

e Lighting Group Holdings Limited 壹照明集團控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立之有限公司)

Stock Code 股份代號：8222



2023/24

ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT



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Introduction 前言

The Environmental, Social and Governance (“ESG”) Report (the “ESG Report”) elaborates the various work of E Lighting Group Holdings Limited (the “Company”) and its subsidiaries (collectively referred to as the “Group”) to fully implement the concept of sustainable development and perform its corporate social responsibilities, and its performance in environmental and social areas. As a listed company with its business rooted in Hong Kong and also one of the most established retail chain groups of lighting and household products in Hong Kong, the Group is committed to the sustainable development of the environment and the society and is devoted to social responsibility.

環境、社會及管治（「環境、社會及管治」）報告（「環境、社會及管治報告」）詳細闡述壹照明集團控股有限公司（「本公司」）及其附屬公司（統稱為「本集團」）就全面執行可持續發展理念及履行其企業社會責任的各項工作，以及其於環境及社會範疇的表現。作為一間業務紮根於香港的上市公司，及全港最具規模的燈飾及家居零售連鎖集團之一，本集團力求實現環境及社會的可持續發展及積極履行社會責任。



環境



Environmental

Reporting Standards

This ESG Report has been prepared in compliance with the Environmental, Social and Governance Reporting Guide set out in Appendix 20 to the Rules Governing the Listing of Securities on GEM of The Stock Exchange of Hong Kong Limited (the “GEM Listing Rules”).

Reporting Scope and Principles

This ESG Report summarised the ESG performances of the Group during the financial year from 1 April 2023 to 31 March 2024 (the “Financial Year”). During the Financial Year, the Group is principally engaged in retail chain business in lighting, designer label furniture and household products in Hong Kong. The ESG Report content covers the Group’s ESG policies and measures, and compliance for the entire Group. The disclosure scope of related data includes the entire Group as well. The reporting scope is the same compared to 2023.

In preparation of this ESG Report, due diligence has been taken to adhere to the Reporting Principles of “Materiality”, “Quantitative”, “Balance” and “Consistency” as set out in the ESG Reporting Guide, which are detailed as follows.

Materiality: We identified the most material ESG issues pertaining to our businesses through the materiality assessment, as disclosed in page 8 of this ESG Report. The materiality of issues was reviewed and confirmed by the Board.

Quantitative: This ESG Report discloses key performance indicators (KPIs) in environmental and social aspects in a quantitative way wherever possible and gives comparative data where appropriate. Whenever deemed material, the ESG Report details any standards, methodologies, assumptions and/or calculation tools used, or source of conversion factors used.

Balance: This ESG Report complies with the principle of balance to present the current performance and management of the Group in ESG in an objective manner.

Consistency: Unless otherwise stated, this ESG Report applies the data statistics and calculation methods that are consistent with those in last year ESG report to provide a meaningful comparison with data over previous years.

報告準則

本環境、社會及管治報告乃遵照香港聯合交易所有限公司GEM證券上市規則（「GEM上市規則」）附錄二十所載之環境、社會及管治報告指引編製。

報告範圍及原則

本環境、社會及管治報告概述本集團於2023年4月1日至2024年3月31日財政年度（「本財政年度」）的環境、社會及管治表現。於本財政年度，本集團主要於香港經營燈飾及設計師品牌家具及家居產品的零售連鎖業務。環境、社會及管治報告內容涵蓋本集團的環境、社會及管治政策及措施，以及整個集團的合規情況。相關數據的披露範圍亦包括整個集團。報告範圍與2023年相同。

於編製本環境、社會及管治報告時，本集團已進行盡職審查，以遵守環境、社會及管治報告指引所載「重要性」、「量化」、「平衡」及「一致性」的報告原則，詳情如下。

重要性：誠如本環境、社會及管治報告第8頁所披露，我們透過重要性評估識別與我們業務相關的最重要環境、社會及管治事宜。董事會已審閱及確認議題的重要性。

量化：本環境、社會及管治報告盡可能以量化方式披露環境及社會方面的關鍵績效指標，並在適當情況下提供比較數據。一旦被視為重大時，環境、社會及管治報告詳述所使用的任何標準、方法、假設及／或計算工具，或所使用的轉換因素的來源。

平衡：本環境、社會及管治報告遵循平衡原則，客觀地呈列本集團在環境、社會及管治方面的當前表現及管理。

一致性：除另有說明外，本環境、社會及管治報告採用與去年環境、社會及管治報告一致的數據統計及計算方法，與過往年度的數據進行有意義的比較。

ABOUT THIS REPORT 關於本報告

This ESG Report has undergone the internal review process of the Group and was approved by the Board.

This ESG Report mainly covers the Group's overall performance in two subject areas, namely, Environmental and Social, for the Financial Year. For the information of corporate governance, please refer to the "Corporate Governance Report" in the annual report of the Company for the year ended 31 March 2024.

Comments and Feedback

The progress of the Group depends in part on valuable comments from stakeholders. For any clarifications or advices regarding the content of this ESG Report, please forward your comments and suggestions to info@elighting.asia.

本環境、社會及管治報告已通過本集團的內部審閱程序，並獲董事會批准。

本環境、社會及管治報告主要涵蓋本集團於本財政年度在環境及社會兩個範疇的整體表現。有關企業管治的資料，請參閱本公司截至2024年3月31日止年度的年報內的「企業管治報告」。

意見及反饋

本集團的進展，部分取決於持份者的寶貴意見。如閣下對本環境、社會及管治報告的內容有任何澄清或建議，歡迎將意見及建議發至info@elighting.asia。

Board Statement

The Board has been aware of its overall responsibility for the Group's ESG strategy and reporting, which including but not limited to determine and evaluate ESG related issues and risks to the Group's business, oversee and ensure suitable and effective ESG risk management and internal control systems are in place. The Board has also ensured the Group has implemented relevant measures and they are operating smoothly during the Financial Year. The Group has established an ESG Working Group, which reports to the Board, comprising of senior management and other staff members of relevant departments to ensure the diverse background and expertise in ESG management. The ESG Working Group is delegated to perform various tasks relating to the implementation of ESG strategies as well as ESG reporting. The major responsibilities of the ESG Working Group are conducting assessment, defining scope of work and resources, collecting and compiling and analysing information and data (including but not limited to comparing with historical data and verifying the data after collected), preparing the annual ESG report as well as monitoring the compliance. The Board works closely with the ESG working Group and receive any briefings on any updated ESG issues. The ESG Working Group is also responsible for compiling the ESG-related performance data for the Board's review. The Board reviews ESG-related performance against targets on an annual basis and assesses the appropriateness and effectiveness of risk management and internal control system during the board meeting. The Board has ensured that all relevant ESG principles are being followed when conducting business.

The audit committee supports the Board to assess and manage ESG risks and evaluate the Group's ESG-related risk exposures with the consideration of changes in business environment. The assessment of the ESG related risks have been embedded in the risk management processes which include risk identification, risk assessment, risk response, risk monitoring and reporting. The result of the ESG risk assessment will be reported to the Board on an annual basis.

