GLORY MARK HI-TECH (HOLDINGS) LIMITED
輝煌科技（控股）有限公司

(Incorporated in the Cayman Islands and continued in Bermuda with limited liability)
（於開曼群島註冊成立並於百慕達存續之有限公司）
Stock Code 股份代號：8159

Environmental, Social and Governance Report

2020

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ABOUT GLORY MARK AND THIS REPORT

Glory Mark Hi-Tech (Holdings) Limited (hereinafter referred to as "Glory Mark", or together with its subsidiaries, the "Group") is pleased to publish its annual Environmental, Social and Governance ("ESG") Report (the "Report") covering the period from 1 January 2020 to 31 December 2020 (the "Reporting Period"). This Report aims at summarising the Group's ESG-related practices, performance, and outcomes during the Reporting Period in an objective and just manner.

Since our establishment in 1990, Glory Mark has been striving to become one of the leading global electronics manufacturers for connectivity products. Based in Hong Kong, Taiwan, and PRC, the Group has placed numerous efforts in pursuing excellence. "Development Represents Achievement" is an essential element to maintain its competitiveness. Backed by strong research and development teams in PRC and Taiwan, the Group is able to develop and produce a series of high quality connectivity products. For the year ended 31 December 2020, the Group principally operates in the following two businesses.

Electronics Business

The Group engages in the design, manufacturing and sales of connectivity products mainly for computers, computer peripheral products, multi-media consumable electronic products, communication products, automobile electronics accessories, wire harness and medical equipment.

Architectural Design Business

To diversify the Group's business and seek new growth, In 2017, the Group commenced the master-planning and architectural design business which involves master-planning work, general design work and architectural schematic design work.

The Group has plans to draw on the synergies of integrating the architectural design capability and the electronics manufacturing capabilities of the Group to introduce software home decoration, smart furniture, smart home accessories, among others, thereby creating a new business segment of providing a living aesthetic consulting services which combined interior design-based services and sales of interior accessories under our own brand name. Glory Mark aims to improve its businesses, products, and services by integrating sustainable ideologies into daily operations. It is our ultimate vision to not only act as a leading manufacturer of connectivity products, but also as a global promoter of sustainable and low-carbon business. In the future, we will focus more on the environmental and social responsibilities whilst continuously exploring new business opportunities and ensuring prosperous growth.

Reporting Scope

This Report continues to focus on the Group's electronics manufacturing facilities in Dongguan and Fogang, People's Republic of China ("PRC") during the Reporting Period.

- Dongguan Asia-Link Technology Ltd. ("Dongguan Factory")

- Asia-Link (Fogang) Electronic Limited ("Fogang Factory")

Reporting Principles

This Report is prepared in accordance with the "comply or explain" provisions of the ESG Reporting Guide (the "Reporting Guide") in Appendix 20 of the Rules Governing the Listing of Securities on Growth Enterprise Markets ("GEM"), as set out by the Stock Exchange of Hong Kong Limited (the "HKEx"). The preparation strictly complies with the following reporting principles.

Materiality	The Report is structured based on the materiality of ESG issues of the Group. For more information, please refer to the subsection "Materiality Assessment" under the section "Sustainable Approach".
Quantitative	The key performance indicators ("KPIs") and respective calculation methodologies are disclosed to quantitatively evaluate the Group's ESG performance. For more information, please refer to the "KPIs Summary Table" section.
Balance	The information provided in this Report is based on the Group's policies, documents and recorded practices. It gives an unbiased statement of the Group's ESG performance.
Consistency	The Report adopts methodologies that are consistent with previous years, which allows for meaningful comparisons of ESG data over time.

Report Feedback

The Group highly values your comments and opinions. You are welcome to share your thoughts via email at gmark@glorymark.com.hk.

SUSTAINABLE APPROACH

At Glory Mark, sustainability is at the heart of our business. We adopt different approaches to enhance our performance along the sustainable journey.
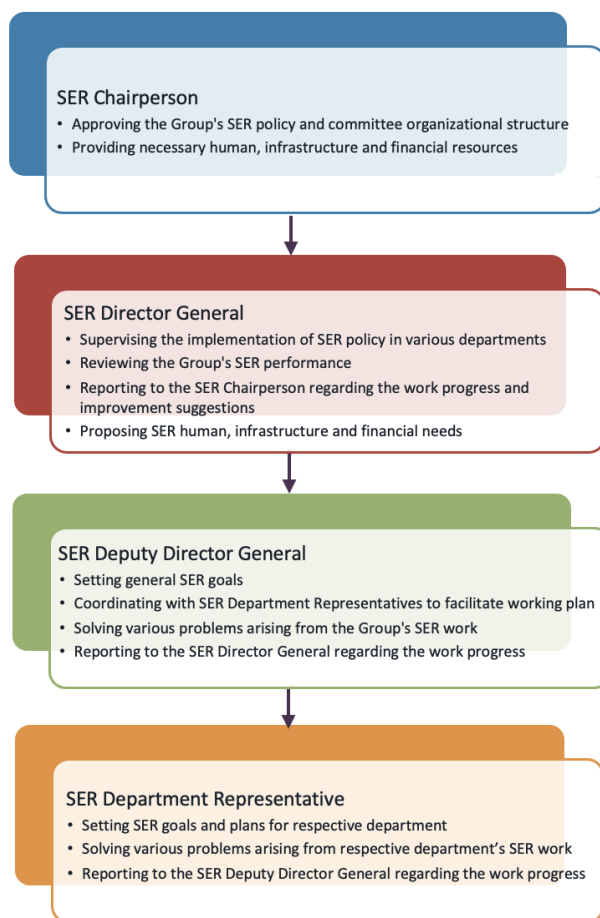
ESG Oversight and Strategy

Our Board of Directors (the "Board") is the highest decision-making and management authority of the Group. The Board oversees all ESG-related issues of the Group, which includes formulating and revising our ESG policies, overseeing and ensuring compliance, reviewing and disclosing our ESG performance, and identifying and managing our ESG-related risks. The Board would receive ESG-related training in the future and keep abreast the latest ESG information and requirement, so as to spearhead the sustainable development mission of the Group.

The Group fully understands that fulfilling the requirements and expectations from stakeholders such as our customers, business partners, as well as the public and the government is a prerequisite for being a responsible enterprise. Therefore, we formulated the following ESG strategy by considering the opinions from the Group's management and worker representatives.

Quality
- Pursue reality
- Engage with employees
- Implement goals
- Satisfy customers

Occupational Health and Safety
- Focus on people
- Produce with safety
- Safeguard health
- Care for life

Environment
- Abide by laws
- Prevent pollution
- Optimize resources
- Improve performance

The SER Team

Established in 2016 and composed of employees and managers from various departments, the Social, Environment Responsibility ("SER") team (the "Team") is a committee responsible for administering and handling all ESG matters at the operational level in our manufacturing facilities.

