



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

(Incorporated in the Cayman Islands with limited liability)
(於開曼群島註冊成立之有限公司)

環球戰略集團有限公司

(Stock Code 股份代號: 8007)

Environmental,
Social And
Governance
Report
環境、社會及
管治報告
2022



環境、社會及管治報告

Environmental, Social and Governance Report

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I. PREAMBLE

The unprecedented events of the past two years have fundamentally affected the way people look at the world. In addition to health and safety, the unstable economy and geopolitics are also raising new issues relating to energy security, together with the unrelenting changes in the climate.

In China, as the promulgation of policies in recent years including the “Coal-to-gas Policies” (《煤改氣政策》) and “Energy Production and Consumption Transition Strategy” (《能源生產和消費革命戰略》), China’s ambition in attaining “Emission Peak” and “Carbon Neutrality” through the promotion of clean alternative energy and the deployment of a low-carbon circular economy system is evident.

Entering 2023, the global and domestic economy are recovering from the acute damages brought by the COVID-19 Pandemic (the “pandemic”). With the production and daily lives return to a new normal, the demand for energy is stably rising as compared to the past two years. It is an opportunity for energy supplying companies to fuel the people’s quality of life by providing them with secure, diverse and reliable supply of energy across conventional and renewable sources.

As an investment holding company, Global Strategic Group Limited (the “Company”) with its subsidiaries (collectively, “the Group”) engages in a wide range of businesses including the natural gas supply and pipeline installation, and provision of leasing business of the steel support axial force servo system in the People’s Republic of China (the “PRC”). Committed to advancing a better future for all, the Group has attached greater attention on grasping the opportunity to deliver today’s energy need while building a stronger foundation for the future. The Group will continue its commitment to enhancing its sustainability performance through strengthening the awareness of its staff members in fulfilling environmental and social responsibility so as to boost its performances while staying in line with the national targets.

I. 前言

過去兩年史無前例所發生的事情，從根本上影響了人們看待世界的方式。除了健康和 safety，經濟不穩定和地緣政治相關的能源安全，以及不斷變化的氣候事宜，也引發了無數的新問題。

在中國，隨著近年來《煤改氣政策》和《能源生產和消費革命戰略》的落實，中國通過推廣清潔新能源和部署低碳循環經濟體系，以實現「碳達峰」和「碳中和」的雄心顯然易見。

踏入2023年，全球和國內經濟正在從 COVID-19 (「疫情») 帶來的嚴重破壞中恢復。隨著生產與生活回歸新常態，能源需求較過去兩年穩步上升。對於能源供應公司來說，這是一個通過為人們提供安全、多樣化和可靠的傳統和可再生能源供應，來提高人們生活質量的機會。

作為一家投資控股公司，環球戰略集團有限公司(「本公司»)及其子公司(統稱「本集團»)在中華人民共和國(「中國»)從事廣泛的業務，包括天然氣供應及管道安裝，以及提供鋼支撐軸力伺服系統的租賃業務。本集團致力於為所有人創造更美好的未來，更加注重把握機遇滿足當今的能源需求，同時為未來奠定更堅實的基礎。本集團將透過加強員工履行環境及社會責任的意識，繼續致力提升其可持續發展表現，同時與國家目標保持一致。



環境、社會及管治報告

Environmental, Social and Governance Report

II. ABOUT THIS REPORT

In strict compliance with the requirement under Appendix 20 – Environmental, Social and Governance Reporting Guide (“ESG Guide”) of the GEM Listing Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (“Stock Exchange”), the Group is pleased to present its Environmental, Social and Governance (“ESG”) Report for the financial year from 1 October 2021 and ended 30 September 2022 (“FY2022”), which demonstrates the Group’s approach and performance in terms of ESG management and corporate sustainable development for FY2022 under “Comply or Explain” provision.

Boundary Setting

Adopting the operational control approach, the Group defines the scope of this ESG Report based on the discrete analysis of its business operations in FY2022. The Group includes in the reporting boundary the headquarter office in Hong Kong, its Sales and leasing business in Shanghai and its Natural gas operations in Yichang the PRC, which represented the majority of the Group’s annual revenue. The Group considers these operating segments as relatively significant after an in-depth analysis of its business impacts from economic, environmental and social perspectives. Given the application of Materiality principle, the operations of Independent financial advisory are not included.

For corporate governance related information, please refer to the Corporate Governance Report of the Group’s 2022 Annual Report on pages 41 to 56.

II. 關於本報告

本集團嚴格遵守香港聯合交易所有限公司（「聯交所」）創業板上市規則附錄二十一《環境、社會及管治報告指南》（「環境、社會及管治指南」）及「不遵守就解釋」的要求，欣然呈獻其自二零二一年十月一日至二零二二年九月三十日止（「二零二二財年」）的環境、社會及管治報告，以展示本集團於二零二二財年的環境、社會及管治管理，以及企業可持續發展方面的方法和表現。

邊界設定

本集團採用營運控制方法，根據對二零二二財年業務營運的審慎分析，確定環境、社會及管治報告的範圍。因此，本集團將位於香港的總部辦事處及其在中國宜昌的天然氣業務（佔本集團年度收入的大部分）包括在報告範圍內。本集團從經濟、環境及社會角度深入分析其業務影響後，認為該兩處營運相對重要。考慮到重要性原則的應用，獨立財務顧問的業務並不包括在本報告內。

對於公司管治部分，請參閱本集團二零二二年度報告第41至56頁。

II. ABOUT THIS REPORT *(Continued)*

Reporting Principles

This Report has been prepared with reference to the Reporting Principles set forth in the ESG Guide of the Stock Exchange. Given the reporting principles that underpin the preparation of the ESG report, the main ESG performance of the Group in FY2022 of this ESG report has been determined and presented by fully following the principles of Materiality, Quantitative, Balance and Consistency.

Materiality:

In FY2022, the Group performed its annual materiality assessment against a list of material ESG-related topics through conducting an online survey with its well-selected stakeholder representatives. Results from the assessment were approved and verified by the leaders of the Group. More details can be found in the section of Materiality Assessment.

Quantitative:

The Group organised and disclosed its environmental and social performance against a series of key performance indicators (“KPIs”) including emissions, consumption of natural resources, and employment information, to ensure that stakeholders can garner a deep understanding of the Group’s ESG performance. The conversion factors or assumptions used in the calculation are clearly listed in the footnote of the corresponding performance tables.

Balance:

To portray an unbiased picture of its ESG performance to allow fair and informed decisions of its stakeholders, the Group conformed to the principle of Balance, revealing both outstanding achievements and room for improvement of its sustainability performance in FY2022 in the ESG Report.

II. 關於本報告 *(續)*

報告原則

本報告按聯交所於環境、社會及管治指南中列出的報告原則編製。由於報告原則是編製環境、社會及管治報告的基礎，因此，本集團已完全遵循重要性、量化、平衡和一致性的原則，確定並介紹了本集團於二零二二財年環境、社會及管治的主要績效。

重要性：

於二零二二財年，本集團就一系列的環境、社會及管治相關議題，與各利益相關方就其對可持續發展的關注和期望進行諮詢，開展了年度重要性評估。評估結果獲本集團領導的認可和核實。詳情可參閱重要性評估章節。

量化：

本集團根據排放、自然資源消耗、人員信息等一系列關鍵績效指標（「關鍵績效指標」）組織和披露其環境和社會績效，以確保利益相關者能夠深入了解本集團的環境、社會及管治表現。計算中所使用的換算系數或假設均在相應的績效表註腳中明確列出。

平衡：

為公正地描繪其環境、社會及管治表現，讓利益相關者做出公平和知情的決定，本集團遵循平衡原則，在環境、社會及管治報告中披露了在二零二二財年於可持續性表現方面取得的突出成就和改進空間。



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II. ABOUT THIS REPORT *(Continued)*

Reporting Principles *(Continued)*

Consistency:

To allow peer benchmarking and year-on-year comparison, the Group adopted a consistent methodology for data calculation and disclosure framework over these years. Should there be any significant changes in the reporting framework or other key reporting elements, clear explanations will be stated in the corresponding sections.

Information Disclosure

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

II. 關於本報告 *(續)*

報告原則 *(續)*

一致性：

為便於同行比較及跨年度比較，本集團多年來採用一致的數據計算方法和披露框架。如果報告框架或其他關鍵報告要素有任何重大變化，將在相應章節中作出明確說明。

信息披露

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

III. APPROACH TO SUSTAINABILITY

At Global Strategic, it is recognised that the delivery of long-term sustainable value to the stakeholders begins with the foundation of its sound corporate governance. Oversees by the Board of Directors (the “Board”), the Group’s governance processes sit within a robust ecosystem that is strengthened by its stakeholders’ engagement and its endeavours to strive for continuous improvement.

Assuming the ultimate responsibility for all the ESG-related issues, policies and reporting, the Board has the oversight of the execution of the Group’s sustainability strategy in a top-to-bottom manner and provides experienced leadership. The Board recognises the importance of identifying and addressing the ESG-related risks and opportunities including climate-related issues, and believes a focus on managing these factors can help the Group achieve better and more long-term business values. Among other things, the Board also regularly reviews the Group’s internal policies including the Code of Conduct and Operation Manual.

The Board monitors the overall governance processes and delegates specific areas of focus to the standing committees to assist with the effective discharge of its duties. Authority is also delegated to the Management to conduct day-to-day operations in accordance with the Group’s policies.

III. 可持續發展方向

在環球戰略集團有限公司，本集團認為為利益相關者提供長期可持續價值始於其健全的公司管治基礎。在董事會（「董事會」）的監督下，本集團的管治流程位於一個強大的系統中，通過其利益相關者的參與及其致力於持續改進的堅持而得以強化。

董事會對於本集團所有與環境、社會及管治相關的事宜、政策和報告承擔全部責任，以自上而下的方式監督集團可持續發展戰略的執行，並提供經驗豐富的領導。董事會明白識別和解決環境、社會及管治相關風險和機遇（包括氣候相關問題）的重要性，並相信專注於管理這些因素可以幫助集團實現更好和更多的長期商業價值。此外，董事會還定期審查本集團的內部政策，包括《行為守則》和《操作手冊》。

董事會監督整體的管治流程，同時成立常設功能委員會以協助其有效履行職責。管理層亦獲授權根據本集團的政策執行日常營運。



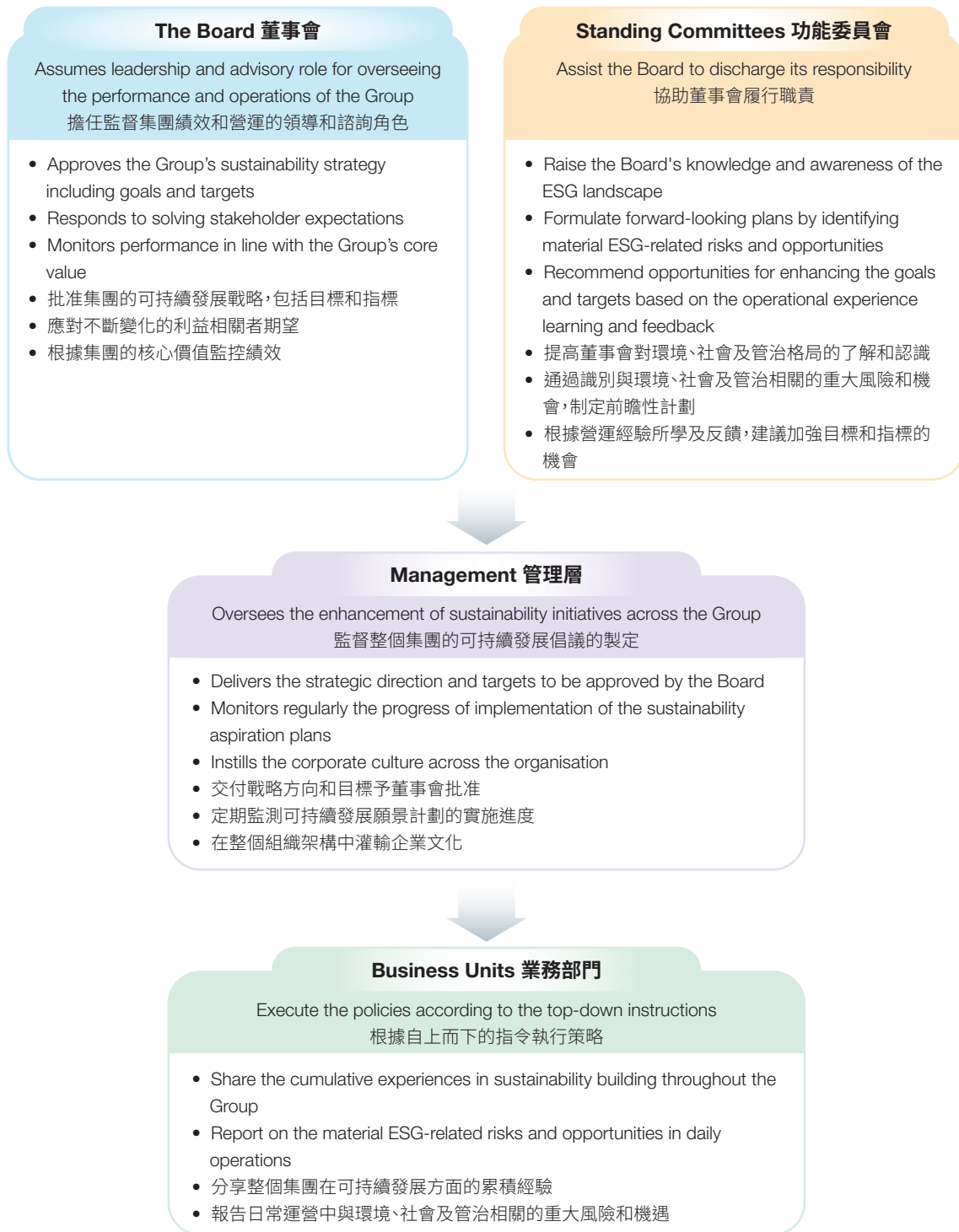
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III. APPROACH TO SUSTAINABILITY (Continued)

III. 可持續發展方向 (續)

ESG Management Structure 環境、社會及管治的管理架構



III. APPROACH TO SUSTAINABILITY *(Continued)*

The Group believes that bridging to a cleaner future requires strong ESG leadership and responsible practices. As such, it is committed to strong and sustainable corporate governance, which strengthens the accountability of the Board and management, promotes the long-term values for stakeholders, and helps gain public trust.

In addition to assigning the Finance Department to keep an eye on any updates of ESG-related laws and regulations, external consultants are also engaged to share the latest industrial best practices with the Board, such that the leaders of the Group can always keep abreast of the business trend in sustainable development and be empowered to prioritise and address the potential ESG risks.

Further, the Board periodically reviews the Group's progress and performance against relevant targets in relation to the Group's material environmental impacts, national ambitions and global sustainable development goals. The Management, under the leadership of the Board, is responsible for regularly reviewing the Group's governance framework to ensure ongoing fulfilment of legal and stakeholders' requirements, which help embed sustainability into the culture and fabric of the Group. Details of the Group's management approaches in both the environmental and social aspects are elaborated under different sections of this ESG report.

III. 可持續發展方向 *(續)*

本集團相信，通往潔淨未來需要強大的環境、社會及管治領導和負責任的實踐。因此，本集團致力於強大和可持續的企業管治，加強董事會和管理層的問責制，推動為利益相關者創造長期價值，並致力於贏得公眾信任。

本集團除了委派財務部隨時關注環境、社會及管治的相關法律法規更新外，還聘請外部顧問與董事會分享最新的行業最佳實踐，使本集團的領導能夠時刻掌握可持續發展的業務趨勢，並優先考慮和解決潛在的環境、社會及管治風險。

此外，董事會亦定期審查本集團的環境、社會及管治目標的進展和績效。這些目標與集團的重要環境影響、國家目標以及全球可持續發展目標相關。在董事會的領導下，管理層負責定期審查集團的管治框架，以確保持續滿足法律和利益相關者的要求，從而將可持續發展融入集團的文化和結構中。本集團在環境及社會方面的管理方法詳情於本報告的不同章節詳述。



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III. APPROACH TO SUSTAINABILITY *(Continued)*

Board Statement

Dear valued stakeholders,

At Global Strategic, our commitment to ESG leadership has been embedded into our culture and how we operate our business. On behalf of the Board, I am pleased to present to you the ESG Report of the Group in the financial year ended 30 September 2022, demonstrating our progress and performance against our ESG goals, and how we are integrating sustainability across our operations.

