

Environmental, Social and Governance Report

2017-2018

環境、社會及管治報告



VANTAGE INTERNATIONAL (HOLDINGS) LIMITED

盈信控股有限公司

Incorporated in Bermuda with limited liability 於百慕達註冊成立之有限公司

Stock code 股份代號: 15



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I. CHAIRMAN'S MESSAGE 主席的話

At Vantage International (Holdings) Limited (“**Vantage**” or the “**Company**”, together with its subsidiaries, the “**Group**”), we believe operating sustainably and quality growth is the key to our success and the economic basic for us to practice social responsibility. By promoting greater efficiency and sustainability across a number of areas in our business activities such as energy consumption, waste management and increase safety awareness, Vantage is growing its business and creating a positive impact in the market, for both our employees and customers, and on the environments. Vantage puts safety first in our operation, we invest in safety training, equipment and advertising campaign and link safety performance to staff appraisal system. We strive to adopt environmentally friendly practices to enhance the sustainability of Hong Kong's built environment and reduce the consumption of energy and resources in our work. This conviction is the foundation on which the strong engagement of our people and the long-term successful development of Vantage are built.

This ESG report provides an update on our Group's progress in support of these areas during the year ended 31 March 2018 and we invite you to review it. We will continue to improve operating performance, practice corporate social responsibility and work together with our customers, contractors, partners, and employees for better future and further growth.

在盈信控股有限公司（「**盈信**」或「**本公司**」，連同其附屬公司統稱「**本集團**」），我們相信以可持續方式營運及保持高質量的增長是我們成功的關鍵，也是我們履行社會責任之經濟基礎。透過提升我們多個業務活動範疇之效率及可持續發展，如減少能源消耗、推動廢物管理及加強安全意識等，盈信正不斷發展其業務及為市場創造正面效益，不論是為僱員及客戶還是對環境亦然。盈信在業務營運中奉行安全至上的原則，我們投資於安全培訓、裝備和廣告宣傳活動，並將員工的安全表現與員工評核制度掛鉤。我們致力採納環境友善措施，以促進香港建築環境之持續發展，同時減低我們施工所用能源及資源之消耗。此信念正是盈信員工大力參與成長及盈信長遠成功發展所依靠之根基。

本ESG報告提供有關本集團於截至二零一八年三月三十一日止年度在該等範疇之最新進展，我們邀請閣下審閱本報告。我們將持續改善營運表現，履行企業社會責任及與我們的客戶、承建商、業務夥伴和僱員共同開拓更好未來及實現進一步增長。



II. ABOUT VANTAGE 關於盈信

Vantage has been listed on the Main Board of The Stock Exchange of Hong Kong Limited (The “Stock Exchange” or “HKEX”) since 8 September 2000 (stock code: 15). The Group’s operations consist of three core businesses in Hong Kong, the contract works business, the property investment and development business, and the provision of finance business.

CONTRACT WORKS BUSINESS

The contract works business, mainly comprised of building construction and repair, maintenance, alteration and addition (“RMAA”) works, was the founding business of Vantage. The operation of this business has expanded substantially in the past two decades. The Group carries on the contract works business as a main contractor or sub-contractor through an indirectly non-wholly-owned subsidiary, Able Engineering Holdings Limited (“Able Holdings”, together with its subsidiaries, the “Able Group”). Due to great success of the contract works business, Able Holdings successfully listed on the Main Board of The Stock Exchange in February 2017 (stock code: 1627). During the year ended 31 March 2018, the Group owns 75% interest of the Able Group.

盈信自二零零零年九月八日起於香港聯合交易所有限公司(「聯交所」或「港交所」)主板上市(股份代號：15)。本集團之營運由三項香港核心業務組成，分別為合約工程業務、物業投資及發展業務，以及提供融資業務。

合約工程業務

合約工程業務為盈信之創始業務，其主要包括樓宇建築及維修、保養、改建及加建(「RMAA」)工程。該業務之營運規模於過去二十年大幅擴展。本集團透過旗下間接非全資附屬公司安保工程控股有限公司(「安保控股」，連同其附屬公司統稱「安保集團」)經營合約工程業務，擔任總承建商或分判商。由於合約工程業務相當成功，安保控股於二零一七年二月成功於聯交所主板上市(股份代號：1627)。於截至二零一八年三月三十一日止年度，本集團持有安保集團75%權益。





II. ABOUT VANTAGE 關於盈信

For the year ended 31 March 2018, external revenue of the contract works business amounted to approximately HK\$3,112 million (2017: approximately HK\$2,233 million), representing more than 89% of the Group's consolidated revenue for the year (2017: more than 95%). At 31 March 2018, the estimated gross and outstanding values of the Group's substantial contracts on hand amounted to approximately HK\$7,009 million and HK\$2,941 million, respectively (31 March 2017: approximately HK\$6,605 million and HK\$4,746 million).

PROPERTY INVESTMENT AND DEVELOPMENT BUSINESS

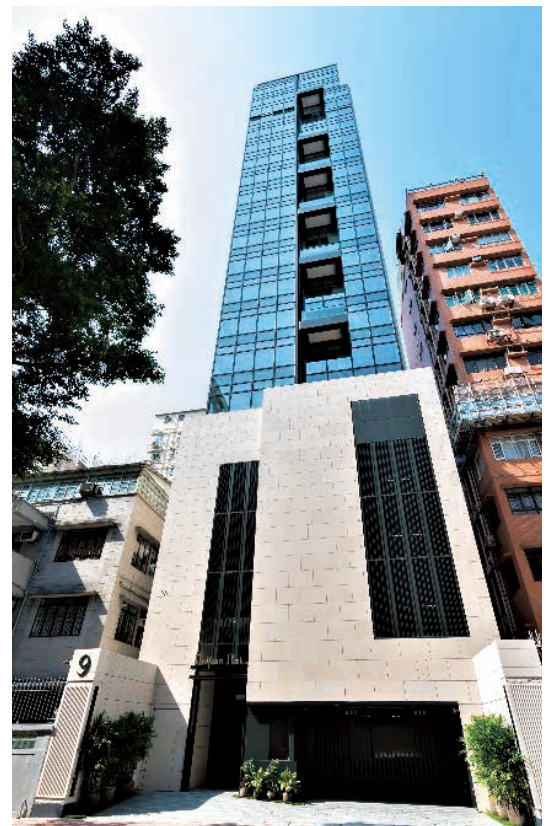


The property investment and development business are conducted through the remaining Group (the “**Remaining Group**”, the Group excluding the Able Group).

Below list out a summary of properties held by the Remaining Group as at 31 March 2018 in Hong Kong. Further details of these properties have been set out in Vantage's 2017/2018 Annual Report.

於截至二零一八年三月三十一日止年度，合約工程業務之外部收入約31.12億港元（二零一七年：約22.33億港元），佔本集團年內綜合收入逾89%（二零一七年：逾95%）。於二零一八年三月三十一日，估計本集團重大手頭合約之總值及未完成合約價值分別約為70.09億港元及29.41億港元（二零一七年三月三十一日：66.05億港元及47.46億港元）。

物業投資及發展業務



物業投資及發展業務乃透過餘下集團（「**餘下集團**」，即除卻安保集團以外之本集團）進行。

下表載列餘下集團於二零一八年三月三十一日於香港所持有之物業概要。該等物業之進一步詳情載於盈信2017/2018年年度報告。



II. ABOUT VANTAGE 關於盈信

Investment Properties and Owner-occupied Properties 投資物業及自用物業	Properties Held for Development 持有作發展之物業
<ul style="list-style-type: none"> G/F to 17/F, No. 123 Tung Choi Street, Mong Kok 旺角通菜街123號地下至17樓 Shop Nos. 5 and 6 and Storeroom 3, 1st Floor, Fou Wah Centre, No. 210 Castle Peak Road, Tsuen Wan 荃灣青山道210號富華中心1樓5及6號舖及3號貯物室 No. 155 Waterloo Road, Kowloon Tong 九龍塘窩打老道155號 No. 157 Waterloo Road, Kowloon Tong 九龍塘窩打老道157號 A 3-storey commercial centre and an adjoining 5-storey car park building at 55 Chuk Yuen Road, Wong Tai Sin (Tin Ma Court) 黃大仙竹園道55號天馬苑內之一幢3層高商場及相鄰之一幢5層高停車場大廈 A 3-storey commercial/car park building as well as associated areas at 9 Kam Ying Road, Ma On Shan, Sha Tin (Kam Ying Court) 沙田馬鞍山錦英路9號錦英苑內之一幢3層高商業／停車場大廈以及相關範圍 No. 3987 Tai Po Road Yuen Chau Tsai, Tai Po 大埔大埔公路元洲仔段3987號 	<ul style="list-style-type: none"> Front Portions on G/F to 6/F, and 7/F, and Roof of No. 1 Wood Road; Rear Portions on G/F to 4/F and 7/F and Roof of No. 1 Wood Road; Front Portions on G/F to 5/F and 7/F including the Roof of No. 1A, Wood Road; and Rear Portions on G/F to 6/F and 7/F including the Roof of No. 1A, Wood Road, Wanchai 灣仔活道1號前座地下至6樓及7樓及天台；活道1號後座地下至4樓及7樓及天台；活道1A號前座地下至5樓及7樓連天台；及活道1A號後座地下至6樓及7樓連天台 Wing Lung Wai 173A (the Remaining Portion of Lot No. 462, The Remaining Portion of Lot No. 464 and The Remaining Portion of Lot No. 465, all in Demarcation District No. 109), Kam Tin, Yuen Long 元朗錦田永隆圍173A號(丈量約份第109號，地段第462號餘段、地段第464號餘段及地段第465號餘段) The Remaining Portion of Lot No. 544 and The Remaining Portion of Lot No. 545, both in Demarcation District No. 109, Kam Tin, Yuen Long 元朗錦田丈量約份第109號，地段第544號餘段及地段第545號餘段
Properties Held for Sale 持有作出售之物業	Properties under Development 發展中物業
<ul style="list-style-type: none"> Nos. 92A, 92B, 92D and 92E and 10 car parking spaces at Pokfulam Peak, Nos. 92A-E Pokfulam Road (“Pokfulam Peak”) 薄扶林道92A至E號第92A、92B、92D及92E號洋房及10個停車位(「Pokfulam Peak」) No. 9 Belfran Road, Ho Man Tin (“Belfran Peak”) 何文田巴芬道9號(「Belfran Peak」) 	<ul style="list-style-type: none"> 28 Lugard Road, The Peak (the “Lugard Development”) 山頂盧吉道28號(「盧吉發展項目」)



II. ABOUT VANTAGE 關於盈信

For the year ended 31 March 2018, the Group recorded a gross rental income of approximately HK\$80 million (2017: approximately HK\$77 million), representing approximately 2.3% of the Group's consolidated revenue for the year (2017: approximately 3.3%). As at 31 March 2018, the Group's investment properties were valued at an aggregate value of HK\$2,039 million (31 March 2017: HK\$1,851 million).

