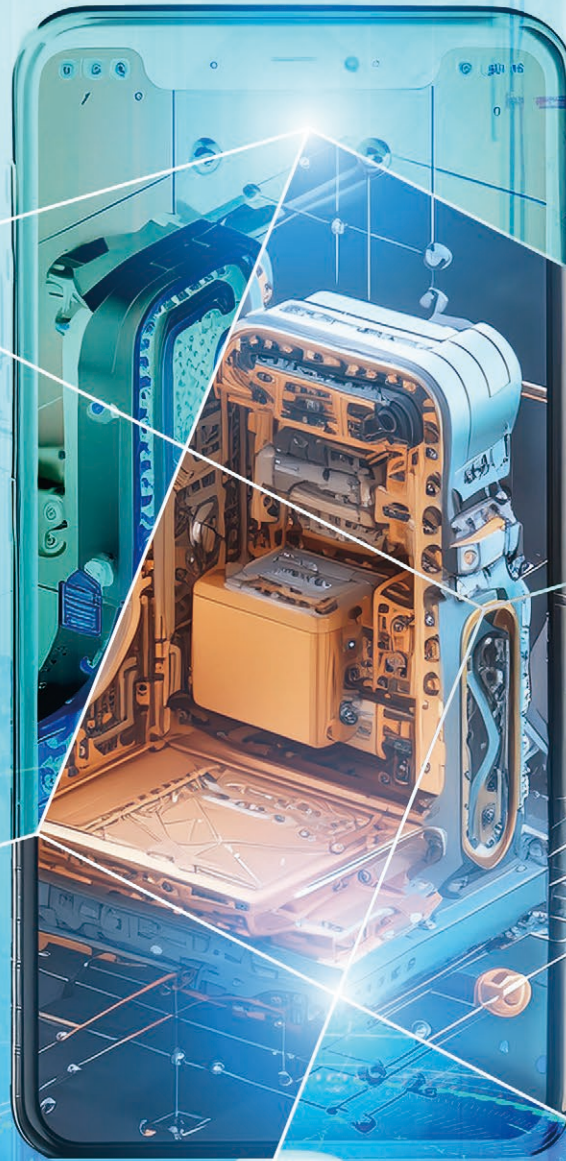




**LUXEY INTERNATIONAL (HOLDINGS) LIMITED**  
**薈萃國際(控股)有限公司**

(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: 8041)  
Website 網址: <http://www.luxey.com.hk>



ENVIRONMENTAL, SOCIAL  
AND GOVERNANCE REPORT

**2024**

環境、社會及管治報告

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

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# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### ABOUT LUXEY

Luxey International (Holdings) Limited (the “Company”, together with its subsidiaries, collectively the “Group” or “we”) are principally engaged in:

- i. manufacturing and trading of high-end swimwear and garment products;
- ii. E-commerce and provision of on-line shopping services; and
- iii. money lending business.

The Company was listed on the GEM of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) in 2000 to fulfill its business development needs. The Company has been focusing on product quality to provide customers with quality products and services, therefore, we have been strictly performing supplier management and monitoring their standards and production technology. In the meantime, we will continue to concern stakeholder needs in order to formulate appropriate business and sustainability strategies.

### ABOUT THIS REPORT

The Group is pleased to present the eighth Environmental, Social and Governance (“ESG”) Report (the “Report”) to set out our sustainability development targets, strategies and overall performance.

### Reporting Period and Scope

The Group principally operates in the People’s Republic of China (the “PRC”), while the Hong Kong office is primarily responsible for relevant compliance matters relating to the Company’s listing on the GEM of the Stock Exchange, processing orders for garment factory offices, customer service and general logistics matters.

### 關於薈萃

薈萃國際(控股)有限公司(「本公司」)連同其附屬公司,統稱為「本集團」或「我們」)主要從事:

- i. 生產及買賣高端泳裝及服裝產品;
- ii. 電子商務及提供網上購物服務;以及
- iii. 借貸業務。

本公司已於二零零零年在香港聯合交易所有限公司(「聯交所」)GEM上市,以滿足公司的業務發展需求。本公司一直著重產品質素,旨在為客戶提供優質的產品及服務,因此我們一直進行嚴格的供應商管理,監控其規格以及生產技術。同時,我們持續關注持份者的需求,以制定合適的業務及可持續發展策略。

### 關於本報告

本集團欣然發佈第八份環境、社會及管治(「ESG」)報告(「本報告」),旨在闡述我們在可持續發展方面的目標、策略及整體表現。

### 報告期間及範圍

本集團主要在中華人民共和國(「中國」)經營業務,而香港辦事處主要負責本公司在聯交所GEM上市的相關合規事宜、為製衣廠之辦公室處理訂單、客戶服務及一般後勤事宜。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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Unless otherwise stated, the Report covers the overall ESG performance, risks, strategies, measures, and targets of the Group's aforementioned three major businesses for the period from 1 July 2023 to 30 June 2024 (the "Reporting Period"). Considering there have been no material changes in the Group's major businesses, the reporting scope of the Report is consistent with that of last year. All information contained in the Report is derived from official documents or statistical reports of the Group and is reviewed by the Board of Directors of the Group.

### Reporting Standards and Principles

The Report has been prepared in accordance with the mandatory disclosure requirements and the "comply or explain" provisions in the "Environmental, Social and Governance Reporting Guide" as set out in Appendix C2 of the GEM Listing Rules of the Stock Exchange.

The Report strictly adheres to the following reporting principles:

除另有說明者外，本報告涵蓋於二零二三年七月一日至二零二四年六月三十日期間（「報告期間」），本集團上述三大主要業務的整體ESG表現、風險、策略、措施及目標。鑒於本集團的主要業務未有重大變更，本報告的匯報範圍與去年一致。本報告中的所有資料均來自本集團的正式文件或統計報告，並由本集團董事會審閱。

### 報告標準及原則

本報告乃根據聯交所GEM上市規則附錄C2《環境、社會及管治報告指引》中的強制披露規定及「不遵守就解釋」條文編製。

本報告嚴格遵從以下匯報原則：

<b>Materiality</b> 重要性	<p>The Group analyzes and identifies material ESG issues through board meetings and consistent collection of stakeholder opinions, and discloses material issues in the Report.</p> <p>本集團透過董事會會議及持續收集持份者意見，分析並識別重要ESG議題，並在本報告中披露重要事宜。</p>
<b>Quantitative</b> 量化	<p>The Group calculates key performance indicators with reference to Appendices II and III of "How to Prepare an ESG Report" and, where appropriate, discloses quantitatively in the Report.</p> <p>本集團已參照「如何編備環境、社會及管治報告」的附錄二及三計算關鍵績效指標，並在適當情況下以量化方式於本報告中作披露。</p>
<b>Consistency</b> 一致性	<p>The Group adopts consistent statistical methodology to enable meaningful comparisons of data over time. If there are any changes in the statistical methods used or the reporting scope, they will be specified in the Report for stakeholders' reference.</p> <p>本集團使用一致的統計方法，令數據日後可作有意義的比較。若所用的統計方法或匯報範圍有變更，我們將於本報告內具體闡述，供持份者參考。</p>

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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### Report Access

The Report is available in both Chinese and English and is uploaded to the Stock Exchange's website and the Group's official website (<https://www.luxey.com.hk>). In the event of any discrepancy between the two versions, the Chinese version shall prevail.

### Feedback

The Group attaches great importance to the valuable feedback of stakeholders. If you have any comments regarding our ESG report or strategy, you are welcomed to share with us through:

Postal address: Unit B, 5/F,  
Hang Cheong Factory Building,  
1 Wing Ming Street,  
Cheung Sha Wan,  
Kowloon, Hong Kong

Tel: (852) 2520 6020

Email: [admin@luxey.com.hk](mailto:admin@luxey.com.hk)

### 報告發佈

本報告載有中英文版本，並上載至聯交所網頁及本集團官方網站(<https://www.luxey.com.hk>)。如兩個版本有任何歧異之處，應以中文版為準。

### 意見回饋

本集團十分重視持份者的寶貴意見。如閣下對我們的ESG報告或策略有任何意見，歡迎透過下列方式與我們分享：

郵寄地址：香港九龍  
長沙灣  
永明街1號  
恆昌工廠大廈  
5樓B室

電話：(852) 2520 6020

電郵： [admin@luxey.com.hk](mailto:admin@luxey.com.hk)

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### SUSTAINABILITY GOVERNANCE

Corporate sustainability depends on an effective corporate governance structure. A good corporate governance strategy also enhances the ESG performance of corporates. The Board of Directors of the Company is responsible for ESG matters within the Group, including but not limited to:

- managing and supervising the Group's ESG matters;
- convening meetings from time to time to assess ESG-related issues, as well as identify ESG risks and opportunities that have significant impacts on the Company's operations and long-term development, and establish relevant policies and sustainable development strategies; and
- continuously monitoring the Group's ESG performance. They review and set relevant targets, regularly evaluate the effectiveness of the measures and policies, and track the progress of the objectives and make necessary adjustments.

In addition, the Company has engaged Riskory Consultancy Limited as an independent ESG consultant to assist in the preparation of the Report and provide ESG-related advisory services to consistently optimize the Group's ESG performance and governance.

For corporate governance and other relevant information of the Group, please refer to the "Corporate Governance Report" of the Annual Report 2024.

