

CHINLINK
普匯中金

CHINLINK INTERNATIONAL HOLDINGS LIMITED
普匯中金國際控股有限公司

(Incorporated in Bermuda with limited liability 於百慕達註冊成立之有限公司)
HKSE Stock Code 港交所股份代號: 0997



2024 | Environmental, Social and Governance Report
環境、社會及管治報告

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Company Overview 公司概況



Chinlink International Holdings Limited (the “**Company**” or “**Chinlink**”) and its subsidiaries (collectively, the “**Group**”) is a company whose shares are listed on the Main Board of The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”). During the financial year ended 31 March 2024 (the “**Year**”), the Group operated as a comprehensive financial services provider for small and medium-sized enterprises in the People’s Republic of China (the “**PRC**” or “**China**”) with focus in Shaanxi Province, the PRC (the “**Shaanxi Province**”). The Group’s principal revenue sources are from the businesses of financial services conducted both in Hong Kong and Xi’an, and investment properties located in Xi’an during the Year.

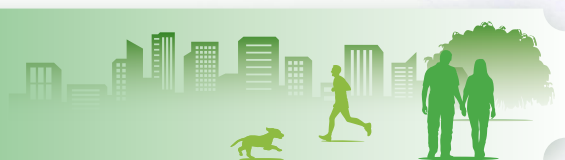
The Group has diverse businesses and is committed to fostering long-term and sustainable growth that benefits its employees and stakeholders. For further details on the Group’s business performance during the Year, please refer to the annual report of the Group for the Year (“**Annual Report 2024**”).

普匯中金國際控股有限公司（「**本公司**」或「**普匯中金**」）及其附屬公司（統稱「**本集團**」）於香港聯合交易所有限公司（「**聯交所**」）主板上市。截至二零二四年三月三十一日止財政年度（「**本年度**」）內，本集團為在中華人民共和國（「**中國**」），主要來自中國陝西省（「**陝西省**」）的中小型企業提供綜合金融服務。本集團本年度的收入來源主要來自香港及西安的金融服務、以及位於西安的物業投資業務。

本集團有多元化的業務，並承諾長期和可持續的增長，使員工和持份者獲益。有關本集團本年度的業務表現，請參閱本集團本年度之年報（「**二零二四年年報**」）。

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Our Reporting Approach 我們的匯報方式



2.1 Reporting Standard, Period and Scope

The environmental, social and governance (“**ESG**”) performance and accomplishments of the Group during the Year are summarised in this Environmental, Social and Governance Report (the “**Report**”). The scope of this Report covered the Group’s Corporate Headquarters, the China Regional Headquarters and major business units with significant revenue or workforce contributors to the Group. Due to changes in the shareholding structure, certain companies and their subsidiaries are no longer included in the reporting scope. The reporting scope during the Year included the following:

2.1 報告標準、期間和範圍

本集團於本年度的環境、社會及管治表現及成就均總結於本環境、社會及管治報告（「**本報告**」）內。本報告範圍涵蓋了本集團的集團總部、中國區域總部以及貢獻本集團主要收入或公司員工人數較多的業務單位。由於股權架構變動，若干公司及其附屬公司不再被納入報告範圍內。本年度的報告範圍包括：

Function/Service Provision/Major Property 職能/所提供的服務/主要物業	The Company and its Subsidiaries 本公司及其附屬公司	Location of Operation 營運地點
(i) Corporate Headquarters 集團總部	Chinlink International Holdings Limited 普匯中金國際控股有限公司	Hong Kong 香港
(ii) China Regional Headquarters 中國區域總部	Chinlink Management Consulting (Xi'an) Company Limited ¹ 普匯中金管理諮詢(西安)有限公司	Xi'an, Shaanxi Province, the PRC 中國陝西省西安市
(iii) Financial guarantee services 融資擔保服務	Shaanxi Chinlink Financial Guarantee Limited ¹ 陝西普匯中金融資擔保有限公司	Xi'an, Shaanxi Province, the PRC 中國陝西省西安市
(iv) Self-owned investment property named Chinlink · Worldport Integrated Logistics Park ¹ ("Chinlink · Worldport") 自置投資物業，名為普匯中金·世界港綜合物流 園(「普匯中金·世界港」) • Logistics park 物流園區 • Construction materials and home furnishing 建築材料及家居產品 • Hanzhong green agriculture and Chinese medicine products industrial park 漢中綠色農產品及中藥材產業園	Chinlink Commercial Management (Hangzhong) Company Limited ¹ 普匯中金商業管理(漢中)有限公司 Chinlink Property Management (Shaanxi) Company Limited ¹ 普匯中金物業管理(陝西)有限公司 HZ Tiannong Green Agriculture & Chinese Medicine Industries Limited ¹ 漢中天農漢藥產業發展有限公司	Hanzhong, Shaanxi Province, the PRC 中國陝西省漢中市
(v) Self-owned investment property named Daminggong Construction Materials and Furniture Shopping Centre (Dongsanhuan Branch) ¹ (the "Commercial Complex") 自置投資物業，名為大明宮建材家居·東三環店 (「商業大樓」) • Wholesale and retail shopping centre for construction materials and home furnishing products 建築材料和家居產品批發和零售購物中心	Xi'an Da Ming Gong Ba Qiao Furniture and Fixture Limited ¹ 西安大明宮灞橋建材家居有限公司 Xi'an Tang Rong Real Estate Limited ¹ 西安唐榮置業有限公司	Xi'an, Shaanxi Province, the PRC 中國陝西省西安市

¹ For identification purposes only.

2.2 Reporting Framework and Principles

This Report was prepared in accordance with Appendix C2 Environmental, Social and Governance Reporting Guide (the "ESG Guide") of the Rules Governing the Listing of Securities on the Stock Exchange (the "Listing Rules"). A content index is supplemented at the back of this Report as a tool for readers to navigate the specific sections corresponding to the ESG Guide requirements. For the details of the Group's corporate governance, it was disclosed in the Annual Report 2024 in accordance with the Appendix 14 of the Main Board Listing Rules.

This Report was prepared in accordance with the four reporting principles in the ESG Guide.

Materiality

The Board of Directors of the Group (the "Board") identified the material ESG issues. The relevant issues were prioritised and disclosed in this Report.

Quantitative

The Group records and discloses key performance indicators in quantitative terms as appropriate.

2.2 報告框架及原則

本報告根據《聯交所證券上市規則》(「上市規則」)發表的附錄C2的《環境、社會及管治報告指引》(「環境、社會及管治指引」)所編製。內容索引已附在本報告的頁尾，作為讀者翻查報告中與環境、社會及管治指引相對應章節的指南。有關本集團的詳細企業管治資料，已於二零二四年年報內根據主板上市規則附錄十四披露。

本集團在編製本報告時嚴格遵守《環境、社會及管治指引》中的四個報告原則。

重要性

本集團董事會(「董事會」)識別重大環境、社會及管治議題。相關的議題已經在本報告中作優先披露。

量化

本集團在適當的情況下以量化方式記錄及披露關鍵績效指標。

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Our Reporting Approach 我們的匯報方式

Consistency

As far as practicable and unless stated otherwise, the Group employs consistent measurement methodologies to allow meaningful comparison of ESG data over time.

Balance

The Group provides an unbiased picture of Chinlink's performance, and reviews and discloses its achievements and areas for improvement.

一致性

除非另有說明，否則本集團盡可能採用一致的計量方法，以便日後對環境、社會及管治數據進行長時間和有意義的比較。

平衡

本集團不偏不倚地呈報普匯中金的表現，檢視和披露其成就和需要改進的領域。



The Group is steadfastly committed to creating a sustainable future and remains focused on bolstering the resilience of our business operations to navigate the evolving challenges ahead especially under the uncertainties brought by the post-pandemic era, the geopolitical upheavals, and the war in Ukraine. The continuous development of our assets and operations illustrates our commitment to ESG performance.

Meanwhile, as the profound impacts of climate change on the environment and society become increasingly evident, we also recognise the current and potential risks that climate change may pose to our Group's operations. Referencing the prevailing disclosure framework recommended by the Task Force on Climate-Related Financial Disclosures (TCFD), the Group has identified climate-related physical and transition risks that may significantly impact its operations and future development. In response to the climate-related risks we have identified, the Group has proposed specific measures to enhance our climate resilience and drive the sustainable development of our operations. These measures are aimed at effectively managing and mitigating the relevant risks we face.

On behalf of the Board, I would like to take this opportunity to express my gratitude to every stakeholder for their support. Looking forward, the Group will continue to enhance our ESG performance and commit to the sustainable development of Chinlink.

Li Weibin
Chairman

Hong Kong, 28 June 2024

在後疫情時代、地緣政治劇變及烏克蘭戰爭帶來的不確定性中，本集團堅定不移地致力於創造可持續的未來，並始終專注於提高業務運營的韌性，以應對未來不斷變化的挑戰。持續改進的資產和營運表明了我們對履行環境、社會及管治的承諾。

同時，隨著氣候變化對環境及社會帶來的深刻影響愈發顯著，我們亦認識到氣候變化當下及未來可能對本集團營運造成的風險。參考當下普遍採用的氣候相關財務披露工作小組(TCFD)建議的披露框架，本集團已識別出對其營運及未來發展可能產生顯著影響的氣候相關實體及轉型風險。針對我們已識別出的氣候相關風險，本集團已提出具體措施，以增強我們的氣候韌性，並推動我們的營運可持續發展。該等措施旨在有效管理及減輕我們面臨的相關風險。

本人謹代表董事會對各持份者的支持表示感謝。展望未來，本集團將繼續提升我們的環境、社會及管治表現和致力於普匯中金的可持續發展。

李偉斌
主席

香港，二零二四年六月二十八日

4 Our Approach to Sustainability 我們的可持續發展方針

4.1 Our Core Values

Chinlink has incorporated its three core values – innovation, integrity, and collaboration – into all aspects of its business operations. As such, the Group is committed to operating in a sustainable and environmentally responsible manner, maintaining close relationships with its stakeholders, and fostering a sustainable workforce and harmonious community.

4.1 我們的核心價值

普匯中金的業務營運已全面融合其三個核心價值觀：創新、誠信及合作。因此，本集團致力以既可持續又對環境負責的方式營運，與持份者保持密切關係、培育可持續發展團隊及構建和諧社會。



4.2 Our Sustainability Pillars

Aiming to integrate sustainable practices into Chinlink's business operations and align with global sustainability goals, the Group has identified four key pillars to build a sustainable future: responsible business, employees, partners, and environment and climate. These pillars are linked to the United Nations' Sustainable Development Goals (SDGs) and are implemented across the Group's operations.

