



*Environmental, Social
and Governance Report*

2018/19

GREATWALLE INC.

長 城 匯 理 公 司

(formerly known as King Force Group Holdings Limited 冠輝集團控股有限公司)

(Incorporated in the Cayman Islands with limited liability)

Stock Code: 8315

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ABOUT THIS REPORT

Greatwalle Inc. (formerly known as King Force Group Holdings Limited) (the “**Company**”, together with its subsidiaries, collectively the “**Group**” and “**We**”) recognises the importance of embedding the sustainability principles into our business models, with the aspects focused on strengthening our employees’ capabilities and development, enhancing our service standard and quality and fostering a progressive business growth that delivers positive influences to the environment and society. The Company is pleased to publish our third environmental, social and governance (“**ESG**”) report (the “**Report**”) with an aim to contribute a better understanding to our stakeholders about the Group’s ESG performance and initiatives.

The scope of the Report covers our core business operation — the provision of manned security guarding services in Hong Kong¹ and present our ESG practices and performance for the period from 1 April 2018 to 31 March 2019 (the “**Reporting Period**”). The Report has been prepared in accordance with the “comply or explain” Provision of the ESG Reporting Guide under Appendix 20 of the Rules Governing the Listing of Securities on Growth Enterprise Market of the Stock Exchange of Hong Kong Limited (“**HKEx ESG Reporting Guide**”). The Report has been reviewed and approved by the board of directors of the Company (the “**Board**”).

We place high emphasis on your feedbacks and views. If you have any advice or suggestion on the Report, please feel free to post to Room 2008, 20/F., West Tower, Shun Tak Centre, 200 Connaught Road Central, Hong Kong.

¹ Compared with the Report of 2017/18, the scope of the Report excludes the business of mobile gaming in Mainland China due to its inactive operation and its materiality towards the Group’s overall business operations.

STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

Stakeholder engagement is a key element from which we can understand our stakeholders' views and concerns on sustainability in relation to our business activities, and identify the material ESG topics to the Group. This year, we have engaged an independent third party to conduct the stakeholder engagement by means of an online questionnaire. The questionnaire acted as a platform for us to communicate with our stakeholders and obtain their opinions. The identified key stakeholder groups such as the Board, employees, customers, suppliers and contractors, investors and shareholders were invited to fill in the questionnaire and rate the importance of 27 ESG topics related to the Group's business operations and stakeholders themselves respectively. A materiality assessment was then performed to prioritise the topics that matter most to the Group based on the collected results expressed by the stakeholders, which in turn provided us with insights to the formulation of our ESG strategies and policies.

The results are shown in the table below:

ESG Topics		
With High Importance	With Medium Importance	With Low Importance
<ul style="list-style-type: none"> • Labour rights • Employee retention • Diversity and equal opportunity • Non-discrimination • Occupational health and safety • Employee training • Employee development • Customer satisfaction • Customer service quality and complaints handling • Customer health and safety • Marketing and product and service labelling compliance • Customer privacy and data protection • Ethical business • Socio-economic compliance 	<ul style="list-style-type: none"> • Labour-management relations • Responsible supply chain management • Intellectual properties 	<ul style="list-style-type: none"> • Air Emission • Greenhouse gas emission • Climate change • Energy efficiency • Water and effluent • Waste management • Use of materials • Environmental compliance • Prevention of child labour & forced labour • Community investment

According to the results, the Group should focus on the aspects of employment practices and labour rights, service responsibility, customer issues and rights as well as business ethics. Looking forward, we will continue to solicit our stakeholders' views regarding the ESG management, and refine the corresponding strategies, policies and management approaches for continuous improvements on our ESG performance in future.

OUR PEOPLE

Employees are the valuable assets of the Group, as they play a vital role in pursuit of outstanding accomplishment and make continuous improvement of our business continuity and service quality. Hence, we strive to provide a diverse, fair and pleasant working environment to our employees as well as fostering a caring and supportive working culture in the Group.

Employment Practices

Our staff are remunerated with competitive packages, including wages, holidays, fixed working hours, allowance, over-time work compensation, group medical insurance coverage and mandatory provident fund in pursuant to applicable laws and regulations (e.g. the Employment Ordinance (Cap. 57) of the Hong Kong Special Administrative Region ("HKSAR")). Our employees are entitled to other paid leaves, including maternity, paternity and birthday leaves, in addition to statutory holidays and annual leaves.

