

2017

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告



DX.com Holdings Limited

DX.com 控股有限公司

(Incorporated in the Cayman Islands and continued in Bermuda with limited liability)

(於開曼群島註冊成立及於百慕達存續之有限公司)

(Stock Code 股份代號：8086)

CONTENTS 目錄

2 PREPARATION BASIS AND SCOPE
編製基準及範圍

2 REPORTING PERIOD
報告期間

2 CONTACT INFORMATION
聯絡資料

3 STAKEHOLDERS ENGAGEMENT
持份者參與

ENVIRONMENT 環境

5 ENVIRONMENTAL POLICIES
環境政策

5 AIR EMISSION
氣體排放

6 CARBON EMISSION
碳排放

6 WASTE MANAGEMENT
廢棄物管理

6 USE OF RESOURCES
資源利用

7 RESOURCES CONSERVATION
資源保護

SOCIAL 社會

8 EMPLOYMENT AND LABOUR STANDARD
僱傭及勞工準則

9 EMOLUMENT POLICY
薪酬政策

9 REMUNERATION COMMITTEE
薪酬委員會

10 TRAINING
培訓

11 RETIREMENT BENEFIT SCHEME
退休福利計劃

11 HEALTH AND SAFETY
健康與安全

12 EQUAL OPPORTUNITIES, DIVERSITY, FORCED AND CHILD LABOUR
平等機會、多元化及強迫勞工及童工

12 EMPLOYEES, CUSTOMERS, SUPPLIERS AND OTHER STAKEHOLDER
僱員、客戶、供應商及其他持份者

13 PRODUCT RESPONSIBILITY
產品責任

14 ANTI-CORRUPTION
反貪污

COMMUNITY 社區

PREPARATION BASIS AND SCOPE

DX.com Holdings Limited (the "Company" together with its subsidiaries as the "Group") is pleased to present the first Environmental, Social and Governance ("ESG") Report (the "ESG Report"). In accordance with the newly released requirement of the Environmental, Social and Governance Reporting guide ("Environmental, Social and Governance Guide") in Appendix 20 of the Rules Governing the Listing of Securities on the Growth Enterprise Market of the Stock Exchange of Hong Kong Limited (the "GEM Listing Rules"), we have prepared the ESG Report covering our business segments namely (i) E-commerce and provision of online sales platform; (ii) Property agency and property management service; and (iii) Money lending business.

Our major segment is E-commerce and provision of online sales platform, which sourced and sold products from various suppliers to the customers. DX.com, also called DealExtreme.com, is the major B2C website of the Group. DX.com concentrates on the international markets and through unique online community marketing, it provides the global customers with moderate price and high quality products.

The scope of this ESG Report will cover the Group's initiatives on introducing the concept of ESG to our stakeholders, putting them into practices to our daily operations and disclosing results as a year-end summary over this covered period. It is also the intention of our management to provide an overview of our Group's direction in managing ESG related issues, driving for ESG initiatives, and communicating our ESG performance result with our stakeholders.

REPORTING PERIOD

The reporting period of this ESG Report covered the period from **1 July 2016 to 30 June 2017** (the "Reporting Period").

CONTACT INFORMATION

The Group welcomes your recommendation and feedback on this ESG Report. Please contact us by email to IR@dxholdings.com.

編製基準及範圍

DX.com控股有限公司(「本公司」, 連同其附屬公司統稱「本集團」)欣然提呈首份環境、社會及管治(「環境、社會及管治」)報告(「本報告」)。按照香港聯合交易所有限公司創業板證券上市規則(「創業板上市規則」)附錄20的環境、社會及管治報告指引(「環境、社會及管治指引」)的新頒佈規定, 我們編製本報告, 並涵蓋我們的業務分部, 即(i)電子商務及提供網上銷售平台; (ii)物業代理及物業管理服務; 及(iii)借貸業務。

我們的主要分部為電子商務及提供網上銷售平台, 向不同供應商採購及售買產品予客戶。DX.com亦稱為DealExtreme.com, 為本集團的主要企業對消費者方式銷售網站。DX.com專注於國際市場, 透過獨特的網上社群營銷, 為全球客戶提供價格適中而優質的產品。

本報告的範圍將涵蓋本集團向我們的持份者所推行環境、社會及管治概念, 於日常營運中實踐, 並以年末概要方式披露期間之結果。管理層亦旨在概述本集團在管理環境、社會及管治相關事宜、推動相對措施以及與持份者溝通在環境、社會及管治表現結果之方針。

報告期間

本報告之報告期間涵蓋二零一六年七月一日至二零一七年六月三十日止期間(「報告期間」)。

聯絡資料

本集團歡迎閣下對本報告提出任何建議意見及反饋, 請電郵至IR@dxholdings.com與本集團聯絡。

STAKEHOLDERS ENGAGEMENT

The Group acknowledges the importance of intelligence gained from the stakeholders' insights, inquiries and continuous interest in the Group's business activities. The following table provides an overview of the Group's key stakeholders and various platforms and proposed methods of communication used to reach, listen and respond.

