

# GME GROUP HOLDINGS LIMITED

**ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT  
2017  
(Stock Code: 8188)**



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# 1 ABOUT THIS REPORT

## 1.1 BUSINESS REVIEW

GME Group Holdings Limited (the “**Company**”) and its subsidiaries (collectively referred to as the “**Group**” or “**GME**”) is an established subcontractor engaged in civil engineering works operating solely in Hong Kong. The Group is principally engaged in the provision of underground construction services and mainly serves private main contractors in public sector infrastructure projects. The services we offer are (i) tunnel construction services (including excavation, shotcreting, shutter design and fabrication, tunnel lining services, advanced and structural works); and (ii) utility construction and others (mainly structural works). Throughout our business journey, our dedication to exceptional services delivery and outstanding environmental and social performances has been recognized by our valuable customers and statutory bodies. We are honoured to have received these awards:

**Table 1: Awards and Recognitions**

Award	Date of Award	Awarded by
Model Subcontractor	May 2012	The Development Bureau and Construction Industry Council of Hong Kong
Best Subcontractor Safety Performance	August 2010 November 2010 July 2011 December 2011	Customer C – A Construction conglomerate based in Hong Kong, offering construction solutions and services in Hong Kong, China and Southeast Asia.
Best Performance in Temporary Work Control	February 2012	
Best Performance on Quality of Works	February 2012	
Best Subcontractor Environmental Performance	January 2014	
Outstanding Subcontractor Safety Performance	March 2016	Customer B – One of the largest construction contractors in Hong Kong, providing building construction and civil engineering works. It has participated in projects on Hong Kong, Macau, China and overseas for over 30 years.

## 1.2 REPORTING PERIOD AND SCOPE

This is the Environmental, Social and Governance (“ESG”) report prepared by GME for the year ended 31 December 2017 (the “**Reporting Period**”). The scope of the report covers the Group’s operations in Hong Kong which consist of the two service areas mentioned above.

## 1.3 REPORTING FRAMEWORK

This report is prepared in accordance with Appendix 20 – Environmental, Social and Governance Reporting Guide (“**ESG Guide**”) issued by The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”) under the Rules Governing the Listing of Securities on GEM of the Stock Exchange (the “**GEM Listing Rules**”). Information regarding corporate governance of the Company is addressed in the annual report of the Group for the year ended 31 December 2017 in accordance with Appendix 15 to the GEM Listing Rules.

## 1.4 STAKEHOLDER ENGAGEMENT

The Group recognises the importance of effective communication with stakeholders in order to achieve long term sustainable development. The Group communicates with its key stakeholders, including but not limited to employees, shareholders, customers, suppliers and statutory bodies, through various channels such as general meetings, financial reports, announcements, circulars and charitable activities. The Group welcomes stakeholders to raise any questions regarding any identified ESG issues, which will assist the Group in assessing ESG materiality and defining its business sustainability approach.

The Group’s ESG approach and performance rely on your valuable feedback. Written comments or enquiries about ESG may be sent to the Company through the company secretary of the Company whose contact details are as follows:

Address: Room 1001-2, 10/F, 148 Electric Road, Hong Kong

Fax: +852 3105 1881

E-mail: [companysecretary@gmehk.com](mailto:companysecretary@gmehk.com)

## 1.5 MATERIALITY ASSESSMENT

The management and employees of the Company who are responsible for the key business operation of the Group have formed an ESG working group and engaged an independent consultant to participate in the preparation of this ESG report. Through discussion with the key stakeholders, the ESG working group has conducted materiality assessment of the various ESG aspects by using the materiality matrix and considered their impacts on the stakeholders and their importance and relevance to the business operation of the Group. The ESG working group then reports the ESG aspects to the board of directors of the Company.

