



環球戰略集團有限公司

GLOBAL STRATEGIC GROUP LIMITED 環球戰略集團有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立之有限公司)

(Stock Code 股份代號: 8007)



環境、社會及管治報告 **2021**
ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT

環境、社會及管治報告

Environmental, Social and Governance Report

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I. ABOUT THIS REPORT

As an investment holding company, Global Strategic Group Limited and its subsidiaries (collectively, the “Group”) engages in a wide range of businesses including the natural gas supply and pipeline installation, and provision of leasing business of the steel support axial force servo system in the People’s Republic of China (the “PRC”).

Navigating through the turbulent period in 2020 and 2021 due to the COVID-19 pandemic (the “pandemic”), the economic downturn has been affecting the global livelihoods, in combination with climate change-induced extreme weather events including wildfire, storms and floods in different parts of the world that were threatening the wellness of all. Entering into 2022, the Group stays optimistic to the improvement of the market environment and commits to grasp the opportunity that can contribute to a stable and “green” recovery of economy.

In 2021, witnessing the historical moment of over 140 countries representing 90% of the global GDP pledging to reach net-zero emissions at COP26, the Group endeavours to stay in line with the national “30.60 carbon target” and strengthen the awareness of its staff members in fulfilling environmental and social responsibilities, while assiduously implementing effective ESG policies within the Group.

In strict compliance with the requirement under Appendix 20 – Environmental, Social and Governance Reporting Guide (“ESG Guide”) of the GEM Listing Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (“Stock Exchange”), the Group is pleased to present its sixth Environmental, Social and Governance (“ESG”) Report for the financial year from 1 October 2020 and ended 30 September 2021 (“FY2021”), which demonstrates the Group’s approach and performance in terms of ESG management and corporate sustainable development for FY2021.

I. 關於本報告

作為一家投資控股公司，環球戰略集團有限公司及其子公司(以下統稱「本集團」)在中華人民共和國(「中國」)從事廣泛的業務，包括天然氣供應及管道安裝，以及提供鋼支撐軸力伺服系統租賃業務。

於二零二零和二零二一年，新型冠狀病毒(「疫情」)的肆虐導致時局動盪，經濟低迷一直在影響全球生計，再加上由氣候變化所引發的極端天氣事件，包括世界不同地區的山火、風暴和洪水，這些事件正威脅著所有人的安康。踏入二零二二年，本集團對市場環境的改善持樂觀態度，並致力於抓住有利於經濟穩定及綠色復甦的機遇。

二零二一年，在見證140多個國家(佔全球國內生產總值的90%)在第二十六屆聯合國氣候峰會(COP26)上承諾實現淨零排放的歷史時刻，本集團更努力與國家「30.60碳目標」保持一致，增強員工履行環境和社會責任的意識，同時在集團內部認真執行有效的環境、社會及管治政策。

本集團嚴格遵守香港聯合交易所有限公司(「聯交所」)創業板上市規則附錄二十-《環境、社會及管治報告指南》的要求，欣然呈獻其自二零二零年十月一日至二零二一年九月三十日止(「二零二一財年」)的第六份環境、社會及管治報告，以展示本集團於二零二一財年的環境、社會及管治管理，以及企業可持續發展方面的方法和表現。

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I. ABOUT THIS REPORT *(Continued)*

Boundary Setting

Adopting the operational control approach, the Group defines the scope of this ESG Report based on its discreet analysis of its business operations in FY2021. As such, the Group includes in the reporting boundary the headquarter office in Hong Kong and its natural gas business operations in Yichang the PRC, which represented around 85% of the Group's annual revenue. The Group considers these two operating segments as relatively significant after an in-depth analysis of its business impacts from economic, environmental and social perspectives. Given the application of Materiality principle, the operations in Shanghai are not included.

For the corporate governance section, please refer to the Group's 2021 Annual Report on pages 42 to 56 therein. The reporting period of this ESG report was for FY2021 unless specifically stated otherwise.

Reporting Principles

As the reporting principles underpin the preparation of the ESG report, the main ESG performance of the Group in FY2021 of this ESG report has been determined and presented by fully following the principles of Materiality, Quantitative, Balance and Consistency.

I. 關於本報告 (續)

邊界設定

本集團採用營運控制方法，根據對二零二一財年業務營運的審慎分析，確定環境、社會及管治報告的範圍。因此，本集團將位於香港的總部辦事處及其在中國宜昌的天然氣業務(約佔本集團年度收入的85%)包括在報告範圍內。本集團從經濟、環境及社會角度深入分析其業務影響後，認為該兩處營運相對重要。考慮到重要性原則的應用，上海的業務並不包括在本報告內。

對於公司管治部分，請參閱本集團二零二一年年度報告第42至56頁。除非另有說明，否則本環境、社會及管治報告的報告期為二零二一財年。

報告原則

由於報告原則是編製環境、社會及管治報告的基礎，因此，本集團已完全遵循重要性、量化、平衡和一致性的原則，確定並介紹了本集團於二零二一財年環境、社會及管治的主要績效。

環境、社會及管治報告

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I. ABOUT THIS REPORT *(Continued)*

Reporting Principles *(Continued)*

Materiality:

The prioritisation of the significance of the Group's environmental, social and economic impacts was key for the Group in setting up an effective sustainability strategy. Reflecting the application of the principle of Materiality, the Group carried out a materiality assessment in FY2021 by consulting with various stakeholder groups about their concerns and expectations in terms of the Group's sustainable development. Results were approved and verified by the leaders of the Group. More details can be found in the section of Materiality Assessment.

Quantitative:

To implement the reporting principle of Quantitative, environmental and social measurable key performance indicators ("KPIs") are organised and disclosed in corresponding performance tables to ensure that stakeholders can garner a deep understanding of the Group's ESG performance.

I. 關於本報告 *(續)*

報告原則 *(續)*

重要性：

優先考慮本集團對環境、社會和經濟影響的重要性，對於制定有效的可持續發展戰略至關重要。為反映重要性原則的應用，本集團於二零二一財年，通過與各利益相關方就其對可持續發展的關注和期望進行諮詢，開展了重要性評估。評估結果獲本集團領導的認可和核實。詳情可參閱重要性評估章節。

量化：

為貫徹量化的報告原則，環境及社會可衡量的關鍵績效指標（「關鍵績效指標」）已於於相應的績效表中披露，以確保利益相關者可以加深對本集團環境、社會及管治績效的了解。

I. ABOUT THIS REPORT *(Continued)*

Reporting Principles *(Continued)*

Balance:

Adhering to the increasing call for transparency, the Group strives to portray an unbiased picture of its ESG performance in pursuit of delivering an accurate and objective evaluation to its stakeholders. Both outstanding achievements and room for improvement of the Group's sustainability performance in FY2021 were revealed in the ESG Report.

Consistency:

To facilitate an informed decision-making process through meaningful information disclosure, as well as allowing peer benchmarking and year-on-year comparison, the Group adopted a consistent methodology for data verification and disclosure framework over the years. In alignment with the local ESG Guide and internationally recognised standards for carbon calculations, the Group believes the consistency and coherence of reporting structure would be beneficial for the meaningful comparison.

I. 關於本報告 *(續)*

報告原則 *(續)*

平衡：

因應對透明度日益增長的要求，本集團致力於不偏不倚地描繪本集團在環境、社會及管治方面的表現，以便為利益相關者提供準確和客觀的評估。本環境、社會及管治報告披露了本集團在二零二一財年於可持續性表現方面取得的突出成就和改進空間。

一致性：

為了通過有意義的信息披露促進知情決策過程，並為同行比較及跨年度比較提供基準，本集團多年來一直採用一致的方法進行數據驗證及報告披露框架。遵從本地《環境、社會及管治報告指南》及使用國際公認的標準進行碳計算，本集團相信報告結構的一致性和連貫性更有利於進行有意義的比較。



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I. ABOUT THIS REPORT *(Continued)*

Information Disclosure

The information in the ESG Report was gathered through numerous channels, including official documents and internal policies of different subsidiaries of the Group, the factual evidence of the implementation of ESG practices in the Group, the feedback from staff via online surveys in the format of quantitative and qualitative questions based on the reporting framework, and the verified data of the Group's annual performance in business operations and sustainable development. To deliver a more formalised ESG report that appeals to our readers, a complete report disclosure index is available at the end of the ESG report for readers' convenience to check its integrity. The Report has been prepared in both English and Chinese. Should there be any conflict or inconsistency, the English version shall prevail.

I. 關於本報告 *(續)*

信息披露

本報告中的信息通過多種渠道收集，包括本集團不同子公司的正式文件和內部政策、本集團實施環境、社會及管治措施的事實證據、員工通過基於報告框架設定的在線調查以定量和定性形式提供的反饋意見，以及本集團在業務營運和可持續發展方面經過驗證的年度數據。為了提供更加標準化的環境、社會及管治報告以吸引讀者，本報告末尾提供了完整的報告披露索引，以方便讀者檢查其完整性。本報告以英文和中文編寫。如有任何衝突或不一致之處，以英文本為準。

II. APPROACH TO SUSTAINABILITY

At Global Strategic, it is recognised that maintaining robust and disciplined corporate governance processes is critical to sustaining consistently good performance. The Group's activities are conducted in accordance with its core values including care, integrity, respect, collaboration, transparency and commitment. Championed by the Group leaders, the sustainability governance framework of the Group guides the way the organisation works, enabling it to adapt and drive sustainable business practices continuously.

Assuming the ultimate responsibility for all the ESG-related issues, policies and reporting, the Board of Directors of the Group (the "Board") takes the lead on and has the oversight of the execution of the Group's sustainability strategy in a top-to-bottom manner. The Board sets and regularly reviews the company policies including the Code of Conduct and Operation Manual which frame the staff behaviour, while standing committees have been established to assist with the effective discharge of the Board's duties. Authority is also delegated to the Management to conduct day-to-day operations in accordance with the Group's policies.

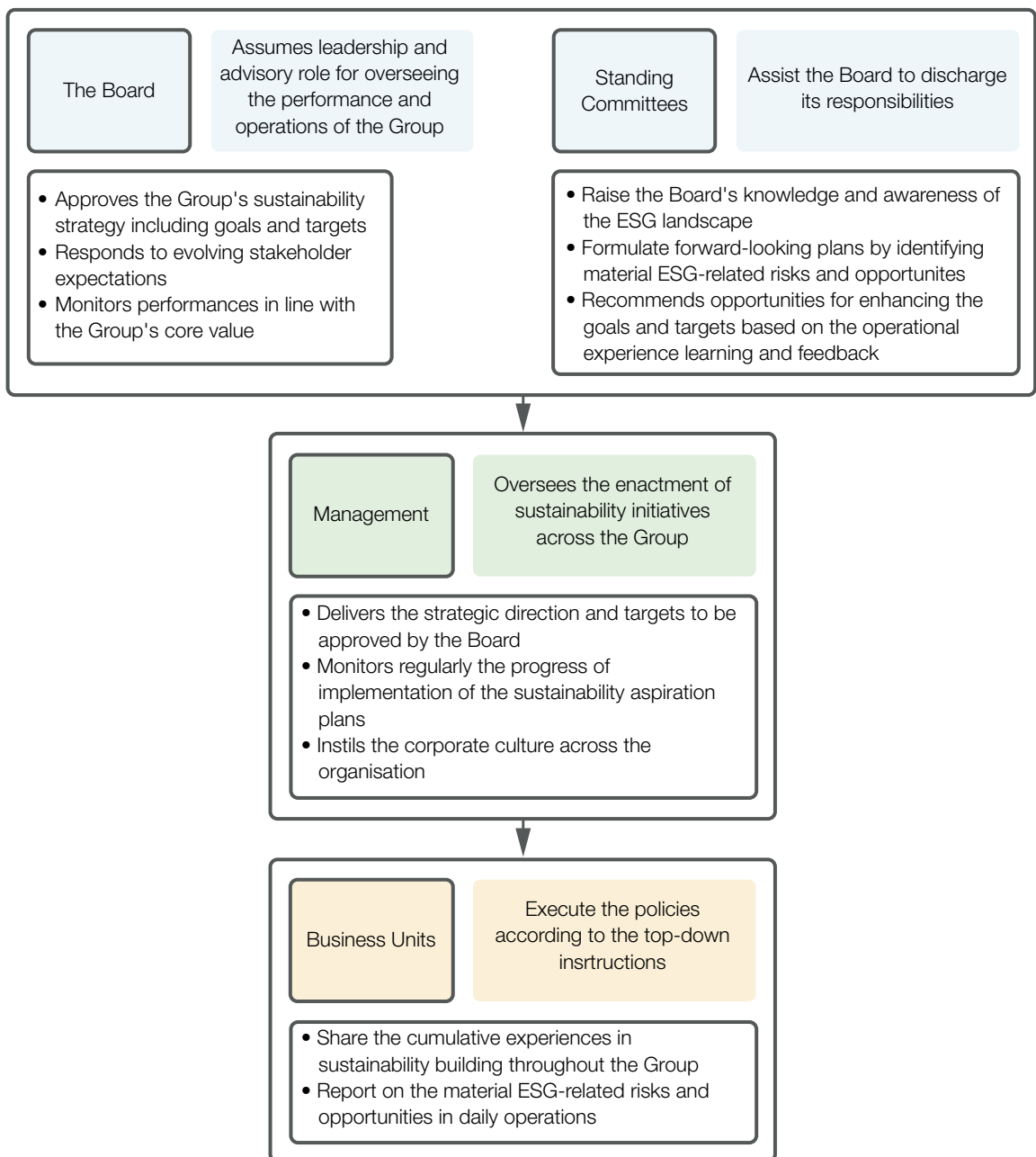
II. 可持續發展方向

在環球戰略集團有限公司，保持穩健和紀律嚴明的公司治理方式對於保持持續的良好業績至關重要。本集團的業務活動建基於其核心價值，包括關懷、正直、尊重、協作、透明度和承諾。在本集團領導人的倡導下，本集團的可持續發展治理框架指導著公司的運作模式，使其能夠不斷適應及推動可持續的商業實踐。

本集團的董事會（「董事會」）對於本集團所有與環境、社會及管治相關的問題、政策和報告承擔全部責任，牽頭並以自上而下的方式監督集團可持續發展戰略的執行。董事會制定並定期審查公司政策，包括規範員工行為的《行為守則》和《操作手冊》，同時成立常設功能委員會以協助董事會有效履行職責。管理層亦獲授權根據本集團的政策執行日常營運。

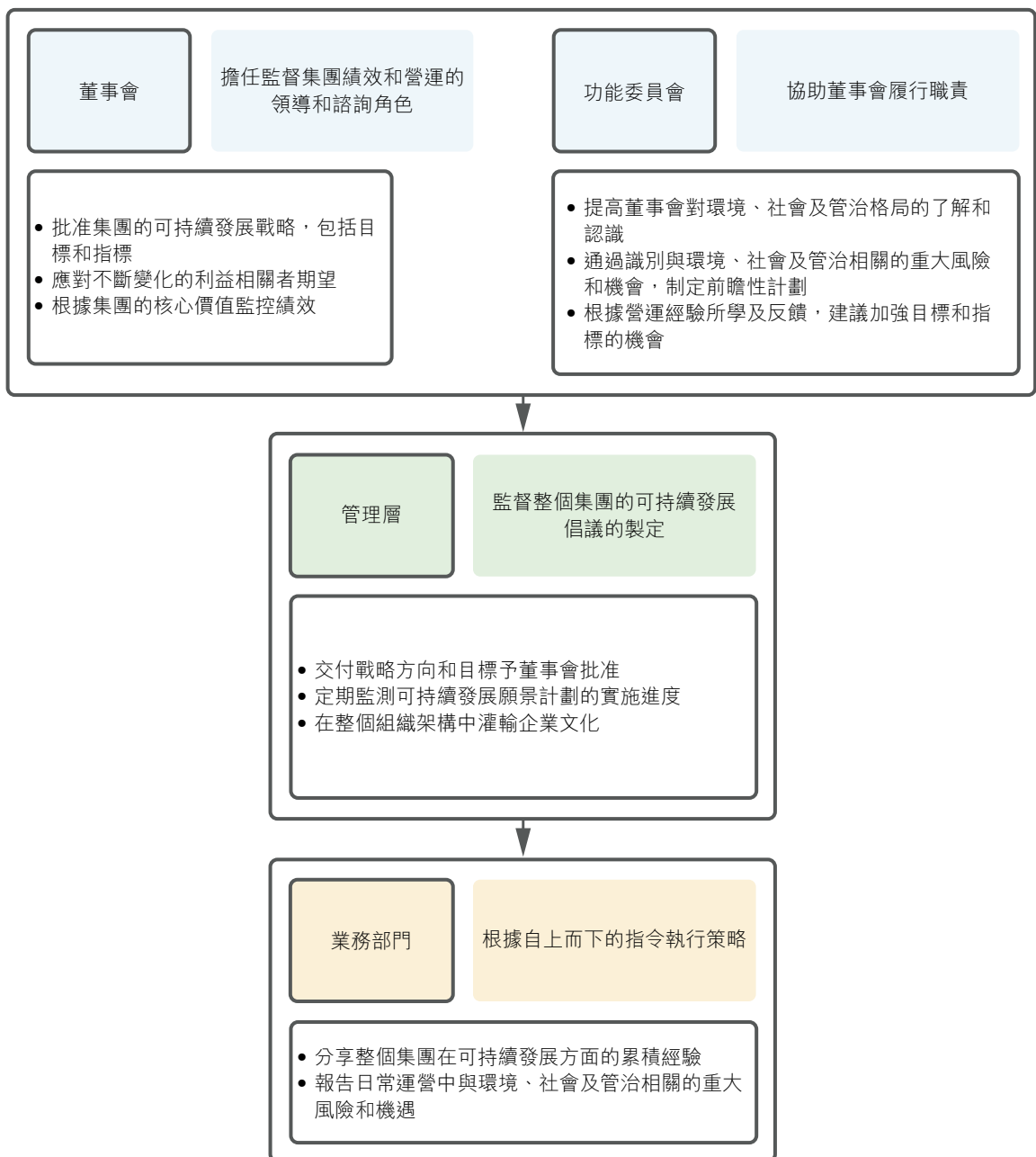
II. APPROACH TO SUSTAINABILITY (Continued)

II. 可持續發展方向 (續)



II. APPROACH TO SUSTAINABILITY (Continued)

II. 可持續發展方向(續)



II. APPROACH TO SUSTAINABILITY *(Continued)*

The Group believes that a strong corporate governance is foundational to promoting a sustainable and responsible business, including business ethics, corporate value and risk management. Over the past few years, the Group has been putting efforts to minimise its negative environmental and social impacts during operations, while striving to create long-term shared value for all the stakeholders. In addition to assigning specific staff and the Finance Department to keep a periodic review of any updates of ESG-related laws and regulations, external consultants are also engaged to share the latest industrial best practices with the Board such that the leaders of the Group can always keep abreast of the trend in sustainable development in the business world and be empowered to prioritise and address the potential ESG risks. Further, the Board periodically reviews the Group's progress and performance against relevant targets in relation to the Group's material environmental impacts, national ambitions and global sustainable development goals. For instance, the Group has evaluated and identified the United Nations Sustainable Development Goals that are most relevant to its business and concerned by its stakeholders, and tracked its performance under each goal that can enable the alignment of its development with global best practices.

