



Million Stars
萬星控股

MILLION STARS HOLDINGS LIMITED 萬星控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立之有限公司)

Stock Code 股份代號：8093

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告 **2020**



CHARACTERISTICS OF GEM OF THE STOCK EXCHANGE OF HONG KONG LIMITED (THE “STOCK EXCHANGE”)

GEM has been positioned as a market designed to accommodate small and mid-sized companies to which a higher investment risk may be attached than other companies listed on the Stock Exchange. Prospective investors should be aware of the potential risks of investing in such companies and should make the decision to invest only after due and careful consideration.

Given that the companies listed on GEM are generally small and mid-sized companies, there is a risk that securities traded on GEM may be more susceptible to high market volatility than securities traded on the Main Board and no assurance is given that there will be a liquid market in the securities traded on GEM.

This report, for which the directors (the “Director(s)”) of Million Stars Holdings Limited (the “Company”) collectively and individually accept full responsibility, includes particulars given in compliance with the Rules Governing the Listing of Securities on GEM of the Stock Exchange (the “GEM Listing Rules”) for the purpose of giving information with regard to the Company. The Directors, having made all reasonable enquiries, confirm that to the best of their knowledge and belief the information contained in this report is accurate and complete in all material respects and not misleading or deceptive, and there are no other matters the omission of which would make any statement herein or this report misleading.

香港聯合交易所有限公司(「聯交所」) GEM 特色

GEM 的地位，乃為相比起其他在聯交所上市的公司帶有較高投資風險的中小型公司提供一個上市的市場。有意投資的人士應了解投資於該等公司的潛在風險，並應經過審慎周詳的考慮後方作出投資決定。

由於 GEM 上市公司一般為中小型公司，在 GEM 買賣的證券可能會較於主板買賣之證券承受較大的市場波動風險，同時無法保證在 GEM 買賣的證券會有高流通量的市場。

本報告的資料乃遵照聯交所 GEM 證券上市規則(「GEM 上市規則」)而刊載，旨在提供有關萬星控股有限公司(「本公司」)的資料；本公司的董事(「董事」)願就本報告的資料共同及個別地承擔全部責任。各董事在作出一切合理查詢後，確認就其所知及所信，本報告所載資料在各重要方面均屬準確完備，沒有誤導或欺詐成分，且並無遺漏任何其他事項，足以令致本報告所載任何陳述或本報告產生誤導。

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ABOUT THIS REPORT

The board (the “Board”) of directors (the “Directors”) of Million Stars Holdings Limited (the “Company”) hereby presents the Company’s Environmental, Social and Governance (“ESG”) Report (the “ESG Report” or the “Report”) of 2019/20. This ESG Report provides an update of sustainability performance in respect of the material business and operations of the Company and its subsidiaries (collectively, the “Group”), so as to reflect the interest of stakeholders. In addition, the Report details the ESG policies, measures and performance of the Group in the reporting period. Through reporting to stakeholders, the Group can disclose its sustainable development measures and performance in a transparent and open manner. The Group truly believes that outlining and disclosing its performance to stakeholders can boost the Group’s transparency and further enhance its sustainable development performance.

SCOPE OF REPORTING

The Group is principally engaged in internet advertising agency services. Through its own proprietary DSP system, the Group strives to satisfy customers’ marketing demands by market planning, media agency, procedural purchase and data analysis. The scope of disclosure mainly includes the Group’s office in Beijing, the same as the previous reporting year.

APPROACH TO ESG AND REPORTING

The Group strives to maintain the sustainable development of its business and promote environmental protection, dedicating to offering community support to the places where it operates. The Group manages its business prudently and offers superior products and services to customers in accordance with reasonable decision-making procedures. As a leading internet advertising agency service provider in China, the Group is willing to assume its social responsibilities with an open, transparent and fair attitude and help the public get a better understanding of the Group.

Accordingly, the Board is committed to making contributions to the sustainable development of our society and the environment. In addition to adhering to this goal, the Board is also responsible for assessing and determining the risks in ESG aspects. Through adjusting and determining risks, the Board can specify a clear vision and critical strategies, supervising the management to make sure that it has sound ESG reporting measures and systems in place.

關於本報告

萬星控股有限公司(「本公司」)董事(「董事」)會(「董事會」)謹此提呈其二零一九／二零年環境、社會及管治(「環境、社會及管治」)報告(「環境、社會及管治報告」或「報告」)。報告提供有關本集團及其附屬公司(統稱「本集團」)重大業務及營運方面可持續性表現之最新情況，以反映各權益人之權益。此外，報告詳列本集團於報告期內的環境、社會及管治(統稱「ESG」)方面的政策、措施和績效。透過與持份者彙報，讓本集團以透明及公開的方式披露本集團在可持續發展議題上的措施和表現。本集團堅信，向持份者概述及披露本集團的表現可提高集團的透明度及進一步提升可持續發展表現。

報告範圍

本集團專門從事互聯網廣告代理服務，透過自主開發的DSP系統，本集團通過營銷策劃、媒介代理、程式化購買與數據分析，致力滿足客戶營銷需求。主要披露範圍包括本集團位於北京的辦公室，與上一報告年度一致。

環境、社會及管治以及報告方針

本集團致力維持其業務的可持續發展，同時推動環境保護，致力為營運所在地提供社區支援。本集團審慎管理業務，並根據合理的決策程序，為客戶提供優質的產品和服務。作為中國領先的互聯網廣告代理服務，本集團秉持公開、透明、公平的態度，願意肩負社會責任，令公眾對本集團的瞭解得以加深。

據此，董事會矢志為社會和環境之可持續發展作出貢獻。董事會除秉持此目標外，同時負責評估及釐定環境、社會及管治方面之風險。透過調整及界定風險，董事會能夠定出清晰願景及關鍵策略，監督管理層確保備有妥善之環境、社會及管治報告措施及系統。

BASIS OF PREPARATION

This Report is prepared and presented with reference to the Environmental, Social and Governance Reporting Guide set out in Appendix 20 of the Rules Governing the Listing of Securities on GEM of The Stock Exchange of Hong Kong Limited:

1. **Materiality:** We communicate with stakeholders on a regular basis to understand the sustainability issues that they are concerned. When we review the status, materiality and disclosure of sustainable development, we will regularly make reference to industry and local standards to ensure that our sustainable development focus and strategies are consistent with them.
2. **Quantitative:** Collection and analysis of the data in the Report are carried out in accordance with relevant guidelines and standards, such as adhering to the relevant guidelines issued by The Stock Exchange of Hong Kong Limited. In addition, since figures are calculated by rounding, individual figures may not add up to the total.
3. **Balance:** The objective of the Report is to provide an unbiased picture of the Group's ESG performance, and to make fair disclosures of the Group's key performance, measures and policies as well as challenges to boost transparency.
4. **Consistency:** The Report uses consistent statistical methodologies for disclosure. The Group adheres to the Environmental, Social and Governance Reporting Guide in its reporting, and provides a year-on-year comparison with the Group's performance in the past. The Group will disclose in the Report any changes to such methodologies.

