道與職涯規劃，藉由持續在職訓練，讓人員才能發揮所長，追求更高績效，提升工作滿意度，新興鼓勵全體員工參與與職務內容進行相應訓練課程，給予適當補助。
- ✦ 在職訓練海勤人員訓練，會依職務不同由有經驗船長、輪機長及公司相關主管講授及培訓，鼓勵高階海勤人員，及公司主管、人員於工作之餘，參加進修及研討會增進專業知識，但由於2020年度COVID-19疫情期間緣由，影響實體教育訓練之實施，併採遠距訓練方式進行，也因此課程內容較為單一(如右表)。
- ✦ 至於全體陸勤與海勤人員，每人每年均定期接受績效考核(陸勤人員頻率為每年一次；海勤人員為半年一次)，讓員工及時知悉績效表現，且與直屬主管面談，瞭解公司經營策略、目標及管理措施，妥善規劃職涯發展計畫(如下表)。

時間區間 2020/12/31	陸勤人員		海勤人員		合計
	男 性	女 性	男 性	女 性	
定期績效及職涯 發展檢視員工數	10	16	276	0	100%
		26		276	
員工總數	10	16	276	0	100%
		26		276	
比例(%)	100%		100%		100%

課程日期	2020.11.09-2020.11.13	2020.12.22
課程名稱	Wartsila 主機培訓	2020 SNC-training webinar
課程地點	HuDong Heavy Machinery / 滬東重機有限公司	線上研討會
參加人員	高階輪機員	岸上高階船員

2.3 工作環境

- ✦ 因應2020年COVID-19疫情發生，提出工作環境就傳染病防治管理措施，以保護新興海勤與陸勤人員。
 - ▶ 海勤人員管理措施緊急採購與配置足量口罩、消毒資源及緊急藥品，同時提醒海勤人員於疫情期間，留意人員身體狀況與善用 24小時醫生線上諮詢服務，以即時因應。
 - ▶ 陸勤人員管理措施，於主要出入口配置消毒資源，且留意陸勤人員身體狀況；外部人士進行出入管控，如出入登記、體溫量測等，確保人員工作環境與身體安全。





2.2.3 Talent Development GRI 404

- ✦ Sincere provides both shipboard personnel and land personnel with fair and equal access to training, development and career planning. Continued on-the-job training enhances job satisfaction by allowing our employees to do what they are good at and pursue better performances. Sincere encourages all its employees to participate in relevant training programs by offering appropriate subsidies.
- ✦ On-the-job training for different roles is provided to shipboard personnel by experienced captains, chief engineers and other managers in the Company. Senior shipboard personnel and company executives and employees are encouraged to take part in training seminars outside work hours to enhance professional knowledge. COVID-19 disrupted the implementation of in-personal training and education in 2020. Long-distance training resulted in relatively homogeneous contents (as shown in the table on the right).
- ✦ Each member of either land personnel or shipboard personnel receives periodical performance reviews every year (once a year for land personnel and once every six months for shipboard personnel). The purpose is for employees to understand their performance on a timely basis, date, speak face-to-face with line managers, understand corporate strategy, targets and management measures and structure career planning accordingly (shown in the table below).

As of December 31, 2020	Land personnel		Shipboard personnel		合計
	Male	Female	Male	Female	
No. of employees with regular performance review and career plans	10	16	276	0	100%
		26		276	
Total number of employees	10	16	276	0	100%
		26		276	
%	100%		100%		100%

Dates	November 11, 2020 ~ November 13, 2020	December 22, 2020
Curriculum	Wartsila	2020 SNC-training webinar
Venue	HuDong Heavy Machinery	Online seminar
Participants	Senior marine engineers	Senior land crew

2.3 Work Environment

- ✦ Implementation of infectious disease control and management measures at the work environment in response to COVID-19 in 2020, to protect both land personnel and shipboard personnel
 - ▶ Emergency procurement and deployment of sufficient numbers of masks, sterilizers and first-aid drugs for shipboard personnel. Reminders to shipboard personnel to keep a close eye on health and make use of 24-hour online medical consultation services for immediate responses during the pandemic.
 - ▶ Close monitoring of health and disinfectant handwash available at main entrances and exits for land personnel. Access control of visitors at entrances and exits by registrations, body temperature taking to ensure the health of employees and safety of the workplace.





2.4 勞工安全 GRI 403

- ✦ 新興由行政處專責建立職業安全相關辦法、程序與計畫，以保障同仁職業安全；陸勤營運據點之職場安全相關管理要求，提升同仁安全意識，降低職業災害；依「員工申訴處理辦法」，建立申訴管道，由稽核處收受後妥善處理。
- ✦ 再者，針對同仁身體健康，新興更是放在首位，因此2020年度為照顧陸勤人員身體健康，避免職業病發生或及早發現及早治療，故與宏恩醫院合作規劃到府健康檢查服務，派遣醫療團隊至營業據點為新興同仁進行健康檢查，以提供員工妥善健康檢查與建議，避免員工耗費額外時間或擔心工作而錯過應有檢查權益。

- ✦ 尤其新興就人員之職業傷害亦十分關切，經公司與員工共同努力，2020年度未有發生任何通報台灣勞動主管機關之職業傷害事件，更無職業死亡情形。(註：以台灣勞動主管機關法令地域效力範圍進行統計。)
- ✦ 海勤人員安全：新興與Medsea Asia Limited (Medsea) 簽訂提供海勤人員24小時醫生線上諮詢服務 " Maritime Medical Advisory Services " ；同時，為求讓海勤人員持續保持自身安全認知，每年底會規劃明年度船舶海上事故操演演練，並依照項目內容定期進行操演訓練(如下圖)。

The image shows two identical sample forms for 'SHIPBOARD DRILL PLAN' for the year 2020. Each form is divided into two main sections: 'VESSEL NAME' and 'FOR THE YEAR: 2020'. Below these, there are two columns of text, each containing a list of drill scenarios and their corresponding actions. The forms are designed to be filled out by the vessel's crew to plan and execute various emergency drills.