Other than property investment activities, the Group also acts as a property developer and engages in property development activities. During the year ended 31 March 2018, the Group completed the sale of a house and two car parking spaces of Pokfulam Peak; the fitting-out works of Belfran Peak and the demolition works of the Lugard Development. Revenue recognized for sale of properties amounted to approximately HK\$252 million for this year (2017: nil), representing approximately 7.3% of the Group's consolidated revenue of the year (2017: nil).

PROVISION OF FINANCE BUSINESS

In 2015/2016, the Group has duly commenced the provision of finance business in Hong Kong through "View Finance Limited" ("View Finance"), one of Vantage's wholly-owned subsidiaries within the Remaining Group. For the year ended 31 March 2018, interest income of approximately HK\$18 million (2017: approximately HK\$17 million) was earned from loans receivable, representing approximately 0.5% (2017: approximately 0.7%) of the Group's consolidated revenue for the year. During the year and up to the date of this report, View Finance has not appointed any third party in relation to the granting of loans.

The continuous growth of these businesses enables Vantage to become a well-developed and strong listed company.

於截至二零一八年三月三十一日止年度，本集團錄得總租金收入約0.80億港元（二零一七年：約0.77億港元），佔本集團年內綜合收入約2.3%（二零一七年：約3.3%）。於二零一八年三月三十一日，本集團投資物業之經評估總值為20.39億港元（二零一七年三月三十一日：18.51億港元）。

除物業投資活動外，本集團亦為發展商並從事物業發展活動。於截至二零一八年三月三十一日止年度，本集團完成Pokfulam Peak內一幢獨立屋及兩個停車位之銷售；Belfran Peak之內部裝飾工程及盧吉發展項目之拆卸工程。本年度確認物業銷售收入約2.52億港元（二零一七年：無），佔本集團年內綜合收入約7.3%（二零一七年：無）。

提供融資業務

於2015/2016年年度，本集團透過「景達財務有限公司」（「景達財務」），餘下集團內其中一間由盈信全資擁有之附屬公司，於香港正式開始提供融資業務。於截至二零一八年三月三十一日止年度，應收貸款賺取之利息收入約0.18億港元（二零一七年：約0.17億港元），佔本集團年內綜合收入約0.5%（二零一七年：約0.7%）。於年內及直至本報告之日，景達財務並無就批出貸款委任任何第三方。

該等業務之持續增長令盈信成為一家發展成熟而實力雄厚的上市公司。

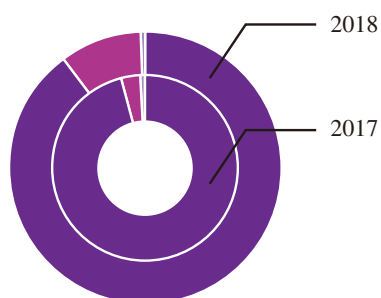


II. ABOUT VANTAGE 關於盈信

Below charts/tables show a summary of key financial performance of Vantage during the two years ended 31 March 2018.

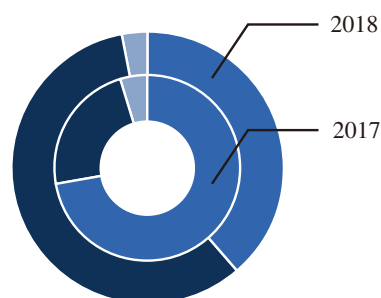
下圖／表列示盈信於截至二零一八年三月三十一日止兩個年度之主要財務表現概要。

Revenue 收入



- Contract Works 合約工程
- Property Investment & Development 物業投資及發展
- Provision of Finance 提供融資

Business Profits 業務溢利



- Contract Works 合約工程
- Property Investment & Development 物業投資及發展
- Provision of Finance 提供融資

Key Financial Performance: 主要財務表現：	2018 二零一八年	2017 二零一七年
Basic Earnings per Share (HK cents) 每股基本盈利（港仙）	23.94	8.07
Dividend per Share (HK\$) 每股股息（港元）	0.02	0.02
Profit Attributable to Owners of the Parent (HK\$' million) 母公司持有者應佔溢利（百萬港元）	409	142
Total Assets (HK\$' million) 資產總值（百萬港元）	5,995	5,684
Net Assets (HK\$' million) 資產淨值（百萬港元）	3,758	3,431
Equity Attributable to Owners of the Parent (HK\$' million) 母公司持有者應佔權益（百萬港元）	3,464	3,180
Interest-Bearing Bank Loans (HK\$' million) 計息銀行貸款（百萬港元）	1,380	1,681
Net Gearing Ratio (%) 淨槓桿比率（%）	-2.9	14.0



III. ABOUT THIS REPORT 關於本報告

REPORTING PERIOD AND SCOPE

This Environmental, Social and Governance (“ESG”) Report (the “ESG Report”) has been prepared in accordance with the ESG Reporting Guide (the “ESG Guide”) as set out in Appendix 27 to the Rules Governing the Listing on Securities of The Stock Exchange (the “Listing Rules”) and pursuant to the “comply or explain” provisions under the ESG Guide, on the basis of four reporting principles contained in the ESG Guide, namely Materiality, Quantitative, Balance and Consistency. In addition, some key performance indicators specified in the “Recommended Disclosures” are adopted based on the actual conditions of Vantage for completeness of the reporting content.

This ESG Report covered the period from 1 April 2017 to 31 March 2018, which is the same as the financial year covered in the 2017/2018 Annual Report of Vantage. Since corporate governance issues of our Group for the year ended 31 March 2018 had already been discussed in the “Corporate Governance Report” set out in Vantage’s 2017/2018 Annual Report published on 20 July 2018, this ESG Report is focused on the Group’s sustainability performance on environmental and social aspects for the year.

To facilitate reader navigation, a complete index is set out in Section X of this ESG Report.

For environment concern, this ESG Report is released online only. This ESG Report is available at the websites of The Stock Exchange (www.hkexnews.hk) and our Company (www.capitalfp.com.hk/eng/index.jsp?co=15). This ESG Report is released in English and Chinese versions. Should there be any discrepancies between the two versions, the English version prevail.

報告期及報告範圍

本環境、社會及管治(「ESG」)報告(「ESG報告」)乃根據聯交所證券上市規則(「上市規則」)附錄二十七所載之《ESG報告指引》(「ESG報告指引」)及ESG報告指引下之「不遵守就解釋」條文編製，當中以ESG報告指引所載之四項匯報原則為基礎，分別為重要性、量化、平衡及一致性。此外，為確保報告內容完整，部分於「建議披露」中列明之關鍵績效指標亦根據盈信實際情況採納。

本ESG報告涵蓋自二零一七年四月一日起至二零一八年三月三十一日止期間，與盈信2017/2018年年度報告所涵蓋之財政年度相同。由於本集團截至二零一八年三月三十一日止年度之企業管治事宜已於盈信在二零一八年七月二十日刊發之2017/2018年年度報告所載之《企業管治報告》中論述，故本ESG報告重點討論本集團年內於環境及社會方面之可持續表現。

為方便讀者檢索，本ESG報告第X節載有完整索引。

為響應環保，本ESG報告僅透過互聯網發佈。網上版可於聯交所網站(www.hkexnews.hk)及本公司網站(www.capitalfp.com.hk/chi/index.jsp?co=15)查閱。本ESG報告以中英文雙語發佈。中英文版本如有任何歧義，概以英文版為準。



IV. APPROACH TO ESG ESG管理方針

The board of directors of Vantage (the “Board”) recognises its overall responsibility for maintaining a sound and effective system of ESG to safeguard the interests not only of our shareholders, but also the other Stakeholder. The Board and each of our directors also acknowledge and understand their responsibility for preparing the ESG Report for the year ended 31 March 2018, which give a balance, consistent and quantitative report of the state of material ESG affairs of our Group.

As a developer and contractor, we consume vast amounts of human and natural resources. The Group believes that sustainability is an integral part of our business strategy. The Group is committed to addressing environmental and social issues in a responsible and effective manner. The Group adheres to three principles on sustainability management. They are: safety first, living up to society’s expectations and serving the community. Our approach also comes in three parts: establish professional operations methods; implement good practice; and promote and adopt green design and innovation. From the planning and designing stage to the actual construction and operation stage, we take all health and safety, environmental and quality requirements into consideration to create shared value to the Group, our Stakeholder and the wider community.

We periodically review the Group’s procedures and practices and integrate ESG considerations in our daily operations and practices to introduce and implement appropriate measures. To implement our ESG practices effectively and to collect quality data for analysis and for the Board’s preparation of the ESG Report, the Group has set up an ESG Working Group, which comprised representatives from different businesses, projects, departments, functions, top management and the Board since 2016/2017. Through regular meetings of the ESG Working Group, our vision, motives and strategies on ESG are well communicated among our staff.

盈信董事會（「董事會」）明白其須全面負責維持 ESG 系統穩健妥善而且有效，以保障股東及其他持份者的利益。董事會及各董事亦知悉及了解其編製截至二零一八年三月三十一日止年度的 ESG 報告所負之責任，並藉此報告就本集團重大 ESG 事宜之發展提供不偏不倚、貫徹始終及有數據支持之報告。

基於我們發展商及承建商之身份，我們使用大量人力及自然資源。本集團相信，可持續發展乃我們業務策略不可分割的一環。本集團致力循負責任及有效之方式處理環境及社會問題。在可持續發展管理方面，本集團遵循三大原則：即安全第一、符合社會期望及服務社區。我們的管理方針亦分為三部分：建立專業的營運模式、實施良好的作業方法以及推廣及採納綠色設計與創新。從規劃及設計階段到實際建設及營運階段，我們會考慮所有健康與安全、環境及質量方面之要求，務求為本集團、持份者及整個社區創造共享價值。

我們定期檢討本集團之程序及作業準則，並把 ESG 考慮因素融入我們的日常營運及常規之中，以引入及實施適當措施。為有效實施 ESG 作業準則及收集高質量的數據並供董事會分析編製 ESG 報告，本集團已自二零一六／二零一七年年成成立 ESG 工作小組，成員包括各不同業務、項目、部門、職能、高級管理層以及董事會之代表。透過 ESG 工作小組之定期會議，我們的 ESG 願景、目的及策略能準確傳達至我們的員工。



V. STAKEHOLDER ENGAGEMENT 持份者參與

STAKEHOLDER GROUPS AND MAJOR COMMUNICATION CHANNELS

We believe that transparent and regular communications with Stakeholder can drive Vantage's growth and improvement. The Group maintains ongoing dialogues with its key Stakeholder on a regular basis. Effective communication channels, such as meetings, regular reporting, corporate announcements, company websites, emails and notice board, etc., are developed to collect views. We also conduct sharing sessions and/or training sessions for our customers, sub-contractors/suppliers for exchanging information on sustainability issues such as health and safety and environmental management.

The table below sets out our key stakeholder groups, their sustainability issues of most concern and corresponding communication channels.