編製基準

本報告根據香港聯合交易所有限公司GEM證券上市規則附錄二十對《環境、社會及管治報告指引》的要求編撰及呈列相關資料：

1. **重要性：**我們定期與持份者溝通，並瞭解其關注的可持續發展議題。當我們審視可持續發展的情況、重要性及披露時，我們會定期參考本行業及當地的可持續發展標準，確保我們在可持續發展的重點和策略上與之相應。
2. **量化：**報告內的數據按照有關指引及標準收集和分析所得，例如依循香港聯合交易所有限公司發出的有關指引。另外，由於各數字以四捨五入計算，相加結果未必與總計數字相符。
3. **平衡：**本報告目標乃不偏不倚地呈報本集團在環境、社會及管治方面的表現，並就集團的關鍵績效表現、措施和政策、以及挑戰作出公平披露，以提高透明度。
4. **一致性：**本報告使用一致的披露統計方法，本集團依循《環境、社會及管治報告指引》進行匯報，並按年比較本集團過去的表现。若統計方法所變更，本集團將在報告中注明。

SUMMARY OF GOVERNANCE

The Board is committed to making contributions to the sustainable development of our society and the environment. In addition to adhering to this goal, the Board is also responsible for assessing and determining the Group's ESG risks. Through determining and adjusting such risks, the Board can specify a clear vision and critical strategies, supervising the management to make sure that it has sound implementation of ESG measures and systems.

The Board bears the strategic responsibility of evaluating and managing sustainable development issues, and is responsible for identification, analysis and management of ESG risks and opportunities. These decisions involve operations team management, business development and planning, occupational health and safety, finance, risk management and investor relations. Representatives from other business functions are also involved, such as legal and policy; innovation; safety, health and environmental protection; and human resources units. Meanwhile, the Board also launches or formulates strategic sustainable development projects and carries out strategic discussions on emerging opportunities and challenges.

COMMUNICATION WITH STAKEHOLDERS

The opinions of stakeholders serve as the best reference for improving our operational performance and promoting business development. By communicating with stakeholders (investors, shareholders, employees, suppliers and customers, etc.) through various means, we can collect broad opinions from different aspects and perspectives to achieve overall improvement of the Group.

管治摘要

本集團董事會（「董事會」）矢志為社會及環境之可持續發展作出貢獻。除秉持此目標外，董事會亦負責評估及釐定本集團的環境、社會及管治風險。通過釐定及調節有關風險，董事會得以制定明確願景及關鍵策略，並監督管理層確保環境、社會及管治措施及制度得以妥善實行。

董事會肩負評估和管理可持續發展問題的策略責任，並負責識別、分析和處理 ESG 風險及機遇。這些決策涉及營運團隊管理、業務發展及規劃、職業健康和 safety、財務、風險管理和投資者關係。其餘的業務職能亦有參與其中，包括法律及政策、創新、安全健康與環境、人力資源等各業務單位代表。同時，董事會亦啟動或制定策略性的可持續發展項目，並就新出現的機遇和挑戰進行策略性討論。

與持份者溝通

持份者的意見是改善我們的經營業績及促進業務發展的最佳參考。通過各種方式與持份者（投資者、股東、員工、供應商及客戶等）進行溝通，我們可從不同方面及角度收集全面意見，此有助於本集團整體提升。



(a) Shareholders

All shareholders can submit their opinions to the Board or the company secretary by email or other means, and the Board will review and discuss the relevant opinions on a regular basis. Shareholders can also make enquiries and discuss with the Board at the annual general meeting.

(b) Investors

We view active communication with investors as essential to the long-term development of the Group. In addition to handling email and telephone enquiries, the management also participates in investor meetings to provide institutional and international investors with answers and explanations in person on the Group's development strategies. The suggestions and feedback from investors are invaluable for us to steer the Group's development along the right direction.

(c) Employees

We always encourage employees to express their opinions to the management to help the Group improve the working environment and operational standards. The management will heed their opinions earnestly as the basis for creating a more amiable and efficient workplace.

(a) 股東

所有股東可通過電郵或其他方式向董事會或公司秘書提出意見，而董事會將定期審閱及討論相關意見。股東亦可于股東周年大會上向董事會作出查詢並與之討論。

(b) 投資者

我們相信與投資者積極溝通對本集團的長遠發展至關重要。除處理電子郵件及來電查詢外，管理層亦參加各種投資者會議，以便親自向機構及國際投資者回答及闡述本集團的發展戰略。投資者的建議及反饋對我們引領集團沿著正確軌道發展而言十分寶貴。

(c) 員工

我們一直鼓勵員工向管理層表達意見，此有助於本集團改善工作環境及運營標準。管理層將認真對待彼等的意見，以此作為建立更加友好且高效的工作環境的基礎。

A. ENVIRONMENTAL

1. EXHAUST EMISSIONS AND GREENHOUSE GASES

The Group regards the management of exhaust and greenhouse gas emissions as part of its business activities and takes effective measures to reduce exhaust and greenhouse gas emissions. Since the disposal of its manufacture and sales of leather products business, the Group has been principally engaging in internet advertising agency services, such business does not have a lot of discharges to air, water or land.

The Group's greenhouse gas emissions come from office operations, including electricity purchased for daily operations. During the reporting period, the Group generated a total of approximately 50 tonnes of greenhouse gases (carbon dioxide equivalent) (2018/19: approximately 30 tonnes), representing an emission density of one tonne of carbon dioxide equivalent per employee (2018/19: approximately 1 tonne) and including those from the Group's electricity and gasoline consumption.