During the Reporting Period, the Group was mainly involved in on-going structural works as excavation works for a major tunnel construction project were already completed in January 2017. For this instance, the Group has identified the following material issues relevant to our operation:

<b>ESG aspects in ESG Guide</b>	<b>Material issues of the Group</b>
<b>A. Environment</b>	
A1. Emissions	<ul style="list-style-type: none"> <li>➤ Air pollutant and Greenhouse Gas Emissions</li> <li>➤ Dust Emissions</li> <li>➤ Waste Management</li> <li>➤ Noise Abatement</li> <li>➤ Wastewater Management</li> </ul>
A2. Use of Resources	<ul style="list-style-type: none"> <li>➤ Energy Efficient Initiative</li> <li>➤ Waste Reduction Initiative</li> </ul>
A3. The Environment and Natural Resources	<ul style="list-style-type: none"> <li>➤ Construction Impact Control</li> </ul>
<b>B. Social</b>	
B1. Employment	<ul style="list-style-type: none"> <li>➤ Employment Practices</li> </ul>
B2. Health and Safety	<ul style="list-style-type: none"> <li>➤ Employee Protection</li> </ul>
B3. Development and Training	<ul style="list-style-type: none"> <li>➤ Vocational Training and Career Development</li> </ul>
B4. Labour Standards	<ul style="list-style-type: none"> <li>➤ Proscription of Child and Forced Labour</li> </ul>
B5. Supply Chain Management	<ul style="list-style-type: none"> <li>➤ Supplier Selection</li> </ul>
B6. Product Responsibility	<ul style="list-style-type: none"> <li>➤ Quality Management</li> <li>➤ Customer Data Protection</li> </ul>
B7. Anti-corruption	<ul style="list-style-type: none"> <li>➤ Corporate Integrity</li> </ul>
B8. Community Investment	<ul style="list-style-type: none"> <li>➤ Community Contribution</li> </ul>

## 2 ENVIRONMENT CONSCIOUSNESS

### 2.1 ENVIRONMENTAL POLICY AND MANAGEMENT SYSTEM

GME is well aware of its environmental footprints and is dedicated to implement relevant mitigation measures to improve its environmental performance. In line with its environmental consciousness approach, the Group has set up the following environmental policies and management system relating to its construction activities which are in line with statutory and mandatory environmental regulations:

- Conduct operations in manners pursuant to local environmental laws and regulations
- Integrate pollution control, conservation of resources and waste reduction practices in all operations through rapid communications with main contractors
- Implement an Environmental Friendly Workplace Policy to engage employees in sustainable environment practices and raise their awareness in environmental protection
- Establish environmental objectives and review those objectives and targets to continuously improve GME's environmental policy

Prior to undertaking construction activities that are conducted under the guidance of method statements, GME had assessed the risks of the identified environmental impacts and programmed appropriate measures to limit and mitigate the influence accordingly.

During the Reporting Period, the Group was not aware of any non-compliance of any applicable environmental laws and regulations related to air pollutant and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous wastes.

### 2.2 MANAGING OUR EMISSIONS

#### Air Quality Control

The Group's main source of air emissions are carbon dioxide and greenhouse gas generated by fuel-powered machineries and vehicles usages on operation sites, and electricity consumption in the office. Regarding the emissions associated, the Group has implemented mitigation measures including the application of low-emission equipment and ultra-low-sulfur diesel as fuel ("ULSD"). This fuel in turn has allowed equipment to fulfil emissions standards. The Group has also monitored the gaseous emission regularly to ensure it complies with Hong Kong's Air Pollution Control Ordinance (Chapter 311 of the Laws of Hong Kong). Moreover, workers are asked to avoid queuing of trucks and idling of machines on site to lower unnecessary emissions.

In addition, dust and debris are identified as a major pollutant generated during the excavation process of tunnel constructions. Dust containment solutions including dust suppression by use of water, dust control curtains and application of low-dust equipment were therefore implemented to minimize the impact. In close collaboration with the main contractors, the Group has also conducted regular dust monitoring. In case of dust level exceeding the compliance limit, proper corrective measures will be taken to control it.

As part of the greenhouse gas emissions reduction initiatives, the Group has gradually replaced old light fixtures with LED light fixtures in the office which contribute to energy saving.

Overview of Energy Consumption	Unit	Volume
Electricity	kWh	37,977
Diesel <sup>(1)</sup>	kWh	626,700
Petrol <sup>(1)</sup>	kWh	120,233
Total Energy Consumption (“Total kWh”)	kWh	784,910
Energy Intensity (Total kWh / HK\$ million revenue <sup>(3)</sup> )	-	4,996

Note <sup>(1)</sup>: The calculation method and emission factors used are referenced from 《附件 8、中國陸上交通運輸企業溫室氣體排放核算方法與報告指南(試行)》.

