



**LUXEY INTERNATIONAL (HOLDINGS) LIMITED**  
**薈萃國際(控股)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: 8041)

Website 網址: <http://www.luxey.com.hk>

**ENVIRONMENTAL, SOCIAL AND  
GOVERNANCE REPORT *2022***  
**環境、社會及管治報告**

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

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### ABOUT THE GROUP

Luxey International (Holdings) Limited (the “Company”) and its subsidiaries (collectively, the “Group”, or “we”) are primarily engaged in:

- Manufacturing and trading of high-end swimwear and garment products;
- E-commerce and provision of on-line shopping services; and
- Money lending business.

Since its establishment, the Group has been striving to provide customers with quality services, including strict monitoring of product quality, supplier standards and stakeholder needs, and is committed to enhancing its business diversification. To meet the needs of development, the Group was listed on the GEM of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) in 2000.

### 關於本集團

薈萃國際(控股)有限公司(「本公司」)及其附屬公司(統稱為「本集團」,或「我們」)主要經營:

- 生產及買賣高檔泳裝及服裝產品;
- 電子商務及提供網上購物媒體相關服務; 及
- 借貸業務。

本集團自成立以來一直致力於為客戶提供優質的服務,包括嚴格監控產品質量、供應商規格及持份者需求等,並致力提升其業務多元化。為迎合發展需求,本集團於二零零零年於香港聯合交易所有限公司(「聯交所」)GEM上市。

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### SUSTAINABILITY GOVERNANCE

Sustainable development is underpinned by good corporate governance system. For this reason, the Group is committed to establishing and maintaining a defined governance framework to enhance its environmental, social and governance (“ESG”) performance. The Board of Directors of the Company (the “Board”) is responsible for the managing and supervising ESG issues, convening meetings from time to time to assess the ESG-related risks and opportunities, and identify ESG issues that have a significant impact on the operations and long-term development of the Company, and formulating countermeasures and sustainability strategies in this regard.

In the meantime, the Board monitors the Group’s performance in the ESG aspect on an ongoing basis, and is responsible for setting and managing the relevant targets, regularly reviewing the effectiveness of measures and the progress of the targets to adjust its measures and policies. In addition, the Group has also engaged Riskory Consultancy Limited as an independent ESG consultant to assist the Group in the preparation of this report and to provide ESG-related consulting services to continuously enhance the Group’s performance and governance in the environmental, social and governance aspects.

For more information on the Group’s corporate governance, please refer to the “Corporate Governance Report” of the Annual Report 2022.

### 可持續發展管治

可持續發展需要良好的企業管治系統，因此本集團致力建立及維持穩定的管治架構，以提升其環境、社會及管治（「ESG」）表現。本公司董事會負責管理及監管ESG事宜，不定期召開會議評估ESG相關的風險及機遇，並識別出對公司營運及長遠發展有重大影響的ESG議題，並就其訂立應對政策及可持續發展策略。

同時，董事會持續監察本集團ESG方面的績效表現，並負責訂立及管理相關目標，定期審視相關措施的成效及目標的進度，以調整其措施及政策。除此之外，本集團亦委聘Riskory Consultancy Limited為獨立ESG顧問，協助本集團編備本報告及提供ESG相關的諮詢服務，不斷優化本集團在環境、社會及管治上的表現及管治。

如欲了解本集團的企業管治事宜，請參閱二零二二年報中的「企業管治報告」。

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### ABOUT THIS REPORT

The Group is pleased to present the sixth Environmental, Social and Governance Report (the “Report”), which aims to present our performance of sustainable development, including communication with stakeholders, implementation of relevant policies, management and monitoring of risks and participation in community investments.

### Reporting Period and Scope

Unless otherwise stated, the Report covers the overall performance, risks, strategies, measures and targets of the Group in aspects of emissions management, use of resources, employment and labour practices, operation management and community investments for the period from 1 July 2021 to 30 June 2022 (the “Reporting Period”).

During the Reporting Period, there was no significant change in the principal business of the Group, which is principally operating in the People’s Republic of China (“PRC”), while the Hong Kong office is mainly responsible for the relevant compliance matters regarding to the Company’s listing on GEM of the Stock Exchange and as the office of garment factory for processing orders, customer service and general logistical matters. The Report covers all the principal businesses of the Group, including the Group’s factories in the PRC and its Hong Kong office, with a view to more accurately and comprehensively disclose the environmental, social and governance performance of the Group during the Reporting Period.

### 關於本報告

本集團欣然提呈第六份環境、社會及管治報告（「本報告」），旨在呈列我們在可持續發展方面的表現，包括與持份者溝通、實行相關政策、管理及監控風險及參與社區投資等。

### 報告期間及範圍

除另有說明者外，本報告涵蓋本集團於二零二一年七月一日至二零二二年六月三十日期間（「報告期間」），在排放管理、資源使用、僱傭及勞工常規、營運管理及社區投資等層面的整體表現、風險、策略、措施及目標。

報告期間，本集團主營業務未有重大變更，其主要於中華人民共和國（「中國」）經營業務，而香港辦事處主要為負責本公司在聯交所GEM上市的相關合規事宜、為製衣廠之辦公室處理訂單、客戶服務及一般後勤事宜。本報告涵蓋本集團的所有主營業務，包括本集團於中國的廠房及香港辦事處，以更準確及全面披露本集團於報告期間的ESG表現。

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### Reporting Standards

This report has been prepared in accordance with the mandatory disclosure requirements and the “comply or explain” provisions in the “Environmental, Social and Governance Reporting Guide” (the “Reporting Guide”) as set out in Appendix 20 of the GEM Listing Rules of the Stock Exchange. All information contained in the Report is derived from the official documents or statistical reports of the Group, and is reviewed by the Board.

### Reporting Principles

The Group strictly adheres to the following reporting principles in preparing the Report:

- **Materiality:** During the Reporting Period, the Group identifies ESG material issues through the collection of stakeholder opinions by different channels, management analysis and Board discussions, and makes key disclosure in the Report.
- **Quantitative:** The Group discloses our performance quantitatively if applicable. The environmental and social key performance indicators are calculated with reference to Appendix II and Appendix III of “How to Prepare an ESG Report” published by the Stock Exchange.
- **Consistency:** The Report adopts consistent statistical and disclosure methodologies to allow for meaningful comparisons of data over time. If there is any change in the reporting scope or the method used, they will be explained for the reference of stakeholders.

### Publication of Report

The Report is available in Chinese and English and has been uploaded to the website of the Stock Exchange website and the Company (<https://www.luxey.com.hk>). In the event of any discrepancy between the two versions, the Chinese version shall prevail.

### 報告標準

本報告乃應聯交所GEM上市規則附錄二十所載的《環境、社會及管治報告指引》（「報告指引」）內的強制披露規定及「不遵守就解釋」條文而編備。本報告中所有資料皆來自本集團的正式文件或統計報告，並由董事會審閱。

### 匯報原則

本集團在編製本報告時嚴格遵守以下匯報原則：

- **重要性：** 於報告期間，本集團透過以不同渠道收集持份者意見、管理層分析及董事會討論等識別ESG重要性議題，並於本報告中重點披露。
- **量化：** 本集團參考聯交所發表的《如何編製環境、社會及管治報告》的附錄二及附錄三計算環境及社會關鍵績效指標，於合理可行的情況下以量化方式呈現我們在該層面的表現。
- **一致性：** 本報告採用一致的統計及披露方法，令數據日後可作有意義的比較。如報告範圍或統計方法有變，我們將加以說明，以供持份者參考。

### 報告發佈

本報告設有中文及英文版本，並已上載至聯交所網頁及本公司網站 (<https://www.luxey.com.hk>)。如兩個版本有任何歧異，概以中文版本為準。

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### STAKEHOLDER ENGAGEMENT

The Group recognises that the views of our stakeholders have a significant impact on our sustainable development. In the meantime, we strive to strike a balance among the interests of stakeholders through fulfilling our corporate social responsibility. Therefore, we attach great importance to the communication with stakeholders such as employees, customers, shareholders and suppliers, and establish the following effective communication channels to actively collect their opinions and suggestions to improve the Group's business and strategies.