4.2 我們的可持續發展支柱

為將可持續慣例融入普匯中金的業務營運及與全球可持續發展目標相結合，本集團確定了建立可持續發展未來的四個關鍵支柱：盡責的企業、員工、合作夥伴以及環境和氣候。該等支柱聯結聯合國可持續發展目標並將其融入本集團營運中。



4.3 ESG Governance Structure

The Group's ESG Committee, established in 2019, is supported by multiple departments to integrate sustainability initiatives throughout its daily business operations. The Chairman of the ESG Committee is appointed by the Board and is responsible for determining strategic decisions, supervising the compilation of the ESG Report and managing ESG related matters. The ESG Committee structure is shown below:



4.3 環境、社會及管治管治架構

本集團環境、社會及管治委員會成立於二零一九年，由多個部門支持並在日常業務營運中融入可持續發展計劃。環境、社會及管治委員會之主席由董事會任命並負責制定策略，監督該委員會編纂環境、社會及管治報告、以及管理與環境、社會及管治相關事宜。環境、社會及管治委員會架構如下：

4.4 Stakeholder Engagement

Understanding the needs and expectations of both internal and external stakeholders is crucial for the Group to develop effective strategies and prioritise and manage the material ESG issues. The Group engages its key stakeholders through different communication channels to identify the material issues for improving long-term sustainability goals in decision-making and accountability. To interact and collect feedback from different stakeholders suitably and efficiently, the Group will review and explore the communication channels regularly.

4.4 持份者參與

明白內部和外部持份者的需求和期望對本集團制定有效策略以及確立優先次序和管理環境、社會及管治重要議題至關重要。本集團透過多種渠道與持份者溝通，找出重大議題以改善長遠可持續發展目標的決策和問責性。為適當及有效地與不同持份者互動及收集意見，本集團會定期檢討及探索不同形式的溝通渠道。

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Our Approach to Sustainability
我們的可持續發展方針

The Group's major stakeholders and the respective communication channels are summarised below:

本集團的主要持份者及各自溝通渠道概述如下：

Stakeholders 持份者	Communication channels 溝通渠道		
Customers/ Suppliers/Tenants 客戶/供應商/租戶	<ul style="list-style-type: none"> Company website 公司網站 Meetings 會議 Memos 備忘錄 	<ul style="list-style-type: none"> Contracts 合約 Corporate events 企業活動 Leaflets 傳單 	<ul style="list-style-type: none"> Service hotline 服務熱線 Social media 社交媒體 Visits 探訪
Employees 員工	<ul style="list-style-type: none"> Internal memos 內部備忘錄 Social media 社交媒體 E-mails 電郵 	<ul style="list-style-type: none"> Employee handbook 員工手冊 Group's whistleblowing channels 集團舉報渠道 Electronic communications software 電子通訊軟件 	<ul style="list-style-type: none"> Meetings 會議 Bulletin boards 佈告欄 Surveys 問卷調查
Communities 社區	<ul style="list-style-type: none"> Company website 公司網站 	<ul style="list-style-type: none"> Social media 社交媒體 	<ul style="list-style-type: none"> Press releases 新聞稿
Government Authorities 政府機構	<ul style="list-style-type: none"> Seminar 研討會 Meetings 會議 	<ul style="list-style-type: none"> Regular filings 定期存檔 	<ul style="list-style-type: none"> Corporate visits 企業探訪
Shareholders/ Investors 股東/投資者	<ul style="list-style-type: none"> Company websites 公司網站 ESG reports 環境、社會及管治報告 Meetings 會議 	<ul style="list-style-type: none"> Announcements 公告 Social media 社交媒體 	<ul style="list-style-type: none"> Annual and interim reports 年度及中期報告 Press releases 新聞稿

4.5 Materiality Assessment

To address and prioritise material ESG issues of the Group, the Group commissioned an independent consultant to conduct a materiality assessment. During the Year, the most important ESG material issues identified by the Group were consistent with the previous year and the corresponding sustainable pillars are summarised as follows:

Material Issues for the Year 本年度重大議題	Corresponding Sustainable Pillars 相應的可持續發展支柱
<ul style="list-style-type: none"> Compliance (including anti-corruption and prevention of child labour and forced labour) 合規(包括反貪污、防止童工和強制勞工) Protecting customer privacy 保護客戶私隱 	<p>Responsible Business 盡責的企業</p> 
<ul style="list-style-type: none"> Employee management system 僱員管理體系 A safe and healthy working environment (including indoor environmental quality) 安全健康的工作環境(包括室內環境質量) Diversity, equal opportunity and eliminating discrimination 多樣性、平等機會和消除歧視 Training and development 培訓和發展 Employer-employee relations 勞資關係 	<p>Employee 員工</p> 
<ul style="list-style-type: none"> Responding to climate change (including green finance) 應對氣候變化(包括綠色金融) 	<p>Environment and Climate 環境和氣候</p> 

Going forward, Chinlink plans to address these material issues and provide more detailed disclosures in future reports. The Group is committed to continuously improving its ESG performance in response to stakeholder expectations.

4.5 重要性評估

為應對和優先處理本集團的環境、社會及管治重要議題，本集團委託獨立顧問進行重要性評估。在本年度，本集團識別出的最重要的環境、社會及管治重要議題與去年一致，相應的可持續發展支柱概述如下：

展望未來，普匯中金擬解決這些重要議題，並將在日後的報告中進行更詳細的披露。本集團致力持續改進環境、社會及管治績效，以回應持份者的期望。



5.1 Board Statement on ESG Governance

HKEX Aspect B7,

HKEX KPI B7.1, B7.2, B7.3

The Group actively integrates ESG considerations into its business operations and strategic planning, demonstrating a commitment to improving sustainability performance. The Board recognises the importance of ESG factors in supporting the Group's long-term sustainable development. The Board, being the highest governance body of the Group, oversees the overall business direction and the decision making on the Group's ESG strategies. The Board maintains ongoing oversight of the Group's ESG performance, regularly reviewing and discussing the progress, opportunities, and risks.

The Board has tasked the ESG Committee with the responsibility of managing, implementing, and monitoring all aspects of sustainable development across the Group. The goal of the ESG Committee is to identify and analyse ESG issues of the Group, including climate-related risks. The ESG Committee is also responsible for reporting its assessment of ESG strategies, as well as the subsequent implementation or revisions, to the Board, including the progress of ESG policy formulation and facilitate implementation of initiatives.

Corporate Governance

Effective corporate governance provides the basis for compliant and conducive operations. Regarding this matter, the Board is committed to upholding high standards of corporate governance and business integrity to safeguard the interests of stakeholders and reaffirm the Group's three core values – innovation, integrity and collaboration have been embedded into the business operation.

The Board plays a pivotal role in reinforcing the Group's governance by overseeing the implementation of policies and practices that enhance the value of the business operations. Furthermore, the Board is also responsible for regularly reviewing the Group's risk management and internal control systems to ensure the effectiveness of the ongoing corporate governance practices. Therefore, the Group will have higher resilience against any unexpected risks and minimise the impact of risks.

Whistleblowing Policy

To enable employees to confidentially report any suspected misconduct, malpractice or irregularity within the Group, the organization has implemented a whistleblowing policy. In response to any report received, the Group's internal audit department shall conduct an impartial investigation in a timely manner to allow the Board to take any necessary action. The Group did not receive any report of whistleblowing incidents during the Year.

5.1 董事會關於環境、社會及管治的聲明

本集團積極將環境、社會及管治因素納入其業務營運及策略規劃，以展現對提升可持續發展表現的承諾。董事會明白環境、社會及管治因素對支持本集團長遠可持續發展的重要性。作為最高管治機構，董事會負責管理本集團的整體業務方向，並作出環境、社會及管治策略的決策。董事會持續監督本集團的環境、社會及管治績效，定期檢視及討論進展、機遇及風險。

董事會將本集團可持續發展的所有事項的管理、實施和監督責任委託給環境、社會及管治委員會。環境、社會及管治委員會的目標是識別和分析本集團的環境、社會及管治問題，包括氣候相關風險。環境、社會及管治委員會亦負責向董事會報告其對環境、社會及管治策略的評估以及後續實施或修訂，包括環境、社會及管治政策制定和促進實施舉措的進展。

公司治理

健全的企業管治為合規和有利的營運奠定基礎。在這方面，董事會致力維持高標準的企業管治和業務誠信，以保護持份者的利益，並再次確認本集團的三大核心價值－創新、誠信和合作已融入業務運營。

董事會通過監督提高業務運營價值的政策和實踐的實施，在加強本集團管治中發揮著至關重要的作用。此外，董事會亦負責定期檢視本集團的風險管理和內部監控系統，以確保現時實踐企業管治的有效性。因此，本集團對任何意外風險將具有更高抵禦力，並將風險的影響降到最低。

舉報政策

為讓僱員能以保密方式報告本集團內任何可疑的不正當、怠忽職守或違規的行為，本集團實施了舉報政策。收到任何報告時，本集團的內部審計部門會及時進行公正的調查，以便董事會作出必要的行動決定。於本年度內，本集團並沒有收到任何舉報事件的報告。

Anti-corruption Policy

The Group takes a zero-tolerance approach towards any misconduct that infringes its interests, especially in regard to bribery and corruption, as the organization is dedicated to upholding fair and ethical business practices. The Group has established an internal anti-bribery policy in accordance with the Prevention of Bribery Ordinance (Cap. 201). The policy clearly states that all employees are forbidden from giving and accepting any illegal advantages to avoid actual and perceived conflicts of interests, and that they shall strictly comply with relevant laws and regulations.

Furthermore, as a trustworthy comprehensive financial services provider, the Group prioritises the prevention of money laundering and terrorism financing. The Group has implemented anti-money laundering and counter-terrorism financing policies and procedures, ensuring relevant staff members comply with the Anti-Money Laundering and Counter-Terrorist Financing Ordinance (Cap. 615). During the Year, there were no concluded legal cases regarding corrupt practices brought against the issuer or its employees.

Risk Management Approach

Amid evolving market trends and stakeholders' expectations, the Group recognises that an effective risk management framework is a crucial pillar supporting its corporate governance, prudent business planning, and decision-making processes. The Group is able to assess and manage current and emerging risks to support stable business development through the incorporation of a framework into all key activities and functions.

For more details on the Group's risk management approach, please refer to the Corporate Governance Report of the Annual Report 2024.