The Board tracks, review and follow up on the achievement of the main ESG issues (including ESG related goals and targets) at least once a year in order to bridge the gap between current progress and the expectations. The Board will also ensure the Group's policies are continuously implemented.

董事會聲明

董事會知悉其對本集團環境、社會及管治策略及報告的整體責任，包括但不限於釐定及評估環境、社會及管治相關事宜及對本集團業務的風險，監督及確保設立合適及有效的環境、社會及管治風險管理及內部監控系統。董事會亦已確保本集團已實施相關措施，且該等措施於本財政年度運作暢順。本集團已成立環境、社會及管治工作小組，由高級管理層及相關部門的其他僱員組成，並向董事會匯報以確保環境、社會及管治管理的多元化背景及專業知識。環境、社會及管治工作小組獲授權執行有關實施環境、社會及管治策略以及環境、社會及管治報告的各項工作。環境、社會及管治工作小組的主要職責為進行評估、界定工作範圍及資源、收集整理及分析資料及數據（包括但不限於與歷史數據進行比較及於收集後核實數據）、編製年度環境、社會及管治報告以及監察合規情況。董事會與環境、社會及管治工作小組緊密合作，並就任何更新的環境、社會及管治事宜收到任何簡報。環境、社會及管治工作小組亦負責編製環境、社會及管治相關表現數據，以供董事會審閱。董事會每年根據目標審閱環境、社會及管治相關表現，並於董事會會議上評估風險管理及內部監控系統的適當性及有效性。董事會已確保在開展業務時遵守所有相關環境、社會及管治原則。

審核委員會協助董事會評估及管理環境、社會及管治風險，並在考慮營商環境變化的情況下評估本集團的環境、社會及管治相關風險。環境、社會及管治相關風險的評估已納入風險管理程序，其包括風險識別、風險評估、風險應對、風險監控及報告。環境、社會及管治風險評估的結果將每年向董事會報告。

董事會每年至少一次追蹤、審閱及跟進主要環境、社會及管治事宜（包括環境、社會及管治相關目標及指標）的達成情況，以彌補當前進展與預期之間的差距。董事會亦將確保本集團的政策持續實施。

Materiality Assessment

重要性評估

In order to harness the related risks and opportunities, it is crucial for the Group to determine the most material aspects. During the Financial Year, the Group adopts the three-step process of identification, prioritisation and validation to ensure sustainability topics are being managed and reported in accordance with their materiality.

為了把握相關風險和機遇，本集團必須確定最重要的方面。於本財政年度，本集團已採用識別、排序及驗證的三步流程，以確保可持續發展議題根據其重要性進行管理及報告。

The Group has identified all fundamental sustainability issues in accordance with the ESG Reporting Guide. In the context of the latest sustainability landscape, the Group has determined the following 21 issues that are deemed to have impact on the environment and society through the operations.

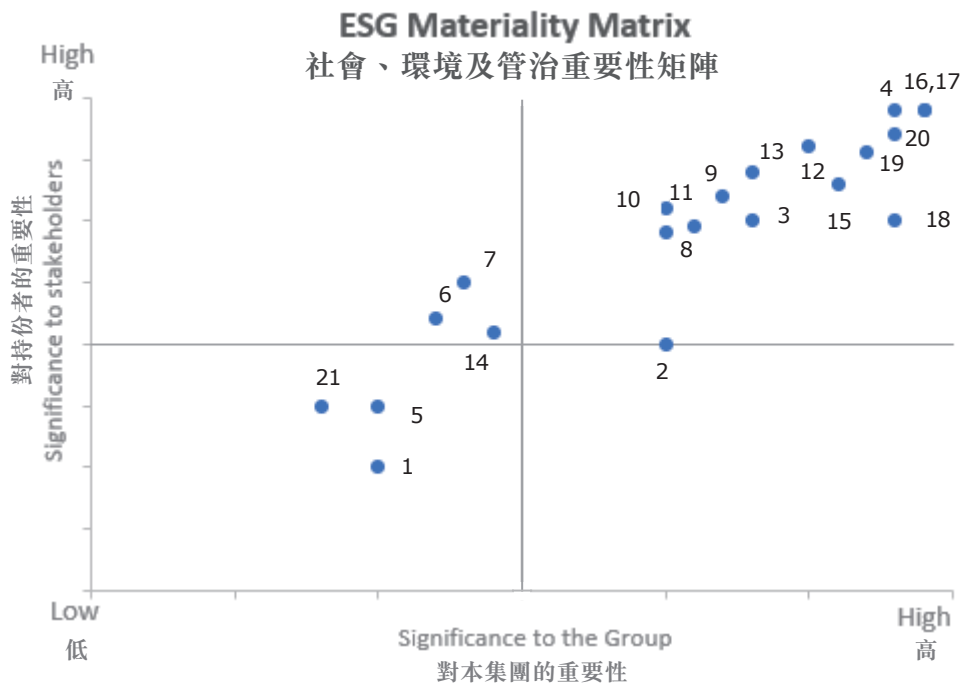
本集團已根據環境、社會及管治報告指引識別所有基本的可持續發展事宜。在最新的可持續發展形勢下，本集團確定了以下21個被視為通過運營對環境和社會產生影響的議題。

ESG Aspects		Material ESG issues for the Group
環境、社會及管治層面		本集團的重大環境、社會及管治議題
A. Environmental 環境	A1 Emissions 排放物	1. Air Emission 廢氣排放 2. Greenhouse Gas Emission 溫室氣體排放 3. Waste Management 廢棄物管理
	A2 Use of Resources 資源使用	4. Energy Consumption 能源消耗量 5. Water Consumption 耗水量 6. Packaging Material Consumption 包裝物料消耗
	A3 The Environment and Natural Resources 環境及天然資源	7. Environmental Risk Management 環境風險管理
	A4 Climate Change 氣候變化	8. Climate Change 氣候變化

ESG Aspects		Material ESG issues for the Group
環境、社會及管治層面		本集團的重大環境、社會及管治議題
B. Social 社會	B1 Employment 僱傭	9. Human Resources Practices 人力資源常規 10. Employment and Remuneration Policies 僱傭及薪酬政策 11. Equal Opportunity 平等機會
	B2 Health and Safety 健康與安全	12. Employees' Health and Workplace Safety 僱員健康及工作場所安全
	B3 Development and Training 發展及培訓	13. Employee Development 員工發展
	B4 Labour Standards 勞工準則	14. Anti-child and Forced Labour 防止童工及強制勞工
	B5 Supply Chain Management 供應鏈管理	15. Supplier Practices 供應商慣例
	B6 Service Responsibility 產品／服務責任	16. Products and Service Quality 產品及服務質量 17. Customers' Satisfaction 客戶滿意度 18. Personal Data Privacy Protection 保障個人資料私隱 19. Advertising Content and Labeling, Intellectual Property Rights Protection 廣告內容及標籤、知識產權保障
	B7 Anti-corruption 反貪污	20. Anti-corruption 反貪污
	B8 Community Investment 社區投資	21. Community Support 社區支持

The Group has sought the views of the senior management in Hong Kong to determine the materiality of the selected ESG issues, as the senior management possesses a high-level view of all the issues and can access the feedback of the stakeholders. The senior management has been asked to score the significance of each ESG issue to stakeholder groups and the Group in each of their perspective. The following materiality matrix was then derived and the issues in the topmost-right quadrant of the materiality matrix represent the highly material issues.

