

TEXWINCA holdings limited

ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT

2023 環境、社會及管治報告

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About this Report 關於本報告

INTRODUCTION

This environmental, social and governance (“ESG”) report (the “Report”) disclosed the ESG performance of Texwinca Holdings Limited (the “Company” or “Texwinca”) (listed on the Main Board of The Stock Exchange of Hong Kong Limited, stock code: 321) for the period from 1 April 2022 and 31 March 2023 (the “Reporting Period”). The Report has been prepared in accordance with the mandatory and the comply or explain provisions as stipulated in the Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) as set out in Appendix 27 to the Rules Governing the Listing of Securities (the “Listing Rules”) on The Stock Exchange of Hong Kong Limited (the “Hong Kong Stock Exchange”).

REPORTING SCOPE

The ESG policies and management measures contained in the Report are applicable to the Company and all its wholly-owned subsidiaries (collectively “the Group”). Unless otherwise specified, the information contained in the Report covered the textile and garment manufacturing and casual apparel retailing operations of the Company in Hong Kong, Dongguan and Guangzhou. The reporting scope of the Group include the Headquarters of Texwinca in Hong Kong, Dongguan Texwinca Textile & Garment Limited, Creative Textile Technology Company (Guangdong) Limited, Baleno Kingdom Limited and Guangzhou Friendship Baleno Co. Ltd., which are the core sources of revenue for the Company and sufficiently represent for the Group’s textile and garment manufacturing and casual apparel retailing operations. Therefore, the content of the Report focused on the operating performance in respect of ESG and its related information of the above locations.

In this Report, Dongguan Texwinca Plant includes Dongguan Texwinca Textile & Garment Limited and Creative Textile Technology Company (Guangdong) Limited and Baleno Group includes Baleno Kingdom Limited and Guangzhou Friendship Baleno Co. Ltd.

報告簡介

本環境、社會和管治(「ESG」)報告(「本報告」)披露德永佳集團有限公司(「本公司」或「德永佳」)，於香港聯合交易所有限公司主板上市(股份代號：321)於二零二二年四月一日至二零二三年三月三十一日(下稱「報告期」)的ESG表現。本報告乃根據香港聯合交易所有限公司(「香港聯交所」)證券上市規則(「上市規則」)附錄27《環境、社會及管治報告指引》(「ESG報告指引」)載列的強制性及不遵守就解釋級別的條文要求編製。

報告範圍

本報告內所載之ESG政策及管理舉措適用於本公司及所有全資擁有之子公司(合稱「本集團」)。除非特別說明，本報告所列資料涵蓋本公司香港，東莞及廣州的紡織及成衣生產業務及休閒服裝零售業務之營運。本集團的匯報範圍為德永佳香港總部、東莞德永佳紡織製衣有限公司、創科紡織(廣東)有限公司、班尼路有限公司及廣州友誼班尼路服飾有限公司，以上為本公司核心收益來源，能充份代表本集團的紡織、成衣生產及休閒服裝零售的業務。因此，本報告的內容重點涵蓋上述報告地點於ESG的營運表現及其相關資料。

於本報告中，東莞德永佳廠房包括東莞德永佳紡織製衣有限公司及創科紡織(廣東)有限公司，而班尼路集團包括班尼路有限公司及廣州友誼班尼路服飾有限公司。

About this Report 關於本報告

REPORTING PRINCIPLES

The Report complied with the ESG Reporting Guide and applied the following principles:

- Materiality 重要性** : To identify and assess the material concerns of our stakeholders, we conducted materiality assessment surveys through a number of stakeholder engagement activities to determine the factors that have a material impact on our sustainable growth.
為識別及評估對業務有關人士有影響的重大事宜，我們還透過多項與業務有關人士的溝通活動，進行重要性評估調查，以釐定對本集團可持續發展有重大影響的因素。
- Quantitative 量化** : To ensure the accuracy of KPI, the Group quantizes and estimates the data according to the relevant national and international standards, so as to make comparison of ESG performance.
為確保關鍵績效指標的準確性，本集團按照國家或國際標準對資料進行量化及估算，以便於比較ESG表現。
- Balance 平衡性** : The information and cases in the Report are mainly derived from the statistical reports, relevant documents and internal communication documents of the Group during the year 2022/23. The Group undertakes that there are no false statements or misleading representations in the Report, and is responsible for the truthfulness, accuracy and completeness of the contents contained herein.
本報告的資料和案例主要來源於本集團二零二二／二零二三年度的統計報告、相關文檔及內部溝通文件。本集團承諾本報告不存在任何虛假記載及誤導性陳述，並對內容真實性、準確性和完整性負責。
- Consistency 一致性** : We follow the “Hong Kong Stock Exchange ESG Reporting Guide” for reporting. If there are any changes that may affect the comparison with previous reports in the future, the Group would make explanatory notes to the corresponding sections hereof.
我們遵循「香港聯交所ESG報告指引」進行匯報。未來若有任何可能影響與過往報告作比較的變更，本集團會於報告相應內容加入註解。

報告原則

本報告依循ESG報告指引，應用以下原則：

ESG GOVERNANCE STATEMENT OF THE BOARD

The Board of the Company (the “Board”) supervises the relevant aspects of ESG under the current business strategy framework, and continuously seeks to improve the sustainable development performance of the Group. While ensuring the continuous compliance with relevant laws and regulations in the areas where the Company conducts business, the Company also prioritizes the interests of all stakeholders, so as to meet the expectations of stakeholders on ESG and commit to reducing operational risks at the same time.

The Group regularly collects the ESG information through different functional departments and working groups, and summarizes, analyzes and discloses such information in the ESG reports. The Board regularly review the validity of the ESG plan with the ESG working group to understand the potential impacts of ESG matters on the Company's business model and related risks. At the annual meeting of the Board, the members of the Board will promote a top-down culture to ensure that the ESG considerations are incorporated into the business decision-making process. The Board review the ESG performance disclosed in the ESG reports, pay attention to its suitability and compliance with the Company's business strategy, and identify the sustainability topics that have important impacts on the Company and stakeholders, so as to make appropriate decisions and make necessary strategic adjustments.

董事會的ESG管治聲明

本公司的董事會(「董事會」)在現行商業策略框架下，監督相關的ESG層面，並持續尋求提升本集團的可持續發展表現。在確保業務所在地區持續遵守相關法律法規的同時，本公司亦以各持份者的利益為優先考量，以滿足持份者對ESG方面的期望，同時致力於減輕營運風險。

本集團透過不同的職能部門和工作小組定期收集ESG資訊，匯總、分析並披露在ESG報告中。董事會定期與ESG工作組審閱ESG計劃的有效性，了解ESG事宜對公司業務模式的潛在影響和相關風險。在董事會年度會議上，董事會成員將促進由上而下的文化，以確保將ESG考慮納入業務決策流程。董事會審閱報告中所披露的ESG表現，關注其與本公司商業策略的合適性和合規性，確認對本公司和持份者有重要影響的可持續性主題，以便作出適當的決策，並制定必要的策略調整。

About this Report 關於本報告

ESG GOVERNANCE STATEMENT OF THE BOARD (continued)

The Group has always attached importance to the communication and interaction with stakeholders, and conducted a questionnaire survey on ESG stakeholders' participation during the Reporting Period. The Group expects that the questionnaire survey can help the Board and the management to identify the current ESG performance, reflect the gap between the stakeholders' expectations on the Group's ESG performance and the Group's current ESG situation through the survey, and compare the stakeholders' expectations with market standards and expectations, so that the Group can optimize relevant sustainable development policies in the future to meet the needs of stakeholders.

In recent years, the community including consumers, investors and business partners, have paid more attention to the corporate social responsibility, and the sustainable development has been a social problem that is increasingly valued. As a responsible enterprise, the Group has been continuously concerned about the performance of social responsibility within the Group and related supply chains. While pursuing innovation and quality products and services, the Group also strives to contribute to the sustainable development of communities. During the Reporting Period, the Group effectively implemented the existing environmental and social policies and measures, including waste reduction measures, to fulfill our environmental and social responsibilities. On the other hand, integrity is the key element of internal control, so the Group strengthens relevant policies and training, especially for those employees who need to contact with external organizations such as customers and suppliers, so as to prevent the risk of corruption. By improving the efficiency of resource utilization, the Group ensures a safe working environment for employees, optimizes internal governance and increases investments in communities. The Group's unremitting efforts to contribute to communities have also been recognized by the society.

During the Reporting Period, the COVID-19 pandemic continued to rage, the interest cost rose sharply, and the prices of raw materials and energy rose, the global economic activities were facing serious negative impacts. With the weak consumer confidence, most retailers are trying to reduce the high inventory level. In addition, the market outlook remains weak and uncertain. During the Reporting Period, the Group also shifted its business focus to expanding online sales, joint sale stores and franchise stores. Despite the tight supply chain, the gap in the labor market and the above challenges, the Group will tirelessly face the difficulties to make preparations, and has the production, sales and management conditions for sustainable development, which can be beneficial to the development of the Group. We are full of confidence in the future prospects.

董事會的ESG管治聲明(續)

與持份者溝通和互動一直為本集團重視，並已於報告期內進行ESG持份者參與問卷調查。本集團期望問卷調查能協助董事會和管理層鑑定當前ESG的表現，透過調查反映利益相關者對本集團在ESG表現方面的期望與集團目前現狀之間的差距，並與市場標準和期望進行對比，令本集團能優化未來相關可持續發展政策，以達到持份者需求。

近年來，社會各界包括消費者、投資者及商業夥伴均增加對企業社會責任的關注，可持續發展已成為越趨重視的社會問題。本集團作為負責任的企業，一直持續關注企業內部及相關供應鏈的社會責任表現。在追求創新及優質產品服務的同時，亦竭力為可持續社區發展作出貢獻。於報告期內集團切實執行既有環境及社會政策及措施，包括減廢措施等策略，以履行企業對環境及社會方面的責任。另一方面，誠信為內部控制的關鍵要素，因此集團加強相關政策和培訓，特別針對那些需要與客戶和供應商等外部組織接觸的員工，以防範貪污風險。集團通過提高資源利用效率，確保員工安全工作環境，優化內部治理和增加社區投資。

於報告期內，疫情持續肆虐、利息成本急劇攀升，以及原材料和能源價格上漲，全球經濟活動正面臨著嚴重的負面影響。在消費者信心疲弱的情況下，大部分零售商正試圖減少高庫存水平。此外，市場前景依然疲弱且不確定。於報告期內集團亦將業務重心轉移到拓展線上銷售、聯銷店和特許經營店業務上。儘管面對供應鏈緊張、勞動力市場的差距及上述挑戰，本集團將孜孜不倦地迎難而上並做好準備，且已具備持續發展的生產、銷售及管理條件，可進行各項有利本集團的發展，我們對未來前景充滿信心。

Stakeholder Engagement 持份者參與

COMMUNICATION WITH STAKEHOLDERS

Close communication with stakeholders is pivotal to the success of a company. The Group strives to collect stakeholders' feedbacks through different communication channels, including its shareholders and investors, customers, employees, suppliers and contractors etc. We protect stakeholders' interests to determine the direction of the Group's long-term development and maintain close relationships with them. The operating data and overall performance of the Group are summarized in the Company's interim report and annual report semi-annually and reported to stakeholders through the Company's website (https://www.texwinca.com/en_index.asp).

The following table summarizes our communication channels with major stakeholders to understand their concerns:

與持份者溝通

與持份者密切溝通乃企業成功的關鍵。本集團努力通過不同的溝通渠道收集持份者意見，包括股東及投資者、客戶、員工、供應商、承辦商等。我們保障彼等持份者權益，以確定本集團的長期發展方向及與其保持密切的關係。本集團營運資料及整體業績表現會每半年總結於本公司的中期報告及年報，並透過公司網站https://www.texwinca.com/en_index.asp向持份者作出匯報。

下表概述了我們與主要持份者的溝通渠道，了解到他們的關注事項：

Major stakeholders 主要持份者	Communication channels 溝通渠道
Shareholders and investors 股東及投資者	<ul style="list-style-type: none">• Investors' meetings 投資者會議• Annual general meeting 股東週年大會• Financial reports, announcements and corporate communication materials 財務報告、公告及企業通訊資料• Company website 公司網站• Company enquiry email, facsimile and phone number 公司查詢電郵、傳真和電話號碼
Customers 客戶	<ul style="list-style-type: none">• Company website 公司網站• Customers' daily operation/direct communication 客戶日常營運／直接溝通• Customer's feedbacks and complaints 客戶反饋及投訴• Factory visits 廠房參觀• Customer assessment 客戶評估

Stakeholder Engagement 持份者參與

COMMUNICATION WITH STAKEHOLDERS (continued)

與持份者溝通(續)

Major stakeholders 主要持份者	Communication channels 溝通渠道
Employees 員工	<ul style="list-style-type: none"> • Training and orientation 培訓及迎新 • Email and opinion box 電郵及意見箱 • Regular meetings 定期會議 • Employees activities 員工活動 • Employees engagement conferences 員工溝通大會 • Employees performance evaluation 員工表現評核 • Intranet 內聯網
Suppliers 供應商	<ul style="list-style-type: none"> • Investigation on Know Your Customer (KYC) 了解你的客戶(KYC)調查 • Selection and appraisal 篩選評估 • Procurement process 採購過程 • Communication/meetings with suppliers 與供應商溝通/會議
Government authorities and regulators 政府部門及監管機構	<ul style="list-style-type: none"> • Document and information submission 遞交文件資料
Communities 社區	<ul style="list-style-type: none"> • Company website 公司網站 • Community activities 社區活動

Stakeholder Engagement 持份者參與

STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

During the period of preparing the report, the Directors and ESG working group of the Group conducted internal evaluation to select issues related to the Group and identify major stakeholders, and invited major stakeholders to participate substantive evaluation to fill out questionnaires, so as to disclose sustainability issues that are closely related to major stakeholders. The questionnaires covered 18 ESG issues in total, and the respondents conducted evaluation on such issues by scoring 1 to 5 based on the materiality of relevant issues to the business operation of the Company and the concerns of external stakeholders. Materiality assessment is to collect qualitative and quantitative opinions, providing the Group with a reasonable basis for prioritizing the materiality of all relevant sustainability issues.

持份者參與及重要性評估

於準備本報告期間，為了披露與主要持份者息息相關的可持續發展議題，本集團的董事及ESG工作小組先進行內部評估，挑選與本集團相關的議題及識別主要持份者，再透過邀請主要持份者參與實質性評估，填寫問卷。問卷內容共涵蓋十八個ESG議題，受訪者根據相關議題對本公司業務營運的重要性及外部持份者的關注，採用1至5分進行評估。重要性評估目標是收集品質及量化意見，使本集團有合理的根據按優先次序排列各個相關可持續發展議題的重要性。



Identify ESG issues that are most relevant and important to the Group's business and stakeholders with reference to the the ESG Reporting Guide of the Hong Kong Stock Exchange, policies and management strategies of the Company, industry characteristics and business risks and opportunities. 參考香港聯交所ESG指引、公司政策及管理策略、行業特點及業務的風險與機遇等，以識別對集團業務和持份者最為相關和重要的ESG議題。

Conduct a questionnaire survey and invite stakeholders including the Board, employees, suppliers and customers to evaluate the materiality of each issue from their own perspective. 進行問卷調查，邀請包括董事會、員工、供應商及客戶等持份者從自身角度評價各議題的重要性程度。

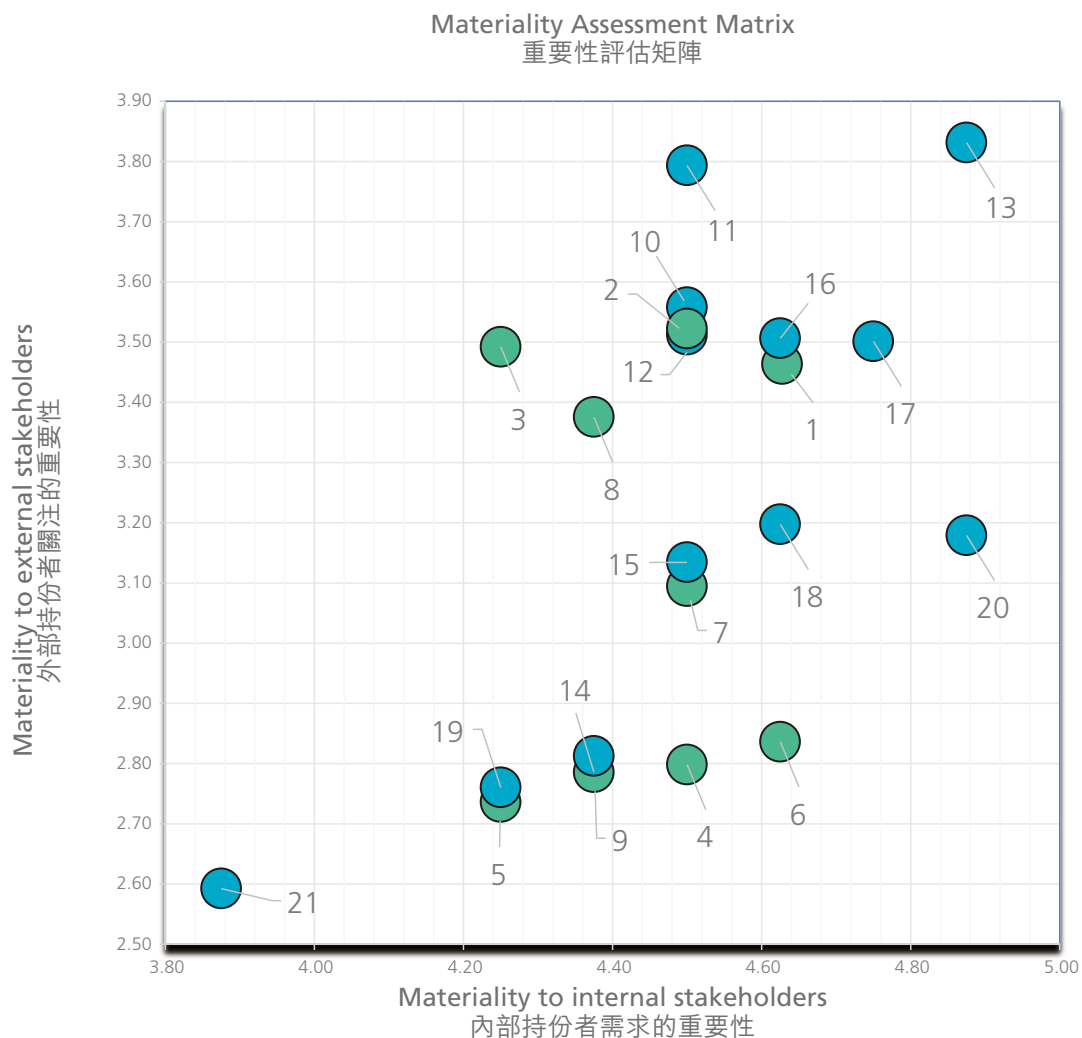
Screen out material issues and prepare a materiality assessment matrix to form the preliminary assessment results, so as to determine the strategic focus of sustainable development and improve the governance of sustainable development. 篩選出重要議題，並繪製重要性評估矩陣，得出初步評估結果，從而確定可持續發展戰略重點，完善可持續發展管治。