The Group also adopts a zero-tolerance policy on any unlawful discrimination and workplace inequality. Advocating the principle of equal opportunity, all our decisions of employment practices, including the process of recruitment, compensation, training, appraisal and promotion, are merely made based on the capability and performance of the candidates, regardless of race, religion, gender, marital status, age, national origin or other considerations. All decisions made are complied with the Sex Discrimination Ordinance (Cap. 480), the Disability Discrimination Ordinance (Cap. 487), the Family Status Discrimination Ordinance (Cap. 527) and the Race Discrimination Ordinance (Cap. 602) of the HKSAR. Relevant policies and guidelines regarding to discrimination and equal employment are clearly stated in our staff handbook and well communicated with our employees. The Group also strictly prohibits any form of harassment, especially sexual harassment in the workplace. We have established a complaint and grievance procedure to allow our employees to report any misbehaviours and malfeasance in workplace. All reported information will be treated in strictly confidential and the case will be handled promptly and reported directly to the management. Employee's employment contract could be terminated if he/she repeatedly encroached the company's rules and regulations, or committed illegal activities after due consideration by the management.

We are committed to respecting the human rights and protecting the labour rights of our employees. To prevent any use of child and forced labour in our workplace, the Group examines the identification documents and Security Personnel Permit of the applicants before they report duty to ensure they are eligible to work and no underage labour is hired. In addition, the Group also pledges that the terms of employment are voluntary. Our employees are free to leave their existing positions by serving requested notice period or the payment in lieu.

During the Reporting Period, the Group was not aware of any breaches of relevant laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, other benefits and welfare, as well as the use of child and forced labour.

Health and Safety

The Group always puts safety as our first responsibility and devotes to offering safe working environment for our employees. A health and safety policy is in place to avoid and manage the potential safety risks posed to our employees as well as complying with the relevant laws and regulations (e.g. Occupational Safety and Health Ordinance (Cap. 509) and Employees' Compensation Ordinance (Cap. 282) of the HKSAR).

The Group has implemented relevant office safety guideline and workplace occupational health and safety ("OHS") management practices for our office and operational employees respectively to follow in order to prevent work injury and accident. Besides, the Group also devises specific operational safety guidelines (including the contingency handling procedures) for each individual operation site after the confirmation of service contract, in order to manage the identified safety risks fit in the actual situation and prevent the working hazards and their exposures to our employees. All the operational staff have to sign the declaration before starting their work and confirm that they have understood the internal OHS requirements and agreed to abide by such requirements in their job duty.

OUR PEOPLE

Our mobile patrol team regularly conducts on-site safety inspection to ensure our employees are well equipped with appropriate safety equipment for duty execution, are sensible about potential occupational hazards they may encounter with their post on-site and have knowledge in the procedures of emergency handling. To comply with the Employees' Compensation Ordinance (Cap. 282) of the HKSAR, all our employees are covered by group insurance against any accidents.

In case of any occurrence of accidents and injuries, our staff must follow the established "Work Injury Reporting and Follow-up Procedure" to report and handle case in a timely manner. This is to make sure the injured promptly receive proper treatment and safeguard the life and well-beings of our employees. All our staff can access and contact our 24-hour control room for emergency assistance.

During the Reporting Period, the Group was not aware of any material non-compliance with the health and safety laws and regulations relating to providing a safe working environment and protecting employees from occupational hazards.

Training and Development

With the commitment in enhancing the capability of our employees and nurturing their potentials, the Group offers a series of on-the-job training for all our existing employees.

All the new joiners are required to attend an orientation training to ensure they have comprehended about the relevant work responsibilities and operational procedures before commencing their work. The scope of training mainly covers the topics of company policies and business profile, introduction of staff handbook, company management system and related procedures. Moreover, an experienced senior employee is appointed as a coach for each of the new comer, with an aim to provide them with necessary guidance and advice to better discharge their duty as well as swiftly adopting to the new working environment.

All our security staff have acquired the Security Personnel Permit under the Security and Guarding Services Ordinance (Cap. 460) of the HKSAR before their work deployment to guarantee that they are competent and qualified in providing security service for our clients. Additionally, we regularly organise different specific on-job trainings (e.g. ISO management system, training on emergency plans and the skills in incident handling etc.) with the objective to equip our employees with essential working knowledge and skills for daily operational execution, as well as building up their capacity to meet the evolving needs and expectations from our clients. The Group also encourages our employees to pursue continuous life-long learning and provides early leave from work to eligible employees in supporting their career development and professional advancement.