本集團已尋求香港高級管理層的意見，以確定選定的環境、社會及管治議題的重要性，原因是高級管理層對所有議題均擁有高層次的觀點，並可獲得持份者的反饋。高級管理層被要求從各持份者組別及本集團的角度對各環境、社會及管治議題的重要性進行評分。其後得出以下重要性矩陣，而重要性矩陣圖右上方的議題代表高度重要的議題。



The Board has reviewed and validated the materiality process, and hence this ESG Report discloses the Group’s performance on all high and low materiality topics. To address matters most material to the Group’s stakeholders, topics of high materiality are discussed in more depth throughout this ESG Report.

董事會已審閱及驗證重要性過程，因此，本環境、社會及管治報告披露本集團於所有高重要性及低重要性議題的表現。為解決對本集團持份者最重要的議題，我們會在整個環境、社會及管治報告中更深入地討論高度重要的議題。

Stakeholder Engagement

持份者參與

The Group engages with a wide network of stakeholders, including employees, customers, suppliers, investors, government and community. The Group has developed multiple engagement channels that provide opportunities for stakeholders to express their views on the Group's general business conduct and sustainability management. The engagement channels are summarised in the following table. To reinforce mutual trust and respect, the Group is committed to maintaining effective communication channels with stakeholders in both formal and informal ways.

本集團與廣泛的持份者聯繫，包括僱員、客戶、供應商、投資者、政府及社區。本集團已建立多個參與渠道，為持份者提供機會就本集團的一般商業行為及可持續發展管理發表意見。下表概述參與渠道。為加強互信及尊重，本集團致力以正式及非正式方式與持份者維持有效溝通渠道。

Stakeholders 持份者	Engagement channels 參與渠道	Topics of interest/concern 關注／關切主題
Investors 投資者	Financial reports, annual general meetings, corporate website, direct communication 財務報告、股東週年大會、公司網站、直接溝通	Business strategies and financial performance, corporate governance, business sustainability 業務策略及財務表現、企業管治、業務可持續性
Customers 客戶	Direct communication and emails, complaint hotlines, opinion boxes, surveys 直接溝通及電郵、投訴熱線、意見箱、調查	Service and product quality, timely service 服務及產品質量、及時服務
Employees 僱員	Appraisals, training courses, internal memorandum 評估、培訓課程、內部備忘錄	Rights and benefits, employee compensation, training and development, work hours, occupational health and safety 權利及福利、僱員薪酬、培訓及發展、工作時數、職業健康與安全
Suppliers and business partners 供應商及業務夥伴	Business meetings, tendering 商務會議、招標	Fulfillment of promises, payment schedule 履行承諾、付款時間表
Government and other regulatory authorities 政府及其他監管機構	Tax returns, statutory filings and notifications, regulatory or voluntary disclosures 報稅表、法定申報及通知、監管或自願披露	Fulfillment of tax obligation, compliance to the laws and regulations 履行稅務責任、遵守法律及規例
Community 社區	Community activities, employee voluntary activities, donations and sponsorships 社區活動、僱員義工活動、捐贈及贊助	Business ethics, fair employment opportunities, environmental protection 商業道德、公平就業機會、環境保護

Emissions

During the Financial Year, the Group has not identified any material non-compliance with relevant laws and regulations regarding the air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous wastes, including but not limited to Product Eco-responsibility Ordinance (Chapter 603 of the Laws of Hong Kong), Waste Disposal Ordinance and Water Pollution Control Ordinance, during the Financial Year. In view of the business nature, the Group's business does not directly involve the exhaust of emissions.

As the Group did not own any vehicles or fleet for products delivery, the Group did not generate any air emission and Scope I GHG emission. The Group will continue to monitor closely and make disclosure and evaluate the need to set the target for Scope I if it is material in the future. The Group's carbon footprint is mainly due to the electricity consumption. During the Financial Year, the Group has generated a total of 315 tonnes of carbon dioxide equivalent (tCO₂e) of greenhouse gases (Scope II), resulting in a carbon intensity of 12.4 tCO₂e per 1,000 square feet of area. During the Year, the Scope II emissions increased approximately 4.2% YoY which maintaining at the similar level compare to previous year. The Group has established Scope II target as to decrease the Scope II emissions about 3% by the end of 2026 as compared with baseline in 2023, assuming there is no material change in the business model and scope I emissions.

排放物

於本財政年度，本集團並無發現任何嚴重違反有關廢氣及溫室氣體排放、向水及土地排污以及產生有害及無害廢棄物的相關法律及法規的情況，包括但不限於香港法例第603章《產品環保責任條例》、《廢物處置條例》及《水污染管制條例》。鑒於業務性質，本集團的業務並不直接涉及廢氣排放。

由於本集團並無擁有任何車輛或車隊以交付產品，故本集團並無產生任何廢氣排放及範圍一溫室氣體排放。本集團將繼續密切監察範圍一並評估是否需要設定目標，倘有關方面於日後影響重大，則會作出披露。本集團的碳足跡主要來自電力消耗。於本財政年度，本集團共產生315噸二氧化碳當量的溫室氣體（範圍二），每1,000平方呎面積的碳強度為12.4噸二氧化碳當量。於本年度，範圍二排放量同比增加約4.2%，並維持在與上一年度相若的水平。本集團已制定範圍二目標，假設業務模式及範圍一排放並無重大變動，於2026年末較2023年的基準減少範圍二排放約3%。

Greenhouse gas emissions ⁽¹⁾ 溫室氣體排放 ⁽¹⁾		Units 單位	2024 2024年	2023 ⁽³⁾ 2023年 ⁽³⁾
Scope I (Direct Emissions) 範圍一 (直接排放)		tCO ₂ e 噸二氧化碳當量	–	–
Scope II (Indirect Emissions) 範圍二 (間接排放)		tCO ₂ e 噸二氧化碳當量	315	302
Electricity purchased 外購電力		tCO ₂ e 噸二氧化碳當量	315	302
Total 合計	(Scope I and II) (範圍一及二)	tCO ₂ e 噸二氧化碳當量	315	302
Carbon intensity 碳強度	(Scope I and II) (範圍一及二)	tCO ₂ e per 1,000 square feet of area ⁽²⁾ 每1,000平方呎面積噸 二氧化碳當量 ⁽²⁾	12.4	11.9
<p>Note (1): GHG emission data is presented in terms of carbon dioxide equivalent and are based on, but not limited to, "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards" issued by the World Resources Institute and the World Business Council for Sustainable Development, "How to prepare an ESG Report-Appendix II: Reporting Guidance on Environmental KPIs" issued by the HKEX.</p> <p>附註(1): 溫室氣體排放數據乃按二氧化碳當量呈列, 並參照包括但不限於世界資源研究所及世界可持續發展工商理事會刊發的《溫室氣體盤查議定書: 企業會計與報告標準》、香港交易所刊發的《如何編製環境、社會及管治報告-附錄二: 環境關鍵績效指標匯報指引》。</p> <p>Note (2): Carbon intensity in 2023 and 2024 were both based on approximately 25,450 square feet.</p> <p>附註(2): 於2023年及2024年的碳強度均基於約25,450平方呎。</p> <p>Note (3): Restated</p> <p>附註(3): 經重列</p>				