Overview of Greenhouse Gas (“GHG”) and other Air Pollutant Emissions <sup>(2)</sup>	Unit	CO <sub>2</sub> equivalent
Scope 1 Direct GHG Emission	Tonne	200
Scope 2 Indirect GHG Emission	Tonne	30
Total GHG Emission (“tCO <sub>2</sub> e”)	Tonne	230
GHG Intensity (tCO <sub>2</sub> e / HK\$ million revenue <sup>(3)</sup> )	-	1.46
NO <sub>x</sub> Emission	Tonne	1.73
PM Emission	Tonne	0.11

Note <sup>(2)</sup>: The calculation method and emission factors used are referenced from EMEP/EEA air pollutant inventory guidebook 2016 (passenger cars, light commercial trucks, heavy duty vehicles including buses and motor cycles).

Note <sup>(3)</sup>: The revenue of the Group was approximately HK\$157.12 million for the year ended 31 December 2017.

### Waste Management

The Group has identified two main categories of non-hazardous waste: construction and demolition waste and general refuse. Through close cooperation with the main contractors, GME has implemented its waste management policy in accordance with the Waste Disposal Ordinance (Chapter 354 of the Laws of Hong Kong) to assist the Group to manage and record waste generated over the construction period effectively. The policy is described as below:

- Quantify materials required and prevent over purchasing
- Store material by type accordingly and avoid deterioration
- Reuse material where possible to minimise waste

The Group is committed to promoting waste reduction and recycling in the office. To effectively manage waste, the Group has designated an area for placing waste recycling facilities, engaging employees to support such initiative.

### *Inert and Non-Inert Construction and Demolition (“C&D”) Waste*

Wastes are categorised into inert and non-inert waste at the construction sites. Inert waste is mainly generated from excavation which contains soil, concrete and debris. It is often reusable in later stage of construction. Non-inert waste consists of metals, wood and general refuse, which recyclable non-inert wastes are reused when applicable. Other non-recyclable materials are collected by waste handling company and sent to landfill.

### *Office Refuse*

GME is committed to creating a green office through engaging our staffs and establishing relevant waste reduction initiatives. Endorsed in our Environmental Friendly Workplace Policy, we have disclosed and implemented the followings to reduce waste and promote recycling:

- Reuse single-side printed paper
- Put the mis-printed or waste papers in the recycle paper box near the photocopier to encourage reuse
- Store surplus materials for future use
- Reuse stationery supplies such as envelope and document folders
- Assign an area and place recycling bins to collect recyclable wastes

Waste generated on site and from office is systematically collected with appropriate segregation and sorting on site prior to disposal, in accordance with local regulatory requirements. All practicable steps are taken to minimise general refuse and waste. The following table contains the overall waste generation in the Reporting Period:



Overall waste	Unit	Volume
C&D Waste	Tonne	4,429
General Refuse	Tonne	207
Total	Tonne	4,636

The Group is dedicated to continuously look into possibilities of enhancing waste management practices. During the Reporting Period, waste management has been managed in accordance with relevant laws and regulations.

#### Noise Abatement

With close cooperation with the main contractors, the Group had ensured that the construction sites were installed with noise barriers and had monitored the noise levels to ensure it did not exceed compliance level stipulated in the Noise Control Ordinance (Chapter 400 of the Laws of Hong Kong) and distract the surroundings.

Furthermore, construction workers were guided to take appropriate proactive measures such as avoiding machine idling during high noise level activities to minimise the impact of noise pollutions, especially at noise-sensitive areas.

#### Wastewater Management

The wastewater generated mainly comes from tunnel excavation, shotcreting and dust suppression activities. These wastewater discharges often contain mixed pollutants such as suspended solids and chemical components. GME understands the importance of managing wastewater discharge to prevent contamination of the nearby water bodies. Wastewater generated is collected and treated in strict compliance with the Water Pollution Control Ordinance (Chapter 358 of the Laws of Hong Kong).

## 2.3 EFFECTIVE RESOURCES MANAGEMENT

### Energy Usage

Reduction of energy usage is a major part of our Group's environmental management approach. We strive to comply with all energy requirements while implementing proactive measures to save energy generated from fuels and electricity. GME has adopted energy efficient machineries which lower the emissions and energy usage compare to normal machineries having the same output. Maintenance was carried out frequently to optimise machineries performances and fuel usage efficiency.

