

# 2021

環境、社會及管治報告  
ENVIRONMENTAL, SOCIAL  
AND GOVERNANCE REPORT



National Arts Group Holdings Limited  
國藝集團控股有限公司

(Incorporated in the Cayman Islands and continued in Bermuda with limited liability)  
(於開曼群島註冊成立並於百慕達存續之有限公司)

Stock code 股份代號 : 8228

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### INTRODUCTION AND APPROACH TO ENVIRONMENTAL, SOCIAL AND GOVERNANCE AND REPORTING

National Arts Group Holdings Limited (the “**Company**”) and its subsidiaries (together referred to as the “**Group**”) are pleased to present its Environmental, Social and Governance (“**ESG**”) report (the “**ESG Report**”).

This ESG Report summarizes the environmental and social impacts, policies and initiatives of the Group to demonstrate the Group’s long-term commitment in ensuring that the Group’s business is economically, socially and environmentally sustainable.

This ESG Report has been uploaded to the website of the Stock Exchange of Hong Kong Limited (“**the Stock Exchange**”) and the website of the Group <http://www.nationalarts.hk>.

### REPORTING PERIOD

This ESG Report describes the ESG activities and measures taken by the Group for the year from 1 January 2021 to 31 December 2021 (the “**Reporting Period**”).

### SCOPE OF REPORTING

The scope of the ESG Report covers the Group’s travelling and entertainment business in Hong Kong and the hotel and film shooting business in Foshan, Guangdong province, the People’s Republic of China (the “**PRC**”).

The Group will continue to assess the major ESG aspects and extend the scope of disclosures when and where applicable.

### 序言以及環境、社會及管治方針與報告

國藝集團控股有限公司（「**本公司**」）及其附屬公司（統稱「**本集團**」）欣然提呈其環境、社會及管治（「**環境、社會及管治**」）報告（「**本環境、社會及管治報告**」）。

本環境、社會及管治報告概述本集團的環境及社會影響、政策及措施，以彰顯本集團長期致力於確保其業務在經濟、社會及環境方面的可持續發展。

本環境、社會及管治報告已上載至香港聯合交易所有限公司（「**聯交所**」）網站及本集團網站（<http://www.nationalarts.hk>）。

### 報告期間

本環境、社會及管治報告詳述本集團於二零二一年一月一日至二零二一年十二月三十一日止年度（「**報告期**」）在環境、社會及管治方面的活動及所採取的措施。

### 報告範圍

環境、社會及管治報告的範圍涵蓋本集團於香港的旅遊及娛樂業務以及於中華人民共和國（「**中國**」）廣東省佛山市的酒店及電影拍攝業務。

本集團將繼續評估主要環境、社會及管治層面，並在適用情況下擴大披露範圍。

## REPORTING FRAMEWORK

This ESG Report has been prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “**ESG Reporting Guide**”) as set out in Appendix 20 to the Rules (the “**GEM Listing Rules**”) Governing the Listing of Securities on GEM of the Stock Exchange. Information relating to the corporate governance practices of the Group will be set out in the Corporate Governance Report of the Group’s 2021 Annual Report.

During the preparation of this ESG Report, the Group has applied the following reporting principles:

**Materiality:** Materiality assessment was conducted to identify material issues for the Reporting Period, and thereby adopting the confirmed material issues as the focus for the preparation of the ESG Report. The materiality of issues was reviewed and confirmed by the board of directors (the “**Board**”) and senior management. For further details, please refer to the sections headed “Stakeholder Engagement” and “Materiality Assessment”.

**Quantitative:** The standards, methodologies and applicable assumptions used in the calculation of key performance indicators (“**KPIs**”) data were supplemented by explanatory notes.

**Consistency:** Unless otherwise stated, the preparation approach of this ESG Report is consistent with the previous year for comparison. If there are any changes in the scope of disclosure and calculation methodologies that may affect comparison with previous reports, explanations will be provided to the corresponding data.

## BOARD STATEMENT AND ESG GOVERNANCE STRUCTURE

The Board acknowledges its responsibility for ensuring the integrity of the ESG Report and to the best of its knowledge, this ESG Report addresses all material issues and fairly presents the ESG performance of the Group and its impact. The Board confirms that it has reviewed and approved the ESG Report.

## 報告框架

本環境、社會及管治報告乃根據聯交所GEM證券上市規則（「**GEM上市規則**」）附錄20所載環境、社會及管治報告指引（「**環境、社會及管治報告指引**」）編製。有關本集團企業管治常規的資料將載於本集團二零二一年年報的企業管治報告內。

於編製本環境、社會及管治報告時，本集團已應用以下報告原則：

**重要性：**進行重要性評估，以識別報告期的重要議題，從而採納已確認的重要議題作為編製本環境、社會及管治報告的重點。議題的重要性由董事會（「**董事會**」）及高級管理層審閱及確認。有關進一步詳情，請參閱「利益相關方交流」及「重要性評估」章節。

**量化：**計算關鍵績效指標（「**關鍵績效指標**」）數據所用的標準、方法及適用假設於解釋性附註進行補充。

**一致性：**除另有說明外，本環境、社會及管治報告的編製方法與上一年度一致，以便進行比較。如披露範圍及計算方法有任何變動而可能影響與過往報告的比較，則會對相應數據作出解釋。

## 董事會聲明及環境、社會及管治架構

董事會明白其為確保環境、社會及管治報告完整所負有的責任。就董事會全悉，本環境、社會及管治報告記述所有重大事項，並合理展示本集團的環境、社會及管治表現以及其影響。董事會確認其已審閱並批准本環境、社會及管治報告。

## The Group's ESG Approach

The Group's ESG approach is to ensure that the Group continues to create long-term value for its stakeholders includes retaining the economic and social advantages of its operations while taking the necessary steps to protect and support the local community, the natural, historic and cultural heritage.

The Group understands that environmental conservation and community engagement is more than a moral imperative, it also makes good business sense. By upholding its commitment to corporate social responsibility, the Group strives to forge itself into an environmentally friendly enterprise that cares about its employees' development and protects their rights and interests. The Group adheres to the principle of equality and integrity for its operation, and complies with business regulations and ethic codes.

The Group is well aware of its impacts on the environment as well as the society, and therefore it insists on putting its ESG policies as set out in the ESG Report into practice. By proactively upgrading and optimizing its equipment, the Group endeavours to meet the energy saving and emission reduction targets. By strict implementation and continued improvement of its employment policy, the Group provides a safe and healthy working environment and a fair development platform for its employees. The Group believes that by offering an outstanding service experience and creating long-lasting memories for its guests, its travellers, its audience, its artists and the film crew members, the Group can achieve a sustainable development.

## How we manage ESG

The Board is responsible for evaluating and identifying the ESG risks of the Group and ensuring that the Group sets up an appropriate and effective ESG risk management and internal control system.

Therefore, the Group has established an ESG executive committee to specify the responsibility of implementing its ESG management and objectives. The executive committee will drive and monitor the initiatives taken in various aspects of the Group's ESG practices that are integrated with the Group's business operation.

## 本集團的環境、社會和管治方針

為確保本集團繼續為本集團的利益相關方創造長期價值，除了維護好集團的業務在經濟和社會優勢外，本集團也同時需要採取必要的步驟，以保護和支援當地社區、自然環境、歷史和文化遺產。

本集團明白，環境保護和社區參與不僅僅是在道義上是必要的，也可以帶來很好的商業意義。秉持履行企業社會責任之承諾，本集團致力創建環境友好型企業，關愛員工發展，保障員工權益；以公平誠信為企業經營的宗旨，遵循商業規範及道德。

本集團深明自身的環境及社會影響，堅持將本環境、社會及管治報告內所載的環境、社會及管治政策付諸實踐，積極開展設備升級改造以實現節能減排之目標，認真執行並不斷完善僱傭制度，為員工提供安全健康的工作環境與公平的發展平台。本集團相信，唯有通過為我們的客人、我們的遊客、我們的觀眾、我們的藝人和電影攝製組提供卓越的服務體驗並創造美好的回憶，本集團才能得以實現可持續發展。

## 我們如何主導環境、社會和管治

董事會負責評估及釐定本集團有關環境、社會及管治的風險，並確保本集團設立合適及有效的環境、社會及管治風險管理及內部監控系統。

因此本集團成立了環境、社會及管治執行委員會以明確環境、社會及管治管理和目標的責任落實。執行委員會負責推動和監控本集團各方面業務執行環境、社會及管治的舉措。

## STAKEHOLDER ENGAGEMENT

The Group actively communicates with its stakeholders, establishes multiple channels of communication to understand the topics they cared about, and regularly reviews the effectiveness of relevant actions taken to improve the communication channels in order for the opinions of the stakeholders to be reflected fully. The topics concerned by different stakeholder groups in the reporting period are listed in the table below.