持份者群體及主要溝通渠道

我們相信，與持份者保持透明而定期的溝通可推動盈信成長及進步。本集團保持定期與主要持份者對話，並建立了有效溝通渠道來收集意見，如會議、定期報告、企業公告、公司網站、電子郵件及告示板等。我們亦為客戶、分判商／供應商舉辦分享會及／或培訓課程，交流有關健康安全與環境管理等可持續發展事宜之信息。

下表載列我們的主要持份者群體、彼等最為關切的可持續發展事宜，以及相應溝通渠道。

Stakeholder groups 持份者群體	Major communication channels 主要溝通渠道	Sustainability issues 可持續發展事宜
Employees 員工	<ul style="list-style-type: none"> Performance appraisals 績效評估 Training and development 培訓及發展 Employee engagement activities 員工參與活動 Meetings 會議 Email and instant communication channel 電子郵件及即時通訊渠道 Online survey 網上問卷 	<ul style="list-style-type: none"> Health and safety 健康及安全 Training and development 培訓及發展 Employee well-being 員工福祉
Shareholders and Investors 股東與投資者	<ul style="list-style-type: none"> General meeting 股東大會 Annual Report, Interim Report and ESG Report 年度報告、中期報告與ESG報告 Press releases/announcements/circulars 新聞發佈／公告／通函 Company websites 公司網站 	<ul style="list-style-type: none"> Corporate governance 企業管治 Profit and return 溢利及回報 Risk management 風險管理



V. STAKEHOLDER ENGAGEMENT 持份者參與

Stakeholder groups 持份者群體	Major communication channels 主要溝通渠道	Sustainability issues 可持續發展事宜
Customers 客戶	<ul style="list-style-type: none"> One-on-one meetings 一對一會談 Company websites 公司網站 Instant communication channel 即時通訊渠道 Sharing sessions 分享會 Online survey 網上問卷 	<ul style="list-style-type: none"> Quality of works 工程質量 Corporate governance 企業管治 Operational risk 營運風險 Data security 數據安全
Suppliers and Sub-contractors 供應商及分判商	<ul style="list-style-type: none"> Meetings 會議 Sharing sessions and/or training sessions 分享會及／或培訓課程 Instant communication channel 即時通訊渠道 Online survey 網上問卷 	<ul style="list-style-type: none"> Health and safety 健康及安全 Settlement 結算 Compliance 合法合規
Community 社區	<ul style="list-style-type: none"> Community support activities 社區支援活動 Involvement in environmental protection activities 參與環保活動 Instant communication channel 即時通訊渠道 Notice board 告示板 	<ul style="list-style-type: none"> Community support 社區支援 Pollution and noise 污染及噪音
Government and regulatory authorities 政府與監管機構	<ul style="list-style-type: none"> Industry collaboration consortium 行業協會 Actively monitor the latest laws and regulations 主動留意最新法律及法規 	<ul style="list-style-type: none"> Compliance 合法合規 Employee protection 員工保障 Innovation 行業創新

MATERIALITY

In order to have better understanding on the expectations, perceptions and concerns of our Stakeholder and ranking the sustainability issues of Stakeholder, Vantage has conducted an online survey this year, engaging both internal and external Stakeholder including clients, service providers, suppliers, sub-contractors and our employees. In the survey, Stakeholder were asked to rank the importance of various aspects of the ESG Guide and to express their concern about Vantage's performance and future strategies in relation to

重要性

為了更加了解我們的持份者之期望、認知及關注，並對持份者關注之各項可持續發展事宜排序，盈信於本年度針對內部及外部持份者進行了一項網上問卷調查，對象包括客戶、服務供應商、供應商、分判商及我們的員工。調查要求持份者按重要性為ESG報告指引中各項不同事項排序，以及就盈信於各ESG事項上之表現及未來策略表達其關注。經參考全球報告倡議組織



V. STAKEHOLDER ENGAGEMENT 持份者參與

various ESG issues. With reference to Global Reporting Initiative's ("GRI") Sustainability Reporting Standards, 21 topics are prioritized, validated and reviewed by our internal and external Stakeholder. The results and key comments from the online survey were presented to senior management team of Vantage for their review and assessment. Results of the on-line survey and management assessment are mapped in below Materiality Matrix.

(「GRI」)之《可持續發展報告標準》，我們的內部及外部持份者排序、驗證及檢視了21項議題。網上問卷結果及主要意見已提呈盈信高級管理層，以供彼等審閱及評估。網上問卷結果及管理層之評估已布列於以下重要性矩陣圖內。

Materiality Matrix 重要性矩陣圖			
Stakeholder's Concern 持份者關注事項	High 高度		<ul style="list-style-type: none"> Business Ethics 商業道德 Compliance 合法合規 Occupational Health and Safety 職業健康與安全 Anti-Corruption 反貪污 Quality Management 質量管理
	Medium 中度	<ul style="list-style-type: none"> Employee Engagement 員工參與 Supply Chain Management 供應鏈管理 Participation in Green Building 參與綠色建設 Technological Innovation 科技創新 	<ul style="list-style-type: none"> Waste Management 廢棄物管理 Use of Materials and Construction Practices 物料使用及建築常規 Contractors Management 承建商管理 Energy Consumption 能源消耗 Pollution Management 污染管理 Precautionary Measures of Child / Forced Labour 童工／強制勞工預防措施 Community Investment and Participation 社區投資及參與 Employment and Benefits 僱傭及福利 Employee Training and Promotion 僱員培訓及晉升 Complaint Handling 投訴處理 Green House Gases ("GHGs") Emissions 溫室氣體排放 Diversity and Equal Opportunities 多元化及平等機會
		Medium 中度	High 高度
Management's Concern 管理層關注事項			



V. STAKEHOLDER ENGAGEMENT 持份者參與

To provide a relevant and important view of our ESG performance to our investors and Stakeholder, this ESG Report focuses on ESG issues material to the Group.

For the preparation of this ESG Report, our senior management team not only considered the findings from the online survey, they also considered industry specific ESG issues in setting material aspects and KPIs for disclosure.

The results of the materiality analysis allow us to better define our corporate responsibility strategy and disclosure priorities. The top 5 topics of highest Stakeholder's and management's concern on our Group are:

- ◆ Business Ethics
- ◆ Compliance
- ◆ Occupational Health and Safety
- ◆ Anti-Corruption
- ◆ Quality Management

為了就我們的ESG表現向我們的投資者及持份者提供適切、重要的觀點，本ESG報告專注討論對本集團而言屬重要之ESG事宜。

為編寫本ESG報告，我們的高級管理層在設定披露於本ESG報告內之重要內容及關鍵績效指標時，不僅考慮網上問卷結果，還考慮行業特有之ESG事宜。

重要性分析之結果容許我們更清晰地界定我們的企業責任策略及優先披露事項。持份者及管理層最關注之首五個事項分別為：

- ◆ 商業道德
- ◆ 合法合規
- ◆ 職業健康與安全
- ◆ 反貪污
- ◆ 質量管理



VI. ETHICS AND OPERATIONAL EXCELLENCE 道德及卓越營運

BUSINESS ETHICS AND CONFIDENTIALITY

Vantage believes that honesty, integrity and fair play are important company assets in conducting business. We committed to provide a workplace that is free from discrimination, vilification or harassment of all kinds. Written “Code of Conduct” and policies, which set out the basic standards of behavior expected of all employees and how they should respond to different situations in the Group’s business dealings are available and be communicated to all employees on a regular basis.

All non-disclosed business information, including information about tendering, customer information and project related information, are classified as confidential information under the Group’s “Code of Conduct” and should be kept confidential and only disclosed to relevant employees on a need-to-know basis. Internal controls are available to ensure data security and prevent abuse or misuse of private or confidential information.

The tendering process is vital to our business. It must be done in a fair manner in order to protect the interests of the Group and customers. Employees responsible for tendering must also comply with the “Competition Ordinance”, refraining themselves from exchanging or communicating any sensitive information with competitors, participating in price fixing, imposing restrictions on customers and abusing the dominant market position. Relevant requirements on confidentiality and compliance with “Competition Ordinance” have been set out in the Group’s “Code of Conduct”. During the year ended 31 March 2018, no non-compliance on relevant issues was reported.

商業道德及保密

盈信相信，誠實、誠信和公平競爭是推動企業運作的重要資產。我們承諾提供一個杜絕一切形式之歧視、中傷或騷擾行為的工作場所。全體僱員基本應有之行為準則及於本集團業務往來中應對不同情況之正確處理方法，均已載列於《紀律守則》及書面政策內，並定期向全體僱員傳達。

根據本集團之《紀律守則》，所有未經披露的商業信息（包括投標信息、客戶信息及項目相關信息）均列為保密信息並應加以保密，僅可披露予需要了解該等信息之相關員工。透過內部監控可確保數據安全及防止濫用或不當使用私隱或保密信息。

投標對我們的業務極為重要，必須公平進行，以保障本集團及客戶之利益。負責投標的員工必須同時遵守《競爭條例》，不得與競爭對手交換或交流任何敏感信息、參與合謀定價、對客戶施加限制及濫用市場主導地位。有關保密及遵守《競爭條例》之相關要求已納入本集團之《紀律守則》。於截至二零一八年三月三十一日止年度，並無任何相關事項的違規報告。



VI. ETHICS AND OPERATIONAL EXCELLENCE 道德及卓越營運

ANTI-CORRUPTION

The Group has zero-tolerance of corruptions, frauds and all other behaviours violating work ethics. In compliance with the Prevention of Bribery Ordinance and other relevant laws and regulations, the Group's formal "Code of Conduct" defines appropriate methods in handling conflict of interests, accepting advantages, leakage of confidential information, insider trading, etc.. During the reporting year, the Group's "Code of Conduct" is updated to strengthen the process adopted in reporting potential conflicts of interest and reported advantages being offered or received. All employees should decline an offer of advantage if acceptance of it could affect their objectivity in conducting the Group's business.

Vantage has implemented a "Whistleblowing Policy" since 2012 to further achieve and maintain the highest standards of openness, probity and accountability. This policy allows employees of the Group as well as independent third parties (e.g. customers, suppliers, sub-contractors, creditors and debtors) who deal with any employees or any members of our Group to report possible improprieties, misconducts, malpractices or irregularities in matters of financial reporting, internal control or other matters to the Audit Committee anonymously. Reports and complaints received will be handled in a prompt and fair manner. Employees who are found violating the Group's "Code of Conduct" after investigation will be subject to disciplinary actions, including verbal and written warnings, demotion and dismissal, and the case may be reported to law-enforcement authorities for possible prosecution, depending on the situation. During the reporting period, there were no reported cases of improprieties and corruption.

To further enhance the Group's anti-corruption system, we also invited representatives from the Independent Commission Against Corruption (ICAC) to hold talks on anti-corruption with specific matters of interest relating to our businesses for different level of staffs.