With the forward-looking guidance and well-designed plans to address underlying ESG matters, the Management, under the leadership of the Board, regularly reviews the elements of the Group's sustainable governance framework to ensure ongoing fulfilment of legal and stakeholders' requirements, as well as conformance with the industrial best practices. Details of the Group's management approaches in both the environmental and social aspects are elaborated under different sections of this ESG report.

II. 可持續發展方向 *(續)*

本集團相信，有效的企業管治是促進可持續發展和負責任業務(包括商業道德、企業價值和風險管理)的基礎。在過去的幾年中，本集團一直致力於最大程度地減少其在營運過程中對環境和社會造成的負面影響，同時努力為所有利益相關者創造長期的共享價值。本集團除了委派專人及財務部定期檢討任何與環境、社會及管治相關的法律及法規更新外，亦聘請外部顧問與董事會分享最新的行業最佳實踐，使本集團領袖能時刻掌握商界可持續發展的趨勢，以能辨別優先順序並處理潛在的環境、社會及管治風險。此外，董事會定期審查本集團在對其重要環境影響、國家目標以及全球可持續發展目標方面的進展和績效。舉例而言，本集團評估並確定了與其業務最相關以及其利益相關者最關心的聯合國可持續發展目標，並跟蹤了其在每個目標下的績效，以使其發展與全球最佳實踐保持一致。

憑藉前瞻性的指導和精心設計的規劃來解決潛在的環境、社會及管治問題，本集團的管理團隊在董事會的領導下，定期審查本集團的可持續管理框架的要素，以確保持續滿足法律和利益相關者的要求，並符合行業最佳實踐。本環境、社會及管治報告的不同章節詳細介紹了本集團在環境和社會方面的管理方法。

II. APPROACH TO SUSTAINABILITY *(Continued)*

Board Statement

Dear valued stakeholders,

On behalf of the Board, I am pleased to present to you the standalone ESG Report of the Group in the financial year ended 30 September 2021, demonstrating our progress and performance in building a sustainable future.

Our Strategy

As the biggest domestic gas supplier in Yichang, the Group has improved the quality of life of many local people for years. Upholding our pursuance of sustainability as a core not just to our values but also as a drive for our long-term performance, we strive to meet the needs and expectations of our stakeholders. Through annual materiality assessment, ESG issues that are material to our operations have been identified and prioritised with the validation from the Board. Meanwhile, in the face of increasing international and surrounding urge of achieving global sustainability as soon as possible, we are dedicated to making good use of our resources and optimising the business of each subsidiary to cope with future uncertainties.

To fully undertake our corporate responsibilities in effective ways, division of labour is clearly set for various material ESG matters in shared responsibility. Maximising the working capacity of the Standing Committees, audits on implementation of ESG measures will be performed as needed, while the Board will review the results and make final informed decisions.

II. 可持續發展方向(續)

董事會聲明

尊敬的利益相關者，

我謹代表董事會欣然向您們呈獻此份截至二零二一年九月三十日財年的獨立環境、社會及管治報告，以展示我們在建設未來的可持續性方面取得的進展和表現。

我們的策略

作為宜昌最大的本土天然氣供應商，本集團多年來改善了許多當地人民的生活質量。追求可持續發展不僅是我們的核心理念，更是我們長遠發展的動力，為此我們努力滿足利益相關者的需求和期望。透過年度重要性評估，我們已識別並確定與營運至關重要的環境、社會及管治議題的優先順序，並經董事會的確認。同時，面對國際及周邊地區對盡快實現全球可持續發展的強烈追求，我們致力於善用資源，優化各子公司業務，以應對未來的不確定性。

為有效地全面履行我們的企業責任，責任共擔的各項重大環境、社會及管治事務都有明確的分工。為最大化功能委員會的功效，其將視需要對環境、社會及管治措施的執行情況進行審計，並由董事會審查相關結果以作知情決策。

II. APPROACH TO SUSTAINABILITY *(Continued)*

Board Statement *(Continued)*

Our Aspirations

Aligning with the UN SDGs and our sustainability pillars, our aspirations and targets have been announced. As we are majoring in natural gas business, we realise that the environmental footprint during operations and the gas use safety concerns are most related and material to our business. We are committed to continually making progress on the targets that we have set and optimising the operation of each subsidiary that are suitable for their own business model. In addition to groupwise targets, the relevant person in charge of each subsidiary is responsible for formulating their annual targets and gaining approval from the Board. Regularly monitoring the progress in achieving our aspirations, the Board reviews and oversees the disclosure of corresponding performance in the ESG Report annually.

Our Climate Resilience

As a major gas midstream provider in Central China region, we acknowledge our important role in pushing forward decarbonisation while providing reliable and affordable energy to power domestic markets. With the national pledge of carbon neutrality by 2060 and the extensive promotion of “coal-to-gas” as well as clean energy, we are well positioned to work in partnership with the local communities in combating climate change. Reckoning the business nature of the gas midstream industry, as we continue to minimise our environment impacts during business, we have also been putting relentless focus on grasping the opportunities as climate awareness increases globally. On top of enhancing our existing facilities to adapt to climate-related extreme weather events, we are also investing in new low-emission technologies so as to better facilitate the national transition to zero-carbon economy.

II. 可持續發展方向 *(續)*

董事會聲明 *(續)*

我們的抱負

與聯合國可持續發展目標和我們的可持續發展方針保持一致，我們已經公佈相關的抱負和目標。由於我們主營天然氣業務，我們意識到營運期間的環境足跡和天然氣使用安全問題與我們的業務最為相關及重要。我們致力於在設定的目標上不斷向前推進，並因應其商業模式優化每間子公司的營運。除集團目標外，各子公司的相關負責人亦負責制定年度目標並交由董事會審批。董事會定期監察實現抱負的進程，檢討和監督環境、社會及管治報告中相應表現的年度披露。

我們的氣候應變能力

作為華中地區的主要天然氣中游供應商，我們意識到我們在為國內市場提供可靠且價格合理的能源，同時在推動減碳方面的重要作用。隨著國家承諾在二零六零年或之前實現碳中和，並廣泛推廣「煤改氣」和清潔能源，我們有自信和能力與當地社羣合作應對氣候變化。考慮到天然氣中游行業的業務性質，在我們繼續將業務期間對環境的影響降至最低同時，隨著全球氣候意識的提高，我們也一直致力於抓住當中的機遇。除了加強我們現有的設施以適應與氣候相關的極端天氣事件外，我們還投資於新的低排放技術，以更好地促進國家向零碳經濟的過渡。

II. APPROACH TO SUSTAINABILITY *(Continued)*

Board Statement *(Continued)*

Our Climate Resilience *(Continued)*

Looking ahead, as the pandemic dies down and China's economy recovers, we will continue to focus on providing clean, reliable and affordable products, and evaluate the ways that enhance our ESG performance in our journey towards a more sustainable future.

Last but not least, I would like to take this opportunity to express the sincere gratitude towards our dedicated staff, loyal business partners, understanding shareholders, valuable customers and other stakeholders for continuously supporting us on the way transitioning towards a more sustainable enterprise.

Wang Wenzhou

Chief Executive Officer

10 February 2022

III. STAKEHOLDERS ENGAGEMENT

As the long-term success of an enterprise depends on maintaining meaningful relationships with its key stakeholders, the Group highly values the feedback from its stakeholders and takes an initiative to build a trustful and supporting relationship with them through their preferred channels for communication, which are listed in the table below.

The key stakeholders of the Group include the shareholders, employees, customers, suppliers, government and general public. The Group is determined to establish stable relationships with different stakeholders so as to maximise the capacity to consider their material interests and concerns during the development of the Group's sustainability strategies.

II. 可持續發展方向 *(續)*

董事會聲明 *(續)*

我們的氣候應變能力 *(續)*

展望未來，隨著疫情的消退和中國經濟的復甦，我們將繼續專注於提供清潔、可靠和價格合理的產品，並評估在邁向更可持續的未來的過程中，如何提高我們環境、社會及管治方面的表現。

最後，我想藉此機會對我們辛勤的員工，忠誠的業務合作夥伴、諒解的股東們、珍貴的客戶以及其他利益相關者對我們過渡成為更具可持續性企業的持續支持表示由衷的感謝。

王文周

行政總裁

二零二二年二月十日

III. 利益相關者參與

由於企業的長期成功有賴於與其主要利益相關者保持有意義的關係，本集團高度重視利益相關者的反饋，並主動透過他們首選的溝通渠道與他們建立信任和互相支持的關係，具體溝通渠道如下表所示。

本集團的主要利益相關者包括股東、員工、客戶、供應商、政府和公眾。本集團決心與不同的利益相關者建立穩定的關係，以便在制定本集團的可持續發展戰略期間最大限度地考慮他們的關注和疑慮。

環境、社會及管治報告

Environmental, Social and Governance Report

III. STAKEHOLDERS ENGAGEMENT (Continued)

III. 利益相關者參與(續)

Stakeholder Group 利益相關者	Engagement channels 溝通渠道	Topics of interest/concern 感興趣／關注的議題
Shareholders 股東	<ul style="list-style-type: none"> Annual report 年報 Annual general meetings 股東週年大會 Corporate website 公司網站 Direct communication 直接溝通 	<ul style="list-style-type: none"> Business strategies and financial performance 業務策略及財務表現 Corporate governance 企業管治 Business sustainability 業務可持續性
Employees 僱員	<ul style="list-style-type: none"> Interviews 面談 Training sessions 培訓課程 Internal memos 部備忘錄 	<ul style="list-style-type: none"> Rights and benefits 權利及福利 Employee compensation 僱員酬金 Training and development 培訓及發展 Working hours 工作時數 Occupational health and safety 職業健康與安全
Customers 顧客	<ul style="list-style-type: none"> Direct communication and emails 直接溝通及電郵 Complaint hotlines 投訴熱線 Opinion boxes 意見箱 Customer surveys 客戶調查 	<ul style="list-style-type: none"> Products and service quality 產品及服務質量 Service safety and stability 服務安全性及穩定性 Protection of privacy 私隱保障
Suppliers 供應商	<ul style="list-style-type: none"> Business meetings 業務會議 Tendering 投標 	<ul style="list-style-type: none"> Fulfilment of promises 履行承諾 Payment schedule 付款時間表
Government 政府	<ul style="list-style-type: none"> Statutory filings and notification 法規文件存檔及通知 Regulatory or voluntary disclosures 監管或自願披露 Tax return 納稅申報單 	<ul style="list-style-type: none"> Compliance with law and regulations 遵守法律法規 Fulfilment of tax obligation 履行稅務責任 Environmental protection 環境保護
General public 公眾	<ul style="list-style-type: none"> Community activities 社區活動 Corporate donations 企業捐贈 	<ul style="list-style-type: none"> Fair employment opportunities 公平就業機會 Environmental awareness 環境保護意識

III. STAKEHOLDERS ENGAGEMENT (Continued)

Materiality Assessment

Sustainable development encompasses a holistic spectrum of environmental and social aspects. In order to identify the environmental, social and economic issues that are of greatest concern to the Group and its stakeholders, thereby taking the result as a guide to sharpen the Group's focus regarding sustainability efforts, the Group undertook an annual review in identifying and understanding its stakeholders' main concerns and material interests for the ESG report in FY2021.

In FY2021, the Group engaged its stakeholders to perform a materiality assessment survey initiated by a third-party agency in order to ensure the accuracy and objectivity of evaluation. Through a science-based materiality assessment to prioritise the topics from an inventory of ESG issues, the Group eventually formulated a materiality assessment matrix below, which reflected the real concerns of its stakeholders on ESG matters and facilitated the Group to develop plans for more effective ESG management.

The Group adopted a stepwise process for topic identification, prioritisation and validation to ensure that relevant sustainability topics are being managed and reported in accordance with their materiality.

(1) Identification

With reference to the ESG Guide and internationally recognised reporting frameworks, 41 fundamental sustainability topics were identified under the latest sustainability landscape that were deemed to have potential environmental and social impacts through the Group's operations.

III. 利益相關者參與(續)

重要性評估

可持續發展涵蓋了全方位的環境和社會方面話題。為確定本集團及其持份者最關注的環境、社會及經濟議題，並引為參考以聚焦本集團對可持續發展工作的關注，本集團進行了年度審查，以確定並了解其利益相關者對二零二一財年環境、社會及管治報告的主要關注和興趣。

為確保評估的準確性和客觀性，本集團於二零二一財年邀請各利益相關方進行了由第三方機構發起的重要性評估調查。透過科學性的重要性評估對整體環境、社會及管治議題清單進行優先程度考量，本集團最終制定了如下的重要性評估矩陣。該矩陣反映了利益相關者對環境、社會及管治事宜的切實關注，有助於本集團制定行動計劃，並以更有效的方式進行環境、社會及管治管理。

本集團通過逐步識別、重要性排序和驗證的過程，確保以重要性為依據，對相關的可持續性議題進行管理和報告。

(1) 識別

參考環境、社會及管治報告指引及國際認可的報告框架，本集團結合最新的可持續發展形勢，確定了41個被認為在本集團營運中對環境及社會產生影響的重要可持續發展議題。

III. STAKEHOLDERS ENGAGEMENT (Continued)

III. 利益相關者參與(續)

Materiality Assessment (Continued)

重要性評估(續)

(1) Identification (Continued)

(1) 識別(續)

1	GHG Emissions 溫室氣體排放	15	Preventing Child and Forced Labour 杜絕僱傭童工和強制勞工	29	Product Design & Lifecycle Management 產品設計創新&產品生命周期管理
2	Air Pollution 空氣污染	16	Labour Practices 勞工權益	30	Access & Affordability 產品/服務獲取和可負擔性
3	Energy Management 能源管理	17	Green Procurement 綠色採購	31	Business Ethics & Anti-corruption 商業道德和反腐敗
4	Water & Wastewater Management 水資源和廢水管理	18	Communication and Engagement with Suppliers 與供應商的良好溝通及參與	32	Internal Communication & Grievance Mechanism 內部溝通和申訴機制
5	Solid Waste Stewardship 固體廢棄物管理	19	Environmental Risk (e.g. pollution) Management of Supply Chain 供應鏈的環境風險(如環境污染)	33	Community Engagement 與當地社區的交流和聯繫
6	Materials Management 原材料使用管理	20	Social Risk (e.g. human rights or corruption) Management of Supply Chain 供應鏈的社會風險(如人權和腐敗)	34	Participation in Philanthropy 公益慈善活動的參與
7	Land Use, Ecosystem and Biodiversity 土地使用、生態系統和生物多樣性	21	Supply Chain Materials Sourcing & Efficiency 供應鏈及其供應材料對外部風險(如氣候風險)的適應性	35	Cultivation of Local Employment 促進當地就業
8	Climate Change Mitigation & Adaptation 氣候變化緩解和適應	22	Health and Safety Relating to Products/Services 產品/服務健康和 safety	36	Local Environmental Protection 本地環保
9	Packaging Material Management 包裝材料管理	23	Customers Welfare 顧客福祉	37	Support of Local Economic Development 支持本地經濟發展
10	Renewable and Clean Energy 可再生和清潔能源	24	Marketing and Promotion 營銷和推廣	38	Business Model Adaptation and Resilience to Environmental, Social, Political and Economic Risks and Opportunities 商業模型對環境、社會、政治和經濟風險和機遇的適應性和恢復力
11	Diversity & Equal Opportunity 多元化和平等機遇	25	Intellectual Property Rights 保護知識產權	39	Management of the Legal & Regulatory Environment (regulation-compliance management) 法律監管環境變化的應對和管理(法律合規管理)
12	Employee Remuneration and Benefits 雇員薪酬條件和福利政策	26	Product Quality 產品質量	40	Critical Incident Risk Responsiveness 突發事件應急風險應對能力
13	Occupational Health and Safety 職業健康與安全	27	Customer Privacy and Data Security 顧客私隱保護和數據安全	41	Systemic Risk Management (e.g. Financial Crisis) 系統化風險管理(例如, 金融危機)
14	Employee Development and Training 雇員發展和培訓	28	Labelling Relating to Products/Services 與產品/服務相關的標籤問題		

III. STAKEHOLDERS ENGAGEMENT (Continued)

III. 利益相關者參與(續)

Materiality Assessment (Continued)