In the office, we have gradually installed environmentally friendly LED lighting fixtures. In addition, the following environmental friendly measures have been adopted as required by our Environmentally Friendly Workplace Policy:

- Switch off electrical appliances when they are not in use
- Maintain the temperature of the air conditioner at 25 degrees Celsius
- Purchase electrical appliances with Grade 1 or 2 energy label
- Use energy-saving fluorescence or LED lighting fixtures

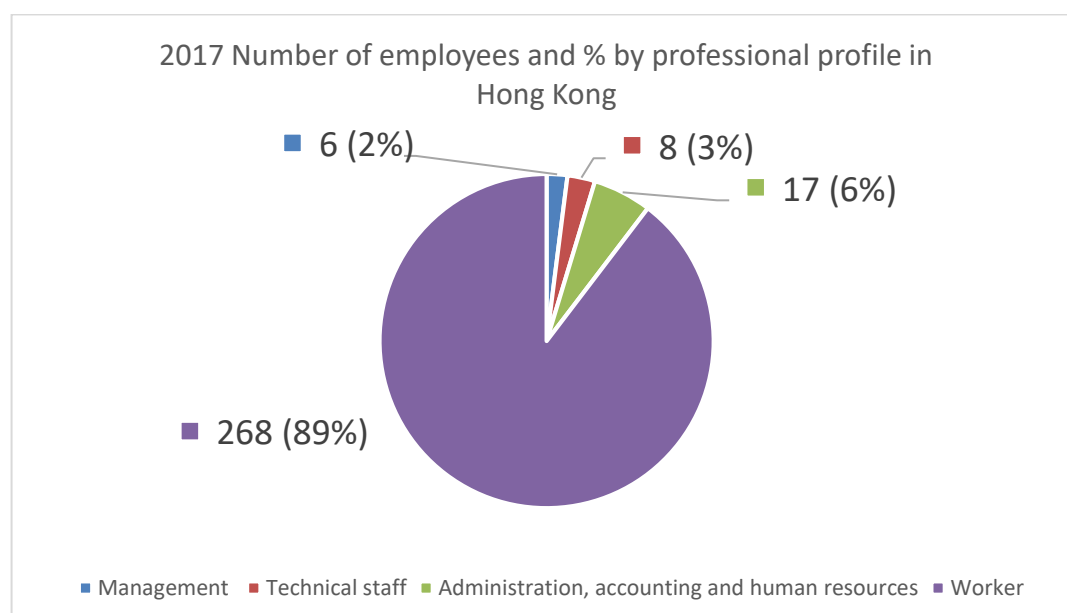
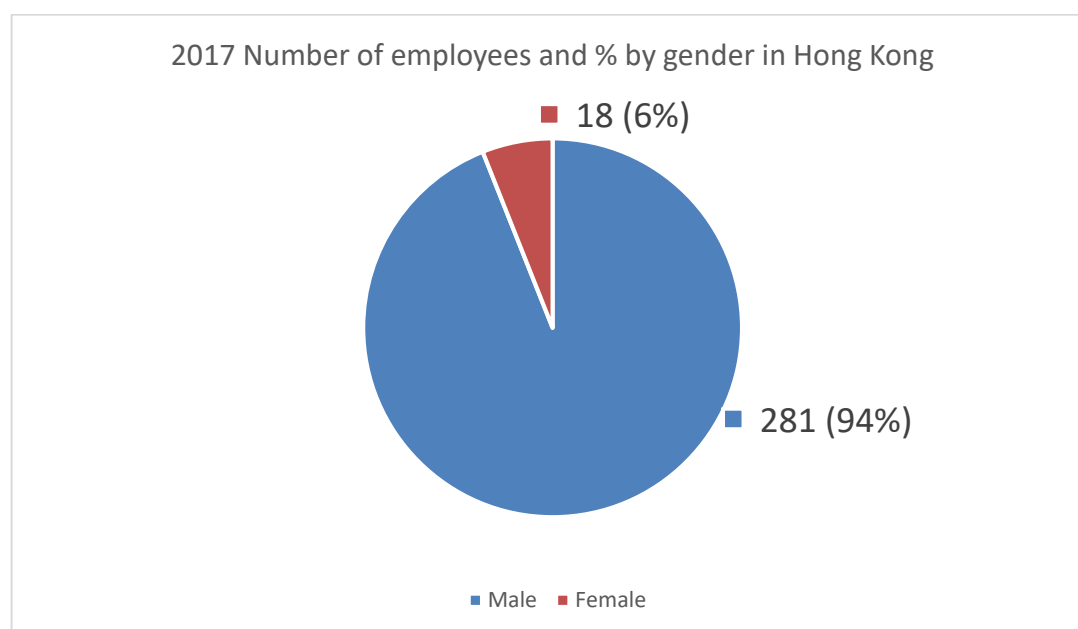
### Water Consumption

