

KML Technology Group Limited 高萌科技集團有限公司

高萌·科技

W W W . K M L . C O M . H K

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

Stock Code 股份代號 : 8065

Environmental, Social and Governance Report
環境、社會及管治報告
2022/23

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ABOUT THIS REPORT

關於本報告

This report is the fourth standalone Environmental, Social and Governance (“ESG”) Report for the year 2022/23 (the “Report”) published by KML Technology Group Limited (the “Company”) and its subsidiaries (collectively the “Group”). This Report is designed to allow all shareholders, investors and the public to have a general understanding of the Group’s governance on ESG issues; and to share with the stakeholders the Group’s work towards sustainable development.

This Report was reviewed and approved by the board of directors of the Company (the “Board”) on 19 June 2023.

Reporting Cycle and Covering Period

This Report is annually published, and it is the sixth ESG report released by the Group. This Report covers the period from 1 April 2022 to 31 March 2023 (the “Reporting Period”) and any prior period where applicable.

Reporting Scope

This Report covers the Group’s activities of offices and its principal business and operations in Hong Kong including the provision of (i) transportation mission critical system solutions; (ii) mobile ticketing and digital payment solutions and services; (iii) digital fabrication and maintenance services; (iv) mechanical and electrical (“M&E”) technology solutions and engineering services; and (v) sales of products, parts and components. For the purpose of this Report, terms including “the Group”, “the Company”, “we”, “us” and “our” are used herein.

本報告是高萌科技集團有限公司（「本公司」）及其附屬公司（統稱「本集團」）發出的第四份獨立的二零二二/二三年環境、社會及管治（「環境、社會及管治」）報告（「本報告」）。本報告旨在使所有股東、投資者和公眾人士對本集團在環境、社會及管治議題的治理有一個總體了解，並與持份者分享本集團在可持續發展方面的工作。

本報告經本公司董事會（「董事會」）於二零二三年六月十九日審議通過。

報告周期及涵蓋時段

本報告為年度報告，是本集團發出的第六份環境、社會及管治報告。本報告涵蓋的報告時段為二零二二年四月一日至二零二三年三月三十一日（「報告期」），並視乎需要，伸至以前的時段。

報告範圍

本報告涵蓋本集團於香港的辦事處活動及其主要業務及營運，包括提供(i)交通關鍵系統解決方案；(ii)流動票務及數碼支付解決方案及服務；(iii)數碼裝配及保養服務；(iv)機械與電氣（「機電」）技術解決方案及工程服務；及(v)銷售產品、零件及部件。本報告中亦使用「本集團」、「公司」、「我們」等稱謂。

ABOUT THIS REPORT

關於本報告

Reporting Framework and Principles

This Report is prepared in accordance with Appendix 20 – Environmental, Social and Governance Reporting Guide (“ESG Guide”) to the Rules Governing the Listing of Securities on the GEM (the “GEM Listing Rules”) of the Stock Exchange of Hong Kong Limited (the “Stock Exchange”). In preparation of this Report, the Group adhere to the reporting principles of “Materiality”, “Quantitative”, “Balance” and “Consistency”.

報告框架及原則

本報告乃根據香港聯合交易所有限公司（「聯交所」）GEM證券上市規則（「GEM上市規則」）附錄二十 – 環境、社會及管治報告指引（「環境、社會及管治指引」）編製。在編寫本報告時，本集團以「重要性」、「量化」、「平衡」和「一致性」為報告原則。



ABOUT THIS REPORT

關於本報告

Report Accessibility

This Report is prepared and published in English and traditional Chinese in electronic formats. In the event of a discrepancy between each version, the English version shall prevail. The electronic format can be viewed and downloaded from the website of the Stock Exchange (www.hkexnews.hk) or the "Environmental, Social and Governance Report" section in the page headed "Investor Relations" of the Group's website (www.kml.com.hk/esgreport).

To obtain a printed copy, please post your request together with your mailing address to the Group (Address: B12, G/F, Shatin Industrial Centre, Siu Lek Yuen Road, Shatin, N.T., Hong Kong).

Feedback

Comments and suggestions regarding this Report or the Group's ESG work are always welcomed and can also be sent to the Group at email: esg@kml.com.hk. Your valuable feedback would greatly help us continuously improve our ESG performance.