The evaluation results will be discussed and confirmed by the ESG working group, and the materiality assessment results will be finalized and reported to the Board. 由ESG工作小組對評估結果進行討論和確認，並將最終確定重要性評估結果，彙報給董事會。

Stakeholder Engagement 持份者參與

STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT (continued) 持份者參與及重要性評估(續)

The results obtained through the above substantive evaluation process are as follows: 透過上述的實質性評估流程，所得結果如下：



Stakeholder Engagement 持份者參與

STAKEHOLDER ENGAGEMENT AND MATERIALITY 持份者參與及重要性評估(續) ASSESSMENT (continued)

Environmental aspect (marked in green) 環境層面(綠色標示)	Social aspect (marked in blue) 社會層面(藍色標示)
1. Management of air pollutants and greenhouse gas emission 空氣污染物及溫室氣體排放管理	10. Health and safety 健康與安全
2. Wastewater management 廢水排放管理	11. Talent management and employee development 人才管理與員工發展
3. Waste management 廢棄物管理	12. Working conditions and labour standards 工作環境及勞工準則
4. Energy considerations in textile and garment manufacturing 紡織及成衣生產的能源考慮	13. Standards of conduct 操守準則
5. Energy efficiency in casual apparel retailing 休閒服裝零售的能源效益	14. COVID-19 response 疫情對應
6. Promoting quality while driving resource efficiency 提高質量同時推動資源效益	15. Supply chain management 供應鏈管理
7. Impact of operation management on the environment and natural resources 管理營運對環境及天然資源造成的影響	16. Responsible sales and marketing 負責任的銷售和營銷
8. Response to climate change 應對氣候變化	17. Customer service 客戶服務
9. Efforts in environmental stewardship 環境保護管理的貢獻	18. Product responsibility 產品責任
	19. Product carbon footprint 產品碳足跡
	20. Anti-corruption 反貪污
	21. Community investment 社區投資

Based on the results of materiality analysis for stakeholders, the three most material issues with the highest total scores are as follows:

- Standards of conduct
- Talent management and employee development
- Customer service

The Group will continue to evaluate and revise the strategic focus of sustainable development and improve the governance of sustainable development according to the materiality analysis results.

根據持份者重要性分析結果，總評分內三大重要議題是：

- 操守準則
- 人才管理與員工發展
- 客戶服務

本集團將藉此重要性分析結果，持續評估及修改可持續發展策略重點，完善可持續發展管治。

Environmental Aspect 環境層面

The Group understands the importance of strengthening environmental management to ensure the harmonious development between our business and the environment and community where we operate. To fulfill our corporate social responsibility, we actively integrate the concept of environmental protection into our daily operations, ensuring that our operation processes are environmentally responsible, prevent pollution and reduce resource consumption.

EMISSIONS



The Group has implemented a series of measures to reduce its environmental impact, aiming to control the emission of waste gas and greenhouse gases, as well as the discharge of water and soil, and to minimize the generation of hazardous and non-hazardous wastes, thus achieving its continuous commitment to environmental protection. To achieve this, the Group has implemented relevant policies in its business operations, including the Energy Conservation Management System and the Environmental Protection Management System.

Our thermal power plant, located in Dongguan, is an essential component of textile and garment manufacturing operations of the Group. Through the combustion of coal, this plant generates both heat and electricity, meeting all the energy needs of our production processes and operational areas in Dongguan.



To minimize the negative impact of production on the environment, the Group employ energy-saving and environmentally friendly technologies in our thermal power plant, aiming to improve equipment efficiency and reduce its environmental impact to the lowest level possible. Since 2021, the Group has been gradually converting its boilers from coal to natural gas, through the ‘natural gas decentralized energy project’. In addition, the thermal power plant employs a range of green technologies and procedures, such as “dedusting bag filter”, “wet flue gas desulphurization (magnesium oxide desulfurization) and low nitrogen combustion” (use of wet scrubbers), and “selective non-catalytic reduction (“SNCR”)” to treat the emitted flue gas and minimize pollution.

本集團明白加強環境管理以確保我們的業務與我們經營所在的環境和社區整體和諧發展的重要性。為履行企業應有的社會責任，本集團積極將環保理念融入到企業日常運作，確保營運過程對環境負責，防範污染及減少資源的耗用。

排放物



本集團透過一系列減少環境影響的措施，以控制廢氣及溫室氣體排放、水及土地的排污，減少有害及無害廢棄物的產生為目標，實現對保護環境方面的持續承諾。於業務營運實行相關政策，包括《節能管理制度》及《環境保護管理制度》。

位於東莞的熱電廠為本集團紡織及成衣生產業務的重要項目。熱電廠透過燃煤，產生熱能與電能以滿足我們東莞生產過程和營運地區的全部需求。



為減低生產對環境帶來的負面影響，本集團運用節能 and 環保技術，將熱電廠對環境的影響減至最低並提升設備效率。本集團自二零二一年已開始透過「天然氣分散式能源項目」將原以煤為基礎燃料分階段改成為天然氣為基礎燃料。此外，熱電廠採用了一系列綠色技術和程序，例如「電袋除塵器」、「濕法脫硫(氧化鎂脫硫)和低氮燃燒」(採用濕法洗滌器)及「選擇性非催化還原(「SNCR」)」，以處理所排放的廢氣和減少污染。

Environmental Aspect 環境層面

EMISSIONS (continued)

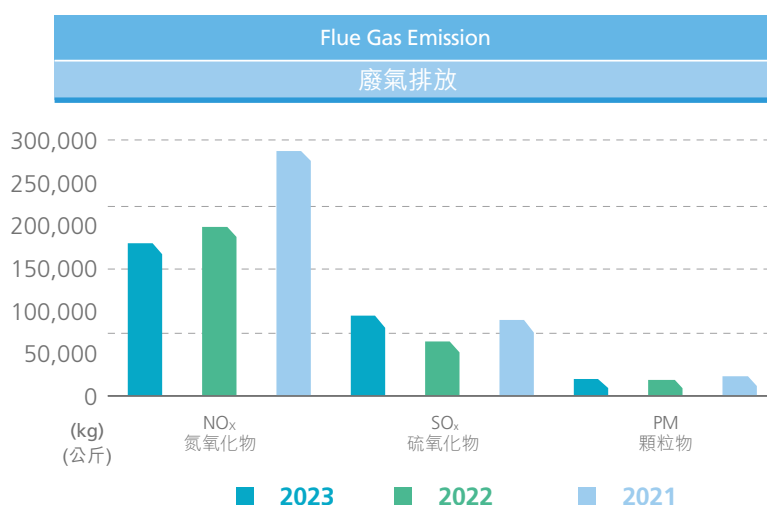
Emissions of major air pollutants are monitored by the Group on a real-time basis to ensure compliance with standards. Meanwhile, flue gas emitted through the smokestacks conforms to national and local environmental regulations. Density per cubic meter of air pollutants such as NO_x, SO₂ and smoke and dust discharged are 42mg, 21mg and 5mg per cubic meter respectively, which are lower than 100mg, 50mg and 20mg which are standard requirements by Dongguan Ecology and Environment Bureau. And annual discharge of NO_x, SO₂ and smoke and dust are below 411 tonnes, 205 tonnes and 82 tonnes required by Dongguan Ecology and Environment Bureau, so as to minimize the impact on the surrounding vicinity.

Flue gas emission

排放物(續)

為確保排放符合標準，本集團採用實時監控主要空氣污染物排放。同時，通過煙囪排放的廢氣遵循國家及當地環保部門的法規，空氣污染物如氮氧化物、二氧化硫及煙塵的每立方米排放濃度分別為每立方米42、21及5毫克，均低於東莞市生態環保局標準要求的100毫克、50毫克及20毫克；而氮氧化物、二氧化硫及煙塵的每年排放總量均低於東莞市生態環境局要求的411噸、205噸及82噸，把對鄰近地區的影響減至最低。

廢氣排放



In addition, for the casual apparel retailing operation, the Group has identified that the main source of exhaust emissions is mobile source emissions. In order to control related emissions and reduce energy use, we choose vehicle models with lower energy consumption and less gasoline pollution to reduce the adverse impact of vehicle exhaust emissions on the environment. We will also carry out regular maintenance and inspection of vehicles to ensure that no excessive exhaust gas was emitted by vehicles and to improve energy efficiency, thus reducing gasoline consumption and prolonging the service life of vehicles.

The Group strictly complies with the relevant laws and regulations of the operating area where the reporting location is located, including the "Emission Standards for Air Pollutants of Thermal Power Plants GB13223-2011". During the Reporting Period, the Group did not have any violations related to emissions, and all emissions met relevant national standards.

另外，於休閒服裝零售業務方面，本集團已識別廢氣排放的主要來源為移動源排放。為控制相關排放及減少能源使用，我們選用能源消耗較低及汽油污染較少的汽車型號，以減低車輛廢氣排放對環境的不良影響。我們亦會對車輛進行定期保養及檢查，以確保沒有排放過量廢氣、提高能源效益，從而降低汽油消耗，並延長車輛的使用壽命。

本集團嚴格遵守匯報地點所屬營運地區的相關法律法規，包括「火電廠大氣污染物排放標準GB13223-2011」。於本報告期內，本集團概無與排放物相關的違規情況出現，所有排放均符合相關的國家標準。

Environmental Aspect 環境層面

EMISSIONS (continued)

Greenhouse gas emission

排放物(續)

溫室氣體排放

Names of emissions (unit)	排放物名稱(單位)	2022/23	2021/22	2020/21
Total emissions (tonnes CO ₂ equivalent)	總排放量 (公噸二氧化碳當量)	642,023	729,383	906,032
Intensity of total greenhouse gas emission (tonnes of CO ₂ equivalent/employee)	溫室氣體總排放量 密度 (公噸二氧化碳當量/員工)	85.95	75.81	87.093
Scope 1: Direct emission (tonnes of CO ₂ equivalent)	範圍1: 直接排放 (公噸二氧化碳當量)	541,065	612,409	710,340
Scope 2: Energy indirect emission (tonnes of CO ₂ equivalent)	範圍2: 能源間接排放 (公噸二氧化碳當量)	100,958	116,974	195,692

Notes:

- Given that a majority of Hong Kong stores are located in Kowloon and New Territories, for calculation purpose only, the energy indirect emissions of all stores in Hong Kong shall refer to the emission factor of CLP Power of 0.39kg/kWh to quantize their emissions.
- The calculation was based on the Reporting Guidance on Environmental KPIs issued by the Hong Kong Stock Exchange, 2006 IPCC Guidelines for National Greenhouse Gas Inventories, IPCC Fifth Assessment Report, Specification with guidance at the ISO14064-1 organization level for quantification and reporting of greenhouse gas emissions and removals, the 2009 China Energy Statistical Yearbook (《2009中國能源統計年鑒》), the 2019 Emission Reduction Project China Regional Grid Baseline Emission Factor (《2019年度減排項目中國區域電網基準線排放因子》), the Sixth Climate Change Assessment Report of IPCC.
- Scope 1 includes emissions from stationary combustion of diesel, raw coal and fuel gas and emissions from direct combustion of diesel, and scope 2 includes indirect energy emissions from purchased electricity.

附註:

- 由於香港分店大部分位於九龍及新界區，為方便計算，所有在香港的分店能源間接排放以中電排放系數0.39千克/千瓦時作參考以量化其排放量。
- 計算乃基於香港聯交所發佈的環境關鍵績效指標報告指引、二零零六年IPCC國家溫室氣體清單指南、IPCC第五次評估報告、ISO14064-1組織層次上對溫室氣體排放和清除的量化和報告的規範及指南、《2009中國能源統計年鑒》、《2019年度減排項目中國區域電網基準線排放因子》、IPCC第六次氣候變化評估報告。
- 範圍1包括柴油、原煤、燃氣的固定燃燒排放及柴油與無鉛汽油的移動源直接燃燒排放；以及範圍2包括購買電力的能源間接排放。

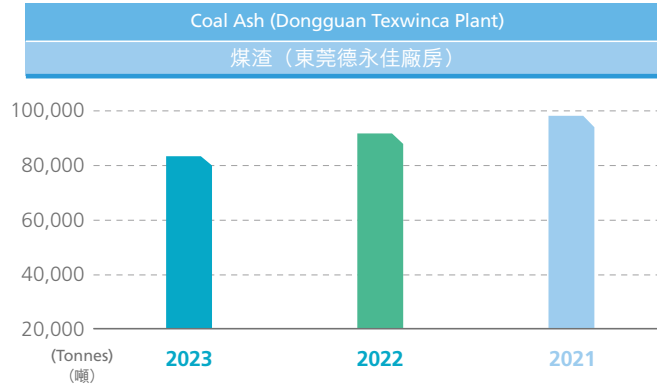


Environmental Aspect 環境層面

EMISSIONS (continued)

Coal ash

In order to reduce waste discharge and maximize the use of resources, coal ashes produced in the process of generating heat and electricity through the combustion of coal in the thermal power plant shall be collected and recycled. Collected coal ash is recycled as the raw materials for the production of concrete brick and wallboard. The amount of coal ash collected for recycling in Dongguan is as follows:



Waste management

The Group is dedicated to reducing the total amount of waste and has set targets for reducing both hazardous and non-hazardous waste for the textile and garment manufacturing plants in Dongguan, where most of the waste is discharged. We aim to reduce hazardous waste disposal by 1% and non-hazardous waste disposal by 2% annually, aligning with relevant policies and measures, to achieve the goal. We have developed internal systems and guidelines, such as the Cleaner Production Management System and the Waste Management Measures, which clearly outline the responsibilities and related instructions of waste management in each department with the aim to reduce waste. We conduct general or key controls over our waste recycling partners, depending on the circumstances. We communicate our environmental protection policy to them, obtain their waste recycling and treatment results, and follow up when necessary. In addition, we carry out cleaner production management in the production process, such as screening the source of raw materials, optimizing the production process, recycling at the end, sorting and reusing the recyclable wastes, so as to further reduce the amount of waste disposal. Regarding casual apparel retailing, we have set a goal to reduce the amount of hazardous waste generated annually by using rented printers from the printing company and returning waste toner boxes to the printer company for recycling.

The Group classifies wastes into hazardous wastes and non-hazardous wastes, and strictly complies with the laws and regulations of local governments. Hazardous wastes are clearly labeled, classified and stored in specific locations and such stored wastes are transported to environmentally qualified units recognized by the government for processing. We also divide non-hazardous wastes into recyclable wastes and non-recyclable wastes. During the Reporting Period, a total of 10,711.88 tonnes of recyclable wastes was collected and handed over to relevant units for recycling and processing. The non-recyclable wastes, including general domestic wastes, were transported to the designated area according to the regulations of the local department. In this reporting year, there were 470 tonnes of non-recyclable wastes. The wastes generated by our canteen will be collected and stored centrally and handled by the local neighborhood committee.