The Group strives to reduce the waste by separating the waste by recycling and re-use the materials whenever possible. During the year, the Group continued to implement the strategy to reduce, reuse and recycle across our retail stores and offices, in an effort to minimise waste disposal to landfill. During the Financial Year, the waste generated from the business operations within the Group's retail outlets, office premise and warehousing facilities is non-hazardous waste which included bubble wraps, carton boxes and paper from office printing and can be disposed of using normal waste disposal methods. During the Financial Year, the Group did not generate any hazardous waste and there was no discharge into water and land (2023: nil). The Group will continue to monitor closely and make disclosure for hazardous waste if it is material in the future. Due to the waste reduction initiatives implemented by the Group, the amount of non-hazardous waste generated from warehouse and retail outlets are minimal. During the Financial Year, the amount of paper waste generated in office by the Group was 540 kg (2023: 570 kg), resulting in non-hazardous waste intensity of 21.2 kg per 1,000 square feet of area¹ (2023: 22.4 kg per 1,000 square feet of area^{1,2}). The Group has established waste target as to decrease the non-hazardous waste intensity 3% by the end of 2026 as compared with baseline in 2023 assuming there is no material change in the business model and will continue to implement the existing initiatives such as:

- i) electronic forms and e-fax are applied to substitute the administration mode of traditional paper-based office;
- ii) internal information or notice is published and disseminated via email instead of paper-based; and
- iii) employees are encouraged to reduce paper consumption by using duplex printing, reusing papers printed on one side and place for paper waste recycling.

During the Financial Year, the Group has implemented environmental protection measures to reduce the electricity consumed by lighting systems and air conditioners, in order to mitigate the negative impacts on environment that arises from the business operations. The Group also equips LED lighting system in the retail shops and offices in order to save more energy and minimize the greenhouse gas emissions.

本集團透過將廢棄物分類，盡可能回收及再利用材料，致力減少廢棄物。年內，本集團繼續在零售店舖及辦公室推行減廢、再用及回收的策略，致力減少棄置廢物至堆填區。於本財政年度，本集團零售店舖、辦公室物業及倉儲設施的業務營運所產生的廢棄物為無害廢棄物，包括來自辦公室印刷的氣泡包裝紙、紙箱及紙張，並可使用一般廢物處置方法處理。於本財政年度，本集團並無產生任何有害廢棄物，亦無向水及土地排污（2023年：無）。本集團將繼續密切監察有害廢棄物，倘有關方面於日後影響重大，則會作出披露。由於本集團實施減廢措施，倉庫及零售店舖產生的無害廢棄物數量極少。於本財政年度，本集團辦公室產生的廢紙量為540千克（2023年：570千克），每1,000平方呎面積的無害廢棄物密度為21.2千克¹（2023年：每1,000平方呎面積22.4千克^{1,2}）。本集團已制定廢棄物目標，以於2026年末較2023年的基準減少無害廢棄物密度3%（假設業務模式並無重大變動），並將繼續實施現有措施，如：

- i) 應用電子表格及電子傳真以取代使用紙張為主的傳統辦公室行政模式；
- ii) 通過電郵刊發及發放內部資訊或通知，而非使用紙張；及
- iii) 鼓勵員工多採用雙面列印、重用已經單面打印的紙張及設置地方回收廢紙以減少用紙。

於本財政年度，本集團已實施環保措施，以減少照明系統及空調消耗的電力，從而減輕業務營運對環境的負面影響。本集團亦在零售店及辦公室安裝LED照明系統，以節約更多能源及減少溫室氣體排放。

¹ Non-hazardous waste intensity in 2023 and 2024 were both based on approximately 25,450 square feet

² Restated

¹ 於2023年及2024年的無害廢棄物密度均基於約25,450平方呎。

² 經重列

Use of Resources

The Group reviews the use of resources on a regular basis and implements improvement measures when necessary, striving to improve the efficiency of use of resources. Water resource used by the Group remains minimal and its business is not water intensive, since it is mainly used in the pantries and toilets and most of the retail stores located in the shopping malls. The Group will continue to monitor closely and make disclosure for water resources and evaluate the need to set the target if it is material in the future. There is no sourcing issue for water occurred during the Financial Year. The Group has implemented the following eco-friendly measures in retail shops and offices to improve the efficiency of use of resources:

- i) electronic forms and e-fax are applied to substitute the administration mode of traditional paper-based office;
- ii) internal information or notice is published and disseminated via email instead of paper-based;
- iii) employees are reminded to switch off electronic devices, lights and air-conditioning in the office or meeting room and the computer when not in use;
- iv) employees are encouraged to reduce paper consumption by using duplex printing, reusing papers printed on one side and place for paper waste recycling;
- v) reminded the employees to turn off the water taps when they were not in use; and
- vi) regular maintenance was carried out for pipes to prevent leakage so as to save water resource.

The Group's total electricity consumption in indirect energy consumption for the Financial Year was approximately 578,000 kWh (2023: 540,000 kWh), the electricity consumption intensity was approximately 22.7 kWh (2023: 21.2 kWh) per square feet of area^{3,4}. The Group has established electricity consumption target as to decrease the electricity consumption intensity by 3% at the end of 2026 as compared with baseline in 2023 assuming there is no material change in the business model and will continue to implement the existing initiatives.

³ Electricity consumption intensity in 2023 and 2024 were both based on approximately 25,450 square feet

⁴ Restated

資源使用

本集團定期檢討資源使用情況，必要時實施改善措施，致力提高資源使用效率。本集團所使用的水資源仍然微不足道，其業務並非耗水密集型，原因是其主要用於茶水間及洗手間，及大部分零售店舖位於購物商場內。本集團將繼續密切監察水資源並評估是否需要設定目標，倘有關方面於日後影響重大，則會作出披露。於本財政年度，並無發生求取水源的問題。本集團通過實施以下零售店及辦公室內的環保措施，以提高資源使用效率：

- i) 應用電子表格及電子傳真以取代使用紙張為主的傳統辦公室行政模式；
- ii) 通過電郵刊發及發放內部資訊或通知，而非使用紙張；
- iii) 提醒員工在不使用辦公室或會議室時關閉電子設備、燈源及空調，不使用電腦時關閉電腦；
- iv) 鼓勵員工多採用雙面列印、重用已經單面打印的紙張及設置地方回收廢紙以減少用紙；
- v) 提醒員工在不用水時關閉水龍頭；及
- vi) 對管道進行定期維護，防止滲漏，以節約水資源。

於本財政年度，本集團的間接能源消耗總耗電量約為578,000千瓦時（2023年：540,000千瓦時），耗電密度約為每平方呎面積22.7千瓦時（2023年：21.2千瓦時）^{3,4}。本集團已設定用電目標，以於2026年較2023年的基準未減少用電強度3%（假設業務模式並無重大變動），並將繼續實施現有措施。

³ 於2023年及2024年的用電強度均基於約25,450平方呎。

⁴ 經重列

The Environment and Natural Resources

The Group recognises the importance of environmental protection and continues to reduce adverse environmental impacts from its operations and promotes the awareness of environmental protection within the Group. The Group is dedicated to selecting products that is environmental friendly and hence the impact on the adverse environment or natural resources was minimal during the Financial Year.