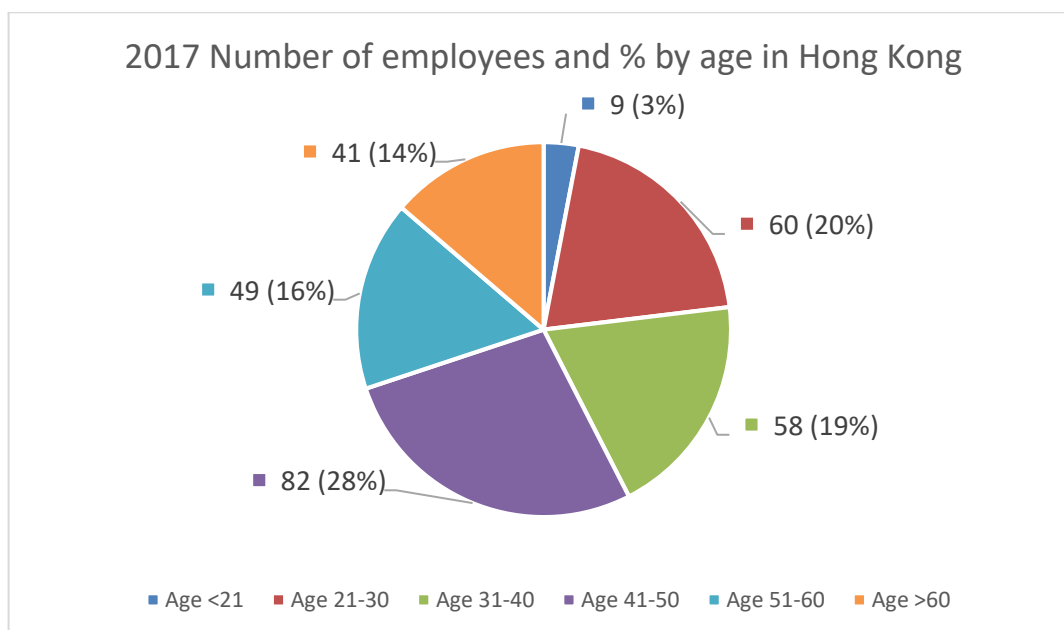
In relation to utilising water resources, GME has implemented best practices for water usage in its operations. As to eliminating unnecessary use of fresh water, wastewater is treated and recycled on sites, and sprayed and used for concrete cooling and equipment washing.

### 3 SOCIAL PERFORMANCE

#### 3.1 EMPLOYMENT AND TALENT DEVELOPMENT

The Group believes business can be sustained with a supportive and dynamic team and thus, places great emphasis on talent acquisition and development in order to pool suitable talents together and take our success to the next level. The Group is committed to maintaining a diverse workforce in terms of age, gender, family status, nationality and race. Starting with recruitment and promotion policies to conducting appraisals, GME has continued to develop talents and bring out their full potentials through strategic job assignment that recognizes their strengths and talents.





GME is devoted to create a harmonious work environment where staff feels comfortable to adapt to and strive at. All candidates and employees were solely assessed based on their capabilities and qualifications. The human resources department is appointed to be responsible for maintaining the fairness of the recruitment procedures including the avoidance of discrimination in all practices. In accordance with applicable local laws, all staff was also offered reasonable remunerable packages according to their experience and performance. Reasonable working hours and annual leaves were provided to staff to encourage a work-life balance. Dismissal of employee's contract shall be enforced in line with the Employee Handbook, which is in accordance with the Employment Ordinance (Chapter 57 of the Laws of Hong Kong).

The Group considers staff as the Group's foundation to sustain future development. For this instance, GME encourages staff to build on their capacities and refine their skills in order for them to be capable of leading the company to achieve its business excellence. Depending on the job nature and role, employees were provided with relevant vocational trainings sponsored by the Group to strengthen their skills and expertise in their duties and talents.