反貪污政策

本集團致力於維護公平和合乎道德的商業慣例，對任何侵犯其利益的不當行為，尤其是事關賄賂和貪污，採取零容忍態度。本集團根據《防止賄賂條例》（第201章）制定了內部禁止賄賂政策。該政策明確闡述，禁止所有員工提供和接受任何非法利益，以避免發生實際或疑似的利益衝突，員工應嚴格遵守相關法律法規。

此外，作為值得信賴的綜合金融服務供應商，本集團將反洗黑錢和反恐融資放在首位。本集團已實施反洗黑錢和反恐融資政策和程序，確保相關員工遵守《打擊洗錢及恐怖分子資金籌集條例》（第615章）。於本年度，並沒有對本集團或其員工提出並已審結的貪污訴訟案件。

風險管理辦法

面對不斷變化的市場趨勢和持份者的期望，本集團明白有效的風險管理框架是支撐企業管治、審慎的業務計劃和決策過程的重要支柱。通過將該框架納入所有關鍵活動和職能，本集團能夠評估和管理當前和正在產生的風險，以支持穩定的業務發展。

有關本集團風險管理方法的更多詳情，請參閱二零二四年年報內之企業管治報告。

6

Employees 員工



6.1 Employment Statistics

6.1 僱傭統計

HKEX Aspect B1,

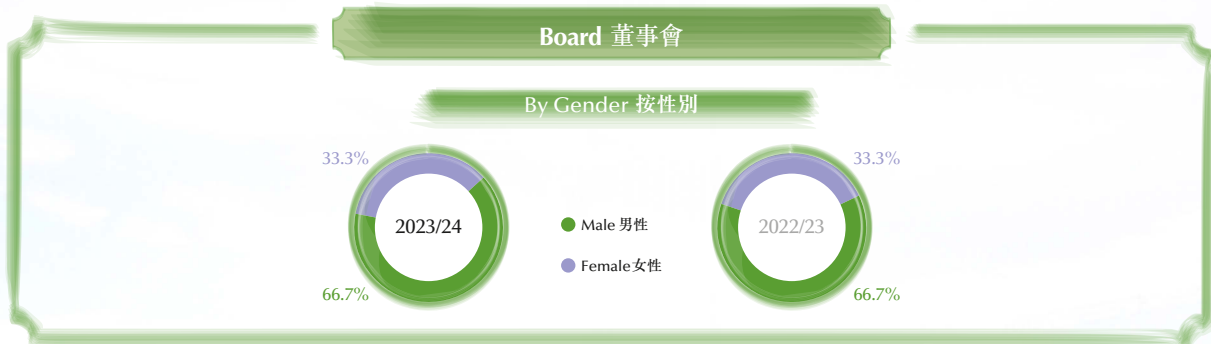
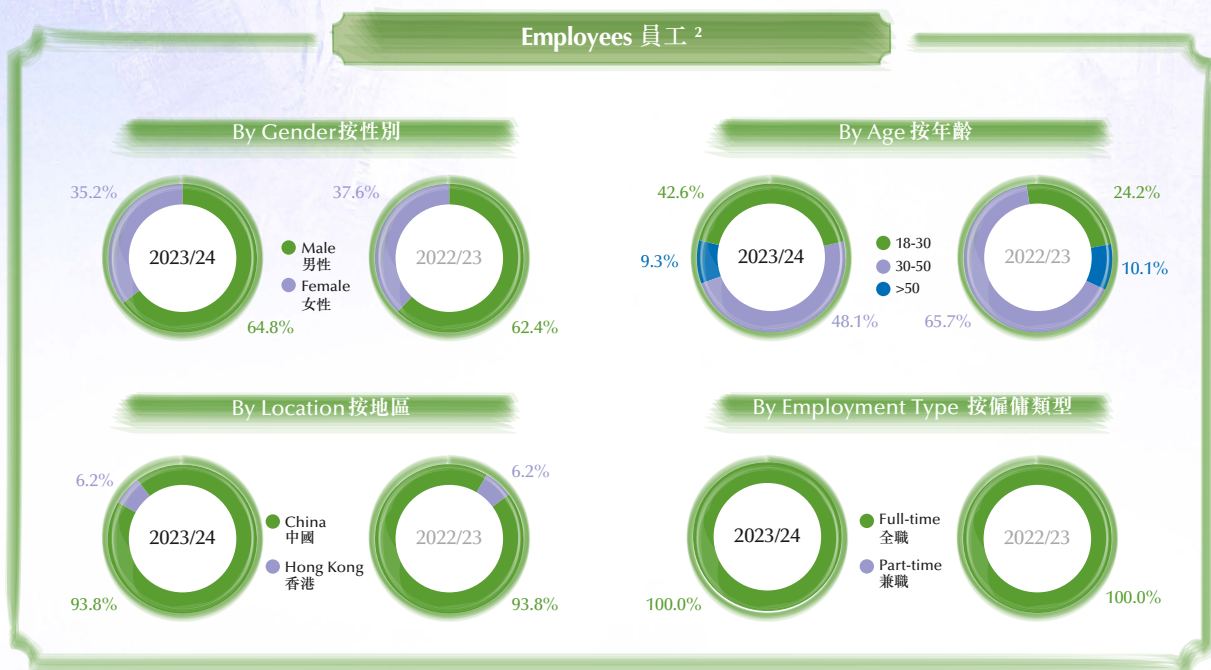
HKEX KPI B1.1, B1.2

As of the end of the Year, there are a total of 162 employees² in the Group (excluding the Board members).

截至本年度末，本集團的總員工人數為162人²（不包括董事會成員）。

The Group has a relatively gender-balanced Board of Directors and senior management. The demographics and diversity data categorised by gender, age, location and employment type are as follows:

本集團擁有性別相對均衡的董事會和高級管理層。按性別、年齡、地區和僱傭類型劃分的員工人數和多樣性數據如下：



² As of the end of the Year, Real King International (Xi'an) Information Technology Company Limited, MCM Holdings Limited and its subsidiaries were not included in the scope of the Group (for details, please refer to Annual Report 2024). Therefore, the data of the above-mentioned companies were not included.

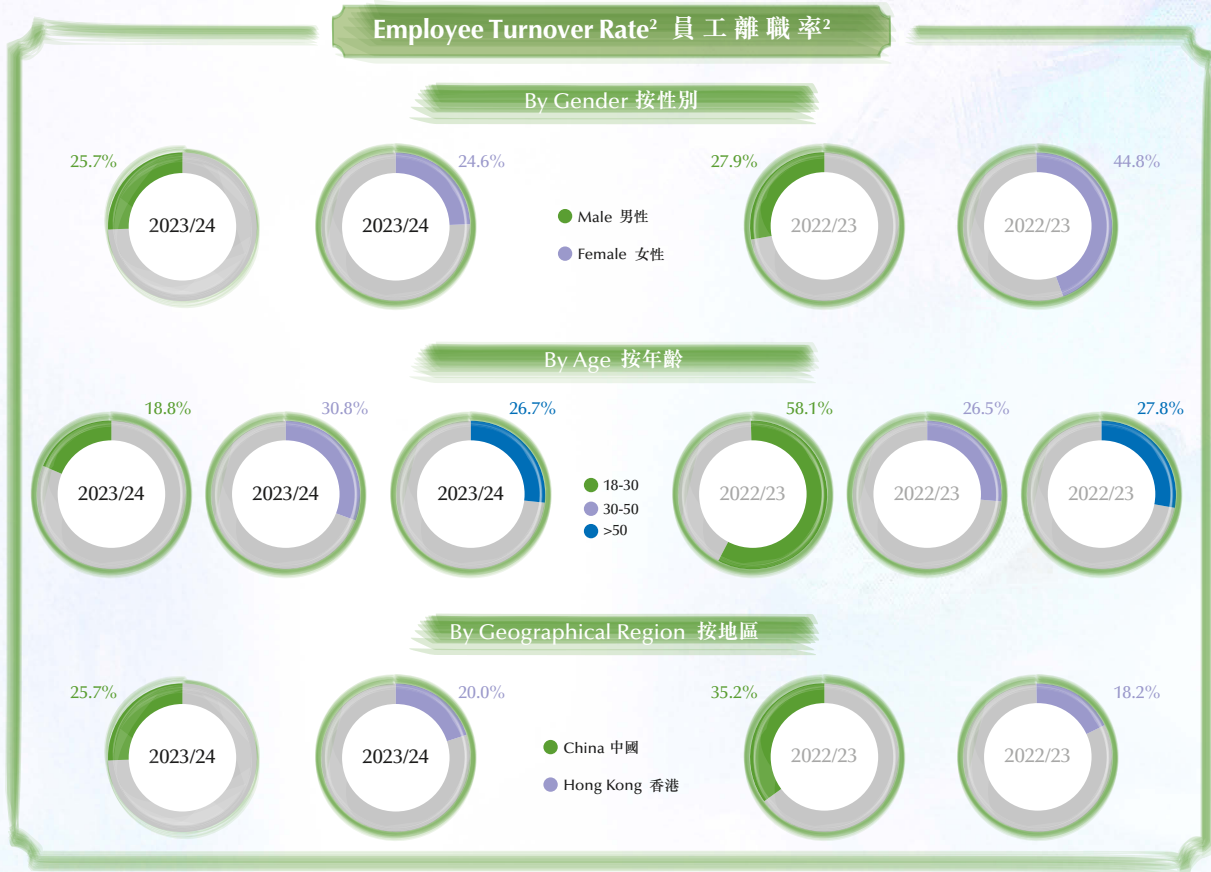
² 截至本年度末，匯景國際(西安)信息科技有限公司、MCM Holdings Limited及其附屬公司已不在本集團範圍內(詳情請參閱二零二四年年報)。因此，上述公司的數據未包含在內。

6

Employees 員工

The Group's employee turnover rate by gender, age and location for the Year is illustrated below:

本集團本年度按性別、年齡和地區劃分的員工離職率如下：



6.2 A Safe and Healthy Working Environment

6.2 安全和健康的工作環境

HKEX Aspect B2,

HKEX KPI B2.1, B2.2, B2.3

The health and safety of our employees are essential to the continued success of the Group. Chinlink is committed to fully adhering to all regulations and standards related to maintaining a safe and healthy work environment. We are dedicated to upholding these regulations at the highest level in order to safeguard the wellbeing of our valued employees. The Group also ensures that our employees are fully aware of their roles and responsibilities in maintaining a safe and healthy working environment by providing relevant information, training and supervision.

員工的健康和安全對於本集團的持續成功至關重要。普匯中金致力全面遵守所有與維護安全及健康的工作環境相關的法規和標準。我們竭力將該等法規維持在最高水準，以保障我們寶貴員工的福祉。本集團亦提供相關資訊、培訓和監督，以確保員工充分意識到其在維護安全、健康的工作環境之角色和責任。

As part of our commitment to workplace safety, the Group conducts regular safety management training sessions for our employees. The fire safety training program ensures that employees are thoroughly prepared for emergency situations. The objective is to proactively prevent the occurrence of fires and other safety incidents across our operations. The Group also conducts regular inspection and maintenance of escalators, lifts and fire-fighting equipment as well as elevator rescue training to employees. During the Year, there was no occupational injury or work fatality reported.