SER Chairperson
- Approving the Group's SER policy and committee organizational structure
- Providing necessary human, infrastructure and financial resources

SER Director General
- Supervising the implementation of SER policy in various departments
- Reviewing the Group's SER performance
- Reporting to the SER Chairperson regarding the work progress and improvement suggestions
- Proposing SER human, infrastructure and financial needs

SER Deputy Director General
- Setting general SER goals
- Coordinating with SER Department Representatives to facilitate working plan
- Solving various problems arising from the Group's SER work
- Reporting to the SER Director General regarding the work progress

SER Department Representative
- Setting SER goals and plans for respective department
- Solving various problems arising from respective department's SER work
- Reporting to the SER Deputy Director General regarding the work progress

The Team has also customised its action guideline and strategy in six ESG-related aspects. By establishing environmental and social risk identification procedures and goals as well as enhancing employees' environmental and social responsibility, the Team aims to continuously evaluate the Group's ESG performance, and ultimately promote the Group's sustainable development.

Aspects	Guidelines
Social Responsibility Policy	• Complying with laws and regulations • Satisfying customers • Contributing to society • Operating in a sustainable way
Professional Ethics Policy	• Complying with laws and regulations • Dedicating to work • Being honest and keeping promises • Competing in a fair way
Safety Policy	• Complying with laws and regulations • Involving each employee • Putting safety issues in the first place • Focusing on the prevention measures
Health Policy	• Complying with laws and regulations • Emphasizing health issues • Strengthening supervision • Continuing to improve
Labour Policy	• Complying with laws and regulations • Treating employee kindly • Protecting human rights • Pursuing win-win cooperation
Environmental Policy	• Complying with laws and regulations • Preventing pollution • Consuming resources effectively • Continuing to improve

Certificate and Recognition

The Group insists on rigorous sustainable principles and management systems, and therefore we received various achievements and attained different industrial recognitions. The Group's manufacturing facilities are certified with numerous international and national standards, as indicated below.

• GB/T 19001-2016/ISO 9000-2015 Quality Management

• GB/T 24001-2016/ISO 14001-2015 Environmental Management

• GB/T 45001-2020/ISO 45001-2018 Occupational Health and Safety Management

• ISO 13485-2016 Medical devices — Quality Management

Stakeholder Engagement

Communicating with different stakeholders is of paramount importance to Glory Mark, as it allows us to gain a clear insight on stakeholders' views, expectations and needs. During the Reporting Period, we adopted the following methods to engage with our key stakeholders. Through the exercise, we enhanced the relationship with them, and aligned their thoughts with the Group's ESG policies and sustainable development.

Stakeholder Groups	Communication Channels
Investors and Shareholders	• Annual general meetings • Annual, interim and quarterly reports • Circulars and announcements • Company website
Employees	• Internal satisfaction surveys • Grievance system • Training and development • Employee activities • Performance appraisals
Customers	• Correspondences • Satisfaction surveys • Factory visits • Company website
Suppliers	• Annual suppliers meeting • Factory visits • Suppliers' audits • Correspondences
Regulatory Bodies	• Compliance and noncompliance reports • Factory visits • Correspondences

Materiality Assessment

The Group identified material issues through internal benchmarking with its previous ESG reports, and external benchmarking with industry peers' ESG reports. The framework of this Report is structured based on identified material issues. The Board and management subsequently reviewed and confirmed the reporting structure of this Report.
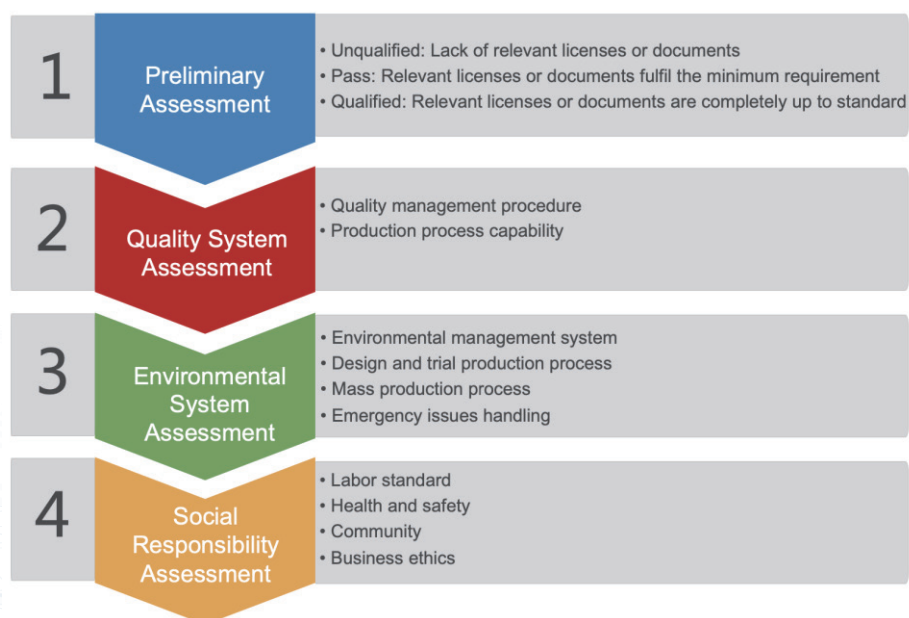
OPERATION

As a responsible electronics manufacturer, Glory Mark adheres to rigorous and thorough operating principles. We actively engage with our suppliers and carry out periodical assessments to lower environmental and social risks along the supply chain. Apart from this, continuously refining our products and strictly complying with the business conduct showcase our determination to safeguard the pure and sustainable market, and build a long-term reputation in the electronics manufacturing industry.

Supply Chain Management

The Group's manufacturing facilities in Dongguan and Fogang are principally involved in the design, manufacturing and sales of electronic connectivity products. Thus, establishing a traceable and stable supply chain is indispensable to deliver high quality and fully functional products. In doing so, we carefully choose our suppliers, prudentially identify potential risks, and strive to procure sustainable electronic materials.

Supplier Engagement

The Group follows the Specifications on Supplier Management（供應商稽核管理規範）in selecting production material suppliers. Before being our formal suppliers, all potential candidates need to undergo and pass the assessments as follows.

1	Preliminary Assessment	• Unqualified: Lack of relevant licenses or documents • Pass: Relevant licenses or documents fulfil the minimum requirement • Qualified: Relevant licenses or documents are completely up to standard
2	Quality System Assessment	• Quality management procedure • Production process capability
3	Environmental System Assessment	• Environmental management system • Design and trial production process • Mass production process • Emergency issues handling
4	Social Responsibility Assessment	• Labor standard • Health and safety • Community • Business ethics

The aforementioned assessment processes for new suppliers are conducted through site visits and documents review. Regarding existing suppliers, we continue to monitor and assess their quality management systems, environmental management systems, as well as social responsibilities. We set up different guidelines for both new and existing suppliers to carry out further actions according to assessment results.

