

i.century Holding Limited 愛世紀集團控股有限公司

(Incorporated in the Cayman Islands with limited liability)

Stock Code : 8507



ENVIRONMENTAL,
SOCIAL AND
GOVERNANCE
REPORT
2021

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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1. ABOUT THIS REPORT

1.1. Environmental, Social and Governance to Support Sustainable Development

The global health and economic crisis resulting from the COVID-19 pandemic has intensified investors and corporate stakeholders' concern about their interest regarding environmental, social, and governance ("ESG") matters. ESG are the preferred and important factors to measure a company's non-financial performance, as well as for company valuation, risk management and regulatory compliance. It is inevitable that the ESG performance of corporations is one of the key criteria to demonstrate companies' corporate social responsibility and their sustainability in the future. i.century Holding Limited (the "Company") and together with its subsidiaries, (the "Group") is pleased to present this ESG report (the "Report"), which demonstrates the ESG performance of the Group in achieving sustainable development for the future.

1.2. The Group's ESG Commitment

The Board (the "Board") of directors (the "Directors") of the Company understands its responsibility and strives to perform in a way that respects and benefits its employees, customers, investors and the communities. The Board is committed to lead and steward the Group with the aim to achieve long-term returns to its shareholders, to provide a safe working environment to its employees, and to generate a positive impact on the society and the environment. By assessing and evaluating ESG related risks and reporting performance, the Group sets the overall strategic goals, supervises management effectiveness, and ensures operational reliance and compliance with the relevant legal and regulatory requirements. Both qualitative information and quantitative data have been collected for the Report to demonstrate the Group's commitment to sustainability and performance.

1.3. Reporting Scope

The Report identified and described the policies, management approach and performance of the Group in respect of corporate social responsibility. The Report is focused on the Group's core and material business in the management of the apparel supply chain including product development, sourcing and procurement of raw materials, production management, quality control to logistics arrangement. The headquarters of the Group is in Hong Kong and there are representative offices in the People's Republic of China (the "PRC"), the United States of America (the "USA"), France and Australia. The Report is prepared in accordance with the reporting principles of 'Materiality', 'Quantitative', 'Balance' and 'Consistency'. With the aim to optimise the reporting process and expand disclosures in The Report, the Group is dedicated in gathering the relevant data, formulating, implementing, and monitoring policies. The Group makes every effort to ensure consistency between the Chinese and English versions of The Report. However, in the event of any inconsistency, the English version shall prevail. The Report was reviewed and approved by the Board on 13 August 2021.

1.4. Reporting Period

This Report illustrates and highlights the environmental and social performance of the Group for the reporting period from 1 April 2020 to 31 March 2021 (the "Reporting Period").