### 持份者參與

本集團深明持份者的意見對其可持續發展有重大影響，同時，我們亦期望通過履行自身的企業社會責任，平衡各持份者的利益。因此，我們重視與僱員、客戶、股東及供應商等持份者的持續溝通，並建立以下有效溝通渠道，積極聆聽他們的意見及建議，以完善本集團的業務及策略：

Employees 僱員	Customers 客戶	Shareholders and Investors 股東及投資者
<ul style="list-style-type: none"> <li>Internal meeting 內部會議</li> <li>Performance appraisal 績效考核</li> <li>Training 培訓</li> <li>Staff activities 員工活動</li> </ul>	<ul style="list-style-type: none"> <li>Website 網站</li> <li>Customer service hotline 客戶服務熱線</li> </ul>	<ul style="list-style-type: none"> <li>Annual General Meeting 股東周年大會</li> <li>Annual report and financial report 年報及財務報告</li> <li>Announcements and circulars 公告及通函</li> <li>Website 網站</li> </ul>
Suppliers and Business Partners 供應商及合作夥伴	Government and Regulatory Agencies 政府及監管機構	Media and the Public 媒體及社會大眾
<ul style="list-style-type: none"> <li>On-site inspection 實地視察</li> <li>Business meeting 業務會議</li> </ul>	<ul style="list-style-type: none"> <li>Inspection and check 視察及檢查</li> <li>Conference 會議</li> </ul>	<ul style="list-style-type: none"> <li>Reports and announcements 報告及公告</li> <li>Website 網站</li> </ul>

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### Feedback

The Group values the opinions of stakeholders. We welcome any suggestions from stakeholders regarding the Report or our ESG strategies or approaches. Stakeholders can share their views with us through the following channels:

Postal address: Unit B, 5th Floor,  
Hang Cheong Factory Building,  
1 Wing Ming Street,  
Cheung Sha Wan,  
Kowloon, Hong Kong

Telephone: (852) 2520 6020

Email: [admin@luxey.com.hk](mailto:admin@luxey.com.hk)

### 意見回饋

本集團一向重視持份者的意見，我們歡迎各持份者就本報告或我們的ESG策略或方針提出任何建議。各持份者可透過下列渠道與我們分享寶貴意見：

郵寄地址：香港九龍  
長沙灣  
永明街1號  
恆昌工廠大廈  
5樓B室

電話：(852) 2520 6020

電郵： [admin@luxey.com.hk](mailto:admin@luxey.com.hk)



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### MATERIALITY ANALYSIS

The Group has conducted an annual materiality assessment in respect of the 23 ESG issues based on the major issues in the past, the latest standards of the Reporting Guide and industry trends to identify and prioritize material issues. The results of the materiality assessment are as follows:

### 重要性分析

本集團根據過往的主要議題、ESG指引的最新標準及業界趨勢對23項ESG議題進行年度重要性評估，以識別及優先處理重要的議題。是次重要性評估結果如下：

ESG Issues ESG議題	Importance 重要性
<b>Environmental Protection</b> 環境保護	
Emissions and greenhouse gas emission management 廢氣及溫室氣體排放管理	More important 較重要
Effective use of resources 有效使用資源	
Impacts of business activities on the environment 業務活動對環境造成的影響	
Addressing climate change 應對氣候變化	
Waste management 廢棄物管理	Important 重要
<b>Operation Practice</b> 營運常規	
Crisis or emergency handling 危機或緊急事故處理	Most important 最重要
Supply chain management 供應鏈管理	
Supplier's management of environmental and social risk 供應商環境及社會風險管理	More important 較重要
Green procurement 綠色採購	

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ESG Issues ESG議題	Importance 重要性
<b>Product and Service Responsibility</b> 產品與服務責任	
Protection of customer privacy 保護客戶私隱	Most important 最重要
Product and service quality and safety 產品及服務質素與安全	More important 較重要
Complaints handling 投訴處理	
Protection of intellectual property rights 保障知識產權	
Advertising and promotion 廣告與宣傳	Important 重要
<b>Human Rights and Employees</b> 人權與員工	
Employment relationship, employee welfare and benefits 僱傭關係、員工福利及待遇	Most important 最重要
Prevention of child labour and forced labour 防止出現童工及強制勞工	
Anti-corruption, anti-fraud and whistle-blowing mechanism 反貪污舞弊及舉報機制	
Equal opportunity, diversity and anti-discrimination 平等機會、多元化及反歧視	
Occupational health and safety 職業健康及安全	More important 較重要
Training and development 培訓及發展	
<b>Community contribution</b> 社區貢獻	
Engaging in or organizing volunteer events 參與或籌辦義工活動	More important 較重要
Community engagement activities 社區共融活動	
Charitable donations 慈善捐贈	Important 重要

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### ENVIRONMENT

Protecting the environment is one of corporate social responsibilities and an indispensable element of sustainable development. As a result, the Group strives to reduce the negative impact of its business on the environment during the course of its operation. We set up plants in PRC for the manufacturing and trading of high-end swimwear and garment products. The Group has formulated a set of stringent production guidelines for the relevant plants, such as energy conservation, control and treatment and disposal of pollutants and exhaust gas. All production processes of the Group comply with all applicable environmental protection laws and regulations, including but not limited to the Environmental Protection Law of the People's Republic of China and the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes. During the Reporting Period, the Group did not violate any laws or regulations relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste that had a significant impact on the Group.

Meanwhile, the Group has formulated and adopted several environmental protection measures, including but not limited to:

- Inspect and continuously improve every business process to reduce direct or indirect emission
- Obtain international standard certification, including Oeko-tex 100 Standard
- Arrange specialists to monitor and ensure the due implementation of such internal codes
- Participate in environmental protection-related exhibitions regularly to ensure that we obtain the latest environmental technology information
- Provide relevant in-house training or guidelines for all new employees to promote the message on conserving and protecting environment and reducing resource consumption

### 環境

保護環境為企業社會責任之一，亦是可持續發展中不可或缺的一環。因此，本集團努力於營運降低其業務對環境的負面影響。我們於中國內地設有廠房，以生產高檔泳裝及服裝產品。本集團已為相關廠房制定了一套嚴格的生產指引，如節約能源、控制及處理污染物及廢氣等。本集團的所有生產過程中均遵守所有適用的環保法律與法規，包括但不限於中國《環境保護法》及《固體廢物污染環境防治法》等。於報告期內，本集團並無任何有關廢氣及溫室氣體排放、向水及土地的排污、以及產生有害或無害廢棄物、且對本集團有重大影響的法律及法規之違規事件。

同時，本集團已制定及採取多項環境保護措施，包括但不限於：

- 檢視及不斷改善每一個業務流程，以減少直接或間接排放
- 獲得國際標準認證，包括Oeko-tex 100標準等
- 安排專責人員監督，確保有關內部守則妥善執行
- 定期參與環保相關展覽，確保獲得最新的環保科技資訊
- 向所有新入職的員工提供相關內部培訓或指引，宣揚節約環保、減少資源消耗等訊息

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To ensure the above measures are applicable and effective, we also review the implementation from time to time and adopt improvement plans when necessary to further enhance the efficiency of energy and resource use, so as to achieve energy conservation, emission and pollution reduction, and environmental protection.

### Emissions

#### *Air and Greenhouse Gas Emission*

The exhaust gases generated by the Group during the Reporting Period were mainly from the gasoline consumption of transport vehicles in daily operations and the direct exhaust emissions of various machinery and transport vehicles in production projects, while greenhouse gas emission was mainly from electricity consumption in offices and warehouses.

為保證上述措施持續適用並有效實行，我們不定期檢視其執行情況，並在必要時採取改善方案，進一步提升能源及資源使用效益，從而實現節能減排、減少污染及保護環境。

### 排放物

#### *廢氣及溫室氣體排放*

本集團於報告期內產生的廢氣主要來自日常營運中運輸車輛的汽油消耗，以及項目施工時各類施工機械及運輸車輛的直接廢氣排放，而溫室氣體排放則主要來自辦公室和貨倉的電力消耗。

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During the Reporting Period, the emission data of the Group are as follows: 報告期間，本集團的排放物數據如下：

	Unit 單位	2022 二零二二年度	2021 二零二一年度
<b>Air Emission</b> 廢氣排放			
Nitrogen oxides (NOx) 氮氧化物	Kilograms 千克	12.90	7.94
Sulphur oxides (SOx) 硫氧化物	Kilograms 千克	0.17	0.18
Particulate matters (PM) 顆粒性物質	Kilograms 千克	1.06	0.58
<b>Greenhouse Gas Emission</b> 溫室氣體排放			
Scope 1 (Direct emission) 範圍1 (直接排放)			
• Fuel consumption (machines and vehicles) 燃料消耗 (機器及汽車)	CO <sub>2</sub> e (tonnes) 二氧化碳當量 (噸)	31.16	32.82
Scope 2 (Energy indirect emission). 範圍2 (能源間接排放)			
• Electricity consumption 電力消耗	CO <sub>2</sub> e (tonnes) 二氧化碳當量 (噸)	121.91	137.37
Total 總排放量	CO <sub>2</sub> e (tonnes) 二氧化碳當量 (噸)	153.07	170.19
Intensity 密度	CO <sub>2</sub> e (tonnes)/HK\$1,000,000 of revenue 二氧化碳當量 (噸) / 百萬港幣收益	2.65	2.39

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The Group has set target of gradually reducing air and greenhouse gas emission. We have developed specific internal guidelines and adopted a number of measures to strictly regulate and monitor emissions in the daily operation:

本集團已訂立逐漸減少廢氣及溫室氣體排放的目標，並發出明確的內部指引及採取多項措施以嚴格規管及監察日常營運中的排放：

i. Improve product transportation planning: reduce diesel and gasoline consumption during transportation

- Make local procurement in the place where we produce to the greatest extent so as to facilitate locality of sources from plants and warehouses
- Conduct better procurement transportation planning and unify external shipments of products

i. 完善產品運輸規劃：減少運輸過程中的柴油及汽油消耗

- 儘量在生產廠房的所在地進行採購，使廠房、倉庫及供應來源地點接近
- 通過更好的採購運輸規劃和統一產品對外運送

ii. Emphasize machines, equipment and vehicles maintenance: prevent excess exhaust gas emission and reduce fuel consumption

- Conduct regular inspections, maintenance and repairs on machines, equipment and vehicles to prevent them from generating excess exhaust gas emission caused by broken parts and other reasons, and to facilitate the reduction of fuel consumption

ii. 注重機器、設備及車輛的保養：預防排放過量廢氣及減少耗油量

- 對機器、設備及車輛進行定期檢查、保養及維修，預防它們因零件破損等原因而排放過量廢氣，並有助減少耗油量

We regularly review relevant internal policies, continuously develop and adopt proper measures to reduce carbon emissions, such as reorganizing the transport fleet or outsourcing part of the transport works when necessary.