Suppliers	Further Actions
New suppliers	• Unqualified: Not engage, or engage upon they pass assessments in the future • Passed: Only engage under the agreement that suppliers would improve their operations within a certain time frame set by the Group • Qualified: Priority for engagement
Existing suppliers	• Unqualified: Prohibition of new product development • Passed: Reduce the percentage of purchasing products, and require suppliers to improve their operations within a certain time frame set by the Group • Qualified: Priority for new product development

During the Reporting Period, we engaged with 116 suppliers and carried out assessments on 8 suppliers, which were all qualified.

Risk Mitigation
At Glory Mark, environmental impacts of production materials and suppliers' inadvertent violations on business conduct are our prime concerns. Monitoring, identifying, and mitigating such environmental and social risks is a practical tool to optimise our supply chain, and drive to an efficient production and operation. In doing so, the Group outlines its expectations on suppliers regarding their environmental and social performances and periodically reviews their operations. If any defect is spotted during the reviews, the Group will actively help suppliers to address potential risks and propose mitigation suggestions for their reference.

Aspects	Expectations
Environmental	• The Group will regularly sample raw materials from suppliers and carry out laboratory testing. All raw materials must meet the Group's environmental protection standards and comply with the legal requirements from national or international environmental protection agencies. • The Group has the right to require suppliers to provide an annual testing report of the environmental management substance（環境管理物質）concentration. The relevant testing institutions must be recognised as qualified by the Group. • Suppliers should actively keep abreast of the latest requirements of environmental protection laws and regulations.
Social	• Suppliers should strictly prohibit hiring or supporting the employment of underage labour or forced labour. • Suppliers should comply with relevant laws and regulations, and actively take appropriate measures to minimise potential hazards and control the occupational health and safety risks. • Suppliers should respect the human rights of employees, and safeguard the rights such as participation in labour unions, freedom of assembly and collective bargaining. • Suppliers should not engage in or support any kind of physical punishment, psychological or physical suppression, or verbal abuse. • Suppliers should provide employees with remuneration and benefits fairly, as well as a healthy and safe working and living environment.

During the Reporting Period, we formulated a Contractors/Suppliers Social Responsibility Commitment Letter （分包商／供應商社會責任承諾書）and requested all the contractors and suppliers to sign as a demonstration of their commitments.

Sustainable Procurement

The Group pays great attention to the material sourcing process, as most of them are electronic and metal components that may cause negative environmental impacts if not handled appropriately. During the procurement process, we tend to choose suppliers who are able to provide hazardous-free substances, while adhering to relevant qualifications, including the Restriction of Hazardous Substances Directive ("RoHS") 2.0, Registration, Evaluation, Authorisation and Restriction of Chemicals ("REACH"), and other applicable local, regional and international environmental regulations.

To support responsible sourcing, the Group signs the Conflict-free Minerals Agreement（不使用衝突礦產承諾書）with its raw materials providers. In doing so, we are committed to avoid purchasing conflict minerals including metal materials and their derivatives from any armed forces controlled area and its neighbouring countries. Meanwhile, we have also established an inspection mechanism in the supply chain to effectively identify and trace the source of metal materials. This ensures the legitimacy of the source and prevents the use of conflict minerals.
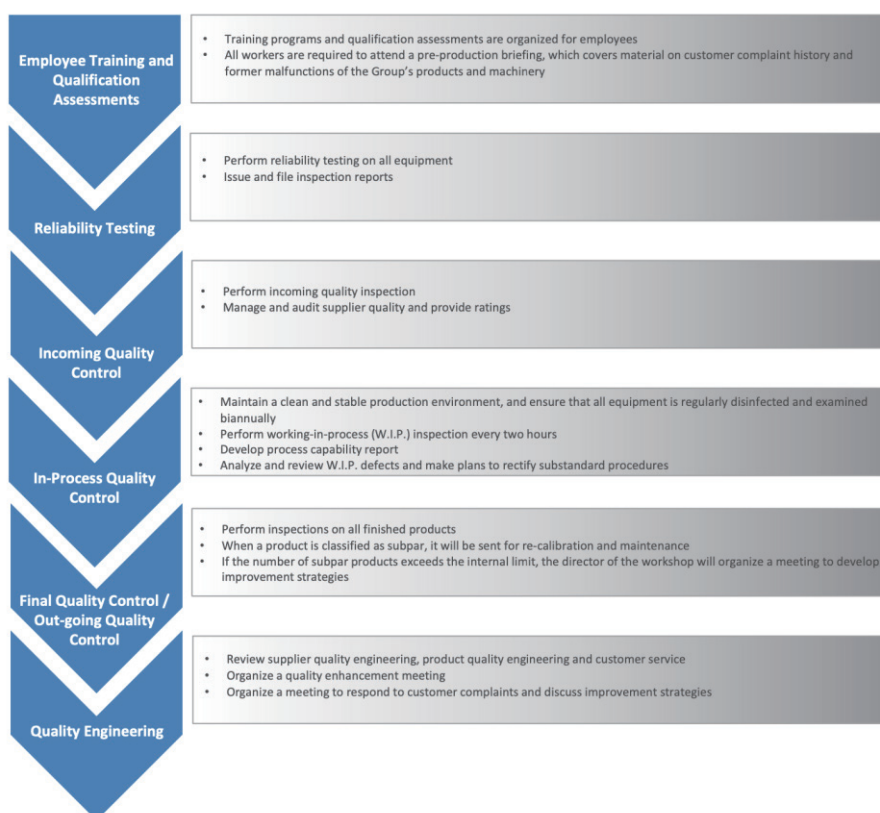
Product Refinement

The electronics manufacturing field is a fast-changing industry. To keep abreast of the latest wave of development, each enterprise needs to consistently push the envelope of product creation and innovation. At Glory Mark, products determine our core competency. With professionalism, enthusiasm and sincerity, we devote resources and hearts from product design to after-sales service, hoping to hand over exceptional deliverables to our customers.

Product Design

The Group is proactively involved in the design and development of new electronic products. Prior to production, we will carry out preliminary market research. The Business Department is responsible for providing market information, new product ideas and positioning. All research results would be summarised in the New Product Development Plan（新產品開發企劃書）as the basis for new product design projects. During the Reporting Period, we have developed 424 new materials in our Enterprise Resource Planning System.

Product Quality

Quality is regarded as one of the most important aspects of the product manufacturing process. From incoming goods to finished products, the Group adopts a series of quality control ("QC") and assurance ("QA") processes to ensure the highest manufacturing standard during production.