報告索閱

本報告分別以英文及中文繁體編寫、並以電子形式發佈，在對各文本的理解上發生歧義時，請以英文文本為準。電子版報告可於聯交所網站 (www.hkexnews.hk) 和本集團網站「投資者資料」頁面內「環境、社會及管治報告」部分查閱和下載 (www.kml.com.hk/esgreport-c)。

如需印刷版本，請來函附回郵地址至本集團（地址：香港沙田小瀝源道沙田工業中心地下B12室）索取。

反饋意見

倘對本報告或本集團的環境、社會及管治工作有任何意見及建議，歡迎電郵至esg@kml.com.hk向本集團提出。閣下的寶貴意見對我們持續提升環境、社會及管治表現有莫大助益。



MESSAGE FROM THE CHAIRMAN

主席寄語

Dear Stakeholders,

On behalf of the Board, it is my pleasure to report our ESG performance for the Reporting Period.

2022 marked a milestone, on one hand, we are delighted that KML Engineering Limited entered its 45th anniversary, on the other hand, we are proud of our significant achievements with respect to quality and safety: (i) KML Engineering Limited's software quality management system complied with the requirements of ISO/IEC 90003:2018, underscoring our commitment to providing top-notch software solutions and engineering systems; and (ii) our implementation of robust occupational health and safety management system has earned us the prestigious ISO 45001:2018 Occupational Health and Safety Management Systems Certificates.

In response to the challenges posed by climate change, we have taken meaningful actions, such as the replacement of a fuel-consuming vehicle with an electric vehicle for carbon footprint reduction. We have also upgraded the terms of reference of our Board committees for ensuring the oversight of ESG issues and disclosure. We strived to foster a culture of sustainability across the Group by proactively engaging our employees at all levels in various sustainability-related trainings.

Looking ahead, we will remain steadfast in delivering exceptional quality service while prioritizing safety and sustainability, creating long-term positive value for our stakeholders, and contributing to a sustainable future.

KML Technology Group Limited
Luk Kam Ming
 Chairman and Executive Director
 Hong Kong, 19 June 2023

致各位親愛的持份者：

本人謹代表董事會欣然呈報本報告期間的環境、社會及管治報告。

2022年是一個里程碑，一方面，我們為高明科技工程有限公司踏入成立45週年感到高興，另一方面，我們亦為我們在提高品質和安全方面取得重大成就而感到自豪 – (i) 高明科技工程有限公司的軟件品質管理系統已符合ISO/IEC 90003:2018 的要求，凸顯了我們提供一流的軟件解決方案和工程系統的承諾；及 (ii) 我們透過落實堅固的職業健康和安全管理系統獲得了享負盛名的ISO 45001:2018職業健康安全系統證書。

為應對氣候變化帶來的挑戰，我們採取了有意義的行動，例如以減少碳足跡為目的，用電動車替代使用燃油的車輛、升級董事會委員會的職權範圍，以確保環境、社會及管治議題和披露的監督，及積極透過讓各個層級的員工參與各種與可持續性相關的培訓和活動，促進本集團的可持續文化。

展望未來，我們將堅定不移地提供卓越的優質服務，同時優先考慮安全和可持續性，為我們的持份者創造長期積極價值及為實現可持續的未來做出貢獻。

高萌科技集團有限公司
陸鑑明
 主席兼執行董事
 香港，二零二三年六月十九日

高萌·科技

WWW.KML.COM.HK

ABOUT THE GROUP

關於本集團

Business Overview

We are a M&E engineering solutions and services provider with a primary focus on Transportation Mission Critical System Solutions in Hong Kong with a long operating history of 45 years since 1977. We have diverse businesses, and we can provide a full spectrum of solutions and services that covers design, equipment assembly, supply, installation, fabrication, testing and commissioning and 7 x 24 maintenance support depending on our customers' needs and requirements.

業務概覽

我們為香港機電工程解決方案及服務供應商，主要專注於香港交通關鍵系統解決方案。擁有自一九七七年起超過45年的悠久經營歷史。我們的業務多元化，我們可視乎客戶的需求提供涵蓋設計、設備裝置、供應、安裝、裝配、測試及調試，以及全天候維護支援的全面解決方案及服務。

01

1. TRANSPORTATION MISSION CRITICAL SYSTEM SOLUTIONS

交通關鍵系統解決方案

System integration in relation to the railway signalling, communication, control system and platform screen door system
與鐵路信號、通信、控制系統和站台屏蔽門系統相關的系統集成



02

2. MOBILE TICKETING & DIGITAL PAYMENT SOLUTIONS AND SERVICES

流動票務及數碼支付解決方案及服務

Payment solution adoption
採用支付解決方案



BUSINESS OVERVIEW

業務概覽

03

3. DIGITAL FABRICATION AND MAINTENANCE SERVICES

數碼裝配及保養服務

Offers computerised and advanced maintenance support services for various systems, terminals and equipment

為各種不同系統、終端及設備提供電腦化及先進的保養支援服務



05

5. SALES OF PRODUCTS, PARTS AND COMPONENTS

銷售產品、零件及部件

Supply railway signalling and automatic fare collection related products, parts and components

供應與鐵路信號及自動收費相關的產品、零件及部件



04

4. M&E TECHNOLOGY SOLUTIONS AND ENGINEERING SERVICES

機電技術解決方案及工程服務

Design, installation, testing and commissioning and maintenance of miscellaneous M&E engineering systems

設計、安裝、測試及調試以及保養各種機電工程系統



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OUR SUSTAINABILITY APPROACH

我們的可持續發展方針

The Group recognises that the integration of sustainability into our corporate governance structure, risk management framework, and business operations and the alignment of sustainability governance with our business strategies are crucial to achieving our long-term success, growth and development.

