



ENVIRONMENTAL SOCIAL &  
GOVERNANCE REPORT  
環境、社會及管治報告

2021



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## ABOUT THIS REPORT 有關本報告

### ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Sau San Tong Holdings Limited (hereafter, called the “Sau San Tong”, the “Company”, “we”, or “us”) is committed to promoting transparency of the Company’s operations and the impact of its operations on the environment and society in which it operates, as well as communication with its stakeholders. The results of the Environmental, Social and Governance (“ESG”) review shown in this report demonstrate the importance of environmental protection we place on top of our business development target, and explain how we seek to continually improve our ESG strategy in line with the global standards. The report also illustrates the focus of our resources utilized for our core operations in order for the Company to become the leading professional slimming and beauty service provider for creating a highly efficient and balanced business profile.

### ABOUT THIS REPORT

#### Report Profile

This ESG report (“Report”) focuses on the Group’s main operations in Hong Kong and the People’s Republic of China (the “PRC”), for the financial year ended 31 March 2021 (“Reporting Period”). It describes the Group’s progress on the way towards creating sustainable value for its shareholders and other stakeholders. During the process of preparing this Report, we have conducted thorough review and evaluation of the existing ESG practices of the Group with the aim of achieving better performance results in the future.

#### Report Scope and Boundary

This Report contains information that is material for the stakeholders to understand the Group’s ESG practices and performance in its daily operations in Hong Kong and the PRC. Unless otherwise stated, this Report focuses on the Group’s key operating units in Hong Kong and Shanghai.

In addition to the internal factors such as our core values, strategy and competency that contribute to our sustainable development, we have considered the ESG challenges as reported by other market players, and communicated with our stakeholders as for them to decide and prioritize the material topics in this Report.

### 環境、社會及管治報告

修身堂控股有限公司(以下稱為「修身堂」、「本公司」或「我們」)致力提高本公司營運以及其對業務所在環境及社區影響之透明度，並促進與其持份者之溝通。本報告所呈報之環境、社會及管治(「環境、社會及管治」)檢討結果足證我們竭力達成業務發展目標之外，亦重視環境保護，並闡釋我們持續改善環境、社會及管治策略之方法，以符合全球標準。本報告亦說明我們於核心業務使用資源之主要範疇，以令本公司能夠成為領先專業纖體及美容服務供應商，締造高效及全面之業務組合。

### 有關本報告

#### 報告概況

本環境、社會及管治報告(「報告」)專注於本集團截至二零二一年三月三十一日止財政年度(「報告期間」)於香港及中華人民共和國(「中國」)之主要業務。其闡述本集團為股東及其他持份者創造可持續價值之進展。於編製本報告之過程中，我們檢討及評估本集團現時之環境、社會及管治實務，期望日後取得更佳表現。

#### 報告範圍及限制

本報告載有對持份者了解本集團於香港及中國日常營運中之環境、社會及管治實務及表現而言屬重要之資料。除另有所述者外，本報告著重於本集團在香港及上海之主要營運單位。

除我們之核心價值、策略及實力等內部因素有助我們實現可持續發展外，我們已考慮其他市場參與者報告之社會、環境及管治挑戰並與我們之持份者溝通，以令彼等決定本報告之重要主題及其優先次序。

## ABOUT THIS REPORT 有關本報告

The material ESG issues are considered as they have or may have a significant impact on:

- the various branches of the Group in Hong Kong and the PRC;
- the current and future environment and/or society;
- our financial and/or operational performance; and
- our stakeholders' assessments, decisions and actions.

### Report Scope and Boundary

This Report is prepared in accordance with the ESG Reporting Guide of The Stock Exchange of Hong Kong Limited (the "Stock Exchange") as set out in Appendix 20 to the Rules Governing the Listing of Securities on GEM of the Stock Exchange (the "GEM Listing Rules") and complies with all provisions of "Mandatory Disclosure" and "Comply or Explain", as well as the principles of materiality, quantitative, balance and consistency. In preparing the ESG Report, the Group has adopted the international standards and emission factors specified in the guidance materials on Environmental, Social and Governance ("ESG") issued by the Stock Exchange for computing the relevant Key Performance Indicators ("KPIs")<sup>1</sup>, there is no change from previous year in the way the Report has been prepared. The application of materiality is detailed in the subsection headed "Materiality Assessment".

The relevant sections of the ESG Reporting Guide of the Stock Exchange is provided from pages 32 to 38 of this Report for cross-referencing purpose.

倘重要之相關環境、社會及管治事宜對以下各方面造成或可能造成重大影響，則予以考慮：

- 本集團於香港及中國之各辦事處；
- 現時及未來環境及／或社會；
- 我們之財務及／或營運表現；及
- 我們之持份者之評估、決策及行動。

### 報告範圍及限制

本報告乃根據香港聯合交易所有限公司（「聯交所」）GEM證券上市規則（「GEM上市規則」）附錄20所載之聯交所環境、社會及管治（「環境、社會及管治」）報告指引編製，並已符合所有「強制披露」及「不遵守就解釋」條文，以及重要性、量化、平衡及一致性原則。於編製本環境、社會及管治報告時，本集團已採納聯交所為計算關鍵績效指標（「關鍵績效指標」）<sup>1</sup>而發佈之環境、社會及管治指引材料中規定的國際準則及排放系數，報告之編製方式與上年度相比並無變化。重要性之應用詳述於「重要性評估」分節。

聯交所環境、社會及管治報告指引之相關章節載於本報告第32至38頁，以供相互參照之用。

<sup>1</sup> How to prepare an ESG Report? - Appendix 2: Reporting Guidance on Environmental KPIs, [https://www.hkex.com.hk/-/media/hkex-market/listing/rules-and-guidance/other-resources/environmental-social-and-governance/how-to-prepare-an-esg-report/app2\\_kpis](https://www.hkex.com.hk/-/media/hkex-market/listing/rules-and-guidance/other-resources/environmental-social-and-governance/how-to-prepare-an-esg-report/app2_kpis)

<sup>1</sup> 如何編備環境、社會及管治報告？－附錄二：環境關鍵績效指標匯報指引，[https://www.hkex.com.hk/-/media/hkex-market/listing/rules-and-guidance/other-resources/environmental-social-and-governance/how-to-prepare-an-esg-report/app2\\_kpis](https://www.hkex.com.hk/-/media/hkex-market/listing/rules-and-guidance/other-resources/environmental-social-and-governance/how-to-prepare-an-esg-report/app2_kpis)

## ABOUT THIS REPORT 有關本報告

### Information and Feedback

For details in relation to our financial performance and corporate governance practice during the financial year, please visit our website: <http://www.sst-holding.com> and refer to our Annual Report. Your feedback and comments are our greatest motivation to improve our ESG performance. Please send us an email to [enquiry@sausantong.net](mailto:enquiry@sausantong.net), if you have any queries on this Report or the Group's sustainability policies.

### 資料及反饋

有關我們於財政年度之財務表現及企業管治常規詳情，請瀏覽我們之網站(<http://www.sst-holding.com>)及參閱我們之年報。您的反饋及意見是我們改進環境、社會及管治表現的最大動力。如您對本報告或本集團之可持續性政策有任何查詢，請電郵至 [enquiry@sausantong.net](mailto:enquiry@sausantong.net)。



## APPROACH 方針

Our operations in Hong Kong are principally engaged in the provision of beauty and slimming services, whereas our operations in the PRC are mainly engaged in the distribution of skincare and cosmetic products.

As a responsible corporate citizen, we acknowledge that prudent environmental and societal management is of great importance to sustainable economic growth. We see the integration of sustainability into our business strategy as well as daily operations as a must to pursue our business model. To deal with the ESG issues effectively, understanding of, and interaction with, our employees, customers and other stakeholders are of the highest priority.

We believe that effective management of ESG issues is important to our long-term success in a rapidly changing world. We have established a governance structure to enhance its management of ESG issues. The Board has an overall responsibility for overseeing the Group's ESG-related risks and opportunities, establishing and adopting the ESG-related strategies and targets of the Group, reviewing the Group's performance annually against the targets, and revising the strategies as appropriate if significant variance from the target is identified. In order to exert governance over the ESG issues, we have set up an ESG Working Group that comprises of members from middle to senior management, and it serves as a supportive role to the Board in implementing the ESG-related strategies and targets, conducting materiality assessments of ESG issues and prioritize them, and promote the implementation of respective measures. Under the authority of the Board, the ESG Working Group assists in collecting ESG data from respective functional department, monitoring the implementation of the measures, and investigating deviation from the targets and liaises with the respective functional department to take prompt rectification actions.