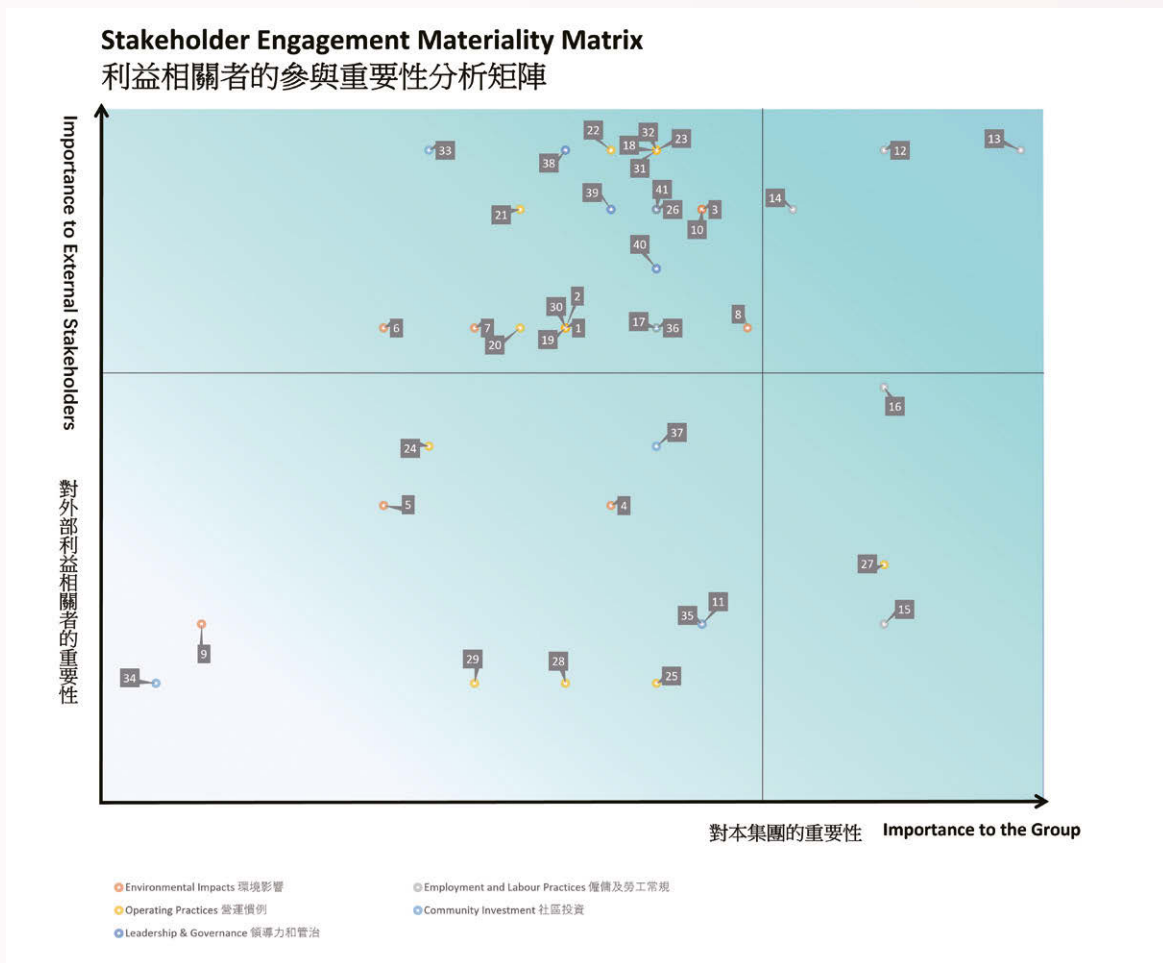
重要性評估(續)

(2) Prioritisation

(2) 排序

To determine the materiality of the selected ESG topics, the Group collected, analysed the feedback of the stakeholder groups, and mapped out the outcome in the materiality matrix below to reflect their level of significance.

為了確定所選環境、社會及管治主題的重要性，本集團收集並分析了所選利益相關者群體的反饋，並於以下重要性矩陣中列出，以反映其重要性。



III. STAKEHOLDERS ENGAGEMENT (Continued)

Materiality Assessment (Continued)

(2) Prioritisation (Continued)

According to the outcome of the materiality analysis matrix, the Group identified three ESG issues that were of great significance to both the Group and its stakeholders, namely "Employee Remuneration and Benefits", "Occupational Health and Safety" and "Employee Development and Training".

(3) Validation

Being reviewed and validated by the Board, this assessment enabled the Group to objectively prioritise its sustainability issues, precisely identify the material and relevant aspects, and effectively make for the purposeful documentation and disclosure of its ESG performance so as to align them with stakeholders' expectations.

III. 利益相關者參與(續)

重要性評估(續)

(2) 排序(續)

根據重要性分析矩陣的結果，本集團識別了三個對本集團及其利益相關者均具有重大意義的環境、社會及管治議題，即「僱員薪酬條件和福利政策」、「職業健康與安全」和「僱員發展及培訓」。

(3) 驗證

經過董事會的審核和驗證，該評估使本集團能夠客觀地優先考慮其可持續性問題，準確識別重要和相關的方面，並有效地對其環境、社會及管治表現進行有目的性的記錄和披露，以另其與利益相關者的期望保持一致。

Supporting the Sustainable Development Goals (SDGs)

支持可持續發展目標

The 17 SDGs set up by the United Nations in 2015 was designed to be a blueprint to achieve a better and more sustainable future for all. Aligning itself with this international approach, the Group aims to further strengthen its corporate sustainability management and to solidify a common language for communicating the Group's performance on contributing to a sustainable future and building its business resilience. To this end, referencing to the evaluation on its stakeholders' opinions on corporate sustainability stewardship, together with its business strategy, the Group identified three SDGs as shown below, which particular attention are paid on.



聯合國於 2015 年制定的 17 項可持續發展目標旨在為所有人實現更美好、更可持續未來所構建的藍圖。為進一步加強其企業可持續發展管理，並掌握一種共同語言，以傳達本集團在促進可持續未來和建立業務彈性方面的表現，本集團與此國際方針接軌。因此，本集團參考利益相關者對企業可持續發展管理意見的評估，結合其商業策略，確定了如上所示的三個 SDGs，予以特別關注。

III. STAKEHOLDERS ENGAGEMENT *(Continued)*

Supporting the Sustainable Development Goals (SDGs) *(Continued)*

According to the results, it was found that “Target 3: Good Health and Well-being”, “Target 9: Industry, Innovation, and Infrastructure” and “Target 11: Sustainable Cities and Communities” were taken as the most concerned goals for the Group’s sustainability development.

III. 利益相關者參與 *(續)*

支持可持續發展目標 *(續)*

結果顯示，「目標3：良好健康與福祉」、「目標9：產業、創新和基礎設施」以及「目標11：可持續城市和社區」被確定為本集團可持續發展最為關注的目標。

3 GOOD HEALTH AND WELL-BEING

3 良好健康与福祉

The Group aspires to be the safest natural gas-related company with zero accident rate.

- Provide occupational health and safety training to all staff
- Promote the safe use of gas to the public
- Increase the frequency of pipeline safety inspection

本集團立志成為最安全、事故率為零的天然氣相關企業。

- 為所有員工提供職業健康和安全教育培訓
- 向公眾宣傳安全用氣
- 增加管道安全檢查頻率

III. STAKEHOLDERS ENGAGEMENT (Continued)

III. 利益相關者參與(續)

Supporting the Sustainable Development Goals (SDGs)
(Continued)

支持可持續發展目標(續)

9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



9 产业、创新和
基础设施



The Group aspires to support the local development with a focus on affordable and equitable access in view of increasing energy demand.

- Develop reliable, sustainable and resilient infrastructure
- Invest in upgrading current infrastructures
- Invest in exploration on innovative technologies

鑑於日益增長的能源需求，本集團立志支持當地發展，重點關注可負擔和公平的能源獲取。

- 開發可靠、可持續和有韌性的基礎設施
- 投資升級現有基礎設施
- 投資探索創新技術

11 SUSTAINABLE CITIES
AND COMMUNITIES



11 可持續
城市和社区



The Group aspires to create positive legacy and sustainable futures for the communities where it operates.

- Provide local job opportunities and pay taxes on time
- Create safe, resilient and sustainable human settlements
- Promote high-efficiency energy use and improve service quality for increasing urban population

本集團立志為其經營所在的社區創造積極的正面效益和可持續的未來。

- 提供本地就業機會並按時納稅
- 創建安全、有韌性和可持續的人類住區
- 促進能源高效利用，為日漸增加的城市人口提高服務質量

III. STAKEHOLDERS ENGAGEMENT *(Continued)*

Stakeholders' feedback

As the Group strives for excellence, stakeholders' feedback is appreciated, especially on topics listed as the highest importance in the materiality assessment and its ESG approach and performance. Readers can share their views with the Group at info@globalstgr.com.hk

IV. ENVIRONMENTAL RESPONSIBILITY

Green operation is both a responsibility and an opportunity to secure the future of business and society. Valuing the long-term sustainability of the environment and community in which it operates, the Group is preparing itself for the growing challenge of various environmental issues by setting out internal standards, procedures and guidelines for environmental action of the organisation. Acknowledging that the sales of natural gas and installation of pipelines substantially benefit the communities moving away from carbon-intensive coal consumption, the Group is dedicated to advancing the sustainable development trajectory through the stringent control of its emissions and consumption of resources.

This section primarily discloses the Group's policies, practices, and quantitative data on emissions, use of resources, the environment and natural resources in FY2021.

III. 利益相關者參與 *(續)*

利益相關者反饋

本集團在追求卓越的過程中，尤其是在重要性評估中被列為非常重要的議題上，始終歡迎利益相關者的反饋，讀者亦可通過本集團的電郵地址 info@globalstgr.com.hk 分享他們的觀點。

IV. 環境責任

綠色營運是確保企業和社會未來的責任與機遇。本集團重視其經營所在的環境和社區的長期可持續性。本集團通過制定環境問題相關的內部標準、程序和指南，為日後更具挑戰性的各種環境問題做好準備。本集團認識到天然氣銷售和管道安裝有效幫助社區擺脫高碳排放的煤炭消耗，因此致力於通過嚴格控制其排放和資源消耗來推進可持續發展計劃。

本節主要披露本集團於二零二一財年有關排放物、資源使用、環境及天然資源的政策、常規及量化數據。

IV. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.1 Emissions

Law compliance

In FY2021, the Group was in compliance with all applicable legal and regulatory requirements regarding environmental protection and found no disregard to national or local influential laws in relation to GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste, including but not limited to:

- Environmental Protection Law of the People's Republic of China (中華人民共和國環境保護法);
- Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution (中華人民共和國大氣污染防治法);
- Law of the People's Republic of China on Prevention and Control of Water Pollution (中華人民共和國水污染防治法);
- Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes (中華人民共和國固體廢物污染環境防治法); and
- Law of the People's Republic of China on Conserving Energy (中華人民共和國節約能源法).

IV. 環境責任(續)

A.1 排放物

法律合規

於二零二一財年，本集團已遵守與環境保護相關的法律法規，且概無發現違反對其有重大影響的廢氣及溫室氣體排放、向水及土地的排污以及有害或無害廢物產生的相關國家或本地法律，包括但不限於：

- 《中華人民共和國環境保護法》;
- 《中華人民共和國大氣污染防治法》;
- 《中華人民共和國水污染防治法》;
- 《中華人民共和國固體廢物污染環境防治法》; 以及
- 《中華人民共和國節約能源法》。

IV. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.1 Emissions (Continued)

Law compliance (Continued)

In FY2021, air pollutants from the Group including sulphur oxides (“SO_x”), nitrogen oxides (“NO_x”) and particulate matter (“PM”) were mainly generated from the vehicles for transportation and operations. Meanwhile, the greenhouse gases (“GHGs”) emissions from the Group were primarily from the combustion of fossil fuels and the consumption of electricity in its business operations. Non-hazardous wastewater that primarily consisted of domestic wastewater was discharged by the Group in FY2021, while no significant amount of hazardous waste or non-hazardous solid waste was recorded during the year under review. The Group’s total emissions in FY2021 are summarised in Table E1 in the section APPENDIX – PERFORMANCE TABLE.

Air and GHG Emissions

In FY2021, the total air emissions of the Group, which were primarily from the vehicle use for transportation and operations, slightly increased as compared with that of FY2020. The slight increase in air emissions was mainly due to the growing use of gasoline for vehicles for business opportunities in the reporting year.

IV. 環境責任(續)

A.1 排放物(續)

法律合規(續)

於二零二一財年，本集團的廢氣污染物主要來自於運輸和商業營運，即硫氧化物(「SO_x」)、氮氧化物(「NO_x」)及顆粒物(「PM」)。同時，本集團的溫室氣體排放主要歸因於化石燃料的燃燒以及其業務營運中的電力消耗。本集團於二零二一財年排放的無害廢水主要為生活污水，而於回顧年度內並無錄得大量有害廢物或無害固體廢物。本集團在二零二一財年的詳細排放表現總結於附錄一績效表—表E1。

廢氣及溫室氣體排放

於二零二一財年，本集團的廢氣排放主要來自運輸和營運中使用的車輛。而與二零二零財年相比，總廢氣排放量略有上升，主要是由於尋求商業機會而更多使用汽油車輛所致。

IV. ENVIRONMENTAL RESPONSIBILITY

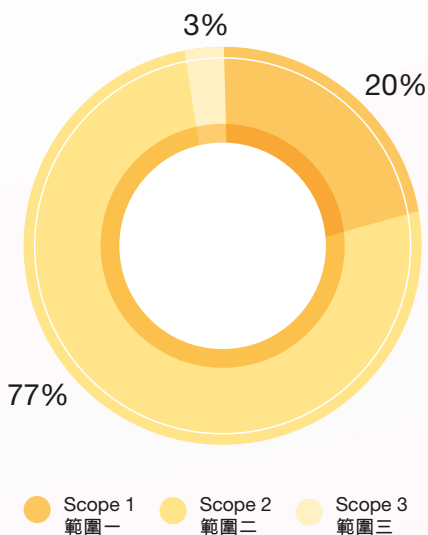
(Continued)

A.1 Emissions (Continued)

Air and GHG Emissions (Continued)

In FY2021, the GHG emissions pattern barely changed as compared to FY2020, with Scope 2 emissions that stemmed from the use of electricity being the dominant contributor (59.52%). Meanwhile, the total GHG emissions reduced by 36.22%, with Scope 3 emissions dwindling by 80.01%. The decline was mainly due to the huge reduction in the use and discharge of water. Meanwhile, Scope 2 emissions of the Group also lessened by 50.61%, which marked the unremitting efforts of the Group in controlling the use of electricity during operations.

GHG emissions pattern in FY2020
二零二零財年溫室氣體排放模式



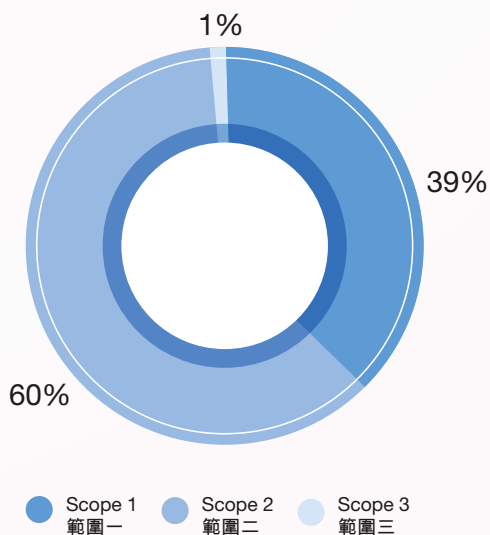
IV. 環境責任(續)

A.1 排放物(續)

廢氣及溫室氣體排放(續)

與二零二零財年相比，本集團二零二一財年的溫室氣體排放模式幾乎沒有變化，以源於電力使用的範圍二排放量為主(59.52%)。同時，溫室氣體的總排放量下降了36.22%，其中範圍三的排放量大幅減少80.01%。減幅的主因源於用水量和排水量的大幅減少。此外，本集團範圍二的排放量亦減少了50.61%，標誌著本集團在控制營運用電方面的不懈努力。

GHG emissions pattern in FY2021
二零二一財年溫室氣體排放模式



IV. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.1 Emissions (Continued)

Air and GHG Emissions (Continued)

As there was a slight growth in Scope 1 emissions, the Group has paid particular attention to monitoring and controlling its direct emissions from vehicle use for transportation through the following key approaches:

- Regular maintenance of the fleet to ensure engine efficiency;
- Promotion of good driving habits including the prohibition of idling engines;
- Adoption of teleconferencing technologies to avoid unnecessary transportation or travel;
- Exploration of the opportunities in using more efficient energy source alternatives; and
- Establishment of scientific and standardised systems to monitor and review the emission reduction progress.

For indirect emissions, detailed measures taken by the Group to reduce its GHG emissions through electricity conservation are described further in **A.2 Use of Resources** of this report.

IV. 環境責任(續)

A.1 排放物(續)

廢氣及溫室氣體排放(續)

由於範圍一排放量略有增長，因此本集團特別重視通過以下主要途徑，監測和控制其車輛運輸的直接排放：

- 定期維護車隊車輛以確保發動機效能；
- 養成良好的駕駛習慣，包括禁止停車不熄火；
- 採用電話會議科技，以避免不必要的交通運輸；
- 探索使用更高效的替代能源；以及
- 建立科學和標準化的制度，以監測和審查減排進度。

關於間接排放方面，本報告**A.2資源使用**中進一步介紹了本集團通過節電減少溫室氣體排放的詳細措施。

IV. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.1 Emissions (Continued)

Solid Waste and Wastewater

Non-hazardous waste

In FY2021, the non-hazardous wastewater and solid waste generated by the Group were mainly domestic wastewater and municipal solid waste from daily operations. The amount of wastewater generated by the Group during the year under review diminished drastically as compared to that of FY2020, mainly due to the joint effort of staff members in reducing water use, as well as the decline in water demand for cleaning and sanitisation given the gradual relief of the pandemic. Nevertheless, the Group is still dedicated to its principles of waste reduction and continuing to monitor the practices in waste management.

Embracing the idea of Circular Economy and in full support of the national waste classification regulation, the Group promotes the “3R principle – Reduce, Reuse and Recycle” through the adoption of its waste classification methods across its working sites. Sorted solid waste is normally handled by professional third parties for recycling, while non-recyclables are transported to waste disposal plants for treatment. To instil the concept of conservation in its offices, the Group also provides reusable cups and cutleries to its employees to minimise the use of disposable items. Meanwhile, the Group has also been piloting paper recycling scheme in its office in Hong Kong, which is discussed in the section **A.3 The Environment and Natural Resources**.