Table 1
表 1

Scope of greenhouse gas emissions* 溫室氣體排放範圍*	Emission source 排放來源	Emissions (tonnes of carbon dioxide equivalent) 排放量 (以噸二氧化碳當量計)		Density (emissions per employee) 密度 (排放量/員工)		Emission proportion (in percentage) 排放佔比 (以百分比計)	
		2019/20 二零一九/ 二零年	2018/19 二零一八/ 一九年	2019/20 二零一九/ 二零年	2018/19 二零一八/ 一九年	2019/20 二零一九/ 二零年	2018/19 二零一八/ 一九年
Scope 2 範圍2							
Direct emissions 間接排放	Power purchased 購買電力	46.34	29.51	1.22	0.78	94.33	95.81
Scope 3 範圍3							
Other indirect emissions 其他間接排放	Discarded waste paper 棄置廢紙	2.78	1.29	0.07	0.03	5.67	4.19
Total 總計		49.12	30.80	1.29	0.81	100.00	100.00

Table 1 — Total Greenhouse Gas Emissions During the Reporting Period

* No scope 1 direct emissions of greenhouse gases by the Group for the current year and 2018/19

A. 環境

1. 廢氣排放及溫室氣體

本集團把廢氣及溫室氣體管理作為企業營運活動的一部分，積極採取有效的減少廢氣排放及溫室氣體的行動。鑒於本集團已出售其生產及銷售皮革產品業務，並主要從事互聯網廣告代理業務，這些業務並無大量對空氣、水或土地的排放物。

本集團的溫室氣體排放來自辦公室營運，當中包括日常營運所購買的電力。於報告期內，本集團產生的溫室氣體總量約50噸二氧化碳當量(2018/19年度：約30噸)，與每名員工排放密度約1噸二氧化碳當量(2018/19年度：約1噸)，包括來自本集團的電力及汽油消耗。

表 1 — 報告期內的溫室氣體排放總量

* 本年度及二零一八/一九年度，本集團並無範圍一之直接溫室氣體排放

Greenhouse Gas Emissions

The Group has implemented various measures to reduce air pollutants and greenhouse gas emissions, such as actively encouraging employees to put the 4R principle into practice in the office, namely Reduce, Reuse, Recycle and Replace. Measures include using the scanning function instead of printing directly on paper, switching to email for delivering documents, reducing the use of paper and avoiding the consumption of disposable products. From time to time, the Group reminds employees to reuse waste paper printed on one side for printing internal documents. In addition, water dispensers in the Group's office use recyclable plastic bottles, which can be collected for recycling.

The Group is also concerned about carbon emissions from business travels, and has actively implemented a range of measures, including giving priority to local supplies, managing vehicle use centrally, and leveraging modern communication tools to connect with business partners.

The Group has complied with the requirements of relevant environmental protection laws, such as the Environmental Protection Law of the People's Republic of China and the Environmental Impact Assessment Law of the People's Republic of China to mitigate the impact of the Group's daily operations.

溫室氣體排放

本集團採取不同措施以減少空氣污染物及溫室氣體排放。例如積極鼓勵員工奉行辦公室「4R」原則，分別為減少使用(Reduce)、再用(Reuse)、循環再造(Recycle)以及替代(Replace)，措施包括使用掃描功能替代直接列印紙張，並轉用電郵傳遞文件，減少使用紙張，亦避免使用一次性產品。本集團更不時提醒員工將單面列印的廢紙重覆再用，用於內部文件列印。另外，本集團辦公室中的飲水機採用可回收膠樽，可被循環再造。

本集團亦關注差旅帶來的碳排放並積極推行多項措施，包括優先選用本地供應商、集中管理車輛使用、以及善用現代化通訊工具與業務夥伴進行溝通。

本集團已遵守相關的環保法例，包括《中華人民共和國環境保護法》及《中華人民共和國環境影響評價法》的規定以盡量減少本集團日常運營帶來的影響。

Waste Management

The Group sticks to the principle of “green office”, implements office environment management system actively, and strives to properly handle and dispose of all waste generated from business activities. The Group undertakes to put into practice the storage, cleaning, transportation and disposal of waste and to keep the environment clean and sanitary. In respect of non-hazardous waste generated in offices, the Group advocates reducing the generation of solid waste and encourages employees to develop good habits of recycling waste, so as to get twice the result in environmental protection with half the effort. We have put in place paper recycling bins next to photocopiers in our offices, in the hope that employees will work together to recycle waste paper. After the toner cartridges of photocopiers run out of toner, we will commission a recycler to recycle them.

Although the Group has an insignificant impact on the environment and rarely uses natural resources directly, it still commits itself to improving its waste management mechanism. To reduce the damage on the forests, the Group uses paper with Forest Stewardship Council (FSC) certification. The FSC formulates standards for proper forest operation and production and marketing supervision chain standards for wood processing, so as to trace the whole processes of wood-made products from forests to consumers, which can control the legitimate and sustainable sources of wood. In addition, we extend our environmental requirements to suppliers. All suppliers providing paper to the Group hold ISO 14001 environmental management system certification which verifies their effective environmental management and reduces the impact of the Group's supply chain on the environment.

廢棄物管理

本集團堅持貫徹「綠色辦公」理念，積極落實辦公環境管理制度，並致力妥善處理及處置業務活動所產生的所有廢棄物。本集團承諾實踐廢棄物的儲存、清理、運輸及處理工作，保持環境清潔衛生。針對辦公室產生之無害廢棄物，本集團主張減少固體廢棄物的產生，並讓員工養成良好習慣去回收廢物，使本集團推動環保的工作事半功倍。本集團的辦公室在影印機旁均設有廢紙回收箱，以此希望員工們群策群力，回收廢紙。影印機的碳粉盒在碳粉耗盡後，本集團亦會委託相關回收商進行回收。

儘管本集團的環境影響甚微且甚少直接使用天然資源，惟本集團仍努力改善廢物管理機制。為了減低對森林的傷害，本集團所採用的紙張均使用「森林管理委員會認證」(FSC)的紙張。FSC通過制訂森林良好經營的標準以及各木材加工的產銷監管鏈標準，來追蹤木製品從森林到消費者的整個過程，從而可以控制木材的合法及可持續來源。此外，對於環保的要求也延伸到供應商中。為本集團提供紙張的供應商均持有ISO 14001環境管理體系認證，核實他們有效的環境管理，減少本集團的供應鏈對環境的影響。

During the reporting period, the Group did not generate a large amount of hazardous waste, and the main non-hazardous waste generated was approximately 580 kg of paper, (2018/19: approximately 270 kg). In order to reduce the use of paper, the Group encourages employees to put into practice double-sided printing and reuse all paper printed on one side for printing non-legal and ordinary company documents.

The Group strictly complies with the relevant legal requirements of the People's Republic of China related to waste treatment, including the Pollution Control Standard for Hazardous Wastes Incineration, Standard for Pollution Control on Hazardous Waste Storage and Standard for Pollution Control on the Hazardous Waste Landfill.

