

2018
ENVIRONMENTAL,
SOCIAL AND
GOVERNANCE
REPORT

2018環境、社會及管治報告

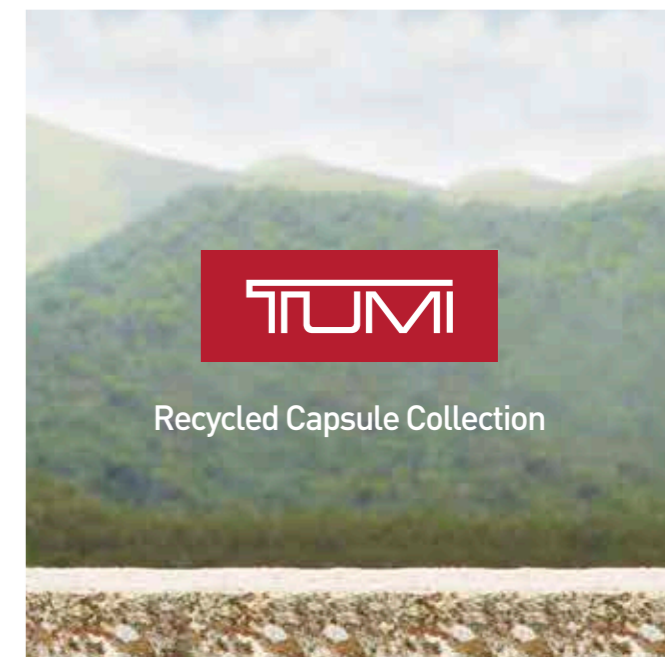
SAMSONITE INTERNATIONAL S.A.
新秀麗國際有限公司

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AMERICAN
TOURISTER
SINCE 1933

Eco Friendly Collection



TUMI

Recycled Capsule Collection

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ABOUT THIS REPORT

關於本報告

This Environmental, Social and Governance (ESG) report highlights the many corporate policies and practices, large and small, that we – Samsonite International S.A. and our consolidated subsidiaries – use to manage our business responsibly worldwide. It covers the fiscal year ended on December 31 2018.

Samsonite International S.A is listed on the Stock Exchange of Hong Kong Limited (SEHK). We are therefore obliged to disclose ESG information on an annual basis. We have complied with the “comply or explain” provisions set out in the SEHK ESG Reporting Guide.

This report is published on our website (www.samsonite.com/investors/envsocgov.do) and the website of the SEHK.

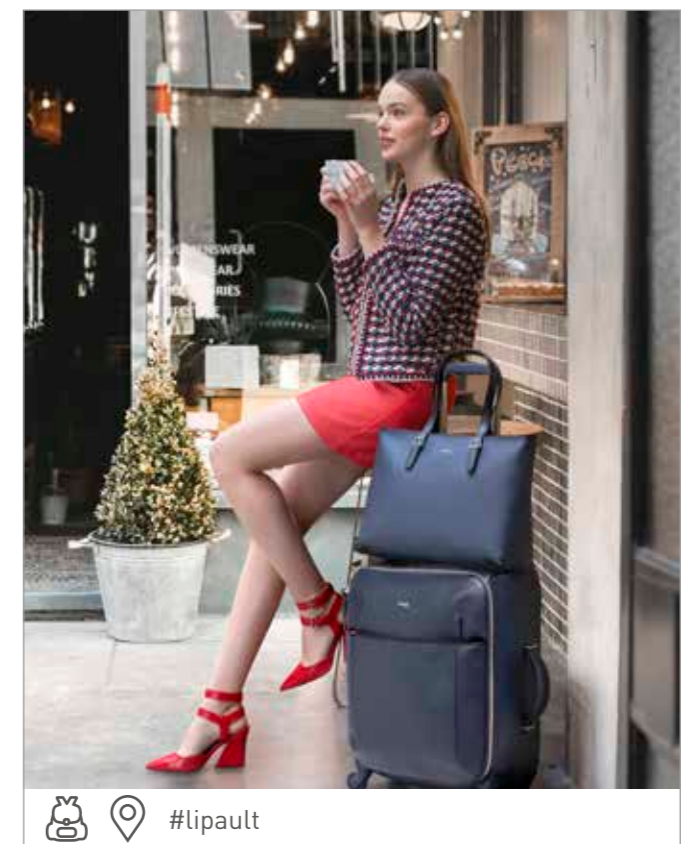
The Board of Directors reviewed and approved this report on June 6, 2019.

本環境、社會及管治(「ESG」)報告重點介紹新秀麗國際有限公司及其綜合計算的附屬公司各項大小企業政策及常規，旨在盡責管理我們全球的業務。本報告涵蓋截至2018年12月31日止財政年度。

新秀麗國際有限公司於香港聯合交易所有限公司(「香港聯交所」)上市，故我們每年有義務披露ESG資料。我們遵守了香港聯交所ESG報告指引所載的「不遵守就解釋」條文。

本報告刊登於我們的網站(www.samsonite.com/investors/envsocgov.do)及香港聯交所網站。

董事會於2019年6月6日審閱及批核本報告。



INTRODUCTION FROM OUR CHIEF EXECUTIVE

行政總裁介紹



Kyle Francis Gendreau

Chief Executive Officer
行政總裁



“Samsonite has always been a pioneering company. Whether popularizing wheeled suitcases, introducing matching luggage sets or testing different materials to find the most robust lightweight plastics, we are always anticipating how the world is changing and responding to those opportunities.

“This spirit of innovation extends to how we view our sustainability activities too. As a forward-looking business, we are well aware of the challenges and pressures that are facing both people and our planet. Climate change combined with a rapidly growing global population is putting pressure on our shared resources and it is incumbent upon us all to operate efficiently and with the greatest respect for nature.

“In this report, you will read about how we are managing our operations more efficiently, the work we are doing to introduce more recycled materials into our luggage, and how we are seeking to understand our wider carbon footprint so we can begin making targeted interventions to minimize our impact.

“As well as respecting the natural world, we place great weight on respecting people: we aim to be straightforward and transparent in all our dealings and communications. Our guiding principle – do unto others as you would have them do unto you – applies to how we treat our customers, our colleagues, our partners and our suppliers. Acting with integrity is enormously important to us.

「新秀丽一向是行業的先驅，無論推廣拉杆行李箱、推出行李箱套裝或者測試不同材料以尋找最堅固的輕質塑料，我們總能預期世界的變化並應對這些機遇。

「這種創新精神亦表現於我們對可持續發展活動的看法。作為一家具有前瞻性的企業，我們非常清楚人類及地球所面對的挑戰和壓力。氣候變化加上全球人口的快速增長給我們的共享資源帶來壓力，我們全體有責任有效地營運，對大自然給予最大的尊重。

「在本報告中，閣下將了解我們如何更有效地管理業務運營，我們為提高使用回收材料於行李箱所做的工作，以及我們如何致力了解我們更廣泛的碳足跡，讓我們開始進行有針對性的干預措施，以盡量減少我們的影響。

「除了尊重自然世界外，我們亦非常重視對人尊重：我們旨在坦率透明地進行所有交易及溝通。我們的指導思想 — 己所不欲，勿施於人 — 適用於我們如何對待客戶、同事、合作夥伴及供應商。誠信行事對我們來說非常重要。



Solar voltaic panels at our manufacturing plant in Belgium

“As a multinational company, we have a global perspective: we now directly employ approximately 14,400 people around the world and sell our products in over 100 countries. Yet, the strength of our business comes from empowering our regional and country teams to determine how to respond to local needs.

“Our philanthropy strategy (see page 16) has been developed in the same way, with local teams addressing local needs. This year, we have begun consolidating our support into three areas: preserving and protecting Earth’s beautiful places; promoting wellbeing; and finding ways to empower vulnerable communities.

“This report outlines how we are managing our business responsibly, considering our impacts on both people and the planet. Our Global Director of Sustainability oversees our sustainability program and is currently reviewing and strengthening our approach. As our new strategy takes shape, we will begin introducing clear, timebound targets that the whole business will pull together to achieve.

“I am proud of the good work that Samsonite colleagues are doing all over the world and I look forward to working with them to grow our business further while building on our environmental, social and governance achievements to date.”

「作為一家跨國公司，我們擁有全球視野，我們現時於全球直接僱用約14,400名員工，並在100多個國家銷售我們的產品。然而，我們的業務優勢在於下放權力予我們的地區及國家團隊決定如何應對當地需求。

「我們以同樣的方式發展我們的慈善事務策略(見第16頁)，讓當地團隊致力於滿足當地需求。今年，我們開始進行整合以集中支援三個方面：守護和保護地球美麗家園、提升福祉以及尋求賦能弱勢社區的方法。

「本報告概述我們如何負責任地管理業務，考慮到我們對人類及地球的影響。我們的全球可持續發展總監負責監督我們的可持續發展計畫，目前正在審查及改善我們的方法。隨著我們新策略成形，我們將開始引入明確且有時限的目標給整體業務共同實現。

「本人為全球新秀丽同事的出色工作感到自豪，並期待與他們合作進一步發展業務，同時鞏固我們至今取得的環境、社會及管治成就。」

Kyle Francis Gendreau

Chief Executive Officer
行政總裁

THE HISTORY OF SAMSONITE

新秀麗的歷史

We are the world's largest travel luggage company, with a heritage dating back more than 100 years.

我們是全球最大的旅遊行李箱公司，擁有逾100年悠久歷史。



Jesse Shwayder founded a trunk manufacturing company in Denver, Colorado.

本公司由 Jesse Shwayder 在美國科羅拉多州丹佛市創立為一家行李箱製造公司。

Began retailing Ultralite cases, the first to forego wooden box construction in favour of a revolutionary combination of "jet age" magnesium and injection-molded vinyl cellulose.

開始零售 Ultralite 行李箱，乃首款將「噴射機時代」的鎂與由注塑模殼支撐的乙炔纖維革新結合而取代木製箱的行李箱。

Began producing wheeled suitcases
開始生產拉杆行李箱

AMERICAN TOURISTER
SINCE 1933



Acquired **American Tourister, Inc.**, adding a second well-known and respected luggage brand.

收購 **American Tourister, Inc.**，新增第二大著名且備受推崇的行李箱品牌。

hartmann SINCE 1877 HIGH SIERRA



Acquired the **High Sierra** and **Hartmann** brands, allowing us to expand into casual outdoor and sport luggage as well as increase our presence in the high-end luggage and leather goods market.

收購 **High Sierra** 及 **Hartmann** 品牌，分別進軍休閒戶外及運動行李箱市場，以及在高檔行李箱及皮具市場擴大我們的市場份額。

TUMI



Acquired **Tumi**, a leading global premium lifestyle brand offering a comprehensive line of business bags, travel luggage and accessories.

收購 **Tumi**，一個全球領先的高檔時尚生活品牌，其豐富的產品系列包括商務包、旅遊行李箱及配件等。

•1910

•1941

•1956

•1965

•1974

•1986

•1993

•2011

•2012

•2014

•2016

•2017

The company introduces a suitcase covered with sturdy vulcanized fibre dubbed "Samsonite". Shwayder sought a name that would represent the strength and durability of his new cases and chose the Biblical giant Samson to express these core values.

本公司推出以強韌的硫化纖維打造的行李箱，名為「新秀麗」。Shwayder 想尋找一個能代表他新行李箱的強度及持久性的名稱，最後以聖經巨人參孫（「Samson」）命名來代表此等核心價值。

Introduced matching luggage sets

推出行李箱套裝

Company named changed to **Samsonite**

本公司更名為**新秀麗**

Samsonite

Launch of Oyster, a hardside case made with an injection-molded plastic frame rather than a metal frame, making it Samsonite's lightest case yet.

推出 Oyster，此款硬身行李箱以注塑成型的塑料框架取代金屬框架，是當時新秀麗迄今最輕的行李箱。

Initial public offering on the Main Board of The Stock Exchange of Hong Kong Limited (SEHK)

於香港聯合交易所有限公司（「香港聯交所」）主板首次公開招股

Acquired three brands: **Lipault**, a French luggage brand known for its functional and fashionable products aimed at women; **Speck**, a U.S. company which designs and distributes slim protective cases for personal electronic devices; and **Gregory**, a leading provider of premium technical backpacking, mountaineering, and trail running products and accessories.

收購三個品牌：以實用及時尚兼備的女性產品著稱的法國箱包品牌 **Lipault**；設計及分銷個人電子設備纖薄保護殼的美國公司 **Speck**；及高端專業背包、登山及越野跑步產品及配件的領先供應商 **Gregory**。



Lipault PARIS **speck**

GREGORY

Acquired **eBags**, the market leading e-commerce platform for luggage and backpacks in the U.S..

收購美國行李箱及背包市場的領先電子商貿平台 **eBags**。



eBags

ABOUT SAMSONITE

關於新秀麗

Our Structure

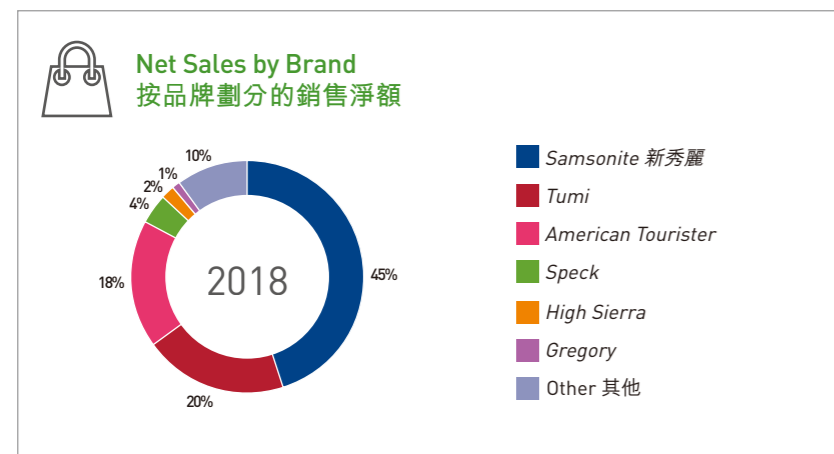
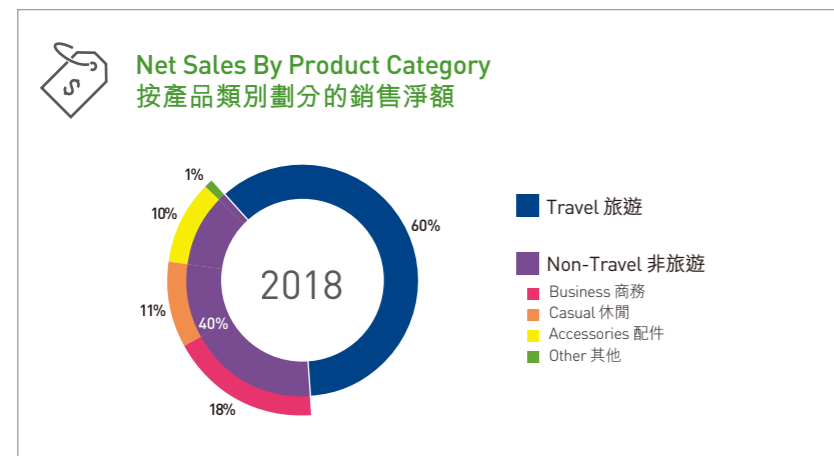
We operate a largely decentralized management structure across four key regions: North America, Asia, Europe, and Latin America.