Sustainability Governance

The Group adopts an integrated approach to account for sustainability in the existing governance structure. The Board holds the overall responsibility for overseeing the Group's sustainability strategies and reporting while the existing standing Board Committees manage ESG-related (including climate-related) issues with the support of our sustainability team.

Further information about our corporate governance structure and practices can be found in the Corporate Governance Report of our annual report 2022/23 published on the websites of the Stock Exchange (www.hkexnews.hk) and the Company (www.kml.com.hk/financialreport).

本集團深知將可持續發展融入我們的企業管治架構、風險管理架構、業務營運，及將可持續發展與我們的業務策略保持一致，對於實現我們的長遠成功、增長及發展至關重要。

可持續發展管治

本集團採用綜合方法於現有管治架構內考慮可持續性。董事會全面負責監管本集團的可持續發展戰略和報告，現有常務董事委員則在可持續發展團隊的協助下管理與環境、社會及管治相關（包括氣候相關）的事務。

有關我們的企業管治架構及常規的更多資訊，請參閱刊載於聯交所網站 (www.hkexnews.hk) 及本公司網站 (www.kml.com.hk/financialreport-c) 的二零二二/二三年年報的企業管治報告。



OUR SUSTAINABILITY APPROACH

我們的可持續發展方針

Sustainability Governance (Continued)

Identified risks, such as safety and health of employees, talent sustainability, supply chain management, and climate change, together with other risks were assessed, responded to, monitored and reviewed by the management. The management regularly reports the risk statuses and progresses of action plans to the risk management committee of the Company (“**Risk Management Committee**”), which will advise the Board on the effectiveness and adequacy of risk management and internal control systems. The description of the Group’s principal risks can be found in paragraphs headed “Principal Risks and Uncertainties” under the section headed “Management Discussion and Analysis” of our annual report 2022/23 published on the websites of the Stock Exchange (www.hkexnews.hk) and the Company (www.kml.com.hk/financialreport).

The Group has a suite of policies, procedures and internal guidelines, which cover ESG aspects to direct employees at all levels and other workers whose work is controlled in achieving our intended objectives.

Risk Management

Risk management is a vital part of corporate governance to ensure that our business is conducted up to high standards and not easily affected by risk exposures. Led by an independent non-executive director, the Risk Management Committee adopts a three-tier defensive approach to govern risk exposures as well as assess the effectiveness of the internal control systems. During the Reporting Period, we appointed a new independent non-executive director who has numerous years of executive managerial and business development experience as a member of the Risk Management Committee to enhance its independence of the Risk Management Committee. The risk management meeting is held at least once a year to review the effectiveness of the system. The duties of the Risk Management Committee are set out in the written terms of reference, which have been updated on 8 February 2023 and are available on the websites of the Stock Exchange (www.hkexnews.hk) and the Company (www.kml.com.hk/corporategovernance).

可持續發展管治 (續)

管理層對識別的風險，如：員工安全與健康、人才的可持續發展、供應鏈管理、氣候變化，連同其他風險進行評估、應對、監控及審查。管理層亦會定期向本公司風險管理委員會（「**風險管理委員會**」）報告風險狀況及行動計劃的進度，以助其向董事會評估風險管理及內部監控制度的有效性及充足性作出建議。本集團的主要風險性的描述，可參閱刊載於聯交所網站(www.hkexnews.hk)及本公司網站(www.kml.com.hk/financialreport-c)的二零二二/二三年年報「管理層討論及分析」一節中「主要風險及不確定性」一段。

本集團擁有一套涵蓋環境、社會及管治方面的政策、程序和內部準則，以指導各級員工和工作受我們控制的其他工人實現我們預期的目標。

風險管理

風險管理是企業管治的重要一環，以確保我們的業務達以高標準進行，並且不容易受到潛在風險的影響。在獨立非執行董事的帶領下，風險管理委員會採用三層防禦方針來監管潛在風險並評估內部監控系統的成效。於報告期間，我們更委任了多一名於執行管理及業務發展方擁有多多年經驗的獨立非執行董事擔任風險管理委員會成員，以增強該委員會的獨立性。每年最少召開一次風險管理會議，審查制度的有效性。風險管理委員會的職責載於書面職權範圍，該等職權範圍已在 2023 年 2 月 8 日更新，並可於聯交所網站 (www.hkexnews.hk) 及本公司網站 (www.kml.com.hk/corporategovernance) 查閱。