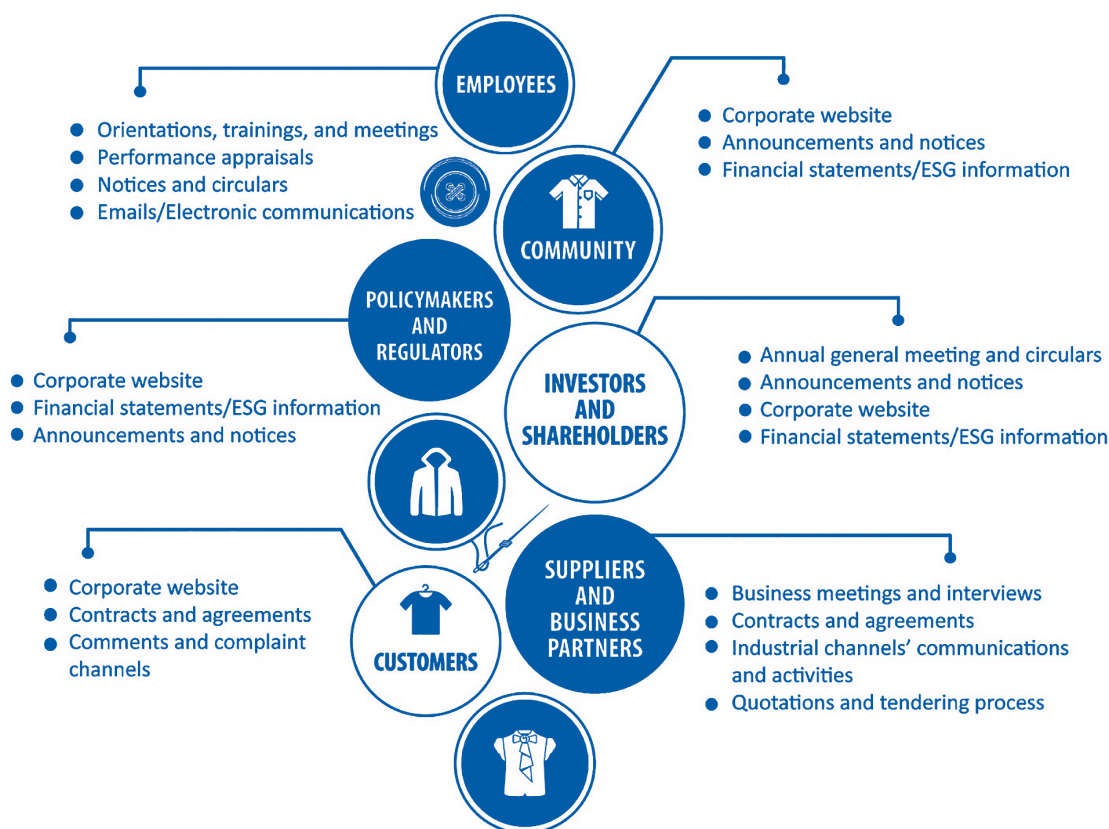
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1.5. Reporting Framework

The Report is prepared in accordance with the disclosure requirements as set out in the ESG Guide (the “ESG Guide”) contained in Appendix 20 of the GEM Listing Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “GEM Listing Rules”). The Report complies with the “comply or explain” provisions of the ESG Guide.

1.6. Stakeholder Engagement

As a responsible business enterprise, it is essential for the Group to understand its stakeholders’ expectation and concerns with regards to its business development strategies, risk management measures and internal control systems. The Group strives to foster a collaborative relationship with its stakeholders including policymakers, regulators, employees, customers, shareholders, investors, business partners, suppliers and community members, to understand and identify opportunities and risks during business development. The Group engaged its stakeholders through various communication approaches to communicate thoughts and ideas, review ESG goals and collect comments and feedback with the aim to structure business strategies that can create long-term value for its stakeholders. The following stakeholder engagement approaches were applied during the Reporting Period.



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1.7. Stakeholders' Feedback

The Group welcomes stakeholders' comments and feedbacks regarding its ESG performance and approach as they are valuable to its risk management and continuous improvement. Please send your questions, suggestions, and recommendations to the Group:

Address: Unit 212-215, 2/F, Elite Industrial Centre, 883 Cheung Sha Wan Road, Lai Chi Kok, Kowloon, Hong Kong.

Email: info@icenturyholding.com

1.8. Materiality Analysis

Materiality Analysis is crucial to the Group as a material issue can have a major impact on the financial, economic, and legal aspects of every corporation. To ensure that its business objectives and development direction are coincided with the stakeholders' expectations and needs, the Group has evaluated all potential ESG risks and opportunities by assessing their importance to the stakeholders and the Group through various communication approaches. By conducting stakeholder engagement exercise, management reviews and industry analysis, the Group identified that regulatory compliance, supply chain, and resources availability and allocation are issues of high materiality.

2. ENVIRONMENTAL PERFORMANCE

2.1. Emissions Policy and Compliance

The Group's core business is basically to design, source and procure fabric and raw materials, manage production, control quality, and to arrange the logistics of garment products. The Group complies with all material aspects of applicable environment protection laws and regulations in the countries it has operations and does not involve in air (dust and residues), water, and noise pollution. While the Group's operations are mainly conducted through office-based work, minimal environmental impact is caused. In addition, the Group is aware of the industry's Higg Index, which was developed by the Sustainable Apparel Coalition, to measure and score a company's environmental, labour and social impacts on their product's sustainability performance. Thus, improving ESG related performance is also the commitment of the Group.