## 利益相關方交流

本集團積極與利益相關方進行溝通，建立多方面的溝通渠道以了解他們所關心的議題，並定期檢討有關行動的成效，以完善溝通渠道以便利利益相關方的意見得以全面反映。下表列出報告期內不同利益相關方組別所關注的議題。

Stakeholder 利益相關方	Engagement Method 交流方式	Topics 主題	Action 行動
Shareholders 股東	Investor relations communication 投資者關係溝通 Shareholder meeting 股東大會	<ul style="list-style-type: none"> <li>- Financial performance 財務表現</li> <li>- Corporate governance 企業管治</li> <li>- Risk management 風險管理</li> <li>- Business transition 業務轉型</li> </ul>	<p>The Group provides information on strategies, policies, and performance through its quarterly reports, interim reports, annual reports and announcements.</p> <p>本集團通過季度報告、中期報告、年報及公告提供有關公司策略、政策和績效的信息。</p>
Employees 員工	Meeting and staff interview 集會和員工面談	<ul style="list-style-type: none"> <li>- Career 事業</li> <li>- Health and safety 健康與安全</li> <li>- Workplaces condition 工作環境</li> </ul>	<p>The Group provides diverse training programs, streamlines the promotion process, provides decent wages and a safe and respectful workplace.</p> <p>本集團提供多元化培訓、暢通職業發展通道、提供體面工資及安全文明的工作場所。</p>
Tourists 遊客	Business relationship/feedback 商業關係／反饋	<ul style="list-style-type: none"> <li>- Travel quality 旅遊質量</li> <li>- Price 價格</li> </ul>	<p>The Group provides quality travel package. The Group delivers what it has promised to its guests and ensures its service satisfaction. All tour guides employed by the Group are registered and well trained.</p> <p>本集團提供優質的旅行套餐。本集團向賓客提供其承諾的服務，並確保其服務滿意度。本集團聘用的所有導遊都有牌照和訓練有素。</p>
Viewers/Audience 觀眾	Box office ranking, feedback and comment 票房排名、反饋意見和評論	<ul style="list-style-type: none"> <li>- Rich content 豐富的內容</li> <li>- Quality 質量</li> <li>- Responsible content 負責任的內容</li> </ul>	<p>The Group selects screenplay that have a purpose to the society. The Group invites and recruits wellknown directors and artists to act in its films and dramas.</p> <p>本集團選擇對社會有意義的劇本。本集團邀請和招聘知名導演和演員指導和出演電影和電視劇。</p>

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Stakeholder 利益相關方	Engagement Method 交流方式	Topics 主題	Action 行動
Government 政府	Notice 通告	<ul style="list-style-type: none"> <li>- Travel and hotel service 旅行和酒店業務</li> <li>- Responsible content 負責任的內容</li> <li>- Tax 依法納稅</li> </ul>	<p>The Group works closely with the municipal government to achieve turning Foshan into a film culture center.</p> <p>本集團與市政府合作將佛山市打造成影視文化中心。</p> <p>The Group is a member of Travel Industry Council of Hong Kong. The Group ensures its travel and hotel businesses comply with Travel Agents Ordinance of Hong Kong and the Travel Act of the PRC.</p> <p>本集團是香港旅遊業議會的會員。本集團確保其旅行社和酒店業務符合《香港旅行代理商條例》和《中華人民共和國旅遊法》。</p>
Suppliers 供應商	Business relationship 商業關係	<ul style="list-style-type: none"> <li>- Fairness 公平透明</li> <li>- Long-term commitment 長期承諾</li> <li>- Trust 誠信</li> </ul>	<p>The Group ensures its suppliers provide the service up to the standard it requires. The Group keeps its suppliers regularly informed and up to date on its plans so that they know where they fit in and how they can help.</p> <p>本集團確保其供應商提供符合本集團要求的標準服務。本集團會定期向供應商通報集團的計劃，以便供應商知道如何能提供幫助。</p>
Artists 藝人	Business relationship 商業關係	<ul style="list-style-type: none"> <li>- Protect the artist rights 維護藝人權益</li> <li>- Artist Privacy 藝人隱私</li> </ul>	<p>The Group ensures its artists' rights and production are fully protected.</p> <p>本集團確保藝人的權利及作品得到充分保護。</p>
Community 社區	Meeting/community gathering 會議／社區集會	<ul style="list-style-type: none"> <li>- Community development 社區發展</li> <li>- Charity event 慈善活動</li> </ul>	<p>The Group actively engages in the local communities and work with them to promote community development.</p> <p>本集團積極與當地社區活動，共同促進社區發展。</p>

## MATERIALITY ASSESSMENT

The Group has identified 15 ESG issues pursuant to the Group's actual business situations and industry characteristics. Based on the results of stakeholder engagement, the Group prepared the materiality matrix (see picture 1 for details).

## 重要議題評估

根據本集團的實際業務情況與行業特點，本集團識別了15項環境、社會及管治議題。根據利益相關方交流的結果，編製重要性矩陣（詳見圖1）。



Picture 1 The Group's ESG Materiality Matrix  
 圖1 本集團環境、社會及管治重要性矩陣

## A. ENVIRONMENT

The Group is committed to reducing its energy consumption, greenhouse gas (“GHG”) emissions, water consumption and waste footprint by high efficiency and green development concept. The awareness of environment protection is integrated in the strategies and all the operation steps of the Group.

The Group believes that what gets measured, gets managed. The Group has therefore established energy and emissions improvement goals. The Group’s hotel, office and film studio have individual short-term goals which are reviewed and adjusted annually. In the future, the Group plans to continue increasing its operational eco-efficiency, developing continuous improvement plan that considers science-based targets required to curb GHG emissions.

During the reporting period, no penalties had been imposed upon the Group for violation of any environmental laws and regulations. The Group did not receive any complaints in relation to environment protection raised by the customers or any other person.

### A.1 Emissions

As the Company is an investment holding company and its principal subsidiaries in Hong Kong mainly participate in film production and distribution, provision of management service to artistes and provision of travel related products and Cross-border E-commerce business, it does not have significant air emissions, discharge into water or land in relation to its operations in Hong Kong. No substantial hazardous waste was produced by the Group during the reporting period.

In relation to the operation of National Arts Resort Hotel (the “Hotel”) and Xiqiao National Arts Film Studio (the “Studio”) in the PRC, the air emissions from our hotel boilers and company vehicles, waste-water discharge, GHG and waste are the major emissions of the Group.

The Hotel and the Studio have obtained the official approval of environmental impact assessment (the “**Environmental Impact Assessment**”) documents as required by the legislation in the PRC. The Group’s Environmental Impact Assessment documents and official approval covers all activities in the Hotel and Studio.

## A. 環境

本集團致力於減少能源消耗、溫室氣體（「**溫室氣體**」）排放、水消耗和廢物足跡；堅持高效的綠色發展理念，將環保意識融入本集團的戰略與運營的各個環節。

本集團相信經過量化，才能進行管理。因此，本集團建立了能源和排放改善目標。本集團的酒店、辦公室和電影拍攝基地設立短期目標，每年都會進行審核和調整。本集團計劃繼續提高運營生態效率，制定持續改進計劃，並設定科學目標以減少溫室氣體排放。

報告期內，本集團並無因違反環境法律或法規而遭受處罰。同時，並未接獲客戶或任何其他人士提出的有關環境保護問題的投訴。

### A.1 排放物

由於本公司為投資控股公司，而其香港附屬公司主要從事電影製作及發行、提供藝人管理服務及提供旅遊相關產品及跨境電商業務，故其於香港的業務營運並無產生重大廢氣排放、向水及土地的排污。於報告期間，本集團並無生產重大有害廢棄物。

就本集團於中國之佛山國藝度假酒店（「**酒店**」）及西樵山國藝影視城（「**影視城**」），酒店鍋爐及公司車輛的氣體排放、廢水排放、溫室氣體排放及廢棄物是本集團的主要排放物。

酒店以及影視城已經獲得中國法規要求的環境影響評估（「**環境影響評估**」）文件的正式批文。本集團的環境影響評估文件和官方批文涵蓋酒店及影視城的所有活動。



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The pollution prevention equipment and procedure cited in the Environment Impact Assessment documents are inspected by the local environmental protection authority in the PRC. The Group's pollutant-discharge permit is valid and effective and the Group has declared the pollutants produced to the local authority in a timely manner.

All of the Group's transport vehicles bought and used for company affairs have conformed to national emission standards.

The Hotel has implemented appropriate checks for air-pollutant leakage and has set up targets to improve air-emission reduction. The Hotel also has an appropriate emergency plan for potential emergencies that may result in negative environmental impact, which include procedures to handle identified non-compliance, with applicable corrective and preventive action.

During the Reporting Period, the Group had strictly complied with the emission standard of air pollutants and the relevant laws and regulations on environmental protection.

In 2021, the Group recorded increased consumption of natural gas when compared with last year, the reason for the increased consumption of natural gas was due to the increased usage of hot water in the Hotel used for sanitary purpose as a result of tightened COVID-19 preventive requirement when compared with 2020.


