

# 滙隆控股有限公司 WLS Holdings Limited

股份代號 Stock Code : 8021

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



ENVIRONMENTAL, SOCIAL  
AND GOVERNANCE REPORT

**2022**

環境、社會及管治報告

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# 關於滙隆控股有限公司

## ABOUT WLS HOLDINGS LIMITED

### 我們的業務

滙隆控股有限公司（「本公司」或「滙隆」，連同其附屬公司統稱為「本集團」）於香港聯合交易所有限公司（「聯交所」）GEM上市。本集團主要業務如下：

- i. 為建築及建造工程提供棚架搭建、精裝修及其他輔助服務；
- ii. 借貸業務；
- iii. 證券投資業務；及
- iv. 資產管理業務。

憑藉卓越服務的競爭優勢，本集團於市場保持領先地位。

### 願景

本集團旨在成為商標蘊意、卓越創新及安全導向型企業集團領導者。

### 使命

本集團致力於透過激勵僱員，滿足客戶需求，及不斷自我提升改善售後服務，從而建立良好的市場聲譽。滙隆應用「天圓地方」的概念，強調靈活彈性之餘更嚴格遵守業內的每項法例和守則。

### OUR BUSINESS

WLS Holdings Limited (the “Company” or the “WLS”, together with its subsidiaries, the “Group”) is listed on GEM of the Stock Exchange of Hong Kong Limited (the “Stock Exchange”). The principal activities of the Group are as follows:

- i. provision of scaffolding, fitting out and other auxiliary services for construction and building works;
- ii. money lending business;
- iii. securities investment business; and
- iv. assets management business.

With the competitive advantage of service excellence, the Group maintains a leading position in the market.

### VISION

The Group aims to be an innovative and safety-oriented leading conglomerate whose trademark is a guarantee of excellence.

### MISSION

The Group is committed to satisfying customers’ needs through motivated employees and promoting continuous improvement and after-sales services thereby establishing a good reputation in the market. WLS practises and preaches the theory of “Circle and Square” by integrating flexibility into every step of its operations as well as abiding by every legal regulation and restriction.

# 關於滙隆控股有限公司(續) ABOUT WLS HOLDINGS LIMITED (Continued)

## 董事會(「董事會」)

於本報告日期，董事會包括：

### 執行董事

#### Executive Directors

蘇汝成博士(主席)

Dr. So Yu Shing (Chairman)

江錦宏先生(行政總裁)

Mr. Kong Kam Wang (Chief Executive Officer)

黎婉薇女士

Ms. Lai Yuen Mei, Rebecca

蘇宏進先生

Mr. So Wang Chun, Edmond

謝逢春先生

Mr. Tse Fung Chun

董事會明白其要對本集團的環境、社會及管治策略及報告承擔整體責任。本集團將繼續查找不足，改善相關的範疇，並與其利益相關人士保持密切溝通，分享想法，從而提升本集團對環境、社會及管治的管理。

## BOARD OF DIRECTORS (THE “BOARD”)

As of the date of this Report, the Board consists of:

### 獨立非執行董事

#### Independent Non-executive Directors

羅文生先生

Mr. Law Man Sang

林惠如女士

Ms. Lam Wai Yu

盧家麒先生

Mr. Lo Ka Ki

The Board understands that it has overall responsibility for the Group’s ESG strategy and reporting. The Group is committed to continuously identifying areas of improvement for the concerned aspects and keeping close communication with its stakeholders to share ideas for advancing the Group’s ESG management.

## 關於本報告

### ABOUT THIS REPORT

本環境、社會及管治報告（「本報告」）旨在敘述滙隆自二零二一年五月一日至二零二二年四月三十日（「本報告年度」）以來於社會責任及可持續發展方面的努力及成就。本報告分為兩個部分，第一部分以本集團進行的環保活動為重點，第二部分則詳述本集團所帶來的社會影響。本報告呈列滙隆為其股東及其他利益相關人士創造持續價值的進展。其允許滙隆進行全面的表現檢討及評估以提升未來表現。

### 報告範疇

本報告乃根據聯交所GEM證券上市規則（「GEM上市規則」）附錄二十之環境、社會及管治報告指引（「環境、社會及管治報告指引」）編製。本報告詳述了本集團的可持續發展願景、戰略及核心能力。除此之外，本報告亦評估滙隆在香港所開展四項業務活動的日常營運中的環境、社會及管治表現。

為促進戰略制定，本集團定期與其利益相關人士進行溝通以確定相關可持續發展事宜。基於所收到的反饋，所確定的重大環境、社會及管治事宜為對以下各項產生或可能產生重大影響的事宜：

- 香港建造業；
- 當前或未來的環境或社會；
- 本公司財務表現或營運；或
- 本公司利益相關人士的評估、決策及行動。

儘管本集團面臨諸多不明朗因素，其將繼續鞏固現有的監督及報告制度，加強其對可持續發展的承諾。

### 反饋

隨時歡迎對滙隆的環境、社會及管治表現提出意見及建議，且可通過滙隆的公司網站（[www.wls.com.hk](http://www.wls.com.hk)）發送。

This Environmental, Social and Governance Report (the “Report”) communicates WLS’s effort and achievement in social responsibility and sustainable development from 1 May 2021 to 30 April 2022 (the “Reporting Year”). The Report is divided into two parts. The first part highlights the environmental initiatives carried out by the Group. The latter part elaborates on the social impact brought by the Group. It presents WLS’s progress in its way toward creating sustainable value for its shareholders and other stakeholders. It allows us to conduct thorough performance reviews and evaluations for performance enhancement in the future.

### SCOPE OF THE REPORT

This Report has been prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) in Appendix 20 to the Rules Governing the Listing of Securities on GEM (“GEM Listing Rules”) on the Stock Exchange. This Report describes in detail the sustainable development vision, strategy and core competency of the Group. Apart from that, it evaluates WLS’s ESG performances in its daily operations of the 4 business activities conducted in Hong Kong.

To facilitate strategy formulation, the Group communicates with its stakeholders regularly to identify associated sustainability issues. Based on the feedback received, the material ESG issues identified are those which have or may have a significant impact on:

- The construction industry in Hong Kong;
- The current or future environment or society;
- Our financial performance or operations; or
- Our stakeholders’ assessments, decisions and actions.

Amidst all the uncertainties the Group may face, it will continue to strengthen the existing monitoring and reporting system to reinforce our commitment to sustainable development.

### FEEDBACK

Comments and suggestions regarding the ESG performance of WLS are always welcome and can be sent via WLS’s Company Website ([www.wls.com.hk](http://www.wls.com.hk)).

## 環境、社會及管治方法 ESG APPROACH

滙隆秉持公正原則，致力於改善業務表現，最大化利益相關人士的價值，而不會對環境及社會造成損害，並希望對本集團及社區均帶來正面影響。

滙隆關注可能會在短期、中期或長期對本集團聲譽造成影響或令其面臨風險的事宜。對於利益相關人士屬重要的事宜（如環境保護、產品責任及供應鏈管理），對於滙隆而言同樣至關重要。本集團在積極尋求機遇的同時亦注重全面遵守職業道德，確保持續成功及發展將為本集團的供應商、消費者及環境帶來裨益。

本集團強調業務需求、社會需求及環境問題之間的平衡。本集團在業務策略及日常營運中融入可持續發展的觀念乃為必由之路。為有效處理相關事宜，當務之急是了解其僱員、消費者及利益相關人士並與彼等進行互動。

滙隆認為，悉心管理環境、社會及管治事宜，乃為在瞬息萬變的環境中取得長遠成功的重要一環。董事會旨在建立有效的環境、社會及管治風險管理機制及內部控制系統。董事會肩負責任，透過制定本集團的環境、社會及管治策略及按年審閱環境、社會及管治報告的內容及質量，以監督本集團的環境、社會及管治方面的管理。

為保持卓越的環境、社會及管治方面的管理，董事會授權財務總監及環境、社會及管治工作組從運營層面制定及執行環境、社會及管治政策及措施。環境、社會及管治工作組由各部門的代表組成，旨在制定和協調本公司內部的環境、社會及管治計劃。該工作組有助協調我們環境、社會及管治策略的日常執行，並受高級管理層成員的監督。環境、社會及管治工作組在董事會會議或定期討論期間定期向董事會匯報，以確保在可持續發展的議題上能適當執行及進行風險管理。

With integrity and purpose, WLS is committed to improving business performance to maximize stakeholder's value without compromising the environmental and social aspects, in the hope that it can bring positive impacts on both the Group and the community.

WLS considers issues that may post reputational impact or risk to the Group in the short, medium or long term. Issues that are important to the stakeholders, such as environmental conservation, product responsibility and supply chain management, are also crucial to WLS. The Group actively explores opportunities with a focus on a comprehensive work ethic to ensure the continued success and growth that will benefit suppliers, consumers and the environment of the Group.

The Group emphasizes the balance between business needs, social demand and environmental concerns. The integration of sustainability into the Group's business strategy as well as daily operations is a must. To deal with issues effectively, understanding and interacting with its employees, consumers and stakeholders are of the highest priority.

WLS believes that the thoughtful management of ESG issues is an essential part of long-term success in a rapidly changing world. The Board aims at establishing an effective ESG risk management mechanism and internal control system. The Board shoulders the responsibility of supervising the Group's ESG governance by determining the Group's ESG strategies and reviewing the content and quality of the ESG Report annually.

To maintain excellent ESG governance, the Board delegates authority to the Financial Controller and ESG working group for the formulation and execution of ESG policies and measures on an operational level. The ESG working group comprises representatives from various departments and has been established to plan and coordinate ESG initiatives within the Company. This working group helps to coordinate the day-to-day execution of our ESG strategy and is supervised by members of the senior management. The ESG working group regularly reports to the Board during the Board meetings or regular discussions to ensure appropriate execution and risk management on sustainability.

## 環境、社會及管治方法(續) ESG APPROACH (Continued)

隨著滙隆更為深入用心地了解環境、社會及管治風險及機遇，滙隆能夠憑藉其資源及能力推動業務成功。此外，滙隆相信，其專長、資本、能力及所有權模式乃為應對全球社區當前正面臨的若干挑戰（如廢棄物管理及人力資源管理）的解決方案中的一部分。滙隆認為，成功的關鍵在於對環境、社會及管治事宜經過深思熟慮後作出知情決策。可持續發展策略方法有助於本集團實現下列目標：

1. 實現環境的可持續發展
2. 尊重人權及社會文化
3. 與利益相關人士溝通
4. 培養僱員並促進僱員成長
5. 維持與地方社區的關係

With a careful and better understanding of ESG risks and opportunities, WLS can leverage its resources and capability to drive business success. In addition, WLS believes that its expertise, capital, capabilities, and ownership model can be part of the solution to some of the challenges that communities around the world are already facing, such as waste management and human resource management. WLS believes the key to success is to make informed decisions by thoroughly and carefully considering ESG issues. The sustainability strategy approaches help the Group to achieve the following goals:

1. To achieve environmental sustainability
2. To respect human rights and social culture
3. To engage with stakeholders
4. To nurture and empower our employees
5. To sustain local communities

# 我們的利益相關人士

## OUR STAKEHOLDERS

滙隆一直盡力達成利益相關人士的期望且認為利益相關人士在業務持續取得成功方面發揮至關重要的作用。為促進相互理解，本集團已建立先進的通訊系統以與不同的利益相關人士進行溝通。

WLS always thrives to meet the expectation of our stakeholders and believe that stakeholders play a crucial role in sustaining our business success. In order to promote mutual understanding, the Group has established a sophisticated communication system to engage with different stakeholders.

基於利益相關人士的見解，本集團相應制定政策及業務策略，最大化利益相關人士的價值。

Building on the insight gained from the stakeholders, the Group formulates policies and business strategies accordingly to maximize stakeholder's value.