Employee Training and Qualification Assessments
- Training programs and qualification assessments are organized for employees
- All workers are required to attend a pre-production briefing, which covers material on customer complaint history and former malfunctions of the Group's products and machinery

Reliability Testing
- Perform reliability testing on all equipment
- Issue and file inspection reports

Incoming Quality Control
- Perform incoming quality inspection
- Manage and audit supplier quality and provide ratings

In-Process Quality Control
- Maintain a clean and stable production environment, and ensure that all equipment is regularly disinfected and examined biannually
- Perform working-in-process (W.I.P.) inspection every two hours
- Develop process capability report
- Analyze and review W.I.P. defects and make plans to rectify substandard procedures

Final Quality Control / Out-going Quality Control
- Perform inspections on all finished products
- When a product is classified as subpar, it will be sent for re-calibration and maintenance
- If the number of subpar products exceeds the internal limit, the director of the workshop will organize a meeting to develop improvement strategies

Quality Engineering
- Review supplier quality engineering, product quality engineering and customer service
- Organize a quality enhancement meeting
- Organize a meeting to respond to customer complaints and discuss improvement strategies

During the Reporting Period, there were no reported cases of product recalls and returns due to health and safety issues.

After-Sales Service

Feedback from our customers is highly valuable as it provides direction for our product development, and helps align our product offering with expectations from the electronics manufacturing market. As such we established the Communication Control Procedures（溝通控制程序）to evaluate the feedback from relevant stakeholders and ameliorate the quality of our after-sales service. In accordance with this policy, we periodically pay business visits and organise external communication with external stakeholders such as customers and regulatory bodies, aiming to learn about their satisfaction in a timely manner.

In the unlikely event of receiving a complaint or return request from our customers, a preliminary verification would be carried out, including further communication with customers and inspection on suspicious products. If the product is considered substandard after the preliminary verification, follow-up actions would be conducted based on the outcome, including the disposal or re-production of products.

Customers who have contributed to a large amount of sales are classified as our important clients, and are recorded in our well-developed customer list, which is updated on a biannual basis. They are invited to provide feedback and ratings on our services through customer satisfaction surveys. During the Reporting Period, the Group did not receive any material complaints about products and services, and we have received an average satisfaction score of 111 out of 120 in the customer satisfaction surveys.

Business Ethics

Adhering to the Business Ethics Management Procedure（商業道德管理程序）and Responsible Business Alliance Code of Conduct, we always uphold the highest and purest standards throughout our business activities. We are dedicated to respecting and defending the business rights of each market participant, creating a healthy and vigorous business atmosphere for all business partners. By adopting rigorous regulations across departments, we hope to safeguard against any possible illegal case that is detrimental to the Group's business ethics.

Intellectual Property

In order to enhance and standardise the management of the Group's intellectual property rights, encourage employees' enthusiasm for innovation, and promote the marketing application of novel technological achievements, we have formulated the Intellectual Property Rights Protection and Management Measures（知識產權保護作業辦法）.

The Group is committed to respecting intellectual property rights including patents and trademarks of our industry peers and our customers. As an original equipment manufacturer, we spare no effort to create unique products and strictly forbid imitations. Instructions have been provided to employees during daily operation, aiming to increase their awareness of intellectual property rights protection. As stipulated in the policy, employees should not directly or indirectly copy, steal or infringe the intellectual property rights of any third party. When employees create any innovative technologies and products by using the Group's resources, the ownership of those items should belong to the Group. Meanwhile, the person in charge of relevant projects must report to the Management Department and submit all research materials for archiving purposes. The Management Department would subsequently discuss the necessity and feasibility of applying for patents. For patentable projects, relevant applications would be processed in a timely manner.

During the Reporting Period, there were no reported cases of intellectual property rights infringement.

Data Privacy

Data confidentiality is a term that has a dual meaning for enterprises in the electronics manufacturing industry. Not only is it an indicator of reliability of a company's products, but more importantly, it affirms a company's ethics in business integrity and information security.

The Group attaches great importance to the confidentiality of documents and data by requiring employees to take effective measures in protecting information. During or after their employment, employees are not allowed to disclose or deliver such information to any third-party.

For all personnel who have business relationships with the Group, the Group and its employees are obliged to keep their personal information confidential. Such behaviours should meet the expectations of the relevant personnel. Meanwhile, when collecting, storing, processing, transmitting and sharing personal information, employees must comply with laws and regulations related to privacy and information security.

For industry peers, the Group and its employees shall not use any improper means to obtain, disclose, and use the trade secrets of competitors.

During the Reporting Period, there were no reported cases of confidential data or information breach.

Anti-Corruption

The Group requires each employee to strictly abide by the Employee Integrity Commitment（員工廉潔承諾書）and follow the highest standards of ethical conduct in all business interactions. Any form of corruption, extortion, and embezzlement of public funds is explicitly prohibited to ensure compliance with the requirements of clean operations.

To monitor the Group's anti-corruption performance in a more effective manner, a whistleblower system has been established. We have adopted various reporting channels such as email, post, and a telephone hotline to encourage employees or suppliers to provide any real-name or anonymous complaints and reports. Under this circumstance, the Group will keep the identities of reporters confidential and ensure that they are not subject to any acts of retaliation. During the Reporting Period, there were no reported cases of corruption.

PEOPLE

Glory Mark's ability to yield innovative products rests upon our diligent, energetic and creative workforce. We sincerely appreciate their contribution and actively nurture them as our most foremost treasure. Creating a diversified, inclusive and safe working environment, training employees with the best educational resources, and tightening the network between employees and community are the driving forces that lead Glory Mark to a people-oriented business.

Employment Practice

Reliable and impartial employment practices are the foundations of building a variegated workforce. From talent recruitment to retention, the Group adheres to an inclusive and progressive employment standard at each stage.

Human Resources Assessment

The Group's management evaluates the Group's human resources supply and demand status on a monthly basis, and formulates corresponding strategies. The Human Resource ("HR") department also conducts statistics and analysis on the Group's human resources distribution quarterly, and reports to the management as a basis and reference for further adjustment. Based on the forecast results of business scales and existing manpower conditions, the HR department will regularly review human resources supply and adjust recruitment frequency and amount to meet production needs.

Recruitment Standards

When recruiting employees, the Group does not discriminate based on gender, age, disability, nationality, religious belief, party, place of birth, ethnicity, language of employees. We prohibit collecting deposits or detaining identity documents during the recruitment process. Candidates can only be hired after they pass the procedures of document review, written examination, interview, physical examination, and other comprehensive evaluations.

Benefits and Welfares

To attract and retain our talents, we offer employees competitive remuneration packages and benefits. Apart from monthly salaries, social and medical insurances, statutory holidays and other basic benefits that meet the legislative requirement, we also provide working meals, free accommodation, year-end lottery, welfare packages or funds for traditional festivals, and free access to cultural and recreational facilities such as libraries, reading rooms, and gyms.