### 可持續發展管治

企業的可持續發展依賴有效的企業管治架構。良好的企業管治策略亦能提升企業的ESG表現。本公司董事會為本集團ESG事宜負責，包括但不限於：

- 管理及監管本集團的ESG事宜；
- 透過不定期召開會議來評估ESG相關議題，及識別對公司營運及長遠發展有重大影響的ESG風險及機遇，並訂定相關政策及可持續發展策略；以及
- 持續監察本集團的ESG績效表現，檢討並訂立相關目標，定期審視其措施和政策的成效及目標進度，並作出調整。

此外，本公司已委聘Riskory Consultancy Limited為獨立ESG顧問，協助編製本報告並提供ESG相關顧問服務，不斷優化本集團的ESG表現及管治。

有關本集團企業管治事宜及其他相關資料，請參閱二零二四年報中的「企業管治報告」。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### STAKEHOLDER ENGAGEMENT

The Group is committed to creating sustainable growth and value for stakeholders and the views of our stakeholders help us to improve our operating strategy continuously, therefore the Group actively maintain effective communication and foster good relationships with key stakeholders such as employees, customers, shareholders, and suppliers through different channels. This allows us to understand their perspectives and needs, continuously improve the Group's business and strategies for sustainable development.

### 持份者參與

本集團致力為持份者創造可持續增長及價值，而持份者的意見有助於我們持續改進營運策略，因此本集團積極透過不同渠道與僱員、客戶、股東及供應商等主要持份者保持有效溝通及良好關係，以了解他們的意見及需要，並持續完善本集團的業務及策略以促進可持續發展。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Stakeholder Group 持份者組別	Communication Channel 溝通方式
Employees 員工	<ul style="list-style-type: none"> <li>Internal meetings 內部會議</li> <li>Performance appraisal 績效考核</li> <li>Training 培訓</li> <li>Employee activities 員工活動</li> </ul>
Customers 客戶	<ul style="list-style-type: none"> <li>Website 網站</li> <li>Customer service hotline 客戶服務熱線</li> </ul>
Shareholders and Investors 股東及投資者	<ul style="list-style-type: none"> <li>Annual General Meeting 股東週年大會</li> <li>Annual report and financial report 年報及財務報告</li> <li>Announcements and circulars 公告及通函</li> <li>Website 網站</li> </ul>
Suppliers and Business Partners 供應商及合作夥伴	<ul style="list-style-type: none"> <li>On-site inspections 實地視察</li> <li>Business meetings 業務會議</li> </ul>
Government and Regulatory Bodies 政府及監管機構	<ul style="list-style-type: none"> <li>Inspections and checks 視察及檢查</li> <li>Conferences 會議</li> </ul>
Media and the Public 媒體及社會大眾	<ul style="list-style-type: none"> <li>Reports and announcements 報告及公告</li> <li>Website 網站</li> </ul>



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### MATERIALITY ANALYSIS

To effectively identify the material ESG issues of the Group, the Board integrates stakeholder feedback and operational insights, and considers the industry materiality issues by the Sustainable Accounting Standards Board (SASB) and MSCI and the material issues disclosed by peer companies. A review of the issues identified for the year 2023 was undertaken to assess and determine the materiality issues for the Reporting Period. The results of the materiality analysis are presented below:

### 重要性分析

為有效識別本集團的重大ESG議題，董事會結合持份者的意見及營運情況，同時參考可持續發展會計準則委員會(SASB)及MSCI的行業重要性議題以及同業公司所披露的重要議題，對二零二三年度所識別的議題進行了回顧，以評估及確定報告期間的重要性議題。重要性分析的結果如下：

ESG issues ESG議題		Importance 重要性
<b>Environmental issues</b> 環境議題		
1.	Efficient use of resources (including energy efficiency and use of materials) 有效使用資源 (包括能源效益及材料使用)	Most important 最重要
2.	Air and greenhouse gas emission management 廢氣及溫室氣體排放管理	More important 較重要
3.	Addressing climate change 應對氣候變化	
4.	Waste and wastewater management 廢棄物及廢水管理	
5.	Impacts of business activities on the environment 業務活動對環境造成的影響	Important 重要

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

ESG issues ESG議題		Importance 重要性
<b>Social issues</b> 社會議題		
6.	Employment relationship, employee welfare and benefits and protection of rights and interests 僱傭關係、員工福利、待遇及權益保障	Most important 最重要
7.	Equal Opportunity, diversity and anti-discrimination 平等機會、多元化及反歧視	
8.	Occupational health and safety 職業健康及安全	
9.	Supply chain management 供應鏈管理	
10.	Business ethics 商業道德	
11.	Product and service quality and safety 產品及服務質素與安全	
12.	Anti-corruption and whistle-blowing mechanism 反貪污舞弊及舉報機制	
13.	Employee training and development 員工培訓及發展	
14.	Protection of customer privacy 保護客戶私隱	
15.	Protection of intellectual property rights 保障知識產權	
16.	Advertising and promotion 廣告與宣傳	
17.	Data Protection 資料保障	
18.	Product design and lifecycle management 產品設計及生命週期管理	
19.	Community investment and engagement activities 社區公益及共融活動	

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

ESG issues ESG議題		Importance 重要性
20.	Prevention of child and forced labour 防止出現童工及強制勞工	Important 重要
21.	Crisis or emergency handling 危機或緊急事故處理	
22.	Green procurement 綠色採購	
23.	Complaint handling 投訴處理	
24.	Charitable donation 慈善捐贈	

### ENVIRONMENT

The Group recognizes the importance of environmental protection for the sustainable development of the business and the community and is committed to minimizing the negative impact of its operations on the environment. We have plants in PRC where high-end swimwear and garment products are produced. To protect the environment, strict production guidelines have been established for our plants, including energy conservation, control and management of pollutants and exhaust gas. All production processes within the Group comply with applicable environmental laws and regulations, including but not limited to the Environmental Protection Law of the People's Republic of China and the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste.

### 環境

本集團意識到環境保護對企業及社區可持續發展的重要性，並一直致力減少業務對環境的負面影響。我們在中國內地設有工廠，生產高端泳裝和服裝產品。為保護環境，我們為工廠制定嚴格的生產指南，內容包括節約能源、控制和處理污染物和廢氣。本集團的所有生產過程都遵守適用的環保法律和法規，包括但不限於《中華人民共和國環境保護法》及《中華人民共和國固體廢物污染環境防治法》。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

The Group has developed and performed various measures to minimize the environmental impact of our operations, conducted reviews of the implementation from time to time and, when necessary, implemented improvement plans to help achieve the goals of energy conservation, emission reduction, pollution reduction and environmental protection to improve energy and resource efficiency. These measures include:

本集團制定及實施多項措施以減低營運對環境的影響，並不定期審查其執行情況，在必要時採取改善方案，以幫助達到節能減排、減少污染和環境保護的目標，提高能源和資源使用效率。這些措施包括：

- Obtain international standard certification, including Oeko-tex 100 Standard;
- Arrange specialists to monitor and ensure the due implementation of such internal codes;
- Inspect and continuously improve every business process to reduce direct or indirect emission;
- Participate in environmental protection-related exhibitions regularly to obtain the latest environmental technology information; and
- Provide relevant in-house training or guidelines for all new employees to promote the message on environment conservation and resource consumption reduction.
- 獲得Oeko-tex 100標準等國際標準認證；
- 安排專責人員監督，確保有關內部守則妥善執行；
- 檢視及不斷改善每個業務流程，以減少直接或間接排放；
- 定期參與環保相關展覽，確保獲得最新的環保科技資訊；以及
- 向所有新入職的員工提供相關內部培訓或指引，宣揚環保、減少資源消耗等訊息。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

During the Reporting Period, the Group was not aware of any material non-compliance of laws and regulations relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste that had a significant impact on the Group.

### Emissions

#### *Air and Greenhouse Gas Emission*

During the Reporting Period, the primary emission source of greenhouse gas (“GHG”) within the Group was electricity consumption in offices and warehouses. Furthermore, the air emission mainly attributed to gasoline consumption of vehicles in daily operation.

於報告期間，本集團並不知悉任何嚴重違反有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等法律和法規，且對本集團有重大影響的事件。

### 排放物

#### *廢氣及溫室氣體排放*

於報告期間，本集團所產生的溫室氣體主要來自辦公室和貨倉的電力消耗，而廢氣排放則來自於日常營運中車輛的汽油消耗。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

The emission data of the Group for the Reporting Period is as follows: 本集團於報告期間的排放數據如下：

Emissions 排放物	Unit 單位	2024 二零二四年度	2023 二零二三年度
<b>GHG Emission</b> 溫室氣體排放			
Scope 1: Direct emission (Fuel consumption – automobiles) 範圍1：直接排放 (燃料消耗－汽車)	CO <sub>2</sub> e (tonnes) 二氧化碳當量 (噸)	<b>34.85</b>	34.15
Scope 2: Indirect energy emission (Electricity consumption) 範圍2：能源間接排放 (電力消耗)	CO <sub>2</sub> e (tonnes) 二氧化碳當量 (噸)	<b>116.48</b>	179.50
Total emission 總排放量	CO <sub>2</sub> e (tonnes) 二氧化碳當量 (噸)	<b>151.33</b>	213.65
Intensity 密度	CO <sub>2</sub> e (tonnes)/HK\$1,000,000 of revenue 二氧化碳當量 (噸) / 百萬港幣收益	<b>2.59</b>	2.97
<b>Air Emission</b> 廢氣排放			
Nitrogen oxides (NOx) 氮氧化物	Kilogram 千克	<b>7.52</b>	7.37
Sulfur oxides (SOx) 硫氧化物	Kilogram 千克	<b>0.19</b>	0.19
Particulate matter (PM) 顆粒物	Kilogram 千克	<b>0.55</b>	0.54

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

To rigorously monitor GHG and air emissions in daily operations, the Group has established clear internal guidelines and adopted various measures to achieve the goal of reducing air and GHG emissions. These measures include, but are not limited to:

### Enhance product transportation planning: reducing the demand for diesel and gasoline and overall air and GHG emissions in transportation

- Emphasizing local sourcing at the production plant to minimize the distance between the plant, warehouse and supply sources; and
- Optimizing procurement transportation planning and implementing a unified approach for outbound product delivery to minimize fuel consumption for long-distance transportation.