2.4 Labor Safety GRI 403

- ✦ The Administration Department of Sincere is in charge of establishing rules, procedures and plans for occupational safety to ensure the safety of employees in workplaces. There are a set of occupational safety management requirements at workplaces for land personnel, to enhance safety awareness and reduce occupational hazards.
- ✦ A channel for complaints from employees established according to the Regulations Governing Employees' Complaints. Complaints are received and carefully handled by the Audit Department.
- ✦ Health of the employee is Sincere's first priority. Therefore, to ensure the physical health of land personnel, prevent occupational diseases and to identify early occupational diseases for early treatments, Sincere worked with Country Hospital in 2020 to dispatch a medical team to conduct health checks on colleagues at business premises. The purpose was to provide good health checks and advice to employees so that they did not need to take extra time or missed out the rights for health inspections due to worry about work.

- ✦ Sincere was devoted itself to prevent occupational hazard events. In 2020, there was no occupational hazard events needed to be reported to the labor authority according to labor regulations in Taiwan, and no death was caused by occupational hazard. (The number of occupational hazard events only included those under jurisdiction of Taiwan's regulations.)
- ✦ Safety of shipboard personnel: Sincere entered into a contract with Medsea Asia Limited who provides shipboard personnel with 24-hour online medical consultation "Maritime Medical Advisory Services". The drill plan is drafted in the end of every year, and the drill plan will be implemented regularly and accordingly.





3. 治理

3.1 治理架構 GRI 102-5 · GRI 102-10 · GRI 102-18

◆ 新興董事會為最高治理單位：

- ▶ 現行為第18屆董事會 (第18屆就任日為2019年6月28日)，包含董事七人，任期三年；董事會成員背景資料，請併同參考年報。
- ▶ 決定公司經營策略，承擔營運風險，決策內部各面向事務，任命及監督公司經營團隊，以確保利害關係人權益及創造股東最大利益。
- ▶ 2016年6月29日選任首屆獨立董事，發揮獨立監督職能，落實公司治理精神。

◆ 公司建立董事利益迴避制度，為避免利益衝突情事，隨時提供董事留意內部人利益迴避之法規資訊；2014年起為全體董事投保「董監事及經理人責任保險」。

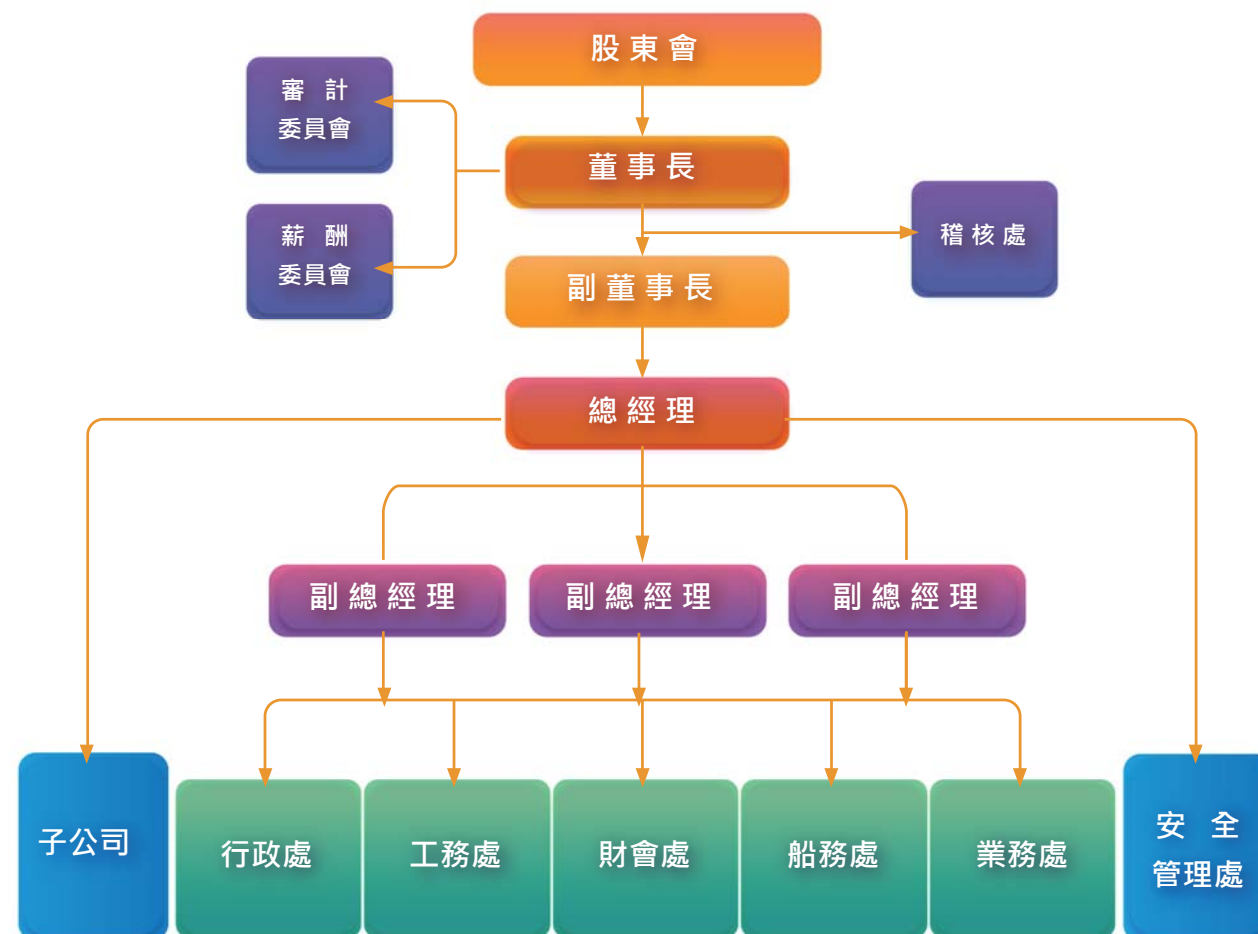
◆ 同時，為讓董事會成員依其職能所需而持續累積經驗與知識，以有效監督公司，故有不定期至外部機構進修。

◆ 董事會下設立稽核處，稽核主管定期將稽核報告，提送獨立董事審閱，並提報董事會。

◆ 2019年6月設立審計委員會，第一屆審計委員會由三位獨立董事共同組成，任期為三年。

- ▶ 職責在於協助董事會履行及監督公司在執行有關會計、稽核、財務報告編製及內部控制上之品質與誠信、簽證會計師之選(解)任及獨立性與績效、公司內部控制之有效實施、公司法令遵循、公司風險管控。