我們之香港營運主要從事提供美容及纖體服務，而我們之中國營運主要從事分銷護膚及化妝產品。

作為負責任之企業公民，我們深知審慎環境及社會管理對於可持續經濟增長具有極其重大之意義。為實現我們之業務模式，我們認為可持續性在我們之業務策略及日常營運中不可缺少。為有效處理環境、社會及管治事宜，了解我們之僱員、客戶及其他持份者及與彼等互動是首要任務。

我們相信，有效管理環境、社會及管治事宜，對我們在瞬息萬變之世界取得長遠成功而言十分重要。我們已建立管治架構，以加強管理環境、社會及管治問題。董事會全面負責監督本集團之環境、社會及管治相關風險及機會、制定及採納本集團之環境、社會及管治相關策略及目標、每年根據目標檢討本集團之表現，以及在發現與目標有明顯差異之情況下適當地修訂策略。為管治環境、社會及管治問題，我們已成立環境、社會及管治工作組，由中至高級管理層成員組成，以支援董事會執行環境、社會及管治相關策略及目標、進行環境、社會及管治問題重要性評估並優先處理，以及促進實行相應措施。在董事會的授權下，環境、社會及管治工作組協助從各個職能部門收集環境、社會及管治數據、監察實行措施以及調整與目標之間的差異，並與各個職能部門聯繫以採取迅速的糾正措施。



## APPROACH 方針

### Governance Structure

### 管治架構

#### Board 董事會

- The Board is responsible for the overall decision making, oversees the formulation, administration, and assessment of the ESG system  
董事會負責整體決策、監督環境、社會及管治系統的制定、管理及評估。

#### ESG Working Group 環境、社會及管治工作組

- The ESG Working Group is responsible for assisting the Board in managing and monitoring the ESG matters on a daily basis.  
環境、社會及管治工作組負責協助董事會每天管理及監察環境、社會及管治事宜。

#### Functional Department 職能部門

- Functional department is responsible for the execution of implemented measures to achieve the set strategies and targets.  
職能部門負責執行已實施的措施，以實現所設定的策略及目標。

The Board will continue to review the progress based on the set goals and targets to help building sustainable markets, with broader benefits for the society. With thorough understanding of the ESG risks and opportunities, the Group will be better positioned in allocating its resources to reduce and recycle different kinds of waste, and responding to the increasing demand for higher standards of waste treatment by regulators. Thus, with all the aforementioned factors, the Group expects itself to face greater challenges. In addition, we believe that our expertise, capabilities, and ownership model can form part of the solutions to some of the challenges that organizations around the world are already facing. We are confident that as part of the business decision-making process, by involving all relevant stakeholders in the ESG management process, we will be able to better monitor the ESG issues, and the long-term success of the Group will be assured.

董事會將繼續根據所設定之目標及指標檢討進度，以幫助建立可持續之市場，為社會帶來更廣泛之利益。透過全面了解環境、社會及管治風險及機會，本集團將在分配資源方面具備更佳優勢，以減少製造及回收不同類別之廢物，並可配合監管機關就廢物處理推陳出新之更高標準。因此，鑑於上述因素，本集團預期將迎來更大挑戰。此外，我們相信憑藉我們之專才、實力及擁有權模型，可為世界各地之組織現正面臨之若干挑戰提供部分解決方案。我們充滿信心，作為業務決策過程之一部分，透過於環境、社會及管治之管理過程中與所有相關持份者互動，我們將能夠加強監控環境、社會及管治事宜，並確保本集團之長遠成功。



## APPROACH 方針

Our sustainability strategy in the following aspects applies to all the work streams:

1. To promote environmental sustainability;
2. To attract, retain and support employees;
3. To engage with stakeholders;
4. To sustain local communities;
5. To strengthen community relations;
6. To grow suppliers' commitment.

我們於以下各方面之可持續性策略適用於所有業務範疇：

1. 推廣環境可持續性；
2. 吸引、挽留及支持僱員；
3. 與持份者溝通；
4. 維持地方社區；
5. 鞏固社區關係；
6. 培養供應商承擔。





## OUR STAKEHOLDERS 我們之持份者

The Group is actively looking for every opportunity to understand and engage our stakeholders to ensure that improvement of our products and services can be implemented. We strongly believe that our stakeholders play a crucial role in sustaining the success of our business.

本集團積極尋求每個機會，以了解及與我們之持份者溝通，確保可改善我們之產品及服務。我們深信持份者在我們之業務持續取得成功而言擔當重要角色。

Stakeholders 持份者	Probable points of concern 可能關注事項	Communication and responses 溝通及回應
<b>HKEX</b> 香港聯交所	Compliance with GEM listing rules, timely accurate announcements. 遵守 GEM 上市規則，適時及準確公告。	Meetings, training, workshops, programs, website updates and announcements. 會議、培訓、工作坊、計劃、網站更新及公告。
<b>Government</b> 政府	Compliance with laws and regulations, prevention of tax evasion, and contribution to social welfare. 遵守法律及法規、避免出現逃稅及為社會福利作貢獻。	Interaction and visits, government inspections, tax returns and other information. 互動及探訪、政府審查、稅表及其他資料。
<b>Suppliers</b> 供應商	Payment schedule, stable demand. 付款時間表、穩定需求。	Site visits. 場地參觀。
<b>Investors</b> 投資者	Corporate governance system, business strategies and performance, investment returns. 企業管治制度、業務策略及表現、投資回報。	Seminars, interviews, shareholders' meetings, financial reports or operation reports for investors, media and analysts. 講座、面談、股東大會、向投資者、媒體及分析師提供財務報告或營運報告。
<b>Media &amp; Public</b> 媒體及公眾	Corporate governance, environmental protection, human right. 企業管治、環保、人權。	Newsletters on the Company's website. 本公司網站之新聞通訊。
<b>Customers</b> 客戶	Product quality, service delivery schedule, reasonable prices, service value, personal data protection. 產品質量、提供服務時間表、合理價格、服務價值、個人資料保護。	Site visits, after-sales services. 場地參觀、售後服務。
<b>Employees</b> 僱員	Rights and benefits, employee compensation, training and development, work hours, working environment, labour protection and work safety. 權利及福利、僱員補償、培訓及發展、工時、工作環境、勞工保障及工作安全。	Union activities, training, interviews with employees, internal memos, employees' suggestion boxes. 工會活動、培訓、與僱員面談、內部通知、僱員意見箱。
<b>Community</b> 社區	Community environment, employment and community development, social welfare. 社區環境、僱傭及社區發展、社會公益。	Community activities, employee voluntary activities and community welfare subsidies and donations. 社區活動、僱員義工活動以及社區公益資助及捐贈。

## MATERIALITY ASSESSMENT 重要性評估

We look at issues that may have a reputational impact on, or that may pose a risk to, the Company and its subsidiaries (hereafter called the “Group”) in short-, medium- or long- term. Issues that are important to our stakeholders, including but not limited to, our customers and employees, as well as non-governmental organizations (“NGOs”), are also crucial to us. We have identified ESG issues that have potential or actual impact on its sustainable development from various sources, such as issues identified in previous ESG report, internal policies industry trends and the Sustainability Accounting Standards Board’s Materiality Map<sup>2</sup>. The ESG issues have been analyzed with reference to an array of factors, including the Group’s overall strategy, development, and goals and targets. We have conducted a materiality assessment to rate the identified ESG issues that are pertinent to its business and stakeholders, and their respective level of impact. The ESG issues have been identified as follows:

1. Product Responsibility
2. Health and Safety
3. Labour Standards
4. Development and Training
5. Anti-corruption

我們審閱在中短期或長遠而言對本公司及其附屬公司(以下統稱「本集團」)之信譽可能造成影響，或甚至令本集團承擔風險之事宜。我們亦非常重視對我們之持份者(包括但不限於客戶及僱員)以及非政府組織(「非政府組織」)而言攸關重要之事宜。我們已從多種來源確定對其可持續發展具有潛在或實際影響之環境、社會及管治問題，例如過往環境、社會及管治報告中確定之問題、內部政策、行業趨勢及可持續發展會計準則委員會之重要性示意圖<sup>2</sup>。我們已參考一系列因素對環境、社會及管治問題進行分析，包括本集團之整體策略、發展以及目標和指標。我們已進行重要性評估，以評估已確定與其業務及持份者直接相關之環境、社會及管治問題以及各自之影響程度。已識別之環境、社會及管治問題如下：

1. 產品責任
2. 健康與安全
3. 勞工準則
4. 發展及培訓
5. 反貪污



<sup>2</sup> Sustainability Accounting Standards Board’s Materiality Map, <https://materiality.sasb.org/>

<sup>2</sup> 可持續發展會計準則委員會之重要性示意圖，<https://materiality.sasb.org/>

## ENVIRONMENTAL 環境

During the Reporting Period, we complied with all relevant environmental laws and regulations that have a significant impact on us, including but not limited to, “Waste Disposal Ordinance (廢物處置條例)” in Hong Kong, “Law of Environmental Protection of the PRC (中華人民共和國環境保護法)” and “Water Pollution Prevention and Control Law of the People’s Republic of China (中華人民共和國水污染防治法)” in the PRC.

### Emissions

We understand that a healthy environment is the foundation for economic progress and well-being of the society. Thus, we prioritize environmental protection as our key target and strive to mitigate any undesirable impact on the environment.

We have generated air emissions and greenhouse gases through our business activities, including direct vehicle emissions and indirect emissions from the consumption of electricity.

We own 24 motor vehicles for delivering goods and transporting our management team members, guests and clients and two of which were purchased during the reporting period. To enhance fuel consumption efficiency, we replace vehicles that are obsolete and optimize route plans for transportation and product delivery.

於報告期間，我們遵守對我們有重大影響之所有相關環保法律及法規，包括但不限於香港之《廢物處置條例》、中國之《中華人民共和國環境保護法》及《中華人民共和國水污染防治法》。

### 排放物

我們明白健康環境是經濟發展及社會福祉之基礎。因此，我們視環境保護為主要目標，並務求減低對環境造成任何負面影響。

我們之業務活動產生空氣排放及溫室氣體，包括汽車直接排放及用電產生之間接排放。

我們擁有24架用作付運貨品及供管理團隊成員、訪客及客戶作交通用途之汽車，其中兩架乃於報告期間所購買。為提高燃油消耗效率，我們替換陳舊汽車及完善交通及產品付運之路線規劃。



## ENVIRONMENTAL 環境

During the Reporting Period, details of the emissions are shown in the following table (KPI A1.1 and KPI A1.2).