Feedback and Communication

The Group has specially set up the president's mailbox and the employee complaint mailbox to accept the opinions and suggestions of employees. We highly welcome employees' feedback and suggestions regarding the Group's operations, and hence appoint a dedicated department to handle it in a timely manner. We will reward the proposers if their suggestions are adopted. We also encourage all departments to use morning meetings, questionnaire surveys and other forms to strengthen the interaction and communication between leaders and members, so as to care about employees' concerns, and thereby improve employee satisfaction.

Occupational Health and Safety

Glory Mark is committed to creating a healthy and safe working environment for employees. By focusing on prevention strategies that aim to eliminate possible risks before accidents occur and formulating emergency responses that aim to lower the loss caused by unfortunate events, our goal is to ensure a hazard-free and risk-free operation.

Preventive Strategy

We adopt several effective occupational health and safety prevention measures to reduce the possibility of accidents at the source, which includes the following three main aspects.

- *Safety Training and Drills*

  For different hazardous scenarios, we listed corresponding instructions in the SER Emergency and Emergency Preparedness Procedures (SER 緊急狀況準備與應急程序). The Group will regularly provide safety training and exercises for our employees, aiming to strengthen their precaution awareness and knowledge toward different occupational hazards. Our Fogang Factory organised two fire drills and one emergency evacuation training during the Reporting Period.

- ***Diseases and Epidemics Prevention***

  Employees' mental and physical conditions are also our concerns. The Group developed the Occupational Disease and Epidemic Prevention and Control（職業病疫病防治管制程序）to establish a standardised emergency response mechanism and therefore effectively address such hazards. During the coronavirus disease of 2019 ("COVID-19") pandemic, both of our factories formulated a list of requirements, aiming to lower the risk of disease spread.

Operations	Requirements
Dongguan Factory	• Prior to entering factories, all third-party personnel need to wear masks, undergo temperature checks, and scan the healthy QR code. • Set up a special aisle with thermometer detectors for employees. • Distribute disposable masks to all employees. • Set up a separate area with restrooms, as well as loading and unloading zones for cross-border trucks. Separate area for cross-border trucks
Fogang Factory	Place posters and banners in factories and canteens to increase employees' health awareness. Banners in canteens

- ***Hazardous Materials Handling***

  Due to its business nature, the Group inevitably involves hazardous electronic and chemical elements handling during production. In order to enhance the management of hazardous materials and consumables, prevent potential accidents, as well as protect the safety of employees and environment, the Group formulated the Dangerous Goods and Consumables Management Procedures（危險物品及耗品管理程序）. This policy clearly stipulates that all hazardous materials must be purchased from certified suppliers and must be thoroughly inspected and labelled before being appropriately stored in a separate storage area with stable physical conditions.

Emergency Response

The Group has stipulated a standardized procedure for emergency situations. If an accident occurs during working hours, relevant personnel should immediately report to the department head or safety director to obtain necessary emergency assistance. Meanwhile, the injured should be given necessary care in time. In a more severe circumstance, the injured should be immediately transferred to a nearby hospital for further treatment.

In addition, the Group has established the Safety Department to formulate special first aid and emergency measures for work-related injuries. Each employee is required to understand these emergency procedures so that they harness the ability to take appropriate first aid and self-rescue measures when necessary.

During the Reporting Period, Fogang Factory had five cases of work injury. All the relevant injured had received proper treatment promptly, and the case details have been archived as references for further improvement on the Group's occupational health and safety prevention measures.

Talent Training

The Group has set up an education and training system for all employees from different departments, with the purpose of improving the quality of employees through education and enhancing their skills through training. Our training system is mainly divided into two types.

- Pre-job training: Assist new employees to deepen their understanding of our corporate history and culture, human resources policies, SER knowledge, health and safety knowledge and technical practices.

- On-the-job education and training: According to employees' career development and in line with the needs of various job positions, it is conducted separately by different departments to guide and train employees from technical workers to experts.

During the Reporting Period, Dongguan Factory provided 489.03 hours for 172 employees from quality assurance, production, and other departments. Fogang Factory organized 1.5 hours training regarding file management for 9 employees from different departments, aiming to improve the effectiveness and accuracy of daily paperwork.

Labour Standards

As a responsible corporate citizen, the Group attaches great importance to labour standards. Apart from complying with the labour laws and regulations in PRC, we are diligent in demonstrating our commitment to safeguard labour's rights by adopting corresponding standard procedures towards child and forced labour prevention.

In general, the Group forbids the hiring of minors under 16. In the case of hiring students as interns, we strictly follow the Measures for the Employment and Protection of Minors（未成年雇用與保護作業辦法）, set up by the Group in 2016. We have meticulous requirements for recruiting intern students. To enter our internship program, they must major in the corresponding disciplines and have completed the courses prescribed by the school. During the internship, we will provide insurance, pre-job training and internship allowances for all interns. In order to ensure the physical and mental health of interns, we will not assign them to the job positions that are prone to danger.

Regarding forced labour, the Group strictly prohibits any forced or deceptive means to recruit employees. We established the Prevent Forced Labour and Prohibit Prisoner Management Procedures（防止強迫勞工、禁用囚工管理程序）and followed the principle of voluntary overtime and will not use compulsory means to extend the working hours of employees for unpaid rework or penalties. For situations that require overtime work, we will negotiate with employees in advance and stipulate that the length of overtime should not exceed the legal working hours. Meanwhile, we commit not to use any prisoners or purchase from any facility where products are made by prisoners, and we also extend this standard to our suppliers. During the Reporting Period, there were no reported cases of child and forced labour.

Community Engagement

The development and growth of enterprises is intertwined with the support from society, as enterprises are a part of the social value system. Therefore, Glory Mark is committed to continuously creating value and supporting the society. During the Reporting Period, we donated masks and sanitizers with a total cost of RMB11,650 to our employees. To facilitate the recreational activities among the elderly, we also donated RMB 5,000 to the Huanglong Village Committee (黃塱村委).

Moving forward, the Group would actively organise various community activities for charitable organisations, societies and public service organisations. We hope to promote social and economic development, by encouraging employees to get involved and contributing resources to vulnerable groups who require assistance.
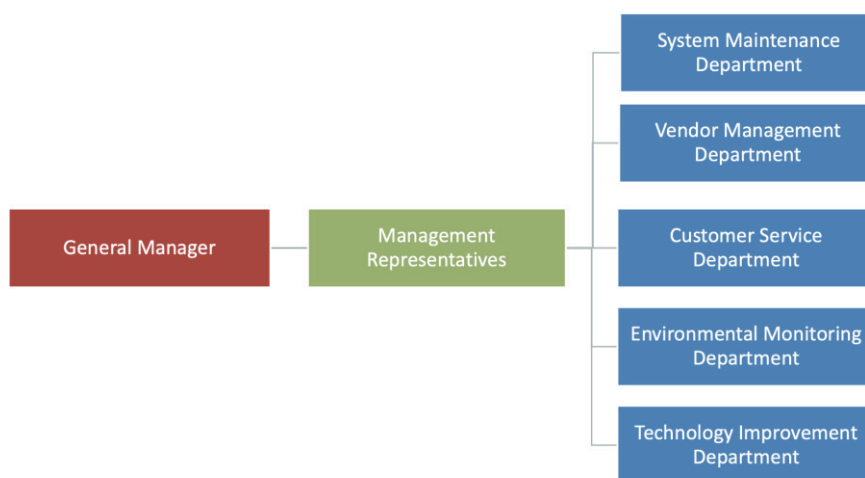
PLANET

As an enterprise serving the electronics manufacturing industry, it is our responsibility to consider environmental impacts and our ecological footprint. Glory Mark's comprehensive environmental management system acts as the gambit of our environmental protection strategy. We actively explore and develop robust control procedures on emission and resources, which enable us to reverse and reduce the negative environmental impact from our operations. Meticulously identifying the potential climate-related risks illustrates our efforts towards environmental impact mitigation.

