



Sino Vision Worldwide Holdings Limited
新維國際控股有限公司

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

Stock Code 股份代號: 8086



ENVIRONMENTAL,
SOCIAL AND
GOVERNANCE REPORT

2022

環境、社會及管治報告

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ABOUT THIS REPORT

SCOPE AND REPORTING PERIOD

Sino Vision Worldwide Holdings Limited (the “Company”, together with its subsidiaries, the “Group”) is pleased to present this Environmental, Social and Governance (“ESG”) Report in accordance with the Environmental, Social and Governance Reporting Guide (“ESG Guide”), as set out in Appendix 20 of the Rules Governing the Listing of Securities on GEM of the Stock Exchange of Hong Kong Limited (“Listing Rules”). This report aims to provide a balanced representation of our major ESG policies, initiatives and performances of the Group in the four main areas – employment and labour practices, operating practices, environmental protection and community participation.

The Group is principally engaged in (i) e-commerce and provision of on-line sales platform; (ii) intellectual property (“IP”) rights licensing and international IP development, media integrated marketing, distribution agency and trading of sports and related products business and (iii) money-lending business, which are included in the reporting scope.

The reporting period is commenced on 1 July 2021 and ended on 30 June 2022 (the “Reporting Period”), unless otherwise stated. During the Reporting Period, the Group has streamlined the Hong Kong office operation and considered the environmental performance of the Hong Kong office has immaterial impact to the Group after downsizing the office size and streamlining the operation activities. Hence, the scope of this report covers the Group’s environmental performance in Shenzhen and Shanghai operation only while the social performances still covers the business operations in Hong Kong, and the two offices in Shenzhen and Shanghai of the PRC.

關於本報告

範圍及報告期間

新維國際控股有限公司（「本公司」，連同其附屬公司統稱「本集團」）根據香港聯合交易所有限公司GEM證券上市規則（「上市規則」）附錄20所載的環境、社會及管治報告指引（「環境、社會及管治報告指引」）欣然呈列本環境、社會及管治（「環境、社會及管治」）報告。本報告旨在均衡闡述我們在四大主要領域－僱傭及勞工常規、營運常規、環境保護及社區參與的主要環境、社會及管治政策、舉措及本集團表現。

本集團主要從事(i)電子商務及提供網上銷售平台；(ii)知識產權（「知識產權」）授權及國際知識產權開發、媒體綜合營銷、分銷代理及買賣運動及相關用品業務及(iii)借貸業務，該等業務均已納入報告範圍。

除另有說明外，報告期間自二零二一年七月一日起至二零二二年六月三十日止（「報告期間」）。於報告期間，本集團已精簡香港辦事處的營運，並認為香港辦事處的環境表現於縮減辦事處規模及精簡營運活動後對本集團的影響甚微。因此，本報告的範圍僅涵蓋本集團於深圳及上海業務的環境表現，而社會表現仍涵蓋於香港的業務營運，以及位於中國深圳及上海的兩個辦事處。

MESSAGE FROM THE BOARD

Over the past 12 months, the novel coronavirus ("COVID-19") pandemic and the heightened geopolitical tensions have posed unprecedented challenges for both the society and the economy. Climate change and environmental degradation have also been pressing issues for our community. Along with other macroeconomic factors, these factors have reshaped the business landscape resulting in a paradigm shift for our business operations.

Against this challenging backdrop, the Group has demonstrated a resilient performance through enhancing the corporate ESG management in namely two dimensions: environment and social. The Board has implemented a long-term strategic goal to progressively integrate the theme of sustainable development into the foundation of our business development strategy across all business units. This will be attained through establishing effective ESG internal controls, adopting ESG risk management measures, setting ESG related goals and targets and ingraining the philosophy of sustainable development in our workforce. This approach is designed to identify and address the key ESG issues. The management of all business units report to the Board on an annual basis regarding the performance of the ESG and materiality assessment is also performed annually to ensure the ESG matters are have been prioritised and manage according to the materiality level.

Diversity remains one of the key themes this year. The Group embedded the framework of diversity and inclusion in multiple business operations, and streamlined the corporate structure to further the initiative of driving gender equality across our business segments. Given the significant changes of our operating environment, the safety of our employee and customers remains our utmost priority. The Group's COVID-19 task force has been closely assessing the development of COVID-19 by arranging periodic meetings with employees across the business lines to ensure there are sufficient safety measures in place and minimal business disruption.

As the information technology infrastructure is the backbone of our business, we strive to reduce our electricity usage through procuring energy efficient electronic equipment and the establishment of the energy reduction initiatives. The Group has reached another milestone of further reducing the carbon footprint, such as by reducing electricity consumption by around 55% in the PRC operation. The Group has overall reduced the utilisation of resources and has taken a step closer to align the Group's emission target with the international Paris Agreement goal to achieve net 0 by 2050.

董事會寄語

於過去十二個月內，新型冠狀病毒（「新型冠狀病毒」）疫情及地緣政治緊張局勢的加劇給社會及經濟帶來了前所未有的挑戰。氣候變化及環境惡化亦一直是我們社區亟待解決的問題，加上其他重塑業務格局的宏觀經濟因素，導致我們的業務運營模式發生轉變。

於此充滿挑戰的背景，本集團加強企業環境、社會及管治管理（即環境及社會兩個層面的管理）且表現強韌。董事會實施長期戰略目標以將可持續發展的主題逐步納入我們所有業務單位的業務發展戰略基礎中。此將通過建立有效的環境、社會及管治內部控制、採用環境、社會及管治風險管理措施、設定環境、社會及管治相關目標及指標以及將可持續發展理念扎根於我們的員工隊伍中來實現。該方法旨在識別及解決關鍵環境、社會及管治問題。所有業務單位的管理層每年向董事會報告環境、社會及管治的表現，並每年進行重要性評估，以確保環境、社會及管治事宜已根據重要性水平進行優先排序及管理。

多元化仍是本年度的關鍵主題之一。本集團將多元化與包容性的框架嵌入到多個業務運營中，並精簡公司結構，以進一步推動我們各業務分部性別平等的舉措。鑒於我們的經營環境發生重大變化，維護僱員與客戶的安全仍是我們的首要任務。本集團的新型冠狀病毒工作小組透過安排與各業務線僱員的定期會議持續密切評估新型冠狀病毒的發展，以確保落實充分安全措施並盡可能減少對業務的干擾。

由於資訊科技基礎設施是我們業務的支柱，我們致力透過採購節能電子設備及制定節能措施以減少用電量。本集團已實現進一步減少碳足跡的另一個里程碑，例如在中國營運中減少約55%的電力消耗。本集團總體上已減少資源的使用，並朝著本集團的排放目標及《巴黎協定》所述到二零五零年實現淨零排放的國際目標邁進一步。

Going forward, the Group will remain reactive to the ebb and flow of the COVID-19 pandemic and take further actions to mitigate the economic impact within our operating environment. In parallel, the geopolitical uncertainty which prevailed in this year remains a prominent feature of our business operations. In response to these macroeconomic factors, the Group will continue to ingrain the core principles of ESG into our workforce across the different business segments to fulfil our corporate social responsibility and the sustainable development of our business strategy.

REPORTING PRINCIPLES

In accordance with the Listing Rules, the ESG Report is prepared on a basis of “Comply or Explain” principle which is the disclosure of the recommended and mandatory Key Performance Indicators (“KPIs”). The ESG Report also incorporates three other key principles:

1. **Materiality:** Any quantitative or qualitative ESG data that have the potential to influence the judgment of the reader shall be disclosed. For detail of the materiality assessment, please refer to section “Materiality Assessment”.
2. **Quantitative:** ESG data that can be classified and presented numerically shall be disclosed to ensure comparability between different Report Periods, companies and industry standards. The methodologies and the assumptions used during the calculation of the KPIs are based on the Listing Rules and the relevant guidance of the Stock Exchange of Hong Kong Limited, unless stated otherwise.
3. **Consistency:** If there are any changes in the methodologies and the assumptions used for the KPI calculations compared with the previous Reporting Period, it shall be disclosed. Otherwise, all methodologies and assumptions of the KPI calculations are the same as the previous Reporting Period to ensure comparability.