The Group aims to capture the flourishing LED market, by monitoring the latest development of policies for LED products and providing customers with more eco-friendly and cost-effective LED products. The Group has also assembled the product portfolio to make the majority of the lighting appliance products to be LED compatible. The Group has designated several retail shops as LED specialty stores which primarily showcase LED lighting appliance products.

Moreover, the Group has been participating in the “Fluorescent Lamp Recycling Programme”, which provides households with free collection and treatment for all used mercury-containing lamps to reduce the environmental risk from improper disposal of these lamps and recover resources.

As a retail business, the Company promotes eco-friendly shopping to the Company’s customers. The Group encourages the customers to minimize the usage of the plastic shopping bags and bring their own bags, which is in line with the launch of the Environmental Levy Scheme on Plastic Shopping Bags by the Government of the Hong Kong Special Administrative Region and follows the Product Eco-responsibility Ordinance (Chapter 603 of the Laws of Hong Kong) and charge HK\$1.0 for each shopping bag provided to consumers. The Group also recommends the suppliers to consume less packaging material in the products as far as possible. The majority of the packaging material used by the suppliers is carton, which is recyclable and biodegradable.

環境及天然資源

本集團明白環保的重要性，亦持續降低其營運對環境的不利影響，並在本集團內推廣環保意識。本集團致力選擇環保產品，因此於本財政年度對不利環境或天然資源的影響甚微。

本集團的目標為掌握發展蓬勃的LED市場，透過監察有關LED產品政策的最新發展及為客戶提供更為環保及具成本效益的LED產品。本集團已集合產品組合，以便大部份照明電器產品可與LED共存。本集團亦已指定若干零售店舖為LED專門店，主要展示LED照明電器產品。

此外，本集團持續參加「慳電膽及光管回收計劃」，為家居免費回收和處理各類含水銀的舊燈管，以減少因不當處置這類燈管所帶來的環境威脅外，亦可回收有用的物料供循環再造。

作為零售業務，本公司向客戶推廣環保購物。本集團鼓勵客戶減少使用塑膠購物袋及自備購物袋，以配合香港特別行政區政府推行塑膠購物袋環保徵費計劃及遵守香港法例第603章《產品環保責任條例》，並就向消費者提供的每個購物袋收取1.0港元。本集團亦建議供應商盡量減少產品的包裝物料。供應商使用的大部分包裝物料為紙盒，屬可回收及生物降解。

Climate Change

Climate change adaptation and mitigation is no longer only a subject of international agenda, but highly relevant to all members of society. Companies are becoming increasingly aware of the potential impacts of the climate change risks, as well as the opportunities to transit to a low-carbon economy. The Group has commenced the integration of climate change risks and opportunities within the business strategies. The Group will conduct enterprise risk assessment once a year which comprise of the current and potential risks faced by the Group's business, including but not limited to the risks arising from the ESG aspects such as climate change. The Group has also formulated contingency plans and guidance to deal with extreme weather, which aims to minimize the disruption and loss due to suspension of operations. The Group reviews the impact of climate change on its operation annually and will implement corresponding measures in response to the potential risks occur to the Group.

Extreme weather such as storms, heavy rains and flooding have impacts for the Group's operations. The Group's operating cost, such as insurance, may be sensitive to extreme weather or any environmental changes. Furthermore, the extreme weather may result in direct damage to power grids and retail stores, as well as delaying the goods delivery from the suppliers and the customers. The Group is striking to increase climate resilience and maintain the facilities on a regular basis so that the influences to operation can be reduced to minimal level. Furthermore, the Group will continue to adopt energy saving and emission reduction initiatives to achieve sustainable development.

氣候變化

適應和緩解氣候變化不再只是國際議程的議題，而是與社會各方息息相關。企業越來越意識到氣候變化風險的潛在影響，以及向低碳經濟轉型的機遇。本集團已開始將氣候變化風險及機遇納入業務策略。本集團將每年進行一次企業風險評估，當中包括本集團業務面臨的當前及潛在風險，包括但不限於環境、社會及管治方面（如氣候變化）產生的風險。本集團亦已制定應急計劃及指引以應對極端天氣，旨在盡量減少因暫停營運而造成的幹擾及損失。本集團每年檢討氣候變化對其營運的影響，並將實施相應措施以應對本集團發生的潛在風險。

暴風、暴雨及水災等極端天氣對本集團的營運產生影響。本集團的經營成本（如保險）可能對極端天氣或任何環境變化敏感。此外，極端天氣可能對電網及零售店造成直接損害，並延遲供應商及客戶的貨物交付。本集團致力提高氣候韌性，並定期對設施進行維護，以將對營運的影響降至最低水平。此外，本集團將繼續採取節能減排措施，以實現可持續發展。

社

會



Social



Employment

The Group has formulated and implemented a set of comprehensive human resource policies in accordance with Employment Ordinance (Chapter 57 of Laws of Hong Kong) (the “Employment Ordinance”) and other applicable laws.

The Group provides on equal opportunities for all personnel in respect of recruitment, remuneration, training and development, promotion and other terms of employment. The Group is committed to providing working environment free from any form of discrimination on the basis of ethnicity, gender, religion, age, disability or sexual orientation.

The Group has entered into individual employment contracts with the employees that comply with the Employment Ordinance and other applicable laws. The remuneration, welfare or dismissal policies are based on merit, qualifications and competence of an individual member of staff. The Group determines and adjusts the remuneration and welfare of the employees upon annual performance appraisals which are based on job nature, qualifications of staff, work performance and market conditions. The remuneration package includes basic salary, commission, discretionary bonus, mandatory provident fund, medical insurance, statutory annual and sick leaves, allowances and other welfare and interests.

During the Financial Year, the Group is not aware of any material non-compliance with relevant laws and regulations, which include but not limited to: The Employment Ordinance; The Sex Discrimination Ordinance; The Disability Discrimination Ordinance; The Family Status Discrimination Ordinance; The Race Discrimination Ordinance; The Employees’ Compensation Ordinance; and Minimum Wage Ordinance, that have a significant impact on the Group relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare.