OUR SUSTAINABILITY APPROACH

我們的可持續發展方針

Risk Management (Continued)

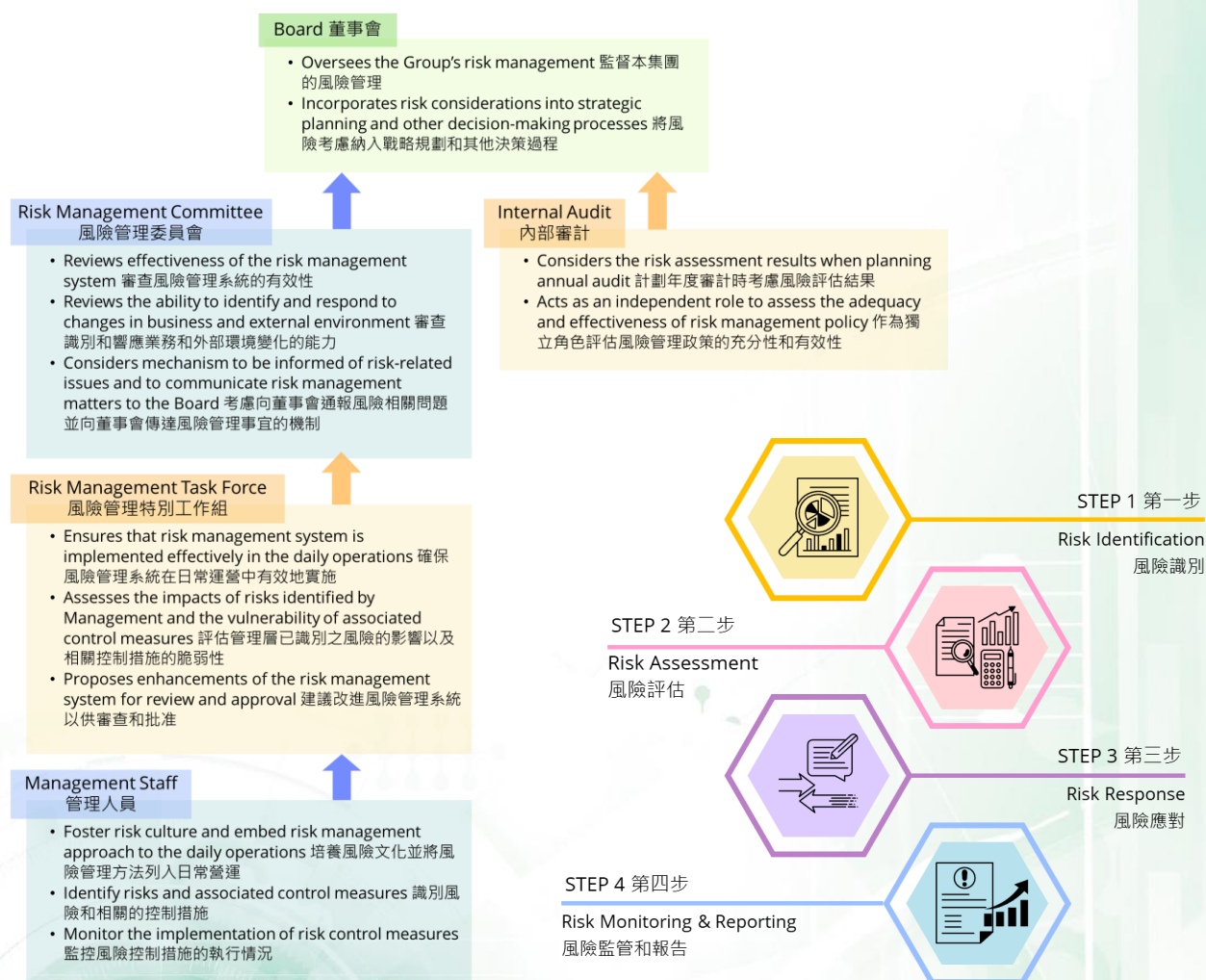
Our Risk Management Policy was formulated in 2018 with the assistance of a professional party, and it was revised during the Reporting Period to increase its adequacy, relevancy and suitability.

The Risk Management Policy expounds on the risk management structure and the four phases of risk management in place to maintain risk exposure within an acceptable level.