排放物(續)

煤渣

為減少廢棄物排放及善用資源，熱電廠透過燃煤而產生熱能與電能的過程中所產生的煤渣會被收集並作回收。被收集的煤渣循環再用為製造混凝土磚和牆板的原材料。於東莞，被收集以循環再用的煤渣數量如下：

廢棄物管理

本集團致力減低廢棄物總量，並為主要廢棄物排放的東莞紡織及成衣生產廠房分別設立減少有害和無害廢棄物的目標。我們以每年減少百分之一有害廢棄物棄置量及百分之二無害廢棄物棄置量為目標，並配合相關政策和措施以達成目標。我們設立內部制度及指引，如《清潔生產管理制度》及《廢棄物管理辦法》，明確列明各部門對廢棄物管理的職責及相關措施，並以減少廢棄物為目標。同時，我們按照情況對廢棄物回收商作出一般及重點控制，向回收商提供相關環境保護政策，取得回收處理結果及需要時進行跟進。另外，我們通過對生產過程進行清潔生產管理，例如從原材料源頭上進行篩選、優化生產過程、末端循環利用、對有回收價值的廢棄物進行分類及重復利用，以進一步減少廢棄物棄置量。在休閒服裝零售方面，為進一步減少有害廢棄物，我們設立按年遞減有害廢棄物棄置量為目標，向打印機公司租用打印機，並將廢棄碳粉匣交予打印機公司回收。

本集團將廢棄物分為有害廢棄物和無害廢棄物兩種並嚴格遵守當地政府的法律法規，為有害廢棄物需貼上明顯的標識、分類及儲存於特定位置，該等存放的廢物會被運送到政府認可的有環境資質單位進行處理。我們亦將無害廢棄物分為可回收廢物及不可回收廢物。於本報告期內，可回收廢物共10,711.88公噸，收集後將交由相關團體回收處理；不可回收廢物包括一般生活廢物共470公噸，則按當地部門的規定運輸至指定區域。我們食堂所產生的廢物會被集中收集及存放，並由當地居委會處理。

Environmental Aspect 環境層面

EMISSIONS (continued)

Waste management (continued)

The table below sets out the Group's hazardous and non-hazardous waste produced in the past three reporting periods (including the Reporting Period):

Names of emissions (unit)	排放物名稱(單位)	2022/23	2021/22	2020/21
Total hazardous solid waste (tonnes)	有害固體廢棄物總量 (公噸)	65	95	72
Intensity of hazardous solid waste (tonnes/employee)	有害固體廢棄物密度 (公噸/員工)	0.0087	0.0099	0.0069
Total non-hazardous solid waste (tonnes)	無害固體廢棄物總量 (公噸)	11,405	61,182	324,938
Intensity of non-hazardous solid waste (tonnes/employee)	無害固體廢棄物密度 (公噸/員工)	1.53	6.36	31.24

排放物(續)

廢棄物管理(續)

下表載列本集團於最近三個報告期(包括本報告期)有害及無害廢棄物的產生量：

USE OF RESOURCES



The Group is dedicated to cherishing resources and has formulated relevant energy-saving measures to achieve efficient resource utilization and avoid waste. We prudently handle the potential impacts of our operations on the surrounding environment so as to protect the ecology and biodiversity. We emphasize to use of all materials and resources fully at the operational level and production stage in all businesses, and strive to reuse, reduce and recycle the materials and resources where feasible. We have also made various technological improvements to enhance resource efficiency.

Textile and garment manufacturing

The Group aims to improve the efficiency of energy utilization and continuously enhance the energy management system and mechanism, strengthening energy management and effectively improving the utilization of resources. We continue to use the energy-saving technology, and the utilization rate of using LED lights at the office and warehouse in Hong Kong increases to 80%. In addition, our Hong Kong office uses power switch equipment with time switches or automatic shutdown functions (for example, lighting upgrades or updates, cooler systems, sensor installations, etc.). We turn off the lights and air-conditioning power supply during non-office hours (after 6 pm), effectively reducing unnecessary energy consumption. Our textile and garment manufacturing office in Dongguan has implemented an automatic control system to save electricity.

資源使用



本集團致力珍惜資源，並制定相關節能措施，以達致資源使用效益，避免浪費。我們謹慎處理營運過程對周遭環境可能產生的影響，以保護生態及生物多樣性。我們強調在所有業務中的營運層面及生產階段中需全面利用所有物料及資源，並致力重用、減少，並在可行的情況下循環使用。我們亦於應用技術層面上作出各種變動，以提高資源效益。

紡織及成衣生產方面

本集團旨在提高能源使用效率，持續完善能源管理制度和機制，從而加強能源管理，有效地提升資源運用。我們持續使用節能技術，香港辦公室及貨倉LED照明設備的使用率現已提升至80%。此外，香港辦公室選用附有時間掣或自動關機功能的電源開關設備(例如：照明的升級或更新、冷卻器系統、安裝感應器等)。在非辦公時間內(晚上六點後)關掉電燈及冷氣電源，有效地減少不必要能源消耗。而東莞紡織及成衣生產辦公室已採用自動控制系統以節省電力。

Environmental Aspect 環境層面

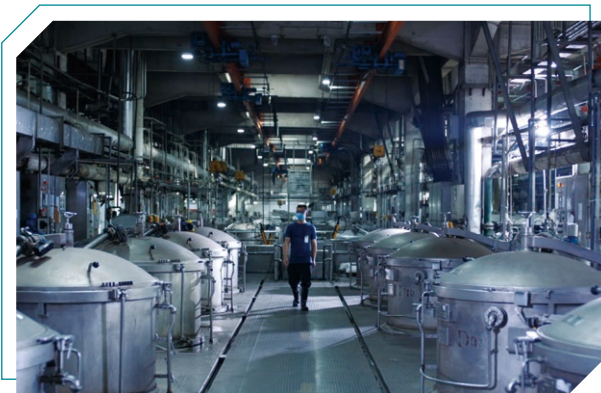
USE OF RESOURCES (continued)

Textile and garment manufacturing (continued)

New production processes in bleaching and dyeing processes are encouraged to reduce the energy consumption in textile and garment manufacturing. For instance, employing new dyeing machine greatly improves the first time success rate of our fabric dyeing processes while reducing the production of any substandard merchandise and the need for product repair. Compared with traditional dyeing machines, this technology saves over 50% of water, 30% of chemicals, and 10% of dyes. A new production process is applied in the finalizing cycles that can process multiple functional additives at the same time. It reduces the number of product finalizations, improves product quality and efficiency, and ultimately reduces energy consumption during the finalizing cycles. In the manufacturing plant in Dongguan, we have optimized the frequency converter of the equipment, so as to accurately control the output power of the equipment and reduce the power consumption. By upgrading the equipment of air conditioning system, its efficiency has been improved. Our manufacturing plant has developed a set of similar measures, focusing on reducing wastes and developing energy-saving business models. The wastes have been reduced by recycling the heat energy of wastewater, using advanced energy-saving equipment, improving the energy efficiency of motor system, improving the efficiency of facilities and using new energy-saving manufacturing processes.

The Group has been investing resources to support the use of renewable raw materials, and our textile and garment manufacturing business in Dongguan has obtained the certification of Global Recycled Standard (“GRS”). The Group provides and promotes a series of products with renewable ingredients to customers, thus improving the recycling rate of the overall textile resources. Specifically, we have increased the recycling rate of spinning scraps to reduce the use of cotton.

Our textile and garment manufacturing operation in Dongguan has been awarded the ISO50001 energy management system certificate since 2017. We have implemented energy management system in which guidance, instructions and incentives are provided to improve resource efficiency and promote proper use of resources.



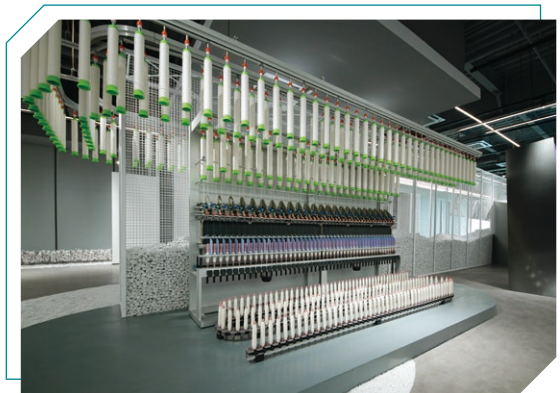
資源使用(續)

紡織及成衣生產方面(續)

我們鼓勵在漂染工序上多運用新工藝，以降低紡織及成衣生產業務上的能源消耗。例如：使用新型染色設備大大提升染布過程的第一次成功率，同時減少生產次等貨品及產品修補的需要。此技術比傳統染色設備節省超過50%用水、30%化學品及10%染料。在定型程序中，新式工藝可以同時處理多種功能助劑整理，大幅減少產品定型次數，提升產品的品質及效率，最終更減少定型過程產生的能源消耗。而於東莞的生產廠房，我們已優化設備的變頻器，從而準確地控制設備的輸出功率，以減少耗電量。透過提升空調系統的設備，其效率已被提高。我們的生產廠房已發展一套同類的舉措，專注於減少廢物及發展節能的營運模式。通過利用廢水的熱能回收、更換先進節能設備、進行電機系統能效提升、提高設施的效率、使用新的節能生產工藝等。

本集團一直投放資源支持可再生原料的使用，於東莞的紡織及成衣生產業務已取得全球回收標準(「GRS」)的認證。本集團向客戶提供、推廣一系列可再生成分面料的產品，從而提升整體紡織資源的回用率。具體而言，我們增加了紡紗邊角料的回用率，以減少使用棉花。

東莞的紡織及成衣生產業務自二零一七年起獲頒授ISO50001能源管理體系證書。我們正實行的能源管理系統對資源效能及適當使用提供指引、指導及獎勵。



Environmental Aspect 環境層面

USE OF RESOURCES (continued)

Casual apparel retailing

At casual apparel retailing operation, energy is mainly consumed in air conditioning systems and lighting systems. Statistics show that all our retail stores choose high-quality and energy-efficient air conditioners of well-known brands. Newly opened or renovated shops have fully adopted high-efficiency and energy-saving LED lights to reduce electricity consumption. Stores will also regularly arrange to clean the dust screens of air conditioners to ensure the best performance of air conditioners and reduce power output. In addition, we have referred to the requirements of the Outdoor Lighting Charter to help the supervisors to formulate the targeted electricity saving plans for the stores in Hong Kong. Since the main nature of power generation in Hong Kong and Guangzhou is from combustion of coal, reducing electricity usage results a significant impact on reducing the overall greenhouse gas footprint of the casual apparel retailing operation. To further improve energy efficiency, we have set the goals for reducing power consumption year by year and implementing waste reduction at the source. We encourage all front-line and logistics employees to pay attention to the daily operation details, such as turning off idle electrical appliances when leaving the offices and prioritizing the purchase of environmentally-friendly and energy-saving equipment to reduce energy consumption and carbon emissions.

The table below sets out the Company's total consumption and intensity of resources for the past three reporting years (including the reporting year):

Energy Category 能源種類	Unit 單位	2022/23	2021/22	2020/21
Total energy consumption 總能源耗量	kWh in '000 千個千瓦時	2,418,829	2,734,474	3,172,635
Intensity of total energy consumption 總能源耗量密度	kWh in '000/employee 千個千瓦時／員工	323.81	284.22	304.97
Direct energy consumption 直接能源耗量	kWh in '000 千個千瓦時	2,240,827	2,532,053	2,936,986
Intensity of direct energy consumption 直接能源耗量密度	kWh in '000/employee 千個千瓦時／員工	299.98	263.18	282.32

資源使用(續)

休閒服裝零售方面

於休閒服裝零售業務，能源主要用於空調系統及照明系統。統計資料顯示指出我們的零售店均選購高品質及具能源效益的著名品牌空調。而新開設或裝修的店舖已全面採用高效節省能源LED燈，以減少電力能源的消耗。店舖亦會定期安排清洗冷氣機隔塵網，確保冷氣發揮最佳效能，減少電力輸出。另外，就香港門市，我們會參考「戶外燈光約章」要求，從而幫助主管針對性制定店舖節省用電方案。由於香港及廣州發電的主要性質為燃燒煤炭，故減少使用電力將對減少休閒服裝零售業務的整體溫室氣體足印帶來重大影響。為進一步提升能源效益，我們設立按年遞減耗電量為目標，實行源頭減廢，鼓勵前線及後勤所有員工注意日常的營運操作細節，例如在離開辦公室時關閉閒置的電器，並優先選購環保及節省電量的設備，以減少能源消耗及碳排放。

下表載列本集團於最近三個報告年度(包括本報告年度)的主要資源的總耗量及密度：

Environmental Aspect 環境層面

USE OF RESOURCES (continued)

Casual apparel retailing (continued)

資源使用(續)

休閒服裝零售方面(續)

Energy Category 能源種類	Unit 單位	2022/23	2021/22	2020/21
Including: 其中：				
Diesel oil 柴油	kWh in '000* 千個千瓦時*	469	463	559
Gasoline 汽油	kWh in '000* 千個千瓦時*	217	1,048	1,150
Solar energy 太陽能	kWh in '000 千個千瓦時	237	#	#
Raw coal 原煤	kWh in '000* 千個千瓦時*	2,227,811	2,530,542	2,935,277
Natural gas 天然氣	kWh in '000* 千個千瓦時*	12,093	#	#
Indirect energy consumption 間接能源耗量	kWh in '000 千個千瓦時	178,002	202,421	235,649
Intensity of indirect energy consumption 間接能源耗量密度	kWh in '000/employee 千個千瓦時／員工	23.83	21.04	22.65
Including: 其中：				
Electricity 電力	kWh in '000 千個千瓦時	178,002	202,421	235,649
Intensity of electricity consumption 電力耗量密度	kWh in '000/employee 千個千瓦時／員工	23.83	21.04	22.65

Notes:

No statistics

* Convert the heat value provided by the International Energy Agency into kWh in '000

附註：

未有數據統計

* 按照國際能源總署提供的熱值轉換為千個千瓦時單位

Environmental Aspect 環境層面

MANAGEMENT OF WATER RESOURCES

The Group is well aware of the importance of water resource management to the environment and has formulated the Measures for the Control and Management of Wastewater Discharge as a policy to effectively manage water resources in the manufacturing process. In the manufacturing process, we have taken many measures to treat industrial wastewater and domestic wastewater. We have set up a sewage treatment center in the factory area, used a sewage diversion collection system, and adopted the treatment method of diversion and division to discharge the sewage after treatment. In order to effectively manage the sewage treatment system of the plant, we have installed an online monitoring device in the plant to monitor the treatment process of sewage in real-time. All wastewater discharged after being treated by the sewage treatment center complies with all the national, provincial and municipal discharge standards and relevant laws and regulations, including the Discharge Standards of Water Pollutants for Dyeing and Finishing of Textile Industry (GB4287-2012). During the Reporting Period, the Group had no violations related to emissions, and all emissions complied with the relevant national standards. Given the nature of textile and garment manufacturing operation, we are deeply aware of the preciousness of water resources and the importance of water resources to the ecosystem. We put effective water resources management in the first place and take all preventive measures to ensure that water resources can be effectively used and reused. In order to improve the efficiency of water utilization, we effectively use energy and water saving techniques (such as improved dyeing processes, collection and recycling technologies). Meanwhile, in order to reduce emission of chemical oxygen demand in wastewater, the efficacy of ozone generator is further improved at our textile and garment manufacturing offices, all water from wash basins used for the washing of hands is reused in the flushing of toilets. Water saving technology in the dyeing process is utilized to reuse light colored water and recycle cooling and condensing hot water from the dyeing container in the factory.

The table below is the total water discharged, total treated water and total water consumption at our textile and garment manufacturing operation in Dongguan operations:

		2022/23	2021/22	2020/21
Total Water Discharged (Cubic Metres)	排放水總量(立方米)	3,092,351	4,166,929	4,000,655
Total Treated Water by Sewage Treatment Centre (Cubic Metres)	污水中心處理水總量(立方米)	8,617,919	11,527,427	11,295,376
Total Water Consumption (Cubic Metres)	總用水量(立方米)	4,096,089	4,123,930	3,184,256
Total Water Consumption Intensity (Cubic Metres/employee)	總用水量密度(立方米/員工)	548.34	428.64	306.09

水資源管理

本集團深明水資源管理對環境的重要性，因此制定《廢水排放控制管理辦法》政策用作於生產過程中有效管理水資源。我們在生產過程中，採取多項措施處理工業廢水和生活廢水。廠區設置污水處理中心，使用污水分流收集系統，並採用分流分治的處理方法，對污水處理後達標排放。為有效管理廠房的污水處理系統，我們已於廠房安裝在線監控裝置，以便實時監控處理過程。我們所有經污水處理中心處理後排放的廢水都符合國家、省及市的全部排放標準，及相關法律法規，包括「紡織染整工業廢水污染物排放標準(GB4287-2012)」，於本報告期內，本集團概無與排放物相關的違規情況出現，所有排放均符合相關的國家標準。鑒於紡織及成衣生產業務的性質，我們深明水資源的寶貴及對環境生態的重要性。我們將有效的水資源管理放於首位，採取所有預防措施以確保水資源可被有效運用及重用。為提高用水效益，我們透過有效運用能源及節水技術(例如經改進的染色程序、收集及循環再用技術)。同時，為有效減少廢水中化學需氧量的排放量，我們加以提高臭氧發生器的效能。在我們的紡織及成衣生產辦公室，所有來自洗手盆用於洗手的水被重用作為沖廁水。染色程序中的節水技術是重用已染淺色的水，並循環使用來自廠房染缸的降溫和冷凝熱水。



下表載列我們於東莞紡織及成衣生產業務的排放水總量、處理水總量及總用水量：

Environmental Aspect 環境層面

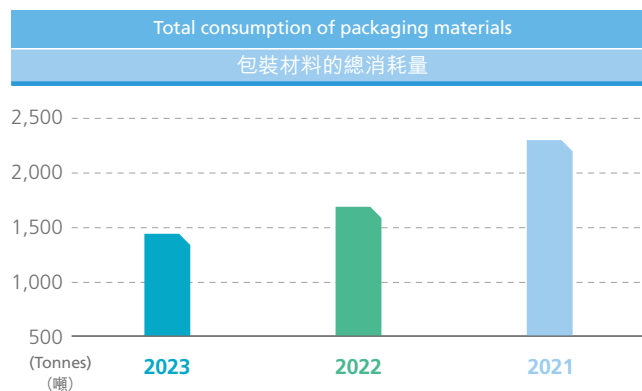
PACKAGING MATERIALS

The Group actively adopts measures to reduce paper consumption, such as double-sided printing, reusing and recycling waste paper. We started to use handheld devices in 2011, and all documents are now stored electronically, greatly reducing paper usage and achieving a paperless environment. The paper bags and some price tags used by our manufacturers have obtained the FSC (Forest Stewardship Council) certification.