利益相關人士 Stakeholders	潛在相關事宜 Possible concerned issues	溝通渠道 Communication channels
香港聯交所 HKEx	<ul style="list-style-type: none"> <li>遵守上市規則</li> <li>Compliance with listing rules</li> <li>及時而準確地刊發公告</li> <li>Timely and accurate announcements</li> </ul>	<ul style="list-style-type: none"> <li>會議</li> <li>Meetings</li> <li>培訓</li> <li>Training</li> <li>路演</li> <li>Roadshows</li> <li>工作坊</li> <li>Workshops</li> <li>計劃</li> <li>Programs</li> <li>網站更新</li> <li>Website updates</li> <li>公告</li> <li>Announcements</li> </ul>
政府及監管機構 Government and Regulators	<ul style="list-style-type: none"> <li>遵守法律法規</li> <li>Compliance with laws and regulations</li> <li>防止逃稅</li> <li>Prevention of tax evasion</li> <li>社會福利</li> <li>Social welfare</li> </ul>	<ul style="list-style-type: none"> <li>互動及拜訪</li> <li>Interaction and visits</li> <li>政府視察</li> <li>Government inspections</li> <li>提交報稅表及文件</li> <li>Submission of tax returns and documents</li> </ul>
總承建商／供應商 Main contractors/Suppliers	<ul style="list-style-type: none"> <li>付款計劃</li> <li>Payment schedule</li> <li>穩定需求</li> <li>Stable demand</li> </ul>	<ul style="list-style-type: none"> <li>實地考察</li> <li>Site visits</li> <li>供應商評估</li> <li>Supplier assessment</li> </ul>
投資者 Investors	<ul style="list-style-type: none"> <li>企業管治制度</li> <li>Corporate governance system</li> <li>業務策略</li> <li>Business strategies</li> <li>表現以及投資回報</li> <li>Performance and investment returns</li> </ul>	<ul style="list-style-type: none"> <li>研討會</li> <li>Seminars</li> <li>股東大會</li> <li>Shareholders' meetings</li> <li>為投資者刊發財務報告及營運報告</li> <li>Issuance of financial reports and operation reports for investors</li> <li>媒體</li> <li>Media</li> <li>分析師</li> <li>Analysts</li> </ul>



# 我們的利益相關人士(續)

## OUR STAKEHOLDERS (Continued)

利益相關人士 Stakeholders	潛在相關事宜 Possible concerned issues	溝通渠道 Communication channels
<b>媒體及公眾</b> <b>Media and Public</b>	<ul style="list-style-type: none"> <li>• 企業管治</li> <li>• Corporate governance</li> <li>• 環保</li> <li>• Environmental protection</li> <li>• 人權</li> <li>• Human rights</li> </ul>	<ul style="list-style-type: none"> <li>• 於本公司網站發佈通訊稿</li> <li>• Issuance of newsletters on the Company's website</li> </ul>
<b>客戶</b> <b>Customers</b>	<ul style="list-style-type: none"> <li>• 產品及服務質量</li> <li>• Product and service quality</li> <li>• 交付時間</li> <li>• Delivery times</li> <li>• 合理價格</li> <li>• Reasonable prices</li> <li>• 勞工保護</li> <li>• Labour protection</li> <li>• 工作安全</li> <li>• Work safety</li> </ul>	<ul style="list-style-type: none"> <li>• 實地考察</li> <li>• Site visits</li> <li>• 售後服務</li> <li>• After-sales services</li> </ul>
<b>僱員</b> <b>Employees</b>	<ul style="list-style-type: none"> <li>• 權利及福利</li> <li>• Rights and benefits</li> <li>• 僱員報酬</li> <li>• Employee compensation</li> <li>• 培訓與發展</li> <li>• Training and development</li> <li>• 工作時間</li> <li>• Work hours</li> <li>• 工作環境</li> <li>• Work environment</li> </ul>	<ul style="list-style-type: none"> <li>• 工會活動</li> <li>• Union activities</li> <li>• 培訓</li> <li>• Training</li> <li>• 員工手冊</li> <li>• Employee handbooks</li> <li>• 內部備忘錄</li> <li>• Internal memos</li> <li>• 僱員意見箱</li> <li>• Employee suggestion boxes</li> </ul>
<b>社區</b> <b>Community</b>	<ul style="list-style-type: none"> <li>• 周邊環境</li> <li>• Neighbourhood environment</li> <li>• 社區發展</li> <li>• Community development</li> <li>• 社會福利</li> <li>• Social welfare</li> </ul>	<ul style="list-style-type: none"> <li>• 社區活動</li> <li>• Community activities</li> <li>• 僱員義工活動</li> <li>• Employee voluntary activities</li> <li>• 社區福利補貼</li> <li>• Community welfare subsidies</li> <li>• 慈善捐贈</li> <li>• Charitable donations</li> </ul>

# 重要性評估

## MATERIALITY ASSESSMENT

與本集團及其持份者相關的環境、社會及管治問題通過重要性評估來識別，此乃制定可持續發展戰略的關鍵步驟。重大議題被定義為本集團業務對運營及持份者具有最大影響的任何事宜，該等事宜可能對本集團的長期商業及運營可行性以及將可持續發展議程納入其業務發展策略產生重大影響。為能識別潛在的重大議題以便在本報告中披露，我們參考環境、社會及管治報告指引並設定可能的議題以供評估。下表列示本集團的重大議題。

ESG issues that are pertinent to the Group and its stakeholders are identified through materiality assessment, which is a crucial step in developing the sustainability strategy. Material topics are defined as any issues in which the Group's businesses have the most impact and influence on the operations and stakeholders. They may substantially affect our long term commercial and operational viability and the inclusion of sustainability agenda into its business development strategy. To identify potential material topics for disclosure in the Report, we took reference to the ESG Reporting Guide and set possible topics for assessment. The table below depicted the Group's material topics.

### 層面 Aspects

### 重要關注點 Material focuses

層面 A1：排放物

Aspect A1: Emissions

- 廢氣排放
- Air emissions
- 溫室氣體排放
- Greenhouse gas emissions

層面 A2：資源使用

Aspect A2: Use of Resources

- 能源消耗及效率
- Energy consumption and efficiency
- 用水及效率
- Water use and efficiency
- 有效使用原材料
- Efficient use of raw materials

層面 A3：環境及自然資源

Aspect A3: The Environment and Natural Resources

- 業務對環境的影響
- Environmental impact of the business

層面 A4：氣候變化

Aspect A4: Climate Change

- 與氣候相關的風險及機遇
- Climate-related risks and opportunities

層面 B1：僱傭

Aspect B1: Employment

- 僱員福利
- Employee welfare
- 包容與機會均等
- Inclusion and equal opportunities
- 吸引及挽留人才
- Talent attraction and retention

層面 B2：健康與安全

Aspect B2: Health and Safety

- 職業健康與安全
- Occupational health and safety

層面 B3：培訓及發展

Aspect B3: Training and Development

- 培訓及發展
- Training and development

## 重要性評估(續)

## MATERIALITY ASSESSMENT (Continued)

### 層面

#### Aspects

層面 B4 : 勞工準則

Aspect B4: Labour Standards

層面 B5 : 供應鏈管理

Aspect B5: Supply Chain Management

層面 B6 : 產品責任

Aspect B6: Product Responsibility

層面 B7 : 反貪污

Aspect B7: Anti-corruption

### 重要關注點

#### Material focuses

- 防止童工及強制勞工
- Preventing child and forced labour
- 供應鏈管理
- Supply chain management
- 供應鏈勞工準則
- Labour standards in supply chain
- 供應鏈中的環境及社會風險
- Environmental and social risks in supply chain
- 質量保證
- Quality assurance
- 知識產權保護
- Protection of intellectual property rights
- 顧客滿意度
- Customer satisfaction
- 顧客資料保護
- Consumer data protection
- 反貪污
- Anti-corruption
- 企業管治
- Corporate governance

## A部分：環境

### SECTION A: ENVIRONMENTAL

滙隆致力於維持高品質的服務標準，同時亦對其員工、社區及環境負責。正如滙隆所認為，這不僅是一種道德責任，其亦為通向業務成功的大門。因此，滙隆竭力把可持續發展的理念融入核心業務中。除遵守法規外，滙隆採納「避免、減少及重複利用」原則，管理及盡量減少對環境的影響。為減少碳排放，滙隆已在辦公室及地盤項目推出一系列環保舉措。

截至二零二二年四月三十日止年度，概無發生嚴重違反環境相關法律及法規的事件，包括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。

#### A.1 排放

滙隆已實施環保措施，以減少業務營運中的碳排放，並於可行的情況下優化資源使用。

於本報告年度，滙隆在元朗擁有倉庫及在黃竹坑擁有一間總辦公室。在倉庫，本集團三輛卡車在向各個以人力為基礎的項目地點運送建築材料的過程中產生相對多的氣體排放及溫室氣體排放。同時，其僱員在倉庫及辦公室的用電及用水亦構成範疇2及範疇3溫室氣體排放的組成。為了統一氣體排放中的密度以及溫室氣體排放的範疇1、2及3，於本報告年度，兩種情況氣體的排放密度均基於僱員人數計算得出。

WLS focuses on upholding high service quality standards while being responsible to its people, the community and the environment. As WLS believes that it is not just an ethical obligation, it is also a gateway to business success. Therefore, WLS makes every effort to integrate sustainability into the core of its business. Beyond regulatory compliance, WLS has adopted the principle of “Avoidance, Reduction and Reuse” to manage and minimize environmental impacts. A series of green initiatives have been rolled out in both the office and the site projects to lower carbon footprint.

For the year ended 30 April 2022, there was no material non-compliance issue with relevant laws and regulations related to the environment, including air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.

#### A.1 EMISSIONS

WLS has implemented eco-friendly measures to reduce the carbon footprint during business operations and optimise the use of resources whenever possible.

During the Reporting Year, WLS had a warehouse in Yuen Long and a principal office in Wong Chuk Hang. In the warehouse, the 3 trucks of the Group caused most of the air emissions and greenhouse gas emissions while transporting construction materials to each of the project sites which were manpower-based. Meanwhile, the use of electricity and water consumed by its employees in both warehouse and the office constituted the composition of scope 2 and scope 3 greenhouse gas emissions. To unify the intensity in air emissions as well as scopes 1, 2 and 3 of greenhouse gas emissions, the emission intensity of both emissions during the Reporting Year was calculated based on the number of employees.