Our departmental supervisors organise regular meetings and annual appraisal meeting with our employees. Through the effective two-way internal communication, we can understand the needs and difficulties that employees encountered during their work as well as identifying the training needs of our employees. Thus, we are able to improve the training plans and organisation in future in line with the business development.

OUR BUSINESS

Business Integrity

Anti-corruption

The Group is committed to upholding the highest degree of integrity and fairness in our business activities and exacts zero tolerance on any corruption, bribery, extortion, fraud and money laundering in our day-to-day operation. The Group has established the code of conduct in the staff handbook, in which requires strict compliance from all our employees in order to comply with the Prevention of Bribery Ordinance (Cap. 201) of the HKSAR and prevent falling into the traps of bribery, extortion, fraud and money laundering in the daily business dealings.

Our employees are prohibited to accept any kind of advantages such as gifts, entertainment, rewards and commission, in connection with his/her work. If such benefits cannot be refuted from our clients, customers, tenants and business partners due to politeness, our employees are required to report to our Human Resources Department timely for further handling. The Group has also implemented a whistle-blowing policy with clear reporting channels (i.e. complaint hotline and email) for our employees to report any suspected or actual case(s) of bribery, fraud, extortion and corruption and malpractices in the workplace in good faith. All suspicious cases received will be reported to the management team for further investigation and all the information will be kept in strict confidentiality to protect the identity of whistle-blowers.

During the Reporting Period, the Group confirmed that there were no breaches of relevant laws and regulations and no concluded legal cases regarding corruption practices brought against the Group or our employees.

Conflicts of Interests

The Group has vigorous policy in place to avoid any interests conflicting the Group's interests. Our employees are required to proclaim any potential conflict of interests in a written form that themselves or immediate family may have encountered. The Group's objective is to guarantee that there is not a particular individual immoderately influenced by the secondary interests.

Privacy

In order to maintain a trustworthy relationship with our clients and employees, the Group acknowledges the importance of privacy protection and security. We are committed to fully compliance with the Personal Data (Privacy) Ordinance (Cap. 486) of the HKSAR and have established strict working procedures and code of conduct for our employee to follow when handling confidential information. To prevent any unnecessary leakage of confidential and sensitive information, only authorised staff of relevant departments can collect, access and process such information for the purpose of operational use only. All our employees are strictly prohibited to copy and/or disclose any form of confidential information to third parties without prior approval from the management or customers. Employees who violate the rules stated in the staff handbook will be subjected to internal disciplinary actions or legal actions.

During the Reporting Period, the Group was not aware of any non-compliance identified under the relevant laws and regulations in relation to privacy matters with the products and services provided.

Product and Service Responsibility

Our security services are mainly divided into three parts: security guard services, event security services and VIP escorting services. With our quality management policy — “Customer First, Quality Service and Continuous Improvement”, the Group is committed to delivering comprehensive, professional and reliable of security services to our customers in order to strive for the excellence of business growth and the fulfilment of customer needs and expectations.

OUR BUSINESS

The Group has implemented the quality management system, which is accredited to the internationally recognised ISO 9001:2015 standard to better management of our security guard service quality. The management system assists us not only in complying with the requirements of applicable laws, regulations and customer's quality requirements, but also in understanding systematically the client's needs and expectations and reinforcing customer satisfaction for continual improvement of the service quality. We have set three core targets on service quality management: (1) obtain 85% customer satisfaction; (2) follow up complaints within 24 hours; (3) arrive in 10 minutes under any emergency, and all targets have been achieved in the Reporting Period.

Every contract engagement begins with a rigorous transition plan. We would coordinate a kick-off meeting with our client representatives to contrive necessary and efficient security systems based on our understandings of their actual security conditions and special requests on the security service provision. Meanwhile, the formulation of suitable security team is the crux of providing a tailored and premium service. Thus, we recruit or select the experienced guards from our existing workforce pools through our comprehensive recruitment and screening process to ensure all the security personnel are well-trained with rich experience and hold a valid Security Personnel Permit for contract deployment. The deployment schedules and Standing Order will be formulated in pursuant to the contract requirement and will be sent to clients for approval before execution to ensure the provision of exceptional services and building up a close customer relationship.

