

Hong Kong Life Sciences and Technologies Group Limited

香港生命科學技術集團有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立之有限公司)

Stock code 股份代號 : 8085

Environmental, Social and Governance Report

環境、社會及管治報告

2019

ABOUT THIS REPORT

The Environmental, Social and Governance (the “**ESG**”) Report (this “**Report**”) issued by Hong Kong Life Sciences and Technologies Group Limited (the “**Company**”) for the period covering 1 April 2018 to 31 March 2019 (the “**Year**”) is prepared in accordance with the “Environmental, Social and Governance Reporting Guide” (the “**ESG Guide**”) as set out in Appendix 20 to the Rules Governing the Listing of Securities on the GEM (the “**GEM Listing Rules**”) of The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”).

The purpose of this Report is to disclose relevant ESG information, including information on the policies and compliance with relevant laws and regulations that have a significant impact on the Group. This Report concentrates on the ESG aspects of the Company, together with its major subsidiaries (collectively the “**Group**”), whose activities include the provision of anti-aging and stem cell technology, trading and money lending businesses.

In order to assess the key issues in ESG relevant to the Group, the management of the Group discussed and worked out a list of key issues with reference to the ESG Guide in the GEM Listing Rules. With the list of internally identified key issues, the Group conducted a survey to collect its stakeholders’ opinion on the materiality of each issue relevant to the Group. The following distribution map shows the importance of the key issues considered by the management and the stakeholders of the Group.

有關本報告

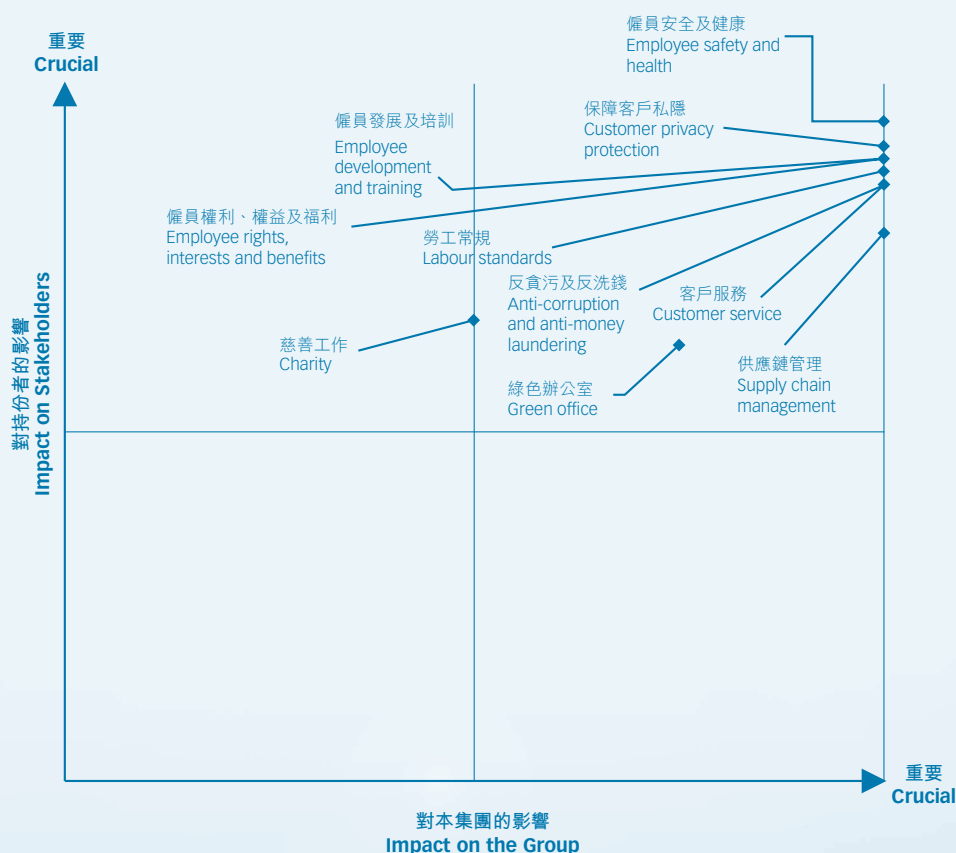
香港生命科學技術集團有限公司(「**本公司**」)刊發的環境、社會及管治(「**環境、社會及管治**」)報告(「**本報告**」)涵蓋二零一八年四月一日至二零一九年三月三十一日期間(「**本年度**」)，乃根據香港聯合交易所有限公司(「**聯交所**」)GEM證券上市規則(「**GEM上市規則**」)附錄二十所載《環境、社會及管治報告指引》(「**環境、社會及管治指引**」)編製。

本報告旨在披露相關環境、社會及管治資料，包括對本集團造成重大影響的政策以及遵守相關法例及法規的資料。本報告集中於本公司(連同其主要附屬公司統稱「**本集團**」)的環境、社會及管治範疇，旗下業務包括提供抗衰老及幹細胞技術、貿易及放債業務。

為評估本集團相關關鍵環境、社會及管治議題，本集團管理層參照GEM上市規則的環境、社會及管治指引討論及制訂關鍵議題列表。根據內部確定的關鍵議題列表，本集團進行調查以收集持份者對本集團各項相關議題的重要性的意見。以下分佈圖顯示本集團管理層及持份者所認為關鍵議題的重要性。

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Based on the results of the materiality assessment, employee-related issues, customer privacy protection, anti-corruption and anti-money laundering and customer service are considered to be the most concerned issues of the stakeholders of the Group. The Group strives to review these issues regularly for continuous improvement in its sustainability performance.

根據重要性評估所得結果，僱員相關議題、保障客戶私隱、反貪污及反洗錢以及客戶服務被視為本集團持份者最為關注的議題。本集團致力定期審視有關議題，力求持續改善其可持續發展表現。

The disclosures in this Report are mainly extracted from the Group's internal statistics, policies and relevant documents. The information presented in this Report provides a balanced and reliable disclosure of the Group's environmental and social performances. The Company undertakes the reliability, authenticity and objectivity of the information given in this Report.