This structure gives us a competitive advantage by allowing us to retain the can-do spirit, sense of ownership, accountability and speed of decision-making that animates many smaller entrepreneurial companies. We are able to respond nimbly and quickly to a multitude of challenges and opportunities in individual markets, making sure we have the right products, innovations and marketing messages to best serve local consumers.

Decentralization has many benefits but there is value in leveraging our global scale too. For that reason, we have designated a global lead across certain functions, such as sustainability, sourcing, legal, finance, human resources, IT and e-commerce, to provide synergies where there are business benefits to doing so.

Our Operations

We have 1,322 company-owned retail outlets in 40 countries as well as a variety of wholesale distribution channels and retail websites. We own and operate three main manufacturing sites in Belgium, Hungary and India plus a small site in Mexico and have 18 distribution centers.



我們的架構

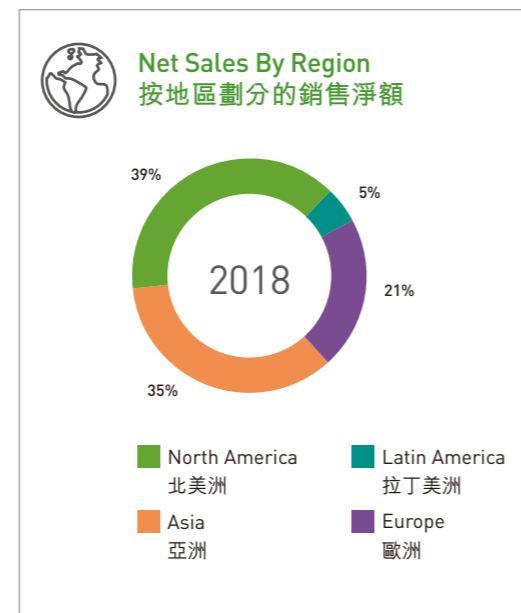
我們主要採用權力下放管理架構經營北美洲、亞洲、歐洲及拉丁美洲四大地區的業務。

該架構為我們帶來競爭優勢，讓我們保持小型創業公司的「拼搏」精神、歸屬感、責任感及決策速度。我們能夠靈活迅速應對個別市場中各式各樣的挑戰及機遇，確保以合適的產品、創新及營銷訊息為當地消費者提供最佳服務。

權力下放固然大有裨益，但我們亦需善用我們的全球性規模。基於此原因，我們已就若干職能(如可持續發展、採購、法律、財務、人力資源、資訊科技及電子商貿等)選定一名全球領導，以便在有商業利益的情況下產生協同效應。

我們的營運

我們有1,322家公司自有零售專賣店，遍佈40個國家，亦有各種批發分銷渠道及零售網站。我們自有及經營於比利時、匈牙利及印度的三個主要生產廠房以及墨西哥一個小廠房，亦設有18個分銷中心。



OUR APPROACH TO ESG

我們的ESG方針



Christine Riley Miller
Global Director of Sustainability
全球可持續發展總監



“We are the world’s largest travel luggage company. We also want to be the most sustainable one.”

“For us, being sustainable means ensuring our business is future-proofed and resilient. Our stakeholders are increasingly aware that reviewing a company’s financial statements does not tell you what you need to know about how it is managing the environmental and social risks that it may face. This report therefore aims to provide you with the details of the management processes that we have in place to identify these potential challenges, as well as introducing you to the programs and initiatives that we have created to overcome or mitigate them.”

“This is a journey and, while Samsonite has always been a company that cares about people and is considerate of the environment, we are only at the start of the process of formalizing our sustainability strategy. We are in it for the long-term so we want to make sure we get it right.”

“During 2018, we worked with external consultants to conduct a materiality assessment to ensure that we are focused on the risks that are most pertinent to our business. This has helped us to establish the key focus areas that our strategy must address and to begin developing clear ambitions. During 2019, we are seeking to further quantify the impacts we have on the wider world which, in turn, will allow us to set targets to minimize our environmental impacts and maximize the positive social benefits we provide.”

“As we look to the future, we know that it is increasingly important to have a resilient risk management process and that our good reputation will be enhanced by providing greater transparency about what we do and how we do it. So getting this right will be good for Samsonite AND the wider world. I look forward to updating you as our work continues.”

「我們是全球最大的旅遊行李箱公司。我們亦希望成為最具可持續性發展的旅遊行李箱公司。」

「對我們而言，可持續發展意味著確保業務經得起未來考驗且具有抗逆能力。我們的持份者越來越意識到審閱公司財務報表並不能了解公司如何管理可能面對的環境及社會風險。因此，本報告旨在提供我們所制定管理流程的細節以確定這些潛在挑戰，並介紹我們為克服或緩解這些挑戰而創建的方案及措施。」

「這是一段旅程，新秀麗一直是一家關顧他人與環境的公司，我們正開始制定可持續發展策略。我們經營的是長遠業務，因此想確保我們所做的是正確。」

「於2018年，我們與外部顧問合作進行重要性評估，以確保我們專注於與我們業務最相關的風險，有助我們建立策略性重點及著手確立志向。2019年，我們正尋求進一步量化我們對世界各地的影響，讓我們能夠設定目標，減輕對環境作出的影響，並給予社會最大的效益。」

「展望未來，我們深知靈活的風險管理程序日益重要，而提高我們工作內容及方式的透明度則會提升良好的聲譽。因此，正確的方式對新秀麗乃至世界各地均有所裨益。我期待在我們繼續開展工作時向您分享最新情況。」

Corporate Governance And Risk Management

We are committed to good corporate governance, which promotes the long-term interests of our shareholders, strengthens board and management accountability, and helps to build public trust in our company.

Our Board of Directors and senior management team oversee environmental, social and governance (ESG) matters, evaluating our exposure to significant risks and identifying opportunities based on our current position and our expectations of future developments.

Every year, as part of our risk management process, we consider whether our policies and programs adequately identify and respond to the material ESG risks that our business faces.

Our risk management and internal control systems help ensure protection of our assets, including our people, the efficiency and effectiveness of our processes, the reliability of the information provided to our stakeholders, and our compliance with applicable laws and regulations.

Assessing Our Material Issues

In 2018, we commissioned a global materiality assessment to help us identify and prioritize the sustainability issues that matter most to our business and our stakeholders. We reviewed the extent to which our policies and programs adequately identify and respond to the material environmental, social and governance risks that we face. Our global director of sustainability led the project, which engaged the full Senior Management Team and was supported by external corporate responsibility consultants.

The process defined an issue as material if it met two criteria: the issue impacts on our business (or is expected to) in terms of growth, cost, risk or trust; and the issue is important to our stakeholders.

To understand the different perspectives, we conducted a series of interviews and workshops. We engaged with team members from across all regions and brands to gather insights and build out quantitative data. Outside our direct operations, we looked into the issues most important to governments (including in our major supplier geographies), regulators, NGOs and investors. We did this through interviews, questionnaires, research and focus groups.

This process demonstrated that we had a good awareness of the principle risks to our business and the concerns of our stakeholders. The output of the process was a materiality matrix.

Following this assessment, we are now in the process of finalizing our first global sustainability strategy. This global strategy will bring together our most material issues with our broader business planning process. Through developing management tools and generating longer-term targets, it will become our roadmap for success.

企業管治與風險管理

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

我們的董事會及高級管理層團隊監督環境、社會及管治(「ESG」)事務、評估我們所面對的重大風險及根據目前狀況與對未來發展的期望確定商機。

我們每年根據風險管理程序考慮我們的政策及計劃是否足以識別及應對業務所面臨的重大ESG風險。

我們的風險管理及內部監控系統協助保障我們的資產(包括員工)、確保業務流程行之有效、持份者獲提供可靠資料，以及我們遵守適用之法例及法規。

評估重大事項

2018年，我們委託進行全球重要性評估以協助我們識別及優先處理對業務及持份者最為重要的可持續發展事項。我們審查了我們的政策及方案對於是否足以識別及應對我們所面臨的重大環境、社會及管治風險的有效性。該項目由我們的全球可持續發展總監領導，並得到了全體高級管理層共同參與，以及外部公司責任顧問的全力支持。

如果某事項符合兩個標準，則該程式將事項確認為重大：事項影響或預計會影響我們業務的增長、成本、風險或信心；及事項對持份者而言重要。

為了解不同觀點，我們進行了一系列訪談與研討會。我們與來自各地區及品牌的團隊成員接洽，收集各方見解及構建量化數據。除直接營運外，我們通過訪談、問卷、研究及焦點小組調查了對政府(包括主要供應商地區政府)、監管機構、非政府組織及投資者最重要的事項。

該程序證明我們在業務主要風險及關心持份者方面有良好意識。程序結果以重要性矩陣列示。

這項評估後，我們現正確定首項全球可持續發展策略。該全球策略將通過更廣泛的業務規劃程序解決最重要的事項，通過開發管理工具及制定長遠目標，將成為我們的成功之路。

Samsonite Sustainability Materiality Matrix

新秀麗可持續發展重要性基準

| | | | | |
|--|-----------|---|---|---|
| Importance to external stakeholders 對外部相關人士的重要性 | Higher 較高 | <ul style="list-style-type: none"> Partnerships 合夥關係 Certifications 認證 Water 水資源 | <ul style="list-style-type: none"> Labor Standards 勞工準則 Customer Engagement 客戶參與 Packaging 包裝 | <ul style="list-style-type: none"> Quality Assurance 質量保證 Recyclability/End-Of-Life 可再利用性/使用週期結束 Greenhouse Gas (GHG) Reduction (「GHG」) 減排 Supply Chain Transparency 供應鏈透明度 Governance 管治 Raw Materials 原材料 |
| | Medium 中等 | | <ul style="list-style-type: none"> Communications, Marketing & Brand 溝通、市場推廣及品牌 Energy Efficiency (Ops + Retail) 能源效益(營運+零售) Waste Management 廢棄物管理 Energy Efficiency (Production + Manufacturing) 能源效益(生產+製造) Diversity & Inclusion 多元化及包容性 | <ul style="list-style-type: none"> Healthy & Safety 健康與安全 Chemical Management 化學品管理 |
| | Lower 較低 | | <ul style="list-style-type: none"> Recruitment & Retention 聘任及留任 Philanthropy & Volunteerism 慈善事務及志願服務 | |
| | | Lower 較低 | Medium 中等 | Higher 較高 |
| Importance to Samsonite (Internal Stakeholders) 對新秀麗(內部相關人士)的重要性 | | | | |

A RESPONSIBLE BUSINESS

負責任的企業



Paul Melkebeke
Chief Supply Officer
供應總監



♥️ 💬 The Golden Rule marble

“When Jesse Shwayder founded this company back in 1910, he introduced the Golden Rule as the Company’s guiding principle: “Do Unto Others As You Would Have Them Do Unto You.” In practice, this meant treating customers, employees, suppliers and investors with fairness and respect, and being straightforward and transparent in dealings with others.

“These values remain at the heart of our approach to doing business today. When a new person joins the company, we give them a marble engraved with the Golden Rule. When I am making a really important business decision, I hold my marble in my hand – those powerful words really do guide decisions here.

“Today, those words are underpinned by a collection of robust policies and codes that articulate exactly what behavior we expect from our people and the suppliers with whom we do business. As Chief Supply Officer, I am responsible for making sure that we have the right business partners and that we are growing our businesses hand in hand. A mentor once taught me that it isn’t about getting the best deal; it’s about getting the best partner. I believe in building relationships on trust and mutual respect, so that we look out for each other, and each behave with integrity. That’s how great partnerships are forged. I’ve been with the business now for over 36 years and some of the suppliers I brought to the business more than 30 years ago are still with us today, flourishing alongside us. I’m proud of that.”

「Jesse Shwayder於1910年成立本公司時提出金科玉律(Golden Rule)作為本公司的指導思想：「己所不欲，勿施於人。」在實踐中，這指以公平及尊重的態度對待客戶、僱員、供應商及投資者、交易直接及透明。

「該價值觀至今仍是我們的核心經營之道。每位加入本公司的新員工均會收到一顆刻著金科玉律的新秀麗之珠。當我作十分重要的商業決策時，都會緊握新秀麗之珠——那些充滿力量的文字真地會指引我的決策。

「如今，我們根據那些文字制訂了一系列政策及守則，規範我們的員工及業務供應商的行為。作為供應總監，我的職責是確保與合適的業務夥伴攜手發展業務。一位導師曾教導我，交易的意義不僅在於達成一筆好交易，而更在於贏得好夥伴。我相信關係的建立須建基於信任和相互尊重，藉此雙方能夠設身處地為彼此著想並以誠信行事，因而建立良好合作夥伴關係。迄今為止，我與公司已共同走過逾36個年頭，30多年前我為公司引進的部分供應商至今仍與我們保持良好合作，共興共榮，我引以為豪。」

Our Employee Code

As a responsible business, we expect our people to behave ethically. The Samsonite Code of Conduct explains our values and our commitment to ethical standards and legal compliance. All our employees are expected to act in accordance with these values and with all applicable laws. Each year, the Code is circulated to our employees worldwide as a reminder of this.

The Employee Code includes specific prohibitions against the use of bribes or kickbacks, keeping inaccurate records, and using company property for personal gain.

We endorse the central tenet of the International Labor Organization (ILO), namely that people throughout the world should be able to undertake decent and productive work in conditions of freedom, equality, security and human dignity. We expect our people to treat others with dignity and respect and we insist that they adhere to labor, health, and safety standards consistent with those established by the ILO.

Employees who fail to abide by our Employee Code are subject to discipline, which may include dismissal, if warranted.

We have a business ethics reporting hotline which is widely publicized to our employees worldwide. Our people may contact this hotline, anonymously if desired, to report any workplace concern that they have. Those using the hotline are protected against retaliation.

Managing Risk In Our Supply Chain

We own and operate three manufacturing plants where we produce hardside luggage, but we also rely on a number of third-party manufacturers for the large majority of our products. These manufacturers may, in turn, do business with raw material suppliers or sub-contractors with whom we do not have a contractual relationship. Most of these independently owned and operated facilities are located in Asia – including China, Taiwan, Cambodia, Vietnam and Thailand – where we must be vigilant to ensure that all regulations are respected. It is therefore incumbent upon us to take steps to evaluate, address and verify social risks in our supply chain.

We have a supplier code of conduct – known as the Samsonite Ethical Charter – which details the minimum that we expect from our suppliers. Our Ethical Charter sets out our vision for acceptable business practices related to workers’ rights, working conditions, terms of employment, decent work, supplier systems, and worker protections. They are consistent with the ILO covenants, such as prohibitions against forced labor and child labor. We use these standards as an integral component of our sourcing strategies, including how we evaluate supplier performance, and determine with which factories we will continue to engage and grow the business.