Stakeholders 持份者	General issue of concern 一般關注事項	Proposed engagement channel 建議聯繫渠道
Government and Market Regulators 政府及市場監管機構	<ul style="list-style-type: none"> - Compliance - Promote regional economic development and employment 	<ul style="list-style-type: none"> - Information disclosure - Annual, interim and quarterly reports, announcement and other published information - 資料披露 - 年度、中期及季度報告、公告及其他已刊發資料
Shareholders and Investors 股東及投資者	<ul style="list-style-type: none"> - Return on the investment - Information disclosure and transparency - Protection of interests and fair treatment of shareholders - 投資回報 - 資料披露及透明度 - 保障股東權益及公平對待股東 	<ul style="list-style-type: none"> - Annual general meeting and other shareholder meetings - Annual, interim and quarterly reports, announcement and other published information - 股東週年大會及其他股東大會 - 年度、中期及季度報告、公告及其他已刊發資料
Employees 僱員	<ul style="list-style-type: none"> - Safeguard the rights and interests of employees - Career development opportunities - Health and safety - 保障僱員權益 - 職業發展機遇 - 健康與安全 	<ul style="list-style-type: none"> - Training - Team building activities - Feedback box - 培訓 - 團隊建設活動 - 反饋箱
Customers 客戶	<ul style="list-style-type: none"> - safe and high-quality services - Privacy and information protection - 安全及優質服務 - 隱私及資料保障 	<ul style="list-style-type: none"> - Email and customer service hotline - Customer's survey - Visits and meetings - 電郵及客戶服務熱線 - 客戶調查 - 考察及會議

持份者參與

本集團深明從持份者對本集團業務活動的見解、查詢及持續關注中獲得的訊息至關重要。下表提供本集團與主要持份者及用於聯繫、聆聽及反饋的各種平台及溝通方法概覽。

Stakeholders

持份者

General issue of concern

一般關注事項

Proposed engagement channel

建議聯繫渠道

Suppliers/Partners

供應商

Peer/Industry Associations

同行/行業協會

Public and Communities

公眾及社區

- Long-term partnership
- Honest cooperation
- Fairness
- Creditability
- 長期合夥關係
- 誠實合作
- 公平
- 可信性

- Experience sharing and cooperation
- Fair competition
- 經驗分享及合作
- 公平競爭

- Community involvement
- Social responsibilities
- 社區參與
- 社會責任

- Regular meeting
- Feedback on standard procurement process
- Strategic cooperation
- 定期會議
- 對標準採購流程的反饋
- 策略合作

- Industry conference, seminars

- 行業會議及研討會

- Community involvement

- 社區參與

ENVIRONMENT

The Group aims at providing the best online sales services to our customers, while contributing to environmental protection and the local community. Our Group's business focus in the e-commerce industry, and naturally produces lesser impacts as compare to other industries. Our main offices are located in both Hong Kong Special Administrative Region ("HKSAR") of People's Republic of China ("PRC") and other cities in PRC.

As one of the guiding principles, which receives the full commitment from our senior management, we strive to minimize our impacts to the environment arising from our operations. The culture of environmental protection is widely adopted throughout the Group, and we advocate the same to our partners and clients to improve all together.

ENVIRONMENTAL POLICIES

The Group commits to building an environmental-friendly corporation that pays close attention to conserving natural resources. Specific policies were introduced, dedicated in electricity save, office supplies and materials conservation and recycling throughout our operation. The establishment of environmental policies aim to provide guideline to the employees and raise their awareness on environmental protection issues.

AIR EMISSION

The Group primarily engaged in the E-commerce business and does not involve any activity leading to direct air emission. We took the initiative to examine the issue of emission across our administrative offices and warehouses, and results indicated that no significant impact was identified. As our operation does not involve in any combustion process, industrial, or heavy transportation activities leading to direct emission to the atmosphere, and thus we concluded that no major impact could be found in this aspect. At such, we do not have any relation to air emission nor are we aware of any need for complying with any laws and regulation regarding such matters. Our Group will continue monitoring our operation and ensuring our air emission will be maintained at this level, and will disclose further information as changes occur.

環境

本集團致力於為客戶提供最優質的網上銷售服務，同時為環境保護及當地社區作出貢獻。本集團的業務重點在於電子商務行業，所產生的影響自然少於其他行業。我們的主要辦事處位於中華人民共和國（「中國」）香港特別行政區（「香港」）及中國其他城市。

盡力減低營運對環境的影響是本集團的指導原則之一，並獲高級管理層全力支持。整體集團遵從環境保護文化，而我們亦向合作伙伴及客戶提倡此文化，共同進步。

環境政策

本集團努力打造重視保護天然資源的環保企業。我們採取特定政策，着力於營運過程中節省電能、節約辦公用品及物資以及循環再用以實踐集團的節約和環保政策。制定環保政策旨在為僱員提供有關環保事宜的指引及提高相關意識。

氣體排放

本集團主要從事電子商務業務，並不涉及任何造成直接氣體排放的活動。我們主動檢視行政辦公室及倉庫的排放問題，結果並無發現存在任何重大影響。由於我們的營運並不涉及任何直接向大氣層排放的燃燒過程、工業或重型運輸，故並無發現此方面的重大影響。因此，我們在氣體排放上並無重大關連，亦不知悉需要遵守任何與此相關的法律及法規的需要。本集團將繼續監察營運狀況及確保氣體排放水平得以維持，並將於出現變化時披露進一步資料。

CARBON EMISSION

The Group has examined the overall carbon emission in the Reporting Period that was generated due to our business activities, we found that our operation had resulted in a minimal carbon footprint from direct emission. Management had however intended to take further effort in reducing the Group's overall carbon footprint, and to estimate the Group's annual indirect carbon emission footprint from our operation in the Reporting Period.