我們會定期審視相關內部政策，持續研究及採取適當措施減少碳排放，例如有需要時重整運輸車隊或將部分運輸工作外判等。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Solid Waste

The Group did not produce hazardous waste in the daily business operation, while the non-hazardous waste generated is mainly office waste and other domestic waste, such as wastepaper. The waste is sorted before disposal.

During the Reporting Period, the Group did not generate any massive electronic solid waste. In the event of requiring to dispose of computer or electrical equipment, the Group will comply with the relevant regulations of the "WEEE" (namely, air conditioners, refrigerators, washing machines, televisions, computers, printers, scanners and monitors) Producer Responsibility Scheme formulated by the Environmental Protection Department of Hong Kong and deliver them to qualified recyclers for proper handling.

During the Reporting Period, the non-hazardous waste data of the Group are as follows:

### 固體廢棄物

本集團的日常業務營運中並不涉及產生有害廢棄物，而本集團所產生的無害廢棄物主要來自辦公室廢物及其他生活垃圾，如廢紙等。我們會先將廢棄物進行分類，再作進一步處置。

於報告期內，本集團並未產生大量電子固體廢物。在需要棄置電腦或電器等時，本集團會遵從香港環境保護署所制定的「四電一腦」（即空調機、雪櫃、洗衣機、電視機、電腦、打印機、掃描器及顯示器）生產者責任計劃等相關規條，交由合資格的回收商妥善處置。

報告期間，本集團的無害廢棄物相關數據如下：

	Unit 單位	2022 二零二二年度	2021 二零二一年度
Total amount of non-hazardous waste 無害廢棄物總量	Tonnes 噸	3.78	7.38
Intensity 密度	Tonnes/HK\$1,000,000 of revenue 噸／百萬港幣收益	0.07	0.10

The Group has set target of gradually reducing the generation of waste and implemented various measures. For example, formulating recycling plans, recycling paper products such as waste carton boxes and printing papers, and recycling toner and ink cartridges.

本集團已訂立逐漸減少廢棄物產生量的目標，並實行不同措施，例如制定回收計劃、循環利用廢紙盒、影印紙等紙製品，以及回收碳粉盒及墨盒等。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Use of Resources

The Group recognises that natural resources are precious and limited. We proactively improve our operating efficiency and implement environmental protection measures to enhance the efficient use of resources in daily operation.

### Energy Consumption

During the Reporting Period, the energy consumed by the Group in the production process was mainly from electricity and vehicle fuels. The relevant data are as follows:

### 資源使用

本集團深明自然資源珍貴而有限，我們積極提升營運效率及實施環保措施，以提高日常營運過程中的資源使用效益。

### 能源使用

於報告期間，本集團於生產過程中消耗的能源主要源自電力及車輛燃料，相關數據如下：

	Unit 單位	2022 二零二二年度	2021 二零二一年度
Direct energy 直接能源	kWh 千瓦時	107,010	112,345
Indirect energy 間接能源	kWh 千瓦時	213,324	238,355
Total consumption 總消耗量	kWh 千瓦時	320,334	350,700
Intensity 密度	kWh/HK\$1,000 of revenue 千瓦時／千元港幣收益	5.54	4.93



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

The Group has set target of continuously enhancing the efficient use of energy and adopted the following measures:

本集團已訂立持續提升能源使用效益的目標，並採取以下措施：

### i. Enhance employees' environmental awareness

- Turn off all the air conditioners and lightings in the office before leaving
- Maintain appropriate indoor temperature in the office

### i. 提升員工環保意識

- 員工離開公司前，須關掉辦公室的所有冷氣及照明系統
- 辦公室室內保持合適溫度

### ii. Reduce energy consumption

- Replace light tubes and other lamps with LED lighting
- Conduct regular maintenance of devices and machines, including production equipment and office electrical equipment
- Adopt digital printing to reduce the consumption of water, electricity, screen films and other resources

### ii. 減少能源消耗量

- 將光管或其他燈具更換為LED燈
- 定期維修裝置及器械，包括生產設備及辦公室電器等
- 利用數碼印花，減少對水、電、網版菲林和其他資源的使用

Under practical circumstances, the Group will review its energy consumption pattern and emission records from time to time, continuously monitor energy consumption and take appropriate improvement measures when necessary.

在可行情況下，本集團會不時檢討其能源消耗模式及排放記錄，持續監察能源消耗的情況，並會在有需要時採取適當改善措施。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Use of Water

### 用水

Due to its business nature and geographic location, the Group has not encountered any problems in sourcing water suitable for use during the Reporting Period. The water consumption data of the Group during the Reporting Period are as follows:

由於本集團的業務性質及地理位置，其在報告期內於求取適用水源方面並無遇到任何問題。報告期間，本集團的用水數據如下：

	Unit 單位	2022 二零二二年度	2021 二零二一年度
Total water consumption 總用水量	Cubic metre 立方米	1,634	1,528
Intensity 密度	Cubic metre/HK\$1,000 of revenue 立方米／千元港幣收益	0.03	0.02

The Group has set target of enhancing the water efficiency gradually. We will continue to study and adopt measures to enhance water use efficiency and reduce sewage.

本集團已訂立目標，持續提升我們的用水效益。我們將繼續研究及採取提升用水效益及減少污水的措施。

### Packaging Materials

### 包裝材料

During the Reporting Period, the packaging materials consumption data of the Group in terms of finished products are as follows:

於報告期間，本集團的製成品所耗用的包裝材料數據如下：

	Unit 單位	2022 二零二二年度	2021 二零二一年度
Total consumption of packaging materials 包裝材料總用量	Tonnes 噸	15.83	7.45
Intensity 密度	Tonnes/HK\$1,000,000 of revenue 噸／百萬港幣收益	0.27	0.10

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### The Environment and Natural Resources

Although the Group's business does not have a significant impact on the environment, we still adopt different policies and measures to further reduce our adverse impacts on the environment and promote environmental protection awareness.

### 環境及天然資源

本集團的業務對環境並無造成重大影響，我們仍然利用不同政策及措施，進一步降低我們對環境的不利影響以及宣揚環境保護意識。

#### i. Develop electronic product recycling business

The Group is aware of the increasing frequency of replacing electronic products in recent years. Therefore, we are actively developing our e-commerce and provision of on-line shopping and media-related services, which primarily engage the sale and purchase of used mobile phones. We recycle phones which are still in good condition and allocate them to people in need in other regions. This business not only practices the "Reuse" of the "3R" principle, but also reduces the disposal of e-waste and ease the burden on the environment and nature.

#### i. 發展電子產品回收業務

本集團意識到大眾於近年來更換電子產品的頻率越來越高，因此，我們積極發展電子商務及提供網上購物媒體相關業務，當中主要涉及買賣二手手機。我們回收狀態仍然良好的手機，並將其分配至其他地區有需要的人士。這業務不但能實現「3R」原則中的重用原則，更能減少電子廢物的棄置，減低環境及大自然的負擔。

#### ii. Enhance environmental awareness of employees

The Group promotes environmental protection to employees through different external and internal measures, including formulating internal environmental guidelines, sharing relevant environmental information in relation to green office, attending seminars on environmental protection, and participating in environmental protection activities and exhibitions to obtain the latest information on environmental protection technologies.

In addition to the above measures, the Group is also committed to planning the organisation of environmental volunteer activities in the future and strengthening cooperation with various non-governmental environmental organisations to enhance employees' awareness of environmental issues.