### Labour Standards

GME has high regards on redressing and avoiding unequal opportunities practices. The human resources department sternly avoids the recruitment of child and forced labour by screening candidates at all workplaces including the construction sites.

During the Reporting Period, the Group has complied with all relevant employment laws and regulation, including Employment Ordinance (Chapter 57 of the Laws of Hong Kong).

### 3.2 WORKPLACE HEALTH AND SAFETY

Understanding the job duties' occupational risks involved, we highly prioritise providing safe and healthy work environments for our staff and workers to strive and exert their skills. In order to aim for creating a low-risk environment, we have continuously reflected and improved our health and safety policy to minimise the occupational risks where possible. Our health and safety policy to ensure employees operate under full compliance is listed as follows:

- Establish a culture that promotes employee wellness and health
- Provide medical examinations for workers to assure their health status if deemed required
- Implement and maintain improvement plans and practices regarding to key improvement areas
- Furnish necessary information and provide relevant trainings
- Raise health safety awareness through regular communications
- Ensure commitments from all employees and all levels of management
- Require our business partners to meet the same health and safety standard

In line with our customers' high standards of health and safety practices, we have adopted various safety measures at construction sites to safeguard our employees' from workplace injuries:

- Provide adequate training to workers and appoint supervisors coaching them on safe postures for lifting heavy or bulky objects
- Pre-check and ensure machineries are only operated by professionally trained workers
- Conduct regular maintenance on machineries to prevent malfunctions
- Properly stack construction materials to prevent them from sliding or collapsing where overhead work is being performed
- Erect warning signs in working areas with potential occupational risks

Our lost time injuries frequency rate (“LTIFR”) <sup>(4)</sup> was 8.7 for the year ended 31 December 2017. The Group is conscious of workers safety and will continue to reform related practices where possible to safeguard workers’ safety. Our excellent safety performance has also been recognised by our customers, where safety awards were received and listed in Table 1.

During the Reporting Period, the Group's operations have complied with all relevant laws and regulations relating to workplace health and safety, including Occupational Safety and Health Ordinance (Chapter 509 of the Laws of Hong Kong).

Note <sup>(4)</sup>: LTIFR is a frequency rate that shows how many lost time injuries occurred over a specified time (e.g. per 1,000,000 hours) worked in a period. The LTIFR mentioned above is calculated by multiplying the number of lost time injuries of our Group that occurred during the relevant calendar year by 1,000,000 divided by the number of hours worked by site workers over the same calendar year. It is assumed that the working hour of each worker is ten hours per day. The number of working days for the year ended 31 December 2017 was approximately 301 days.

### 3.3 PRODUCT AND SERVICE MANAGEMENT

We treasure the trust that we have built with our valuable customers based on the quality products and services that were delivered to them, and we treat it as an incentive for our continuous growth and mastery of our craft.

#### Reliable and Quality Services

GME is committed to providing exquisite products and services with its sustained efforts. Complying with ISO 9001:2008, the Quality Management System (“QMS”) has been established and applied on management activities, resources management, product realisation and quality control.

Under the guidance of QMS, each project is carefully supervised to guarantee our services meet our customers’ expectations including completion within the agreed timeframe and budget and compliance of applicable regulations.

The Group cares about customers’ privacy rights and takes related issues seriously. Daily operations are guided by and recorded through *Document, Data and Record Control Procedures and Management System Record List* to safeguard customers intellectual property rights.

During the Reporting Period, the Group was not aware of any incidents of non-compliance with regulations and laws concerning healthy and safety, advertising, labelling and privacy matters of our products and services provided.

### Supply Chain Management

The Group greatly appreciates the support from a diverse pool of committed suppliers. We recognise their importance in providing construction materials and equipment in premium business quality, and we are committed to engaging them to contribute to a better future together.

A comprehensive QMS was implemented to monitor the supplier selection and procurement processes. The suppliers are assessed in numerous criteria including environmental and social aspects and inspections are conducted to further assure suppliers' overall rating. Apart from meeting our quality requirements in all aspects, suppliers are also required to meet our ethical standards in order to become a qualified supplier on our list.

GME pays extra attention to construction materials sourcing to secure product stability and safety. In this regard, the Group either sends the obtained material samples from qualified suppliers to laboratories to conduct quality tests or, request suppliers to provide test reports. The samples that fail to pass such test would be returned to the suppliers.

