



hmvod Limited

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*(Incorporated in the Cayman Islands with limited liability)*

(Stock Code: 8103)



2021

ENVIRONMENTAL, SOCIAL AND  
GOVERNANCE REPORT

## ABOUT THIS REPORT

hmvod Limited (“hmvod” or the “Company”) and its subsidiaries (the “Group”) are pleased to present the Environmental, Social and Governance (“ESG”) report. This report explains our work and key performance in environmental and social areas during the period from 1 April 2020 to 31 March 2021 (the “Reporting Period”).

The content of this Report covers the offices in Hong Kong, which includes the over the top (“OTT”) services and professional services in cyber security services and solutions. These business segments are controlled by the Group and also the major sources of the Group’s revenue during the Reporting Period. Information collected from these operations are for the assessment of environmental key performance indicators (“KPI”).

## REPORTING STANDARDS

This report is prepared in accordance with Appendix 20 Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) set out by The Stock Exchange of Hong Kong Limited on GEM Board (“GEM Board Listing Rule”).

## THE GROUP

During the Reporting Period, the Group has three operating segments including professional services, proprietary trading, and OTT services.

Being a service oriented corporation, the adverse impacts bring to the environment were generally regarded as minimal and indirect. The Group understands the importance of ESG report and is committed to making continuous improvements in corporate social responsibility into our business in order to better meet the changing needs of an advancing society.

Our strategic approach to this subject matter including a wide range of considerations, including the monitoring of similar regulations of other jurisdictions. The Group adopted the priorities with reference to and akin to our understanding of the concerns of our stakeholders, with the objective to deploy our resources in an efficient, socially responsible and commercially viable manner. This report mainly presents policies, initiatives and performance.

## ENVIRONMENTAL

The Group always keeps itself up-to-date on developments in local legislation and standards for environmental protection. During the Reporting Period, the Group had not experienced in any cases of non-compliance relating to environmental laws and regulations in Hong Kong.

### Emissions

#### *Air and greenhouse gas (“GHG”) emissions*

The operation of the Group does not involve in any manufacturing activities and does not have material impacts on the environment and natural resources.

The Group does not own and operates any transport fleets and therefore there is no air emissions. There is no available electricity bill for the calculation of GHG emission. The Group generates GHG emission mainly through the use of paper. The table below shows the emissions for the Reporting Period:

	Unit	Emissions
Scope 1 – Combustion of fuel	Kg	–
Scope 2 – Use of electricity	Kg	–
Scope 3 – Use of paper	Kg	720
Total GHG emissions	Kg	720
Emission intensity	Kg/staff	30

### ***Waste management***

The operations of the Group do not include any production of hazardous materials. Wastes disposed of in offices are mainly papers and domestic wastes, which are immaterial and non-hazardous. The Group has launched a number of waste management programs, including:

- recycling paper materials, printing cartridges and batteries; and
- encouraging duplex printing and reuse papers on one side in order to reduce paper consumption.

### ***Packaging materials***

As the operation of the Group does not produce any tangible products that require packaging, hence no packaging materials were used in this regard.

### **Use of resources**

The Group is proactively seeking opportunities for increasing operating efficiency in order to reduce the use of resources through key initiatives, the following were introduced. Given these are still at their early stages of implementation, the Group will keenly monitor the result.

- blinds for windows to reduce the strength for lowering the temperature of air-conditioner;
- switch off lights and electrical appliances when not in use; and
- switched the Group's properties light bulbs to LED lights to save energy usage compared with fluorescent lights.

Being a service-oriented corporation, our water consumption is domestic in nature and was provided by the management office of our premises and were deemed as insignificant. During the Reporting Period, the resources consumed directly for all operations are as follows:

Use of resources	Unit	Consumption	Intensity (per staff)
Paper	Kg	150	6.3

The Group will continue to closely monitor the utilization of resources and conduct regular assessment to seek better ways for contributing to environmental protection.

## Environmental and natural resources

Due to the nature of the business, the Group does not have any direct and significant impacts on the environment and natural resources during its operation. By taking the green initiatives mentioned above, the Group is committed to mitigating the environmental impact and acting in a manner that is both environmentally and socially responsible.

## SOCIAL

### Employment

The Group expects that all employees and contractors treat each other with respect. In the Group's policy, it has covered the issues in relation to compensation and dismissal, recruitment and promotion, working hours, rest period, equal opportunity, diversity anti-discrimination and other benefits and welfare.

### *Equal opportunity*

The Group specifically prohibits discrimination on the basis of age, colour, disability, ethnicity, marital or family status, national origin, race, religion, gender, sexual orientation, or any other characteristic protected by law. These thoughts extended to all employment decisions, including but not limited to recruiting, training, promotion etc.

All employees are committed to maintain a professional and harassment-free working environment – places where employees act with respect for one another and those with whom we do business. Behaviours such as unwelcome conduct and sexual harassment are strictly prohibited.

Staff are remunerated according to the job nature, market trends and individual performance. Apart from medical insurance and mandatory provident fund, discretionary bonuses are rewarded to employees based on individual performance.

### *Labour practices*

As at 31 March 2021, the Group has 24 (2020: 26) full time staff in Hong Kong, including executive directors. The Group has a diverse workforce in terms of gender and age and welcome all age range of people to join the Group. As a whole, the male/female ratio is approximately 1.4:1.