僱傭

本集團已根據僱傭條例（香港法例第57章）（「僱傭條例」）及其他適用法律，制定並執行一套全面的人力資源管理政策。

本集團在招聘、薪酬、培訓與發展、晉升以及其他聘用條款方面對所有人員提供公平的機會。本集團致力提供一個不存在種族、性別、宗教、年齡、殘疾或性取向等任何形式歧視的工作環境。

本集團與員工簽訂獨立僱傭合約，該等合約均符合僱傭條例及其他適用法律。本集團的薪酬、福利或解僱政策因應員工各自的表現、資格及能力而定。本集團按照工作性質、員工資歷、工作表現及市場情況，並經過年度績效評估而釐訂及調整員工薪酬及福利。該薪酬組合包括基本薪酬、佣金、酌情花紅、強制性公積金、醫療保險、法定年假及病假、津貼及其他福利及權益。

於本財政年度，本集團並不知悉任何嚴重未有遵守對本集團有重大影響、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相關法律及規例，包括但不限於《僱傭條例》、《性別歧視條例》、《殘疾歧視條例》、《家庭崗位歧視條例》、《種族歧視條例》、《僱員補償條例》及《最低工資條例》。

As at the end of the Financial Year, the Group had a total of 47 full-time employees, of which 31 and 16 are male and female staff respectively. In terms of the workforce by region, all the Group's employees are located in Hong Kong.

於本財政年度末，本集團共有47名全職僱員，其中男性及女性員工分別為31名及16名。就按地區劃分的勞動力而言，本集團所有僱員均位於香港。

Employee Distribution ¹ 員工分佈 ¹	Unit 單位	2024 2024年	2023 2023年
Group 集團	persons 人數	47	46
By Gender 按性別劃分			
Male 男性	persons 人數	31	29
Female 女性	persons 人數	16	17
By Geographical Region 按地區劃分			
Hong Kong 香港	persons 人數	47	46
By Age Group 按年齡組別劃分			
18 or below 18歲或以下	persons 人數	0	0
19 to 40 19歲至40歲	persons 人數	16	19
41 to 60 41歲至60歲	persons 人數	25	25
Over 60 60歲以上	persons 人數	6	2

Note 1: The data of the number of employees is based on the labour contract signed with employees provided by the human resources department of the Group. The data cover employees who have a direct employment relationship with the Group in accordance with relevant local laws and those whose work or workplace is controlled by the Group. The above method of reporting employment data is based on "How to prepare an ESG Report – Appendix 3: Reporting Guidance on Social KPIs" issue by HKEx.

附註1：員工人數的數據基於本集團人力資源部門所提供的與員工簽訂之勞動合同。數據涵蓋根據當地相關法律與本集團有直接僱傭關係的員工，以及由本集團控制其工作或工作場所的員工。上述報告僱傭數據的方法基於香港交易所發佈的《如何準備環境、社會及管治報告—附錄三：社會關鍵績效指標匯報指引》。

During the Financial Year, the Group's employee turnover rate was 11%. The following table present the turnover rate by gender, geographical region and age in 2024.

於本財政年度，本集團的僱員流失率為11%。下表呈列2024年按性別、地區及年齡劃分的流失率。

Employee Turnover Rate ² 僱員流失率 ²	Unit 單位	2024 2024年	2023 2023年
Group 集團	%	11	24
By Gender 按性別劃分			
Male 男性	%	6	17
Female 女性	%	19	35
By Geographical Region 按地區劃分			
Hong Kong 香港	%	11	24
By Age Group 按年齡組別劃分			
18 or below 18歲或以下	%	-	-
19 to 40 19歲至40歲	%	25	21
41 to 60 41歲至60歲	%	4	24
Over 60 60歲以上	%	-	50

Note 2: Employee turnover data are based on labour contracts signed with employees provided by the human resources department of the Group. The turnover rate is calculated by dividing the number of employees who left during the year by the number of employees at the end of the year. The reporting method used for the above turnover data is based on the "How to prepare an ESG Report – Appendix 3: Reporting Guidance on Social KPIs" issued by the Stock Exchange.

附註2：僱員流失數據基於本集團人力資源部門所提供的與僱員簽訂之勞動合同。流失率乃按年內離職僱員人數除以年末僱員人數計算。上述流失數據所使用的報告方法基於聯交所發佈的《如何準備環境、社會及管治報告－附錄三：社會關鍵績效指標匯報指引》。

The Group aims to provide a healthy and safe working environment to the employees and protect employees from occupational hazards. The Group has provided a guideline for work safety including environmental and personal hygiene and cleanliness, work arrangements in times of typhoons and rainstorms, as well as response to emergencies, etc. The Group provides a medical insurance to its employees and provides first aid training and flexible rest leave arrangement to the salespersons. In addition to policies and staff training, the Group ensures the health and safety of both our customers as well as employees by complying with the latest building and fire safety requirements when renovating and modifying our retail stores, offices and warehouse, and by fully co-operating with the Fire Department of the Hong Kong SAR Government should any inspection is needed to be carried out.

本集團目標乃為員工提供一個健康與安全的工作環境及保障僱員避免職業性危害。本集團亦提供工作安全指引，包括環境及個人衛生整潔、颱風及暴雨期間的工作安排、以及緊急事件處理等。本集團為員工提供醫療保險，並為售貨員提供急救訓練及彈性休假安排。除政策及員工培訓外，本集團透過於翻新及改裝零售店舖、辦公室及倉庫時遵守最新樓宇及消防安全規定，以及在需要進行任何檢查時與香港特別行政區政府消防處全面合作，確保客戶及僱員的健康與安全。

The Group had no work-related fatalities (i.e. 0%) in the past three years, had no workplace injuries in the Financial Year. During the Financial Year, the Group is not aware of any material non-compliance with relevant laws and regulations, such as Buildings Ordinance (Chapter 123 of the Laws of Hong Kong) relating to the planning, design, construction and obtaining all appropriate and necessary permissions of buildings and associated works, the Occupational Safety and Health Ordinance (Chapter 509 of the Laws of Hong Kong) in relation to employee's safety and health protection, that have a significant impact on the Group relating to providing a safe working environment and protecting employees from occupational hazards.

本集團於過去三年並無(即為0%)因工作關係而死亡的事務，於本財政年度並無工傷案件。於本財政年度，本集團並不知悉任何嚴重未有遵守對本集團有重大影響、有關提供安全工作環境及保障僱員避免職業性危害的相關法律及規例，例如香港法例第123章《建築物條例》(有關規劃、設計、建造及取得建築物及相關工程的所有適當及必要許可)、香港法例第509章《職業安全及健康條例》(有關僱員安全及健康保障)。

Development and Training

As human resources are especially vital for corporate development, on-the-job training and continuous professional development are important to enhance the knowledge of the employees of the Group. Orientation and induction trainings will be given to new employees to help them to integrate into the new working environment. Product trainings will be given to salespersons when new brands of products are launched to keep abreast of the latest development in the knowledge of the products. Moreover, performance appraisals are conducted annually in order to assist employees in their long-term growth. A total number of 47³ (2023: 46)³ staff participants have received training, of which 31³ (i.e. 66%) (2023: 29³ (63%)) and 16³ (i.e. 34%) (2023: 17³ (37%)) were male and female with the average training hours completed per employee as 3³ (2023: 3)³ hours for male and female respectively. In terms of employee category, the total numbers of participants in executive, operational, and administrative were 7³ (i.e. 15%) (2023: 7³ (i.e. 15%)), 31³ (i.e. 66%) (2023: 28³ (i.e. 61%)), and 9³ (i.e. 19%) (2023: 11³ (i.e. 24%)) with the average training hours completed per employee as 4³ (2023: 4)³ hours for executive, and 3³ (2023: 3)³ hours for operational, and administrative respectively.