展望未來，本集團將繼續對新型冠狀病毒疫情的反覆作出反應，並採取進一步行動以減輕我們經營環境中的經濟影響。同時，本年度普遍存在的地緣政治不確定性仍是我們業務運營的一個突出特點。為應對該等宏觀經濟因素，本集團將繼續將環境、社會及管治的核心原則植入我們各業務分部的員工隊伍中，以履行我們的企業社會責任及落實可持續發展的業務策略。

報告原則

根據上市規則，環境、社會及管治報告乃根據「不遵守就解釋」原則（即建議披露及強制性關鍵績效指標（「關鍵績效指標」））編製。環境、社會及管治報告亦納入三項其他主要原則：

1. **重要性：**應披露任何可能影響讀者判斷的定性或定量的環境、社會及管治數據。有關重要性評估的詳情，請參閱「重要性評估」一節。
2. **量化：**應披露可分類及數字化呈列的環境、社會及管治數據，以確保不同報告期間、公司及行業標準之間的可比性。除另有所指外，於計算關鍵績效指標期間所採用的方法及假設乃根據上市規則及香港聯合交易所有限公司相關指引作出。
3. **一致性：**倘計算關鍵績效指標所用的方法及假設與上一報告期間相比有任何變動，應予以披露。否則，所有計算關鍵績效指標所用方法及假設均與上一報告期間所採用者一致，以確保可比性。

STAKEHOLDERS ENGAGEMENT AND MATERIALITY

The Group firmly believes in the need to prioritise environmental and social responsibilities and continues to seek ways to improve its environmental management system. In addition to achieving our business objectives, we recognize our responsibility to operate in a more responsible and sustainable manner by integrating ESG considerations into our day-to-day operations.

Based on our experience and communication we have with our clients, external organisations and our employees, the Group consolidated six different groups of stakeholders that are relevant to our business. These include our management, general staff, community, customers, investors and shareholders, suppliers and business partners.

The Group tries its utmost best to communicate with its key internal and external stakeholders through various communication channels. Stakeholder participation allows the Group to ensure our business and sustainability strategies align with the stakeholders' perspectives and expectations.

持份者參與及重要性

本集團深信，我們需要將環境及社會責任排定優先次序，並持續尋求改善其環境管理體系的方法。除達致業務目標之外，我們認識到我們有責任以更負責及可持續的方式經營業務，將環境、社會及管治考慮因素融入我們的日常營運中。

根據我們的經驗以及與客戶、外部組織和僱員之間的溝通，本集團整合六個與我們業務相關的不同持份者組別。該等組別包括我們的管理層、一般員工、社區、客戶、投資者及股東、供應商及業務合作夥伴。

本集團竭力透過各種溝通渠道與其內部和外部持份者溝通。持份者的參與使本集團能夠確保業務及可持續發展策略與持份者的觀點和期望保持一致。

The following table illustrates our key internal and external stakeholders with their expectations, communication channels and the measures we carry out to facilitate the communication.

下表說明我們的主要內部及外部持份者，以及彼等的期望、溝通渠道及我們為促進溝通而採取的措施。

Major Stakeholders Groups 主要持份者組別		Communication and Response Channels 溝通及回應渠道	Sustainability Topics of Interest 關注的可持續發展議題
Internal 內部	Employees 僱員	<ul style="list-style-type: none"> • Training events and seminars • Meeting and briefings • Performance appraisal evaluation • 培訓活動及研討會 • 會議及簡報 • 績效考核評估 	<ul style="list-style-type: none"> • Training opportunities and career development • Protection of employee's information and privacy • Health and safety work environment • Rights, compensation and benefits • 培訓機會及職業發展 • 保障僱員資料及私隱 • 健康及安全的工作環境 • 權利、賠償及福利
	Shareholders and investors 股東及投資者	<ul style="list-style-type: none"> • Annual reports • Annual general and shareholder meetings • Public notice and announcement • Media release • 年度報告 • 股東週年大會及股東會議 • 通告及公告 • 媒體報道 	<ul style="list-style-type: none"> • Corporate governance • Diversity and inclusion bodies • Financial and investment stability • Information transparency to the public • Ethical business operation • 企業管治 • 多元共融機構 • 金融及投資穩定性 • 公眾資料透明度 • 商業道德營運
External 外部	Suppliers 供應商	<ul style="list-style-type: none"> • Tender conferences • Institutional visits • Supplier performance feedbacks • Industry conferences • 招標會議 • 機構考察 • 供應商表現反饋 • 行業會議 	<ul style="list-style-type: none"> • Fair supplier selection process • Win-win cooperation • Stable and qualified products and services • 公平的供應商甄選流程 • 合作共贏 • 穩定、合格產品及服務
	Governments 政府	<ul style="list-style-type: none"> • Site visits and meetings • Mandatory local and regional reporting requirements • 實地考察及會議 • 強制性地方及區域性報告規定 	<ul style="list-style-type: none"> • Compliance with laws and regulations • Social engagement and development • Corporate governance • Environmental impact and carbon footprint • 遵守法律及法規 • 社會參與及發展 • 企業管治 • 環境影響及碳足跡
	Local communities 本地社區	<ul style="list-style-type: none"> • Local CSR activities • 本地CSR活動 	<ul style="list-style-type: none"> • Social engagement and development • 社會參與及發展

Major Stakeholders Groups
主要持份者組別

Communication and Response Channels
溝通及回應渠道

Sustainability Topics of Interest
關注的可持續發展議題

Stock Exchange
證券交易所

- Online meetings and reports on regulatory affairs
- Training schemes
- Newsletter release and updates
- 網上監管事務會議及報告
- 培訓計劃
- 通訊報道及更新

- ESG related-issues disclosure
- Adherence to the Listing Standards
- Regular updates and disclosure of external reports
- 環境、社會及管治相關議題披露
- 遵守上市準則
- 定期更新及披露外部報告

Media
媒體

- Public relation events
- Media release
- 公關活動
- 媒體報道

- Financial stability and review
- Corporate governance
- Social engagement
- Environmental protection
- 財務穩定性及回顧
- 企業管治
- 社會參與
- 環境保護

Community
社區

- Social interactions
- Community voluntary events
- ESG reporting
- Online communications
- 社交互動
- 社區義工活動
- 環境、社會及管治報告
- 線上溝通

- Social engagement and development
- Environmental protection
- 社會參與及發展
- 環境保護

Customers
客戶

- Customer service consultations
- Communications with frontlines
- 客戶服務諮詢
- 與前線溝通

- Products and services quality
- Protection of customers' privacy
- 產品及服務質素
- 保護客戶隱私

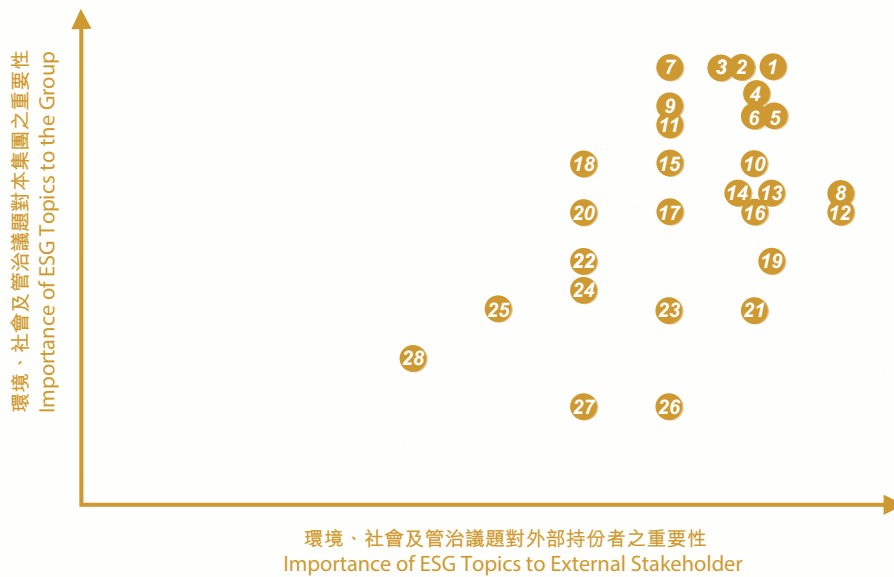
MATERIALITY ASSESSMENT

Following the communication with our senior management and operational staff, we assessed ESG issues relevant to the Group by considering their importance to our stakeholders as well as the Group. During the Reporting Period, external stakeholders (including clients, suppliers and business partners) had participated in the Group's materiality assessment which were conducted for the purpose of this ESG report. Five material aspects had been identified in the assessment, which includes (i) product health and safety, (ii) customer satisfaction, (iii) customer information and privacy, (iv) cultivation of local employment, and (v) diversity and equal opportunity of employees.