本報告所披露資料主要摘錄自本集團內部統計數據、政策及相關文件。本報告呈列的資料平衡可靠地披露本集團的環境及社會表現。本公司就本報告所提供資料的可靠性、真實性及客觀性承擔責任。

The Company has complied with the "comply or explain" provisions set out in the ESG Guide and this Report includes the disclosure of environmental key performance indicators.

本公司符合環境、社會及管治指引所載的「不遵守就解釋」條文，本報告亦包括環境關鍵績效指標的披露資料。

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STAKEHOLDER ENGAGEMENT

Regular engagement with our stakeholders ensures that we continue to meet their expectations and that our approach to ESG remains relevant and consistent across our operations.

We engage our stakeholders through a range of channels and processes, including investor meetings, customer feedback, employee's meetings, industry forums and events, and through the Company's website. These have proved effective for enabling the Group to identify gaps, solutions and opportunities for improvement.

The stakeholders were identified based on their expertise, working relationships with the Group and willingness to participate, including employees, investors, customers, suppliers and others.

To better understand their perceptions, concerns, and priorities regarding our ESG approach and performance, participating stakeholders were asked to identify priority issues for sustainability disclosure and to share their expectations on how the Group can minimize adverse ESG impacts. Several recommendations arose from the stakeholder engagement exercise. The suggested recommendations and our responses are outlined below:

持份者參與


與持份者恆常接觸可確保我們持續達到彼等的期望，以及我們的環境、社會及管治方針與營運環境相扣，保持一致。

我們透過各式各樣的渠道及流程（包括投資者會議、客戶反饋、員工會議、行業論壇及社交宴會）以及本公司網站與持份者接觸。事實證明，該等活動實際有助於本集團確定差距、解決方案及機會，從而更進一步。

持份者乃根據其專業知識、與本集團的工作關係以及參與意願識別得出，當中包括僱員、投資者、客戶、供應商及其他人士。

為充分了解持份者對我們的環境、社會及管治方針及績效的見解、關注及優先次序，我們誠邀參與其中的持份者確定有關可持續性發展披露資料的優先議題，並分享彼等對本集團如何盡可能減輕環境、社會及管治不利影響的期望。我們從與持份者接觸中得出多項建議，有關推薦建議及我們的回應概述如下：

Suggestions 建議	Actions Taken 採取的行動
Recycle materials as much as possible 盡可能回收物料	All of the used toner bottles and cartridges were refilled or recycled 重新灌裝或回收全部經使用的碳粉瓶及墨盒
Offer more opportunities for staff to express their views on sustainability and ESG 為員工提供更多機會表達對可持續發展以及環境、社會及管治的見解	<ul style="list-style-type: none">Discussions on sustainability were held at the Group's headoffice, attended by major management and staff to allow them to express their views 在本集團總部進行有關可持續發展的討論，主要管理層及員工均有出席發表見解The Group intends to carry out meetings with relevant management and staff in coming year to gauge employees' views on its sustainability and ESG performance 本集團擬於來年與相關管理層及員工舉行會議，評估僱員對其可持續發展以及環境、社會及管治績效的意見



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ESG MANAGEMENT APPROACH

The Board (the “**Board**”) of directors (the “**Directors**”) of the Company is responsible for the design, implementation, monitoring and reviewing of the ESG policies. All employees are well-informed of the ESG policies and are involved in risk identification, information collection and communication with stakeholders. The Board conducts an annual review to discuss and assess the effectiveness of the Group’s ESG risk management and internal control systems by investigating significant ESG-related issues to ensure that risk management functions and control are in place and operating effectively.

Further details on how we address specific risks can be found within the relevant sections of this Report.

SOCIAL AND ENVIRONMENTAL RESPONSIBILITY POLICY

The Group recognises its impact on the society and environment, therefore, in addition to compliance with laws and regulations, it adheres to the highest standards of corporate social responsibility in its business. Aligned with its objective on sustainability, the Group is committed to protecting the environment, caring for staff and serving the community.

The Group recognizes that its business operation may contribute to the consumption of natural resources and has an impact on the environment. In particular with the Group’s operation in the anti-aging and stem cell technology, its treatment with disposal of clinical waste may pose risk to the public health and the environment if not be managed well. Hence, the Group places particular importance in this area while focuses to protect the environment, reduces carbon emission and establish a green office by implementing various energy saving, water saving and waste reduction initiatives.

環境、社會及管治管理方針

本公司董事（「**董事**」）會（「**董事會**」）負責設計、執行、監察及檢討環境、社會及管治政策。全體僱員均充分了解環境、社會及管治政策，並參與風險識別、資料收集及與持份者溝通。董事會進行年度檢討，透過調查重大環境、社會及管治相關議題，討論及評估本集團的環境、社會及管治風險管理以及內部監控制度的有效性，藉此確保風險管理職能及監控制訂得宜及行之有效。

有關我們如何處理特定風險的進一步詳情，可參閱本報告相關章節。

社會及環境責任政策

本集團意識到社會及環境受其影響，因此，除遵守法例及法規外，本集團於業務過程中堅守最高標準的企業社會責任。配合可持續發展目標，本集團致力保護環境、關懷員工及服務社會。

本集團深知業務營運可能消耗天然資源，並對環境造成影響。特別是本集團經營抗衰老及幹細胞技術業務，倘未能妥善處置醫療廢物，可能對公眾健康及環境帶來風險。因此，本集團特別重視此範疇，並透過落實多項節能、節水及減廢措施，專注保護環境，減少碳排放及建立綠色辦公室。

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The Group also places high value on the corporate governance practices such as employment, labour practices and operating practices, and the Board believes that a good corporate governance practice can improve accountability and transparency for the benefit of the Group and its stakeholders. The Group will continue to enhance its corporate governance practices appropriate to the conduct and growth of its business and to review its corporate governance practices from time to time to ensure they comply with the statutory requirements and regulations and align with the latest developments.