GOVERNANCE

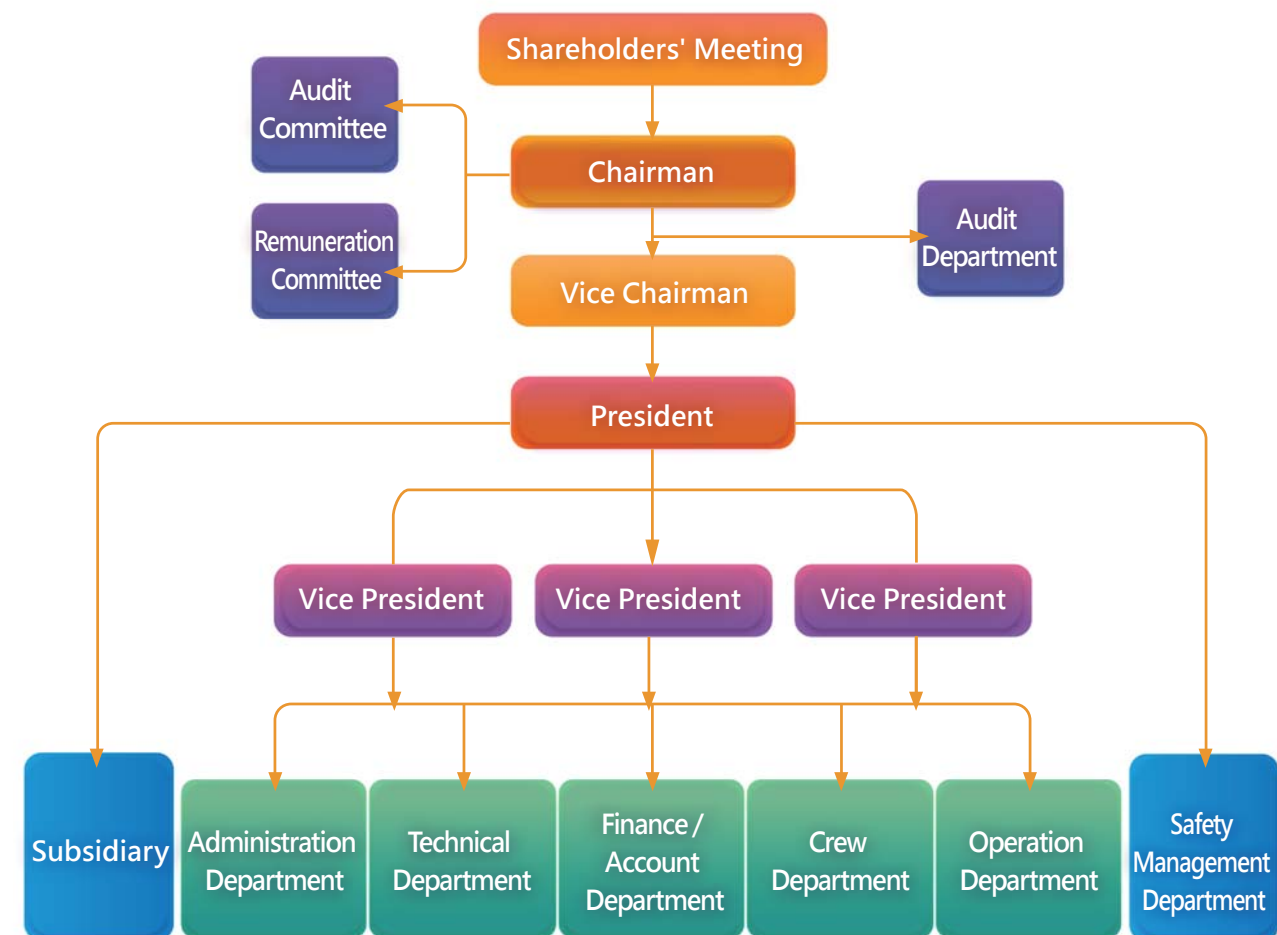




3. Governance

3.1 Governance Structure GRI 102-5 · GRI 102-10 · GRI 102-18

- ✦ The Board of Directors is Sincere's highest governance body :
 - ▶ The Board of Directors is currently in its 18th term (date of appointment on June 28, 2019). The Board of Directors consists of seven directors, with a tenure of three years. Please refer to the annual report for background information of directors.
 - ▶ The Board of Directors makes decisions on business strategy, operational risks, internal affairs, appoints and supervises management to protect the rights of stakeholders and to create maximum value for shareholders.
 - ▶ The first term of independent directors were elected on June 29, 2016. Independent directors are tasked for independent monitoring and corporate governance.
- ✦ The Company has established a recusal system for directors to avoid conflict of interest. Updates on laws and regulations governing recusal by insiders are provided to directors at all times. The Company started in 2014 to purchase directors, supervisors and managers' liability insurance for all directors and supervisors.
- ✦ From time to time, directors take part in training and education programs offered by external organizations so that they can continue to accumulate experience and knowledge required for their duties and functions and effectively monitor the Company.
- ✦ Audit Department sits under the Board of Directors. Audit supervisors periodically forward audit reports to independent directors for review and submit to the Board of Directors.
- ✦ Audit Committee was established in June 2019. The first term consisted of three independent directors, at a tenure of three years.
 - ▶ Audit Committee assists the Board of Directors in the oversight of the Company regarding the preparation of accounting, audit and financial reports, quality and integrity of internal control, appointment (dismissal) and assessment of independence and performance of independent auditors, effective implementation of internal control, legal compliance and risk management.