重要性評估

在與高級管理層和營運人員溝通後，考慮到與本集團有關的環境、社會及管治問題對持份者以及本集團的重要性，我們已對其作出評估。於報告期間內，外部持份者（包括客戶、供應商及業務合作夥伴）已參與本集團就本環境、社會及管治報告而進行的重要性評估。本集團已於評估中確定五個重要方面，包括(i)產品健康及安全、(ii)客戶滿意度、(iii)客戶資料及私隱、(iv)促進本地就業及(v)僱員多元化及平等機會。

重要性評估矩陣 Materiality Assessment Matrix



Item 序號	ESG Topic 環境、社會及管治議題	Item 序號	ESG Topic 環境、社會及管治議題
1	Product health and safety 產品健康及安全	15	Number of concluded legal cases regarding corrupt practices, e.g. bribery, extortion, fraud and money laundering 與貪污行為(如賄賂、勒索、欺詐及洗黑錢)有關的已結案法律案件數目
2	Customer satisfaction 客戶滿意度	16	Anti-corruption training provided to directors and staff 為董事及員工提供的反貪污培訓
3	Customer information and privacy 客戶資料及私隱	17	Climate change 氣候變化
4	Cultivation of local employment 促進本地就業	18	Air emissions 廢氣排放
5	Diversity and equal opportunity of employees 僱員多元化及平等機會	19	Greenhouse gas emissions 溫室氣體排放
6	Selection and monitoring of suppliers 甄選及監察供應商	20	Occupational health and safety 職業健康及安全
7	Community support (e.g. donation, volunteering) 社區支持(如捐款、義工活動)	21	Observing and protecting intellectual property rights 遵守及保護知識產權
8	Mitigation measures to protect environment and natural resources 保護環境及天然資源的減排措施	22	Water use 水資源使用
9	Environmental risks (e.g. pollution) and social risks (e.g. monopoly) of the suppliers 供應商的環境風險(如污染)及社會風險(如壟斷)	23	Employee remuneration, benefits and rights (e.g. working hours, rest periods, working conditions) 僱員薪酬、福利及權益(如工時、休假及工作環境)
10	Environmentally preferable products and services 環保產品及服務	24	Anti-corruption policies and whistle-blowing procedure 反貪污政策及舉報程序
11	Energy use (e.g. electricity, gas, fuel) 能源使用(如電力、煤氣、燃料)	25	Employee development and training 僱員發展及培訓
12	Product and service labelling 產品及服務標籤	26	Preventing child and forced labour 防止童工及強制勞工
13	Marketing communications (e.g. advertisement) 市場推廣(如廣告)	27	Non-hazardous waste production 無害廢棄物的生產
14	Use of materials (e.g. paper, packaging, raw materials) 材料使用(如紙張、包裝、原材料)	28	Hazardous waste production 有害廢棄物的生產

The Group's Environment & Social Policy guides the Group's business and operational decisions to take into account its responsibility in the ESG dimensions. With the aim of contributing our effort to protecting the environment and supporting the society, we are dedicated to leading a business driven primarily by sustainability through tides of change. We emphasise the significance of sustainable development in our operational strategies as we believe to act responsibly, we must plan sustainably.

STAKEHOLDERS' FEEDBACK

The Group welcomes stakeholders' feedback on its ESG approach and performance. Please give your suggestions or share your views with the Group through any channel below:

Email: ir@svwholdings.com

Website: <http://www.sinovisionworldwide.com>

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Phone: (852) 3845 5500

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本集團的環境及社會政策為本集團的業務及營運決策提供指引，使本集團考慮於環境、社會及管治各方面須承擔的責任。我們致力於因時制宜，經營以可持續發展為主的業務，務求保護環境及支持社會。我們認為在經營業務方面要為環境和社會負責任，必須以可持續方式制定計劃，因此我們強調可持續發展在營運策略中的重要性。

持份者反饋

本集團歡迎持份者就其環境、社會及管治方針及表現提供反饋。閣下可透過以下任何渠道向本集團提出建議或分享意見：

電郵： ir@svwholdings.com

網站： <http://www.sinovisionworldwide.com>

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ENVIRONMENTAL

The Group's business operations are office-based, in which significant emissions were mainly related to electricity consumption. Other emission sources included petrol consumption for Group-owned vehicles, freshwater processing, sewage treatment, paper disposed at landfill and business air travel. Non-hazardous wastes generated were mainly papers. Despite the insignificant emission impact the Group has made to the environment, we strive to adopt environmental friendly measures and sustainable construction approaches and materials to enhance the sustainability of building environment in Hong Kong and PRC, and to reduce energy and resource consumption in our offices. During the Reporting Period, the Group did not note any cases of material non-compliance in relation to air and greenhouse gas emissions ("GHG Emissions"), discharge into water and land, and the generation of non-hazardous waste.

A.1. Emissions

Air pollutants

During the Reporting Period, the air pollutants from vehicles overall decreased. Due to COVID-19, most conferences and meetings were held virtually. There was lower frequency of local business travels compared to the last Reporting Period. The Group is aware of the air pollutants generated from vehicles usage and will continue to consider using a more environment-friendly fuel type, such as electricity or other biomass sources, in the upcoming reporting period to reduce carbon footprint. This will be our target for the next decade.

環境

本集團的業務營運乃在辦公室進行，其中重大排放主要與用電有關。其他排放源頭包括本集團自有車輛的汽油消耗、淡水處理、污水處理、垃圾堆填區棄置的紙張及商務航空旅行。產生的無害廢棄物主要為紙張。儘管本集團對環境所產生的排放影響甚微，我們仍致力採納環保措施以及可持續建築方式及物料，以提升香港及中國建築環境的可持續性，並減少我們的辦公室所消耗的能源及資源。於報告期間內，本集團並不知悉任何有關大氣及溫室氣體排放（「溫室氣體排放」）、向水及土地排污以及產生無害廢棄物的重大違規個案。

A.1. 排放

大氣污染物

於報告期間，車輛產生的大氣污染物整體減少。由於新型冠狀病毒疫情，大部分會議均以在線形式舉行。與上一報告期間相比，本地商務旅行的次數較低。本集團意識到使用車輛所產生的大氣污染物，並會繼續考慮於下一報告期間採用更環保的燃料類型（如電力或其他生物質資源）以減少碳足跡。這將是我們未來十年的目標。

Air Emissions	Air Pollutant Emission (kg)		Percentage Change
	2020/21	2021/22	
廢氣排放	二零二零/ 二一年	二零二一/ 二二年	百分比變化
Nitrogen oxides (NO _x) 氮氧化物(NO _x)	5.31	4.50	-15.25%
Sulphur oxides (SO _x) 硫氧化物(SO _x)	0.05	0.33	-15.38%
Respiratory suspended particles (RSP) 可吸入懸浮粒子(RSP)	0.39	0.04	-20.00%
Total Emissions from Vehicles 車輛排放總量	5.75	4.87	-15.30%

GHG emissions

During the Reporting Period, the Group produced approximately 53.34% less GHG emissions (composed of mainly carbon dioxide, methane and nitrous oxide) compared to the previous Reporting Period which amounts to a total of 22.62 tonnes of carbon dioxide equivalent. As mentioned above for air pollutants, COVID-19 was the main factor for the drop in GHG emissions across the three scopes. Though there is a decrease in total no. of staff but with a total GHG emission reduction that led to the drop in the intensity of GHG emissions. Through continuous efforts in reducing resources consumption, the Group believes that our environment approach would lead to a dwindling level of greenhouse gas emission and progress towards a better stewardship in ESG management.

溫室氣體排放

於報告期間，本集團較上一報告期間減少約53.34%的溫室氣體排放量（主要為二氧化碳、甲烷及氧化亞氮），共產生22.62噸二氧化碳當量。如上文所述，就大氣污染物而言，新型冠狀病毒為三個範圍的溫室氣體排放下降的主要因素。儘管員工總數有所減少，但溫室氣體排放總量有所減少，導致溫室氣體排放密度下降。透過不斷努力減少資源消耗，本集團認為，我們的環境方針將導致溫室氣體排放水平下降，並在環境、社會及管治管理方面取得更好的進展。

Aspects 範疇	2020/21 二零二零/二一年		2021/22 二零二一/二二年		Percentage Change 百分比變化
	Emission (in tCO ₂ e) 排放量 (噸二氧化碳當量)	Total Emission (in %) 總排放量(%)	Emission (in tCO ₂ e) 排放量 (噸二氧化碳當量)	Total Emission (in %) 總排放量(%)	
Scope 1 範圍1					
Direct GHG Emissions 直接溫室氣體排放	8.96	18%	6.65	30%	-25.78%
HK 香港	2.04	-	n/a 不適用	n/a 不適用	n/a 不適用
PRC 中國	6.92	-	6.65	-	-3.90%
Scope 2 範圍2					
Indirect GHG Emissions 間接溫室氣體排放	37.89	78%	14.79	65%	-60.97%
HK 香港	5.07	-	n/a 不適用	n/a 不適用	n/a 不適用
PRC 中國	32.82	-	14.79	-	-54.94%
Scope 3 範圍3					
Other Indirect GHG Emissions 其他間接溫室氣體排放	1.63	4%	1.18	5%	-27.61%
By Region 按地區劃分					
HK 香港	0.09	-	n/a 不適用	n/a 不適用	n/a 不適用
PRC 中國	1.54	-	1.18	-	-23.38%
By Categories 按類型劃分					
- Freshwater and sewage processing 淡水及污水處理	0.44	-	0.62	-	+40.91%
- Paper waste disposal 廢紙處置	0.26	-	0.01	-	-96.15%
- Business air travel 商務航空旅行	0.93	-	0.55	-	-40.86%
Total 總計	48.48	100%	22.62	100%	-53.34%
Intensity of total GHG emissions relative to the employment headcount (tCO ₂ e/no. of employees) 溫室氣體總排放量相對僱員總數的密度 (噸二氧化碳當量/僱員人數)	1.52	-	1.33	-	-12.17%

Notes:

- Reference was made to Appendix 20 to the Listing Rules and the relevant guidance of the Stock Exchange of Hong Kong Limited for the emission factors, unless stated otherwise.
- tCO₂e represents tonnes of carbon dioxide equivalent.