環境影響評價文件中列舉的污染防治設備和程序已經由中國地方主管環保部門檢查。本集團的污染物排放許可證是合法有效的，同時本集團已經適時地向地方當局申報所產生的污染物。

本集團為公司事務購買及使用的運輸車輛均符合國家排放標準。

酒店適時對排放管道洩漏進行適當的檢查，並製定了改善減排的目標。酒店還為潛在可能會為環境帶來負面影響的緊急情況制定了適當的應急計劃，其中包括處理發現的不合規情況的程序，以及糾正和預防措施。

於報告期內，本集團嚴格遵守空氣污染物排放標準和有關環境保護的相關法規。

於二零二一年，本集團的天然氣消耗量較去年有所增加，原因在於新型冠狀病毒疫情的預防性規定收緊導致酒店作衛生用途的熱水使用量較二零二零年增加。

Fuel Type 燃油類型	2021 二零二一年		2020 二零二零年	
	Amount 數量	Intensity (Consumption/ Floor Area) 密度 (消耗/建築面積)	Amount 數量	Intensity (Consumption/ Floor Area) 密度 (消耗/建築面積)
<b>Natural gas consumption (m<sup>3</sup>) 天然氣消耗 (立方米)</b>	<b>173,666 m<sup>3</sup> 立方米</b>	<b>0.29 m<sup>3</sup>/m<sup>2</sup> 立方米/平方米</b>	168,608 m <sup>3</sup> 立方米	0.29 m <sup>3</sup> /m <sup>2</sup> 立方米/平方米
 Energy Consumed (MJ) 能源消耗 (兆焦耳)	<b>6.65 million MJ 百萬兆焦耳</b>	<b>11.26 MJ/m<sup>2</sup> 兆焦耳/平方米</b>	6.46 million MJ 百萬兆焦耳	10.94 MJ/m <sup>2</sup> 兆焦耳/平方米
NOx emission (kg) 氮氧化物排放 (公斤)	<b>143.7 kg 公斤</b>	<b>0.24 g/m<sup>2</sup> 克/平方米</b>	139.6 kg 公斤	0.24 g/m <sup>2</sup> 克/平方米
SOx emission (kg) 硫氧化物排放 (公斤)	<b>17.88 kg 公斤</b>	<b>0.03 g/m<sup>2</sup> 克/平方米</b>	17.36 kg 公斤	0.03 g/m <sup>2</sup> 克/平方米

Note: Floor area of the Hotel and the Studio of 590,336 m<sup>2</sup> is used to calculate the consumption intensity in order to provide a meaningful analysis.

附註：為提供有意義的分析，將酒店及影視城的建築面積590,336平方米用於計算消耗密度。

A.1.1 GHG Emissions

The Group's responses to the challenges posed by climate change are based on the Group's ongoing efforts to reduce the GHG emissions.

The consumption of electricity is the primary source of the Group's GHG emission. The second primary source is the consumption of natural gas for the boilers at the Hotel.

During the reporting period, the Group's GHG emissions equated to a total of approximately 2,304 tonnes of CO<sub>2</sub> equivalent ("tCO<sub>2</sub>e") and the detailed summary of the GHG emission is shown as below:

The Group targets to reduce its GHG emission intensity (kg CO<sub>2</sub>e/m<sup>2</sup>) by 5% by the year ending 31 December 2025, using 2021 as the baseline year.


A.1.1 溫室氣體排放

為應對氣候變化挑戰，本集團持續致力減少溫室氣體排放。

電力消耗是本集團溫室氣體排放的主要來源。溫室氣體排放的第二個主要來源是酒店鍋爐的天然氣消耗。

在報告期內，本集團的溫室氣體排放量相當於約2,304噸二氧化碳當量。溫室氣體排放量的詳細摘要如下：

本集團的目標是以二零二一年為基準，於截至二零二五年十二月三十一日止年度之前將其溫室氣體排放密度（公斤二氧化碳當量／平方米）減少5%。

GHG Emissions 溫室氣體排放	2021 二零二一年		2020 二零二零年	
	Amount 數量	Intensity (Consumption/ Floor Area) 密度 (消耗／建築面積)	Amount 數量	Intensity (Consumption/ Floor Area) 密度 (消耗／建築面積)
 Scope 1 Direct GHG emission 直接的溫室氣體排放(範疇1)	423 tCO <sub>2</sub> e 噸二氧化碳當量	0.72 kg CO <sub>2</sub> e/m <sup>2</sup> 噸二氧化碳當量／平方米	396 tCO <sub>2</sub> e 噸二氧化碳當量	0.67 kg CO <sub>2</sub> e/m <sup>2</sup> 噸二氧化碳當量／平方米
Scope 2 Indirect GHG emission from the generation of purchased energy 生產購買的能源產生的間接的 溫室氣體排放(範疇2)	1,881 tCO <sub>2</sub> e 噸二氧化碳當量	3.19 kg CO <sub>2</sub> e/m <sup>2</sup> 噸二氧化碳當量／平方米	1,819 tCO <sub>2</sub> e 噸二氧化碳當量	3.08 kg CO <sub>2</sub> e/m <sup>2</sup> 噸二氧化碳當量／平方米
<b>Total GHG Emission 溫室氣體排放總量</b>	<b>2,304 tCO<sub>2</sub>e 噸二氧化碳當量</b>	<b>3.90 kg CO<sub>2</sub>e/m<sup>2</sup> 噸二氧化碳當量／平方米</b>	<b>2,215 tCO<sub>2</sub>e 噸二氧化碳當量</b>	<b>3.75 kg CO<sub>2</sub>e/m<sup>2</sup> 噸二氧化碳當量／平方米</b>

Notes:

附註：

- GHG emissions data are presented in terms of carbon dioxide equivalent and are based on "How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange.
- Floor area of the Hotel and the Studio of 590,336 m<sup>2</sup> is used to calculate the emission intensity in order to provide a meaningful analysis.
- Scope 3 GHG emission is considered not material.

- 溫室氣體排放數據乃按二氧化碳當量呈列，並根據聯交所發佈的《如何準備環境、社會及管治報告—附錄二：環境關鍵績效指標匯報指引》編制。
- 為提供有意義的分析，將酒店及影視城的建築面積590,336平方米用於計算排放密度。
- 溫室氣體排放（範疇3）被視作不重大。

The increased total amount and intensity of GHG emission was attributable to the increased consumption of natural gas and electricity used for sanitary purpose as a result of tightened COVID-19 preventive requirement when compared with 2020.

During the reporting period, the Group strictly complied with the relevant laws and regulations in relation to GHG emissions.

#### A.1.2 Waste

Due to the Group's business, the Group did not generate any hazardous waste during the reporting period.

Non-hazardous waste is generated by many activities in the Group's travel, hotels and entertainment business, including food preparation, guest waste, events waste and cleaning. The Group pro-actively seeks ways to reduce waste which goes to landfill or incineration. The waste reduction and management system is one of the most important environmental protection procedures followed during the operation of the Group's hotel business. The Group educates its employees annually about the procedure which should be followed regarding the waste produced, the separation of each waste and recycling. The Group has rolled-out food waste reduction training through its hotel chefs. The Group's program resulted in reduction of food waste. The remaining food wastes were used for farm feed.

For the Studio, the Group has mapped out a few waste categories, including film equipment, glass, aluminium, metal, wood, paper, costume, landscaping waste, batteries, used appliances and printer toners. For each of these waste streams, the Studio has identified disposal methods based on local available options. These methods include recycling, reuse, rental, donation and composting. Approaches vary across waste streams with significant strides made thus far to reduce paper and waste.

溫室氣體排放的總量及密度增加，主要是由於新型冠狀病毒疫情的預防性規定收緊導致作衛生用途的天然氣耗用量及用電量較二零二零年增加。

於報告期間，本集團嚴格遵守溫室氣體排放的相關法律法規。

#### A.1.2 廢棄物

由於本集團的業務性質，本集團於報告期內並無產生任何有害廢棄物。

無害廢棄物是從本集團的旅遊、酒店和娛樂業務的許多活動中產生的，包括食品準備、住客丟棄的生活垃圾、會議活動和在清潔中產生的垃圾。因此，本集團積極尋求減少運往堆填區或焚燒處理廢棄物的方法。減廢管理制度是集團酒店業務運作過程中最重要的環保方法之一。本集團每年對員工進行培訓，確保員工了解所產生的廢棄物、每項廢棄物的分類及回收利用所應遵循的程式。本集團通過酒店廚師提供如何減少食品浪費培訓。此舉措有效減少了食品浪費。剩餘的食品垃圾被用於農場飼料。

對於本集團的影視城，本集團已分類出若干廢物類別，包括攝影器材、玻璃、鋁、金屬、木材、紙張、服裝、園林綠化廢物、電池、二手家電和打印機碳粉。對於這些廢棄物，集團的影視城都根據當地的可用選項確定了處置方法。這些方法包括回收、再利用、租賃、捐贈和堆肥，各種廢物流的處理方法各不相同，迄今在減少紙張和廢棄物方面取得了重大進展。

For the Group's Hong Kong head office, the Group has implemented various programs to encourage employees to participate in waste reduction management, including:

- Encourage double-sided printing and reuse of waste papers;
- Purchase green and environmental printing paper;
- Encourage to use electronic channels for internal correspondence and communication;
- Waste papers are collected by recycling collectors; and
- Used printing supplies boxes and toners are returned to printing supplies companies for recycling and reuse.

Through the above mitigation measures, the Group believes that it will change the behaviour of the use of resources in its workplaces and achieve the goal of waste reduction in the coming years.

During the reporting period, the Group has strictly complied with the Solid Waste Pollution Prevention Law of the PRC, the Urban City Space and Environmental Sanitation Management Regulations and other relevant laws and regulations on waste handling in Hong Kong and the PRC.

#### A.1.3 Waste-water

The Group's hotel waste-water is treated and discharged in accordance with the local Foshan municipal regulation "Wastewater Quality Standards for Discharge to Municipal Sewers" (污水排入城鎮下水道水質標準). The Group applies wastewater treatment procedures including the activated sludge process and the bio-film process to its sewage before discharge. Throughout the year under review, the Group strictly complied with the given standards and relevant laws and regulations and the results are satisfactory.