At the textile and garment manufacturing operation, we are committed to consulting and communicating with our raw material suppliers to reduce the use of packaging materials from the source by improving packaging technology and taking reasonable measures. This not only aligns with our philosophy of environmental protection and sustainability, but also reduces business costs. We also purchase environmentally-friendly bags and recycle them to reduce the consumption of paper bags.

The casual apparel retailing operation is characterized by the large amount of packaging waste materials produced by suppliers, so the Group also strives to reduce the use of plastic and paper shopping bags. The casual apparel retailing stores in Guangzhou charge plastic bag fees to actively encourage customers to use fewer plastic bags and more paper bags. Our casual apparel retailing stores in Hong Kong strictly comply with the environmental tax scheme for plastic shopping bags and encourage customers to use fewer plastic shopping bags, and have offered shopping discounts to customers who bring their own shopping bags. In addition, the plastic shopping bags and packaging bags used in retailing stores are made of plastics that can be naturally decomposed to reduce the environmental impact, for example, socks packaging bags. Other recycling measures include transporting old cartons from retailing stores to warehouses for recycling, as well as recycling old metal furniture and computers.

The total consumption of packaging materials is as follows:



包裝物料

本集團積極採取減少用紙量的措施，例如雙面打印、廢紙重複利用及廢紙回收。我們於二零二一年開始使用手持式設備，而文件均以電子方式儲存，大量減少紙用量，實現無紙化。而跟我們合作的廠家的紙袋和部分價錢牌均有FSC(森林管理委員會)認證。

於紡織及成衣生產業務中，我們致力與原料供貨商協商和溝通，通過改良包裝工藝和採取合理措施，從源頭上減少包裝材料的使用。此不僅符合環保可持續理念，同時也能降低業務成本。我們亦購入環保袋，並循環利用，減少紙袋用量。

休閒服裝零售業務的特點為供應商製造大量包裝廢物料，故此本集團同時致力減少使用塑膠及紙製購物袋。廣州休閒服裝零售店會徵收膠袋費，以積極鼓勵顧客少用膠袋，多用紙袋。香港休閒服裝零售店亦嚴格遵守塑膠購物袋環保徵稅計劃及鼓勵顧客少用塑膠購物袋，並曾經提供購物優惠予自備購物袋的顧客。除此之外，零售店的塑膠購物袋和包裝袋均採用可被自然分解的塑料製造，以減低對環境的影響，例如，襪款包裝袋。其他循環使用措施包括將舊紙箱由零售店運回貨倉循環再用，同時亦循環使用舊金屬傢俱及電腦。

包裝材料的總消耗量如下：

Environmental Aspect 環境層面

ENVIRONMENT AND NATURAL RESOURCES



In both our textile and garment manufacturing and casual apparel retail operations, we strive to cultivate a culture of environmental consciousness at every stage of our operations. This involves a greater examination of the environmental impacts relative to each operational stages and responses or solutions to mitigate each effect to ensure the maximum effectiveness of the policies.

環境及天然資源



紡織及成衣生產及休閒服裝零售業務中，我們致力培養每個營運階段注重環境考量的文化。訂立對各營運階段的環境影響及減低各種影響的對策或解決方案，此涉及更大程度的檢查以確保政策發揮最大的成效。



The following table provides a more detailed analysis of various environmental impacts at operational stages and actions taken to reduce such effects.

下表提供就營運階段下，各種環境影響及減少有關影響所採取行動的更詳細分析。

	Significant Environmental Impact/Issues 重大環境影響／事件	Actions taken 所採取行動
Product Design 產品設計	<p>Raw materials of synthetic polymer fibers are derived from petroleum by-products. 人造聚合物纖維的原料來自石油副產品。</p> <p>The production process will consume natural resources and emit greenhouse gas. 生產過程將消耗天然資源，並排放溫室氣體。</p>	<p>The casual apparel retail operation has proactively introduced advanced eco-cotton as a filler for its quilted jacket. Eco-cotton is a renewable raw material, that requires less energy consumption and emits fewer greenhouse gases during its production process when compared to synthetic polymer fibers.</p> <p>休閒服裝零售業務已積極引入先進的環保棉作為其棉襖的填充物。環保棉為可再生原料，較人造聚合物纖維生產過程的能源消耗及溫室氣體排放量少。</p>

Environmental Aspect 環境層面

ENVIRONMENT AND NATURAL RESOURCES (continued)

環境及天然資源(續)

	Significant Environmental Impact/Issues 重大環境影響／事件	Actions taken 所採取行動
Procurement 採購	<p>Coal which is high in sulphur content will produce a higher amount of sulphur dioxide when combusted. 含硫量高的煤炭會於燃燒時產生較多的二氧化硫。</p> <p>Prohibited materials in the textile and garment manufacturing operation that have a negative impact on the environment. 對環境造成負面影響的紡織及成衣生產業務的禁用物料。</p>	<ul style="list-style-type: none"> - Specified contractually, we will not accept coal with a sulphur content higher than 0.6% weight. 我們於合約中訂明，將不會接受含硫量高於0.6%重量的煤炭。 - Automated monitoring systems have been installed in the thermal power plant to ensure that the flue gas emitted meets emission standards. 熱電廠已安裝自動監控系統，以確保廢氣排放符合排放標準。 - The Group has formulated the Occupational Hazards Prevention Plan and Scheme, which prohibits the use of all prohibited substances listed in national laws that may have a negative impact on the environment in the textile and garment manufacturing operation. 本集團已訂立「職業病危害防治計劃及方案」，嚴禁於紡織及成衣生產業務中使用國家法例中所列的所有可能對環境造成負面影響的禁用物質。 - We expressly prohibit all suppliers from using materials containing prohibited substances, and suppliers must sign our Commitment Letter of Prohibited Substances. 我們明文禁止所有供應商使用含有禁用物質的物料，供應商並必須簽署我們的「禁用物質承諾書」。 - The Group conducts regular spot checks from time to time to ensure that the purchased materials comply with the Group's regulations and the safety of products. 本集團會經常進行定期抽查，以確保所採購物料符合本集團的守則及產品的安全性。

Environmental Aspect 環境層面

ENVIRONMENT AND NATURAL RESOURCES (continued)

環境及天然資源(續)

	Significant Environmental Impact/Issues 重大環境影響／事件	Actions taken 所採取行動
Cotton Spinning/ Fabric Knitting 棉紡／針織布	Cotton dust is a common by-product from this process. 棉塵為此過程的常見副產品。	Filters are in place to trap and collect unwanted cotton dust. 我們已安裝過濾器以阻隔及收集多餘的棉塵。 Both the temperature and humidity are also controlled at the factory and this aids dust suppression. 控制廠房內的溫度及濕度，有助抑制棉塵。
Yarn/Fabric Dyeing 染紗／布	Use of chemicals. 化學品的使用。	The ISO14001 Environmental Management System is also strictly followed as regards to the management of chemicals in the workshop area. 我們亦嚴格遵從ISO14001環境管理系統中管理工作場所的化學品守則。
Fabric Finishing 布料定型	Smoke is often produced from the stenter required in this operation. 操作所需的定型機不時生產黑煙。	Air-purifying equipment has been installed to ensure sound air quality. 為確保良好的空氣質素，空氣淨化設施已安裝。
Water Discharge 水排放	Wastewater arising from manufacturing and daily use. 生產及日常生活產生的廢水。	Wastewater is collected and channeled to treatment tanks where a series of biological contact oxidation processes take place. Testing and monitoring are conducted on a daily basis to ensure that the discharged wastewater complies with both national and regional standards for water quality. 廢水被收集至收集池進行生物接觸氧化處理。每天已定時進行測試和監控，以確保排放水質符合國家和地方標準。
Product Transportation 運送貨物	The transportation of products from suppliers to warehouses in Hong Kong via truck contributes to the casual apparel retail operation's greenhouse gas footprint. This overland transportation process increases the operation's environmental impact. 貨品經陸路以貨車從供應商運送至香港的貨倉，會導致休閒服裝零售業務的溫室氣體足印增加。	Through a more streamlined product replenishment mechanism, the logistics and sales department strive to reduce the transportation distance, optimize the number of products delivered and trucks required. 透過更精簡的補貨機制，令物流及銷售部門的運輸距離減少，並優化運送貨品及所需貨車的數量。
Product Sales 銷售產品	Plastics bags and packaging involved in the sales of items also contribute toward environmental impact. 銷售貨品所用的塑膠袋及包裝袋，會對環境造成負面影響。	Casual apparel retailing operation actively utilizes bio-degradable materials in plastic bags and packaging to reduce environmental impact. 休閒服裝零售業務積極使用以可生物降解的物料製造的塑膠袋及包裝袋，從而減少對環境的影響。

Environmental Aspect 環境層面

ENVIRONMENT AND NATURAL RESOURCES (continued)

環境及天然資源(續)

	Significant Environmental Impact/Issues 重大環境影響／事件	Actions taken 所採取行動
Waste/Machine/ Equipment Disposal 棄置廢物／機器／設備	<p>The leakage of waste oil from machinery and chemical waste from containers and light tubes may negatively affect the quality of the surrounding environment.</p> <p>機器滲漏的廢油以及容器和燈管漏出的化學廢料，可能對周邊環境的質素造成負面影響。</p>	<ul style="list-style-type: none"> - We strictly follow ISO14001 Environmental Management System guidelines for the proper management, collection and disposal of waste oil and waste. 我們嚴格遵循ISO14001環境管理系統中有關適當管理、收集及棄置廢油和廢物的指引。 - Used chemical containers will be treated by qualified units. 已使用的化學品容器會交由資質單位處理。

The Group has awarded the Environmental Management System Certificates:

集團已獲取的環境相關管理體系證書：



ISO14001: 2015 Environmental Management System Certificate
ISO14001 : 2015環境管理體系證書



ISO50001: 2018 Energy Management System Certificate
ISO50001 : 2018能源管理體系證書

Environmental Aspect 環境層面

CLIMATE CHANGE

The Group recognizes that climate change is an important operational risk which may affect creatures and ecosystems of various regions throughout the world. To address climate change and achieve a sustainable future, the Group has formulated strategies to mitigate the impact of our business on the regional environment and respond to the potential threats posed by climate change. This report provides a detailed description of the potential impact of climate change on the Group's business and the countermeasures the Group has taken.

The extreme weather conditions (such as typhoon and flood) incurred by climate change may damage plants' machines, cause employees unable to work as usual, interrupt transportation and supply chain and damage goods, etc. They may also bring financial losses to the Group, force the Group to suspend operation partially and even threaten life safety of employees. In addition, climate change may also bring chronic physical risks, such as rising global average temperature, which will bring long-term impact on our business and corresponding financial risks. In the casual apparel retailing operation in Hong Kong, due to the rising global average temperature, consumers and business customers gradually choose products and services with less damage(s) to the climate, thus bringing market risks to the Group.

In order to respond to the risk of climate change, the Group has set up emergency measures, including guiding employees' work arrangement and management methods under extreme weather conditions, and has purchased property insurance, public liability insurance and business interruption insurance, to protect the Company's assets and business and reduce financial risks. The Group will also continuously monitor the weather conditions in the operating areas so as to have prompt preparations. In order to reduce greenhouse gas emissions, the Group has formulated emission reduction target and corresponding measures, including investing in clean energy projects, such as coal to gas and solar power generation, so as to improve the efficiency of energy utilization and reduce the energy and operating costs. Meanwhile, the Group will also closely follow guidelines issued by local government, regulators and industrial associations and update internal policies and measures when appropriate to ensure that the Group can comply with local laws, regulations and best practices.

氣候變化

本集團認識到氣候變化是重要的營運風險，可能對全球各地區的生物和生態造成影響。為了應對氣候變化和實現可持續的未來，集團已制定策略，以緩和業務對地區環境的影響及應對氣候變化帶來的潛在威脅。報告中詳細描述了氣候變化可能對本集團業務造成的影響，以及集團已經採取的應對措施。

氣候變化可能引發極端天氣狀況(例如：颱風、水災)，導致廠房機器損壞、員工無法如常上班、運輸及供應鏈中斷及貨物受損等情況，進而對本集團造成財務損失及迫使本集團局部停止運作，甚至威脅員工的性命安全。此外，氣候變化也可能帶來慢性實體風險，如全球平均溫度上升，對業務帶來長期的影響和相應的財務風險。在香港休閒服裝零售業務中，由於全球平均溫度上升，消費者和業務客戶轉向選擇對氣候破壞較低的產品和服務，進而對集團帶來市場風險。

為了應對氣候變化的風險，本集團已經制定了應急措施，包括指示員工在極端天氣狀況下的工作安排及管理辦法，並已經購買財產險、公眾責任險及營業中斷險以保障公司資產及業務，以及降低財務上的風險。集團也會持續監察營運地區的天氣狀況，以便及時作出準備。為了減少溫室氣體排放，集團已經制定減排目標及相應措施，包括投資建設清潔能源項目，如煤改氣和太陽能發電，從而提高能源利用效率，降低能源和運行成本。同時，本集團也會密切留意地方政府、監管機構及行業協會等就氣候變化發布的指引，適時更新內部政策措施，以確保本集團能夠遵守當地的法律法規和最佳常規。

Environmental Aspect 環境層面

CLIMATE CHANGE (continued)

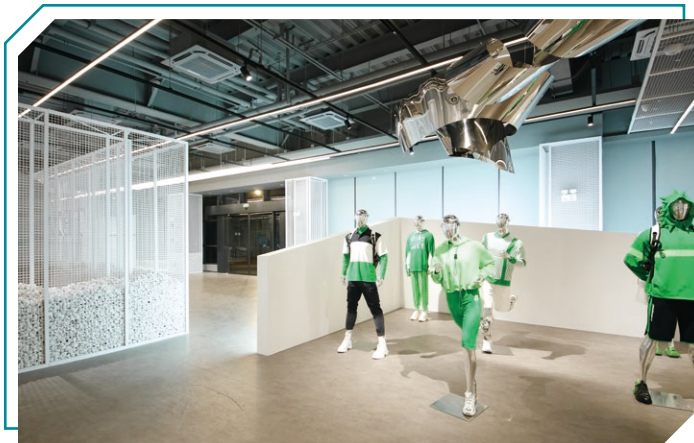
In addition to reducing emissions, the Group will also take energy-saving measures, such as using energy-saving lighting systems, strengthening equipment maintenance and improving energy efficiency, so as to further reduce energy consumption and emissions. The Group will also actively promote the idea of sustainable development, provide relevant training for employees and encourage them to participate in environmental protection activities.

The Group is dedicated to responding to various risks posed by climate change and has formulated corresponding countermeasures. The Group will continue to monitor global climate change, follow the guidance of relevant governments and industry associations, and further strengthen our response to and management of climate change in order to achieve the Group's sustainable development goal. The Group promises to continue to make efforts to reduce the impact on the environment and contribute to a sustainable future.

氣候變化(續)

除了減少排放外，本集團亦會採取能源節約措施，例如使用節能照明系統、加強設備維護、提高能源利用效率等，以進一步降低能源消耗和排放。本集團也會積極推廣可持續發展理念，為員工提供相關培訓，並鼓勵他們參與環保活動。

本集團致力於應對氣候變化帶來的各種風險，並制定了相應的應對措施。本集團將持續監察全球氣候變化的情況，以及相關政府和行業協會的指引，進一步加強對氣候變化的應對和管理，以實現本集團的可持續發展目標。本集團承諾繼續努力，為減少對環境的影響，並為實現可持續的未來出一分力。



Social Aspect 社會層面

EMPLOYMENT



The Group has always attached importance to the fair treatment of every employee. We comply with all local regulations in accordance with applicable laws and regulations, and will formulate a series of employment policies and measures with reference to relevant laws and regulations to ensure that employees are treated fairly and reasonably. The Group has established a salary structure policy which will be reviewed regularly. The salaries, allowances and benefits of employees are determined according to their work performance and experience and by taking into account current industry practices. In addition, the Group has formulated a sound dismissal policy, and dismissal is implemented in a fair and reasonable way according to the requirements of the current employment compensation regulations and in strict compliance with relevant local labor laws.

The Group has set up a bonus system and granted various bonuses according to the Company's performance and employees' performance. The salaries of employees will also be reviewed and adjusted in a timely manner, and the salary increase will be determined according to the salary increase in the market, the Company's performance and employees' performance. The Group is committed to attracting and retaining outstanding talents. The Group ensures that the wages of employees are not lower than the minimum wage standard stipulated by local laws and regulations, and pays various statutory social insurances and benefits for all employees.

