



2023
RESPONSIBILITY



CLEANER
ENERGY

CLIMATE
CONTROL

CLEANER
WATER

CLEANER
AIR

CLEANER ENERGY



- We use clean and renewable energy in manufacture.
- Energy consumption is reduced by promoting a sense of awareness of minimising energy consumption and prioritising the use of clean and renewable energy.
- At our factory, use of bicycles, electric cars and electrified public transportation are encouraged

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CLIMATE CONTROL



- Single site manufacturing minimises transportation between processes (frames are pressed, plated, assembled tested, moulded, welded and quality controlled within one location).

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CLEANER WATER

- We conserve water by reducing usage and promoting wastewater recycling.
- Our factory environmental team is responsible for monitoring water usage and implementing water conservation measures during operations.
- Wastewater is treated and reused in our cleaning process to reduce discharge; packaging washing water is reused in the grinding process to minimise the use of freshwater consumption.
- At our manufacturing and central administration sites water saving equipment is used and water conservation notices are posted to raise employees' awareness on the need for and ways of water saving.
- We have a target of reducing total water consumption by 1% each year. (Thanks to the efforts made by our employees, our total water consumption declined by 2.5% in 2019.)

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CLEANER AIR

- VOC Treatment System improves air quality emissions that result (mostly) from our paint processes. In 2022 further improvements to the system delivered even higher treatment efficiency - over 90%

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Energy Conservation Measures



Increase
Lighting
Efficiency

Sustainable
Procurement

Use of
Renewable
Energy

Adoption
of Power
Control on
Machines

Electricity
Usage
Monitoring

Increase Lighting Efficiency

- LED lighting fixtures to save energy.
- Three tube light basins since they reflect light and help reduce the use of lamps.

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Sustainable Procurement

- Give preference to all kinds of recyclable and eco-friendly products.
- Procure electrical appliances with high energy efficiency.

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Use of Renewable Energy

- Install solar panels wherever possible.
- Photovoltaic power reduces CO2 emissions of 2,445 tonnes and 885 tonnes of coal a year (2022 estimate).
- Expand consumption of renewable energy.

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Adoption of Power Control on Machines

- Switch off appliances when not in use.
- Opt for electronic switches since that helps reduce energy wastage.
- Automatic switches to reduce energy consumption.

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Electricity Usage Monitoring

- Examine and analyse energy consumption every month.
- 'Green Accord' - priority to green production technologies.

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- Injection moulding processes ensure plastic material waste is minimised.
- Waste materials from production are recycled either internally or externally and reused.
- Material Input Comparison
 - The manufacture of TX3/TX5 frame parts uses less than 5% input material compared to the manufacture of Acetate frame parts.

Acetate Frame	TX3/TX5 Frame
92.5g	4.1g

- Waste Output Comparison
 - The manufacture of TX5/TX5frame parts creates less than 1.5% of the waste created in Acetate frame manufacture.

Acetate Frame	TX3/TX5 Frame
84.9g	1.2g

BETTER VIA INNOVATION

- We adopt green product technologies.
- Innovative paper packaging protects the frames in transportation.
- This recyclable packaging is created from a single piece and is held without the use of additional fixing materials.
- Our packing boxes are made from 80% renewable material and are FSC certified; saving more than 14% packing space and are 10% lighter
- **Disposables**
STEPPER EYEWEAR selects disposable items necessary for the transportation and selling of frames that are recyclable or biodegradable.
 - **Display Lenses**
 - Display lenses are biodegradable (ISO15985).
 - **Packaging**
 - Protective case 100% recyclable in paper waste.
 - Side sleeves biodegradable.



WELLBEING

EDUCATION

EQUALITY

DECENCY &
HONESTY

WORLD
AWARE

WELLBEING



- We produce corrosion resistant and hypoallergic frames.
- We offer statutory welfare benefits and a safe and healthy workplace.
- We support sport and cultural activities via sponsorship.

WELLBEING

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EDUCATION



- We cultivate talent with the provision of training and development.

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EQUALITY



- We select outstanding candidates regardless of race, colour, social status, origin, nationality, religion, disability, gender, sexual orientation, union membership, political affiliation or age.
- Our employees enjoy equal promotion opportunities.
- We adhere to the principles of fairness, justice and openness and we only consider the performance, experience and personal ability of employees for promotion.
- At our manufacturing and central administration sites water saving equipment is used and water conservation notices are posted to raise employees' awareness on the need for and ways of water saving.

WELLBEING

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DECENCY & HONESTY



- We strictly prohibit employment of forced or child labour.
- We have established anti-corruption-related internal policies to ensure operational Compliance, and built a culture of integrity via our whistleblowing policy.

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WORLD AWARE



- We train our employees on resource conservation, emission controls, recycling, the importance of using durable materials and minimising waste.

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COOPERATION

A background image showing three people from the chest up. In the center is a woman with dark hair pulled back, wearing glasses and a white shirt, looking slightly to the right. To her left is a man with dark hair and glasses, wearing a white shirt, looking forward. To her right is a woman with blonde hair tied up, wearing glasses and a white shirt, looking forward. The image is dimmed and serves as a background for the text.

WORKING TOGETHER

- We facilitate cooperation among peers to drive development of the optical industry.
- We support sport and cultural activities amongst our employees and the local community with sponsorship.