## A部分：環境(續)

### SECTION A: ENVIRONMENTAL (Continued)

#### 氣體排放

排放數據顯示空氣污染物及溫室氣體的排放量。空氣污染物(包括氮氧化物、硫氧化物及可吸入懸浮粒子)排放主要因卡車運輸建築材料而產生。於本報告年度的空氣污染物排放情況列示如下：

	氣體排放	截至 二零二二年 四月三十日 止年度 Year ended 30 April 2022	截至 二零二一年 四月三十日 止年度 Year ended 30 April 2021	單位 Unit
氮氧化物	Nitrogen oxides (NO <sub>x</sub> )	540.0	459.3	千克 kg
硫氧化物	Sulphur oxides (SO <sub>x</sub> )	0.7	0.7	千克 kg
可吸入懸浮粒子	Respirable suspended particles (RSP)	38.8	33.0	千克 kg

於本報告年度，本集團產生的氮氧化物、硫氧化物及可吸入懸浮粒子排放量分別為540.0千克、0.7千克及38.8千克。未來，本集團將定期密切監控運輸效率及其影響。滙隆將繼續制定環保政策，例如使用更潔淨的燃料，以減輕對環境的影響。

#### 溫室氣體排放

鑒於滙隆的業務性質(主要從事建築及建造工程業務)，本集團碳排放的最大源頭為使用卡車運輸建築材料產生的燃料消耗。此外，透過宣傳及加強節能教育，提升僱員減少不必要的電力消耗的意識。

本集團的溫室氣體(「溫室氣體」)排放主要產生自燃料消耗、電力消耗、水務署及渠務署淡水及污水處理的間接用電。於本報告年度，滙隆產生約158.7噸溫室氣體排放。於本報告年度，溫室氣體排放密度為每名僱員1.9噸二氧化碳當量(「二氧化碳當量」)。

範疇1排放與公司自有汽車使用燃料呈正相關。於本報告年度，範疇1排放的排放密度為每名僱員1.4噸二氧化碳當量。

#### Air Emissions

The emission data indicates both the emissions of air pollutants and greenhouse gases. The emissions of air pollutants, which include Nitrogen Oxides (“NO<sub>x</sub>”), Sulphur Oxides (“SO<sub>x</sub>”) and Respiratory Suspended Particles (“RSP”) were mainly generated by trucks during the transportation of construction materials. The emissions of air pollutants for the Reporting Year were illustrated below:

During the Reporting Year, the emissions of NO<sub>x</sub>, SO<sub>x</sub> and RSP produced by the Group amounted to 540.0 kg, 0.7 kg and 38.8 kg respectively. In the future, the Group will closely monitor the efficiency and the impacts arising from transportation on regular basis. WLS will continue to strategize environmental-friendly policies, such as using cleaner sources of fuel to alleviate environmental impacts.

#### Greenhouse Gas Emissions

Given the nature of WLS, which is principally engaged in construction and building works, the largest contributor to the Group’s carbon emissions is fuel usage by trucks for transporting the construction materials. Besides, through promotion and education on energy saving, employees’ awareness is strengthened to lower unnecessary electricity consumption.

The greenhouse gas (“GHG”) emissions by the Group were mainly produced from fuel consumption, electricity consumption, and indirect electricity used for fresh water and sewage processing by the Water Supplies Department and Drainage Services Department. WLS had produced 158.7 tonnes of greenhouse gas emissions in the Reporting Year. The GHG emission intensity in the Reporting Year was 1.9 tonnes carbon dioxide equivalent (“CO<sub>2</sub>-e”) per employee.

Scope 1 emissions were positively correlated to the usage of fuel by the company-owned vehicles. The emission intensity of scope 1 emissions in the Reporting Year was 1.4 tonnes CO<sub>2</sub>-e per employee.

## A部分：環境(續)

### SECTION A: ENVIRONMENTAL (Continued)

範疇2排放與電力消耗產生之間接溫室氣體排放直接相關。滙隆之倉庫及總部辦公室電力消耗所佔比例較大。有鑒於此，本公司於辦公室採取一系列措施減輕所帶來的影響。

環境政策規定：

1. 僱員於會議或下班後應關閉不必要的照明設備及空調；
2. 空調溫度應設定在25°C；
3. 下班後關閉電腦及監控；
4. 將所有電腦／影印機自動設置為節能模式；及
5. 逐步安裝節能電器及電燈泡。

所有微小的努力累積便能成功促進節能。本集團致力培養員工的環保思維，促進辦公室及倉庫節能。於本報告年度，辦公室及倉庫電力消耗之溫室氣體排放量（範疇2排放）達39.1噸二氧化碳當量。於本報告年度，範疇2排放的排放密度為每名僱員0.5噸二氧化碳當量。

此外，位於元朗的倉庫正儲存建築材料且僅有少數幾名僱員，因此，與辦公室的需求相比，該倉庫的燈光及空調需求較少。然而，滙隆始終致力於減少倉庫及辦公室的用電量。減少電力消耗對進一步抑止溫室效應一直舉足輕重。未來幾年，滙隆將繼續探索辦公室及倉庫節能的可行方法。

範疇3排放因食水及污水處理間接產生，因本集團業務性質，所佔溫室氣體排放總量的比例最小。於本報告年度，範疇3排放為0.4噸二氧化碳當量。於過往年度，水管洩漏導致出現多次用水量高的情況。自此，本集團已密切監控及定期檢查水管，預防不必要的水流失及相應的排放。未來，本集團管理層致力於在減少排放方面取得顯著成效。

Scope 2 emissions were directly associated with the indirect greenhouse gas emission generated by electricity consumption. WLS comprised a greater proportion of electricity consumption in warehouse and headquarter office. In light of that, a series of initiatives had been carried out in the office to alleviate the impact brought.

The environmental policies stated that:

1. Employees were required to switch off unnecessary lights and air-conditioners after the meeting or after work;
2. Temperature of air-conditioners should always be set at 25°C;
3. Switching off the computer and monitor after work;
4. Energy saving mode is auto-set for all computers/photocopiers; and
5. Installing energy-efficient electronic appliances and light bulbs progressively.

All the tiny efforts added up to the success of energy conservation. The Group cultivated a green mindset for our employees and promoted energy conservation in the office and warehouse. During the Reporting Year, the greenhouse gas emissions from electricity consumption (Scope 2 emissions) for the office and the warehouse amounted to 39.1 tonnes CO<sub>2</sub>-e. The emission intensity of scope 2 emissions in the Reporting Year was 0.5 tonnes CO<sub>2</sub>-e per employee.

Besides, the warehouse in Yuen Long was storing the construction materials, with only a few employees. Therefore, the needs for lighting and air-conditioning were less-demanding, compared with the needs in the office. Nevertheless, WLS always concerns about reducing the usage of electricity in the warehouse and office. Reducing electricity consumption always plays an important role in further curbing the greenhouse effect. In the coming years, WLS will continue to explore possible ways to conserve energy in both the office and warehouse.

Scope 3 emissions, generated indirectly due to the freshwater processed and sewage treated, comprised the least contribution to the total greenhouse gas emissions due to the business nature of the Group. The scope 3 emissions in the Reporting Year were 0.4 tonnes CO<sub>2</sub>-e. There have been cases of the high level of water consumption caused by water pipe leakage in previous years. Since then, the Group has conducted close monitoring and regular checks on the water pipes, preventing unnecessary water wastage and the corresponding emissions. In the upcoming future, the management of the Group targets to achieve an outstanding result in reducing emissions.

## A部分：環境(續)

### SECTION A: ENVIRONMENTAL (Continued)

由於本集團的業務營運並非碳密集型，故並無制定碳排放的減排目標。然而，滙隆將繼續探索以創新方式支持環境保護的策略。下表列示滙隆於報告年度之溫室氣體排放總量：

Since the operation of the Group's business is not carbon-intensive, no reduction target for carbon emission has been developed. However, WLS will continue to explore strategies to support environmental conservation in innovative ways. The following table indicates the total GHG emissions of WLS for the Reporting Year:

溫室氣體排放	GHG emissions	截至	截至	單位
		二零二二年 四月三十日 止年度 Year ended 30 April 2022	二零二一年 四月三十日 止年度 Year ended 30 April 2021	
範疇1	Scope 1	119.2	110.2	噸二氧化碳當量 tonnes CO <sub>2</sub> -e
範疇2	Scope 2	39.1	25.6	噸二氧化碳當量 tonnes CO <sub>2</sub> -e
範疇3	Scope 3	0.4	2.6	噸二氧化碳當量 tonnes CO <sub>2</sub> -e
溫室氣體排放總量	Total GHG emissions	158.7	138.4	噸二氧化碳當量 tonnes CO <sub>2</sub> -e
密度 (每名僱員)	Intensity (per employee)	1.9	1.7	噸二氧化碳當量 / 僱員 tonnes CO <sub>2</sub> -e/ employee

#### 廢棄物管理

對於廢棄物的管理，本集團積極提倡節約材料並已於整個業務活動中實施從源頭減少廢棄物產生的政策。滙隆鼓勵僱員通過評估營運盡量減少廢棄物及確保盡可能高效地使用材料。由於本集團的業務活動，本報告年度並無產生大量有害廢棄物。

根據從源頭減少廢棄物產生的良好規劃及慣例，滙隆檢討及追蹤無害廢棄物處理，確保將廢棄物產生量保持最低水平。於本報告年度，本集團產生的無害廢棄物微乎其微且本集團於本報告年度並無產生任何類型的有害廢棄物。

#### Waste Management

For waste management, the Group actively promoted material conservation and has implemented policies to reduce waste at source throughout its business activities. WLS encouraged its employees to minimise waste by evaluating operations and ensuring that they were used as efficiently as possible. Due to the business activities of the Group, no significant amount of hazardous waste was produced during the Reporting Year.

Following good planning and practices to reduce waste production at source, WLS reviewed and kept track of its non-hazardous waste disposal to ensure that the waste production level was kept to the minimum. During the Reporting Year, the amount of non-hazardous waste generated by the Group was immaterial and the Group did not generate any type of hazardous waste.

## A 部分：環境(續)

### SECTION A: ENVIRONMENTAL (Continued)

建築工地所使用的建築材料通常為鐵通及竹材。自一九九九年，滙隆已推出竹通混合棚。竹通混合棚較竹製或金屬棚架擁有諸多優點。由於鐵竹混合結構穩定性更佳、更耐用且不容易被建築工地的現場工人損壞，因此產生的建築廢棄物更少，更有利於保護環境。與此同時，在可預見的未來，丟棄的竹材將仍被視為無害廢棄物。

The construction materials used in the construction sites were usually metal tubes and bamboo. WLS has introduced the Metal-Bamboo Matrix System Scaffold (MBMSS) since 1999. MBMSS has many advantages compared to bamboo or metal scaffolding. As the mixed metal and bamboo tubes are much more stable, durable and not easily damaged by on-site workers in the construction sites, fewer construction wastes are generated to protect the environment. Meanwhile, the disposal of bamboo will still be considered as non-hazardous waste in the foreseeable future.

	無害廢棄物 Non-hazardous waste	截至 二零二二年 四月三十日 止年度 Year ended 30 April 2022	截至 二零二一年 四月三十日 止年度 Year ended 30 April 2021	單位 Unit
產生的無害廢棄物總量 密度（每名僱員）	Total non-hazardous waste produced Intensity (per employee)	<b>1.0</b> <b>0.01</b>	2.0 0.02	噸 tonnes 千克／僱員 kg/employee

#### 廢水

除水務署已使用淡水產生的廢水外，倉庫及辦公室並無產生其他污水。

#### Wastewater

Other than the wastewater generated from the used fresh water by the Water Supplies Department, no other sewage was produced from the warehouse and office.

### A.2 資源使用

綠色和低碳生產是社會可持續發展的唯一途徑。本集團一直致力於成為資源節約型及環境友好型企業，以促進環境保護。作為一個綠色建築公司，滙隆一直積極加強節能措施以減少排放，並堅持減少能耗。

### A.2 USE OF RESOURCES

Green and low-carbon production is the only way to the sustainable development of our society. The Group had committed to becoming a resource-saving and environment-friendly enterprise to promote environmental protection. WLS had actively strengthened the energy-saving procedures in order to reduce emissions, and adhered to reducing energy consumption as a green construction company.

本集團透過其業務活動推廣及採用綠色常規致力於環境保護及可持續發展。本集團之基本目標之一為以最環保之方式組織施工作业，同時將能源消耗維持於最低水平。

The Group is devoted to environment protection and sustainable development through promoting and adopting green practices in its business activities. One of the essential goals of the Group is to organise construction operations in the most environmental-friendly manner while keeping energy consumption at minimum.