### Prioritize maintenance of machinery, equipment and vehicles: reducing emissions and improving energy efficiency

- Conducting regular inspections of machinery, equipment and vehicles; and
- Extending the lifespan of equipment, enhancing operational efficiency, reducing malfunctions and downtime, thus avoiding excessive air emissions and fuel consumption through maintenance and repair.

We regularly review relevant internal policies. To achieve our goal of building more sustainable environment, we continuously seek measures to reduce carbon emissions. For instance, reorganizing our transport arrangements if necessary. Additionally, we also actively pursue other innovative solutions.

為嚴格監控日常營運中的溫室氣體和廢氣排放，本集團已制訂明確的內部指引及採取不同措施，以實現減少廢氣及溫室氣體排放的目標。相關措施包括但不限於：

### 完善產品運輸規劃：降低運輸中柴油和汽油的需求及整體廢氣和溫室氣體排放量

- 著重在生產廠房所在地進行採購，以縮短廠房、倉庫和供應來源地點之間的距離；以及
- 通過優化採購運輸規劃和統一產品對外運送的方式，減少長途運輸所需的燃料消耗。

### 注重機器、設備及車輛的保養：降低排放、提高能源利用效率

- 定期檢查機器、設備和車輛；以及
- 透過保養和維修，延長設備的使用壽命，提高工作效率，減少故障和停工時間，避免過量廢氣排放和燃油消耗。

我們定期審視相關內部政策。為實現更可持續的環境目標，我們持續尋求降低碳排放的措施，如在有需要時重新組織運輸安排。同時，我們亦積極尋求其他創新解決方案。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Waste Management

During the Reporting Period, office waste and other household waste, such as papers, were the main non-hazardous wastes generated during the day-to-day operations of the Group. Due to the nature of the Group's business, we did not generate significant hazardous waste. To ensure proper handling of waste, we strictly implement waste sorting and take appropriate disposal measures to minimize our impact on the environment. The non-hazardous waste data of the Group for the Reporting Period is as follows:

	Unit 單位	2024 二零二四年度	2023 二零二三年度
Total amount of non-hazardous waste 無害棄置物總量	Tonnes 噸	3.27	3.84
Intensity 密度	Tonnes/HK\$1,000,000 of revenue 噸／百萬港幣收益	0.06	0.05

The Group has also set targets to reduce waste generation and has adopted a number of measures. The measures include the establishment of recycling programmes, and promotion of recycling paper products such as waste cartons and printing papers, and recycling toner and ink cartridges.

We did not generate significant amount of electronic and solid waste during the Reporting Period. When disposal of computers or other electronic devices is necessary, we adhere to the relevant regulations, such as the Producer Responsibility Scheme on Waste Electrical and Electronic Equipment (WEEE) set by the Hong Kong Environmental Protection Department. The equipment is delivered to and properly handled by qualified recyclers.

### 廢棄物管理

於報告期間，辦公室廢物和其他生活垃圾，如廢紙等，為本集團日常營運中主要的無害廢棄物。基於本集團的業務性質，我們並沒有產生重大的有害廢棄物。為了確保妥善處理廢棄物，我們嚴格進行廢物分類及採取適當的處置措施，以最大程度地減少對環境的影響。本集團於報告期間的無害廢棄物相關數據如下：

本集團亦訂立減少產生廢棄物的目標，並採取多項措施，其中包括制定回收計劃，並推行循環利用廢紙盒、影印紙等紙製品，回收碳粉盒和墨盒等措施。

我們於報告期間並未產生大量電子固體廢物。如需棄置電腦或其他電子設備時，我們會遵從香港環境保護署所制定的「四電一腦」生產者責任計劃等相關規定，將設備交由合格回收商進行妥善處理。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Use of Resources

The Group advocates cherishing resources and places importance on resource sustainability. We minimize the negative impact on the environment by enhancing operational efficiency and implementing environmental protection measures.

### Energy Consumption

To reduce carbon emissions and conserve energy, the Group focuses on two key areas of enhancing energy efficiency and promoting environmental awareness among employees. We have implemented the following measures:

### 資源使用

本集團提倡珍惜資源並重視資源的可持續使用。我們通過提升營運效率和實施環保措施，減少對環境的負面影響。

### 能源消耗

為減少碳排放和節約能源，本集團從提升能源效率和員工環保意識兩大方面著手，實施以下多項措施：

#### Promoting environmental awareness among employees 提升員工環保意識

- Developing a recycling programme for paper products, such as waste cartons and printing papers, as well as recycling toner and ink cartridges; 制定回收計劃，循環利用廢紙盒、影印紙等紙製品，以及回收碳粉盒及墨盒；
- Requiring employees to switch off all air-conditioners and office lighting systems before leaving; and 員工離開公司前，須關掉所有空調設備及辦公室照明系統；以及
- Maintaining the temperature in the office within the appropriate range. 保持辦公室室內溫度在適宜的範圍內。

#### Enhancing energy efficiency 提升能源效益

- Utilizing digital printing to reduce the consumption of water, electricity, screen film and other resource; 利用數碼印刷，減少對水、電、網板菲林和其他資源的使用；
- Conducting regular maintenance of machinery and equipment, including production machinery and office appliances; and 定期維修裝置及器械，包括生產設備及辦公室電器等；以及
- Replacing fluorescent tubes or other luminaires with LED lights. 將光管或其他燈具更換為LED燈。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

In addition, the Group conducts regularly reviews of its energy consumption patterns and emission records, continuously monitors energy consumption and takes appropriate improvement measures when necessary.

另外，本集團會定期審查其能源消耗模式和排放記錄，持續監控能源消耗情況，並在必要時採取相應的改善措施。

Based on the nature of our business, the primary energy consumption sources are electricity and vehicle fuel. The relevant data is as follows:

基於業務性質，我們主要的能源消耗來源是使用電力和車輛燃料，相關數據如下：

Energy Consumption 能源消耗	Unit 單位	2024 二零二四年度	2023 二零二三年度
Direct energy 直接能源	kWh 千瓦時	<b>118,224</b>	116,362
Indirect energy 間接能源	kWh 千瓦時	<b>227,007</b>	338,279
Total consumption 總消耗量	kWh 千瓦時	<b>345,231</b>	454,641
Intensity 密度	kWh/HK\$1,000 of revenue 千瓦時／千元港幣收益	<b>5.90</b>	6.32

### Water Consumption

### 用水

The Group attaches importance to reducing wastage and conserving water resources in its operations and has set targets to improve water efficiency continuously. We will continue to research and implement some water-saving measures to reduce sewage discharge and enhance water efficiency. Meanwhile, we remind our employees to turn off the tap after use through emails and notices and post "Conserve Water" posters in the office to promote water-saving awareness actively and encourage all employees to participate in water-saving actions.

本集團重視在營運中減少浪費和節約水資源，並已設定了持續提升用水效益的目標。我們將持續研究和推行多項節水措施，以減少污水排放並提升用水效率。同時，我們通過電郵及通告，提醒員工在使用後關閉水龍頭，並在辦公室張貼「節約用水」的宣傳海報，以積極推動節水意識，鼓勵全體員工共同參與節約用水行動。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

During the Reporting Period, the Group did not encounter any issues in sourcing water that is fit for purpose. The relevant data is as follows:

於報告期間，本集團在求取適用水源上並無遇到任何問題，相關數據如下：

Water Consumption 用水	Unit 單位	2024 二零二四年度	2023 二零二三年度
Total water consumption 總用水量	Cubic metre 立方米	1,391	1,768
Intensity 密度	Cubic metre/HK\$1,000 of revenue 立方米／千元港幣收益	0.02	0.02

### Packaging Materials

### 包裝材料

The data of packaging materials used for finished products by the Group for the Reporting Period is as follows:

本集團於報告期間製成品所耗用的包裝材料數據如下：

Packaging Materials 包裝物料	Unit 單位	2024 二零二四年度	2023 二零二三年度
Total consumption of packaging materials 包裝材料總用量	Tonnes 噸	13.31	16.57
Intensity 密度	Tonnes/HK\$1,000,000 of revenue 噸／百萬港幣收益	0.23	0.23

### The Environment and Natural Resources

### 環境及天然資源

The Group's business does not cause a significant impact on the environment and natural resources, but we are aware of the Group's social responsibility to protect the environment. Therefore, we have adopted various strategies and measures, such as actively developing the electronic product recycling business and enhancing employees' environmental awareness, to further reduce our adverse impact on the environment.

本集團的業務不會對環境及天然資源造成重大影響，但我們意識到本集團有保護環境的社會責任。因此我們採取各種策略和措施，如積極發展電子產品回收業務及提升員工的環保意識，進一步降低對環境的負面影響。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### *Development of electronics product recycling business*

In recent years, as the frequency of consumers replacing electronic devices has gradually accelerated, we actively expanded our e-commerce business and were committed to practicing the principles of “Reduce, Reuse, and Recycle” (3R), focusing on the purchase and sale of used mobile phones. We collect and recycle electronic products that are in good condition and redistribute them to individuals in need in other regions. Through this business, not only have we reduced electronic waste generation effectively, but also alleviated the pressure on the environment and nature, contributing to sustainable development.