作為我們對工作場所安全承諾的一部分，本集團定期為員工舉辦安全管理培訓課程。消防安全培訓計劃確保員工為緊急情況做好充分準備。目標是在我們的營運中積極防止火災和其他安全事件的發生。本集團亦定期對自動扶手電梯、升降機和消防設備進行檢查和維修，並為員工提供電梯救援培訓。於本年度，本集團並無收到與工傷或致命事故相關的報告。

		2023/24	2022/23	2021/22
Health and Safety 健康和安	Total number of work-related fatalities (No. of People) ³ 與工作相關的總死亡人數 ³	0	0	0
	Work-related Injury (Cases) 與工作相關的受傷事件	0	0	0
	Lost Days Due to Work-related Injury (Days) 工傷引致的損失工作天數	0	0	0

³ No work-related fatalities have been recorded in the last 3 reporting years.

³ 在過去三個報告年度中，沒有與工作相關的死亡事件記錄。

In recognition of our efforts in maintaining a safe and healthy workspace for our employees, such as improving aspects of indoor air, water and noise management, office equipment and greening, the Group has been awarded the Eco-Healthy Workplace Label presented by the World Green Organisation (the “WGO”) for the eighth consecutive year.

為了表彰我們為維護員工安全健康的工作環境所做的努力，例如改善室內空氣、水和噪音管理、辦公設備和綠化等方面全面優化員工的工作環境，本集團連續八年榮獲由世界綠色組織頒發的「健康工作間」標誌。

The Group attaches great importance to its employees’ well-being and is committed to maintaining the work-life balance for the employees. During the Year, the Group held several activities to maintain the physical and mental health of the employees, improve productivity and cultivate a positive and healthy work culture.

本集團非常重視員工健康，並致力維持員工的工作與生活平衡。於本年度，本集團舉辦一些活動以維持員工身心健康，提高生產力，及營造積極健康的工作文化。

“Joyful@Healthy Workplace” programme 好心情@健康工作間 計劃



To create a joyful and healthy working environment, Chinlink joined the “Joyful@Healthy Workplace” programme launched by the Department of Health, Labour Department and the Occupational Safety and Health Council. Chinlink will promote the physical and mental health of its employees in three aspects: Healthy Eating, “Physical Activity” and “Mental Health”.

為創造愉快及健康的工作環境，普匯中金加入了由衛生署、勞工處和職業安全健康局推出的「好心情@健康工作間」計劃。普匯中金將從「健康飲食」、「體能活動」和「精神健康」三個方面促進員工的身心健康。

6.3 Employee Management System

HKEX Aspect B4,

HKEX KPI B4.1, B4.2

Chinlink believes that our employees are the cornerstone of our success. The Group strives to cultivate a diverse and inclusive work environment that attracts and retains top talent. Our employment policies and guidelines are carefully crafted to support this goal, ensuring fair and equitable practices throughout the Group. Its code of conduct and employment and labour policies help us to protect the rights of employees, emphasise on talent management and care for employees.

Diversity, equity, and inclusion are of paramount importance to the Group. We welcome diversity within our workforce and firmly prohibit any form of discrimination. Our recruitment policy expressly forbids discrimination based on gender, religion, race, disability, family status, or age. We are committed to ensuring equal opportunities throughout the entire employment life cycle, from recruitment to internal transfers and promotions.

The Group takes proactive measures to eliminate any forms of child labour or forced labour within our operations. During the Year, there were no incidents or lawsuits related to the employment of child or forced labour across the Group.

During the Year, the Group was not aware of any non-compliance with relevant employment and labour laws and regulations in relation to compensation and dismissal, recruitment and promotion, working hours, rest periods, leave, equal opportunity, diversity, anti-discrimination, other benefits and welfare that have a significant impact on the Group. Statutory holidays and standard annual leaves are granted to all employees of the Group. The Group also ensures that employees are working under reasonable working hours and provides additional paid holidays such as marital leave, compassionate leave, birthday leave, family care leave and examination leave, etc.

6.4 Training and Development

HKEX Aspect B3,

HKEX KPI B3.1, B3.2

The long-term development of our employees is crucial to the continued growth of our business. The Group actively encourages our employees to enrich their industry knowledge and skills, enabling them to advance their careers and contribute to the overall business development of the organization. To support this, we provide examination leave for employees to participate in exams related to acquiring relevant professional qualifications.

6.3 僱員管理體系

普匯中金相信我們的員工是我們成功的基石。本集團致力營造多元化及包容的工作環境，以吸引及挽留頂尖人才。我們的僱傭政策和指導方針經過精心制定，以支持這一目標，確保整個集團內實施公平公正的慣例。其行為守則、僱傭和勞工政策有助我們保護員工的權利、注重人才管理及關愛員工。

多樣性、公平性和包容性對本集團至關重要。我們歡迎員工的多元化，並堅決禁止任何形式的歧視。我們的招聘政策明確禁止對性別、宗教、種族、殘疾、家庭狀況或年齡的歧視。我們致力於確保從招聘到內部調配和晉升的整個僱傭週期中的平等機會。

本集團採取積極措施避免在營運中以任何形式僱用童工或強制勞工。於本年度，本集團並沒有發生任何涉及僱用童工和強制勞工的事件或訴訟。

於本年度，本公司並不知悉在薪酬與解僱、招聘與晉升、工作時間、休息時間、休假、平等機會、多元化、反歧視、其他福利和福祉方面有任何違反相關僱傭及勞工法律法規、並對本集團構成重大影響的行為。本集團全體員工均享有法定假日及標準年假。本集團亦為員工提供合理的工作時間，並提供額外的有薪假期，例如結婚假、恩恤假、生日假、家庭關懷假和考試假等。

6.4 培訓和發展

員工的長期發展對我們的業務持續增長至關重要。本集團積極鼓勵員工自我增值，學習專業知識和技能，以促進事業發展並為本集團整體業務發展作出貢獻。為此，本集團給予考試假以便員工參加獲取相關專業資格的考試。

6

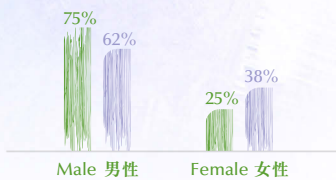
Employees
員工

During the Year, our employees participated in various learning and development programs and seminars in Hong Kong and China to maintain sound skills and knowledge to face the ever-changing market. The total training hours for the Year were 6,544 (2022/23: 734 training hours) since Commercial Complex offered e-commerce training to its employees in order to assist the tenants in extending their sales channels by leveraging online platforms in the future, therefore more related trainings were offered to the staff. Chinlink is committed to delivering professional financial services. To ensure the employees' skills and knowledge remain current, the employees regularly participated in various training programs.

於本年度，為了保持良好的技能和知識以面對不斷變化的市場，本集團員工共參與了數個在香港和中國舉行的學習發展活動及研討會。本年度總培訓時數共6,544小時（二零二二／二三年：734小時），因為商業大樓為員工提供電子商務培訓，以協助租戶日後利用在線平台擴展其銷售渠道。普匯中金致力於提供專業的金融服務。為確保員工的技能及知識保持最新，員工定期參加各種培訓計劃。

Percentage of Employees Trained² 受訓員工百分比²

By Gender 按性別

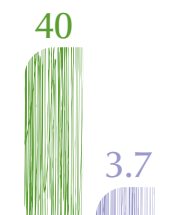


By Category 按類別

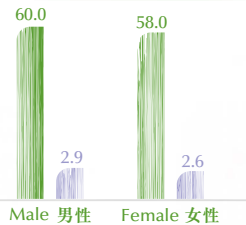


Average Training Hours² 平均培訓時數²

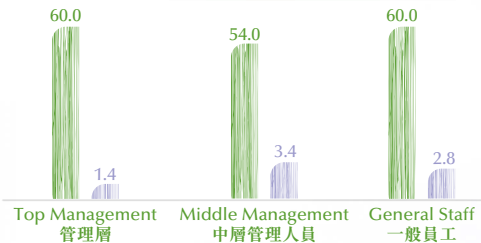
Average training hours completed per employee
每位員工平均完成培訓時數



By Gender 按性別



By Category 按類別



ESG Training 環境、社會及管治培訓

Chinlink has carried out ESG-related trainings to employees in a bid to improve their ESG knowledge and skills and to prepare for the Group's long-term sustainable development.

普匯中金為員工提供了與環境、社會及管治相關的培訓，以提高他們的環境、社會及管治知識和技能，為本集團的長遠可持續發展做準備。



China Regional Headquarters 中國區域總部



Chinlink·Worldport 普匯中金·世界港

6.5 Employer-Employee Relations

HKEX Aspect B1

The Group actively engages with its employees through internal stakeholder surveys and dialogues with management to better understand their needs and concerns. Additionally, the Group regularly publishes a group newsletter that shares information, photo records of activities, employee interviews, useful tips, and industry knowledge. This not only fosters a stronger sense of belonging among our employees but also serves to enhance their knowledge and skills.

Chinlink places great emphasis on the well-being of our employees and their families. We have adopted family-friendly employment practices that help our employees achieve a healthy work-life balance and fulfil their family responsibilities.

During the Year, the Group had organised various activities to increase productivity and job satisfaction as well as to encourage team building to enhance team spirit.

6.5 勞資關係

本集團通過內部持份者問卷調查和與管理層的對話與員工積極溝通，以更好地了解他們的需求及關注點。此外，本集團定期刊發集團通訊，分享資訊、活動照片記錄、員工訪問、實用小貼士及行業知識。此舉不僅可以在員工中創造更強的歸屬感，還可以增長知識及技能。

普匯中金非常重視員工及其家人的福祉。我們採取了家庭友好型僱傭措施，幫助我們的員工實現健康的生活工作平衡，並履行其家庭責任。

於本年度，本集團組織了多項活動，以提高生產力、工作滿意度、及鼓勵團隊建設以增強團隊精神。

Interesting Hoop Games 趣味套圈遊戲



To foster a relaxed work environment, Chinlink Corporate Social Responsibility (“CSR”) Committee organised individual hoop games to enhance employees’ hand-eye coordination, spatial awareness, and body control. These playful challenges allowed staff to take a mental break while improving their physical dexterity and self-improvement in a low-pressure setting.

為了營造輕鬆的工作環境，普匯中金企業社會責任委員會組織了個人套圈遊戲，以提高員工的手眼協調能力、空間感和身體控制能力。這些有趣的挑戰讓員工在低壓環境中得到精神上的休息，同時提高他們的身體靈活性和自我提升。

Spring Outing 春季郊遊



The Commercial Complex held a spring outing to allow employees to relax after their busy work schedule and to enhance the cohesion of the team.