於報告期間，排放詳情載於下表 (KPI A1.1及 KPI A1.2)。

Emission Indicators	Source	For the Year ended 31st Mar, 2021	For the Year ended 31st Mar, 2020
排放指標	來源	截至二零二一年 三月三十一日止年度	截至二零二零年 三月三十一日止年度

### KPI A1.1

#### Emission Data from Gaseous Fuel Consumption

##### 氣體燃料消耗的排放數據

Unit	Units of LPG consumed	175,260.00 MJ	220,800.00 MJ
單位	石油氣消耗量	175,260.00 兆焦耳	220,800.00 兆焦耳
Emission type (in kg)	Nitrogen Oxides	701.04	883.20
排放類別(以千克計算)	氮氧化物		
	Sulphur Oxides	3.51	4.42
	硫氧化物		

#### Emission Data from Vehicles

##### 汽車的排放數據

Unit	Kilometres travelled	444,417.00 km	415,003.00 km
單位	已行駛公里	444,417.00 公里	415,003.00 公里
Emission type (in kg)	Nitrogen Oxides	331.30	310.63
排放類別(以千克計算)	氮氧化物		
	Particulate Matter	31.70	29.73
	顆粒物		
Units of fuel consumed	Diesel	33,756.96 L	32,383.89 L
已消耗燃料	柴油	33,756.96 升	32,383.89 升
	Petrol	32,040.95 L	33,699.39 L
	汽油	32,040.95 升	33,699.39 升
Emission type (in kg)	Sulphur Oxides	1.01	1.02
排放類別(以公斤計算)	硫氧化物		

### KPI A1.2

#### Total Greenhouse Gas ("GHG") Emissions

##### 溫室氣體總排放量

#### Scope 1: Direct Emissions or Removals from Sources

##### 範圍1：直接溫室氣體排放或減除

##### Scope 1a — GHG

##### emissions from stationary combustion sources

##### 範圍1a — 固定源的溫室氣 體排放

	Units of fuel consumed		
	已消耗燃料		
	LPG	3,810.00 kg	4,800.00 kg
	液化石油氣	3,810.00 千克	4,800.00 千克
Emission type (in kg)	Carbon Dioxide	11,494.93	14,481.80
排放類別(以公斤計算)	二氧化碳		

## ENVIRONMENTAL 環境

Emission Indicators	Source	For the Year ended 31st Mar, 2021	For the Year ended 31st Mar, 2020
排放指標	來源	截至二零二一年 三月三十一日止年度	截至二零二零年 三月三十一日止年度
<b>Scope 1b — GHG emissions from mobile combustion sources</b>			
範圍1b — 流動燃燒源的 溫室氣體排放	Units of fuel consumed 已消耗燃料		
	Diesel	33,756.96 L	32,383.89 L
	柴油	33,756.96 升	32,383.89 升
	Petrol	32,040.95 L	33,699.39 L
	氣油	32,040.95 升	33,699.39 升
Emission type (in kg)	Carbon Dioxide	178,493.72	179,260.34
排放類別(以千克計算)	二氧化碳		
<b>Scope 2 — Energy Indirect Emissions</b>			
<b>範圍2: 能源間接溫室氣體排放</b>			
	Unit of Electricity Consumed	126,530 kWh	166,294.00 kWh
	消耗電力	126,530 千瓦時	166,294.00 千瓦時
Emission type (in kg)	Carbon Dioxide	80,926.54	125,825.83
排放類別(以千克計算)	二氧化碳		
<b>Scope 3 — Other Indirect Emissions (Optional)</b>			
<b>範圍3: 其他間接溫室氣體排放(非必要)</b>			
	Paper waste disposed at landfills	394 kg	418 kg
	棄置到堆填區的廢紙	394 千克	418 千克
Emission type (in kg)	Carbon Dioxide	1,891.20	2,006.40
排放類別(以千克計算)	二氧化碳		
	Business air travel by employees Total aircraft fuel burn/journey	154,294.70 kg	322,551.10 kg
	僱員乘坐飛機出外公幹使用燃油	154,294.70 千克	322,551.10 千克
Emission type (in kg)	Carbon Dioxide	2,068.90	3,686.40
排放類別(以千克計算)	二氧化碳		
Total Amount of Carbon Dioxide Produced during the Reporting Period (in kg):		274,875.29	325,260.77
於報告期間所產生之二氧化碳總量(千克):			
Carbon emission density (metric tonnes of carbon dioxide equivalent/per thousand revenue)		0.15	0.24
碳排放密度(公噸二氧化碳當量/每千收入)			

## ENVIRONMENTAL 環境

To uphold the principles of sustainable development, the Group is committed to reducing the impact of its operation on carbon footprints, and aims to maintain the GHG emissions density at/ below 0.2 metric tonnes CO<sub>2</sub> equivalent per thousand revenue in the next reporting period through adopting the following mitigating measures.

### Hazardous and Non-hazardous Wastes

Our operations in the PRC do not generate material amount of hazardous wastes. Hazardous wastes are mainly generated during our daily operations in Hong Kong. Hazardous wastes are mainly clinical wastes generated from the provision of beauty and slimming treatments, such as syringes, needles and medical dressings. Non-hazardous wastes are mainly office-use paper.

As a clinical waste producer, we comply with all relevant laws and regulations that have a significant impact on us, including but not limited to “Waste Disposal Ordinance” in Hong Kong. In order to comply with the “Waste Disposal Ordinance”, the Group exercises special caution in handling clinical wastes. Clinical wastes are to be segregated from municipal solid wastes and other waste streams. Moreover, qualified third-party waste recycling companies are engaged for clinical waste disposals.

To minimize the adverse environmental impact caused by the disposal of paper, we have adopted the use of environmentally friendly paper and promoted the use of double-sided printing. For any double-sided printing, the relevant paper should be reused under the circumstances that no confidential information was printed on one side of the paper. Moreover, ink cartridges are to be recycled upon full usage to avoid the generation of non-hazardous wastes. We aspire to move towards paperless operations through the implementation of electronic administrative platforms and communication channels. The wastes produced during the Reporting Period are detailed in the following table (KPI A1.3 and KPI A1.4).

為秉持可持續發展原則，本集團致力於減少其經營活動對碳足跡的影響，並通過採取以下緩解措施，力求在下一個報告期內將溫室氣體排放密度保持在每千收入0.2公噸二氧化碳當量或以下。

### 有害及無害廢棄物

我們於中國之營運並無產生大量有害廢棄物。有害廢棄物主要於香港業務之日常營運中產生。有害廢棄物主要是提供美容及纖體療程所產生之醫療廢物，例如注射器、針頭及醫療敷料。無害廢棄物主要是辦公室用紙。

我們就產生醫療廢棄物遵守所有對我們有重大影響之相關法律及法規，包括但不限於香港之《廢物處置條例》。為符合《廢物處置條例》，本集團於處理醫療廢物時特別小心謹慎，把醫療廢物與都市固體廢物及其他廢物分隔。此外，我們委聘合資格第三方廢棄物回收公司處置醫療廢棄物。

為將處置紙張產生之不利環境影響減至最低，我們使用環保紙張及推廣雙面印刷。倘任何雙面印刷紙張並無載有機密資料，則應重用有關紙張。此外，已全部用完之墨盒會回收，以避免產生無害廢棄物。我們透過實施電子行政平台及通訊渠道，矢志實現無紙營運。於報告期間產生之廢棄物於下表詳列(KPI A1.3及KPI A1.4)。

## ENVIRONMENTAL 環境

Waste Indicators	Source	For the Year ended 31st Mar, 2021	For the Year ended 31st Mar, 2020
廢棄物指標	來源	截至二零二一年 三月三十一日止年度	截至二零二零年 三月三十一日止年度

### KPI A1.3

Hazardous wastes produced per treatment provided 每次療程產生之有害廢棄物	(in kg per treatment provided) (以每次療程千克計算)	
Syringe 注射器	0.0000	0.0033
Glass Tube 玻璃管	0.0000	0.0000
Contaminated Cotton 已污染棉花	0.0002	0.0022
Gloves 手套	0.0002	0.0040
<b>Total hazardous waste produced<sup>3</sup> 所產生有害廢棄物總量<sup>3</sup></b>	<b>(in kg) (以千克計算)</b>	
Syringe 注射器	0.0420	2.9500
Glass Tube 玻璃管	0.0175	0.0000
Contaminated Cotton 已污染棉花	0.2765	2.0000
Gloves 手套	0.3700	3.6000

### KPI A1.4

Non-hazardous wastes produced per capita 人均所產生無害廢棄物	(in kg per capita) (以人均千克計算)	
Paper 紙張	2.6621	1.3125

<sup>3</sup> We have adopted a new data collection method for a better comparison in the future.

<sup>3</sup>我們已採納一套新的數據收集方法以便日後更好地進行比較。



## ENVIRONMENTAL 環境

Waste Indicators	Source	For the Year ended 31st Mar, 2021	For the Year ended 31st Mar, 2020
廢棄物指標	來源	截至二零二一年 三月三十一日止年度	截至二零二零年 三月三十一日止年度
<b>Total non-hazardous wastes produced</b> 所產生無害廢棄物總量		<b>(in kg)</b> (以千克計算)	
Paper		394.00	315.00
紙張			

The Group is not aware of any material cases of non-compliance with laws and regulations relating to generation of hazardous and non-hazardous wastes during the Reporting Period. The Group will make continuous efforts in maintaining the density of total hazardous waste produced at/below 0.001 kg per treatment provided as well as maintaining the density of total non-hazardous waste at/below 2.8 kg per capita in the next reporting period.

### Use of Resources

We believe that environmental sustainability is the key to the long-term development of the Group. Thus, we always aspire to promote sustainability and strive to cease resources wastage.

#### Electricity, Water and Raw Materials Consumption

During the Reporting Period, 126,530.00 kWh (2019/20: 166,294.00 kWh) of electricity and 2,650.00 (2019/20: 2,567.00) cubic metres of water were consumed. The electricity and water consumption intensities are detailed in the following table (KPI A2.1 and KPI A2.2).