We estimated our operation's carbon footprint based on the electricity consumption and emission factor provided by our electricity providers (data on electricity consumption and the carbon intensity factor are available on the electricity bills and the sustainability report from our electricity provider respectively). With this information available to us, we further investigate and work with our employees, partners, and along with external stakeholders, on enhancing our overall performance and minimizing our carbon footprint. Further information and progress will be disclosed in the subsequent ESG report.

As a summary, and based on our electricity consumption alone, the Carbon Footprint for our Group in the Reporting Period, was 482tCO₂e.

WASTE MANAGEMENT

After careful investigation, we concluded that our operation did not involve in handling and generating any hazardous waste.

For non-hazardous waste, the Group is cautious about our waste generation, and at the same time working with our employees throughout the operations, promoting waste reduction in workplaces. We encourage waste recycling (i.e.: paper) and the appropriate use of recycled paper. In addition, we took the initiative further by driving for a "paper-less" or an e-platform working environment, and the effort was well received and widely supported by our employees throughout the Group. There are no relevant laws and regulations applicable to our business on this aspect.

USE OF RESOURCES

Our operation consumes minimal amount of resources as compare to other major industrial manufacturers, and our main consumption was determined to be energy or electricity consumption, water and paper. As an environmental friendly company, our Group is cautious about our consumption behaviours and encourage our employees to act accordingly too. We promote a culture of "Wise Consumptions" internally, and try delivering the same message to our partners. Our main effort is spent on the efficient use on natural resources, and internal measures are enforced to reduce our overall consumption amount.

碳排放

本集團已檢視我們業務活動於本報告期間中產生的整體碳排放量，並發現業務營運中直接排放的碳足跡極少。然而，管理層有意作進一步努力減少本集團的整體碳排放量，並估算出本集團於本報告期間業務營運的全年間接碳排放足跡。

我們根據電力供應商所提供的耗電量及碳排放強度數據(數據來自電費單及電力供應商的可持續發展報告)估算出業務營運的碳足跡。以此可得資料，我們希望作出進一步調查，並與僱員、合作伙伴及外界持份者合作，以提升整體表現及減低碳足跡。有關的進一步資料及進展將披露於隨後的環境、社會及管治報告。

總括而言，並僅基於我們的耗電量，本集團於本報告期間的碳足跡為482噸二氧化碳當量。

廢棄物管理

經審慎調查後，我們認為我們的營運並不涉及處理及產生任何有害廢棄物。

對於無害廢棄物，本集團在處理時倍加謹慎，同時於整個營運過程與僱員合作，在工作場所推廣節約減廢。我們鼓勵廢棄物回收(即紙張)及恰當利用再生紙。此外，我們主動採取行動，推行「無紙」或電子平台的工作環境。有關措施深受歡迎，並得到於整個集團的員工支持。就此方面而言，概無適用於我們業務的相關法律及法規。

資源利用

我們的營運過程較其他主要工業製造商耗用較少量資源，而我們主要消耗的資源為能源或電力、水源及紙張。作為提倡環保，本集團對消耗行為保持謹慎，亦鼓勵僱員如此行事。我們在內部推崇「明智消費」文化，並向合作伙伴傳達同樣信息。我們力求有效利用天然資源，並正執行措施以減少整體消耗量。

In general, the Group introduces best consumption practices throughout our premises to raise the awareness on environmental protection. Notices are posted in common area about green office practices (i.e. saving on energy, water and paper consumption), to remind our employee on energy conservation and efficiency policy. We promote to work and communicate through emails and e-format documents instead of hard copies to reduce our paper consumption. Moreover, we encourage our staffs to use suitable font size/shrinkage mode and both sides of paper to maximise the utilisation of resources consumed. Our business also includes packaging and re-packaging operation. We try to implement the best practices throughout the process, and request our packaging staffs to be cautious on the consumption behaviours.

As a summary, and after a careful data consolidation and analysis, the Group reported a best estimate total 621,470kWh of electricity consumption in the Reporting Period.

RESOURCES CONSERVATION

The Group understands energy generation is a heavy fossil fuel burning process, and it leads to significant impacts to our environment with polluting substances emit directly to the atmosphere. With this in mind, we are naturally cautious about our electricity consumption and are trying our best to minimize our impacts in this regard.

As the majorities of our consumption would be on electricity and paper, and along with our "Wise consumption" initiative, We implemented series of measures reminding our employees to take proactive actions throughout their daily operation on resource conservation. Our employees are reminded to keep the thermostats at 25°C or above in our offices, and thus create a comfortable and energy efficient working environment. We also promoted the efficient use of our resources to reduce waste at source. Along with slogans in resting area to conserve on water usage, we worked with our staff to make all of our premises to become a more environmental friendly workplace. We would continue monitoring and improving our performance. Details of progress and updates on any new initiatives would be disclosed in the subsequent year.