商業大樓舉辦了春季郊遊，旨在讓員工在繁忙的工作之餘能夠放鬆身心，並增強團隊的凝聚力。

7

Partners 合作夥伴



7.1 Protect Customers' Privacy

HKEX Aspect B6,

HKEX KPI B6.5

The Group places the utmost importance on protecting the privacy and personal data of all individuals. As such, we have strict restrictions on the use of any collected data. Furthermore, employees are prohibited from disclosing any confidential information related to the Group's operations. To prevent data leakage and misuse, only authorised personnel are granted access to relevant data. This ensures that employees cannot benefit or create conflicts of interest with the Group. During the reporting period, the Group has ensured full compliance with all applicable local laws and regulations.

Data Protection Policy

The Group has established procedures to ensure that there was lawful collection of personal data and that customers are informed of their rights and the purpose of using their data. While ensuring data security, the use of personal data is restricted to only employees who need it.

7.2 Responsible Procurement

HKEX Aspect B5,

HKEX KPI B5.1, B5.2, B5.3, B5.4

The Group places a high priority on managing the business risks within our supply chain, with a particular focus on the Commercial Complex operations that engage in wholesale distribution and retail shopping centres. With a view to prudently selecting quality suppliers and ensure the delivery of high-quality products and services, the Commercial Complex has established a robust supply chain management policy in supplier-oriented business units. To maintain the continuity of a sustainable supply chain, the Group is considering the expansion of the evaluation of environmental and social performance to manage and mitigate risks that may impact operational efficiency.

The Group also attaches great importance to supply chain risk management and conducts comprehensive assessments of potential suppliers based on criteria such as product quality, price, after-sales services, etc. In order to minimise ESG risk in the supply chain, the Group will also evaluate suppliers' business ethics, environmental performance and labour practices through document screening. If the potential suppliers do not meet the assessment requirements, feedback will be provided to improve their sustainability performance and they will be subjected to reassessment in the following year. During the Year, the Group has worked with a total of 54 suppliers.

	China 中國	Hong Kong 香港
Total Number of Suppliers ² 供應商總數 ²	20	34
Percentage 百分比	37%	63%

7.1 保護客戶私隱

本集團非常重視保護所有個人的私隱和個人資料。因此，我們對使用任何收集的資料設有嚴格限制。此外，禁止員工洩露與本集團營運有關的任何機密資料。為防止數據洩露和濫用，只有經過授權的人員才能使用相關資料。此舉確保員工不會從本集團中獲利或與本集團產生利益衝突。於報告期內，本集團已確保全面遵守當地所有適用法律及法規。

資料保護政策

本集團已制定程序以確保合法收集客戶個人資料，並告知當事人其權利及使用其資料的目的。在保證資料安全的同時，個人資料的使用亦僅限於有需要的員工。

7.2 盡責採購

本集團高度重視管理我們供應鏈中的業務風險，特別關注從事批發分銷和零售購物中心的商業大樓營運。為謹慎地選擇優質供應商，確保提供高質量的產品和服務，商業大樓已在有供應商需求的業務部門制定健全的供應鏈管理政策。本集團正考慮擴大評估其環境和社會績效以作管理和減低影響營運效率的相關風險，以維持可持續供應鏈之連續性。

本集團亦非常重視供應鏈風險管理，並根據產品質量、價格、售後服務等標準對潛在供應商進行全面的供應商評估。為減低其供應鏈中的環境、社會及管治風險，本集團亦會通過查閱檔案考慮供應商的商業道德、環境績效及勞工實踐。如果潛在供應商未能通過評估，本集團將向他們提供反饋，以提高他們的可持續發展績效，並讓他們在來年接受重新評估。於本年度，本集團與54家供應商就上述措施合作。

7.3 Responsible Operation

HKEX Aspect B6,

HKEX KPI B6.2, B6.3, B6.4

Chinlink considers high-quality products and services as crucial elements for building corporate reputation and achieving consistent business growth. The Group strictly adheres to all relevant laws and regulations and maintains rigorous customer service standards to ensure exceptional service quality and customer satisfaction. These standards are tailored to the specific industries in which we operate, and are regularly reviewed and updated to ensure compliance with the latest regulatory and industry benchmarks.

Our Commercial Complex has a long-standing reputation for providing its shoppers with high-quality brands and products. All brands or potential tenants of Commercial Complex are subject to a rigorous assessment, as outlined in the brand entering policy. Potential tenants are requested to submit supporting documents, including business licences, authorisation documents of brand management, product quality report, product information and trademark registration certificates. The Commercial Complex has also implemented guidelines to monitor tenants' shop renovation to ensure minimal impact of the renovation on other tenants and shoppers. In terms of product quality, the Commercial Complex has established high standards to acquire brand names that supply high quality and authentic goods. Those requirements include:

- All entering brands shall comply with the national and industrial quality standards; and
- No false advertisement shall be published.

Furthermore, to maintain consistently high product quality, the Commercial Complex requires its tenants to report any planned changes to the brands carried in their shops prior to making any actual changes. Any amendments are to be made upon approval. The Commercial Complex is responsible for monitoring the change in tenants' listed brands, operations and brand transfer, etc. The Operations Department is responsible for summarising the identified changes and reporting them to the management. The above measures have ensured that the Commercial Complex consistently provides standardised quality services and products, satisfying the needs of tenants and customers.

The Commercial Complex is dedicated to providing customers with an enjoyable shopping experience. Regular cleaning of the shopping centre and provision of guidelines and training on customer service standards to employees are part of the efforts to provide a clean and tidy shopping environment for customers.

7.3 盡責的營運

普匯中金相信優質的產品和服務是提升商譽和令業務穩定增長的關鍵因素。本集團嚴格遵守所有相關法律法規，並設有嚴格的客戶服務標準，以確保卓越的服務質量和客戶滿意度。其標準是針對我們經營業務的特定行業而定，並會定期檢討及更新以確保符合最新的監管及行業基準。

我們的商業大樓享有悠久的聲譽，一直向客戶提供優質的品牌和產品。所有商業大樓的品牌或潛在租戶均需按照品牌入駐管理制度中的規定進行嚴格的評估。潛在租戶需提交證明文件，包括營業執照、品牌管理授權文件、產品質量報告、產品資料和商標註冊證書。為確保將裝修工程對其他租戶和顧客的影響減至最低，商業大樓亦實施指引監察租戶的商店裝修工程。在質量方面，商業大樓已向品牌訂立高度標準以確保引入商業大樓的品牌能提供優質及正版貨品，當中包括：

- 所有進駐品牌均需符合國家和行業質量標準；和
- 不得發佈虛假廣告。

此外，商業大樓要求租戶在對店內陳列之品牌進行任何實際更改前需先進行申報，方可按規劃改動，以保持一貫的高產品質量。任何修改均須經批准後方可進行。商業大樓負責監察租戶銷售品牌的更改、營運和品牌更換等。營運部門亦負責匯總當中所發生的細項，並向管理層匯報。以上措施均可確保商業大樓持續提供具標準質量的服務及產品，以滿足租戶和客戶的需求。

商業大樓致力為客戶提供良好的購物體驗。定期為購物中心進行清潔，並向員工提供客戶服務標準的指引和培訓，是為顧客提供整潔購物環境的努力一部分。

At the same time, the Commercial Complex aims at enabling merchants to fully understand the content of property services in shopping malls, enhance communication and exchanges between merchants and shopping malls, strengthen property service quality, improve property service quality and merchant satisfaction. Through the organisation of seminars, it collected merchants' opinions, so as to improve the quality of property service in an all-round way.

After-sales service is another important aspect of our business, as it helps us establish trust with customers and maintain long-term customer relationships. The Commercial Complex recognises the significance of after-sales service of providing high quality of services and increasing customer satisfaction. During the Year, it conducted aftersales service training for its staff to provide professional support to the customers.

The Group maintains close contact and actively seeks feedback from customers to achieve service excellence. Not only are complaints addressed seriously, but they are also considered as opportunities for continuous improvement. The Commercial Complex interacts with customers through communication channels such as customer hotlines and have established complaint handling guidelines for handling complaints in a systematic and efficient manner. Any complaints received would be redirected to the relevant department, and the designated point of contact would arrange a follow-up meeting with the customers who filed the complaint to jointly establish a responsive timeframe. During the timeframe, the relevant departments shall put forward responsive measures and deliberately communicate with clients to ensure that their complaints are properly resolved.

During the Year, there was no complaint received concerning product quality or services.

Protecting Intellectual Properties Rights

The Group respects the importance of intellectual property rights in its operations. The Group maintains a list of intellectual information in its daily business activities. To ensure that no intellectual property rights are infringed, the Commercial Complex conducts regular reviews of the products sold at the locations. The Group did not encounter any major violations of relevant laws and regulations related to privacy and intellectual property rights during the Year. Chinlink is currently developing a group-wide policy for the protection and safeguarding of intellectual rights to further enhance our resilience and protection for intellectual rights from our operations.

同時，商業大樓旨在使商戶全面了解商場物業服務內容，增進商戶與商場之間的溝通與交流，強化物業服務品質，提高物業服務水準及商戶滿意度。通過組織討論會，了解商戶意見，做到物業服務品質的全面提升。

售後服務是我們業務的一個重要方面，有助於與客戶建立信任並維持長期客戶關係。商業大樓深知售後服務對提供優質服務和提高客戶滿意度的重要性。於本年度，對員工進行了售後服務培訓以為客戶提供專業支援。

本集團與客戶保持密切接觸，獲取反饋以提供卓越的服務。投訴不僅會認真處理，亦會被視為持續改進的機會。商業大樓透過客戶服務熱線等溝通渠道與客戶互動，亦製定了投訴處理指引，以有系統和高效的方式處理投訴。收到的任何投訴將被轉至到相關部門，指定的負責人會安排與提出投訴的客戶進行跟進會面，並共同訂立雙方滿意的期限來處理投訴。有關部門會於其期限內提出應對措施並積極地與客戶溝通，以確保客戶的投訴得到妥善處理。

於本年度，本集團並無收到關於產品品質或服務的投訴。

保障知識產權

本集團尊重知識產權在營運中的重要性。本集團在其日常業務活動中保留一份知識資訊清單。為確保產品的知識產權沒有受到侵犯，商業大樓對在該地點銷售的產品進行定期審查。本年度，本集團未發生任何重大違反隱私及知識產權相關法律法規的事件。普匯中金目前正在製定一項全集團適用的知識產權保護和保障政策以進一步增強集團的業務韌性和對知識產權的保護。

7.4 Caring for Community

HKEX Aspect B8,

HKEX KPI B8.1, B8.2

The Group's CSR Committee actively engages in community development through volunteer services and actively participates in social enterprise collaborations. The Group hopes to help those in need and create a positive social impact in the community by leveraging our business strengths and resources. In the future, the Group will continue to fulfil our corporate social responsibility to care for the community.