IV. 環境責任(續)

A.1 排放物(續)

固體廢棄物及廢水

無害廢物

於二零二一財年，本集團產生的無害廢水和固體廢物主要為生活污水和日常營運產生的城市固體廢物。與二零二零財年相比，本集團於回顧年度內所產生的廢水量大幅下降，主要是由於員工在減少用水方面的共同努力，以及隨著疫情的逐步緩解，以致對清潔和衛生的用水需求下降。雖然如此，本集團仍致力於遵守其減廢的原則，並繼續監測廢物管理的實踐。

秉承循環經濟理念並支持全國範圍的垃圾分類政策，本集團推行「3R – 減少、重用和回收」的概念，並在其工作場所採用廢物分類方法。已分類的固體廢物通常由專業的第三方處理以進行回收，而不可回收廢物則被運送到廢物處理廠進行處理。為於辦公室傳播節約觀念，本集團亦向員工提供可重複使用的杯子和餐具，以最大程度地減少對一次性用品的使用。此外，本集團亦在其香港辦事處試行紙張回收計劃，詳細描述於本報告**A.3環境與自然資源**。

IV. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.1 Emissions (Continued)

Solid Waste and Wastewater (Continued)

Non-hazardous waste (Continued)

During the year under review, the wastewater from the Group mainly consisted of commercial wastewater from offices and the industrial wastewater from the pipe installation operations. To minimise the environmental risk of wastewater from the construction machinery to natural water body, the quality of wastewater was carefully monitored and scientifically treated to meet the statutory requirements including the concentrations of suspended solids, COD (Chemical Oxygen Demand), BOD (Biological Oxygen Demand) and other parameters.

While the wastewater generated by the Group was mainly municipal wastewater from daily operations in FY2021, which largely depended on the amount of freshwater that the Group consumed, the Group adopted effective measures to reduce its water consumption in daily operations, which are further described in the next section **A.2 Use of Resources**.

Hazardous wastes

The hazardous wastes disposed of by the Group were principally comprised of iron oxide and waste mineral oil from gas pipe installation. The Group establishes and strictly monitors the implementation of its protocol, which clearly details the proper handling procedures of hazardous waste at each stage to guarantee the secure management of hazardous waste. After collection, all hazardous wastes are treated and disposed by authorised professional organisations. In FY2021, no significant amount of hazardous waste was generated or recorded by the Group.

IV. 環境責任(續)

A.1 排放物(續)

固體廢棄物及廢水(續)

無害廢物(續)

於回顧年度內，本集團的廢水主要包括辦公室所產生的商業廢水及管道安裝業務的工業廢水。為最大程度地減少施工機械產生的廢水對自然水體的環境威脅，本集團對廢水的質量進行了嚴格的監測和科學的處理，以滿足有關懸浮固體濃度、COD（化學需氧量）、BOD（生物需氧量）及其他參數的法定要求。

由於本集團於二零二一財年產生的廢水主要是來自日常營運的都市廢水，而這在很大程度上取決於本集團消耗的淡水量。因此本集團採取了有力措施以減少其日常營運中的用水量。有關實踐將在下一個章節**A.2資源使用**中進一步描述。

有害廢物

本集團所棄置的有害廢物主要包括天然氣管道安裝活動中產生的氧化鐵及廢礦物油。為保證有害廢物的安全管理，本集團建立明確的政策並嚴格監控其執行，詳細要求每個階段的正確處理程序。所有有害廢物收集後，均由獲得授權的專業機構處理及處置。於二零二一財年，本集團並未產生和錄得產生大量有害廢物。

IV. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.1 Emissions (Continued)

Noise

The noise generated by the Group mainly came from the operation of construction equipment such as bulldozers during pipe installation activities.

Geared towards lowering the Group's noise impact, the Group has established its internal policies and assigned dedicated personnel to carry out regular inspections of equipment to address any malfunctions, thus avoiding excessive noise. In compliance with the Law of the People's Republic of China on Prevention and Control of Pollution from Environmental Noise (《中華人民共和國環境噪音污染防治法》) and other relevant regulations, the Group ensures that a range of noise control measures and noise-proof equipment room are put in place.

In FY2021, the Group did not receive any substantial complaints or fines related to noise emissions from its neighbourhood nor the authorities.

IV. 環境責任(續)

A.1 排放物(續)

噪音

本集團的噪音主要來自管道安裝活動，包括推土機等建築設備的使用時所發出的噪音。

為降低本集團的噪音影響，本集團制定內部政策，並指派專職人員對設備進行定期檢查以解決任何故障，從而避免產生大量的噪音。本集團已根據《中華人民共和國環境噪音污染防治法》和其他相關國家規定，採取了一系列噪音控制措施，並安裝了隔音設備。

於二零二一財年，本集團未從其周邊地區或相關部門收到任何與噪音排放相關的實質性投訴或罰款。

IV. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.2 Use of Resources

In FY2021, the primary resources consumed by the Group were electricity, water, gasoline and paper. Due to its business nature, the use of packaging materials was not material to the Group's operations. Table E2 in the chapter APPENDIX – PERFORMANCE TABLE illustrates the amount of different resources used by the Group in FY2021.

Electricity

The Group's consumption of electricity mainly came from the daily operation in the offices and working sites. In FY2021, the total electricity consumption of the Group amounted to 96.96 kWh'000 with an intensity of 1.94 kWh'000/employee. During the year under review, a drastic reduction of 56.49% in total electricity usage was recorded, with the electricity consumption of the Group's natural gas business in Yichang, PRC plummeting from previous year's consumption, which was mainly attributed to the dedication of staff in energy conservation in the natural gas business in response to the "Energy Consumption and Intensity Dual Control Measures" (能耗雙控措施) that has been promoted by the government.

IV. 環境責任(續)

A.2 資源使用

於二零二一財年，本集團消耗的主要資源為電力、水、汽油和紙張。由於其業務性質，包裝材料的使用對本集團的營運而言並不重要。於附錄－績效表－表E2載明本集團於二零二一財年使用的不同資源總量。

電力

辦公室及工地的日常營運是造成電力消耗的主要原因。於二零二一財年，本集團的總用電量達96.96千個千瓦時，密度為1.94千個千瓦時／員工。於回顧年度內，本集團總用電量大幅減少56.49%，其中中國宜昌的天然氣業務用電量較上年大幅下降，主要是由於員工為響應政府推行的「能耗雙控措施」在節能減排方面的投入。

IV. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.2 Use of Resources (Continued)

Electricity (Continued)

The Group is committed to ensuring that all subsidiaries and departments of the Group adhere to its electricity-saving principles. To this end, a series of eco-friendly measures have been enacted by the Group to manage its electricity consumption, including:

- Switch off all idling electrical appliances such as air-conditioners, computers and lights;
- Affix “Save Electricity” poster in workplace to encourage resources conservation;
- Fully utilise the natural light thus reducing energy consumption for artificial lighting;
- Arrange regular maintenance of electrical appliances to ensure their optimal operations;
- Replace high electricity consumption equipment with energy-saving ones;
- Prioritise energy-efficient models during procurement; and
- Adjust the lighting and ventilation system according to the working area during night production.

IV. 環境責任(續)

A.2 資源使用(續)

電力(續)

本集團致力於確保所有子公司和部門遵守其節電原則。為此，本集團採取一系列生態友好的措施以管理其用電量，包括：

- 關閉所有閒置的電器，例如空調、電腦和照明燈；
- 在工作場所張貼「節約用電」海報，鼓勵節約資源；
- 充分利用自然光，從而減少人造照明的能耗；
- 定期維護電器以確保其最佳運行；
- 用節能設備代替高耗電設備；
- 在採購過程中優先考慮節能型號；以及
- 在夜間生產時，根據工作區域調整照明和通風系統。

IV. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.2 Use of Resources (Continued)

Other energy resources

Gasoline was mainly used by the Group for transportation purposes during the year under review. In FY2021, 160.90 kWh'000 of gasoline was consumed by the Group with an intensity of 3.22 kWh'000/employee, which was moderately higher than that of FY2020 primarily due to the business resumption in the post-pandemic era. Nonetheless, reckoning the adverse environmental impacts of fossil fuel consumption, the Group has been committed to controlling its use of gasoline through various ways and dedicated to the application of cleaner alternatives that are environmentally friendly. To this end, the Group will put more focus on sustainable solutions by enhancing the energy efficiency of its vehicle fleet, and exploring opportunities for the use of renewable fuels and electrification.

IV. 環境責任(續)

A.2 資源使用(續)

其他能源

本集團於回顧年度內主要使用汽油作運輸用途。於二零二一財年，本集團的汽油消耗量為160.90千個千瓦時，密度為3.22千個千瓦時／員工，相較於二零二零財年略高。這主要源於後疫情時代的業務恢復。儘管如此，考慮到化石燃料消耗對環境產生的不利影響，本集團一直致力於通過各種方式控制其汽油的使用，並盡力應用環保的清潔替代品。為此，本集團將通過提高其車隊的能源效益，並探索使用可再生燃料和電氣化的機遇，將更多重點放在可持續性解決方案上。

IV. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.2 Use of Resources (Continued)

Water

In the natural gas business, water was mainly used for filter cleansing and examination of facilities during gas station operations. As the Group obtained water from the municipal supplies, the Group did not face any problems in sourcing water for its fit purposes in FY2021. During the year under review, 650.45 m³ of water was used by the Group, which was dramatically lower than that in FY2020. The 66.36% drop was principally attributed to the concerted efforts of the Group's staff in conserving water resources, as well as the relief in special circumstances in water usage for cleaning and sanitisation for the prevention and control of the epidemic in FY2020. The Group will continue its efforts in improving its utilisation efficiency of water resources, by implementing a series of water conservation measures, including but not limited to

- Educate and promote the culture of "Water Conservation" throughout the organisation to raise staff's awareness by providing regular training;
- Set quotas and targets for water consumption restrictions to urge staff to save water;

IV. 環境責任(續)

A.2 資源使用(續)

水

在天然氣業務中，水主要用於加氣站營運期間的過濾器清潔及設施檢查。由於本集團從市政供水中獲取水資源，因此在二零二一財年，本集團在求取適用水源上未遇到任何問題。於回顧年度內，本集團使用650.45立方米水資源，較二零二零財年大幅減少。此66.36%的減幅主要是由於集團全體員工齊心協力節約水資源，以及二零二零財年防控疫情的清潔衛生用水量得到緩解。本集團將繼續努力通過採取一系列節水措施，提高其水資源利用效率，包括但不限於：

- 在企業中教育及推廣「節水」文化，並通過提供定期培訓來提高員工的節水意識；
- 設定用水限制的配額和目標，以敦促員工節水；

IV. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.2 Use of Resources (Continued)

Water (Continued)

- Conduct regular leakage inspections in the water supply system and fix any spotted damages in a timely manner;
- Adjust the water supply according to the seasonal temperature change; and
- Emphasise the reuse of water through better treatment of onsite wastewater for the irrigation of the surrounding farms.

Paper

Paper was mostly used in the Group for its administrative work. In FY2021, the Group consumed 165 kg of paper, which is 5.71% less than that of FY2020 given the concerted effort of all staff in regulating paper use practices and reducing the consumption of paper-made products. To further keep down the consumption of paper and other paper-made products, the Group has implemented a series of effective internal measures to regulate office operations and other business practices, including but not limited to:

IV. 環境責任(續)

A.2 資源使用(續)

水(續)

- 定期檢查供水系統中的洩漏問題，並及時修復發現的損壞；
- 根據季節溫度變化調節供水；以及
- 通過對廢水進行更好的現場處理強調水資源的重用，將其用於周圍農場的灌溉。

紙張

本集團消耗的紙張主要用於行政工作。於二零二一財年，本集團消耗的紙張量為165千克，較二零二零財年減少5.71%，主要是由於集團全體員工齊心規範用紙習慣及減少紙製產品的消耗。為進一步減少對紙和其他紙製品的消耗，本集團已採取一系列有效的內部措施來規範辦公室營運和其他業務實踐，包括但不限於：

IV. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.2 Use of Resources (Continued)

Paper (Continued)

- Embrace the idea of “Paperless office” by promoting the use of digital means for the dissemination of notices, news, and knowledge sharing;
- Prioritise the use of paper made by recycled materials;
- Set printers to duplex and economical modes by default; and
- Collect and recycle all wastepaper.

Targets and Actions

Given the business nature and development strategy, the Group believes that setting a indefinite short-term target for efficiency enhancement on a yearly basis is more appropriate, feasible and suitable to its operations, which may possibly lead to tangible results in moving towards more environmentally friendly models.

IV. 環境責任(續)

A.2 資源使用(續)

紙張(續)

- 推廣無紙化辦公理念，並盡可能通過電子方式傳遞通知、新聞和信息共享；
- 優先使用再生材料製成的紙張；
- 將打印機默認設置為雙面打印模式和經濟模式；以及
- 收集並回收所有廢紙。

目標及行動

鑑於本集團的業務性質及發展策略，本集團相信設定一個無定限的短期目標以每年提高效率更為合適、可行及適合其營運，而這更能在邁向更環保的營運模式方面帶來實質成果。

IV. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.2 Use of Resources (Continued)

Targets and Actions (Continued)

IV. 環境責任(續)

A.2 資源使用(續)

目標及行動(續)

TARGETS AND ACTIONS

<p><u>Air emissions</u></p> <p>The amount of air pollutants emitted per employee in FY2022 should be lower than the corresponding intensity in FY2021.</p>	<p>Strictly controls the consumption of fossil fuel thus the air emissions by:</p> <ul style="list-style-type: none">• Reducing unnecessary business travel through making more use of the digital technology• Ensuring business vehicles are up to national standard• Adopting more energy efficient vehicles fueled by alternative energy source such as LNG or electric vehicles
<p><u>GHG emissions</u></p> <p>The amount of GHG emitted per employee in FY2022 should be lower than the corresponding intensity in FY2021.</p>	<p>Strictly controls the business practices during operations thus the GHG emissions by:</p> <ul style="list-style-type: none">• Maximising the production efficiency to reduce the consumption of energy• Optimising the transportation route for fleet to reduce the use of fossil fuels• Promoting resources conservation thus lowering unnecessary business travel
<p><u>Water and wastewater</u></p> <p>The amount of water and wastewater per employee in FY2022 should be lower than the corresponding intensities in FY2021.</p>	<p>Strictly controls the consumption of water thus the wastewater discharged by:</p> <ul style="list-style-type: none">• Strengthening the water conservation education work for all staff• Conducting leakage test and maintenance work regularly• Enhancing the reuse of domestic wastewater whenever possible for irrigation purpose after treatment
<p><u>Paper and solid waste</u></p> <p>The amount of paper and solid wasted used and disposed per employee in FY2022 should be lower than the corresponding intensities in FY2021.</p>	<p>Actively promotes resources conservation through controlling the consumption of paper and office supplies thus reducing non-hazardous solid waste by:</p> <ul style="list-style-type: none">• Encouraging administrative staff to reuse office supplies• Piloting waste classification scheme for paper recycling in Hong Kong office• Prioritising the procurement of paper made by eco-friendly and recycled materials
<p><u>Electricity</u></p> <p>The amount of electricity consumed per employee in FY2022 should be lower than the corresponding intensity in FY2021.</p>	<p>Strictly controls the consumption of electricity thus the GHG emitted by:</p> <ul style="list-style-type: none">• Strengthening the electricity conservation education work for all staff• Switching off all idling electrical appliances when not in use• Prioritising energy efficient equipment during procurement• Adjusting the lighting and ventilation system according to the work density
<p><u>Gasoline</u></p> <p>The amount of gasoline consumed per employee in FY2022 should be lower than the corresponding intensity in FY2021.</p>	<p>Actively promotes resources conservation through controlling the consumption of fossil fuels by:</p> <ul style="list-style-type: none">• Prioritising energy efficient vehicles and machine during procurement• Enhancing efficiencies of vehicles and machine through regular repair and maintenance• Encouraging staff to take public transport instead of driving• Adopting electronic device for online communication to avoid unnecessary travelling

IV. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.2 Use of Resources (Continued)

Targets and Actions (Continued)

IV. 環境責任(續)

A.2 資源使用(續)

目標及行動(續)

目標與行動

廢氣排放 二零二二財年，每員工的空氣污染物排放量應低於二零二一財年之相應密度。	通過以下方式嚴格控制化石燃料的消耗，從而減少廢氣排放： <ul style="list-style-type: none">通過更多地利用數碼技術減少不必要的商務旅行確保商務車輛符合國家標準採用以替代能源為燃料的節能汽車，如液化天然氣或電動汽車等
溫室氣體排放 二零二二財年，每員工的溫室氣體排放量應低於二零二一財年之相應密度。	嚴格控制營運期間的商業行為，從而通過以下方式控制溫室氣體排放： <ul style="list-style-type: none">最大化生產效率以減少能源消耗優化車隊運輸路線以減少化石燃料的使用促進資源節約，從而減少不必要的商務旅行
水及廢水 二零二二財年，每員工的水及廢水量應低於二零二一財年之相應密度。	通過以下方式，嚴格控制用水量及廢水排放： <ul style="list-style-type: none">加強全員節水教育工作定期進行洩漏測試和維護工作盡可能加強生活污水處理後的再利用，以作灌溉用途
紙張及固體廢棄物 二零二二財年，每員工的紙張及固體廢棄物量應低於二零二一財年之相應密度。	通過控制紙張和辦公用品的消耗，積極促進資源節約，通過以下方式減少無害固體廢物： <ul style="list-style-type: none">鼓勵行政人員重複使用辦公用品在香港辦事處試行廢物分類計劃以回收紙張優先採購由環保和再生物料製成的紙張
電力 二零二二財年，每員工的用電量應低於二零二一財年之相應密度。	嚴格控制用電量，從而減少排放的溫室氣體： <ul style="list-style-type: none">加強全員節電教育工作不使用時關閉所有閒置的電器在採購過程中優先考慮節能設備根據工作密度調整照明和通風系統
汽油 二零二二財年，每員工的汽油用量應低於二零二一財年之相應密度。	通過控制化石燃料的消耗，積極促進資源節約： <ul style="list-style-type: none">在採購過程中優先考慮節能車輛和機器通過定期維修和保養提高車輛和機器的效率鼓勵員工乘坐公共交通工具而非駕駛私家車採用電子設備進行在線交流，避免不必要的通行

IV. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.3 The Environment and Natural Resources

As one of the leading enterprises in natural gas business, the Group strives to become a role model which lives up to its image of being a clean energy alternative provider by delivering the commitment to achieve a minimal environmental footprint during business operations. Based on the analysis above, the relatively significant environmental impacts caused by the Group were the GHG emissions arising from the consumption of fossil fuels and electricity in FY2021. The Group recorded zero reportable environmental incidents during the year under review and the Group aims to further mitigate its environmental footprints across its portfolio of activities so as to build a better future and leave a positive legacy for the future generations.