風險管理 (續)

我們的風險管理政策是在專業人士的協助下於2018年制定的，並於本報告期間進行了修訂，以提高其充分性、相關性和適用性。

風險管理政策闡述了風險管理架構和風險管理的四個階段，以將風險保持在可接受的水平。



OUR SUSTAINABILITY APPROACH

我們的可持續發展方針

Our Commitments and Goals

In 2015, the United Nations published the 17 Sustainable Development Goals (“SDGs”) as the strategies to work towards sustainable development. Companies have begun to align their business strategies with SDGs to drive sustainability and improve their ESG profiles. The Group also demonstrates our commitment to sustainability with reference to SDGs, identified 6 SDGs as our sustainable development strategic framework as specified below:

Our Commitment and Measures

我們的承諾及措施

The Group considers employees as valuable assets and commits to offering adequate support to their well-being.

- ✦ Arrange health-related activities and campaigns for employees
- ✦ Ensure fair coverage of the health insurance package to all employees at different levels
- ✦ Annual review of the corporate’s health insurance package

本集團將員工視為寶貴資產，並承諾為他們的福祉提供充份的支持。

- ✦ 為員工安排與健康有關的活動和宣傳活動
- ✦ 確保所有不同職級的員工均公平地受到健康保險計劃覆蓋
- ✦ 對企業的健康保險計劃進行年度審查

The Group attaches great importance to continuous training for employees to equip them with skills to keep up with the industry trend and serve at best for the Group.

- ✦ Provide on-the-job training for employees at all levels
- ✦ Implement a clear and fair sponsorship mechanism for tuition fee reimbursement

本集團非常重視對員工的持續培訓，讓他們裝備緊跟行業趨勢的技能，為本集團提供最好的服務。

- ✦ 為各級員工提供在職培訓
- ✦ 實行清晰公平的學費報銷贊助機制

我們的承諾及目標

於2015年，聯合國發佈可持續發展目標（「可持續發展目標」）作為實現可持續發展的策略。各企業經已開始將其業務策略與可持續發展目標相連，以推動可持續發展並改善其環境、社會及管治概況。本集團亦參考可持續發展目標，以表明其對可持續發展的承諾，確定了6個可持續發展目標為我們的可持續發展策略框架，具體如下：



目標三：良好健康與福祉



目標四：優質教育

OUR SUSTAINABILITY APPROACH

我們的可持續發展方針

Our Commitments and Goals (Continued)

我們的承諾及目標 (續)

Our Commitment and Measures

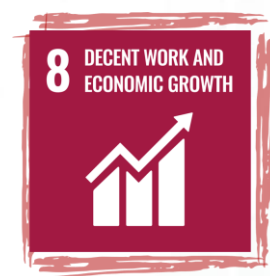
我們的承諾及措施

The Group strives to create an equal, inclusive and secure work environment for employees.

- ✦ Discreet compliance with all applicable labour laws and regulations in any jurisdictions in which we carry out our businesses
- ✦ Promote a caring and inclusive workplace, endorsed with the "Caring Company" logo and "Breastfeeding Friendly Workplace" certification
- ✦ Actively employ the youth through apprentice and internship programme

本集團致力為員工創造一個平等、包容和安全的工作環境。

- ✦ 謹慎遵守任何我們開展業務的司法管轄區的適用勞動法律和法規
- ✦ 推廣關愛和包容的工作場所，獲得「商界展關懷」標誌和「母乳餵哺友善工作間」證書
- ✦ 通過學徒和實習計劃積極僱用青年



目標八：體面工作和經濟增長

The Group actively keeps abreast of the changes in the local market and industrial development.

- ✦ Support the community adoption of electric vehicles ("EV") by installing charging stations
- ✦ Engage in projects to support the expansion of public transportation systems and improve their carbon emission
- ✦ Promote and invest in the adoption of building information modelling technology and robotics

本集團積極緊貼本土市場及行業發展的變化。

- ✦ 通過安裝充電站以支持社區採用電動車（「電動車」）
- ✦ 參與支持公共交通系統擴展和減少碳排放的項目
- ✦ 投資以採用建築資訊模型技術及機器人技術



目標九：產業、創新與基礎設施

The Group commits to minimising its adverse impacts on the community and people.

- ✦ Seek partnerships with community benevolent institutions and organisations to promote the well-being of the community
- ✦ Be selective with our business partners, preferably with a high standard of conduct and ethics

本集團承諾減低本集團對社區和大眾的不利影響。

- ✦ 尋求與社區慈善機構和組織合作，以促進社區的福祉
- ✦ 有選擇性地選擇業務合作夥伴，最好是具有高行為及道德標準



目標十一：可持續發展城市及社區

OUR SUSTAINABILITY APPROACH

我們的可持續發展方針

Our Commitments and Goals (Continued)

我們的承諾及目標 (續)

Our Commitment and Measures

我們的承諾及措施

The Group proactively seeks climate-related solutions to reduce our carbon footprint and pollution to the environment, establishing an image of being an environmentally responsible contractor.