Community Services and Donations

During the Year, the Commercial Complex carried out a charity activity to care for impoverished children in China. The donation items included books, toys, and stationery. This activity aimed to send the positive energy to children in need and let them feel the genuine care and love from the community.

7.4 關懷社區

本集團的企業社會責任委員會通過義工服務積極支持社區發展並積極參與社會企業合作。本集團希望利用業務優勢和資源幫助有需要人士，為社區創造正面的社會影響。日後，本集團將繼續履行企業社會責任，關愛社會。

社區服務和捐贈

於本年度，商業大樓開展了一項關愛中國貧困兒童的慈善活動。捐贈的物品包括書籍、玩具和文具。此次活動旨在向有需要的兒童傳遞正能量，讓他們感受到來自社會的真誠關懷和愛護。



8.1 Environmental Policy

HKEX Aspect A1, A2, A3,


HKEX KPI A1.5, A1.6, A2.3, A2.4, A3.1

Minimizing environmental impacts across all operational activities is a key commitment of the Group. The Group has developed comprehensive environmental policies that covered Greenhouse Gases (“GHG”) emissions control, wastewater management and waste reduction to ensure strict compliance to applicable laws, regulations, and standards.


The Group’s green office policy provides guidelines for improving energy efficiency, waste management, and sustainable resource usage. The aim is to enhance employees’ environmental awareness and control the organization’s operational costs. During the Year, the Group continues to work towards the following environmental targets, to help it accomplish its sustainable goals and aspirations.


Emission Reduction and Energy Use Efficiency
 減排和能源效率

- Maintain or reduce energy consumption in buildings/offices
維持或減少建築物／辦公室的能源消耗
- Use of electronic equipment with energy efficient labels in buildings/offices
在建築物／辦公室使用有節能標籤的電子設備
- Develop and implement energy management policy
制定和實施能源管理政策


Waste Reduction
 減少廢棄物

- Maintain or reduce paper usage in buildings/offices
維持或減少建築物／辦公室的紙張使用量
- Purchase of printing paper from sustainable sources (i.e. Forest Stewardship Scheme (FSC) products) in offices
公司採購從可持續來源(即被森林管理計劃(FSC)認可的產品)的紙品
- Develop and implement waste management policy to further minimise waste production
制定和實施廢棄物管理政策，以進一步減少產生廢棄物


Water Efficiency
 用水效益

- Maintain or reduce water consumption in buildings/offices
維持或減少建築物／辦公室的用水量
- Use of certified water saving equipment in buildings/offices
在建築物／辦公室使用經認證的節水設備
- Develop and implement water management plan
制定和實施用水管理計劃

During the Year, the Group had implemented the corresponding measures in response to the above environmental targets proactively, which included:

- Conducted budget management and financial analysis on energy consumption;
- Promoted paperless office, energy saving and food waste reduction;
- Increased use of LED lighting, maintained ventilation work and performed temperature measurement and control in the Commercial Complex;
- Recycled waste materials and reused durable goods; and
- Placed plants in the office.

The Group has optimised and managed its resource use to reduce environmental footprints by adopting effective environmental protection practices. The Group will continuously evaluate its environmental goals and related measures on a regular basis.

8.1 環境政策

盡量減少所有因運營活動對環境造成的影響是本集團的一項重要承諾。本集團制定了全面的環境政策，涵蓋溫室氣體排放管理、廢水管理和減少廢棄物，以確保嚴格遵守適用的法律、法規和標準。

本集團的綠色辦公室政策為提高能源效率、廢棄物管理和資源可持續利用提供指引。該政策旨在提高員工的環保意識和控制本集團營運成本。於本年度，本集團繼續向以下環境目標努力，以實現其可持續發展目標和願望。

於本年度，本集團亦針對上述環保目標積極實施相應措施，包括：

- 進行能源耗用的預算管理和財務分析；
- 推廣無紙化辦公室、節能和減少廚餘；
- 在商業大樓增加二極管照明的使用、保持通風並進行溫度監測和控制；
- 回收廢棄物料並重用耐用品；及
- 於辦公室放置植物。

本集團已通過採取有效的環境保護措施，優化和資源使用，以減少環境足跡。本集團會繼續定期評估其環境目標和相應措施。

Our Green Activities

我們的綠色活動

Waste Reduction Tips in the Group's Newsletter 本集團簡報中的減廢建議

Chinlink's internal newsletter has shared environmental protection tips that employees can adopt in their daily lives, the Company encourages employees to embrace greener practices, which supports Chinlink's pursuit of a more sustainable future.

普匯中金的內部簡報分享了可供員工在日常生活中採納的環保建議，本公司鼓勵員工採用更環保的做法，支持普匯中金追求更可持續的未來。

綠惜達人

「無塑廚房」，從零浪費生活開始練習！

想像自己置身於廚房裡，身邊圍繞著每天使用的物品，不管是用買的、使用過的或是隨手可丟的，是否曾想過這些物品的原料和製作過程，可能會對地球造成的影響。

大部分人的廚房早已充斥著塑膠製品，無論是食品包裝、烹飪器具、清潔用品或是收納容器。直到你用全新的視角去審視，就會發現塑膠製品不斷地滲入我們的周遭與生活習慣。每日習以為常的廚房塑膠用品都需耗費200年才得以分解，過程中不斷在破壞地球與損害環境，然而天然材質卻可安心地回收利用。隨著心態開始轉變、可替代的天然材料變得更廣泛，有更多實際的方法可以開始在家中實施長久的改革計畫。

「如果家裡要做出有意義的大改變，那一次性塑膠就是不二人選。一次性塑膠對環境帶來最慘重的破壞，多餘的食品包裝、包材，若未經正確處置與回收，就會出現在陸地與河川，殘害我們的生態環境與地球。」

-Tim Field, 永續發展的領導者

最簡單也最容易改變的就是每日的採購習慣。考量購物地點、如何打包食品與攜帶，例如選擇散裝而非保鮮膜與塑膠袋包裝的水果與蔬菜。若在實體店面消費，即可檢查散裝的水果、蔬菜新鮮度與品質。

談到家裡的食物容器與儲存方式，實用就很重要了。先不要去棄塑膠容器，而是在需要更換時使用替代品替換，但也不要忘了要正確回收塑膠容器，這也是個最友善環境的做法。我們喜歡使用玻璃瓶、鐵罐或重複利用食品容器的玻璃瓶，利用這些容器攜帶中餐至工作或學校是最好不過的。傳統鐵製的麵包容器是最適合儲放麵包或烘焙食品的選擇。不要總是用保鮮膜與塑膠袋包裝食品，而是考慮使用棉布或綳袋；使用盤子作為碗的蓋子；蜜蠟布或未上蠟的烘焙紙取代塗砂的防油烘焙紙；比起密封於塑膠袋內，起司與肉類更適合用紙包裹；購買玻璃製或是可回收材質的瓶裝牛奶、果汁或水，玻璃瓶易回收且在家可重複使用，還可儲放飲料，如自製奶昔與雞尾酒。

我們將注意力集中在可輕鬆做起、取代或改變家裡廚房的地方，以減少日常生活中的塑膠量並從中保護我們地球的未來。藉由家裡簡單的小改變，不需耗費很大的力氣，就可以產生巨大的影響。



Climate Change Adaptation Seminar 氣候變化適應講座

Chinlink CSR Committee organised a seminar themed "Combating Climate Change" at the Corporate Headquarters, the seminar introduced the negative impacts of climate change on both humans and other life forms, with the aim of raising climate awareness among Chinlink employees and their children.

普匯中金企業社會責任委員會在集團總部舉辦了一場「應對氣候變化」的主題講座，該講座介紹了氣候變化對人類和其他生命形式的負面影響，旨在提高普匯中金員工及其子女的氣候意識。



8.2 Energy Consumption and Greenhouse Gas Emissions

HKEX Aspect A1, A2,

HKEX KPI A1.2, A1.5, A2.1, A2.3

The Group recognises that energy consumption is the primary driver of its GHG emissions. For the emission target, the Group seeks to maintain the current levels of energy consumption and GHG emissions and plans to reduce energy consumption in future.

To meet the environmental targets of the Group, the Group is committed to improving the overall energy efficiency and lowering energy consumption by launching the following initiatives:

- Set up multi-zone lighting control;
- Switched off lights and air conditioning in meeting rooms and computers in office where not in use;
- Reduced standby power consumption of electrical appliances in office;
- Maximised daylight; and
- Adopted energy-saving equipment for air conditioning and lighting systems.

8.2 能源消耗與溫室氣體排放

本集團明白能源消耗是其溫室氣體排放的主要來源。對於排放目標，本集團力求維持目前的能源消耗和溫室氣體排放量，並計劃在未來進一步減少能源消耗。

為達致本集團的環保目標，本集團致力提升整體能源效率及減少能源使用，並推出下列措施：

- 設置多區域照明控制系統；
- 關掉會議室內不使用的燈和冷氣、以及辦公室中不使用的電腦；
- 減少使用辦公室電器的待機功能；
- 盡量使用日光；及
- 採用節能冷氣及照明系統設備。

Energy Consumption² 能源消耗²

The major energy consumption of the Group was electricity use, which is supplied by the local power companies. Other energy consumption includes petrol and diesel use from the Group's vehicles.

本集團的主要能源消耗是日常辦公用電，由當地電力公司供電的。另一能源消耗則來自本集團車輛的汽油和柴油燃料使用。

Overview of Energy Consumption 能源消耗概覽	Unit 單位	2023/24	2022/23
Electricity Consumption 耗電量	'000 kWh 千個千瓦時	9,678	9,962
Petrol 汽油	'000 kWh 千個千瓦時	77	74
Diesel 柴油	'000 kWh 千個千瓦時	20	17
Total Energy Consumption Intensity in Gross Floor Area ("GFA") 以樓面面積計算之總能源消耗密度	'000 kWh/m ² 千個千瓦時/ 平方米	0.036	0.026

GHG Emission² 溫室氣體排放²

The primary activities that contribute to direct and indirect GHG emissions for the Group are electricity use for daily office operation and fuel consumption for vehicles. The Group will continuously explore feasible strategies to encourage energy conservation and reduce GHG emissions.

導致本集團直接和間接溫室氣體排放的主要活動是日常營運中的用電量和車輛燃料消耗。本集團將持續探索可行的策略以鼓勵節約能源並減少溫室氣體排放。

Overview of GHG Emission 溫室氣體排放概覽	Unit 單位	2023/24	2022/23
Scope 1: Direct GHG Emissions 範圍1：直接溫室氣體排放	Tonnes of CO ₂ equivalent ("tCO ₂ e") 公噸二氧化碳當量	26.3	24.6
Scope 2: Indirect GHG Emissions ⁴ 範圍2：間接溫室氣體排放 ⁴	tCO ₂ e 公噸二氧化碳當量	5,520.4	5,685.7
Total GHG Emission 總溫室氣體排放	tCO ₂ e 公噸二氧化碳當量	5,546.7	5,710.3
Total GHG Emission Intensity in GFA 以樓面面積計算之總溫室氣體排放密度	tCO ₂ e/m ² 公噸二氧化碳當量/平方米	0.041	0.015

⁴ The emission factor for China based operations adopted the average national grid emission factor in 2022 issued by the Ministry of Ecology and Environment of China.