Our Approach and Strategy

As the owner and operator of the Yichang's largest domestic gas energy network, we realised our critical role in advancing energy security, future economic growth and the development of a low-carbon community. Holding an optimistic view about our ability to make a difference, our corporate strategy is centered on sustainability. Our unwavering efforts focused on the operation safety, energy security and climate resilience also inform our approach to create value for our stakeholders. While others may defend their business by doing less harm, we are committed to being a positive force for change by doing more good.

To ensure that we are having the right approach to energy transition and building resilience, we listen to our stakeholders and carefully analyse their perspectives. Through annual stakeholder engagement and materiality assessment, ESG issues that are material to our operations have been identified and prioritised with the validation from the Board.

III. 可持續發展方向 *(續)*

董事會聲明

尊敬的利益相關者，

在環球戰略集團有限公司，我們對環境、社會及管治領導的承諾已融入我們的文化和我們的業務營運方式。我謹代表董事會欣然向您們呈獻此份截至二零二二年九月三十日財年的環境、社會及管治報告，以展示我們在實現環境、社會及管治目標方面的進展和表現，以及我們如何將可持續發展融入我們的營運。

我們的方針與策略

作為宜昌最大的本土天然氣能源網絡的擁有者和營運商，我們意識到我們在促進能源安全、未來經濟增長和低碳社區發展方面的關鍵作用。我們對作出改變的能力持樂觀態度，而我們的企業戰略亦以可持續發展為中心。我們堅定不移地專注於營運安全、能源安全和氣候適應能力，以此助力我們為利益相關者創造價值。其他企業可能會通過減少傷害來捍衛自己的業務，但我們致力於做更多正面的事來成為改變的力量。

為確保我們採用正確的策略進行能源轉型和建立韌性，我們傾聽利益相關者的意見並仔細分析他們的觀點。通過年度利益相關者參與和重要性評估，我們已識別並確定與營運至關重要的環境、社會及管治議題的優先順序，並經董事會的確認。

III. APPROACH TO SUSTAINABILITY *(Continued)*

Board Statement *(Continued)*

Our Approach and Strategy *(Continued)*

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

Our Aspirations

In FY2021, we focused on the development of new corporate ESG goals which are related to our business characteristics, including a series of environmental targets. As we are majoring in natural gas business, we realise that the environmental footprint during operations and the gas use safety concerns are most related and material to our business. In addition to groupwise targets, the relevant person in charge of each subsidiary is also responsible for formulating their annual targets and gaining approval from the Board. In FY2022, the Board and its standing committees closely monitored the progress against these targets, as well as the actions designed to ensure that these targets are achieved. Regularly monitoring the progress in achieving our aspirations, the Board reviews and oversees the disclosure of corresponding performance in the ESG Report annually.

III. 可持續發展方向 *(續)*

董事會聲明 *(續)*

我們的方針與策略 *(續)*

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

我們的抱負

在二零二一財年，我們重點制定了與我們業務特點相關的新企業環境、社會及管治目標，包括一系列的環境目標。由於我們主營天然氣業務，我們意識到營運過程中的環境足跡和氣體使用的安全問題與我們的業務最為相關和重要。除集團目標外，各子公司的相關負責人亦負責制定年度目標並交由董事會審批。在二零二二財年，董事會及其常設委員會密切關注這些目標的進展情況，以及旨在確保實現這些目標的行動落實情況。董事會定期監察實現抱負的進程，檢討和監督環境、社會及管治報告中相應表現的年度披露。



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III. APPROACH TO SUSTAINABILITY (Continued)

Board Statement (Continued)

Our Climate Resilience

Achieving global and national climate goals has never been more important. We set emissions targets in the past and we will continue our efforts to create new targets grounded in science and aligned with the “30.60” national pledge. Reckoning the business nature of the gas midstream industry, as we continue to minimise our environment impacts during business, we have also been putting relentless focus on grasping the opportunities as climate awareness increases globally. In this year’s report, we further our climate-related disclosure to discuss more on our potential opportunities. With the extensive promotion of “coal-to-gas” as well as clean energy, we are well positioned to work in partnership with the local communities in combating climate change.

Looking ahead, as we are building a stronger foundation for bridging to a cleaner energy future and embracing the business opportunities to deliver clean energy needs, there is no question that we will face challenges with evolving policies, along with technological, economical and geopolitical obstacles. Yet, we will remain committed to continuous improvement and strive to lead the energy transition in the communities where we operate.

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

Wang Wenzhou

Executive Director and Chief Executive Officer

14 February 2023

III. 可持續發展方向 (續)

董事會聲明 (續)

我們的氣候適應能力

實現全球和國家氣候目標從未變得如此重要。我們過去曾設定排放目標，並將繼續努力製定以科學為基礎和符合「30.60」國家承諾的新目標。考慮到天然氣中遊行業的業務性質，隨著我們在業務過程中繼續盡量減少對環境的影響，我們也一直不懈地關注在全球氣候意識增強的情況下把握機遇。在今年的報告中，我們進一步披露了與氣候相關的信息，以增加討論我們的潛在機會。隨著「煤改氣」和潔淨新能源的廣泛推廣，我們有能力與當地社區合作應對氣候變化。

展望未來，在我們為擁有潔淨能源的未來打下堅實基礎，並抓住商機滿足清潔能源需求的過程中，毫無疑問，我們將面臨不斷變化的政策帶來的挑戰，以及技術、經濟和地緣政治所帶來的障礙。然而，我們將繼續致力於持續改進，並努力引領我們營運所在社區的能源轉型。

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

王文周

執行董事兼行政總裁

二零二三年二月十四日

IV. STAKEHOLDERS ENGAGEMENT

The Group believes that consistent engagement with its stakeholders is critical for demonstrating transparency, facilitating open and informed dialogues, as well as sharing its sustainability achievements and commitments. Valuing the views and feedback from its stakeholders, the Group is determined to establish stable relationships with its key stakeholders including shareholders, employees, customers, suppliers, government and general public. The Group maintains stable connections with its key stakeholders through their preferred channels for communication in a proactive manner, which are summarised in the table below.

IV. 利益相關者參與

本集團認為，與利益相關者的持續接觸對於展示透明度、促進公開和知情對話以及分享其可持續發展成就和承諾至關重要。本集團重視利益相關者的意見和反饋，決心與包括股東、員工、客戶、供應商、政府和公眾在內的主要利益相關者建立穩定的關係。本集團通過主要利益相關者的首選溝通渠道，積極主動地與他們保持穩定的聯繫，總結如下表。

Stakeholder Group 利益相關者	Engagement channels 溝通渠道	Topics of interest/concern 感興趣／關注的議題
Shareholders 股東	<ul style="list-style-type: none"> Annual report 年報 Annual general meetings 股東週年大會 Corporate website 公司網站 Direct communication 直接溝通 	<ul style="list-style-type: none"> Business strategies and financial performance 業務策略及財務表現 Corporate governance 企業管治 Business sustainability 業務可持續性
Employees 僱員	<ul style="list-style-type: none"> Interviews 面談 Training sessions 培訓課程 Internal memos 內部備忘錄 	<ul style="list-style-type: none"> Rights and benefits 權利及福利 Employee compensation 僱員酬金 Training and development 培訓及發展 Working hours 工作時數 Occupational health and safety 職業健康與安全



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IV. STAKEHOLDERS ENGAGEMENT *(Continued)*

IV. 利益相關者參與 *(續)*

Stakeholder Group 利益相關者	Engagement channels 溝通渠道	Topics of interest/concern 感興趣／關注的議題
Customers 顧客	<ul style="list-style-type: none"> • Direct communication and emails • 直接溝通及電郵 • Complaint hotlines • 投訴熱線 • Opinion boxes • 意見箱 • Customer surveys • 客戶調查 	<ul style="list-style-type: none"> • Products and service quality • 產品及服務質量 • Service safety and stability • 服務安全性及穩定性 • Protection of privacy • 私隱保障
Suppliers 供應商	<ul style="list-style-type: none"> • Business meetings • 業務會議 • Tendering • 投標 	<ul style="list-style-type: none"> • Fulfilment of promises • 履行承諾 • Payment schedule • 付款時間表
Government 政府	<ul style="list-style-type: none"> • Statutory filings and notification • 法規文件存檔及通知 • Regulatory or voluntary disclosures • 監管或自願披露 • Tax return • 納稅申報單 	<ul style="list-style-type: none"> • Compliance with law and regulations • 遵守法律法規 • Fulfilment of tax obligation • 履行稅務責任 • Environmental protection • 環境保護
General public 公眾	<ul style="list-style-type: none"> • Community activities • 社區活動 • Corporate donations • 企業捐贈 	<ul style="list-style-type: none"> • Fair employment opportunities • 公平就業機會 • Environmental awareness • 環境保護意識

IV. STAKEHOLDERS ENGAGEMENT *(Continued)*

Materiality Assessment

Realising that different stakeholder groups may require information presented in different ways on various topics concerned, the Group strives to report decision-useful information to them in an efficient and concise manner. As such, the Group conducts periodic materiality assessment to identify key ESG issues, analyse performance in these areas and communicates them to its stakeholders.

In FY2022, the Group invited its well-selected stakeholder representatives to perform a materiality assessment survey initiated by a third-party consultancy agency to gain a better understanding of their views and ensure the objectivity of the evaluation. Through gathering responses on the list of questions which were designed in relation with the Group's business development and strategies, the Group eventually formulated a materiality assessment matrix below, which reflected the concerns of its stakeholders on ESG matters and facilitated the Group to develop plans for more effective ESG management.

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

(1) Identification

With reference to the ESG Guide and internationally recognised reporting frameworks, 28 fundamental sustainability topics were identified under the latest sustainability landscape that were deemed to have potential environmental and social impacts through the Group's operations.

IV. 利益相關者參與 *(續)*

重要性評估

本集團意識到不同的利益相關者群體可能需要以不同方式呈現有關各種主題的信息，所以致力以高效和簡潔的方式向他們呈現對決策有用的信息。因此，本集團定期進行重要性評估，以確定關鍵的環境、社會及管治事宜，分析這些領域的表現並將其傳達給利益相關者。

於二零二二財年，為確保評估的客觀性，本集團邀請其挑選的利益相關方代表進行了由第三方諮詢機構發起的重要性評估調查，以更好地了解彼等的觀點。通過收集與本集團業務發展和戰略相關的事宜清單的回覆，本集團最終制定了以下的重要性評估矩陣。該矩陣反映了利益相關者對環境、社會及管治事宜的切實關注，有助於本集團制定行動計劃，並以更有效的方式進行環境、社會及管治管理。

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

(1) 識別

參考環境、社會及管治報告指引及國際認可的報告框架，本集團結合最新的可持續發展形勢，確定了28個被認為在本集團營運中對環境及社會產生影響的重要可持續發展議題。



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IV. STAKEHOLDERS ENGAGEMENT (Continued)

Materiality Assessment (Continued)

(1) Identification (Continued)

- 1 GHG Emissions
- 1 溫室氣體排放
- 2 Energy Management
- 2 能源管理
- 3 Water & Wastewater Management
- 3 水資源和廢水管理
- 4 Solid Waste Stewardship
- 4 固體廢棄物管理
- 5 Climate Change Mitigation & Adaptation
- 5 氣候變化緩解和適應
- 6 Renewable and Clean Energy
- 6 可再生和清潔能源
- 7 Labour Practices
- 7 勞工權益
- 8 Employee Remuneration and Benefits
- 8 僱員薪酬條件和福利政策
- 9 Occupational Health and Safety
- 9 職業健康與安全
- 10 Employee Development and Training
- 10 僱員發展及培訓
- 11 Green Procurement
- 11 綠色採購
- 12 Engagement with Suppliers
- 12 與供應商的良好溝通
- 13 Environmental and Social Risk Management of Supply Chain
- 13 供應鏈的環境社會風險管理
- 14 Supply Chain Resilience
- 14 供應鏈對外部風險的適應性
- 15 Product/Service Quality and Safety
- 15 產品／服務質量與安全
- 16 Customer Privacy and Data Security
- 16 顧客私隱保護和數據安全
- 17 Marketing and Promotion
- 17 營銷和推廣

IV. 利益相關者參與 (續)

重要性評估 (續)

(1) 識別 (續)

- 18 Intellectual Property Rights
- 18 保護知識產權
- 19 Labelling Relating to Products/Services
- 19 與產品／服務相關的標籤問題
- 20 Business Ethics & Anti-corruption
- 20 商業道德和反腐敗
- 21 Internal Grievance Mechanism
- 21 內部申訴機制
- 22 Participation in Philanthropy
- 22 公益慈善活動的參與
- 23 Cultivation of Local Employment
- 23 促進當地就業
- 24 Support of Local Economic Development
- 24 支持本地經濟發展
- 25 Business Model Adaptation and Resilience to Environmental, Social, Political and Economic Risks and Opportunities
- 25 商業模型對環境、社會、政治和經濟風險和機遇的適應性和恢復力
- 26 Management of the Legal & Regulatory Environment (regulation-compliance management)
- 26 法律監管環境變化的應對和管理 (法律合規管理)
- 27 Critical Incident Risk Responsiveness
- 27 突發事件應急風險應對能力
- 28 Systemic Risk Management (e.g. Financial Crisis)
- 28 系統化風險管理 (例如，金融危機)

IV. STAKEHOLDERS ENGAGEMENT (Continued)

IV. 利益相關者參與 (續)

Materiality Assessment (Continued)

重要性評估 (續)

(2) Prioritisation

(2) 排序

To determine the materiality of the selected ESG topics, stakeholders including general staff, senior management, directors, business partners and professional organisations were invited to give their ratings against the list of ESG issues. Through analysing the weighted ratings, material topics were identified and mapped on the materiality matrix below to reflect their level of significance.

為了確定所選環境、社會及管治主題的重要性，包括一般員工、高級管理人員、董事、業務合作夥伴和專業組織在內的利益相關者被邀請對環境、社會及管治議題列表進行評分。通過分析收集到的加權評分，本集團確定了其重要議題，並於以下重要性矩陣中列出，以反映其重要性。

Stakeholder Engagement Materiality Matrix
利益相關者的參與重要性分析矩陣





IV. STAKEHOLDERS ENGAGEMENT *(Continued)*

Materiality Assessment *(Continued)*

(2) Prioritisation *(Continued)*

According to the outcome of the materiality analysis matrix, the Group identified five ESG issues that were of great significance to both the Group and its stakeholders, namely “Labour Practices”, “Employee Remuneration and Benefits”, “Engagement with Suppliers”, “Product/Service Quality and Safety” and “Customer Privacy and Data Security”.

(3) Validation

The outcome of the materiality assessment was reviewed and validated by the Board, which enabled the Group to objectively prioritise its sustainability issues, precisely identify the material and relevant aspects, as well as setting appropriate and effective management policies and internal control systems for ESG issues.