Employees have been trained and encouraged to switch off electronic equipment when not in use, and set printers to energy saving mode when in idle mode. Air conditioning and lighting systems are switched off after office hours. Measures have also been in place to reduce the amount of non-hazardous waste. As part of our environmental protection initiative, we believe in transforming our offices into a green workspace by reducing resources usage and the generation of non-hazardous waste. With an eco-friendly and paperless environment, it will lower our carbon footprint and lead to greater operational efficiency.

During the Reporting Period, the Group actively reduced the number of business trips and utilised other effective means of communication including teleconference and video conference. This resulted in a large drop in GHG emissions arising from business air travel result in a decrease of 40.86 % in the business air travel contributed tCO₂e emission. The Group will continue to further reduce the frequency of business air travels by leveraging on technology and exploring other channels of online communication.

Hazardous waste and non-hazardous waste

During the Reporting Period, due to nature of business, the production of waste materials is limited to office and consider as immaterial. The Group did not generate any hazardous waste due to changes in the business operations. Paper was the Group's source of non-hazardous wastes. A total of 0.01 tonne of waste paper had been generated during the Reporting Period. Employees are constantly reminded to reuse single-side used paper and adopt two-sided printing. Also, we strive to cultivate a mindset for employees reduce waste generation, reuse and recycle resources whenever possible. The Group's target is to transition to a paperless office by using more technology for different business processes.

附註：

- 除另有說明外，排放系數乃參考香港聯合交易所有限公司上市規則附錄20及有關指引。
- 噸二氧化碳當量指噸二氧化碳當量。

本集團培訓並鼓勵僱員在不使用時關閉電子設備，將打印機閒置時設置為節能模式，並在辦公時間結束後關閉空調和照明系統。本集團亦採取措施減少無害廢棄物的數量。作為我們環保措施的一部分，我們相信通過減少資源使用和無害廢棄物的產生，將我們的辦公室轉變為綠色工作場所。憑藉環保及無紙化環境，其將降低我們的碳足跡並提高運營效率。

於報告期間，本集團積極減少出差次數，並利用電話會議、視頻會議等其他有效溝通方式。這導致商務航空旅行產生的溫室氣體排放量大幅下降，導致商務航空旅行產生的噸二氧化碳當量排放減少40.86%。本集團的目標是通過利用技術及探索其他線上溝通渠道，盡量減少商務航空旅行的次數。

有害廢棄物及無害廢棄物

於報告期間，由於業務性質，所產生的廢料僅限於辦公室，並認為並不重大。本集團並無因業務營運改變而產生任何有害廢棄物。紙張是本集團無害廢棄物的來源。於報告期間，合共產生0.01噸廢紙。本集團時常提醒僱員重複使用單面廢紙並採用雙面打印。此外，我們致力培養僱員盡量減少廢物產生、重複使用及回收資源的思維。本集團的目標是通過在不同業務流程中使用更多技術，過渡至無紙化辦公。

A.2. Use of Resources

Direct and indirect energy consumption

During the Reporting Period, the Group consumed 24.23 MWh equivalent of petrol for Group-owned vehicles and 24.24MWh of electricity. The reduction of staff was the major cause that led to a sharp increase in the intensity of energy consumption. The Group keeps track of resources and will continue to explore opportunities in conserving natural resources. We target to further use alternate source of fuel for our vehicles such as electricity, and procure electric vehicles instead in the next decade. Due to COVID-19, there has been a decrease in the usage of resources. Work from home arrangement has been arranged and our offices were not at full capacity. Some of the electronic equipment and appliances were switched off to save electricity.

A.2.資源利用

直接及間接能源消耗

於報告期間內，本集團自有車輛消耗24.23兆瓦時當量汽油及24.24兆瓦時電力。員工人數減少是導致能源消耗密度劇烈增加的主要原因。本集團持續記錄資源用量，並將繼續發掘機會保護天然資源。我們的目標是在未來十年進一步為我們的車輛使用替代燃料（如電力）及採購電動汽車。由於新型冠狀病毒疫情，資源使用量有所減少。我們已安排在家辦公，而我們的辦公室並無滿負荷運作。部分電子設備及電器已關閉以節省電力。

Energy Consumption 能源消耗

Aspect 範疇	Unit 單位	2020/21 二零二零/ 二一年	2021/22 二零二一/ 二二年	Percentage Change 百分比變化
Total energy consumption 能源消耗總量	MWh 兆瓦時	93.59	48.47	-48.21%
• Petrol • 汽油	MWh 兆瓦時	32.66	24.23	-25.81%
- HK - 香港	MWh 兆瓦時	7.46	n/a 不適用	n/a 不適用
- PRC - 中國	MWh 兆瓦時	25.20	24.23	-3.85%
• Electricity • 電力	MWh 兆瓦時	60.93	24.24	-60.22%
- HK - 香港	MWh 兆瓦時	7.14	n/a 不適用	n/a 不適用
- PRC - 中國	MWh 兆瓦時	53.79	24.24	-54.94%
Intensity of total energy consumption 能源消耗總量密度	MWh/m ² 兆瓦時/平方米	0.10	0.07	-30.00%
	MWh/staff 兆瓦時/員工	1.70	2.85	-2.51%

As monitored by the administration department, the Group maintains the highest environmental practices to use energy efficiently and hence lower GHG Emissions. These measures include:

- A. keeping light fixtures and lamps clean to maximise efficiency, and turning off all lights and electronic appliances when not in use;
- B. setting the computers to automatic standby or sleeping mode when idling;
- C. turning off power of electronic appliances, lights and air conditioners before holidays; and
- D. reviewing the Group's internal policies and practices regularly so as to seek opportunities for integrating environmental considerations into working procedures.

Water consumption

Aspect 範疇	Unit 單位	Water Consumption 用水		Percentage Change 百分比變化
		2020/21 二零二零/ 二一年	2021/22 二零二一/ 二二年	
Total water consumption 用水總量	m ³ 立方米	704.17	1,000	+42.01%
- HK	m ³	2.6	n/a 不適用	n/a 不適用
- 香港	立方米			
- PRC	m ³	701.57	1,000	+42.54%
- 中國	立方米			
Water consumption intensity 用水密度	m ³ /staff 立方米/員工	22.01	58.82	+167.32%

Water is not used in the provision of services with respect to both e-commerce and IP licensing and development, but a little amount is unavoidably consumed for daily activities of staff. The increase in water consumption level is driven by the increase in frequency of sanitising the workplace. The Group has implemented a number of measures to conserve water resources, such as using dual-flush toilets, installing infrared sensors for faucets and using urinal equipment with water efficient label. Water-saving reminder labels are also posted in toilets to raise employees' awareness of water saving. No issue in sourcing water for the Group's operation had been noted in the Reporting Period.

在行政部門的監督下，本集團保持最高環境常規以有效利用能源，從而減少溫室氣體排放。該等措施包括：

- A. 保持燈飾及燈具清潔，以最大限度地提高效率，並在不使用時關閉所有燈具及電器；
- B. 將電腦設置閒置時為自動待機或睡眠模式；
- C. 假期前關閉電器、燈具及空調的電源；及
- D. 定期檢討本集團的內部政策及常規，以尋求機會將環境考慮因素納入工作程序。

用水

提供電子商務及知識產權授權及開發服務並不涉及用水，但員工的日常活動不可避免地少量用水。用水量增加乃由辦公場所消毒頻率增加所致。本集團已實施若干措施以節約水資源，例如使用雙掣式沖廁馬桶、為水龍頭安裝紅外線傳感器及使用帶有節水標籤的便池設備。本集團亦於廁內貼上節水提醒標籤，以提高員工的節水意識。於報告期間，本集團並不知悉為其營運求取水源的問題。

Packaging materials

Due to nature of business of the Group, the packaging materials was not used and is considered as insignificant.

A.3. The Environment and the Natural Resources

In the past 12 months, our carbon footprint across the different business segments is relatively low. Due to the nature of our business, our core business operation does not rely heavily on resources such as water, electricity, paper and petrol. Hence, the level of air pollutants and GHG emissions are minimal.

The Group has continued to develop the green policy by introducing the principle of green office and encouraging employees to take part in the environmental conservation initiatives. Across the workplace, we have promoted environmental activities, updated environment conservation guidelines and explored different ways to transform our office into a green environment.

Furthermore, we repositioned our Group as a change agent. We strive to shape our stakeholders' preference through offering eco-friendly services to shareholders and customers. As part of the procurement process, we also integrate the supplier's responsibility for environmental protection and their carbon footprint as one of the selection criteria.