### Corporate Integrity

The Group is dedicated in upholding its integrity and fairness in the entire operation. Any form of corruption activities is strictly prohibited and this is clearly communicated to staff at all levels and suppliers to ensure the business professionalism of making decisions. For the purpose of monitoring corporate ethics, GME has implemented the Code of Conduct and Employee Handbook which encapsulated proper procedures to follow to avoid related legal and ethical issues, including bribery, extortion, fraud and money laundering. Staff and suppliers must declare conflicts of interests.

Protected by our well-established whistle-blowing policy, stakeholders are encouraged to report any suspected misconduct, malpractices, impropriety or unethical and unfair treatment without fear of reprisal. All cases reported are strictly confidential and investigated thoroughly. In case of any violation found, the Group shall handle in accordance with the applicable law and undertake disciplinary actions as necessary.

During the Reporting Period, the Group was not aware of any breach of laws and regulations relating to anti-corruption.

## **3.4 COMMUNITY INVESTMENT**

Our Group is devoted in contributing to the betterment of society where we operate. Embracing the culture of giving back to the community, we actively worked with non-profit organisations and participated in fund-raising activities, and provided financial support to the social vulnerable groups. Over the year, the Group had contributed a total of HK\$700,000 charitable donations, of which HK\$650,000 was donated to The Community Chest of Hong Kong under the Stock Code Balloting for Charity Scheme, expressing its care to the special needs in the community.

## 4 PERFORMANCE TABLE

### Environmental Performance in 2017

Overview of Energy Consumption	Unit	Volume
Electricity	kWh	37,977
Diesel <sup>(1)</sup>	kWh	626,700
Petrol <sup>(1)</sup>	kWh	120,233
Total Energy Consumption (“Total kWh”)	kWh	784,910
Energy Intensity (Total kWh / HK\$ million revenue <sup>(3)</sup> )	-	4,996
Overview of Greenhouse Gas (“GHG”) and other Air Pollutant Emissions <sup>(2)</sup>	Unit	CO <sub>2</sub> equivalent
Scope 1 Direct GHG Emission	Tonne	200
Scope 2 Indirect GHG Emission	Tonne	30
Total GHG Emission (“tCO <sub>2</sub> e”)	Tonne	230
GHG Intensity (tCO <sub>2</sub> e / HK\$ million revenue <sup>(3)</sup> )	-	1.46
NO <sub>x</sub> Emissions	Tonne	1.73
PM Emissions	Tonne	0.11
Overall waste	Unit	Volume
Construction and Demolition Waste	Tonne	4,429
General Refuse	Tonne	207
Total	Tonne	4,636

Note <sup>(1)</sup>: The calculation method and emission factors used are referenced from 《附件 8、中國陸上交通運輸企業溫室氣體排放核算方法與報告指南(試行)》。

Note <sup>(2)</sup>: The calculation method and emission factors used are referenced from EMEP/EEA air pollutant inventory guidebook 2016 (passenger cars, light commercial trucks, heavy duty vehicles including buses and motor cycles).

Note <sup>(3)</sup>: The revenue of the Group was approximately HK\$157.12 million for the year ended 31 December 2017.



## Social Performance in 2017

	Unit	2017
<b>Total Employee by Gender in Hong Kong</b>		
Male	No. of people	281
Female	No. of people	18
<b>Total Employee by Professional Profile in Hong Kong</b>		
Management	No. of people	6
Technical staff	No. of people	8
Administration, accounting and human resources	No. of people	17
Worker	No. of people	268
<b>Total Employee by Age in Hong Kong</b>		
Age <21	No. of people	9
Age 21-30	No. of people	60
Age 31-40	No. of people	58
Age 41-50	No. of people	82
Age 51-60	No. of people	49
Age >60	No. of people	41
<b>Occupational Health and Safety</b>		
Number of work-related fatalities	No. of people	0
Lost time injuries frequency rate (“LTIFR”) <sup>(4)</sup>	-	8.7

Note <sup>(4)</sup>: LTIFR is a frequency rate that shows how many lost time injuries occurred over a specified time (e.g. per 1,000,000 hours) worked in a period. The LTIFR mentioned above is calculated by multiplying the number of lost time injuries of our Group that occurred during the relevant calendar year by 1,000,000 divided by the number of hours worked by site workers over the same calendar year. It is assumed that the working hour of each worker is ten hours per day. The number of working days for the year ended 31 December 2017 was approximately 301 days.