IV. 利益相關者參與 *(續)*

重要性評估 *(續)*

(2) 排序 *(續)*

根據重要性分析矩陣的結果，本集團識別了五個對本集團及其利益相關者均具有重大意義的環境、社會及管治議題，即「勞工權益」、「僱員薪酬條件和福利政策」、「與供應商的良好溝通」、「產品／服務質量與安全」和「顧客私隱保護和數據安全」。

(3) 驗證

重要性評估的結果經由董事會審閱及驗證，使本集團能夠客觀地優先考慮其可持續性問題，準確識別重要和相關的方面，並有效地針對其環境、社會及管治事宜制定適當及有效的管理政策及內部監控系統。

IV. STAKEHOLDERS ENGAGEMENT (Continued)

Supporting the Sustainable Development Goals (SDGs)

Launched in 2015 by the United Nations, the 17 SDGs are a set of goals, targets and indicators to guide countries and organisations in their work to create a sustainable world by 2030. Reckoning that marking progress on all the SDGs are vital for creating a sustainable tomorrow, the Group strives to focus its resources on the SDGs that are most closely tied to its business operations. Referencing to the evaluation result of its stakeholders' opinions, the Group identified four SDGs as shown below:

IV. 利益相關者參與 (續)

支持可持續發展目標

聯合國於2015年推出的17項可持續發展目標是一組目標、具體目標和指標，旨在指導各國和組織開展工作，以在2030年之前創建一個可持續發展的世界。考慮到在所有可持續發展目標上取得進展對於創造可持續發展的明天未來至關重要，本集團致力於將資源集中在與其業務營運最緊密相關的可持續發展目標上。參考其利益相關者的意見，本集團選定了以下四個SDGs：





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IV. STAKEHOLDERS ENGAGEMENT (Continued)

Supporting the Sustainable Development Goals (SDGs) (Continued)

According to the results, it was found that “Goal 3: Good Health and Well-being”, “Goal 8: Decent Work and Economic Growth”, “Goal 9: Industry, Innovation, and Infrastructure” and “Goal 11: Sustainable Cities and Communities” were taken as the most concerned goals for the Group’s sustainability development.

IV. 利益相關者參與 (續)

支持可持續發展目標 (續)

結果顯示，「目標3：良好健康與福祉」、「目標8：體面工作和經濟增長」、「目標9：產業、創新和基礎設施」以及「目標11：可持續城市和社區」被確定為本集團可持續發展最為關注的目標。

1

3 GOOD HEALTH AND WELL-BEING

The Group aspires to be the safest natural gas-related company with zero accident rate.
本集團立志成為最安全、事故率為零的天然氣相關企業。

- Provide occupational health and safety training to all staff
- Promote the safe use of gas to the public
- Increase the frequency of pipeline safety inspection
- 為所有員工提供職業健康和安全教育培訓
- 向公眾宣傳安全用氣
- 增加管道安全檢查頻率

3

9 INDUSTRY INNOVATION AND INFRASTRUCTURE

The Group aspires to support the local development with a focus on affordable and equitable access in view of increasing energy demand.
鑑於日益增長的能源需求，本集團立志支持當地發展，重點關注可負擔和公平的能源獲取。

- Develop reliable, sustainable and resilient infrastructure
- Invest in upgrading current infrastructures
- Invest in exploration on innovative technologies
- 開發可靠、可持續和有韌性的基礎設施
- 投資升級現有基礎設施
- 投資探索創新技術

2

8 DECENT WORK AND ECONOMIC GROWTH

The Group aspires to promote inclusive economic growth and provide decent work for all.
本集團致力於促進包容性經濟增長，為所有人提供體面工作。

- Increase the number of employees from communities of concern in the workforce
- Ensure the equal pay for work of equal value
- Provide decent job opportunities for all women and man, young people
- 增加工作中受關注群體的員工人數
- 確保同工同酬
- 為所有男女、年輕人和殘疾人士提供體面的工作機會

4

11 SUSTAINABLE CITIES AND COMMUNITIES

The Group aspires to create positive legacy and sustainable futures for the communities where it operates.
本集團立志為其經營所在的社區創造積極的正面效益和可持續的未來。

- Provide local job opportunities and pay taxes on time
- Create safe, resilient and sustainable human settlements
- Promote high-efficiency energy use and improve service quality for increasing urban population
- 提供本地就業機會並按時納稅
- 創建安全、有韌性和可持續的人類住區
- 促進能源高效利用，為日漸增加的城市人口提高服務質量

IV. STAKEHOLDERS ENGAGEMENT *(Continued)*

Stakeholders' feedback

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

V. ENVIRONMENTAL RESPONSIBILITY

The Group has long recognised the urgency of climate change as well as other environmental crisis and therefore have worked to harness market-driven solutions to help address these challenges. The Group integrates environmental considerations into its strategic and operational decisions, and have demonstrated its commitment through minimising its environmental footprint during its daily operations with the setting up of internal standards, procedures and guidelines.

This section primarily discloses the Group's policies, practice and performance on emissions, use of resources, the environment and natural resources, as well as climate change in FY2022. For detailed quantitative information regarding different categories of emissions and the use of resources, please refer to Table E1 and Table E2 in the Appendix.

IV. 利益相關者參與 *(續)*

利益相關者反饋

本集團在追求卓越的過程中，始終歡迎利益相關者的反饋，特別是在重要性評估中被列為非常重要的議題，以及本集團的環境、社會及管治方針與表現上。讀者可通過本集團的電郵地址 info@globalstgr.com.hk 與本集團分享他們的觀點。

V. 環境責任

本集團一直明白氣候變化和其他環境危機的緊迫性，因此一直致力於利用市場驅動的解決方案來幫助應對這些挑戰。本集團將環境考慮因素納入其戰略和營運決策，並通過制定內部標準、程序和指南，在日常營運中最大限度地減少對環境的影響，從而履行其承諾。

本節主要披露本集團於二零二二財年在排放、資源使用、環境和天然資源以及氣候變化方面的政策、做法和績效。有關本集團不同類別排放和資源利用的詳細數據，請參見附錄一績效表中的表E1和表E2。



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V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.1 Emissions

Law compliance

In FY2022, the Group was in compliance with all applicable laws and regulations regarding environmental protection and found no disregard to national or local influential laws in relation to GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste, including but not limited to:

- Environmental Protection Law of the People's Republic of China (中華人民共和國環境保護法);
- Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution (中華人民共和國大氣污染防治法);
- Law of the People's Republic of China on Prevention and Control of Water Pollution (中華人民共和國水污染防治法);

V. 環境責任 (續)

A.1 排放物

法律合規

於二零二二財年，本集團已遵守與環境保護相關的法律法規，且概無發現違反對其有重大影響的廢氣及溫室氣體排放、向水及土地的排污以及有害或無害廢物產生的相關國家或本地法律，包括但不限於：

- 中華人民共和國環境保護法；
- 中華人民共和國大氣污染防治法；
- 中華人民共和國水污染防治法；

V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.1 Emissions (Continued)

Law compliance (Continued)

- Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes (中華人民共和國固體廢物污染環境防治法); and
- Law of the People's Republic of China on Conserving Energy (中華人民共和國節約能源法).

In FY2022, air pollutants from the Group including sulphur oxides ("SOx"), nitrogen oxides ("NOx") and particulate matter ("PM") were mainly generated from the vehicles for transportation and operations. Meanwhile, the greenhouse gases ("GHGs") emissions from the Group were primarily from the combustion of fossil fuels and the consumption of electricity in its business operations. Non-hazardous wastewater that primarily consisted of domestic and industrial wastewater was discharged by the Group in FY2022, while no significant amount of hazardous waste or non-hazardous solid waste was recorded during the year under review. The Group's total emissions in FY2022 are summarised in Table E1 in the section APPENDIX – PERFORMANCE TABLE.

V. 環境責任 (續)

A.1 排放物 (續)

法律合規 (續)

- 中華人民共和國固體廢物污染環境防治法；以及
- 中華人民共和國節約能源法。

於二零二二財年，本集團的廢氣污染物主要來自於運輸和營運，即硫氧化物（「SO_x」）、氮氧化物（「NO_x」）及顆粒物（「PM」）。同時，本集團的溫室氣體（「GHGs」）排放主要歸因於化石燃料的燃燒以及其業務營運中的電力消耗。本集團於二零二二財年排放的無害廢水主要為生活污水，而於回顧年度內並無錄得大量有害廢物或無害固體廢物。本集團在二零二二財年的詳細排放表現總結於附錄－績效表－表E1。



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V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

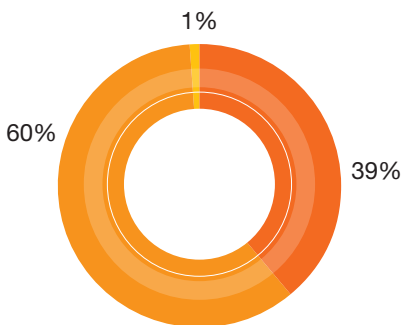
A.1 Emissions (Continued)

Air and GHG Emissions

In FY2022, the total air emissions of the Group, which were primarily from the vehicle use for transportation and operations, decreased significantly as compared with that of FY2021. The drop in air emissions was mainly due to the reduction of use of gasoline for vehicles for business opportunities in the reporting year.

In FY2022, the GHG emissions pattern remained similar with that of FY2021, with Scope 2 emissions that stemmed from the use of electricity being the dominant contributor (79%). Meanwhile, the total GHG emissions rose by 28%, with Scope 2 emissions surged by 71%. The increase was mainly due to the rebound of business operations in the reporting year with the ease of the pandemic and thus the incline in electricity consumption and the corresponding Scope 2 emissions.

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



● Scope 1 範圍一 ● Scope 2 範圍二 ● Scope 3 範圍三

V. 環境責任 (續)

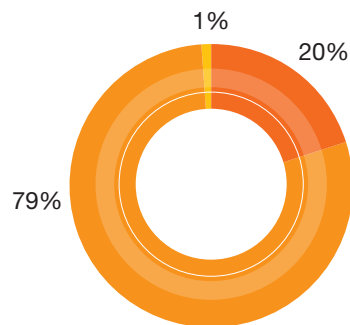
A.1 排放物 (續)

廢氣及溫室氣體排放

於二零二二財年，本集團的廢氣排放主要來自運輸和營運中使用的車輛。與二零二一財年相比，總廢氣排放量大幅減少，主要是由於減少使用商用汽油車輛所致。

於二零二二財年，溫室氣體排放模式與二零二一財年相似，以源於電力使用的範圍二排放量為主(79%)。同時，溫室氣體的總排放量上升了28%，其中範圍二的排放量大幅增加71%。升幅主要由於報告年度內隨著疫情的緩解業務營運出現反彈，因此電力消耗和相應的範圍二排放量有所增加。

GHG emissions pattern in FY2022
二零二二財年溫室氣體排放模式



● Scope 1 範圍一 ● Scope 2 範圍二 ● Scope 3 範圍三

V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.1 Emissions (Continued)

Air and GHG Emissions (Continued)

As for Scope 1 emissions, the Group recorded a 36% drop during the year as compared to last year, mainly due to the decrease in use of fossil fuels for vehicles transport. To keep its good performance up, the Group continues its endeavours to monitor and control its vehicle use for transportation through key approaches including:

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

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

V. 環境責任 (續)

A.1 排放物 (續)

廢氣及溫室氣體排放 (續)

至於範圍一的排放量，本集團於年內錄得與去年相較36%的跌幅，主要由於車輛運輸使用化石燃料減少所致。為保持良好的表現，本集團繼續努力監測和控制其運輸車輛的使用，主要方法包括：

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

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



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V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.1 Emissions (Continued)

Solid Waste and Wastewater

Non-hazardous waste

In FY2022, the non-hazardous wastewater and solid waste generated by the Group were mainly domestic wastewater and municipal solid waste from daily operations. The intensity of wastewater generated by the Group during the year under review decreased by 40% as compared to that of FY2021. Nevertheless, the Group still holds its endeavours to control its waste discharges and strive for better management of waste generation and handling.

Embracing the idea of Circular Economy and in full support of the national waste classification regulation, the Group promotes the “3R principle – Reduce, Reuse and Recycle” through the adoption of its waste classification methods across its working sites. Solid waste was collected, sorted and handled by eligible third parties for recycling, while non-recyclables are delivered to waste disposal plants for treatment. To promote the idea of “waste less” in its daily operations, the Group actively promotes green awareness in its offices, and also launches paper recycling scheme in its office in Hong Kong.

V. 環境責任 (續)

A.1 排放物 (續)

固體廢棄物及廢水

無害廢棄物

於二零二二財年，本集團產生的無害廢水及固體廢棄物主要為日常營運產生的生活廢水及都市固體廢棄物。與二零二一財年相比，本集團於回顧年度內產生的廢密度減少40%。儘管如此，本集團仍致力於控制其廢棄物排放，並提升其廢棄物產生及處理的管理。

秉承循環經濟的理念並全力支持全國範圍的垃圾分類政策，本集團通過在工作場所採用垃圾分類方法，推廣「3R原則—減少、重用和回收」。固體廢棄物由合資格的第三方收集、分類和處理以進行回收利用，而不可回收的廢棄物則送往廢物處理廠進行處理。為在日常營運中推廣「減廢」的理念，本集團積極在辦公室推廣環保意識，並在香港辦公室推行廢紙回收計劃。

V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.1 Emissions (Continued)

Solid Waste and Wastewater (Continued)

Non-hazardous waste (Continued)

Meanwhile, the wastewater discharged from the Group during the year under review mainly consisted of commercial wastewater from offices and the industrial wastewater from the pipe installation operations. Municipal wastewater from offices is directly discharged into the sewer while industrial wastewater is scientifically treated to meet the statutory requirements including the concentrations of suspended solids, COD (Chemical Oxygen Demand), BOD (Biological Oxygen Demand) and other parameters before discharge.

Since wastewater discharge largely depends on the amount of freshwater that the Group consumed, the Group adopts effective measures to reduce its water consumption in daily operations, which are further described in the section A.2 Use of Resources.

Hazardous wastes

The hazardous wastes disposed of by the Group were principally comprised of iron oxide and waste mineral oil from gas pipe installation. The Group implements clear protocol which details the proper handling procedures of hazardous waste at each stage to ensure the secure management of hazardous waste. All hazardous wastes are collected, treated and disposed of by authorised professional organisations. In FY2022, the Group did not generate or record any significant amount of hazardous waste.

V. 環境責任 (續)

A.1 排放物 (續)

固體廢棄物及廢水 (續)

無害廢棄物 (續)

同時，本集團於回顧年內排放的廢水主要包括辦公室商業廢水及管道安裝作業產生的工業廢水。辦公生活污水直接排入下水道，而工業廢水則經科學處理，在確保達到有關懸浮固體濃度、COD（化學需氧量）、BOD（生物需氧量）及其他參數的法定要求後排放。

由於廢水排放主要取決於本集團消耗的淡水量，本集團已採取有效措施減少日常營運用水量，有關實踐將在下一個章節A.2資源使用中進一步描述。

有害廢棄物

本集團所棄置的有害廢棄物主要包括天然氣管道安裝活動中產生的氧化鐵及廢礦物油。為確保有害廢棄物的安全管理，本集團建立明確的政策並嚴格監控其執行，詳細要求每個階段的正確處理程序。所有有害廢棄物均由授權的專業機構收集、處理和處置。於二零二二財年，本集團未產生或記錄任何大量有害廢棄物。



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V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.1 Emissions (Continued)

Noise

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

In compliance with the Law of the People's Republic of China on Prevention and Control of Pollution from Environmental Noise (《中華人民共和國環境噪音污染防治法》) and other applicable regulations, the Group enacts a series of noise control measures and assigned dedicated personnel to carry out regular inspections of equipment to address any malfunctions, thus avoiding excessive noise. Noise-proof equipment room is also in place in avoidance of noise pollution.

In FY2022, the Group did not receive any substantial complaints or fines related to noise emissions from its neighbourhood nor the authorities.

A.2 Use of Resources

In FY2022, the primary resources consumed by the Group were electricity, water, diesel, gasoline and paper. Due to its business nature, the use of packaging materials was not material to the Group's operations. Table E2 in the chapter APPENDIX – PERFORMANCE TABLE illustrates the amount of different resources used by the Group in FY2022.

V. 環境責任 (續)

A.1 排放物 (續)

噪音

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

為遵守《中華人民共和國環境噪聲污染防治法》及其他適用法規，本集團採取了一系列噪音控制措施，並指派專職人員對設備進行定期檢查以解決任何故障，從而避免產生大量的噪音。本集團亦安裝了隔音設備，以杜絕噪音污染。

於二零二二財年，本集團未從其周邊地區或相關部門收到任何與噪音排放相關的實質性投訴或罰款。

A.2 資源使用

於二零二二財年，本集團消耗的主要資源為電力、水、柴油、汽油和紙張。由於其業務性質，包裝材料的使用對本集團的營運並不重要。於附錄一績效表一表E2載明本集團於二零二二財年使用的不同資源總量。

V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.2 Use of Resources (Continued)

Electricity

The Group's consumption of electricity mainly came from the daily operation in the offices and working sites. In FY2022, the total electricity consumption of the Group amounted to 177.29 kWh'000 with an intensity of 2.95 kWh'000/employee. During the year under review, a drastic surge of 83% in total electricity usage was recorded, with the electricity consumption of the Group' natural gas business in Yichang, PRC soaring from previous year's consumption, which was mainly caused by the rebound of business in the post pandemic era as well as the relief in the government's "Energy Consumption and Intensity Dual Control Measures" (能耗雙控措施).