#### ii. 提升僱員環保意識

本集團通過外部及內部的不同措施，向僱員宣揚環境保護，包括制定內部環保指引、分享綠色辦公室等相關環保資訊、參與環保相關資訊講座，以及參與各類環保活動及展覽，以獲得最新的環保科技資訊。

除了上述措施之外，本集團亦致力研究於日後組織環保義工活動，加強與各個非政府環保組織的合作，藉以提升員工對環保議題的認識。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Climate Change

Global warming and climate change have aroused global concern. In recent years, various natural disasters have had a significant impact on businesses and communities globally, including extreme weather caused by climate change and sea level rise. In view of this, the Group plays close attention to the risks and opportunities posed by climate change in order to formulate adaptation plan as soon as possible to maintain its sustainable development.

Although climate change has not imposed a significant impact on the Group, the extreme weather caused, such as typhoons and floods, may suspend the operation of the Group or threaten the safety of employees. As a result, we have formulated relevant emergency plans and procedures to prioritize the safety of employees and minimize losses when suffering from extreme weather.

### SOCIAL

#### Employment

Employees are the cornerstone of the Group's sustainable development and our valuable asset. Our operation and development greatly rely on the contribution and support from employees. As such, the Group has formulated a set of comprehensive human resource management system in accordance with applicable laws and regulations and industry benchmarks, to safeguard the interests of our employees.

The Group strictly complies with all laws and regulations in relation to employment, including but not limited to the Employment Ordinance (Cap. 57 of the Laws of Hong Kong), the Labour Law of the People's Republic of China, the Labour Contract Law of the People's Republic of China. During the Reporting Period, the Group did not violate any laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare that had a significant impact on the Group.

### 氣候變化

全球暖化及氣候變化已引起全球關注，近年來各種自然災害對各地的企業及社區都帶來顯著影響，包括氣候變化導致的極端天氣、海平面上升等。有見及此，本集團密切關注氣候變化為其帶來的風險及機遇，以便及早制定應對方案，維護其可持續發展。

儘管氣候變化對本集團並未帶來重大影響，其引致的極端天氣，如颱風、水災等，可能令本集團的營運暫停或威脅僱員的安全。因此，我們已制定相關緊急預案及流程，在面臨極端天氣時優先保障員工安全及將損失減至最低。

### 社會

#### 僱傭

僱員為本集團可持續發展的基石，亦是我們的寶貴資產。我們多年來的經營及發展有賴一眾僱員的貢獻及支持。因此，本集團已根據適用的法律及法規，以及行業基準制定一套全面的人力資源管理制度，以保障員工。

本集團嚴格遵守所有與僱傭有關的法律法規，包括但不限於香港法例第57章《僱傭條例》、《中華人民共和國勞動法》、《中華人民共和國勞動合同法》等。報告期間，本集團並無任何有關薪酬及解僱、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、且對本集團有重大影響的法律及法規之違規事件。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Employment Policy

The Group has formulated the human resources management system as guideline documents for all employment-related work. We also provide information on the employment policy, work ethics and occupational safety and health guidelines of the Company to employees at all levels in regions where our business operates to ensure that employees working for the Group are legal and compliant, as well as they have a clear understanding of their rights and benefits to protect the rights of both parties.

To attract and retain talents, we have also formulated a competitive package of remuneration and welfare system consisting of basic remuneration, over-time salary, employee welfare and rights such as statutory and additional annual leave, sick leave, various allowances, severance payments and provision of dormitories. We formulate reasonable employee remuneration and welfare based on the job nature, qualifications and performance of employees, market conditions, and with reference to their performance appraisal. We also provide additional remuneration and welfare such as appraisal bonuses to employees in light of their work performance, financial results, market situation and other factors.

In addition, the Group pays mandatory provident fund and social insurance for employees, and provides commercial insurance and supplementary medical benefits in accordance with applicable laws and industrial practices of the region. We have also implemented “5-day-work week” in Hong Kong office.

### 僱傭政策

本集團制定人力資源管理制度作為所有僱傭相關工作的指引文件。我們同時向不同業務經營地的所有級別僱員提供有關公司僱傭政策、工作職業道德，以及職安健指引等訊息，以確保僱員的工作合法合規，及他們清晰了解其權利及福利，保障雙方權益。

為吸引及挽留人才，我們亦已制訂競爭力的薪酬及福利待遇制度，當中包括基本薪酬、加班工資、員工福利及權益，如法定及額外年假、病假、各種津貼、遣散費及提供宿舍等。本集團會根據僱員的工作性質、資歷、工作表現及市場情況，及績效評估結果釐訂合理的僱員薪酬及福利。我們亦會因應僱員工作表現、財務業績、市場情況等因素，給予員工考核獎金等額外薪酬及福利。

此外，本集團因應所在地區法例及行業慣例，為僱員繳納強制性公積金及社會保險、提供商業保險、補充醫療福利等。我們的香港辦公室亦已推行「五天工作週」。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

As at 30 June 2022, the Group had a total of 95 employees (2021: 88), all of them are full-time and permanent employees. The distribution by category are as follows:

於二零二二年六月三十日，本集團共有95位員工（二零二一年：88），全部均為全職長期員工，其按類別的分佈如下：

Employee Category 僱員類別	Unit 單位	2022 二零二二年度	2021 二零二一年度
<b>Total number of employees</b> 員工總數	Headcount 人數	95	88
<b>By gender</b> 按性別分類			
– Male 男性	Headcount 人數	29	28
– Female 女性	Headcount 人數	66	60
<b>By age group</b> 按年齡組別分類			
– 21-30 21-30歲	Headcount 人數	7	11
– 31-40 31-40歲	Headcount 人數	20	23
– 41-50 41-50歲	Headcount 人數	46	35
– 51-60 51-60歲	Headcount 人數	18	17
– Over 60 60歲以上	Headcount 人數	4	2
<b>By geographical location</b> 按地區分類			
– Hong Kong 香港	Headcount 人數	16	17
– PRC 中國內地	Headcount 人數	79	71

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### *Equal Opportunity and Diversity Policy*

An equal and fair working environment is an essential factor to attract talents and enhance employee performance. As such, the Group has implemented the comprehensive human resources management system to ensure employees will not suffer from any discrimination or be deprived of any treatment due to gender, age, region, nationality, race, religion, sexual orientation, disability, marital status or any other reasons.

The Group does not have any gender-specific requirements on recruitment and strictly adheres to the principle of fair recruitment. Although the Group notices that the proportion of female employees is relatively high, we believe that it is attributable to the nature of our business and the labour population structure in the region where we operate.

In terms of promotion, we proactively encourage internal promotion and invest in fostering tier-based management talents in the future. The Group ensures that all employees enjoy equal promotion opportunities. For the determination of internal promotion, we mainly consider individual performance, qualifications, personal will and business conditions of the Company without taking factors such as gender or nationality into account.

### *平等機會及多元化政策*

平等及公平的工作環境是吸引人才及提升僱員工作表現的重要因素。為此，我們實施全面的人力資源管理制度，確保僱員不因性別、年齡、地域、國籍、種族、宗教信仰、性取向、身體殘疾、婚姻狀況或任何其他原因而遭受歧視或遭剝奪任何待遇。

本集團在招聘方面沒有特定的性別要求，並嚴格遵守公平的招聘原則。雖然本集團留意到現時女性僱員的比例相對較高，但我們相信其主要原因為業務性質及營運所在地區的勞動人口結構。

在升遷方面，我們積極鼓勵內部晉升，並投入於培育未來的管理梯隊。本集團確保所有僱員皆享有公平的晉升機會。內部升遷的機制主要考慮僱員自身的工作表現、資歷、個人意願以及公司業務狀況，絕不包括性別或國籍等因素。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### *Dismissal policy*

The Group may dismiss employees under any reasonable circumstances where employees deliver unsatisfactory performance and continue to violate the codes of the Company, or the Company reorganises its human resources structure. The Group has formulated internal procedures in accordance with the relevant laws and terms of employment contract to ensure compliance with the relevant Guides on Employment Ordinance. The relevant provisions on termination of employment relationship are clearly set out in the employment contract.

We make reasonable compensation to dismissed employees in compliance with the internal procedures and guidelines. In the event of any special conditions, such as the dismissed employee has any doubts on related compensation or dismissal, the Group may seek legal advice to ensure that all dismissals do not contravene with all applicable laws and regulations.