2.2. Carbon Footprint – Greenhouse Gas Emissions

Carbon footprint is defined as the total amount of direct and indirect emissions of greenhouse gas ("GHG") expressed in terms of the equivalent amount of carbon dioxide ("CO₂-e") emissions. During the Reporting Period, the total operation area comprising the Group's headquarters and offices, was 4,221.57 square metres ("m²") (2020: 961.36 m²) and was accounted for 100% of its GHG emissions.

The total net GHG emissions generated by the Group was 37.79 tonnes of carbon dioxide equivalent ("tCO₂-e") (mainly carbon dioxide, methane and nitrous oxide) during the Reporting Period (2020: 74.56 tCO₂-e). The carbon emission intensity was 0.009 tCO₂-e/m² (2020: 0.078 tCO₂-e/m²), a year-over-year decrease of 88.5%.

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The Group has made great efforts in controlling its emissions as well as its consumption of resources. Its energy conservation practices included deploying energy saving lightings, switching off idle lightings, computers and electrical appliances and equipment, monitoring water consumption, using digital technology and recycled paper, encouraging the use of public transport and using tele or video conferencing as an alternative to business travel.

The following table listed the carbon footprint of the Group.

Scope	Sources of GHG emissions	2021	2020	2019
		GHG* emissions (in tCO ₂ -e)		
1	Mobile – Gasoline	4.26	8.94	0
2	Purchased electricity	26.58	42.63	37.15
3	Disposal of paper waste	6.85	22.90	11.58
	Fresh water processing	0.07	0.06	0.04
	Sewage water processing	0.03	0.03	0.01
	Total GHG* emissions	37.79	74.56	48.78
	Carbon Emission intensity per m²	0.009	0.078	0.060
	Carbon Emission intensity per million HKD revenue[^]	0.40	0.69	0.40

* The GHG is calculated according to the “Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong” jointly published by Environmental Protection Department and Electrical and Mechanical Services Department.

[^] During the Reporting Period, the total revenue of the Group was HKD94,509,000 (2020: HKD108,158,000, 2019: HKD121,156,000).

2.3. Air emission

Air emission was generated from the use of gasoline and diesel-powered motor vehicles for employees commuting and transportation. The combustion of gasoline and diesel fuel in vehicle engines produces emissions of air pollutants into the environment. To reduce air pollution, the Group will continue to encourage employees to use public transportation when possible.

The following table listed the estimated air emission of the Group.

Types of Pollutants	2021	2020	2019
	Emission Data (kilogram) (“kg”)		
Nitrogen Oxides (NO _x)	0.84*	1.12*	Not applicable
Sulphur Dioxide (SO ₂)	0.02	0.05	Not applicable
Particulate Matter	0.06*	0.08*	Not applicable

* Estimated odometers from the drivers

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2.4. Hazardous and Non-hazardous Waste Disposal

The operating activities of the Group do not produce any hazardous waste to the environment. Paper and its related printed matters were the only non-hazardous waste generated. The Group has been putting great efforts in reducing paper use during the Reporting Period, the GHG emissions constituted by paper waste was 6.85 tCO₂-e (2020: 22.90 tCO₂-e/m²). Paper waste from the offices was collected by the property management for recycling and disposal. The Group will continue to monitor its paper reuse and recycling efficiency to reduce paper consumption and disposal.

2.5. Use of Resources

The Group encouraged efficient use of resources by proactively raising the environmental awareness of employees. During the Reporting Period, the primary resources consumed by the Group were electricity, gasoline, water and paper. Due to the Group's business nature, no packaging materials were used.

Fossil Fuel Consumption – Gasoline

The air emission of motor vehicles may affect the people and neighbouring communities through air pollution and smog. The Group consumed 1,573.45 litre ("l") of gasoline during the Reporting Period, which constituted to 11.3% of the Group's total carbon footprint. Regular vehicle maintenance was conducted to ensure the vehicles are operated at their optimal performance to enhance fuel efficiency.