A.4. Climate Change

Climate change affects different dimensions of our stakeholder, business operations and our community. Despite the rise of new climate related risks and challenges, new opportunities have also emerged. The Group has been closely assessing the impact of climate change to capture these opportunities and to monitor the risks. The Group has categorised climate related risk into physical and transition risks which are as follows:

包裝物料

由於本集團的業務性質，並無使用包裝物料且被視為微不足道。

A.3. 環境及天然資源

於過往十二個月內，我們不同業務分部間的碳足跡相對較低。由於業務性質，我們的核心業務營運並未嚴重依賴水、電力、紙張及汽油等資源。因此，大氣污染物及溫室氣體排放量水平極低。

本集團通過引入綠色辦公原則及鼓勵僱員參與環保活動繼續推行綠色政策。於整個工作場所內，我們推廣環保活動、更新環保指引並探索將辦公室轉為綠色環境的不同方法。

此外，我們將本集團重新定位為變革推動者。我們努力通過向股東及客戶提供環保服務以塑造持份者偏好。作為採購流程的一部分，我們亦將供應商的環保責任與其碳足跡整合作為甄選標準之一。

A.4. 氣候變化

氣候變化影響持份者、業務營運及社區的不同層面。儘管與氣候相關的新風險及挑戰有所增加，但亦出現了新的機遇。本集團密切評估氣候變化的影響以把握該等機遇並監測風險。本集團將氣候相關風險分類為實體風險及過渡風險，詳情如下：

Physical Risk

Acute: Extreme weather related events including but not limited to natural disasters and hurricane may cause damage to the customer's physical asset, which may affect the money lending business. For instance, typhoon damage to the customer's asset such as warehouse may halt the manufacturing process and may lead to their inability to repay the loan. In addition, these extreme weather events may also damage the Group's physical asset or cause short term disruption in the business operation. This will ultimately affect the Group's relationship with the clients. In order to minimise the resilient risk, the Group has established contingency measures for the majority of weather related events.

Chronic: Annual incremental changes in the climate and weather pattern changes may impact the Group in the long run such as rising sea levels and temperature changes. Since the Group's business nature is service orientated with reliance on internet and electricity, these chronic physical risk will be relatively low.

Transition Risk

Policy and legal risk: Although there may be regulatory changes for climate change within the business operating environment, the Group's business lines are agile and are able to adapt to the policy changes. Due to the Group's minimal carbon footprint, the impact of the potential policy and legal risk is relatively low. In this Reporting Period, the Group is not aware of any third party litigations on climate change.

Technology risk: The gradual transition to a low carbon economy has accelerated and increased our investment in technology. The Group is currently streamlining the shopping process, back-end system and the mobile devices applications to drive down the cost base and enhance users' experience.

實體風險

急性：極端天氣相關事件包括但不限於自然災害及颶風，可對客戶的實物資產造成損害，從而影響借貸業務。例如，颱風對客戶的倉庫等資產造成損害可使生產過程停止並導致其無法償還貸款。此外，該等極端天氣事件亦可損害本集團的實物資產或導致業務營運短期中斷，將最終影響本集團與客戶的關係。為將彈性風險降至最低，本集團已就多數天氣相關事件制定應急措施。

慢性：氣候及天氣模式變化的年度增量變化（例如海平面上升及溫度變化）可長期影響本集團。由於本集團業務性質為以服務為導向，依賴互聯網及電力，該等慢性實體風險將相對較低。

過渡風險

政策及法律風險：儘管因業務營運環境內的氣候變化而產生監管變化，但本集團業務線靈活並能適應政策變化。由於本集團的碳足跡極小，潛在政策及法律風險的影響相對較低。於本報告期間內，本集團並不知悉存在有關氣候變化的任何第三方訴訟。

技術風險：向低碳經濟的逐步轉型已加速並增加了我們的技術投資。本集團目前正簡化購物流程、後端系統及移動設備應用程式以降低成本基礎並增強用戶體驗。

Market Risk: The services arising from IP rights licensing business and money-lending business have minimal impact from shifts in the climate change. Whereas, the e-commerce business may have a relatively larger impact from climate related changes. As a result, the Group has extended the range of trading products available for this business line and will continue to monitor any market related risk.

Reputational risk: Throughout the Reporting Period, the Group has taken steps to transition each business segments to incorporate environmental measures within the business operations. This is to align the Group's environmental values with the potential changes in the public's sentiment on climate change.

Through identifying the key climate related risk, the Group will categorise and prioritise the investments to mitigate these risk, as well as integrate these risk factors into the business operations. This will enable our Group to smoothly transition and thrive in a low-carbon economy. Overall, there were no major climate related risk in our business operations.

市場風險：知識產權授權業務及借貸業務產生的服務受氣候變化中變化的影響極小。然而，電子商務業務受氣候相關變化的影響相對較大。因此，本集團已擴大可用於此業務線的交易產品範圍，並將繼續監控任何市場相關風險。

信譽風險：於整個報告期間內，本集團已採取措施將各業務分部轉型以將環境措施納入業務營運。此旨在使本集團的環境價值觀與公眾對氣候變化情緒的潛在變化保持一致。

通過識別關鍵氣候相關風險，本集團將對投資進行分類及優先排序以減輕該等風險，並將該等風險因素整合至業務營運。此將使本集團在低碳經濟中順利轉型並蓬勃發展。整體而言，我們的業務營運並無重大氣候相關風險。

SOCIAL

B.1. Employment

Total workforce

As at 30 June 2022, the Group had a total number of 17 employees composed of 7 males and 10 females. The Group strives for gender equality within the workspace and aims to empower female employees through leadership roles. All employees are categorised as full-time except for one employee. The composition of the employees by gender, age group and geographical region are shown as follows.

社會

B.1. 僱傭

員工總數

於二零二二年六月三十日，本集團共有17名僱員，其中男性為7名，女性為10名。本集團致力於在工作場所內實現性別平等，並旨在透過領導角色賦予女性僱員權力。所有僱員均被歸類為全職員工（一名僱員除外）。本集團按性別、年齡段及地域劃分的僱員組成列示如下：

Category 類別	2020/21 二零二零／二一年	2021/22 二零二一／二二年	Percentage Change 百分比變化
Total Workforce by Gender* 按性別劃分的員工總數*			
- Male - 男性	16	7	-56.25%
- Female - 女性	16	10	-37.50%
Total Workforce by Age Group* 按年齡段劃分的員工總數*			
- Between 18 - 25 - 18-25歲	2	-	-100.00%
- Between 26 - 35 - 26-35歲	14	5	-64.29%
- Between 36 - 45 - 36-45歲	14	9	-35.71%
- Between 46 - 55 - 46-55歲	2	3	+50.00%
- 56 above - 56歲及以上	-	-	-
Total Workforce by Geographical Region* 按地域劃分的員工總數*			
- Mainland China - 中國內地	26	15	-42.31%
- Hong Kong - 香港	6	2	-66.67%

Employee Turnover Rate

A total of 15 employees left the Group during the Reporting Period, contributing to an overall turnover rate of 61%. The Group implemented different measures to reduce employee turnover rate, such as strengthening recruitment controls, so that applicants can fully understand the working environment and control of the Group strengthen the staff trainings system to meet the career development requirement of employees at all levels. The employee turnover rates by gender, age group and geographical region are shown as follows.

僱員流失率

於報告期間內，本集團共有15名僱員離職，整體流失率為61%。本集團已實施各種措施降低僱員流失率，如加強招聘監控，讓求職者充分了解本集團的工作環境及監控，加強員工培訓體系，從而滿足各級僱員的職業發展需求。本集團按性別、年齡段及地域劃分的僱員流失率列示如下。

Category	Year		Percentage Change
	2020/21 二零二零/ 二一年	2021/22 二零二一/ 二二年	
類別			百分比變化
Employee Turnover Rate by Gender*			
按性別劃分的僱員流失率*			
- Male	93.75%	128.57%	+37.14%
- 男性			
- Female	156.25%	60.00%	-61.60%
- 女性			
Employee Turnover Rate by Age Group*			
按年齡段劃分的僱員流失率*			
- Between 18 - 25	200.00%	-	-
- 18-25歲			
- Between 26 - 35	214.29%	100%	-53.33%
- 26-35歲			
- Between 36 - 45	28.57%	111.11%	+288.91%
- 36-45歲			
- Between 46 - 55	100.00%	-	-100.00%
- 46-55歲			
- 56 above	-	-	-
- 56歲及以上			
Employee Turnover Rate by Geographical Region*			
按地域劃分的僱員流失率*			
- Mainland China	126.92%	73.33%	-42.22%
- 中國大陸			
- Hong Kong	116.67%	200.00%	+71.42%
- 香港			

Notes:

- The employee turnover rate is calculated in accordance with the Appendix 3 – Reporting Guidance on Social KPIs of “How to prepare on ESG Report” issued by the Hong Kong Exchanges and Clearing Limited.

Competitive Compensation and Benefits Package

The Group recruits through public platform, and regularly reviews and updates policies on remuneration and benefits, training, and occupational health and safety, ensuring that all employees with excellent performances are rewarded. Competitive remuneration packages are offered to attract and retain high-calibre talents, which are reviewed annually with consideration of the relevant market trends and advice from the remuneration committee of the Company. The Group offers annual leave, marriage leave, bereavement leave, maternity leave, lactation breaks, social insurance and provident fund, and celebrates the memorable moments with its employees during their birthdays, weddings and different festivals.