Notwithstanding that, the Group endeavours to reducing its electricity consumption in adherence to its electricity-saving principles. Ensuring that all subsidiaries and departments of the Group act according to the principle, the Group has enacted a series of practices to manage its electricity consumption:

- Switch off all idling electrical appliances such as air-conditioners, computers, printers and lights before leaving work every day;
- Adopt temperature control for air-conditioners and maintain constant indoor air temperature of 25 – 26°C;

V. 環境責任 (續)

A.2 資源使用 (續)

電力

本集團的電力消耗主要來自辦公室及工作場地的日常運作。於二零二二財年，本集團的總用電量為177.29千個千瓦時，強度為2.95千個千瓦時／員工。於回顧年度內，本集團的總用電量激增83%，其中位於中國宜昌的天然氣業務用電量較去年大幅飆升，主要由於後疫情時代的業務回升，以及政府放寬「能耗雙控措施」所致。

儘管如此，本集團堅持其節電原則，致力減少用電量。為確保本集團各子公司和部門按原則辦事，本集團制定了一系列用電管理措施：

- 每天下班前關閉所有閒置的電器，例如空調、電腦和照明燈；
- 採取空調溫度控制，保持室內空氣溫度恆定在25-26°C；



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V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.2 Use of Resources (Continued)

Electricity (Continued)

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

As of the end of FY2022, all artificial lightings in the Group’s offices were replaced by energy efficient LED lights so as to further its steps in electricity conservation.



V. 環境責任 (續)

A.2 資源使用 (續)

電力 (續)

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

截至二零二二財年末，本集團辦公室的所有人工照明均已更換為節能LED燈，以進一步推進節約電力。

V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.2 Use of Resources (Continued)

Other energy resources

With enhanced data collection method this year, the Group expands its data collection depth and adds diesel consumption in its analysis. In FY2022, 2,402 litres of diesel was used by the natural gas business as stationary combustion fuel. Meanwhile, gasoline was mainly used by the Group for transportation purposes during the year under review. In FY2022, 7,622 litres of gasoline was consumed by the Group, which was 54% less than that of FY2021.

Reckoning the adverse environmental impacts of fossil fuel consumption, the Group has been committed to controlling its use of liquid fossil fuels through various ways and dedicated to the application of cleaner alternatives that are more environmentally friendly. In view of this, the Group will continue its endeavours to enhance the energy efficiency of its vehicles and machines, as well as exploring the opportunities to accelerating to the use of new energy.

V. 環境責任 (續)

A.2 資源使用 (續)

其他能源

由於本年度本集團提升了數據收集方法，本集團擴大了數據收集深度，並在分析中加入了柴油的消耗量。於二零二二財年，天然氣業務使用了2,402升柴油作為固定燃燒燃料。同時，本集團於回顧年度內主要使用汽油作運輸用途。於二零二二財年，本集團消耗7,622升汽油，較二零二一財年減少54%。

考慮到化石燃料消耗對環境的不利影響，本集團一直致力於通過多種方式控制液體化石燃料的使用，並致力於應用更清潔、更環保的替代品。有鑑於此，本集團將繼續致力提升其車輛及機器的能源效益，並探索加速使用新能源的機會。



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V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.2 Use of Resources (Continued)

Water

Operations of the Group's natural gas business depends on having enough available fresh water for filter cleansing and examination of facilities during gas station operations. As the Group obtained water from the municipal supplies, the Group did not face any problems in sourcing water for its fit purposes in FY2022. During the year under review, the Group used 471 m³ of water, which was 28% less than that in previous year. The drop was mainly contributed by the concerted efforts of the Group's staff in conserving water resources. The Group will continue its efforts in improving its utilisation efficiency of water resources through the following approaches:

- Raise staff's awareness on "Water Conservation" providing regular education program;
- Set quotas and targets for water consumption to urge staff to save water;
- Conduct regular leakage inspections in the water supply system and immediately fix any spotted damages;
- Adjust the water supply according to the seasonal temperature change; and
- Emphasise the reuse of water through better treatment of onsite wastewater for the irrigation of the surrounding farms.

Understanding that water issues are site-specific, since January FY2022, the Group has installed a pair of flow controllers at the office water taps to put water conservation into practice.

V. 環境責任 (續)

A.2 資源使用 (續)

水

在本集團的天然氣業務中，水主要用於加氣站營運期間的過濾器清潔及設施檢查。由於本集團從市政供水中獲取水資源，本集團在二零二二財政年度在求取適用水源上未遇到任何問題。於回顧年度內，本集團用水量為471立方米，較上年減少28%。下降主要是由於本集團員工齊心協力節約水資源所致。本集團將繼續通過以下方式提高水資源利用效率：

- 透過定期教育計劃提高員工對「節約用水」的意識；
- 設定用水限制的配額和目標，以敦促員工節水；
- 定期檢查供水系統中的洩漏問題，並及時修復發現的損壞；
- 根據季節溫度變化調節供水；以及
- 通過對廢水進行更好的現場處理強調水資源的重用，將其用於周圍農場的灌溉。

本集團明白用水問題因地而異，因此，自二零二二財年一月起，本集團在辦公室水龍頭安裝了一對節流器，以實踐節約用水。

V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.2 Use of Resources (Continued)

Paper

Paper was mostly used in the Group for its administrative work. In FY2022, the Group consumed around 140 kg of paper, which is 15% less than that of FY2021 given the concerted effort of all staff in regulating paper use practices and reducing the consumption of paper-made products. To further keep down the consumption of paper and other paper-made products, the Group has implemented a series of effective internal measures to regulate office operations and other business practices, including but not limited to:

- Feature a paperless working environment by providing digital options for file storage, communication and sharing of information;
- Set printers to duplex and economical modes by default;
- Reuse single-sided printed paper;
- Prioritise recycled paper during procurement; and
- Collect and recycle all waste paper generated in office operations.

V. 環境責任 (續)

A.2 資源使用 (續)

紙張

本集團消耗的紙張主要用於行政工作。於二零二二財年，本集團消耗的紙張量為140千克，較二零二一財年減少15%，主要由於本集團全體員工齊心規範用紙習慣及減少紙製品的消耗。為進一步減少紙張及其他紙製品的消耗，本集團實施了一系列有效的內部措施來規範辦公室運作及其他業務實踐，包括但不限於：

- 通過使用電子方式進行文件存儲、通信和信息共享，打造無紙化工作環境；
- 將打印機默認設置為雙面打印模式和經濟模式；
- 重複使用單面打印紙；
- 優先採購再生材料製成的紙張；以及
- 收集並回收辦公室運作中產生的廢紙。



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V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.3 The Environment and Natural Resources

As one of the leading enterprises in natural gas business, the Group is committed to operating in an environmentally responsible manner and in compliance with applicable environmental requirements. In FY2022, the relatively significant environmental impacts caused by the Group were the GHG emissions arising from the consumption of fossil fuels and electricity. To achieve a minimal environmental footprint during business operations, the Group launched proactive initiatives to continuously improve its environmental performance during operations.

Biodiversity

Committed to biodiversity preservation, the Group integrates biodiversity considerations into its planning, decision making and operation processes. To protect wild plants and animals, the Group supports local biodiversity through balancing its business needs with stewardship of sensitive habitats and abide by application laws and regulations. Adhering to the mitigation hierarchy, the Group focuses on the avoidance of impacts and will consider restorations and offsets where applicable. In the future, the Group will benchmark the leading practices in the industry, such as the implementation of the right-of-way vegetation management in pipeline installation, restoration and overcoming business challenges through natural-based solutions.

V. 環境責任 (續)

A.3 環境及天然資源

作為天然氣業務的領先企業之一，本集團致力於以對環境負責的方式經營並遵守適用的環境要求。於二零二二財年，本集團對環境造成的相對重大影響是由化石燃料和電力消耗所產生的溫室氣體排放。為盡量減少業務營運期間的環境足跡，本集團積極採取措施，持續改善營運期間的環境績效。

生物多樣性

本集團致力於保護生物多樣性，並將生物多樣性考量納入其規劃、決策和營運過程。為保護野生動植物，本集團通過平衡其業務需求與敏感棲息地的管理，並遵守適用的法律法規來支持當地的生物多樣性。根據緩解等級，本集團將重點放在避免影響上，並將在適當的情況下考慮修復和補償。展望未來，本集團將以行業領先實踐為標準，例如在管道安裝中開展合適的植被管理、恢復生態，以及盡量使用基於自然的解決方案來克服業務上的挑戰。

V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.3 The Environment and Natural Resources (Continued)

Employee engagement

Striving for a healthier planet, the Group spares no effort in promoting the idea of “green lifestyle” and “green workplace” across the organisation. In addition to sending regular reminders to raise employees’ awareness on resources conservation, waste paper recycling programme was also piloted in the Hong Kong office of the Group. Used paper and envelopes are collected, stored and brought to the Wan Chai Recycling Station at the end of the working week.

V. 環境責任 (續)

A.3 環境及天然資源 (續)

僱員參與

為打造更健康的地球，本集團致力於在整個企業內推廣「綠色生活方式」和「綠色工作場所」的理念。除了定期發出提醒以提高員工對資源節約的意識外，本集團的香港辦事處亦試行廢紙回收計劃。員工收集並存放已使用的紙張和信封，在每個工作週結束時送往綠在灣仔回收站。用過的信封會被收集、儲存，並在工作周結束時運往灣仔回收站（綠在灣仔）。





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V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.3 The Environment and Natural Resources (Continued)

Targets and actions

In FY2021, the Group set a series of short-term environmental targets to push itself towards more environmentally friendly operating models. In FY2022, most of the targets were achieved. To take further actions, the Group has carefully reviewed its past and current performance, and set more specific targets for some of the aspects. The Group believes that setting an indefinite short-term target for efficiency enhancement on a yearly basis is more appropriate at this moment.

V. 環境責任 (續)

A.3 環境及天然資源 (續)

目標及行動

於二零二一財年，本集團制定了一系列短期環境目標，以推動自身邁向更環保的營運模式。於二零二二財年，這些目標大部分經已實現。為採取進一步行動，本集團已仔細檢討過往及現時的表現，並為不同層面訂下更具體的目標。本集團相信，現時設定一個無定限的短期目標以每年提高效率更為合適。

Areas 層面	Targets 目標	Progress & Actions 進展與行動
Air Emissions 廢氣排放	The amount of air pollutants emitted per employee in FY2023 should be lower than the corresponding intensity in FY2022. 二零二三財年，每員工的空氣污染物排放量應低於二零二二財年之相應密度。	In FY2022, the intensities of the Group's air emissions (SOx, NOx and PM) decreased drastically by 62%, 68% and 54% respectively, which achieved last year's target. 於二零二二財年，本集團的廢氣排放 (SOx、NOx和PM) 密度分別大幅下降62%、68%和54%，實現了去年的目標。 To continue with its targets, the Group will focus on reducing unnecessary business travel and managing vehicle uses by upgrading vehicles with higher energy efficiency. 為繼續實現其目標，本集團將專注於減少不必要的商務旅行，並通過升級具有更高能源效益的車輛來管理車輛使用程度。

V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.3 The Environment and Natural Resources (Continued)

Targets and actions (Continued)

Areas 層面	Targets 目標	Progress & Actions 進展與行動
GHG Emissions 溫室氣體排放	<p>The amount of GHG emitted per employee in FY2023 should be lower than the corresponding intensity in FY2022.</p> <p>二零二三財年，每員工的溫室氣體排放量應低於二零二二財年之相應密度。</p>	<p>In FY2022, a slight 7% increase was found in the intensity of the Group's total GHG emissions.</p> <p>於二零二二財年，本集團溫室氣體排放總密度略為增加7%。</p> <p>To further lower its GHG emissions, the Group will continue its focus on carbon mitigation through maximising production efficiency, optimising transportation route and promoting resources conservation during operations.</p> <p>為進一步降低溫室氣體排放，本集團將繼續專注於通過最大限度地提高生產效率、優化運輸路線和在營運過程中促進資源節約來減少碳排放。</p>
Water and wastewater 水及廢水	<p>The amount of water consumed and wastewater discharged per employee in FY2023 should be lower than the corresponding intensities in FY2022.</p> <p>二零二三財年，每員工的用水量和廢水排放量應低於二零二二財年之相應密度。</p>	<p>In FY2022, the intensity of water consumed and wastewater discharged by the Group decreased by 40%, which achieved last year's target.</p> <p>於二零二二財年，本集團耗水量和廢水排放密度下降了40%，實現了去年的目標。</p> <p>To seek these targets, the Group will continue its water conservation education among staff, conduct leakage test regularly and enhance the reuse of domestic wastewater whenever possible.</p> <p>為達成這些目標，本集團將繼續教育員工節約用水，定期進行滲漏測試，並盡量加強污水的再利用。</p>

V. 環境責任 (續)

A.3 環境及天然資源 (續)

目標及行動 (續)



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V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.3 The Environment and Natural Resources (Continued)

Targets and actions (Continued)

Areas 層面	Targets 目標
Paper 紙張	<p>The amount of paper used per employee in FY2023 should be 10% lower than the corresponding intensity in FY2022.</p> <p>二零二三財年，每員工的紙張消耗量應比二零二二財年之相應密度減少10%。</p>
Electricity 電力	<p>The amount of electricity used per employee in FY2023 should be 10% lower than the corresponding intensity in FY2022.</p> <p>二零二三財年，每員工的電力消耗量應比二零二二財年之相應密度減少10%。</p>

V. 環境責任 (續)

A.3 環境及天然資源 (續)

目標及行動 (續)

Progress & Actions 進展與行動
<p>In FY2022, the intensity of paper usage dropped by 29% as compared to the previous year, which achieved last year's target.</p> <p>二零二二財年的紙張使用密度較去年下降29%，達到去年目標。</p> <p>To take a further step, the Group will continue its endeavours in encouraging reuse of office supplies, recycling office paper waste and prioritising the procurement of eco-friendly paper.</p> <p>為更進一步保護環境，本集團將繼續致力鼓勵重複使用辦公用品、回收辦公廢紙及優先採購環保紙張。</p>
<p>In FY2022, the intensity of electricity consumption rose by around 52%, mainly due to the surge in electricity consumption of the natural gas business in the PRC.</p> <p>於二零二二財年，本集團的用電密度上升約52%，主要由於中國天然氣業務用電量激增所致。</p> <p>Notwithstanding that, the Group will continue its efforts on strengthening the electricity conservation work among staff, prioritising energy efficient equipment during procurement and switching off idling electrical appliances.</p> <p>儘管如此，本集團將繼續鼓勵員工節約用電工作，優先採購節能設備，關掉閒置電器。</p>

V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.3 The Environment and Natural Resources (Continued)

Targets and actions (Continued)

Areas
層面

Targets
目標

Progress & Actions
進展與行動

Diesel and
gasoline
柴油及汽油

The amount of diesel and gasoline used per employee in FY2023 should be lower than the corresponding intensity in FY2022.
二零二三財年，每員工的柴油機汽油用量應低於二零二二財年之相應密度。

In FY2022, the intensity of gasoline use dropped by 62% which achieved last year's target. Meanwhile, the consumption of diesel was newly added in FY2022 therefore no target progress can be summarised.

於二零二二財年，本集團的汽油使用密度下降了62%，實現了去年的目標。同時，本集團於二零二二財年新增柴油消耗量，因此無法總結目標進展。

To strive for its targets, the Group will keep on actively control vehicle fuel consumption through promoting good driving habits, maintaining vehicles regularly, encouraging staff to take public transport as well as adopting digital tools to avoid unnecessary travelling.