- ▶ 本屆審計委員會於2020年共開會4次，平均出席率達100%。
- ✦ 薪酬委員會已至第三屆，委員共計三人。
 - ▶ 定期檢討董事及經理人績效評估與薪資報酬之政策、標準及結構。
 - ▶ 定期評估與訂定董事及經理人之薪資酬勞。
 - ▶ 本屆薪資報酬委員會於2020年共開會2次，平均出席率達100%。
- ✦ 總經理下轄三位副總經理，並直接管理安全管理處；組織上再由副總經理協助總經理，分別管理財會處、業務處、船務處、行政處及工務處。

第18屆董事會出席次數表 截至2020/12/31

職 稱	姓 名	實際出席次數	委託出席次數	實際出席率
董事長 / 總經理	許 積 阜	5	5	100%
董事	許 志 勤	5	3	60%
法人董事	梭羅船務有限公司(代表人:蔡景本)	5	5	100%
法人董事	駿峰企業有限公司(代表人:蔡淑麗)	5	3	60%
獨立董事	李 燕 松	5	5	100%
獨立董事	范 光 男	5	5	100%
獨立董事	鄭 輔 國	5	5	100%

GOVERNANCE



3.2 風險管理 GRI 102-11、GRI 102-15

- ✦ 董事會不定期評估公司整體營運環境之風險並擬定因應對策，除一般財務面，例如匯率風險、利率風險、信用風險、衍生與非衍生金融工具之使用，以及剩餘流動資金之投資。
- ✦ 新興亦主動辨識營運時可能面臨特殊狀況，依據內部評估之衝擊程度，判斷潛在風險與對應機會，進一步設計緊急應變機制，以降低不可抗力因素所帶來損害。
- ✦ 2020年度所識別之風險，及其因應對策，類同於2019年狀況，詳見如下表所示：

編號	風險項目	潛在風險	因應對策
1	低硫油使用限制	價格與品質不穩定	選擇品質穩定之油品供應商，並建立長期供應合約。
2	波羅的海指數	反映海運市場現況之具體指標	研判波羅的海指數之趨勢，適時調整船舶營運型態。
3	船噸供需問題	船舶供過於求，海運市場低迷	加速老舊船舶淘汰，及評估出售船舶。
4	原油價格波動	油價影響船舶營運之虧損至鉅	選擇品質穩定之油品供應商，並建立長期供應合約。
5	美金與台幣匯率變化	新興收益與成本均採美金計價，相對自然避險，較不受匯率影響。惟發放股利時，將美金營收及獲利所得兌換新台幣，亦因匯率波動而受影響。	選擇於較佳時機，將子公司美金盈餘匯回母公司，兌換成新台幣，配發股息。
6	COVID-19疫情關係	陸勤與海勤人員無法執行職務	採購足量及合格品質之醫療衛生用品，發放各船舶使用；船舶與職場出入進行管控，亦關心海勤與陸勤人員身體狀況。同時，海勤搭配24小時醫療服務。





- ▶ Audit Committee convened a total of 4 meetings in 2020. The average attendance rate was 100%.
- ✦ Remuneration Committee is currently in its third term. There are a total of three members.
 - ▶ Regular review of the performance of directors, supervisors and managers and of remuneration policy, standard and structure
 - ▶ Periodical assessment and structuring of remunerations to directors, supervisors and managers
 - ▶ Remuneration Committee convened a total of 2 meetings in 2020. The average attendance rate was 100%
- ✦ There are three Vice Presidents under President who is in charge of Safety Management Department. Vice Presidents assist President by managing the Accounting Department, the Administration Department, the Crew Department, the Operation Department and the Technical Department.

Attendance Record for 18th Term of Board of Director As of December 31, 2020

Title	Name	Attendance in person	Attendance by proxy	Attendance rate
Chairperson/President	Hsu, Chi-Kao	5	5	100%
Director	Hsu, Gee-King	5	3	60%
Director of a legal personal shareholder	Solar Shipping Agency Ltd. (Representative: Tsai, Ching-Pen)	5	5	100%
Director of a legal personal shareholder	Chun Feng Enterprise Co., Ltd. (Representative: Tsai, Su-Lee)	5	3	60%
Independent director	Lee, Yen-Sung	5	5	100%
Independent director	Fang, Kuang-Nan	5	5	100%
Independent director	Cheng, Fu-Kwok	5	5	100%

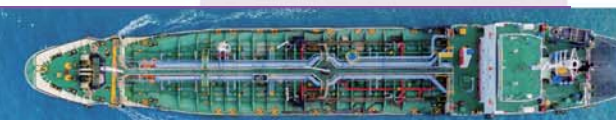
GOVERNANCE



3.2 Risk Management GRI 102-11 · GRI 102-15

- ✦ The Board of Directors from time to time assesses the overall operational risks of the Company and formulate responding strategies accordingly. This includes financial risks such as exchange rate risks, interest rate risks, credit risks, use of derivatives and non-derivatives financial instruments, and investment of surplus working capital.
- ✦ Sincere also proactively identifies any possible special circumstances in operations. Potential risks and corresponding opportunities are determined based on the internal assessment of impacts. An emergence response mechanism is designed, to mitigate the damage due to force majeure.
- ✦ The risks identified and responding strategies devised in 2020 are similar with those in 2019 and detailed in the table below:

No.	Risk	Potential Risks	Responding Strategy
1	Restriction on the use of low sulfur fuel oil	Unstable price and quality	Selection of oil suppliers offering reliable quality and establishment of long-term supply contracts
2	Baltic Dry Index (BDI)	An indicator reflective of the current status of the marine transport market	Staying on top of BDI trends in order to make timely adjustment of ship operations
3	Demand and supply of ship tonnage	Oversupply leading to a weak market	Acceleration of retirement of old ships and evaluation about sale of ships
4	Crude oil price fluctuation	Crude oil as a determining factor of marine transportation bottom line	Selection of oil suppliers offering reliable quality and establishment of long-term supply contracts
5	Volatility of exchange rate between USD and NTD	Natural hedging for Sincere as both revenues and costs are denominated in the USD. Hence, exchange rates are relatively muted. However, the conversion of revenues and profits from USD to NTD for the distribution of dividends is subject to exchange rate volatility.	If appropriate, repatriation of earnings denominated in USD from subsidiaries to the parent for conversion into NTD and dividend distributions.
6	COVID-19	Land personnel or shipboard personnel unable to do their jobs	Procurement of medical and hygiene at sufficient quality and quantity for all ships; control of entrances and exists to ships and business premises; care for the health of shipboard personnel and land personnel. 24-hour medical services to shipboard personnel.