When we acquired Tumi in 2016, it already had a supplier code of conduct, known as the Standards of Engagement. Although all our other brands use the Ethical Charter, Tumi continues to use its Standards of Engagement with its suppliers.

Compliance with the Samsonite Ethical Charter or Tumi’s Standards of Engagement is a requirement for doing business with us. Our manufacturing agreements with our direct suppliers require them to certify that materials incorporated into our products comply with all applicable laws, including environmental and social aspects. Our sourcing teams supervise these contractual relationships with our direct suppliers.

僱員守則

作為負責任的企業，我們要求員工行事遵守道德。《新秀麗行為守則》詮釋了我們的價值觀及恪守道德標準及法律合規的承諾。我們所有僱員的行為應要符合公司價值觀及相關法律規定。我們每年都會給全球僱員發送《守則》，以作提醒。

《僱員守則》明確禁止賄賂或回扣行為、禁止不準確記錄及禁止使用公司財產謀取個人私利。

我們認同國際勞工組織(ILO)的核心宗旨，即全球人士應能在自由、平等、安全及有人類尊嚴的情況下進行正當及有收穫的工作。我們要求僱員尊重他人，督促彼等遵從與ILO制訂者一致的勞動、健康及安全準則。

未有遵守《僱員守則》的僱員將受到紀律處分，當中在必要情況下可包括解僱。

我們設有商業道德報告熱線，向全球僱員廣為宣傳。僱員可以(如有需要可匿名)聯絡此熱線舉報任何有關職場的疑慮。我們會保護使用此熱線的僱員免遭秋後算帳。

供應鏈管理風險

我們自有及營運三個生產硬質行李箱的工廠，但亦依賴多個第三方製造商為我們生產大部分的產品，而該等製造商亦與我們無合約關係的原材料供應商或分包商開展業務。該等由獨立第三方擁有及經營的生產設施大部分位於亞洲，包括中國、台灣、柬埔寨、越南及泰國。我們須嚴格遵守該等地區所有法規。因此，我們須採取措施評估、解決及驗證供應鏈中的社會風險。

我們設有供應商行為守則，即新秀麗《道德憲章》，詳細規定我們對供應商的最低要求，列明我們有關工人權利、工作環境、僱傭條件、正當工作、供應商系統及保障勞工的可接受業務常規的願景。有關標準與ILO公約一致，例如禁止強迫勞工及童工。我們將該等標準作為採購策略(包括如何評估供應商表現以及決定與那家工廠繼續合作及發展業務)不可分割的一部分。

我們於2016年收購Tumi時，Tumi已訂有供應商行為守則，該守則名為《聘用標準》。儘管其他所有品牌採納《道德憲章》，但Tumi與其供應商繼續採用《聘用標準》。

遵守新秀麗《道德憲章》或Tumi的《聘用標準》是與我們進行業務的一項要求。我們與直接供應商的生產協議要求彼等證明產品中所用的材料符合包括環境及社會等方面的所有適用法例。我們的採購團隊監督與直接供應商的合約關係。

Labor Standards

We have a duty to respect the human rights of the people who work for us or who work within our supply chain. We have zero tolerance for illegal working conditions and human rights violations such as child labor and forced or trafficked labor. Our high standards apply wherever in the world we work and trade but our employment policies are developed and implemented at the regional and local levels to respond to the varying regulations and laws in these areas.

In 2018, we had no known material instances of non-compliance with relevant labor standards regarding the prevention of child or forced labor in our operations or the suppliers with whom we contract.

Conducting Due Diligence

As an international business that has contractual relationships with a large number of suppliers, we consider it a moral obligation to set standards for how workers are treated. To make sure that our direct suppliers are conducting their business in the manner that we have agreed, we conduct due diligence checks. These take the form of an audit which may be conducted by us or on our behalf by a respected third-party auditor. The audit will typically include interviews with workers, a review of relevant documentation, and a tour of the site. To be accepted as a new supplier, or to remain authorized for production, our suppliers must not have any serious current health, safety, or labor issues. Examples of issues for which we have zero tolerance include critical, life-threatening health, safety and environment conditions; use of forced labor or human trafficking; or the use of child labor.

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

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

We seek to work with suppliers who understand that meeting these minimum standards is a critical baseline. We expect our suppliers to be fully committed to them and, indeed, to be engaged in a process of continuous improvement. Should we find that factory management is not meeting our requirements, we require a corrective plan of action to be implemented within the shortest timeframe possible. We will act against suppliers who do not demonstrate sufficient commitment to our standards or that are in breach of them. Subsequent actions can include terminating the supplier as an approved contracted factory.

During 2018, we conducted 313 social compliance audits of our tier one supplier factories. If a factory receives a score of 'very good' it will undergo its next audit two years later. We aim to audit all other Finished Goods suppliers annually. In 2019, we will be extending this program to include certain tier two suppliers as well.

勞工準則

我們有責任尊重為我們工作或在我們供應鏈中工作人員的人權。我們對使用童工及強迫或販賣勞工等違法工作情況及人權侵犯行為為零容忍。我們的高標準適用於我們在世界任何地區之營運及進行交易，但也會在地區及當地層面制定及實施僱傭政策，以配合該等地區的不同法例及法規。

於2018年，我們不曾獲悉營運或與我們簽約的供應商有任何嚴重違反與防止童工或強迫勞工相關的勞工標準的事宜。

進行盡職審查

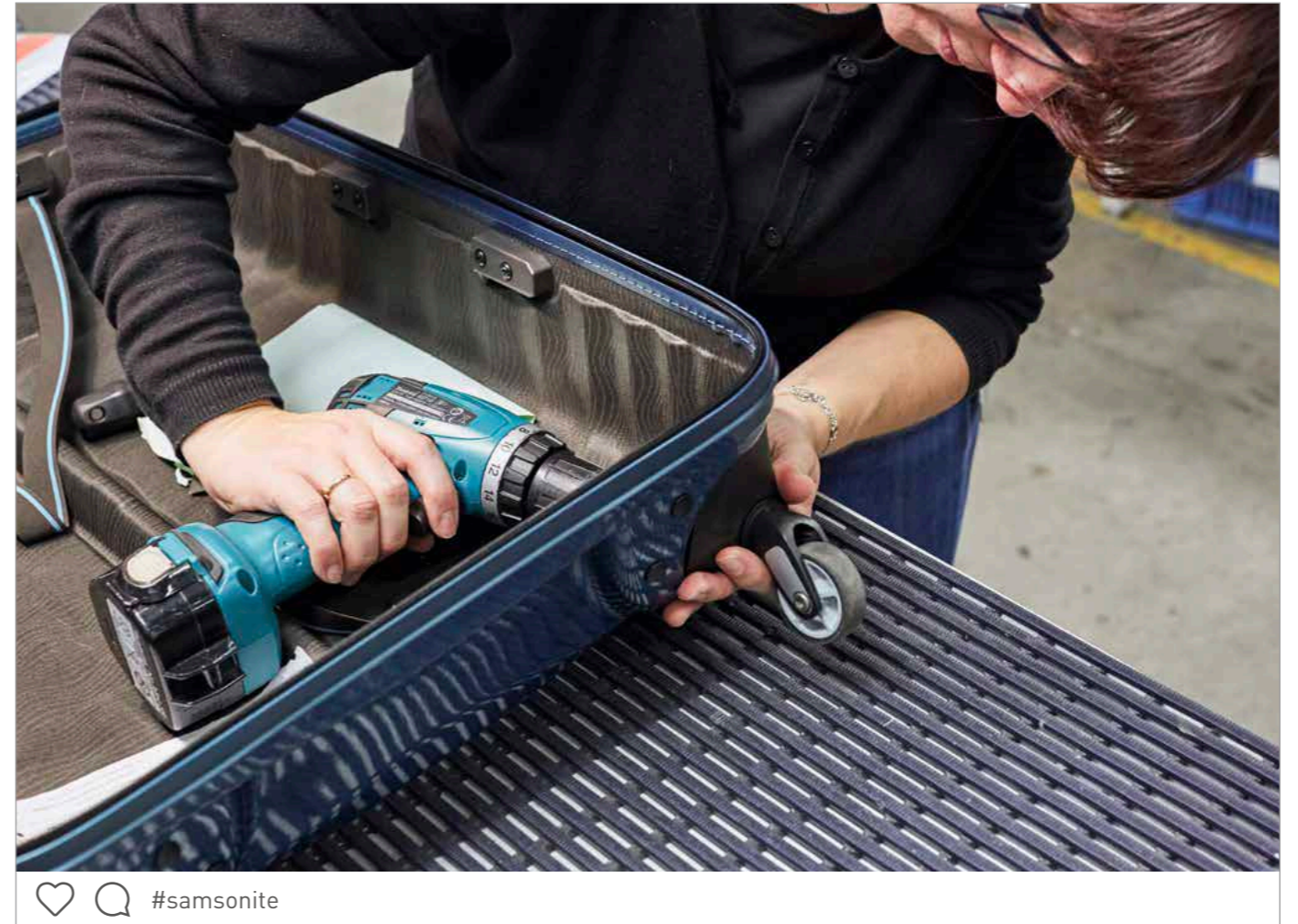
作為一家與眾多供應商有合約關係的國際企業，我們認為為工人制訂對待標準是道義上的責任。為確保直接供應商以我們認同的方式開展業務，我們會進行盡職審查，形式為由我們或代表我們的合規第三方核數師進行的審計。審計通常包括工人訪談、文件審查及現場訪察。供應商當前不得存有嚴重的健康、安全或勞工問題，方可成為新供應商或繼續獲准生產。零容忍問題的例子包括嚴重危害生命健康、安全及環境問題、強迫勞工或販賣人口或使用童工。

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

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

我們尋求與明了達致此等最低標準是關鍵基礎的供應商合作。我們希望供應商能完全遵守此等標準，並確實不斷改進。倘若發現工廠管理未能達到要求，我們將要求該工廠盡可能在最短時間內實施糾正行動計劃。我們將對未有充分遵守其標準承諾或違反承諾的供應商採取行動，後續行動可能包括終止供應商作為獲批簽約工廠的地位。

2018年，我們對一級供應商工廠開展313次社會責任審計。倘工廠獲得「優秀」評級，將在兩年後進行下一次審計。我們致力於每年審計其他全部製成品供應商。2019年，我們將擴展該計劃，以涵蓋部分二級供應商。



Anti-Corruption

We are committed to doing business with integrity and avoiding corruption in any form, and we expect all Samsonite employees, agents, directors, officers, and representatives to conduct business in a fair, ethical and legal manner. The Samsonite Global Anti-Corruption Policy requires them to comply with all applicable anti-corruption laws and our Employee Code includes specific guidance on our stance on the payment of government officials, bribes and kickbacks, gifts, and conflicts of interest.

In addition to these policies and codes, we have an anti-corruption compliance program that encompasses numerous reporting, monitoring and certification controls, as well as an education component that includes periodic web-based and in-person training.

We also have procedures and internal controls to assist with compliance with anti-bribery and corruption laws. These include required approvals for certain types of transactions, an employee ethics hotline, and periodic monitoring by our internal audit team as part of their routine procedures in higher risk locations. These activities are closely supported by our legal and finance departments, as required.

In 2018, the Company had no known material instances of non-compliance with relevant laws and regulations regarding bribery, extortion, fraud, or money laundering in its countries of employment.

反腐

我們致力於以誠信態度經營業務，避免任何形式的貪污行為，我們希望新秀麗全體僱員、代理人、董事、人員及代表以公平、符合道德及合法的方式進行業務。新秀麗《全球反腐政策》要求彼等遵守所有適用的反腐法律及《僱員守則》所載就向政府官員提供款項、賄賂及回扣、禮品和利益衝突所持立場的具體指引。

除該等政策及守則外，我們有反腐合規方案，包括多種報告、監察及認證的管控程序，以及包括定期網上及現場培訓的教育內容。

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

於2018年，本公司不曾獲悉在其僱用職員的國家有任何嚴重違反與賄賂、勒索、欺詐或洗錢有關的法例及法規的情況。

RESPONSIBLE PRODUCTS

負責任的產品



Pauline Koslowski

Director of Research and Innovation, Samsonite Europe
Samsonite Europe 研究與創新總監



Samsonite's S'Cure Eco range

“My role is to stay close to emerging technologies or material innovations that could be suitable for use in our luggage. Sustainability is a big part of that: consumers are increasingly telling us that they want products that are better for the environment and we want to meet that need.

“Our S'Cure Eco range of hard-sided cases is a great example. Launched in 2012, S'Cure is one of our bestselling lines. When we manufacture our hard-sided suitcases, the process of starting up machines or switching colours creates small amounts of waste plastic. We took a decision to try and reuse it ourselves and modified the composition of our polypropylene so we could include this post-industrial regrind material in our high-quality luggage. The S'Cure Eco range was introduced in 2018 and is comprised of 90% post-industrial waste, enabling us to recycle around 100 tonnes of high-quality plastic in our own facility each year.

“At Samsonite, we are always looking for new ideas or innovations. We work in partnership with our suppliers and the waste industry with the intention of stimulating the market for recycled plastics. We continue to look for opportunities to minimize procurement of virgin materials for use in Samsonite factories and instead use post-industrial or – better still – post-consumer materials for everything we make. And to do all that while still maintaining the quality and durability that our customers expect.”

「本人負責密切留意適用於我們行李箱的新興科技或創新材料。可持續發展是其中重要一環：越來越多消費者表示他們想要更環保的產品，我們希望滿足他們的需求。

「我們的S'Cure Eco系列硬質行李箱是一個好例子。於2012年推出的S'Cure是我們最暢銷的系列之一。我們生產硬質行李箱時，啟動機器或更換顏色過程中會產生少量廢棄塑料。我們決定嘗試重複利用，並更改聚丙烯結構，以便我們將這種後工業化塑膠次料應用於我們的優質行李箱。我們於2018年推出的S'Cure Eco系列包含90%的後工業化廢料，我們工廠每年可回收利用約100公噸優質塑料。

「在新秀麗，我們一貫追求新想法或創新。我們與供應商及廢品行業合作，促進再生塑料市場發展。我們繼續尋求新秀麗工廠盡量減少使用任何新材料的機會，所有製造使用後工業化或甚至已經消費的材料，同時堅守客戶期望的品質與耐用性。」



#samsonite

Our Approach

We are renowned for our high quality, durable luggage and accessories. We aim to be a counterbalance to the throwaway culture, using innovation to find ways to incorporate responsibly and sustainably sourced materials.

We are increasing the amount of recycled materials we use to create our products and packaging as these have a lower environmental impact than using virgin materials. This section shares the progress we are making.

Built To Last

We build our products to last. We know our consumers depend upon them being durable and hardwearing, which is why we make products that are designed to avoid contributing to the global waste problem.