Environmental Management

Abiding by the ISO 14001:2015 and other standards is essential for the Group to advance our environmental management procedures. We established the Environmental Protection System ("EPS") (環境保護系統) to guide us to achieve end-to-end sustainability within the electronics manufacturing industry.

EPS Structure and Responsibility

Roles	Responsibilities
General Manager	• Set the Group's environmental protection policies and targets, and revise accordingly when needed • Appoint environmental management representatives • Recognise environmental protection organizations and standards • Approve environmental protection system documents
Management Representatives	• Prepare, implement and maintain the EPS • Educate and train the EPS internal auditors • Coordinate and handle major environmental incidents • Disseminate environmental protection information of the Group • Report the implementation status of the EPS to the General Manager
System Maintenance Department	• Regularly inspect the EPS • Educate and provide environmental protection knowledge for employees in factories • Actively understand the external environmental protection standards and requirements • Revise environmental standards and review the status of environmental protection targets
Vendor Management Department	• Monitor suppliers and outsourcing manufacturers' environmental protection performances and handle all environmental protection-related issues.
Customer Service Department	• Respond customers regarding environmental issues
Environmental Monitoring Department	• Regularly check and track to confirm environmentally friendly materials in the supply chain • Track and confirm the implementation of EPS
Technology Improvement Department	• Assess and standardise the EPS • Promote environmental cases

Environmental Education

The professionals and supervisors who are responsible for the Group's environmental matters must obtain the ISO 14001:2015 internal audit qualifications, and regularly receive professional training on topics such as EPS and Environmental Management Substance Regulations（環境管理物質規定）. For environmental testing technicians in factories, they must participate in professional courses covering topics such as environmental policies and regulations, environmental labelling, and environmental protection precautions for production and processing on an annual basis.

Environmental Monitoring

The Group conducts internal audits on the EPS on a biannual basis to monitor environmental performance. We will make timely adjustments and improvements to the EPS if necessary and strive to keep it abreast of the latest environmental protection policies. The internal audit process is as follows:

- Plan development and duty assignment

- Release of audit notice and kick-off meeting

- Implementation

- Summary meeting

- Corrective action development

- Case closure and release of audit report

- Management review

- Audit report publishment

Material Issue Identification

In order to effectively identify, evaluate and control the environmental issues from the Group's activities, products and services. We have examined our supply chain and operations to identify activities that may have a potential and material impact on the environment, and formulated corresponding mitigation measures to reduce those negative impacts.

Aspects	Mitigation Measures	Review Frequency
Air	• Regularly inspect the tin smoke emission facilities in factories to ensure normal discharge of tin smoke • Evaluate operation methods and formulate effective methods to reduce tin smoke generation	Monthly
Chemicals	• Establish an emergency response team, and clarify the responsibilities of management and each team member • Conduct training on fire safety, chemical management and use, as well as emergency response knowledge for the operating personnel in factories • Conduct fire drills on a regular basis, and take corrective measures for the identified risks	Monthly
Waste	• Set up waste classification and recycling bins in factories • Conduct monthly environmental and fire safety inspections and provide necessary guidance to ensure the correct classification of garbage	Monthly
Products	• Add REACH requirements to the annual education and training plan, and strengthen employees' understanding on REACH • Review and update the environmental protection requirements of REACH periodically • Strengthen the promotion and training of the environmental protection knowledge on the Group's products • Conduct monthly inspections on the introduction of red phosphorus-free products, and promptly raise improvements when any problems are found	Monthly
Fire	• Establish an emergency response team, and clarify the responsibilities of management and each team member • Conduct regular fire drills, train operators on fire safety, and take corrective measures for identified risks	Monthly
Noise	• Regularly maintain all equipment and install relevant vibration damping components to reduce vibration	Monthly

Environmental Targets Achievement

Based on the aforementioned identified environmental issues, the Group sets out environmental targets for each factor annually and implements relevant KPIs to indicate its performance levels. The following table displays the results of environmental targets achievement during the Reporting Period.

Environmental Factors	KPIs Targets	Achievement
Product Compliance	• 100% compliance with non-red phosphorus content • 100% compliance with REACH	100%
External Environmental Complaints	• 0 case/month	0 case
Environmental Training	• 100% passing rate/month	100%
Air Emissions from Tin Smoke	• Concentration <8.5mg/m3	0.002mg/m3
Environmental Accidents	• 0 case/month	0 case
Environmental Protection Equipment	• 0 equipment failures/month	0 case
Waste Handling	• 0 recycling and handling errors/month	0 case
Emissions and Discharge	• 0 cases of excessive noise emissions/year • 0 cases of excessive discharge of domestic wastewater/year	0 case
Internal Environmental Audit	• 100% rectification compliance rate/month	100%

Emission Control

The Group's daily operation will inevitably emit exhaust gas, greenhouse gas ("GHG"), waste and noise. We recognise that impacts from these emissions might be different, and hence we are determined to customise corresponding control measures and play an active role in managing and minimising our environmental impacts.

Exhaust Emission

Most of the Group exhaust emissions come from vehicle operation. During the Reporting Period, we operate two vehicles, which generate direct air pollutants, including nitrogen oxides, sulfur oxides and particulate matter.

Air Pollutants	Unit	FY2020
Nitrogen Oxides	kg	81.37
Sulfur Oxides	kg	0.13
Particulate Matter	kg	7.90

GHG Emission

Properly identifying and recording the carbon footprint is a key factor that leads Glory Mark to a full cycle sustainable development. During the Reporting Period, the Group's GHG emissions mainly include Scope 1 and Scope 2, as shown in the following table.

Scope	Source	Unit	FY2020
Scope 1	Vehicle	tCO_2e —	41.58
Scope 2	Purchased Electricity	tCO_2e —	4,684.55

The calculation methodology for GHG emissions referred to

- The "Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong" issued by the Environmental Protection Department and the Electrical and Mechanical Services Department in Hong Kong.

- The "China Regional Grid Baseline Emission Factor of the 2019 Emission Reduction Project" issued by the Ministry of Ecology and Environment of the PRC.