2. USE OF RESOURCES

As a member of the global village, the Group is committed to protecting resources to achieve environmental and operational benefits. In order to fulfil this environmental commitment, the Group has implemented various measures to improve energy efficiency and reduce paper and water consumption. By monitoring and managing the use of resources, the Group aims to reduce operating costs and carbon footprint. Due to the nature of the Group's business, the use of packaging materials is irrelevant. Details on energy and water consumption will be discussed in the following sections.

於報告期內，本集團並無產生大量有害廢棄物，而所產生的主要無害廢棄物為紙張，約580公斤(2018/19年度：約270公斤)。為減少使用紙張，本集團鼓勵員工雙面列印，並重覆使用所有已單面列印的紙張列印非法定及普通公司文件。

本集團嚴格遵行相關的廢棄物處理法例，包括中華人民共和國危險廢物焚燒污染控制標準、中華人民共和國危險廢物貯存污染控制標準及中華人民共和國危險廢物填埋污染控制標準的規定。

2. 資源使用

身為地球村的一分子，本集團致力保護資源以達致環保及營運效益。為履行本環保承諾，本集團已實施多項措施提升能源效益、減少用紙量和用水量。通過積極監察及管理資源使用，本集團旨在降低營運成本及碳足跡。鑒於業務性質，使用包裝物料與本集團的業務並不相關，有關能源及水資源消耗之詳情將於下述章節討論。

(a) Resources

During the reporting period, the resources directly consumed by the Group for operations (Table 2) are as follows:

Resources 資源	Unit 單位	Consumption 消耗量		Density (consumption per employee) 密度 (消耗量/員工)	
		2019/20 二零一九/ 二零年	2018/19 二零一八/ 一九年	2019/20 二零一九/ 二零年	2018/19 二零一八/ 一九年
		Power 電力	kWh 千瓦時	47,869.86	30,490.00
Water 水	m ³ 立方米	20.96	17.43	0.55	0.46

Table 2 — Total Consumption of Resources During the Reporting Period

Compared with that of the previous reporting year, power consumption of the Group increased mainly due to relocation of the Group's office in Beijing to a new office with a larger area and more items of equipment compared with the old office. Therefore, higher power consumption was recorded in the current reporting year. The Group will continue to promote lowering power consumption, and expects that it can make improvements going forward, which we hope will be reflected in the following year's key performance results.

(a) 資源

於報告期內，本集團用於營運的直接消耗資源(表2)如下：

表2 — 報告期內的資源消耗總量

對比上一個報告年度，本集團耗電量有所增加。主要由於本集團位於北京的辦公室已搬遷至較大面積之新辦公室，其設備亦較舊辦公室多。因此，本報告年度錄較高之電力消耗。本集團持續推動減少耗電，並預期日後將會取得進步，希冀在下一年度的關鍵績效結果中得到反映。

To promote green initiatives in its daily operations, the Group has formulated certain environmental management practices while striving to advance environmental management conducive to sustainable development, which include the following:

Daily operation

- Pursue the “4R” principle;
- Keep the air conditioner temperature at 25°C or above;
- Adjust and reduce lighting in non-working areas;
- Post signs near the lighting and air-conditioner switches to remind employees to conserve electricity;
- Remind employees to turn off idle lighting, air conditioners and other electrical equipment;
- Give preference to energy-efficient products when replacing electrical equipment;
- Place and regularly replace potted plants in the office area to purify the office environment;
- Advocate double-sided printing and recycling;
- Use computer systems to achieve office automation for basic procedures and approval processes; and
- Encourage paperless office and store documents in a central server.

為了於日常營運推廣綠色行動，本集團已制定若干環境管理慣例，致力發展有利可持續發展的環境管理。包括以下：

日常營運

- 奉行「4R」原則；
- 保持空調溫度為攝氏25度或以上；
- 調整照明，減少非作業區照明；
- 電燈及空調開關處均有張貼提醒員工節約用電的標誌；
- 提醒員工必須關閉非使用中的照明、空調及其他電器設備；
- 更換電器設備時，優先選購效能較佳之產品；
- 為各辦公區域擺放和不定期更換植物，淨化辦公環境；
- 提倡雙面打印、循環再用；
- 採用電腦系統實現辦公自動化，處理基礎流程及審批；及
- 鼓勵無紙化辦公，集團文件儲存在中央伺服器。

(b) Water Consumption

The Group understands that precious water resources are crucial to the earth and the environment. Due to the nature of its business, the Group does not use or discharge significant amount of water. The Group actively focuses on the facilitation of water-saving measures. To improve the awareness of saving water, the Group advocates water conservation activities in the workplace. For instance, the Group provides tips on saving water for internal sharing.

3. THE ENVIRONMENT AND NATURAL RESOURCES

The Group strives to reduce any negative impact on the environment. The Group is committed to implementing control measures for energy consumption and office resources consumption. Given the nature of its business activities, the Group has insignificant impact on the environment and natural resources. Our energy consumption mainly comes from electricity used in offices. During the reporting period, the Group had developed a series of measures to reduce resource use and properly dispose of waste (see "2. Use of Resources" above for details).

The Group will continue to evaluate the environmental risks of our business, review environmental protection measures and adopt prevention measures to mitigate risks in due course, and ensure compliance with relevant laws and regulations applicable to the Group's emissions and resources usage.

4. CLIMATE CHANGE

The business scope of the Group covers the business operations in the PRC. As such, the Group has identified and assessed the risks of climate change and developed measures to safeguard the safety of its employees, including strictly complying with relevant extreme weather guidelines issued by the government. The Group has worked out emergency guidelines and measures to reduce damage from disaster attacks in the future. The Group will review its policies for climate change on a regular basis to ensure their effectiveness.

(b) 用水

本集團深明珍貴水源對地球及環境的重要性。鑒於業務性質，本集團並無使用或排放重大水量。本集團積極著重於促進節約用水措施，為提高節約用水的意識，本集團於工作場所提倡節水行動。例如，本集團提供有關節約用水之小建議，在內部互相分享。

3. 環境及自然資源

本集團致力於減少對環境之任何負面影響。本集團堅持承諾，實行能源消耗及辦公室資源消耗控制措施。鑒於業務性質及活動，本集團對環境及自然資源所造成的影響並不重大。能源消耗主要來自辦公室的一般用電。於報告期內，本集團已制定了一系列的措施以減少資源使用及妥善處置廢棄物（詳情請參閱上文「2. 資源使用」）。

本集團將繼續評估我們業務的環境風險、檢討環保措施及於必要時採取預防措施以降低風險，及確保符合適用於本集團排放物及資源使用的相關法例及規例。

4. 氣候變化

本集團業務範疇包括中國的營運業務。據此，本集團已識別並評估氣候轉變風險，並制定措施以保障員工的安全，包括嚴格遵循政府發佈的相關極端天氣指引。本集團已制定應急指引和措施，以減少日後受到災害侵襲的破壞。集團會定期檢討氣候轉變政策，致力確保成效。

B. SOCIAL

1. EMPLOYMENT AND LABOUR PRACTICES

The Group believes that happy and motivated employees are important factors to achieve continuous success. Therefore, the Group strives to build a safe, healthy, fair and non-discriminatory work environment, enables employees to make full use of their potential, and commits itself to maintaining harmonious labour relationships, so as to bring talents together to promote the long-term sustainable development of the Group's industries.