發展及培訓

人力資源對企業發展尤其重要，在職培訓及持續專業發展為加強本集團僱員的知識極為重要。新員工將獲給予導入及入職培訓，以助其融入新的工作環境。當新品牌產品推出時，本集團亦為售貨員提供產品培訓，以緊貼產品知識的最新發展。此外，本集團每年進行績效評估，以協助員工長遠成長。共有47³名(2023年：46名)³員工參與培訓，其中31³名(即66%) (2023年：29³名(63%))及16³名(即34%) (2023年：17³名(37%))為男性及女性，每名僱員完成受訓的平均時數分別為3³ (2023年：3)³小時(男性及女性)。就僱員類別而言，行政、營運及行政人員的總參與人數分別為7³名(即15%) (2023年：7³名(即15%))、31³名(即66%) (2023年：28³名(即61%))及9³名(即19%) (2023年：11³名(即24%))，每名僱員完成的平均培訓時數分別為4³ (2023年：4)³小時(就行政人員而言)及3³ (2023年：3)³小時(就營運及行政人員而言)。

³ The employee's training data are obtained from the Company's human resources department. Training refers to the vocational training that the employees of the Company participated in during the year. The percentages adopted for the above report on the number of trained employees are based on "How to prepare an ESG Report Appendix 3: Reporting Guidance on Social KPIs" issued by HKEX.

³ 員工培訓數據來自本公司人力資源部。培訓指本公司員工於年內參與的職業培訓。上述報告所採納的受訓員工人數百分比基於香港交易所發佈的《如何準備環境、社會及管治報告—附錄三：社會關鍵績效指標匯報指引》。

Labor Standard

The Group complies with the Employment Ordinance or other relevant legislations that prohibit child labour and forced labour. To avoid employment of children, candidates' ages are checked carefully in line with the provisions of the Employment of Children Regulations, which was made under the Employment Ordinance and the Group does not employ any underage person.

During the Financial Year, the Group is not aware of any material non-compliance with relevant laws and regulations that have a significant impact on the Group relating to preventing child and forced labour.

Supply Chain Management

The Group's suppliers include (i) global brand owners and designer labels located in overseas countries like Italy, Germany, the United Kingdom, etc., and (ii) a number of suppliers in Hong Kong and the People's Republic of China (the "PRC"). As at the end of the Financial Year, we had 60 approved suppliers, 43 from Hong Kong, 15 from the PRC, 1 from the Italy and the remaining 1 from other countries. All the suppliers are required to satisfy the high qualitative requirements and act in compliance with the social and environmental standards. Certain of the suppliers are ISO certified manufacturers.

The Group's business development team will review and assess all the new and existing suppliers of the Group with the same stringent selection criteria set by the Group, to ensure the product quality and the products comply with the safety requirements in Hong Kong. The criteria include but not limited to: reputation, product quality, environmental friendliness, social responsibility and on time deliveries. For the existing suppliers, business development manager will conduct annual review in accordance with the criteria as set out in the supplier assessment form including product specifications and safety documents, and the records of the suppliers and products will be updated according to the assessment results. When new suppliers are introduced to the Group, they are required to fill in a supplier information form and return the form with supporting documents, such as catalogue, declaration of conformity, company profile to the business development team for assessment. Only the suppliers with satisfactory assessment result will be included in the vendor list and non-performing suppliers will be eliminated from the approved supplier list.

勞工準則

本集團全面遵守有關禁止童工及強迫勞工的僱傭條例或其他相關法律。為防止僱用童工，本集團謹慎檢查應徵者年齡，以符合僱傭條例下僱用兒童規例的條文，本集團並無聘用任何未成年人士。

於本財政年度，本集團並不知悉任何嚴重未有遵守對本集團有重大影響、有關防止童工及強迫勞工的相關法律及規例。

供應鏈管理

本集團的供應商包括(i)位於意大利、德國、英國等海外國家的國際品牌擁有人及設計師品牌；及(ii)香港及中華人民共和國（「中國」）的多家供應商。於本財政年度末，我們有60名認可供應商，43名來自香港、15名來自中國、1名來自意大利及餘下1名來自其他國家。所有供應商均需符合嚴格的品質規定，且遵照社會及環境標準行事。部分供應商為ISO的認證製造商。

本集團的業務發展團隊將按照本集團制定的相同嚴格甄選標準審閱及評估本集團所有新供應商及現有供應商，以確保產品品質及產品符合香港的安全規定。標準包括但不限於：聲譽、產品品質、環保、社會責任及按時交付。就現有供應商而言，業務發展經理將根據供應商評估表格所載的標準（包括產品規格及安全文件）進行年度審閱，且供應商及產品的記錄將會根據評估結果更新。當本集團獲介紹新供應商時，彼等須填寫供應商資料表格，並將表格連同支持文件（如目錄、合規聲明、公司資料）交回業務發展團隊以作評估。只有評估結果令人滿意的供應商方可列入供應商名單，而表現欠佳的供應商將從核准供應商名單中剔除。

Product Responsibility

A high priority for the Group is to ensure customer satisfaction in terms of the products. Strenuous efforts are made to ensure compliance with the relevant laws and regulations relating to product health and safety, advertising, labelling and privacy matters of the jurisdictions in which the Group operates. The Group requires its employees to comply with applicable governmental and regulatory laws, rules, codes and regulations.

The lighting appliance products distributed by the Group are principally a class of household electrical products. Currently, Hong Kong does not have any provisions for advance approval of the safety of household electrical products before they can be sold in Hong Kong, but suppliers and importers of household electrical products in Hong Kong must ensure that their products comply with the relevant safety requirements of the Electrical Products (Safety) Regulation made under Section 59 of the Electricity Ordinance (Chapter 406 of Laws of Hong Kong) (the "Electricity Ordinance"), which requires these products to comply with the applicable safety requirements relating to markings, design and construction and certificates of safety compliance have been issued in respect of these products.

The Group selects and assembles the branding profile with due regard to the quality exhibited by products of the underlying branded suppliers. The Group's business development team will review and assess all suppliers of the Group, to ensure the product quality and the products comply with the safety requirements in Hong Kong. The lighting products that carried generally comply with international safety standards such as CE Marking and IEC Standards, and is subject to the quality control procedures including sample inspection upon deliveries to the warehouse.

Moreover, the Company has established an Electricity Ordinance Compliance Committee consisting of two executive directors and one independent non-executive director to oversee and monitor the Group's compliance of Electricity Ordinance and other relevant regulations through regular meetings and special meetings.