## A部分：環境(續)

### SECTION A: ENVIRONMENTAL (Continued)

同時，本集團亦於本集團內實施提升資源效率之措施，包括但不限於透過雙面打印及分離可回收紙減少廢棄物、透過避免單次使用一次性物品及使用附有香港政府機電工程署頒佈之能源標籤之辦公設備進行綠色採購，及透過關閉閒置電子設備減少能源。本集團將持續檢討其環保常規以將環境、健康及安全管理及合規考慮事項納入營運程序。

#### 能源消耗

滙隆重視減少能源消耗及建立綠色低碳的形象。本集團已制定節約用電及使用打印機的節能政策。本集團要求員工在下班後關掉相關辦公室或工作區的辦公電子設備，如照明、營業和電腦設備。此外，本集團鼓勵員工將空調系統的溫度設定在最佳溫度水平，並在晚上離開工作區或辦公室時關掉所有燈具。

於本報告年度，辦公室及倉庫的總能耗為549.7兆瓦時等值。這一成功有賴於僱員節約能源的環保意識提高以及採用高能效電器，本集團管理層對此感到滿意。於本報告年度，電力消耗密度為每名僱員6.5兆瓦時等值。

Meanwhile, the Group also implemented initiatives enhancing resource efficiency within the Group including, but not limited to, waste reduction by double side printing and separating recyclable paper, green procurement by avoiding single-use disposable items and using office equipment with Energy Label issued by the Electrical and Mechanical Services Department of the Hong Kong Government, and energy reduction by switching off idle electronic appliances. The Group will continually review its green practices to integrate environmental, health and safety management and compliance considerations into operational processes.

#### Energy Consumption

WLS places great emphasis on reducing energy consumption and building a green and low-carbon image. The Group has established the policy for energy saving on electricity consumption and the use of printers. The Group requires employees to switch off office electronic facilities, such as lighting, business and computer equipment, during unattended hours in the relevant office or work areas. Furthermore, it encourages employees to set the temperature of the air-conditioning systems at an optimal temperature level and turn off all the lights when leaving the work areas or the office at night.

The total energy consumption for the office and the warehouse in the Reporting Year was 549.7 MWh-e. The management of the Group was pleased that the success lay in the improved environmental mindset of employees to conserve energy and the energy-efficient machines. The electricity consumption intensity in the Reporting Year was 6.5 MWh-e per employee.

		截至 二零二二年 四月三十日 止年度 Year ended 30 April 2022	截至 二零二一年 四月三十日 止年度 Year ended 30 April 2021	單位 Unit
	<b>能源消耗</b> Energy consumption			
直接能耗	Direct energy consumption	1,739.8	1,608.7	吉焦 GJ
間接能耗	Indirect energy consumption	66.4	69.1	兆瓦時 MWh
總能耗	Total energy consumption	549.7	515.9	兆瓦時等值 MWh-e
密度 (每名僱員)	Intensity (per employee)	6.5	6.4	兆瓦時等值/僱員 MWh-e/employee

## A部分：環境(續)

### SECTION A: ENVIRONMENTAL (Continued)

#### 水消耗

有關棚架搭建、精裝修及吊船工作台服務的建築及建造工程因業務性質使然，用水量並不大且建築工地用水更少。

本集團於本報告年度的用水量為592.5立方米，每名僱員的用水密度為7.1立方米。由於相關政府機構向我們供水，因此並無遇到供水問題。基於有效使用水資源的前瞻性計劃，滙隆仍保持樂觀態度並致力於進一步降低用水量。

#### Water Consumption

The construction and building works for scaffolding, fitting out and gondola services were not particularly water-intensive due to the nature of the business and less water was consumed on the construction sites.

The water consumption of the Group during the Reporting Year was 592.5 m<sup>3</sup> and the water consumption intensity per employee was 7.1 m<sup>3</sup>. Water was sourced from the relevant governmental bodies, thus there was no water supply issue encountered. With the forward-looking plans to use water efficiently, WLS is still optimistic and committed to further reducing the water consumption level.

	耗水 Water consumption	截至 二零二二年 四月三十日 止年度 Year ended 30 April 2022	截至 二零二一年 四月三十日 止年度 Year ended 30 April 2021	單位 Unit
總耗水量 密度（每名僱員）	Total water consumption Intensity (per employee)	592.5 7.1	505.4 6.2	立方米 m <sup>3</sup> 立方米／僱員 m <sup>3</sup> /employee

## A部分：環境(續)

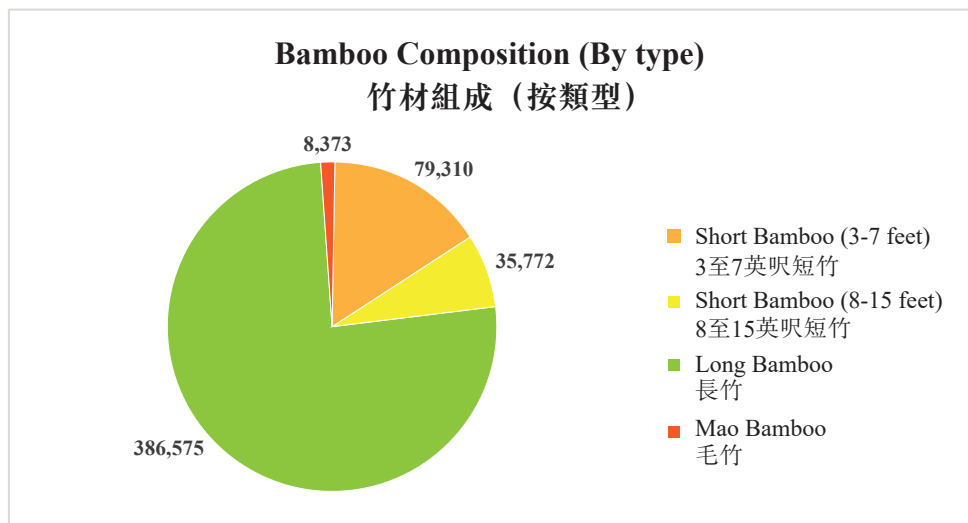
### SECTION A: ENVIRONMENTAL (Continued)

#### 竹材消耗

對於棚架搭建業務，滙隆使用四種竹材，即：3至7英尺短竹、8至15英尺短竹、長竹及毛竹。於本報告年度，竹材消耗總量為510,030支。由於本公司建築業務的性質使然，棚架搭建活動消耗的竹材76%為長竹，15%為3至7英尺短竹，7%為8至15英尺短竹，僅2%為毛竹。建築工地的月均竹材用量為42,503支。

#### Bamboo Consumption

For the scaffolding business, there were four categories of bamboo that WLS used, namely Short Bamboo (3-7 feet), Short Bamboo (8-15 feet), Long Bamboo and Mao Bamboo. During the Reporting Year, the total consumption of bamboo was 510,030. Due to the nature of the construction of the Company, 76% of bamboo consumed was long bamboo for the scaffolding activities and 15% of bamboo consumed was Short Bamboo (3-7 feet). 7% of bamboo consumed was Short Bamboo (8-15 feet) and only 2% of Mao Bamboo was consumed. The monthly average number of bamboos used in construction sites was 42,503.



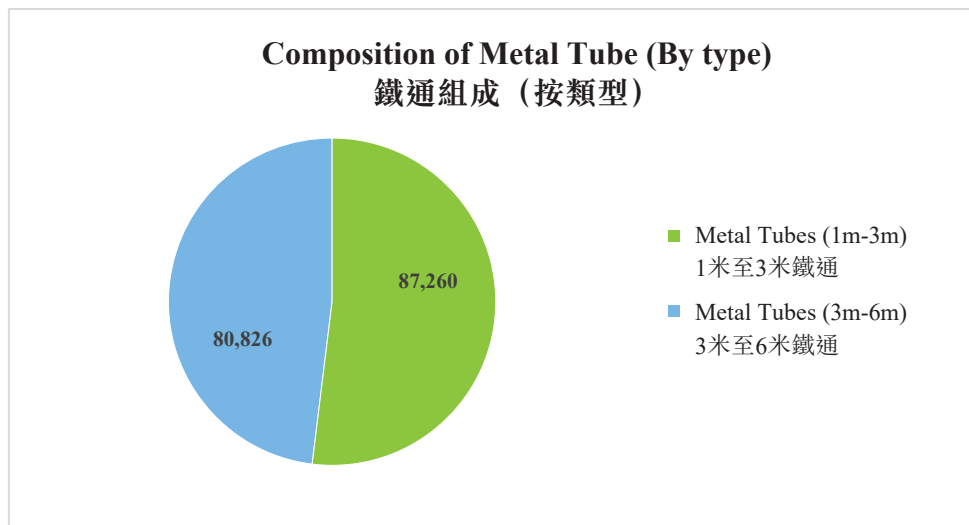
## A部分：環境(續) SECTION A: ENVIRONMENTAL (Continued)

### 鐵通消耗量

除竹材外，滙隆亦使用兩類鐵通，即：1米至3米鐵通及3米至6米鐵通。於本報告年度，鐵通總消耗量為168,086支。由於鐵通在建築工地的使用頻率高及需求高，故該兩類鐵通中，1米至3米鐵通及3米至6米鐵通的耗用分別佔52%及48%。於本報告年度，鐵通的月均使用量為14,007支。

### Metal Tube Consumption

Apart from the bamboo, WLS also used two categories of metal tubes, namely Metal Tubes (1m-3m) and Metal Tubes (3m-6m). During the Reporting Year, the total amount of metal tube used was 168,086. Due to the frequent usage and high demand in the construction sites, the consumption of these two categories of metal tubes was accounted for 52% and 48% for Metal Tubes (1m-3m) and Metal Tubes (3m-6m) respectively. The monthly average number of metal tubes used in the Reporting Year was 14,007.



### 包裝材料

由於本集團的主要活動專注於為建築及建造工程提供棚架搭建、精裝修及其他輔助服務、借貸業務、證券投資業務及資產管理業務，故於本報告年度並無發現本集團重大包裝材料消耗。

### Packaging Material

Since the Group's principal activities focused on the provision of scaffolding, fitting out and other auxiliary services for construction and building works, money lending business, security investment business and assets management business, there was no significant packaging material consumption identified by the Group during the Reporting Year.

## A 部分：環境(續)

### SECTION A: ENVIRONMENTAL (Continued)

#### A.3 環境及自然資源

滙隆認為，公司應在經濟發展與社會及環境發展之間取得平衡。為實現可持續發展，所有上述方面均應予以充分考慮，而不損及各方利益。總而言之，包括供應商、客戶及不同利益相關人士在內的所有各方應當共同努力實現這一長遠目標。

##### 材料重複利用

受到主要用於棚架搭建業務的建築材料用量的壓力，本集團大力鼓勵重複利用材料。通過重複利用有用材料亦可減少廢棄物的產生。一旦項目完成，於檢查其質量後，不同建築工地的可用竹材及鐵通會被送回倉庫以供重複利用。

未來，本集團將緊密監控材料使用效率並對重複利用建築材料作出實際改進。

##### 節約用紙

本集團於其日常營運中提倡及採用節約用紙措施，以減少用紙及廢紙：

- 使用再生紙進行內部起草及打印；
- 採用雙面打印；
- 將雙面打印設置為印表機的默認模式；
- 倘並非必要，使用黑白打印代替彩色打印及影印；及
- 採用可重複使用的產品，如信封。

#### A.3 THE ENVIRONMENTAL AND NATURAL RESOURCES

WLS believes that an organization should strike a balance between economic development and social and environmental development. To achieve sustainability, all the above aspects should be considered thoroughly without compromising each other. To conclude, all parties, including suppliers, customers, and different stakeholders should work hand in hand towards this long-term goal.

##### Reuse of Materials

With the burden usage of construction materials mainly in the scaffolding business, the effort of reusing materials was highly encouraged by the Group. Waste generation can also be reduced by reusing useful materials. When projects were completed, usable bamboo and metal tubes from different construction sites will be sent back to the warehouse for reuse after quality checks.

In the future, the Group will closely monitor the efficiency of material usage and make meaningful improvements to the reuse of construction materials.