反貪污

本集團對貪污、欺詐及所有其他違反職業道德的行為實施零容忍政策。遵照《防止賄賂條例》及其他相關法律與法規，本集團已制定正式的《紀律守則》以界定妥善方法來處理利益衝突、收受利益、洩漏保密信息、內幕交易等行為。於報告期內，本集團更新了《紀律守則》，以加強員工報告潛在利益衝突，及申報向彼等提供或其收取利益的程序。倘接受的利益將影響員工在本集團的業務過程中保持客觀，則一律不得接受有關利益。

盈信已自二零一二年起實施《舉報政策》，以進一步實現及維持最高水平的公開、廉潔及問責準則。該政策允許本集團員工以及與本集團任何員工或任何成員公司有業務往來的獨立第三方（如客戶、供應商、分判商、債權人及債務人）向審核委員會匿名舉報有關財務報告、內部監控或其他事宜的可能不當行為、失當行為、瀆職或違規情況。舉報及投訴一經接獲，將予迅速而公正地處理。若員工經調查後被發現違反本集團《紀律守則》，彼將受到紀律處分，此包括口頭及書面警告、降職及解聘，且視乎情況彼之個案或會轉交執法部門以提出檢控。於報告期內，並無有關不當行為及貪污個案的舉報。

為進一步加強本集團的反貪污制度，我們亦邀請廉政公署代表為不同職級之員工舉行講座，分享與我們業務相關的具體反貪污事宜。



VI. ETHICS AND OPERATIONAL EXCELLENCE 道德及卓越營運

PRODUCT RESPONSIBILITY

Quality is one of the critical factors in the success of construction projects. Quality control is the monitoring of specific project results to determine if they comply with the relevant quality standards and identifying ways to eliminate causes of unsatisfactory performance. The Group adopts quality control procedures including regular monitoring, inspection and testing in every stage of the construction, recording data and controlling non-conforming works etc.. Trainings are provided to employees, suppliers and sub-contractors to make sure they understand and comply to the standards.

A major subsidiary of the Group is certified with ISO 9001:2008 "Quality Management System Standards", which laid out detailed rules that have been incorporated into the quality manual, procedures manual and quality plan. These documents describe all relevant international standards in terms of construction procedures, quality requirements for the completed work and how quality managements should be carried out. Employees and sub-contractors involved are briefed on the ISO 9001 system before the commencement of work. Our Quality Management System is reviewed annually by the management for further improvement.

In 2017/2018, we were not aware of any incidents of non-compliance with laws and regulations that have a significant impact on the Group, concerning health and safety, advertising, labelling and privacy matters relating to products and services provided.

產品責任

質量是建築項目成功的關鍵因素之一。質量控制涉及監察具體的項目結果，以確定其是否符合相關質量標準；及尋找途徑以消除不良表現的成因。本集團採納之質量控制程序包括在每個建造階段進行定期監察、檢查及測試，記錄數據以及管理不合格工作等。我們向員工、供應商及分判商提供培訓，確保彼等了解並遵守相關標準。

本集團旗下一間主要附屬公司已獲得ISO 9001:2008「質量管理系統標準」認證，當中所載的詳細規則已納入質量手冊、程序手冊及質量計劃。該等文件描述有關建造程序、竣工工程的質量要求及質量管理執行方式的所有相關國際標準。在開始施工前，參與工程的員工及分判商均會聽取有關ISO 9001系統的簡介。我們的質量管理系統由管理層每年檢討，以作進一步完善。

於二零一七／二零一八年度，我們並不知悉在所提供產品及服務的健康與安全、廣告、標籤及私隱事宜方面有違反法規，並對本集團造成重大影響的任何事故。



VI. ETHICS AND OPERATIONAL EXCELLENCE 道德及卓越營運

SUPPLY CHAIN MANAGEMENT

A recognized supply chain management is essential to operational efficiency and the Group is committed to provide the best attainable quality for all of our construction and property development projects within budgets. Accordingly, we work closely with our suppliers and sub-contractors to ensure they meet customers' and our requirements regarding quality, environmental and safety standards.

We are stringent in selecting suppliers and sub-contractors. Our procurement manager maintains an approved list of suppliers and sub-contractors. Together with contract managers and project managers, we carry out assessments for our suppliers and sub-contractors at least on an annual basis. The materials purchased from suppliers and works performed by sub-contractors will be checked and monitored on a regularly basis. Suppliers or sub-contractors who failed to fulfill our standards may be suspended or removed from the approved list.

The Group maintains good communication with suppliers and sub-contractors through regular meetings as they play vital roles in our construction and property development projects. Trainings and talks are delivered by designated staff to raise safety, quality, efficiency and environmental awareness to sub-contractors. Training content includes introduction to management structure, various targets, measures, duties and responsibilities.

Other than quality of work, the health and safety performance and salary payment record of sub-contractors will also be checked for all substantial projects. Whenever there's a change in the Group's health and safety and environmental policy, such changes will be communicated timely to the sub-contractors.

供應鏈管理

一套認可供應鏈管理系統對營運效率非常重要。同時，本集團致力在預算內以最佳質量完成所有建築及物業發展項目。因此，我們與供應商及分判商緊密合作，確保彼等符合客戶與我們在質量、環境及安全標準方面的要求。

我們嚴格甄選供應商及分判商。我們的採購經理置備一份核准供應商及分判商名單，並與合約經理及項目經理共同對供應商及分判商進行最少每年一度的評估。從供應商採購的物料及由分判商完成的工作將予定期檢查及監察。不符合我們標準的供應商或分判商可被終止合作或從核准名單上剔除。

由於供應商及分判商在我們的建築及物業發展項目中擔當重要角色，故本集團定期透過會面與彼等保持良好溝通。我們亦會安排專人員工提供培訓及講座，以提升分判商的安全、質量、效率及環保意識。培訓內容包括管理層架構介紹、各項目標、措施、職責及責任。

除工程質量外，我們亦會檢查分判商在所有重大項目的健康與安全表現及薪酬支付記錄。假如本集團的健康與安全及環境政策有變，有關變更將即時知會分判商。



VI. ETHICS AND OPERATIONAL EXCELLENCE 道德及卓越營運

DRIVING INDUSTRY INNOVATION

The Group strongly supports the research and development on technological innovation, driving construction efficiency and safety. The Group has set up the Innovation & Technology Department in 2017/2018. Through the promotion and application of extensive use of innovative technology, aiming at enhancing safety, environmental protection, health, quality and efficiency in managing projects, we strive to be one of the pioneer in initiating innovative technology in the construction industry, share the convenience and efficiency which innovative technology can bring to the industry.

One of our major subsidiaries is also a founding member of the University-Government-Industry Consortium for Sustainable Urban Development which was initiated by The Hong Kong Polytechnic University ("PolyU") and set up in July 2016 to support the identification, development and implementation of new technologies and solutions for smart cities and sustainable development in Hong Kong.

促進行業創新

本集團大力支持創新技術、推動建築效率及安全的研發。本集團已於二零一七／二零一八年度成立創新技術部門。透過推廣及廣泛應用創新技術，矢志提升項目管理之安全、環保、健康、質量及效率，我們致力成為啟動建造業創新技術之先驅，共享創新技術為行業帶來之便利及效率。

我們其中一間主要附屬公司同時亦為香港理工大學（「理大」）於二零一六年七月倡議成立之「可持續城市發展大學－政府－業界三方聯盟」之創始成員。三方聯盟之目標是協助識別、開發及實施新技術與方案，以推動香港之智慧城市及可持續發展。





VII. OUR PEOPLE 我們的員工

OCCUPATIONAL HEALTH AND SAFETY

Construction and related industries are always be regarded as high-risk industries with much higher accident rate and fatalities than other industries in Hong Kong. No significant non-compliances on occupational health and safety issues were reported during the year.

Vantage regards “Safety” as our Group’s priority mission. We believe the frequent occurrence of industrial accidents in recent years is mostly due to the lack of safety awareness. Therefore, we wish to bring out the importance of personal safety habit to the site workers, staffs, and public.

The Group launched a safety promotion campaign in August 2017, namely “Safety My Habit”. “Habit” means something that we have adapted into our lives. When we make safety practices as our habit, it would become an inseparable part of our life in which accidents can surely be reduced.

By promoting safety culture, raising our people’s safety awareness as well as improving their safety behaviour, our ultimate goal is to reach zero accidents.

職業健康與安全



建造業及相關行業一向被視為高風險行業，當中之意外發生率及傷亡數字較香港其他行業高。年內，並無任何有關職業健康與安全的重大違規報告。

盈信一向視「安全」為本集團之首要理念。我們相信建築業界近年意外頻生，大多與缺乏安全意識有關。因此，我們希望向地盤工友、員工及公眾帶出個人安全習慣的重要。

本集團於二零一七年八月推行了一個名為「安全・我的習慣」之安全推廣活動。「習慣」乃積久養成之生活方式，當我們把安全作業養成習慣，安全就會成為生活之一部分，密不可分，意外定必能減少。

通過推廣安全文化、加強安全意識及改善安全行為，我們最終目標是要把意外事故宗數降至零。



指差呼稱
Point and Call



安全獎勵計劃
Safety Award Scheme



裝備檢查
Equipment Check



安全早會
Morning Exercise



危害識別活動
Hazard Identification Activity



VII. OUR PEOPLE 我們的員工

To draw the attention of employees to the importance of occupational health and safety and maintain site safety in high standard, other than safety promotion campaign, a series of measures and practices have been carried out on our construction sites and head office, including:

為提醒僱員職業健康與安全之重要性並確保地盤安全維持於高水平，除安全推廣活動外，我們的建築地盤及總辦事處亦推行了一系列措施及安全方法，包括：

Personal Protective Equipment 個人防護裝備

- The Group develops a personal safety habit of wearing appropriate Personal Protective Equipment (“PPE”); and
本集團培養一套有關配戴合適個人防護裝備(「PPE」)之個人安全習慣；及
- “PPE self-service machines” have been set up in certain sites to allow easy access to PPE.
「PPE 自助機」已裝設於若干地盤，方便地盤工友取用。

Dust-free process and wireless tools 無塵作業流程及無線工具

- The Group promotes the use of wireless tools and dust-free process on construction sites so as to reduce the risk of electricity leakage and dust inhalation during the works.
本集團提倡於建築地盤使用無線工具及推廣無塵作業流程，以減少工程中出現漏電及吸入灰塵之風險。

Fire drill practices 火警演習

- The Group periodically conducts fire drill practices in our head office to ensure every employee are familiar with the evacuation route and related safety procedures in case of a fire.
本集團總辦事處定期進行火警演練，以確保每名員工均熟知火警逃生路線及清楚相關防火程序。

First-aid courses 急救課程

- The Group organizes the St. John Ambulance First-Aid courses for employees. The aims are to provide employees with basic first-aid knowledge, raise their awareness on safety issues and enhance work safety.
本集團安排僱員修讀聖約翰救傷隊急救課程，目的是讓僱員學習基本急救知識、提升彼等對安全問題的認知及加強保障工作安全。

During the reporting period, the Group won several awards in recognition of our efforts in safety.

於報告期內，本集團奪得多個獎項，以表揚我們在推行安全上之努力。

In October 2017, one of our major subsidiaries was awarded the “HKCA Proactive Safety Contractor Award 2016” from Hong Kong Construction Association (HKCA).