對於本集團的香港總公司，本集團已推行多項計劃，鼓勵員工參與減廢管理，包括：

- 鼓勵雙面列印及廢紙重用；
- 選購綠色及較環保的列印紙；
- 鼓勵儘量以電子渠道進行內部通訊及溝通；
- 由回收商收集廢紙；及
- 使用過的列印耗材盒及墨盒將送回列印耗材公司循環再用。

透過上述減廢措施，本集團相信其將改變本集團工作場所的資源使用習慣，並於未來數年實現減廢目標。

於報告期內，本集團嚴格遵守《中華人民共和國固體廢物污染環境防治法》、《城市市容和環境衛生管理條例》和有關中國和香港的廢棄物處理的其他相關法律法規。

#### A.1.3 污水排放

本集團的酒店廢水按照佛山市當地《污水排入城鎮下水道水質標準》進行處理和排放。污水排放前，本集團採用活性污泥法及生物膜法等污水處理程序進行處理。於回顧年度，本集團嚴格遵守既定的排放標準及相關法律法規，結果令人滿意。

## A.2 Use of Resources

The Group strives to use resources effectively and minimize the discharge of wastes. In the ordinary course of business, the Group has implemented various energy saving and emission reduction measures. Apart from the waste reduction actions mentioned above, the other relevant examples are as follows:

### Reduce

- Less print out for client communications and corporate materials.
- Office supply purchase across departments to avoid unnecessary purchases and disposals.
- Installation of water filtration systems to avoid use of bottled water.

### Reuse

- Donations of used items including mattresses, linens and towels to the communities, suppliers and business partners.
- Composting and donating food and landscaping waste for farm feed.
- Reuse of film shooting equipments.
- Reuse of film shooting costumes.

### Recycle

- Waste stream segregation.
- Staff training and behavioural change.
- Engagement with local municipalities and waste management partners.
- Local partnerships to recycle e-wastes, metals, lamps and batteries.

### A.2.1 Energy Consumption

Electricity and natural gas consumption was increased in 2021 when compared to 2020 due to the hot water and electricity used for sanitary purpose as a result of the tightened of COVID-19 preventive requirement when compared with 2020.

## A.2 資源使用

本集團致力有效地利用資源，最大限度地減少丟棄廢棄物。在正常經營過程中，本集團實施了各種節能減排措施。除上述減廢行動外，其他有關例子如下：

### 減少

- 減少打印客戶通訊和企業資料。
- 統一跨部門的辦公用品採購，以避免不必要的採購及處置。
- 安裝水過濾系統，避免使用瓶裝水。

### 重複使用

- 向社區、供應商和合作夥伴捐贈二手物品，包括床墊、床單和毛巾。
- 食物殘渣及景觀廢物堆肥處理或捐作農場飼料。
- 鼓勵電影道具重複使用。
- 重複使用拍攝電影的服裝。

### 回收

- 廢棄物分類。
- 培訓工作人員和提倡回收利用的行為。
- 與地方市政當局和廢物管理夥伴溝通。
- 與回收電子廢物、金屬、燈具合作夥伴合作。

### A.2.1 能源消耗

與二零二零年相比，二零二一年的電力及天然氣消耗量有所增加，原因為新型冠狀病毒疫情的預防性規定收緊導致作衛生用途的熱水使用量及用電量較二零二零年增加。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

The Group has 10 small vehicles and 6 light goods vehicles in the PRC used in its daily business operation. During the reporting period, the vehicles consumed approximately 17,283 litres of petrol and 916 litres of diesel.





The Group has implemented a fuel-efficient action plan to trim petrol use. The plan encourages drivers to plan the journey before driving, adopt a gentle style of acceleration, and conduct regular servicing of vehicles including monthly tyres check. Tyres in poor condition will raise fuel consumption.

The Group targets to reduce its energy consumption intensity by 5% by the year ending 31 December 2025, using 2021 as the baseline year.

本集團於中國有10輛小型汽車及6輛輕型貨車，均用於滿足日常業務營運需要。於報告期間，該等汽車消耗17,283升汽油及916升柴油。

本集團已實施節油行動計劃，以縮減汽油使用量。該計劃鼓勵司機於出發前規劃好行程、行駛時適度加速及定期對車輛進行保養，包括每月進行輪胎檢查。使用狀況不佳的輪胎會增加油耗。

本集團的目標是以二零二一年為基準，於截至二零二五年十二月三十一日止年度之前將其能源消耗密度減少5%。

	2021 二零二一年		2020 二零二零年	
	Amount 消耗量	Intensity (Consumption/ Floor Area) 密度 (消耗/建築面積)	Amount 消耗量	Intensity (Consumption/ Floor Area) 密度 (消耗/建築面積)
<b>The non-renewable energy</b> <b>不可再生能源</b>				
 Natural Gas 天然氣	173,666 cubic meter 立方米	0.29 cubic meter/m <sup>2</sup> 立方米/平方米	168,608 cubic meter 立方米	0.29 cubic meter/m <sup>2</sup> 立方米/平方米
 Petrol 汽油	17,283 litres 公升	0.03 litres/m <sup>2</sup> 公升/平方米	11,403 litres 公升	0.02 litres/m <sup>2</sup> 公升/平方米
 Diesel 柴油	916 litres 公升	0.002 litres/m <sup>2</sup> 公升/平方米	192 litres 公升	0.001 litres/m <sup>2</sup> 公升/平方米
<b>Electricity Purchased</b> <b>購買的電力</b>				
 Electricity 電	6,907,612 kWh 千瓦時	11.7 kWh/m <sup>2</sup> 千瓦時/平方米	6,679,000 kWh 千瓦時	11.3 kWh/m <sup>2</sup> 千瓦時/平方米

Note: Floor area of the Hotel and the Studio of 590,336 m<sup>2</sup> is used to calculate the consumption intensity in order to provide a meaningful analysis.

附註：為提供有意義的分析，將酒店及影視城的建築面積590,336平方米用於計算消耗密度。

A.2.2 Water

Water is a serious issue to the Group's business. The availability of clean and accessible water is essential to the services it provides and critical to the health and economic vitality of the communities where the Group operates. As part of the operations of the Hotel, there are bathroom in every room and swimming pool in the premises. Therefore, water forms an integral part of every guest experience. Proper water management is essential to ensure that water is used efficiently and also eliminates the possibility of water pollution. The Group received consistent water supply during the reporting period.

During the reporting period, the Group does not have issue in sourcing water that is fit for purpose.

To reduce its water footprint, the Group executes a series of water conservation strategies including investing in water efficiency technologies, stimulating process improvements and reusing and recycling water. The Group's Hotel is actively identifying and implementing water efficiency technologies and process improvements to conserve water, in areas like kitchens, laundry areas, gardens, toilet, swimming pool and cooling systems. The Group also continues to retrofit motion sensors and low flow fixtures in common areas, install dual flush toilet to reduce water consumption.

In 2021, the Group's water consumption including hotel swimming pools, guestrooms water usage, Hong Kong head office, and Foshan film shooting base, was 137,843 tonnes.

A.2.2 用水

水是本集團業務中的一個重要因素。提供清潔、可獲得的水對於本集團提供的服務是很緊要的，對本集團經營所在社區的健康和經濟動力也至關重要。作為酒店營運的一部分，每個酒店房間都有浴室，在酒店內設有游泳池。因此，水是每一位客人體驗不可或缺的一部分。適當的水管理對於確保有效用水以及消除水污染的可能性至關重要。在報告期間，本集團獲得穩定的水源供應。

於報告期間，本集團在獲取合適的水源方面並無問題。

為了減少本集團的用水量，本集團實施了一系列節水策略，包括投資於節水技術、促進處理工藝改進以及水的再利用和循環利用。本集團的酒店在廚房、洗衣區、花園、廁所、游泳池和冷卻系統等地點，積極識別和實施節水技術和處理工藝改進，以節約用水。本集團還在公共區域改造感應水龍頭和降低水的流量速度，同時安裝節水馬桶，以減少用水量。

二零二一年，本集團的酒店游泳池和客房、香港總部和佛山影視拍攝基地的總用水量為137,843噸。

Water	2021 二零二一年		2020 二零二零年	
	Amount	Intensity (Consumption/ Floor Area) 密度 (消耗/建築面積)	Amount	Intensity (Consumption/ Floor Area) 密度 (消耗/建築面積)
Water Consumed 用水量	137,843 Tonnes 噸	0.23 Tonnes/m <sup>2</sup> 噸/平方米	165,990 Tonnes 噸	0.28 Tonnes/m <sup>2</sup> 噸/平方米

Note: Floor area of the Hotel and the Studio of 590,336 m<sup>2</sup> is used to calculate the consumption intensity in order to provide a meaningful analysis.

附註：為提供有意義的分析，將酒店及影視城的建築面積590,336平方米用於計算消耗密度。

### A.2.3 Packaging Materials

Due to the nature of the business, the Group does not have any material use of packaging materials. Therefore, the Group considered the number of packaging materials used insignificant.

## A.3 Environment and Natural Resources

The Group is working on various sustainable development activities to ensure the resources are used effectively and responsibly while providing its service. It is an important responsibility for the Group to bring less impact to the environment. The Group is always considerate to the sustainable development and it will keep focusing on community environmental conservation.

The Group has also initiated to promote tree planting activities around the studio, which helps to build an eco-friendly working environment and safeguard the ecosystems of local communities.

Committed to mitigating the impact of its business on the environmental and other natural resources, the Group did not cause any serious pollution or damage to its surrounding environment during the reporting period, including air, land, water and ecological system. Policies and measures on the use of resources and emissions are already set out in details in the above sections.

The Group is not aware of any material non-compliance relating to use of resources and the Group had complied with all relevant environmental rules and regulations in Hong Kong and the PRC during the reporting period.