(a) *Recruitment, Promotion and Equal Opportunity Policies*

The Group strives to adopt fair recruitment and promotion policies and prohibits the sabotage of equal job opportunities or unfair treatment. Therefore, the Group strictly implements anti-discrimination policies and does not tolerate any forms of harassment. The Group has formulated the "Anti-discrimination Policy" and recruitment procedures to ensure that recruitment, promotion, compensation and benefits, and talent cultivation are based on education level, experience and ability and there will be no discrimination, exclusion, preferential treatment or any other infringement of equity rights and benefits due to gender, age, race, religion, etc., ensuring that all employees and job applicants will be treated fairly.

As to the promotion of employees, considering employees' development needs and career planning, the Group has established a performance assessment system and promotion mechanism integrating training, use and evaluation of personnel, thereby building a sound career platform for employees and creating a virtuous cycle of personnel cultivation, use and selection, which in turn lays a sound foundation and provides sufficient motivation for the sustainable development of the Group and the self-growth of employees. In addition, the Group has also introduced a new system of employee performance assessment and self-evaluation in stages, which can comprehensively evaluate the performance of employees and promote them.

B. 社會

1. 僱傭與勞工常規

本集團相信愉快積極之員工為持續取得成功之重要因素。因此，本集團致力創造一個安全健康、公平公正、不存在歧視的工作環境，讓員工能夠充分發揮其潛能，並致力維護和諧的勞動關係，凝聚人才，合力推動集團產業的長期可持續發展。

(a) 招聘、晉升及平等機會政策

本集團致力於採納公平之招聘及晉升政策，禁止破壞平等就業機會或不公平待遇。因此，本集團嚴格執行反歧視政策，絕不容忍任何形式的騷擾。本集團制定了「反歧視書面政策」及招聘程序，確保在招聘、晉升、薪酬福利及人才培育等方面均以學歷、經驗及能力為導向，不會因性別、年齡、種族、宗教等背景而出現區別對待、排斥或者給予優惠等任何違反平等權益的措施，確保所有僱員及職位申請者都獲得公平待遇。

有關員工晉升方面，本集團持續關注員工的發展訴求和職業規劃，建立了人才培訓、使用、評價一體化的考核評價體系和晉升機制，為員工搭建良好的職業發展平台，實現人才培養、使用和選拔的良性循環，進而為本集團的可持續發展和員工的自我成長奠定堅實的基礎和充足的動力。另外，本集團亦分階段全面推行嶄新的員工表現評估及自我審核制度，有助全面地評估員工的工作表現並晉升員工。

(b) Compensation System

The Group implements the fair compensation policy, affirming employees' contribution in an objective way. The Group fully considers growing employee compensation in tandem with the Group's performance, in an effort to ensure that employees are rewarded fairly based on their contribution. The Group reviews and re-adjusts its compensation mechanism annually to maintain its competitiveness.

In addition, the Group has formulated the "Management System for Employee Dismissal and Retirement", pursuant to which employees who do not meet the relevant job requirements or have serious dereliction of duty, or those who have seriously violated national laws and regulations or the Group's relevant rules and regulations, will be dismissed. The Group will fully communicate with the dismissed employees, avoid compulsory dismissal and illegal dismissal, and ensure that the dismissal process is fully in compliance with the relevant legal provisions.

(c) Retaining Talents

The Group strives to create a healthy and safe work culture, assist employees to develop potential through training and development courses, and invest in retaining and nurturing talents. The Group values employee development, and employees will be promoted and rewarded after passing phased assessment. During the reporting period, the Group did not have any employee turnover.

The Group has always strictly complied with relevant policies and guidelines regarding equal employment opportunities, child labour, forced labour and employment, including the "Provisions on the Prohibition of Using Child Labour", "Provisions on Special Protection for Minor Workers", the "Labour Law of the People's Republic of China" and the "Labour Contract Law of the People's Republic of China". During the reporting period, the Group did not have any cases of violation of relevant employment laws and regulations, nor did it receive any complaints related to recruitment.

(b) 薪酬體系

本集團實行公平薪酬政策，客觀地肯定僱員之貢獻。本集團充分考慮員工薪酬可以與集團業績同步增長，確保員工能夠公平的獲得價值並按貢獻程度分享價值。本集團為薪酬機制每年行檢討及重新調整，以維持競爭力。

此外，本集團制定了《員工離職、退休管理制度》，對於不符合本集團崗位要求的員工，或存在嚴重失職、嚴重違反國家法律法規或嚴重違反本集團相應規章制度的員工，本集團採取優勝略汰的僱傭政策。本集團會充分與解僱的員工進行溝通，避免強制解除、違規解除等現象，並確保解僱流程完全符合法律規定的內容。

(c) 保留人才

本集團致力於營造健康及安全的工作文化，透過培訓及發展課程協助僱員發揮潛能，投資於挽留及培養人才。本集團重視僱員發展，員工通過階段性的考核可進行晉升嘉獎。報告期內，本集團並無員工流失。

本集團一直嚴格遵守有關平等就業機會、童工、強制勞動及僱傭相關政策及指引，包括《禁止使用童工規定》、《未成年工特殊保護規定》、《中華人民共和國勞動法》及《中華人民共和國勞動合同法》等。於報告期內，並無違反相關的僱傭法律及法規的個案，亦無與招聘相關的投訴個案。

During the reporting period, employee breakdown by gender, age group, employee category and geographical region (Table 3) is as follows:

於報告期內，按性別、年齡組別、員工類別及地區劃分的員工明細(表3)如下：

		Number of employees 員工人數	Percentage of total 佔總數百分比 As at 30 June 2020 於二零二零年 六月三十日
By gender			
Male	男性	19	50.00
Female	女性	19	50.00
Total	總計	38	100.00
By age group			
25–34 years old	25–34 歲	37	97.37
35–44 years old	35–44 歲	1	2.63
Total	總計	38	100.00
By employee category			
Senior management	高級管理層	1	2.63
Supervisor	主管	2	5.26
General employee	一般員工	35	92.11
Total	總計	38	100.00
By geographical region			
Mainland China	中國內地	38	100.00
Hong Kong	香港	0	0.00
Total	總計	38	100.00

Table 3 — Employee Breakdown by Gender, Age Group, Employee Category and Geographical Region

表3 — 按性別、年齡組別、員工類別及地區劃分的員工明細

2. OCCUPATIONAL HEALTH AND SAFETY

The Group strives to provide a safe work environment, and all employees will get assistance from the Group to succeed and make full use of their potential. In addition, the Group strictly complies with relevant laws and regulations on occupational health and safety, and has implemented practical safety management to effectively eliminate potential safety risks.