Our products are rigorously tested to ensure that they meet stringent standards. Consequently, if a problem occurs due to manufacturing defects in material and workmanship, we make every effort to fix or replace it. Many of our products come with long warranties or even lifetime guarantees.

For example, our Gregory backpacks come with a guarantee that they will be free from defects in materials or workmanship, for as long as the original purchaser owns it. The backpacks have intentionally been designed so that they can be repaired easily. When a pack can no longer be repaired, we replace it with a new one and then recycle and repurpose components from the old one. This longstanding practice extends a pack's lifecycle and continues to prevent unnecessary waste ending up in a landfill and, in turn, brings new life to many other products.

We manage customer services locally within each region or country and provide information about the warranty policies for all our brands and products on our relevant websites. This includes information on services and repairs, and customer service contact information. We operate more than 170 repair centers in nearly 50 countries as well as partnering with third-party repair centers. In addition, basic repairs can be made in many full service Tumi retail stores.

我們的方針

我們以優質、耐用的行李箱及配件聞名。我們旨在利用創新尋找途徑將負責任和可持續採購的材料應用於我們的產品，從而與一次性文化尋求平衡。

我們在產品生產及包裝中不斷增加使用再生材料，因為這些材料對環境的影響較使用新材料為低。本節分享我們目前的進展。

經久耐用

我們的產品經久耐用。我們知道消費者信賴我們的產品耐用耐用，因此我們製造產品旨在避免增加全球浪費問題。

我們的產品接受嚴格測試，確保符合高標準。因此，倘因材料及工藝的製造缺陷而發生任何問題，我們會盡最大努力修理或替換產品。我們眾多產品都提供長期保用甚至終生保用。

例如，Gregory背包提供保證原買家持有該產品的過程中不會受材料或工藝瑕疵困擾。背包經精心設計，易於修復。倘背包無法被修復，我們會用新背包替換，再將舊背包零件重新回收及改裝。長久以來，該做法延長了背包壽命，以及持續避免不必要的廢物最終被送到堆填區，亦為許多其他產品帶來新生命。

我們的客戶服務由各地區或國家於本地管理，有關品牌及產品的保用政策資料均可於相關網頁上瀏覽，包括服務及維修資料及客戶服務聯絡資料。我們於約50個國家營運超過170個維修中心，與第三方維修中心亦有合作。此外，全方位服務的Tumi零售店亦可提供基本維修。



#gregory



Responsible Sourcing

We are concerned about issues like resource scarcity and plastic waste going to landfill and know that we can help address these problems by sourcing the materials we use responsibly.

Issues such as these can appear all along the supply chain, from inefficient use of raw materials to irresponsible disposal at the end of a product's lifecycle. We have pinpointed hot spots along our supply chain and found opportunities to reduce waste in the manufacture of our products as well as incorporating more environmentally-friendly materials in their design.

Our innovation team in Europe has been exploring how we can use materials that might otherwise have ended up in landfill. Our most significant raw material by volume is plastic, which we use to construct our hard-sided luggage products: we use sheets of polycarbonate and polypropylene for vacuum and pressure forming as well as polypropylene granules for injection molding. The plastic regrind from these processes is either utilized directly by us or sold to third parties who then recycle it into alternative products. We now use post-industrial regrind in both our hard-sided polypropylene and polycarbonate suitcases, without compromising the high quality expected of a Samsonite product.

Another key innovation is Recyclex™, a fabric made from 100% post-consumer recycled PET (plastic) bottles. It is an ideal, hardwearing material for use in our soft-sided bags as well as for lining hard-sided cases. In 2018, we launched 21 collections worldwide containing Recyclex™ and estimate that more than 30 million 500ml PET bottles were given a second life as a result.

In addition to these two materials made from recycled plastic, we have recently begun to use a range of environmentally conscious alternatives for other parts of some of our products, such as replacing the polyurethane trim on some of our bags with genuine cork and using waste wood shavings to make attractive handles.

These new materials are integral to the Samsonite Eco Range which aims to inspire sustainable travel and commuting. In total, 23 new lines were introduced in 2018 containing one or more of these more sustainable materials. They are of the same superior quality that our customers expect from all our products: we conduct product testing and inspections of raw materials and components, as well as the finished products themselves, to ensure that standards of workmanship are maintained.

During 2018, we also launched the PLANTPACK collection of bags made from MIPAN regen (一種自生產尼龍的過程中產生的廢物提取的面料)製成的PLANTPACK包袋系列。該系列屬於城市年輕族群品牌Samsonite RED，在亞洲及歐洲銷售。



負責任的採購

我們關注資源短缺及將被填埋的塑料廢物等問題，明白負責任地採購我們使用的材料可幫助解決該等問題。

從低效使用原材料到不負責任地處置壽命結束的產品，供應鏈一直存在問題。我們已發現供應鏈的主要問題，找到機會減少產品生產過程中的廢物以及於設計產品時加入更多環保材料。

我們歐洲的創新團隊一直探索如何使用最終可能被填埋的材料。按用量計算，我們最重要的原材料是用於製造硬質行李箱產品的塑料：我們將片材型的聚碳酸酯及聚丙烯用於真空成型或壓力成型，聚丙烯顆粒用於注塑成型。上述工序產生的塑膠次料已被我們直接重用或售予第三方循環再用於其他產品。我們現時將後工業化次料用於硬質聚丙烯及聚碳酸酯行李箱，同時不影響新秀丽產品應有的高檔品質。

另一重大創新乃Recyclex™，一種採用100%消費後再生PET(塑料)瓶製成的面料。Recyclex™是理想的耐磨材料，用於製作軟袋及硬箱襯裡。2018年，我們在全球推出21個Recyclex™產品系列，估計重複利用超過3千萬個500毫升PET瓶。

除該兩種由再生塑料製成的材料外，若干產品的其他零件近期亦開始使用一系列體現環保意識的替代品，例如用真軟木替代箱包上的聚氨酯飾件及使用廢木屑製作手挽。

該等新材料是旨在激勵可持續旅行及通勤的Samsonite Eco系列的重要組成部分。我們於2018年共新增23條包含一種或多種可持續材料的生產線。該等材料具備客戶對我們所有產品所期望的卓越品質：我們對原材料及零件以及成品本身進行產品測試及檢驗，確保維持工藝標準。

我們亦於2018年推出採用MIPAN regen(一種自生產尼龍的過程中產生的廢物提取的面料)製成的PLANTPACK包袋系列。該系列屬於城市年輕族群品牌Samsonite RED，在亞洲及歐洲銷售。

Reducing The Impact Of Our Packaging

We are using new sustainable designs to tackle the issue of post-consumer waste. By using recycled and recyclable materials, we are working hard to reduce the impact that our products and packaging have on the environment.

At the end of 2018, we switched the packaging of our Speck smartphone cases from a rigid box to a single compostable tray produced by PaperFoam, who are leaders in green innovation. As it is made from injection molded paper, our customers can easily recycle or compost the tray.

Similarly, in Asia, we eliminated Styrofoam from many of our shipping boxes, instead using cardboard corners to protect the luggage during transport. In total, we eliminated 1.2 million pieces of Styrofoam, enough to fill 20 fully loaded 40 foot containers.

We also recognize the value of simply reducing the amount of packaging we use. In 2018, we increased the efficiency of the product packaging of our Gregory brand. By creating a smaller and more lightweight design, we were able to improve shipping efficiency by 21% which means we can ship more product per load and reduce the carbon footprint of our logistics.

One particular Gregory product needed a corrugated cardboard tube to protect the shoulder harness while it was being transported. We custom designed a biodegradable polyethylene inflatable bag to use in its place which saves approximately 7,850 pounds of virgin cardboard from entering a landfill every year.

We continue to invest in research and development to identify lighter or stronger new materials and to develop efficiencies in product packaging.

減少包裝的影響

我們正採用新的可持續設計解決消費後廢棄問題。我們正透過使用再生及可再生材料盡力降低產品及包裝對環境的影響。

2018年末，我們更換Speck智能手機外殼的包裝，由硬盒轉為由綠色創新領導者PaperFoam生產的一體可堆肥淺塑料盒。因使用注塑模殼支撐的紙張製成，客戶可輕易回收或將該淺塑料盒製成堆肥。

同樣，亞洲方面，我們許多裝運箱不再使用聚苯乙烯泡沫塑料，而是在運輸過程中使用紙板角保護行李箱。我們合共取消使用120萬件聚苯乙烯泡沫塑料，足以填滿20個40英尺的集裝箱。

我們亦意識到減少使用包裝的重要性。2018年，我們提高了Gregory品牌產品包裝的效率。通過更小型更輕便的設計，我們能夠將運輸效率提高21%，這意味著每個裝運箱可運載更多產品，從而減少我們物流的碳足跡。

Gregory有一款特殊的產品在運輸過程中需要瓦楞紙板管保護肩帶。我們定製設計了可生物降解的聚乙烯充氣袋作為替代物，每年可避免約7,850磅原始紙板進入垃圾堆填區。

我們繼續投資研發，尋求更輕巧及更堅固的新物料，同時提高產品的包裝效率。





♡ #hartmannluggage



♡ #kamiliant

Our Policies

We take product responsibility seriously. Below is additional information about what this means to us.

- 🌱 **Advertising and Labeling:** It is our policy for our advertising and product labeling to comply with all applicable laws. In 2018, the Company had no known material instances of non-compliance with applicable laws and regulations regarding advertising or product labeling.
- 🌱 **Data protection and privacy:** It is our policy to satisfy applicable legal requirements with respect to data protection and privacy. We seek to obtain or maintain Payment Card Industry (PCI) compliance for our U.S.-based businesses to protect certain sensitive customer data such as credit card information. This compliance is periodically validated by a third party. In other countries, we do not retain credit card information.
- 🌱 **Intellectual property:** Our intellectual property team actively seeks patent and design protection for important innovations and designs, and trademark registrations for key brands and marks. From time to time, third parties have sought to imitate our patented products or trade on the reputation of our brands. When commercially justified, we act to enforce our intellectual property rights. We respect valid third-party intellectual property rights but will vigorously defend ourselves against any inappropriate third-party claims. In 2018, there were no infringements of our patents or trademarks, or allegations of infringement claimed against us, which had a material adverse effect on our business, financial results, or reputation.
- 🌱 **Quality assurance:** We have a quality handbook for each of our major product categories. We have developed an extensive Product Quality Assurance program to ensure the products we sell meet or exceed these strict performance requirements. Product testing and inspection of raw materials, components and finished goods are conducted at each of our owned and operated manufacturing facilities, as well as at many third-party suppliers, to ensure that standards of workmanship are maintained.

Our policy is to comply with all applicable legal requirements related to the levels of certain chemical substances in our products. Product testing is performed with the support of accredited third-party laboratories during product development, then randomly during production, and again upon renewal of old product programs.

In 2018, we had no known material instances of non-compliance with relevant laws and regulations regarding health and safety, labeling and privacy matters relating to products and services in our countries of operation. There are no current or pending regulatory actions or other litigation that are anticipated to have a significant impact on us.

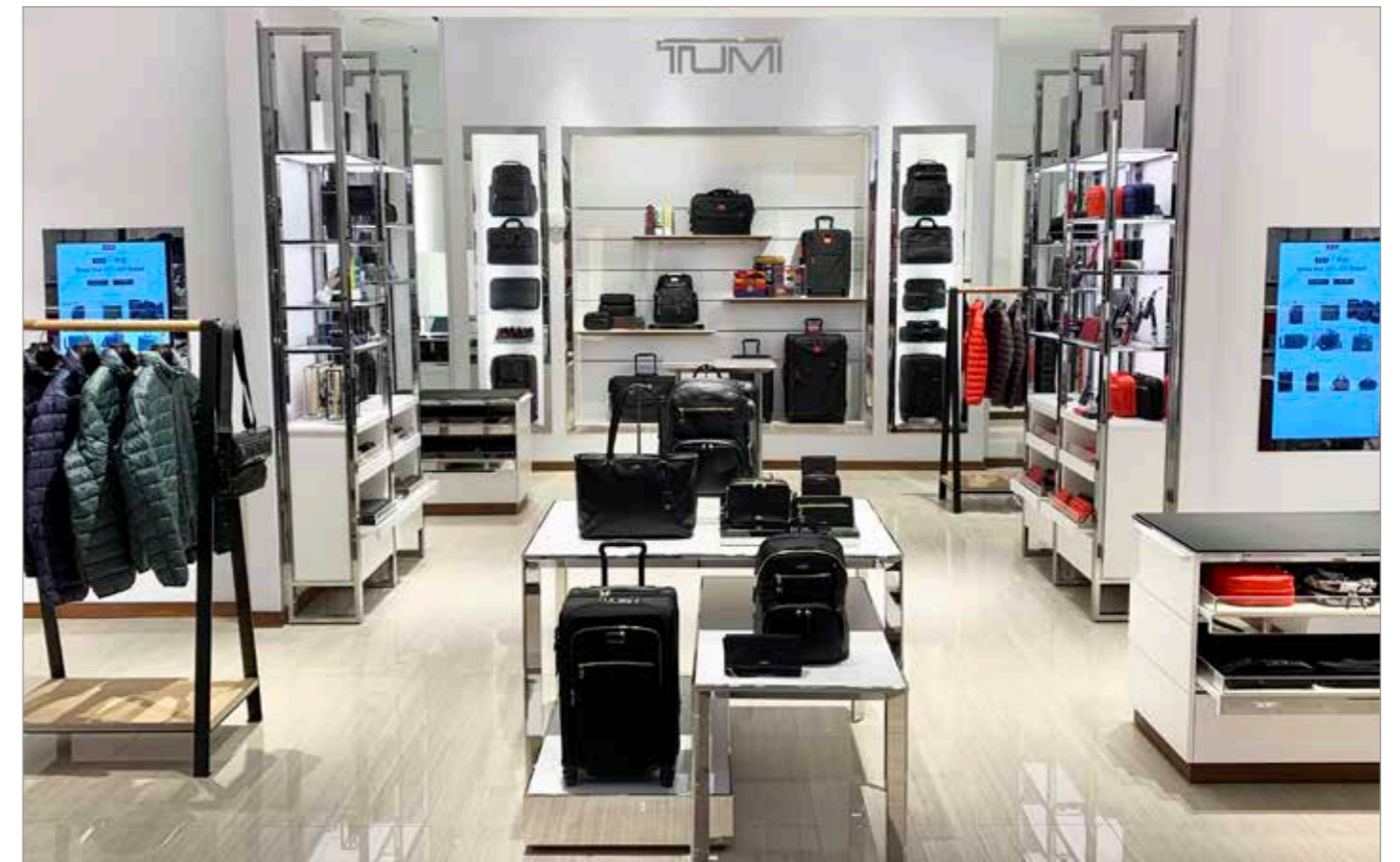
我們的政策

我們認真貫徹產品責任。下文詳述產品責任對我們的意義。

- 🌱 **廣告及標籤：**我們致力確保我們的廣告及產品標籤遵守所有適用法例。於2018年，本公司不曾獲悉有嚴重違反與廣告或產品標籤有關的適用法例及法規的情況。
- 🌱 **數據保密及私隱：**我們的政策為遵守有關數據保密及私隱的適用法律規定。我們務求遵守對美國業務實施的支付卡行業(「PCI」)規例，以保護若干敏感的客户數據，例如信用卡資料等。我們定期透過第三方驗證於美國的PCI合規性。而於其他國家，我們將不會保留信用卡資料。
- 🌱 **知識產權：**我們的知識產權團隊積極為重要的創新意念及設計尋求專利及保護，並為關鍵品牌和商標取得商標註冊。第三方不時試圖模仿我們的專利產品或利用我們的品牌聲譽。倘商業上合理，我們亦會採取行動強制執行我們的知識產權。我們尊重有效的第三方知識產權，惟亦會積極對抗第三方任何不當的申索。於2018年，並無任何侵犯我們專利或商標的行為或對我們作出的侵權指控，令我們的業務、財務業績或聲譽蒙受重大不利影響。
- 🌱 **質量保證：**我們各主要產品類別均備有質量指引。我們已制定全面的產品質量保證方案，確保我們銷售的產品達到或優勝於我們嚴謹的性能規定。我們於自有及經營的各生產設施以及多間第三方供應商進行產品測試及原材料、零件及製成品檢查，確保工藝水準達標。