The Group strives to maintain the employee turnover rate at an acceptable level so as to facilitate the accumulation of professional skills and experience.

	Staff distribution
By Gender	
Male	14
Female	10
By Age Group	
18–40	17
41–60	7
By Employment Category	
General staff	11
Manager	8
Senior management	6
By Serviced Period	
Less than 5 years	20
5 years or above	4

## Health and Safety

The Group is committed to provide a healthy and safe workplace for all its employees. In a safe and healthy working environment, fire facilities and safety equipment are regularly checked to ensure the safety of the employees and in the prevention of fire accidents.

During the Reporting Period, there were no cases of non-compliance with the laws and regulations in respect of the provision of a safe working environment and the protection of employees from occupational hazards.

Occupational health and safety statistics	2021	2020
Number of lost days	Nil	Nil
Number of work-related fatalities	Nil	Nil
Number of work incidents	Nil	Nil

## Development and Training

The Group provides diversified on-the-job training based on the needs of respective positions and talents and interests of employees. The Group provides internal and external training for employees, including orientation training for new employees, specialized training for different departments, management training, etc. Moreover, the Group's guidelines are established to assess the performance of employees so as to identify and implement development programs for employees.

## Labour Standards

The Group strictly prohibits the use of forced and child labour. The Group complies with relevant regulations and laws to safeguard the rights of our employees and will not tolerate labour exploitation. The Group prevents hiring child labour by conducting identification check of job applicant. Without exception, during the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations regarding child labour and forced labour laws and regulations.

## Supply Chain Management

The Group sub-contracted functions related to supply chain management to the service provider; hence management is not directly involved in the daily operational aspects. Although this is out-sourced, the Group will continue to assess service providers to ensure the quality meets the Group's standards and expectations.

## Product Responsibility

### *Data protection and privacy policies*

Being a service provider of OTT services in Hong Kong, the Group collects personal details of customers, therefore, ensuring the privacy of customer information is one the Group cares the most.

The Group has formulated a set of privacy principal in collection, retention, use, security, openness and accessibility of information to ensure all personal information received is only for its intended purpose and to prevent information leakage, such as:

- Access controls to all information;
- Requiring employees not to retain and disclose any confidential information about the Group's business and other sensitive, confidential data to any third party; and
- Only obtain necessary personal information from customers.

The Group does not aware of any non-compliance with the Hong Kong Personal Data (Privacy) Ordinance. We have implemented a suite of policies and guidelines to protect our customers' data privacy and personal data. Our Privacy Policy Statement outlines our approach to the collection and retention of personal information in accordance with the regulatory requirements. It is our policy to provide individuals with a Personal Information Collection Statement informing them of the purpose of data collection, the rights to access and correct the data, and other relevant information. There were no incidents or substantiated complaints concerning breaches of customer privacy or losses of customer data during the Reporting Period.

### *Intellectual Property Rights*

The Group respects third party intellectual property rights and implements internal measures for the protection and confidentiality management. The Group consistently protects the intellectual property rights of our customers and business partners. The measures specify the relevant responsibilities of our employees, customers and other third parties when handling our proprietary information.

During the year ended 31 March 2021, the Group does not aware of any infringement of any law and regulations relating to copy rights and intellectual properties.

### *Customer satisfaction*

Once a relevant complaint is received by telephone, email or letter, it must be reported to the management. The investigation is carried out to identify the reason of the complaint. The responsible department is required to formulate a long term strategy and the result will be reviewed by responsible staff.

## Anti-Corruption

In order to uphold the highest ethical standards, the Group has zero-tolerance attitude towards any form of corruption and bribery in the value chain and strictly abide by laws and regulations including but not limited to "Prevention of Bribery Ordinance".

The Group has formulated the comprehensive company regulations and employee code of conduct (the "Code of Conduct") as the standards of staff conduct. With the purpose of preventing bribery, extortion and fraud, the Group's Code of Conduct clearly states that:

- Employees shall not accept gifts or other benefits that are beyond common business hospitality;
- Employees shall not offer bribes to any person or company for the purpose of obtaining or retaining business;
- Employees should always avoid any situation involving a conflict, or that could be perceived by others as a conflict, between their person interests, or those of their close relatives, and the performance of their official duties; and
- If a potential conflict exists, employees should make prompt and full disclosure to the management.

To prevent and detect money laundering and terrorist financing, the Group follows the "Guideline on Compliance of Anti-Money Laundering and Counter-Terrorist Financing Requirements for Licensed Money Lenders".

To maintain a high standard in our business integrity, the Group has no tolerance towards any corruption, fraud, money laundering, bribery and extortion and evaluates the policies from time to time. The Board has reviewed the effectiveness of implementation of such policies. The Group complied with relevant laws and regulations that have a significant impact on the Group relating to bribery, extortion, fraud and money laundering.

During the Reporting Period, there were no legal cases regarding corrupt practices brought against the Group or our employees.

## Community investment

For the continuous effort in giving back to the society, the Group would seek for opportunities to get involved in various community programs. The Group's approaches toward community involvement are as follows:

- fulfils the corporate social responsibility through the sustainable development strategy to expand its efforts in the areas of charity work;
- assesses how to give business activities to the interests of community; and
- commits to the provision of career opportunities to the locals and promotes the development of the community's economy.