ENVIRONMENTAL

The Board recognises its responsibility to protect the environment from its business activities. The Group continually seeks to identify and manage environmental impacts attributable to its operational activities in order to minimize these impacts if possible. Due to the nature of our business, the Group does not involve direct air and greenhouse gas emissions, discharges into water and land, or generation of hazardous waste, the amount of emission is extremely limited. During the Year, the Group has complied with all relevant laws and regulations relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.

A1 Emissions

The Group is committed to operating in compliance with applicable environmental laws and regulations in all material respects and protecting environment by minimizing the negative impact of the Group's operation on the environment. The major air and greenhouse gas emissions of the Group are from the gaseous fuel consumption for the motor vehicle and the use of air conditioning equipment in the office. We have adopted the following measures to reduce energy and other resources and to minimize waste and increase recycling:

Energy

Notices and reminders on energy saving are regularly issued to staff to raise their energy saving awareness on their behaviours, including:

- Switch off the engines of motor vehicles while waiting
- Switch off all electronic devices during lunch hours and when leaving office

本集團亦非常重視僱傭、勞工常規及經營常規等企業管治常規，董事會相信，良好的企業管治常規可以改善問責制及透明度，有利本集團及其持份者。本集團將繼續提升適用於其業務經營及增長的企業管治常規，並不時檢討以確保符合法定要求及法規以及緊貼最新發展。

環境

董事會明白有責任於經營業務時保護環境。本集團持續識別及管理其經營活動對環境的影響，盡可能將影響減至最低。基於業務性質，本集團不涉及直接排放廢氣及溫室氣體、在水源及土地排放廢物或產生有害廢物，廢物排放量亦甚微。於本年度，本集團已遵守有關廢氣及溫室氣體排放、在水源及土地排放廢物以及產生有害及無害廢物的所有法例及法規。

A1 排放

本集團致力於經營業務時在各重大方面遵守適用環境法例及法規，並透過減少本集團業務對環境的負面影響以保護環境。本集團的廢氣及溫室氣體排放主要來自汽車的氣體燃料消耗及使用辦公室空調設備。我們已採用以下措施以減少消耗能源及其他資源、減少廢物及加強循環再用：

能源

我們定期向員工發出節約能源通告及提示，從行動上提升節能意識，包括：

- 於等候時關掉汽車引擎
- 於午飯時間及離開辦公室時關掉所有電子器材

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- Set computers on energy saving modes
- Use energy-saved light bulbs and tubes

Water

The Group regularly reminds its staff to conserve water resources through notices and reminders. To reduce water consumption, staff are reminded to:

- Control flow from tap and avoid turning it to the full
- Turn off tap when applying soap
- Avoid flushing unnecessarily
- Avoid wasting water in upflow water dispenser

Apart from the above, the Group promotes green office tips to all employees and are encouraged to share office stationeries, bring their own reusable tableware instead of using disposable ones, bring their own handkerchief instead of using tissue paper or use electric hand dryer for drying hands, and carry out waste segregation for effective waste recycling, etc.

Non-Hazardous Waste

Anti-Aging Center has a specific collection area for expired medications. Senior nurses are assigned to check the inventory regularly, and are responsible to identify and relocate all medications that are expired or to be expired. The Group engages a licensed clinical waste collector to collect certain specific expired medications.

The Group takes special caution in handling clinical waste to minimise risks to public health and the environment. During the Year, the Group complied with all applicable clinical waste treatment and disposal procedures under Hong Kong laws and regulations applicable to the Waste Disposal Ordinance (Cap. 354 of the Laws of Hong Kong) (the “**Ordinance**”). Employees, following the Code of Practice for the Management of Clinical Waste “Small Clinical Waste Producers” as stipulated under section 35 of the Ordinance, dispose of the above types of waste into specific containers which are carefully coded with fixed colours and sealed with ties separately. All types of clinical waste are collected by licensed clinical waste collector. Guidelines on clinical waste management are provided to all relevant staff.

- 將電腦設定為節能模式
- 使用節能燈泡及燈管

水

本集團定期透過通告及提示提醒員工節約用水。為減少耗水量，本集團提醒員工：

- 控制水龍頭出水量，避免開盡
- 使用肥皂時關閉水龍頭
- 避免不必要沖水
- 避免浪費上流式飲水機的食水

除上述者外，本集團向全體僱員傳揚成就綠色辦公室的方法，鼓勵共用辦公室文具，自備可再用餐具取代即棄餐具，乾手時使用手帕取代紙巾或乾手機，並將廢物分類以有效進行廢物回收等。

無害廢物

抗衰老中心設有過期藥物特定收集區。高級護士定期檢查庫存，並負責確認及處置所有已過期或將過期藥物。本集團委聘持牌醫療廢物收集商收集若干特定過期藥物。

本集團格外小心處理醫療廢物，務求盡量降低公眾健康及環境風險。於本年度，本集團已遵守適用於香港法例第354章廢物處置條例（「**條例**」）的香港法例及法規項下所用適用醫療廢物處理及處置程序。按照條例第35節列明的醫療廢物管理工作守則——小型醫療廢物產生者，僱員須將上述組別廢物放置於用固定顏色審慎編碼及用封條個別密封的指定容器內。所有類型的醫療廢物均由持牌醫療廢物收集商收集。所有相關員工已獲提供醫療廢物管理指引。

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A2 Use of resources

The Group has strived to adhere our policy to enhance the efficiency in consumption of resources including fuel, water and electricity though advocating the use of high performance equipment and streamline our operating procedures, we have adopted the following policies in achieving our goal in using of resources:

- Encourage employees to use their best endeavours to take public transport during business trip
- Use electronic communication channels for information sharing
- Adopt double-sided printing and photocopying
- Reuse papers that are used on one side for drafting, photocopying and fax deliveries
- Utilise paper by adjusting document's margins, font size and printer settings
- Reuse envelopes when delivering internal documents
- Use pre-inked stamps instead of sticker or paper labels