僱傭



本集團一直重視對每位員工的公平待遇。我們根據適用的法律法規遵守當地的所有規定，並會參照相關法例制定一系列的僱傭政策及措施，保障僱員獲得公平合理的對待。本集團設有薪酬架構政策，並會定期檢討。員工的工資待遇、津貼及福利皆根據工作表現及經驗，以及考慮現行行業慣例而釐定。本集團設有完善辭退政策，根據當前的僱傭賠償條例的要求以公平合理的方式進行，並嚴格遵守各地相關勞工法例。

本集團設有獎金制度，根據公司的業績及僱員的表現發放各項類別獎金。員工薪酬亦會作適時檢討及調整，並根據市場的加幅、公司業績及僱員工表現而釐定加薪幅度，致力吸引和挽留優秀人才。本集團確保員工的工資均不低於當地法律法規的最低工資標準，並且為所有在職員工繳納各項法定社會保險與福利。



EMPLOYMENT (continued)

The Group organizes employees to hold various sports competitions, festivals and annual parties from time to time, so as to enhance the cohesion of employees and inspire their morale. We also attach great importance to the opinions of employees, and conduct an anonymous employee opinion survey every year to improve the quality of work by collecting employees' opinions. The Group has spared no effort to improve the quality of employees' work, and our achievements and efforts have been recognized by the society. The Group has been awarded the certificate of "Happy Workshop-Happy Company" issued by the Promoting Happiness Index Foundation for two consecutive years.

僱傭(續)

本集團不定期組織員工舉辦各項運動比賽、節日活動及周年晚會等，以增強員工凝聚力，激勵員工士氣。我們亦十分重視員工的聲音，每年以不記名方式進行僱員意見調查，透過收集員工意見從而改善工作質素。本集團對提升員工工作質素一直不遺餘力，成績及努力亦獲得社會肯定，並已連續兩年獲得香港提升快樂指數基金頒發《開心工作間－開心企業》加許狀。



2022 Happy Workshop – Happy Company
2022年開心工作間－開心企業



2023 Happy Workshop – Happy Company
2023年開心工作間－開心企業

The Group respects the personal freedom of employees, establishes diversified cultures, embraces employees of different races, skin colors, ages, genders, sexual orientations, ethnicities, disabilities, pregnancy, beliefs or marital status and protects the personal privacy of employees. During the Reporting Period, the Company did not find any non-compliance with relevant laws and regulations within the scope of the report.

本集團尊重員工的個人自由，建立多元文化，包融不同人種、膚色、年齡、性別、性取向、種族、殘疾、懷孕、信仰或婚姻狀況的員工，保護員工個人私隱。報告期內，本公司在報告範圍內未有發現任何違反相關法律法規的不合規狀況。

Social Aspect 社會層面

EMPLOYMENT *(continued)*

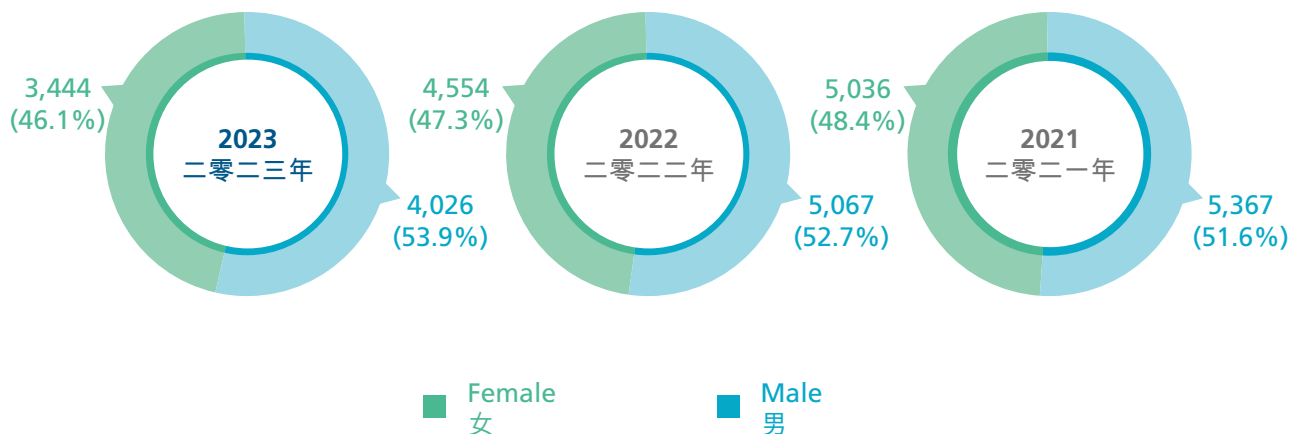
The table below sets out the total number and distribution of employees under the section "reporting scope" set out on page 2 during the reporting period:

僱傭(續)

下表載列於報告期內根據第2頁「報告範圍」一節之員工總數及分佈：

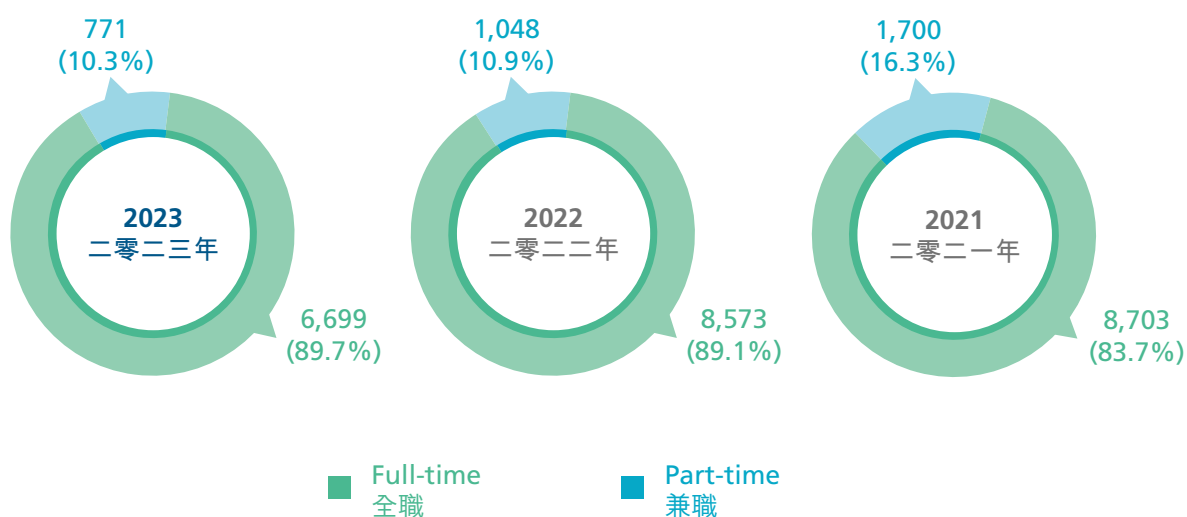
Number of Employees by Gender

按性別劃分僱員人數



Number of Employees by Employment Type

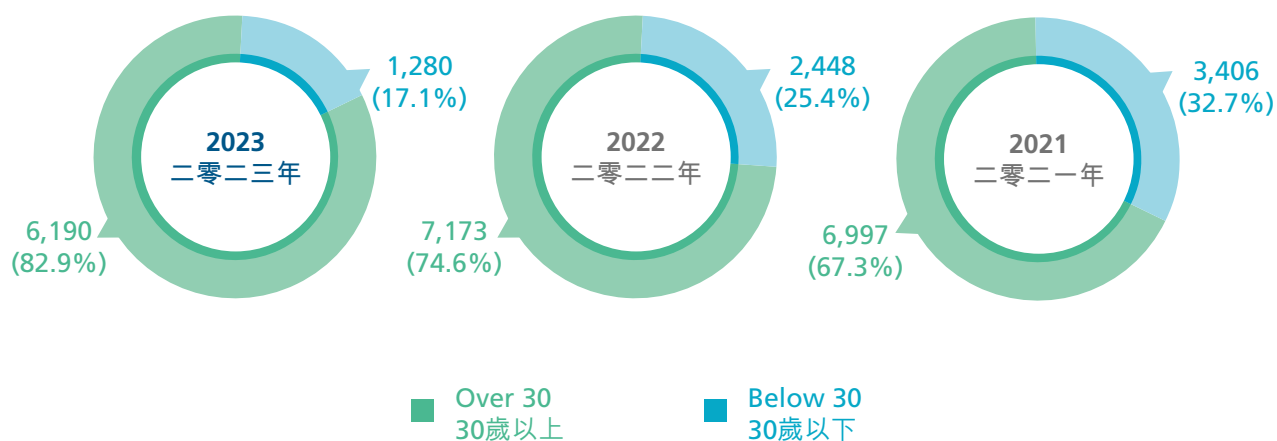
按僱傭類型劃分僱員人數



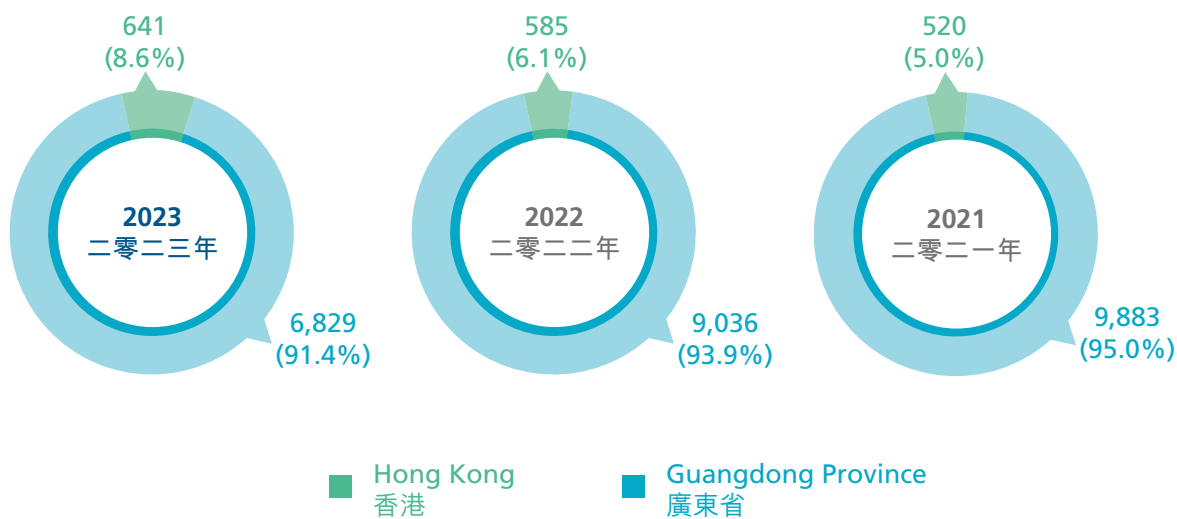
EMPLOYMENT (continued)

僱傭(續)

Number of Employees by Age Group
按年齡組別劃分僱員人數



Number of Employees by Region
按地區劃分僱員人數



Social Aspect 社會層面

EMPLOYMENT (continued)

僱傭(續)

The Group's employee turnover rate¹ by different category is as follows:

集團按不同類別劃分的僱員流失比率¹如下：

		2022/23
By gender	按性別劃分	
Male	男性	37.36%
Female	女性	100%*
By age	按年齡組別劃分	
Below 30	30 歲以下	100%*
Above 30	30 歲以上	46.88%
By region	按地區劃分	
Hong Kong	香港	86.43%
Guangdong Province	廣東省	66.51%

* The number is adjusted to be represented by 100%.

* 數字調整至100%表示。



Organizing staff events
組織員工活動

¹ "Employee turnover rate" = number of turnover employees of such category / total number of employees of such category * 100%.

¹ 「員工離職率」計算方法 = 該類別僱員的離職人數 / 該類別僱員總數 * 100%

HEALTH AND SAFETY

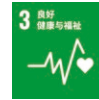


The safety of employees is the primary consideration of the Group. We have formulated a sound occupational health and safety policy, so that employees can work in a protected environment and ensure their safety. The Group strives to provide safe workplaces for all employees, including requiring employees to participate in fire drills regularly to raise their awareness of fire-related safety. We try our best to seek a better working environment for employees and improve the air, water quality and lighting system in workplaces, such as adding air fresheners, installing fresh water filters, replacing the lighting system in workplaces with LED lights to save energy, and cleaning air conditioners regularly to maintain air quality. The Group also implements the management of 6S Requirements (Sorted, Systematise, Sanitise, Safeguarded, Standardise and Self-education) and the lean production management in retail stores and factories, requiring employees to these requirements to strengthen the standardized management of operation processes.



The Group has passed the ISO14001 environmental management system certification and established different management methods to ensure occupational health and safety. The Group's plant in Dongguan has established a safety production management committee and a safety management organization (safety management section), full-time safety management personnel were appointed for daily safety management, and carried out and implemented the responsibility system for production safety for all employees, so as to effectively implement safety management. In addition, the plant also implements the standardized management of production safety and formulates safety production policies and objectives. Hence, the plant has promulgated a series of production safety related systems and established an accident emergency rescue leading team to enhance the contingency capacity and ensure the maximum safety of all employees. In addition, the Group also actively strengthens occupational safety management, and had formulated a series of occupational hazard management systems. The Group carries out on-site occupational hazard assessments, regular detections and daily occupational hazard detections, and conducts regular occupational health examinations for employees holding posts involved in occupational hazard factors.

健康與安全



員工安全為本集團的首要考慮條件，我們設有完善職業健康安全政策，令員工在受保障的環境下工作，確保安全。本集團竭力提供安全的工作間予全體員工，包括要求員工定期參加火警演習，提高火警相關安全意識。我們極力為員工尋求更優質的工作環境，改善工作間的空氣、水質及照明系統，例如添加空氣清新機、設置清水過濾器、更換工作間照明系統至LED燈以節省能源使用，以及定期清洗冷氣機，保持優質空氣質素。集團亦在零售店舖及廠房推行「六常法」管理及精益生產管理，要求員工常分類、常整理、常清潔、常維護、常規範及常教育，以強化作業流程標準化管理。



本集團內通過ISO14001環境管理體系認證，建立不同的管理辦法，保障職業健康與安全。本集團的東莞廠房已成立安全生產管理委員會及安全管理機構（安全管理科），由專職安全管理人員負責日常安全管理，並推行及落實全員安全生產責任制，把安全管理落到實處。此外，廠房亦執行安全生產標準化管理，制定安全生產方針及目標。為此廠房已頒布一系列安全生產相關制度及成立事故應急救援領導小組，以提升應變能力，保障各職工最大的安全。另外，本集團亦積極加強職業安全管理，制定一系列職業危害管理制度，開展職業危害現場評價、定期檢測及日常職業危害檢測，並對涉及職業危害因素的崗位員工開展定期職業健康體檢等。

Social Aspect 社會層面

HEALTH AND SAFETY (continued)

The Group has not experienced any work-related fatal accidents in the past three years (including the Reporting Period). As at 31 March 2023, a total of 312 days were lost due to work related injuries. The Group will remind employees to pay extra attention to safety when operating equipment.

健康與安全(續)

本集團在過去三年(包含本報告期)內未發生任何與工作相關的死亡事故。截至二零二三年三月三十一日，因工作相關事故共計損失了312個工作日。本集團將提醒員工在操作設備時格外注意安全。

Reporting location 報告點	Reason for work related injuries 工傷意外原因	Lost days due to work injury 因工傷損失 工作日數	Number of injury 受傷人數
Hong Kong office of Texwinca 德永佳香港企業辦公室	/	0	0
Dongguan Texwinca Plant 東莞德永佳廠房	Equipment operation 設備操作	59	7
	Traffic accident 交通意外	0	0
	Human error 人為錯誤	17	5
	Others 其他	29	2
Hong Kong office of Baleno Group 班尼路集團香港企業辦公室	Equipment operation 設備操作	4	1
Hong Kong Sales of Baleno Group 班尼路集團香港零售	Human error 人為錯誤	180	2
Guangzhou Sales of Baleno Group 班尼路集團廣州零售	Human error 人為錯誤	23	1

In any case, the Group will immediately provide support to the injured, and launch an investigation to check the root cause of the accident, and actively take corrective measures to avoid the recurrence of the accident. During the Reporting Period, the Company did not violate the relevant occupational health and safety ordinances, such as the Occupational Safety and Health Ordinance and the Factories and Industrial Undertakings Ordinance.

在任何情況下，本集團均立即向受傷者提供支援，並啟動調查以檢查事故的根本原因，積極採取了糾正措施，避免事故再次發生。於報告期內，本公司於報告範圍內並無違反職業健康安全相關條例，例如職業安全及健康條例、工廠及工業經營條例。



HEALTH AND SAFETY (continued)

The Pandemic Measures

In response to the COVID-19 pandemic, we have implemented a series of measures with reference to the government guidance and regulations to protect the health and safety of our employees. During the reporting period, we have been reviewing and implementing appropriate initiatives continuously in accordance with the pandemic change and the latest measures announced by the government in our operating countries.

Certain measures include:

- Implementation of general hygiene measures at workplace, such as mask-wearing, temperature checking, proper physical separation in the office
- Strengthened disinfection and sanitization in the office
- Providing rapid antigen testing kits for staff
- Vaccination leave provided to staff
- Using online platforms to communicate internally and externally
- Regular internal notices with timely updates on social restrictions
- Minimizing the frequency of business travels

Online platform has been utilized to keep the social distancing concern and to ensure effective communication are in place. Over the years of fighting against the pandemic, we stay strong together to keep employees healthy and safe.