The Group has formulated a number of policies on occupational health and safety, including:

Personal Health

- Provide health examination annually; and
- Demand the management company to clean the air-conditioner system seasonally.

Work Safety

- Promote effective communication between staff and supervisors to form a sound safety culture;
- Give daily safety guidance and supervision;
- Provide adequate and neat sanitary facilities;
- Develop a management system with procedures for employee to voice opinions and file complaints effectively; and
- Equip employees exposed to occupational hazards with appropriate personal protective equipment.

2. 職業健康與安全

本集團致力提供安全之工作環境，全體員工均得到支援邁向成功，並可盡展潛能。此外，本集團嚴格遵行有關職業健康及安全之法律及法規，並已實行實際安全管理以有效消除潛在安全風險。

本集團制定了多項有關職業健康與安全的政策，包括：

個人健康

- 每年提供一次健康檢查；及
- 要求管理公司每季清洗一次空調系統。

工作安全

- 促進員工與主管之間進行有效的溝通，形成良好的安全文化氛圍；
- 日常安全指導和監管；
- 提供足夠和整潔的衛生設施；
- 制定了員工意見與投訴程序的管理系統，能有效地反映員工意見和投訴；及
- 為可能遇到職業性危害的員工配備適當的個人防護裝備。

Fire Safety

- Demand the management company to check the fire exits frequently; and
- Conduct fire drills on an annual basis.

The Group has always strictly complied with laws and regulations related to occupational safety and health, including the “Safety Law” and the “Law of the People’s Republic of China on the Prevention and Treatment of Occupational Diseases”. During the reporting period, the Group did not find any violation of laws and regulations related to occupational safety and health, nor did it receive any complaints about work conditions. Moreover, the Group was not aware of any work-related fatalities (2017/18 and 2018/19: 0) and lost days due to work injury (2017/18 and 2018/19: 0).

3. DEVELOPMENT AND TRAINING

The Company firmly believes that discovering and nurturing a talent team is crucial to the sustainable development of an enterprise. The Group has developed “Personnel Training and Development Policies” to provide induction training for all new employees and arrange for experienced technicians to guide new employees.

In addition, the Group hosts various internal training courses, lectures and seminars for employees, providing opportunities for employees to learn knowledge and develop skills during individual and professional training, so as to enhance their capabilities.

消防安全

- 要求管理公司時常整理火災逃生出口；及
- 每年進行消防演習。

本集團一直嚴格遵守有關職業安全健康相關的法例和法規，包括《安全法》、《中華人民共和國職業病防治法》等。於報告期內，本集團並無發現違反與職業安全健康相關的法例和法規，或關於工作情況的投訴個案。此外，本集團並無發現任何因工作而死亡(2017/18、2018/19年度：0)及因工傷損失工作日數(2017/18、2018/19年度：0)的情況。

3. 發展及培訓

本集團堅信發掘人才及培養人才團隊為企業之可持續發展之關鍵。本集團制定了《員工培訓及個人發展政策》，讓所有新入職員工進行入職培訓，及安排有經驗的技工指導新員工。

此外，本集團為員工舉辦不同的內部培訓課程、講座及研討會，為僱員提供機會於個人及專業培訓中獲取知識及培養技能，以提升其能力。

Training rates of employees during the reporting period by gender and employee category (Table 4) are as follows:

於報告期內，按性別及員工類別劃分的員工培訓率(表4)如下：

		Number of employees trained 員工培訓人數	Percentage of total 佔總數百分比 As at 30 June 2020 於二零二零年 六月三十日
By gender			
Male	男性	19	50.00
Female	女性	19	50.00
Total		38	100.00
By employee category			
Senior management	高級管理層	1	2.63
Supervisor	主管	2	5.26
General employee	一般員工	35	92.11
Total		38	100.00

Table 4 — Training Rates of Employees by Gender and Employee Category

表4 — 按性別及員工類別劃分的員工培訓率

Average training hours of employees during the reporting period by gender and employee category (Table 5) are as follows:

於報告期內，按性別及員工類別劃分的平均員工培訓時數(表5)如下：

		Average training hours of employees 平均員工培訓時數	Percentage of total 佔總數百分比 As at 30 June 2020 於二零二零年六月三十日
By gender			
Male	男性	57	50.00
Female	女性	57	50.00
Total		114	100.00
By employee category			
Senior management	高級管理層	3	2.63
Supervisor	主管	6	5.26
General employee	一般員工	105	92.11
Total		75	100.00

Table 5 — Average Training Hours of Employees by Gender and Employee Category during the Reporting Period

表5 — 報告期內按性別及員工類別劃分的平均員工培訓時數

4. LABOUR STANDARDS

(a) Prohibition of Child Labour and Forced Labour

During the reporting period, the Company fully complied with relevant laws and regulations on prohibition of child labour and forced labour. The Company has formulated the “Policy on Prohibition of Child Labour” and stringent employment age verification procedures, ensuring that all accepted applicants are compliant with legally required employment age.

In addition, the Group has formulated the “Policy and Procedures on Prohibition of Forced Labour” to prevent any situations such as violent threat or illegal restriction of individual freedom during its operations and services, and strictly prohibited forced labour including corporal punishment, abuse, involuntary servitude, debt servitude or human trafficking. In addition, the Group has set up employee opinion boxes to allow employees to report on child labour and forced labour, so as to prevent illegal employment of child labour or forced labour by the Group. In order to prevent child labour from being mistakenly employed, the Group has established a rigorous age verification process to ensure that all job applicants reach the legal working age. Moreover, the Group has set up a whistle-blowing mechanism against child labour and forced labour to encourage employees to truthfully report any suspicious cases.

(b) Employees’ Rights and Interests

The Group has formulated the “Policy on Employees’ Freedom of Association”. Employees are entitled to freedom of association and collective bargaining. Employees can select staff representatives to communicate and exchange opinions and suggestions with the Group’s management representatives on behalf of all employees. Meanwhile, the Group values and pays attention to the information fed back by staff representatives. The Group transmits its latest update to every employee via email from time to time and listens to employees’ opinions and suggestions actively, and takes responsive and timely measures to solve the problems which employees concern the most, in order to protect the rights and interests of employees.