A3 The Environment and Natural Resources

The Group does not involve in any activities that has direct or significant impact on the environment or natural resources in the course of our business operation. In addition, the efficient use of resources, such as electricity and water, is of equal importance to emission policies. Efficient use of resources not only can reduce waste and emissions from the sources, but also reduce operating expenses, which is mutually beneficial to the Group and the environment. The effectiveness of the abovementioned measures relies on the support of our internal and external stakeholders. Therefore, we are obligated to take responsibility for the environmental and natural resources of the local community with the following adopted measures:

- Ensure compliance with all applicable environmental and related legislation and encouraging staff, business partners and other stakeholders to meet the environmental obligations

A2 資源使用

本集團透過提倡使用高性能設備及精簡營運程序，致力恪守提升資源使用效益的政策，包括燃料及水電。我們已採用以下政策達成資源使用目標：

- 鼓勵僱員於出差時盡量使用公共交通工具
- 使用電子通訊渠道分享資訊
- 採用兩面印刷及影印
- 重用僅已使用一面的紙張作起草、複印及傳真用途
- 調整文件邊距、字體大小及打印機設置以充分利用紙張
- 於傳遞內部文件時重覆使用信封
- 使用原子印取代貼紙或紙標籤

A3 環境及天然資源

本集團在業務營運過程中並無涉及任何對環境及天然資源造成直接或重大影響的活動。此外，有效使用資源（例如水電）與排放政策同樣重要。有效使用資源不僅可以從源頭減少廢物及排放，亦可減輕經營成本，對本集團及環境均有所裨益。上述措施的成效取決於我們的內部及外界持份者的支持。因此，我們有義務對當地社區的環境及天然資源承擔責任，並已採取以下措施：

- 確保符合所有適用環境及相關法例，並鼓勵員工、業務夥伴及其他持份者履行環保責任

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- Identify environmental impacts associated with our operations, and set targets to continually improve our environmental performance
- Apply new eco-friendly technology and practices to reduce the consumption of non-renewable resources such as diesel/petrol, water, electricity and reduce their associated greenhouse gas emissions
- Minimize waste generation in daily operations through reduction, recycling and recovery and
- Encourage our employees to adopt environmentally responsible behaviour and promoting environmental protection in our operations.
- 識別與營運相關的环境影響，並訂立目標持續改善環保表現
- 應用新環保技術及常規以減少消耗非再生資源，例如柴油／汽油、水、電，以及減少相關溫室氣體排放
- 透過減少使用、循環再造及回收再用減少日常營運產生的廢物及
- 鼓勵僱員於經營時採取履行環保責任行為及促進環境保護。

Key performance indicators ("KPIs") in respect of the environmental issues relevant to the Group

有關本集團相關環境議題的關鍵績效指標（「關鍵績效指標」）

		For the year ended 31 March	
		截至三月三十一日止年度	
Unit		2019	2018
單位		二零一九年	二零一八年
Types of emissions			
排放類型			
From Gaseous fuel consumption	NOx emissions (kg)	—	—
來自氣體燃料消耗	氮氧化物排放量 (千克)		
	SOx emissions (kg)	—	—
	硫氧化物排放量 (千克)		
From Vehicles	NOx emissions (g)	5,210	5,257
— Private cars	氮氧化物排放量 (克)		
來自汽車	SOx emissions (g)	146	147
— 私家車	硫氧化物排放量 (克)		
	PM emissions (g)	384	387
	顆粒排放 (克)		

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		For the year ended 31 March 截至三月三十一日止年度	
Unit 單位		2019 二零一九年	2018 二零一八年
Scopes of Greenhouse gas emissions 溫室氣體排放範疇			
Direct emission 直接排放	CO ₂ equivalent (kg) 二氧化碳當量(千克)	—	—
Energy indirect emission — Electricity 能源間接排放 — 電力	CO ₂ equivalent (kg) 二氧化碳當量(千克)	142,134 ¹	172,059
Other indirect emission — Paper waste 其他間接排放 — 廢紙	CO ₂ equivalent (kg) 二氧化碳當量(千克)	87	78
Total greenhouse gas emissions 總溫室氣體排放量	CO ₂ equivalent (kg) 二氧化碳當量(千克)	142,221	172,137
Total greenhouse gas emissions intensity by revenue (CO ₂ per revenue '000) 按收益劃分的總溫室氣體排放量密度(每千元收益的二氧化碳排放量)		1.4313	1.2277
Hazardous waste 有害廢棄物	tonne 噸	—	—
Non-hazardous waste produced 所產生無害廢棄物			
Paper waste 廢紙	tonne 噸	0.0180	0.0162
Total paper waste produced intensity by revenue is considered to be minimal. 按收益計算的總廢紙產量密度被視為微不足道。			
Energy consumption 能源消耗量			
Electricity 電力	Kilowatt-hour (KWH) 千瓦時	261,622	327,273
Total electricity consumption intensity by revenue (KWH per revenue '000) 按收益計算的總耗電量密度(千瓦時/每千元收益)		2.6330	2.3342

Note 1: Over 99% of our greenhouse gas emissions come from electricity consumption. The electricity consumption has decreased approximately 17.4% when compared to the previous reporting period. The difference is mainly due to the fact that some of the operating equipment were idle during repairing.

附註1：在我們的業務營運中，超過99%溫室氣體排放來自電力消耗。與上個報告期相比，電力消耗減少約17.4%。該差異主要由於部份營運設備在本報告期內於維修時間置一段時間。

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Water consumption in the office pantry is considered to be minimal. The Group does not have a meter to measure the amount of water consumption and therefore no such information is available.

In addition, due to the nature of business, the Group does not involve any purchase of packaging materials. Therefore, this disclosure is not applicable to the Group.