整體而言，本集團推行最佳消耗對策以提高環保意識。我們於公用地方張貼有關環保辦公室措施的通告（如節省能源、水源及用紙），提醒僱員有關能源節約及效益的政策。我們提倡透過電郵及電子文件工作及溝通，而非打印文本，從而減低用紙量。此外，我們鼓勵員工使用合適的字體大小／縮印模式及雙面用紙，盡量減少用紙提高資源利用率。我們的業務亦包括包裝及重新包裝作業。我們設法在過程中實施最佳對策，並要求包裝人員對消耗行為保持謹慎。

總括而言，經審慎整合及數據分析，本集團於本報告期間之總耗電量之最佳估計為621,470千瓦時。

資源保護

本集團了解發電過程會消耗大量化石燃料，對環境產生重大影響。有鑒於此，我們對電力消耗甚為謹慎，並盡量減低我們在用電上所造成之影響。

我們在資源消耗上大部份為電力及紙張消耗。結合我們的「明智消費」政策，我們已實施一系列措施，提醒僱員在日常業務過程中主動採取行動保護資源。我們提醒僱員將辦公室的溫度維持於攝氏25度或以上，營造舒適節能的工作環境。我們亦推廣有效利用資源，源頭減廢。我們同時於休憩區張貼節約用水標語的同時，提醒員工合作令旗下所有處所成為更環保的工作場所。我們將繼續監控及改善我們的表現。有關進展及新措施的最新情況將會於隨後年度披露。

SOCIAL

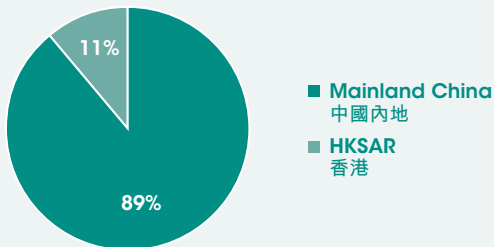
The Group view our employees as valuable assets to the Company and rely on them to provide outstanding services to our customers. The Group recognizes the importance of our people and their contributions to our success. We promote the believe that excellence performance must be well compensated. We offer a competitive remuneration packages to our professionals to both retain and attract high-calibre talents, disregard of their culture, gender and interests, while complying to laws and regulations. The Group is committed to building a close and caring relationship with our employees and suppliers, and improves the quality of services and products to the customers.

EMPLOYMENT AND LABOUR STANDARD

Our employees are regarded as the most vital and valuable assets of the Group. The Group recognises that employees, customers and suppliers are the keys to the sustainable development of the Group, and is committed to building a close and caring relationship with our employees and suppliers, and improves the quality of services and products to the customers. The Group ensures all staffs are reasonably remunerated and also continued to improve, and regularly review and update our policies on remuneration and benefits, training, occupational health and safety. We had established a fair and monitored selection and screening system, and are hiring people without any discrimination. Our employment policy is enforced according to, where applicable including but not limited to, the Labour Law of PRC, the Labour Contract Law of PRC, Social Insurance Law of PRC, the Employment Ordinance of HKSAR, Minimum Wage Ordinance of HKSAR and the Mandatory Provident Fund Schemes Ordinance of HKSAR. Our employment policy aims to provide a fair compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity and anti-discrimination scheme for all of our employees. At such, our Group owns a workforce consisting a diversified background:

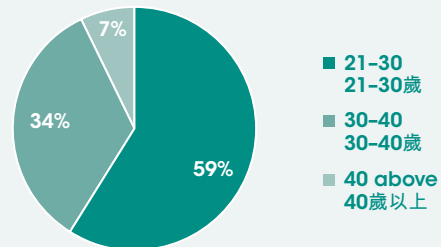
Employee Geographical Distribution

僱員地區分佈



Employee Age Distribution

僱員年齡分佈



社會

本集團視僱員為本公司的寶貴資產，並依賴僱員為客戶提供優秀服務。本集團深知員工及彼等對我們成功所作貢獻的重要性。我們提倡優秀表現者可獲優厚報酬的信念，為專業人員提供具競爭力的薪酬待遇，以吸引及挽留高質素人才，並不論其文化背景、性別及興趣，與此同時遵循相關的法律及法規。本集團悉力與僱員及供應商建立緊密關係，並提高向客戶提供的服務及產品質素。

僱傭及勞工準則

我們的僱員為本集團最重要、最寶貴的資產。本集團深知僱員、客戶及供應商為本集團可持續發展的關鍵，所以悉力為僱員及供應商建立緊密關愛的關係，並提高向客戶提供的服務及產品質素。本集團確保所有員工獲得合理薪酬，亦繼續改善並定期審閱及更新有關薪酬與福利、培訓、職業健康及安全的政策。我們建立公平且受監控的甄選及篩選機制，不帶歧視僱用人手。我們按照(如適用，包括但不限於)中國勞動法、中國勞動合同法、中國社會保險法、香港僱傭條例、香港最低工資條例及香港強制性公積金計劃條例執行僱傭政策。我們的僱傭政策旨在為全體僱員提供公平補償及解僱、招聘及晉升、工時、休息時間、平等機會、多元化及反歧視計劃。據此，本集團的人力具有多元化背景：

We have formulated on the basis of those rules a series of employee management measures, including the Rules on Employee Recruitment, the Rules on Employee Behaviours, the Measures for Employee Attendance and Leave Management, the Wage Policy, the Conduct and Discipline, the Workspace Administrations, the Health and Safety Policy, Training and Development, and the Equal Opportunity Policy. It is summarized into our comprehensive employee handbook for our employees and provides the basis for human resources management about our employment policies. Each of our staff will be given a copy of employee handbook upon joining our Group, and updates will be informed upon any revision.