為達致目標，本集團將繼續積極控制其車輛油耗，包括推廣良好駕駛習慣、定期保養車輛、鼓勵員工乘坐公共交通工具、以及採用數碼工具代替不必要的出行。

V. 環境責任 (續)

A.3 環境及天然資源 (續)

目標及行動 (續)



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V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.4 Climate Change

The Group has long realised the urgency of climate change and have worked to help address the challenge. Meanwhile, the Group also reckons the importance of providing transparency on its approach to managing climate-related issues across its operations.

Management Approach

As describe in the chapter APPROACH TO SUSTAINABILITY, the Board of the Group has responsibility for overall risk oversight. Apart from that, an advisory panel with relevant professionals is also established to ensure that any optimisation of its management measures can help the Group to become more resilient to climate change.

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

V. 環境責任 (續)

A.4 氣候變化

本集團一直明白氣候變化的緊迫性，並致力於應對此挑戰。同時，本集團意識到透明地披露其營運中管理氣候相關事宜的方法是十分重要的。

管理方法

正如可持續發展方向章節中所述，本集團董事會負責全面的風險監督。此外，本集團亦成立了由相關專業人士組成的顧問小組，以確保其任何管理措施的優化都能幫助本集團提高對氣候變化的適應能力。

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

V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.4 Climate Change (Continued)

Climate Risks and Opportunities

The Group is committed to providing its stakeholders with more information of its approach and performance on climate-related issues. As such, a summary of the Group's response to the Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) is disclosed below.

Risk 風險

Physical Risk
實體風險

- Increase in severity and frequency of extreme events such as storms, typhoons and flood
- 風暴、颱風和洪水等極端事件的嚴重程度和頻率增加

Potential Impact 潛在影響

The more frequent and more intense acute weather events may damage the Group's facilities and equipment, impede normal business operations and increase costs to insure its assets.

更頻繁和更強烈的急性天氣事件可能會損壞本集團的設施和設備，阻礙正常的業務營運，並增加其資產的保險成本。

For instance, intense storms may degrade transportation infrastructures and thus leading to unstable supply chain.

例如，強烈的風暴可能會破壞交通基礎設施，從而導致供應鏈不穩定。

V. 環境責任 (續)

A.4 氣候變化 (續)

氣候風險與機遇

本集團致力於向其利益相關者披露更多有關其在氣候相關事宜上的方針和表現。因此，本集團響應氣候相關財務披露工作組(TCFD)的建議，在下表中總結了氣候相關的披露。



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V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.4 Climate Change (Continued)

Climate Risks and Opportunities (Continued)

Risk 風險

Transition Risk
轉型風險

- New environmental regulations and more aggressive emission requirements may come into place
- 新的環境法規和更嚴格的排放要求有機會出臺
- Development of the emerging technologies may increase the operating cost due to unexpected performance
- 新興技術的發展可能會因為意想不到的性能問題而增加營運成本
- Uncertain market signals towards clean energy may negatively impact the Group's access to capital
- 市場對清潔能源方面的不確定訊號可能會對本集團融資產生負面影響

Potential Impact 潛在影響

Operating cost is expected to rise in response to the rippled effect brought by more straightened regulations. 為應對更嚴格監管帶來的連鎖反應，營運成本預計將會上升。

While the new technologies invested has the risks of not being economically or technically feasible or do not work as expected, the expenses in these areas may not receive financial return as expected. 投資的新技術存在經濟或技術上不可行或無法按預期工作的風險，這些領域的支出可能無法獲得預期的財務回報。

With unstable global natural gas supply, there are chances that the market may eliminate the reliance on natural gas by investing more on renewable electricity. The Group will be exposed to risks related to its natural gas business if there are significant hurdles in the market development. 由於全球天然氣供應不穩定，市場有可能通過加大對可再生能源的投資來消除對天然氣的依賴。如果市場發展遇到重大障礙，本集團將面臨與天然氣業務相關的風險。

V. 環境責任 (續)

A.4 氣候變化 (續)

氣候風險與機遇 (續)

V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.4 Climate Change (Continued)

Climate Risks and Opportunities (Continued)

Opportunity

機遇

Over the new few decades, energy systems are expected to change dramatically to meet local, national and global climate goals. Decarbonization of sectors such as power generation means higher demand of clean fuels including natural gas.

在未來的年代，能源系統預計將發生巨大變化，以滿足當地、國家和全球的氣候目標。發電等行業的脫碳意味著對天然氣在內的潔淨燃料有更高需求。

Since the Group considered the potential impacts not significant or requiring immediate concern, the Group is now taking time to develop management measures regarding the potential impacts identified so as to ensure that the impacts can be properly addressed.

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

V. 環境責任 (續)

A.4 氣候變化 (續)

氣候風險與機遇 (續)

Potential Impact

潛在影響

Increased stakeholder environmental concerns and shifts in market preferences as guided by the “coal-to-gas” project of the government may boost the Group's business growth with natural gas pipeline installation as its major business.

利益相關者對環境的關注增加，以及在政府「煤改氣」項目引導下市場偏好的轉變，可能會推動本集團以天然氣管道安裝為主營業務的業務增長。

由於本集團認為潛在影響不重大或無需即時關注，本集團現正逐漸就已識別的潛在影響制定管理措施，以確保妥善處理上述的潛在影響。

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



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VI. SOCIAL RESPONSIBILITY

EMPLOYMENT AND LABOUR PRACTICES

B.1 Employment

Valuing its people and regarding them as the key to attaining the Group's long-term success, the Group is committed to creating a workplace where everyone can thrive, feel respected and engaged. Living its values of equity and inclusion, the Group's strives to maintain a supportive environment that elevates every employee's unique background and voice, while enabling them career development opportunities with rewards.

As of the end of FY2022, there were a total of 60 full-time employees, of which the male to female ratio is 62%: 38%. For more detailed data about the Group's employees by categorisation, please refer to Table S3 in APPENDIX – PERFORMANCE TABLE.

Law compliance

In FY2022, the Group abided by the applicable laws and regulations in Hong Kong and the PRC that were material to the Group's business, including but not limited to:

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

Relevant internal employment policies are consistently updated and revised by the Group's Human Resources Department to ensure the Group's employment practices are in line with the latest laws and regulations.

VI. 社會責任

僱傭及勞工常規

B.1 僱傭

本集團重視員工並將他們視為實現集團長期成功的關鍵，因此，本集團致力於創造一個讓每個人都能茁壯成長、感到受尊重和投入的工作場所。本著公平和包容的價值觀，本集團努力維持一個充滿支持的環境，維護每位員工的獨特背景和發言權，同時為他們提供職業發展機會和獎勵。

截至二零二二財年末，本集團共有60名全職員工，其中男女比例為62%：38%。有關本集團員工分類的更多詳細資料，請參閱附錄－績效表－表S3。

法律合規

於二零二二財年，本集團遵守香港及中國適用及對本集團業務重要的法律及法規，包括但不限於：

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

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

VI. SOCIAL RESPONSIBILITY (Continued)

EMPLOYMENT AND LABOUR PRACTICES (Continued)

B.1 Employment (Continued)

Recruitment and promotion

Acquiring and retaining talents is a priority for the Group. The Group offers fair remuneration packages based on the candidates' performance, personal attributes, job experiences and career aspiration, while also seeks to provide competitive levels of compensation and benefits as benchmarked against its peers.

The Group generally makes use of online recruitment platforms to search for competent candidates. In FY2022, the Group posted recruitment information on JobsDB, which is one of the largest recruitment platform. In case where there are no suitable candidates identified, the Group will consider the option of Employment as Professionals in Hong Kong. The Group's Human Resources Department is responsible for ensuring that all recruitment and promotion processes are carried out in a fair and open manner.

To ensure that those employees who have consistently demonstrated strong capability are properly recognised by the Group, performance appraisal and counselling are conducted at least once a year by the Department Heads and Directors. Especially for those employees who have outstanding performance in the areas of business growth and operational excellence, the Group takes proactive initiatives to offer them with promotion opportunities.

VI. 社會責任 (續)

僱傭及勞工常規 (續)

B.1 僱傭 (續)

招聘及晉升

吸納和留住人才是本集團的首要任務。本集團根據應聘者個人表現、個人特色、工作經驗和職業志向提供公平、具競爭力的薪酬待遇，同時致力提供與同業相比具競爭力的薪酬及福利。

本集團一般利用網上招聘平台物色合資格人選。於二零二二財年，本集團在最大招聘平台之一的JobsDB發布招聘信息。倘若未能物色到合適人選，本集團會考慮聘用專業人士來港就業。本集團的人力資源部負責確保所有招聘和晉升流程均以公平、公開的方式進行。

為確保持續表現出強大能力的員工得到本集團的適當認可，部門主管和董事至少每年進行一次績效評估和輔導，特別是對於在業務增長和卓越營運方面表現突出的員工，本集團積極主動地為他們提供晉升機會。



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VI. SOCIAL RESPONSIBILITY (Continued)

EMPLOYMENT AND LABOUR PRACTICES (Continued)

B.1 Employment (Continued)

Remuneration, compensation and dismissal

The Group specifies its internal policy regarding remuneration and compensation in its Employee Handbook, in which, has clearly stipulated that monthly salary is provided at the end of each month, while annual bonus is given at the end of each year with directors' approval. Any overtime work is compensated upon the approval of supervisors and Department Heads.

The Group benchmarks the standard of local market, inflation rate and profitability of the Group, to review and adjust the compensation packages for employees on a regular basis with respect to their past performance, efforts and contribution to the Group.

Meanwhile, the Group ensures that all dismissals are fair, legitimate and strictly abided by the relevant policies and regulations. For those who have poor working performance despite guidance and instructions, verbal warning will be issued followed by written warning letters. For those who repetitively make the same mistakes and remain untamed despite receiving warning letters, the Group will terminate the employment contract based on reasonable and lawful grounds according to its internal policies and all relevant laws and regulations. During the year under review, the employee turnover rate of the Group was 26.7%. More detailed breakdown of the turnover data can be found at Table S4 in the APPENDIX – PERFORMANCE TABLE.

VI. 社會責任 (續)

僱傭及勞工常規 (續)

B.1 僱傭 (續)

薪酬、補償及解僱

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

本集團以整體市場情況、通脹率及本集團的盈利能力為基準，並根據員工的過往表現、努力及對本集團的貢獻，定期進行薪酬審查和薪金調整。

同時，本集團確保所有解僱均公平、合法並嚴格遵守相關政策法規。對於在指導和指示下工作表現仍然不達標的員工，本集團會在發出警告信之前先進行口頭警告。對於屢次犯同樣錯誤的員工，本集團將嚴格根據其內部政策和所有相關法律法規，在合理和合法的基礎上終止僱傭合同。於回顧年度，本集團的員工流失率為26.7%。更多詳細的員工流失率數據細項請參閱附錄—績效表—S4。

VI. SOCIAL RESPONSIBILITY (Continued)

EMPLOYMENT AND LABOUR PRACTICES (Continued)

B.1 Employment (Continued)

Working hours and rest periods

In accordance with the local employment laws and regulations, including “Provisions of the State Council on Employees’ Working Hours” (《國務院關於職工工作時間的規定》), the employee working hours and rest period are set and listed in the employment contract. To further monitor the working hours of its people, employees are required to report duty every day and record their working hours on the time sheet whenever necessary.

On top of basic paid annual leave and statutory holidays, employees are also entitled to additional leave benefits such as examination/study leave, sick leave, marriage leave, maternity/paternity leave and consolation leave.

Equal-opportunity, diversity and anti-discrimination

As an ongoing effort on the pursuance of equal-opportunity, diversity and anti-discrimination, the Group strives to create a fair, respectful and inclusive working environment, where a strong sense of belongings lead to better collaboration and business performance. As such, the Group makes decisions in hiring, training, promotion opportunities, dismissal and retirement policies based on factors irrespective of its employees’ age, sex, marital status, pregnancy, family status, disability, race, colour, descent, national or ethnic origins, nationality, religion or any other non-job-related factors.

VI. 社會責任 (續)

僱傭及勞工常規 (續)

B.1 僱傭 (續)

工作時數及假期

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

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

平等機會、多元及反歧視

本集團為追求平等機會、多元化和反歧視作出持續努力，致力營造公平、尊重和包容的工作環境，並堅信強烈的歸屬感能帶來更好的協作和業務績效。因此，本集團在作出僱用、培訓、晉升機會、解僱和退休政策的決定時，不受其僱員的年齡、性別、婚姻狀況、懷孕、家庭狀況、殘疾、種族、膚色、血統、民族或人種、國籍、宗教或任何其他與工作無關的因素影響。



環境、社會及管治報告

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VI. SOCIAL RESPONSIBILITY (Continued)

EMPLOYMENT AND LABOUR PRACTICES (Continued)

B.1 Employment (Continued)

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

Championing diversity, the Group strictly prohibits any kind of discrimination, harassment, bullying or any form of abusive behaviour. Stringent internal policies and frameworks are clearly stipulated in the Code of Conduct, which requires its staff to respect others.

Employees are encouraged to report any concerns regarding workplace discrimination or harassment to Department Heads and Directors with written statements and evidence. Any non-compliance with the equal opportunities policies will be handled with disciplinary actions without hesitation. The Group takes any complaint amounting to a criminal offence seriously.

Benefits and welfare

In addition to physical health, the well-being of employees is also of paramount importance to the Group. As such, the Group maintains ongoing dialogue with its people through email and instant messages to understand their thoughts. To holistically support the physical, emotional and financial wellness of its staff, the Group provides basic medical insurance, allowances, as well as various activities and meal gatherings for employees. During the year under review, although the Group was not able to organise any team activities due to the social distancing restrictions under the pandemic, meals, drinks and treats were still arranged for its staff to show support during the stressful or overwhelming times.

VI. 社會責任 (續)

僱傭及勞工常規 (續)

B.1 僱傭 (續)

平等機會、多元及反歧視 (續)

本集團倡導多元化，嚴禁任何形式的歧視、騷擾、霸凌或任何形式的辱罵行為。「行為守則」中明確規定了嚴格的內部政策和框架，要求所有員工都應尊重他人。

本集團鼓勵員工舉報在工作中遭遇的任何歧視或騷擾。員工可以以書面聲明和證據向部門負責人和執行董事報告。任何不遵守平等機會政策的行為都將受到紀律處分。本集團會嚴肅對待所有涉及刑事犯罪的任何投訴。

福利待遇

除身體健康外，員工的福祉對本集團亦極為重要。因此，本集團通過電子郵件和即時通訊軟件與員工保持對話，以了解他們的想法。為全面支持員工的身心及財務健康，本集團為員工提供基本醫療保險、津貼以及各種活動和聚餐。於回顧年度內，雖然本集團因疫情下的社交距離限制而未能舉辦任何大型活動，但仍為員工安排了餐點、飲料和零食，以在壓力大的時候給予員工支持。

VI. SOCIAL RESPONSIBILITY (Continued)

EMPLOYMENT AND LABOUR PRACTICES (Continued)

B.1 Employment (Continued)

Benefits and welfare (Continued)

In FY2022, the Group was not in violation with relevant laws and regulations in relation to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, welfare and other benefits that have a significant impact on the Group.

B.2 Workplace Health and Safety

Anchored by its top priority, workplace health and safety remain foundational to the Group's operations. As part of its corporate commitment, the Group has spared no effort in maintaining a high standard of safety at all of the Group's facilities, and in particular, committed to addressing any exposure of its employees to occupational health and safety risks. As such, the Group has established and stringently implemented its internal safety and health policies in line with the relevant laws and regulations in the PRC during the year under review, including but not limited to:

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

VI. 社會責任 (續)

僱傭及勞工常規 (續)

B.1 僱傭 (續)

福利待遇 (續)

於二零二二財年，本集團在薪酬及解僱、招募及晉升、工作時數、假期、平等機會、多樣化、反歧視、福利及其他待遇方面，並未違反對其有重大影響的相關法律及規例。

B.2 工作場所的健康與安全

作為本集團的首要任務，工作場所的健康和安全是本集團營運的基礎。作為其企業承諾的一部分，本集團不遺餘力地在集團的所有設施中保持高安全標準，尤其致力於解決其員工面臨的任何職業健康和風險。因此本集團於回顧年度內已建立嚴格的內部安全與健康政策以符合中國相關法律法規，包括但不限於：

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



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VI. SOCIAL RESPONSIBILITY (Continued)

EMPLOYMENT AND LABOUR PRACTICES (Continued)

B.2 Workplace Health and Safety (Continued)

Upholding its safety-focused culture, the Group pays particular attention on the strengthening of its safety standard. To ensure that employees are empowered to take care of their own safety as well as the safety of others, the Safety Production Management System (《安全生產管理制度》), which encompasses around 30 different sets of safety management regulations, has been established, implemented and monitored by the Safety Committee to ensure measures are well in place with regard to the requirements of the latest regulations and industry practices.