於二零一七年十月，我們其中一間主要附屬公司獲香港建造商會頒發「香港建造商會積極推動安全承建商獎2016」。

Besides, in “The 13th Occupational Health Award” organised by Occupational Safety and Health Council held in March 2018, certain of our contract works projects won the following awards:

此外，我們若干合約工程項目在職業安全健康局於二零一八年三月舉辦之「第十三屆香港職業健康大獎」中獲頒以下獎項：



VII. OUR PEOPLE 我們的員工

Awards 獎項	Projects 項目
Joyful@ Healthy Workplace Best Practices Award (Branch/Small and Medium Enterprise (SME) Category) 好心情@健康工作間大獎（業務部／中小企組）	
Excellence Award 卓越機構大獎	<ul style="list-style-type: none"> Construction of Subsidised Sale Flats Development at Texaco Road 德士古道資助房屋發展計劃
Outstanding Award 傑出機構大獎	<ul style="list-style-type: none"> Construction of Subsidised Sale Flats Development at Shatin Area 16, Wo Sheung Tun Street 火炭禾上墩街資助房屋發展項目建築工程
Hearing Conservation Best Practices Award 聽覺保護大獎	
Innovative Improvement Award 創新改善措施大獎	<ul style="list-style-type: none"> Construction of Subsidised Sale Flats Development at Shatin Area 16, Wo Sheung Tun Street; and 火炭禾上墩街資助房屋發展項目建築工程；及
Excellence Award 卓越表現大獎	<ul style="list-style-type: none"> Construction of Subsidised Sale Flats Development at Texaco Road 德士古道資助房屋發展計劃
Prevention of Pneumoconiosis Best Practices Award 預防肺塵埃沉着病大獎	
Innovative Improvement Award 創新改善措施大獎	<ul style="list-style-type: none"> Construction of Subsidised Sale Flats Development at Shatin Area 16, Wo Sheung Tun Street; and 火炭禾上墩街資助房屋發展項目建築工程；及
Excellence Award 卓越表現大獎	<ul style="list-style-type: none"> Construction of Subsidised Sale Flats Development at Texaco Road 德士古道資助房屋發展計劃





VII. OUR PEOPLE 我們的員工

In the Construction Industry Safety Award Scheme 2017/2018, one of our major subsidiaries further won the “Good Performance Certificate” under Building Sites (Public Sector) and “Merit” under “Safety Teams”.



我們其中一間主要附屬公司亦在建造業安全獎勵計劃2017/2018中獲得樓宇建造地盤（公營合約）組別的「良好表現證書」及「安全隊伍」組別的「優異獎」殊榮。

Summary of Occupational Safety and Health Statistics for the year ended 31 March 2018:

截至二零一八年三月三十一日止年度，有關職業安全與健康之統計數字摘要如下：

	Our Group 本集團	Construction Industry [#] 建造業 [#]
Work-related accidents (cases of over 3 lost days) 工傷意外宗數 (停工超過3日)	16 cases 16宗	3,805 cases 3,805宗
Work-related accident rate (per 1,000 workers) 工傷意外率 (每1,000名工人)	8.44	32.9*
Loss Time Injuries Frequency Rate (per 1,000,000 hours worked) 損失工時工傷發生率 (每1,000,000小時工作)	3.19 hours 3.19小時	N/A 不適用
Number of work-related fatalities 工作相關傷亡數目	1 worker 1名工人	18 workers 18名工人
Fatality rate (per 1,000 workers) 死亡率 (每1,000名工人)	0.53	0.185*

[#] Source: Occupational Safety and Health Statistic from the Labour Department

* Industry statistic of year 2017

[#] 資料來源：勞工處職業安全及健康統計數字

* 二零一七年的行業統計數字

No significant non-compliances on occupational health and safety issues were reported during the year.

年內，並無任何有關職業健康與安全的重大違規報告。

WORKFORCE COMPOSITION

Vantage strive to attract and fully engage diverse and talented individuals to contribute to our growth and put us at the forefront of our business. Diversity includes all the ways in which people differ, encompassing the different characteristics that make one individual or group different from another. Diversity is often used in reference has been considered from a number of aspects, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. Our philosophy also includes diversity of thought, ideas, perspectives and values. Our goal is to build a work environment where all employees are valued for their differences and unique perspectives.

員工組成

盈信致力吸引並全面鼓勵多元人才為我們的增長作出貢獻，並帶領我們邁向業務前列。多元包含人與人之間的所有不同方面，當中包括造成個人或群體彼此不同之不同特質。多元通常考慮多個方面，包括但不限於性別、年齡、文化及教育背景、種族、專業經驗、技能、知識及服務年資。我們的經營理念亦涵蓋多元思想、意念、觀點及價值。我們的目標是要建立讓所有僱員之不同及獨特觀點均獲得尊重之工作環境。

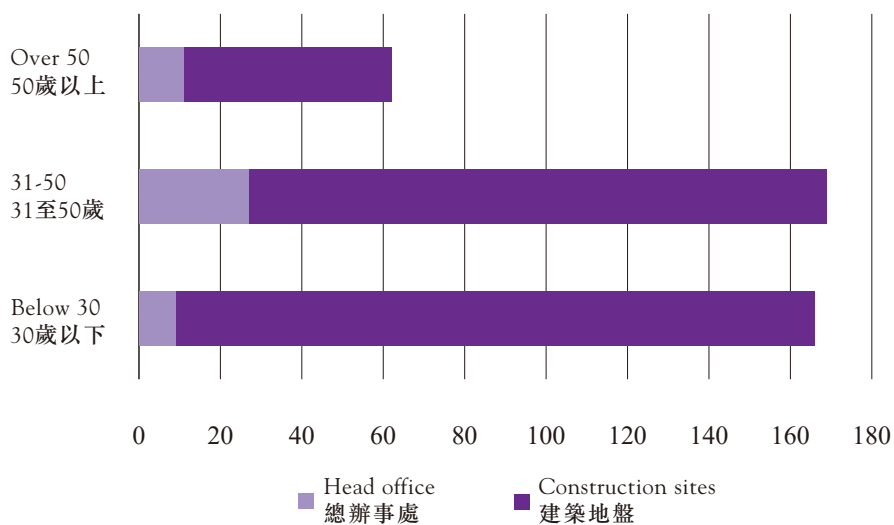


VII. OUR PEOPLE 我們的員工

As of 31 March 2018, the Group employed 404 (31 March 2017: 352) full-time employees in Hong Kong and approximately 47 (31 March 2017: 60) of them worked at our head office, while the remaining mainly worked at various construction sites.

於二零一八年三月三十一日，本集團於香港僱用404名(二零一七年三月三十一日：352名)全職員工，當中約47名(二零一七年三月三十一日：60名)在我們的總辦事處工作，其餘主要在各建築地盤工作。

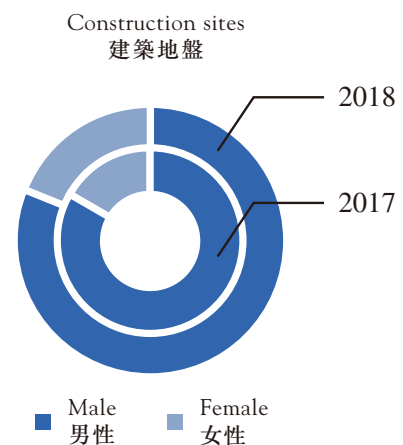
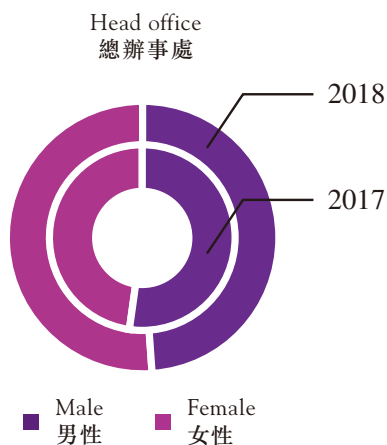
Total Workforce by Age Group as at 31 March 2018
於二零一八年三月三十一日按年齡劃分的全體員工人數



Workforce composition of other aspects as at 31 March 2018 and 31 March 2017 are listed below:

於二零一八年及二零一七年三月三十一日，按其他方面劃分的員工組成載列如下：

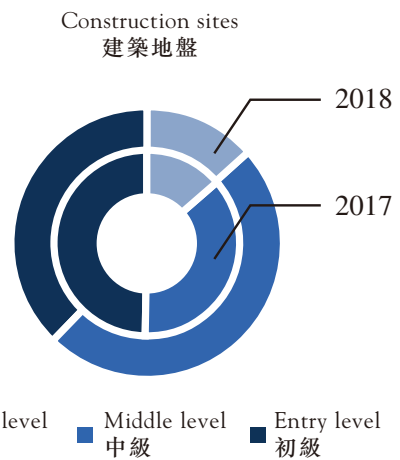
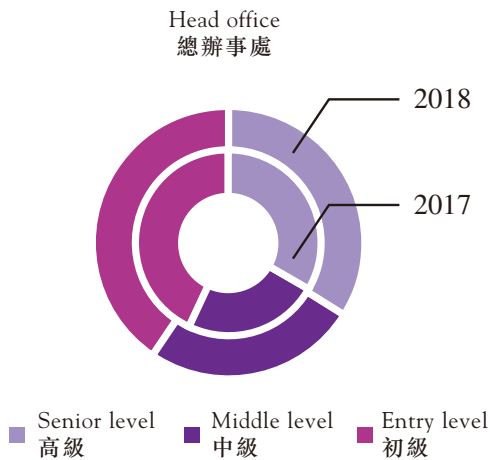
Total Workforce by Gender
按性別劃分的全體員工人數



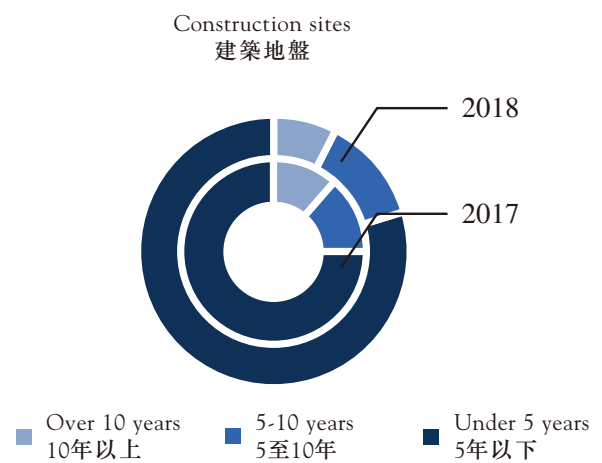
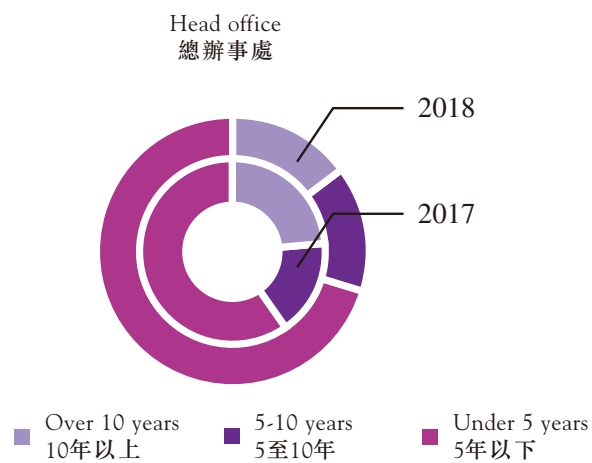