Waste Emission

Wastes stemming from the Group's daily operation mainly consist of hazardous waste including thinner water and industrial ink. In accordance with the Chemical Substance Control Procedures（化學物質管制程序）and the Waste Control Procedures（廢棄物管制程序）set by the Group, we have contracted an external licensed collector for professional handling.

Regarding the non-hazardous and domestic waste, although the Group did not record the amount produced during the Reporting Period, we encourage employees to be responsible for the domestic waste generated, and do not leave any personal waste in public office areas. Looking forward, the Group will actively review the possibility of recording and disclosing this data.

Noise Emission

The Group's noise emission mainly comes from the operation of machinery during our product assembly process. In order to reduce the impact of excessive noise on our people and surrounding areas, we will closely monitor the noise emission at production sites and require workers to wear earplugs. During the reporting period, Dongguan Factory conducted a noise emission assessment with the detected result of 63dB, which is under the 65dB threshold value as stipulated in GB 12348-2008 Emission Standard for Industrial Enterprises Noise at Boundary.

Environmental Resource Optimization

Conserving each kind of environmental resource is essential for manufacturers to continuously thrive in their long-term business. In order to effectively use resources, lower all possible waste, and enable our resource optimisation plan to be continuously improved, the Group formulated Resources and Energy Management Procedures（資能源管理程序）. It clearly stipulates our guidelines for the use of energy, water, and raw materials.

Energy

Energy used by the Group is mainly purchased electricity. Unrestricted use of traditional energy such as electricity would accelerate the greenhouse effect on a global scale. In order to reduce power consumption, we have taken the following measures:

- All employees must turn off the lighting, air conditioning, and computers in factories and offices after work;

- Production equipment must be turned off when not in used; and

- A file and maintenance system for electrical equipment should be established and managed to minimise the waste of electrical energy due to equipment reasons

Water

The water used by the Group is mainly for operation and production purposes and we did not encounter any water sourcing problem in our daily operation. We deeply understand the urgency of water shortage across our planet, and therefore formulated the following measures to fulfil responsible water consumption.

- All employees should be responsible for water saving and develop a good habit of water consumption

- Under normal circumstances, it is strictly forbidden to reduce the temperature of circulating water by adding supplementary water

- A throttle nozzle must be installed in each water nozzle and sprinkler for domestic water

- If excessive consumption of water resources is found, measures should be taken immediately to minimise the loss of water resources

Raw Materials

The Group mainly consumes plastic boxes to assemble our electronic products. With the goal of achieving end-to-end sustainability in the electronics manufacturing industry, we have always managed to improve sustainability practices in our packaging section by adopting the following measures.

- Packaging materials should be properly kept for second-hand usage

- Use recyclable materials as much as possible for the turnover tools in the factory

- Offices are responsible for the use, supervision and management of paper

- Offices should make an analysis of paper consumption in order to control the total amount of paper used

Climate-Related Risk Mitigation

As climate-related risks such as typhoons, floods and other extreme weather conditions may pose obstacles to the supply chain transportation and operation in some vulnerable areas, manufacturers need to identify and mitigate particular climate-related risks they are facing.

Glory Mark's factories are principally located in Guangdong Province, which belongs to the southern coast of PRC and is easily disturbed by typhoons during summer. In order to mitigate the impact of typhoons, we have established the SER Emergency Preparedness and Emergency Procedures (SER緊急狀況準備與應急程序）.

Prior to accidents
- Pay attention to weather forecast and official notices, and require all employees stay indoors
- Close doors and windows, and check the drainage systems of factories and warehouses. Remove the hoods and banners that may cause further damage
- Prepare emergency supplies such as medicine and waterproof clothing

During accidents
- Ensure the personal safety of employees while try to protect company property
- Contact corresponding government departments for further assistance

After accidents
- Clean up garbage and resume normal production
- Contact the maintenance department to repair damaged equipment
- Prepare loss investigation and assessment reports, and contact the insurance company for follow-up claims

LAWS AND REGULATIONS TABLE

Operation
- Regulations on the Safety Administration of Dangerous Chemicals   - Regulation on the Administration of Precursor Chemicals   - Rule for Storage of Chemical Dangers (GB 15603-1995)   - General Rule for Classification and Hazard Communication of Chemicals (GB 13690-20091)   - Regulation on the Administration of the Recovery and Disposal of Waste Electrical and Electronic Products   - Patent Law of the People's Republic of China   - Product Quality Law of the People's Republic of China   - Bidding Law of the People's Republic of China

People
- Fire Control Law of the People's Republic of China   - Code of Design on Building Fire Protection and Prevention (GB 50016-2014)   - Special Equipment Safety Law of the People's Republic of China   - Regulations on Safety Supervision over Special Equipment   - Provisions on the Administration of Safety Technology Training and Examination for Special Operation Personnel   - Provisions on the Administration of Fire Control Safety of State Organs, Organizations, Enterprises and Institutions   - Labour Law of the People's Republic of China   - Labour Contract Law of the People's Republic of China   - Law of the People's Republic of China on the Protection of Minors

Planet
- Regulation on the Administration of Ozone Depleting Substances   - Environmental Protection Law of the People's Republic of China   - Law of the People's Republic of China on Promoting Clean Production   - Water Law of the People's Republic of China (2016Amendment)   - Water Pollution Prevention and Control Law of the People's Republic of China   - Measures of Guangdong Province on Prevention and Control of Air Pollution in the Pearl River Delta   - Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution   - Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes (2013 Amendment)   - Energy Conservation Law of the People's Republic of China (2016 Revision)   - Law of the People's Republic of China on Appraising of Environment Impacts   - Regulations on the Administration of Construction Project Environmental Protection   - Directory of National Hazardous Wastes   - Notice of the General Office of the State Council on Issuing the Measures for the Administration of Emergency Response Plans   - Regulation on the Administration of the Recovery and Disposal of Waste Electrical and Electronic Products (2019 Revision)

KPIS SUMMARY TABLE

Environmental KPIs

KPIs[1]	Unit	Dongguan Factory	Fogang Factory	Total
Nitrogen Oxides[2]	kg	—	81.37	81.37
Sulfur Oxides[3]	kg	—	0.13	0.13
Particulate Matters	kg	—	7.90	7.90
GHG Scope 1	tCO_2-e	—	41.58	41.58
GHG Scope 2	tCO_2-e	3,260.26	1,424.29	4,684.55
GHG Intensity by Revenue	tCO_2-e/HKD'000	—	—	4,726.12
GHG Intensity by FTE	tCO_2-e/Person	5.67	8.67	6.35
Energy Usage	MJ	14,598,187.20	6,979,673.41	21,577,860.61
Electricity Usage	kWh	4,055,052.00	1,771,499.00	5,826,551.00
Diesel Usage	L	—	12,688.32	12,688.32
Energy Intensity by Revenue	MJ/HKD'000	—	—	73.71
Energy Intensity by FTE	MJ/Person	25,388.15	41,299.84	29,002.50
Water Consumption	m^3	41,450.00	11,253.00	52,703.00
Water Consumption Intensity by Revenue	m^3/HKD'000	—	—	0.18
Water Consumption Intensity by FTE	m^3/Person	72.09	66.59	70.84
Hazardous Waste[4]	Tonnes	—	0.04	0.04
Plastic Boxes Used for Packaging	Pieces	—	23,649.00	23,649.00
Recycled Plastic Boxes	Pieces	—	23,584.00	23,584.00

Remarks:

1. All figures have been rounded up to 2 decimal places, unless otherwise specified.

2. The Nitrogen Oxides only includes direct emissions from vehicles.

3. The Sulfur Oxides only includes direct emissions from vehicles.

4. Hazardous waste includes organic solvents and used ink. Due to our environmental-friendly approaches, we have successfully reduced over 90% of hazardous waste generation.