Standardisation and supervision are the key elements to our service supremacy. To maintain the consistency of our performance standard, all our security guards are required to abide by the standardised operation and patrol management procedures including but not limited to work etiquette and conduct, periodic teleprotection call to control centre and emergency response management etc., in the daily patrol operation to better accommodate our clients. Besides, our control centre operates with 24-hour service hotline available to strengthen the accessibility between customers with us and offers prompt responses on their requests. Moreover, we have set up a mobile patrol team and conduct surprise and random visits to supervise and ensure the performance of service standard is met with the customers/contract requirement, as well as carrying out relevant training as per patrol visit to our frontline staff in pursuit of excellent standard of service.

The Group pays high attention on clients' feedback regarding their experiences and concerns on our service as their constructive advice can drive us to make improvement on our quality of service. We visit our current clients regularly and conduct customer satisfaction surveys through phone, fax or face-to-face meeting. Based on the results of the surveys and visits, we evaluate the existing performance level of our service, in terms of staff efficiency, ability to handle emergencies, follow-up on incidents, patrol performance, control after office hours, station management and equipment management. We will analyse the gap between the client expectations and our services as well as identifying the areas that will need future improvement. We constantly review the work performance that falls behind the required standards and will formulate corresponding improvement plans and strategies for continuous development. If we receive complaints from our clients, we will take the complaints in a serious approach by following the "Complaint Handling Procedure". Prompt actions will be taken to investigate the cases and we strive to respond to the clients within 24 hours. We will carry out remedial action plans where necessary and the root cause(s) will be analysed to prevent similar cases from occurrence.

During the Reporting Period, the Group confirmed that there were no breaches of the relevant laws and regulations relating to health and safety, advertising, labelling that have a significant impact on the Group with the products and services provided.

OUR BUSINESS

Supply Chain Management

With our business nature in provision of security guard services, security guard uniform and equipment, stationery and office equipment are the major items procured through our suppliers to support our daily operation. In order to ensure the reliable and quality deliverables from our suppliers, we have developed an approved supplier list as a means of supplier management for our daily purchasing. To qualify as a new supplier, our Human Resources Department undergoes supplier assessment in accordance with their respective performance, market reputation, price and product and service quality. Suppliers will only be considered as our on-list approved vendors if they can meet our requirements. We monitor the performance of our existing suppliers (e.g. after-sales assistance, delivery time and management system) continuously and those suppliers who consecutively fail to satisfy our requirements will be dismissed and removed from our supplier list.

OUR COMMUNITY

The Group believes that we have the corporate social responsibility to contribute to the society where we operate. By caring for the vulnerable in the community, we are dedicated to promoting the sustainable community development and cultivating the serving spirit in the Group.

As one of the employers supporting the “Work Orientation and Placement Scheme” launched by the HKSAR, the Group strives to offer pertinent job opportunities for the underprivileged and provide regular positions for the persons with disability to actualise their working potential, enhance their work capacity as well as facilitating them to integrate into the society. Besides, the Group believes our active sharing of love and care to the underprivileged groups and the needy can build up a better community and hence we actively encourage our employees participating in various voluntary work and civic activities. With our great involvement in community service activities, we have attained “10 Years Plus Caring Company” certificate granted by the Hong Kong Council of Social Service during the Reporting Period.



10 Years Plus Caring Company

OUR ENVIRONMENT

Maintaining environmental sustainability is crucial to support our long-term business growth and continuity. Hence, the Group places strong emphasis on environmental protection by minimising the adverse impacts on the environment and enhancing resource efficiency in particular to the aspects of energy and water conservation, paper consumption, and use of materials. Since the Group's operation is mainly confined in the office environment, cultivation of green office culture becomes our primary task. We have the green office policy and guidelines in place and exert close collaboration with our employees in order to foster a green operation.

During the Reporting Period, the Group confirmed that there were no breaches of the relevant laws and regulations regarding to air and greenhouse gas emission, discharges into water and land, and generation of hazardous and non-hazardous waste.

Minimising Environmental Pollution

As the Group's operation is mainly based in office, we have limited contribution to direct air and greenhouse gas emissions, wastewater discharge, and hazardous and non-hazardous waste generation to the surroundings. In spite of that, we manage the use of company vehicles and solid waste generation as our priorities to curtail direct emissions and the pollutions to the environment.

To reduce the emission of air pollutants to the atmosphere, we opt for the company vehicles in fuel-efficient models and utilise the premium fuels with less content of sulphur. Regular check and maintenance on our company vehicles are also scheduled to improve our vehicle efficiency. In addition, using public transportation is highly encouraged where practicable. When travelling is unavoidable due to operational needs, employees are required to travel collectively by a company vehicle with careful selections of routes to reduce unnecessary trips.