##### Paper Saving

Paper saving initiatives are promoted and adopted by the Group in its daily operations to reduce paper usage and waste:

- Use recycled paper for internal drafting and printing;
- Adopt duplex printing;
- Set duplex printing as the default mode in printers;
- Use black and white printing instead of color printing and photocopying if not necessary; and
- Adopt reusable products, such as envelopes.

## A部分：環境(續)

### SECTION A: ENVIRONMENTAL (Continued)

#### A.4 氣候變化

滙隆深知氣候變化可能為業務運營帶來潛在風險及機遇。本集團已制定風險管理政策以識別及減輕氣候相關風險。最明顯風險包括極端天氣事件及天氣模式變化造成之物理風險。極端天氣事件(如颱風、風暴及大雨)更加頻繁，其可能對經濟活動產生負面影響。本集團之服務將受極端天氣影響，因為我們僱員之安全受到威脅且運營場所可能遭到破壞。

由於香港氣候潮濕多雨，竹棚更容易嚴重變形，若搭設不當，可能會造成工傷事故。這不僅會輕易造成人員傷亡。本集團研發的霹靂棚架全部由鋼材製成，較傳統竹棚更堅固耐用，其可與樓梯及工作台相連，使建築工人工作時更安全。本集團將進一步研究及開發更合適的棚架系統，如竹通混合棚及鋼材棚架，以適應更熱及極端天氣條件。此外，本集團已就颱風、暴雨及超強颱風後之極端情況下之工作安排制定內部指引，保障僱員安全及確保本集團順利營運。

#### A.4 CLIMATE CHANGE

WLS recognizes that climate change may bring about potential risks and opportunities to our business operations. The Group has established risk management policy in identifying and mitigating climate-related risks. The most pronounced risks include the physical risks caused by extreme weather events and change in weather pattern. Extreme weather events, such as typhoons, storms and heavy rains, have become more frequent, which may negatively affect economic activities. The Group's services will be affected under extreme weather as the safety of our employees is threatened and the operational sites might be damaged.

Due to the rainy and humid weather in Hong Kong, bamboo sheds are more susceptible to heavy deformation and may cause industrial accidents if they are not erected properly. This will not only cause casualties easily. The "Pik Lik Scaffold" developed by the Group is all made of steel and it is sturdier and durable compared to the traditional bamboo scaffold. It can be attached to stairs and workbenches, making it safer for construction workers to work. The Group will further investigate and develop better scaffold system, such as MBMSS and steel scaffolds, that adopts to the hotter and extreme weather conditions. Besides, the Group has established an internal guideline on working arrangements in times of typhoon, rainstorm and extreme conditions after super typhoons protect the employees' safety and ensure the Group's smooth operation.

## B部分：社會 SECTION B: SOCIAL

### B.1 僱傭

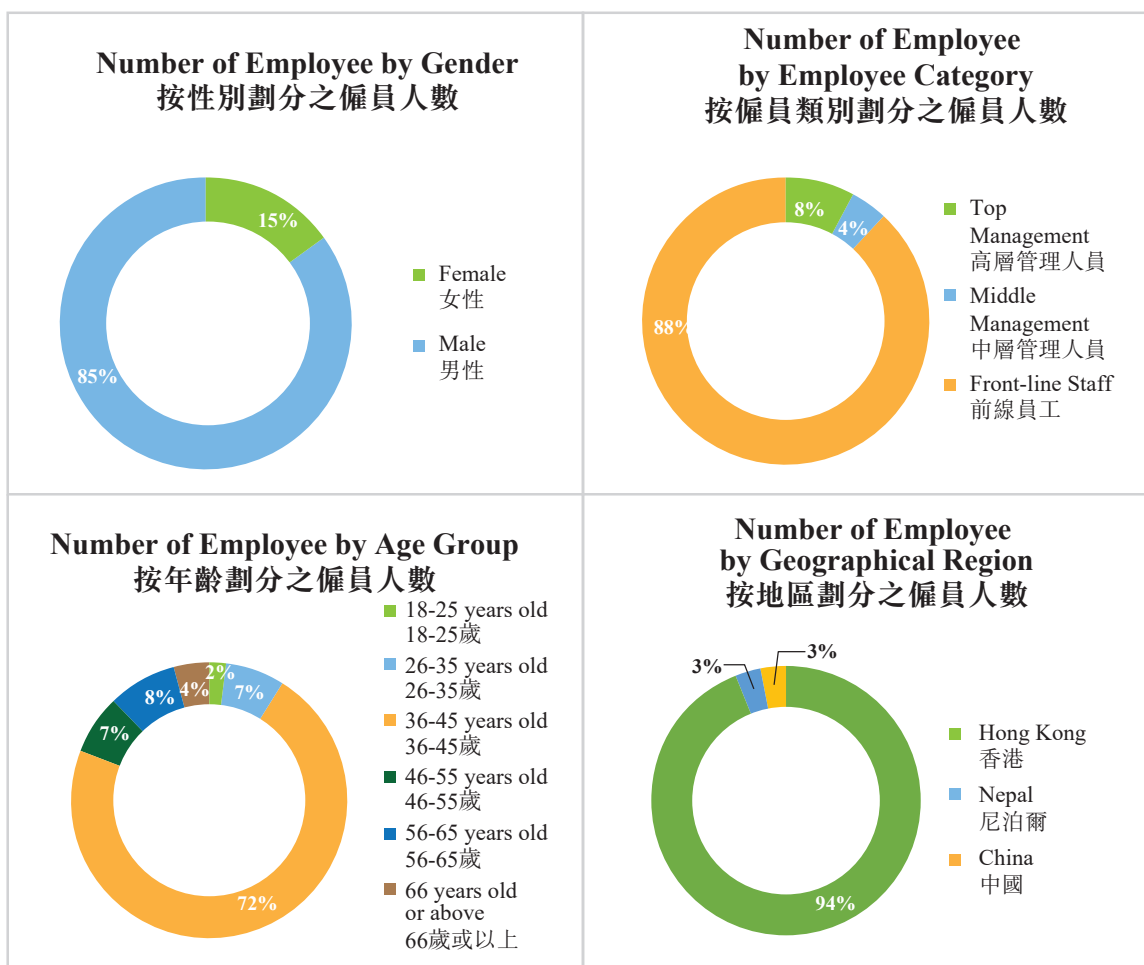
滙隆相信業務的持續成功有賴於僱員的全力奉獻及支持。本集團致力於主張平等機會。本公司根據經驗、培訓及發展潛力招聘僱員。本公司絕不容忍任何基於宗教、年齡、性別、種族或國籍的歧視。滙隆明確表明，確保在每次晉升、加薪、福利、任期及僱傭條件上為僱員提供平等待遇。

於二零二二年四月三十日，本集團擁有84名僱員，女性與男性僱員佔僱員總數的比例分別為15%及85%。考慮到建築行業的行業性質，男性僱員比例通常高於女性僱員。此外，在我們的僱員中，我們維持合共74名前線員工（包括工地員工及支援員工）、3名中層管理人員及7名高層管理人員，從而提供一個健康的 management 層級。本集團致力於維持一個不存在歧視的和諧工作環境。

### B.1 EMPLOYMENT

WLS believes that continued business success relies on the full contribution and support of its employees. The Group is dedicated to promoting equal opportunities. All employees are hired on the basis of experience, training, and potential for growth. There shall be no discrimination based on religion, age, gender, race or national origin. It is the express intent of WLS to ensure that equal treatment is provided to its employees in all promotions and determination of wages, benefits, terms and conditions of employment.

The Group had 84 employees as at 30 April 2022, in which female comprised 15% while male comprised 85% of the total number of employees. Considering the nature of the construction industry, it was normal to have a higher male-to-female employee ratio. In addition, among our employees, we maintained a total number of 74 front-line staff including site workers and supporting staff, 3 middle management and 7 top management which provided a healthy management hierarchy. The Group was considered to maintain a harmonious workplace with no discrimination.



## B部分：社會(續)

### SECTION B: SOCIAL (Continued)

在這個流動性極高的行業，滙隆於本報告年度維持32%的穩定的僱員流動率。此外，中級管理人員及前線員工之流動率分別為67%及34%，而高級管理人員並無流動，這表明穩定的管理層級能確保本集團的有效運營及僱員忠誠。考慮到按性別劃分的流動情況，本公司錄得男性及女性的僱員流動人數分別為18人及9人。維持穩定的僱員結構、友好的人力資源政策及愉快的工作環境可令本集團實現可持續發展。未來，滙隆將採取一切措施來應對吸引及挽留有才能的勞動力的挑戰。

為加深與員工的關係，滙隆經常組織農曆新年晚會、中秋節派對及聖誕派對等聚會活動，令僱員與管理層建立良好關係及聯繫。

#### 薪酬及解僱

滙隆認為僱員對業務的持續增長而言至關重要，因此，其向僱員提供具競爭力的薪酬待遇，包括強制性退休基金、僱員補償保險、醫療補助及年休。

薪金及工資在規定的工資期內直接支付至僱員的銀行賬戶。本集團於每年一月或二月進行年度考核以審視僱員的表現及調整薪金。此外，根據僱員個人表現向合資格僱員授予酌情花紅。僱員晉升須受定期評估。本集團已就年度表現評估制定客觀表現指標。根據評估結果，本集團將向僱員授予獎勵，以鼓勵其繼續提升。

倘僱員表現不當，如玩忽職守、行為不端、賭博及擅自缺勤，本集團亦保留在無通知期或支付代通知金的情況下立即解僱的權利。

#### 工時及假期

本集團鼓勵僱員在正常工作時間內完成工作。僱員有權享有各種假期，包括年假、病假及產假。

In the highly mobile industry, WLS maintained a stable employee turnover rate of 32% during the Reporting Year. Furthermore, the turnover rate of our middle management and front-line staff were 67% and 34% respectively. No turnover of our top management had indicated that the stable management hierarchy was able to ensure effective operation and loyalty of the Group. Considering turnover situation by gender, the recorded numbers of turnover for male and female employees were 18 and 9 respectively. Maintaining stable employment structure enabled sustainable development of the Group with our friendly human resource policies and happy work environment. In the upcoming future, WLS will take all the measures to combat the challenge of attracting and retaining a talented workforce.

To strengthen the bonding with employees, WLS often organized gathering events, such as Lunar New Year's Party, Mid-autumn Festival Party and Christmas Party, in order to have a good bonding and connection between the employees and the management.

#### Compensation and Dismissal

WLS considers its employees as the key to sustainable business growth and hence it offers a competitive remuneration package to its employees, including mandatory retirement funds, employee compensation insurance, medical allowance and annual leaves.

Salaries and wages are paid directly to employees' bank accounts within the prescribed wage period. Annual appraisal is conducted to review employees' performance and adjust salary in January or February each year. Moreover, discretionary bonuses may be granted to eligible employees based on the employees' individual performance. The promotion of the employees is subject to regular review. The Group has established objective performance indicators for annual performance evaluation. Based on the evaluation result, it offers rewards to employees in encouraging continuous improvement.

The Group also reserves the right of summary dismissal without notice period or payment in lieu of notice if the employees perform inappropriately, such as negligence of duty, misbehaviour, gambling and absence without authorization.

#### Working Hours and Rest Periods

The Group encourages employees to finish their duties during their normal working hours. Employees are entitled to various types of leave, including annual leave, sick leave and maternity leave.