4. 勞工準則

(a) 禁止使用童工和強迫勞工

於報告期內，本集團完全遵守與防止童工及強迫勞工有關的法律及相關法規。本集團制定了《禁止使用童工政策》及嚴謹的工齡核實程序，確保所有獲聘者均符合法定就業年齡的要求。

此外，本集團制定了《禁止強迫勞工政策及程序》，防止於任何營運及服務中有以暴力威脅或非法限制人身自由的情況，並嚴格禁止以體罰、虐待、非自願勞役、債務勞役或人口販運之方式強迫勞動。另外，我們設立了員工意見箱，讓員工可彙報童工及強制勞工的情況，以防止集團出現非法僱用童工或出現強迫勞動。本集團亦設立了員工意見箱，讓員工可彙報童工或強制勞工的情況。為了更有效地防止誤聘童工，本集團制定了嚴謹的工齡核實程序，確保所有獲聘者已符合法定就業年齡。此外，集團設立童工及強制勞工的匯報機制，鼓勵員工如實舉報。

(b) 員工權益

本集團制定了《員工自由結社政策》。員工有自由結社和集體談判之權利。員工可選取員工代表，由其代表全體員工與集團管理層代表進行溝通，相互交換意見及建議。同時，本集團重視、關注員工代表反饋的信息。本集團不時透過電郵將本集團最新動態傳遞給每一位員工，並積極聽取員工的意見與建議，針對員工關注度較高的問題及時採取相應的措施，保障廣大員工的利益。

(c) Employee Benefits

The Group strictly complies with the labour laws on work time, rest period and holidays, ensuring the physical and mental health of all employees. Therefore, the Group neither promotes working overtime nor advocates completing unfinished work at home, insisting on improving work efficiency during the work period. The Group believes that offering employees sufficient benefits will help them become more engaged in their work. As such, the Group holds different levels of activities and reviews the relevant employee welfare policies through a welfare committee. Welfare benefits provided by the Group to employees are as follows:

- Provide social insurance to employees;
- Provide food and beverage allowances;
- Hold monthly birthday parties;
- Buy social insurance for employees;
- Arrange flexible working hours for working mothers to better take care of their families;
- Provide additional breastfeeding leave for mother employees; and
- Allow staff to work from home in inclement weather where appropriate.

In addition to providing the basic employee benefits required by law, the Group also provides paid birthday leave and Women's Day paid leave for female employees, so as to enable employees to maintain a work-life balance.

The Group has always strictly complied with relevant laws and regulations on labour standards, including the "Labour Law of the People's Republic of China". During the reporting period, the Group found no incidents in violation of the laws and regulations on labour standards.

(c) 員工福利

本集團亦嚴格遵守有關工作時間、休息及假期的勞工法規，以確保所有僱員的身心健康。因此，本集團既不宣導加班文化，也不提倡將工作帶回家完成，堅持提高上班期間的工作效率。本集團認為員工擁有充足的福利，將有助他們更投入於工作。因此，亦本集團透過福利委員會會舉辦不同層面的活動，及檢討有關的員工福利政策。以下是本集團為員工提供的福利活動：

- 向僱員提供社會保險；
- 提供餐飲津貼；
- 每月舉行生日會；
- 為員工購買社會保險；
- 透過編排彈性上班時間方便在職母親照顧家庭；
- 為母親員工提供額外的哺乳假；及
- 准許合適的員工於惡劣天氣時在家工作。

本集團除了提供法定要求的基本員工福利保障外，還額外提供生日帶薪休假、婦女節女性職員帶薪休假等，讓員工更有效管理工作與生活。

本集團一直嚴格遵守有關勞工準則法例及規例，包括《中華人民共和國勞動法》等。於報告期內，本集團並無發現有關勞工準則法例及規例的不合規事件。

5. SUPPLY CHAIN MANAGEMENT

The Group lays emphasis on promoting efficient communications and cooperation with business partners to jointly maintain the quality and safety of products and services. The Group firmly believes that the solid business relationship with its suppliers can facilitate long-term business development and growth.

The Group has developed a set of well-defined standard procurement management procedures. For general procurement, the Group will examine the supplier's financial position, business scale and business legitimacy, and will obtain quotations from different suppliers for cost comparison to determine the cost-efficient sales price.

Given the complexity of the supply chain, when selecting suppliers, each business entity of the Group must consider different conditions and standards, including price, service, location, productivity (service capacity) and legal procedures, and the Group will also conduct special consultations and consider the social and environmental performance of suppliers as appropriate. During the reporting period, the Group did not work with any active suppliers*.

* Active suppliers are suppliers which provide services with a significant impact on the Group.

6. PRODUCT RESPONSIBILITY

The Group is committed to providing quality products and services to customers and focuses on customers' responses to the products sold by the Group. In addition to adhering to its undertakings, the Group is also dedicated to providing value-added internet advertising agency services for customers with competitive prices. Customers can offer their opinions or lodge complaints through existing communication channels. The Group will conduct investigations and prepare reports based on the responses and take corrective measures as and when necessary. The Group has formulated strict policies and procedures in manufacturing and selling products.

5. 供應鏈管理

本集團強調促進與業務夥伴建立良好的溝通與合作關係，協力維護產品與服務的質量和安全。本集團堅信與供應商維持穩固業務，能有助業務的長遠發展和進步。

本集團已制定一套清晰的標準採購管理程序。就一般採購而言，本集團將檢查供應商的財務狀況、業務規模及其業務合法性，並向不同供應商獲取報價以作成本比較，最終設定實惠的銷售價格。

鑒於供應鏈的複雜性，本集團各業務單位於選擇供應商時，必須考慮不同的條件及標準，包括價格、服務、地點、生產力(服務能力)及法律程序，同時本集團亦會按情況進行特別諮詢及考慮供應商在社會責任及環境保護等方面的表現。於報告期內，本集團並未與任何活躍供應商*合作。

* 活躍供應商指對本集團而言，其提供之服務對本集團存在重大影響之供應商。

6. 產品責任

本集團致力向客戶提供優質產品及服務，及關注客戶對本集團所售產品之回應。本集團除秉持承諾外，亦矢志竭誠以具競爭力之價格為客戶提供高增值之互聯網廣告代理服務。客戶可透過既有通訊渠道發表意見或投訴。本集團會根據回應進行調查及建立報告，並在有需要時採取改正措施。本集團已就生產及出售產品制定嚴謹的政策及程序。

(a) *Customer Service Policy*

The Group has established the customer service department, dedicating to offering superior services for customers. The Group values the communication with customers and strives to ensure that customers' opinions and complaints will receive timely handling and satisfactory responses. The Group has formulated strict product complaint procedures to better understand the customers' opinions on the Group's services, so as to continue to improve operation procedures and service quality and enhance customers' satisfaction.