### *解僱政策*

在僱員工作表現持續欠佳、持續違反公司守則、或公司重整人力資源架構等任何合理情況下，本集團可能解僱相關僱員。本集團已參考有關法例及僱傭合約條文制定內部流程，以確保遵守有關的僱傭條例指引。解除僱傭關係的相關條文已於僱傭合同中清晰列明。

我們按照內部流程及指引，對被解僱之僱員作出合理賠償。如有任何特別情況，如被解僱之僱員對相關賠償或解僱方式有任何懷疑等，本集團或會尋求法律意見，務求所有解僱行為不會違反所有適用之法律法規。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

The employee turnover data of the Group are as follows:

本集團的僱員流失率如下：

Employee Turnover 僱員流失率	Unit 單位	2022 二零二二年度	2021 二零二一年度
<b>By gender</b> 按性別分類			
- Male 男性	Percentage 百分比	24	18
- Female 女性	Percentage 百分比	12	17
<b>By age group</b> 按年齡組別分類			
- 21-30 21-30歲	Percentage 百分比	71	27
- 31-40 31-40歲	Percentage 百分比	30	22
- 41-50 41-50歲	Percentage 百分比	7	9
- 51-60 51-60歲	Percentage 百分比	6	18
- Over 60 60歲以上	Percentage 百分比	0	50
<b>By geographical location</b> 按地區分類			
- Hong Kong 香港	Percentage 百分比	6	47
- PRC 中國內地	Percentage 百分比	18	10

During the Reporting Period, the Group confirmed that the termination of employment with related employees had been terminated in accordance with all applicable employment laws and terms of employment contract, and the Group also confirmed that there was no litigation or legal compensation resulting from the termination of such employment.

報告期間，本集團確保已根據所有適用僱傭法例及僱傭合約內的條款與相關僱員終止僱傭關係，同時亦確認沒有因終止該等僱傭關係而產生的訴訟或法律賠償。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Health & Safety

The Group attaches great importance to the health and safety of our employees and adopts all applicable measures to protect them. The Group strictly complies with all applicable laws and regulations, including but not limited to Occupational Safety and Health Ordinance (Cap. 509 of the Laws of Hong Kong), the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, the Regulations Concerning the Labour Protection of Female Staff and Workers, and Fire Protection Law of the People's Republic of China. During the Reporting Period, the Group did not violate any laws and regulations relating to health and safety that had a significant impact on the Group.

### Work Safety

Due to the business nature of the Group, some employees have to operate a variety of machines during daily work, which involves certain safety risks. In order to increase employees' awareness of occupational health and safety, the Group has implemented various safety measures to provide a safe working environment for employees.

We have established the Health and Safety Committee to standardize procedures at all levels with reference to industry practices and regulations, and to formulate, strictly supervise and implement a series of detailed health and safety guidelines for work. The Group continues to revise the guidelines to ensure that all standards comply with the relevant legal requirements and to protect the health and safety of all employees.

### 健康及安全

本集團重視僱員的健康及安全，並採用一切適用措施保障僱員。本集團嚴格遵守所有適用的法律及法規，包括但不限於香港法例第509章《職業安全及健康條例》、《中華人民共和國職業病防護法》、《女職工勞動保護特別規定》及《中華人民共和國消防法》。報告期間，本集團未有發現任何有關健康及安全，且對本集團有重大影響的法律及法規之違規事件。

### 工作安全

由於本集團的業務性質，部份僱員的日常工作涉及大量器械操作，並存在一定的安全風險。為加員工對職業健康及安全的關注，本集團採取多項安全措施，致力為僱員提供安全的工作環境。

我們已成立健康及安全委員會，參考行業慣例及監管規定，將各級工序規範化，並制訂、嚴格監督及執行一系列詳細的工作健康及安全指引。本集團持續修訂指引，以確保所有標準符合相關法例要求，保障所有僱員的健康及安全。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

In the meantime, the Group adopts a series of occupational safety measures:

同時，本集團採取一系列的職業安全措施：

- Invite third-party testing organisations to conduct tests at the workplace regularly
- Equip offices and plants with adequate first-aid supplies and fire prevention equipment
- Identify and assess the safety and health risks annually on all positions of the Company
- Monitor strictly and evaluate all the risks exposed due to use of new materials and mechanical equipment
- Provide relevant training and safety meetings for employees, and regularly participate in fire drills held by relevant departments and institutions
- 定期邀請第三方檢測機構對職場環境進行檢測
- 於辦公室及廠房內配備足夠的急救用品及防火設備
- 每年對全公司各崗位進行安全及健康風險鑒別及評估
- 嚴格監控及評估所有新物料、機械設備等的使用風險
- 為僱員提供相關培訓及安全會議，定期參加相關部門或機構舉辦的消防演習

During the past three years (including the Reporting Period), the Group had no significant incident of safety, work-related injuries and fatalities.

本集團於過去三年(包括報告期間)並無發生重大安全事故，以及工傷及因工亡故事故。

### *Epidemic Prevention and Control*

During the Reporting Period, the coronavirus disease (COVID-19) continued to rage and affect communities globally. As such, the fight against the epidemic remains one of the major concerns of the Group. In addition to actively cooperating with the local government's epidemic prevention arrangements, we have also implemented a series of measures to ensure the health of our employees, such as conducting daily temperature checks and requiring all employees to wear masks. Meanwhile, the Group also provides holiday to encourage employees to get vaccination to reduce their risk of infection and further protect their safety and health.

### *疫情防控*

於報告期間，新型冠狀病毒仍然肆虐，影響各地的社區。因此，抗疫依然為本集團的重要關注之一。我們除了積極配合當地政府的防疫安排，亦通過實施一系列措施來保障僱員的健康，如每天進行體溫檢測及規定所有僱員佩戴口罩等。同時，本集團亦提供假期以鼓勵僱員接種疫苗，降低其感染的風險，進一步保障員工安全及健康。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### *Employee Health and Welfare*

We also emphasise the physical and mental health of employees and promote their physical and mental development through a number of measures, including:

- Encourage employees to participate in various outdoor activities which are beneficial to their body and mind after work, pay attention to their health, and maintain work-life balance;
- Organise and arrange different kinds of cultural, sports and social activities to enhance interaction and understanding among employees, and enhance their sense of belonging; and
- Organise Christmas party, annual dinner or corporate meeting at Christmas, New Year and other special occasions to share the happiness with employees and reward employees with outstanding performance.

In addition, the Group also endeavours to provide more flexible and friendly work arrangements. For example, allowing some employees, such as factory workers, to work in shifts, and the special needs of individual employees, such as new parents, are taken into account when formulating weekly working hours and shifts.

### *僱員健康與福祉*

我們同時亦相當重視僱員的身心健康，並通過多項措施促進其身心發展，包括：

- 鼓勵員工在日常工作以外多參與各類型有益身心的戶外活動，注重健康，保持工作及生活平衡；
- 組織及安排各類型文化、體育及社交活動，藉此加強員工之間的互動交流及了解，加強其歸屬感；以及
- 於聖誕、新年等節日及其他特別日子組織聖誕派對、年度晚宴或企業年會等，與員工分享節日喜悅及表彰優秀員工。

另外，本集團亦考慮提供更彈性及人性化的工作安排，例如允許廠房工人等部份僱員以輪班制工作，並在制訂每週工時和輪班制時考慮顧及個別僱員的特別需要，如新任父母等。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Development and Training

Employees are fundamental to the Group's quality products and services, and we emphasize the development and training of employees. We have planned a series of training programs to provide professional training for employees to enhance their qualifications and skills for their self-development and growth. The Group also welcomes employees to discuss with management regarding their promotion and career objectives.

The Group encourages internal promotion and supports employees of all positions and departments in participating on-the-job and professional trainings provided by the Group, or external training, to achieve continuous professional development.

### 發展及培訓

僱員為本集團提供優良產品及服務的根本，我們高度重視僱員的發展以及培訓。我們已規劃一系列的培訓計劃，為僱員提供專業訓練，以提高僱員的資格及技能，協助其自我發展及成長。同時，本集團亦歡迎僱員就工作晉升及事業發展目標與管理人員討論。

本集團鼓勵內部晉升，並支持所有職級及部門的人員參與由本集團提供的在職及專業培訓、或外部培訓，達到持續專業發展。

#### Directors and senior management of the Company 公司董事及高級管理層

Participate in training (including seminars) regarding the Rules Governing the Listing of Securities on the GEM of the Stock Exchange and corporate governance from time to time to learn about the latest information on regulatory requirements and development, corporate governance practices, and improve the internal control of the Company.

不定期參加有關聯交所GEM證券上市規則及企業管治的培訓，包括研討會等，以獲悉法規要求及發展以及企業管治常規之最新資料及提升本公司的內部監控。

#### Financial and accounting staff and company secretary 財務、會計及公司秘書人員

Participate in external seminars to keep abreast of changes and updates on areas of legal, and financial accounting and reporting.

參與外部研討會，以緊貼法律、財務會計及申報知識領域的變動及最新資料。

#### General staff 一般僱員

Participate in various trainings provided by the Group on areas such as enterprise management, project management, communication skills and presentation skills.