With the aim to provide a fair work environment promoting a sense of camaraderie, the Group maintains close relationships with its employees. The Group has formulated “Staff Handbook” and “Compensation and Benefits Management Policy” as guidelines for employment, termination, business conduct, social security funds, compensation, employee benefits, leave benefits, working hours/overtime and performance benefits, to ensure all the process complies with applicable employment and labour related laws and regulations of Hong Kong and the PRC during the Reporting Period, including:

- The Employment Ordinance (Chapter 57 of the Laws of Hong Kong);
- The Minimum Wage Ordinance (Chapter 608 of the Laws of Hong Kong);
- The Employees’ Compensation Ordinance (Chapter 282 of the Laws of Hong Kong);
- The Labour Law of the PRC;
- The Labour Contract Law of the PRC; and
- The Social Insurance Law of the PRC.

附註：

- 僱員流失率乃根據香港交易及結算所有限公司發佈的《如何編備環境、社會及管治報告》的附錄3—社會關鍵績效指標匯報指引計算。

具競爭力的薪酬及福利待遇

本集團透過公開平台招聘員工，定期審閱及更新有關薪酬與福利、培訓及職業健康及安全的政策，確保所有表現優秀的僱員獲得回報。我們提供具競爭力的薪酬待遇，每年參考相關市場趨勢及本公司薪酬委員會的意見作出檢討，以吸引及挽留高質素人才。本集團提供年假、婚假、喪假、產假、哺乳休息時間、社會保險及公積金，並與其僱員共同慶祝生日、婚禮及不同節日等難忘時刻。

為提供團結友愛的公平工作環境，本集團與其僱員維持緊密關係。本集團已制定「員工手冊」及「薪酬及福利管理政策」，為僱傭、解聘、業務操守、社會保險金、報酬、僱員福利、離職福利、工時／加班及績效福利事宜提供指引，確保於報告期間內所有流程遵守香港及中國的適用僱傭及勞工相關的法律及法規，包括：

- 《僱傭條例》（香港法例第57章）；
- 《最低工資條例》（香港法例第608章）；
- 《僱員補償條例》（香港法例第282章）；
- 《中國勞動法》；
- 《中國勞動合同法》；及
- 《中國社會保險法》。

No material non-compliance with laws and regulations regarding compensation and dismissal, recruitment and promotion, working hours, rest periods and other benefits and welfare was noted during the Reporting Period.

B.2. Health and Safety

The Group has developed a safety management and reporting mechanism to enhance the occupational health and safety awareness of our employees, their physical fitness and prevent occupational hazards. All employees are required to follow the safety instruction and undertake specific responsibilities under strict rules, and are instructed to report safety hazards, including unsafe equipment, practices or conditions when identified.

With the outbreak of COVID-19, the safety and well-being of our employees remains our utmost priority. The Group has continued to minimise the transmission risk of COVID-19 through implementing various precautionary measures including but not limited to the:

- Establishment of social distancing measures within the workplace
- Requirement for all employees or visitors within the Group's premises to wear a mask
- Establishment of a frequent cleaning and sterilising routine of public spaces
- Placement of multiple hand sanitisers bottles in different public spaces
- Prohibition of employees or visitors that show symptoms of COVID-19 into the workspace

In addition, body checks were provided to employees to promote a healthy and balanced life style. The Group will continue to monitor the health of its employees and may limit or alter the work of employees deemed to be in need of special treatment after medical check-up or other physical examination.

During the Reporting Period, the Group did not find any cases of non-compliance regarding employee health and safety, nor any work-related fatalities and lost days due to work injury in the past three Reporting Periods.

於報告期間內，本集團並不知悉任何有關薪酬及解僱、招聘及晉升、工作時數、假期及其他待遇及福利的法律及法規的重大違規情況。

B.2. 健康及安全

本集團已制定安全管理及匯報機制，以加強僱員的職業健康及安全意識以及體能，防止職業性危害。所有僱員須遵照安全指示，在嚴格規則下負有特定責任，並獲指示一旦發現安全危害（包括不安全設備、常規或狀況）須作出匯報。

隨著新型冠狀病毒的爆發，我們僱員的安全及福祉仍然是我們的首要任務。本集團透過實施各種預防措施，繼續將新型冠狀病毒的傳播風險降至最低，包括但不限於：

- 在工作場所內制定保持社交距離的措施
- 要求本集團場所內的所有僱員或訪客佩戴口罩
- 定期對公共場所進行清潔和消毒
- 在不同的公共場所放置多瓶洗手液
- 禁止出現新型冠狀病毒症狀的僱員或訪客進入工作場所

此外，本集團亦為僱員提供身體檢查，以促進健康和平衡的生活方式。本集團將繼續監察其僱員的健康，並可能於僱員接受醫療檢查或其他身體檢查後限制或變更被視為需要特別治療的僱員的工作。

於報告期間內，本集團並無發現任何有關僱員健康及安全的違規個案，於過往三個報告期間內亦無任何與工作有關的致命事故及因工傷損失工作日數。

B.3. Development and Training

The Group emphasises the importance of employee training and development. It strives to assist employees not only in acquiring professional knowledge to fulfil their duties, but also in developing their lifelong career. Training includes internal, external, induction, on-the-job, capability and corporate culture training. All directors of the Group receive comprehensive, formal and tailored induction training, to ensure that they understand business operations of the Group, directors' responsibilities and obligations under the Listing Rules and other regulatory requirements. They are also trained regularly on the newest relevant statutory requirements and market changes, to ensure their high level of awareness on the industrial trends. Due to the pandemic, all in person training sessions were rescheduled to the following year to ensure the health and safety of the workforce. Other alternate training opportunities, such as training materials and webinars, were provided to our employees.

B.4. Labour Standards

The Group strongly believes that employees are the most valuable asset for its sustainable development. The Group strictly complies with the Hong Kong Employment Ordinances and other legal employment requirements, avoiding any child employment, discrimination, harassment or offenses against the laws of Hong Kong. If there are any cases of child and forced labour, our management will notify the relevant authorities and promptly investigate the related parties. We strive to fulfil our responsibilities to employees, respects their legitimate rights and interests, promote their professional development, improve our working environment and pay attention to the physical and mental health of employees, in order to realise the common development of the Group and its employees.

During the Reporting Period, the Group was not aware of any litigation cases regarding labour and employment practices brought against the Group or its employees.

B.3. 發展及培訓

本集團重視僱員培訓及發展的重要性，不單致力協助僱員汲取專業知識以履行職責，亦助其發展終身事業。培訓包括內部及外部培訓、入職培訓、在職培訓、能力及公司文化培訓。本集團全體董事均接受全面、正式及度身訂造的入職培訓，以確保彼等了解本集團的業務營運、上市規則項下的董事責任及義務以及其他監管要求。彼等亦定期接受最新相關法定要求及市場變動的培訓，確保彼等對業界動向維持高度認知。由於疫情關係，為確保員工的健康及安全，所有親身培訓課程已改期至下一年。我們亦向僱員提供其他替代培訓機會，例如培訓資料及網絡研討會。

B.4. 勞工準則

本集團深信，僱員乃其可持續發展的最寶貴資產。本集團嚴格遵守香港《僱傭條例》及其他法律僱傭規定，避免任何童工、歧視、騷擾或違反香港法例的罪行。如有任何童工及強制勞工的情況，我們的管理層將通知相關部門並及時調查相關方。我們致力向僱員履行責任，尊重彼等的合法權利及利益，促進彼等的專業發展，改善工作環境，並注重僱員的身體及精神健康，從而使本集團及其僱員得以共同發展。

於報告期間內，本集團並無知悉任何對本集團或其僱員提起的有關勞工及僱傭常規的訴訟個案。

OPERATING PRACTICES

B.5. Supply Chain Management

As a business that utilises natural resources, it is the Group's utmost priority to minimise the environmental and social impacts of our business along with our suppliers and service vendors. We prefer selecting those who have environmental commitments, along with other indicators such as quality of products and services, cost, delivery time and stability, safety management, and relevant qualifications. We also consider factors such as compliance with environmental legal requirements in our supplier and service vendor assessment, selection and evaluation process. Our procurement team is responsible for managing and monitoring the suppliers.

The Group has taken measures to enhance the sourcing workflow and raise our employees' awareness on environmental issues by ensuring the carbon footprints and social impacts are also taken into account when assessing the cost-effectiveness in our purchasing decision-making process. This helps identify the potential environmental and social risks in our supply chain.

Suppliers who have passed the Group's supplier audit will be selected and subject to regular monitoring by the Group. During the Reporting Period, the Group engaged with three major suppliers from Mainland China. The Group communicates closely with its suppliers through various channels such as phone calls, emails and meetings, in order to maintain close relationships with suppliers and to collect feedbacks and recommendations from them.