本集團並不知悉於報告期間發生任何有關產生有害及無害廢棄物之法律及法規之重大不合規事宜。本集團將繼續努力在下一個報告期內將產生的有害廢棄物總量密度保持在每次療程0.001千克或以下及將無害廢棄物總量密度保持在人均2.8千克或以下。

### 資源使用

我們相信環境可持續性是本集團長期發展之關鍵。因此，我們矢志推動可持續發展，並致力不再浪費資源。

#### 電、水及原材料消耗

於報告期間，已消耗126,530.00千瓦時(二零一九／二零年度：166,294.00千瓦時)電力及2,650.00(二零一九／二零年度：2,567.00)立方米水量。耗電量及耗水量密度於下表(KPI A2.1及 KPI A2.2)詳列。

## ENVIRONMENTAL 環境

Use of Resources Indicators	Source	For the Year ended 31st Mar, 2021	For the Year ended 31st Mar, 2020
資源使用指標	來源	截至二零二一年三月三十一日止年度	截至二零二零年三月三十一日止年度

### KPI A2.1 & 2.2

#### Consumption per capita 人均耗量

Electricity	567.40 kWh per capita	692.89 kWh per capita
電力	567.40 人均千瓦時	692.89 人均千瓦時
Water	11.88 cubic metres per capita	10.70 cubic metres per capita
水	11.88 人均立方米	10.70 人均立方米

Due to the business nature of the Group, the consumption of water, electricity and other natural resources is minimal.

由於本集團之業務性質使然，水、電及其他自然資源之耗量極少。

We have implemented the following measures to reduce our usage of electricity and materials, which include the following:

我們已實施以下措施減少用電量及物料，當中包括以下各項：

- Keep indoor temperature at 24 degree Celsius or above;
- Switch off electrical appliances when they are not in use;
- Enable energy-saving mode of printers;
- Use energy-efficient light bulbs, such as LED lamps;
- Display eco-friendly reminders to raise employees' awareness of energy saving;
- Reuse materials, such as towels.
- 室內溫度維持於攝氏24度或以上；
- 關掉不使用之電器；
- 開啟印刷機之節能模式；
- 使用具能源效益之燈泡，例如LED燈；
- 張貼環保提示，以提高僱員省電之意識；
- 重用物料，例如毛巾。

Although we do not have any issue in sourcing water, and the existing supply of water meets our daily operational needs, we strive to reduce water usage and increase overall water usage efficiency. We will make continuous efforts in working towards the target of maintaining the density of total water consumption at/below 12 cubic metres per capita in the next reporting period. Water consumption mainly serves the purpose of cleaning and sanitation. Shower rooms are available at our beauty centres for clients to take showers after body treatments. We offer showers instead of baths, which significantly reduce water consumption. Moreover, water conservation notices are displayed in prominent areas in the head office and the beauty centres.

儘管我們之供水並無任何問題及現時供水能夠滿足我們之日常營運需要，我們致力減少用水及增加整體用水效率。我們將繼續努力以實現在下一個報告期內將耗水總量密度保持在人均12立方米或以下之目標。耗水主要用於清潔及消毒。我們之美容中心提供浴室，供顧客在進行身體療程後洗浴。我們提供淋浴設施而非浴缸，可大幅減少耗水量。此外，節水通告已於張貼於總部及美容中心之當眼位置。

## ENVIRONMENTAL 環境

### Packaging Materials

Packaging materials consumed by the Group mainly include polystyrene boxes, paper boxes, filler, straps and stretch film. During the Reporting Period, 27.83 tonnes of (2019/20: 18.12 tonnes) of polystyrene boxes and paper boxes, 8.82 tonnes (2019/20: 1.5 tonnes) of filler, 1.51 tonnes (2019/20: 1.08 tonnes) of straps and 3.36 tonnes (2019/20: 2.69 tonnes) of stretch film were consumed. The intensities of the packaging materials used are as follows.

### 包裝材料

本集團耗用之包裝材料主要包括發泡膠盒、紙盒、填充物、索帶及纏繞膜。於報告期間，已耗用27.83噸(二零一九／二零年度：18.12噸)發泡膠盒及紙盒、8.82噸(二零一九／二零年度：1.5噸)填充物、1.51噸(二零一九／二零年度：1.08噸)索帶及3.36噸(二零一九／二零年度：2.69噸)纏繞膜。已使用包裝材料密度如下。

Packaging Material Indicators	Source	For the Year ended 31st Mar, 2021	For the Year ended 31st Mar, 2020
包裝物料指標	來源	截至二零二一年三月三十一日止年度	截至二零二零年三月三十一日止年度

#### KPI A2.5

Packaging material per unit produced 每單位產生之包裝材料	(in tonnes/the thousand boxes of goods sold) (以噸／已售萬盒貨品計算)	
Polystyrene Box and Paper Box 發泡膠盒及紙盒	0.140	0.100
Filler 填充物	0.044	0.008
Strap 索帶	0.008	0.006
Stretch film 纏繞膜	0.017	0.015

## ENVIRONMENTAL 環境

### Climate Change

The Group has considered the potential climate-related risks in respect of the recommendations of the Task Force on Climate-related Financial Disclosures, in which potential physical risk and transition risk from climate change may pose adverse financial impacts on the Group's businesses.

Acute physical risk can arise from extreme weather conditions such as flooding and storms and chronic physical risk can arise from sustained high temperature, while transition risk may result from the change in environmental-related regulations or change in customer preferences. Upon evaluation of the potential acute physical risk that may cause disruption to the manufacturing activities and supply network, our offices do not locate in high-risk flood areas and that we maintain a large supplier base so we can source from alternate suppliers in the event of our suppliers being affected by extreme weather conditions. While sustained high temperature may result in an elevation of electricity consumption, the Group has adopted energy conservation measures in managing such risk, which is detailed in the above subsection headed "Environmental — Electricity, Water and Raw Materials Consumption". As for the potential transition risk, the Group continues to monitor the regulatory environment and the product market to ensure that our products meet customers and regulatory demand and expectations.

It is expected that potential extreme weather condition, sustained high temperature, change in environmental-related regulations and customer preference do not have a material impact on the Group's operation. Nevertheless, the Group continues to monitor the climate-related risks and implemented relevant measures to minimize the potential physical and transition risks.

### 氣候變化

本集團已就氣候相關財務披露工作小組之建議考慮潛在氣候相關風險，其中氣候變化帶來之潛在物理風險及過渡風險可能對本集團之業務造成不利財務影響。

嚴重物理風險可能來自洪水及暴風雨等極端天氣情況，長期物理風險可能來自持續高溫，而過渡風險則可能來自環境相關法規變動或客戶偏好變化。在評估可能導致我們的製造活動及供應網絡中斷之潛在嚴重物理風險時，我們的辦公室並非位於高風險洪水區域，我們擁有龐大的供應商基礎，倘我們的供應商受到極端天氣情況影響，我們可從替代供應商採購。儘管持續高溫可能導致用電量增加，本集團已採取節能措施管理此風險（詳述於上文環境一電、水及原材料消耗分節）。對於潛在的過渡風險，本集團將繼續監察法規環境及產品市場，以確保我們的產品符合客戶及規管之要求及預期。

預期潛在極端天氣情況、持續高溫、環境相關法規及客戶偏好變動不會對本集團之營運產生重大影響。然而，本集團繼續監察氣候相關風險，並採取相關措施以盡量降低潛在物理及過渡風險。



## SOCIAL 社會

### Overview

The key to our success depends on our strong team of qualified and experienced talents. We focus on building a pleasant working environment for all employees and providing various training opportunities to our employees so as to attract, motivate and retain talents.

### Compliance and Grievance

As a responsible employer, we comply with all relevant employment laws and regulations that have a significant impact on us, including but not limited to “Employment Ordinance”, “Mandatory Provident Fund Schemes Ordinance”, “Minimum Wage Ordinance”, “Sex Discrimination Ordinance” and “Employees’ Compensation Ordinance” in Hong Kong, and the “Labour Law” (中華人民共和國勞動法) and “Labour Contract Law” (中華人民共和國勞動合同法) and “Law of the PRC on Work Safety” (中華人民共和國安全生產法) in the PRC.

### Employment

We have established our internal policies in accordance with the relevant labour laws and regulations related to compensation and dismissal, recruitment and promotion, working hours, holidays, equal opportunity, diversity, anti-discrimination and other benefits and welfare. Our internal policies are to be reviewed by the Human Resources Department on a regular basis to ensure that they are kept in line with the latest applicable laws and regulations.

To ensure that our key policies are clearly and consistently communicated to our employees, the Group has established an “Employees’ Handbook”, which details the rights of our employees, such as working hours, leave entitlements and other benefits and welfare. Each employee is provided with a copy of the “Employees’ Handbook” when he/she joins the Group.