Certain amount of solid waste, both hazardous waste and non-hazardous waste, is inevitably generated in our daily operation. The Group places separate containers or bins in the office for waste segregation and waste recycling. For the hazardous waste such as waste batteries, toners and fluorescent tubes, all of which are properly sorted and recollected by service providers or consigned to property management company for recycling and further treatment. For the non-hazardous waste such as paper and domestic waste, the waste are properly segregated into non-recyclable and recyclable wastes and collected by the property management company for handling. In addition, we keep all the uniform returned by the resigned employees in good condition and actively reuse uniform to reduce wastage as well as minimising the burden on the environment due to the procurement of brand new uniform.

Maximising Resource Efficiency

Recognising the scarcity nature of resources, the Group endeavours to enhance the efficiency of resource utilization by the implementation of green office guidelines. Adopting the 4R (Reduce, reuse, replace and recycle) principles, we strive to trimming down the use of electricity, water, paper, and other materials throughout our daily office operation. We believe our efforts can pave the way to a green and low-carbon operation.

OUR ENVIRONMENT

Use of Resources

Energy	<ul style="list-style-type: none">– Encourage employees to switch off all unnecessary lights, computers, printers, air conditioners and other equipment– Remind employees to conserve energy by turning off the electrical appliances after office hours or when they are not in use– Set all the air-conditioners and electrical appliances in energy-saving mode by default– Set and maintain the room temperature at 25.5 degrees Celsius– Procure electrical appliances with “Grade 1” energy label
Fuel Efficiency	<ul style="list-style-type: none">– Replace old vehicles with more fuel-efficient vehicles
Water	<ul style="list-style-type: none">– Carry out regular water pipe maintenance to prevent any water leakage
Paper	<ul style="list-style-type: none">– Apply electronic system for our internal approval process and communication to reduce the use of paper– Purchase printing paper with the Programme for the Endorsement of Forest Certification (“PEFC”) eco-label– Adopt double-sided printing, and reuse paper used in single-sided– Recycle and reuse envelopes and document folders
Other Materials	<ul style="list-style-type: none">– Use reusable products (e.g. stationery with refills) instead of using single-use disposable items

We believe the implementation of the above green measures has prompted a greener office environment with fewer unnecessary emissions and utilised the resources in a more effective manner. The results that we have achieved for the Reporting Period are presented in the following section. We will continue to monitor our environmental performance regularly and seek opportunities to further reduce our energy consumption and save natural resources where possible.

OUR ENVIRONMENT

Environmental Performance

The Group's environmental performance related to our security guarding service in Hong Kong during the Reporting Period is shown in the table below:

	Unit	2018/19	2017/18
Types of Resources Use <i>(Note 1)</i>			
Direct Energy <i>(Note 2)</i>			
– Unleaded Petrol	Litre ("L")	22,852.01	32,556.36
	Giga Joule ("GJ")	749.14	1,067.26
– Diesel Oil	L	1,579.43	1,330.98
	GJ	57.05	48.08
Indirect Energy			
– Electricity	Megawatt hour	62.06	61.96
	GJ	223.42	223.05
Total Energy Consumption	GJ	1,029.61	1,338.39
Intensity	GJ/full-time employee	49.02	35.22
	GJ/metre square ("m ² ")	2.22	2.88
Water	m ³	187.12	203.99
Intensity	cubic metre ("m ³ ")/ full-time employee	8.91	5.37
	m ³ /m ²	0.40	0.44
Paper	kg	112.27	–
Intensity	kg/full-time employee	5.35	–
Wastewater Discharge	m ³	182.68	203.99
Intensity	m ³ /full-time employee	8.70	5.37
	m ³ /m ²	0.39	0.44
Air Emission			
– SO _x	g	361.35	500.01
Greenhouse Gas Emission			
Direct Emission (Scope 1) <i>(Note 3)</i>	Tonne of carbon dioxide equivalent ("tCO ₂ e")	65.13	90.26
Indirect Emission (Scope 2) <i>(Note 4)</i>	tCO ₂ e	31.65	31.60
Other Indirect Emission (Scope 3) <i>(Note 5)</i>	tCO ₂ e	11.90	2.31
Intensity			
Direct Emission (Scope 1)	tCO ₂ e/full-time employee	3.10	2.38
	tCO ₂ e/m ²	0.19	0.21
Indirect Emission (Scope 2)	tCO ₂ e/full-time employee	1.51	0.83
	tCO ₂ e/m ²	0.068	0.068
Other Indirect Emission (Scope 3)	tCO ₂ e/full-time employee	0.567	0.061
	tCO ₂ e/m ²	0.026	0.0050

OUR ENVIRONMENT

Note 1: The Group provides security guarding service and thus the use of packaging material is not applicable.