營運常規

B.5. 供應鏈管理

本集團業務涉及使用天然資源，因而其首要任務為與供貨商及服務供應商聯手盡量減少業務對環境和社會的影響。我們傾向選擇對環境有承擔的供貨商及服務供應商，並尋求諸如產品及服務質素、成本、交付時間及穩定性、安全管理及相關資歷等指標。在考核、甄選及評估供貨商及服務供應商的過程中，我們亦會考慮多種因素，如遵守環境法律規定的情況。我們的採購團隊負責管理及監控供應商。

本集團已採取措施加強採購流程，並提升僱員對環境問題的意識，在作出採購決策的過程中，確保碳足跡及社會影響等因素亦已納入成本效益的評估之中。這有助於識別我們供應鏈中的潛在環境及社會風險。

通過本集團供應商審核的供應商方可獲選，並須接受本集團的定期監察。於報告期間內，本集團與中國內地的三名主要供應商合作。本集團透過電話、電郵及會議等多種渠道與其供應商緊密溝通，與供應商維持密切關係，並收集其反饋及建議。

B.6. Product Responsibility

We care deeply about our clients' trust and satisfaction. With this in mind, the importance of confidentiality needs no further emphasis given the nature of the information we handle. We have always maintained a firm stance on protecting confidentiality by adhering to the strictest standards.

Product responsibility is one of the Group's core priorities. The Group strives to ensure quality of its products and services through stringent internal control. The policy for new products sets out procedures regarding receipt and inspection of samples, return of samples and preparation of product details. Products are inspected by the quality assurance department before placing in stock. During the Reporting Period, the Group did not note any cases of material non-compliance regarding health and safety, advertising and labelling related to products and services provided as required by relevant laws and regulations. There were also no products sold and shipped subject to recalls for health and safety.

Intellectual Property Rights and Customer Data Protection

The Group collects data through a fair, legal and transparent manner. The collected data is stored in a secure area which is safeguarded from unauthorised access, alteration or deletion at a level commensurate with its sensitivity; it is only used if the data has demonstrable relevance to the particular use to which it is being put. To ensure security of data against inappropriate behaviour by staff and contractors, the Group also:

- i. Provides training for staff in relation to privacy;
- ii. Limits data access to those staff and contractors who have legitimate reasons to access it;
- iii. Audits and trails of accesses including identities of staff and contractors accessing the data;
- iv. Reminds staff and contractors from time to time about the importance of data privacy, and the consequence of inappropriate behaviour;
- v. Declares appropriately strong sanctions to be applied in the event of inappropriate behaviour;

B.6. 產品責任

我們甚為著重客戶的信任和滿意度。秉承此理念，對於資料的保密處理，其重要性毋庸置疑。我們一直堅定不移，恪守最嚴謹的準則，嚴守保密。

產品責任乃本集團的核心重點之一。本集團致力通過嚴格內部監控，確保其產品及服務質素。新產品的政策訂明有關樣品簽收及檢驗、樣品退回及編製產品詳情的程序。產品在納入庫存前由品保部進行檢驗。於報告期間內，本集團並不知悉任何有關所提供產品及服務的相關法律及法規所要求的健康及安全、廣告及標籤的重大違規個案。亦無已售及已運送產品因健康及安全理由而須回收。

知識產權及客戶數據保護

本集團以公平、合法及透明的方式收集數據。所收集的數據以與其敏感程度相應的方式存儲在安全區域，以防止未經授權的存取、更改或刪除；僅當數據與其所對應的特定用途具有明顯相關性時方會被使用。為確保數據安全，防止員工及承包商的不當行為，本集團亦：

- i. 為員工提供有關隱私的培訓；
- ii. 限制有合法理由存取數據的員工及承包商的存取權限；
- iii. 審查及追蹤數據存取紀錄，包括存取數據的員工及承包商的身份；
- iv. 不時提醒員工及承包商關於數據隱私的重要性以及不當行為的後果；
- v. 宣佈在發生不當行為情況下將會實施的適當的嚴厲處罰；

- vi. Communicates policies and sanctions clearly; and
- vii. Formulates processes to audit, investigate and impose sanctions.

Collected data is retained only when it is consistent with its purpose and will be destroyed when its purpose has expired. The Group is not aware of any material noncompliance regarding with data protection and privacy as required by related laws and regulations during the Reporting Period.

Handling of Complaints

The Group has established policies and procedures for handling complaints. The Group's Customer Service Department is responsible for reviewing all complaints, collecting evidence and providing advice and comments on general complaints. The customer service staff will closely handle the complaints to gain the customers' satisfaction. Specific or complex complaints will be forwarded to the responsible person of the relevant department for special treatment. The Group provides an initial response upon the receipt of all complaints and the follow up accordingly.

During the Reporting Period, the Group did not receive of any complaints related to products and services provided, and has not been notified of any violation of law regarding product or services responsibility.

- vi. 明確傳達政策及處罰；及
- vii. 制定審計、調查及實施處罰的程序。

所收集數據僅於與其用途一致時保存，並將於完成用途後銷毀。於報告期間內，本集團並不知悉任何重大違反相關法律及法規所要求的數據保護及隱私的事件發生。

處理投訴

本集團已就處理投訴制定政策及程序。本集團的客戶服務部負責審閱所有投訴、收集證據並就一般投訴提供建議及意見。客戶服務員工將認真處理投訴以使客戶稱心滿意。特定或複雜的投訴將轉交相關部門負責人作具體處理。收到投訴後，本集團將給予客戶初步回覆，並相應跟進處理。

於報告期間內，本集團並未收到任何有關所提供產品及服務的投訴，且並無獲悉自身曾有違反有關產品或服務責任的法律。

Customer Communication

The Group undertakes to:

1. Provide one or more channels for communications, which are convenient to users;
2. Promptly provide acknowledgement of receipt of communications, including the provision of a copy of the communication, the date and time it was registered, and reference code for the communication; and
3. Promptly provide a response to the communication, in an appropriate and meaningful manner.

B.7. Anti-corruption

The Group strictly complies with all applicable laws and regulations in relation to prevention of bribery and corruption, such as the Prevention of Bribery Ordinance, Chapter 201 of the Laws of Hong Kong, and is committed to restricting any type of illegal activities. The staff manual provides guidance on employees' behaviours, for example the acceptance of gifts and conflict of interests, to further enhance the awareness of employees. The Group encourages staff to report suspected corruption cases through the whistle-blowing channel. All cases will be kept confidential and secured, it will be promptly managed by the senior management.

There was no concluded legal case regarding corrupt practices brought against the Group or its employees during the Reporting Period. The Group will consider to arrange internal training and encourage staff to attend external training related to anti-corruption to raise their self-awareness.

B.8. Community Investment

During the Reporting Period, the Group encourages employees support to those who are in need, such as to join activities for charitable organizations, especially in the health aspect. The Group has not participated in any major community investment activities. The Group is aware of the importance of giving back to the community and will consider participating in community investment activities in the next Reporting Period.

客戶溝通

本集團承諾：

1. 向用戶提供一項或以上便捷的溝通渠道；
2. 及時提供確認收到通訊的函件，包括提供通訊副本、其記錄日期及時間以及通訊的參考編號；及
3. 對通訊作出迅速妥善務實的回應。

B.7. 反貪污

本集團嚴格遵守所有與防止賄賂及貪污相關的適用法律及法規（如《防止賄賂條例》（香港法例第201章）），並致力禁止任何形式的非法活動。員工手冊就僱員行為提供指引，例如收受禮物及利益衝突，以進一步加強僱員的意識。本集團鼓勵員工通過舉報渠道舉報可疑貪污事件。所有案件將保密及安全，並將由高級管理層及時管理。

於報告期間內，並無針對本集團或其僱員提起的已審結貪污行為相關法律案件。本集團將考慮安排內部培訓並鼓勵員工出席與反貪污有關的外部培訓以提升其自我意識。

B.8. 社區投資

於報告期間，本集團鼓勵僱員幫助有需要人士，例如參與慈善組織的活動，尤其是在健康方面。本集團並無參與任何重大社區投資活動。本集團意識到回饋社區的重要性，並將於下一報告期間考慮參與社區投資活動。

HKEX ESG REPORTING GUIDE CONTENT INDEX

香港交易所《環境、社會及管治報告指引》內容索引

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter/Explanation 相關章節／說明
A. Environmental A.環境		
Aspect A1: Emissions 層面A1：排放物		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous, non-hazardous waste. 有關大氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的：	Emissions 排放物
KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Emissions – Air pollutants 排放物—大氣污染物
KPI A1.2 關鍵績效指標A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 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（如以每產量單位、每項設施計算）。	Emissions – GHG Emissions 排放物—溫室氣體排放
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	Emissions – Hazardous waste and non-hazardous waste 排放物—有害廢棄物及無害廢棄物
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	Emissions – Hazardous waste and non-hazardous waste 排放物—有害廢棄物及無害廢棄物