辦公室茶水間的耗水量被視為微不足道。本集團並無測量耗水量的儀表，因此並無有關資料。

此外，基於業務性質，本集團不涉及採購包裝材料。因此，此披露範疇不適用於本集團。

SOCIAL

Employment and Labour Practices

B1 Employment

The Group offers competitive remuneration (including performance bonus), promotional opportunities, compensation and benefit packages to attract and retain talents. Remuneration is determined with reference to the prevailing market condition as well as the competency, qualifications and experience of individual employee. Performance bonus will be paid to the employees as recognition of and a reward for their contributions to the Group. Employees are entitled to mandatory provident fund and medical insurance. Employees are also entitled to statutory holidays and different types of paid leave including annual leave, sick leave, maternity leave, compensation leave and injury leave.

The Company also adopted the Board Diversity Policy in accordance with the requirement set out in the Corporate Governance Code. The Company recognises that the Board diversity is an essential element contributing to the sustainable development of the Company. In designing the Board's composition, the Board diversity has been considered from a number of aspects, including but not limited to the skills, knowledge, gender, age, cultural and educational background or professional experience.

Policies on remuneration, benefits, training and occupational health and safety are regularly reviewed to maintain good relationships with employees. The Group has zero tolerance over any sexual harassment and discrimination behavior.

社會

僱傭及勞工常規

B1 僱傭

本集團提供具競爭力的薪酬(包括表現花紅)、晉升機會、補償及福利組合以吸引及留聘人才。薪酬乃根據現行市況以及個別僱員的能力、資格及經驗釐定。表現花紅將向僱員發放作為對其向本集團作出貢獻的認可及回報。僱員享有強制性公積金及醫療保險。僱員亦享有法定假期及不同類型的有薪假期，包括年假、病假、產假、補假及工傷假。

本公司亦根據企業管治守則採納所載規定採納董事會多元化政策。本公司確認，董事會多元化為達致本公司可持續發展的必要元素。在設計董事會的組成時，從多個範疇考慮董事會多元化，包括但不限於技術、知識、性別、年齡、文化及教育背景或專業經驗。

定期審閱有關薪酬、福利、培訓及職業健康及安全的政策，務求與僱員維持良好關係。本集團絕不容許任何性騷擾及歧視行為。

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Workforce by gender and age group

按性別及年齡組別劃分的僱員

Age group	年齡組別	As at 31 March 2019			As at 31 March 2018		
		於二零一九年三月三十一日			於二零一八年三月三十一日		
		Male	Female	Total	Male	Female	Total
		男性	女性	總數	男性	女性	總數
18–30	18至30歲	3	4	7	–	5	5
31–50	31至50歲	8	8	16	7	15	22
Above 50	50歲以上	12	4	16	11	1	12
Total	總數	23	16	39	18	21	39

Number of new employees by gender and age group


按性別及年齡組別劃分的新僱員數目

Age group	年齡組別	For the year ended 31 March 2019			For the year ended 31 March 2018		
		截至二零一九年三月三十一日止年度			截至二零一八年三月三十一日止年度		
		Male	Female	Total	Male	Female	Total
		男性	女性	總數	男性	女性	總數
18–30	18至30歲	2	3	5	–	–	–
31–50	31至50歲	2	3	5	1	1	2
Above 50	50歲以上	2	–	2	1	–	1
Total	總數	6	6	12	2	1	3

Number of resigned employees by gender and age group

按性別及年齡組別劃分的已離職僱員數目

Age group	年齡組別	For the year ended 31 March 2019			For the year ended 31 March 2018		
		截至二零一九年三月三十一日止年度			截至二零一八年三月三十一日止年度		
		Male	Female	Total	Male	Female	Total
		男性	女性	總數	男性	女性	總數
18–30	18至30歲	–	4	4	–	1	1
31–50	31至50歲	1	4	5	1	5	6
Above 50	50歲以上	2	1	3	–	–	–
Total	總數	3	9	12	1	6	7



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B2 Health and Safety

The Group implemented strict preventive and control measures to protect employees and clients from contamination, infections and accidents. Employees who are engaged in anti-aging and stem cell technology treatment and disinfection procedures are required to put on protective clothing, surgical masks, protective goggles and gloves. Sharp equipment is handled in accordance to the safety guidelines to avoid injuries or contamination. In case of injuries or accidents, the Group will arrange specific medical attention for concerned employees. All related machines and equipment are protected with disposable covers before use and properly sterilised after use.

The Group regularly reviews the employees' health and safety procedures to safeguard employees' well-being. Briefing, training, news, reminders and tips are regularly provided to employees to raise their awareness and to refresh their knowledge and practices in using treatment related equipment and machines.

B3 Development and Training

The management of the Company understands that enhanced expertise and skills of the staff are vital to the future development of the Company. The Group has offered appropriate career development paths and promotional opportunities for staff from different positions, departments and levels. In the meantime, the Group provides training and programmes to help its staff to respond to the rapid-changing social and economic environments, and to meet their needs of self-enhancement. The Group also encourages its staff to access new techniques through external trainings.

In addition, all of the Directors and the senior management of the Company have received training in relation to the GEM Listing Rules and other applicable regulatory requirements and continuous professional development during the Year so as to address the market demands more professionally in performing their duties.

B2 健康及安全

本集團實施嚴格的預防及監控措施以保障僱員及客戶免受污染、感染及意外事故。從事抗衰老及幹細胞技術治療及消毒程序的僱員須穿上保護衣物、外科口罩、護目鏡及手套。尖銳設備須根據安指引處理以避免受傷或受污染。倘出現受傷或意外事故，本集團將為有關僱員安排特定治療。所有相關機器及設備於使用前以即棄保護套覆蓋，並於使用後妥善消毒。

本集團定期檢討僱員健康及安全程序以保障僱員健康，並定期向僱員提供簡報、培訓、新聞、提醒及提示，以提升僱員使用治療相關設備及機器的意識，並向其介紹有關新知識及常規。

B3 發展及培訓

本公司管理層了解到提升員工的專業知識及技能對本公司日後發展至為重要。本集團為不同職位、部門及階層的員工提供合適的事業發展前景及晉升機會。與此同時，本集團為員工提供培訓及課程，協助其應對面對瞬息萬變的社會及經濟環境，並滿足其自我增值的需要。本集團亦鼓勵其員工透過外界培訓學習新技術。

此外，本公司全體董事及高級管理層於本年度已接受有關GEM上市規則及其他應用監管規定以及持續專業發展的培訓，可以專業地履行職務以回應市場需要。

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環境、社會及管治報告

Staff Communication

In daily operation, staff communicates closely through channels including emails, office phone or text messages. Internal meetings are held regularly to facilitate status reporting, problem solving, and performance evaluation. Through meetings, new instructions and guidelines are also developed and delivered to all levels of employees.