### *Enhancement of employees’ environmental awareness*

We are committed to promoting the importance of environmental protection among our employees. In addition to establishing internal environmental guidelines and sharing environmental-related information such as green offices practices, we actively participate in various environmental seminars, events and exhibitions to stay updated on the latest environmental technology developments with an aim to further increase employees’ environmental awareness and promote the implementation of environmental conservation. In addition, we are also focusing on researching and organizing environmental volunteering activities in the future and strengthening collaboration with non-governmental environmental organizations to further enhance our employees’ understanding and participation in environmental issues.

### *發展電子產品回收業務*

近年來，隨著大眾更換電子產品的頻率逐漸加快，我們積極擴展電子商務業務，並致力於實踐「3R」環保原則，專注於二手手機的買賣服務。我們回收狀態良好的產品，再將它們重新分配給其他地區有需求的人士。透過這項業務，我們不僅有效減少了電子廢物的產生，同時也能減輕環境和大自然所承受的壓力，為可持續發展做出貢獻。

### *提升員工環保意識*

我們致力向員工宣揚環境保護的重要性。除了制定內部環保指引及分享綠色辦公室等相關環保資訊外，我們還積極參與各類環保講座、活動和展覽，以掌握最新的環保科技動態，藉此進一步提高員工的環保意識，促進環境保護的實踐。另外，我們亦專注於研究未來組織環保義工活動的可能性，加強與非政府環保組織的合作，進一步提高員工對環保議題的認識和參與度。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Climate Change

The Group closely monitors the risks and opportunities posed by climate change for its businesses, including physical risks and transitional risks, to develop response plans as soon as possible and ensure its long-term goal of sustainable development. Although the Group has not yet been significantly affected by climate change-related risks, related physical risks such as extreme weather events (including typhoons and floods) may pose threats to our operations and even jeopardize employees' safety. We are committed to prioritizing the safety of our employees in the face of extreme weather and proactively taking countermeasures. Consequently, we have developed relevant contingency plans and processes to minimize potential loss.

While climate change poses challenges for the Group, it also brings opportunities to the market. With the increasing emphasis on sustainable consumption, the second-hand mobile phone market has risen rapidly. The reuse of used mobile phones not only extends the product's lifespan and reduces the generation of electronic waste, but also decreases the energy and resources consumption required for producing new phones, thereby further reducing carbon emissions. We will continue to provide high-quality and reliable used phone products, driving the development of sustainable consumption while generating steady revenue growth for the Company.

We will closely monitor the opportunities brought about by climate change and continuously innovate and improve to ensure that the Company maintains a leading position in the market and in the meantime, creates long-term value for investors and stakeholders.

### 氣候變化

本集團密切關注氣候變化為企業帶來的風險和機遇，包括物理風險及轉型風險，以及早制定應對方案，確保可持續發展的長期目標。儘管本集團目前尚未受到氣候變化相關風險的重大影響，但相關的物理風險，如極端天氣（包括颱風和水災等）可能對我們的營運構成威脅，甚至危及員工的安全。我們致力於在面臨極端天氣時，優先保護員工的安全，並積極採取應對措施。因此，我們已經設立了相關的應急處置方案和流程，以將潛在損失降至最低。

氣候變化雖為本集團帶來不少挑戰，但同時亦為市場創造了新的機遇。隨著人們對可持續消費的重視日益增加，二手手機市場迅速崛起。舊手機的再利用不僅延長了產品使用壽命，減少了電子廢物的產生，同時也降低生產新手機所需的能源和資源消耗，進一步減少碳排放。我們將繼續提供高品質及可靠的二手手機產品，既為公司帶來穩定的收入增長，也推動可持續消費的發展。

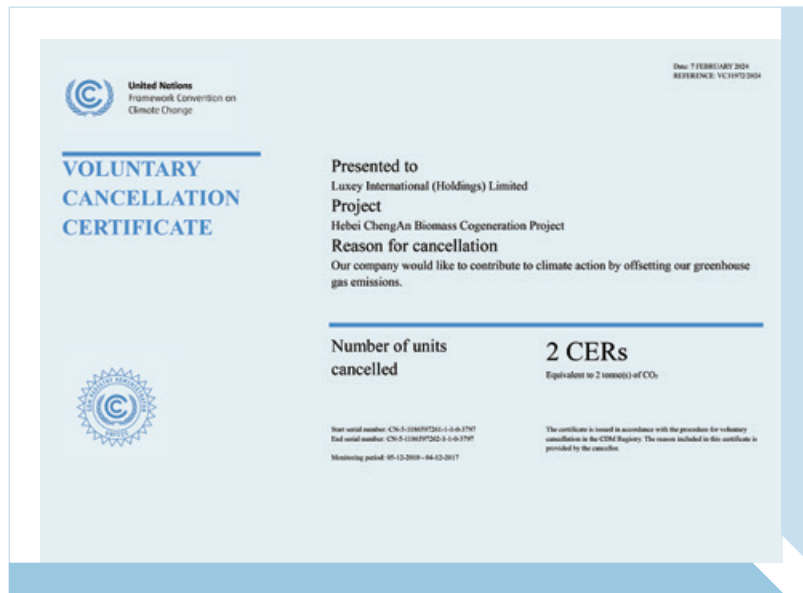
我們將緊密關注氣候變化所帶來的機遇，不斷創新和改進，確保本公司在市場上保持領先地位，為投資者和持份者創造長期價值。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

During the Reporting Period, we utilized carbon offsets to achieve a reduction in our GHG emissions. We selected the Hebei ChengAn Biomass Cogeneration Project (Project ID: 3797) from the United Nations Clean Development Mechanism (“CDM”), which focuses on generating electricity by utilizing local straw from cotton. The electricity generated from this project is sold to the Hebei Provincial Power Grid, replacing the capacity of coal-fired power plants. The project contributed to greenhouse gas emission reduction, comprehensive utilization of resources, environmental protection, and providing job opportunities and increasing income of local residents. Certified Emission Reductions (“CER”) from this project were also used for carbon neutrality at the 19th Asian Games Hangzhou 2022 and the 4th Asian Para Games Hangzhou 2022.

在報告期間，我們利用碳抵消實現溫室氣體的減排。我們選擇了聯合國清潔發展機制（「CDM」）的河北成安生物質熱電聯產項目（項目編號：3797），該項目主要利用當地棉花秸稈發電。項目產生的電力會出售給河北省電網，取代燃煤發電廠的發電，為溫室氣體減排、資源綜合利用、保護環境、提供就業機會、增加當地居民收入做出了貢獻。該項目的減排量（「CER」）也用於二零二二年杭州第十九屆亞運會和二零二二年杭州第四屆亞殘運會以實現碳中和。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### SOCIAL

#### Employment and Labour Practices

##### Employment

Employees are the cornerstone of the Group based on which we offer products and services to our customers, their contribution and support to the Group are crucial to our sustainable development. Therefore, we have developed a comprehensive human resources management system in accordance with applicable laws, regulations and industry standards, including but not limited to:

- Employment Ordinance (Cap. 57 of the Laws of Hong Kong);
- The Labour Law of the People's Republic of China; and
- The Labour Contract Law of the People's Republic of China.

The Group strives to ensure legal compliance in employment and safeguard the rights and interests of employees and the Group. We have established a human resources management system as the guiding document for all employment-related activities. Additionally, we provide our employment policies, code of conduct, and occupational safety and health guidelines to all employees across our business operations to ensure that they have a clear understanding of their rights and benefits.

During the Reporting Period, the Group was not aware of any material non-compliance of laws and regulations related to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other welfare and benefits that had a significant impact on the Group.

### 社會

#### 僱傭及勞工常規

##### 僱傭

員工是本集團提供產品及服務予客戶的基石，其對本集團的貢獻支持對我們的可持續發展至關重要。因此，我們根據適用的法律、法規和行業標準，制定了一套全面的人力資源管理制度，其中包括但不限於：

- 香港法例第57章《僱傭條例》；
- 《中華人民共和國勞動法》；以及
- 《中華人民共和國勞動合同法》。

本集團致力於確保僱傭的合法合規及保障員工及本集團雙方的權益。我們已訂立人力資源管理制度，作為所有僱傭相關工作的指引文件。此外，我們也向各業務經營地所有級別員工提供僱傭政策、工作職業道德以及職業安全及健康指引等訊息，以確保他們清晰了解其權利和福利。

報告期間，本集團並不知悉任何嚴重違反有關薪酬及解僱、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和福利的法律和法規，且對本集團產生重大影響的事件。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Total Workforce

As at 30 June 2024, the Group had a total of 95 employees (2023: 88), all of them are full-time and permanent employees, and the relevant data is as follows:

### 員工總數

於二零二四年六月三十日，本集團共有95位員工（二零二三年：88位），全部均為全職長期員工，相關數據如下：

Employee Category 員工類別	Unit 單位	2024 二零二四年度	2023 二零二三年度
Total number of employees 員工總數	Headcount 人數	95	88
<b>By gender</b> 按性別分類			
Male 男性	Headcount 人數	29	24
Female 女性	Headcount 人數	66	64
<b>By age group</b> 按年齡組別分類			
21-30 21-30歲	Headcount 人數	9	7
31-40 31-40歲	Headcount 人數	15	14
41-50 41-50歲	Headcount 人數	46	47
51-60 51-60歲	Headcount 人數	22	16
Over 60 60歲以上	Headcount 人數	3	4
<b>By geographical location</b> 按地區分類			
Hong Kong 香港	Headcount 人數	16	16
Mainland China 中國內地	Headcount 人數	79	72



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Compensation and Welfare

We have developed a competitive compensation and benefits system to attract and retain talent, including basic salary and overtime pay, statutory and additional annual leave, as well as provision of staff accommodation. In addition, we adjust remuneration packages as appropriate based on the job nature, qualifications, work performance of employee, market conditions and performance evaluation results. We also offer additional bonuses and other benefits based on employee performance, financial performance of the Company and market conditions, etc.