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter/Explanation 相關章節／說明
KPI A1.5 關鍵績效指標A1.5	Description of emissions target(s) set and steps taken to achieve them. 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。	Emissions 排放物
KPI A1.6 關鍵績效指標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. 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。	Emissions – Hazardous waste and non-hazardous waste 排放物—有害廢棄物及無害廢棄物
Aspect A2: Use of Resources 層面A2：資源使用		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有關有效使用資源（包括能源、水及其他原材料）的政策。	Use of Resources 資源使用
KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type (e.g. gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源（如氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。	Use of Resources – Direct and indirect energy consumption 資源使用—直接及間接能源消耗
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度（如以每產量單位、每項設施計算）。	Use of Resources – Water consumption 資源使用—用水
KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 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。	Use of Resources – Direct and indirect energy consumption 資源使用—直接及間接能源消耗

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter/Explanation 相關章節／說明
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Use of Resources – Water consumption
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。	資源使用－用水
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Use of Resources – Packaging materials
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）每生產單位佔量。	資源使用－包裝物料

Aspect A3: The Environment and Natural Resources

層面A3：環境及天然資源

General Disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources. 有關減低發行人對環境及天然資源造成重大影響的政策。	The Environment and Natural Resources 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.	The Environment and Natural Resources
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

Aspect A4: Climate Change

層面A4：氣候變化

General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 有關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。	Climate Change 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.	Climate Change
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。	氣候變化

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter/Explanation 相關章節／說明
B. Social B. 社會		
Employment and Labour Practices 僱傭及勞工常規		
Aspect B1: Employment 層面B1：僱傭		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 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：	Employment 僱傭
KPI B1.1 關鍵績效指標B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. 按性別、僱傭類型（如全職或兼職）、年齡段及地區劃分的僱員總數。	Employment 僱傭
KPI B1.2 關鍵績效指標B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡段及地區劃分的僱員流失比率。	Employment 僱傭
Aspect B2: Health and Safety 層面B2：健康及安全		
General Disclosure 一般披露	Information on (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的：	Health and Safety 健康及安全
	(a) 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. 遵守對發行人有重大影響的相關法律及規例的資料。	

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter/Explanation 相關章節／說明
KPI B2.1 關鍵績效指標B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年（包括報告年度）每年因工亡故的人數及比率。	Health and Safety 健康及安全
KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	Health and Safety 健康及安全
KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康及安全措施，以及相關執行及監察方法。	Health and Safety 健康及安全

Aspect B3: Development and Training

層面B3：發展及培訓

General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. 有關提升僱員履行工作職責的知識及技能的政策。 Description of training activities 描述培訓活動	Development and Training 發展及培訓
KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別（如高級管理層、中級管理層）劃分的受訓僱員百分比。	Development and Training 發展及培訓
KPI B3.2 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Development and Training 發展及培訓

Aspect B4: Labour Standard

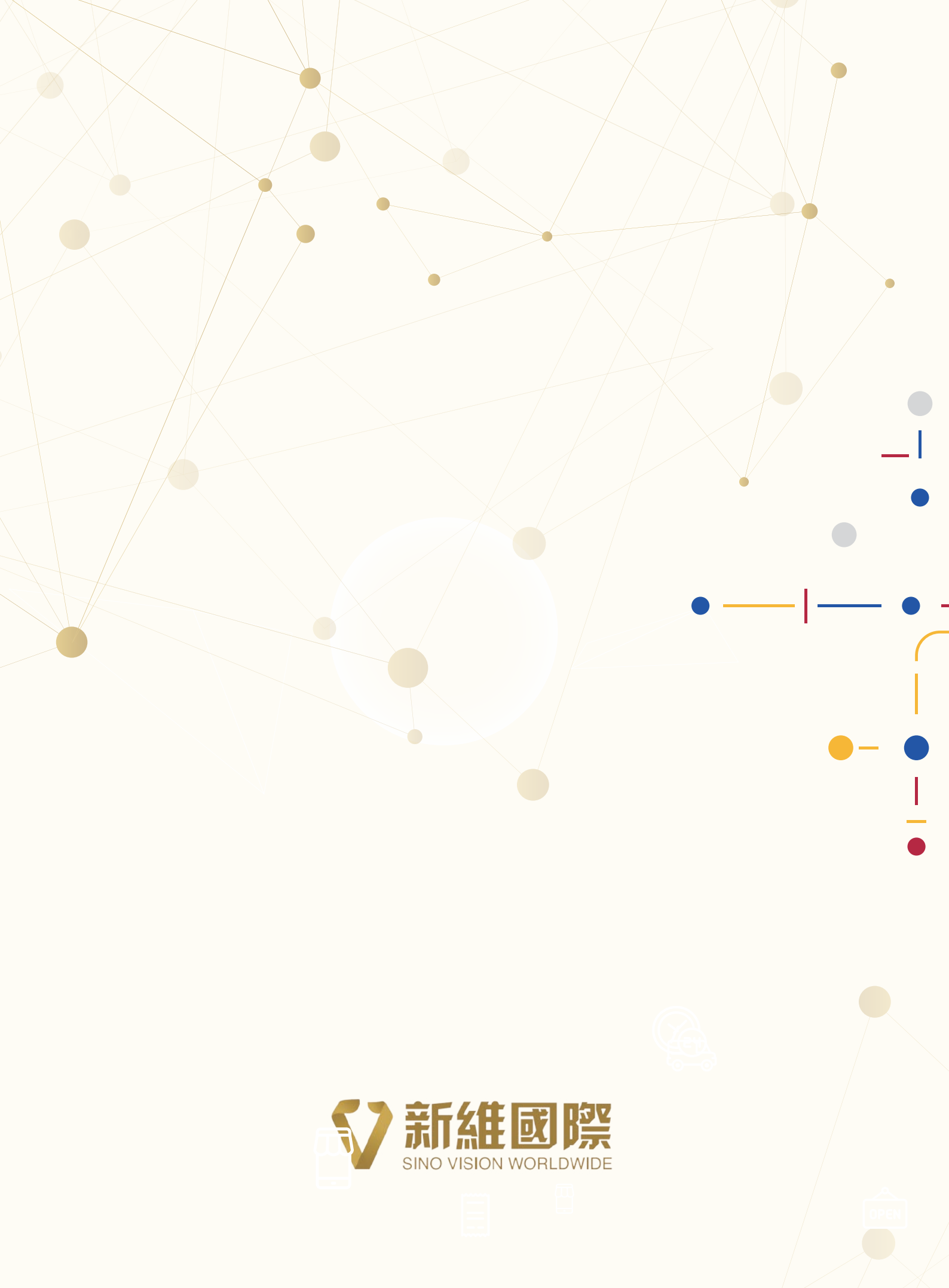
層面B4：勞工準則

General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 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。	Labour Standards 勞工準則
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Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter/Explanation 相關章節／說明
KPI B4.1 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Labour Standards 勞工準則
KPI B4.2 關鍵績效指標B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Labour Standards 勞工準則
Operating Practices 營運慣例		
Aspect B5: Supply Chain Management 層面B5：供應鍊管理		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 有關管理供應鍊的環境及社會風險政策。	Supply Chain Management 供應鍊管理
KPI B5.1 關鍵績效指標B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數量。	Supply Chain Management 供應鍊管理
KPI B5.2 關鍵績效指標B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目以及相關執行及監察方法。	Supply Chain Management 供應鍊管理
KPI B5.3 關鍵績效指標B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鍊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。	Supply Chain Management 供應鍊管理
KPI B5.4 關鍵績效指標B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 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。	Supply Chain Management 供應鍊管理

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter/Explanation 相關章節／說明
Aspect B6: Product Responsibility 層面B6：產品責任		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康及安全、廣告、標籤及私隱事宜以及補救方法的：	Product Responsibility 產品責任
KPI B6.1 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 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。	Product Responsibility 產品責任
KPI B6.2 關鍵績效指標B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Product Responsibility – Handling of complaints 產品責任－處理投訴
KPI B6.3 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Product Responsibility – Intellectual Property Rights and Customer Data Protection 產品責任－知識產權及客戶數據保護
KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Product Responsibility 產品責任
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述客戶數據保護及私隱政策以及相關執行及監察方法。	Product Responsibility – Intellectual Property Rights and Customer Data Protection 產品責任－知識產權及客戶數據保護

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter/Explanation 相關章節／說明
Aspect B7: Anti-Corruption 層面B7：反貪污		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的：	Anti-corruption 反貪污
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. 於報告期間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。	Anti-corruption 反貪污
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored. 描述防範措施及舉報程序以及相關執行及監察方法。	Anti-corruption 反貪污
KPI B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Anti-corruption 反貪污
Community 社區		
Aspect B8: Community Investment 層面B8：社區投資		
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解發行人營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Community Investment 社區投資
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化及體育）。	Community Investment 社區投資
KPI B8.2	Resources contributed (e.g. money or time) to the focused area. 在專注範疇所動用資源（如金錢或時間）。	Community Investment 社區投資



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