### 概覽

我們之成功有賴由合資格及經驗豐富之人才組成之強大團隊。我們專注於為全體僱員建立愉快之工作環境，並為僱員提供不同培訓機會，以吸引、激勵及挽留人才。

### 合規及申訴

身為負責任之僱主，我們遵守對我們有重大影響之所有相關僱員法律及法規，包括不限於香港之《僱傭條例》、《強制性公積金計劃條例》、《最低工資條例》、《性別歧視條例》以及中國之《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及《中華人民共和國安全生產法》。

### 僱傭

我們已根據有關補償及解僱、招聘及晉升、工時、假期、平等機會、多元性、反歧視及其他利益及福利之相關勞工法律及法規制定我們之內部政策。人力資源部定期審閱內部政策，以確保有關政策符合最新適用法律及法規。

為確保僱員清晰及貫徹一致地知悉我們之主要政策，本集團已制定「員工手冊」，當中詳列僱員權利，例如工時、可享有之假期及其他利益及福利。每名員工於加入本集團時均獲提供「員工手冊」。



## SOCIAL 社會

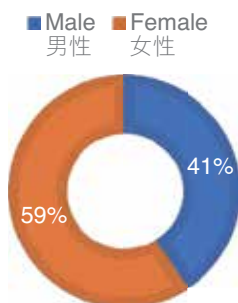
### Our Team

We believe that a team with diversified background and equal opportunities is indispensable to the success of our business. We strive to ensure that our recruitment process is fair and without any discrimination. As of 31 March 2021, the Group had a total of 232 (2019/20: 272) employees, 223 (2019/20: 240) of which were based in the key operating units in Hong Kong and Shanghai. The breakdowns of our workforce in the key operating units by gender, age group, region and employment type are as follows:

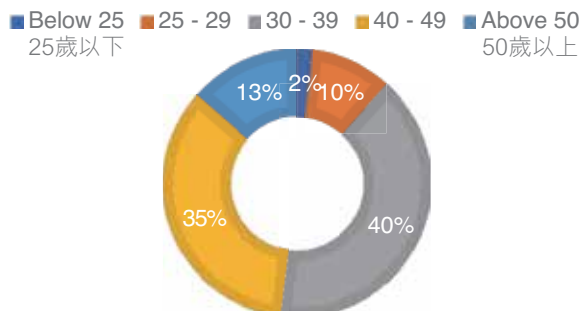
### 我們之團隊

我們相信，具備多元背景及平等機會之團隊是我們業務成功不可或缺之支柱。我們力求確保招聘過程公平及並無歧視。截至二零二一年三月三十一日，本集團有合共232（二零一九／二零年度：272）名僱員，當中223（二零一九／二零年度：240）名位於香港及上海之主要營運單位。我們於主要營運單位之員工按性別、年齡組別、地區及僱傭類型劃分之明細如下：

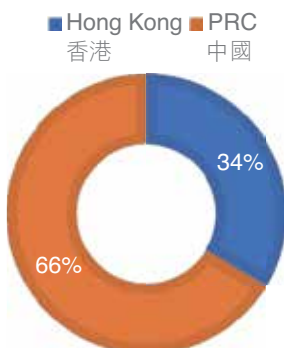
NUMBER OF EMPLOYEES BY GENDER IN 2020/21  
於二零二零／二一年度按性別劃分之僱員數目



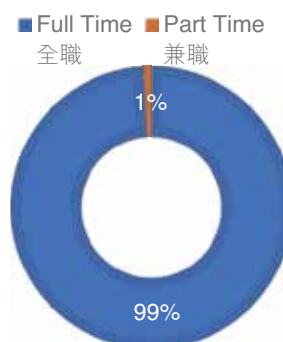
NUMBER OF EMPLOYEES BY AGE GROUP IN 2020/21  
於二零二零／二一年度按年齡組別劃分之僱員數目



NUMBER OF EMPLOYEES BY REGION IN 2020/21  
於二零二零／二一年度按地區劃分之僱員數目



NUMBER OF EMPLOYEES BY EMPLOYMENT TYPE IN 2020/21  
於二零二零／二一年度按僱傭類型劃分之僱員數目



## SOCIAL 社會

During the Reporting Period, 53 employees left the key operating units of the Group in Hong Kong and Shanghai, with total employee turnover rate of 23%. The breakdowns of employee turnover rate in the key operating units by gender, age group and region are as follows:

於報告期間，本集團位於香港及上海之主要營運單位有53名僱員離任，僱員總流失率為23%。按性別、年齡組別及地區劃分的主要營運單位之僱員流失率明細如下：

Percentage of Employee Turnover Rate 僱員流失率	For the Year ended 31st Mar, 2021 截至二零二一年三月三十一日止年度
<b>By Gender</b>	
<b>按性別</b>	
Male 男性	8%
Female 女性	33%
<b>By Age</b>	
<b>按年齡</b>	
<25	91%
25-29	24%
30-39	17%
40-49	20%
>50	35%
<b>By Region</b>	
<b>按地區</b>	
PRC 中國內地	18%
Hong Kong 香港	32%



## SOCIAL 社會

### Welfare and Benefits

The Group has established a fair and reasonable remuneration policy with the principles of fairness, incentive and legality. For effective personnel management, we offer rewards (e.g. promotion) and inflict punishments (e.g. warning and dismissal) according to the employees' performance and conduct.

Employees are entitled to all statutory holidays, leave and welfare as stipulated in the national and local laws and regulations, including but not limited to, paid maternity leave, marriage leave, compassionate leave, compensation leave and annual leave. In addition, we offer staff discount and medical insurance to our employees.

### Child Labour and Forced Labour

The Group does not tolerate the recruitment of child labour and the use of forced labour. Our recruitment process is subject to a stringent internal review process that includes verifying personal information of applicants. For instance, the staff member who is responsible for recruitment collects the identity proof from the candidates to ensure that the age of the candidates fulfils the requirements as stipulated by the law.

The employment of forced and child labour is strictly prohibited. During the Reporting Period, all employees were over the age 18, and had been properly employed in accordance with the requirements of all applicable laws and regulations. No confirmed non-compliance incidents or grievances were noted by the Group.

### Equal Opportunity, Diversity and Anti-discrimination

The Group always endeavours to provide a fair and impartial working environment where the employees are treated equally and paid due respect. All employees are assessed and remunerated based on their ability, job performance and contribution irrespective of their nationality, race, religion, disability and family status. Through the enforcement of the policy of prohibiting discrimination and harassment, we strive to create a workplace free of bullying, belittling and sexual harassment.

### 福利及利益

本集團秉誠公平、獎勵及合法之原則，制定公平合理之薪酬政策。為實現有效人事管理，我們根據僱員表現及行為給予回報（例如晉升）或施以處分（例如警告及解僱）。

僱員可享有國家及地區法律及法規規定之所有法定假期、假期及福利，包括但不限於有薪產假、婚假、恩恤假、補償假及年假。此外，我們向僱員提供員工折扣及醫療保險。

### 童工及強制勞工

本集團絕不容忍聘用童工及強制勞工。我們的招聘過程須遵守嚴格內部審閱程序，包括核實申請人之個人資料。例如，負責招聘之員工向申請人收集身份證明，確保申請人年齡符合法例訂明之規定。

本集團嚴禁僱用強制勞工及童工。於報告期間，所有僱員均為18歲以上，並根據所有適用法律及法規之規定獲正式受僱。本集團並不知悉任何已確定不合規事宜或申訴。

### 平等機會、多元性及反歧視

本集團一直盡力為僱員提供公平及不偏不倚之工作環境，令彼等受到公平待遇及獲充分尊重。全體僱員之評估及薪酬均按彼等之能力、工作表現及貢獻而定，而不論彼等之國籍、種族、宗教、殘疾及家庭狀況。透過強制執行嚴禁歧視及騷擾之政策，我們竭力創造一個零欺凌、否定及性騷擾之工作環境。

## SOCIAL 社會

### Health and Safety

We are dedicated to provide a safe working environment for all our employees. Occupational health and safety of our employees are always our top priority. We make every effort to minimize potential occupational hazards.

During the Reporting Period, the Group complied with the relevant laws and regulations in regard to occupational health and safety, including but not limited to, the “Occupational Safety and Health Ordinance” in Hong Kong, and “Law of the PRC on the Prevention and Treatment of Occupational Diseases” (中華人民共和國職業病防治法).

To protect our workers from all kinds of workplace hazards, a comprehensive set of policies has been established in regard to occupational health and safety management. Stringent control measures are in place to ensure that a high standard of hygiene is maintained throughout the treatment process. For instance, cosmetologists are required to put on personal protective equipment, such as surgical masks, protective goggles and gloves, when performing medical and beauty treatments.

Moreover, the Group has established “Safety Management Guidelines” for the use of special equipment and tools, such as needles, laser machine, slimming machine and forklifts.

We ensure that our employees are certified before assigning them to operate special equipment. The certificates of the employees are properly retained during the service period of the respective employees. The Human Resources Department closely monitors the validity of these certificates.

In order to raise the awareness of health and safety at the workplace, the Group provides regular safety training to employees who are responsible for operating forklifts. In case of an employee who encounters any work-related injuries, the Group will take all necessary measures to make sure that proper medical care is offered to the relevant employee.

During the Reporting Period, we have organized training sessions in respect of forklift operations for all relevant employees, covering safety measures in operations and maintenance of forklifts.

Furthermore, the Group has developed an emergency plan in regard to fire accidents. The emergency plan outlines the steps that the Group should take to minimize the impact caused by a fire accident. When there are fire accidents, actions are taken immediately in accordance with the emergency plan.

### 健康與安全

我們致力為全體僱員提供安全之工作環境。僱員之職業健康與安全一直是我們之首要任務。我們不遺餘力，將潛在職業危害減至最低。

於報告期間，本集團遵守有關職業健康與安全之相關法律及法規，包括但不限於香港之《職業安全及健康法》及《中華人民共和國職業病防治法》。

為保護我們之員工免受工作場所存在之所有類別危險，我們已制定一套職業健康與安全管理之完善政策，並已實施嚴格控制措施，確保於整個療程過程維持高衛生環境水平。例如，美容師於進行醫療及美容療程時，須佩戴個人保護設備，例如手術口罩、保護鏡及手套。

此外，本集團已就使用專門設備及工具（例如針頭、激光機、纖體機及儀器車等）制定「安全管理指引」。

我們於指派僱員操作專門設備前，確保有關僱員已取得有關證書，而僱員之證書於相關僱員任職期間妥為保存。人力資源部密切監察該等證書之有效性。

為提高工作場所之健康與安全意識，本集團向負責操作儀器車之僱員提供定期安全培訓。倘僱員受到任何工傷，本集團將採取所有必要措施，確保向有關僱員提供適當醫療護理。

於報告期間，我們為操作儀器車之所有相關僱員舉辦培訓，當中涵蓋儀器車操作及保養之安全措施。

此外，本集團已就火災制定應急計劃。該應急計劃概述本集團應採取之步驟，以將火災造成之影響減至最低。當發生火災時，應根據應急計劃即時採取行動。

## SOCIAL 社會

Over the past three years including the reporting year, there were two cases of work-related injuries, resulting a total of 104 lost days.