我們的政策為遵守與我們產品中若干化學物質水平相關的所有適用法律規定。於產品開發過程中，我們透過獲得認證的第三方實驗室進行產品測試，其後在生產過程中隨機抽驗，並在更新舊產品方案時再次進行測試。

於2018年，本公司不曾獲悉在其進行業務的國家有任何嚴重違反與產品及服務的健康及安全、標籤及私隱事宜相關的法例及法規的情況。並無任何當前或待決的監管行動或其他預期會對本公司有重大影響的訴訟。



♡ #tumi

USING NATURAL RESOURCES RESPONSIBLY

負責任地使用天然資源



Yashwant Singh

Vice President of Operations and Logistics,
Samsonite India
Samsonite India 營運及物流副主管



"I have worked at our Nashik site for over 20 years and have seen production multiply eight-fold in that time. Using resources efficiently has always been important but it is now about more than saving money: it is about protecting the planet for future generations too.

"One of the best ways to address the environmental impact of our operations is simply to give it your full focus: you can only manage what you measure. At the Nashik site, we have used various ISO standards and relevant frameworks to help us identify our impacts, as well as working with expert consultants to guide our investments.

"This led us to optimise the use of certain pieces of equipment so that we are only using the energy or water required. This included installing variable frequency drives on several of the machines used to make our luggage, as well as cutting the energy demand of our air compressor by as much as 20% simply by lowering the pressure – we were applying 115lbs of pressure per square centimetre but actually only needed 85lbs of pressure to achieve our desired outcome. These small changes and adjustments have added up to make a big difference: we now use 17% less energy each year than we did in 2016.

"Once we had maximised the opportunities for efficiencies, we explored alternative energy sources. We benefit from a sunny climate and decided to take advantage of that by using solar voltaic panels. In May of 2018, we installed 8,000 square meters of solar panels on the roof of our factory – the maximum we could fit up there. As well as helping to provide shade and lower the temperature inside the factory, the installation has the potential to generate around 1.46 million kWh every year, cutting our carbon footprint by around 1,300 tonnes each year, and reducing our reliance on grid electricity. We are now exploring whether we can buy the remainder of the electricity we need from a renewable source via the grid.

「我在納西克廠房工作了20多年，見證我們的產量增加了八倍。有效利用資源一直是很重要，但現在不僅僅是為了省錢，更是為了後代保護地球。

「緩解營運對環境影響的最佳方法之一就是全神貫注：只管理自身能衡量的部分。在納西克廠房，我們借助各項ISO標準及相關框架識別我們的影響，並聘請專家顧問指導我們的投資。

「這促使我們優化部分設備的使用，只取所需的能源或水資源。我們在製造行李箱的若干機器上安裝變頻器，並通過降低壓力將空氣壓縮機所需的能源降低了20%之多，我們以往每平方厘米施加115磅的壓力，但實際上85磅的壓力足以達致理想效果。這些細微的變化和調整不容小覷：相比2016年我們現在每年使用的能源減少了17%。

「當我們提高了最大效益機會後，我們開始探索替代能源。我們有利於陽光充足的氣候，決定使用太陽能電池板來加以利用。2018年5月，我們在廠房房頂上安裝了8,000平方米的太陽能板，這是房頂可以容納的最大面積。太陽能板除了可遮擋陽光及降低廠房內溫度外，每年亦可產生約146萬千瓦時的電力，因此我們每年可減少約1,300公噸的碳足跡，並減少我們對電網的依賴。我們正在探索能否透過電網購買可再生能源補充剩餘所需電力。



♥ Nashik, India

"Water is an important issue for us here in Nashik too. It rains very heavily throughout the summer months but can be extremely dry from November to May. We channel the monsoon rainwater to the lowest point on our site where it recharges the water table. We then draw it up and use it to irrigate the extensive landscaping and gardens around the plant. Our well used to be dry by December but is now lasting three more months. We also have a new on-site water treatment plant that ensures that wastewater discharged from our facility does not pollute local waterways and can also be used for irrigation, saving over 7 million litres of water each year. Every year, we plant and grow around 50,000 saplings on our land which are then given free to local villagers or other interested groups, along with tree guards if they need them. This project engages people from all sections of society, raising awareness of the importance of protecting our environment and giving individuals a chance to contribute to their community.

"While government sets the rules and regulations, I believe that businesses can and should take a leading role in solving environmental issues. It is our social responsibility to check the consequences of our actions and to protect our shared resources. These small efforts by Team Samsonite India are changing things for the better.

"I am grateful for the opportunity entrusted to me by Samsonite's leadership team, which unites my personal passion for preserving the environment with my professional goal of leading a highly efficient factory with motivated professional colleagues."

「在納西克，水對我們而言亦是一個重要問題。夏季雨水充盈，但11月至5月則可能異常乾燥。我們將雨季雨水引至廠房的最低點，補充地下水位。隨後將地下水抽取出來灌溉廠房四周廣闊的園林景緻及花園。我們的井以往在12月已乾枯，但現在卻能持續多3個月。我們亦建立了新的現場水處理廠，確保我們工廠排放的廢水不會污染當地水道，亦可作灌溉用水，每年可節省超過700萬公升水。我們每年會種植約50,000棵樹苗，然後將樹苗及樹干保護圍欄(如需要)免費派發予當地村民或其他感興趣的團體。該項目吸引了社會各界人士，增強了人們的環保意識，使個人有機會為社區作貢獻。

「在政府制定規則和法規的同時，我認為企業能夠且應該帶頭解決環境問題。反思自身行為後果及保護共享資源是我們的社會責任。Samsonite India 團隊以己微薄之力，營造更美好的環境。

「對於新秀麗領導層給予我的機會，我深表感謝，因為這使我的環保熱情與職業目標相結合，二者相得益彰，促使我在充滿熱誠的專業同事的協助下，領導一個高效的廠房。」

Our Approach

We acknowledge that climate change and resource scarcity represent a very real risk to the ability of humankind to survive and thrive. As a business that relies on our supply chain for raw materials, we are well aware of the need to understand and manage the impacts of these risks on our operations.

Samsonite supports the transition to a low carbon economy, and we are playing our part by seeking to understand and reduce our environmental impacts and our carbon footprint. This means reducing our demand for energy and water, creating less waste, and improving how we produce our products.

As you would expect, our policy is to comply with relevant laws and regulations regarding air and greenhouse gas emissions, discharges into the environment, and the generation of hazardous and non-hazardous waste. Each of these is covered in more detail in this section.

We continuously aim to implement energy and water efficiency initiatives and to reduce the amount of waste we produce.

We track and monitor our energy consumption and emissions (air and GHG), discharges into the environment, packaging used, and waste (hazardous and non-hazardous, as defined by local laws) at each of our owned and operated manufacturing facilities. Energy consumption is also monitored at distribution centers, regional offices, and selected retail stores. We focus our attention on these material sources of emissions and waste in order to identify trends and compare data from year to year.

We report our use of natural resources to the national, regional, and local governments where our owned and operated manufacturing facilities are located, as required.

Understanding Our Carbon Footprint

We are currently developing a company-wide carbon reduction strategy which will be rolled out in 2020. To do this, we needed a clearer picture of exactly how much energy we are currently using, what types of energy sources are used, and where there are opportunities for improved efficiencies or capital investments in new equipment. We therefore launched a project to calculate Samsonite's global carbon footprint.

In order to calculate the scope 1 and 2 GHG emissions from our operations, we worked with expert consultants to gather data on the energy use of 1,444 facilities in 46 countries during 2017 and 2018. We also collected information about our different sites' use of water and packaging materials, as well as how much waste they created.

We have four different types of facilities where we know we generate scope 1 and 2 GHG emissions, largely through the use of electrical power: our manufacturing plants, our distribution centers, our offices, and our retail stores. As well as allowing us to estimate the carbon footprint of our operations, the information we are gathering is enabling us to develop a company-wide energy and carbon reduction strategy.

To guide this process, we established a Carbon Reduction Advisory Committee with representatives from across the company. As well as ensuring the relevant stakeholders are engaged and informed, the group acts as a sounding board for the development and implementation of the new strategy, and advises on communications opportunities at different phases in the project.

我們的方針

我們承認，氣候變化及資源短缺對人類生存和發展構成了重大威脅。作為依賴原料供應鏈的企業，我們充分意識到有必要了解及管理這些風險對營運的影響。

新秀丽支持向低碳經濟轉型，我們正努力了解並減少我們的環境影響及碳足跡，這意味著減少對能源和水資源的需求、減少浪費及改善生產方式。

正如您所料，我們的政策是遵守有關廢氣和GHG排放、向環境排污及產生有害和無害廢棄物的相關法律法規，本節將對此作出詳細說明。

我們亦不斷致力於推行節能及節水措施，減少產生廢棄物。

我們追蹤及監察自有及經營的各項生產設施的能源消耗及排放(廢氣及GHG)、向環境的排污情況、使用的包裝以及廢棄物(有害及無害，定義見當地法例)情況，並監察分銷中心、區域辦事處及零售店的能源消耗狀況。我們專注於排放物及廢棄物的主要源頭，以識別趨勢及比較各年數據。

我們按規定向我們自有及經營的生產設施所在的國家、地區和地方政府報告我們對天然資源的使用情況。

了解我們的碳足跡

我們正在制定一項覆蓋全公司的碳減排策略，將於2020年推出。為此，我們須明確現時使用的能源數量及能源類型，以及尋求改善新設備效益或資本投資的機會。因此，我們發起計算新秀丽全球碳足跡的項目。

為計算我們營運產生的範圍1及範圍2 GHG排放，我們與專家顧問合作收集了2017年及2018年遍及46個國家1,444項設施的能源使用數據。我們亦收集了有關各廠房用水情況、包裝材料及產生的廢物量等資料。

我們已知有四種不同類型的設施主要通過使用電力產生範圍1及範圍2的GHG排放：我們的生產廠房、分銷中心、辦事處及零售店。我們所收集的資料可用於估算營運上的碳足跡，亦有助於我們制定覆蓋全公司的節能及碳減排策略。

為引導此過程，我們建立了由公司各個代表組成的碳減排諮詢委員會。除保證持份者的參與和知情權外，該小組亦作為制定及實施新策略的參謀，並為項目於不同階段的溝通機會提供建議。

Greenhouse Gas (GHG) Emissions

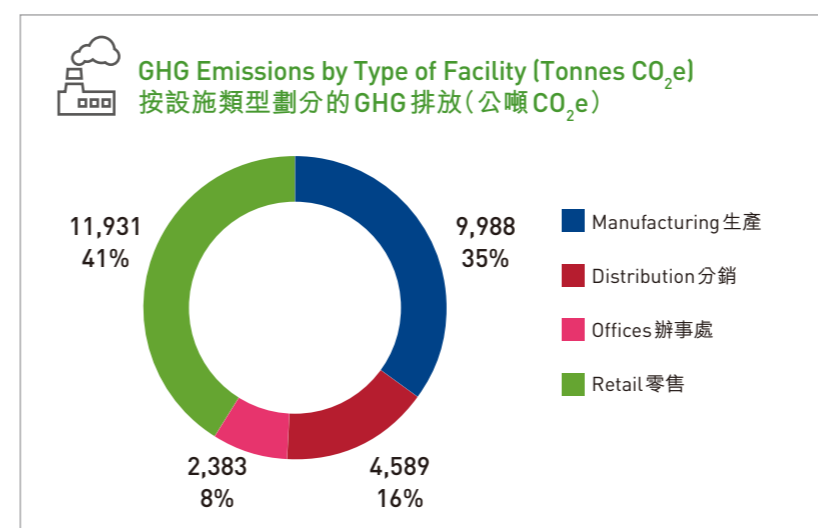
Our work to better understand our carbon footprint has provided us with much more accurate data about the sources of our emissions. As well as reporting here on our 2018 emissions, we have used this new information to recalculate our previously estimated emissions from 2017.

Our GHG (Scope 1 and Scope 2) Footprint

| | 2017 (Revised) ¹ (經修訂) ¹ | 2018 |
|--|--|--------|
| GHG Emissions (Tonnes Carbon Dioxide Equivalents (CO ₂ e)) GHG 排放 (公噸二氧化碳當量 (「CO ₂ e」)) | 29,668 | 28,891 |

Note 1: In 2017, we reported our carbon footprint as 45,552 tonnes CO₂e based on assumptions about the carbon impact of energy used in distribution centers, offices, manufacturing facilities and retail locations based on a limited data set. In 2018, we collected a more comprehensive set of data, including actual data from most distribution centers and offices, from all owned and operated manufacturing facilities, and a statistically valid sample of retail locations.

註釋 1：基於有限數據集中於分銷中心、辦事處、生產設施及零售點所用能源的碳影響假設，2017年的碳足跡呈報為45,552公噸CO₂e。於2018年，我們收集了更全面的數據集，包括來自大多數分銷中心及辦事處和所有自有及經營生產設施的實際數據，以及零售點的統計有效樣本。



溫室氣體(「GHG」)排放

為更了解我們的碳足跡，我們進行了相關工作，獲得了更準確的排放源資料。除本報告所載我們於2018年的排放情況外，我們已使用相關新信息重新計算先前於2017年的預計排放量。

我們的GHG(範圍1及範圍2)足跡



We are starting to see our many energy efficiency and conservation projects produce results as our absolute GHG emissions decreased by 3% from 2017 to 2018.

The majority of our GHG emissions stem from our manufacturing plants and retail stores. While the company has relatively few manufacturing facilities, processes employed at these facilities to make our products are comparatively energy- and emissions-intensive. Retail activity is relatively low-impact at any given store, but the large number of stores we operate worldwide means that the total across all retail stores is significant. The chart above shows the breakdown of Samsonite's emissions by facility type.