Energy Consumption – Electricity

The total electricity consumption was 70,487.00 Kilowatt-hour ("kWh") and constituted to 70.3% of the Group's total carbon footprint. It was attributed to the electricity usage of lightings, air-conditioning, and electrical appliances and equipment. The Group's energy saving practices also include the use of window blinds in the office for heat insulation during summer season. The Group will continue to monitor its performance in the conservation of energy related resources.

Water Consumption

During the Reporting Period, the Group did not encounter any issue in sourcing water that was fit for purpose. The total freshwater consumption was 168.00 cubic meters (m³). However, it did not reflect the total water consumption of the Group as some of its offices are located in office buildings where water usage was included in the property management fee. Besides, the amount of water used was insignificant. Nevertheless, the Group cherish the earth's water resource, special attention is given to avoid wastage.

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Paper and Printed Matters Consumption

During the Reporting Period, the total paper consumption was 1,428.10 kg and constituted to 18.1% of the Group's total carbon footprint. Paper was used by administration, marketing, and report publication purposes during the Reporting Period. Reducing the consumption of paper and printed matters has been one of the environmental objectives of the Group, the employees are actively reusing and recycling paper to reduce waste.

The following table summarised the consumption of different resources by the Group.

Scope	Sources of GHG emissions	2021		2020		2019	
		Consumption	Intensity	Consumption	Intensity	Consumption	Intensity
1	Mobile – Gasoline	1,573.45 l	0.08 tCO ₂ -e/ employee	3,303.00 l	0.18 tCO ₂ -e/ employee	N/A	N/A
2	Purchased electricity	70,487.00 kWh	16.70 kWh/m ²	80,653.88 kWh	83.90 kWh/m ²	72,141.50 kWh	88.50 kWh/m ²
3	Disposal of paper waste	1,428.10 kg	0.13 tCO ₂ -e/ employee	4,771.08 kg	0.46 tCO ₂ -e/ employee	2,411.68 kg	0.24 tCO ₂ -e/ employee
	Water processing	168.00 m ³	0.002 tCO ₂ -e/ employee	141.00m ³	0.002 tCO ₂ -e/ employee	86.00 m ³	0.001 tCO ₂ -e/ employee

2.6. The Environment and Natural Resources

The Group is principally engaged in the management of the apparel supply chain, its operations are mainly conducted indoor through office-based work, thus, minimal environmental impact is caused. To seek long-term sustainability, the Group has taken all related environmental risk into consideration during its supply chain management. The Group is committed to applying industry standard, complying with relevant environmental laws and regulations, using energy and resources efficiently, and reducing emissions and waste during operations.

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3. EMPLOYMENT AND LABOUR PRACTICES

3.1. Employment Policies and Compliance

Human resource is regarded as the Group's valuable assets as they play a vital role in managing its supply chain and customers' expectations. By employing and developing dedicated and talented people, the Group is able to provide reliable and quality services to customers. The Group strictly complies with the Employment Ordinance (Chapter 57 of the Laws of Hong Kong), the Minimum Wage Ordinance (Chapter 608 of the Laws of Hong Kong) and related employment regulations of respective countries where the Group has operations.

As at 31 March 2021, the total workforce of the Group was 54 (2020: 50), the employee composition is listed in the following table. With the additional workforce, the Group continues to foster a sense of ownership at work by building a stimulating yet harmonious working environment for employees.

Employee Structure	2021	2020	2019
Total number of employees	54	50	48
By gender			
Male	24.1%	30.0%	22.9%
Female	75.9%	70.0%	77.1%
By age			
18-25	1.9%	0%	0%
26-35	5.6%	10.0%	10.4%
36-45	38.9%	30.0%	35.4%
46-55	50.0%	58.0%	54.2%
56 or above	3.7%	2.0%	0%
Turnover Rate	59.6%	40.8%	51.2%

To promote a diverse and high-quality workforce, the Group provides equal opportunities to its employees in respect of recruitment, training and development, job advancement, and remuneration and benefits. The Group's staff handbook is designed to communicate important laws and work ethics surrounding employment, benefits and welfare, training and development, occupational health and safety, and code of conduct guidelines. It is an essential tool in helping to define the expectations of both the management and the employees, and to protect them from unfair or inconsistent treatment and discrimination.