To ensure compliance and maintain competitiveness in the industry, the Group is in strict compliance with local laws, regulations and industry practices, and contributes to mandatory provident fund and social insurance for employees, provides commercial insurance and additional medical benefits, etc.

### Dismissal Policy

To ensure compliance with relevant employment regulations and guidelines, the Group has established internal procedures with reference to applicable laws and employment contract provisions. The terms of termination are specified in the employment contracts. The Group may terminate the employment of relevant employee under justified circumstances, such as consistent poor performance of employee, violation of company policies or organizational restructuring. We provide reasonable compensation to terminated employees in accordance with internal regulations and procedures. In the event of special circumstances where the employee has any disagreements and doubts regarding the compensation or termination process, we will consider seeking legal advice to ensure that all termination actions comply with relevant laws and regulations.

### 薪酬待遇

我們已制定具競爭力的薪酬及福利制度，以吸引和留住人才，包括基本及加班工資、法定及額外年假、以及提供員工宿舍等。另外，我們會根據員工的工作性質、資歷、工作表現和市場情況，結合績效評估結果，適時調整薪酬待遇。我們還會按照員工的工作表現、公司財務業績和市場情況等因素，提供額外考核獎金和其他福利。

為了確保合規並保持行業競爭力，本集團嚴格遵循當地法律法規和行業慣例，為員工繳納強制性公積金和社會保險、並提供商業保險和額外醫療福利等保障。

### 解僱政策

為確保遵守相關僱傭條例及指引，本集團已參考適用法例和僱傭合約條款，制定內部流程，並已於僱傭合同中列明解僱條款。在合理情況下，例如員工持續表現不佳、違反公司規定或公司進行人力資源結構調整等，本集團可能會解僱相關的員工。我們會根據內部規定和程序，為解僱的員工提供合理的賠償。如果出現特殊情況，例如該員工對賠償或解僱方式有任何異議及懷疑，我們將考慮尋求法律建議，以確保所有解僱行為符合相關法律法規。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

During the Reporting Period, the Group confirmed that the termination of employment with relevant employees complied with all applicable employment laws and contractual provisions without any resulting litigation or legal compensations. The employee turnover rate is as follows:

報告期間，本集團確保遵守所有適用的僱傭法規和僱傭合約條款終止與相關員工的僱傭關係，並無引起任何訴訟或法律賠償。員工流失率如下：

Employee Turnover Rate 員工流失率	Unit 單位	2024 二零二四年度	2023 二零二三年度
<b>By gender</b> 按性別分類			
Male 男性	Percentage 百分比	10	21
Female 女性	Percentage 百分比	8	17
<b>By age group</b> 按年齡組別分類			
21-30	Percentage 百分比	0	14
21-30歲	百分比		
31-40	Percentage 百分比	7	43
31-40歲	百分比		
41-50	Percentage 百分比	7	6
41-50歲	百分比		
51-60	Percentage 百分比	14	38
51-60歲	百分比		
Over 60 60歲以上	Percentage 百分比	33	0
<b>By geographical location</b> 按地區分類			
Hong Kong 香港	Percentage 百分比	6	0
Mainland China 中國內地	Percentage 百分比	9	22

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Equal Opportunity and Diversity Policy

An equal and fair working environment is essential for attracting top talent and improving employee performance. We have implemented a comprehensive human resources management system to ensure that employees are not subjected to discrimination or unfair treatment based on gender, age, region, nationality, race, religion, sexual orientation, disabilities, marital status or any other reasons.

### 平等機會及多元化政策

為了吸引優秀人才及提升員工的工作表現，創建平等和公正的工作環境是至關重要的。我們實施了全面的人力資源管理制度，以確保員工在工作中不會因性別、年齡、地域、國籍、種族、宗教信仰、性取向、身體殘疾、婚姻狀況或任何其他因素遭受歧視或任何不公平待遇。

#### Recruitment 招聘

- We adhere to fair recruitment principles. However, the proportion of female employees is relatively higher due to factors such as the nature of our business and the labour force composition in our operational areas.  
我們秉持公平的招聘原則，但鑒於業務性質和營運區域的勞動人口結構等因素，女性員工比例相對較高。

#### Promotion 晉升

- To nurture future managerial talents, we actively support internal promotions. The Group is committed to ensuring that all employees have equal opportunities for promotion. The promotion mechanism is primarily based on factors such as the job performance, professional qualifications, personal aspirations of employees and company business conditions, regardless of factors such as gender or nationality.  
為了培育未來的管理人才，我們積極支持內部晉升。本集團致力於確保所有員工都能享有公平的晉升機會，晉升機制主要基於員工的工作表現、專業資歷、個人意願以及公司業務狀況等因素，絕不受性別或國籍等因素的影響。

### Health and Safety

We place a high emphasis on the health and safety of our employees. We take all necessary measures to ensure the safety of our workforce and strictly adhere to all relevant laws and regulations, including but not limited to:

- Occupational Safety and Health Ordinance (Cap. 509 of the Laws of Hong Kong);
- The Law of the People's Republic of China on the Prevention and Control of Occupational Diseases;

### 健康及安全

我們高度關注員工的健康和安全。我們採取一切必要的措施來確保員工的工作安全，並嚴格遵守所有相關的法律和法規，包括但不限於：

- 香港法例第509章《職業安全及健康條例》；
- 《中華人民共和國職業病防護法》；

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

- The Regulations Concerning Female Staff and Workers; and
- The Fire Protection Law of the People's Republic of China.
- 《女職工勞動保護特別規定》；以及
- 《中華人民共和國消防法》。

During the Reporting Period, we were not aware of any material non-compliance of laws and regulations relating to providing a safe working environment and protecting employees from occupational hazards that had a significant impact on the Group.

報告期間，我們並不知悉任何嚴重違反有關提供安全工作環境及保障員工避免職業性危害的法律法規，且對本集團產生重大影響的事宜。

### Work Safety

In the past three years (including the Reporting Period), the Group had no significant incident of safety, work-related injuries and fatalities, therefore there were no lost days due to work injury. Given the business nature of the Group, some employees are involved in equipment operations to a large extent, which inherently carries some safety risks. As a result, the Group is committed to providing a safe working environment for employees by implementing the following safety measures:

### 工作安全

本集團於過去三年(包括報告期間)並無發生重大安全事故、工傷及因工亡故個案，因此亦無因工傷損失的工作日數。由於本集團的業務性質，部分員工會涉及大量器械操作，故此存在一定的安全風險。因此，本集團採取以下多項安全措施，致力為員工提供安全的工作環境：

- A Health and Safety Committee is established to regulate and continuously revise the work processes of all levels. The committee also formulates, monitors and implements a series of occupational health and safety guidelines;
- Third-party testing institutions are invited regularly to conduct workplace environment testing;
- Adequate first aid supplies and fire prevention equipment are provided in offices and factories;
- Annual safety and health risk identification and assessment for all positions within the Company are conducted;
- The risks of using all new materials, machinery and equipment are strictly monitored and evaluated; and
- We provide relevant training and safety meetings for employees and participate in fire drills organized by relevant departments or institutions on a regular basis.
- 成立健康及安全委員會，負責規範並持續修訂各級工序，並制訂、監督及執行一系列工作健康及安全指引；
- 定期邀請第三方檢測機構進行職場環境檢測；
- 於辦公室及廠房內配備足夠的急救用品及防火設備；
- 為全公司各崗位進行年度安全及健康風險鑒別及評估；
- 嚴格監控及評估所有新物料、機械設備等的使用風險；以及
- 定期為員工提供相關培訓及安全會議，參加相關部門或機構舉辦的消防演習。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Employee Health and Well-being

We also concern the physical and mental well-being of our employees and promote their holistic development through different measures:

### 員工健康與福祉

我們同樣重視員工身心健康，並通過不同措施促進員工的身心發展：

#### Sharing holiday joy

##### 分享節日喜悅

- Organize employee activities during holidays or special occasions such as Christmas and New Year.  
於聖誕、新年等節日或特別日子組織員工活動。

#### Enhancing sense of belonging

##### 提高歸屬感

- Arrange various types of cultural, sports and social activities to enhance interaction among employees.  
安排各類型文化、體育及社交活動，加強員工之間的互動交流。

#### Maintaining work-life balance

##### 保持工作及生活平衡

- Encourage employees to actively participate in various types of outdoor activities that are beneficial to physical and mental well-being.  
鼓勵員工多參與各類型有益身心的戶外活動。

Furthermore, the Group allows certain employees, such as factory workers, to work on shift basis. We take into account the special needs of employees, such as new parents, in formulating weekly working hours and shift schedule, aiming to provide a more flexible and employee-centric work arrangements.

另外，本集團允許部分員工如廠房工人輪班制工作，並在制訂每週工時和輪班制時會考慮新任父母等員工的特殊需求，以提供更靈活和人性化的工作安排。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Development and Training

### 發展及培訓

We highly value employee development and training. During the Reporting Period, a total of 95 employees of the Group participated in training (2023: 88) and the training data is as follows:

我們非常重視員工發展和培訓。報告期內，本集團共有95名員工參與培訓（二零二三年：88名），培訓數據如下：

		Unit	2024	2023
		單位	二零二四年度	二零二三年度
<b>Percentage of employees trained</b>				
<b>受訓員工百分比</b>				
By gender 按性別劃分	Male 男性	Percentage 百分比	<b>100</b>	100
	Female 女性	Percentage 百分比	<b>100</b>	100
By employee category 按員工類別劃分	Administrative staff 行政人員	Percentage 百分比	<b>100</b>	100
	Others 其他	Percentage 百分比	<b>100</b>	100
<b>Average training hours per employee</b>				
<b>每名員工平均受訓時數</b>				
By gender 按性別劃分	Male 男性	Hour 小時	<b>6.6</b>	8.0
	Female 女性	Hour 小時	<b>6.5</b>	8.1
By employee category 按員工類別劃分	Administrative staff 行政人員	Hour 小時	<b>5.1</b>	6.5
	Others 其他	Hour 小時	<b>7.5</b>	9.3

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

The Group aspires to elevate the quality of our products and services by providing pieces of training to employees and encouraging them to pursue continuing education. Therefore, we have designed a series of employee training programmes to enhance their qualifications and professional skills. Additionally, we actively encourage employees to discuss their career goals and promotion aspirations with the management team. We support internal promotions and provide necessary support and assistance to relevant individual, enabling them to continuously develop their professional capabilities and achieve long-term professional development.