Biodiversity

As a good steward of environment, the Group makes a strong effort to limit its impact on biodiversity. With miles of natural gas lines across the country, the distribution of the Group's operations can disturb the land and wildlife habitats. To protect the wild plants and animals, the Group considers biodiversity planning in the full project cycle. The Group's utilities plan, construct and operate in a manner that preserves natural habitats and local biodiversity. Adhering to the mitigation hierarchy, the Group focuses on the avoidance of impacts and will consider restorations and offsets where applicable. In the future, the Group will benchmark the leading practices in the industry, such as the implementation of the right-of-way vegetation management in pipeline installation, in an effort to improve on a continual basis.

IV. 環境責任(續)

A.3 環境及自然資源

作為天然氣業務的領先企業之一，本集團致力於在業務營運中實現最小的環境足跡，努力成為不負清潔能源供應商形象的榜樣。根據上述分析，本集團於二零二一財年對環境造成的相對重大影響是由化石燃料和電力消耗所產生的溫室氣體排放。於回顧年度內，本集團錄得零宗須報告的環境事故，並致力於進一步減少其各項活動的環境影響，以為後代留下資源及建設更美好的未來。

生物多樣性

作為優秀的環境管理者，本集團竭力限制其對生物多樣性的影響。由於天然氣管道遍佈全國，本集團業務的分佈可能會對土地和野生動物棲息地造成滋擾。為保護野生動植物，本集團在整個項目週期內考慮生物多樣性規劃。本集團的公用事業以保護自然棲息地和當地生物多樣性的方式規劃、建設和營運。根據緩解等級，本集團將重點放在避免影響上，並將在適當的情況下考慮修復和補償。未來，本集團將以行業領先的實踐為基準，例如在管道安裝中開展合適的植被管理，以不斷改進。

IV. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.3 The Environment and Natural Resources (Continued)

Employee engagement

The Group strives to build an eco-conscious culture that ingrains positive lifestyle and habits among employees. Regular reminders are sent to its staff to raise the awareness on energy and resources conservation, while the use of public transport and car-pool practices among staff are also encouraged.

The Group believes that every small change makes a difference, thus sparing no effort in promoting a “green lifestyle” and “green workplace” across the organisation. In particular, the Hong Kong office of the Group has been piloting the collection and recycling of wastepaper. Used envelopes are collected and stored in the designated place until a sufficient amount is gathered. The whole batch is brought to the Wan Chai Recycling Station at the end of the working week.

IV. 環境責任(續)

A.3 環境及自然資源(續)

僱員參與

本集團致力於建立一種生態意識的文化，以培養僱員積極的生活方式及習慣。本集團定期向員工發出提醒，以提高彼等對節約能源和資源的意識，同時鼓勵員工使用公共交通和合夥用車。

本集團相信，每一個微小的變化都會帶來巨大的影響，因此不遺餘力地在整個企業內推廣「綠色生活方式」和「綠色工作場所」理念。具體而言，本集團位於香港的辦事處一直在試行廢紙的收集和回收。用過的信封會被收集並儲存在指定的地方，直至收集到足夠數量為止。整批廢紙會在工作周結束時運往灣仔回收站(綠在灣仔)。



WAN CHAI RECYCLING STATION
綠在灣仔

IV. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.4 Climate Change

Management Approach

The Group realises the urgency of addressing climate change and is dedicated to taking possible steps to manage its climate risks while identifying relevant business opportunities.

In full support to the Paris Agreement and the 2060 National Carbon Neutrality goals of China, the Group endeavours to invest more in the upgrade of its transmission, distribution and generation assets to ensure the reliability, safety and most importantly, the adaptability of its infrastructure to the consequences of climate crisis.

As the Group is aware of its business impact on climate change caused by the GHG emissions, in addition to the carbon management measures mentioned in the above section, the Group has also established an advisory panel with relevant professionals on the Board to ensure that any optimisation of its management measures can help the Group to become more resilient to climate change.

Meanwhile, the designated advisory panel particularly focuses on the changes and updates of the international and government policies, especially the “1+N Policy System” (《1+N 政策體系》) of China regarding the guiding documents on the low-carbon economy transition. In strengthening its attention of climate policy trends and information, the Group is dedicated to learning from its surrounding enterprises and peers and implementing its own-resource finance responses.

IV. 環境責任(續)

A.4 氣候變化

管理方法

本集團意識到應對氣候變化的緊迫性，並致力於採取可能的步驟來管理其氣候風險，同時尋找相關的商業機會。

大力支持《巴黎協定》和二零六零年中國碳中和目標，本集團致力於加大對輸氣、配氣和產氣資產升級的投資，以確保其基礎設施的可靠性、安全性，更重要的是應對氣候危機所帶來嚴重後果的適應性。

本集團明瞭其溫室氣體排放對氣候變化所造成的商業影響，除上文所述的碳管理措施外，本集團更於董事會成立了一個由相關專業人士組成的顧問小組，以確保其任何管理措施的優化都能幫助本集團提高對氣候變化的適應能力。

同時，指定的顧問小組會特別關注國際和政府政策的變化和更新，特別是中國關於低碳指導性文件的《1+N政策體系》。在加強對氣候政策趨勢和資訊的關注時，本集團致力於向其周邊企業和同行學習，並實施其自身的資源融資應對措施。

IV. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.4 Climate Change (Continued)

Climate Risks and Opportunities

As suggested in the Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), studying and disclosing the company’s strategies on reducing climate impacts and increasing climate resilience are important to the transparency as requested by many more stakeholders today. As such, the Group carried out an analysis to examine its business against the potential outcomes in the course of climate change and its management.

IV. 環境責任(續)

A.4 氣候變化(續)

氣候風險與機遇

正如氣候相關財務披露工作組 (TCFD)的建議所述，研究和披露公司關於減少氣候影響和提高氣候適應能力的戰略，對於提高透明度至關重要，而這正是如今更多利益相關者的要求。因此，本集團根據氣候變化及其管理方式進行了一項分析，以評估氣候變化對其業務所產生的潛在後果。

	Physical 實體	Transition 轉型
Risks 風險	<ul style="list-style-type: none"> - Rising temperatures and frequency of extreme weather events will affect the Group’s operating sites and facilities - 溫度上升和極端天氣事件頻發將影響本集團的經營場所和設施 - Unstable supply and increased cost of raw materials induced by the extreme weather events will have a negative effect on the Group’s provision of quality products and services - 極端天氣事件導致的不穩定供應和原材料成本增加將對集團提供優質產品和服務產生負面影響 	<ul style="list-style-type: none"> - Policy changes regarding the carbon emission restriction, carbon pricing and reporting obligations may increase the Group’s operating costs and affect its financial performance - 有關碳排放限制、碳定價和報告義務的政策變化可能會增加集團的營運成本並影響其財務表現 - Uncertain market signals towards clean energy may negatively impact the Group’s access to capital - 市場對清潔能源方面的不確定訊號可能會對集團融資產生負面影響

IV. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.4 Climate Change (Continued)

Climate Risks and Opportunities (Continued)

	Physical 實體	Transition 轉型
Opportunities 機遇	–	<ul style="list-style-type: none"> – Increased stakeholder environmental concerns and shifts in market preferences as guided by the “coal-to-gas” project of the government may boost the Group’s business growth with natural gas pipeline installation as its major business. – 利益相關者對環境的關注增加，以及在政府「煤改氣」項目引導下市場偏好的轉變，可能會推動本集團以天然氣管道安裝為主營業務的業務增長

In the future, to better determine the Group’s risks exposure and test its climate resilience strategies, scenario analysis is planned to be undertaken as suggested by the Recommendations of the TCFD based on the Group’s readiness and the Board’s consideration of necessity.

未來，為更好地確定集團的風險，並測試其氣候應變戰略，本集團計劃根據集團的準備情況及董事會對必要性的考慮，按照TCFD的建議進行情景分析。

IV. 環境責任(續)

A.4 氣候變化(續)

氣候風險與機遇(續)

V. SOCIAL RESPONSIBILITY

EMPLOYMENT AND LABOUR PRACTICES

B.1 Employment

As a socially responsible enterprise, the Group bears in mind its duty to create long-term value for all of its stakeholders including its staff members. Maintaining honest and authentic dialogues with staff, the Group aims to attract and retain people who are highly competent and innovative to develop their careers with the Group. The Group is committed to offering an inclusive and rewarding work environment with staff development opportunities, delivering quality services grounded on ethical business conduct.

The Group views talents as its most valuable assets and the key driving factor in ensuring the success and sustainable development of the Group. As of the end of FY2021, there were a total of 50 full-time employees, of which the male to female ratio is 36:14. For more detailed data about the Group's employees by categorisation, please refer to Table S3 in the chapter APPENDIX – PERFORMANCE TABLE.

V. 社會責任

僱傭及勞工常規

B.1 僱傭

作為具社會責任感的企業，本集團牢記為包括員工在內的所有利益相關者創造長期價值的責任。本集團與員工保持誠實且真實的對話，旨在吸引和保留能幹和具有創新精神的人才，與本集團一起發展自己的職業生涯。本集團致力於提供一個包容和有回報的工作環境，為員工提供發展機會，及提供符合商業道德的優質服務。

本集團視人才為其最寶貴的資產，是確保本集團成功和可持續發展的關鍵驅動因素。截至二零二一財年末，本集團共有50名全職，其中男女比例為36：14。有關本集團員工分類的更多詳細資料，請參閱附錄－績效表－表S3。

V. SOCIAL RESPONSIBILITY (Continued)

EMPLOYMENT AND LABOUR PRACTICES (Continued)

B.1 Employment (Continued)

Law compliance

In FY2021, the Group abided by the applicable laws and regulations in Hong Kong and the PRC that were material to the Group's business, including but not limited to:

- Employment Ordinance (Cap. 57 of the Laws of Hong Kong);
- Employees' Compensation Ordinance (Cap. 282 of the Laws of Hong Kong);
- Labour Law of the People's Republic of China (中華人民共和國勞動法); and
- Labour Contract Law of the People's Republic of China (中華人民共和國勞動合同法).

To ensure that relevant internal policies of the Group are consistently in line with the latest laws and regulations, the Group's Human Resources Department is responsible for the review and update of the corporate documents in talent management on a regular basis.

V. 社會責任(續)

僱傭及勞工常規(續)

B.1 僱傭(續)

法律合規

於二零二一財年，本集團嚴格遵守香港及中國適用及對本集團業務重要的法律及法規，包括但不限於：

- 《僱傭條例(香港法例第57章)》;
- 《僱員補償條例(香港法例第282章)》;
- 《中華人民共和國勞動法》; 以及
- 《中華人民共和國勞動合同法》。

為確保本集團的相關內部政策始終與最新的法律法規保持一致，本集團的人力資源部負責定期審核和更新人力資源管理的相關公司政策。

V. SOCIAL RESPONSIBILITY (Continued)

EMPLOYMENT AND LABOUR PRACTICES (Continued)

B.1 Employment (Continued)

Recruitment and promotion

Attracting top talent and retaining best people are vital to the sustainable development of the Group's business. To hire high-calibre candidates, the Group offers fair, competitive remuneration and benefits based on individuals' performance, personal attributes, job experiences and career aspiration. The Group mainly makes use of the Internet to post online recruitment advertisements. In any case where there is no suitable candidate identified, the Group will consider the option of Employment as Professionals in Hong Kong. The Group's Human Resources Department is responsible for ensuring that all recruitment and promotion processes are carried out in a fair and open manner.

Performance appraisal and counselling for all staff are conducted at least once a year by the Department Heads and Directors. Recognising those who have demonstrated consistently strong performance and become the role models in the Group, especially in areas of business growth and operational excellence, the Group takes proactive initiatives to offer them promotion opportunities.

V. 社會責任 (續)

僱傭及勞工常規 (續)

B.1 僱傭 (續)

招聘及晉升

吸引頂尖人才並留住優秀人才，對集團業務的可持續發展至關重要。為了吸引高質素的應聘者，本集團根據其個人表現、個人特色、工作經驗和職業志向提供公平、具競爭力的薪酬和福利。本集團主要利用互聯網發佈網上招聘廣告。倘若未能物色到合適人選，本集團會考慮聘用專業人士來港就業。本集團的人力資源部負責確保所有招聘和晉升流程均以公平、公開的方式進行。

部門負責人和執行董事每年至少對所有員工進行一次績效評估和諮詢。本集團對表現始終如一的出色並成為集團內榜樣的員工，尤其是在業務增長和營運卓越領域，予以認可，並積極主動地為其提供晉升機會。

V. SOCIAL RESPONSIBILITY *(Continued)*

EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

B.1 Employment *(Continued)*

Remuneration, compensation and dismissal

According to the internal policy as specified in the Employee Handbook, monthly salary is provided at the end of each month, while annual bonus is given at the end of each year with directors' approval. Any overtime work is compensated upon the approval of supervisors and Department Heads.

In recognition of the employees' efforts and contribution to the Group, compensation reviews and salary adjustment are regularly conducted with reference to the overall market conditions, inflation rate, profitability of the Group and employee's past performance.

In the meantime, the Group strictly prohibits any kind of unfair or illegitimate dismissals. For those who have poor working performance despite guidance and instructions, verbal warning will be issued followed by written warning letters. For those who repetitively make the same mistakes and remain untamed, the Group will terminate the employment contract strictly based on reasonable and lawful grounds according to its internal policies and all relevant laws and regulations. During the year under review, the employee turnover rate of the Group was 32.0%. More detailed breakdown of the turnover data can be found at Table S4 in the chapter APPENDIX – PERFORMANCE TABLE.

V. 社會責任(續)

僱傭及勞工常規(續)

B.1 僱傭(續)

薪酬、補償及解僱

根據「員工手冊」中列明的內部政策，員工薪金將在每個月底提供，而年度獎金則在每年年底經董事批准後提供。任何加班工作均需獲得主管和部門主管的批准。

為了表彰員工對本集團的努力和貢獻，本集團將定期參照整體市場情況、通脹率、本集團的盈利能力和員工的過往表現定期進行薪酬審查和薪金調整。

同時，本集團嚴格禁止任何形式的不公平或非法解僱。對於在指導和指示下工作表現仍然不達標的員工，本集團會在發出警告信之前先進行口頭警告。對於屢次犯同樣錯誤的員工，本集團將嚴格根據其內部政策和所有相關法律法規，在合理和合法的基礎上終止僱傭合同。於回顧年度，本集團的員工流失率為32.0%。更多詳細的員工流失率數據細項請參閱附錄－績效表－表S4。

V. SOCIAL RESPONSIBILITY (Continued)

EMPLOYMENT AND LABOUR PRACTICES (Continued)

B.1 Employment (Continued)

Working hours and rest periods

Reasonable working hours and rest periods are arranged and clearly stated in the employment contract and Employee Handbook in accordance with the “Provisions of the State Council on Employees’ Working Hours” (《國務院關於職工工作時間的規定》). To monitor the working hours of all staff, employees are required to check their attendance by reporting duty every day and recording their working hours on the time sheet whenever necessary.

In addition to basic paid annual leave and statutory holidays stipulated by the local governments, employees are also entitled to additional leave benefits such as examination/study leave, sick leave, marriage leave, maternity/paternity leave and consolation leave.

Equal-opportunity, diversity and anti-discrimination

Central to the Group’s employee management is an inclusive culture that everyone feels valued, respected and safe. Diversity and inclusion are not solely about targets or tokenism, but viewed as the norm within the organisation. Differences in age, ethnicity, gender, appearance, language, sexual orientation, education, nationality, culture and other personal characteristics are all appreciated, while all training and promotion opportunities, dismissals and retirement policies are determined irrespective of any non-job-related factors.

V. 社會責任 (續)

僱傭及勞工常規 (續)

B.1 僱傭 (續)

工作時數及假期

本集團已根據《國務院關於職工工作時間的規定》，在「員工手冊」及僱傭合同中釐定合理的僱員工作時數及假期安排。為監管所有員工的上班時間，本集團要求員工每天上班時打卡，並必要時需要在時間表上記錄其工作時間。

除基本帶薪年假及法定假日外，僱員亦有權享受額外假期福利，如考試／學習假、病假、婚假、侍產／產假及喪假等。

平等機會、多元及反歧視

包容是本集團員工管理的核心，即每個人都應被珍視、受到尊重和感到安全。多樣性和包容性不僅僅是關於目標或象徵性的，而應被視為企業內部的規範。年齡、種族、性別、外表、語言、性取向、教育、國籍、文化和其他個人特徵方面的差異均得到接納，而所有培訓和晉升機會、解僱和退休政策的確定均不會與任何和工作無關的因素掛鉤。

V. SOCIAL RESPONSIBILITY (Continued)

EMPLOYMENT AND LABOUR PRACTICES (Continued)

B.1 Employment (Continued)

Equal-opportunity, diversity and anti-discrimination
(Continued)

Having zero tolerance for discrimination in any format, harassment, bullying or any form of abusive behaviour, stringent internal policies and frameworks are set up in the Code of Conduct, which states that all staff should respect others and jointly create a workplace where any form of offensive or inappropriate behaviour cannot be tolerated.

Employees are encouraged to voice out any discrimination or harassment during work. Reports can be made to Department Heads and Directors with written statements and evidence. Disciplinary actions would be taken against the employee if any non-compliance or breach of legislation related to the equal opportunities policies is substantiated. Any complaint amounting to a criminal offence is taken and investigated seriously by the Group.