The Group has dedicated and experienced employees to support its business expansion strategies, employees' remuneration is structured to encourage a sustainable workforce and to attract, retain, and motivate employees. The objective of the Group's human resource management is to reward and recognize performing employees by reviewing their remuneration and welfare through the performance appraisal system. Performance appraisal is conducted annually based on employees' work performance, skills, and achievement.

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3.2. Occupational Health and Safety Policy and Compliance

Ensuring the health and wellbeing of employees is an important material aspect of the Group. In compliance with the Employees' Compensation Ordinance (Chapter 282 of the Laws of Hong Kong) and the relevant occupational health and safety laws of the locations in which it operates, the Group is committed to providing a safe and secure working environment for employees by communicating occupational health and safety instructions and guidelines periodically. Through communicating various health and safety precautions in the staff handbook and memorandums, employees are aware of the related safety issues and hazards.

The COVID-19 pandemic crisis has been putting pressure on the Group and its employees during the Reporting Period. As part of the COVID-19 countermeasures and to prevent the spread of the virus, the Group has implemented stringent infection preventive measures to protect its employees. The Group's administration department closely monitored the health of its employees every day by checking their body temperature, providing sufficient surgical masks and alcohol-based hand rub in the offices. The Group also required its employees to suspend work arrangements that involved air travel and to consider using other methods such as online video meeting software for interviews or meetings. Employees are advised to wear masks and avoid physical contact (such as shaking hands, hugging) and crowded places when they are required to meet people or work outside in their local community.

The Group has also established a response mechanism in responding to scenarios where employees are infected by COVID-19 to minimise the impact to other employees, the neighbour of the Group and the members of the public. The Group also followed the quarantine requirement of the countries in which it has operations to minimise the spreading of the virus.

During the Reporting Period, the Group was not aware of any non-compliance relating to health and safety related laws and regulations.

Occupational Health and Safety Data	2021	2020	2019
Number of work injury cases	1	0	0
Number of work-related fatalities	0	0	0
Lost days due to work injury	4	0	0
Work injury rate	18.5	0	0

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3.3. Human Capital Development and Training Policy

The Group understands that human resource is one of its most valuable assets and developing them by improving their knowledge, experience and skills are important and critical to the Group's continued success and growth. To encourage and assist employees in developing their potential, both management and employees can initiate training needs and engage external professional training institution to organise training programs. The Group also offers educational grant and encourages training through job induction, job rotation, on-the-job training and secondment so employees are able to learn dynamically for personal development and future career progression in the industry.

The Group aims to create an environment of continuous improvement in which employees are encouraged to pursue excellence at work and career development. Besides, the Group encourages lifelong learning and offers educational allowances to its employees for knowledge enhancement and career development.

Training Hours	2021	2020	2019
Total (hours)	127	149.5	63.5
Average (per employee) (hours)	2.4	3.0	1.3

By Employee Category (Average training hours and percentage of employees who received training)

Executives	By hour	15.9	4.5	2
	By percentage	100%	100%	100%
Senior management	By hour	10.5	44.8	17.2
	By percentage	100%	100%	100%
General staffs	By hour	N/A	N/A	N/A
	By percentage	N/A	N/A	N/A

3.4. Labour Practices and Compliance

The Group complies with the applicable laws and regulations relating to employment, child and forced labour practices in the countries in which it operates. Recruitment of employees is strictly abided by the hiring process and guidelines so that suitable talents are recruited in accordance with relevant labour laws, job requirement, and both the Group and the candidates' expectation for a fair, harmonious and sustainable workforce. The Group's staff handbook is structured to communicate important ground rules and regulations surrounding employment and labour standard, remuneration and benefits, leave and holidays, training and development, business conduct and ethics, and occupational health and safety.

During the Reporting Period, the Group was not aware of any cases of non-compliance with laws and regulations that have a significant impact on the Group in relation to compensation and dismissal, recruitment or promotion, working hours, rest periods, equal opportunities, diversity, anti-discrimination or other benefits and welfare.