To continuously enhance professional competence, the Group encourages staff across all levels and departments to actively participate in on-the-job training and professional training provided by the Group or external training, so as to propel their professional growth and development.

本集團期望透過向員工提供培訓及鼓勵其持續進修，提升我們的產品及服務質素。因此，我們精心策劃一系列的員工培訓計劃，旨在提升員工的資歷和專業技能。同時，我們積極鼓勵員工與管理團隊討論他們的職業目標和晉升願望。我們支持內部晉升，並為相關人員提供必要支援和協助，使他們能夠不斷提升專業能力，實現長遠的職業發展。

為了不斷提升專業素養，本集團鼓勵所有職級和部門的員工積極參與由本集團提供的在職培訓、專業培訓或外部培訓，從而促進其職業成長與發展。

### Company directors and senior management 公司董事及高級管理層

Participate in training regarding the Rules Governing the Listing of Securities on the GEM of the Stock Exchange and corporate governance from time to time to learn about the latest information and enhance the internal control measures of the Company.

不定期參與有關聯交所GEM證券上市規則和企業管治的培訓，以獲悉最新資訊及提升本公司的內部監控措施。

### Financial, accounting staff and Company secretary 財務、會計及公司秘書人員

By participating in external seminars, staff can keep abreast of the latest information, and understand changes and trends in their respective fields, and stay current with updates and latest information in the areas of legal, financial accounting and reporting knowledge.

透過參加外部研討會，員工能及時獲取最新資訊，瞭解相關領域的變化和趨勢，并緊貼法律、財務會計及申報知識領域的變更和最新資料。

### General staff 一般員工

Actively participate in various training offered by the Group in various areas such as business management, project management, communication skills and presentation skills, so as to enhance the knowledge and skills of employees.

積極參與本集團提供的各項培訓，內容包括企業管理、項目管理、溝通技巧和演講技巧等相關範疇，從而提升員工知識和技能。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Labour Standards

The Group strictly abides by labour-related laws and regulations, including but not limited to:

- Employment Ordinance (Cap. 57 of the Laws of Hong Kong);
- Labour Law of the People's Republic of China; and
- Regulation on Labour Security Supervision issued by the State Council of the People's Republic of China.

The Group strictly prohibits child labour and forced labour, and has developed internal code guidelines and labour systems in reference to international labour standards, and continuously improve labour mechanism to address any instances of potential non-compliance. During the Reporting Period, the Group was not aware of any material non-compliance of laws and regulations relating to preventing child and forced labour that had a significant impact on the Group.

In order to safeguard the rights and interests of children and ensure the freedom and dignity of our employees, we have zero tolerance for child labour or any form of forced labour. During the recruitment process, our human resources department rigorously implements inspection procedures and requires applicants to provide valid identification documents to ensure their legal employment qualifications.

We maintain a zero-tolerance approach towards any violations of labour standards. Clear guidelines regarding employee conduct and ethics are explicitly outlined in all employment contracts and employee codes of conduct. These guidelines encompass ethical standards, work attitudes, professional behavior, etc. In the event of any non-compliance identified, we initiate immediate investigation procedures and implement appropriate disciplinary measures, which may include warnings, suspensions, or termination of employment.

### 勞工準則

本集團嚴格遵守勞工相關的法律和法規，包括但不限於：

- 香港法例第57章《僱傭條例》；
- 《中華人民共和國勞動法》；以及
- 中國國務院的《勞動保障監察條例》。

本集團嚴禁聘用童工及強制勞工，並參考國際勞工標準制定內部守則指引和勞工制度，持續改進勞工機制，以應對任何潛在的違規行為。報告期間，本集團並不知悉任何嚴重違反有關防止童工或強制勞工的法律法規，且對本集團產生重大影響的事件。

為了保護兒童的權益及確保員工的自由意願和尊嚴得到尊重，我們對聘用童工或任何形式的強制勞工持零容忍的態度。在招聘過程中，我們的人力資源部門嚴格執行檢查程序，要求求職者提供有效的身份證明文件，以確保他們具有合法的就業資格。

我們對於違反勞工標準的行為保持零容忍態度，並在所有僱傭合約和員工守則中明確列出對員工行為和操守的規範，當中涵蓋道德準則、工作態度、專業行為等方面。一旦發現任何違規行為，我們將立即展開調查程序，並採取適當的處罰措施，包括警告、停職、解僱等。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Operating Practices

#### Supply Chain Management

In order to maintain high product quality and meet customers' expectations, we attach great importance to supply chain management and have been actively communicating with suppliers to ensure that they understand the Group's philosophy and values. We are committed to establishing a sustainable supply chain system and fostering long-term mutual trust relationships with key suppliers.

The Group is committed to managing risks associated with the supply chain and has developed a comprehensive internal procurement system in accordance with applicable laws and standards in Mainland China and Hong Kong. We require our suppliers to continuously offer raw materials at prices that the Group deems competitive. A series of considerations and measures are taken to select suitable suppliers. We conduct due diligence on suppliers, including their corporate integrity and business records. We also conduct on-site visits to suppliers' plant when necessary. In addition to their business records, we also focus on suppliers' environmental performance and risks, such as environmental compliance. We encourage suppliers to obtain environmental certifications and awards and prioritize selecting suppliers that use environmentally friendly materials. Furthermore, the Group's labour guidelines are also applicable to suppliers, and we have a zero-tolerance policy for any violations of child or forced labour.

To ensure that suppliers comply with the Group's requirements for quality of products and services as well as our ethical standards, we conduct regular assessments and monitoring of our suppliers so as to control internal risk. Following our internal guidelines, we periodically conduct performance evaluations of both existing and new suppliers to ensure they have a sound business record and have not committed any serious violations or any unethical behaviour. If any supplier has significant issues or potential risks, we initiate relevant procedures to replace them in an effort to ensure the stability and compliance of the supply chain.

### 營運慣例

#### 供應鏈管理

為維持高質素的產品及滿足客戶的期望，我們高度重視供應鏈管理，一直積極與供應商溝通，讓其了解本集團的理念及價值觀，致力於建立可持續供應鏈體系，並與主要供應商建立長期互信關係。

本集團致力於管理供應鏈相關的風險，並根據中國內地及香港的適用法律及準則，制定一套完善的內部採購系統。我們要求供應商持續以本集團認為具有競爭力的價格提供原材料，並採取一系列的考量及措施，以選擇合適的供應商。我們對供應商進行公司誠信、營商紀錄等盡職審查，並在有需要時會到供應商的廠房進行實地考察。除了供應商的營業紀錄外，我們亦關注供應商的環境表現及風險（如環境合規等），鼓勵供應商獲得環保相關認證及獎項，並優先選擇使用環保材料的供應商。同時，本集團的勞工準則亦適用於供應商，我們絕不容忍任何童工或強制勞工等違規情況。

為確保供應商符合本集團對產品及服務質素的要求，以及我們的道德標準，我們定期對供應商進行評估和監督，以控制內部風險。我們按照內部指引，定期對新舊供應商進行履約評估，以確保供應商的營商記錄良好，並未曾出現嚴重違規或任何違反商業道德的行為。如果供應商出現重大問題或有潛在風險，我們會採取相關程序更換供應商，以確保供應鏈的穩定性和合規性。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### SUPPLIER PERFORMANCE ASSESSMENT

1. Whether they continue to meet the standards of the Group.
2. Whether they fulfil their responsibilities under the procurement contracts during the contract period.
3. Whether they promptly notify the Group of any significant changes.
4. Whether the provided raw materials meet the requirements of the Group.

During the Reporting Period, the Group had a total of 63 suppliers (2023: 71), primarily consisting of raw material suppliers and production equipment suppliers. All suppliers have been assessed and reviewed. Their geographical distribution is as follows:

### 供應商履約評估

1. 供應商是否仍然符合本集團的標準。
2. 供應商於合約期內有否履行採購合約項下的責任。
3. 供應商如有任何重大變更，是否及時知會本集團相關訊息。
4. 供應商提供的原材料是否符合本集團要求。

報告期間，本集團一共有63家供應商（二零二三年：71家），主要包括原材料供應商及生產設備供應商，並已對所有供應商進行評估及審核，其地區分佈如下：

Geographical Location 地區	Unit 單位	2024 二零二四年	2023 二零二三年
Hong Kong 香港	Number 家	28	31
Mainland China 中國內地	Number 家	34	39
Overseas regions 海外地區	Number 家	1	1

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Product Responsibility

The Group is primarily engaged in the production and trading of high-end swimwear and garment products, and has always maintained a strong reputation in the industry. Our customers mainly consist of swimwear and garment enterprises in Europe and other regions. Our operation aims to provide our customers with quality products that meet their expectations and strictly adheres to all applicable laws and regulations, including but not limited to:

- Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong);
- The Trademark Law of the People's Republic of China;
- The Advertising Law of the People's Republic of China; and
- The Interim Measures for the Administration of Internet Advertising of the State Administration for Market Regulation of the People's Republic of China (互聯網廣告管理暫行辦法).