B4 Labour Standards

The recruitment policy of the Group strictly follows the Employment Ordinance (Chapter 57 of the Laws of Hong Kong) and other relevant laws and regulations. The Group does not allow employment of child labour and forced labour. During the employee screening process, the Group states clearly that certain criteria such as age, gender, marital status, nationality, race and religious belief should not be considered in order to ensure equal treatment to all applicants. The Group did not receive any complaints regarding child or forced labour, unfair treatment or discrimination from employees or applicants during the recruitment and promotion process.

During the Year, the Group was in compliance with the requirements of the relevant laws and regulations relating to employment, health and safety and labour standards and did not employ any child labour nor forced labour. Besides, the Group did not experience any strike or labour dispute with its staff which had caused significant disruption to the Group's business operations.

Operating Practices

B5 Supply Chain Management

The Group is highly attentive to the reputation and reliability of suppliers. It ensures suppliers and its business associates comply with local and international standards on the products. Other than the price evaluation, the selection of suppliers will also take the quality and safety of products as well as the anticipated market acceptance into consideration.

When purchasing certain pharmaceuticals, the Group must purchase through a registered medical practitioner in Hong Kong. In order to maintain accurate and efficient management of pharmaceutical inventories, senior nurses have carried out regular review to confirm the inventories are kept at sufficient level.

員工溝通

在日常業務中，員工可透過不同渠道包括電郵、辦公室電話或短信緊密溝通。定期召開內部會議以便報告狀況、解決問題及評估表現。新指示及指引亦於會議中制定及傳達至各階層僱員。

B4 勞工標準

本集團的招聘政策嚴格遵照香港法例第57章僱傭條例及其他相關法例及法規。本集團並不容許僱用童工及強迫勞工。於僱員篩選過程中，本集團清楚列明不應考慮年齡、性別、婚姻狀況、國籍、種族及宗教信仰等若干標準，確保所有申請人獲得同等待遇。本集團在招聘及晉升程序中並無獲僱員或申請人就童工或強迫勞工、不公平待遇或歧視作出的投訴。

於本年度，本集團已遵守有關僱傭、健康及安全以及勞工標準的相關法例及法規之規定，並無聘用任何童工或強迫勞工。此外，本集團並無經歷任何罷工或與其員工發生勞資糾紛，以致本集團業務營運受到重大干擾。

營運常規

B5 供應鏈管理

本集團高度關注供應商的商譽及可靠性，確保供應商及業務夥伴符合本地及國際產品標準。除評估價格外，於挑選供應商時亦會考慮產品質量和安全性及預期市場接受程度。

於採購若干藥物時，本集團須透過香港的註冊醫生進行採購。為準確及高效管理藥物庫存，高級護士會定期查核，以確定庫存份量充足。

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The Group maintains good communication with suppliers and conducts regular review based on their quality of services and products. The Group is of the view that its suppliers have no material adverse impact on the environment and society.

本集團與供應商保持良好溝通，並根據彼等的服務及產品品質進行定期檢討。本集團認為，其供應商對環境及社會並無重大不利影響。

B6 Product Responsibility

(i) Quality control

The Group's stem cell product production process is performed in a cleanroom facility. The completed stem cell products are labelled and stored in special nitrogen gas filled storage containers. These automated containers are temperature controlled to assure quality and stability of the storage products. Labels of stem cell products must show the name of clients and date of processing. The storage and transport are handled according to the applicable regulations and ordinances. Before the injection to clients, all stem cell products must go through various reliability tests in the stem cell processing center. In order to ensure the safety of the anti-aging and stem cell technology treatment, the whole process is performed by a registered medical practitioner and registered nurse. These comprehensive measures provide assurance on the anti-aging service quality and reliability of the Group.

Employees exercise strict disinfection procedures to ensure machines and equipment to be used are uncontaminated. Blood, especially blood with infectious diseases, is handled with special precautions.

The designed staff are responsibility for maintenance, cleanliness and hygiene of stem cell processing center. All cleaning procedures, guidelines and quality requirements are therefore standardised across the Group. The environment is kept clean and tidy constantly to avoid unnecessary accidents.

B6 產品責任

(i) 品質監控

本集團的幹細胞產品生產程序於無塵室設備進行。幹細胞製成產品會貼上標籤及存放於注入氮氣的特殊儲存庫。該等自動化儲存庫具備溫度調控功能，確保儲存產品的品質及穩定性。幹細胞產品的標籤必須顯示客戶名稱及加工日期。儲存及運送程序會按照適用規則及規例處理。於為客戶注射前，所有幹細胞產品須於幹細胞加工中心進行各項可靠度測試。為確保抗衰老及幹細胞技術療程的安全性，整個過程會由註冊醫生及註冊護士進行。該等綜合措施為本集團旗下抗衰老服務的品質及可靠性提供保障。

僱員會進行嚴格消毒程序，確保將使用的儀器及設備不受污染。血液會格外謹慎處理，尤其是帶有傳染性疾病的血液。

特定員工負責幹細胞加工中心的保養、清潔及衛生。因此，本集團所有清潔程序、指引及品質規定均設有標準。環境經常保持清潔整齊，避免發生不必要的意外。

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環境、社會及管治報告

(ii) Integrity

The Group tries the best endeavour to ensure that there is no any false and misleading messages in the communication to customers. It is the Group's policy that if any product is found with health, safety and/or labeling issue, the sale of such product will be stopped or suspended immediately. For the orders placed by the customers, the Group is responsible for checking the legitimacy of the products requested. In case the products requested by customer fail to meet relevant law and regulations, the Group will reject the order. While complying with the laws and regulations in markets where the Group sell the products, the Group also make sure its products are qualified and avoid selling non-conforming products.