### Development and Training

We regard employees as our most valuable assets. Thus, we place emphasis on personal development of our employees. A wide range of training programmes are provided to our employees to enhance their knowledge and capabilities. Orientation training sessions are provided to members of newly recruited staff by their department supervisors. The training covers the introduction of our Group, corporate culture, code of conduct and safety regulations.

Moreover, regular training on technical skills and customer services are provided to our employees to make sure that all staff members have sufficient knowledge and skills to provide quality services to our customers. Upon the completion of the aforementioned training, our staff members are equipped with professional knowledge of performance of treatments and customer handling.

In addition, employees are encouraged to attend external training courses and seminars that help them strengthen their knowledge and expertise in work. Fees incurred for the courses or seminars are sponsored by the Group upon management's approval.

During the Reporting Period, we provided staff training with a total of 552 hours with average number of training hours that employees participated in is 5.21 hours. 48% of employees took part in training. The breakdowns of employees who took part in training and average number of training hours that employees participated in the key operating units by gender and employment category are as follows:

於過去三年(包括報告年度)，發生過兩起工傷事故，造成合共104個缺勤天數。

### 發展及培訓

我們視僱員為最珍貴資產。因此，我們著重僱員之個人發展。我們之僱員可參加多種不同類別之培訓計劃，以增加知識及提高能力。各部門主管亦向新入職員工提供入職培訓，當中涵蓋本集團簡介、企業文化、行為守則及安全規例。

此外，我們之僱員獲定期提供技術及客戶服務之培訓，以確保全體員工具備足夠知識及技術，為客戶提供優質服務。完成上述培訓後，我們之員工具備專業知識，可進行療程及服務客戶。

此外，我們鼓勵僱員參加外部培訓課程及講座，以助彼等提升工作知識及專才。獲管理層批准後，有關課程或講座產生之費用由本集團贊助。

於報告期間，我們提供合共552小時的員工培訓，已接受培訓僱員之平均培訓時數為5.21小時。48%之僱員參加了培訓。主要營運單位內已接受培訓之僱員及已接受培訓僱員之平均培訓時數按性別及僱傭類別劃分之明細如下：

## SOCIAL 社會

Average number of training hours that employees participated in 已接受培訓僱員之平均培訓時數		For the Year ended 31st Mar, 2021 截至二零二一年三月三十一日止年度
<b>By Gender</b>		
按性別		
Male		3.76
男性		
Female		5.86
女性		
<b>By employment category</b>		
按僱傭類別		
Entry level		4.73
初級		
Middle level		6.13
中級		
Management level		9.67
管理級別		
<b>Percentage of total employees who took part in training</b>		
已接受培訓僱員百分比		
<b>By Gender</b>		
按性別		
Male		31%
男性		
Female		69%
女性		
<b>By employment category</b>		
按僱傭類別		
Entry level		80%
初級		
Middle level		14%
中級		
Management level		6%
管理級別		

## SOCIAL 社會

### Supply Chain Management

The Group places emphasis on supply chain management. We support the purchases of environmentally-friendly products to minimize the environmental impact caused by our business operations. We also closely cooperate with our suppliers to maintain the quality of products and services provided to our customers.

To ensure fairness of supplier vetting, we have established a procedure to acquire information of the suppliers (e.g. business activities and segments, company size and registered capital, etc.) for vendor background screening.

Moreover, we closely monitor the performance of our existing suppliers and select new vendors based on our defined criteria, such as their size, quality of products and/or services, delivery time, supply stability, cost effectiveness, etc. Approved suppliers are evaluated regularly to uphold the quality of products and services acquired which is up to standard. Suppliers who are not up to the standard for a prolonged period of time are to be disqualified.

During the Reporting Period, we made our purchases from 15 suppliers located in Hong Kong, the PRC and the United States. We work with our suppliers and strive to optimize our supply chain capabilities in order to fulfil our responsibilities in social and environmental protection.

### Product Responsibility

The Group strictly complies with the relevant laws and regulations relating to product responsibility that have a significant impact on us, including but not limited to, the “PRC Product Quality Law” (中華人民共和國產品質量法), “Customer Protection Law” (中華人民共和國消費者權益保護法) and “China’s Law of Tort” (中華人民共和國侵權責任法) in the PRC, the “Trade Descriptions Ordinance” and “Sale of Goods Ordinance” in Hong Kong.

During the Reporting Period, the Group was not aware of any non-compliance with the relevant laws and regulations related to health and safety, advertising, labelling and privacy matters relating to the products and services provided by us.

### 供應鏈管理

本集團非常重視供應鏈管理。我們支持購買環保產品，以將業務營運產生之環境影響減至最低。我們亦與供應商緊密合作，保持向客戶提供之產品及服務質量。

為確保供應商審查屬公平，我們已建立一套取得供應商資訊(例如業務活動及分部、公司規模及註冊資本等)之程序，以進行供應商背景篩選。

此外，我們按照我們界定之標準，例如供應商之規模、產品及／或服務之質量、交付時間、供應穩定性、成本效益等嚴密監控現有供應商之表現及挑選新供應商。我們定期評估獲批供應商，以保持所購產品及服務之質量符合標準。我們會剔除長期未能符合標準之供應商。

於報告期間，我們向遍佈香港、中國及美國之15名供應商採購。我們與供應商攜手合作，務求完善我們之供應鏈實力，從而履行我們之社會及環保責任。

### 產品責任

本集團嚴格遵守對我們有重大影響有關產品責任之相關法律及法規，包括不限於中國之《中華人民共和國產品質量法》、《中華人民共和國消費者權益保護法》及《中華人民共和國侵權責任法》，以及香港之《商品說明條例》及《貨品售賣條例》。

於報告期間，本集團並不知悉就我們已提供產品及服務有任何有關健康與安全、廣告、標籤及私隱事宜之相關法律及法規之不合規事宜。

## SOCIAL 社會

### Quality Assurance

We aspire to continuously improve our brand reputation by ensuring the quality of our products and services.

Sound customer service is essential in maintaining long-term relationship with our customers. Our management closely monitors the quality of our services through feedback of our 'mystery customers'.

To ensure that our staff members performing treatments possess adequate knowledge and skills, they are required to hold relevant certifications and qualifications. These certifications and qualifications include, but not limited to, CICA diploma in International professional beautician, International Therapy Examination Council ("ITEC") Level 2 Diploma for Beauty Specialists, ITEC Level 3 Diploma in Facial Electrical Treatments and ITEC Level 4 Diploma in Laser and Intense Pulsed Light Treatments.

Moreover, standard operating procedures manuals are affixed to the machines to ensure work consistency. Regular inspections and maintenance work are performed to ensure that all our machines are well-functioning. Shop managers are required to immediately report any machinery malfunctions and defects to the head office for repair and maintenance.

We offer high quality products, and we strive to minimize our product liability risk. Before launching any new products, we request samples from the suppliers or factories and engage a third-party professional to perform quality control inspections on the samples. Products are only launched if they comply with Good Manufacturing Practice ("GMP") Guidelines. During the Reporting Period, no products sold or shipped were subject to recalls for safety or health reasons.

### Complaints Handling Procedures

Customers' opinions and feedback help to drive our continuous improvement and are vital to our pursuit of excellence. Various communication channels (e.g. via website, customer service hotline and Customer Service Department) have been established, aiming to better address customers' concerns.

### 質量保證

我們透過確保產品及服務之質量，力求品牌信譽不斷提升。

穩健客戶服務是我們維持長遠客戶關係之必要元素。我們之管理層透過「神秘客戶」之反饋，嚴密監察服務質量。

為確保進行療程工序之員工具備充足知識及技術，彼等須持有相關認證及資格。該等認證及資格包括但不限於CICA國際斯佳美容協會化妝師文憑、國際療法檢查委員會(「ITEC」)2級美容護理文憑、ITEC3級面部電療護理文憑及ITEC4級激光及強烈脈衝光治療師文憑。

此外，機器貼有標準操作程序，以確保工作貫徹一致。我們亦會定期檢測及保養，以確保所有機器運作良好。店舖經理須向總部即時匯報任何機器故障及缺陷，以進行維修及保養。

我們提供優質產品，並致力將產品責任風險減至最低。在推出任何新產品前，我們要求供應商或廠商提供樣本，並委聘一名第三方專業人士對有關樣本進行質量控制檢驗。產品僅會在符合優良製造規範(「GMP」)指引之情況下才會推出市場。於報告期間，並無已售或已付運產品因安全或健康理由遭收回。

### 投訴處理程序

客戶意見及反饋有助推動我們不斷改進，是我們精益求精之重要一環。我們已建立各種通訊渠道(例如透過網站、客戶服務熱線及客戶服務部)，旨在更有效釋除客戶疑慮。



## SOCIAL 社會

The Group makes every effort to promptly investigate and resolve all disputes and complaints lodged by the customers. All complaints received are referred to and handled by the Sales Team. Upon the receipt of a complaint, the responsible personnel will investigate into the matter and take appropriate action accordingly. If a reported complaint on product quality is confirmed and is found to be caused by the supplier/factory, the Group will terminate the agreement with the relevant supplier or factory and may take appropriate legal actions, if necessary.

To ensure customers' satisfaction, we proactively seek feedback from our customers. If our customers are not satisfied with a particular package that they have purchased from us, we will reach the relevant customer to offer an exchange of another package. In the last resort, we may offer refund to our customers upon the approval of Department Head of Sales and Operations.