During the Reporting Period, the Group was not aware of any material non-compliance of laws and regulations relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of remedies that had a significant impact on the Group.

### 產品責任

本集團主要從事高端泳裝和服裝產品的生產和貿易業務，並一直維持良好的商譽。我們的客戶主要來自歐洲等地的泳裝和服裝品牌企業。我們的營運以為客戶提供優質及符合他們期望的產品為目標，並嚴格遵守所有適用法律法規，包括但不限於：

- 香港法例第486章《個人資料(私隱)條例》；
- 《中華人民共和國商標法》；
- 《中華人民共和國廣告法》；以及
- 中國國家市場監督管理總局《互聯網廣告管理暫行辦法》。

報告期間，本集團並不知悉任何嚴重違反有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的法律法規，且對本集團產生重大影響的事宜。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Product Quality

Product quality is the key to the Group's sustainable operation. We have established an internal quality inspection mechanism and relevant work guidelines, and continuously monitor and enhance the relevant processes so as to ensure that our products meet the quality standards. The processes of product quality monitoring are set out below:

- |  |  |
|--|--|
| 1. Conduct regular inspections of the workshop and checks on production orders and raw materials to ensure product quality meets the order requirements, and provide inspection reports.   | 1. 定期巡查車間，核對及檢查製單資料、原材料，以確保質量符合製單要求，並匯報查貨報告。     |
| 2. Conduct production process inspections to ensure that the process and production equipment meet standards.  | 2. 進行生產工序檢查，以確保工藝以及生產設備符合標準。                     |
| 3. Check whether the cartons, plastic bags, price tags and other packaging meet the requirements according to the ordering specifications to ensure we provide customers with quality products that align with their expectations. | 3. 根據製單資料，檢查紙箱、膠袋、價錢牌等包裝是否符合要求，確保提供符合客戶期望的高品質產品。 |
| 4. Conduct product quality inspections to ensure that the size, text, color and printing of the finished products are in full compliance with client expectation.  | 4. 進行產品質量檢測，以確保成品尺寸、文字、顏色及印花等方面完全符合客戶要求。         |
| 5. After completing the aforementioned inspections, the factory supervisor shall sign and stamp.   | 5. 在完成上述檢測後，由廠方主管級人員進行簽名和蓋印作證明。                  |

In addition, we provide relevant training for our employees to enhance their professional skills. The Group has established and implemented recall procedures to properly arrange product recall and follow up subsequent matters. During the Reporting Period, the Group had no products subject to recall for safety and health reasons.

### 產品質量

產品的質量是本集團可持續營運的關鍵。我們已建立內部品質檢測機制及相關工作指引，並持續監測及完善相關流程，以確保產品達到質量標準。產品質量監測的流程如下：

另外，我們亦會為員工安排相關培訓，提升彼等專業技術。本集團已建立及實施產品回收程序，以妥善安排產品回收及跟進後續事宜。報告期內，本集團並無因安全與健康理由而須回收的產品。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Customer Communication

We value customers' opinions on our products and services, therefore, the Group continues to pay attention to the feedback provided by our customers and understands their needs as well as concerns, striving to improve our products and adjusting business strategies for continuous improvement. During the Reporting Period, the Group did not receive any complaints in relation to products and services.

We continuously and regularly review the various communication channels with our customers to ensure their effectiveness and accessibility. Additionally, we have established internal guidelines and procedures for handling customer complaints. We regularly review and update relevant guidelines to continuously improve our customer service system. In the event of receiving a customer complaint, we respond promptly and conduct relevant investigations to make sure that issues are resolved in a timely and effective manner.

### Privacy Protection

We are committed to protecting consumer personal data and strictly comply with privacy-related laws and regulations. The Group has established internal guidelines to ensure that employees properly handle customer business information in their daily operations. We strictly prohibit the unauthorized use or disclosure of such information.

We have established strict internal processes for e-commerce and on-line shopping related services. We select qualified service providers to ensure that they possess professional expertise and security measures so as to protect the security of customer information. After recycling used mobile phones, we take thorough measures to erase all personal data of the former users, including communication records, photos, documents, and other sensitive information to ensure that the privacy of former users will not be leaked.

### 客戶溝通

我們重視客戶對我們產品及服務的意見，因此本集團持續關注客戶提供的反饋，了解他們的需求和關注，致力於改進我們的產品並調整業務策略，以實現持續進步。報告期內，本集團並無收到任何有關產品和服務的投訴。

我們持續及定期審查與客戶的各種溝通渠道，確保它們的有效性和便捷性。同時，我們已建立有關處理客戶投訴的內部指引和流程，並定期檢視和更新相關指引，持續完善客戶服務制度。一旦收到客戶投訴，我們會及時作出回應，並對相關事件進行調查，確保問題得到及時有效的解決。

### 私隱保護

我們致力於保護消費者的個人資料，並嚴格遵守私隱相關的法律法規。本集團已制定內部守則，確保員工在日常營運中妥善處理所接觸的客戶商業資料，絕不私自使用或洩漏。

針對電子商務及網上購物相關業務，我們已制定嚴格的內部流程，並選用合資格的服務提供商，確保他們具備專業技術和安全措施，以保障客戶資料的安全。我們在回收二手手機後會徹底清除前用戶的個人資料，包括通訊記錄、照片、文件等敏感信息，以確保前用戶的私隱不會外洩。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Intellectual Property Rights

The Group attaches great importance to the protection of intellectual property rights and is committed to ensuring the proper protection and lawful use of intellectual property rights both within and outside the organization, and we do not tolerate any acts of infringement.

We have clear guidelines in place that strictly prohibit employees from unauthorized use or copying of any assets of the Group's assets. Violation of these guidelines are subject to disciplinary action or legal prosecution. We continuously strengthen employees' awareness of respecting and protecting intellectual property rights and provide relevant training that covers fundamental concepts and relevant laws to ensure the safe and effective use of intellectual property rights.

### Advertising and labeling

We strictly comply with applicable advertising and labeling laws and regulations to ensure that there are no exaggerated or inaccurate product descriptions, salesperson statements, or product labels.

The Group is currently not launching large-scale advertising campaigns and mainly relies on solid business relationships with existing customers and salesperson referrals for product sales.

### 知識產權

本集團高度重視知識產權的保護，並致力於確保企業內外對知識產權的妥善保護及合法使用，絕不容忍任何侵權行為。

我們明確規定員工在未經授權的情況下，不得私自使用或複製本集團的任何資產，並對違規者進行紀律處分或檢控。我們持續加強員工對知識產權的尊重和保護意識，並提供相關培訓，當中涵蓋基本概念和相關法律等內容，確保知識產權的安全和有效運用。

### 宣傳及標籤

我們嚴格遵守宣傳及標籤相關的法律和法規，確保產品描述、銷售人員的陳述和產品標籤並不存在誇大或虛假內容的情況。

本集團現時未進行大規模的宣傳活動，主要依賴與現有客戶建立的穩固業務關係以及銷售人員的介紹來進行產品銷售。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Anti-corruption

Integrity is the foundation of the Group's operations. Over the years, we have insisted on carrying out our business operations with good business ethics and strictly complied with relevant laws and regulations, including but not limited to:

- Prevention of Bribery Ordinance (Cap. 201 of the Laws of Hong Kong);
- Anti-Money Laundering and Counter-Terrorist Financing Ordinance (Cap. 615 of the Laws of Hong Kong);
- Competition Ordinance (Cap. 619 of the Laws of Hong Kong);
- The Anti-Unfair Competition Law of the People's Republic of China; and
- The Anti-Money Laundering Law of the People's Republic of China.
- 香港法例第201章《防止賄賂條例》;
- 香港法例第615章《打擊洗錢及恐怖分子資金籌集條例》;
- 香港法例第619章《競爭條例》;
- 《中華人民共和國反不正當競爭法》;
- 以及
- 《中華人民共和國反洗錢法》。

### 反貪污

誠信是本集團營運的基礎。我們多年來堅持以良好的商業道德經營業務，並嚴格遵守相關法律及法規，包括但不限於：

In order to prevent any malpractice in the operation, the Group has established the convention against corruption and a comprehensive anti-corruption and fraud mechanism that covers the entire supply chain, from upstream suppliers to downstream end customers, as well as the functioning of capital markets involving investors, shareholders, and institutions. In addition, we have appointed an independent internal control and risk advisory team to assist in monitoring the Group's corporate governance. They provide objective assessments to the Board regarding the managements' maintenance and implementation of effective internal control system. We also engage independent auditors to conduct an external audit of the Group to ensure financial transparency and compliance. We will regularly monitor and review the implementation of the relevant mechanisms and devote additional resources as needed to improve the mechanisms.

為預防營運中的任何不當行為，本集團制訂了廉政公約及一套完善的反貪污及詐騙機制，覆蓋整條供應鏈，從上游供應商至下游最終客戶，以及涉及投資者、股東及機構的資本市場運作。另外，我們委任獨立內部監控及風險諮詢團隊，協助監察本集團的企業管治，並就管理層維持與執行良好內部監控制度上為董事會提供客觀評估。我們還聘請獨立審計師對本集團進行外部審計，確保財務透明度和合規性。我們將定期監察及檢視相關制度的執行情況，並在有需要時投放更多資源以改進機制。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

In addition, the Group regularly provides anti-corruption training and relevant information to directors and employees. They are encouraged to participate in external anti-corruption seminars and training to enhance their anti-corruption awareness.

During the Reporting Period, the Group was not aware of any material non-compliance of laws and regulations relating to bribery, extortion, fraud and money laundering that had a significant impact on the Group. Neither the Group nor its employees have been involved in any corruption litigation case.