- ✦ Maintain a holistic environmental management system with regular reviews
- ✦ Arrange awareness-raising activities on environmental protection
- ✦ Continuous improvements of the office and operational green initiatives

本集團積極尋求與氣候相關的解決方案，以減少我們的碳足跡及對環境的污染，建立一個對環境有承擔的承包商形象。

- ✦ 維護全面的環境管理系統並定期審查
- ✦ 安排提高環境保護意識的活動
- ✦ 持續改進辦公室和營運綠色舉措



目標十三：氣候行動

Fostering Sustainability Culture

培養可持續發展文化

The Group places a high priority on fostering a robust sustainability culture as one of our fundamental sustainable development strategies. We strive to motivate our employees to exercise sustainable practices at workplaces and in their daily lives through the following three major approaches:

本集團重視培養穩健的可持續發展文化，作為我們的根本可持續發展策略之一。我們致力通過以下三種主要方法來激勵我們的員工在工作場所和他們日常生活中實踐可持續的實踐：



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OUR SUSTAINABILITY APPROACH

我們的可持續發展方針

Fostering Sustainability Culture (Continued)

培養可持續發展文化 (續)



Inspire through events and trainings

通過活動、培訓進行激發

- Organise sustainability awareness-raising activities, such as No Air Con Night, Earth Hour, Green Month, Vegetarian Day, Items Exchange Activity etc., to link sustainability to personal life
組織提升可持續發展意識的活動，如無冷氣夜、地球一小時、綠色月、素食日、物品交換活動等，將可持續發展與個人生活聯繫起來
- Arrange training for the management to understand the principle and implementation of climate-related financial disclosure to improve the Group's overall ESG performances
為管理層安排培訓，了解氣候相關財務披露的原則和實施，以改善本集團的整體環境、社會及管治表現
- Conduct internal sustainability training for employees at all levels to introduce the concept of sustainable development and emphasise the philosophy of the Group's Sustainable Development Policy
為各級員工進行內部可持續發展培訓，引入可持續發展概念，並強調本集團可持續發展政策的理念
- Celebrate festivals in a meaningful way, such as Orbis Mid-Autumn Charity gift, supporting community-wide red packet recycling program etc.
以有意義的方式慶祝節日，例如奧比斯中秋義賣禮物、支持社區紅包回收計劃等。

Recognise and support sustainability activists/ implementers

認可及支持可持續發展的積極參與者/實踐者

- Praise good ESG performers in the monthly employee newsletter
在每月的員工通訊中讚揚環境、社會及管治表現優異者
- Nominate good ESG performers to participate in industry-wide award competitions
提名環境、社會及管治表現優異者參加角逐行業的比賽



Communicate actively about sustainability issues

積極溝通可持續發展議題

- Dedicate a space to share sustainability topics in the monthly employee newsletter, e.g. carbon neutrality, sustainable investment, carbon emission reduction etc.
在每月的員工通訊中預留空間以分享可持續發展主題，例如 碳中和、可持續投資、碳減排等
- Share sustainability videos on our ESG TV channel, issues such as diversity, equality and inclusion at the workplace, climate change etc.
在我們的ESG資訊台發放可持續發展視頻，主題如工作場所的多元化、平等和包容、氣候變化等。

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OUR SUSTAINABILITY APPROACH

我們的可持續發展方針

Stakeholder Engagement

The Group attaches high importance to stakeholders' opinions and concerns over the Group. We continually engage with our stakeholders with respect to individual needs as described below:

持份者參與

本集團高度重視持份者對本集團的意見和關注。我們就着個別需求持續與持份者接觸，如下所述：

Shareholders and investors

股東及投資者

Corporate Website 集團網頁
Announcements and Circulars 公告及通函
Annual, Interim and Quarterly Reports 年報、中期及季度報告
Annual General Meeting 股東周年大會

Employees

僱員

Employee engagement/ Company activities
員工或公司活動
Regular and ad hoc meetings 定期及專責會議
Drills, Briefings and Training Workshops
演習、簡報會及培訓工作坊
Intranet, Emails, Circulars and Staff Handbook 內聯網、
電郵、通告及員工手冊
Employee Newsletters 員工通訊
ESG TV Channel ESG 資訊台
New hire orientation programmes 新員工入職培訓計劃
Annual performance appraisals 年度工作表現評核
Awards and Recognition Schemes 獎項及嘉許計劃
Surveys 問卷
Smartphone Application 智能電話應用程式
Personal Contacts 個人聯繫