3.3 誠信經營 GRI 102-16、GRI 205

- ✦ 新興航運為建立誠信經營之企業文化及健全發展，並提供公司人員道德行為標準之遵循，已於2018年股東常會報告「誠信經營守則」及「道德行為準則」，並即刻實施。
- ✦ 董事會及管理階層均秉持「誠信、決斷、勤勉、慎謀、精進」之經營理念積極落實政策，首先，要求內部逐步落實誠信經營措施如秉持誠信基礎與主要合作夥伴簽訂商業契約、不定期針對船員進行教育訓練，訓練內容包含誠信經營等；再者，經過2020年度的籌備階段，規劃2021年度，由董事會及管理階層以身作則，由權威機構宣導、教授與指導反賄賂、反貪腐、反舞弊與誠信經營等議題概念與實務研析相關課程，為公司內部與社會大眾宣誓董事會及管理階層誠信經營之決心，並從上至下貫徹執行。
- ✦ 確實執行會計制度、內部控制制度及內部稽核人員查核，以防範不誠信行為；同時，新興鼓勵全體同仁如有發現任何不誠信行為，建立暢通申訴管道，且確保檢舉人不因檢舉而遭受不當處置，如下：
 - ▶ 陸勤人員，新興建立有申訴途徑，由稽核處收受後妥善處理。
 - ▶ 海勤人員，由直屬主管與船長偕同處理；如有嚴重情事者，再由船長呈報予公司。
 新興主管階層不定時地向員工宣導，可透過信件、電話等多元途徑進行申訴，一經接獲消息，新興採取積極態度處理。
- 針對供應商規劃擬訂社會責任承諾書，力求2021年供應商與新興合作均須簽署。

- ✦ 新興期望以穩健經營腳步，顧及股東收益與員工權益，將實質經濟價值回饋各利害關係人，2020年產生及分配的經濟價值如下表，並為提升資訊透明度，新興亦主動於官網公告股東會重要決議事項，及法說會資料，供投資人審閱。

編號	項目	執行績效
1	靈活規劃船舶	除原有巨型油輪(VLCC)，輕便型/Kamsarmax/海岬型散裝貨輪、超大型礦砂船外，另有一艘載重噸位25萬級超大型礦砂船（VLOC），增加營運彈性及營收。
2	優化船隊配置	適時汰舊換新，降低船舶平均船齡外，並增添不同的船型，分別營運於海運市場，分散風險。
3	嚴格控管成本	嚴控油料成本，選擇品質穩定之油品供應商，並建立長期供應合約。
4	適時調整船舶租約	公司船隊營運採期租與現貨市場營運，靈活調度，以獲取最大收益。
5	多樣化船型的經營模式	公司船隊包括：巨型油輪(VLCC)、超大型礦砂船(VLOC)、海岬型(Capesize)散裝船舶、Kamsarmax型散裝船舶以及袖珍極限型散裝船等，由多種船型所組成並分別營運於不同類型的海運市場，分散風險。
6	與世界航商維持良好合作關係	與世界一流航商（如：NYK、MOL、BOCIMAR等）以及鐵礦/煤礦供應商（如：RTS、BHP、VALE等）保持密切聯繫，建立並維持友好關係。





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3.3 Business Ethics GRI 102-16 · GRI 205

- ✦ To establish a corporate culture and robust development of business ethics and to provide employees a standard for code of conduct, Sincere has reported its business ethics guideline and moral of conduct standards to the 2018 general shareholders' meeting and immediately put these into effect.
- ✦ The Board of Directors and the management adhere to the business philosophy of "Credibility, Decisiveness, Diligence, Discretion and Improvements" in the implementation of policies. First, the Company requires its employees to gradually take actions to implement the business ethics guideline and moral of conduct standards, such as signing contracts with main business partners in accordance of the spirit of ethics and integrity, unregularly providing training programs related to business ethics and moral conducts to shipboard personnel. Moreover, with the planning in 2020, the company plans to invite famous and professional institutions to provide training programs related to anti-bribery, business ethics and integrity to the Board of Directors and top management in 2021. By doing so, the determination of the Company to implement business ethics guideline and moral of conduct standards thoroughly will be seen and understood by its internal and external stakeholders.
- ✦ The accounting system, internal control system and internal audits are carried out properly, to prevent unethical behavior. Meanwhile, the Company encourages all employees to report any dishonest behavior. There are smooth channels for complaints and whistleblowers will not experience improper treatment.
 - ▶ Land personnel: complaint channels in place. Complaints received and carefully handled by the audit department.
 - ▶ Shipboard personnel: complaints handled by line managers together with captains.
 - ▶ Serious matters reported by captains to the Company.

Management from time to time advocates to employees that they can file complaints via letters or over the phone. Any complaints received will be proactively handled by the Company.

- ✦ The Supplier's Statement on CSR will be drafted, and signed by all suppliers as possible under the request by Sincere in 2021.

No.	Item	Achievement
1	Flexible fleet planning	In addition to existing very large crude carriers (VLCCs), Handymax/Kamsarmax/ capesize bulk carriers, and very large ore carriers (VLOC), the Company also has a VLOC with 250,000 D.W.T. to allow for operational flexibility and to generate revenues.
2	Optimized fleet allocation	Timely replacement of old ships to reduce the average age of the fleet. Purchase of different types of ships to diversify risks in the marine market.
3	Strict cost control	Strict control of fuel costs by selecting suppliers with reliable quality and signing of long-term supply contracts.
4	Timely adjustment of ship leases	Time charters and spot market operations for flexible allocations and maximum benefits.
5	A diversity of ship types	The fleet consists of VLCCs, VLOCs, Capesize bulk carriers, Kamsarmax bulk carriers and Handymax bulk carriers. Different types of ships operate in different market segments to diversify risks.
6	Good cooperative ties with world-class marine shipping service providers	Maintenance of close communication and establishment of good relations with world-class marine shipping service providers (e.g., NYK, MOL, BOCIMAR) and iron ore and coal suppliers (e.g., RTS, BHP, VALE)





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3.4 營運績效 GRI 201-1

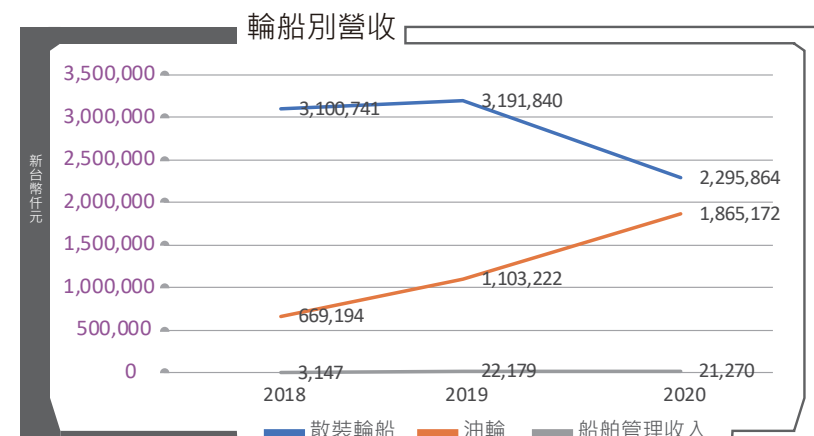
✦ 新興已有逾50年海運管理經驗，主要客戶包括國內、外著名之鐵礦砂及煤礦供應商、鋼鐵公司及航運業經營者，並積極保持密切聯繫維持友好合作關係，因此受到經濟景氣循環變動影響程度較低。