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4. OPERATING PRACTICES

4.1. Supply Chain Management

Transparency and integrity across the supply chains is one of the top priorities of the Group. Stringent procurement policy has been established to ensure goods and services are procured in an honest, competitive, fair, and ethical manner that delivers the highest cost performance. The Group works with many different garment manufacturers and material suppliers across its supply chain. By positioning in the middle stream of the value chain in the apparel industry, the quality compliance and performance of upstream manufacturers is of utmost importance. Since the final garments must be made in accordance with the specifications and requirements as requested by customers, manufacturers and material suppliers are chosen carefully based upon documented procedures, due diligence check, and clear criteria including product range, quality assurance, pricing, production facilities, labour laws compliance, and financial standing. to ensure quality compliance and manufacturing standard.

4.2. Manufacturer and Supplier Engagement

The Group believes that establishing a strong cooperative relationship with its suppliers can ensure the effectiveness of its supply chain and the quality of its garments. By using strategic manufacturers and material suppliers who offer high quality, reliable, safe, and technologically advanced products, the Group is able to ensure the superior quality of its garments. During the Reporting Period, 298 suppliers (2020: 210) were listed on the approved suppliers list which the Group would review periodically and provide updates to its employees. The Group also monitors, audits and manages processes from materials selection, production, labour standard, quality management system, environmental consciousness, and logistics arrangement to ensure its supply chain is operated effectively and efficiently that guarantees the quality and standard of its garments.

4.3. Product Responsibility and Quality Assurance Process

The Group is committed to providing high quality, stylish and fashionable garments to its customers. During the Reporting Period, a total of 895,299 pieces of garment (2020: 1,038,310 pieces) were shipped to over 30 countries (2020: 30 countries) including Australia, Canada, France, Japan and the USA. To ensure the garments are manufactured according to the customers' product design specification, pre-production meetings are conducted to understand customers' budget, expectation, and brand requirement. At the same time, ideas are exchanged for quality assurance and on-going cooperation. Prototype and salesman samples are made for customers' approval once the manufacturing details are confirmed; while pre-production samples are made for customers' final approval before the bulk production is scheduled.

The Group performs annual assessment to evaluate the overall performance of its manufacturers and suppliers with documented reports for continuous improvement. During the Reporting Period, there was no significant complaints received regarding garment quality or delivery commitment.

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4.4. Data Protection and Privacy Policy

The Group is committed to managing and protecting the data of its employees, customers, manufacturers and suppliers to ensure their privacy and confidentiality. To comply with the Personal Data (Privacy) Ordinance (Chapter 362 of the Laws of Hong Kong) and as stipulated in the code of conduct on information confidentiality and computer security, employees are instructed of their responsibility to ensure the safekeeping of all personal data, trade secrets and proprietary information they have accessed to or collected during the Group's business activities. The Group's servers and computers are protected from access passwords, employees are responsible for the integrity and confidentiality of the data when using computers for data processing.

4.5. Protecting Intellectual Property Rights

The Group understands that the protection of industrial design in the apparel industry is a critical and important material aspect. To comply with the intellectual property (the "IP") rights regulation and to protect its customers, the Group has made tremendous effort in protecting the IP rights of its customers by obtaining the approval and consent to manufacture the garments. During the Reporting Period, there was no material infringement of any IP rights, and the Group is confident that all reasonable measures have been taken to prevent any infringement of its own IP rights and the IP rights of its customers and third parties.

4.6. Anti-corruption Policy and Compliance

The Group is committed to conducting business with the highest level of business ethics, integrity, and professionalism, which is key to maintaining trust and building sustainable relationships with its stakeholders. Employees must adhere to the Group's code of conduct which provides clear guidance on how business activities should be conducted. The Group strictly complies with the Prevention of Bribery Ordinance (Chapter 201 of the Laws of Hong Kong). To formalize the commitments, employees are required to take personal responsibility for observing the highest standards of integrity and conduct when dealing with the Group's business. All non-compliance with the code or fraudulent practices including the action to offer, provide, obtain, receive an advantage or to avoid an obligation are strictly forbidden.

4.7. Conflict of Interest Policy

The Group requires its directors to avoid the conflict between personal and financial interest and the professional official duties in the Group. A situation in which the directors exercise authority, influence decisions and actions or gain access to valuable information when dealing with third parties with their profession to achieve financial and personal gain is strictly prohibited. The Group's code of conduct requires its directors to declare any conflict of interest to the company secretary on an annual basis.