In the Reporting Period, the Group has found no breach of relevant laws and regulations relating to the employee's rights and benefits, including those mentioned aforesaid.

EMOLUMENT POLICY

The emolument of the employees of the Group is determined by relevant markets and the remuneration of senior management of the Group are proposed by the remuneration committee of the Company (the "Remuneration Committee"). All emolument and remuneration packages of the employees and senior management will be assessed based on merit, qualifications and competence. The emolument and remuneration packages will be reviewed in periodical basis with reference to the Group's operating results, individual performance and comparable market statistics.

REMUNERATION COMMITTEE

As at 30 June 2017, the Remuneration Committee comprised of three members, namely Mr. FONG Fuk Wai (Chairman), Mr. ZHOU Jing and Dr. FUNG Kam Man. All the Remuneration Committee members are independent non-executive directors of the Company.

The principal responsibilities of the Remuneration Committee include making recommendations to the board of directors (the "Board") of the Company on the Company's remuneration policy and structure and the remuneration packages of directors and members of senior management (i.e. the model described in the code provision B.1.2(c)(ii) of the Corporate Governance Code of the GEM Listing Rules is adopted). The Remuneration Committee is also responsible for establishing transparent procedures for developing such remuneration policy and structure to ensure that no director or any of his/her associates will participate in deciding his/her own remuneration, which remuneration will be determined by reference to the performance of the individual and the Company as well as market practice and conditions. During the Reporting Period, the Remuneration Committee has generally reviewed the remuneration policy and structure of the Company; reviewed the remuneration package of directors and senior management of the Company; and reviewed and recommended the grant of share options of the Company.

我們已在此基礎上制定一系列僱員管理措施，包括僱員招聘規定、僱員行為守則、僱員考勤與休假管理辦法、工資政策、行為及紀律、工作環境管理辦法、健康及安全政策、培訓及發展及平等機會政策，概述於我們的全方位員工手冊，供僱員閱覽，並為人力資源管理提供僱傭政策的基準。各員工加入本集團後均會獲發員工手冊的複本，並會於內容修訂時獲通知更新。

於報告期間內，本集團並無發現違反與僱員權利及福利相關法律及法規，包括上文所述者。

薪酬政策

本集團僱員的薪酬基於相關市場水平而釐定，而本集團高級管理層的薪酬則由本公司薪酬委員會（「薪酬委員會」）擬議。僱員及高級管理層的所有酬金及薪酬待遇將按根據績效、資歷及能力評定，並參考本集團的經營業績、個人表現及可資比較的市場數據作定期檢討。

薪酬委員會

於二零一七年六月三十日，薪酬委員會由三名成員組成，分別為方福偉先生（主席）、周晶先生及馮錦文博士。薪酬委員會全體成員均為本公司獨立非執行董事。

薪酬委員會之主要職能包括就本公司薪酬政策及架構以及董事及高級管理層成員之薪酬組合向本公司董事會（「董事會」）提出建議（即採納創業板上市規則企業管治守則之守則條文B.1.2(c)(ii)所述之標準）。薪酬委員會亦負責設立具透明度的程序以制定有關薪酬政策及架構，確保董事或其任何聯繫人士不會參與其本身薪酬之決策，而有關薪酬將參照個人及本公司之表現以及市場慣例及狀況後釐訂。於報告期間內，薪酬委員會薪酬委員會已全面審閱本公司之薪酬政策及架構、審閱本公司董事及高級管理層之薪酬組合、審閱並建議本公司授出之購股權。

TRAINING

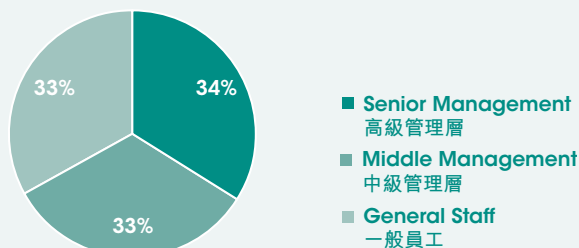
Colleagues that are well educated with high-calibre of talent, and professionally trained is the foundation and the sustainable growth of an organization. As a caring company, the Group put emphasis on developing our employees. The purpose is not only to ensure the professionalism and knowledge to fulfil their duties, but to further their career through life-long continuous learning.

All directors of the Group receive comprehensive, formal and tailored induction training on appointment, so as to ensure understanding of the business and operations of the Group and directors' responsibilities and obligations under the GEM Listing Rules and relevant regulatory requirements. Directors of the Group are continually updated on developments in the statutory and regulatory regime, and the business and market changes to facilitate the discharge of their responsibilities and obligations under the GEM Listing Rules and relevant statutory requirements. Continuing briefings and professional development for directors will be arranged as necessary. During the Reporting Period, the Company (i) has organized briefings conducted by professional firm for our directors namely, Mr. TAI Man Hin, Mr. HUNG Kenneth, Mr. POON Man Sum, Mr. AI Kuiyu, Mr. CHANG Eric Jackson, Mr. FONG Fok Wai, Dr. FUNG Kam Man and Mr. ZHOU Jing, in regarding to the update on the GEM Listing Rules amendments; and (ii) has provided reading materials on regulatory update to all the directors for their references and further study.

Human Resource Department had also arranged voluntary training sessions for the Group's general staffs for no less than 2.5 hours per year. Topics such as product updates and customer service handling skills are regularly organized for enhancing our staff's understanding on our operations and soft skill development.