(iii) Customer Service

The Group makes every effort to maintain high standard of customer service and continuously improves its service to enhance its competitiveness. Frontline staff are provided with customer service trainings and relevant guidelines to strengthen their awareness and service skills. Quality services are monitored and evaluated through quarterly inspections by management staff. The Group also has systematic channels for enquiries and complaints. The Group puts customers' opinion at a high priority. Complaints are dealt with in accordance to the Group's guidelines on proper procedures with special attention and patience.

(iv) Data Protection and Privacy

The Group has security measures in place to provide adequate protection and confidentiality of all corporate data and information. It protects and maintains information confidentiality in its operation. During the year, the Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong) was fully complied with to protect the rights of employees, clients, and business associates.

During the Year, the Group was not aware of any incidents of non-compliance with relevant laws and regulations relating to health and safety, advertising, labelling and privacy matters relating to products and services provided.

(ii) 誠信

本集團竭盡所能確保與客戶溝通過程中不存在任何錯誤或誤導的訊息。本集團政策為，倘任何產品發現有健康、安全及／或標籤問題，則會立即停止或擱置涉事產品的銷售。對於客戶下達的訂單，本集團有責任查核所要求產品的合法性。倘客戶要求的產品不符合相關法例法規，本集團會拒接訂單。在遵守本集團銷售產品所在市場的法例法規的同時，本集團亦確保其產品符合資格，避免銷售不合格產品。

(iii) 客戶服務

本集團致力維持高質素的客戶服務，並一直提升服務以加強其競爭力。前線員工接受客戶服務培訓及相關指引，以提高其意識及服務技巧。管理層員工每季進行檢查以監察及評估服務質素。本集團亦設有系統化查詢及投訴渠道。本集團非常重視客戶意見，並按照適當程序指引，審慎耐心處理投訴。

(iv) 資料保障及私隱

本集團制定有保安措施，為所有企業數據及資料提供充份保障及保密，於營運過程中保護及維持資料保密。本集團於本年度全面遵守香港法例第486章個人資料(私隱)條例，以保障僱員、客戶及業務夥伴的權利。

於本年度，本集團並不知悉有任何違反與所提供產品及服務的健康及安全、廣告、標籤及私隱有關的相關法律法規的事件。

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B7 Anti-corruption

The Group commits to managing all business without undue influence and has regarded honesty, integrity and fairness as its core values. All Directors and employees are required to strictly follow the code of conduct and staff regulations to prevent potential bribery, extortion, fraud and money laundering. The Company has formulated guidelines relating to anti-corruption, for instance:

- All Directors and employees should avoid conflicts of personal interest and their professional duties
- Employees should not exercise authority, make influenced decisions and actions or gain access to the Group's assets and information through their employment in the Group to achieve private and personal gain
- Neither Directors nor employees shall obtain or provide benefits to governmental department, clients, suppliers, or people with business relationship with the Group
- Without consent of the Company, employees must not offer nor accept any gifts
- Employees discovering any corruption, bribery, blackmail, fraud and money laundering incidents must report to the Board. All complaints filed are confidential and the Company is responsible for protecting the legitimate rights and interests of the whistle blower

In the event of corruption, bribery, extortion, fraud and money laundering, the Company will investigate in depth and take necessary legal actions to protect the rights and interests of the Group and their stakeholders.

During the Year, the Company was not aware of any incidents of non-compliance with relevant laws and regulations relating to bribery, extortion, fraud and money laundering.


B7 反貪污

本集團矢志在並無受不當影響下管理所有業務，並視誠實、誠信及公平為其核心價值。全體董事及僱員須嚴格遵守行為守則及員工規例，防止潛在賄賂、勒索、欺詐及洗黑錢。本公司已制定有關反貪污的指引，例如：

- 全體董事及僱員應避免個人利益與其專業職責有所衝突
- 僱員不應利用其於本集團職務之便行使權力、作出不公正決策及行動或取得本集團資產及資料以牟取私人及個人利益
- 董事或僱員概不得向政府部門、客人、供應商或與本集團有業務關係之人士索取或提供利益
- 未經本公司同意下，僱員不得提供或收受任何禮品
- 僱員如發現任何貪污、賄賂、勒索、詐騙及洗錢事件，必須向董事會匯報。所有提交的投訴將會保密，而本公司有責任保護舉報者的合法權利及權益

倘出現貪污、賄賂、勒索、詐騙及洗錢的情況，本公司將深入調整及採取必要法律行動，以保障本集團及持份者的權利及權益。

於本年度，本公司並不知悉有任何違反與賄賂、勒索、詐騙及洗錢有關的相關法律法規的事件。



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環境、社會及管治報告

B8 *Community Investment*

The Group recognises its responsibility towards its stakeholders, the community and the environment and considers corporate social responsibility as an important direction for development. The Group makes donations to various charitable organisations and encourages its employees to participate in various community activities.

In addition, the Company maintains an open channel of communication with its stakeholders and communities to understand their motivations, goals and needs through continuous conversation in order to achieve the Group's contributions in corporate social responsibility activities.