During the Reporting Period, no written complaints were received by us relating to product and service quality.

### Personal Data Privacy

In order to build customer trust and loyalty, we have established measures to reduce the risk of employees leaking confidential information. Our customer information is properly stored in our secured system with access restrictions and in a locked cabinet for those in hardcopy.

The Group strictly prohibits the use of customers' private data for any purposes other than what has been stated in the customer contracts. Disciplinary action is to be taken against the employee who has been discovered of misappropriating customers' private data.

In order to arise employees' awareness of Customer Data Protection, we conduct regular training to provide clear guidance on proper handling of customers' personal data.

### Intellectual Property Rights

During the Reporting Period, we complied with laws and regulations regarding intellectual property rights in Hong Kong and the PRC that have a significant impact on us, including, but not limited to, Copyright Ordinance (Chapter 528) in Hong Kong, "Trademark Law of the PRC" (中華人民共和國商標法) and the "Copyright Law of the PRC" (中華人民共和國著作權法) in the PRC.

本集團將全力以赴，迅速調查及解決客戶提出之所有爭議及投訴。所有已接獲投訴轉介予銷售團隊處理。接獲投訴後，負責人員將調查有關事項及相應採納適當行動。倘確定有關產品質量之已匯報投訴及發現有關投訴由供應商／廠商造成，則本集團將終止與相關供應商或廠商之協議，並在有需要之情況下採取適當法律行動。

為確保客戶稱心滿意，我們積極尋求客戶之意見回饋。倘客戶不滿意向我們購買之某一產品或服務組合，我們將聯繫相關客戶，並容許客戶轉換為另一組合。在迫不得已之情況下，在獲得銷售及營運部總監批准後，我們可能向客戶退款。

於報告期間，我們並無接獲有關產品及服務質量之書面投訴。

### 個人資料私隱

為建立客戶信任及忠誠，我們已推行措施，減低僱員洩漏機密資料之風險。客戶資料在我們之保安系統妥為儲存，並設有存取權限，而有關資料之印刷文本將存置於上鎖儲物櫃中。

除客戶合約列明之用途外，本集團嚴禁將客戶之個人私隱用作任何用途。倘發現僱員不當使用客戶之個人私隱，我們將對該名僱員作出紀律處分。

為提高僱員對客戶資料保障之意識，我們定期進行培訓，為適當處理客戶個人資料提供清晰指引。

### 知識產權

於報告期間，我們遵守對我們有重大影響有關知識產權之香港及中國法律及法規，包括但不限於香港之《版權條例》(第528章)以及中國之《中華人民共和國商標法》及《中華人民共和國著作權法》。



## SOCIAL 社會

Currently, the Group has a number of trademarks registered in Hong Kong and the PRC. A Trademark Register is maintained by the Chief Operating Officer to monitor the validity of the Group's Intellectual Property ("IP") concerned. The Trademark Register includes information such as trademark logo, trademark number, registration date, validity period, and registration status, etc.

Moreover, we act proactively to enforce IP rights against third-party infringers. The Chief Operating Officer is responsible for identifying any unauthorized use of the trademarks by third-party. Legal actions are taken in due course upon identification of any trademark infringements.

### Anti-Corruption

During the Reporting Period, we complied with all relevant laws and regulations relating to prevention of bribery, extortion, fraud and money laundering, including, but not limited to, the "Prevention of Bribery Ordinance (Cap. 201 of the Laws of Hong Kong)", "Drug Trafficking (Recovery of Proceeds) Ordinance (Cap. 405)" and "Organised and Serious Crimes Ordinance (Cap.455)" in Hong Kong, and the "Criminal Law" (中華人民共和國刑法) and "Anti-Money Laundering Law" (中華人民共和國反洗錢法) in the PRC.

The Group prohibits any acts of corruption and bribery committed by our employees. Our "Anti-Bribery and Corruption Policy" clearly sets out guidelines for the acceptance of gifts. Under the policy, all employees are required to exercise caution and judgment when accepting gifts. Gifts should not be accepted if they are in value higher than HK\$200.

Moreover, our whistle-blowing policy clearly sets out the procedures and channels for reporting corruption and fraud cases. As stipulated in the policy, all employees should immediately report any suspected fraud cases to the Company. After a potential fraud case has been reported, investigation is to be conducted with due care. For any proven fraud case, management will take appropriate action immediately.

In the case of conflicts of interest, our employees must declare their personal interests and report the matters to management of the Group. Employees are strictly prohibited to abuse their power and/or take advantage of their position for personal gain.

During the Reporting Period, no corruption and money laundering cases were noted or reported.

本集團現時擁有多個於香港及中國登記之商標。首席營運執行官保存商標註冊紀錄冊，以監察本集團相關知識產權之有效性。該商標紀錄冊載有如商標標誌、商標號碼、登記日期、有效期及登記狀況等資料。

此外，我們積極對第三方侵權者強制執行知識產權權利。首席營運執行官負責識別任何第三方在未經授權下使用商標。倘識別任何商標侵權，我們於適當時採取法律行動。

### 反貪污

於報告期間，我們遵守有關防止賄賂、勒索、欺詐及洗黑錢之所有相關法律及法規，包括但不限於香港之《防止賄賂條例》(香港法例第201章)、《販毒(追討得益)條例》(香港法例第405章)及《有組織及嚴重罪行條例》(香港法例第455章)以及中國之《中華人民共和國刑法》及《中華人民共和國反洗錢法》。

本集團禁止僱員作出任何貪污及賄賂行為。我們之「反賄賂及貪污政策」明確載列接納饋贈之指引。根據該政策，全體僱員於接納饋贈時必須審慎行事及作出判斷。僱員不應接納價值超過200港元之饋贈。

此外，我們之舉報政策清晰載列舉報貪污及欺詐個案之程序及渠道。誠如該政策所訂明，所有僱員應立即向本公司舉報任何涉嫌欺詐個案。舉報可能欺詐個案後，我們將審慎進行調查。管理層將就任何已證實欺詐個案即時採取適當行動。

倘出現利益衝突，僱員必須申報其個人利益及向本集團管理層匯報有關事宜。我們嚴禁僱員濫用職權及／或利用因其職位獲得個人利益。

於報告期間，並無任何已知悉或匯報任何貪污及洗黑錢事宜。

## SOCIAL 社會

### Community Investment

We understand the importance of giving back to the society and our social responsibilities. We are committed to building a better community and encouraging our employees to take part in community services so as to contribute to a more sustainable and harmonious society.

The Company has established a Volunteer Team since 2005. Voluntary services are organized by the Team on a regular basis, with an aim to show love and care for the community. In 2021, the Group was awarded “Caring Company” for over 10 consecutive years.

During the Reporting Period, the Group participated in the voluntary service of the community. However, due to the outbreak of coronavirus disease 2019, our participation in voluntary service was limited.

Moreover, we understand that people being suffered would have financial burdens and need to be helped. During the Reporting Period, the Group made donations to The Society of Rehabilitation and Crime Prevention, Hong Kong (香港善導會), Yan Oi Tong (仁愛堂), Egive for You Charity Foundation Limited (意贈慈善基金), The Community Chest of Hong Kong (香港公益金), Shanghai Charity Foundation (上海市慈善基金會) and Dongchuan District Office of Poverty Alleviation and Development, Kunming City (昆明市東川區人民政府扶貧開發辦公室) to provide financial aid to people with financial difficulties.

### 社區投資

我們深明回饋社會及社會責任之重要性。我們努力建立更美好社區，並鼓勵僱員參與社區服務，以實現可持續之和諧社會。

本公司自二零零五年起成立義工團隊。該團隊定期籌辦義工服務，彰顯對社區之愛護關懷。於二零二一年，本集團已超過連續十年獲授「商界展關懷」。

於報告期間，本集團曾參與社區義工服務。然而，受二零一九年新冠病毒疫情爆發影響，我們參與之義工服務有限。

除此之外，我們亦明白到，遭遇困境之人士需要背負沉重的財政負擔及需要幫助。於報告期間，本集團捐款予香港善導會、仁愛堂、意贈慈善基金、香港公益金、上海市慈善基金會及昆明市東川區人民政府扶貧開發辦公室，為有財政困難的人士提供財務資助。



## SOCIAL 社會

Resources that we have contributed to the community during the Reporting Period are detailed in the following table (KPI B8.2).