4.8. Preventive Measures and Whistle-blowing Procedures

The Group encourages whistleblowing whereas an employee or a third party could report any suspected cases of corruption, theft, fraudulent activities, and conflict of interest to the company secretary in strict confidence. Incidents and allegations or suspicions of fraud are assessed and investigated. The Group conducts periodic and systematic risk assessment and communicates related anti-fraud policies and procedures to employees on a regular basis. During the Reporting Period, the Group was not aware of any non-compliance with relevant laws and regulations that would have any significant impact on the Group, nor any corruption litigation against the Group or its employees.

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5. COMMUNITY INVESTMENT

5.1. Charitable Donations and Community Care

The Group's community investment policy is designed to support charitable and non-profit organisations through donations and community care programs. During the Reporting Period, garment samples and usable clothing products were set aside for donating to The Salvation Army, however, the COVID-19 pandemic has affected the arrangement. The Group will continue to explore other opportunities in giving back to the community and supporting other charity projects and community events.

6. THE SUSTAINABLE FUTURE

Global trade has recorded a gradual recovery from the recession caused by the COVID-19 crisis, the Group's major customers located in Australia, Europe and the USA have committed their merchandising orders as the economy is slowly picking up due to the rebound of consumer demand. The Group is confident that the apparel sector continues to remain a key economic growth engine since clothing is an integral part of people's lives.

However, the increasing concerns towards resources deprivation and environmental degradation surrounding the apparel industry continue to be a challenge. The Group will work with its employees, customers and manufacturers to be eco-conscious with respect to product lifecycle, from fabric and materials selection to the design, production management and logistics arrangement to overcome the challenges and be able to expand and flourish in the industry.

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7. ESG GUIDE KEY PERFORMANCE INDEXES (THE “KPIS”) REFERENCE TABLE

Reference KPIS of the ESG Guide		Corresponding KPIS in the sections of the Report
A. Environment		
A1: Emissions	A1.1: Emissions Data A1.2: Greenhouse gas emissions A1.3: Total hazardous waste A1.4: Total non-hazardous waste A1.5: Measures to mitigate emissions A1.6: How hazardous and non-hazardous waste are handled	Emissions Policy and Compliance Carbon Footprint – Greenhouse Gas Emissions Air Emission Hazardous and Non-hazardous Waste Disposal
A2: Use of Resources	A2.1: Direct and/or indirect energy consumption A2.2: Water consumption A2.3: Energy use efficiency A2.4: Issue in sourcing water A2.5: Total packaging materials used	Use of Resources
A3: The Environment and Natural Resources	A3.1: Significant impacts of activities on the environment and natural resources	Emissions Policy and Compliance Hazardous and Non-hazardous Waste Reduction Use of Resources The Environment and Natural Resources
B. Social		
Employment and Labour Practices		
B1: Employment	B1: Policies and compliance	Employment Policy and Compliance Labour Practices and Compliance
B2: Health and Safety	B2: Policies and compliance	Occupational Health and Safety Policy
B3: Development and Training	B3: Policies on improving employees' knowledge and skills	Human Capital Development and Training Policy
B4: Labour Standards	B4: Policies and compliance	Employment Policy and Compliance Labour Practices and Compliance

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Reference KPIs of the ESG Guide		Corresponding KPIs in the sections of the Report
Operating Practices		
B5: Supply Chain Management	B5: Policies on managing environmental and social risks of the supply chain	Supply Chain Management Manufacturer and Supplier Engagement
B6: Product Responsibility	B6: Percentage of total products sold subject to recalls	Product Responsibility and Quality Assurance Process Data Protection and Privacy Policy Protecting Intellectual Property Rights
B7: Anti-corruption	B7: Legal cases regarding corrupt practices	Anti-corruption Policy and Compliance Conflict of Interest Policy Preventive Measures and Whistle-blowing Procedures
Community Investment		
B8: Community Investment	B8: Policies on community engagement	Charitable Donations and Community Care