⁴ 中國營運的排放因子採用中國生態環境部發佈的二零二二年度全國電網平均排放因子。

8.3 Water Consumption

The Group is committed to preserving valuable water resources, mindful of the global challenge of water scarcity. The Group aims to enhance the water usage efficiency in daily operations by putting the following water-saving measures into practice:

- Established a regular inspection system to enhance the daily maintenance of water equipment, water supply and drainage systems to avoid water leakage;
- Installed automatic water-efficient faucets to reduce daily water usage effectively; and
- Strengthened promotion of water saving culture.
- 建立定期檢查系統，以加強水設備、供水和排水系統的日常維護，從而避免漏水；
- 安裝自動感應節水水龍頭，以有效減少日常用水量；及
- 加強推廣節約用水的文化。

8.3 耗水量

鑑於水資源短缺的全球性挑戰，本集團致力於保護寶貴的水資源。本集團旨在通過實施以下節水措施來進一步提高日常運營中的用水效率：

The water used in the Group's properties and business operations is primarily sourced from government or municipal water utility providers, except for Chinlink · Worldport, which utilises water from well pumping. The Group complied with all applicable laws and regulations and did not encounter any significant issue in water sourcing during the Year.

本集團物業和業務營運的用水主要來自政府或市政用水供應商，惟普匯中金·世界港使用井水除外。於本年度，本集團在水資源採購方面並無遇到重大問題，並遵守所有相關法律法規。

Overview of Water Consumption 耗水量概覽	Unit 單位	2023/24	2022/23
Total Water Consumption 總耗水量	m ³ 立方米	55,472	64,379
Water Consumption Intensity in GFA 以樓面面積計算之耗水密度	m ³ /m ² 立方米/平方米	0.205	0.166

8.4 Waste Management

HKEX Aspect A1, A2,

HKEX KP A1.2, A1.5, A2.1, A2.3

The Group is committed to sustainable waste management by reducing, reusing and recycling useful materials. The Group has identified that only non-hazardous waste was generated from the daily operations, including paper, cans and bottles.

The Group enhanced the paperless operation implementation at its offices during the Year. In line with the Group's electronic communication policy, employees are encouraged to utilise email and digital office systems for day-to-day communications, with the aim of minimizing paper waste. To avoid paper overuse, EZ charger express is installed on the photocopier to monitor usage of papers and all users have to swipe the card to login and proceed with the actions of copying/printing/scanning etc. Once they login to the system, the screen will only display their own print jobs and users will be able to change the setting (i.e., colour, quantity, paper tray, print side). The EZ charger express can show the print preview and even delete documents that are mistakenly sent to print to reduce paper consumption. Furthermore, the Corporate Headquarters maintained its support for the recycling sector during the year by procuring environmentally friendly products made entirely from bamboo, including recycled paper, paper hand towels, and facial tissues. To enhance the effectiveness of waste management, the Corporate Headquarters office also recycles coffee capsules and arranges the vendor to collect them bi-weekly.

8.4 廢棄物管理

本集團致力於通過減少、再利用和回收有用材料來實現可持續廢棄物管理。本集團已確認日常營運中只產生無害廢棄物，包括紙張、罐及瓶。

於本年度，本集團加強推行辦公室無紙化營運。根據本集團電子通訊政策中的規定，鼓勵員工使用電子郵件和數字化辦公系統進行日常通訊，以盡量減少紙張浪費。為避免過度使用紙張，複印機上安裝了EZ charger express以監控紙張使用情況，所有用戶都必須刷卡登錄才能進行複印／打印／掃描等操作。一旦他們登錄系統，屏幕將只顯示他們自己的打印作業，用戶將能夠更改設置（即顏色、數量、紙盤、打印面）。EZ charger express可以顯示打印預覽，甚至可以刪除錯誤發送打印的文檔以減少用紙量。此外，於本年度，集團總部繼續通過採購完全以竹子製成的回收紙、紙巾和面紙等環保產品，以支持回收行業。為提高廢棄物管理的效率，集團總部辦公室亦進行咖啡膠囊回收並安排供應商每兩週收集一次。

Overview of Non-Hazardous Waste Generation 無害廢棄物產生量概覽

	Unit 單位	2023/24	2022/23
Total Non-Hazardous Waste 無害廢棄物總量	Tonnes 公噸	1,344	2,014
Total Non-Hazardous Waste Generation Intensity in GFA 以樓面面積計算之無害廢棄物總量密度	Tonnes/m ² 公噸／平方米	0.005	0.005

The Group places a strong focus on the adoption of effective waste disposal practices to comply with all applicable laws and regulations. To evaluate the effectiveness of its waste reduction efforts and assess performance, the Group will proactively explore ways to establish recycling data collection systems and disclose the relevant data in the future.

本集團非常重視採用有效的廢棄物處置措施，以遵守所有適用法律和法規。為評估減廢工作的成效及評估其績效，本集團會積極探索方法來建立回收數據收集系統及在將來披露相關數據。

8.5 Climate Risk Management

HKEX Aspect A4,

HKEX KPI A4.1

All business sectors are concerned about the effects of climate change. Although climate change has not been identified as a material issue for Chinlink in both the short and medium term, the Company has still taken measures to manage the identified climate-related risks and build resilience. Those climate risks can be categorised into physical and transition risks.

Physical Climate Change

Rising sea levels, increasing frequency and intensity of extreme weather situations are solid examples of physical climate risks. The Group has identified relevant physical climate risks, such as the vulnerability of outdoor security installations, equipment, and electrical systems, as well as the external components of properties that may be more susceptible to extreme weather events and changes in climate patterns, including increased rainfall and humidity. The above-mentioned may disrupt business operations in the short term. Disruption of the Group's operations and resulting reduction in revenue would also result in higher operating and maintenance costs and higher insurance investments. To minimise the disruption to the Group's business operations, the Group is currently studying measures to mitigate the impact of these identified risks, while also enhancing the standards of its buildings. Meanwhile, the Group tries its best to establish a programmatic response mechanism for extreme weather.

Transition Climate Risks

Transition climate risks refer to the changes of the regulatory, technological, and market environment caused by climate change actions in the business spectrum. Chinlink anticipates that the transition to a low-carbon economy will require stricter regulations, higher operating costs, and the allocation of more resources to disclose the embodied environmental impacts, such as embodied carbon. In response to the abovementioned, the Group has taken a series of measures. First of all, the Group continuously monitors any changes in laws, regulations and policies to avoid reputational risk due to slow response. Secondly, the Group seeks compliance consulting services to improve compliance when needed. Thirdly, the Group considers taking comprehensive measures to protect the environment, including carbon footprints reduction in products, sustainable procurement, and green building technologies which are possible measures for mitigating the consequences brought by transition climate risks. These measures also assist the Group in improving its environmental performance in the long run and the Group is currently keeping abreast of emerging opportunities which enables it to adapt and respond effectively to the evolving climate-related risks and regulations.

8.5 氣候風險管理

所有行業都關注氣候變化的影響。儘管氣候變化在短期和中期內都不是普匯中金的重大議題，但本公司仍已採取措施管理已識別的氣候相關風險及增強抵禦能力。這些氣候風險可分為實體風險和轉型風險。

實體氣候變化

海平面上升及極端天氣頻率和強度的增加是實體氣候風險的具體例子。本集團已識別出相關的實體氣候風險，例如戶外安全裝置、設備和電氣系統容易損壞，以及可能更容易受到極端天氣事件和氣候模式變化（包括降雨量和濕度增加）影響的物業外部部件容易損壞。上述情況可能會在短期內干擾業務營運。本集團的運營中斷並由此導致收入減少亦將導致營運及維護成本增加以及保險投資增加。為盡量減少對本集團業務營運的干擾，本集團目前正研究採取措施，以減輕該等已識別風險的影響，同時亦提高其建築物的標準。同時，本集團努力建立針對極端天氣的程序化響應機制。

轉型氣候風險

轉型氣候風險是指由於業務範圍內的氣候變化行動而導致的監管、科技和市場環境的變化。普匯中金預見向低碳經濟轉型將需要實施更嚴格的政策、需要更高的運營成本和分配更多的資源來披露隱含的環境影響，例如隱含碳。針對上述情況，本集團已採取一系列措施。首先，本集團持續關注法律、法規及政策的任何變化，以避免因反應遲鈍而導致的聲譽風險。其次，本集團在必要時尋求合規諮詢服務，以提高合規水平。第三，本集團考慮採取綜合措施保護環境，包括減少產品中的碳足跡、可持續採購及綠色建築技術，均為減輕轉型氣候風險帶來的後果的可行措施。長遠而言，該等措施亦有助於本集團改善其環境績效，而本集團目前正密切注意新興機遇，使其能夠適應和有效應對不斷變化的氣候相關風險和法規。

9

Awards and Recognitions
獎項與表彰

External awards and recognition are the benchmark of the success of the Group's unwavering dedication to corporate social responsibility and sustainable business practices.