To ensure all safety hazards and risks can be identified and mitigated in a timely manner, the Group stringently adheres to the principle of “Early detection, Early communication, and Early prevention” (早發現、早溝通、早預防), and implemented various internal measures, including:

- Gas Pipeline Safety Management System (《燃氣管道安全管理條例》);
- Safety Inspection System (《安全巡查制度》);
- The Safety Hazard Investigation and Management System (《安全隱患排查治理制度》);
- The Safety Management System for the Use of Pressure Vessels (《壓力容器使用安全管理制度》); and
- Notice for Station Entrance (《進站須知》).

VI. 社會責任 (續)

僱傭及勞工常規 (續)

B.2 工作場所的健康與安全 (續)

秉持以安全為本的文化，本集團特別注重強化其安全標準。為確保員工有能力照顧自己和他人的安全，本集團建立了包含約30套不同安全管理法規的「安全生產管理制度」，由安全委員會實施和監督，以確保其構建的管理系統符合最新法規和行業慣例的要求。

為確保及時發現和化解所有安全隱患和風險，本集團嚴格遵循「早發現、早溝通、早預防」的原則，實施各項內部措施，包括：

- 《燃氣管道安全管理條例》;
- 《安全巡查制度》;
- 《安全隱患排查治理制度》;
- 《壓力容器使用安全管理制度》; 以及
- 《進站須知》。

VI. SOCIAL RESPONSIBILITY *(Continued)*

EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

B.2 Workplace Health and Safety *(Continued)*

The Group has formulated standardised operational procedures, emergency response plan, specific duties and training requirements for the personnel handling pressure vessels, so as to minimise its employees' exposure to risks. Besides, to secure the safety of all personnel at the gas stations, the Group strictly forbids behaviours such as smoking, using facilities without permission, and the use of non-explosion-proof electronic equipment in the station.

The Group recorded zero work-related fatalities in the past three years, including the reporting year. During the year under review, the Group recorded zero work-related injuries and thus zero related workday losses. Aiming for zero accident rate, the Group will continue its reinforcement of safety inspections to guarantee all safety measures are in place.

In FY2022, the Group was not in violation of any of the relevant laws and regulations in relation to providing a safe working environment and protecting the employees from occupational hazards that have a significant impact on the Group.

VI. 社會責任 *(續)*

僱傭及勞工常規 *(續)*

B.2 工作場所的健康與安全 *(續)*

本集團制定了標準化的操作程序步驟、應急計劃、人員職責及培訓要求，務求將員工的風險敞口降至最低。此外，為保障加油站全體人員的安全，本集團嚴禁在加油站內吸煙、擅自使用設施、使用非防爆電子裝置等行為。

包括二零二二財年在內，本集團在過去三年記錄的與工作相關的死亡人數為零。於回顧年內，本集團錄得零宗工傷，而因工傷損失工作日數亦為零。本集團以零事故率為目標，將繼續加強安全檢查，確保各項安全措施到位。

於二零二二財年，本集團在提供安全的工作環境及保障僱員避免職業性危害方面，並為違反對本集團有重大影響的相關法律及規例。



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VI. SOCIAL RESPONSIBILITY *(Continued)*

EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

B.2 Workplace Health and Safety *(Continued)*

Responding to the pandemic

With another strike of the pandemic during the early 2022, the Group pays particular attention to maintaining the workplace hygiene and launched different responding measures in its operations across boundaries.

PRC:

Staying aligned with the pandemic prevention approach of the national and local government, employees were specially reminded of the importance of self-protection awareness through the popularisation of the prevention and control knowledge. Employees were also reminded to conduct nucleic acid testing in a timely manner according to local requirements, so as to achieve “early detection, early reporting, early isolation”, thereby ensuring that the virus was not spread in the workplace.

For operating sites that encountered lock down, video conferences were arranged to address the issues in a timely manner in case of any emergency arose.

VI. 社會責任 *(續)*

僱傭及勞工常規 *(續)*

B.2 工作場所的健康與安全 *(續)*

抗擊疫情

為應對二零二二年年初疫情的再次來襲，本集團特別注意維持工作場所衛生，並在不同地區的營運中推出不同的應對措施。

中國：

為配合國家和地方防疫工作，本集團通過普及疫情防控知識，特別提醒員工自我保護意識的重要性。本集團還提醒員工根據當地要求及時進行核酸檢測，做到「早發現、早報告、早隔離」，確保病毒不在工作場所傳播。

對於面臨封城或靜態管理的工作場所，本集團及時安排視頻會議，以處理可能出現的緊急情況。

VI. SOCIAL RESPONSIBILITY *(Continued)*

EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

B.2 Workplace Health and Safety *(Continued)*

Responding to the pandemic (Continued)

Hong Kong:

In view of the outbreak during early 2022, the Group arranged employees to work from home and entrusted professional cleaning companies to sanitise and disinfect the whole working area including the air conditioner and ventilation system.

VI. 社會責任 *(續)*

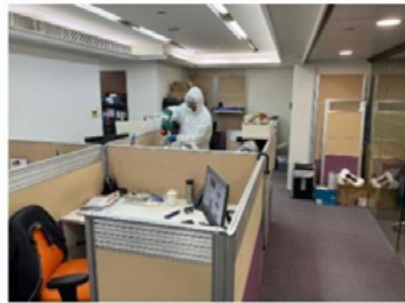
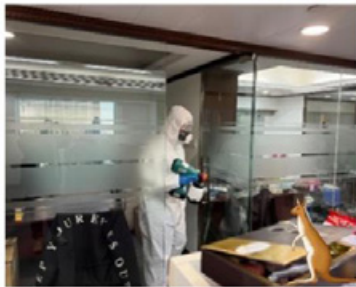
僱傭及勞工常規 *(續)*

B.2 工作場所的健康與安全 *(續)*

抗擊疫情 *(續)*

香港：

鑑於二零二二年初爆發的疫情，本集團安排員工在家工作，並委託專業清潔公司對整個工作區域進行清潔消毒，包括空調和通風系統。



CLEANING OF
OFFICE
辦公室消毒清潔



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VI. SOCIAL RESPONSIBILITY (Continued)

EMPLOYMENT AND LABOUR PRACTICES (Continued)

B.2 Workplace Health and Safety (Continued)

Responding to the pandemic (Continued)

Hong Kong: (Continued)

Meanwhile, the Group also ensured that the pandemic prevention resources were well stocked and ready for all colleagues and visitors to use. Supplies including Chinese medicine, face masks, rapid antigen test kits, hand sanitisers and alcohol wipes were in place for safeguarding the health and wellbeing for all.

VI. 社會責任 (續)

僱傭及勞工常規 (續)

B.2 工作場所的健康與安全 (續)

抗擊疫情 (續)

香港：(續)

同時，本集團亦確保防疫物資充足，供所有同事及訪客使用。中藥、口罩、快速抗原檢測試劑盒、洗手液和酒精濕巾等物資已準備妥當，以保障所有人的健康和福祉。



VI. SOCIAL RESPONSIBILITY *(Continued)*

EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

B.3 Development and training

The Group sees its employees as the driving force to its sustainable development, thereby attaching particular attention to talent cultivation and the development of its employees' skillsets. The Group provides opportunities and resources to expand employees' knowledge and skills while promoting an environment that supports individual and organisational mutual success.

The Group offers a development framework where mentorship and training are provided to new hires. On top of "on the job training", the Group also encourage employees to play an active role in their career development through exploring external training and professional qualification examinations opportunities to strengthen their skills in critical areas. Meanwhile, the Group often invites external organisations and experts to provide relevant training to its employees.

As part of the Group's endeavours to support employees' continuous learning, in FY2022, the Group arranged 291 hours of vocational training to 66.7% of its staff. For more information, please refer to the Table S5 and S6 in APPENDIX – PERFORMANCE TABLE.

Additionally, the Group highly values the continuous professional development of the directors and senior management. In the best interest of the Group, executive level training are arranged from time to time to support the executives to perform to the best of their capabilities and ensure quality leadership with good corporate governance practices.

VI. 社會責任 *(續)*

僱傭及勞工常規 *(續)*

B.3 發展與培訓

本集團視員工為可持續發展的動力，因此特別重視人才培養及員工技能發展。本集團提供機會和資源來擴展員工的知識和技能，同時促進支持個人和企業共同成功的環境。

本集團提供一個發展框架，為新員工提供指導和培訓。除「在職培訓」外，本集團亦鼓勵員工積極參與其職業發展，探索外部培訓及專業資格考試機會，加強關鍵領域的技能。同時，本集團亦經常邀請外部組織和專家為其員工提供相關培訓。

作為本集團努力支持員工持續學習的一部分，於二零二二財年，本集團為66.7%的員工安排了共291小時的職業培訓。有關職業培訓的詳細信息，請參閱附錄—績效表—表S5和S6。

此外，本集團亦高度重視董事及高級管理層的持續專業發展。為了本集團的最佳利益，本集團不時安排行政人員級別的培訓，以支持行政人員發揮其最佳能力，並通過良好的企業管治實踐確保優質領導。



環境、社會及管治報告

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VI. SOCIAL RESPONSIBILITY (Continued)

EMPLOYMENT AND LABOUR PRACTICES (Continued)

B.4 Labour Standards

Being a socially responsible enterprise, the Group respect human rights for all. In FY2022, the Group abided by the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), the Hong Kong Employment Ordinance and other related laws and regulations in its operating regions to prohibit any child and forced labour employment.

To combat illegal employment of child labour, underage workers and force labour, job applicants are required to provide valid identity documents to the Human Resource Department of the Group, including but not limited to their age and condition of stay, to ensure that they are lawfully employable prior to the confirmation of any employment. No worker is asked to relinquish their identification documents nor lodge deposits as a condition of employment. To further assure the Group's employment is aligned with the applicable laws and regulations, Human Resource Department is responsible for conducting reviews on staff roster and on-site inspection on personnel on a regular basis.

Once the Group identifies any cases against relevant labour laws, regulations or standards, the relevant employment contract will be immediately terminated and the relevant responsible employees will be disciplined accordingly. A report will also be made to the supervisory authority when the senior management considers it necessary.

In FY2022, the Group was in compliance with applicable laws and regulations in relation to the prevention of child and forced labour that have a significant impact on the Group.

VI. 社會責任 (續)

僱傭及勞工常規 (續)

B.4 勞工準則

作為一家具有社會責任感的企業，本集團尊重所有人的人權。於二零二二財年，本集團已遵守《中華人民共和國勞動法》、香港《僱傭條例》以及營運地區的其他相關法律法規，以禁止僱用任何童工及強迫勞工。

為打擊非法僱傭童工、未成年工及強迫勞工，求職者須向本集團人力資源部提供有效身份證明文件，包括但不限於年齡及逗留條件，以在確認聘請前確保其合法就業的資格。本集團禁止要求工人放棄其身份證明文件或存入押金作為僱傭條件。為進一步確保本集團的僱傭符合適用的法律法規，人力資源部負責定期對人員名冊進行審查，並對人員進行現場檢查。

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

於二零二二財年，本集團在防止童工及強制勞工方面，已遵守對本集團有重大影響的相關法律及規例。

VI. SOCIAL RESPONSIBILITY (Continued)

OPERATING PRACTICES

B.5 Supply Chain Management

The Group is committed to working with suppliers that bring sustainable solutions to the organisation. As such, the Group's supply chain management initiatives include evaluating risks in its procurement, enhancing the ways of supplier selection and developing strong standards as well as internal policies in managing its supply chain.

Supplier Engagement

The Group has clearly stipulated its standards on supplier selection in the Supplier Code of Conduct. The Operation Department is responsible for implementing supply chain assessment and select its supplier according to the criteria including the safety and reliability of gas supply, as well as the effective implementation of any environmental and safety management systems. To ensure the continual satisfactory performance of its suppliers, an annual review is conducted by the Operation Department against the approved supplier list. Suppliers who fail the assessment will be eliminated from the list and the collaboration will be terminated timely.

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

VI. 社會責任 (續)

營運慣例

B.5 供應鏈管理

本集團致力於與為企業帶來可持續解決方案的供應商合作。因此，本集團的供應鏈管理措施包括評估其採購風險、改善供應商選擇方式，並制定強而有力的標準及管理其供應鏈的內部政策。

供應商聘用

本集團在《供應商守則》中明確規定了供應商選擇標準。營運部負責實施供應鏈評估，並根據一系列標準選擇供應商，包括安全可靠的天然氣供應以及環境和安全管理體系的有效實施。營運部每年進行一次審查，以確保認可名單上的供應商表現令人滿意。未通過評審的供應商將被從合格供應商名單中刪除，且合作將立即終止。

本集團行政部持續監控供應商的表現及集團自身的供應鏈慣例，以確保所有供應商和承包商嚴格遵守相關法規並以環保的方式運作。為進一步保障供應鏈的產品質量，本集團要求所有供應商和承包商在與本集團的業務合作中遵守合同約定的條款，同時要求其每月提交一份「天然氣氣質檢驗報告」以進行審查。



環境、社會及管治報告

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VI. SOCIAL RESPONSIBILITY (Continued)

OPERATING PRACTICES (Continued)

B.5 Supply Chain Management (Continued)

Supplier Engagement (Continued)

To maintain an ongoing dialogue and solid business strategic partnership with its suppliers, the Group regularly engages them through digital means, and conducts on-site visits from time to time to share with them the industry best practices in pursuit of concerted efforts for long-term development.

Supply Chain Risk Management

To identify and minimise the social and environmental risks along its supply chain, the Group's supply chain management teams are responsible for due diligence and the identification of any non-conformance with relevant laws that seriously impact the Group. The Group requires all suppliers to adhere to its standards, which are specified in the multitude of agreements as part of the master agreement such as the Health, Safety and Environment (HSE) Contract. To manage compliance with these requirements, the Group encourages its suppliers to monitor and control potential social and environmental risks within the acceptable range under the national and industrial standards.

VI. 社會責任 (續)

營運慣例 (續)

B.5 供應鏈管理 (續)

供應商聘用 (續)

為與供應商保持持續對話和穩固的業務戰略夥伴關係，本集團定期通過電子方式與供應商接觸，並不時進行實地考察，與供應商分享行業最佳實踐，共同籌劃長遠發展。

供應鏈風險管理

為識別及減低供應鏈上的社會及環境風險，本集團的供應鏈管理團隊負責盡職調查和識別任何可能嚴重影響本集團的不符合相關法律的情況。本集團要求所有供應商遵守其標準，並已在主協議中，如健康、安全和環境(HSE)合同列明。為維持合規，本集團鼓勵其供應商監察和控制潛在的環境風險，確保達到國家和行業標準可接受的要求範圍。

VI. SOCIAL RESPONSIBILITY (Continued)

OPERATING PRACTICES (Continued)

B.5 Supply Chain Management (Continued)

Green Procurement

Operating at the intersection of the natural gas supply chain and the end-use customers, the Group is committed to making progress toward a cleaner energy future. Thus, the Group has incorporated the concept of environmental-protection into its decision-making process during the procurement. The Operation Department gives priority to source sustainable products such as pipelines for natural gas distribution and environmentally friendly office supplies including recycled paper. During the year under review, the Group's green procurement policy covered 100% of its key suppliers.

In FY2022, the Group had 8 major suppliers located in the PRC, which were the natural gas distributors (e.g. SINOPEC and PETROCHINA) and suppliers of raw materials for gas pipeline installation. The aforementioned supplier engagement and management policies apply to all suppliers of the Group and being implemented and monitored by the Operation Department and Administration Department of the Group.