(b) *Customer Data Protection and Intellectual Property Policy*

The Group considers customer data as the safeguard for safe operation of an enterprise and healthy development of customer relationships. Accordingly, the Group formulates sound customer data protection management systems. In the process of collecting, processing and using customers' personal data or procurement (including but not limited to loan contracts), such information is kept in a strictly guarded safe of the Group, and only personnel with relevant clearance can access such information. In addition, the Group has formulated regulations on safeguarding and protecting intellectual property, including using authorised products, photo management, sample control, product control, artwork and data record. Each project has relevant regulations in place to prevent leakage of the intellectual property of the Group's customers.

During the reporting period, the Group had no products subject to recall for safety and health reasons, and found no incidents in violation of the laws and regulations governing the provision and use of products/services by the Group.

(a) *客戶服務政策*

本集團已建立客戶服務部門，致力為客戶提供卓越服務。本集團重視與客戶的溝通，致力確保客戶的意見及投訴得到適時處理和滿意答覆。本集團已制定了嚴格的產品投訴程序，以更好地瞭解客戶對本集團服務的意見，以持續改善營運流程及服務質素及提高客戶滿意度。

(b) *客戶資料保護和知識產權政策*

本集團視客戶資料為企業安全經營、客戶關係健康發展的保障。據此，本集團制定完善的客戶資料保密管理制度。於收集、處理及使用客戶之個人資料或採購（包括但不限於借款合同）的過程中，該等資料均存放於本集團保安嚴密的保險箱之中，而僅擁有相關權限之人員方可取閱相關資料。此外，本集團已制定有關保障及保護知識產權的規定，包括使用正版產品、相片管理、樣本控制、產品控制、工藝品及資料記錄。各項目均設有相關規定以避免本集團客戶的知識產權外洩。

於報告期內，本集團並無發現因安全與健康理由而須回收的產品，及無違反有關本集團提供及使用產品／服務的法例和規例的事件。

7. INTEGRITY

Honesty and fairness are important assets of the Group's business. The Group endeavours to maintain a high level of the ethical corporate culture. By developing a sound risk management code and internal control code and providing integrity training, the Group ensures that all employees comply with the Group's rules in daily operations.

The Group has established and implemented an internal integrity system to strengthen the integrity of the employees in governance practices. The Group has set up effective whistle-blowing procedures to encourage employees, the management team and directors to report any misconduct and dishonest behaviour, such as bribery, fraud and other offences. Furthermore, the Group has provided clear guidelines against misconduct such as bribery, corruption, embezzlement, insider trading and theft of corporate assets, to ensure that employees can report matters of concern to our human resources department through various channels in a confidential manner. Where a case of misconduct is found to be true upon investigation, the Group will take appropriate corrective measures and disciplinary action against those involved. In the event of a criminal offence, the Group will report the case to the competent authority. In addition, the Group engages a third-party agency to audit its internal financials each year.

During the reporting period, the Group complied with the provisions on prohibiting corruption and bribery under the "Criminal Law of the People's Republic of China" as well as any legal provisions and requirements for listed companies in Hong Kong, and was not involved in any legal prosecution of corruption.

7. 維護廉潔

信實公平乃本集團業務之重要資產。本集團絕致力維持高水平的道德企業文化。透過制定完備的風險管理守則及內部控制守則；透過提供廉潔培訓，本集團確保所有員工於日常運作中均遵守本集團的規則。

本集團已制定並實施內部廉政制度，加強員工清正廉潔的管治操守。本集團建立有效舉報程序，鼓勵員工、管理人員和董事舉報任何不當行為和不誠實活動，例如貪汙、欺詐，以及其他犯罪行為。另外，本集團已就有關不當行為，例如賄賂、貪汙舞弊、挪用、內幕交易、盜竊集團資產等行為提供清晰指引，確保其員工可以絕對保密的方式透過不同渠道就其關注的事項向人力資源部報告進行通報。如調查個案屬實，集團將會採取合適的糾正措施和對涉事人作出紀律處分，倘若事件涉及刑事成分，集團會轉交有關當局處理。此外，本集團每年均會聘請第三方機構審核內部財務。

於報告期間內，本集團已遵守《中華人民共和國刑法》有關禁止腐敗及賄賂的規定以及於香港上市公司的任何法律規定及要求，且沒有涉及關於貪汙的法律檢控案件。

8. COMMUNITY ENGAGEMENT

The Group is well aware of the importance of making positive contributions to the communities in which it operates, and considers the interests of the communities as one of its social responsibilities. We believe enterprises and the community are an indivisible whole because enterprises cannot grow without the support and assistance of the community. To fulfil its social responsibilities in a more comprehensive manner, the Group dedicates itself to participating in community activities and undertakes the responsibility of a good corporate citizen for contributing to the community by encouraging its employees to participate in charitable and social services.

The Group will continue to regularly review the goals and direction of community investment, and supervise community investment, sponsorship and donation activities and approval policies. The Group will review annually whether the social performance of the Group meets the goals of community investment policies and community activities, supervise and enhance team capabilities, and ensure that community investment policies are implemented in all departments.

OUTLOOK

The Group considers that the currently implemented environmental protection and social responsibility measures are sufficient for complying with relevant laws and regulations. However, the Group will continue to keep abreast of the updated relevant requirements and conduct reviews from time to time, striving to strengthen environmental protection and social responsibility measures.

8. 社區參與

本集團深知對經營所在社區作出積極貢獻的重要性，並將社區的利益視為其社會責任之一。本集團認為企業和社區是不可分割的整體，企業發展同時也離不開社區的支持與幫助。為了更充份履行社會責任，本集團致力參與社區活動，並透過鼓勵員工參與慈善及社會服務，承擔良好企業公民為社區作出貢獻之責任。

本集團將繼續定期檢討社區投資的目標和方向，並監督社區投資、贊助和捐贈活動及批核政策。本集團又會每年審視本集團的社會表現是否切合社區投資政策和社區活動的目標，監管和優化團隊能力，並確保社區投資政策於各部門實行。

展望

本集團認為，目前實施的環境保護及社會責任措施足以符合相關法例及法規。然而，本集團將持續配合最新相關要求不時加以檢討，致力加強環保及社會責任措施。



Million Stars
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MILLION STARS HOLDINGS LIMITED
萬星控股有限公司