新興歷經航運市場波動起伏，仍能穩定經營及獲利，主因在於優化船隊配置、持續監控成本，及依照國際法規制訂公司安管政策，亦擬訂彈性營運策略，隨時瞭解造船發展趨勢及新船造價，期許最適宜時機，汰換舊船及增建新船，擴增船隊以提升營收。

直接經濟價值之分配		
營業收入(註1)	銷貨淨額	4,182,306
營運成本(註1)	因營運活動所產生之成本	3,305,976
員工薪資與福利(註2)	員工薪資與福利	627,622
支付給資金提供者(註1)	利息費用	158,675
	股利支付	292,677
政府往來(註1)	營業所得稅	1,146
社區投資	捐贈、贊助、投資	/

註1 引用或加總自2020年經會計師查核簽證之合併財務報表

註2 統計自財會系統資訊



3.5 法令遵循 GRI 307, GRI 419

✦ 2020年度並未有因違反當地社會與環境法規而受罰之情形。

1、環境保護領域

- ▶ 新興嚴謹遵守國際、地區、國家及地方的最新法規，並依國際海事組織 (IMO) 相關法規制訂「國際安全管理章程手冊」，明文訂立各屬輪，符合國際環境保護相關之規定與程序，提供符合國際公約的優質海運航行服務，達成安全、環保之航運使命。
- ▶ 船舶須遵循安全管理制度 (ISM) 的規範，海事勞工公約 (MLC) 的規範，船舶保安制度 (ISPS) 規範，並獲得船級協會認證，船隊各屬輪亦應按MARPOL (防止船舶污染國際公約) 具備船級協會簽發之IOPP國際防止油污染證書、IAPP國際防止空氣污染證書及ISPP國際防止污水污染證書，符合國際海事組織 (IMO) 之相關規範標準。





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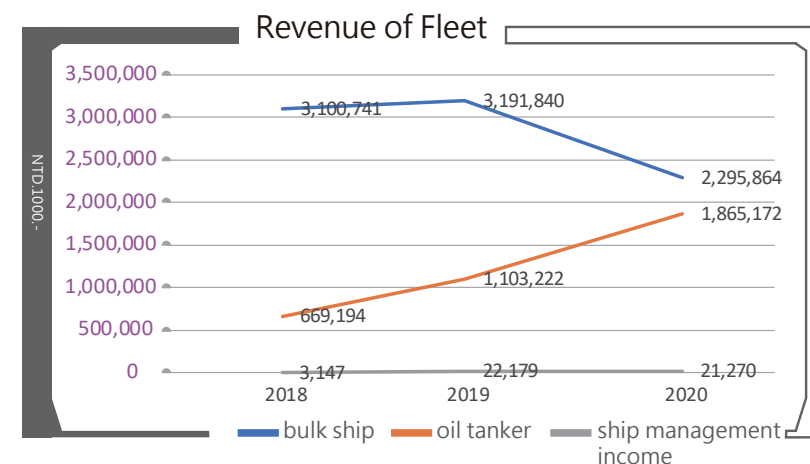
3.4 Operating Performance GRI 201-1

- ✦ Sincere has more than five decades of management experience in marine transportation. Our key clients include well-known domestic and foreign iron ore and coal suppliers, steel companies and marine operators. We maintain close communication and friendly cooperation with clients, and hence we are less vulnerable to change of economic cycles.
- ✦ Sincere maintains stable operations and profits through the ups and downs of the marine market. This is primarily because of our optimized allocation of the fleet, ongoing monitoring of costs, and formulation of safety management policies in line with international laws and regulations. We also develop flexible operational strategy by staying on top of ship-building trends and prices, in order to replace old ships and purchase new ships at the best timing. The purpose is to expand our fleet and generate more revenues.

Creation of Direct Economic Value		
Operating revenue (Note 1)	Net sales	4,182,306
Allocation of Direct Economic Value		
Operating cost (Note 1)	Cost due to operating activities	3,305,976
Employee salaries and benefits (Note 2)	Employee salaries and benefits	627,622
Payment to capital providers (Note 1)	Interest expenses	158,675
	Dividend payments	292,677
Dealing with governments (Note 1)	Business income tax	1,146
Community investments	Donations, sponsorships and investment	/

Note1 Quoted or aggregated from 2020 audited and consolidated financial report

Note2 Numbers from the accounting and finance system



3.5 Legal Compliance GRI 307 - 419

- ✦ In 2020, there were no fines and non-monetary sanctions for non-compliance with local environmental, social, and economic laws and/or regulations.
 1. Environmental
 - Sincere strictly abides by the newest laws and regulations internationally, regionally, nationally and locally. We have put in place "Charter and Manual for International Safety Management" according to the regulations set forth by the IMO. All of our ships are required to adhere to the rules and procedures in relation to international environmental protection, in order to provide quality marine services safely, environmentally friendly and in line with international conventions.
 - Our ships must abide by International Safety Management (ISM) codes, Marine Labor Convention (MLC) regulations, International Ship and Port Security Code (ISPS) codes and obtain certifications from classification societies. It is also necessary for all ships to have IOPP (International Oil Pollution Prevention Certificate) issued by classification societies in line with the MARPOL Convention and International Air Pollution Prevention (IAPP) certificates and ISPP International Sewage Pollution Prevention Certificate, in compliance with the relevant IMO regulations.