Our emissions of nitrogen oxides (NOx) and sulphur oxides (SOx) from 2017 to 2018 increased by 10.5%. This increase is primarily driven by an increase in combustible fuel consumption at manufacturing and distribution facilities due to an increase in production and operational activity.

Beyond our Scope 1 and 2 GHG footprint, we continue to work with the raw material and component suppliers for our owned manufacturing locations to understand upstream emissions by making inquiries as part of our vendor evaluation process.

In 2018, the Company had no known material instances of non-compliance with relevant laws and regulations regarding emissions.

由於2018年我們的GHG絕對排放量較2017年減少3%，故我們的眾多能源效益及節能項目初見成效。

我們的大部分GHG排放來源於我們的生產廠房及零售店。雖然本公司的生產設施較少，但採用該等設施來製造產品技術之過程相對耗能且排放量大。零售業務於任何現有門店的影響均較小，但我們在全球經營大量的門店意味著所有零售店的整體影響甚為重大。上表列示按設施類型劃分的新秀丽排放明細。

我們於2017年至2018年的氮氧化物(「NOx」)及硫氧化物(「SOx」)排放量增加10.5%，主要受生產及經營活動增加而導致生產及分銷設施的可燃燃料耗量增加所帶動。

除範圍1及範圍2 GHG足跡外，我們持續與我們自有生產地點的原材料及零件供應商合作，透過向他們查詢了解上游排放物的情況，並以此作為對供應商評估的一部分。

於2018年，本公司不曾獲悉任何嚴重違反相關排放法例及法規的情況。



♥️ 🗨️ Samsonite manufacturing plant in Szekszárd, Hungary

Energy

We have installed rooftop solar voltaic panels on two of our owned manufacturing sites, in Belgium and in India, to reduce our use of fossil fuels.

We aim to use energy as efficiently as possible, with each site identifying and implementing energy reductions. In 2018, we made a number of capital investments to improve the energy efficiency of our operations. This includes upgrading the cooling tower pump at our Nashik site in India, which cut energy use by 60,000 kWh per year, and replacing the windows and heating system in our Hungary factory to improve thermal efficiency.

We made some larger investments too. Our new state-of-the-art distribution facility in Canada has 100% LED lighting, lighting sensors and heat-conserving insulation as well as energy efficient equipment such as electric forklifts and conveyor belts. We also opened a new energy efficient manufacturing plant in Hungary with an energy efficient building envelope, process equipment, and controlled heating and lighting.

One of our main areas of focus across the business has been on switching to LED lighting. Around 40% of our retail stores now use these lower energy lightbulbs, as do over 60% of our offices. Our manufacturing sites in Hungary and India use 100% LED lighting. We are improving the efficiency of our lighting systems even further by introducing intelligent lighting systems with sensors that switch lights off when there is no one around, or when natural daylight is providing sufficient brightness.

In addition to these investments, we are also seeing the benefits of installing metering to allow our management teams to track usage, and setting certain machines to automatically shut-down when not in use.

能源

我們已於比利時及印度的兩個自有生產地點安裝屋頂太陽能電池板，以減少使用化石燃料。

我們旨在盡可能地高效使用能源，於各站點識別及實施減少使用能源。於2018年，我們進行了若干資本投資以提升我們運營的能源效益，包括更新印度納西克站點的冷卻塔泵，從而每年減少使用6萬千瓦時能源，以及更換匈牙利廠房的窗戶及供熱系統以提高熱量效能。

我們亦進行了若干較大筆的投資。我們於加拿大最先進的配電設施包含100% LED照明、照明感應器及保溫隔熱設備以及電動叉車及傳送帶等節能設備。我們亦於匈牙利開設了一家新節能生產廠房，配有節能建築圍護結構、加工設備以及加熱及照明控制。

我們業務的主要關注領域之一是改用LED照明。我們約40%的零售店及超過60%的辦事處目前正使用該等較低耗能燈泡。我們的匈牙利及印度生產廠房使用100% LED照明。我們正推出可於四周無人時或自然光提供充足亮度時關燈的智能感應照明系統，從而進一步提升我們的照明系統效益。

除該等投資外，我們亦發現安裝計量器有助於我們的管理團隊追蹤使用情況，以及設定若干機器於閒置時自動關閉均大有裨益。

Waste

We monitor the generation of hazardous and non-hazardous waste at our plants and are required by local laws to report regularly on our waste generation and disposal. We have taken steps to identify and remove surplus waste from our processes and remain intent on reducing our waste further. We anticipate that our waste will continue to drop over time.

The production processes in our plants create minimal hazardous waste, and we employ third-party waste management companies to collect and dispose of this waste in an appropriate manner.

In 2018, we produced 30 tonnes of hazardous waste, an increase of 10 tonnes from 2017. This additional 10 tonnes was a result of both an increase in finished goods production across all manufacturing facilities and the fact that it now accounts for hazardous waste generated from our manufacturing facility in Mexico, which was not included in the 2017 data calculations.

Our most significant source of non-hazardous waste is plastic from the production process. We aim to utilize these regrinds in our hard-sided cases and, in doing so, recycle thousands of tonnes of this post-industrial waste. Another source of waste in our manufacturing plants is packaging. We are working with our suppliers to find opportunities to reuse the packaging in which parts are supplied to us, or to switch to lighter weight alternatives. In 2018, our manufacturing facilities generated 2,045 tonnes of non-hazardous waste.

Water

The processes we use to produce our products do not require a significant amount of water, so industrial wastewater discharge is not material to our operations. None of our plants experience challenges in sourcing water that is fit for purpose. We use a closed-loop water system for cooling purposes at two of our owned and operated manufacturing facilities and, at our plant in India, all wastewater is treated and cleaned on-site meaning there is no discharge of untreated sewage. Elsewhere, our only wastewater discharge is from staff restrooms.

Although water use is not material, we do measure our water consumption in absolute amounts at each manufacturing plant. In 2018, this increased by 17% when compared to our consumption in 2017. This increase in water consumption is primarily driven by a 26% increase in finished goods across our manufacturing facilities and an increase in personnel employed to support the increased production. We will continue to examine our water consumption practices and identify areas to improve water efficiency across our manufacturing facilities.

廢棄物

我們監察廠房產生的有害及無害廢棄物，且須根據當地法律定期就廢棄物的產生及處置作出報告。我們已採取行動識別及清除生產過程中產生的多餘廢棄物並繼續計劃進一步減少我們的廢棄物。我們預期廢棄物將隨着時間推移會不斷減少。

我們廠房的生產過程產生最微量的有害廢棄物，且我們聘用第三方廢棄物管理公司妥善收集及處理有關廢棄物。

於2018年，我們產生了30公噸有害廢棄物，較2017年增加10公噸，是由於所有生產設施的製成品產量增加，以及目前計入墨西哥生產設施產生的有害廢棄物並未計入2017年數據的計算。

我們的無害廢棄物的最大來源為生產過程中產生的塑膠。我們旨在將該等塑膠次料應用於我們的硬質箱，並以此方式回收數千公噸該等工業用後廢棄物。我們生產廠房的另一廢棄物來源為包裝。我們正與供應商合作尋找機會以重複利用供應商向我們提供的零部件的包裝材料，或改用更輕巧的替代材料。於2018年，我們的生產設施產生2,045公噸無害廢棄物。

用水

我們生產產品的過程無須大量用水，故工業廢水排放對我們的營運並不重大。我們的廠房均未曾於採購合適用水方面遇到任何困難。我們於印度廠房兩個自有及經營的生產設施中使用封閉水系統作冷卻用途，所有廢水均於現場處理及清潔，因此並無排放未經處理的污水。此外，我們唯一的廢水排放來源為員工衛生間。

儘管用水量不重大，但我們仍於各生產廠房以絕對數量計量用水量。於2018年，我們的用水量較2017年增加17%，主要是由於所有生產設施的製成品增加26%及為支持產量提升的使僱傭人員增加。我們將繼續審查我們的用水習慣從而找出我們的生產設施中可提高用水效益的地方。

LOOKING AFTER OUR PEOPLE

關顧員工



Marcie Whitlock

Senior Vice President Of Global Human Resources
全球人力資源部高級副總裁



“When I talk to our teams around the world, the common theme I hear everywhere is how proud they are to work for Samsonite and how excited they are to support our brands and products. I really enjoy hearing about this respect for what we do. It’s why we have such a thriving culture and the byproduct of that is our track record of success.

“At Samsonite, we know that people make the difference; it’s a mantra we’ve had since the company was founded and it’s at the core of who we are. We invest in our colleagues, helping them to grow through training programs, succession planning and by promoting from within. The long tenure of so many of our people is testament to the fact that we take care of our people: they are one of our greatest assets and we treat them as such. This truly sets Samsonite apart.

“Across the globe, we employ approximately 14,400 people in our corporate and sales offices, distribution centers, manufacturing sites and retail outlets. Our employment and labor practices apply to all these people, whatever their role.

“Although Samsonite operates regionally, our regions are more alike than different. Our purview here is global and we’re making efforts wherever we can to be more efficient, more helpful, and more hands on. We are there for everyone.

“Wherever we operate, we work hard to attract and retain star talent and maintain a team of excellent people who are motivated to reach their full potential – something they were not aware of when they stepped through our doors.

“We are a people focused company and our strategy is to provide meaningful development opportunities and to reward and recognize good performance, all while creating a thriving and supportive environment.”

「當我與我們於世界各地的團隊交談時，到處聽到的共同話題是員工為身為新秀麗的一員而感到非常自豪，也為能夠支持我們的品牌和產品而感到雀躍。我很高興聽到他們尊重我們所做的工作。這就是我們擁有繁榮文化和在該文化之下成功的原因所在。」

「我們深知員工對新秀麗的重要性，這一直是公司成立以來的準則，也是我們的核心所在。我們投資同仁，通過培訓項目、繼任計劃及內部晉升，幫助他們成長。眾多員工在本公司長期任職，證明了我們對員工的關懷：我們視員工為最珍貴的財富之一並厚待他們。這確實使新秀麗與眾不同。」

「我們於全球僱用約14,400名僱員，分佈於我們的企業、銷售辦事處、分銷中心、工廠及零售專賣店。不論他們的職務，我們的僱傭及勞工常規適用於所有員工。」

「儘管新秀麗以地區性營運，但各地區之間同大於異。我們在此方面的視野是全球性的，我們亦在一切可能的領域內努力，以達致更高效、更有益和更親力親為。我們支持每一個人。」

「不管在何處經營，我們都致力於吸引及挽留優秀人才，維持傑出員工團隊，並激勵彼等充分發揮更大的潛力。」

「我們以員工為本，我們的策略是提供有意義的發展機會，並獎勵及認可表現良好的員工，同時創造繁榮和助人的環境。」



❤️ 💬 #lipault

Our Approach To Human Resources

We have regional human resources teams which enable us to capitalize on rapid business growth in emerging economies, tap into local skills, and improve local talent strategies across our operating units in North America, Asia, Europe, and Latin America.

Our HR policies and procedures are designed and implemented in keeping with applicable laws and requirements. Each regional (or in some cases, local) management team maintains its HR policies covering areas such as compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.

During 2019, we will roll out a new web-based platform to automate some of our HR functions and standardize our approach across the regions. All of our people will have access to information about their pay, benefits and holiday as well as more detail about the processes and programs we use to recruit, train and develop our people. This new platform will improve the quality and speed of our HR services, as well as making it easier for us to share best practice between our different sites.

人力資源方針

我們擁有地區性的人力資源團隊，能夠利用新興經濟體的快速業務增長、善用當地技能並改善我們於北美洲、亞洲、歐洲及拉丁美洲地區營運部門的當地人才策略。

我們的人力資源政策及程序遵照適用法例及法規而制定及實施。各地區或(於若干情況下)當地管理團隊執行的人力資源政策涵蓋補償及解僱、聘任及晉升、工時、休息時間、平等機會、多元化、反歧視及其他福利及福祉。

於2019年，我們將推出新網絡平台，使部分人力資源功能實現自動化及規範各地區的人力資源方針。我們所有員工都將可查看有關其薪酬、福利及假期的資料，以及關於我們招聘、培訓及提升員工時所採用流程及規劃的更多詳情。該新平台將提升我們人力資源服務的質素及速度，並使我們更加容易在不同工作地點之間分享最佳實踐。



❤️ 💬 #samsonite

Employment & Labor Practices

Our employment and labor practices govern a workforce of approximately 14,400 corporate, sales office, distribution center, manufacturing, and retail staff – including store management and full- and part-time sales associates. Our corporate policy is to attract and retain the best talent across all regions, provide meaningful development opportunities, reward and recognize performance, and ensure a safe working environment, while promoting and supporting employee health and well-being. Employment and labor practices cover employment, development and training, labor standards, and occupational safety and health.

In 2018, there were no known material instances of non-compliance with relevant employment and labor practice laws and regulations regarding compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare in any of the countries where we employ people.

Keeping Our People Safe

The wellbeing of our people is of paramount importance to us and we are committed to protecting their safety, health, and welfare at work. We follow established procedures to ensure compliance with applicable occupational health and safety laws and regulations.

The majority of our workforce is based in our retail stores where health and safety risks are relatively minimal. In addition to complying with local laws, we train our people in safe ways to lift heavy items, techniques for dealing with shoplifters safely, and ways to minimize slips, trips and falls.

Our manufacturing and distribution sites naturally have a greater number of hazards such as machinery and moving vehicles, which is why we focus our efforts here. We have proactively created policies and procedures that minimize hazards and promote a safe and healthy working environment.

We believe that safety awareness is one of the best ways to prevent accidents and every employee receives basic safety training before they begin work at one of our sites. This includes alerting people to any potential hazards and providing guidance in what to do in an emergency.

Our manufacturing sites contain numerous items of machinery such as power tools, forklifts and vacuum compressors. These can only be used by properly trained and authorized individuals who are expected to follow clear procedures for their use.

If a task requires it, we provide suitable personal protective equipment such as earplugs, safety glasses or steel toed shoes. Our employees are trained on what protective equipment is required for each task.

No matter how conscientious we are about safety, accidents occasionally happen. We have clear processes in place that guide our people in how to manage workplace accidents in a standardized way. The first priority is to tend to the injured person offering first aid or medical attention if needed. The accident must then be formally reported so that we can investigate how it occurred and use that knowledge to control any hazards to reduce the risk of it happening again.

We are proud that we had no known material instances of non-compliance with applicable occupational health and safety laws and regulations during 2018. There were also no significant regulatory actions or other litigation related to occupational health and safety that have had a significant impact on our operations.