於報告期間，我們向社區貢獻之資源於下表詳列 (KPI B8.2)。

Community Indicators	For the Year ended 31st Mar, 2021
社區指標	截至二零二一年三月三十一日止年度
<b>KPI B8.2</b>	
Resources contributed to education, environmental concerns, labour needs, health, culture, sport (Amount in HK\$)	841,000.00
在教育、環境、勞工需求、健康、文化、運動等範疇所動用資源(以港元計算)	
<b>Corporate charitable activities</b>	
<b>企業慈善活動</b>	
Hours spent on charitable activities	8.00
慈善活動所花費時數	
<b>Employee volunteering</b>	
<b>僱員義工活動</b>	
Number of employee volunteer	20
僱員義工數目	

# GEM LISTING RULES – APPENDIX 20: ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE

## GEM 上市規則 – 附錄 20：環境、社會及管治報告指引

### Part A: Environmental

### 甲部：環境

ESG Aspects	Related Section	Remarks
環境、社會及管治層面	相關章節	備註
<b>A1. Emissions A1. 排放物</b>		
Information on the policies and 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.	Overview, Compliance and Grievance, Emissions, Hazardous and Non-Hazardous Wastes	
有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的政策及遵守對發行人有重大影響的相關法律及規例的資料。	概覽、合規及申訴、排放、有害及無害廢棄物	
KPI A1.1 The types of emissions and respective emission data.	Emissions	
關鍵績效指標 A1.1 排放物種類及相關排放數據。	排放物	
KPI A1.2 Greenhouse gas emission in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Emissions	
關鍵績效指標 A1.2 溫室氣體總排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	排放物	
KPI A1.3 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Hazardous and Non-Hazardous Wastes	
關鍵績效指標 A1.3 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	有害及無害廢棄物	
KPI A1.4 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Hazardous and Non-Hazardous Wastes	
關鍵績效指標 A1.4 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	有害及無害廢棄物	
KPI A1.5 Description of measures to mitigate emissions and results achieved.	Emissions	
關鍵績效指標 A1.5 描述減低排放量的措施及所得成果。	排放物	
KPI A1.6 Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved	Hazardous and Non-Hazardous Wastes	
關鍵績效指標 A1.6 描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果。	有害及無害廢棄物	

# GEM LISTING RULES – APPENDIX 20: ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE

## GEM 上市規則 – 附錄 20：環境、社會及管治報告指引

ESG Aspects	Related Section	Remarks
環境、社會及管治層面	相關章節	備註
<b>A2. Use of Resources A2. 資源使用</b>		
Policies on the efficient use of resources, including energy, water and other raw materials.	Use of Resources — Electricity, Water and Raw Materials Consumption	
有效使用資源(包括能源、水及其他原材料)的政策。	資源使用 — 電、水、及原材料消耗	
KPI A2.1 Direct and/or indirect energy consumption by type. (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Use of Resources — Electricity, Water and Raw Materials Consumption	
關鍵績效指標 A2.1 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	資源使用 — 電、水、及原材料消耗	
KPI A2.2 Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Use of Resources — Electricity, Water and Raw Materials Consumption	
關鍵績效指標 A2.2 總耗水量及密度(如以每產量單位、每項設施計算)。	資源使用 — 電、水、及原材料消耗	
KPI A2.3 Description of energy use efficiency initiatives and results achieved.	Use of Resources — Electricity, Water and Raw Materials Consumption	
關鍵績效指標 A2.3 描述能源使用效益計劃及所得成果。	資源使用 — 電、水、及原材料消耗	
KPI A2.4 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	Use of Resources — Electricity, Water and Raw Materials Consumption	
關鍵績效指標 A2.4 描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果。	資源使用 — 電、水、及原材料消耗	
<b>A3. The Environmental and Natural Resources A3. 環境及天然資源</b>		
Policies on minimizing the issuer's significant impact on the environment and natural resources.	Overview, Emissions, Hazardous and Non-Hazardous Wastes, Use of Resources	
減低發行人對環境及天然資源造成重大影響的政策。	概覽、排放物、有害及無害廢棄物、資源使用	
KPI A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Overview, Emissions, Hazardous and Non-Hazardous Wastes, Use of Resources	
關鍵績效指標 A3.1 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	概覽、排放物、有害及無害廢棄物、資源使用	

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### GEM 上市規則 – 附錄 20：環境、社會及管治報告指引

ESG Aspects	Related Section	Remarks
環境、社會及管治層面	相關章節	備註
<b>A4. Climate Change A4. 氣候變化</b>		
Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Climate Change	
識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	氣候變化	
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.	Climate Change	
關鍵績效指標 A4.1 描述已經及可能會對發行人產生影響的重大氣候相關事宜及應對行動。	氣候變化	

## Part B: Social

## 乙部：社會

ESG Aspects	Related Section	Remarks
環境、社會及管治層面	相關章節	備註
<b>B1. Employment B1. 僱傭</b>		
Information on the policies and compliance with 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.	Overview, Compliance and Grievance, Employment	
有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的政策及遵守對發行人有重大影響的法律及規例的資料。	概覽、合規及申訴、僱傭	
KPI B1.1 Total workforce by gender, employment type, age group and geographical region.	Employment — Our Team	
關鍵績效指標 B1.1 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	僱傭 — 我們之團隊	
KPI B1.2 Employment turnover rate by gender, age group and geographical region.	Employment — Our Team	
關鍵績效指標 B1.2 按性別、年齡組別及地區劃分的僱員流失比率。	僱傭 — 我們之團隊	

ESG Aspects 環境、社會及管治層面	Related Section 相關章節	Remarks 備註
<b>B2. Health and Safety B2. 健康與安全</b>		
Information on the policies and compliance with laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Health and Safety	
有關提供安全工作環境及保障僱員避免職業性危害的政策及遵守對發行人有重大影響的法律及規例的資料。	健康與安全	
KPI B2.1 Number and rate of work-related fatalities.	Health and Safety	
關鍵績效指標 B2.1 因工作關係而死亡的人數及比率。	健康與安全	
KPI B2.2 Lost days due to work injury.	Health and Safety	
關鍵績效指標 B2.2 因工傷損失工作日數。	健康與安全	
KPI B2.3 Description of occupational health and safety measures adopted, how they are implemented and monitored.	Health and Safety	
關鍵績效指標 B2.3 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	健康與安全	
<b>B3. Development and training B3. 發展及培訓</b>		
Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Development and Training	
有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	發展及培訓	
KPI B3.1 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Development and Training	
關鍵績效指標 B3.1 按性別及僱員類別(如高級管理層、中級管理層等)劃分的受訓僱員百分比。	發展及培訓	
KPI B3.2 The average training hours completed per employee by gender and employee category.	Development and Training	
關鍵績效指標 B3.2 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	發展及培訓	
<b>B4. Labour standards B4. 勞工準則</b>		
Information on the policies and compliance with laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Employment — Child Labour and Forced Labour	
有關防止童工或強制勞工的政策及遵守對發行人有重大影響的法律及規例的資料。	僱傭 — 童工及強制勞工	



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### GEM 上市規則 – 附錄 20：環境、社會及管治報告指引

ESG Aspects 環境、社會及管治層面	Related Section 相關章節	Remarks 備註
KPI B4.1 Description of measures to review employment practices to avoid child and forced labour. 關鍵績效指標 B4.1 描述檢討招聘慣例的措施以避免童工及強制勞工。	Employment — Child Labour and Forced Labour 僱傭 — 童工及強制勞工	
KPI B4.2 Description of steps taken to eliminate such practices when discovered. 關鍵績效指標 B4.2 描述在發現違規情況時消除有關情況所採取的步驟。	N/A 不適用	
<b>B5. Supply chain management B5. 供應鏈管理</b>		
Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Supply Chain Management 供應鏈管理	
KPI B5.1 Number of suppliers by geographical region. 關鍵績效指標 B5.1 按地區劃分的供應商數目。	Supply Chain Management 供應鏈管理	
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. 關鍵績效指標 B5.2 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及有關慣例的執行及監察方法。	Supply Chain Management 供應鏈管理	
KPI B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 關鍵績效指標 B5.3 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Supply Chain Management 供應鏈管理	
KPI B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 關鍵績效指標 B5.4 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Supply Chain Management 供應鏈管理	
<b>B6. Product responsibility B6. 產品責任</b>		
Information on the policies and compliance with 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 method of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的政策及遵守對發行人有重大影響的相關法律及規例的資料。	Product Responsibility 產品責任	

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## GEM 上市規則 – 附錄 20：環境、社會及管治報告指引

ESG Aspects	Related Section	Remarks
環境、社會及管治層面	相關章節	備註
KPI B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Product Responsibility – Quality Assurance	
關鍵績效指標 B6.1 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	產品責任 – 質量保證	
KPI B6.2 Number of products and service related complaints received and how they are dealt with.	Product Responsibility – Complaints Handling Procedures	
關鍵績效指標 B6.2 接獲關於產品及服務的投訴數目以及應對方法。	產品責任 – 投訴處理程序	
KPI B6.3 Description of practices relating to observing and protecting intellectual property rights.	Product Responsibility – Intellectual Property Rights	
關鍵績效指標 B6.3 描述與維護及保障知識產權有關的慣例。	產品責任 – 知識產權	
KPI B6.4 Description of quality assurance process and recall procedures.	Product Responsibility – Quality Assurance	
關鍵績效指標 B6.4 描述質量檢定過程及產品回收程序。	產品責任 – 質量保證	
KPI B6.5 Description of consumer data protection and privacy policies, how they are implemented and monitored.	Product Responsibility – Personal Data Privacy	
關鍵績效指標 B6.5 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	產品責任 – 個人資料私隱	
<b>B7. Anti-corruption B7. 反貪污</b>		
Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Anti-Corruption	
有關防止賄賂、勒索、欺詐及洗黑錢的政策及遵守對發行人有重大影響的相關法律及規例的資料。	反貪污	
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.	Anti-Corruption	
關鍵績效指標 B7.1 於報告期間對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	反貪污	
KPI B7.2 Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	Anti-Corruption	
關鍵績效指標 B7.2 描述防範措施及舉報程序，以及相關執行及監察方法。	反貪污	

ESG Aspects	Related Section	Remarks
環境、社會及管治層面	相關章節	備註
KPI B7.3 Description of anti-corruption training provided to directors and staff.	Anti-Corruption	
關鍵績效指標 KPI B7.3 描述向董事及員工提供的反貪污培訓。	反貪污	
<b>B8. Community investment B8. 社區投資</b>		
Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure that its activities take into consideration the communities' interests.	Community Investment	
有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	社區投資	
KPI B8.1 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community Investment	
關鍵績效指標 B8.1 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	社區投資	
KPI B8.2 Resources contributed (e.g. money or time) to the focus area.	Community Investment	
關鍵績效指標 B8.2 專注貢獻範疇(如金錢或時間)。	社區投資	



修身堂控股有限公司  
SAU SAN TONG HOLDINGS LIMITED

Room 2303, 23/F, China Insurance Group Building, 141 Des Voeux Road, Central, Hong Kong.  
香港中環德輔道中141號中保集團23樓03室