## B部分：社會(續)

### SECTION B: SOCIAL (Continued)

#### 多元化及包容性

本集團致力於主張平等機會。本公司根據經驗及技能招聘所有僱員。本公司絕不容忍任何基於宗教、年齡、性別、種族或國籍的歧視。滙隆明確表明，確保在每次晉升、工資、福利、任期及僱傭條件上為僱員提供平等待遇。

#### 待遇及福利

本集團重視僱員的意見。若僱員對本集團有任何不滿，應直接與人力資源部或高級管理人員會面尋求幫助。本集團須以開放的態度共同解決僱員面臨的任何問題。本公司亦為符合資格的僱員提供門診醫療計劃，於指定名單內的診所提供免費門診服務。

本集團嚴格遵守香港法例第57章《僱傭條例》及香港其他勞工立法，並採納相關標準作為其勞工保護及福利的最低標準。根據該等規則及法規，有關僱員的個人資料、報酬、解僱、招聘、工時、假期及其他福利等事宜均載於集團員工手冊。

為避免違反強制性公積金計劃條例（香港法例第485章）及稅務局法律，本集團及時向強積金受託人及稅務局提交註冊申請。本集團亦致力於遵守公司條例、稅務條例、最低工資條例、個人資料私隱條例及其他相關法律法規。於報告期內，本集團並未發現有任何重大違反有關僱傭的法律及法規。

#### Diversity and Inclusion

The Group is dedicated to promoting equal opportunities. All employees are hired on the basis of experience and skill sets. There shall be no discrimination based on religion, age, sex, race or national origin. It is the express intent of WLS to ensure that equal opportunities were provided to employees in all promotions, wages, benefits, terms and conditions of employment.

#### Benefits and Welfare

The Group values employees' opinions. If employees have any dissatisfaction with the Group, they should directly meet with the Human Resources Department or top management for assistance. The Group must adopt an open attitude to resolve any problems faced by employees collectively. The Company also offers outpatient medical plan to eligible employees to provide free outpatient services in the appointed list of clinics.

The Group strictly complies with the Employment Ordinance (Chapter 57, Laws of Hong Kong) and other labour legislations in Hong Kong and adopts the respective standards as its minimum standards for labour protection and welfare. Based on such rules and regulations, the issues relating to employees' personal information, compensation and dismissal, recruitment, working hours, rest periods and other benefits are all stated in the Group Staff Handbook.

To avoid non-compliance with Mandatory Provident Fund Schemes Ordinance (Chapter 485, Laws of Hong Kong) and law by Inland Revenue Department, enrolments were filed to the MPF trustee and Inland Revenue Department on a timely basis. The Group is also dedicated to complying with the Companies Ordinance, Inland Revenue Ordinance, Minimum Wages Ordinance, the Personal Data Privacy Ordinance and other relevant rules and regulations. During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations in respect of employment.

## B部分：社會(續)

### SECTION B: SOCIAL (Continued)

#### B.2 健康與安全

本集團致力於為僱員提供健康安全的工作環境。為此，滙隆承諾全面遵守所有適用職業健康安全法規，並已實施高效及安全的工作環境。

於建築工地內，張貼安全警告、橫額及標語。所有辦公室、倉庫及建築工地放置急救箱。本集團僱用地盤代理、主管及安全主管加強監督全部建築工地的安全事宜。彼等須起草安全計劃並遵守各建築工地施工方案所示安全指示。

所有僱員均須遵守公司安全手冊。建築工程動工前，工人須參加安全入門課程，確保彼等熟悉必要的安全程序知識及技能。工人獲提供足夠的安全設備，包括眼罩、耳罩、安全帽、安全帶及其他必要防護設備。安全主管定期進行實地考察並編製安全檢查報告，記錄潛在安全問題。倘發現任何缺陷，將採取後續行動並在報告中註明結果，以便日後保持警惕。本集團內部會定期召開安全會議以討論重大安全問題及補救結果。

此外，滙隆高度重視工地工人招聘程序。每名工地工人須提供由安全主管評估的個人健康記錄，以確保彼等能夠在施工環境工作。於招聘過程中，申請人須提供安全培訓證書及建造業工人註冊證，以確保彼等符合資格於建築領域工作。

此外，我們已於辦公室張貼安全與健康政策，以提醒全體僱員其有責任保障自身及其他人士的安全與健康，避免因工作上的不當行為或疏忽而受到不利影響。

滙隆嚴格遵守有關提供安全工作環境及保護僱員免受職業危害的有關法律法規。於過去三年（包括報告期間），本集團並無錄得任何導致死亡或嚴重受傷的重大意外事件，亦無發現任何嚴重違反僱員健康與安全相關法律及法規的情況。

#### B.2 HEALTH AND SAFETY

The Group strives to provide a healthy and safe work environment for its employees. As such, WLS pledges full compliance with all applicable occupational health and safety legislation and has implemented an effective and safe work environment.

At the construction sites, safety warnings, banners and slogans are put up. First-aid boxes are placed in all offices, warehouse and construction sites. The Group employed Site Agents, Supervisors and Safety Officers to strengthen the oversight of safety matters in all construction sites. They were required to draft the safety plan and follow the safety instruction stated in the Method Statement for each construction site.

All employees are required to comply with Company Safety Manual. Before the commencement of the construction works, workers are required to attend the safety induction session, to ensure that they are familiar with the required knowledge and skills of the safety procedures. Workers are provided with sufficient safety equipment, including eye shields, ear muffs, safety helmets, safety belts and other necessary protective equipment. Safety Officer performs regular site visits and prepares Safety Inspection Reports for recording potential safety issues. If any deficiencies are spotted, follow-up actions will be taken and results will be noted in the report for future alerts. Regular safety meetings are held internally in the Group to discuss the major safety issues and remediation results.

Besides, WLS puts high emphasis on the recruitment procedures of site workers. Personal Health Record with assessment performed by the Site Officer is required from every site worker to ensure that they are able to work in the construction environment. Safety Training Certificate and Construction Worker Registration Card are required from the applicants during the recruitment process to ensure that they are qualified to work in the construction field.

Moreover, a Safety and Health Policy has been posted in the office to alert all employees about their responsibilities of upholding the safety and health of themselves and of others whom may be adversely affected by their misconduct or negligence at work.

WLS strictly complies with relevant laws and regulations relating to providing a safe work environment and protecting employees from occupational hazards. During the past three years, including the Reporting Period, the Group did not record any significant accidents that resulted in death or serious physical injury and did not identify any material non-compliance with laws and regulations relevant to the health and safety of employees.

## B部分：社會(續)

### SECTION B: SOCIAL (Continued)

為防止事故發生，本集團將更為注重提供有效的風險控制措施，解決直接及相關原因。本集團將定期舉行安全會議，以解決潛在原因並提出預防事故的補救措施。

未來，本集團將更加致力於確保其僱員的健康與安全事宜。本集團的最終目標為運營中零事故及零傷害率，使本集團成為質量、安全及效率的象徵，以供效仿。

#### B.3 發展與培訓

在激烈的競爭形勢下，持續的員工發展及培訓對提升僱員的能力至關重要。本集團致力於為其僱員提供在職教育及培訓，如安全課程及教育講座，以提升僱員的技能及知識。此外，滙隆持續鼓勵員工繼續學習，通過取得適當專業技能或資質認證以提升及維持專業水平。

本集團定期為員工提供培訓課程，提升彼等尤其於進行棚架搭建、精裝修及吊船工作台服務過程中的安全意識及技術技能。滙隆鼓勵及資助員工參加工作相關外部培訓或專業資格課程，進一步提高彼等的能力及技能。有關培訓統計數據之詳情，請參閱「關鍵社會績效指標」一節。

#### B.4 勞工準則

滙隆全面遵守勞工法例及禁止童工及強制勞工的相關條例。我們欣然宣佈我們目前並無面臨任何人權及僱傭事宜的重大風險。本集團保證並無僱員違背其意願工作或在強制勞工情況下工作或遭受與工作相關的脅迫。

本集團嚴禁招聘童工。於加入本集團前，求職者須出示彼等之身份證明文件以證明其已達到法定工作年齡。人力資源部將密切監督招聘程序以防出現任何童工或強制勞工情況。透過舉報機制，僱員可為其面臨的任何不公待遇發聲。管理層將對舉報事件進行調查並於必要時採取跟進措施。

於報告期內，本集團並無違反有關防止童工及強制勞工的相關法例及規例。來年，我們將保持對強制勞工及童工的零容忍。

To prevent the occurrence of accidents, the Group will put more focus on providing effective risk control measures which address the immediate and underlying causes. Regular safety meetings will be held to address the potential causes and suggest remedial steps for the prevention of accidents.

In the future, the Group will focus more on the health and safety issues of its employees. The Group's ultimate objective is targeted at zero accident and zero injury rate during its operations, so as to emulate the Group as the symbol of quality, safety and efficiency.

#### B.3 DEVELOPMENT AND TRAINING

In the competitive environment, continuing staff development and training are crucial to enhance employees' capability. The Group has committed to providing on-the-job education and training to its employees, such as safety courses and education seminars, in order to enhance their skills and knowledge. Furthermore, WLS continues to encourage its employees to pursue continuing education to enhance and maintain their proficiency by obtaining appropriate certification for their professional skills or qualifications.

Regular training courses are provided to the employees to promote safety awareness and technical skills in particular for the operations of scaffolding, filling out, and gondola services by the Group. WLS encourages and provides subsidies to employees for taking up work-related external training or professional qualification courses to further improve their capabilities and skills. For the details of the training statistics, please refer to the "Key Social Performance Indicators" section.

#### B.4 LABOUR STANDARD

WLS fully complies with labour laws and relevant legislations that prohibit child labour and forced labour. We are delighted to announce that we have not encountered any major risks in human rights and employment matters so far. The Group guarantees that no employee is made to work against his/her will or work under forced labour, or is subject to coercion related to work.

Recruitment of child labour is strictly prohibited. Before joining the Group, candidates are required to present their identity documents to prove that they have already reached the legal working age. The Human Resources Department will keep a close eye on the recruitment procedures to prevent any cases of child labour or forced labour to occur. Through the whistle-blowing mechanism, employees can voice out any injustice they face. The Management will investigate the reported cases and take follow-up actions if necessary.

During the Reporting Period, the Group was not found in violation of any relevant laws and regulations in relation to the prevention of child and forced labour. For the coming year, we will maintain our zero tolerance for forced and child labour.

## B部分：社會(續)

### SECTION B: SOCIAL (Continued)

#### B.5 供應鏈管理

本集團對為本集團的成功做出貢獻的各方(包括分包商及供應商)負責。為明確滙隆可持續發展的願景,其致力於與現有業務合作夥伴建立長期關係。滙隆已就追求可持續發展目標建立供應商及分包商綜合甄選及評估执行程序系統。

為減輕營運風險,本集團已避免過度依賴少數供應商及分包商。滙隆維持及定期更新其自有認可供應商及分包商名單以確保可持續採購。滙隆就質量及價格對新的潛在供應商及分包商進行初步評估,並僅在彼等擁有令人滿意的初步評估結果方與彼等合作。此外,滙隆每年進行評估程序,根據若干標準,包括但不限於質量、銷售退貨安排、安全規定及交貨條件,對現有供應商及分包商進行評估。本集團於採購前將至少對三家供應商的價格及質量進行對比。本集團優先考慮滿足質量及符合本集團安全要求的供應商及分包商。對於不達標的供應商及分包商,本集團會將彼等從認可名單中刪除。

於本報告年度,本集團持有一份認可供應商及分包商名單,共計80名認可供應商及分包商,其中68名總部設於香港,11名總部設於內地及1名總部設於韓國。就竹及吊船工作台等若干主要原材料及產品而言,滙隆已持續與若干信譽良好的供應商及分包商建立長期關係。本集團日後將一直物色潛在的優秀供應商及分包商,並維繫與現有供應商及分包商的長期關係。

#### B.5 SUPPLY CHAIN MANAGEMENT

The responsibility of the Group extends to all parties who have contributed to the success of the Group, which include sub-contractors and suppliers. To express the vision for the sustainability of WLS, it is dedicated to building long-term relationships with existing business partners. WLS has developed a comprehensive system to conduct procedures to select and evaluate suppliers and sub-contractors with the view of pursuing sustainability goals.