VII. OUR PEOPLE 我們的員工

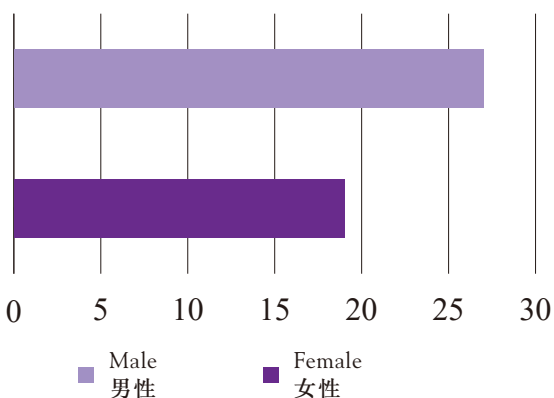
Total Workforce by Work Grade
按工作職級劃分的全體員工人數



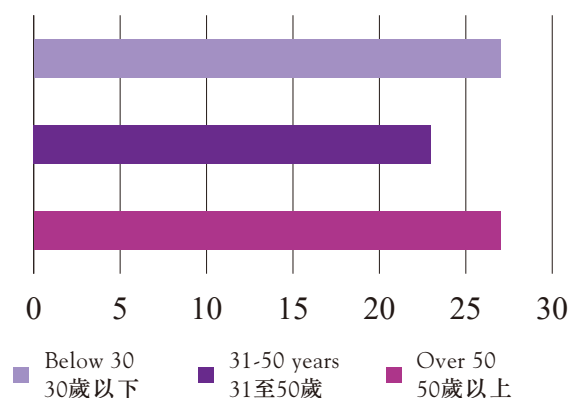
Total Workforce by Year of Service
按服務年資劃分的全體員工人數



Turnover Rate (%) by Gender as at 31 March 2018
於二零一八年三月三十一日按性別劃分的流失率(%)



Turnover Rate (%) by Age as at 31 March 2018
於二零一八年三月三十一日按年齡劃分的流失率(%)





VII. OUR PEOPLE 我們的員工

EMPLOYMENT AND LABOUR PRACTICE

Vantage complies with the Employment Ordinance, the Minimum Wage Ordinance, the Occupational Safety and Health Ordinance and other relevant Labour Legislation in Hong Kong and any forms of child labour, illegal workers and forced labour are strictly prohibited in our business operations.

Talents are hired and promoted solely based on their abilities, aptitude and knowledge. The Group is committed to offering equal opportunity for all employees, without tolerating discrimination or harassment based on age, gender, race, marital status, family status or disability. Complied with the existing anti-discrimination ordinances and other employment-related regulations, the Group has established disciplinary and whistleblowing mechanisms in handling any breach of “Code of Conduct” and other reported possible improprieties. Any possible improprieties reported will be investigated, and disciplinary actions, including verbal or written warning, demotion, dismissal, may be taken. For serious improprieties, the case may be reported to law-enforcement authorities. During the reporting period, there were no cases of child and forced labour and reported possible improprieties. We were not aware of any non-compliance with relevant laws and regulations in employment matters.

Vantage motivates and incentivizes talent through a performance-based remuneration system. The Group reviews the remuneration packages of our employees at least annually to ensure that they stay competitive with the market and that our employees are rewarded fairly and equitably. On top of salary, discretionary bonus, share options, education subsidies, incentive travels and other benefits-in-kind, are provided to employees with outstanding performance.

僱傭及勞工實務

盈信遵守《僱傭條例》、《最低工資條例》、《職業安全及健康條例》及香港其他相關勞工法律，並在經營過程中嚴禁任何形式的童工、非法勞工及強制勞工。

我們在聘用及提拔人才時完全基於其能力、才能及知識。本集團致力向所有員工提供平等機會，不容忍基於年齡、性別、種族、婚姻狀況、家庭狀況或殘疾之歧視或騷擾。本集團遵守現行反歧視條例及其他僱傭相關法規，並已設立紀律處分及舉報機制以處理任何違反《紀律守則》及其他可能屬不當行為的舉報。任何可能屬不當行為的舉報均會予以調查並可能會採取紀律處分，此包括口頭或書面警告、降職或解聘；不當行為嚴重者，其個案更可能會轉報執法部門處理。於報告期內，並無任何童工及強制勞工個案以及可能屬不當行為的舉報。我們不知悉僱傭事宜中存在任何違反相關法律及法規的情況。

盈信通過薪酬績效系統激勵及獎勵人才。本集團最少每年檢討員工薪酬方案，以確保其保持市場競爭力及讓員工獲得公正及平等的獎勵。除薪金外，我們亦向有傑出表現的員工提供酌情花紅、購股權、教育津貼、獎勵旅遊及其他實物福利。



VII. OUR PEOPLE 我們的員工

EMPLOYEE ENGAGEMENT

Vantage cares about the well-being and quality of life of our employees. We organize different interest groups, like football, dragon boat, basketball, badminton, hiking and photography after working hours, allowing colleagues to take a break and boosts team spirit.

Our “Able Dragon”, dragon boat team set up in 2016, took part in various competitions in the reporting year, including the “Mui Wo Dragon Boat Race Open 2017”, the “Dragon Boat Race 2017 - CIC Lo Pan Cup” and “2017 Hong Kong Dragon Boat (traditional boat) Championship”, in which the team demonstrated their hard work and teamwork throughout the competition and won three awards.



In 2017, the Group organised “Team Hiking Competition”, which created a great opportunity for hiking enthusiasts to spend quality time together. They tramped an approximate 12 km-long trail. Many colleagues took part in the event in a committed manner, allowing their team spirit to be brought into full play.

員工參與

盈信關心員工的康樂及生活質素。我們在工餘時間組織不同興趣小組，如足球、龍舟、籃球、羽毛球、遠足及攝影等，讓同事能放鬆心情及提高團隊合作精神。

我們於二零一六年成立之「安保龍」龍舟隊於報告年內參加了多項不同賽事，包括「梅窩龍舟公開賽2017」、「2017龍舟競賽—建造業議會魯班盃」及「香港龍舟（傳統艇）錦標賽2017」。龍舟隊在競賽場上充分展現刻苦和團結精神，贏得三個獎項。



於二零一七年，本集團舉辦了「隊際行山比賽」，讓一眾熱愛行山的員工有機會互相切磋，一同跨越約12公里的山徑。多名員工參與了此項活動，且認真作賽，充分發揮了團體合作精神。



VII. OUR PEOPLE 我們的員工

TRAINING AND DEVELOPMENT

To sustain the Group's success and growth, we believe it is important to increase skill sets and expand competencies of our employee. During the year ended 31 March 2018, the Group continued to make extensive investments on employees' development, including both internal and external training and development programme for employees to adapt to the current regulations and practices, business environment, economies and the Group's business direction and strategy.

培訓及發展

為保持集團成功發展及增長，我們相信必須提升員工的技能及實力。於截至二零一八年三月三十一日止年度，本集團繼續大力投資於員工發展，包括在內部及外部培訓及發展課程，使僱員能適應現行法例及常規、營商環境及經濟趨勢，並配合本集團業務方針及策略。



	Gender 性別		Work Grade 工作職級		
	Male 男性	Female 女性	Senior level 高級	Middle level 中級	Entry level 初級
Percentage of Total Training Hours (%) 總培訓時間百分比 (%)	80.7	19.3	12.9	43.0	44.1
Average Training Hours (hours/employee) 平均培訓時間 (小時／員工)	11.1	9.0	8.6	9.9	12.3



VII. OUR PEOPLE 我們的員工

Accredited by the Hong Kong Institution of Engineers, one of our major subsidiaries is approved by The Hong Kong Institution of Engineers to offer “Graduate Scheme ‘A’ Training” to the graduates of Building Engineering and Management/Construction Engineering and Management & Building Services Engineering. Under the scheme, the subsidiary provides training opportunities, hires external tutors and arranges internal management staff as mentors to comprehensively train our graduates, assist their completion of the required training and become registered engineers.

Apart from the “Graduate Scheme ‘A’ Training”, the Group also periodically arrange in-house seminars, professional workshops and updates for employees and directors on regulatory, technical and operational aspects.

In the year 2017/2018, the Group also set-up an internal training centre in our self-owned properties to provide training for our staff.

作為香港工程師學會認可機構之一，我們其中一間主要附屬公司獲香港工程師學會批准為建築／建造工程及管理學系及屋宇裝備工程學系的畢業生提供「工程畢業生培訓計劃」。根據計劃，該附屬公司提供培訓機會、外聘導師並安排內部管理人員擔任導師，以全面培訓畢業生，協助他們完成所需培訓並成為註冊工程師。

除「工程畢業生培訓計劃」外，本集團亦為僱員及董事定期安排有關監管、技術及營運方面的內部研討會、專業工作坊及最新介紹。

於二零一七／二零一八年度，本集團亦已於我們的自有物業設立內部培訓中心，為我們的員工提供培訓。





VIII. ENVIRONMENT 環境

Vantage has been engaging in property development and construction activities for many years. As a developer and contractor, our operation activities have a huge impact on our natural environment and resources. We consume vast amounts of resources while, during the building and operational processes, waste production is inevitable. Therefore, we are integrating environmental sustainability priorities into our operational, construction and supply chain strategies so as to reduce costs and risks and increase our positive impacts as a responsible corporation.

Vantage is working to reduce our overall greenhouse gas (“GHG”) emissions, and energy, waste, water and materials consumption across our Group and to identify and implement concrete actions that improve our environmental performance. In this ESG Report, for materiality purpose, we have selected 5 projects from the contract works business and 6 properties from the property investment and development business that represent a significant part (more than 90%) of our work portfolio, together with our self-occupied properties, and collected their respective energy usage and emission data.

An Environmental Management Committee has been set up for establishing environmental issues of the Group and the environmental management system. Targets and measures are established with aims to meet all related environmental legislations and regulations, identify opportunities for reducing waste, conserving resources, preventing pollution and raising employees’ awareness on environmental performances.

A major subsidiary of the Group which engaged in the contract works business has obtained ISO 14001:2015 certificate for its Environmental Management System.

盈信從事物業發展及建築活動多年。基於我們發展商及承建商的身份，我們的經營活動對自然環境及資源有巨大影響。我們一方面使用大量資源，而在建造及經營過程中亦無可避免地產生廢棄物。因此，我們正將環境可持續發展重點納入我們的營運、建築及供應鏈戰略，以降低成本及風險，並作為一間負責任企業增加我們帶來的正面影響。

盈信正致力於減少集團整體之溫室氣體排放，及能源、廢棄物、水及材料使用，並致力識別及實施改善環境表現的具體行動。於本ESG報告，為評估重要性，我們在合約工程業務以及物業投資及發展業務中分別選取5個項目及6個物業，其佔我們工程範圍的絕大部分（超過90%），並收集該等項目連同我們的自用物業各自的能源使用及排放數據。

我們已設立環境管理委員會來制定本集團的環境事宜及環境管理系統，並已制定相關目標及措施，以符合所有相關的環境法例及法規、尋找機會減少廢棄物、節約資源、防止污染及提高員工在環境保護方面的意識。

我們的一間從事合約工程業務的主要附屬公司已為其環境管理系統取得ISO 14001:2015認證。



VIII. ENVIRONMENT 環境

Vantage is also committed to improve energy performance through setting energy baseline, targets and action plans to measure, monitor and control the use of resources. Energy consumption review has been carried out to analyse and evaluate current energy usage according to specific criteria, identify areas of significant energy usage, help to adjust practices and take appropriate measures to save energy. For the contract works business, an Energy Management System is also established in accordance with ISO50001:2011 standard which provides guidance and framework for managing energy policy in all aspects of the energy management in our operations.