產品責任

確保顧客滿意本集團的產品是本集團的主要目標。本集團致力確保本集團在產品的健康與安全、廣告、標籤及私隱事宜遵守本集團經營所在地司法權區法律和法規。本集團亦要求僱員遵守適用政府及監管法律、規則、守則及規例。

本集團分銷的照明電器產品主要屬於家電產品類別。目前，香港並無有關家電產品於香港出售前須取得事先安全批准的要求，惟香港的家電產品供應商及進口商必須確保彼等的產品符合電力條例(香港法例第406章)(「電力條例」)第59條作出的電氣產品(安全)規例相關的安全規定，其規定該等產品需符合與標記、設計及建造相關的適用安全規定，而該等產品已獲發安全證書。

本集團於挑選及匯集品牌組合時適切考慮到相關品牌供應商的產品所展示出的質量。本集團的業務發展團隊將審閱及評估本集團所有供應商，以確保產品品質及產品符合香港的安全規定。本集團代理的燈飾產品普遍符合如CE標誌及IEC標準的國際安全標準，並須通過質量監控程序，包括於遞送至倉庫時接受抽樣檢查。

此外，本公司已成立電力條例合規委員會，其由兩名執行董事及一名獨立非執行董事組成，透過定期會議及特別會議監督及監察本集團遵守電力條例及其他相關規例的情況。

Each store manager is responsible to handle customer complaints and product recalls. A formal complaint and product recalls mechanism handled all cases in a fair and systematic manner. All the product and service complaints have been followed up properly through our customer service team and no record of any confirmed and significant complaint related to the products and services in the Financial Year. There are also no products sold or shipped subject to recalls for safety and health reasons.

Business end-user piracy is applicable to all businesses no matter what industry or sector. We maintain a clear registry on the use of legitimate software, as well as copyright and trademark for operation and contractual obligation. The Group has complied with the Trade Marks Ordinance during the Financial Year. Ongoing assessment of the management approach is conducted through top management reviews, as well as periodic audits on the integrity of the registry. Our expectations are communicated clearly to employees and all business partners.

The Group is committed to protecting the privacy and confidentiality of the collected personal data. The Group has established clear protocols on handling personal data recorded from our customers and employees. The Group collects data only in a lawful and fair way, for directly related purposes of which the data subject is clearly notified. Adhering to protocol requirements, the Group ensures the data is accurate and not kept longer than necessary. Personal data inventories are also secured to prevent any unauthorised or accidental access, such as firewalls and physical protection. The Group has complied with the Personal Data (Privacy) Ordinance during the Financial Year.

During the Financial Year, the Group is not aware of any material non-compliance with relevant laws and regulations that have a significant impact on the Group relating to health and safety, advertising, labelling and privacy matters relating to products and services provided, including but not limited to Consumer Goods Safety Ordinance, Product Eco-responsibility Ordinance.

各門店經理負責處理客戶投訴及產品召回。正式投訴及產品回收機制以公平及系統化的方式處理所有個案。所有產品及服務投訴已透過我們的客戶服務團隊妥為跟進，且於本財政年度並無任何有關產品及服務的已確認及重大投訴記錄。亦無已售或已運送產品因安全及健康理由而須回收。

不論行業或部門，商業終端用戶盜版適用於所有企業。我們對使用正版軟件以及營運及合約責任的版權及商標存置清晰的登記冊。於本財政年度，本集團已遵守《商標條例》。高級管理層透過檢討及定期審核登記冊的完整性持續評估管理方法。我們向僱員及所有業務夥伴清楚傳達我們的期望。

本集團致力保護所收集個人資料的私隱及保密性。本集團已就處理客戶及僱員記錄的個人資料制定清晰的規程。本集團僅以合法及公平的方式收集數據，明確告知數據主體的直接相關目的。根據規程之規定，本集團確保數據準確且保存時間不超過所需時間。我們亦保障個人資料庫存，以防止任何未經授權或意外存取，例如防火牆及實體保護。於本財政年度，本集團已遵守個人資料(私隱)條例。

於本財政年度，本集團並不知悉任何嚴重未有遵守對本集團有重大影響，且有關所提供產品及服務的健康與安全、廣告、標籤及私隱事宜的相關法律及規例，包括但不限於《消費品安全條例》、《產品環保責任條例》。

Anti-corruption

The Group strictly complies with the Prevention of Bribery Ordinance (Chapter 201 of Laws of Hong Kong) and Anti-money Laundering and Counter-Terrorist Financing Ordinance (Chapter 615 of the Laws of Hong Kong) and other relevant laws and regulations in Hong Kong. The Group's employee handbook sets out standards of conduct which all employees are required to adhere to, in order to promote the integrity environment in the workplace. The Group has also established a whistle-blowing policy to encourage reporting of corruption and fraud. The Group takes these matters very seriously, any employee in violation will be subject to severe disciplinary actions, including summary dismissal and/or legal action. The Group has set up a whistle-blowing channel for the employees to report any misconduct or malpractice and has set up protective measures to avoid retaliation against employees who have raised business conduct issues in good faith or cooperate with the Group's investigation. In order to strengthen the sense of anti-corruption of the employees, staff from Independent Commission Against Corruption will be invited to provide symposium to the employees irregularly.

During the Financial Year, the Group is not aware of any material non-compliance with relevant laws and regulations that have a significant impact on the Group relating to bribery, extortion, fraud and money laundering. During the Financial Year, there was no legal case regarding corrupt practices, nor any case of corruption found by or reported to the Group (2023: nil).

反貪污

本集團嚴格遵守《防止賄賂條例》(香港法例第201章)及《打擊洗錢及恐怖分子資金籌集條例》(香港法例第615章)以及香港其他相關法律及法規。本集團的僱員手冊載列所有僱員須遵守的行為準則，以促進工作場所的誠信環境。本集團亦已建立舉報政策，鼓勵舉報貪腐及欺詐行為。本集團非常重視該等事宜，任何違規僱員將受到嚴重紀律處分，包括即時解僱及／或法律行動。本集團已設立舉報渠道，供僱員舉報任何不當或不法行為，並已設立保護措施，以避免對真誠提出商業行為問題或配合本集團調查的僱員進行報復。為鞏固員工的反貪污意識，本集團不定時邀請廉政公署人員為員工舉行研討會。

於本財政年度，本集團並不知悉任何嚴重未有遵守對本集團有重大影響、有關防止賄賂、勒索、欺詐及洗黑錢的相關法律及規例。於本財政年度，本集團並無涉及貪污行為的法律案件，亦無發現或向本集團報告的任何貪污案件(2023年：無)。

Community Investment

As a listed company with its business rooted in Hong Kong and also one of the most established retail chain groups of lighting and household products in Hong Kong, the Group aims to devote itself to Hong Kong. During the Financial Year, the Group has contributed donations to several institutions, and has been honoured a “Caring Company” for ten consecutive years. Moreover, the Group has been participating in the “Fluorescent Lamp Recycling Programme”, which provides households with free collection and treatment for all used mercury-containing lamps to reduce the environmental risk from improper disposal of these lamps and recover resources.

社區投資

作為一間業務紮根於香港的上市公司，及全港最具規模的燈飾及家居零售連鎖集團之一，本集團力求為香港帶來貢獻。於本財政年度，本集團對若干機構進行捐贈，並連續十年榮獲「商界展關懷」標誌。此外，本集團持續參加「慳電膽及光管回收計劃」，為家居免費回收和處理各類含水銀的舊燈管，以減少因不當處置這類燈管所帶來的環境威脅外，亦可回收有用的物料供循環再造。



e Lighting Group Holdings Limited 壹照明集團控股有限公司

(Incorporated in the Cayman Islands with limited liability)
(於開曼群島註冊成立之有限公司)

Stock Code 股份代號 : 8222