B8 社區投資

本集團明白須對持份者、社區及環境負責，並視企業社會責任為發展的重要方向。本集團向不同慈善機構捐款，並鼓勵僱員參與各種社區活動。

此外，本公司與持份者及社區保持公開的溝通渠道，透過持續對話了解其動機、目標及需要，讓本集團對企業社會責任活動作出貢獻。

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Subject Areas, Aspects and General Disclosures and KPIs	Section	Page(s)
主要範疇、層面及一般披露以及關鍵績效指標	部分	本報告 參考頁數

A. Environmental

環境

Aspect A1: Emissions	General Disclosure Information on: (a) the policies; and (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. Note: Air emissions include NOx, SOx, and other pollutants regulated under national laws and regulations. Greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride. Hazardous wastes are those defined by national regulations.	Environmental	5–6
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層面 A1：排放物	一般披露 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) 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。 註：廢氣排放包括氮氧化物、硫氧化物及其他受國家法律及規例規管的污染物。 溫室氣體包括二氧化碳、甲烷、氧化亞氮、氫氟碳化合物、全氟化碳及六氟化硫。 有害廢棄物指國家規例所界定者。	環境	5–6
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KPI A1.1	The types of emissions and respective emissions data.	KPIs in respect of the environmental issues relevant to the Group	8–9
關鍵績效指標 A1.1	排放物種類及相關排放數據。	就與本集團有關環境問題的關鍵績效指標	8–9
KPI A1.2	Greenhouse gas emissions in total (in kilograms) and, where appropriate, intensity (e.g. per unit of revenue, per facility). — Scope 1 emissions — Scope 2 emissions — Scope 3 emissions	KPIs in respect of the environmental issues relevant to the Group	9
關鍵績效指標 A1.2	溫室氣體總排放量(以千克計算)及(如適用)密度(如以每收益單位、每項設施計算)。 — 範圍1排放物 — 範圍2排放物 — 範圍3排放物	就與本集團有關環境問題的關鍵績效指標	9
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of revenue, per facility).	KPIs in respect of the environmental issues relevant to the Group	9
關鍵績效指標 A1.3	所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每收益單位、每項設施計算)。	就與本集團有關環境問題的關鍵績效指標	9

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層面 A1：排放物			
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of revenue, per facility).	KPIs in respect of the environmental issues relevant to the Group	9
關鍵績效指標 A1.4	所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每收益單位、每項設施計算）。	就與本集團有關環境問題的關鍵績效指標	9
KPI A1.5	Description of measures to mitigate emissions and results achieved.	Environmental	5–6
關鍵績效指標 A1.5	描述減低排放量的措施及所得成果。	環境	5–6
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	Environmental	6
關鍵績效指標 A1.6	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。	環境	6

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Aspect A2: Use of Resources	General disclosure Policies on the efficient use of resources, including energy, water and other raw materials. Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc	Use of resources	7
層面 A2 : 資源使用	一般披露 有效使用資源的政策，包括能源、水及其他原材料。 註：資源可用於生產、儲存、運輸、樓宇、電子設備等	資源使用	7
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh) and intensity (e.g. per unit of revenue, per facility).	KPIs in respect of the environmental issues relevant to the Group	9
關鍵績效指標 A2.1	按類型劃分的直接及／或間接能源（如電、氣或油）總耗量（以千瓦時計算）及密度（如以每收益單位、每項設施計算）。	就與本集團有關環境問題的關鍵績效指標	9
KPI A2.2	Water consumption in total and intensity (e.g. per unit of revenue, per facility).	KPIs in respect of the environmental issues relevant to the Group	10
關鍵績效指標 A2.2	總耗水量及密度（如以每收益單位、每項設施計算）。	就與本集團有關環境問題的關鍵績效指標	10
KPI A2.3	Description of energy use efficiency initiatives and results achieved.	Use of resources	7
關鍵績效指標 A2.3	描述能源使用效益計劃及所得成果。	資源使用	7

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層面 A2 : 資源使用			
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	KPIs in respect of the environmental issues relevant to the Group	10
關鍵績效指標 A2.4	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。	就與本集團有關環境問題的關鍵績效指標	10
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	KPIs in respect of the environmental issues relevant to the Group	10
關鍵績效指標 A2.5	製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位估量。	就與本集團有關環境問題的關鍵績效指標	10
Aspect A3: The Environment and Natural Resources			
層面 A3 : 環境及天然資源			
	General Disclosure	The Environment and Natural Resources	7-8
	Policies on minimizing the issuer's significant impact on the environment and natural resources.	環境及天然資源	7-8
	一般披露		
	減低發行人對環境及天然資源造成重大影響的政策。		
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	The Environment and Natural Resources	7-8
關鍵績效指標 A3.1	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。	環境及天然資源	7-8

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Social 社會 Employment and Labour Practices 僱傭及勞工常規 Aspect B1: Employment	General Disclosure Information on: (a) the policies; and (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, antidiscrimination, and other benefits and welfare.	Employment	10–13
層面 B1：僱傭	一般披露 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) 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。	僱傭	10–13
KPI B1.1 關鍵績效指標 B1.1	Total workforce by gender and age group. 按性別及年齡組別劃分的僱員總數。	Employment 僱傭	11 11
KPI B1.2 關鍵績效指標 B1.2	Employee turnover rate by gender and age group. 按性別及年齡組別劃分的僱員流失比率。	Employment 僱傭	11 11

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Aspect B2: Health and Safety	General Disclosure Information on: (a) the policies; and (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.	Health and Safety	12
層面 B2：健康與安全	一般披露 有關提供安全工作環境及保障僱員避免職業性危害的： (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。	健康與安全	12
Aspect B3: Development and Training	General Disclosure Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Development and Training	12
層面 B3：發展及培訓	一般披露 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。	發展及培訓	12
Aspect B4: Labour Standards	General Disclosure 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 and forced labour.	Labour Standards	13
層面 B4：勞工準則	一般披露 有關防止童工及強制勞工的： (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。	勞工準則	13

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Aspect B5: Supply Chain Management	General Disclosure Policies on managing environmental and social risks of the supply chain.	Supply Chain Management	13–14
層面 B5：供應鏈管理	一般披露 管理供應鏈的環境及社會風險政策。	供應鏈管理	13–14
Aspect B6: Product Responsibility	General Disclosure 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.	Product Responsibility	14–15
層面 B6：產品責任	一般披露 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。	產品責任	14–15
Aspect B7: Anti-corruption	General Disclosure 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.	Anti-corruption	16
層面 B7：反貪污	一般披露 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。	反貪污	16

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Community 社區			
Aspect B8: Community Investment	General Disclosure 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.	Community Investment	17
層面 B8：社區投資	一般披露 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。	社區投資	17