### A.2.3 包裝材料

由於本集團業務的性質，本集團的產品和服務不需要使用大量包裝材料。因此，本集團認為所用包裝材料的數量微不足道。

## A.3 環境及天然資源

本集團在開展各種可持續發展活動以確保本集團提供服務時有效益及有責任地使用資源。本集團深明減少對環境造成影響是我們的重大責任。本集團一直重視可持續發展，並持續關注社區的環境保育。

本集團亦已計劃在影視城周邊進行植樹活動，旨在建設一個綠色的工作環境，並能同時保育當地社區的生態環境。

本集團致力降低業務對環境及其他天然資源造成的影響，報告期間並沒有對附近空氣、土地、水源及生態環境產生任何重大的污染及破壞。針對資源使用及排放物的公司政策及措施已於以上部份作詳細說明。

於報告期間，本集團並未發現任何關於資源使用的嚴重不合規情況，且本集團已遵守香港及中國的所有相關環保規則及規例。



#### A.4 Climate Change

Climate change is one of the major challenges to businesses around the world in recent years. The Group has recognised the potential risks and impacts of changing climate that may adversely affect the Group business and financial performance. The Group may suffer from physical risks such as severe extreme weather events and the change of precipitation pattern, which may affect safety of the employees and Group's properties. The Group has developed mitigation measures to reduce the effect raised by extreme weather conditions such as typhoons on our employees, properties and our operation. For instance, in advance of expected extreme weather, the Group will release employees from work and ensure there is sufficient time for their journeys between living place and working premises. The Group also enhances the resilience of the physical structure of properties through design and proper maintenance.

Climate change may also pose transition risks to the Group due to the increase in operation cost because of changes in regulatory, technological and market landscape due to climate change, including the tightening of national policies and listing rules. The Group reviews updates to policies and regulations in regions it operates and engages with internal and external stakeholders to identify and understand potential climate-related risks, and will take comprehensive measures to deal with changing situations.

#### A.4 氣候變化

近年來，氣候變化是全球企業面臨的主要挑戰之一。本集團已意識到氣候變化的潛在風險及影響可能對本集團業務及財務表現造成不利影響。本集團可能面臨極端天氣事件及降水模式變化等實體風險，該等風險可能影響僱員及本集團財產的安全。本集團已制定緩解措施，以減少颱風等極端天氣狀況對我們的僱員、物業及營運造成的影響。例如，在預期發生極端天氣之前，本集團會讓僱員下班，並確保彼等有足夠時間從工作場所返回住所。本集團亦透過設計及妥善保養提升物業實體結構的抗禦能力。

由於因氣候變化導致監管、技術及市場格局發生變化（包括國家政策及上市規則收緊），從而導致營運成本增加，氣候變化亦可能為本集團帶來過渡風險。本集團檢討其營運所在地區的政策及法規的更新，並與內部及外部利益相關方溝通，以識別及了解潛在氣候相關風險，並將採取全面措施應對不斷變化的情況。

## 5. EMPLOYMENT

### 5.1 Labour Practices

The Group has always considered talents as its most valuable resource and asset. The Group respects and protects the statutory rights and interests of employees, provide a fair career development platform, cares about its employees' physical and mental health, and join hands with employees to realize sustainable development.

The Group has developed sound employment policies covering the requirements and standards of recruitment, promotion, remuneration, resignation, treatment and so on, and regulates each requirement and standard to ensure the efficient management of human resources.

The human resource department of the Group develops recruitment plans in accordance with the recruitment needs of various departments, and continuously introduce talents to join the Group through social recruitment, campus recruitment, internal referral and other channels. The human resource department of the Group strictly implements the recruitment evaluation program, adheres to the selection principle of fairness and selection of high calibre, and provides equal job opportunities in accordance with their competence and abilities. The Group enters into employment contracts with the employees in accordance with the requirements of the Labour Law, covering matters such as wages, benefits working hours, rest periods, safety and sanitary conditions in the workplace, and grounds for termination.

The Group is committed to implementing the remuneration distribution principals based on performance, efficiency and fairness. On top of labor basic salary, the Group may pay performance bonuses in accordance with employees' performance and the Group's business performance. In order to maintain a competitive remuneration package, the Group carries out evaluation and adjustment on remuneration every year with reference to the average wage, the consumption level and the industry rate of the relevant city, so as to attract and retain talents.

## 5. 僱傭

### 5.1 勞工常規

本集團一直將人才視為最寶貴的資源與財富。本集團尊重並保障員工的各項法定權益，提供公平的職業發展平台，關心員工的身心健康，攜手員工共同實現可持續發展。

本集團制定了健全的僱傭政策，涵蓋招聘、晉升、薪酬、離職、待遇等方面的要求及標準，確保對人力資源的高效管理。

本集團人力部依據各部門招聘需求制訂招聘計劃，採用社會招聘、校園招聘、內部推薦等多種途徑為本集團持續引進優秀人才。本集團人力部嚴格執行招聘測評程序，堅持公正擇優的選拔原則，根據人員的資質與能力，給予公平的任職機會。本集團按照勞動法規要求，與員工訂立僱傭合同，內容涵蓋工資、福利、工時、假期、工作地點的安全及衛生條件以及終止僱傭的理由等事宜。

本集團貫徹按勞分配、效率優先、兼顧公平的薪酬分配原則，在基本工資的基礎上，根據員工的績效表現與經營業績發放績效獎金。本集團每年參照相關城市的平均工資、消費水平以及行業薪資情況對薪酬進行評估調整，維持有競爭力的工資水平，以吸引及保留人才。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

The Group adheres to the principles of fairness in the provision of employment opportunities, compensation, training, performance evaluation and promotion without any forms of discrimination such as gender, age, ethnicity, religion and culture. The Group is committed to creating a fair and harmonious working environment.

The Group has not discovered any material non-compliance or any violation of employment and labour related regulations during the reporting period.

#### 5.1.1 Employee Profile

The Group commitment is to support the local community by hiring local employees. As at 31 December 2021, the Group employed a total of 52 employees. As an employer in support of equal opportunity, the Group efforts are leaning towards hiring the most talented people. As per the below table, almost half of the Group's employees are females and they account for 46%, whereas males account for 54%.

本集團在提供就業機會、補償、訓練、業績評估及晉升方面秉持公平的原則，不存在任何性別、年齡、種族、宗教及文化上的歧視。本集團致力於創造公平和諧的工作環境。

報告期間，本集團並未發現任何嚴重不合規的情況或任何違反僱傭及勞工相關法規的情況。

#### 5.1.1 員工分析

本集團的承諾是通過僱傭當地員工來支援當地社區。截至二零二一年十二月三十一日，本集團共僱傭52名員工。作為一個崇尚機會平等的僱主，本集團以用人惟才為原則。根據下表，本集團僱員近半數是女性，佔46%，而男性則佔了54%。

		2021 二零二一年	2020 二零二零年
Total Employees	員工總數	52	409
<b>By Gender</b>	<b>按性別</b>		
Total Male Employees	男員工	28	172
Total Female Employees	女員工	24	237
<b>By Age</b>	<b>按年齡</b>		
Below 25 years old	小於25歲	1	63
25-34 years old	25-34歲之間	22	155
35-44 years old	35-44歲之間	19	94
45-54 years old	45-54歲之間	4	72
Above 55 years old	55歲以上	6	25
<b>By Employment Mode</b>	<b>按僱傭模式</b>		
Full time	全職	52	409
Part-time	兼職	0	0
<b>By Level</b>	<b>按級別</b>		
Management	管理層	15	71
Non-management	非管理層	37	338
<b>By Location</b>	<b>按地方</b>		
PRC	中國	29	383
Hong Kong	香港	23	26

### 5.1.2 Employee Turnover Rate

Employee turnover rates can vary widely across different sectors of business. The Group's employee turnover rate during the reporting period is 87.41%.

Due to the temporary outsourced services arrangement of the Hotel and the Studio, staff number of the Group in 2021 was reduced, and thus the turnover rate is higher than that of 2020.

Table below shows the Group's employee turnover rate by gender, age group and geographical region.

### 5.1.2 員工更替率

不同行業的員工更替率差別很大。在報告所述期間，本集團的員工更替率為87.41%。

由於對酒店及影視城作出暫時性外包服務安排，本集團於二零二一年的員工數目有所下降，故於二零二一年的員工更替率較二零二零年上升。

下表顯示了本集團按性別、年齡組別和地理區域分列的員工更替率。

		2021 二零二一年	2020 二零二零年
Employee Turnover Rate	員工更替率	<b>87.41%</b>	49.89%
<b>Employee Turnover Rate by Gender</b>	<b>按性別劃分的 員工更替率</b>		
Male Employee Turnover Rate	男員工更替率	<b>83.82%</b>	73.58%
Female Employee Turnover Rate	女員工更替率	<b>90.00%</b>	31.04%
<b>Employee Turnover Rate by Age Group</b>	<b>按年齡組別劃分的 員工更替率</b>		
Below 25 years old	小於25歲	<b>98.44%</b>	95.04%
25-34 years old	25-34歲之間	<b>85.99%</b>	43.27%
35-44 years old	35-44歲之間	<b>79.79%</b>	43.48%
45-54 years old	45-54歲之間	<b>94.52%</b>	40.00%
Above 55 years old	55歲以上	<b>76.00%</b>	30.51%
<b>Employee Turnover Rate by Location</b>	<b>按地理位置劃分的 員工更替率</b>		
PRC	中華人民共和國	<b>92.43%</b>	50.83%
Hong Kong	香港	<b>23.33%</b>	33.33%

Note: Turnover rate are calculated based on "How to prepare an ESG Report – Appendix 3: Reporting Guideline on Social KPIs" issued by the Stock Exchange.