VI. 社會責任 (續)

營運慣例 (續)

B.5 供應鏈管理 (續)

綠色採購

本集團在天然氣供應鏈和終端用戶的交匯處開展業務，致力於朝著潔淨能源的未來邁進。因此，本集團已將環保概念納入採購決策過程。營運部優先採購可持續產品，例如天然氣輸送管道和環保辦公用品（包括再生紙）。於回顧年度內，本集團綠色採購政策覆蓋100%主要供應商。

於二零二二財年，本集團在中國有8家主要供應商，分別為天然氣分銷商（如中石化及中石油）及輸氣管道安裝原材料供應商。上述供應商聘用及管理政策適用於本集團所有供應商，並由本集團營運部及行政部執行及監察。



環境、社會及管治報告

Environmental, Social and Governance Report

VI. SOCIAL RESPONSIBILITY (Continued)

OPERATING PRACTICES (Continued)

B.6 Product responsibility

Realising that natural gas is an important part of today's energy mix, the Group is committed to delivering reliable gas supply and related solutions to its customers. Knowing that its customers are increasingly looking for sustainable energy solutions, the Group has formulated various internal policies regarding quality, safety, customer rights and satisfaction to satisfy their demands.

Given the Group's business nature, the Group considers the advertising, product/service recall, intellectual property and labelling matters not material to the Group's operation, and thus not being discussed in this ESG report in application of the principle of materiality.

Quality and safety

With natural gas supply and pipeline installation business representing the major operations of the Group, the Group pays particular attention on the assurance of the quality and safety of its services while maintaining a stable gas supply.

Strictly implementing the Operation Manual, the Group operates and acts in accordance with the applicable laws and regulations, including but not limited to:

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

VI. 社會責任 (續)

營運慣例 (續)

B.6 產品責任

本集團意識到天然氣是當今能源結構的重要組成部分，致力於為客戶提供可靠的天然氣供應和相關解決方案。本集團了解其客戶正積極地尋求可持續能源解決方案，因此本集團制定了有關質量、安全、客戶權益和滿意度的各種內部政策，以滿足他們的需求。

鑑於本集團的業務性質，本集團認為廣告、產品／服務召回、知識產權和標籤事宜對本集團的營運不重要，因此根據重要性原則，本ESG報告並未就此進行討論。

質量與安全

天然氣供應及管道安裝業務是本集團的主營業務。本集團在保持穩定供氣的同時，注重服務質量和安全的保障。

本集團嚴格執行「操作手冊」，按照適用的法律法規進行經營和行事，包括但不限於：

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

VI. SOCIAL RESPONSIBILITY (Continued)

OPERATING PRACTICES (Continued)

B.6 Product responsibility (Continued)

Quality and safety (Continued)

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

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

VI. 社會責任 (續)

營運慣例 (續)

B.6 產品責任 (續)

質量與安全 (續)

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

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



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VI. SOCIAL RESPONSIBILITY (Continued)

OPERATING PRACTICES (Continued)

B.6 Product responsibility (Continued)

Quality and safety (Continued)

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

- Internal Gas-user Safety Management System (《用戶安全管理規程》) is in place to provide clear guidance for all aspects, from engineering design, construction and installation, completion confirmation, to ignition supply, management and maintenance and demolition
- Prior to the registration of users' premises, users are required to confirm their understanding of safe gas use, including the basic operation of natural gas, common gas accidents and response plans and emergency rescue hotlines
- The systematic inspection systems are set up to ensure any potential safety hazard present in households, industrial or commercial facilities can be identified and rectified timely
- Publicity campaigns are conducted to remind the public of gas use safety particularly during holidays, peak gas usage periods, winter gas accidents and rat infestations

VI. 社會責任 (續)

營運慣例 (續)

B.6 產品責任 (續)

質量與安全 (續)

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

- 落實「用戶安全管理規程」，以規範工作流程，涵蓋工程設計、建造安裝、完工確認、點火供應、管理保養及最終拆卸
- 在登記用戶場所前，用戶須確認對天然氣安全使用的理解，包括天然氣的基本操作、常見的天然氣事故和響應計劃、以及緊急救援熱線
- 本集團已建立系統化的檢查系統，以確保識別並及時糾正用戶家庭或工業及商業設施中存在的安全隱患
- 本集團建立宣傳機制，提醒公眾注意天然氣使用的安全，特別是在節假日、高峰用氣時段、冬季天然氣事故及老鼠出沒的情況下

VI. SOCIAL RESPONSIBILITY (Continued)

OPERATING PRACTICES (Continued)

B.6 Product responsibility (Continued)

Complaints Handling

Committed to enhancing its service quality and provide its customers with satisfactory experience, the Group values its customers' opinions and formulates its customer service management systems by maintaining active communication with its clients. Once the Group receive any complaint, an acknowledgement will be sent to the customer in a timely manner. Specific responsible departments are required to communicate the investigation processes and results to the customers through formal replies.

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

Privacy matters

In accordance with relevant laws and regulations such as the Law on Protection of Consumer Rights and Interests of the People's Republic of China (中華人民共和國消費者權益保護法) and Personal Data (Privacy) Ordinance of Hong Kong, the Group strictly protects the interest of its customers by safeguarding the personal data and identifiable information of its customers.

VI. 社會責任 (續)

營運慣例 (續)

B.6 產品責任 (續)

投訴處理

本集團致力提升服務質素，為客戶提供滿意的體驗。本集團重視客戶意見，並透過制定客戶服務管理制度，與客戶保持積極溝通。一旦收到任何投訴，本集團將及時向客戶確認收悉，並要求特定負責部門以正式答覆的形式向客戶傳達調查過程和結果。

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

私隱事宜

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



環境、社會及管治報告

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VI. SOCIAL RESPONSIBILITY (Continued)

OPERATING PRACTICES (Continued)

B.6 Product responsibility (Continued)

Privacy matters (Continued)

The Group's dedicated operating team works in alignment with the account authorisation management requirements, which specify that sensitive information is only accessible by designated staff. Meanwhile, the information technology team is responsible for the review and monitoring of the risk management and technical incident recovery plans to mitigate losses in case that any accidents may happen. In the meantime, a confidentiality agreement is signed among relevant parties to ensure that all sensitive information is kept safe and to prohibit any unauthorised disclosures of data to any third-party without consent. The Group did not receive any substantial complaint regarding data breaches, leakage or privacy matters during the year under review.

In FY2022, the Group was in compliance with the relevant laws and regulations regarding health and safety, advertising, intellectual property, labelling and privacy matters of its products and services that have a significant impact on the Group.

VI. 社會責任 (續)

營運慣例 (續)

B.6 產品責任 (續)

私隱事宜 (續)

本集團的專責營運團隊根據賬戶授權管理要求開展工作，只有指定的員工才能訪問敏感資訊。同時，信息技術團隊負責審查和監控風險管理和技術事故恢復計劃，以減少發生事故時的損失。此外，本集團須與相關方簽署保密協議，以確保其保證所有敏感信息的安全，並且不會在未經授權的情況下將任何數據洩露給任何第三方。於回顧年度內，本集團並無接獲任何有關資料洩漏、外流或私隱事宜的實質投訴。

於二零二二財年，本集團在其產品和服務的健康與安全、廣告、知識產權、標籤及私隱事宜方面，已遵守對本集團有重大影響的相關法律及規例。

VI. SOCIAL RESPONSIBILITY *(Continued)*

OPERATING PRACTICES *(Continued)*

B.7 Anti-corruption

The Group expects everyone who works for it is accountable for upholding high standards of conduct and understands the importance of operating transparently to build trust with the Group's stakeholders. In FY2022, the Group was in compliance with the applicable laws and regulations of the jurisdictions where it operates, including:

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

VI. 社會責任 *(續)*

營運慣例 *(續)*

B.7 反貪污

本集團期望旗下的每位員工均能堅持高道德標準，並理解透明營運對於與本集團利益相關者建立信任的重要性。於二零二二財年，本集團遵守其經營所在轄區的法律和法規，包括：

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



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Environmental, Social and Governance Report

VI. SOCIAL RESPONSIBILITY (Continued)

OPERATING PRACTICES (Continued)

B.7 Anti-corruption (Continued)

The Group's Code of Conduct and strict internal policies clearly listed in the Employee Handbook are the foundation of the Group's commitment to ethics and compliance. The key principles outlined in the Code of Conduct include the prevention of:

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

Upon joining the Group and regularly thereafter, all staff members are required to be trained and refreshed their understanding of these principles and to raise their awareness. Materials including ICAC circulars and seminar notes from the Hong Kong Police are distributed to employees including Directors from time to time. In FY2022, a 2-hour Anti-Money Laundering Webinar, which was held by the Companies Registry Money Lenders Sections was arranged for 1 senior management and 3 general staff to ensure that the Group's ongoing compliance with the applicable laws and regulations.

VI. 社會責任 (續)

營運慣例 (續)

B.7 反貪污 (續)

本集團的「行為準則」及「員工手冊」中所列出的嚴格的內部政策是其致力於道德與合規經營的基礎。「行為準則」中概述的主要原則包括禁止：

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

加入本集團後，所有員工都必須定期接受培訓，更新他們對這些原則的理解，並提高他們的意識。本集團不時向包括董事在內的員工派發包括廉政公署通函和香港警方研討會筆記在內的資料。於二零二二財年，本集團為1名高級管理人員和3名一般員工安排了一次2小時、由公司註冊處放債人註冊辦事處舉辦的打擊洗錢網絡講座，以確保本集團持續遵守適用的法律和法規。

VI. SOCIAL RESPONSIBILITY (Continued)

OPERATING PRACTICES (Continued)

B.7 Anti-corruption (Continued)



If the staff members witness or learns of any incident that they believe may involve a violation of the Group's Code of Conduct, they are encouraged to voice their concerns verbally or in writing to the Department Head or the Board of the Group with full details of the potential misconduct and supporting evidence. Through the effective whistleblowing procedures, all investigation will be conducted in a timely and confidential manner. Where any criminality is suspected, a report will be made to the local authority when the management considers it necessary. Meanwhile, all policies and guidelines related to anti-corruption and anti-money laundering are reviewed at least once a year to ensure business practices remain compliant and their implementation remains effective.

In FY2022, there was zero concluded legal cases regarding corrupt practices brought against the Group or its employees. During the year under review, the Group was in compliance with the relevant laws and regulations in relation to bribery, extortion, fraud and money laundering that have a significant impact on the Group.

VI. 社會責任 (續)

營運慣例 (續)

B.7 反貪污 (續)

如果員工目睹或獲悉任何他們認為可能涉及違反本集團「行為準則」的事件，本集團鼓勵他們可以口頭或書面向部門負責人或集團董事會報告任何涉嫌不當行為的全部細節及佐證。通過有效的舉報程序，所有調查都將以保密的方式及時進行。如發現任何可疑犯罪行為，本集團在管理層認為有必要的情況下將報告給當地職能部門。同時，本集團每年至少審查一次與反腐敗和反洗黑錢有關的所有政策和準則，以確保商業慣例符合有關規定及相關準則的有效落實。

於二零二二財年，針對本集團或其員工的腐敗行為結案的法律案件為零。於回顧年度內，本集團已遵守有關賄賂、勒索、欺詐及洗黑錢對本集團有重大影響的法律法規。



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VI. SOCIAL RESPONSIBILITY (Continued)

COMMUNITY

B.8 Community Investment

Investing in the communities it serves is an important part of how the Group does business. Striving to create a positive legacy, the Group is committed to strengthening its connection to the communities it served through its philanthropic outreach. All of these social responsibility efforts reflect the Group's endeavours to creating sustainable futures for the local people and society.

Aligning its community engagement activities with its vision, mission and value, the Group has been focusing on investing in local job opportunities, maximising opportunities for local suppliers and paying local taxes timely and regularly.



During the year under review, with the pandemic continuing to create hardship and limitations for organisations and communities, the Group was not able to organise or participate in any large-scale philanthropic outreach activities. Nevertheless, the Group sent its love towards the elderly during Mid-Autumn Festival by donating mooncake to the charity Banyan Services Association in August 2022.

Looking forward, with the pandemic restriction getting ease gradually, the Group will continue to deliver on its commitments to social responsibility and respond to the needs of the communities through alternative ways until the pandemic is over.

VI. 社會責任 (續)

社區

B.8 社區投資

投資於其服務的社區是本集團開展業務的重要一環。為努力創造積極的正面影響，本集團致力於通過慈善活動加強與所服務社區的聯繫。這些社會責任的投入反映了致力於為當地人民和社會創造可持續的未來的決心。

本集團將其社區參與活動與其願景、使命和價值觀相結合，專注於創造當地就業機會、最大限度地增加當地供應商的機會，以及定期和及時繳納當地稅款。

於回顧年度內，由於疫情持續對企業和社區造成困難和限制，本集團未能組織或參與任何大型慈善社區活動。儘管如此，本集團於二零二二年八月向榕光社捐贈月餅，在中秋佳節向長者送上一份關愛。

展望未來，隨著疫情限制逐漸放寬，本集團將繼續履行其社會責任承諾，並通過各種方式回應社區需求，直至疫情結束。

VII. APPENDIX – PERFORMANCE TABLE

VII. 附錄－績效表

Table E1. The Group's Total Emissions by Category in FY2022 ⁸

表E1.本集團二零二二財年排放信息總覽⁸

Emission Category	Key Performance Indicator (KPI)	Unit	Amount in FY2022 二零二二 財年數量	Intensity ¹ (Unit/ employee) in FY2022 二零二二 財年密度 ¹ (單位/員工)	Amount in FY2021 二零二一 財年數量	Intensity ² (Unit/ employee) in FY2021 二零二一 財年密度 ² (單位/員工)
Air Emissions ³ 廢氣排放 ³	SOx 硫氧化物	Kg 千克	0.11	1.87 x 10 ⁻³	0.24	0.49 x 10 ⁻²
	NOx 氮氧化物	Kg 千克	3.78	0.06	10.08	0.20
	PM 顆粒物	Kg 千克	0.28	4.64 x 10 ⁻³	0.74	0.01
	Scope 1 ⁴ (Direct Emissions) 範圍一 (直接排放) ⁴	Tonnes of CO ₂ e 噸二氧化碳當量	26.71	0.45	41.47	0.83
	Scope 2 ⁵ (Energy Indirect Emissions) 範圍二 (能源間接排放) ⁵	Tonnes of CO ₂ e 噸二氧化碳當量	106.66	1.78	62.48	1.25
GHG Emissions 溫室氣體排放	Scope 3 ⁶ (Other Indirect Emissions) 範圍三 (其他間接排放) ⁶	Tonnes of CO ₂ e 噸二氧化碳當量	0.84	0.01	1.01	0.02
	Total (Scope 1 & 2 & 3) 總排放 (範圍一、二及三)	Tonnes of CO ₂ e 噸二氧化碳當量	134.21	2.24	104.96	2.10
	Non-hazardous Waste 無害廢棄物	Wastewater ⁷ 廢水 ⁷	m ³ 立方米	471.00	7.85	650.45



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VII. APPENDIX – PERFORMANCE TABLE

(Continued)

1. Intensity for FY2022 was calculated by dividing the amount of air, GHG and other emissions respectively by the Group's number of employees in FY2022, which was 60;
2. The amount and intensity in FY2021 were extracted from the data in the ESG Report FY2021 of the Group;
3. The Group's air emissions only included the air pollutants from fuel consumption of motor vehicles;
4. The Group's Scope 1 (Direct Emissions) included only the GHG emissions arose from the consumption of liquid fuels in motor vehicles;
5. The Group's Scope 2 (Energy Indirect Emissions) included only the GHG emissions arose from electricity consumption;
6. The Group's Scope 3 (Other Indirect Emissions) included only the GHG emissions arose from paper waste disposed at landfills, electricity used for processing fresh water and sewage by government departments;
7. The total amount of wastewater discharged from the Group in FY2022 was based on the assumption that 100% of the fresh water consumed entered the municipal sewage system; and
8. The methodology adopted for reporting on GHG emissions set out above was based on "How to Prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange, The GHG Protocol Corporate Accounting and Reporting Standard and the 2006 IPCC (Intergovernmental Panel on Climate Change) Guidelines for National Greenhouse Gas Inventories.