For the Reporting Period, our employees had participated in organized trainings and their training conditions are as the followings:

Employee Training record
僱員受訓記錄



培訓

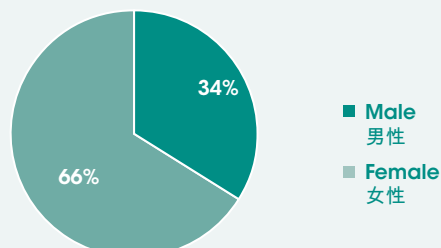
高學歷、富有才幹且受過專業培訓的同事為團體的基石及可持續增長的其中一主要元素。作為一家關懷企業，本集團重視僱員發展，不僅可確保其專業水平及知識以履行職責，並可透過終身持續學習以發展其事業。

本集團全體董事獲委任時均接受全方位正式的定制在職培訓，確保彼等了解本集團的業務及營運、創業板上市規則及相關監管規定項下之董事職責及義務。本集團董事持續獲提供有關法規及監管制度及業務及市場變動之最新資料，以協助彼等履行創業板上市規則及相關監管規定項下之董事職責及義務。本公司將於有需要時為董事安排持續簡報及專業發展。於報告期間，本公司(i)已組織專業公司就創業板上市規則修訂事宜的最新資料為其董事(即戴文軒先生、洪君毅先生、潘文森先生、艾奎宇先生、張世澤先生、方福偉先生、馮錦文博士及周晶先生)舉辦簡介會；及(ii)已向全體董事提供有關監管最新進展的閱讀資料，以供彼等參閱及學習。

人力資源部亦已為本集團一般員工安排每年不少於2.5小時的自願性培訓課程，定期舉辦有關產品最新資料及客戶服務處理技巧等課題，以提高員工對營運上的了解及軟技能發展。

於報告期間，僱員已參與組織培訓，其培訓狀況如下：

Gender Distribution of Trained Employee
受訓僱員的性別分佈



RETIREMENT BENEFIT SCHEME

The Group participates in Social Insurance Scheme under the Social Insurance Law of the PRC and Mandatory Provident Fund Scheme under the Hong Kong Mandatory Provident Fund Schemes Ordinance (collectively, the "Pension Scheme") for all qualifying employees employed.

During the Reporting Period, total contributions paid or payable to the Pension scheme by the Group amounted to approximately HK\$1.20 million (approximately HK\$3.58 million in the previous year), which had been recognized as expenses and included in staff costs in the consolidated statement of comprehensive income.

HEALTH AND SAFETY

The Company regards employee's health protection and workplace safety as an important issue, and ensure our employees are protected from work accidents or occupational hazards. The Group strives to maintain a healthy and safe working environment by strictly enforcing safety guidelines that underline the importance, the management mechanism and standardized safety practices in our daily operation. Besides health and safety policy (our office is restricted as a clean air and smoke-free environment), our staff are constantly reminded, with notices and briefings, to keep a safe workplace and implement our enforced safety measures. Our staff handbook provides tips and procedures on such topic. For example, guidelines and procedures are listed in our staff handbook on handling office equipment in the case of a malfunction or damaged.

We are also cautious about the safety of our offices in accordance with relevant occupational health & safety laws and regulations. Our safety equipment, such as first aid kits and fire extinguishing equipment, are located at prominent locations in our offices and are properly maintained with annual check-up. Evacuation and escape exercises, which is co-organized with our landlord, are regularly performed and employees are mandated to participate on an annual basis.

During the Reporting Period, the Group had no material non-compliance or breach of the applicable standards, rules and regulations in relation to occupational health and safety, and no major work accident was encountered during our operation.

退休福利計劃

本集團為僱用的所有合資格僱員參與中國社會保險法項下之社會保險計劃及香港強制性公積金計劃條例項下之強制性公積金計劃(統稱為「退休金計劃」)。

於報告期間內，本集團已付或應付退休金計劃供款總額約為1,200,000港元(上一年度約為3,580,000港元)，已確認為開支並計入綜合全面收益表內之員工成本。

健康與安全

本公司視僱員健康保障及工作場所安全為重要事項，並確保僱員免遭工作意外或職業危害。本集團主張健康安全的工作環境，嚴格執行安全指引，當中強調日常營運中安全慣例的重要性、管理機制及標準化。除健康及安全政策(我們的辦公室限制為清新空氣及無煙工作環境)外，我們經常以通告及簡報提醒員工保持安全的工作場所及採取安全措施。員工手冊已就此專題提供建議及程序，例如載有有關辦公室設備故障或損壞的處理指引及程序。

我們亦按照相關職業健康及安全法律及法規審慎對待辦公室安全。我們的安全設備(如急救包及滅火設備)均置放於辦公室的顯眼位置，每年為其檢查以妥善保養，與業主合作定期進行疏散及逃生演習，並確保僱員須每年參與演習。

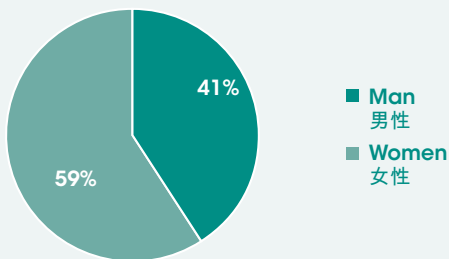
於報告期間內，本集團並無重大不合規事宜或違反與職業健康及安全相關之適用標準、規則及規定，亦無於營運過程中遇到重大工作意外。

EQUAL OPPORTUNITIES, DIVERSITY, FORCED AND CHILD LABOUR

The Group emphasizes on equal opportunity, and our employment, training and promotion practices are performed without discrimination based on grounds of gender, disability, pregnancy, family status, race, color, religion, age, sexual orientation, national origin, trade union membership or other conditions recognized in law. There is no significant risk related to the recruitment of child labour as the Group's business requires employee equipped with specialised skills and adequate educational background. Our employment policy abides to all applicable regulations and laws in relation to anti-discrimination and labour standards.