During the reporting period, the Group was not aware of any material environmental non-compliance that would have a significant impact on the environment or on our Group.

盈信亦致力提升能源績效，透過設定能源基線、目標及行動計劃來衡量、監察及控制資源的運用。本集團已進行能源審查，並根據特定標準分析及評估當前的能源用量，以識別能源用量高的領域、協助調整節能作業準則及採取適當節能措施。就合約工程業務而言，我們亦已建立符合 ISO50001:2011標準的能源管理系統，為各項作業的能源管理運作提供能源管理政策的指引及框架。

於報告期內，本集團並不知悉任何會對環境或對本集團有重大影響的嚴重環境違規事件。





VIII. ENVIRONMENT 環境

EMISSIONS

During the year, the Group recorded carbon emissions mainly from its construction sites. Please refer to the tables below for the Group's total emissions by category of the 5 selected sites, 6 projects/properties from property investment and development business together with our self-occupied properties for the year.

GHG Emissions

Other than the GHG emissions resulted from the generation of electricity from petroleum at certain construction sites, GHG emissions also came from our corporate motor vehicles and trucks. In general, the key air pollutants generated include nitrogen oxides (NO_x), sulphur oxides (SO_x), and respiratory suspended particles (also known as Particulate Matter ("PM")).

The health and safety of the construction staff are always our top concern. Hence, during the reporting year, we encourage our construction sites to use "Cordless, Dustless, Sparkless" tools in order to improve safety and air condition of the working environment.

排放

於年內，本集團主要從其建築地盤錄得碳排放。有關本集團於本年度5個選定地盤、6項物業投資及發展項目／物業及我們的自用物業錄得的總排放量請參閱下表。

溫室氣體排放

除若干建築地盤使用石油發電而排放溫室氣體外，我們的公司汽車及貨車亦排放溫室氣體。一般來說，所產生的主要空氣污染物包括氮氧化物 (NO_x)，硫氧化物 (SO_x) 及可吸入懸浮粒子 (或稱懸浮微粒 (「懸浮微粒」))。

施工人員的健康和安全永遠是我們首要關心的事項。因此，於報告年內，我們鼓勵於我們的建築地盤使用「無線、無塵、無火花」工具，以改善工作環境的安全及空氣質素。

Air Emissions – Type of air pollutants	氣體排放 – 空氣污染物類型	Emissions (tonnes) 排放量 (公噸)
Nitrogen Oxides	氮氧化物	0.174
Sulphur Oxides	硫氧化物	0.001
Particulate Matter	懸浮微粒	0.015

Greenhouse Gas Emissions	溫室氣體排放	Tonnes of CO ₂ equivalent 公噸二氧化碳當量
Direct (Scope I)	直接 (範圍I)	1,906.61
Indirect (Scope II)	間接 (範圍II)	2,032.70
Total	總計	3,939.31
Intensity per thousand revenue*	按每千元收入計之密度*	1.14

* Excluding revenue from provision of finance business which do not generate any scope I & II emissions and waste directly.

* 不包括提供融資業務之收入，原因是該業務並無直接產生任何屬範圍I及II之氣體排放及廢棄物。



VIII. ENVIRONMENT 環境

Disposal of Waste

As a developer and contractor, our operation activities created a significant amount of waste. Waste is mainly generated from construction work sites and from the disposal of papers. During this year, the waste generated and the disposal methods of non-hazardous waste generated are set out in the table below.

廢棄物處置

基於我們發展商及承建商的身份，我們的經營活動製造大量廢棄物。廢棄物主要來自建築地盤及棄置紙張。於本年度，廢棄物產生量及所產生的無害廢棄物處置方法列於下表。

Waste Generated	廢棄物產生量	Tonnes 公噸
Hazardous Waste	有害廢棄物	7.89
Non-Hazardous Waste	無害廢棄物	98,598.14
Total waste intensity per thousand revenue*	按每千元收入計之廢棄物總量密度*	28.63

Type of Non-Hazardous Waste Disposal Method	無害廢棄物的各類處置方法	Tonnes 公噸
Landfill	填海	69,375.44
Paper, Metal and Plastic Recycling	紙張、金屬及塑膠回收	1,648.64
Public Fill	公眾填料	27,574.06

* Excluding revenue from provision of finance business which do not generate any waste directly.

* 不包括提供融資業務之收入，原因是該業務並無直接產生任何廢棄物。





VIII. ENVIRONMENT 環境

USE OF RESOURCES

During the year, resources consumed by the selected construction sites, projects and properties are listed in the table below:

資源使用

年內，於選定建築地盤、項目及物業所消耗的資源列載於下表：

Type of Resources	資源類型	Consumption 消耗量	Unit 單位
Total energy consumption	總能源消耗	39,280.15	GJ 千兆焦耳
Total energy intensity*	總能源密度*	0.011	GJ/HK'000 千兆焦耳／千港元
Electricity	電力	3,709,437.39	kWh 千瓦時
Diesel	柴油	693,126.00	litre 公升
Petrol	汽油	34,789.99	litre 公升
Water	水	165,792.26	m ³ 立方米
Water intensity*	耗水密度*	0.05	m ³ /HK'000 立方米／千港元
Town Gas	煤氣	173,089.00	Mj 兆焦耳

* Excluding revenue from provision of finance business which do not consume energy and water directly.

* 不包括提供融資業務之收入，原因是該業務並無直接消耗能源及水源。

Vantage believes that behavior change and consistent actions over time can minimize our corporate environmental footprint. Therefore we encourage our employees to adopt and participate in a sustainable and more “green” lifestyle. We introduce green policies to enhance the awareness of environmental protection among staff with the aim of saving energy, fully utilising resources and recycling wastes in our daily office operation.

盈信相信，通過長時間改變行為及一致行動，我們的企業環境足印將可減到最少。因此，我們鼓勵僱員實踐並參與更「綠色」的可持續生活方式。我們引入綠色政策以提高員工的環保意識，並以於日常辦公室營運中節約能源、充分利用資源及回收廢棄物為目標。



VIII. ENVIRONMENT 環境

Some of the green measures implemented of the Group during the year ended 31 March 2018 are listed below:

- To support the government's 'green' practice in promoting waste reduction at source by stop selling water in bottles of one litre or less at government venues, the Group has phased out bottled water on all the construction sites and the head office.
- Provision of reusable plastic bottle to all staff and workers and maintain adequate water dispensers on all the construction sites and the head office to encourage them to refill their reusable bottles and promote a "bring your own bottle" culture.
- Provision of electric vehicle charge at head office to support green motoring.
- Provision of cotton towel to the employees and encourage them to use less paper towel.
- Source of the paper hand towel was changed to one which is certified under Forest Stewardship Council (FSC).
- Increases the reuse and recycling of materials through categorizing various waste management options, pre-identifying reusable and recyclable materials and planning for storage.
- Set up waste sorting facilities at major construction sites to promote source separation of waste and of resources.
- To minimize water consumption and optimize dust suppression through sprinkler system on construction sites.
- Set up sewage treatment facilities such as sediment tank at construction sites so that sewage are treated before they are reused or duly discharged.

本集團截至二零一八年三月三十一日止年度已實施的部分綠色措施列載如下：

- 為支持政府在政府場所內停止出售一公升或以下瓶裝水的「綠色」源頭減廢推廣措施，本集團已逐步停止於所有建築地盤及總辦事處供應瓶裝水。
- 向所有員工及工友提供可重複使用的塑料瓶，並在所有建築地盤及總辦事處維持充足的飲水機，鼓勵他們利用可重複使用的瓶子添水，推廣「自帶瓶子」文化。
- 在總辦事處內提供電動汽車充電站，藉此支持綠色駕駛。
- 向僱員提供毛巾，並鼓勵他們少用抹手紙。
- 改用經美國森林管理委員會(FSC)認證的抹手紙。
- 通過將不同廢棄物管理方法分類、預先識別可重用和可回收物料以及制定儲存計劃，加強物料重用及回收。
- 在主要建築地盤設置廢棄物分類設施，以促進廢棄物源頭分類及資源回收。
- 利用建築地盤之灑水系統，盡量降低耗水情況及改善塵土飛揚。
- 於建築地盤設置污水處理設施（如沉澱池），使污水經過處理後供再用或妥善地排放。

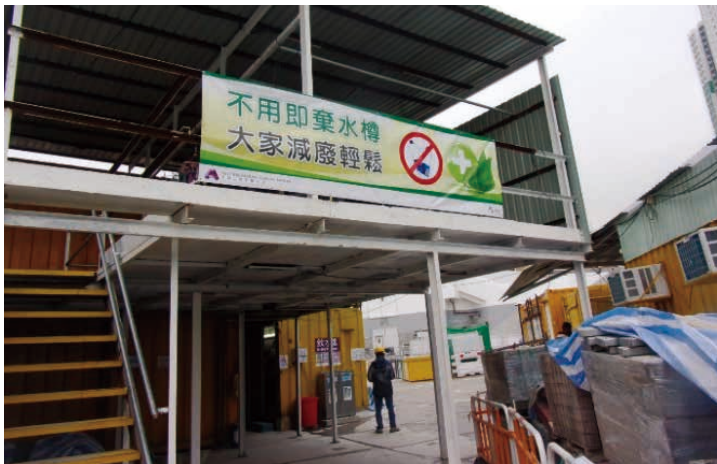




VIII. ENVIRONMENT 環境

A major subsidiary of the Group, being registered as a chemical waste producer at the Environmental Protection Department (“EPD”), has complied with relevant regulations on chemical waste treatment. Chemical and hazardous wastes are stored in properly bounded facilities and are collected by licensed contractors on a regular basis. Designated staff are assigned for coordinating these activities, ensuring compliance with Waste Disposal Ordinance and no illegal dumping occurred.

本集團旗下一間主要附屬公司已在環境保護署（「環保署」）登記為化學廢棄物生產者，並已遵循有關化學廢棄物處理的相關法規。化學及危害性廢棄物已儲存於妥善隔離的設施，並由持牌承包商定期收集。我們已委派專人協調相關程序，以確保遵守《廢棄物處置條例》，以及防止違法傾倒廢棄物的情況發生。





VIII. ENVIRONMENT 環境

GREEN BUILDING

In addition to compliance with all environmental rules and requirements, the Group always takes a step further in promoting environmental sustainability and bringing about a continual improvement in its environmental performance through integrating environmental considerations into our business. We engage in green building by adding green designs, using environmentally-friendly materials and adopting greener construction methods. In our Lugard Development, efforts had been engaged to obtain Building Environmental Assessment Method (BEAM) certificate and part of the building materials used in the original building such as stones and bricks have been kept for future use. Throughout such reservation, we aim to reduce waste and preserve the historic character of the older building.