VII. 附錄—績效表 (續)

1. 二零二二財年密度乃按廢氣、溫室氣體及其他排放物數量分別除以本集團二零二二財年僱員總數60人而得；
2. 二零二一財年的數量及密度是從本集團二零二一財年環境、社會及管治報告中的數據提取；
3. 本集團的廢氣排放僅包括汽車燃料消耗產生的空氣污染物；
4. 本集團的範圍一（直接排放）僅包括汽車液體燃料消耗所產生的溫室氣體排放；
5. 本集團的範圍二（能源間接排放）僅包括電力消耗所產生的溫室氣體排放；
6. 本集團的範圍三（其他間接排放）僅包括棄置在堆填區的紙張廢物、政府部門處理淡水和污水所用的電力產生所產生的溫室氣體排放；
7. 本集團排放的廢水量是根據假定所使用淡水100%排進污水系統作為廢水排放而估算；以及
8. 上述溫室氣體排放報告採用的方法基於由聯交所發行的「如何準備環境、社會及管治報告—附錄二：環境關鍵績效指標匯報指引」、溫室氣體議定書：企業核算與報告準則以及二零零六年IPCC國家溫室氣體清單指南。

VII. APPENDIX – PERFORMANCE TABLE

(Continued)

Table E2. Total Resource Consumption in FY2022

Use of Resources	Key Performance Indicator (KPI)	Unit	Amount in FY2022	Intensity ¹	Amount in FY2021	Intensity ²	
				(Unit/employee) in FY2022		(Unit/employee) in FY2021	
資源類別	關鍵績效指標	單位	二零二二財年數量	二零二二財年密度 ¹ (單位/員工)	二零二一財年數量	二零二一財年密度 ² (單位/員工)	
Energy ³ 能源 ³	Electricity 電力	kWh'000 千個千瓦時	177.29	2.95	96.96	1.94	
	Diesel 汽油	kWh'000 千個千瓦時	25.71	0.43	-	-	
	Gasoline 柴油	kWh'000 千個千瓦時	73.87	1.23	160.90	3.22	
	Total 總量	kWh'000 千個千瓦時	276.86	4.61	257.85	5.16	
	Water 水	Water 水	m ³ 立方米	471.00	7.85	650.45	13.01
	Paper 紙張	Paper 紙張	Kg 千克	140.60	2.34	165	3.30

VII. 附錄－績效表 (續)

表E2.二零二二財年資源使用總量

- Intensity for FY2022 was calculated by dividing the amount of resources that the Group consumed in FY2022 by the Group's number of employees in FY2022, which was 60;
- The amount and intensity in FY2021 were extracted and converted from the data in the ESG Report FY2021 of the Group; and
- The energy conversion of resources consumed was based on the energy coefficient set out in "How to Prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange.

- 二零二二財年密度乃按資源總量除以本集團二零二二財年僱員總數60人而得；
- 二零二一財年的數據及密度從本集團二零二一財年環境、社會及管治報告中提取及轉換；以及
- 所消耗資源的能量轉換基於聯交所發布的「如何準備環境、社會及管治報告－附錄二：環境關鍵績效指標匯報指引」。



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VII. APPENDIX – PERFORMANCE TABLE

(Continued)

Table S3. Number of Employees by Age Group, Gender, Employment Type, Position Type, Geographical Locations of The Group in FY2022 ¹

VII. 附錄－績效表 (續)

表S3.本集團二零二二財年按年齡、性別、就業類型、職位和地區劃分的員工總數¹

Unit: Number of employees	單位：員工人數	Age group				Total
		Aged 30 or below	Aged between 31 and 40	Aged between 41 and 50	Aged 51 or above	
Gender	性別	30歲或以下	31-40歲	41-50歲	51歲或以上	總數
Male	男	6	11	13	7	37
Female	女	4	11	6	2	23
Total	總數	10	22	19	9	60

Unit: Number of employees	單位：員工人數	Position			Total
		General staff	Senior management	Director and management	
Gender	性別	一般員工	高級管理人員	董事與管理層	總數
Male	男性	20	7	10	37
Female	女性	21	1	1	23
Total	總數	41	8	11	60

VII. APPENDIX – PERFORMANCE TABLE

(Continued)

VII. 附錄－績效表 (續)

Employment type

就業類型

Full time 全職	Part time 兼職	Total 總數
60	0	60

Geographical location

地區劃分

Locations	地域	Number of employees 員工人數
PRC	中國內地	40
Hong Kong	香港	20
Total:	總數：	60

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

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



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VII. APPENDIX – PERFORMANCE TABLE

(Continued)

Table S4. Employee Turnover Rate by Age Group, Gender and Geographical Locations in FY2022¹

Unit: Number of employees	單位：員工人數	Age group				Total
		年齡				
Gender	性別	Aged 30	Aged	Aged	Aged 51	總數
		or below	between	between	or above	
		30歲	31 and 40	41 and 50	51歲	
		或以下	31-40歲	41-50歲	或以上	
Male	男性	0	5	3	2	10
Employee turnover rate (%)	員工流失率 (%)	0.0%	45.5%	23.1%	28.6%	27.0%
Female	女性	0	3	3	0	6
Employee turnover rate (%)	員工流失率 (%)	0.0%	27.3%	50.0%	0.0%	26.1%
Total	總數	0	8	6	2	16
Total employee turnover rate (%)	總員工流失率 (%)	0.0%	36.4%	31.6%	22.2%	26.7%

Geographical locations

地區劃分

Locations	地域	Employee	Employee
		turnover	turnover rate
		員工流失	員工流失率
PRC	中國內地	5	12.5%
Hong Kong	香港	11	55.0%

VII. 附錄－績效表 (續)

表S4.本集團二零二二財年按年齡、性別及地區劃分的員工流失率¹

1. The turnover data in headcount was obtained from the Group's Human Resources Department based on the employment contracts entered into between the Group and its employees. The above data only covers the reporting scope. Turnover rate was calculated by dividing the number of employees who resigned in FY2022 by the number of employees in FY2022. The methodology adopted for reporting on turnover data set out above was based on "How to Prepare an ESG Report – Appendix 3: Reporting Guidance on Social KPIs" issued by the Stock Exchange.

1. 流失數據是根據本集團與其僱員之間訂立的僱傭合同，從本集團的人力資源部獲得。流失率通過將二零二二財年離職人數除以二零二二財年的員工數得出。上述績效表僅包括報告範圍內的數據。上述流失數據所採用的方法乃基於聯交所發佈的《如何準備環境、社會及管治報告—附錄3：社會關鍵績效指標報告指南》。

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VII. APPENDIX – PERFORMANCE TABLE

(Continued)

Table S5. Number and Percentage of Employees Trained in the Group by Gender and Position Type in FY2022 ¹

Total number of employees	員工總數	60
Total number of employees trained	總受訓人數	40
Total percentage of employees trained	總員工受訓百分比	66.7%

VII. 附錄—績效表 (續)

表S5.二零二二財年本集團按性別和職位類型受訓的員工人數和百分比¹

Unit: Number of employees	單位：員工人數	Position Type			Total
		General staff	Senior management	Director and management	
Gender	性別	一般員工	高級管理人員	董事與管理層	總數
Male	男性	13	5	5	23
% of employees trained	員工受訓百分比	32.5%	12.5%	12.5%	57.5%
Female	女性	16	1	0	17
% of employees trained	員工受訓百分比	40.0%	2.5%	0.0%	42.5%
Total	總數	29	6	5	
% of employees trained	員工受訓百分比	72.5%	15.0%	12.5%	

1. The training information was obtained from the Group's Human Resources Department. Training refers to the vocational training that the Group's employees attended in FY2022. The above data only covers the reporting scope. The methodology adopted for reporting on the number and percentage of employees trained set out above was based on "How to Prepare an ESG Report – Appendix 3: Reporting Guidance on Social KPIs" issued by the Stock Exchange.

1. 員工培訓數據從本集團的人力資源部獲得。上述數據僅涵蓋本報告範圍。培訓指本集團員工於二零二二財年參加的職業培訓。上述報告員工受訓人數和百分比所採用的方法乃基於聯交所發佈的《如何準備環境、社會及管治報告—附錄3：社會關鍵績效指標報告指南》。



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VII. APPENDIX – PERFORMANCE TABLE

(Continued)

Table S6. Training Hours Provided by the Group by Gender and Position Type in FY2022 ¹

Unit: Training Hours	單位：培訓時數	Position Type			Total
		General staff	Senior management	Director and management	
Gender	性別	一般員工	高級管理人員	董事與管理層	總數
Male	男性	52	62	72	186
Average training hours	平均受訓時數	2.60	8.86	7.20	5.03
Female	女性	54	51	0	105
Average training hours	平均受訓時數	2.57	51.00	0.00	4.57
Total	總數	106	113	72	291
Average training hours	平均受訓時數	2.59	14.13	6.55	4.85

1. The training information was obtained from the Group's Human Resources Department. The above data only covers the reporting scope. The methodology adopted for reporting training hours set out above was based on "How to Prepare an ESG Report – Appendix 3: Reporting Guidance on Social KPIs" issued by the Stock Exchange.

VII. 附錄－績效表 (續)

表S6.二零二二財年本集團員工按性別及職位類型受訓的時數¹

1. 員工培訓數據從本集團的人力資源部獲得。上述數據僅涵蓋本報告範圍。上述報告員工受訓時數所採用的方法乃基於聯交所發佈的《如何準備環境、社會及管治報告－附錄3：社會關鍵績效指標報告指南》。

VIII. REPORT DISCLOSURE INDEX

VIII. 報告披露索引

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聯交所ESG報告指引索引

Aspects 層面	ESG Indicators ESG指標	Description 描述	Page/Remark 頁碼／備註
A. Environmental			
A. 環境			
A1: Emissions	General Disclosure	Information on:	20
A1: 排放物		(a) the policies; and	
		(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	
		Note: Air emissions include NOx, SOx, and other pollutants regulated under national laws and regulations. Greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride. Hazardous wastes are those defined by national regulations.	
	一般披露	有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的：	
		(a) 政策；及	
		(b) 遵守對發行人有重大影響的相關法律及規例的資料。	
		註：廢氣排放包括氮氧化物、硫氧化物及其他受國家法律及規例規管的污染物。溫室氣體包括二氧化碳、甲烷、氧化亞氮、氫氟碳化合物、全氟化碳及六氟化硫。有害廢棄物指國家規例所界定者。	



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VIII. 報告披露索引 (續)

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聯交所ESG報告指引索引 (續)

Aspects 層面	ESG Indicators ESG指標	Description 描述	Page/Remark 頁碼／備註
	KPI A1.1	The types of emissions and respective emissions data.	68
	關鍵績效指標A1.1	排放物種類及相關排放數據。	
	KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	68
	關鍵績效指標A1.2	直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	
	KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	22
	關鍵績效指標A1.3	所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	
	KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	68
	關鍵績效指標A1.4	所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	
	KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	23, 35
	關鍵績效指標A1.5	描述所訂立的排放量目標及為達到這些目標所採取的步驟。	
	KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	25, 36
	關鍵績效指標A1.6	描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	

VIII. REPORT DISCLOSURE INDEX (Continued)

VIII. 報告披露索引 (續)

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聯交所ESG報告指引索引 (續)

Aspects 層面	ESG Indicators ESG指標	Description 描述	Page/Remark 頁碼／備註
A2: Use of Resources A2：資源使用	General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	27
	一般披露	Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc. 有效使用資源(包括能源、水及其他原材料)的政策。 註：資源可用於生產、儲存、運輸、樓宇、電子設備等。	
	KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	70
	關鍵績效指標A2.1	按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	
	KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	70
	關鍵績效指標A2.2	總耗水量及密度(如以每產量單位、每項設施計算)。	
	KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	28, 37
	關鍵績效指標A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	



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Aspects 層面	ESG Indicators ESG指標	Description 描述	Page/Remark 頁碼／備註
	KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	31, 36
	關鍵績效指標A2.4	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	
	KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	27
	關鍵績效指標A2.5	製成品所用包裝材料的總量 (以噸計算) 及 (如適用) 每生產單位佔量。	
A3: The Environment and Natural Resources A3 : 環境及天然資源	General Disclosure 一般披露	Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	33
	KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	33
	關鍵績效指標A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	
A4: Climate Change A4 : 氣候變化	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。	39
	KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	40
	關鍵績效指標A4.1	描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	

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B. Social			
B. 社會			
Employment and Labour Practices			
僱傭及勞工常規			
B1: Employment	General Disclosure	Information on:	
B1 : 僱傭		(a) the policies; and	43
		(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	
	一般披露	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的：	
		(a) 政策；及	
		(b) 遵守對發行人有重大影響的相關法律及規例的資料。	
	KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	71
	關鍵績效指標B1.1	按性別、僱傭類型 (如全職或兼職)、年齡組別及地區劃分的僱員總數。	
	KPI B1.2	Employee turnover rate by gender, age group and geographical region.	73
	關鍵績效指標B1.2	按性別、年齡組別及地區劃分的僱員流失比率。	



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Aspects 層面	ESG Indicators ESG指標	Description 描述	Page/Remark 頁碼／備註
B2: Health and Safety B2：健康與安全	General Disclosure	Information on:	
	一般披露	(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：	48
	KPI 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。	50
	關鍵績效指標B2.1	過去三年（包括匯報年度）每年因工亡故的人數及比率。	
	KPI B2.2	Lost days due to work injury.	50
	關鍵績效指標B2.2	因工傷損失工作日數。	
	KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	49
	關鍵績效指標B2.3	描述所採納的職業健康與安全措施，以及相關執行及監察方法。	

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Aspects 層面	ESG Indicators ESG指標	Description 描述	Page/Remark 頁碼／備註
B3: Development and Training B3：發展及培訓	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	54
	一般披露	Note: Training refers to vocational training. It may include internal and external courses paid by the employer. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	
		註：培訓指職業培訓，可包括由僱主付費的內外部課程。	
	KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	74
	關鍵績效指標B3.1	按性別及僱員類別（如高級管理層、中級管理層）劃分的受訓僱員百分比。	
	KPI B3.2	The average training hours completed per employee by gender and employee category.	75
	關鍵績效指標B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	



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

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Aspects 層面	ESG Indicators ESG指標	Description 描述	Page/Remark 頁碼／備註
Operating Practices 營運慣例			
B5: Supply Chain Management B5：供應鏈管理	General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	56
	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。	58
	KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	56
	KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	56
	KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 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。	58



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B6: Product Responsibility B6：產品責任	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：	59
	KPI 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。	The Group did not experienced any recall incident in the reporting year. 於回顧年內，本集團並沒有經歷任何回收事件。
	關鍵績效指標B6.1		
	KPI 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。	62
	關鍵績效指標B6.2		

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Aspects 層面	ESG Indicators ESG指標	Description 描述	Page/Remark 頁碼／備註
	KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Intellectual property rights-related issues are not material nor applicable to the Group's business.
	關鍵績效指標B6.3	描述與維護及保障知識產權有關的慣例。	鑒於集團的業務性質，知識產權相關披露於集團而言不重要且不適用。
	KPI B6.4	Description of quality assurance process and recall procedures.	59 (Recall procedures are consider not material to the Group due to its product nature)
	關鍵績效指標B6.4	描述質量檢定過程及產品回收程序。	(鑒於其產品特性，回收程序於集團而言並不重要。)
	KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	62
	關鍵績效指標B6.5	描述消費者資料保障及私隱政策，以及相關執行及監察方法。	



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B7: Anti-corruption B7：反貪污	General Disclosure	Information on:	
	一般披露	(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：	64
		(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	
	KPI 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.	66
	關鍵績效指標B7.1	於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	
	KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	65
	關鍵績效指標B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。	
	KPI B7.3	Description of anti-corruption training provided to directors and staff.	65
	關鍵績效指標B7.3	描述向董事及員工提供的反貪污培訓。	

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Aspects 層面	ESG Indicators ESG指標	Description 描述	Page/Remark 頁碼／備註
Community 社區			
B8: Community Investment B8：社區投資	General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	67
	一般披露	有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	
	KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	67
	關鍵績效指標B8.1	專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	
	KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	The specific record of the resources spent on community support was not available in this reporting year.
	關鍵績效指標B8.2	在專注範疇所動用資源(如金錢或時間)。	本報告年度沒有統計用於當地社區支持的資源的具體數字。