We valued talent and employed the best fit at the position disregard of their genders. Public recruitment will be conducted annually, and equal opportunity will also be provided to every employees through appraisal, remuneration and incentive system. The following charts provided an overview of our staff's gender distribution in the Reporting Period:

Employee Gender Distribution
僱員性別分佈



Our employee handbook, provided an overview about our employment policy, working hours, leave and rest days, welfare and benefits, conduct and discipline, occupational health and safety policy, equal opportunity policy and staff development and training.

EMPLOYEES, CUSTOMERS, SUPPLIERS AND OTHER STAKEHOLDERS

The Group values relationship with our customers and suppliers, and strive to achieve corporate sustainability by providing our customers with the best products, and welcoming comments for improvement.

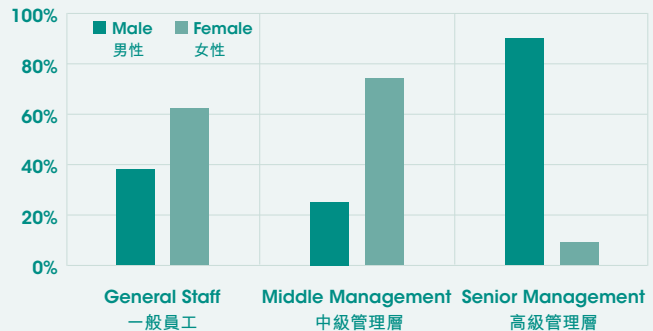
We care about the natural environment both for the present and the future. All stages in our supply chain shall comply with applicable national and legal environmental requirements.

平等機會、多元化及強迫勞工及童工

本集團重視平等機會，我們的僱用、培訓及晉升做法不因性別、殘疾、懷孕、家庭狀況、種族、膚色、宗教信仰、年齡、性取向、國籍、工會會籍或法律承認的其他條件而予以歧視。由於本集團業務要求員工具備專門技能及接受過充分教育，概無與聘用童工有關的風險。我們的僱傭政策為遵從所有與反歧視及勞工準則相關之適用法規及法律。

我們重用人才，並就各職位聘用最合適人才而不論其性別。本集團每年均進行公開招聘，透過評核、薪酬及獎勵制度向各僱員提供平等機會。於本報告期間內，本公司員工之性別分佈情況概覽載於下圖：

Staff Position's Gender Distribution
員工職位的性別分佈



我們的員工手冊概述僱傭政策、工時、休假與休息日、福利與津貼、行為與紀律、職業健康與安全政策、平等機會政策及員工發展與培訓的。

僱員、客戶、供應商及其他持份者

本集團重視與客戶及供應商的關係，透過為客戶提供最佳產品及歡迎改善意見，致力實現企業可持續發展。

我們關注目前及未來的自然環境。我們在供應鏈中所有階段遵循適用國家及法定與環境有關的規定。

In selecting our suppliers, we will take into account various factors, such as (i) quality of products and services; (ii) costs; (iii) safety management; and (iv) relevant qualifications (if applicable). Our relevant procurement policies require our suppliers to maintain a high standard of quality for the services provided, and to comply with and have in place adequate occupational health and safety and environmental protection procedures (if applicable) in accordance with the safety requirements and applicable laws.

The Group also stays connected with our customers and suppliers and has ongoing communication with our customers and suppliers through various channels such as telephone, electronic mails and physical meetings to obtain their feedback and suggestions.

Our E-commerce business collects purchase orders from the customers to reinforce our price negotiation advantage against the suppliers. We act on behalf of the customers to purchase the products designated by the customers. Through DX.com, we provides an electronic web-based platform for displaying the products information and other common terms and conditions of the transactions provided by the suppliers. Any sellers who are interested in listing their products on DX.com are encouraged to contact our promotion agent according to the following contact: <https://szweb.tradeglobals.com/SRM/Seller/v4.0/Account/Login.aspx>

PRODUCT RESPONSIBILITY

The Group attaches great importance to product quality and reputation and strives to ensure product and service quality through internal control. As our E-commerce platform offers a wide range of products from various manufacturers and suppliers, we has specific policies regarding on copyrights and trademarks, data privacy, intellectual property rights and product return, aiming to ensure product and service quality are at the highest standard.

Details can be accessed in our website and as the followings:

Copyrights & Trademarks

"DX", "DX.COM" and related icons and logos are registered trademarks or trademarks or service marks of DX.com, in various jurisdictions and are protected under applicable copyright, trademark and other proprietary rights laws. The unauthorized copying, modification, use or publication of these marks is strictly prohibited.

For details, please visit our website www.dx.com for further information.