僱傭及勞工常規

我們的僱傭及勞工常規規管約 14,400 名企業、銷售辦事處、分銷中心、生產及零售員工(當中包括店舖管理及全職與兼職銷售人員)。我們的企業政策旨在吸引及挽留各地區的最優秀人才、提供實質發展機會、獎勵及表彰僱員表現及確保工作環境的安全，同時提升及保障員工的健康與福利。僱傭及勞工常規涵蓋僱傭、發展及培訓、勞工標準及職業安全與健康。

於 2018 年，本公司不曾獲悉在其僱用員工的國家有任何嚴重違反補償及解僱、聘任及晉升、工時、休息時間、平等機會、多元化、反歧視及其他福利及福祉相關的僱傭及勞工常規法例及法規的事宜。

保障員工安全

員工的福祉對我們而言至關重要，我們致力於保護彼等於職場的安全、健康及福祉。我們遵循既定程序，以確保遵守適用的職業健康與安全法例及法規。

我們大部分勞動力分佈於健康安全風險較低的零售店。除遵守當地法律外，我們亦培訓員工如何安全拾起重物、安全應對商店扒手技巧及減少滑倒、絆倒及摔倒的方法。

我們的生產及分銷場地通常會有較多危險，例如機械和移動的車輛，因此我們專注於該等場地的安全。我們積極制定政策及程序，以降低危險及營造安全健康的工作環境。

我們認為具備安全意識是防止事故的最佳方式之一，每名僱員於工作場所開始工作前都會接受基本安全培訓。相關培訓包括讓員工警惕任何潛在危險及提供應對緊急情況的指引。

我們的工廠有許多機械，例如電動工具、叉車及真空壓縮機。該等機械僅供受適當培訓及獲授權人士使用，使用時須遵守明確操作步驟。

倘任務需要，我們會提供適當個人防護設備，例如耳塞、護目鏡或鋼趾鞋。我們就各項任務所需要的防護設備配置下對僱員進行培訓。

無論我們如何謹慎對待安全問題，事故仍偶爾發生。我們已制定指引員工如何以標準方式處理工作場所事故的清晰程序。首要任務是向受傷人員提供急救或醫療護理(倘需要)，然後須正式報告事故，我們方能調查事故發生的原因，憑藉調查結果控制危險，減低事故再次發生的風險。

我們很欣慰於 2018 年不曾獲悉任何嚴重違反適用職業健康與安全法例及法規的事宜，亦無有關職業健康與安全的重大監管行動或其他訴訟對我們的經營產生重大影響。



Inclusion And Diversity

At Samsonite, we are committed to a policy that promotes both equal employment and advancement opportunities. We welcome people from all walks of life and strive to be a place where the most qualified people want to work, where employees are hired and advanced based on merit, and where there are widely available opportunities to develop within the business.

Development And Training

We want our employees to thrive with us and view personal development as central to achieving that. Whether it is on-the-job training, formal professional development or the support of a good manager, we want to invest in our people and help them to grow their skills and knowledge, enabling them to be more proficient at the tasks that their role requires. Not only does this boost productivity, it also increases job satisfaction helping us to retain talent by encouraging people to build a rewarding career with us.

We focus on developing and rewarding teams, as well as fostering a culture of recognition to support high performance and the retention of talent. We run training and development programs across all our operations, tailored to meet local needs, and encourage professional development throughout every employee's career.

包容性與多元化

新秀丽奉行提倡平等就業及晉升機會的政策，歡迎各界人士，並致力成為最合符資格人士的理想僱主，僱員會基於其優點獲聘任及晉升，且公司內部可提供大量發展機會。

發展及培訓

我們希望僱員與我們共同成長，並認為個人發展是實現該目標的核心因素。無論是在職培訓、正規專業發展或對優秀管理者的支持，我們都希望投放到員工並幫助其增長技能及知識，讓其更加精通其崗位所要求的工作。這不僅能提高生產力，還能提升工作滿意度，有助我們激勵員工與我們一同建立有價值的職業生涯，從而挽留人才。

我們著重發展及獎勵我們的團隊，以及培養表彰文化以鼓勵僱員爭取更佳表現及挽留人才。我們所有經營的單位均可按當地需求定製，開展培訓及發展項目，並於各僱員的職業生涯中鼓勵其發展專業。

LOOKING AFTER THE WIDER COMMUNITY

關顧廣大社區



Lynne Berard
President of North America
北美洲區總裁



“At Samsonite, we are committed to making a difference on social issues and to giving back to our local communities. Whether it is by supporting charities, or donating our time or products, we know our philanthropic efforts can make a meaningful difference.

“And it makes a difference to us too. Philanthropy within the workplace increases the engagement and morale of our people, making them feel positive about working for Samsonite and pleased to be part of something bigger than themselves. We empower our people to be agents of change by providing opportunities for them to get involved with their community.

“I am proud of our company’s philanthropy efforts and pleased to have been able to get involved directly. We have two key programs in North America: At Speck, we support The Crisis Text Line sticker project, raising awareness of this 24-7 crisis hot line; and at High Sierra we support the CITYPAK project where we design and distribute backpacks to the homeless. I had the opportunity to join a team who were handing out the backpacks for the CITYPAK project and was moved to witness the gratitude of those individuals receiving the backpacks. It goes beyond words.”

「新秀麗致力於解決社會問題，回饋當地社區。不論透過支持慈善機構、貢獻時間或捐贈產品，我們的慈善事業都是有意義的。

「慈善事業亦改變了我們。在工作場所做慈善工作提高了員工的參與度及士氣，使彼等積極參與工作並樂於成為這偉大項目的一分子。我們通過為員工提供參與社區的機會，使彼等成為變革的推動者。

「我為公司的慈善事業感到自豪並很高興能直接參與其中。我們於北美洲有兩個重點項目：Speck方面，我們支持Crisis Text Line的貼紙項目，提高對24-7危機熱線的認知；High Sierra方面，我們支持CITYPAK項目，為無家可歸的人設計及分發背包。我有幸加入該團隊，為CITYPAK項目分發背包，並見證收到背包人士的感激，難以言表。」



♥️ #highsierra_usa supports #citypakproject



♥️ #samsonite supports #AustMarConsSoc

Our Philanthropy Strategy

For over a century, Samsonite has been protecting people’s possessions as they travel the world. Today, we want to protect and preserve the beautiful planet we all share, and take care of the most vulnerable among us.

In line with our decentralized structure, decisions about the most effective ways to contribute to our communities are made and implemented locally. However, wherever in the world we operate, we share a desire to do three things. These are the ambitions of our global Philanthropy Strategy:

- 🌱 To protect Earth’s beautiful places through reforestation and conservation projects;
- 🌱 To promote wellbeing by giving to organizations that prevent and treat physical and mental health issues;
- 🌱 To support programs that empower vulnerable communities around the world.

This section covers this strategy in more detail.

我們的慈善事務策略

一個多世紀以來，新秀麗一直保護著寰球旅行者的財物。而今天，我們希望保護及維持共同擁有的美麗地球以及照顧我們當中最弱勢的群體。

與權力下放架構一致，最有效社區貢獻方式的決策由當地制定及實施。然而，無論我們在世界何處經營業務，都有三個共同願望。以下是我們全球慈善事務策略的目標：

- 🌱 通過再造林及保護項目保護地球美麗家園；
- 🌱 向預防及治療身心健康問題的組織提供捐贈以提升福祉；
- 🌱 支持賦能世界各地弱勢社區的項目。

本節涵蓋更多策略詳情。



♥️ #highsierra_usa supports #citypakproject



Tree planting

Protecting Earth's Beautiful Places

Mankind's ability to thrive depends upon the fresh air, clean water and natural resources that are generated by nature. Our business success also depends upon them. In addition to treating the environment with respect through how we source our raw materials, we want to play our part in protecting and replenishing the beautiful planet we all share.

At Samsonite, we are passionate about reversing the negative impacts of deforestation. Reforestation projects have great potential to protect endangered species, prevent the degradation of ecosystems, and increase the ability of forests and planted areas to sequester carbon from the atmosphere. These projects also enhance quality of life for people living in or near these landscapes, as well as providing valuable habitats for wildlife.

We have therefore undertaken a number of reforestation and conservation projects around the world including planting trees in the Kubuqi desert in China, evergreens in Japan and mangroves in Thailand.

保護地球美麗家園

人類生存的能力依賴自然產生的新鮮空氣、乾淨的水及天然資源。我們業務的成功亦取決於上述因素。除從獲取原料方面尊重環境外，我們亦希望在保護及補給共同擁有的美麗地球方面貢獻一份力量。

在新秀麗，我們積極扭轉采伐森林的負面影響。再造林項目在保護瀕危物種、防止生態系統退化以及提高森林及種植區從大氣吸收碳的能力方面有巨大潛力。該項目亦提高在該等環境中或附近人們的生活質素，並為野生動物提供寶貴的棲息地。

因此，我們在全球各地開展一系列再造林及保護項目，包括在中國庫布齊沙漠植樹、在日本種植常青樹及在泰國種植紅樹林。



TUMI supports St. Jude Children's Research Hospital®

In Europe, we made reforestation part of our consumer communications by pledging to plant a tree for every "made in Europe" suitcase purchased through our website. We partnered with the successful WeForest project which engages smallholder farmers in Zambia to reverse deforestation. From August to December 2018, we funded the planting of enough trees to cover 9 hectares, contributing to the restoration of Zambia's forest landscape and potentially sequestering around 1,300 tonnes of carbon as the trees grow.

During 2018, we estimate that the projects we support planted more than 228,000 trees.

In addition to reforestation projects, we also protect Earth's beautiful places by supporting conservation organizations. For example, in Australia, we have formed a partnership with the Australian Marine Conservation Society (AMCS) to help protect the health and vitality of Australia's coasts and oceans. We support them with a business donation as well as promoting and supporting their work via our Eco Glide range in Australia.

在歐洲，我們將再造林作為與消費者溝通的一部分，承諾每從我們的網站購買一個「歐洲製造」的旅行箱，我們便種植一棵樹。WeForest 項目順利開展，我們與該項目合作，使贊比亞的小農戶參與扭轉森林采伐局面。自2018年8月至12月，我們所資助種植的樹足以覆蓋9公頃土地，不僅幫助恢復贊比亞的森林面貌，樹木在生長過程中亦可能吸收約1,300公噸碳。

2018年間，估計我們支持的項目種植超過228,000棵樹。

除再造林項目外，我們亦通過支持保護組織來保護地球美麗家園。例如，在澳洲，我們與澳大利亞海洋生態保護協會（「AMCS」）建立合作關係，幫助保護澳洲及海洋的健康及生命力。我們通過企業捐贈支持他們，亦通過澳洲的Eco Glide系列促進和支持他們的工作。

Promoting Wellbeing

We choose to support a range of organizations that work to prevent and treat physical and mental health issues. In some cases, this takes the form of fundraising in our retail stores; in others, it may involve a deeper relationship with a particular organization.

Tumi is a proud partner of St. Jude Children's Research Hospital® which is committed to making a difference in the lives of children with cancer and other life-threatening diseases. Since 2010, we have raised over US\$4 million for the hospital through a range of campaigns, events and sponsorships. Each fall the Tumi Takes You Home event is hosted on the St. Jude campus where we give patient families custom luggage pieces. During the holiday season, we raise money in our retail stores and online through our St. Jude Thanks and Giving® campaign as well as donating 100% of the purchase price from a range of custom luggage tags and cosmetic pouches.

Another of our partnerships is with Crisis Text Line, a free, round-the-clock service provided in the U.S. to connect people in crisis with trained counselors via text. One of our brands, Speck, produces smartphone cases and covers and we are well aware that our phones can be a life line in times of personal crisis. Since 2017, Speck has been helping to build awareness of Crisis Text Line and their mission to help those who need it. With mental health disorders on the rise, particularly amongst young people, our shared ambition is to get a sticker into every bathroom in America with details of the number to text. By the end of 2018, more than 120,000 stickers had been sent to individuals, schools, youth organisations, doctors, social workers, law enforcement and others. In 2019, Crisis Text Line is being introduced in Canada and the UK and Speck will continue to support them to promote wellbeing in more markets.

提升福祉

我們選擇支持一系列致力於預防和治療身心健康問題的組織。在若干情況下，我們須在零售店進行籌款；其他情況下，可能須與特定組織深化關係。

Tumi以成為St. Jude兒童研究醫院®的合作夥伴而自豪，該醫院致力於改善患有癌症及其他致命性疾患病童的生活。自2010年以來，我們通過一系列活動、項目及贊助為醫院籌集超過4百萬美元。每年秋天，Tumi帶您歸家活動都會在St. Jude院內舉辦，我們會為患者家屬提供定制行李箱產品。節日期間，我們通過St. Jude感謝與捐獻®活動在我們的零售店及網上籌集資金，並全數捐出定制行李牌及化妝包所售賣的款項。

另一家合作夥伴Crisis Text Line，是美國提供的免費全天候服務，通過短信聯繫處於危機中的人與訓練有素的顧問。我們其中一個品牌Speck生產智能手機外殼及保護套，我們尤為清楚，發生個人危機時，我們的手機可作救命之用。自2017年以來，Speck一直幫助提高Crisis Text Line及其使命的知名度，幫助有需要人士。心理健康疾病(尤其是年輕人的心理健康問題)不斷增加，我們的共同目標是在美國的每個浴室都貼上貼紙，附上發送短信的號碼詳情。截至2018年底，已向個人、學校、青年組織、醫生、社工、執法人員及其他人員發送逾12萬張貼紙。2019年，加拿大及英國引入Crisis Text Line，Speck將繼續支持彼等於更多市場提升福祉。



Empowering Vulnerable Communities

As a luggage business, one of the most influential ways we can support our communities is by donating bags and luggage to those in need. For instance, we donate rucksacks to orphaned children in Indonesia and teachers in rural parts of South Africa. Our High Sierra brand has partnered with the CITYPAK project, a charitable initiative that provides a safe, convenient and versatile backpack uniquely designed to meet the needs of the homeless in the U.S. Since 2012, we have worked with them to give 58,000 of these backpacks to people in 131 cities in North America. The program is set to launch in Australia in May.

Another way we empower vulnerable communities is through disaster relief. Extreme weather events can devastate communities, destroying homes, decimating livelihoods and leaving people impoverished. Through our Tumi stores in North America, we raise money for the disaster relief organization All Hands and Hearts. Last year we donated over US\$548,000 to help rebuild resilient communities after shattering events such as Hurricanes Harvey and Maria in 2017, the devastating earthquake in Central Mexico in 2018, and the continuing need from the 2015 Gorkha Earthquake in Nepal.

In August 2018, the southern Indian state of Kerala suffered usually high rainfall causing the worst flooding for nearly a century. As a result, visitor numbers dropped significantly threatening the livelihoods of many of the people who rely on business generated by tourists. We are in an excellent position to inspire our customers to travel so, once the waters had receded, we launched a viral campaign – 'Kerala is Open' – to entice tourists back to the region to enjoy the abundance of color, culture, and food still on offer there. The successful campaign reached all the corners of the world boosting much needed tourism to the area.