To reduce operational risk, the Group has avoided excessive reliance on a small number of suppliers and sub-contractors. WLS maintains and updates its own approved suppliers and sub-contractors list regularly in order to ensure sustainable procurement. WLS conducts initial assessment for new potential suppliers and sub-contractors in terms of quality and price and engages them only if they have a satisfying initial assessment result. In addition, WLS conducts evaluation procedures annually to assess existing suppliers and sub-contractors based on certain criteria including but not limited to quality, sale return arrangement, safety requirement and delivery condition. The Group will compare the price and quality among at least 3 suppliers before procurement. Priorities are given to the suppliers and sub-contractors who embrace quality and fulfil the Group's safety requirements. For those suppliers and sub-contractors who could not meet the standards, the Group would remove them from the approved list.

During the Reporting Year, the Group maintained an approved supplier and sub-contractor list with 80 being approved suppliers and sub-contractors in total, of which 68 based in Hong Kong, 11 based in Mainland and 1 based in Korea. For certain major raw materials and products, such as bamboo and gondolas, WLS continuously develops long-term relationships with several esteemed suppliers and sub-contractors. In future, the Group will always look for potential good suppliers and sub-contractors and maintain long-term relationships with the existing ones.

## B部分：社會(續)

### SECTION B: SOCIAL (Continued)

#### B.6 產品及服務責任

本集團設有內部程序及手冊，以確保高水準的產品及服務質量，並取得開展業務活動所需的所有重大許可、證書及批准。

為了企業的可持續發展，本集團極為重視客戶的反應及反饋。本集團一直致力於打造一套良好的產品召回體系及若干客戶反饋渠道，以保護客戶的權利及利益及確保相關部門妥為接獲客戶反饋。滙隆相信客戶的忠誠乃來自於客戶的賞識及認可。

於本報告年度，已呈報客戶投訴零例。本集團將於一個月內逐例處理並解決該等投訴。投訴將由助理項目經理回覆，並由建築地盤總管跟進。滙隆並無任何重大違反有關健康與安全、廣告、標籤及私隱事宜、所提供產品及服務以及補救方法的相關法律法規。

#### 品質保證

滙隆致力於為客戶提供高質量的服務，且滙隆自豪地宣佈其於本報告年度並無發現任何重大事故。

客戶可向建築地盤總管甚至高級管理人員投訴。一旦接獲投訴，必要時地盤總管將進行現場調查及整改工作。本集團行政總裁亦會親自跟進投訴案件，以加強質量控制程序。如「健康與安全」一節所述，我們已定期進行安全視察以保障我們的服務成果質量。

此外，滙隆已遵守並符合適用於「竹棚安裝及拆卸工程」的ISO 9001:2015質量管理體系標準。此外，本集團已註冊為職業安全健康局的綠十字會成員，以獲得職業安全的最新更新訊息及標準常規，從而使其常規緊跟最新的安全及質量標準。

#### B.6 PRODUCT AND SERVICE RESPONSIBILITY

The Group has set up internal procedures and manuals to ensure a high level of product and service quality. All material licences, certificates and approvals are obtained for carrying on its business activities.

The Group places significant emphasis on the customers' responses and feedback, for the sake of corporate sustainable development. The Group has been committed to building a good product recall system and several customer feedback channels in order to protect the rights and interests of the customers and to ensure that customers' feedback is received properly by the relevant departments. WLS believes that customer loyalty comes from customer appreciation and recognition.

During the Reporting Year, there were zero cases of customer complaints reported. The complaint cases would be addressed and handled by the Group case by case within one month. The complaint will be replied to by the Assistant Project Manager and followed up by the Construction Sites Manager. WLS did not have any material non-compliance with the relevant laws and regulations relating to health and safety, advertising, labelling and privacy matters, products and services provided and methods of redress.

#### Quality Assurance

WLS is committed to delivering high-quality services to its customers and thus is proud to announce that they are not aware of any major accident during the Reporting Year.

Customers could express their complaints to the Construction Site Managers and even Top Management. Once the complaint has been received, Site Managers will investigate the scenario and carry out rectification work if necessary. CEO of the Group will also follow up on the case in person, to strengthen the quality control procedures. As mentioned in the "Health and Safety" section, regular safety inspection has been carried out to guarantee a promising quality of our service outcome.

Moreover, WLS has complied and been qualified for ISO 9001:2015 quality management system standard which is applicable to "Installation and removal of bamboo scaffolding works". In addition, the Group has registered as a Green Cross Group Member of the Occupational Safety and Health Council to obtain the latest updates and benchmarking practices of occupational safety, to keep its practices up to the latest safety and quality standards.

## B部分：社會(續)

### SECTION B: SOCIAL (Continued)

#### 客戶私隱保護

本集團已就重要及機密資料(包括財務數據、供應商、客戶及僱員的個人資料)制定標準管理方法並只允許經授權的人士處理相關資料。

保護客戶資料是本集團的首要責任。所有與客戶資料相關的文件均進行加密處理，僅知曉密碼的特定人員可查閱有關資料。未經授權，僱員不得披露或複製本集團的文件或業務資料。

借貸業務的申請表格均由合規主任直接處理。未經合規主任確認，任何人均不可查閱相關文件。另一方面，棚架搭建、精裝修及其他輔助服務的招標文件存放於執行董事辦公室的檔案櫃內。因此，上述措施可有效防止客戶私隱洩露。

#### 知識產權

滙隆以其棚架系統創新發明引以為豪。在本集團的不懈努力下，自二零零零年以來，本集團已成功獲得美國及香港等不同國家或地區的多個棚架工程標準專利認證。本集團已將專利的管理權外判予外部法律顧問，以確保及時更新專利的有效期，並監察是否有任何人侵犯我們的版權。

#### B.7 反貪污

本集團對賄賂及利益衝突相關的不當行為持高度謹慎態度。本集團堅決禁止腐敗行為。根據員工手冊，所有僱員(包括董事)於收受利益時必須遵守本集團政策。政策規定僱員不得向客戶、供應商、承包商、組織機關等與本集團業務有關之人士或任何其他利益相關人士索取及/或輸送任何利益。

本集團針對借貸業務制訂嚴格的借貸要求，以確保遵守香港反洗錢的規定。本集團已制定「借貸程序手冊」及「借貸指引」，為董事、高級管理層及僱員根據香港法例第163章《放債人條例》處理及/或監察程序提供指引。

#### Customer Privacy Protection

The Group has standard management approach to handling important and confidential information, including financial data, suppliers', customers' and employees' personal information, by authorised personnel only.

Protecting customers' data was the top priority. All documents related to customer data are encrypted and only specific personnel who know the password can access the information. Employees are not allowed to disclose or copy the documents or business information of the Group without authorization.

As for the money lending business, application forms are handled by the Compliance Officer directly. Without acknowledgment of the Compliance Officer, no one is allowed to access the file. On the other hand, tender documents for the scaffolding, fitting out and other auxiliary services are stored in the file cabinets of the Executive Director's room. As a result, the above measures are effective in preventing customer privacy leakage.

#### Intellectual Property Right

WLS takes pride in innovative inventions in the scaffolding system. With the Group's constant effort, it has successfully certified several standard patents for scaffolding works in different countries including the United States and Hong Kong since 2000. The Group has outsourced the patent management to external legal counsel to ensure to keep the expiry date of the patents updated and monitored if anyone infringed our copyrights.

#### B.7 ANTI-CORRUPTION

The Group is highly cautious about the misconduct related to bribery and conflict of interest. Corruption practices are prohibited by the Group. According to the Staff Handbook, all employees, including the Directors, must follow policy on the acceptance of benefits stipulated, in which employees must not receive any advantage from and/or offer any advantage to people who have a stake in our business, such as customers, suppliers, contractors, authorities, or any other stakeholders.

For the money lending business, the Group adopts rigorous borrowing requirements in order to comply with the anti-money laundering regulations in Hong Kong. The Group has established the "Money Lending Procedure Manual" and "Money Lending Guidelines" to provide guideline to the directors, senior management and employees in handling and/or monitoring the procedures pursuant to the Money Lenders Ordinance (Chapter 163, the Laws of Hong Kong).

## B部分：社會(續)

### SECTION B: SOCIAL (Continued)

各案件的借款人篩查階段均進行資產核查及法律搜查。合規主任負責處理所有的貸款申請文件。若僱員遇到不適當或可疑的案件，僱員應立即向管理層報告，而高級管理層應密切監察案件並審查其是否遵循資金啟動程序。

本集團亦為董事及僱員提供反貪污培訓。培訓結束後，本集團定期與僱員進行小組討論，以評估僱員是否清楚了解如何預防及偵查洗錢及恐怖融資活動。

總而言之，本集團的日常經營嚴格禁止賄賂、勒索、欺詐及洗錢等不法行為。本集團重視並歡迎我們的僱員透過各種途徑（如郵箱、電話、公司網站或親身）向管理層舉報任何可疑的不當行為。管理層將立即採取措施調查該事件並於必要時採取跟進措施。

於本報告年度，本集團內部並無呈報已審結的貪污訴訟案件或嚴重違反有關賄賂、勒索、欺詐及洗錢等相關法律法規的情況。

#### B.8 社區投資

作為一個對社會負責任的企業，滙隆持續參與社區工作，為社區民生做貢獻。本集團透過多種方式（如組織社區活動及作出捐款）在多個方面為社區作出重大貢獻。透過該等活動，本集團加深了對社區需求的了解。

於本報告年度，本集團向圓玄學院捐款20,000港元及向港區省級政協委員聯誼會有限公司捐款45,000港元，以支持青年教育及志願者活動。未來，本集團將進一步探索志願服務的機會，為解決社區問題貢獻自己的力量。

For each case, during the borrower screening section, assets verification and legal search are performed. The Compliance Officer is responsible to handle all the loan application documents. If the employees encounter inappropriate or suspected cases, the employee should report to management immediately and the senior management should closely monitor the case and review if it is following the money launching procedures.

The Group also provides anti-corruption training to directors and employees. After the training, the Group had a regular group discussion with the employees to evaluate if the employees clearly understand on prevention and detection of money laundering and terrorist financing activities.

All in all, the malpractices of bribery, extortion, fraud and money laundering are strictly prohibited in the Group's daily operations. The Group values and welcomes its employees to report any suspected cases of malpractices to the management through various channels, i.e., emails, phone calls, website or in person. The management will take immediate actions to investigate the issue and take follow-up actions if necessary.

During the Reporting Year, no concluded legal cases regarding corrupt practices or material non-compliance with relevant laws and relations relating to bribery, extortion, fraud and money laundering were reported within the Group.

#### B.8 COMMUNITY INVESTMENT

As a socially-responsible enterprise, WLS engages in ongoing community work to contribute to the well-being of our community. The Group had made a considerable contribution to the community in different aspects through different ways, such as organising community activities and making donations. Through these activities, the Group gets to understand more about the needs of the community.

During the Reporting Year, the Group donated \$20,000 to Yuen Yuen Institute and \$45,000 to Hong Kong CPPCC (Provincial) Members Association Ltd for supporting their youth education and voluntary activities. In the future, the Group would further explore the opportunities of voluntary services and contribute to solving the community.