## 5 THE STOCK EXCHANGE'S ESG GUIDE INDEX

Aspect / Description / KPI		Statement/Section	Page No.
A. Environmental			
A1 Emissions			
A1	General Disclosure	Managing Our Emissions	4-7
A1.1	The types of emissions and respective emissions data	Managing Our Emissions	4-7
A1.2	Greenhouse gas emissions in total and intensity	Managing Our Emissions	5
A1.3	Total hazardous waste produced and intensity	During the Reporting Period, hazardous waste was not material to the Group's operations	NA
A1.4	Total non-hazardous waste produced and intensity	Managing Our Emissions; Waste intensity does not reflect the Group's environmental performance as the quantity was dependent on type of project involved during the Reporting Period.	7
A1.5	Description of measures to mitigate emissions and results achieved	Environment Consciousness	4-8
A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved	Managing Our Emissions	6-7
A2 Use of Resources			
A2	General Disclosure	Environment Consciousness	4-8
A2.1	Direct and/or indirect energy consumption by type in total and intensity	Managing Our Emissions	5
A2.2	Water consumption in total and intensity	During the Reporting Period, the Group's projects are mainly focused on structural works and water is provided by the main contractor for floor cooling and washing purposes. Therefore, water consumption is not material to the Group's operations.	NA
A2.3	Description of energy use efficiency initiatives and results achieved	Effective Resources Management	8

A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved	Effective Resources Management; During the Reporting Period, the Group's projects were mainly focused on structural works and water was provided by the main contractor thus, water sourcing is not material to the Group's operations.	8
A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced	Packaging material is not material to the Group's operations.	NA
<b>A3 The Environment and Natural Resources</b>			
A3	General Disclosure	Environment Consciousness	4-8
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	Environment Consciousness	4-8
<b>B. Social</b>			
<b>B1 Employment</b>			
B1	General Disclosure	Employment and Talent Development	9-10
B1.1	Total workforce by gender, employment type, age group and geographical region	Employment and Talent Development	9-10
B1.2	Employee turnover rate by gender, age group and geographical region	Not disclosed	NA
<b>B2 Health and Safety</b>			
B2	General Disclosure	Workplace Health and Safety	11-12
B2.1	Number and rate of work-related fatalities	Performance Table	15
B2.2	Lost days due to work injury	Not disclosed	NA
B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored	Workplace Health and Safety	11-12
<b>B3 Development and Training</b>			
B3	General Disclosure	Employment and Talent Development	9-10
B3.1	The percentage of employees trained by gender and employee category	Not disclosed	NA
B3.2	The average training hours completed per employee by gender and employee category	Not disclosed	NA

<b>B4 Labour Standards</b>			
B4	General Disclosure	Employment and Talent Development	10
B4.1	Description of measures to review employment practices to avoid child and forced labour	Employment and Talent Development	10
B4.2	Description of steps taken to eliminate such practices when discovered	Employment and Talent Development	10
<b>B5 Supply Chain Management</b>			
B5	General Disclosure	Product and Service Management	12
B5.1	Number of suppliers by geographical region	Not disclosed	NA
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored	Product and Service Management	12
<b>B6 Product Responsibility</b>			
B6	General Disclosure	Product and Service Management	12-13
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	During the Reporting Period, the Group was not aware of any products recall due to safety and health reasons.	NA
B6.2	Number of products and service related complaints received and how they are dealt with	During the Reporting Period, the Group was not aware of any product and service related complaints.	NA
B6.3	Description of practices relating to observing and protecting intellectual property rights	Intellectual property rights are non-material issue to the Group's operations.	NA
B6.4	Description of quality assurance process and recall procedures	Product and Service Management	12-13
B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored	Product and Service Management	12
<b>B7 Anti-Corruption</b>			
B7	General Disclosure	During the Reporting Period, the Group was not aware of any breach of laws and regulations relating to anti-corruption.	13
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	There was no concluded legal cases regarding corrupt practices brought against the Company or its employees during the Reporting Period.	13

B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored	Product and Service Management	13
B8 Community Investment			
B8	General Disclosure	Community Investment	13
B8.1	Focus areas of contribution	Community Investment	13
B8.2	Resources contributed to the focus area	Community Investment	13

Remarks:

NA: not available