Striving to ensure that the working teams and functions encourage diversity of thought, the Group will continue to respect the unique experiences and perspectives of all staff and empower its employees to explore their potential and bring their authentic selves at work.

V. 社會責任(續)

僱傭及勞工常規(續)

B.1 僱傭(續)

平等機會、多元及反歧視(續)

本集團對任何形式的歧視、騷擾、霸凌或任何形式的辱罵行為零容忍，因此在「行為守則」中建立了嚴格的內部政策和框架，其中規定所有員工都應尊重他人，並共同創造一個對任何形式冒犯或不當行為零容忍的工作場所。

本集團鼓勵員工舉報在工作中遭遇的任何歧視或騷擾。員工可以以書面聲明和證據向部門負責人和執行董事報告。如對與平等機會政策有關的任何違規或違法行為被證實，本集團將對相關僱員進行紀律處分。本集團會嚴肅處理並調查所有涉及刑事犯罪的任何投訴。

本集團竭力於確保工作團隊和部門能鼓勵思想的多樣性，因而將繼續尊重所有員工的不同經驗和觀點，賦能其員工發掘潛力，並在工作中發揮彼等真正的自我。

V. SOCIAL RESPONSIBILITY (Continued)

EMPLOYMENT AND LABOUR PRACTICES (Continued)

B.1 Employment (Continued)

Benefits and welfare

The Group respects and values the contribution of every staff member and strives to further motivate their enthusiasm and ambition. As such, in addition to the continuous communication with staff through email and instant messages as well as the provision of medical insurance and allowances, the Group also organises activities and meal gatherings from time to time, especially during festivals to nourish the well-being of all and enhance the team spirit amongst staff.



In FY2021, to share the joy and seasonal dine with its staff, Director Ng of the Group sent the famous Chinese Mitten Crab to the Hong Kong employees through express delivery.

二零二一財年，為與員工共享歡樂和時令美食，本集團吳董事將著名的中華大閘蟹以快遞方式送至香港員工手中。

In FY2021, the Group was in compliance with relevant laws and regulations in relation to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, welfare and other benefits that have a significant impact on the Group.

於二零二一財年，本集團在薪酬及解僱、招募及晉升、工作時數、假期、平等機會、多樣化、反歧視、福利及其他待遇方面，均遵守對其有重大影響的相關法律及規例。

V. 社會責任(續)

僱傭及勞工常規(續)

B.1 僱傭(續)

福利待遇

本集團尊重並珍視每一位員工的貢獻，致力更一步激發他們的熱情和抱負。因此，除了透過電郵及即時通訊與員工持續溝通，並提供醫療保險及津貼外，集團亦不時舉辦活動及聚餐，特別是在節日期間，以增進全體員工的福祉及提升員工的團隊精神。

V. SOCIAL RESPONSIBILITY (Continued)

EMPLOYMENT AND LABOUR PRACTICES (Continued)

B.2 Workplace Health and Safety

The safety of its people is of paramount importance to the Group. The Group is committed to maintaining a high standard of safety at all of its facilities, while ensuring the provision of safe and reliable supply of gas to its customers. During the year under review, the Group established strict internal safety and health policies in line with the relevant laws and regulations the PRC, including but not limited to:

- Production Safety Law of the People's Republic of China (中華人民共和國安全生產法);
- Law of the People's Republic of China on Prevention and Control of Occupational Diseases (中華人民共和國職業病防治法);
- Regulation on Work-Related Injury Insurance (工傷保險條例); and
- Oil and Natural Gas Pipeline Protection Law of the People's Republic of China (石油天然氣管道保護條例).

V. 社會責任(續)

僱傭及勞工常規(續)

B.2 工作場所的健康與安全

員工的安全對本集團至為重要。本集團致力於維持所有設施的高標準安全，同時確保向客戶提供安全可靠的天然氣供應。於回顧年度內，本集團建立嚴格的內部安全與健康政策以符合中國相關法律法規，包括但不限於：

- 《中華人民共和國安全生產法》;
- 《中華人民共和國職業病防治法》;
- 《工傷保險條例》; 以及
- 《石油天然氣管道保護條例》。

V. SOCIAL RESPONSIBILITY (Continued)

EMPLOYMENT AND LABOUR PRACTICES (Continued)

B.2 Workplace Health and Safety (Continued)

With the Group's gas pipeline installation services representing around 85% of the Group's business revenue, the Group places special emphasis on the strengthening of the highest safety standard. In particular, the Safety Production Management System (《安全生產管理制度》), which encompasses around 30 different sets of safety management regulations, has been established and supervised by the Safety Committee to ensure measures are well in place with regard to the requirements of the latest regulations and industry practices.

- Adhering to the principle of “Early detection, Early communication, and Early prevention” (早發現、早溝通、早預防), the Gas Pipeline Safety Management System (《燃氣管道安全管理條例》) has been implemented to ensure all safety hazards and risks can be identified and mitigated according to regulation requirements in a timely manner.
- A comprehensive Safety Inspection System (《安全巡查制度》) is implemented for the gas stations to ensure any abnormal conditions can be detected and rectified at the earliest stage possible.
- The Safety Hazard Investigation and Management System (《安全隱患排查治理制度》) has been set up to eliminate the hidden safety risks at all levels of operations.

V. 社會責任(續)

僱傭及勞工常規(續)

B.2 工作場所的健康與安全(續)

由於本集團的天然氣管道安裝服務約佔其業務收入約85%，本集團特別重視強化至最高的安全標準。具體而言，安全委員會已實施包含約30套不同安全管理法規的「安全生產管理制度」並進行監督，以確保其構建的管理系統符合最新法規和行業慣例的要求。

- 秉承「早發現、早溝通、早預防」的原則，本集團實施了「燃氣管道安全管理條例」，以確保根據法規要求能夠即時識別並排除所有安全隱患及風險。
- 對加氣站實施全面的「安全巡查制度」，以確保儘早發現任何異常情況並進行整改。
- 實施「安全隱患排查治理制度」，力求消除各級營運中隱藏的安全隱患。

V. SOCIAL RESPONSIBILITY (Continued)

EMPLOYMENT AND LABOUR PRACTICES (Continued)

B.2 Workplace Health and Safety (Continued)

- The Safety Management System for the Use of Pressure Vessels (《壓力容器使用安全管理制度》) introduces operational procedures in a step-by-step manner, emergency response plans, personnel duties and training, as well as requirements for routine maintenance. The design, procurement, installation, transformation, maintenance, and scrapping of pressure vessels are managed according to the protocol.
- To ensure the safety of all personnel entering the gas stations, the Notice for Station Entrance (《進站須知》) is enacted to regulate behaviours of all including the forbiddance of smoking, using of facilities without permission and the use of non-explosion-proof electronic equipment in the stations.

During the year under review, the Group continued to work ceaselessly to improve its safety performance across the organisation. Including FY2021, the Group recorded zero work-related fatalities in the past three years. One reportable accident was recorded and one employee was injured with 122 workday losses. Aiming for zero accident rate, the Group will continue its reinforcement of safety inspections to guarantee all safety measures are in place.

In FY2021, the Group was not in violation of any of the relevant laws and regulations in relation to providing a safe working environment and protecting the employees from occupational hazards that have a significant impact on the Group.

V. 社會責任(續)

僱傭及勞工常規(續)

B.2 工作場所的健康與安全(續)

- 「壓力容器使用安全管理制度」規定了相關的操作程序步驟、應急計劃、人員職責及培訓以及例行保養要求。管理壓力容器的設計、採購、安裝、改進、保養及報廢均按照政策進行管理。
- 為確保所有進入加氣站的人員的安全，本集團制定了「進站須知」，以規範所有人的行為，包括在加油站禁止吸煙、禁止未經許可使用設施，以及禁止使用非防爆電子裝置。

於回顧年度內，本集團繼續不斷努力，以改善整個集團的安全表現。包括二零二一財年在內，本集團在過去三年中記錄的與工作相關的死亡人數為零。年內一名員工受傷，因工傷損失工作日數為122天。集團將以零事故率為目標，繼續加強安全檢查，確保各項安全措施落實到位。

於二零二一財年，本集團在提供安全的工作環境及保障僱員避免職業性危害方面，已遵守對本集團有重大影響的相關法律及規例。

V. SOCIAL RESPONSIBILITY (Continued)

EMPLOYMENT AND LABOUR PRACTICES (Continued)

B.2 Workplace Health and Safety (Continued)

Responding to the pandemic

Since the pandemic has evolved after more than two years of ferocity, the anti-epidemic measures of the national and local government have also been advanced in response to the fast-changing situation.

While maintaining business continuity amid this difficult time, the Group spares no effort in safeguarding the health of its people and preventing any extra burden to the public health system of the community.

As business resumed in FY2021, the Group tirelessly reminded its staff to be aware of personal hygiene including washing their hands properly. To prevent the spread of viruses, all staff and guests are required to wear face masks properly at all times during contact. The Group also ensures the sufficient stock and provision of necessary prevention and control materials including masks, gloves, alcohol disinfectants, sanitising wipes and thermometers.

Meanwhile, the Group actively encouraged its staff to get vaccinated. To further assure a safe and secure workplace for all staff, the Group has also purchased an air purifier in the workplace so as to provide clean air for its staff members.



V. 社會責任 (續)

僱傭及勞工常規 (續)

B.2 工作場所的健康與安全 (續)

抗擊疫情

由於疫情在兩年多的肆虐後持續變異，國家和地方政府的防疫措施也因應形勢的快速變化而不斷推進。

本集團在這困難時期保持業務連續性的同時，亦不遺餘力地保障市民的健康，並防止對社會公共衛生系統造成任何額外負擔。

隨著在二零二一財年的業務恢復，本集團不厭其煩地提醒員工注意個人衛生，包括正確清潔雙手。為防止病毒傳播，所有員工和客人在接觸過程中都必須正確佩戴口罩。本集團更提供口罩、手套、酒精消毒劑、消毒濕巾及體溫計等必要的防疫物資，並確保庫存充足。

此外，集團積極鼓勵員工接種疫苗。為更進一步確保所有員工有一個安全穩妥的工作場所，本集團亦在工作地點購買了空氣淨化機，以提供清潔淨化的空氣。

V. SOCIAL RESPONSIBILITY *(Continued)*

EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

B.3 Development and training

The Group is aware of the importance of training its people and developing their skill set to the long-term success of the company. Building a talent echelon, the Group focuses on the sharing of employees' experience through mentorship and training. The training opportunities provided by the Group not only support employees' growth and the prosperity shared with the Group, but also allow them to get a taste of the best operational practices and advanced technologies in the industry.

To this end, the Group is committed to the continuing development of all staff through both "on the job" and "off the job training". To further equip its employees with professional skillset and meet the Group's development goals, in addition to the internal training programmes, employees are highly encouraged to attend external training programmes and take professional qualification examinations with reimbursements being claimed. Meanwhile, the Group often invites external organisations and experts to provide relevant training to its employees.

V. 社會責任(續)

僱傭及勞工常規(續)

B.3 發展及培訓

本集團意識到員工的培訓和技能發展對於公司的長遠成功的重要性。本集團打造人才梯隊，注重透過導師培訓及員工經驗分享。本集團提供的培訓機會不僅支持員工的成長及對本集團的增值，更讓員工體驗到行業內的最頂尖的營運實踐和先進技術。

為此，本集團致力於通過「在職」和「職外」培訓來實現所有員工的持續發展。為了進一步使員工具備專業技能，並達到本集團的發展目標，除了內部培訓計劃外，本集團亦透過報銷費用大力鼓勵員工參加外部培訓計劃並參加專業資格考試。同時，本集團亦經常邀請外部組織和專家為其員工提供相關培訓。

V. SOCIAL RESPONSIBILITY (Continued)

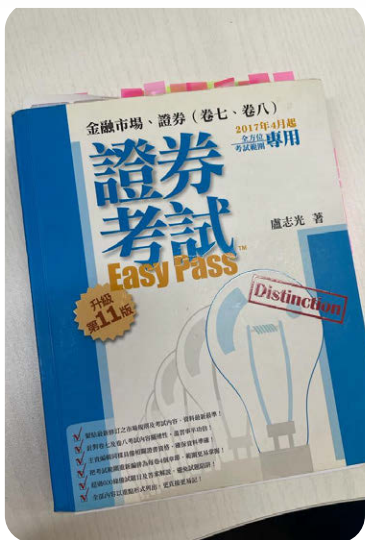
V. 社會責任(續)

EMPLOYMENT AND LABOUR PRACTICES (Continued)

僱傭及勞工常規(續)

B.3 Development and training (Continued)

B.3 發展及培訓(續)



In terms of the executive level training, the continuous professional development of the directors and senior management is highly valued by the Group, which ensures the compliance with relevant regulations and good corporate governance practices.

就高管級別培訓而言，本集團高度重視董事和高級管理人員的持續專業發展，以確保遵守相關法規並保持良好的企業管治規範。

B.4 Labour Standards

B.4 勞工準則

In FY2021, the Group abided by the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), the Hong Kong Employment Ordinance and other related laws and regulations in its operating regions to prohibit any child and forced labour employment.

於二零二一財年，本集團已遵守《中華人民共和國勞動法》、《僱傭條例(香港法例第57章)》、以及其他相關勞工法律及規例，以禁止任何童工及強制勞工就業。

V. SOCIAL RESPONSIBILITY *(Continued)*

EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

B.4 Labour Standards *(Continued)*

Respecting for human rights for all, the Group's Human Resource Department requires all job applicants to provide valid identity documents to ensure that they are lawfully employable, including but not limited to their age and condition of stay, prior to the confirmation of any employment. No worker is asked to relinquish their identification documents nor lodge deposits as a condition of employment. A review of staff roster and on-site inspection on personnel is performed regularly by the Human Resources Department.

Once the Group has identified any case which fails to comply with the relevant labour laws, regulations or standards, the relevant employment contract will be immediately terminated and the relevant employees responsible for the management of human resources will be disciplined accordingly. A report will also be made to the supervisory authority when the senior management considers it necessary.

In FY2021, the Group was in compliance with applicable laws and regulations in relation to the prevention of child and forced labour that have a significant impact on the Group.

V. 社會責任 *(續)*

僱傭及勞工常規 *(續)*

B.4 勞工準則 *(續)*

為尊重所有人的人權，本集團的人力資源部要求所有求職者提供有效的身份證明文件，在確定勞資關係前確認應徵者為合法受僱，包括但不限於其年齡及逗留條件。本集團禁止要求工人放棄其身份證明文件或存入押金作為僱傭條件。人力資源部將會定期審查人員名冊和對人員進行現場檢查。

一旦本集團發現任何違反勞工法例、法規及標準的事件，相關僱傭將立即終止，而負責人力資源管理的相關員工將受到相應的紀律處分。當高級管理層認為有必要時，本集團將會向監管機構做出報告。

於二零二一財年，本集團在防止童工及強制勞工方面，已遵守對本集團有重大影響的相關法律及規例。

V. SOCIAL RESPONSIBILITY *(Continued)*

OPERATING PRACTICES

B.5 Supply Chain Management

Working in partnership with its suppliers, the Group endeavours to maintain and manage a sustainable and reliable value chain that brings positive impacts to the environment and society. In FY2021, the Group's major suppliers were the natural gas distributors (e.g. SINOPEC and PETROCHINA) and suppliers of raw materials for gas pipeline installation.

To carry out responsible supply chain management across the organisation, the Operation Department implements supply chain assessment and selects suppliers based on a wide range of criteria as listed in the Supplier Code Conduct, including the safe and reliable supply of gas and the implementation of effective environmental and safety management systems. An annual review is conducted to make sure that suppliers on the approved list perform satisfactorily. Suppliers who do not pass the assessment will be removed from the list of qualified suppliers and the collaboration will be terminated immediately.

To ensure that all suppliers and contractors operate in strict compliance with relevant regulations and in an eco-friendly manner, the Administrative Department keeps monitoring their performance and its supply chain practices on a continuous basis. The Group requires that all its suppliers and contractors follow the terms that have been agreed upon in the contract during the business partnership with Group, while a "Gas Quality Inspection Report" is required to be handed in on a monthly basis for review.

V. 社會責任(續)

營運慣例

B.5 供應鏈管理

透過與供應商的合作，本集團致力於維護和管理一個可持續和可靠的價值鏈，為環境和社會帶來積極影響。於二零二一財年，本集團的主要供應商是天然氣分銷商(例如中國石化及中國石油)和天然氣管道安裝方面原材料的供應商。

為在企業範圍內實施負責任的供應鏈管理，營運部實施供應鏈評估，並根據「供應商守則」中列出的一系列標準選擇供應商，包括安全可靠的天然氣供應以及環境和安全管理體系的有效實施。營運部每年進行一次審查，以確保認可名單上的供應商表現令人滿意。未通過評審的供應商將被從合格供應商名單中刪除，且合作將立即終止。

為確保所有供應商和承包商嚴格遵守相關法規並以環保的方式運作，本集團行政部持續監控供應商的表現及集團自身的供應鏈慣例。本集團要求所有供應商和承包商在與本集團建立業務夥伴關係期間均遵守合同中約定的條款，同時要求其每月提交一份「天然氣氣質檢驗報告」以進行審查。

V. SOCIAL RESPONSIBILITY (Continued)

OPERATING PRACTICES (Continued)

B.5 Supply Chain Management (Continued)

To identify and minimise the social and environmental risks along its supply chain, the Group's supply chain management teams have identified non-conformance with relevant laws as material risks that may seriously impact the Group's supply chain. As such, the Group requires all suppliers enter into a multitude of agreements as part of the master agreement, such as the Health, Safety and Environment (HSE) Contract, thereby spurring all its business partners in the value chain to monitor and control potential social and environmental risks within the acceptable range under the national and industrial standards, and to respect the rights of their employees as well as caring about the wellbeing of local communities.

The Group supports green procurement practices and works hard to promote sustainable procurement. The Operation Department prioritises the sourcing of more sustainable products such as pipelines for natural gas distribution and environmentally friendly office supplies including recycled paper.