## 關鍵環境績效指標

## KEY ENVIRONMENTAL PERFORMANCE INDICATORS

環境層面 ENVIRONMENTAL ASPECTS	截至二零二二年 四月三十日 止年度 Year ended 30 April 2022	截至二零二一年 四月三十日 止年度 Year ended 30 April 2021	單位 Unit
<b>層面 A1 : 排放物 Aspect A1: Emissions</b>			
<b>A1.1</b>	<b>排放物種類及相關排放數據 The types of emissions and respective emissions data</b>		
	氮氧化物 Nitrogen oxides (NO <sub>x</sub> )	<b>540.0</b>	459.3 千克 kg
	硫氧化物 Sulphur oxides (SO <sub>x</sub> )	<b>0.7</b>	0.7 千克 kg
	可吸入懸浮粒子 Respirable suspended particles (RSP)	<b>38.8</b>	33.0 千克 kg
<b>A1.2</b>	<b>溫室氣體排放總量及密度 Greenhouse gas emissions in total and intensity</b>		
	範疇1排放 Scope 1 emissions	<b>119.2</b>	110.2 噸二氧化碳當量 tonnes CO <sub>2</sub> -e
	範疇2排放 Scope 2 emissions	<b>39.1</b>	25.6 噸二氧化碳當量 tonnes CO <sub>2</sub> -e
	範疇3排放 Scope 3 emissions	<b>0.4</b>	2.6 噸二氧化碳當量 tonnes CO <sub>2</sub> -e
	溫室氣體排放總量 Total greenhouse gas emissions	<b>158.7</b>	138.4 噸二氧化碳當量 tonnes CO <sub>2</sub> -e
	密度 (每名僱員) Intensity (per employee)	<b>1.9</b>	1.7 噸二氧化碳當量/ 僱員 tonnes CO <sub>2</sub> -e/ employee
<b>A1.3</b>	<b>無害廢棄物 Non-hazardous waste</b>		
	所產生無害廢棄物總量 Total non-hazardous waste produced	<b>1.0</b>	2.0 噸 tonnes
	密度 (每名僱員) Intensity (per employee)	<b>0.01</b>	0.02 噸/僱員 tonnes/employee



## 關鍵環境績效指標(續)

## KEY ENVIRONMENTAL PERFORMANCE INDICATORS (Continued)

環境層面 ENVIRONMENTAL ASPECTS	截至二零二二年 四月三十日 止年度 Year ended 30 April 2022	截至二零二一年 四月三十日 止年度 Year ended 30 April 2021	單位 Unit	
<i>層面A2：資源使用 Aspect A2: Use of Resources</i>				
A2.1	按類型劃分的直接及／或間接能源消耗 Direct and/or indirect energy consumption by type			
	直接能源消耗 Direct energy consumption	1,739.8	1,608.7	吉焦 GJ
	間接能源消耗 Indirect energy consumption	66.4	69.1	兆瓦時 MWh
	能源總耗量 Total energy consumption	549.7	515.9	兆瓦時等值 MWh-e
	密度(每名僱員) Intensity (per employee)	6.5	6.4	兆瓦時等值／僱員 MWh-e/employee
A2.2	耗水總量及密度 Water consumption in total and intensity			
	總耗水量 Total water consumption	592.5	505.4	立方米 m <sup>3</sup>
	密度(每名僱員) Intensity (per employee)	7.1	6.2	立方米／僱員 m <sup>3</sup> /employee
	竹消耗 Bamboo consumption			
	竹消耗總量 Total bamboo consumption	510,030	470,535	支 unit
	鐵通消耗 Metal tube consumption			
	鐵通消耗總量 Total metal tube consumption	168,086	183,225	支 unit

## 關鍵社會績效指標

## KEY SOCIAL PERFORMANCE INDICATORS

社會層面		截至二零二二年 四月三十日 止年度	截至二零二一年 四月三十日 止年度	單位	
SOCIAL ASPECTS		Year ended 30 April 2022	Year ended 30 April 2021	Unit	
<b>層面B1：僱傭 Aspect B1: Employment</b>					
<b>B1.1</b>	<b>僱員總數</b> Total workforce				
	僱員總數 Total number of employees		<b>84</b>	81	僱員 employee
	按性別劃分 By gender	女性 Female	<b>13</b>	23	僱員 employee
		男性 Male	<b>71</b>	58	僱員 employee
	按僱傭類型劃分 By employment type	全職 Full-time	<b>82</b>	–	僱員 employee
		兼職 Part-time	<b>2</b>	–	僱員 employee
	按年齡組別劃分 By age group	25歲或以下 25 years old or below	<b>2</b>	1	僱員 employee
		26-35歲 26-35 years old	<b>6</b>	8	僱員 employee
		36-45歲 36-45 years old	<b>60</b>	24	僱員 employee
		46-55歲 46-55 years old	<b>6</b>	21	僱員 employee
		56-65歲 56-65 years old	<b>7</b>	20	僱員 employee
		65歲以上 Over 65 years old	<b>3</b>	7	僱員 employee
	按僱員類別劃分 By employee category	高層管理人員 Top management	<b>7</b>	10	僱員 employee
		中層管理人員 Middle management	<b>3</b>	11	僱員 employee
		前線員工 <sup>1</sup> Front-line staff <sup>1</sup>	<b>74</b>	60	僱員 employee
	按職能劃分 By function	管理人員 Executive	<b>10</b>	–	僱員 employee
		技術人員 Technical	<b>5</b>	–	僱員 employee
		行政人員 Administrative	<b>10</b>	–	僱員 employee
		生產人員 Production	<b>59</b>	–	僱員 employee
	按地區劃分 By geographical region	香港 Hong Kong	<b>80</b>	68	僱員 employee
		尼泊爾 Nepal	<b>2</b>	11	僱員 employee
		中國 China	<b>2</b>	2	僱員 employee

1 前線員工包括工地員工及支援員工。

1 Front-line staff includes site workers and supporting staff.

## 關鍵社會績效指標(續)

## KEY SOCIAL PERFORMANCE INDICATORS (Continued)

社會層面		截至二零二二年 四月三十日 止年度	截至二零二一年 四月三十日 止年度	單位
SOCIAL ASPECTS		Year ended 30 April 2022	Year ended 30 April 2021	Unit
<b>B1.2</b>	<b>僱員流動率<sup>2</sup> Employee turnover rate<sup>2</sup></b>			
	總僱員流動率 Total employee turnover rate	<b>27 (32%)</b>	27 (33%)	%
按性別劃分 By gender	女性 Female	<b>9 (69%)</b>	11 (48%)	%
	男性 Male	<b>18 (25%)</b>	16 (28%)	%
按僱傭類型劃分 By employment type	全職 Full-time	<b>24 (29%)</b>	–	%
	兼職 Part-time	<b>3 (150%)</b>	–	%
按年齡組別劃分 By age group	25歲或以下 25 years old or below	<b>2 (100%)</b>	1 (100%)	%
	26-35歲 26-35 years old	<b>0 (0%)</b>	4 (50%)	%
	36-45歲 36-45 years old	<b>16 (27%)</b>	9 (38%)	%
	46-55歲 46-55 years old	<b>8 (133%)</b>	8 (38%)	%
	56-65歲 56-65 years old	<b>1 (14%)</b>	4 (20%)	%
	65歲以上 Over 65 years old	<b>0 (0%)</b>	1 (14%)	%
按僱員類別劃分 By employee category	高層管理人員 Top management	<b>0 (0%)</b>	0 (0%)	%
	中層管理人員 Middle management	<b>2 (67%)</b>	4 (36%)	%
	前線員工 Front-line staff	<b>25 (34%)</b>	23 (38%)	%
按地區劃分 By geographical region	香港 Hong Kong	<b>27 (34%)</b>	27 (40%)	%
	尼泊爾 Nepal	<b>0 (0%)</b>	0 (0%)	%
	中國 China	<b>0 (0%)</b>	0 (0%)	%

2 僱員流動率乃基於於本報告年度總流動數以及於本報告年度末僱員人數計算。因此，流動率可能超過100%。

2 The employee turnover rate is calculated based on the total number of turnover during the Reporting Year and the number of employees as at the end of the Reporting Year. Therefore, turnover rate may exceed 100%.

## 關鍵社會績效指標(續)

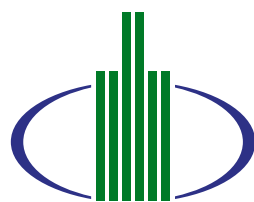
### KEY SOCIAL PERFORMANCE INDICATORS (Continued)

社會層面 SOCIAL ASPECTS		截至二零二二年 四月三十日 止年度 Year ended 30 April 2022	截至二零二一年 四月三十日 止年度 Year ended 30 April 2021	單位 Unit	
<b>層面B2：健康與安全 Aspect B2: Health and Safety</b>					
<b>B2.1</b>	因工死亡人數 Number of work-related fatalities	<b>0</b>	0	人數 no.	
	因工死亡比率 Rate of work-related fatalities	<b>0%</b>	0%	%	
<b>B2.2</b>	因工傷損失工作日數 Lost days due to work injury	<b>0</b>	0	日 day	
<b>層面B3：發展及培訓 Aspect B3: Development and Training</b>					
<b>B3.1</b>	受訓僱員百分比 Percentage of trained employees				
	受訓僱員總人數 Total number of trained employees		<b>10</b>	11	僱員 employee
	受訓僱員總人數百分比 Percentage of total employees trained		<b>12%</b>	14%	%
	按性別劃分 By gender	女性 Female	<b>20%</b>	27%	%
		男性 Male	<b>80%</b>	73%	%
	按僱員類別劃分 By employee category	高層管理人員 Top management	<b>10%</b>	0%	%
		中層管理人員 Middle management	<b>10%</b>	18%	%
		前線員工 Front-line staff	<b>80%</b>	82%	%
	按職能劃分 By function	管理人員 Executive	<b>20%</b>	-	%
		技術人員 Technical	<b>0%</b>	-	%
		行政人員 Administrative	<b>0%</b>	-	%
		生產人員 Production	<b>80%</b>	-	%

## 關鍵社會績效指標(續)

## KEY SOCIAL PERFORMANCE INDICATORS (Continued)

社會層面		截至二零二二年 四月三十日 止年度	截至二零二一年 四月三十日 止年度	單位	
SOCIAL ASPECTS		Year ended 30 April 2022	Year ended 30 April 2021	Unit	
B3.2	完成受訓的平均時數 Average training hours completed				
	每名僱員平均受訓時數 Average training hours per employee		0.8	1.70	小時/僱員 hour/employee
	按性別劃分 By gender	女性 Female	0	1.15	小時/僱員 hour/employee
		男性 Male	0.8	1.92	小時/僱員 hour/employee
	按僱員類別劃分 By employee category	高層管理人員 Top management	0	0	小時/僱員 hour/employee
		中層管理人員 Middle management	0	1.45	小時/僱員 hour/employee
		前線員工 Front-line staff	0.8	2.65	小時/僱員 hour/employee
	按職能劃分 By function	管理人員 Executive	0	-	小時/僱員 hour/employee
		技術人員 Technical	0	-	小時/僱員 hour/employee
		行政人員 Administrative	0	-	小時/僱員 hour/employee
生產人員 Production		0.8	-	小時/僱員 hour/employee	
<b>層面B5：供應鏈管理 Aspect B5: Supply Chain Management</b>					
B5.1	按地區劃分的供應商數目 Number of suppliers by geographical region				
	供應商總數 Total number of suppliers		80	83	供應商 suppliers
	按地區劃分 By geographical region	香港 Hong Kong	68	71	供應商 suppliers
		中國 China	11	11	供應商 suppliers
韓國 Korea		1	1	供應商 suppliers	
<b>層面B7：反貪污 Aspect B7: Anti-corruption</b>					
B7.1	已審結有關貪污的訴訟案件的數目 Number of concluded legal cases regarding corruption	0	0	宗 case	
<b>層面B8：社區投資 Aspect B8: Community Investment</b>					
B8.2	所動用資源 Resources contributed				
	捐助現金總金額 Total amount of donation in cash	65,000	-	港元 HKD	



滙隆控股有限公司  
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