Note 2: The conversion factors from volumetric units of unleaded petrol consumption to energy units are in reference to CDP Technical note: Conversion of fuel data to MWh in 2019. The energy values and energy intensity of the unleaded petrol and diesel oil in 2017/18 are recalculated based on the actual fuel consumption data.

Note 3: The direct emission (Scope 1) covers the emission from mobile sources combustion. The calculation is using the published emission factors from Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong, published by Environmental Protection Department and Electrical and Mechanical Services Department.

Note 4: The indirect emission (Scope 2) covers the emission from the purchased electricity from Power Company. The calculation is referred to the emission factor from 2018 CLP sustainability report.

Note 5: The other indirect emission (Scope 3) includes business travel and electricity used for processing fresh water and sewage by government departments. The figure of 2017/18 is recalculated and include the figure of the carbon emission regarding to electricity consumption for processing fresh water and sewage by government departments.

Note 6: Limited hazardous and non-hazardous waste was generated from our offices of security guarding service and was consigned to the service provider or the property management company for handling and treatment. Information on the weight of the collected waste is not available.

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HKEx ESG Reporting Guide General Disclosures & Key Performance Indicators (KPIs)

Explanation/Reference Section

Aspect A: Environment

A1 Emissions	<p>Information on:</p> <ul style="list-style-type: none"> (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. <p>Note:</p> <p>Air emissions include NO_x, SO_x, and other pollutants regulated under national laws and regulations.</p> <p>Greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride.</p> <p>Hazardous wastes are those defined by national regulations.</p>	Our Environment – Minimising Environmental Pollution
KPI A1.1	The types of emissions and respective emissions data.	Our Environment – Environmental Performance
KPI A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Our Environment – Environmental Performance
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Our Environment – Environmental Performance
KPI A1.4	Total non-hazardous waste produced (in tonnes) and where appropriate, intensity (e.g. per unit of production volume, per facility).	Our Environment – Environmental Performance
KPI A1.5	Description of measures to mitigate emissions and results achieved.	Our Environment – Minimising Environmental Pollution
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	Our Environment – Minimising Environmental Pollution

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HKEx ESG Reporting Guide General Disclosures & KPIs

		Explanation/Reference Section
A2 Use of Resources	<p>Policies on efficient use of resources including energy, water and other raw materials.</p> <p>Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc.</p>	Our Environment – Maximising Resource Efficiency
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Our Environment – Environmental Performance
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Our Environment – Environmental Performance
KPI A2.3	Description of energy use efficiency initiatives and results achieved.	Our Environment – Maximising Resource Efficiency
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	Our Environment – Maximising Resource Efficiency
KPI A2.5	Total packaging material used for finished products (in tonnes), and, if applicable, with reference to per unit produced.	Our Environment – Environmental Performance
A3 The Environment and Natural Resources	<p>Policies on minimising the issuer's significant impact on the environment and natural resources.</p>	The Group's mainly provide security guarding services and our operation mainly takes place in our office, hence the Group does not have significant impacts on the environment and natural resources.
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	The Group's mainly provide security guarding services and our operation mainly takes place in our office, hence the Group does not have significant impacts on the environment and natural resources.

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HKEx ESG Reporting Guide General Disclosures & KPIs

Explanation/Reference Section

Aspect B: Social

B1 Employment	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.	Our People – Employment Practices
B2 Health and Safety	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.	Our People – Health and Safety
B3 Development and Training	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. Note: Training refers to vocational training. It may include internal and external courses paid by the employer.	Our People – Training and Development
B4 Labour Standards	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 or forced labour.	Our People – Employment Practices
B5 Supply Chain Management	Policies on managing environmental and social risks of the supply chain.	Our Business – Supply Chain Management
B6 Product Responsibility	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.	Our Business – Product and Service Responsibility Our Business – Business Integrity
B7 Anti-corruption	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.	Our Business – Business Integrity
B8 Community Investment	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.	Our Community