Below are some green measures we adopted in our Belfran Peak Project:

- all bedrooms and living / dining rooms are designed with natural cross ventilation window;
- applied smart dimmer application in the house automatic systems;
- adopted minimalism and a natural style in the design and fitting-out works performed for the show flat; and
- adopted recycled wood decking materials or natural stone in verondah and external wall of the project.

綠色建築

除遵守所有環境規則及要求外，本集團一直將環境因素納入業務考慮中，從而推動環境可持續發展並不斷改善其環境表現。我們推展綠色建築，包括於建築物增加綠色設計、使用環保物料並採用更為綠色的建造方法。就我們的盧吉發展項目而言，我們一直努力爭取建築環保評估法 (BEAM) 認證，並已保存原建築物的部分建材 (如石頭及磚塊等) 供未來之用。在對該項目的整個保育過程中，我們盡量使用現有材料，目的以減少浪費及保留舊建築的歷史風貌。

我們於Belfran Peak項目採用的部份綠色措施如下：

- 所有臥室及客廳／飯廳均設有對流窗戶，以促進空氣自然流動；
- 於家居自動化系統中應用智能調光功能；
- 示範單位的設計及裝修工程採用簡約及自然風格；及
- 採用再造木或天然石材鋪蓋項目露台及外牆。





IX. COMMUNITY INVOLVEMENT 社區參與



“Taken from society, Give back to society” is an important part of our culture and aligns strongly with Vantage’s values. Our commitment is to doing business in a responsible manner that makes a positive impact and upholds our standards where we invest and operate. Vantage and a major subsidiary of the Group have obtained ACI-SR26000 certificate for our compliance on the international standards on “Social Responsibility Management System” on property development and construction business. Our employees are also passionate about the communities where we live and work.

For the year ended 31 March 2018, our Group made donations for charitable and other purposes of approximately HK\$2.6 million in total (2017: approximately HK\$2.5 million). Throughout the year, our Group has been actively participating in fulfilling corporate social responsibility not just via charity donation programs, but also encourages our people to maintain a high level of community involvement including the aspect of sports, poverty alleviation and education aid in rural China, such as Oxfam Trailwalker 2017, “Challenging 12 Hours” organized by Sower Actions, etc. During the year ended 31 March 2018, we were proud to win the Gold Award for the “Corporate Participation Award” and Bronze Foot Award for the “Fundraising Awards – Corporate Team” in “Challenging 12 Hours”.

「取之於社會，用之於社會」是我們企業文化的重要部分，亦完全符合盈信的價值觀。我們承諾以負責任的方式經營業務，以產生正面影響，並在投資及營運當中堅持我們的標準。盈信及本集團一間主要附屬公司在物業發展及建築業務上已符合國際「社會責任管理系統」標準而獲得ACI-SR26000認證。我們的僱員亦熱愛我們生活和工作的社區。

截至二零一八年三月三十一日止年度，本集團作出的慈善及其他捐贈合計約2.6百萬港元（二零一七年：約2.5百萬港元）。於本年度，本集團不僅一直透過慈善捐贈計劃積極參與履行企業社會責任，亦鼓勵我們的員工保持高水平的社區參與，包括參與支持體育、扶貧及中國內地農村的助學活動，如樂施毅行者2017及苗圃行動舉辦的「挑戰12小時」等活動。於截至二零一八年三月三十一日止年度，我們榮幸地取得「挑戰12小時」的「工商參與獎」金獎及「籌款獎-工商組別」銅腳獎。



IX. COMMUNITY INVOLVEMENT 社區參與

As a developer and a major contractor in Hong Kong, the Group also supports industry innovation and the use of technology in our business. We are committed to support an endowed professorship program of PolyU and have established an endowed professorship in “Sustainable Structures and Materials” at the Faculty of Construction and Environment of PolyU, namely “Ko Jan Ming Endowed Professorship in Sustainable Structures and Materials” (the “**Endowed Professorship**”). This Endowed Professorship shows our great support in research and development in high-performance construction materials, new structures and related technologies. It is also an encouragement to the staff and student of PolyU, driving them to strive for excellence in education and research in the area of sustainable structures and materials. In September 2017, the Third Inauguration of Endowed Professorships was held on PolyU campus to pay tribute to distinguished scholars for their outstanding academic achievements and significant contributions to the community, as well as to demonstrate the support and recognition from the community to PolyU for its research excellence.

作為香港的發展商及主要承建商，本集團亦支持行業創新及於我們各項業務內應用高科技。我們堅定支持理大的勵學教授冠名計劃，並已在理大建設及環境學院設立一個「可持續結構及材料」教授席，名為「高贊明可持續結構及材料教授席」（「勵學教授席」）。勵學教授席體現了我們對研發高性能建材、新型結構及相關技術的極大支持，亦鼓勵理大師生在可持續結構及材料領域的教育與研究方面爭取傑出成就。於二零一七年九月，第三屆勵學教授席就職典禮於理大校園舉行，以表彰優秀學者的傑出學術成就及對社會的重大貢獻，並印證社會人士對理大卓越科研的支持和肯定。



To fulfill our social responsibility as a listed company, the Group will continue to seek opportunities to serve the community in a wider diversity of ways.

為履行我們作為上市公司的社會責任，本集團將繼續尋找機會透過更廣泛的途徑為社區服務。



X. HKEX ESG GUIDE CONTENT INDEX 聯交所ESG報告指引內容索引

KPI 關鍵績效指標	HKEX ESG Reporting Guide Requirements 聯交所ESG報告指引要求	Section/Remarks 章節／備註
A. Environmental	環境	
Aspect A1 層面A1	Emissions 排放物	
General disclosure 一般披露	Information on: 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) the policies; and 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 遵守對發行人有重大影響的相關法律及規例的資料。	Emissions; Disposal of Waste 排放；廢棄物處置
A1.1	The types of emissions and respective emissions data. 排放物類型及相關排放數據。	Emissions 排放
A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity. 溫室氣體總排放量(公噸計)及(如適用)密度。	Emissions 排放
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity. 所產生有害廢棄物總量(公噸計)及(如適用)密度。	Dispose of Waste 廢棄物處置
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity. 所產生無害廢棄物總量(公噸計)及(如適用)密度。	Dispose of Waste 廢棄物處置
A1.5	Description of measures to mitigate emissions and results achieved. 描述減低排放量的措施及所得成果。	Emissions; Use of Resources 排放；資源使用
A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved. 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。	Dispose of Waste; Use of Resources 廢棄物處置；資源使用



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KPI 關鍵績效指標	HKEX ESG Reporting Guide Requirements 聯交所ESG報告指引要求	Section/Remarks 章節／備註
A. Environmental	環境	
Aspect A2 層面A2	Use of Resources 資源使用	
General disclosure 一般披露	Policies on efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Use of Resources; Green Building 資源使用；綠色建築
A2.1	Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及／或間接能源總耗量及密度。	Use of Resources 資源使用
A2.2	Water consumption in total and intensity. 總耗水量及密度。	Use of Resources 資源使用
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。	Use of Resources 資源使用
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved. 描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果。	Use of Resources; Environment (The Group has no issues in sourcing water) 資源使用；環保 (本集團於求取水源上並無任何問題)
A2.5	Total packaging material used for finished products and with reference to per unit produced. 製成品所用包裝材料的總量及每生產單位佔量。	This KPI is not applicable as our business operations do not involve the use of packaging materials for finished products. 由於我們的業務營運不涉及製成品的包裝材料使用，故此關鍵績效指標並不適用。
Aspect A3 層面A3	The Environment and Natural Resources 環境及天然資源	
General disclosure 一般披露	Policies on minimizing the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Use of Resources; Green Building 資源使用；綠色建築
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。	Use of Resources; Green Building 資源使用；綠色建築



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聯交所ESG報告指引內容索引

KPI 關鍵績效指標	HKEX ESG Reporting Guide Requirements 聯交所ESG報告指引要求	Section/Remarks 章節／備註
B. Social 社會		
Aspect B1 層面B1	Employment 僱傭	
General disclosure 一般披露	Information on: 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) the policies; and 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 遵守對發行人有重大影響的相關法律及規例的資料。	Our People 我們的員工
B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	Workforce Composition 員工組成
B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Workforce Composition 員工組成



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KPI 關鍵績效指標	HKEX ESG Reporting Guide Requirements 聯交所ESG報告指引要求	Section/Remarks 章節／備註
B. Social 社會		
Aspect B2 層面B2	Health and Safety 健康與安全	
General disclosure 一般披露	Information on: 有關提供安全工作環境及保障僱員避免職業性危害的： (a) the policies; and 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 遵守對發行人有重大影響的相關法律及規例的資料。	Occupational Health and Safety 職業健康與安全
B2.1	Number and rate of work-related fatalities 因工作關係而死亡的人數及比率	Occupational Health and Safety 職業健康與安全
B2.2	Lost days due to work injury 因工傷損失工作日數	Occupational Health and Safety 職業健康與安全
B2.3	Description of occupational health and safety measures adopted and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Occupational Health and Safety 職業健康與安全
Aspect B3 層面B3	Development and Training 發展及培訓	
General disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Training and Development 培訓及發展
B3.1	The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。	Training and Development 培訓及發展
B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Training and Development 培訓及發展



X. HKEX ESG GUIDE CONTENT INDEX 聯交所ESG報告指引內容索引

KPI 關鍵績效指標	HKEX ESG Reporting Guide Requirements 聯交所ESG報告指引要求	Section/Remarks 章節／備註
B. Social 社會		
Aspect B4 層面B4	Labour Standards 勞工準則	
General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child or forced labour. 有關防止童工或強制勞工的：(a)政策；及(b)遵守對發行人有重大影響的相關法律及規例的資料。	Employment and Labour Practice 僱傭及勞工實務
B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Employment and Labour Practice 僱傭及勞工實務
B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Employment and Labour Practice 僱傭及勞工實務
Aspect B5 層面B5	Supply Chain Management 供應鏈管理	
General disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Supply Chain Management 供應鏈管理



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聯交所ESG報告指引內容索引

KPI 關鍵績效指標	HKEX ESG Reporting Guide Requirements 聯交所ESG報告指引要求	Section/Remarks 章節／備註
B. Social 社會		
Aspect B6 層面B6	Product Responsibility 產品責任	
General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的：(a)政策；及(b)遵守對發行人有重大影響的相關法律及規例的資料。	Product Responsibility 產品責任
B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Business Ethics and Confidentiality 商業道德及保密
Aspect B7 層面B7	Anti-Corruption 反貪污	
General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的：(a)政策；及(b)遵守對發行人有重大影響的相關法律及規例的資料。	Anti-Corruption 反貪污
B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Anti-Corruption 反貪污
Aspect B8 層面B8	Community Investment 社區投資	
General disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Community Involvement 社區參與
B8.1	Focus areas of contribution. 專注貢獻範疇。	Community Involvement 社區參與



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