附註：更替率乃基於聯交所頒佈的「如何編備環境、社會及管治報告—附錄三：社會關鍵績效指標匯報指引」計算。

## 5.2 Health and Safety

Health and safety in the workplace is part of our duty of care for employees. As a responsible employer, the Group is committed to reducing accidents, illness, and risks in the working area as far as possible, promoting the health of its employees, and thus also reducing the absence rate and employee turnover rate. The Group focuses on three major areas to minimise occupational hazards and health and safety risks:

1. **Fire Safety Inspection** – testing and maintenance of all fire safety related installations in the Group’s film shooting base, hotel and workplace. Fire drills exercise for the Group’s employees annually.
2. **Occupational Health & Safety** – Health and safety classes in the workplace, film shooting base, and the Group’s artist performance venue.
3. **Security** – Security of guests, the artists, film crew and property.

The guests of the Group spend a considerable amount of time in the Studio and the Hotel. They trust the Group to provide an environment that is not only comfortable and aesthetically beautiful, but also safe during their visit. It is also critical that the Group’s employees are provided with a safe working environment. Hence, the Hotel is audited annually to monitor its compliance with relevant safety guidelines. The annual audit process ensures that the management teams of the Hotel and the Studio focus on health and safety issues and are prepared to manage crisis and business interruptions.

For the Group’s travel, film production and artiste management business, the Group ensures all employees, artists, crew members and guests are given sufficient information about safety. As the Group’s businesses are mainly project or event based, before they get started, they will be insured. As each project or event carries different risks, the types of insurance needed and the level of premium will vary. The Group will insure all its employees, artists, guests against the risks of injury, accident, sickness, and damage to equipment.

## 5.2 健康與安全

保障員工於工作場所的健康與安全是本集團關懷員工所應盡義務的一部分。作為一個負責任的僱主，本集團致力儘量減少工作範疇內的意外、疾病及風險，促進員工的健康，從而減低員工缺席率和流失率。本集團專注於以下三個主要領域，以最大限度地減少職業危害以及健康和 safety 風險：

1. **消防安全檢查** – 在電影拍攝基地、酒店和工作場所測試和維護所有與消防安全有關的設施。每年組織員工進行消防演習。
2. **職業健康與安全** – 安排有關工作場所、影視城拍攝基地和藝人表演場地的健康與安全課程。
3. **安全** – 遊客、藝人、電影攝製組成員和財產的安全。

客人在影視城和酒店停留的時間較長。客人相信本集團提供的遊覽場所不僅舒適美觀而且安全。為員工提供安全的工作環境，對本集團也至關重要。因此，酒店每年都會接受審核，確保場所遵守相關安全指引。年度審核確保酒店和影視城管理團隊專注於健康和 safety 問題，並做好充分準備，以應對危機及業務中斷等事件。

對於本集團的旅遊、電影製作和藝人管理業務，本集團確保所有員工、藝人、電影攝製組和遊客獲得足夠的安全相關資訊。由於本集團業務主要是以項目或活動形式為基礎的。在項目及活動啟動之前，本集團會投購保險。每個項目或活動面臨的風險各異，所需保險的種類和保費水平有所不同。本集團將為所有員工、藝人、遊客面臨的傷害、事故、疾病投保，亦為設備的損害賠償投保。

During the reporting period, the Group complied with the Work Safety Law and Fire Prevention Law of the PRC and the Occupational Safety and Health Ordinance of Hong Kong. The Group has achieved zero work related fatalities in each of the past three years including the reporting period and the zero lost days due to work injury during the Reporting Period. The Group did not discover any material non-compliance of occupational health and safety related laws and regulations during the reporting period.

### 5.3 Development and Training

The Group cares about the development of its employees and expects to promote its business growth by unleashing the development potential of their talents. The internal training policies of the Group has been formulated with an aim to improve the staff's personal skills and bring out their best value for the development of the Group.

The human resources department of the Group provides the new recruits with a unified induction training covering its corporate culture and development direction, while the relevant departments provide them with trainings required for their respective positions. The Group also organizes various types of trainings for all staff throughout the year to improve the interaction between employees from different departments. Regular trainings in sales skills, market information and hospitality skills are provided to frontline personnel to assist them to deliver quality services to customers and motivate them to work aggressively towards the annual sales target. The Group also provides training allowance for non-frontline staff to encourage them to participate in job-related external trainings so as to enhance their own value and working skills.

Every newly appointed director of the Company will be given a set of induction materials to ensure that he/she will have an appropriate understanding of the Group's business and the directors' duties (in accordance with the GEM Listing Rules and the relevant statutory and regulatory requirements). In addition, the Company encourages all directors of the Company to participate in continuous professional development courses and seminars to develop and update their knowledge and skills.

於報告期內，本集團遵守中國的《安全生產法》和《消防法》和香港《職業健康與安全條例》。於過去三年（包括報告期）各年，本集團員工並無出現工傷死亡個案及於報告期內，因工傷損失的工作日數為零。於報告期內，並無發現任何不合規情況或有關職業健康與安全相關法規的重大不合規情況。

### 5.3 發展及培訓

本集團注重員工發展，藉著激發人才的發展潛力，期望促進本公司業務發展。本集團已制定內部培訓政策，致力提升員工的個人工作技能，全面發揮員工的價值，推動本集團的發展。

本集團人力資源部為新入職員工提供統一的關於公司企業文化及發展方針等方面的入職培訓，並由相關部門提供崗位需要的培訓。本集團每年亦針對全體員工進行各種類別的培訓，同時提升各部門員工之間的互動。本集團定期為前線人員提供銷售技巧、市場資訊及酒店管理技能等培訓，全力協助員工為客戶提供優質服務，激勵銷售人員努力達成年度銷售目標。本集團亦為非前線員工提供培訓津貼，鼓勵員工參加與工作相關的外部培訓，提升自我價值及工作技能。

本公司每位新任董事均會獲得一套就任須知，以確保彼對本公司的業務及董事職責（根據GEM上市規則及相關法定及監管規定制定）有適當了解。除此之外，集團鼓勵本公司所有董事參加持續專業發展課程及研討會，以發展及更新彼等的知識及技能。

During the reporting period, for the Group's hotel business, the Group's employees have an average of 10 training hours annually and 90% of the employees undertook the training. For the head office and the Studio, its employees have an average of 5 training hours annually and 90% of the employees (including senior-level employees) undertook the training. The training plan includes the skills required for upcoming tasks and company-wide management training.

#### 5.4 Labour Standards

The Group strictly abides by the relevant employment and labour laws and regulations and has never employed any child labour under the age of 16 or forced labour. It has formulated clear policies to prevent compulsory labour and employment of child labour, making sure that its employees enjoy their fundamental rights related to labour and has insisted on monitoring the recruitment process frequently to prevent the occurrence of illegal conduct. The Group's code of conduct and employment contract sets out the Group's general approach regarding the labour standards. In addition to the Group's code of conduct, the Group's human resources policy also covers the labour standard. The policy provides the framework of rules applicable to all human resources activities within the Group's operations. The Group did not discover any material non-compliance of labour rights and labour related laws and regulations during the reporting period.

#### 5.5 Supply Chain Management

The Group's supplier code of conduct (the "Supplier Code of Conduct") provides a framework for how the Group manages its relationship with suppliers and contractors. Critical areas include product quality, warranty, corruption and compliance with local laws and regulation. The Group is currently strengthening this approach through a dedicated program which will improve our supplier management. The Supplier Code of Conduct sets out the procurement policies, processes, selection, and the minimum standards. The Group expects its suppliers to meet the standards prescribed in the Supplier Code of Conduct and are working with them to achieve this.

於報告期內，對於本集團的酒店業務，本集團員工每年的平均受訓時數為10個小時，90%的員工接受了培訓。對於總部和影視城業務，員工每年的平均受訓時數為5個小時，90%的員工接受了培訓（包括高級員工）。培訓計劃包括應對即將開展的工作所需的技能和全公司範圍的管理培訓。

#### 5.4 勞工準則

本集團嚴格遵守相關僱傭及勞動法律法規，從未僱用過16歲以下的童工或使用強迫勞工。本集團制定了一套明確政策，從而防止出現強迫勞工及僱用童工及確保員工享有與勞動相關的基本權利，並堅持密切監察招聘流程，防止出現違法行為。本集團的行為準則和僱傭合同列出了有關勞工準則的一般條文。除了行為準則之外，本集團的人力資源政策也涵蓋了勞工準則。該政策提供適用於本集團業務活動內所有人力資源活動的規則框架。報告期內，本集團沒有發現任何有關勞動權利及勞動相關法律法規的重大不合規情況。

#### 5.5 供應鏈管理

本集團的供應商行為準則（「供應商行為準則」）為本集團如何管理與供應商和承包商的關係提供了一個框架。關鍵領域包括產品質量、保修、反貪污和當地法律法規。本集團目前正在通過一個專門的計劃加強這一方面，這將改善本集團的供應商管理。供應商行為準則規定了採購政策、流程、選擇和最低標準。本集團期望供應商符合供應商行為準則所訂明的標準，並與彼等合作以達致此目標。

For the Group's hotel and travel business, the Group implements stringent supplier admission reviews to overcome any potential challenges along the supply chain. The Hotel prioritises suppliers that are recommended by peers, have third-party certification and are of good reputation. The Group has established a qualified suppliers' list in which the performance of the suppliers are evaluated.

The Group has strict requirements for food safety. Therefore, it is especially important for it to make sure that all of the food suppliers meet the food safety standard. Suppliers are required to have the relevant food safety system in place such as ISO 22000, HACCP certificate. The Group has developed a supplier performance rating system which covers quality of product, price, packaging, and delivery time. Continuous poor performance will lead to termination of contract.