2、社會與經濟領域

- ▶ 新興由於就募僚單位，如行政處、財會處努力，確實要求公司同仁依循法令要求辦理，再者，董事會與主管階層督導，且稽核處有效發揮公司內部稽核防線成果，並最終得力於公司同仁共同謹慎及努力，故新興於勞動、證券股務、財務會計、隱私保護或其他公司經營之社會與經濟法令等，並未有裁罰、罰金及訴願或行政訴訟情事發生。

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3.6 船舶安全

- ◆ 新興秉持永續經營航運事業精神，嚴格管理船隊，且恪遵國際航運安全及海洋環境保護法規；新興2010年6月成立【安全管理處】，專職負責船舶安全管理及海洋環境保護之相關作業。
- ◆ 響應全球節能減碳策略，制訂【國際安全管理章程手冊】，明訂船舶管理需符合國際環境保護之相關規定及程序。
- ◆ 自2007年起，新興每年定期接受聯合國國際海事組織依據國際安全管理章程（International Safety Management Code，簡稱 ISM Code）及國際船舶與港口設施章程（International Ship and Port Security Code，簡稱 ISPS Code）嚴格審查，取得「符合文件證書 DOC」；船隊船舶亦取得「安全管理證書 SMC」，保障新興旗下所經營的船舶、汙染預防及安全管理，均符合國際標準，且進一步保障船員所處工作環境。

3.7 資訊安全

- ◆ 新興因應數位轉型需求，逐步更新資訊設備與雲端化發展，同時兼顧日益重要之資訊安全要求，故規劃專案優化公司相關資訊安全網路、系統及軟體，以因應資訊時代之潛在風險。





2. Social and economic

- Sincere has devoted itself in legal compliance. The administration department and accounting department etc. work together to ask employees practice their duty in accordance with laws and regulations. The Board of Directors and top management review and monitor the implementation of legal compliance and the audit department conducts internal audit to check the non-compliance in advance. Therefore, in 2020, there were no fines, non-monetary sanctions and legal actions for non-compliance with labor, securities, accounting, personal data protection, or other social and economic laws and/or regulations.

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3.6 Ship Safety

- ◆ Sincere adheres to the principle of sustainability in its marine operations and exercises strict management over its fleet by following laws and regulations on international marine safety and ocean environmental protection. Sincere established Safety Management Department in June 2010, responsible for ship safety management and ocean environmental protection.
- ◆ To respond to the global call for energy consumption and carbon reduction, we established "Charter and Manual for International Safety Management" by specifying that fleet management should comply with relevant rules and procedures for international environmental protection.
- ◆ Since 2007, Sincere has been receiving stringent reviews each year by the IMO according to the International Safety Management Code (ISM Code) and the International Ship and Port Security Code (ISPS Code), in order to obtain DOCs (documents of compliance). Ships also obtain SMCs (Safety Management Certificates) to ensure that they meet international

3.7 Information Security

- ◆ Gradual update of information equipment and cloud development in response to digital transformation. Special project to optimize the Company's information security network, system and software given the growing importance of information security requirements, in order to address potential risks in the digital era.



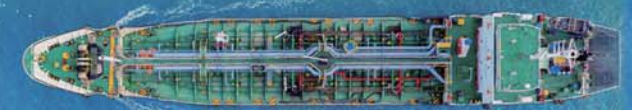
GRI Standard 對照表

GRI 102：一般揭露		章 節	頁 碼	備 註
指 標	描 述			
102-1	組織名稱	關於報告書	p.1	
102-2	活動、品牌、產品與服務	營運策略 船隊規模	p.13-15	
102-3	總部位置	關於報告書	p.1	
102-4	營運據點	公司簡介與規模	p.13	
102-5	所有權與法律形式	3.1 治理架構	p.28-29	
102-6	提供服務的市場	營運策略 船隊規模	p.13-15	
102-7	組織規模	公司簡介與規模 營運策略 船隊規模	p.13-15	
102-8	員工與其他工作的資訊	2.1 新興團隊結構	p.24	
102-9	供應鏈	供應鏈夥伴關係	p.16	
102-10	組織與其供應鏈的重大改變	3.1 治理架構	p.28-29	
102-11	預警原則或方針	3.2 風險管理	p.29	
102-12	外部倡議	公協會組織	p.16	



GRI Standards Comparison Table

GRI 102 : General Disclosures		Chapter Name	Page Number	Note
GRI Standards	Disclosure item Heading			
102-1	Name of the organization	About this Report	p.1	
102-2	Activities, brands, products, and services	Business Strategy Fleet Size	p.13-15	
102-3	Location of headquarters	About this Report	p.1	
102-4	Location of operations	Company intro and scale	p.13	
102-5	Ownership and legal form	3.1 Governance Structure	p.28-29	
102-6	Markets served	Business Strategy Fleet Size	p.13-15	
102-7	Scale of the organization	Company intro and scale Business Strategy Fleet Size	p.13-15	
102-8	Information on employees and other workers	2.1 Sincere's Team Structure	p.24	
102-9	Supply chain	Supply Chain Partnerships	p.16	
102-10	Significant changes to the organization and its supply chain	3.1 Governance Structure	p.28-29	
102-11	Precautionary Principle or approach	3.2 Risk Management	p.29	
102-12	External Initiatives	Associations/Organizations	p.16	



GRI Standard 對照表

GRI 102：一般揭露		章 節	頁 碼	備 註
指 標	描 述			
102-13	供協會的會員資格	公協會組織	p.16	
102-14	決策者的聲明	經營者的話	p.4	
102-15	關鍵衝擊、風險及機會	3.2 風險管理	p.29	
102-16	價值、原則、標準及行為規範	3.3 誠信經營	p.30	
102-18	治理結構	3.1 治理架構	p.28-29	
102-31	經濟、環境和社會主題的檢視	永續策略	p.5	
102-40	利害關係人團體	利害關係人議合	p.7	
102-41	團體協約	2.2.1 薪酬	p.25	
102-42	鑑別與選擇利害關係人	利害關係人議合	p.7	
102-43	與利害關係人溝通的方針	利害關係人議合	p.7	
102-44	提出之關鍵主題與關注事項	利害關係人議合	p.7	
102-45	合併財務報表中所包含的實體	關於報告書	p.1	
102-46	界定報告書內容與主題邊界	重大議題	p.8-12	