健康與安全(續)

防疫措施

為應對2019新型冠狀病毒流行，我們參考政府的指引及規定實施了一系列措施，以保障僱員的健康與安全。我們於報告期內因應疫情變化及業務所在國家政府頒佈的最新措施持續檢討並實施適當的行動。

若干措施包括：

- 在工作場所實施一般衛生措施，如要求佩戴口罩、檢查體溫、在辦公室保持適當的社交距離
- 在工作場所加強消毒
- 為員工提供快速測試套件
- 為員工提供疫苗接種假期
- 使用網上平台進行內部及外部通訊
- 定期向員工發送內部報告，及時更新社交限制
- 盡量減少商務差旅的頻率

我們運用網上平台以保持社交距離，同時確保溝通效率。經過多年抗疫的努力，我們齊心合力，保障僱員的健康與安全。

Social Aspect 社會層面

DEVELOPMENT AND TRAINING



The Group values experienced and professional employees, and recognizes they are important to business growth and future success. The Group is committed to upgrading employees' skills and knowledge and establishing an on-the-job training system, so as to promote the smooth realization of our business objectives. The Group supports and encourages employees to continue their studies, and employees can apply for study allowance as a subsidy. We also encourage employees to regularly update their industry knowledge and deepen their understanding of personal opportunities for further study and development. All employees can be funded by the Company to participate in workshops and seminars after approval.

The training system includes internal training and external training, which encourages employees to learn advanced knowledge, skills and management experience, and comprehensively improves employees' literacy. New employees should also receive induction training and orientation courses, so that they can be familiar with the departments' businesses and quickly meet the post requirements. The Group also holds regular training courses for front-line employees at all levels, including seasonal product knowledge training in retail business, closely following business needs and industry development trends.

發展及培訓



本集團重視資深及專業僱員，並認同他們對業務增長及未來成功之重要性。本集團致力提升僱員的技能與知識，建立在職培訓體系，促使業務目標順利實現。本集團支持及鼓勵持續進修，僱員可申請進修津貼以作補助；我們亦鼓勵員工定期更新行業知識及加深個人進修發展機會的了解，各員工經審批後皆可獲公司資助參加工作坊及研討會。

培訓體系包含內部及外部培訓，促使員工學習先進知識、技能及管理經驗，綜合提升員工素養。而新入職員工亦須接受入職培訓及迎新課程，令其熟悉部門業務，快速勝任崗位要求。本集團亦為前線員工定期舉行各職級培訓課程，包括零售業務範疇的當季產品知識培訓，緊貼業務需求及行業發展趨勢。



DEVELOPMENT AND TRAINING (continued)

The table below shows the training of the Company:

發展及培訓(續)

下表展示了本公司的培訓情況：

Percentage of trained employees ²		Hong Kong office of Texwinca 德永佳香港企業辦公室	Dongguan Texwinca Plant 東莞德永佳廠房	Hong Kong office of Baleno Group 班尼路集團香港企業辦公室	Hong Kong Sales of Baleno Group 班尼路集團香港零售	Guangzhou Sales of Baleno Group 班尼路集團廣州零售	Year 2022/23 2022/23年度
Gender 性別	Male 男性	39.68%	100%**	0%	100%**	78.39%	100%**
	Female 女性	65.91%	100%**	0%	100%**	100%**	100%**
Employee Category 僱員類別	Senior Management 高級管理層	50%	41.77%	0%	0%	27.78%	36.43%
	Middle-level Management 中級管理層	31.71%	86.63%	0%	100%**	31.03%	99.04%
	General Staff 一般員工	25%	100%**	0%	66.88%	92.42%	100%**

** The number is adjusted to be represented by 100%.

** 數字調整至100%表示。

Employee Training 員工培訓		Hong Kong office of Texwinca 德永佳香港企業辦公室	Dongguan Texwinca Plant 東莞德永佳廠房	Hong Kong office of Baleno Group 班尼路集團香港企業辦公室	Hong Kong Sales of Baleno Group 班尼路集團香港零售	Guangzhou Sales of Baleno Group 班尼路集團廣州零售	Year 2022/23 2022/23年度
Total training hours of employees 員工受訓總時數		662.80	50,704.90	0	238,445	12,911	302,723.70
Average training hours per employee ³ 每名員工平均受訓時數 ³		6.19	9.75	0	543.15	7.94	40.53
By gender 按性別劃分							
Male 男性		8.76	10.87	0	758.82	5.09	21.69
Female 女性		2.52	7.45	0	507.69	8.71	62.54
By employee category 按員工類別劃分							
Senior Management 高級管理層		16.97	20.92	0	0	0.28	15.22
Middle-level Management 中級管理層		6.60	39.84	0	3,504.57	2.09	79.50
General Staff 一般員工		1.77	7.94	0	228.54	8.61	35.53

² "Percentage of trained employees" = the number of trained employees of such category/total number of employees of such category *100%.

³ "Average training hours per employee" = Total training hours of employees of such category/total number of employees of such category.

² 「受訓員工比例」計算方法 = 該類別僱員的受訓人數 / 該類別僱員總數 *100%。

³ 「每名員工平均受訓時數」計算方法 = 該類別員工的總培訓時數 / 該類別僱員總數。

Social Aspect 社會層面

LABOUR STANDARDS

The Group explicitly prohibits forced labor and employment of child labor and attaches importance to prevention of forced labor and child labor. The Group has formulated a recruitment management system to ensure that candidates reach the legal working age. The recruiters are also aware of the relevant regulations on not employing child labor and strictly follow such regulations. If any violation of the above regulations is found, the Company will immediately escort the child labor back to his original residence and require the guardian to receive him, and request the local department to stamp the receipt for confirmation. The Group will also try its best to persuade guardians to restore their children to school and improve the situation of child labor.

The employment contracts of the Group comply with the requirements of local laws and regulations, stipulate the rights and responsibilities of both parties, protect employees' due rights and interests, prohibit any form of forced labor, and ensure that all employees work on a voluntary basis. The Group has formulated management measures and relevant policies to prohibit forced labor.

The Group strictly complies with the relevant laws and regulations on preventing child labor or forced labor, such as the Hong Kong Labour Legislation, the Hong Kong Employment Ordinance and the Labour Contract Law of the People's Republic of China, and there was no violation during the Reporting Period.

勞工準則

本集團明確禁止強迫勞動及聘用童工並重視預防工作。本集團設有招聘管理制度，確保應徵者達到法定勞動年齡。招聘專員亦知悉相關不可錄用童工的規定，並嚴格跟隨。如發現有違規情況，公司亦會立即將其護送回原居住地及要求監護人簽收，並由當地部門蓋章確認。集團亦會盡力游說監護人將子女復學，改善童工狀況。

本集團的僱傭合約符合當地法規要求，列明雙方權責，保障員工得到應有的權益，禁止任何形式的強迫勞工，確保所有員工都在自願的基礎上工作。本集團設有禁止強迫勞動管理辦法及相關政策，禁止強迫性勞工勞動。

本集團嚴格遵守有關防止童工或強制勞工的相關法律及規例，例如《香港勞工法例》、《香港僱傭條例》、《中華人民共和國勞動法》。於報告期內並未有違規情況。

SUPPLY CHAIN MANAGEMENT



The Group has established an internal code to regulate the process of public bidding and quotation. In the process of selecting and evaluating suppliers, we adopt fair, just and open evaluation criteria, and at the same time require suppliers to declare their interests to avoid conflicts or transmission of interest. In addition, we will explain our principles and expectations to our partners and require them to comply with all laws, international conventions, contractual requirements and all codes of the Group. Meanwhile, the Group has also established an effective mechanism to ensure that both parties act in strict accordance with laws and regulations.

The Group attaches great importance to the acts of suppliers, and requires them to be fair, honest, keep their promises, and pay attention to the honest behavior in business. The Group takes the principle of responsible social enterprises as one of the conditions for selecting suppliers, and requires suppliers to share the same goals with the Group, focus on environmental protection and energy conservation in operation, and achieve sustainable development and improvement. We will send a letter to each supplier once a year to remind them to cooperate with the integrity requirements of the Group, and also implement the system of declaration of employees' interests. When signing an order contract with a supplier, the Group will stipulate the supplier code of conduct that the supplier must comply with, including but not limited to the following requirements:

1. Sign the environmental requirements of relevant parties, and conduct the corresponding environmental questionnaire survey on the relevant supplier, and require the supplier to cooperate with the inspection;
2. Sign the Commitment Letter of Prohibition of Chemical Weaving with the relevant supplier;
3. Sign the Commitment Letter of Social Responsibility with all suppliers; and
4. Conduct the Supplier Social Responsibility Questionnaire for all relevant suppliers, so as to understand the relevant performance of each supplier in social responsibility.

供應鏈管理



本集團訂立了內部守則規範公開招標和報價過程，在甄選及評價供應商的過程中，我們採用公平、公正、公開的評估準則，同時亦要求供應商申報利益，避免利益衝突或利益輸送。另外，亦會向合作夥伴闡明我們的原則和期望，並要求他們必須遵循所有法例、各國際公約、合約要求及本集團的所有守則。同時，本集團亦建立有效的機制，確保雙方嚴格按照法律及法規行事。

本集團極重視供應商之行為，需公正誠實、信守承諾，並注重業務上之廉潔行為。本集團以負責任之社會企業作挑選供應商條件之一，要求供應商能與本集團擁有共同目標，在運營上著重環保節能，並且達致可持續發展及改進。我們會每年一次發信提示供應商配合集團公司之廉潔操守要求，亦實行員工申報利益制度。與供應商簽訂訂購合同時，本集團會約定供應商必須遵守的供應商行為守則，包括但不限於以下要求：

1. 簽訂相關方環境要求事項書，並對供應商進行相應環境問卷調查，配合考查；
2. 與相關供應商簽訂《禁用化學物織承諾書》；
3. 與所有供應商簽訂《社會責任承諾書》；及
4. 對所有相關供應商進行《供應商社會責任調查表》，以了解各供應商在社會責任方面相關表現。

Social Aspect 社會層面

SUPPLY CHAIN MANAGEMENT (continued)

For procurement of all the raw materials and supplies, the Group must formulate and sign corresponding procurement contracts with suppliers, and implement unified procurement of materials required by the departments according to established procurement principles. Among alternative suppliers, the Group will give priority to suppliers that have passed the ISO14001 environmental management system and ISO9001 quality management system certification. In the beginning of adopting a new supplier, the Group will conduct a questionnaire survey on the supplier and require the supplier to conduct self-evaluation. Meanwhile, the Group will conduct a corresponding on-site inspection to the supplier. Self-evaluation and inspection projects include environmental management system, energy management system, environmental protection and social responsibility.

The Group conducts an annual questionnaire assessment of existing suppliers once a year, and keeps the records of the assessment results at each stage for future reference. According to the Supplier Control Management Procedure, all suppliers of the Company must sign environmental and social responsibility-related agreements, such as the Environmental Management Agreement, the Commitment Letter of Prohibited Substances and the Commitment Letter of Social Responsibility, and the Company require suppliers to abide by the contents of the agreements, comply with all provisions of SA8000 social responsibility standards, and update the corresponding contents regularly to ensure that they comply with the latest environmental protection laws and regulations. The Group is committed to conduct due diligence on each supplier, and also conducts on-site visits on each supplier from time to time every year to continuously raise the requirements for environmental protection and social responsibility for suppliers. If there is a non-compliant supplier, we will firmly require it to make rectifications. If the supplier fails to make rectifications within the specified time, we will remove it from the supplier list and stop cooperating with it.

In addition, the Group pays close attention to the public opinion of the industry on a regular basis. In response to the continuous concern of the society about the social responsibility of the garment and retail industries, the Group also strictly monitors our suppliers. When a supplier that the Group cooperates with is found to be lacking in human rights and environmental protection, the Group will reduce or stop cooperation with it in due course. We are committed to eliminating the environmental and social risks of the supply chain through various measures to ensure the safety of the supply chain.

供應鏈管理(續)

本集團所有原料及物資採購必須同供應商制定並簽署相應採購合同，對各個部門所需物資按照既定採購原則，實行統一採購。在備選供貨商中，本集團會優先選擇通過ISO14001環境管理體系及ISO9001質量管理體系認證的供應商。在採用新供應商初時，本集團會對該供應商進行問卷調查並需供應商自評。同時，本集團會對該供應商進行相應實地視察。自評及視察項目均包括環境管理體系、能源管理體系、環境保護及社會責任方面內容。

本集團對現有供應商實行一年一次問卷考核評估，每階段考核結果均保存記錄，以做後查。依據《供應商控制管理程序》，本司全部供應商必須簽訂《環境管理協定》、《禁用物質承諾書》、《社會責任承諾書》等環境及社會責任相關協議，要求供應商恪守協議內容，並遵守SA8000社會責任標準的所有規定，且定期更新相應內容，以確保適應於最新環境環保法規。本集團致力盡職調查每個供應商，亦於每年不定時以實地走訪等方式進行，不斷提升對供應商環境保護和社會責任的要求。如遇不合規供應商，堅決要求其整改。如限期內無法整改，即淘汰不與之合作。

此外，本集團定期關注行業輿論，因應社會對製衣及零售業的社會責任有持續關注，本集團亦對旗下供應商嚴格監控。當本集團合作之供應商存在人權、環境保護方面有缺失行為時，適時減少或停止與其合作。我們致力通過各項措施消除供應鏈的環境和社會風險，確保了供應鏈安全。

SUPPLY CHAIN MANAGEMENT *(continued)*

Environmental protection is the general name of various actions taken by human beings to solve real or potential environmental problems, coordinate the relationship between human beings and the environment, and ensure the sustainable development of economy and society. Textile manufacturing operation is closely related to environmental protection and sustainable development. In view of this, the Company is committed to promoting the use of environmentally-friendly products that use less resources in manufacturing, lower energy consumption in manufacturing, less environmental pollution, and are more suitable for recycling, as well as products listed in the environmentally-friendly procurement list issued by the Hong Kong Environmental Protection Department. In order to reduce the negative impact on the environment, the Group not only considers reasonable prices, but also considers sustainable development factors such as human health and the environment when looking for and purchasing high-quality products. Our relevant responsible departments regularly review and update the qualifications of suppliers' environmental protection raw materials, such as Oeko-Tex 100 certificate, FCS forest certificate, GRS certificate and organic certificate every year, and give priority to the suppliers which have such product certificates and products when purchasing, so as to urge the suppliers cooperating with the Group to develop, promote and use environmentally friendly and sustainable products. In 2022, the recycled raw material products ordered by the Group accounted for 8.66% of the total ordered products. We will continue to promote environmental protection products and increase the procurement of environmental protection products, so as to fulfill the environmental protection concept of sustainable development.



供應鏈管理 *(續)*

環保是人類為解決現實的或潛在的環境問題，協調人類與環境的關係，保障經濟社會的持續發展而採取的各種行動的總稱。紡織生產業務與環保及可持續發展息息相關。有鑑於此，本司致力於推行使用生產中使用更少資源，生產能耗更低，對環境污染更少，更適合回收利用的環保產品及香港環保署出具的環保採購清單內產品。本集團為了減少對環境的負面影響，在尋找及購買高品質產品時，除考慮合理價錢外，亦加入了對人類健康及環境等可持續發展因素的考慮。我們相關負責部門每年定期對供應商環保類原料資質證書，如：Oeko-Tex 100證書，FCS森林證書，GRS證書，有機證書等資質進行審核、更新，且採購時優先考慮擁有此類產品證書及產品機構，借此以敦促本集團合作之供應商對環境環保及可持續產品的開發推廣及使用。本集團在二零二二年訂購再生原料產品佔總訂購產品的8.66%，我們將持續不斷推廣環保產品並加大對環保產品的採購力度，為可持續發展的環保理念履責。

Social Aspect 社會層面

SUPPLY CHAIN MANAGEMENT (continued)

The number of the Group's suppliers by regions is as follows:

供應鏈管理(續)

本集團按不同地區劃分的供應商數目如下：

Distribution of Suppliers		供應商分佈情況		
Number of suppliers by region		按地區劃分的供應商數目		
Region	地區	Hong Kong 香港	Mainland China 中國內地	Asia (excluding China) 亞洲(中國以外)
Total	總數	7	128	4
Number of suppliers implementing relevant practice		執行有關慣例的供應商數目		
Number of "new" suppliers/ service providers for the period	期間內「新」供應商/ 服務商數目	1	10	0
Number of "new" suppliers/ service providers being assessed	被評估的「新」供應商/ 服務商數目	1	10	0
Number of "existing" suppliers/ service providers being assessed	被評估的「現有」供應商/ 服務商數目	1	118	3
Number of suppliers/service providers being assessed in relation to environmental performance	被評估環保績效的供應商/ 服務商數目	1	118	3
Number of suppliers/service providers obtaining environmental certificates	取得環保認證的供應商/ 服務商數目	0	9	2
Being a supplier of environmental materials (such as FSC)	從其採購環保物料 (如：FSC認證紙張)	0	51	1
Number of suppliers/service providers being assessed in relation to corporate social responsibility	被評估企業社會責任的 供應商/服務商數目	1	83	11
Number of suppliers/service providers obtaining certificates in relation to social responsibility	取得社會責任相關認證的 供應商/服務商數目	0	8	8

PRODUCT RESPONSIBILITY



The Group is very concerned about the quality performance of the products and services provided, so the Group has formulated a number of policies to promote the Company to provide better products and services.