## 5.6 Product and Service Responsibility

In delivering the Group's travel and hospitality services it is very important to meet its guests' and travellers' expectations in order to ensure continuous improvement and growth of its business. In a highly competitive tourism market, understanding its guests' and travellers' needs and expectations is imperative for sustainable growth. The Group's actions and commitments in order to satisfy its guests and other stakeholders include:

- Commitment to ensure its product quality.
- Commitment to ensure its product safety.
- Commitment to satisfy its customers' needs, requirements and expectations.
- Commitment to satisfy its tour operator partners.
- Managing service quality by following international standards.
- Maintaining open communications with its employees, customers and suppliers.
- Identifying, evaluating and monitoring all food safety risks from production to delivery through the implementation of food quality standards in all the resorts and hotels.

對於本集團的酒店和旅遊業務，本集團實施嚴格的供應商准入審查，以避免供應鏈中的任何潛在風險。酒店優先考慮同行推薦的供應商，擁有第三方體系認證，並具有良好的聲譽。本集團建立了一個合格的供應商名單，定期評估供應商的表現。

本集團對食品安全有嚴格的要求。因此，對本集團來說，確保所有食品供應商都符合食品安全標準尤為重要。供應商需要有相關的食品安全體系，如ISO 22000、HACCP認證。本集團已制定供應商績效評級體系，涵蓋產品品質、價格、包裝和交貨時間。供應商如有持續不佳的表現將導致合同終止。

## 5.6 產品和服務責任

在提供旅行和酒店服務時，滿足客人和遊客的期望是非常重要的，以確保本集團業務的持續改進和增長。在競爭非常激烈的旅遊市場中，瞭解客人和遊客的需求和期望對於可持續增長至關重要。為使本集團的客人和其他利益相關方滿意，本集團作出以下行動和承諾：

- 承諾確保其產品品質。
- 承諾確保其產品安全。
- 致力於滿足客戶的需求、要求和期望。
- 承諾令其旅遊運營商合作夥伴滿意。
- 按照國際標準的品質提供服務。
- 與集團的員工、客戶和供應商保持坦誠溝通。
- 通過在酒店實施食品質量標準，識別、評估和監控從生產到交付全過程的食品安全風險。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

In addition, the Group's employees are well trained and the Group's equipment for managing the health and safety of its guests and travellers is comprehensive. Each of the Group's business units is committed to continuous improvement and satisfaction of the Group's guests are assessed and ratings thereby are used to identify specific areas for further improvement.

The Group is devoted to putting its guests' and travellers' preferences and choices as its first priority. Refunds of travel packages is possible, subject to company policies. The Group also values the feedback from its guests and travellers as they act as catalyst for advancement in its services. Guests and travellers can give their comments and reviews on the Group through different channels such as through a designated phone call where they will all be directed to and handled by the Group's dedicated customer service team.

During the Reporting Period, the Group did not recalled its sold or shipped products for safety reasons and did not received written complaints on its products and services.

During the reporting period, the Group complied with Trade Descriptions Ordinance of Hong Kong, Food Hygiene Law of the PRC and the relevant laws and regulations relating to health and safety, advertising, labeling and privacy matters relating to the Group's services. The Group continues to review and enhance its communications to ensure that the Group provides its guests and travellers with the latest information. The Group takes seriously its commitment to keep its guests and travellers informed about the services it offers. The Group avoids providing its guests and travellers any false or misleading service information especially on the tour package. The Group's employees are required to maintain transparency in communication and marketing.

此外，本集團的員工均訓練有素，集團就保證客人和遊客的健康與安全已配備齊全的設備。本集團的每個部門都致力於持續改進，並對客人滿意度進行評估，並將其評級用於確定需要進一步改進的具體領域。

本集團致力於將客人和遊客的喜好和選擇作為第一要務。根據公司政策，遊客可以選擇旅遊套餐退款。本集團也重視客人和遊客的反饋，因為他們是本集團服務進步的催化劑。客人和遊客可以通過專線電話等不同渠道反映他們對本集團的意見和看法，本集團專門的客戶服務團隊將為客人和遊客處理。

於報告期，本集團並無因安全理由召回已售或已付運產品，亦無收到有關其產品及服務的任何書面投訴。

於報告期間，本集團遵守香港法例商品說明條例、中國食品衛生法及有關本集團服務的健康與安全、廣告、標籤及隱私事宜的相關法律及法規。本集團繼續檢討及改進其通訊方式，以確保本集團向其客人及旅客提供最新資料。本集團認真履行承諾，讓客人及旅客知悉其提供的服務。本集團避免向客人提供任何虛假或誤導性的服務資訊，尤其是旅遊行程套餐。本集團的員工須保持溝通及營銷的透明度。

## 5.7 Protection of Customer Privacy and Intellectual Property Rights

The Group attaches great importance to customer information security, to maintain a sound corporate reputation and establish a cooperative and trusted business relationship with customers. The Group is committed to improving information confidentiality management system, and limiting employees' access to confidential information of customers through the implementation of a number of information security measures and strict authority management in order to guarantee that the information is for authorized use only.

The Group has educated its employees the following:

- Preserving the guests' trust by safeguarding and handling their information in a private and confidential manner.
- The importance of guest privacy.
- Exchanging confidential information is prohibited.

During the reporting period, the Group complied with Personal Data (Privacy) Ordinance of Hong Kong and the relevant laws and regulations of the PRC. The Group did not discover any circumstances of consumers' personal data being stolen, altered, damaged or leaked during the reporting period.

The Group has obtained intellectual property rights on certain of its film productions. The Group regularly monitors to ensure that the intellectual property rights are not being infringed.

## 5.7 客戶數據隱私及知識產權保護

本集團高度重視客戶信息安全，以維持良好企業聲譽，與客戶建立合作互信的業務關係。本集團致力完善信息保密管理制度；通過實施多項信息安全措施及嚴格的權限管理，限定員工對於客戶保密資料的查閱，保障資料僅用於獲授權之用途。

本集團已就以下方面對員工進行教育：

- 為了維護客人的信任，本集團需要妥善保護及以保密的方式處理他們的個人資料。
- 客人隱私的重要性。
- 禁止交換機密資訊。

於報告期間，本集團遵守香港個人資料（私隱）條例及中國的相關個人私隱法律及法規。本集團於報告期間並無發現任何消費者個人資料被竊取、篡改、損毀或洩漏的情況。

本集團已就其若干影視作品取得知識產權。本集團透過定期監察的方式確保其知識產權不受侵犯。

## 5.8 Anti-Corruption

The Group maintains and effectively implements a comprehensive system of internal control and stringent policies for anticorruption, and is committed to preventing and monitoring any malpractices or unethical practice.

The Group has strictly complied with ethical requirements and there was no occurrence of corruption, bribery, fraud and money laundering throughout the reporting period. The Group will adhere to its corporate ethics and uphold its reputation to prevent corruption.

The Group anti-corruption awareness training for employees ranges from on-boarding and yearly reminder programs. The purpose of the program is to help all employees understand the Group's values and the policy. Integrity is vital part of the Group's business. The Group's management is committed to sending a clear and consistent message to all employees and business partners that corruption and bribery are unacceptable.

Employees can report to the management of the Group with respect to any noncompliance such as receiving bribes, abuse of power by mail, electronic mail or phone. All business units have the responsibility to conduct regular risk assessment of their anticorruption procedures and implement remedial measures to mitigate risks.

A whistle-blowing Policy was put into effect for all levels and operations in the Group to show zero tolerance towards corruption and assist individual employees to disclose malpractice or impropriety within the Group. All employees must fully comply with relevant local laws and regulations as well as the Group's own policies on the prevention of corruption. All employees have a responsibility to raise concerns, confidence, about possible improprieties such as misconduct and malpractice in any matter related to the Group and report any suspected violations to a supervisor or senior management. Such policy also aims at protecting whistle-blowers from unfair dismissal, victimisation, and unwarranted disciplinary actions.

## 5.8 反貪污

本集團一直維持及有效實施一套健全的內部監控架構以及嚴謹反腐政策，並致力於防範和監控任何舞弊或不道德行為。

本集團嚴格遵守道德規範，在報告期內，沒有發生任何貪污、賄賂、欺詐和洗黑錢行為。本集團將堅持企業道德規範，秉持優良信譽，防範腐敗。

本集團針對員工的反腐知識培訓涵蓋了入職和年度提醒計劃。該計劃的目的是幫助所有員工了解本集團的價值觀和政策。誠信是今年集團開展業務的重要組成部分。本集團的管理層致力於向所有員工和業務合作夥伴發出明確和一致的信息，表明貪污和賄賂是不可接受的。

員工可以通過郵件、電子郵件或電話等方式向本集團管理層舉報任何違規行為，例如收受賄賂、濫權等。所有業務部門都有責任定期對其反腐措施進行風險評估，並實施補救措施以降低風險。

《舉報政策》已生效且適用於本集團各級別僱員及所有業務，此舉表明本集團對貪污的零容忍態度，亦有助於個別僱員揭露本集團內部的不法或不當行為。全體僱員必須全面遵守防止貪污相關的地方法律及規例以及本集團的內部政策。全體僱員均有責任對與本集團有關的任何事項中存在的潛在不當行為（例如行為不當及失職）以保密的方式提出關切，並向主管或高級管理層匯報任何涉嫌違規行為。有關政策亦旨在保障舉報人免遭不公平解僱、迫害及不必要的紀律處分。

During the Reporting Period, there were no corruption cases involving the Group or its employees.