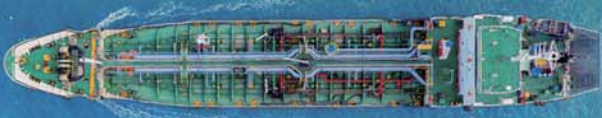
GRI Standards Comparison Table

GRI 102 : General Disclosures		Chapter Name	Page Number	Note
GRI Standards	Disclosure item Heading			
102-13	Membership of associations	Associations/Organizations	p.16	
102-14	Statement from senior decision-maker	Commitments from Senior Decision-Maker	p.4	
102-15	Key impact, risks, and opportunities	3.2 Risk Management	p.29	
102-16	Values, principles, standards, and norms of behavior	3.3 Business Ethics	p.30	
102-18	Governance structure	3.1 Governance Structure	p.28-29	
102-31	Review of economic, environmental, and social topics	Sustainability strategy	p.5	
102-40	List of stakeholder groups	Stakeholder Engagement	p.7	
102-41	Collective bargaining agreements	2.2.1 Remuneration	p.25	
102-42	Identifying and selecting stakeholders	Stakeholder Engagement	p.7	
102-43	Approach to stakeholder engagement	Stakeholder Engagement	p.7	
102-44	Key topics and concerns raised	Stakeholder Engagement	p.7	
102-45	Entities included in the consolidated financial statements	About this Report	p.1	
102-46	Defining report content and topic boundaries	Material topics	p.8-12	



GRI Standard 對照表

GRI 102：一般揭露		章 節	頁 碼	備 註
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102-47	重大主題列表	重大議題	p.8-12	
102-48	資訊重編	/		前期資訊未經過重編
102-49	報導改變	重大議題	p.8-12	
102-50	報導期間	關於報告書	p.1	
102-51	上一次報告書的日期	關於報告書	p.1	
102-52	報導週期	關於報告書	p.1	
102-53	可回答報告書相關文題的聯絡人	關於報告書	p.1	
102-54	依循GRI準則報告的宣告	關於報告書	p.1	
102-55	GRI內容索引	索引表	p.33	
102-56	外部保證/確信	關於報告書	p.1	環境、社會資訊無外部保證/確信



GRI Standards Comparison Table

GRI 102 : General Disclosures		Chapter Name	Page Number	Note
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102-47	List of material topics	Material topics	p.8-12	
102-48	Restatements of information	/		no restatements of information in 2019 CSR report
102-49	Changes in reporting	Material topics	p.8-12	
102-50	Reporting period	About this Report	p.1	
102-51	Date of most recent report	About this Report	p.1	
102-52	Reporting cycle	About this Report	p.1	
102-53	Contact point for questions regarding the report	About this Report	p.1	
102-54	Claims of reporting in accordance with the GRI Standards	About this Report	p.1	
102-55	GRI content index	GRI Standards Comparison Table	p.33	
102-56	External assurance	About this Report	p.1	environmental and social informations without external assurance



GRI Standard 對照表

GRI 103：管理方針		章 節	頁 碼	備 註
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103-2	管理方針及其元素	重大議題	p.8-12	
103-3	管理方針的評鑑	重大議題	p.8-12	
GRI 200：經濟		章 節	頁 碼	備 註
指 標	描 述			
201-1	組織所產生及分配的直接經濟價值	3.4 營運績效	p.31	
201-4	取自政府之財務補助	/		無
205	反貪腐	3.3 誠信經營	p.30	
GRI 300：環境		章 節	頁 碼	備 註
指 標	描 述			
302-1	組織內部的能源消耗量	1.2 能源	p.19-20	
302-4	減少能源消耗	1.2 能源	p.19-20	



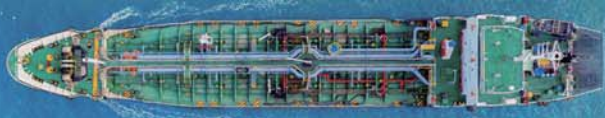
GRI Standards Comparison Table

GRI 103 : Management Approach		Chapter Name	Page Number	Note
GRI Standards	Disclosure item Heading			
103-1	Explanation of the material topic and its boundary	Material topics	p.8-12	
103-2	The management approach and its components	Material topics	p.8-12	
103-3	Evaluation of the management approach	Material topics	p.8-12	
GRI 200 : Economic		Chapter Name	Page Number	Note
GRI Standards	Disclosure item Heading			
201-1	Direct economic value generated and distributed	3.4 Operating Performance	p.31	
201-4	Financial assistance received from government	/		none
205	Anti-corruption	3.3 Business Ethics	p.30	
GRI 300 : Environmental		Chapter Name	Page Number	Note
GRI Standards	Disclosure item Heading			
302-1	Energy consumption within the organization	1.2 Energy	p.19-20	
302-4	Reduction of energy consumption	1.3 Energy	p.19-20	



GRI Standard 對照表

GRI 300：環境		章 節	頁 碼	備 註
指 標	描 述			
305-1	直接（範疇一）溫室氣體排放	1.1 氣候變遷	p.17-19	
305-5	溫室氣體排放減量	1.1 氣候變遷	p.17-19	
306-2	按類別及處置方法劃分的廢棄物	1.3 廢汙水及廢棄物	p.20	
306-3	嚴重洩露	/		無嚴重洩漏案件
306-4	廢棄物運輸	1.3 廢汙水及廢棄物	p.20	
307	違反環保法規	3.5 法令遵循	p.31	
GRI 400：社會		章 節	頁 碼	備 註
指 標	描 述			
401-1	新進員工和離職員工	2.1 新興團隊結構	p.24	
401-2	提供給全職員工（不包含臨時或兼職員工）的福利	2.2.2 員工照顧	p.25	
403-2	傷害類別，傷害、職業病、損工日數、缺勤等比率，以及因公死亡件數	2.4 勞工安全	p.27	



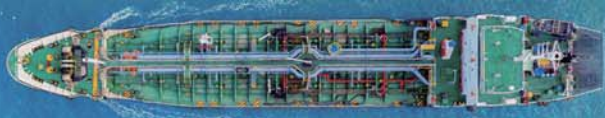
GRI Standards Comparison Table

GRI 300 : Environmental		Chapter Name	Page Number	Note
GRI Standards	Disclosure item Heading			
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401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2.2.2 Employee Care	p.25	
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GRI 400：社會		章 節	頁 碼	備 註
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404-3	定期接受績效及職業發展檢核的員工百分比	2.2.3 人才培育	p.26	
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GRI Standards Comparison Table

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