參與本集團提供的各類型培訓，如企業管理、項目管理、溝通技巧及演講技巧等相關範疇。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

During the Reporting Period, a total of 95 employees of the Group participated in training (2021: 82) and the training data are as follows:

報告期間，本集團共有95名僱員參與培訓（二零二一年：82），按類別的培訓數據如下：

	Unit 單位	2022 二零二二年度	2021 二零二一年度
<b>Percentage of employees trained</b> 受訓僱員百分比			
By gender 按性別分類			
– Male 男性	Percentage 百分比	100	100
– Female 女性	Percentage 百分比	100	90
By employee category 按性別分類			
– Administrative staff 行政人員	Percentage 百分比	100	83.3
– Others 其他	Percentage 百分比	100	100
<b>Average training hours per employee</b> 每名僱員平均受訓時數			
By gender 按性別分類			
– Male 男性	Hour 小時	6.6	2.7
– Female 女性	Hour 小時	6.2	3.7
By employee category 按性別分類			
– Administrative staff 行政人員	Hour 小時	3.5	3.9
– Others 其他	Hour 小時	7.3	3.0

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Labour Standards

To ensure the compliance with labour-related laws and regulations, the Group has formulated internal rules and labour system with reference to international labour standards, and will continue to improve the labour mechanism against illegal behaviors if necessary. We strictly comply with all applicable laws and regulations relating to labour standards, including but not limited to Employment Ordinance (Cap. 57 of the Laws of Hong Kong) and the Regulation on Labour Security Supervision issued by the State Council of the People's Republic of China. During the Reporting Period, the Group did not violate any laws and regulations relating to labour standards that had a significant impact on the Group.

To avoid child or forced labour, we stringently implement and supervise all recruitment procedures and promotion activities in accordance with the human resources management system. The Human Resources Department requires candidates to provide valid identification before confirming employment to ensure that applicants can be employed in accordance with the law. In addition, the Group also clearly sets out the codes of conduct in all employment contracts and staff codes, strictly supervises the conduct of all employees to avoid non-compliance incidents. Upon discovery of any illegal practices, the Group will immediately conduct investigation, punishment or dismissal of relevant employees.

### Supply Chain Management

Supply chain management is one of the Group's key issues. We operate business on a sustainable development basis. As such, we also concern about the environmental and social risks of the suppliers.

The Group has been engaged in the manufacturing of swimwear and garment for many years and has established a good reputation in the industry. We have always actively communicated with suppliers to enable them to understand the Group's philosophy and values, and have established long-term mutual trust with our current major suppliers.

### 勞工準則

為確保遵守勞工相關的法律及法規，本集團已參考國際勞工標準制訂內部守則指引及勞工制度，並會在有需要時針對違規行為持續完善勞工機制。我們嚴格遵守所有有關勞工準則的適用法律及法規，包括但不限於香港法例第57章《僱傭條例》以及中國國務院的《勞動保障監察條例》。在報告期間，本集團未有發現任何有關勞工準則的法律及規例並對本集團有重大影響的違規事件。

為避免聘用童工或強制勞工，我們按照人力資源管理制度，嚴格執行及監督所有招聘程序及晉升活動。人力資源部要求求職者在確認就業前提供有效的身份證明，確保申請人可以依法就業。另外，本集團亦在所有僱傭合約及員工守則上清晰列明對僱員行為操守的規範，嚴格監督所有僱員的行為操守，並杜絕違規情況。當發現任何違規行為，本集團會即時作出調查、處罰或解僱有關僱員。

### 供應鏈管理

供應鏈管理為本集團的重要議題之一，我們秉持可持續發展的原則經營業務，因此亦關注供應商自身的環境及社會相關風險。

本集團從事泳衣及服裝生產多年，已於業內有良好信譽。我們一向積極與供應商溝通，讓其了解本集團的理念及價值觀，並與主要供應商建立長期互信關係。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

During the supplier selection process, the Group will carry out due diligence investigation, such as company integrity and business records. We will also conduct on-site visits to the supplier's plants when necessary. Meanwhile, the Group also considers environmental risks in the selection process, for example, whether the suppliers have obtained environmental-related certifications and awards, whether the supplied materials are made of environmentally-friendly materials and their environmental-related compliance, and prioritise the suppliers who use environmentally friendly products as raw materials. In addition, the labour standards of the Group are also applicable to the suppliers and non-compliance such as child labour or forced labour is not allowed.

During the Reporting Period, the Group had a total of 88 suppliers (2021: 100), which are mainly suppliers of raw materials (mainly fabrics) and production equipment. All suppliers have been assessed and reviewed. The geographical distribution of the Group's suppliers is as follows:

在供應商的甄選過程中，本集團會對其進行盡職審查，如公司誠信、營商紀錄等。在有需要時，我們更會到供應商的廠房進行實地考察。與此同時，本集團亦在甄選過程中考慮環境風險，如供應商有否取得環保相關的認證及獎項，所提供的材料是否使用環保物料及其環境相關的合規情況，並優先選擇使用環保產品作原材料的供應商。此外，本集團的勞工準則亦同樣適用於其供應商，絕不允許童工或強制勞工等違規情況。

報告期間，本集團一共有88家供應商（二零二一年：100家），主要包括原材料（主要為布料）供應商及生產設備供應商，並已對所有供應商進行評估及審核。本集團的供應商地區分佈如下：

Geographical location 地區	Unit 單位	2022 二零二二年	2021 二零二一年
Hong Kong 香港	Supplier 家	43	47
PRC 中國內地	Supplier 家	45	52
Overseas regions 海外地區	Supplier 家	0	1



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

The current major raw material suppliers of the Group have gone through a fair and rigorous supplier selection process to ensure that they have a sound business record, have not committed any serious irregularities or any unethical business practices, and are able to continue to supply with raw materials at prices that the Group considers to be competitive. In addition, the Group has developed a comprehensive internal procurement system in accordance with the applicable laws and benchmarks in the PRC and Hong Kong. We regularly conduct performance assessments on new and old suppliers according to the internal guidelines, and carry out the following inspections on suppliers:

- whether they still meet the standards of the Group;
- whether they have fulfilled their obligations under the procurement contracts during the contract period;
- whether they have timely notified the Group if there were any material changes; and
- whether the raw materials supplied have met the requirements of the Group.

The Group identifies suitable new suppliers on a regular basis to control internal risks. If there is any potentially material issue with suppliers, the Group will take relevant procedures to change suppliers.

本集團現時主要的原材料供應商均經過公平嚴謹的供應商甄選程序，確保其營商記錄良好，未曾出現嚴重違規或任何違反商業道德的行為，並能持續以本集團認為之具競爭力的價格向我們提供原材料。另外，本集團已經根據中國及香港的適用法律及準則，制定一套完善的內部採購系統。我們按照內部指引，定期對新舊供應商進行履約評估，對供應商作出以下檢查：

- 是否仍然符合本集團的標準；
- 合約期內是否履行採購合約項下的責任；
- 如有任何重大變更，及時知會本集團相關訊息；及
- 提供之原材料是否符合本集團之要求等。

本集團會定期物色合適的新供應商，以控制內部風險。如供應商出現或有潛在重大問題，本集團會採取相關程序更換供應商。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Product Responsibility

As a responsible corporate, the Group is responsible for ensuring the quality of the products provided meets the expectations of stakeholders and the personal data of customers are protected. We strictly comply with all applicable laws and regulations relating to product responsibility, including but not limited to the Trademark Law of the People's Republic of China and the Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong), the Advertising Law of the People's Republic of China, the Interim Measures for the Administration of Internet Advertising of the People's Republic of China (互聯網廣告管理暫行辦法), and other applicable laws and regulations by other countries, regions or industry associations. During the Reporting Period, the Group did not violate any laws and regulations in relation to health and safety, advertising, labelling and privacy matters relating to products and services that had a significant impact on the Group.

### Product Quality

Product quality is one of the Group's key concerns. Our main customers of manufacturing and trading of high-end swimwear and garment products are branded swimwear and garment enterprises in European markets. The Group has formulated comprehensive internal quality inspection system to ensure products meet the quality standards. We monitor the relevant procedures and continuously enhance the mechanism to ensure products fulfill quality requirements.

### 產品責任

作為負責任企業，本集團有責任確保其提供的產品的質量符合持份者的期望，以及保護消費者的個人資料。我們嚴格遵守所有與產品責任相關的適用法律法規，包括但不限於《中華人民共和國商標法》、香港法例第486章《個人資料（私隱）條例》、《中華人民共和國廣告法》、中國《互聯網廣告管理暫行辦法》及其他國家、地區或行業組織制定的適用法律法規等。報告期間，本集團並無任何有關產品和服務的健康與安全、廣告、標籤及私隱事宜，且對本集團有重大影響的法律及法規之違規事件。

### 產品質量

產品質量為本集團的重要關注之一。我們生產及買賣高檔泳裝及服裝產品之業務的主要客戶為歐洲等地市場的泳衣及服裝品牌企業，本集團已制定完善的內部品質檢測機制，以確保產品達到質量標準。我們會監測相關程序及持續完善其機制，以確保產品符合質量要求。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Quality inspection system and other working guidelines:

- Carry out periodic workshop inspections, check documentations, inspect whether the quality of raw materials meets the documentation requirements, and provide inspection report
- Examine the production process to ensure that technology used is accurate with sound operation of production equipment;
- Examine whether packaging such as carton boxes, plastic bags and price tags is correct according to documentations and ensure they meet customers' requirements upon delivery
- Conduct product quality inspection to ensure that size, wordings, colour and printing of the finished products are accurately manufactured according to the customers' requirements
- Sign and stamp by supplier's executives after the aforementioned inspection

### 品質檢測機制及其他工作指引：

- 定期進行車間巡查，核對製單資料、檢查原材料質量是否符合製單要求，並匯報查貨報告
- 檢查生產工序，確保工藝正確、生產設備運作良好
- 根據製單資料核對紙箱、膠袋、價錢牌等包裝是否正確，確保交付時符合客戶要求
- 進行產品質量檢測，確保成品尺寸、文字、顏色及印花等均按照客戶要求準確製造
- 完成上述檢測後，由廠方主管級人員簽名及蓋印作實

In addition to the working guidelines and handbooks, the Group also arranges relevant trainings for employees to enhance their professional and technological skills from time to time. During the Reporting Period, the Group had no products subject to recall for safety and health reasons.