During the Reporting Period, the Group had complied with Prevention of Bribery Ordinance of Hong Kong and the other relevant laws and regulations of relating to bribery, extortion, fraud and money laundering.

於報告期內，本集團或其員工並無牽涉任何貪污案件。

於報告期內，本集團已遵守香港《防止賄賂條例》及與賄賂、勒索、欺詐和洗黑錢其他有關的法律法規。

## 6. COMMUNITY INVESTMENT

As a responsible corporates citizen, the Group uses its expertise and resources to support the communities in which it operated in various ways. The Group continues to focus on the following areas for community investment:

- Provide helping hands for people in need;
- Foster a healthy and green living environment in the community;
- Support local charitable events; and
- Provide training opportunities for young people.

During the Reporting Period, in light of the COVID-19 pandemic, the Group did not arrange or participate in charitable events so as to protect the health and safety of its employees.

## 7. FEEDBACK

The Group attaches great importance to opinions from stakeholders. If you have any questions or suggestions on our work in relation to ESG or the content of this ESG Report, you are welcome to contract us via [info@nationalarts.com.cn](mailto:info@nationalarts.com.cn).

## 6. 社區投資

作為負責任之企業公民，本集團利用其專業知識及資源通過多種方式以支持經營所在之社區。本集團持續專注於以下多個社區投資方面：

- 幫助有需要人士；
- 在社區打造一個健康和綠色的生活環境；
- 支持當地慈善活動；及
- 為年輕人提供培訓機會。

於報告期間，鑑於新型冠狀病毒疫情的形勢，為保障僱員的健康及安全，本集團並無安排或參與慈善活動。

## 7. 反饋

本集團非常重視利益相關方的意見。如閣下對我們的環境、社會及管治相關工作或本環境、社會及管治報告的內容有任何疑問或建議，歡迎透過[info@nationalarts.com.cn](mailto:info@nationalarts.com.cn)與我們聯絡。

ESG GUIDE CONTENT INDEX  
環境、社會及管治報告指引內容索引

Aspects	Description	Relevant Sections
範疇	描述	相關章節
<b>A. Environmental</b>		
<b>A. 環境</b>		
<b>A1: Emissions</b>		
<b>A1 : 排放物</b>		
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.	A1. Emissions A1. 排放物
一般披露	有關廢氣溫室氣體排放、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。	
KPI A1.1	The types of emissions and respective emissions data.	
關鍵績效指標A1.1	排放物種類及相關排放數據。	
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity	
關鍵績效指標A1.2	直接（範圍1）及能源間接（範圍2）溫室氣體排放量（以噸計算）及（如適用）密度。	
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity.	
關鍵績效指標A1.3	所產生有害廢棄物總量（以噸計）及（如適用）密度。	
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity.	
關鍵績效指標A1.4	所產生無害廢棄物總量（以噸計）及（如適用）密度。	
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	
關鍵績效指標A1.5	描述所訂立的排放量目標及為達到這些目標所採取的步驟。	
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	
關鍵績效指標A1.6	描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	

Aspects	Description	Relevant Sections
範疇	描述	相關章節
<b>A2: Use of Resources</b>		
<b>A2 : 資源使用</b>		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	A2. Use of Resources
一般披露	有效使用資源(包括能源、水及其他原材料)的政策。	A2. 資源使用
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity.	
關鍵績效指標A2.1	按類型及密度劃分的直接及／或間接能源總耗量。	
KPI A2.2	Water consumption in total and intensity.	
關鍵績效指標A2.2	總用水量及密度。	
KPI A2.3	Description of energy use efficiency targets set and steps taken to achieve them.	
關鍵績效指標A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	
KPI A2.4	Description on whether there is any issue in sourcing water that is fit for purpose, water efficiency target set and steps taken to achieve them.	
關鍵績效指標A2.4	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	
KPI A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced.	
關鍵績效指標A2.5	製成品所用包裝材料的總量及(如適用)每生產單位佔量。	

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Aspects	Description	Relevant Sections
範疇	描述	相關章節
<b>A3: The Environment and Natural Resources</b>		
<b>A3 : 環境及天然資源</b>		
General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	A3. Environment and Natural Resources
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。	A3. 環境及天然資源
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	
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處理有關影響的行動。	
<b>A4: Climate Change</b>		
<b>A4 : 氣候變化</b>		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	A4. Climate Change
一般披露	識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	A4. 氣候變化
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	
關鍵績效指標A4.1	描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	

Aspects	Description	Relevant Sections
範疇	描述	相關章節
<b>B. Social</b>		
<b>B. 社會</b>		
<b><i>Employment and Labour Practices</i></b>		
<b>僱傭及勞工常規</b>		
<b><i>B1: Employment</i></b>		
<b>B1 : 僱傭</b>		
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, anti-discrimination, and other benefits and welfare.	5.1 Labour Practices 5.1 勞工常規
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。	
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	
關鍵績效指標B1.1	按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	
關鍵績效指標B1.2	按性別、年齡組別及地區劃分的僱員流失比率。	



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Aspects	Description	Relevant Sections
範疇	描述	相關章節
<b>B2: Health and Safety</b>		
<b>B2 : 健康與安全</b>		
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.	5.2 Health and Safety 5.2 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。	
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	
關鍵績效指標B2.1	過去三年（包括匯報年度）每年因工亡故的人數及比率。	
KPI B2.2	Lost days due to work injury.	
關鍵績效指標B2.2	因工傷損失工作日數。	
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	
關鍵績效指標B2.3	描述所採納的職業健康與安全措施，以及相關執行及監查辦法。	
<b>B3: Development and Training</b>		
<b>B3 : 發展及培訓</b>		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	5.3 Development and Training 5.3 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。	
KPI B3.1	The percentage of employees trained by gender and employee category.	
關鍵績效指標B3.1	按性別及僱員類別劃分的受訓僱員百分比。	
KPI B3.2	The average training hours completed per employee by gender and employee category.	
關鍵績效指標B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	

Aspects	Description	Relevant Sections
範疇	描述	相關章節
<b>B4: Labour Standards</b>		
<b>B4 : 勞工準則</b>		
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.	5.4 Labour Standards 5.4 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。	
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	
關鍵績效指標B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。	
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	
關鍵績效指標B4.2	描述在發現違規情況時消除有關情況所採取的步驟。	
<b>B. Social</b>		
<b>B. 社會</b>		
<b>Operating Practices</b>		
<b>營運慣例</b>		
<b>B5: Supply Chain Management</b>		
<b>B5 : 供應鏈管理</b>		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	5.5 Supply Chain Management
一般披露	有關管理供應鏈的環境及社會風險政策。	5.5 供應鏈管理
KPI B5.1	Number of suppliers by geographical region.	
關鍵績效指標B5.1	按地區劃分供應商數目。	

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Aspects	Description	Relevant Sections
範疇	描述	相關章節
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	
關鍵績效指標B5.2	描述有關聘用供貨商的慣例，向其執行有關慣例的供貨商數目，以及有關慣例的執行及監察方法。	
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	
關鍵績效指標B5.3	描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	
關鍵績效指標B5.4	描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	
<b>B6: Product Responsibility</b>		
<b>B6 : 產品責任</b>		
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, labeling and privacy matters relating to products and services provided and methods of redress.	5.6 Product and Service Responsibility and 5.7 Protection of Customer Privacy and Intellectual Property Rights
一般披露	有關所提供產品及服務的健康及安全、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。	5.6 產品和服務責任，及 5.7 客戶數據隱私及知識產權保護
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	
關鍵績效指標B6.1	已售或已運送產品總數中因安全與健康理由而須回收的百分比。	
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	
關鍵績效指標B6.2	接獲關於產品及服務的投訴數目以及應對方法。	

Aspects	Description	Relevant Sections
範疇	描述	相關章節
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	
關鍵績效指標B6.3	描述與維護及保障知識產權有關的慣例。	
KPI B6.4	Description of quality assurance process and recall procedures.	
關鍵績效指標B6.4	描述質量檢定過程及產品回收程序。	
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	
關鍵績效指標B6.5	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。	
<b>B7: Anti-corruption</b>		
<b>B7 : 反貪污</b>		
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.	5.8 Anti-Corruption 5.8 反貪污
一般披露	有關賄賂、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。	
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	
關鍵績效指標B7.1	於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	
KPI B7.2	Description of preventive measures and whistleblowing procedures, how they are implemented and monitored.	
關鍵績效指標B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。	
KPI B7.3	Description of anti-corruption training provided to directors and staff.	
關鍵績效指標B7.3	描述向董事及員工提供的反貪污培訓。	

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT  
環境、社會及管治報告

Aspects	Description	Relevant Sections
範疇	描述	相關章節
<b>B. Social</b>		
<b>B. 社會</b>		
<b>Community</b>		
<b>社區</b>		
<b>B8: Community Investment</b>		
<b>B8 : 社區投資</b>		
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.	6. Community Investment 6. 社區投資
一般披露	有關以社區參與來了解發行人營運所在社區需要及確保其業務活動會考慮社區利益的政策。	
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	
關鍵績效指標B8.1	專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。	
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	
關鍵績效指標B8.2	在專注範疇所動用資源（如金錢或時間）。	



National Arts Group Holdings Limited  
國藝集團控股有限公司

(Incorporated in the Cayman Islands and continued in Bermuda with limited liability)  
(於開曼群島註冊成立並於百慕達存續之有限公司)

Stock code 股份代號 : 8228