In FY2021, the Group had 7 major suppliers located in the PRC, with the aforementioned policies being applicable to all suppliers. Treating suppliers as the Group's strategic business partners, the Group regularly engages with them through digital means such as emails and instant messengers like WeChat, as well as on-site visits once in a while to benchmark their performance and share with them the industry best practices in pursuit of concerted efforts for green development.

V. 社會責任(續)

營運慣例(續)

B.5. 供應鏈管理(續)

為識別及減低供應鏈上的社會及環境風險，本集團的供應鏈管理團隊已將不符合相關法律的情況識別為可能嚴重影響本集團供應鏈的重大風險。因此，本集團要求所有供應商簽訂多項協議，作為主協議的一部分，例如健康、安全和環境(HSE)合同，從而激勵其價值鏈中的所有業務合作夥伴監察和控制潛在的環境風險，確保達到國家和行業標準可接受的要求範圍，並尊重員工的權利，關心當地社區的福祉。

本集團支持綠色採購慣例，並努力推動可持續採購。營運部會優先採購更具可持續性的產品，例如天然氣輸送管道和環保的辦公用品，包括環保紙。

於二零二一財年，本集團在中國擁有7家主要供應商，上述政策適用於所有供應商。本集團視供應商為本集團的戰略業務合作夥伴，定期透過電子郵件、即時通訊工具如微信等數碼方式與他們接觸。集團亦會進行不定期實地考察，以衡量他們的表現，並與他們分享行業最佳實踐，共同實現綠色發展。

V. SOCIAL RESPONSIBILITY (Continued)

OPERATING PRACTICES (Continued)

B.6 Product responsibility

The Group is dedicated to providing its customers with a safe and reliable energy supply, and the competent and efficient services. To this end, various internal policies regarding quality, safety, customer rights and satisfaction are in place to ensure all clients receive incredible services from the Group. In FY2021, the Group found no disregard to the laws and regulations in the PRC relating to product/service quality, health and safety, advertisement, labelling and customer privacy.

Quality and safety

Assuring the quality and safety of its services is of paramount importance to the Group. As the Group mainly engages in natural gas supply and pipeline installation businesses (with around 85% of revenue generating from this business segment), ensuring the safety and reliability of gas supply is the most significant responsibility of the Group.

To standardise its operational practices so as to enhance the service quality, the Operation Manual has been set up to ensure the general compliance with industry-wise best practices and applicable laws and regulations, including but not limited to:

- Oil and Natural Gas Pipeline Protection Law of the People's Republic of China (石油天然氣管道保護法);
- Requirements for the Safe Transportation of LNG Transportable Tanks on the Whole Ship (整船載運液化天然氣可移動罐櫃安全運輸要求);

V. 社會責任(續)

營運慣例(續)

B.6 產品責任

本集團致力於為客戶提供安全可靠能源供應和稱職高效的服務。為此，我們制定了關於質量、安全、客戶權益和滿意度的各種內部政策，以確保所有客戶都能從本集團獲得最佳的服務。於二零二一財年，就本集團在其產品及服務的健康與安全、廣告、標籤及私隱事宜而言，本集團並無違反中國的相關法律及法規。

質量與安全

確保服務質量和安全對本集團而言至關重要。由於本集團主要從事天然氣供應和管道安裝業務(本集團收入約85%均來自此業務板塊)，因此天然氣供應的安全性和可靠性是本集團最重要的責任。

為規範其操作實踐以提高服務質量，本集團已制定了「操作手冊」，以確保基本遵守行業最佳實踐和適用的法律和法規，包括但不限於：

- 《石油天然氣管道保護法》;
- 《整船載運液化天然氣可移動罐櫃安全運輸要求》;

V. SOCIAL RESPONSIBILITY (Continued)

OPERATING PRACTICES (Continued)

B.6 Product responsibility (Continued)

Quality and safety (Continued)

- Work Safety Law of the People's Republic of China (中華人民共和國安全生產法);
- Regulations on the Safety Management of Hazardous Chemicals (危險化學品安全管理條例);
- Product Quality Law of the People's Republic of China (中華人民共和國產品品質法);
- Fire Protection Law of the People's Republic of China (中華人民共和國消防法);
- Code for Design of City Gas Engineering GB50028-2006 (城鎮燃氣設計規範); and
- Natural Gas GB17820-2012 (天然氣).

Subject to the annual review by the Board, the Group has set up the Risk Management Framework, Central Contingency Policies and Procedures and Risk Monitoring Mechanism to ensure the safety and reliability of the Group's services.

The Group provides gas supply and pipe installation services according to a comprehensive quality control system that meets the statutory requirements regarding natural gas investment, provision of consultation on gas technology and sales of gas cooking appliances and accessories. In addition to the safety management systems detailed under section "Aspect B2: Workplace Health and Safety", the Group has employed the following procedures to ensure its product safety.

V. 社會責任(續)

營運慣例(續)

B.6 產品責任(續)

質量與安全(續)

- 《中華人民共和國安全生產法》;
- 《危險化學品安全管理條例》;
- 《中華人民共和國產品品質法》;
- 《中華人民共和國消防法》;
- 《城鎮燃氣設計規範 (GB50028-2006)》; 以及
- 《天然氣(GB17820-2012)》。

經董事會的年度審查，本集團建立了風險管理框架、中央應急政策和程序以及風險監控機制，以確保本集團服務的安全性和可靠性。

本集團根據全面的質量控制體系提供天然氣供應及管道安裝服務，該體系符合有關天然氣投資、提供天然氣技術諮詢以及銷售天然氣炊具及配件的法定要求。除「B2：工作場所的健康與安全」一節詳述的安全管理體系外，本集團亦採用以下程序來確保其產品安全。

V. SOCIAL RESPONSIBILITY (Continued)

OPERATING PRACTICES (Continued)

B.6 Product responsibility (Continued)

Quality and safety (Continued)

- All workers should adhere to the Internal Gas-user Safety Management System (《用戶安全管理規程》), which specifies the control processes for all aspects, from engineering design, construction and installation, completion confirmation, to ignition supply, management and maintenance and demolition;
- Prior to the registration of users' premises, users are required to confirm their understanding of safe gas use, including the basic operation of natural gas, common gas accidents and response plans and emergency rescue hotlines;
- To ensure gas users' safety, the systematic inspection systems are in place to ensure any potential safety hazard present in users' households or industrial and commercial facilities can be identified and rectified to avert the occurrence of accidents;
- Publicity mechanisms are in place to remind the public of gas use safety particularly during holidays, peak gas usage periods, winter gas accidents and rat infestations.

V. 社會責任 (續)

營運慣例 (續)

B.6 產品責任 (續)

質量與安全 (續)

- 所有員工均遵守內部的「用戶安全管理規程」，該體系對用戶服務工作流程各個方面的過程控制進行規範，涵蓋工程設計、建造安裝、完工確認、點火供應、管理保養及最終拆卸；
- 在登記用戶場所前，用戶須確認對天然氣安全使用的理解，包括天然氣的基本操作、常見的天然氣事故和響應計劃、以及緊急救援熱線；
- 為確保天然氣用戶的安全，本集團已建立系統化的檢查系統，以確保識別並糾正用戶家庭或工業及商業設施中存在的安全隱患，以避免發生任何事故；
- 本集團建立宣傳機制，提醒公眾注意天然氣使用的安全，特別是在節假日、高峰用氣時段、冬季天然氣事故及老鼠出沒的情況下。

V. SOCIAL RESPONSIBILITY (Continued)

OPERATING PRACTICES (Continued)

B.6 Product responsibility (Continued)

Complaints

Aiming for continuous improvement on its customer services, the Group values its customers' opinions and formulates its customer service management systems by maintaining active communication with its clients. Once any complaint is received, an acknowledgement of the customer complaint should be provided in a timely manner. Specific responsible departments are required to communicate the investigation processing results to the customers through formal replies.

During the year under review, the Group did not receive any substantial complaints about the service quality and the customer satisfaction was high according to customer surveys.

Privacy matters

Strictly protecting the interest of customers in accordance with relevant laws and regulations such as the Law on Protection of Consumer Rights and Interests of the People's Republic of China (中華人民共和國消費者權益保護法) and Personal Data (Privacy) Ordinance of Hong Kong, the Group attaches great importance to the safeguard of personal data and identifiable information of its clients and tenants.

V. 社會責任(續)

營運慣例(續)

B.6 產品責任(續)

投訴

本集團以不斷改善客戶服務為目標並重視客戶意見。本集團透過與客戶保持積極溝通，制定其客戶服務管理系統。一旦收到任何投訴，應及時向客戶提供投訴的確認，並由特定負責部門通過正式回復將調查處理結果傳達給客戶。

於回顧年度內，本集團並無接獲任何有關服務質素的重大投訴。根據客戶調查，本集團客戶滿意度很高。

隱私事宜

根據相關法律法規，如《中華人民共和國消費者權益保護法》和《香港個人資料(隱私)條例》，本集團嚴格保障客戶利益，並非常重視保護客戶及租戶的個人數據及可識別資料。

V. SOCIAL RESPONSIBILITY (Continued)

OPERATING PRACTICES (Continued)

B.6 Product responsibility (Continued)

Privacy matters (Continued)

A series of measures have been established to defend clients' privacy. Under the enforcement of the account authorisation management requirements, only designated staff is granted the access to sensitive information to minimise risk of data breaches and leakage. Risk management and technical incident recovery plans have been developed to protect personal data and mitigate losses in case that any accidents may happen. Meanwhile, a confidentiality agreement is required to be signed among relevant parties to ensure that they keep all sensitive information safe and prohibit any unauthorised disclosures or provision of data to any third-party without consent. The Group did not receive any substantial complaint regarding data breaches, leakage or privacy matters during the year under review.

In FY2021, the Group was in compliance with the relevant laws and regulations regarding health and safety, advertising, intellectual property, labelling and privacy matters of its products and services that are material to the Group. Adhering to the reporting principle of materiality, policies and approaches regarding advertising, product/service recall, intellectual property and labelling, which are not material or applicable to the Group given its business nature, were not disclosed in this section.

V. 社會責任 (續)

營運慣例 (續)

B.6 產品責任 (續)

隱私事宜 (續)

本集團已採取一系列措施保護客戶的隱私。根據賬戶授權管理要求，只有指定的員工才能訪問敏感資訊，以將資料洩露和洩露的風險降至最低。本集團已制定風險管理和技術事故恢復計劃，以保護個人數據並減少發生事故時的損失。同時，本集團須與相關方簽署保密協議，以確保其保證所有敏感信息的安全，並且不會在未經授權的情況下將任何數據洩露給任何第三方。於回顧年度內，本集團並無接獲任何有關資料洩漏、外流或私隱事宜的重大投訴。

於二零二一財年，本集團在其產品和服務的健康與安全、廣告、知識產權、標籤及私隱事宜方面，已遵守對本集團有重大影響的相關法律及規例。依據重要性的報告原則，就本集團的業務性質而言，本集團認為知識產權和標籤事宜對本集團而言重要性相對較低，因此本節並未披露與知識產權和標籤相關的政策和方法。

V. SOCIAL RESPONSIBILITY (Continued)

OPERATING PRACTICES (Continued)

B.7 Anti-corruption

The Group believes that its reputation as a trusted service provider and business partner relies on its ethical operations with integrity. All staff members are expected to fully adhere to the Group's value, which is in compliance with the laws and regulations of the jurisdictions where the Group operates, including:

- Law of the People's Republic of China on Anti-money Laundering (中華人民共和國反洗錢法);
- Anti-Corruption Law of the People's Republic of China (中華人民共和國反腐敗法);
- Anti-Money Laundering and Counter-Terrorist Financing Ordinance (Chapter 615 of the Laws of Hong Kong); and
- Prevention of Bribery Ordinance (Chapter. 201 of the Laws of Hong Kong).

V. 社會責任(續)

營運慣例(續)

B.7 反貪污

本集團相信，其作為值得信賴的服務供應商和業務夥伴的聲譽有賴於其誠信且道德的營運。所有員工應與本集團的價值觀保持一致，遵守本集團經營所在轄區的法律和法規，包括：

- 《中華人民共和國反洗錢法》;
- 《中華人民共和國反腐敗法》;
- 《打擊洗錢及恐怖分子資金籌集條例(香港法例第615章)》; 以及
- 《防止賄賂條例(香港法例第201章)》。

V. SOCIAL RESPONSIBILITY *(Continued)*

OPERATING PRACTICES *(Continued)*

B.7 Anti-corruption *(Continued)*

Having zero tolerance to any corrupt or anti-competitive practices, the Group insists that all staff members adhere to its ethical corporate culture during the course of business. The Code of Conduct and strict internal policies are implemented and clearly listed in the Employee Handbook, which is applicable to all employees. The key principles outlined in the Code of Conduct include the prevention of:

- Leakage of confidential information;
- Insider trading;
- Conflict of Interest;
- Improper handling of the Company assets.

Effective whistleblowing procedures are in place to ensure that concerns can be raised against any misconduct, malpractice or irregularity, particularly in relation to violations of the Code of Conduct. Whistle-blowers can report verbally or in writing to the Department Head or the Board of the Group with regard to any suspected misconduct with full details and supporting evidence. Whistle-blowers can also directly report to the Audit Committee when one considers the misconduct is relevant to the Board. To protect the Group's interest and the whistle-blower's safety, all investigation will be conducted in a timely and confidential manner. Where any criminality is suspected, a report will be made to the local authority when the management considers it necessary.

V. 社會責任 *(續)*

營運慣例 *(續)*

B.7 反貪污 *(續)*

本集團對任何腐敗和反競爭行為實施零容忍，堅持所有員工在業務過程中遵守其道德的企業文化。本集團已實施「行為準則」及「員工手冊」中所列出的嚴格的內部政策，該政策適用於所有員工。「行為準則」中概述的主要原則包括禁止：

- 機密信息的洩露；
- 內幕交易；
- 利益衝突；
- 公司資產的不當處理。

本集團已設立有效的舉報程序，以確保可以舉報任何可疑、不當或違規行為，特別是與違反「行為準則」有關的行為。舉報人可以口頭或書面向部門負責人或集團董事會報告任何涉嫌不當行為的全部細節及佐證。如舉報人認為不當行為與董事會有關，亦可直接向審計委員會報告。為保護本集團的利益和舉報人的安全，所有調查將以及時、保密的方式進行。如發現任何可疑犯罪行為，本集團在管理層認為有必要的情況下將報告給當地職能部門。

V. SOCIAL RESPONSIBILITY (Continued)

OPERATING PRACTICES (Continued)

B.7 Anti-corruption (Continued)

While training in the Code of Conduct and relevant anti-corruption policies is mandatory for all staff in the induction, the Group endeavours to refresh their understanding of these principles and to raise awareness regularly via the distribution of materials including ICAC circulars and seminar notes to all employees including Directors. Meanwhile, all policies and guidelines related to anti-corruption and anti-money laundering are reviewed at least once a year to ensure business practices remain compliant. During the year under review, the Group did not arrange any anti-corruption training for its staff or directors.

In FY2021, the Group recorded zero concluded legal cases regarding corrupt practices and was in compliance with the relevant laws and regulations in relation to bribery, extortion, fraud and money laundering that have a significant impact on the Group.

V. 社會責任(續)

營運慣例(續)

B.7 反貪污(續)

所有員工在入職時必須接受「行為準則」及相關反貪污政策的培訓，本集團亦致力透過定期向所有僱員包括董事派發廉政公署通函及研討會紀要，加深他們對貪污政策原則的認識。同時，本集團每年至少審查一次與反腐敗和反洗黑錢有關的所有政策和準則，以確保商業慣例符合有關規定。於回顧年內，本集團並沒有安排任何反貪污培訓予其職員或董事。

於二零二一財年，本集團錄得零宗已審結的涉及貪污行為的法律案件，並在防止賄賂、勒索、欺詐及洗黑錢方面，遵守對本集團有重大影響的任何相關法律及規例。

V. SOCIAL RESPONSIBILITY *(Continued)*

COMMUNITY

B.8 Community Investment

Striving to create a positive legacy and build capacity in the communities where it operates, the Group is committed to creating sustainable futures for the local people and society. In addition to the continuous stakeholder engagement and exploration of clean energy innovations, the Group also spares no effort in building the local communities through investing in local job opportunities, maximising opportunities for local suppliers and paying local taxes timely and regularly.

Under the restrictions to combat the pandemic, the Group was still unable to hold or participate in any charitable activities in alignment with its business philosophy for public safety reason during the year under review. Nevertheless, the Group adopted new strategy to support the local community by enabling local people through its value chain. The Group will continue to deliver on its commitments to social responsibility and respond to the needs of the communities through alternative ways until the pandemic is over.