Quality assurance process and recall procedures

The Group values the spirit of contract, and the specifications and scope of all products and services will be clearly stipulated in contracts. The Group ensures that customers know the details of contracts and protect the rights and interests of the buyer and the seller. We are committed to providing the highest standards of products and services throughout the operation. Achieving these standards involves the application of proprietary systems and procedures to ensure compliance with local and international norms. All the factories and departments of the Group have set quality objectives, which meet the requirements of the industry and the market, and recorded production parameters in all aspects of production procedures to ensure the normal operation of the manufacturing process. The Group carries out MQP (Mill Qualification Program) certification through the notary office ITS, and carries out quality certification for all plants. The plant in Dongguan has also obtained the certificate of ISO 9001:2015 quality management system, which further improves the internal quality control.

The Group is mutually confirmed with the customer on the receipt standard for each order, and is delivered to the customer after 100% finished product inspection. On the other hand, the plant's internal testing room has also obtained many international and customer certifications, such as CNAS ISO: 17025, which will continuously enhance and gain more customers' trust in the Group's internal testing. If any problem is detected, the Group will submit the problem batch to a notary office for testing, and check the manufacturing records according to the problem batch. The Group will also recall the defective batches from customers and discuss with the customers on the replenishment, so as to reduce the losses of both parties on the premise of not affecting the cooperative relationships with customers.

產品責任



本集團對提供的產品及服務品質表現十分關注，因此制訂多項政策，推動公司提供更優質的產品及服務。

質量檢定過程及產品回收程序

本集團重視合約精神，所有產品及服務的規格及範圍均會於合約上清楚訂明，務必確保客戶清楚合約細節，保障買賣雙方的權益。我們致力令整個營運提供最高標準的產品及服務，達致該等標準涉及應用專屬系統及程式，以確保遵守當地及國際規範。本集團各廠部均制定質量目標，符合行業和市場要求，在生產各環節程式記錄生產參數，以確保生產流程正常運作。本集團透過公証行ITS進行MQP (Mill Qualification Program) 認證，對全廠進行質量認證。東莞工廠亦已獲得ISO 9001：2015品質管理體系證書，此體系對內部品質管控進一步提升。

本集團對每一張訂單都有跟客人互相確認的收貨標準，而透過百分之百的成品檢查後送交客方。另一方面，工廠的內部測試室亦獲得很多國際性及客戶的認證，如CNAS ISO：17025，並會不斷提升及獲取更多客戶對本集團內部測試的信任。如偵測到有任何問題，本集團會將問題批次交公証行測試，並按該問題批次，翻查生產紀錄。本集團亦會從客方回收有問題的批次，並商討補貨事宜，按以不影響跟客方的合作關係為大前提下減低雙方的耗損。

Social Aspect 社會層面

PRODUCT RESPONSIBILITY (continued)

Quality assurance process and recall procedures (continued)

The Group is dedicated to providing high quality customer services and has set up a customer complaint mechanism. This mechanism is in help with the Group to communicate with customers effectively, listen to their opinions carefully and solve their problems as soon as possible. After receiving the relevant complaints, the Group will immediately submit such complaints to the corresponding handling departments or the persons in charge of stores for handling, and register the information and requirements of visitors or callers. The Group will collect customers' opinions, whether positive or negative, and discuss and analyze such opinions for the Group's continuous improvement. Customers can express their opinions through the Company's website, customer service hotline, exclusive customer managers and various social media. According to the problems complained by customers, the Group will conduct internal diagnosis or send them to a notary office for diagnosis, trace the causes and sources, and solve them and formulate future production improvement measures as soon as possible. During the Reporting Period, the percentage of products that the Group had to recall for safety and health reasons was 0%. Once there are products that need to be recalled, the Group will start the formulated recall procedures, and quickly investigate the incident, recall the affected products with the customer and conduct a thorough investigation. The Group will actively communicate with the customer to make it aware of the incident. During the Reporting Period, the Group received a total of 2,245 complaints, including the quality of goods, discounts and service quality, and all complaints were satisfactorily resolved. The Group pays close attention to customers' valuable opinions, establishes a customer complaint handling mechanism, and trains employees to handle complaints. The Group will find out the roots of problems with complaints and propose follow-up schemes to prevent the recurrence of the same problems to ensure the quality of products and services.

Fair publicity policy

The Group adheres to the principle of fair publicity, ensuring that the product information on the publicity website and other promotional materials of the Group is true and accurate, and never makes any inaccurate, exaggerated or excessive statements. According to the appropriate laws and regulations, the Group requires sales personnel to distribute the information which come from the confirmed product advantages of the Group and does not involve the negative statements of rival companies or their products when promoting products, so as to avoid misleading customers when purchasing. In order to make publicity legal, the Group will consult relevant government departments to write product labels and promotional words according to product characteristics, so as to enable customers to obtain the most accurate information. Products using organic cotton will be labeled with ingredients. In addition, products that meet GRS standards will also be labeled with GRS standards for customer identification.

產品責任(續)

質量檢定過程及產品回收程序(續)

本集團致力提供優質的客戶服務，並已建立客戶投訴機制。此機制有助於本集團有效地與客戶溝通，細心聆聽他們的意見，儘快解決他們的疑難。本集團在接獲相關投訴後會立即反饋給對應處理部門或門店負責人對接，並且登記來訪者或來電者之信息及需求內容。本集團會收集客戶的意見，無論是正面或負面的，都會討論及分析，以作本集團持續改善之用。客戶可以透過公司網站、客戶服務熱線、專屬的客戶經理及各個社交媒體等，表達他們的意見。根據客戶投訴的問題，本集團會進行內部或送公証行診斷，追尋原因和源頭，以最快時間解決和制定日後生產改善措施。報告期內本集團因安全與健康理由而須回收的百分比是0%。一旦遇到需要回收的產品，將會啟動已制定的回收程序，並迅速調查事件，與客戶回收受影響產品並徹底調查。本集團將積極與客戶溝通，令客戶知悉事件。於報告期內本集團共接獲2,245宗投訴，包括貨品質量問題、折扣優惠、服務質素等，全數投訴已完滿解決。本集團密切關注客戶的寶貴意見，設立顧客投訴處理機制，並對員工進行處理投訴的培訓，將隨著投訴找出問題的根源，並需提出預防相同的問題再度發生的跟進方案，以確保產品及服務質素。

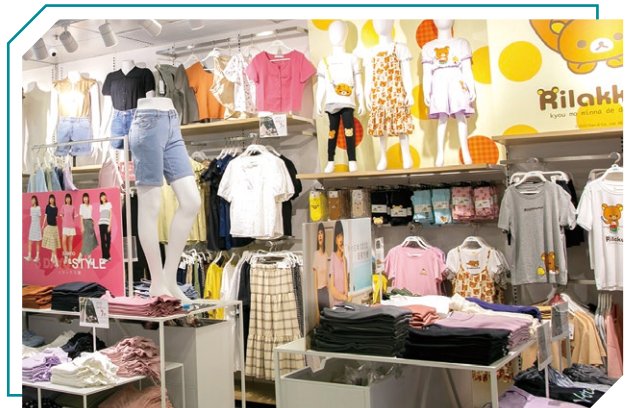
公平宣傳政策

本集團秉持公平宣傳的原則，確保在本集團宣傳網頁及其他宣傳品上的產品資訊皆是真實及準確，不會作任何失實、誇大或過份的陳述。本集團根據適當的法律法規，規定要求銷售人員在推廣產品時，發放的資訊都來自集團已確認的產品優勢，並不涉及競爭對手公司或產品的負面陳述，避免客戶在購買時被誤導。為使宣傳合規合法，因應產品特性，本集團會向相關政府部門取得諮詢以撰寫產品標籤及宣傳字眼，務求令客戶獲取最準確資訊。對於使用有機棉的產品，產品附有標籤標明成分。此外，對於符合GRS標準的產品，產品亦附有標籤註明符合GRS標準，以便客戶辨識。

PRODUCT RESPONSIBILITY (continued)

Protection of intellectual property rights

The Group has formulated relevant policies for managing product patents, intellectual property rights and privacy, and clearly stipulated the payment, application and retrieval of annual patent fees and patent rewards, and signed confidentiality agreements with technicians to ensure the protection of relevant confidential information. The company trademark of Baleno Kingdom Limited was officially registered and patented in Hong Kong, which can prevent the company trademark from being stolen for illegal purposes. The Group also stipulates that for all software applications and other patented goods adopted by Company, the Company must purchase the corresponding right to use, and piracy is not allowed. Each department has its own dedicated file binder on the computer server, and sets permission restrictions to prevent data leakage. The design department of Guangzhou Friendship Baleno Co. Ltd. has an exclusive independent workshop to protect the intellectual property rights to related design products. Protecting intellectual property rights can protect the rights and interests of the Group. The Group has about 10 brands and about 500 trademarks. We guarantee that intellectual property rights are fully respected and protected. The Group has engaged a professional legal team to control and search the products that improperly use our brand trademarks in the market, so as to fully protect our intellectual property rights. In addition, as part of our commitment to protect the intellectual property rights of others, our contracts with suppliers contain guarantee clauses to ensure that the intellectual property rights of the Group and our partners are not infringed.



產品責任(續)

保護知識產權

本集團設有管理產品專利、知識產權及私隱的相關政策，對專利年費繳納、申請、檢索、獎勵等有明確規定，並與技術人員簽定保密協議，確保有關機密資訊得以保障。班尼路有限公司的公司商標在香港有正式註冊及專利使用權，此舉能防止公司商標被偷取作不法用途。本集團亦規定所有公司採用的軟件應用及其他專利商品必須購買相應的使用權，不可使用盜版。每個部門於電腦伺服器都設有自己部門的專屬檔案文件夾，並設定權限制，有限防止資料外漏。在廣州友誼班尼路服飾有限公司的設計部擁有專屬獨立工作間，保障相關設計產品的知識產權。保護知識產權能夠保障本集團的權益。本集團旗下約10個品牌及約500項商標，我們保證知識產權得到充分尊重和保護。本集團聘請專業法律團隊管控及搜索市面不正當使用品牌商標的產品，全面保護知識產權。此外，作為我們對保障他人知識產權的承諾一部分，我們與供應商訂立的合同包含擔保條款，以確保本集團以及合作夥伴的知識產權不受侵害。

Social Aspect 社會層面

PRODUCT RESPONSIBILITY (continued)

Protection of customers' data and privacy policy

The Group attaches great importance to protecting customers' privacy when collecting, processing and using customers' personal data. The Group complies with applicable data protection laws and regulations and ensures that appropriate technical measures are implemented to protect personal data from unauthorized use or access. The Group also ensures that customers' personal data are kept and processed securely and used only for the purpose of collection. We are also willing to sign confidentiality agreements according to the requirements of customers, and the daily information of customers is confidential to ensure the rights and interests of both parties. In terms of management of employees' privacy, the Group has formulated relevant privacy policies, covering all the rules for handling documents related to employees' privacy, strictly complies with the Personal Data (Privacy) Ordinance enacted by the Hong Kong Government and relevant national laws and regulations, and strives to protect the interests of employees.

In Guangzhou Friendship Baleno Co. Ltd., consumers' data is managed by Baleno membership system ("CRM"), including basic membership data, coupons, consumption records and points, etc. Relevant data information is stored in Baleno Guangzhou IDC computer room to ensure data safety and integrity. Customers and consumers can freely choose to enter their own relevant data through Baleno WeChat official account. In addition, we also control the security of members' data through the authority distribution of the CRM system. At present, colleagues of the marketing department and the audit department can query and analyze relevant member information for marketing and audit monitoring, and other personnel have no inquiry authority, so as to bring the greatest privacy protection to customers.

The Group strictly complies with relevant laws and regulations on product health and safety, advertising, labeling, remedies and protection of intellectual property rights, including the Trade Descriptions Ordinance, the Intellectual Property Rights Ordinance and the Copyright Ordinance made by the Hong Kong Government, and the Advertising Law of the People's Republic of China and the Law of the People's Republic of China on the Protection of Consumer Rights and Interests, and also complies with relevant laws and regulations on privacy matters. There was no violation of the above laws and regulations during the Reporting Period.

產品責任(續)

顧客之資料保護及私隱政策

本集團在收集、處理及使用顧客之個人資料時，非常重視保護顧客私隱。本集團堅守適用之資料保護法規，並確保執行適當之技術措施，以保護個人資料，免受未經授權之使用或存取。本集團亦確保顧客之個人資料被安全地保存及處理，及僅用於為其收集之目的。我們亦樂意按客戶要求簽署保密協議，而客戶日常資料都是保密的，確保雙方權益。在管理僱員私隱方面，本集團設有相關私隱政策，涵蓋所有關於員工私隱的文件的處理守則，並嚴格遵守香港政府訂立的《個人資料(私隱)條例》及國家相關法律法規，致力保障職工利益。

在廣州友誼班尼路服飾有限公司內，消費者資料通過班尼路會員系統(「CRM」)管理，包括會員基礎資料、優惠券、消費記錄和積分等，相關的資料資訊存儲在班尼路廣州IDC機房，確保資料安全完整。客戶及消費者通過班尼路微信公眾號，可自由選擇錄入本人的相關資料。另外亦通過CRM系統的許可權分配管控會員資料安全，現時市場部和審計部同事可查詢及分析相關會員資訊，用於市場行銷和審計監控。除此以外，其他人員均無查詢許可權，致力為客戶帶來最大的私隱保障。

本集團嚴格遵守有關產品的健康與安全、廣告、標籤、補救方法以及保障知識產權的相關法律及規例，包括香港政府訂立的《商品說明條例》、《知識產權》及《版權條例》；以及我國《中華人民共和國廣告法》及《中華人民共和國消費者權益保護法》，及亦遵守有關私隱事宜的相關法律及規例。於報告期內並未有違規情況。

Social Aspect 社會層面

PRODUCT RESPONSIBILITY (continued)

Protection of customers' data and privacy policy (continued)

The following certification demonstrates our performance in terms of products and service quality:

產品責任(續)

顧客之資料保護及私隱政策(續)

下列認證展示我們於產品及服務品質的表現：



ISO9001: 2015 Quality Management System Certificate
ISO9001 : 2015 質量管理體系證書



Mill Qualification Programme – Achievement Award
工廠資格計劃 – 成就獎



Higg Index – Sustainable Apparel Coalition Completion of Self-Assessment
Higg Index – 可持續發展成衣聯盟評鑑認證



Control Union Certifications B.V. – Global Recycled Standard 4.0 (certified for fabrics and yarns)
管制聯盟認證 – 全球回收標準4.0(布料及紗的認證)

Social Aspect 社會層面

ANTI-CORRUPTION

The Group is dedicated to establishing a corporate culture with integrity and business ethics. We provide clear standards of conduct for our employees and partners, and explain the norms and guidelines for dealing with different situations such as gifts, entertainment, transactions and wealth management to them. The Board will also regularly review the effectiveness of the internal control system. During the Reporting Period, the number of corruption lawsuits filed against the Group and concluded was zero.

Anti-corruption policy

The Group has made reference to and complied with the code provisions related to corporate governance in the Listing Rules, including good corporate governance practices, the laws and regulations of the places where the Group operate, and the Anti-Corruption and Anti-Bribery Law of the Peoples Republic of China, and has formulated a comprehensive prevention, monitoring and reporting system within the Group, and explained the Group's anti-corruption policies and handling principles to all employees, suppliers, contractors and business partners in detail. The Group has formulated policies for anti-bribery, disciplinary codes and corruption whistleblowing. Employees must declare their conflicts of interest when they join the Company or during their terms of office, including the declaration of family relationships within the Company, the relationships between managers and business partners and individual transactions involving employees' private interests. The Group will also issue circulars regularly every year to remind employees not to accept any benefits or gifts from suppliers, so as to maintain the steady development of the Group.

Whistleblowing policy

In order to resolutely resist corruption, fraud and other incidents, the Group has formulated a whistleblowing policy, so that employees and other stakeholders can report any suspicious improper or illegal behaviors to the Group through confidential forms such as mailbox, email and telephone. We actively investigate and deal with the internal corruption whistleblowing information. The whistleblowing is made in a confidential manner to ensure that the whistleblower will not be retaliated or harassed. The Group takes feasible preventive measures through employee handbook, notice and reporting mechanism. In addition, the Group will provide rewards such as commendation and meritorious deeds to employees who report illegal behaviors and irregularities and safeguard the interests of the Company, as appropriate. In addition, employees can report relevant situations through rationalization suggestions and reflection to the general manager. Employees can make anonymous whistleblowing through the Company's website, e-mail and letter. After receiving the whistleblowing, the relevant team will deal with the whistleblowing in real time and seriously punish all acts that violate the principles of the Group and endanger the interests of the Group.