Customers

客戶

Customer Satisfaction Surveys 客戶滿意度調查
Contractor Performance Assessments
承包商表現評估
Site inspections and audits 現場視察及審核
Regular and ad hoc meetings 定期及專責會議
Customers' Company Events 客戶公司活動
Stakeholder Engagement Surveys 持份者參與問卷
Correspondence 通信
Personal Contacts 個人聯繫

Business Partners

業務夥伴

Emails, Correspondence 電郵、通信
Meetings, Briefings, Training, Co-workshop and
Conferences 會議、簡報會、培訓、工作坊及研討會
Site inspections and audits 現場視察及審核
Performance Evaluation 績效評估
Stakeholder Engagement Surveys 持份者參與問卷

Industry Associations and Professional Bodies, Government and Non-Governmental Organisations

行業協會和專業團體、政府及非政府組織

Charity/ Volunteering activities 慈善/義工活動
Community events 社區活動
Internship programme 實習計劃
Forums and conferences 論壇和研討會
Feedback to Surveys 回應問卷
Stakeholder Engagement Surveys 持份者參與問卷

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OUR SUSTAINABILITY APPROACH

我們的可持續發展方針

Stakeholder Engagement (Continued)

We are deeply grateful to our stakeholders for their valuable feedback and opinions in driving us to work towards our adopted sustainability principles, which are: delivering quality work and services in a safe and environmental manner, maintaining long-term well-established relationships with our business partners, respecting and nurturing our people and being socially and ethically responsible to the community. Their affirmations further help us to develop sustainability strategies, deploy resources, create impacts and communicate results.

Materiality Assessment

Materiality assessment is the keystone of ESG reporting that determines the scope and topics of the report, as well as a process of identifying improvements along the sustainability journey. The Group adopts a 4-step approach to assess the materiality of ESG issues that are relevant to our business.

持份者參與 (續)

我們非常感謝各持份者提供的寶貴反饋和意見，促使我們朝着採用的可持續發展原則，包括致力於以安全和環保的方式提供優質的工程和服務，與我們的客戶，供應商和承包商保持長期良好的關係，尊重我們經驗豐富且敬業的員工，並對工作社區承擔社會和道德責任。他們的肯定更有助我們制定可持續發展戰略、部署資源、創造影響和交流結果。

重要性評估

重要性評估是環境、社會及管治報告的基石，以決定其報告的範圍和主題，以及確定可持續發展歷程中改進的過程。本集團採用四個步驟以評估與我們業務相關的環境、社會及管治議題的重要性。



STEP 1 - IDENTIFICATION 步驟 1 - 識別

A list of potential material issues was identified with reference to the following sources:

參照以下資料來源以識別潛在重大議題：

- Previous ESG reports of the Group 本集團過往的環境、社會及管治報告
- Materiality Map of Sustainability Accounting Standards Board (SASB) 永續會計準則委員會的「重大性地圖」
- Peer benchmarking 同行基準

23 potential material issues were identified and defined. 確定並定義了23項潛在重大議題。



STEP 2 - PRIORITISATION 步驟 2 - 優先次序

We devised a standard stakeholders engagement survey and invited both (i) the internal stakeholders, constituting both our management and staff (the "**internal stakeholders**"), and (ii) the external stakeholders, constituting our key customers, suppliers and contractors, and the representatives of public organisation (the "**external stakeholders**") to assess the importance of material issues, with a range of 1 to 5, based on their own preferences and expectations. 我們設計了一份標準持份者參與問卷，邀請(i) 內部持份者包括管理層和員工（「**內部持份者**」）；及(ii) 外部持份者，包括我們的主要客戶、供應商和承包商、公共組織的代表（「**外部持份者**」），根據他們自己的偏好和期望對各重大議題的重要性進行評估，重要性程度分為1至5。



STEP 3 - VALIDATION 步驟 3 - 驗證

We prepared a materiality matrix to clearly illustrate the survey results. The Group's executive committee ("**Group Executive Committee**") and senior management confirmed the list of material topics for disclosure in this Report.

我們準備了一個重要性矩陣以清楚地說明調查結果。本集團的執行委員會（「**集團執行委員會**」）及高層管理人員確認本報告中披露的各項重大議題。



STEP 4 - REVIEW 步驟 4 - 審閱

The Board reviewed the material issues, the materiality matrix, as well as relevant risks and opportunities to ensure appropriate relevance and materiality to the Group.