在遴選供應商時，我們會考慮多個因素，例如(i)貨品及服務質素；(ii)成本；(iii)安全管理；及(iv)相關資格(如適用)。我們的相關採購政策要求供應商維持高質素服務並按照安全規定及適用法律遵守及實施充分的職業健康與安全及環保程序(如適用)。

本集團亦與客戶及供應商保持聯繫，透過電話、電子郵件及面談等多個渠道與客戶及供應商持續溝通，以獲得回饋及建議意見。

我們的電子商務業務收集客戶購買訂單以加強與供應商議價的優勢，我們代客戶購買其指定之產品。透過DX.com，我們提供基於網絡的電子平台，其展示產品資料及供應商所提供其他劃一交易條款及條件。歡迎有意於DX.com陳列產品的賣家以下列聯絡方式聯絡我們的推廣代表：<https://szweb.tradeglobals.com/SRM/Seller/v4.0/Account/Login.aspx>

產品責任

本集團非常重視產品質量及聲譽，並透過內部控制致力確保產品及服務質素。由於我們的電子商務平台提供來自不同製造商及供應商的廣泛產品，我們設有針對版權及商標、資料私隱、知識產權及產品退回的特定政策，從而確保產品及服務質素處於最佳水平。

詳情可於我們的網站閱覽及如下：

版權及商標

「DX」、「DX.COM」及相關圖示及標誌於多個司法權區為註冊商標或DX.com的商標或服務商標，乃受到適用版權、商標及其他專利權法的保護。嚴禁未經授權翻印、修改、使用或刊發該等標誌。

有關更多詳情，請瀏覽我們的網站www.dx.com。

Data Collection

The Group undertakes data collection from our customers and complies with the data privacy and securities regulation, as our collection activities were performed under such manner that is fair, legal and transparent.

For details, please visit our website www.dx.com for further information.

Intellectual Property

The Group is the sole owner or lawful licensee of all the rights to the website and the content in DX.com. DX.com and its content embody trade secrets and intellectual property rights protected under worldwide copyright and other laws. All title, ownership and intellectual property rights in DX.com shall remain with the Group, or licensors of the DX.com content, as the case may be.

For details, please visit our website www.dx.com for further information.

Product Return Policy

Our customer is entitled to mail back the product with any products found defected within 150 days from shipment. We will try providing an exchange wherever it is possible, and bearing the necessary product shipment fees from our warehouse back to the customer. The return shipment fee, from our customer back to us, however, will be the sole responsibility of the customer.

In addition, customers are entitled to return an unwanted product, where the product is deemed to be in original condition and with the original packing, for a full refund or exchange within 10 days. If the return is not a result of our error, customers will be required to cover shipping cost both ways.

For details, please visit our website www.dx.com for further information.

ANTI-CORRUPTION

Our operation is strictly complying to all law requirements and regulations in relation to prevention of bribery and corruption, and is fully committed in restricting any type of illegal activities, including bribery and corruption, without exception. The Group maintains a sound corporate governance and risk management to protect the interests of stakeholders, and request our staffs to understand, prohibit and work with us in safeguarding the Group throughout our operation, and prevent money laundering activities.

During the Reporting Period, the Group had not been alleged in any litigation relating to corruption and money laundering activities.

資料收集

本集團向客戶進行資料收集，並且遵循資料私隱及保安規定，我們的收集活動均以公平、合法及透明形式進行。

有關更多詳情，請瀏覽我們的網站www.dx.com。

知識產權

本集團為DX.com之網站及內容的唯一擁有人或持牌人。DX.com及其內容包含商業秘密及受全球版權及其他法律保護的知識產權。DX.com內容的產權，所有權及知識產權均由本集團或DX.com內容的許可人（視乎情況而定）所保留。

有關更多詳情，請瀏覽我們的網站www.dx.com。

產品退回政策

我們的客戶有權於發貨後150天內寄回任何發現有缺陷的產品。我們將盡可能提供換貨，並承擔由我們倉庫發貨至客戶所產生的必要產品運費。然而客戶寄回貨物的運費則全數由客戶承擔。

此外，客戶需要以原貌及原包裝退回不想要的產品，於10天內獲取全數退款或換貨。倘退貨並非因我們的失誤所致，客戶須支付雙向運費。

有關更多詳情，請瀏覽我們的網站www.dx.com。

反貪污

我們的業務營運嚴格遵守所有與防止賄賂及貪污相關之法律規定及法規並致力禁止包括賄賂及貪污等非法活動，絕無例外。本集團維持穩健企業管治及風險管理以保障持份者利益，並要求員工了解、禁止並攜手合作保障本集團的業務營運，防止洗黑錢活動。

於報告期間，本集團並無因貪污及洗黑錢活動而遭到任何訴訟指控。

COMMUNITY

The Group understands the importance of our business is to both generate and bring in profits to our shareholders, and also being socially responsible to care, serve and give back to our community wherever is needed at the same time. Our commitment is to make a genuine effort supporting local charitable organisations and community services.

The Group also encourages our employees to take part in charitable activities, including charity running and volunteer programs, for example, organizing voluntary work, holding or attending culture and art related courses and exhibitions. Costs associated with these activities are borne by the Group to boost the morale of our staff. We will continue giving back to the community, enhance the relationship between staff and the community and deliver a positive value to our employees.

社區

本集團了解除為股東帶來利潤，承擔社會責任和需要時服務及回饋社區，同樣重要。我們竭力支持本地慈善組織及其社區服務。

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