反貪污

本集團致力建立具誠信及商業道德的企業文化。我們對員工及合作夥伴提供了明確及清晰的行為標準，說明處理禮品、款待、交易以及理財等不同情況的規範和準則。我們的董事會亦定期檢討內部監控系統的效能。於本報告期內對本集團提出並已審結的貪污訴訟案件的數目為零。

反貪污政策

本集團已參照及遵守上市規則與企業管治相關的守則條文，包括良好的企業管治常規，以及營運當地的法律法規，其中包括《中華人民共和國反貪污賄賂法》，並制訂了集團內部完善的預防監察匯報制度，並向所有員工、供應商、承包商和商業夥伴詳細交待集團反貪腐的政策和處理原則。集團備有防止賄賂、紀律守則及貪污舉報的政策，員工在入職或在任期間必須申報利益衝突事項，包括公司職員申報公司內的親屬關係、管理人員與商業伙伴的關係及個別涉及員工私人利益的交易。集團亦會每年定期發放通告，以提醒僱員不准收受供應商之任何利是、禮物，保持集團穩健發展。

舉報政策

為堅決抵制貪污、欺詐等事件的發生，本集團設有舉報政策，讓員工及其他持份者可通過信箱、電郵及電話等保密形式向集團舉報任何可疑的不當或非法行為，針對內部貪污舉報資訊，我們會積極調查與處理。舉報以保密形式進行，以確保舉報者不會被報復或騷擾。本集團透過僱員手冊、通告及申報機制等，採取可行的防範措施。此外，本集團會對員工檢舉不法、違規行為，維護公司利益具有具體事跡者視情況給予記嘉獎、記功等獎勵。另外員工可以通過合理化建議及向總經理反映等方式舉報有關情況。員工可透過公司網頁、電郵、書信作匿名舉報，相關小組在收到舉報後會即時處理，並嚴肅整治一切有違集團原則及危害集團利益的行徑。

ANTI-CORRUPTION (continued)

Anti-corruption training

The Group annually arranges anti-corruption training for directors and employees to introduce the integrity risks they may face in the course of performing their duties, so as to raise the awareness of relevant personnel on corruption prevention and avoid violating the Company's codes and relevant laws and regulations. During the Reporting Period, the Company invited representatives of the Independent Commission Against Corruption to provide anti-corruption training seminars for employees, including the scope of work that is prone to corruption, the supervision of laws and regulations and related whistleblowing channels. In addition, the Company also provides anti-corruption training reading materials to the Group's directors, including the Compliance and Beyond: Training Package on Business Ethics for Listed Companies made by the Independent Commission Against Corruption.

反貪污(續)

反貪污培訓

本集團每年均會為董事及員工安排反貪污培訓，介紹他們在履行職務之過程中可能面對的誠信風險，旨在提高相關人員對防貪的認知，以免觸犯本公司守則及相關的法律法規。本公司在報告期內邀請了廉政公署代表為員工提供反貪污培訓講座，內容包括容易導致貪污的工作範疇、法與規的監管及相關舉報渠道。此外，本公司亦向集團董事提供反貪污培訓閱覽材料，包括廉政公署的《「符規以外」上市公司商業道德培訓》。



Social Aspect 社會層面

ANTI-CORRUPTION (continued)

Anti-corruption training (continued)

反貪污(續)

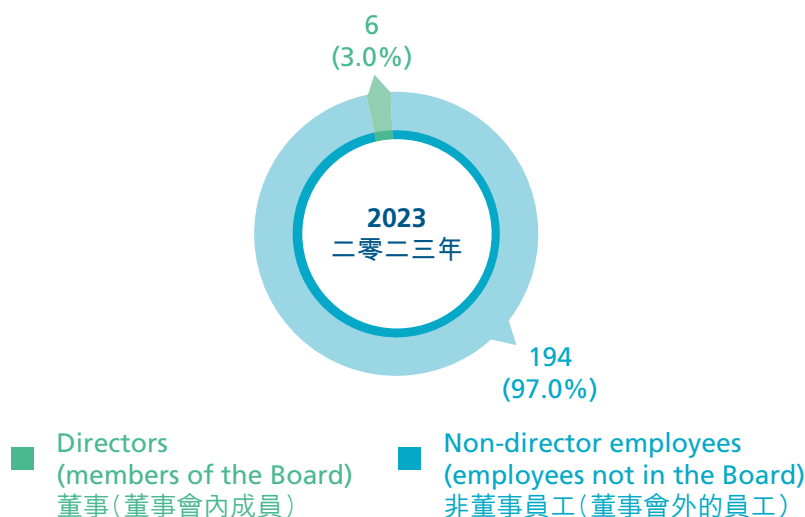
反貪污培訓(續)

An overview of the anti-corruption training of the Group is as follows:

本集團的反貪污培訓概況如下：

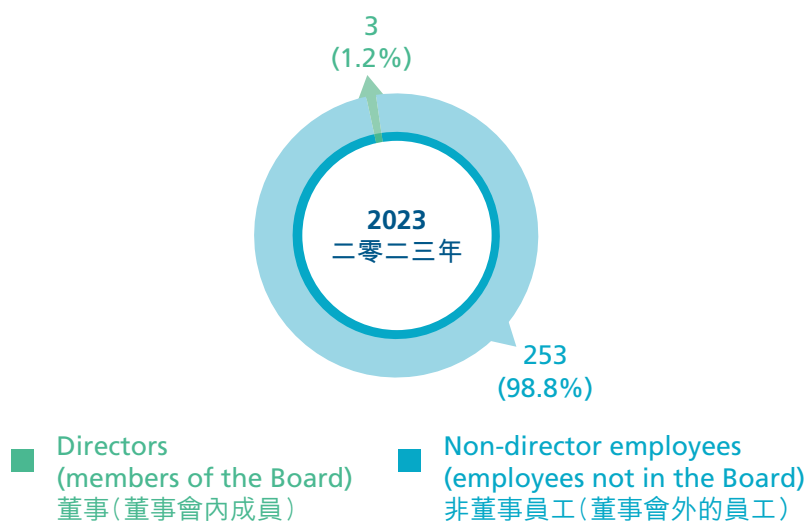
Total number of trained employees for anti-corruption

僱員完成反貪污培訓的總人數



Total training hours completed by employees for anti-corruption

僱員完成反貪污培訓的總時數



During the Reporting Period, Hong Kong and Chinese mainland did not report any major non-compliance with bribery, extortion, fraud and money laundering, which had a material impact on the Group's financial statements or overall operations. Meanwhile, during the Reporting Period, there was no lawsuit against the Company or its employees about corruption.

在報告期內，香港和中國大陸沒有報告重大不遵從賄賂、敲詐勒索、詐騙和洗錢等相關事項，對集團的財務報表或整體運營產生重大影響。同時，在報告期內也沒有針對公司或其員工提起關於貪污行為的訴訟案件。

Social Aspect 社會層面

COMMUNITY INVESTMENT

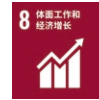


With the concept of giving back to the society, the Group strongly supports social undertakings such as education, social security, medical care and health care, actively participates in disaster relief and poverty alleviation activities, and assists local governments in improving the public environment and establishing harmonious communities. The Group has focused on social responsibility for a long time and encouraged employees to participate in voluntary service activities, providing them with opportunities to get in touch with things outside the workplace.



Clothes Donation
衣服捐贈

社區投資



本集團以回饋社會為理念，大力支持教育、社會保障、醫療衛生等社會事業，積極參加賑災、扶貧活動，協助地方改善公共環境，建立和諧社區。本集團長期以來注重承擔社會責任，並鼓勵員工參加志願服務活動，提供機會讓他們接觸工作場所外之物。



Donation to Shanghai Children's Hospital
物資捐贈予上海市兒童醫院



Sponsorship of Lunar Year Poon Choi for Moderate Intellectual Disabilities at Kwai Shing Hostel of ELCSS
贊助賀年盆菜予基督教香港信義會服務部葵盛宿舍的中度智障人士

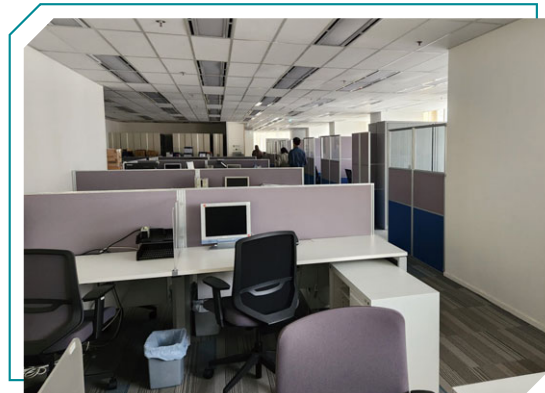
Social Aspect 社會層面

COMMUNITY INVESTMENT *(continued)*

The Group supports employees to contribute to local communities and integrate them into their daily lives, such as encouraging employees to participate in the “Earth Hour” lights-out activity organized by World Wide Fund for Nature. The Group responds to the social needs of charity, labor demand, health, environmental protection, education and other aspects by supporting, donating and sponsoring non-profit organizations and charities.

社區投資(續)

本集團支持員工為本地社區作出貢獻，並融入到員工日常生活中，例如鼓勵員工參與由世界自然基金會舉辦的「地球一小時」熄燈活動。本集團透過支持、捐贈及贊助非牟利團體及慈善機構，以回應慈善、勞工需求、健康、環保、教育及其他方面之社會需要。



Participated in the “Earth Hour” light-out activity
參與「地球一小時」熄燈活動

Social Aspect 社會層面

COMMUNITY INVESTMENT (continued)

During the Reporting Period, the Group's charitable activities and performance are as follows:

社區投資(續)

於報告期，本集團的慈善活動及表現如下：

Business District 業務地區	Focus Area 專注範疇	Organizer 舉辦機構	Donation Amount/Equivalent Amount for Donated Supplies 捐款金額/捐贈物資的金錢等值	Number of Volunteers 義工數目	Hours of Volunteerism 義工服務小時
Hong Kong 香港	Environmental Protection 環保	The Community Chest of Hong Kong	HK\$8,000	/	/
		Kong	香港公益金	港幣8,000元	
	Education 教育	The Community Chest of Hong Kong	HK\$8,000	/	/
		Kong	香港公益金	港幣8,000元	
	Poverty Alleviation 扶貧	St. James' Settlement	/	7	28
		聖雅各福群會			
		Red Cross	Donation of 1,500 pieces of gift vouchers	/	/
		紅十字會	捐贈購物禮券1,500張	HK\$8,000	/
	Community Development 社區發展	The Evangelical Lutheran Church of Hong Kong	/	/	/
		基督教香港信義會	港幣8,000元		
The Evangelical Lutheran Church of Hong Kong		HK\$2,000	/	/	
基督教香港信義會		港幣2,000元			
Dongguan 東莞	Education 教育	Local communities	港幣12,500元	/	/
		當地社區	RMB160,000	/	/
	Community Development 社區發展	Local communities	RMB40,000	/	/
		當地社區	人民幣40,000元	/	/
	Caring of Elderly 關懷長者	Local communities	RMB166,828	/	/
當地社區	人民幣166,828元				



Hong Kong Red Cross –
Red Twinkle Star Campaign 2022
香港紅十字會－小紅星獎勵計劃2022



The Community Chest of Hong Kong –
Green Low Carbon Day
香港公益金－綠色低碳日

Social Aspect 社會層面

COMMUNITY INVESTMENT (continued)

The Group's contribution to the community has also been recognized by all walks of life. Texwinca Holdings Limited and Baleno Holdings Limited have been awarded the "Caring Company" for the 10 and 15 consecutive years respectively. Relevant awards received during the Reporting Period are as follows:

社區投資(續)

本集團對社區的貢獻亦獲得各界肯定，德永佳集團有限公司及班尼路集團有限公司分別獲頒「商界展關懷」連續十年及十五年標誌。於報告期內獲取之相關獎項：



Texwinca Holdings Limited – "Caring Company"
德永佳集團有限公司 – 「商界展關懷」標誌



Home and Youth Affairs Bureau –
Social Capital Builder Logo Award
民政及青年事務處 – 社會資本動力標誌獎



Hong Kong Tourism Board –
Quality Tourism Services Scheme
香港旅遊發展局 – 優質旅遊服務計劃



Baleno Holdings Limited –
"Caring Company"
班尼路集團有限公司 – 「商界展關懷」標誌

Hong Kong Stock Exchange ESG Reporting Guide Index

香港聯交所環境、社會及管治報告指引索引

INDEX SORTED ACCORDING TO HONG KONG STOCK EXCHANGE APPENDIX 27 ESG REPORTING GUIDE
按照香港聯交所附錄二十七環境、社會及管治報告指引排序的索引

Hong Kong Stock Exchange ESG Reporting Guide General Disclosures & KPIs 香港聯交所ESG報告指引一般披露及關鍵績效指標		Explanation/Reference Section 說明／參考章節	
A. Environmental 環境			
A1 Emissions 排放物	A1	Information on: – the policies; and – 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. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： – 政策；及 – 遵守對發行人有重大影響的相關法律及規例的資料。	Environmental – Emissions 環境 – 排放物
	A1.1	Types of emissions and respective emissions data. 排放物種類及相關排放數據。	Environmental – Emissions 環境 – 排放物
	A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions in total (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)溫室氣體總排放(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Environmental – Emissions 環境 – 排放物
	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)。	Environmental – Emissions 環境 – 排放物
	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)。	Environmental – Emissions 環境 – 排放物
	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。	Environmental – Emissions 環境 – 排放物
	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。	Environmental – Emissions 環境 – 排放物
A2 Use of Resources 資源使用	A2	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Environmental – Use of Resources 環境 – 資源使用
	A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, 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(如電、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)。	Environmental – Use of Resources 環境 – 資源使用
	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)。	Environmental – Management of Water Resources 環境 – 水資源管理
	A2.3	Description of energy use efficiency initiatives and results achieved. 描述能源使用效益計劃及所得成果。	Environmental – Use of Resources 環境 – 資源使用
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved. 描述求取適用水源方面是否有任何問題，以及提升用水效益計劃及所得成果。	Environmental – Use of Resources 環境 – 資源使用
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 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。	Environmental – Packaging Materials 環境 – 包裝物料	
A3 The Environment and Natural Resources 環境及天然資源	A3	Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Environmental – Environment and Natural Resources 環境 – 環境及天然資源
	A3.1	Description of the significant impacts of activities on the environment and natural resources and action taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Environmental – Environment and Natural Resources 環境 – 環境及天然資源
A4 Climate Change 氣候變化	A4	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 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。	Environmental – Climate Change 環境 – 氣候變化
	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. 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。	Environmental – Climate Change 環境 – 氣候變化

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B. Social 社會			
B1 Employment 僱傭	B1	Information on: – the policies; and – 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： – 政策；及 – 遵守對發行人有重大影響的相關法律及規例的資料。	Social – Employment 社會 – 僱傭
	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)、年齡組別及地區劃分的僱員總數。	Social – Employment 社會 – 僱傭
	B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Social – Employment 社會 – 僱傭
B2 Health and Safety 健康及安全	B2	Information on: – the policies; and – 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： – 政策；及 – 遵守對發行人有重大影響的相關法律及規例的資料。	Social – Health and Safety 社會 – 健康及安全
	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(包括匯報年度)每年因工亡故的人數及比率。	Social – Health and Safety 社會 – 健康及安全
	B2.2	Lost days due to work injury. 因工傷損失工作日數。	Social – Health and Safety 社會 – 健康及安全
	B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Social – Health and Safety 社會 – 健康及安全
	B3	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Social – Development and Training 社會 – 發展及培訓
B3 Development and Training 發展及培訓	B3.1	The average training hours completed per employee by gender and employee category (e.g. senior management and middle-level 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。	Social – Development and Training 社會 – 發展及培訓
	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。	Social – Development and Training 社會 – 發展及培訓
B4 Labour Standards 勞工準則	B4	Information on: – the policies; and – compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： – 政策；及 – 遵守對發行人有重大影響的相關法律及規例的資料。	Social – Labour Standards 社會 – 勞工準則
	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。	Social – Labour Standards 社會 – 勞工準則
	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。	Social – Labour Standards 社會 – 勞工準則

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B5 Supply Chain Management 供應鏈管理	B5	Policies on the management of environment and social risks of supply chain. 管理供應鏈的環境及社會風險政策。	Social – Supply Chain Management 社會 – 供應鏈管理
	B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Social – Supply Chain Management 社會 – 供應鏈管理
	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。	Social – Supply Chain Management 社會 – 供應鏈管理
	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。	Social – Supply Chain Management 社會 – 供應鏈管理
	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。	Social – Supply Chain Management 社會 – 供應鏈管理
B6 Product Responsibility 產品責任	B6	Information on: – the policies; and – compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： – 政策；及 – 遵守對發行人有重大影響的相關法律及規例的資料。	Social – Product Responsibility 社會 – 產品責任
	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。	Social – Product Responsibility 社會 – 產品責任
	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。	Social – Product Responsibility 社會 – 產品責任
	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。	Social – Product Responsibility 社會 – 產品責任
	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。	Social – Product Responsibility 社會 – 產品責任
	B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Social – Product Responsibility 社會 – 產品責任

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B7 Anti-corruption 反貪污	B7	Information on: <ul style="list-style-type: none"> – the policies; and – 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： <ul style="list-style-type: none"> – 政策；及 – 遵守對發行人有重大影響的相關法律及規例的資料。 	Social – Anti-corruption 社會 – 反貪污
	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。	Social – Anti-corruption 社會 – 反貪污
	B7.2	Description of preventive measures and whistle-blowing procedures, and 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。	Social – Anti-corruption 社會 – 反貪污
	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。	Social – Anti-corruption 社會 – 反貪污
B8 Community Investment 社區投資	B8	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Social – Community Investment 社會 – 社區投資
	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、體育)。	Social – Community Investment 社會 – 社區投資
	B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	Social – Community Investment 社會 – 社區投資

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