Social KPIs

KPIs	Category	Unit	Dongguan Factory	Fogang Factory	Total
Total Workforce	—	Person(s)	575	169	744
Workforce by Gender	Male	Person(s)	400	39	744
	Female		175	130	
Workforce by Geographical Region	Guizhou, PRC	Person(s)	22	0	744
	Yunnan, PRC	Person(s)	88	0	
	Guangxi, PRC	Person(s)	45	2	
	Guangdong, PRC	Person(s)	36	138	
	Hunan, PRC	Person(s)	93	11	
	Hubei, PRC	Person(s)	61	2	
	Sichuan, PRC	Person(s)	60	7	
	Jiangxi, PRC	Person(s)	23	0	
	Henan, PRC	Person(s)	37	8	
	Others	Person(s)	110	1	
Work-related Fatalities	—	Case(s)	0	0	0
Work-related Injuries	—	Case(s)	0	5	5
Lost Days due to Work Injury	—	Day(s)	0	18	18
Employee Training Rate	—	%	29.91	5.33	24.33
Average Training Hours Per Employee	—	Hour(s)	0.85	1.50	2.35
Suppliers by Geographical Region	Guangdong, PRC	No.	115	—	115
	Zhejiang, PRC	No.	1	—	1

HKEX CONTENT INDEX

Aspects, General Disclosures and KPIs	Description	Relevant Chapter or Explanation
A. Environmental		
Aspect A1: Emissions		

General Disclosure	Information on:
	(a) the policies; and
	(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.
		• Planet
		  — Environmental Management
		• Planet
		  — Emission Control
		• Laws and Regulations Table

KPI A1.1	The types of emissions and respective emissions data.	• Planet
		  — Emission Control
		  — Exhaust Emission
		• KPIs Summary Table
		  — Environmental KPIs

KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	• Planet
		  — Emission Control
		  — GHG Emission
		• KPIs Summary Table
		  — Environmental KPIs

KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	• Planet
		  — Emission Control
		  — Waste Emission
		• KPIs Summary Table
		  — Environmental KPIs

KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	• Planet
		  — Emission Control
		  — Waste Emission

KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	• Planet
		  — Emission Control
		  — Exhaust Emission & GHG Emissions

KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	• Planet
		  — Emission Control
		  — Waste Emission

Aspects, General Disclosures and KPIs	Description	Relevant Chapter or Explanation
Aspect A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	• Planet — Environmental Resource Optimization
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh) and intensity (e.g. per unit of production volume, per facility).	• KPIs Summary Table — Environmental KPIs
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	• KPIs Summary Table — Environmental KPIs
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	• Planet — Environmental Resource Optimization — Energy
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	• Planet — Environmental Resource Optimization — Water
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	• KPIs Summary Table — Environmental KPIs
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	• Planet — Environmental Management • Planet — Emission Control • Planet — Environmental Resource Optimization
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	• Planet — Environmental Management • Planet — Emission Control • Planet — Environmental Resource Optimization

Aspects, General Disclosures and KPIs	Description	Relevant Chapter or Explanation
Aspect A4: Climate Change		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	• Planet — Climate-Related Risk Mitigation
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	• Planet — Climate-Related Risk Mitigation
B. Social		
Employment and Labour Practices		
Aspect B1: Employment		
General Disclosure	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.	• People — Employment Practice • Laws and Regulations Table
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	• KPIs Summary Table — Social KPIs
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	The Group only recorded total turnover rate during the Reporting Period. The Group will actively review the possibility of breaking down this data in the future
Aspect B2: Health and Safety		
General Disclosure	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.	• People — Occupational Health and Safety • Laws and Regulations Table
KPI B2.1	Number and rate of work-related fatalities.	• KPIs Summary Table — Social KPIs
KPI B2.2	Lost days due to work injury.	• KPIs Summary Table — Social KPIs
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	• People — Occupational Health and Safety

Aspects, General Disclosures and KPIs	Description	Relevant Chapter or Explanation
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	• People — Occupational Health and Safety
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	The Group only recorded the total percentage of employees who received training during the Reporting Period. The Group will actively review the possibility of breaking down this data in the future
KPI B3.2	The average training hours completed per employee by gender and employee category	The Group only recorded average training hours by employees during the Reporting Period. The Group will actively review the possibility of breaking down this data in the future
Aspect B4: Labour Standards		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	• People — Labour Standards • Laws and Regulations Table
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	• People — Labour Standards
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	N/A

Aspects, General Disclosures and KPIs	Description	Relevant Chapter or Explanation
Operating Practices		
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	• Operation — Supply Chain Management
KPI B5.1	Number of suppliers by geographical region.	• KPIs Summary Table — Social KPIs
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	• Operation — Supply Chain Management — Supplier Engagement
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	• Operation — Supply Chain Management — Risk Mitigation
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	• Operation — Supply Chain Management — Sustainable Procurement
Aspect B6: Product Responsibility		
General Disclosure	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.	• Operation — Product Refinement • Laws and Regulations Table
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	• Operation — Product Refinement — Product Quality
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	• Operation — Product Refinement — After-sales Service
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights	• Operation — Business Ethics — Intellectual Property
KPI B6.4	Description of quality assurance process and recall procedures.	• Operation — Product Refinement — Product Quality
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	• Operation — Business Ethics — Data Privacy

Aspects, General Disclosures and KPIs	Description	Relevant Chapter or Explanation
Aspect B7: Anti-corruption		
General Disclosure	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.	• Operation — Business Ethics — Anti-Corruption
KPI 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.	• Operation — Business Ethics — Anti-Corruption
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	• Operation — Business Ethics — Anti-Corruption
KPI B7.3	Description of anti-corruption training provided to directors and staff.	N/A
Community		
Aspect B8: Community Investment		
General Disclosure	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.	• People — Community Engagement
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	• People — Community Engagement
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	• People — Community Engagement