外界的獎項與表彰是本集團堅定地致力於企業社會責任和可持續經營實踐的成功基準。

Awards & Recognition 獎項與表彰	Highlights 要點	Logo 標誌
<p>10 Years Plus Caring Company logo 連續10年商界展關懷標誌</p>	<p>The Group was awarded the Caring Company Logo by the Hong Kong Council of Social Service for the tenth consecutive year, which recognises the Group's commitment to employee care, community outreach, and environmental conservation.</p> <p>本集團連續十年獲得香港社會服務聯會頒發的商界展關懷標誌，表揚本集團對員工關懷、社區服務和環境保護的承諾。</p>	
<p>Green Office 5+ an Eco-Healthy Workplace labels 綠色辦公室5+和健康工作間標誌</p>	<p>In recognition of the eco-friendly practices and initiatives that promote employees' wellness, the Group has participated in the Green Office Award Labelling Scheme organised by WGO for the eighth consecutive year, and was awarded the Green Office 5+ Label and Eco-healthy Workplace Label.</p> <p>為表彰促進員工健康的環保做法和舉措，本集團連續第八年參與世界綠色組織舉辦的綠色辦公室獎勵計劃，並獲頒綠色辦公室5+標誌和健康工作間標誌。</p>	


During the Year, the Group has successfully rolled out entire eight green office and eight eco-healthy workplace best practice standards, including:

於本年度，本集團成功推行全數八個綠色辦公室和八個綠色健康工作間的最佳實踐標準：

Green Office Best Practice Criteria 綠色辦公室最佳實踐準則	
<ol style="list-style-type: none"> 1. Energy conservation 節約能源 2. Water conservation 節約用水 3. Waste reduction 減少廢棄物 4. Paperless/Paper reduction 無紙/減少用紙 	<ol style="list-style-type: none"> 5. Green procurement 綠色採購 6. Integrated environmental management 綜合環境管理 7. Education and awareness 教育和意識 8. Green innovation 綠色創新 
Eco-healthy Workplace Best Practice Criteria: 綠色健康工作間最佳實踐準則：	
<ol style="list-style-type: none"> 1. Policies, guidelines and management supports 政策、措施和管理層支持 2. Energy management – lighting 能源管理 – 照明 3. Water management 水資源管理 4. Noise management 噪音管理 	<ol style="list-style-type: none"> 5. Indoor air quality 室內空氣質素 6. Occupational health and safety: Office equipment ergonomics – workstation and accessories 職業健康和安全：辦公設備人體工程學 – 工作站和配件 7. Greening 綠化 8. Chemical handling 化學品處理 

9

Awards and Recognitions
獎項與表彰

Awards & Recognition 獎項與表彰	Highlights 要點	Logo 標誌
<p>Mental Health Friendly Organization logo 「精神健康友善機構」</p>	<p>Chinlink is committed to promoting a mental health-friendly workplace environment. The Company has participated in the Mental Health Workplace Charter, a joint initiative by the Department of Health and the Advisory Committee on Mental Health. Through this program, Chinlink demonstrates its dedication to supporting the mental wellbeing of its employees. The Company aims to destigmatise mental health issues, provide resources and training for staff, and foster an open culture where workers feel comfortable seeking help when needed.</p> <p>普匯中金致力於推動精神健康友善的工作環境。本公司參與了由衛生署和精神健康諮詢委員會聯合發起的《精神健康職場約章》。通過此計劃，普匯中金展示了其致力於支持員工精神健康的決心。本公司力求消除對精神健康問題的污名化，為員工提供資源和培訓，並培養開放的文化，讓員工在需要時可以放心尋求幫助。</p>	

10

Looking Forward
展望未來

Chinlink will continue to work on ESG considerations into its business strategies and operations. The Company will persist in addressing the material ESG issues identified through stakeholder engagement.

Chinlink will continuously engage with its stakeholders to identify and respond to potential ESG-related risks. The Company will also anticipate emerging sustainability trends in order to proactively adapt its practices accordingly.

By embedding ESG principles across its business, Chinlink aims to demonstrate its dedication to operating in a responsible and sustainable manner. This holistic approach is expected to help the Company mitigate risks, capitalise on opportunities, and create long-term value for all stakeholders.

普匯中金將繼續致力於將環境、社會及治理因素融入其業務策略及營運中。本公司將堅持解決透過持份者參與確定的重大環境、社會及治理議題。

普匯中金將持續與持份者溝通，以識別及應對潛在的環境、社會及治理相關風險。本公司亦將預測新興的可持續發展趨勢，以便積極調整其做法。

通過將環境、社會及治理原則融入其業務中，普匯中金旨在展示其致力於以負責任及可持續的方式營運。預計此整體方法將幫助本公司降低風險，把握機會，並為所有持份者創造長期價值。



Aspect 層面	KPI 關鍵績效指標	Description 描述	Statement/Section 聲明／部分	Page No. 頁數
(A) ENVIRONMENT 環境				
A1: EMISSIONS 排放物				
	General disclosure 一般披露	Information on: (a) the policies; and 政策；及 (b) compliance. 相關法律的資料。	8 Environment and Climate 環境和氣候	23-28
	A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	The emission of air pollutants, such as particulate matters, nitrogen oxides and sulphur dioxides, is insignificant to the Group. Therefore, relevant figures are not disclosed. 本集團在懸浮粒子、氮氧化物、二氧化硫等空氣污染物的排放對本集團並不重大。因此相關數字未有披露。	N/A 不適用
	A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	8.2 Energy Consumption and Greenhouse Gas Emissions 能源消耗與溫室氣體排放	25-26
A1	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)。	The Group does not generate significant hazardous waste, and thus the relevant data were not disclosed. 本集團並無產生重大的有害廢棄物，因此相關數據未有披露。	N/A 不適用
	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)。	8.4 Waste Management 廢棄物管理	27
	A1.5	Description of emission 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。	8.1 Environmental Policy 環境政策 8.2 Energy Consumption and Greenhouse Gas Emissions 能源消耗與溫室氣體排放	23-24 25
	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。	8.1 Environmental Policy 環境政策 8.4 Waste Management 廢棄物管理	23-24 27

Aspect 層面	KPI 關鍵績效指標	Description 描述	Statement/Section 聲明 / 部分	Page No. 頁數
(A) ENVIRONMENT 環境				
A2: USE OF RESOURCES 資源使用				
A2	General disclosure 一般披露	Policies 政策	8 Environment and Climate 環境和氣候	23-28
	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)。	8.2 Energy Consumption and Greenhouse Gas Emissions 能源消耗與溫室氣體排放	25
	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)。	8.3 Water Consumption 耗水量	26
	A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	8.1 Environmental Policy 環境政策 8.2 Energy Consumption and Greenhouse Gas Emissions 能源消耗與溫室氣體排放	23-24 25
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	8.1 Environmental Policy 環境政策 8.3 Water Consumption 耗水量	23-24 26
	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。	Packaging material is not material to the Group's operations, therefore was not recorded. 包裝材料對於本集團的營運並不相關，因此並無記錄。	N/A 不適用

Aspect 層面	KPI 關鍵績效指標	Description 描述	Statement/Section 聲明 / 部分	Page No. 頁數
(A) ENVIRONMENT 環境				
A3: THE ENVIRONMENT AND NATURAL RESOURCES 環境及天然資源				
A3	General disclosure 一般披露	Policies 政策	8 Environment and Climate 環境和氣候	23-28
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions 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。	8.1 Environmental Policy 環境政策	23-24
A4: CLIMATE CHANGE 氣候變化				
A4	General disclosure 一般披露	Policies 政策	8.5 Climate Risk Management 氣候風險管理	28
	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。	8.5 Climate Risk Management 氣候風險管理	28
(B) SOCIAL 社會				
B1: EMPLOYMENT 僱傭				
B1	General disclosure 一般披露	Information on: (a) the policies; and 政策；及 (b) compliance. 相關法律的資料。	6 Employee 員工	12-18
			6.5 Employer-Employee Relations 勞資關係	17-18
	B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	6.1 Employment Statistics 僱傭統計	12
	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。	6.1 Employment Statistics 僱傭統計	13

Aspect 層面	KPI 關鍵績效指標	Description 描述	Statement/Section 聲明 / 部分	Page No. 頁數
(B) SOCIAL 社會				
B2: HEALTH AND SAFETY 健康與安全				
B2	General disclosure 一般披露	Information on: (a) the policies; and 政策；及 (b) compliance. 相關法律的資料。	6.2 A Safe and Healthy Working Environment 安全和健康的工作環境	13-14
	B2.1	Number and rate of work-related fatalities. 因工亡故的人數及比率。	6.2 A Safe and Healthy Working Environment 安全和健康的工作環境	14
	B2.2	Lost days due to work injury 因工傷損失工作日數。	6.2 A Safe and Healthy Working Environment 安全和健康的工作環境	14
	B2.3	Description of occupational health and safety measures adopted, 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。	6.2 A Safe and Healthy Working Environment 安全和健康的工作環境	13-14
B3: DEVELOPMENT AND TRAINING 發展及培訓				
B3	General disclosure 一般披露	Policies 政策	6.4 Training and Development 培訓和發展	15-17
	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層等)劃分的受訓僱員百分比。	6.4 Training and Development 培訓和發展	16
	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。	6.4 Training and Development 培訓和發展	16
B4: LABOUR STANDARDS 勞工準則				
B4	General disclosure 一般披露	Information on: (a) the policies; and 政策；及 (b) compliance. 相關法律的資料。	6.3 Employee Management System 僱員管理體系	15
	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。	6.3 Employee Management System 僱員管理體系	15
	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。	6.3 Employee Management System 僱員管理體系	15

Aspect 層面	KPI 關鍵績效指標	Description 描述	Statement/Section 聲明 / 部分	Page No. 頁數
(B) SOCIAL 社會				
B5: SUPPLY CHAIN MANAGEMENT 供應鏈管理				
B5	General disclosure 一般披露	Policies 政策	7.2 Responsible Procurement 盡責採購	19
	B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	7.2 Responsible Procurement 盡責採購	19
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, 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、以及有關慣例的執行及監察方法。	7.2 Responsible Procurement 盡責採購	19
	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。	7.2 Responsible Procurement 盡責採購	19
	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。	7.2 Responsible Procurement 盡責採購	19

Aspect 層面	KPI 關鍵績效指標	Description 描述	Statement/Section 聲明 / 部分	Page No. 頁數
(B) SOCIAL 社會				
B6: PRODUCT RESPONSIBILITY 產品責任				
B6	General disclosure 一般披露	Information on: (a) the policies; and 政策；及 (b) compliance. 相關法律的資料。	7.1 Protect Customers' Privacy 保護客戶私隱 7.3 Responsible Operation 盡責的營運	19 20-21
	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。	There was no material non-compliance regarding product responsibility during the Year. 本年度內沒有與產品責任相關的重大違規事件。	N/A 不適用
	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。	7.3 Responsible Operation 盡責的營運	20-21
	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。	7.3 Responsible Operation 盡責的營運	20-21
	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。	7.3 Responsible Operation 盡責的營運	20-21
	B6.5	Description of consumer data protection and privacy policies, 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。	7.1 Protect Customers' Privacy 保護客戶私隱	19

Aspect 層面	KPI 關鍵績效指標	Description 描述	Statement/Section 聲明 / 部分	Page No. 頁數
(B) SOCIAL 社會				
B7: ANTI-CORRUPTION 反貪污				
B7	General disclosure 一般披露	Information on: (a) the policies; and 政策；及 (b) compliance. 相關法律的資料。	5 Responsible Business 盡責的企業	10-11
	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。	5 Responsible Business 盡責的企業	10-11
	B7.2	Description of preventive measures and whistleblowing procedures, how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	5 Responsible Business 盡責的企業	10-11
	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。	5 Responsible Business 盡責的企業	10-11
B8: COMMUNITY INVESTMENT 社區投資				
B8	General disclosure 一般披露	Policies 政策	7.4 Caring for Community 關懷社區	22
	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)。	7.4 Caring for Community 關懷社區	22
	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)。	7.4 Caring for Community 關懷社區	22



CHINLINK INTERNATIONAL HOLDINGS LIMITED
普匯中金國際控股有限公司

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