### Whistle-blowing Policy

To encourage employees to report any suspected dishonest behavior anonymously, we have established a whistle-blowing system and committed to protecting the identity of whistleblowers from disclosure. Upon receiving internal or external report, we assign senior executive to conduct detailed investigations with the assistance of relevant internal audit, human resources, and legal departments. The investigation findings are reported to senior management. If any employee is found to be involved in illegal activities during our investigations, the Group will immediately report to the relevant law enforcement authorities and actively cooperate with their investigation to ensure that the incident is dealt with in an appropriate manner.

另外，本集團定期向董事及員工提供反貪污培訓及相關資訊，並鼓勵他們參與外部的反貪污講座及培訓，以加強他們的反貪污意識。

報告期間，本集團並不知悉任何嚴重違反有關防止賄賂、勒索、欺詐和洗黑錢的法律和法規，且對本集團產生重大影響的事件。本集團或其員工亦不涉及任何貪污訴訟案件。

### 舉報政策

為鼓勵員工匿名舉報任何可疑的不誠實行為，我們已建立舉報制度，並承諾保護舉報人的身份不被公開。當收到內部或外部舉報後，我們將指派資深主管在相關的內部審計、人力資源和法律部門的協助下展開深入調查，並向高級管理層匯報調查結果。若調查發現任何員工涉及違法行為，本集團將立即通知相關執法部門並積極配合調查工作，以確保事件得到妥善處理。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Community

#### *Community Investment*

As part of the community, the Group is aware of its social responsibility. It adheres to the principle of “taking from society, giving back to society” in its operations, and is committed to fulfilling social responsibilities and contributing to the community actively. During the Reporting Period, we actively promoted a sense of caring for the community and mutual assistance among employees. We organized and participated in various community activities, encouraging employees to actively contribute to society through practical actions. Additionally, we encourage employees’ involvement in volunteer service activities by providing volunteer holidays, and employees will share their experiences after the activities to motivate and inspire more employees to participate in charitable activities.

Looking ahead, the Group will continue to allocate more resources to community investment. For instance, planning to collaborate with different organizations and institutions to further contribute to and give back to society.

### 社區

#### *社區投資*

作為社區的一份子，本集團了解其社會責任，並在營運中秉持「取之社會，用之社會」的原則，積極履行社會責任及回饋社會。報告期內，我們積極向員工宣揚關懷社區和互助互愛的理念，組織並參與各種社區活動，鼓勵員工通過實際行動為社會做出貢獻。同時，我們通過提供義工假期等措施，鼓勵員工踴躍參與義工服務活動，並在活動後進行交流分享，以激勵及感染更多的員工參與公益活動。

展望未來，本集團將持續投放更多資源於社區投資，如計劃與不同組織和機構合作，進一步貢獻及回饋社會。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE CONTENT INDEX

### 環境、社會及管治報告指引索引

Subject area 主要範疇	Content 內容	Corresponding section in this ESG Report 對應報告章節
<b>Mandatory Disclosure Requirements</b> 強制披露規定		
Governance Structure 管治架構	<p>A statement from the board containing the following elements:</p> <ul style="list-style-type: none"> <li>(i) a disclosure of the board’s oversight of ESG issues;</li> <li>(ii) the board’s ESG management approach and strategy, including the process used to evaluate, prioritise, and manage material ESG-related issues (including risks to the issuer’s businesses); and</li> <li>(iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer’s businesses.</li> </ul> <p>由董事會發出的聲明，當中載有下列內容：</p> <ul style="list-style-type: none"> <li>(i) 披露董事會對環境、社會及管治事宜的監管；</li> <li>(ii) 董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜（包括對發行人業務的風險）的過程；及</li> <li>(iii) 董事會如何按環境、社會及管治相關目標檢討進度、並解釋它們如何與發行人業務有關連。</li> </ul>	Sustainability Governance 可持續發展管治
Reporting Principles 匯報原則	<p>A description of, or an explanation on, the application of the Reporting Principles (Materiality, Quantitative and Consistency) in the preparation of the ESG report.</p> <p>描述或解釋在編備環境、社會及管治報告時如何應用匯報原則（重要性、量化和一致性）。</p>	About this Report – Reporting Standards and Principles 關於本報告－報告標準及原則
Reporting Boundary 匯報範圍	<p>A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report.</p> <p>解釋環境、社會及管治報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。</p>	About this Report – Reporting Period and Scope 關於本報告－報告期間及範圍

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Subject area 主要範疇	Content 內容	Corresponding section in this ESG Report 對應報告章節
<b>A. Environment</b> <b>A. 環境</b>		
<b>A1 Emissions</b> <b>A1 排放物</b>		
General Disclosure 一般披露	Information on (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Environment - Emissions 環境－排放物
KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	
KPI A1.2 關鍵績效指標A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity. 直接（範圍1）及能源間接（範圍2）溫室氣體總排放量（以噸計算）及（如適用）密度。	
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity. 所產生有害廢棄物總量（以噸計算）及（如適用）密度。	
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity. 所產生無害廢棄物總量（以噸計算）及（如適用）密度。	

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Subject area 主要範疇	Content 內容	Corresponding section in this ESG Report 對應報告章節
KPI A1.5 關鍵績效指標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。	Environment - Emissions, Use of Resources 環境－排放物、資源使用
KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Environment - Emissions 環境－排放物
<b>A2 Use of Resources</b> <b>A2 資源使用</b>		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源 (包括能源、水及其他原材料) 的政策。	Environment - Use of Resources 環境－資源使用
KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type in total (kWh in '000s) and intensity. 按類型劃分的直接及／或間接能源總耗量 (以千個千瓦時計算) 及密度。	
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity. 總耗水量及密度。	
KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Subject area 主要範疇	Content 內容	Corresponding section in this ESG Report 對應報告章節
KPI A2.4 關鍵績效指標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。	Environment - Use of Resources 環境－資源使用
KPI A2.5 關鍵績效指標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。	
<b>A3 The Environment and Natural Resources</b> <b>A3 環境及天然資源</b>		
General Disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Environment - The Environment and Natural Resources 環境－環境及天然資源
KPI A3.1 關鍵績效指標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。	
<b>A4 Climate Change</b> <b>A4 氣候變化</b>		
General Disclosure 一般披露	Policies on significant climate-related issues which have impacted the issuer. 對發行人產生影響的重大氣候相關事宜的政策。	Environment - Climate Change 環境－氣候變化
KPI A4.1 關鍵績效指標A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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<b>B. Social</b> <b>B. 社會</b>		
<b>B1 Employment</b> <b>B1 僱傭</b>		
General Disclosure 一般披露	Information on (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Social - Employment and Labour Practices - Employment 社會－僱傭及勞工常規－僱傭
KPI B1.1 關鍵績效指標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。	
KPI B1.2 關鍵績效指標B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	

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## 環境、社會及管治報告

Subject area 主要範疇	Content 內容	Corresponding section in this ESG Report 對應報告章節
<b>B2 Health and Safety</b> <b>B2 健康與安全</b>		
General Disclosure 一般披露	Information on (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Social - Employment and Labour Practices - Health and Safety 社會－僱傭及勞工常規－健康與安全
KPI B2.1 關鍵績效指標B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年（包括匯報年度）每年因工亡故的人數及比率。	
KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	
KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	

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## 環境、社會及管治報告

Subject area 主要範疇	Content 內容	Corresponding section in this ESG Report 對應報告章節
<b>B3 Development and Training</b> <b>B3 發展及培訓</b>		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Social - Employment and Labour Practices - Development and Training 社會－僱傭及勞工常規－發展及培訓
KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。	
KPI B3.2 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	
<b>B4 Labour Standards</b> <b>B4 勞工準則</b>		
General Disclosure 一般披露	Information on (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Social - Employment and Labour Practices - Labour Standards 社會－僱傭及勞工常規－勞工準則
KPI B4.1 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	
KPI B4.2 關鍵績效指標B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	



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Subject area 主要範疇	Content 內容	Corresponding section in this ESG Report 對應報告章節
<b>B5 Supply Chain Management</b> <b>B5 供應鏈管理</b>		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Social - Operating Practices - Supply Chain Management 社會－營運慣例－供應鏈管理
KPI B5.1 關鍵績效指標B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	
KPI B5.2 關鍵績效指標B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及有關慣例的執行及監察方法。	
KPI B5.3 關鍵績效指標B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	
KPI B5.4 關鍵績效指標B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	

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Subject area 主要範疇	Content 內容	Corresponding section in this ESG Report 對應報告章節
<b>B6 Product Responsibility</b> <b>B6 產品責任</b>		
General Disclosure 一般披露	Information on (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Social - Operating Practices - Product Responsibility 社會－營運慣例－產品責任
KPI B6.1 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	
KPI B6.2 關鍵績效指標B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	
KPI B6.3 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	
KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	

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Subject area 主要範疇	Content 內容	Corresponding section in this ESG Report 對應報告章節
<b>B7 Anti-corruption</b> <b>B7 反貪污</b>		
General Disclosure 一般披露	Information on (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Social - Operating Practices - Anti-corruption 社會－營運慣例－反貪污
KPI B7.1 關鍵績效指標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。	
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	
KPI B7.3 關鍵績效指標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。	

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<b>B8 Community Investment</b> <b>B8 社區投資</b>		
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Social - Community - Community Investment 社會－社區－社 區投資
KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution. 專注貢獻範疇。	
KPI B8.2 關鍵績效指標B8.2	Resources contributed to the focus areas. 在專注範疇所動用資源。	



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LUXEY INTERNATIONAL (HOLDINGS) LIMITED  
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