賦能弱勢社區

作為行李箱包公司，我們支持社區的另一有力途徑是向有需要的人士捐贈箱包。例如，我們向印度尼西亞的孤兒和南非農村地區的教師捐贈背包。我們的High Sierra品牌與CITYPAK項目合作，該慈善活動為美國無家可歸的人士提供專為符合彼等需求而設計的安全、方便及通用背包。2012年起，我們與CITYPAK項目合作，在北美洲131個城市向民眾分發58,000個背包。該項目預期於五月在澳洲展開。

我們賦能弱勢社區的另一途徑為救災。極端天氣會摧毀社區、毀壞家園、剝奪生計並使人們變得貧困。我們通過位於北美洲的Tumi商店為救災組織All Hands and Hearts籌集資金。繼2017年颶風哈維及瑪利亞、2018年墨西哥中部毀滅性地震等重創事件，以及2015年尼泊爾廓喀地震所產生的持續需求後，我們去年捐款超過548,000美元以幫助重建具有復原能力的社區。

2018年8月，印度南部喀拉拉邦遭遇持續強降雨，引發了近一個世紀以來最嚴重的洪災。因此，遊客數量大幅下降，威脅到許多依賴旅遊業務的民眾生計。我們極力發揮作用，鼓勵客戶旅遊。洪水退去，我們隨即發起傳播式宣傳活動「Kerala is Open」，鼓勵遊客回到喀拉拉邦，享受當地依舊豐富的色彩、文化及食物。該活動於世界各地成功開展，正好推動喀拉拉邦的旅遊業發展。

APPENDIX

附錄

About This Report

This report covers the activities and results for the Company's fiscal year ended December 31, 2018. This report will be prepared and published on an annual basis.

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

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

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

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

Environmental Data Measurement, Methodology And Boundaries

The Company applies an operational control approach to defining organizational boundaries. The Company has focused on the material sources of emissions including the owned and operated manufacturing facilities in Oudenaarde (Belgium), Szekszárd (Hungary), Nashik (India) and Cuautitlán Izcalli (Mexico); and a global network of distribution centers; offices; and retail stores (the "Reporting footprint"). The Company uses the principles and guidance of the World Resources Institute (WRI)'s GHG Protocol to calculate and report direct and indirect GHG emissions.

Carbon dioxide (CO₂) emissions and CO₂e are determined on the basis of measured or estimated energy and fuel usage, multiplied by relevant carbon emission factors, and for CO₂e emissions by taking into account relevant global warming potentials. The Company uses the most current eGrid conversion factors, where available. Alternatively, factors from the International Energy Agency (IEA)'s publication: CO₂ Emissions from Fuel Combustion (2018 Edition) are applied.

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

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

關於本報告

本報告涵蓋本公司於截至2018年12月31日止財政年度的活動及成果。本報告將每年予以編製及刊發。

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

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

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

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

環境數據測量、方法及範圍

本公司採用營運控制方法來定義組織範圍。本公司專注於排放物的主要源頭，包括設於比利時奧德納爾德市、匈牙利塞克薩德市、印度納西克市及墨西哥庫奧蒂特蘭伊斯卡伊市自有及經營的生產設施；全球排放中心網絡；辦事處及零售店（「報告地區」）。本公司採用世界資源研究所GHG協議的原則及指引，計算及報告直接及間接GHG排放。

釐定二氧化碳（「CO₂」）排放及CO₂e乃根據測量或估計的能源及燃料使用量乘以相關碳排放係數，而釐定CO₂e乃計及相關的全球暖化潛勢。本公司採用最新的排放與發電整合數據庫轉換因素（如有），或採用國際能源署（International Energy Agency，「IEA」）出版刊物：燃料燃燒產生的二氧化碳排放（2018年版本）中的因素。

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

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

Environmental KPIs

環境主要績效指標

| KPI 主要績效指標 | Scope of Reporting 報告範圍 | 2018年 |
|---|--|--|
| Aspect A1: Emissions 層面 A1：排放物 | | |
| A1.1 | | |
| Air emissions from fuel consumption (NO _x and SO _x) | Total reporting footprint (all owned/directly controlled manufacturing, distribution, office, and retail facilities) | 5,685 kg 5,685 千克 |
| 燃料消耗的廢氣排放量（「NO _x 」及「SO _x 」） | 所有報告地區（所有自有/直接控制的生產、分銷、辦事處及零售設施） | 5,634 kg NO _x (3,396 kg from diesel; 1,895 kg from natural gas; 64 kg from propane; 280 kg from gasoline) 5,634 千克 NO _x (3,396 千克來自柴油，1,895 千克來自天然氣，64 千克來自丙烷，280 千克來自汽油) 51 kg SO _x (29 kg from diesel; 11 kg from natural gas; 0.5 kg from propane; 10 kg from gasoline) 51 千克 SO _x (29 千克來自柴油，11 千克來自天然氣，0.5 千克來自丙烷，10 千克來自汽油) |
| Methods and Assumptions: We used the relevant countries' average fuel economy for applicable vehicles to calculate air emissions from vehicle fuel consumption. We applied the average fuel economy to the volume of fuel consumed, and then applied relevant NO _x and SO _x emission factors to arrive at total air emissions from vehicle fuel. Relevant NO _x and SO _x emission factors were applied directly to heating and generator fuel consumed to arrive at total air emissions from heating and generator fuel. | | |
| 方法及假設：我們使用相關國家適用車輛的平均燃料經濟性計算車輛燃料消耗的廢氣排放量。我們應用平均燃料經濟性計算燃料消耗量，其後應用相關的NO _x 及SO _x 排放因子計算車輛燃料的廢氣排放總量。相關的NO _x 及SO _x 排放因子直接應用於加熱及發動機燃料消耗，以計算加熱及發動機燃料的廢氣排放總量。 | | |
| A1.2 | | |
| GHG emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility) | Total emissions and square footage of reporting footprint (all owned/directly controlled manufacturing, distribution, office, and retail facilities) | 28,891 tonnes (Intensity: 0.004 tonnes/sq ft) 28,891 公噸 (密度：0.004 公噸/平方英尺) |
| GHG 排放總量 (公噸) 及密度 (倘適用) (如以每產量單位、每項設施計算) | 報告地區 (所有自有/直接控制的生產、分銷、辦事處及零售設施) 的排放總量及建築面積 | Scope 1: 3,662 tonnes 範圍 1：3,662 公噸 Scope 2: 25,229 tonnes 範圍 2：25,229 公噸 |
| Methods and Assumptions: GHG emissions were calculated in a manner consistent with the WRI GHG Protocol. For vehicle fuel and generator fuel, we used the relevant countries' emission factors from the IEA's publication: <i>CO₂ Emissions from Fuel Combustion (2018 Edition)</i> . For natural gas and refrigerants, we used data provided by WRI. For U.S. and Canadian facilities, we used the U.S. Environmental Protection Agency's Portfolio Manager's emissions calculator. This calculator is based on the WRI GHG Protocol and allows us to calculate emissions associated with the mix of fuels specific to each facility's electricity supply. For all other countries, we used the relevant country-level emission factors from IEA's publication: <i>CO₂ Emissions from Fuel Combustion (2018 Edition)</i> . | | |
| 方法及假設：GHG 排放的計算方式與世界資源研究所的GHG協議一致。對於車輛燃料與發動機燃料，我們採用IEA發佈的燃料燃燒產生的二氧化碳排放（2018年版本）中的相關國家排放因素。對於天然氣與製冷劑，我們採用世界資源研究所提供的數據。對於美國及加拿大設施，我們採用美國國家環保局的投資組合管理人排放計算器。該計算器基於世界資源研究所的GHG協議運行，允許我們計算與各設施電力供應的特定燃料組合相關的排放量。對於其他所有國家，我們採用IEA發佈的燃料燃燒產生的二氧化碳排放（2018年版本）中的相關國家級排放因素。 | | |

| A1.3 | | |
|---|---|--|
| Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility) | Total hazardous waste and square footage of owned and operated manufacturing facilities in Oudenaarde (Belgium), Szekszárd (Hungary), Nashik (India), and Cuautitlán Izcalli (Mexico) | 30 tonnes 30公噸 Intensity: 0.02 kg/sq ft 密度：0.02 千克/平方英尺 |
| 所產生有害廢棄物總量(公噸)及密度(倘適用)(如以每產量單位、每項設施計算) | 於奧德納爾德市(比利時)、塞克薩德市(匈牙利)、納西克市(印度)及庫奧蒂特蘭伊斯卡伊市(墨西哥)自有及經營的生產設施產生的有害廢棄物總量及建築面積 | |
| A1.4 | | |
| Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility) | Total non-hazardous waste and square footage of owned and operated manufacturing facilities in Oudenaarde (Belgium), Szekszárd (Hungary), Nashik (India), and Cuautitlán Izcalli (Mexico) | 2,045 tonnes 2,045公噸 Intensity: 1.38 kg/sq ft 密度：1.38 千克/平方英尺 |
| 所產生無害廢棄物總量(公噸)及密度(倘適用)(如以每產量單位、每項設施計算) | 於奧德納爾德市(比利時)、塞克薩德市(匈牙利)、納西克市(印度)及庫奧蒂特蘭伊斯卡伊市(墨西哥)自有及經營的生產設施產生的無害廢棄物總量及建築面積 | |
| A1.5 | | |
| Description of measures to mitigate emissions and results achieved | Total reporting footprint (all owned/directly controlled manufacturing, distribution, office, and retail facilities) | Refer to page 12 for further information 有關進一步資料，請參閱第12頁 |
| 描述減低排放量的措施及所得成果 | 所有報告地區(所有自有/直接控制的生產、分銷、辦事處及零售設施) | |
| A1.6 | | |
| Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved | Owned and operated manufacturing facilities in Oudenaarde (Belgium), Szekszárd (Hungary), Nashik (India), and Cuautitlán Izcalli (Mexico) | Refer to page 13 for further information 有關進一步資料，請參閱第13頁 |
| 描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果 | 於奧德納爾德市(比利時)、塞克薩德市(匈牙利)、納西克市(印度)及庫奧蒂特蘭伊斯卡伊市(墨西哥)自有及經營的生產設施 | |

| Aspect A2: Use of Resources 層面 A2：資源使用 | | |
|--|---|--|
| A2.1 | | |
| Direct and / or indirect energy consumption by type (e.g. electricity, gas or oil) in total and intensity (e.g. per unit of production volume, per facility) | Total energy consumption and square footage of reporting footprint (all owned/directly controlled manufacturing, distribution, office, and retail facilities) | 63,277,819 kWh from electricity (Intensity: 8.73 kWh/sq ft) 63,277,819 千瓦時來自電力(密度：8.73 千瓦時/平方英尺) |
| 按類型劃分的直接及/或間接能源(如電、氣或油)總耗量及密度(如以每產量單位、每項設施計算) | 報告地區(全部自有/直接控制的生產、分銷、辦事處及零售設施)的能源總耗量及建築面積 | 4,140,872 kWh from natural gas (Intensity: 0.57 kWh/sq ft) 4,140,872 千瓦時來自天然氣(密度：0.57 千瓦時/平方英尺) |
| | | 11,384,987 kBtu from vehicle fuel (Intensity: 1.57 kBtu/sq ft) 11,384,987 千英熱來自汽車燃料(密度：1.57 千英熱/平方英尺) |
| | | 1,477,134 kBtu from generator fuel (Intensity: 0.2 kBtu/sq ft) 1,477,134 千英熱來自發電機燃料(密度：0.2 千英熱/平方英尺) |
| | | 111 kg from refrigerants (Intensity: 0.00002 kg/sq ft) 111 千克來自製冷劑(密度：0.00002 千克/平方英尺) |
| Methods and Assumptions: Energy consumption was calculated using data obtained from utility invoices. Energy data were available from all manufacturing facilities, most distribution centers, some offices, and a statistically valid sample of retail stores. Where needed, we estimated energy use by analyzing actual data for similar facilities, comparing these data to reference data, and then developing an estimation approach specific to each type of facility based on square footage. | | |
| 方法及假設：能源耗量按公共事業發票所得數據計算。所有生產設施、大部分分銷中心、若干辦事處及零售店統計有效樣本均可查詢能源數據。我們通過分析類似設施的實際數據、對比該等數據與參考數據，然後根據建築面積開發各類設施的具體估計方法來估計能源耗量(倘需要)。 | | |
| A2.2 | | |
| Water consumption in total and intensity (e.g. per unit of production volume, per facility) | Total water consumption and square footage of owned and operated manufacturing facilities in Oudenaarde (Belgium), Szekszárd (Hungary), Nashik (India), and Cuautitlán Izcalli (Mexico) | 38,210 m ³ 38,210 立方米 Intensity: 0.03 m ³ /sq ft 密度：0.03 立方米/平方英尺 |
| 總耗水量及密度(如以每產量單位、每項設施計算) | 於奧德納爾德市(比利時)、塞克薩德市(匈牙利)、納西克市(印度)及庫奧蒂特蘭伊斯卡伊市(墨西哥)自有及經營的生產設施的總耗水量及建築面積 | |

| A2.3 | | |
|--|---|--|
| Description of energy use efficiency initiatives and results achieved 描述能源使用效益計劃及所得成果 | Total reporting footprint (all owned/directly controlled manufacturing, distribution, office, and retail facilities) 所有報告地區(全部自有/直接控制的生產、分銷、辦事處及零售設施) | Refer to page 13 for further information 有關進一步資料，請參閱第13頁 |
| A2.4 | | |
| Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved 描述求取適用水源可有任何問題，以及提升用水效益計劃及所得成果 | Owned and operated manufacturing facilities in Oudenaarde (Belgium), Szekszárd (Hungary), Nashik (India), and Cuautitlán Izcalli (Mexico) 於奧德納爾德市(比利時)、塞克薩德市(匈牙利)、納西克市(印度)及庫奧蒂特蘭伊斯卡伊市(墨西哥)自有及經營的生產設施 | Refer to page 13 for further information 有關進一步資料，請參閱第13頁 |
| A2.5 | | |
| Total packaging material used for finished products (in tonnes) 製成品所用包裝材料的總量(以公噸計算) | Owned and operated manufacturing facilities in Oudenaarde (Belgium), Szekszárd (Hungary), Nashik (India), and Cuautitlán Izcalli (Mexico) 於奧德納爾德市(比利時)、塞克薩德市(匈牙利)、納西克市(印度)及庫奧蒂特蘭伊斯卡伊市(墨西哥)自有及經營的生產設施 | 3,512 tonnes 3,512公噸 4 tonnes polystyrene 4公噸聚苯乙烯 310 tonnes plastic 310公噸塑料 3,189 tonnes cardboard 3,189公噸紙板 9 tonnes tape 9公噸膠帶 |
| Aspect A3: The Environment and Natural Resources 層面 A3：環境及天然資源 | | |
| A3.1 | | |
| Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動 | Total reporting footprint (all owned/directly controlled manufacturing, distribution, office, and retail facilities) 所有報告地區(全部自有/直接控制的生產、分銷、辦事處及零售設施) | Refer to page 12 for further information 有關進一步資料，請參閱第12頁 |

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