V. 社會責任 *(續)*

社區

B.8. 社區活動投資

本集團致力於創造正面的影響並建設其營運所在社區，並致力於為當地人民和社會創造可持續的未來。除了不斷與利益相關者溝通及探索清潔能源創新外，本集團還透過創造當地就業機會、最大限度地增加當地供應商的機會，以及定期和及時繳納當地稅款，不遺餘力地建設當地社區。

在抗擊疫情的限制下，本集團於回顧年度內仍未能舉辦或參與任何符合其經營理念的慈善活動，以保障公眾安全。然而，本集團採用了新的戰略以透過其價值鏈幫助當地人民及支援當地社羣。本集團將繼續履行其對社會責任的承諾，並透過其他方式回應社羣的需求，直到疫情結束。

VI. APPENDIX – PERFORMANCE TABLE

VI. 附錄 – 績效表

Table E1. The Group's Total Emissions by Category in FY2021⁸

表E1.二零二一財年本集團按類別劃分的總排放量⁸

Emission Category	Key Performance Indicator (KPI)	Unit	Intensity ¹		Intensity ²	
			Amount in FY2021	(Unit/employee) in FY2021	Amount in FY2020	(Unit/employee) in FY2020
排放物類別	關鍵績效指標	單位	二零二一財年 數量	二零二一財年 ¹ 密度 (單位/員工)	二零二零財年 數量	二零二零財年 ² 密度 (單位/員工)
Air Emissions³ 廢氣排放 ³	SO _x 硫氧化物	Kg 千克	0.24	0.49 x 10 ⁻²	0.19	0.44 x 10 ⁻²
	NO _x 氮氧化物	Kg 千克	10.08	0.20	7.67	0.18
	PM 顆粒物	Kg 千克	0.74	0.01	0.56	0.01
GHG Emissions 溫室氣體排放	Scope 1 ⁴ 範圍一 ⁴ (Direct Emissions) (直接排放)	Tonnes of CO ₂ e 噸二氧化碳當量	41.47	0.83	33.01	0.77
	Scope 2 ⁵ 範圍二 ⁵ (Energy Indirect Emissions) (能源間接排放)	Tonnes of CO ₂ e 噸二氧化碳當量	62.48	1.25	126.51	2.94
	Scope 3 ⁶ 範圍三 ⁶ (Other Indirect Emissions) (其他間接排放)	Tonnes of CO ₂ e 噸二氧化碳當量	1.01	0.02	5.04	0.12
	Total (Scope 1 & 2 & 3) 總數(範圍一、二及三)	Tonnes of CO ₂ e 噸二氧化碳當量	104.96	2.10	164.56	3.83
Non-hazardous Waste 無害廢棄物	Wastewater ⁷ 廢水 ⁷	m ³ 立方米	650.45	13.01	1,933.76	44.97

VI. APPENDIX – PERFORMANCE TABLE

(Continued)

1. Intensity for FY2021 was calculated by dividing the amount of air, GHG and other emissions respectively by the Group's number of employees in FY2021, which was 50;
2. The amount and intensity in FY2020 were extracted from the data in the ESG Report FY2020 of the Group;
3. The Group's air emissions only included the air pollutants from fuel consumption of motor vehicles.
4. The Group's Scope 1 (Direct Emissions) included only the consumption of liquid fuels in motor vehicles;
5. The Group's Scope 2 (Energy Indirect Emissions) included only electricity consumption;
6. The Group's Scope 3 (Other Indirect Emissions) included other indirect emissions from paper waste disposed at landfills, electricity used for processing fresh water and sewage by government departments;
7. The total amount of wastewater discharged from the Group in FY2021 was based on the assumption that 100% of the fresh water consumed entered the municipal sewage system; and
8. The methodology adopted for reporting on GHG emissions set out above was based on "How to Prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange, The GHG Protocol Corporate Accounting and Reporting Standard, the 2006 IPCC (Intergovernmental Panel on Climate Change) Guidelines for National Greenhouse Gas Inventories and the Fuel Consumption Limits for Heavy-Duty Commercial Vehicles.

VI. 附錄 – 績效表(續)

1. 二零二一財年密度乃按廢氣、溫室氣體及其他排放物數量分別除以本集團二零二一財年僱員總數50人而得；
2. 二零二零財年的數量及密度是從本集團二零二零年環境、社會及管治報告中的數據提取；
3. 本集團的廢氣排放僅包括汽車燃料消耗產生的空氣污染物；
4. 本集團的範圍一(直接排放)僅包括汽車液體燃料的消耗；
5. 本集團的範圍二(能源間接排放)僅包括電力消耗；
6. 本集團的範圍三(其他間接排放)包括棄置在堆填區的紙張廢物、政府部門處理淡水和污水所用的電力產生的其他間接排放；
7. 本集團排放的廢水量是根據假定所使用淡水100%排進污水系統作為廢水排放而估算；以及
8. 上述溫室氣體排放報告採用的方法基於由香港交易及結算所有限公司發行的「如何準備環境、社會及管治報告 – 附錄二：環境關鍵績效指標匯報指引」、溫室氣體議定書：企業核算與報告準則、二零零六年IPCC國家溫室氣體清單指南以及重型商用車輛燃料消耗量限值。

環境、社會及管治報告

Environmental, Social and Governance Report

VI. APPENDIX – PERFORMANCE TABLE

(Continued)

Table E2. Total Resource Consumption in FY2021

Use of Resources	資源總用量	Key Performance Indicator (KPI)	Unit	Amount in FY2021	Intensity ¹		Intensity ²	
					二零二一財年	二零二一財年	二零二零財年	二零二零財年
		關鍵績效指標	單位	數量	密度 (單位/員工)	數量	密度 (單位/員工)	
Energy ³	能源 ³	Electricity	kWh'000	96.96	1.94	222.85	5.18	
		電力	千個千瓦時					
		Gasoline	kWh'000	160.90	3.22	122.80	2.86	
		汽油	千個千瓦時					
		Total	kWh'000	257.85	5.16	345.65	8.04	
		總數	千個千瓦時					
Water	水	Water	m ³	650.45	13.01	1,933.76	44.97	
		水	立方米					
Paper	紙張	Paper	Kg	165	3.30	175	4.07	
		紙張	千克					

VI. 附錄 – 績效表 (續)

表E2.二零二一財年資源總用量

- Intensity for FY2021 was calculated by dividing the amount of resources that the Group consumed in FY2021 by the Group's number of employees in FY2021, which was 50;
- The amount and intensity in FY2020 were extracted and converted from the data in the ESG Report FY2020 of the Group; and
- The energy conversion of resources consumed was based on the energy coefficient set out in "How to Prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange".

- 二零二一財年密度乃按資源總量除以本集團二零二一財年僱員總數50人而得；
- 二零二零財年的數據及密度從本集團二零二零財年環境、社會及管治報告中提取及轉換；以及
- 所消耗資源的能量轉換基於聯交所發佈的「如何準備環境、社會及管治報告－附錄二：環境關鍵績效指標匯報指引」。

VI. APPENDIX – PERFORMANCE TABLE

(Continued)

Table S3. Number of Employees by Age Group, Gender, Employment Type, Position Type, Geographical Locations of The Group in FY2021¹

VI. 附錄－績效表(續)

表S3.本集團二零二一財年按年齡、性別、就業類型、職位和地區劃分的員工總數¹

Unit: Number of employees	單位：員工人數	Age group				Total
		Aged 30 or below	Aged between 31 and 40	Aged between 41 and 50	Aged 51 or above	
Gender	性別	30歲或以下	31-40歲	41-50歲	51歲或以上	總數
Male	男性	8	12	9	7	36
Female	女性	1	5	6	2	14
Total	總數	9	17	15	9	50

Unit: Number of employees	單位：員工人數	Position			Total
		General staff	Senior management	Director and management	
Gender	性別	一般員工	高級管理人員	董事與管理層	總數
Male	男性	23	4	9	36
Female	女性	12	1	1	14
Total	總數	35	5	10	50

VI. APPENDIX – PERFORMANCE TABLE

(Continued)

VI. 附錄 – 績效表 (續)

		Employment type 就業類型		Total 總數
Full time 全職		Part time 兼職		
50		0		50

		Geographical location 地區劃分		Number of employees 員工人數
Locations	地域			
PRC	中國內地			27
Hong Kong	香港			23
Total:	總數			50

1. The employment data in headcount was obtained from the Group's Human Resources Department based on the employment contracts entered into between the Group and its employees. The data covered employees engaged in a direct employment relationship with the Group according to relevant local laws and workers whose work and/or workplace was controlled by the Group. The methodology adopted for reporting on employment data set out above was based on "How to Prepare an ESG Report – Appendix 3: Reporting Guidance on Social KPIs" issued by the Stock Exchange.

1. 職工數據是根據本集團與其僱員之間訂立的僱傭合同，從本集團的人力資源部獲得。此數據涵蓋根據當地有關法律與本集團有直接僱傭關係的僱員以及其工作和／或工作場所受本集團控制的員工。上述報告職工數據所採用的方法乃基於聯交所發佈的《如何準備環境、社會及管治報告－附錄3：社會關鍵績效指標報告指南》。

VI. APPENDIX – PERFORMANCE TABLE

(Continued)

Table S4. Employee Turnover Rate by Age Group, Gender and Geographical Locations in FY2021¹

Unit: Number of employees	單位：員工人數	Age group				Total
		Aged 30 or below	Aged between 31 to 40	Aged between 41 to 50	Aged 51 or above	
Gender	性別	30歲或以下	31-40歲	41-50歲	51歲或以上	總數
Male	男性	6	2	2	3	13
Employee turnover rate (%)	員工流失率(%)	75.00	16.67	22.22	42.86	36.11
Female	女性	1	1	1	0	3
Employee turnover rate (%)	員工流失率(%)	100.00	20.00	16.67	0.00	21.43
Total	總數	7	3	3	3	16
Total employee turnover rate (%)	總員工流失率(%)	77.78	17.65	20.00	33.33	32.00

Geographical locations

地區劃分

Locations	地域	Employee turnover	Employee turnover rate (%)
		員工流失	員工流失率
PRC	中國內地	7	25.93
Hong Kong	香港	9	39.13

1. The turnover data in headcount was obtained from the Group's Human Resources Department based on the employment contracts entered into between the Group and its employees. Turnover rate was calculated by dividing the number of employees who resigned in FY2021 by the number of employees in FY2021. The methodology adopted for reporting on turnover data set out above was based on "How to Prepare an ESG Report – Appendix 3: Reporting Guidance on Social KPIs" issued by the Stock Exchange.

VI. 附錄－績效表(續)

表S4.本集團二零二一財年按年齡、性別及地區劃分的員工流失率¹

1. 流失數據是根據本集團與其僱員之間訂立的僱傭合同，從本集團的人力資源部獲得。流失率通過將二零二一財年離職人數除以二零二一財年的員工數得出。上述流失數據所採用的方法乃基於聯交所發佈的《如何準備環境、社會及管治報告－附錄3：社會關鍵績效指標報告指南》。

VII. REPORT DISCLOSURE INDEX

VII. 報告披露索引

HKEx ESG Guide content index

聯交所ESG報告指引索引

Aspects 層面	ESG Indicators ESG指標	Description 描述	Page/Remark 頁碼
A. Environmental			
A. 環境			
A1: Emissions	General Disclosure	Information on:	
A1: 排放物		(a) the policies; and	
		(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	
		<i>Note:</i> Air emissions include NOx, SOx, and other pollutants regulated under national laws and regulations. Greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride. Hazardous wastes are those defined by national regulations	
	一般披露	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：	21
		(a) 政策；及	
		(b) 遵守對發行人有重大影響的相關法律及規 例的資料。	
		註：廢氣排放包括氮氧化物、硫氧化物及其他 受國家法律及規例規管的污染物。溫室氣 體包括二氧化碳、甲烷、氧化亞氮、氫氟 碳化合物、全氟化碳及六氟化硫。有害廢 棄物指國家規例所界定者。	
	KPI A1.1	The types of emissions and respective emissions data.	
	關鍵績效指標A1.1	排放物種類及相關排放數據。	67

VII. REPORT DISCLOSURE INDEX (Continued)

VII. 報告披露索引(續)

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聯交所ESG報告指引索引(續)

Aspects 層面	ESG Indicators ESG指標	Description 描述	Page/Remark 頁碼
	KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	
	關鍵績效指標A1.2	直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	67
	KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	
	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)。	27
	KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	
	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)。	23
	KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	
	關鍵績效指標A1.5	描述所訂立的排放量目標及為達到這些目標所採取的步驟。	35
	KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	
	關鍵績效指標A1.6	描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	26

VII. REPORT DISCLOSURE INDEX (Continued)

VII. 報告披露索引(續)

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聯交所ESG報告指引索引(續)

Aspects 層面	ESG Indicators ESG指標	Description 描述	Page/Remark 頁碼
A2: Use of Resources A2 : 資源使用	General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. <i>Note:</i> Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc. 有效使用資源(包括能源、水及其他原材料)的政策。 註：資源可用於生產、儲存、運輸、樓宇、電子設備等。	
	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).	
	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)。	69
	KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	
	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)。	69

VII. REPORT DISCLOSURE INDEX (Continued)

VII. 報告披露索引(續)

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聯交所ESG報告指引索引(續)

Aspects 層面	ESG Indicators ESG指標	Description 描述	Page/Remark 頁碼
	KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	
	關鍵績效指標A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	35
	KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	
	關鍵績效指標A2.4	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	32,35
	KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	
	關鍵績效指標A2.5	製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	29
A3: The Environment and Natural Resources A3：環境及天然資源	General Disclosure 一般披露	Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	37

VII. REPORT DISCLOSURE INDEX (Continued)

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聯交所ESG報告指引索引(續)

Aspects 層面	ESG Indicators ESG指標	Description 描述	Page/Remark 頁碼
	KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	
	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。	37
Aspect A4: Climate Change A4 : 氣候變化	General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	
	一般披露	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。	39
	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.	
	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。	39

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VII. 報告披露索引(續)

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聯交所ESG報告指引索引(續)

Aspects 層面	ESG Indicators ESG指標	Description 描述	Page/Remark 頁碼
B. Social			
B. 社會			
Employment and Labour Practices			
僱傭及勞工常規			
B1: Employment	General Disclosure	Information on:	
B1 : 僱傭		(a) the policies; and	
		(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	
	一般披露	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：	42
		(a) 政策；及	
		(b) 遵守對發行人有重大影響的相關法律及規例的資料。	
	KPI B1.1	Total workforce by gender, employment type (for example, full- or parttime), age group and geographical region.	
	關鍵績效指標B1.1	按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。	70
	KPI B1.2	Employee turnover rate by gender, age group and geographical region.	
	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。	72

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聯交所ESG報告指引索引(續)

Aspects 層面	ESG Indicators ESG指標	Description 描述	Page/Remark 頁碼
B2: Health and Safety B2 : 健康與安全	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	
一般披露		有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	49
	KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year	
關鍵績效指標	B2.1	過去三年(包括匯報年度)每年因工亡故的人數及比率。	51
	KPI B2.2	Lost days due to work injury.	
關鍵績效指標	B2.2	因工傷損失工作日數。	51
	KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	
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。	50

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VII. 報告披露索引(續)

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聯交所ESG報告指引索引(續)

Aspects 層面	ESG Indicators ESG指標	Description 描述	Page/Remark 頁碼
B3: Development and Training B3：發展及培訓	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	
	一般披露	<i>Note:</i> Training refers to vocational training. It may include internal and external courses paid by the employer. 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。	53
	KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). <i>註：</i> 培訓指職業培訓，可包括由僱主付費的內外部課程。	The Group did not arrange any training in the reporting year therefore related data is not disclosed.
	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)劃分的受訓僱員百分比。	由於本集團於報告年內並沒有舉辦任何培訓，相關數據並沒有披露。
	KPI B3.2	The average training hours completed per employee by gender and employee category.	
	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。	

VII. REPORT DISCLOSURE INDEX (Continued)

VII. 報告披露索引(續)

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聯交所ESG報告指引索引(續)

Aspects 層面	ESG Indicators ESG指標	Description 描述	Page/Remark 頁碼
B4: Labour Standards B4 : 勞工準則	General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的：	54
		(a) 政策；及	
		(b) 遵守對發行人有重大影響的相關法律及規例的資料。	
	KPI B4.1 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	55
	KPI B4.2 關鍵績效指標B4.2	Description of steps taken to eliminate such practices when discovered 描述在發現違規情況時消除有關情況所採取的步驟。	55
Operating Practices 營運慣例			
B5: Supply Chain Management B5 : 供應鏈管理	General Disclosure 一般披露	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。	
	KPI B5.1 關鍵績效指標B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	57

VII. REPORT DISCLOSURE INDEX (Continued)

VII. 報告披露索引(續)

HKEx ESG Guide content index (Continued)

聯交所ESG報告指引索引(續)

Aspects 層面	ESG Indicators ESG指標	Description 描述	Page/Remark 頁碼
	KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and 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，以及相關執行及監察方法。	56
	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。	56
	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。	56
B6: Product Responsibility B6：產品責任	General Disclosure	Information on: <ul style="list-style-type: none"> (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 	
	一般披露	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： <ul style="list-style-type: none"> (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 	58

環境、社會及管治報告

Environmental, Social and Governance Report

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VII. 報告披露索引(續)

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聯交所ESG報告指引索引(續)

Aspects 層面	ESG Indicators ESG指標	Description 描述	Page/Remark 頁碼
	KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	The Group did not experienced any recall incident in the reporting year.
	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。	於回顧年內，本集團並沒有經歷任何回收事件。
	KPI B6.2	Number of products and service related complaints received and how they are dealt with.	
	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。	61
	KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Intellectual property rights-related issues are not material nor applicable to the Group's business.
	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。	鑒於集團的業務性質，知識產權相關披露於集團而言不重要且不適用。
	KPI B6.4	Description of quality assurance process and recall procedures	58 (Recall procedures are consider not material to the Group due to its product nature)
	關鍵績效指標B6.4	描述質量檢定過程及產品回收程序。	(鑒於其產品特性，回收程序於集團而言並不重要。)
	KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	
	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。	61

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VII. REPORT DISCLOSURE INDEX (Continued)

VII. 報告披露索引(續)

HKEx ESG Guide content index (Continued)

聯交所ESG報告指引索引(續)

Aspects 層面	ESG Indicators ESG指標	Description 描述	Page/Remark 頁碼
B7: Anti-corruption B7: 反貪污	General Disclosure	Information on:	
		(a) the policies; and	
	一般披露	(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering 有關防止賄賂、勒索、欺詐及洗黑錢的：	63
	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	
	關鍵績效指標B7.1	於匯報期內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。	65
	KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	
	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。	64
	KPI B7.3	Description of anti-corruption training provided to directors and staff.	
	關鍵績效指標B7.3	描述向董事及員工提供的反貪污培訓。	The Group did not organise anti – corruption training for its staff or directors during the year under review. 本集團於回顧年內並沒有為員工及董事提供反貪污培訓。

VII. REPORT DISCLOSURE INDEX (Continued)

VII. 報告披露索引(續)

HKEx ESG Guide content index (Continued)

聯交所ESG報告指引索引(續)

Aspects 層面	ESG Indicators ESG指標	Description 描述	Page/Remark 頁碼
Community 社區			
B8: Community Investment B8 : 社區投資	General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	
	一般披露	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。	66
	KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	
	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)。	66
	KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	
	關鍵績效指標B8.2	在專注範疇所動用資源(如金錢或時間)。	The resources spent on local support was not available in this reporting year. 本報告年度沒有統計用於當地社區支持的資源。