除工作指引及手冊外，本集團亦會不定期為僱員安排相關培訓，提升其專業技術水平。報告期內，本集團並無有關安全與健康理由而須回收的產品。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### *Customer Communication*

The Group maintains and regularly reviews various communication channels with customers to collect their opinions and suggestions, and to understand their needs and concerns through their feedback so as to refine the products and adjust the business strategies to achieve sustainable development.

The Group has developed internal guidelines and procedures for handling customer complaints, responding promptly after receiving customer complaints and initiating investigation on relevant issues. We will review the relevant guidelines on a regular basis to improve our customer service system.

During the Reporting Period, the Group did not receive any complaints on products and services.

### *Intellectual Property Rights*

Intellectual property rights are valuable asset of the Group. The Group actively protects its intellectual property rights and strictly abides by laws and regulations relating to intellectual property protection.

We strengthen employees' awareness in the protection of intellectual property rights in daily management, and provide relevant trainings, including basic concepts and relevant laws. We prohibit employees from taking or copying any assets of the Group for personal purposes without authorisation. Once discovered, violators are subject to disciplinary action or prosecution and any violations is not tolerated.

### *客戶溝通*

本集團維持及定期審視與客戶的各種溝通渠道，以聆聽客戶的意見及建議，並務求通過客戶的反饋，了解其需要及關注，讓我們得以改進自身的產品及調整業務策略，達至持續進步。

本集團已制定有關處理客戶投訴的內部指引及流程，在接獲客戶投訴後及時作出應對，及對相關事件進行調查。我們會定期審視相關指引，以完善客戶服務制度。

報告期內，本集團並無接獲關於產品及服務的投訴。

### *知識產權*

知識產權為企業的寶貴資產，本集團積極保護其知識產權，並嚴格遵守有關知識產權保護的法律及法規。

我們會在日常管理中加強僱員的知識產權保護意識，並提供相關培訓，當中包括基本概念及相關法律等內容。我們亦規定僱員不得在未授權情況下，私下取用或複製本集團的任何資產作個人用途。一經發現，違反者將面臨紀律處分或檢控，絕不姑息任何侵權行為。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### *Privacy Policy*

The Group is aware of its responsibility to protect privacy, and strictly complies with laws and regulations relating to privacy protection. In respect of the e-commerce and the provision of online shopping and media-related services, we have formulated internal procedures to select qualified service providers and adopted relevant technologies to remove all personal data of former users after collecting the used mobile phones to ensure the personal information of former users will not be leaked.

Except the above-mentioned business, employees generally have less access to customers' personal privacy or confidential corporate information, the Group has still established internal rules to ensure employees properly handle all customers' commercial data which they may access and will not use or leak such data without authorisation.

### *Advertising and Labeling*

The product sales of the Group mainly rely on the long-term stable business relationships with existing customers, and introduction by sales personnel. No large-scale publicity activities were carried out. We strictly comply with laws and regulations relating to advertising and labelling to ensure that the descriptions of our products including statements from sales personnels and product labels are not exaggerated or inaccurate.

### *私隱政策*

本集團深明保護私隱的責任，並嚴格遵守有關私隱事宜的法律及法規。在電子商務及提供網上購物媒體相關業務上，我們已訂立內部流程，並挑選合資格的服務提供商及採取相關技術，在回收二手手機後清除前用家的所有個人資料，確保前用家的個人資料不會洩漏。

除上述業務外，僱員一般較少接觸到客戶的個人私隱或企業機密資料，但本集團亦已訂立內部守則，確保僱員妥善處理所有可能接觸到的客戶商業資料，不會在未經授權的情況下使用和洩漏。

### *宣傳及標籤*

本集團的產品銷售主要依賴與現有客戶長期建立的穩固業務關係，以及銷售人員的介紹，並未進行大規模的宣傳活動。我們嚴格遵守有關宣傳及標籤的法律及法規，確保有關其產品的描述，包括銷售人員的陳述及產品的標籤，不存在誇張失實的情況。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Anti-corruption

The Group operates business with integrity and good business ethics. We strictly comply with laws and regulations relating to the prevention of bribery, extortion, fraud and money laundering, including but not limited to the Prevention of Bribery Ordinance (Cap. 201 of the Laws of Hong Kong), the Anti-Money Laundering and Counter-Terrorist Financing Ordinance (Cap. 615 of the Laws of Hong Kong), the Competition Ordinance (Cap. 619 of the Laws of Hong Kong), the Anti-Unfair Competition Law of the People's Republic of China and the Anti-Money Laundering Law of the People's Republic of China. During the Reporting Period, the Group did not violate any anti-corruption laws and regulations that had a significant impact on the operation of the Group, and the Group and its employees were not involved in any concluded lawsuits regarding corruption.

The Group has formulated and implemented the following anti-corruption measures:

- Formulate the convention against corruption and a set of comprehensive anti-corruption and anti-fraud mechanism covering the entire supply chain, from upstream suppliers to downstream end-customers, as well as the capital market operation of investors, shareholders and institutions
- Engage an independent internal control and risk advisory team to assist in monitoring the corporate governance of the Group and providing an objective assessment to the Board of Directors on whether a sound internal control system is maintained and operated by management
- Engage independent auditor to conduct external audit etc.
- 制訂廉政公約及一套完善的反貪污及詐騙機制，覆蓋整條供應鏈，從上游供應商至下游最終客戶，以及投資者、股東及機構的資本市場運作
- 委任獨立內部監控及風險諮詢團隊，協助監察本集團的企業管治，並就管理層維持與執行良好內部監控制度上為董事會提供客觀評估
- 聘請獨立審計師對本集團進行外部審計等

The Group will monitor and regularly review the implementation of the respective systems, and devote more resources to improve the mechanism if necessary.

### 反貪污

本集團以誠信及良好的商業道德經營業務。我們嚴格遵守有關防止賄賂、勒索、欺詐及洗黑錢的法律及法規，包括但不限於及香港法例第201章《防止賄賂條例》、第615章《打擊洗錢及恐怖分子資金籌集條例》、第619章《競爭條例》、《中華人民共和國反不正當競爭法》及《中華人民共和國反洗錢法》。報告期間，本集團未有發現任何有關反貪污的法律及規例並對本集團營運有重大影響的違規事件，本集團或其僱員亦不涉及任何貪污訴訟案件。

本集團已制定及實行以下反貪污措施：

本集團會監察及定期檢視有關制度的實行情況，並在有需要時投放更多資源以完善機制。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### *Whistleblowing Policy*

In addition to the above measures, the Group has formulated the whistle-blowing system to encourage employees to conduct anonymous reporting when suspected misconduct behaviors are discovered, and ensure the protection of the identity of the whistleblowers throughout the reporting and investigation process. Upon receipt of an internal or external reporting case, we will arrange a senior executive to conduct investigation with the assistance of the relevant internal audit, human resources, and legal functional departments. The results of the investigation will be reported to senior management. In the event of any illegal activities committed by any employee, the Group will notify the relevant law enforcement authorities and assist them in the investigation.

### *Anti-corruption Training*

To enhance anti-corruption awareness of employees, the Group provides anti-corruption training and information to directors and employees on a regular basis, and encourages them to actively participate in external anti-corruption seminars and trainings.

### *舉報政策*

除以上措施外，本集團已制定舉報制度，鼓勵僱員在發現懷疑不誠實行為時進行匿名舉報，並承諾於整個舉報及調查過程中保護舉報人身份。在接獲來自內部或外部的舉報後，我們會安排高級主管，在相關的內部審計、人力資源及法律職能部門協助下展開調查，調查結果會呈報予高級管理層。如發現任何人員涉及違法行為，本集團會通知相關執法部門，並協助執法部門的調查。

### *反貪污培訓*

為提高僱員的反貪意識，本集團定期向董事及僱員提供有關反貪污的培訓及資訊，亦鼓勵他們積極參與外部的反貪污講座及培訓。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Community Investment

The Group has always adhered to the philosophy of “giving back to the society where we take from”, fulfilled its social responsibilities and contributed to the society. As such, we actively advocate to our employees the sense of caring for the community and helping each other.

During the Reporting Period, the Group organised and participated in various community activities for employees to contribute to the community. We have also encouraged employees to actively participate in voluntary service activities to help people in need through the provision of volunteer holidays. We also encourage employees to communicate and share with others after the activities, so as to influence other employees to participate in volunteer activities and establish proper values.

In the future, the Group will devote more resources to volunteer activities, such as cooperating with more organisations and institutions to make greater contribution to the society.

### 社區投資

本集團一直秉持「取之社會，用之社會」的原則，履行社會責任，回饋社會。因此，我們積極向僱員倡導關懷社區、互助互愛的意識。

報告期間，本集團組織及參與各類社區活動，希望藉此讓僱員身體力行貢獻社區。我們更通過提供義工假期等措施鼓勵僱員踴躍參與義工服務活動，幫助有需要人士。我們亦鼓勵僱員於活動後多作交流分享，感染更多僱員一同參與公益活動，建立正確的價值觀。

本集團將於日後投放更多資源於公益活動，如與更多組織及機構合作等，為社會作出更多貢獻。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE CONTENT INDEX

### 環境、社會及管治報告指引索引

Requirements 規定		Section in this ESG Report 報告章節	Page No. 頁數
<b>Mandatory Disclosure Requirements</b> 強制披露規定			
Governance Structure 管治架構	<p>A statement from the board containing the following elements:</p> <ul style="list-style-type: none"> <li>i. a disclosure of the board's oversight of ESG issues;</li> <li>ii. the board's ESG management approach and strategy, including the process used to evaluate, prioritise, and manage material ESG-related issues (including risks to the issuer's businesses); and</li> <li>iii. how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses.</li> </ul> <p>由董事會發出的聲明，當中載有以下內容：</p> <ul style="list-style-type: none"> <li>(i) 披露董事會對環境、社會及管治事宜的監管；</li> <li>(ii) 董事會的環境、社會及管治方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜（包括對發行人業務的風險）的過程；及</li> <li>(iii) 董事會如何按環境、社會及管治相關目標檢討進度，並解釋它們如何與發行人業務有關連。</li> </ul>	Sustainability Governance 可持續發展管治	3
Reporting Principles 匯報原則	<p>A description of, or an explanation on, the application of the Reporting Principles (Materiality, Quantitative and Consistency) in the preparation of the ESG report.</p> <p>描述或解釋在編備環境、社會及管治報告時如何應用匯報原則（重要性、量化及一致性）：</p>	About this Report – Reporting Principles 關於本報告－匯報原則	5
Reporting Boundary 匯報範圍	<p>A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report.</p> <p>解釋環境、社會及管治報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。</p>	About this Report – Reporting Period and Scope 關於本報告－報告期間 及範圍	4

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Section in this ESG Report 報告章節	Page No. 頁數
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"Comply or explain" Provisions 「不遵守就解釋條文」			
A. Environmental A. 環境			
Aspect A1: Emissions 層面A1：排放物			
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 air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 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(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。	Environment 環境	10
KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Emissions – Air and Greenhouse Gas Emission 排放物— 廢氣及溫室氣體排放	11
KPI A1.2 關鍵績效指標A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and intensity. 直接（範圍1）及能源間接（範圍2）溫室氣體排放量及密度。	Emissions – Air and Greenhouse Gas Emission 排放物— 廢氣及溫室氣體排放	11
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced and intensity. 所產生有害廢棄物總量及密度。	Emissions – Solid Waste 排放物—固體廢棄物	14
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced and intensity. 所產生無害廢棄物總量及密度。	Emissions – Solid Waste 排放物—固體廢棄物	14

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KPI A1.5 關鍵績效指標A1.5	Description of emission target(s) set and steps taken to achieve them. 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。	Emissions – Air and Greenhouse Gas Emission 排放物— 廢氣及溫室氣體排放	11
KPI A1.6 關鍵績效指標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. 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。	Emissions – Solid Waste 排放物—固體廢棄物	14
<b>Aspect A2: Use of Resources</b> <b>層面A2：資源使用</b>			
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源 (包括能源、水及其他原材料) 的政策。	Use of Resources 資源使用	15
KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及／或間接能源總耗量及密度。	Use of Resources – Energy Consumption 資源使用—能源使用	15
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity. 總耗水量及密度。	Use of Resources – Use of Water 資源使用—用水	17
KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 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。	Use of Resources – Energy Consumption 資源使用—能源使用	15
KPI A2.4 關鍵績效指標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. 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。	Use of Resources – Use of Water 資源使用—用水	17

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KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products with reference to per unit produced. 製成品所用包裝材料的總量及每生產單位估量。	Use of Resources – Packaging Materials 資源使用—包裝材料	17
<b>Aspect A3: The Environment and Natural Resources</b> <b>層面A3：環境及天然資源</b>			
General Disclosure 一般披露	Policies on minimising the issuer's significant impact 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。	The Environment and Natural Resources 環境及天然資源	18
KPI A3.1 關鍵績效指標A3.1	Description of the significant impacts of activities on the environment and natural resources and actions taken to manage them. 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。	The Environment and Natural Resources 環境及天然資源	18
<b>Aspect A4: Climate Change</b> <b>層面A4：氣候變化</b>			
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 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。	Climate Change 氣候變化	19
KPI A4.1 關鍵績效指標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. 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。	Climate Change 氣候變化	19

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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B. Social B. 社會			
Aspect B1: Employment 層面B1：僱傭			
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 compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 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(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。	Employment 僱傭	19
KPI B1.1 關鍵績效指標B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	Employment – Employment Policy 僱傭－僱傭政策	20
KPI B1.2 關鍵績效指標B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Employment – Dismissal Policy 僱傭－解僱政策	23
Aspect B2: Health and Safety 層面B2：健康與安全			
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 providing a safe working environment and protecting employees from occupational hazards. 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。	Health & Safety 健康及安全	25
KPI B2.1 關鍵績效指標B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	Health and Safety – Work Safety 健康及安全－ 工作安全	25

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KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	Health and Safety – Work Safety 健康及安全— 工作安全	25
KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored. 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。	Health and Safety – Work Safety 健康及安全— 工作安全	25
<b>Aspect B3: Development and Training</b> <b>層面B3：發展及培訓</b>			
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 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。	Development and Training 發展及培訓	28
KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。	Development and Training 發展及培訓	28
KPI B3.2 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Development and Training 發展及培訓	28
<b>Aspect B4: Labour Standards</b> <b>層面B4：勞工準則</b>			
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(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。	Labour Standards 勞工準則	30
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。	Labour Standards 勞工準則	30
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。	Labour Standards 勞工準則	30

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<b>Aspect B5: Supply Chain Management</b> <b>層面B5：供應鏈管理</b>			
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。	Supply Chain Management 供應鏈管理	30
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。	Supply Chain Management 供應鏈管理	30
KPI B5.2 關鍵績效指標B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 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。	Supply Chain Management 供應鏈管理	30
KPI B5.3 關鍵績效指標B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Supply Chain Management 供應鏈管理	30
KPI B5.4 關鍵績效指標B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Supply Chain Management 供應鏈管理	30
<b>Aspect B6: Product Responsibility</b> <b>層面B6：產品責任</b>			
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 health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的(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。	Product Responsibility 產品責任	33

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KPI B6.1 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 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。	Product Responsibility – Product Quality 產品責任－產品質量	33
KPI B6.2 關鍵績效指標B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Product Responsibility – Customer Communication 產品責任－客戶溝通	35
KPI B6.3 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Product Responsibility – Intellectual Property Rights 產品責任－知識產權	35
KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Product Responsibility – Product Quality 產品責任－產品質量	33
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 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。	Product Responsibility – Privacy Policy 產品責任－私隱政策	36
<b>Aspect B7: Anti-corruption</b> <b>層面B7：反貪污</b>			
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 bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的(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。	Anti-corruption 反貪污	37
KPI B7.1 關鍵績效指標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. 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。	Anti-corruption 反貪污	37



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KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Anti-corruption – Whistleblowing Policy 反貪污—舉報政策	38
KPI B7.3 關鍵績效指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Anti-corruption – Anti-corruption Training 反貪污—反貪污培訓	38
<b>Aspect B8: Community Investment</b> <b>層面B8：社區投資</b>			
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities takes into consideration the communities' interests. 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。	Community Investment 社區投資	39
KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution. 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	Community Investment 社區投資	39
KPI B8.2 關鍵績效指標B8.2	Resources contributed to the focus areas. 在專注範疇所動用資源(如金錢或時間)。	Community Investment 社區投資	39



**LUXEY INTERNATIONAL (HOLDINGS) LIMITED**  
**薈萃國際(控股)有限公司**