董事會審閱了重大議題、重要性矩陣，以及相關風險和機遇，以確保其相關性和重要性與本集團相符。

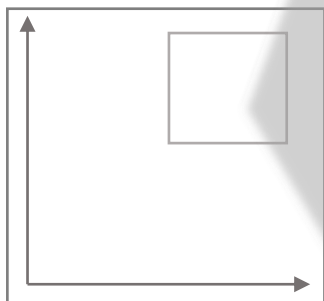
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OUR SUSTAINABILITY APPROACH

我們的可持續發展方針

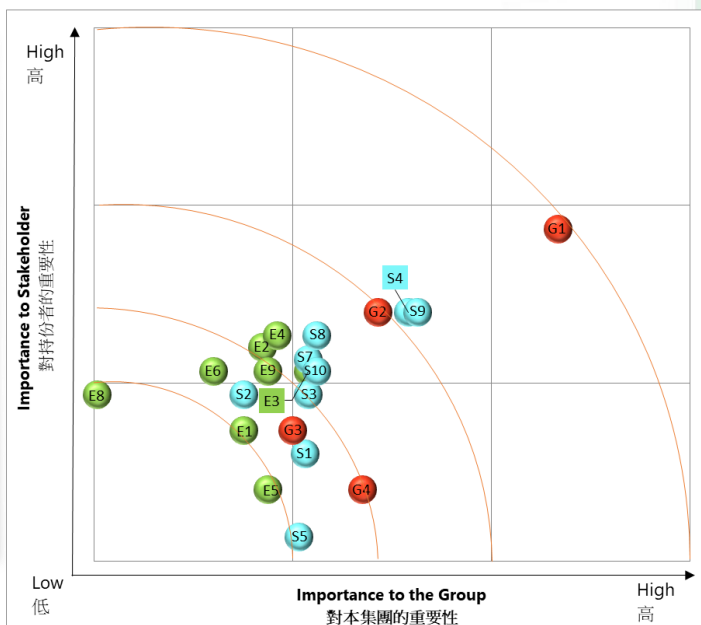
Materiality Assessment (Continued)

The outcome of the materiality assessment is concluded in the below materiality matrix, showing the relative importance of each issue to the Group (represented by the internal stakeholders) against the viewpoints of other stakeholder groups (represented by external stakeholders). The descriptions of the top 13 material issues are identified and highlighted in colour and bold. Based on the results of the materiality assessment, this Report will disclose in detail in accordance with the identified top material issues.



重要性評估 (續)

以下的重要性矩陣中總結了重要性評估的結果，顯示了每個議題對本集團（由內部持份者代表）的相對重要性，以及其他持份者群體（由外部持份者代表）的觀點。識別出的前 13 個重大議題的描述會以粗體和顏色標示。本報告將根據重要性評估結果，按照識別出的重大議題進行詳細披露。



ENVIRONMENT 環境

- E1 Pollution Mitigation 減少污染
- E2 Sustainable Resource Use 可持續資源使用**
- E3 Waste Management 廢物管理**
- E4 Energy Management 能源管理**
- E5 Water Management 水資源管理
- E6 Greenhouse Gas Emissions 溫室氣體排放
- E7 Biodiversity Loss 生物多樣性喪失
- E8 Climate-related Risks and Opportunities 氣候相關的危機及機遇
- E9 Green Procurement 環保採購**

SOCIAL 社會

- S1 Labour Practices 勞工常規
- S2 Training and Development 培訓與發展
- S3 Employee Engagement 員工參與**
- S4 Occupational Safety and Health 職業安全及健康**
- S5 Human and Labour Rights 人權與勞工權利
- S6 Community Engagement 社區參與
- S7 Product Design and Innovation 產品設計和創新**
- S8 Customer Welfare 客戶利益**
- S9 Product Responsibility 產品責任**
- S10 Supply Chain Management 供應鏈管理**

GOVERNANCE 管治

- G1 Business Ethics 商業道德**
- G2 Risk Management 風險管理**
- G3 Business Model Resilience 商業模式韌性
- G4 Economic Performance 經濟表現**

OUR BUSINESS PRACTICES

我們的業務慣例

Corporate Ethics

The Group operates on the principles of integrity, honesty and anti-corruption and firmly opposes illegal acts such as bribery and corruption. The Group has been in strict compliance with a code of business conduct (the "Code") to act responsibly for the interests of stakeholders like shareholders, suppliers, contractors, subcontractors, customers and the community.

The Group is committed to maintaining the highest possible standards of openness, probity and accountability. In line with that commitment the Group has long established a whistle-blowing policy, with the aim of encouraging its employees and external parties who deal with us, who have concerns about any suspected misconduct or malpractice within the Group to come forward and voice those concerns. During the Reporting Period, the Group has reviewed the scope of its whistleblowing policy, whistleblowing channels, and the independence and investigation procedures, and updated the whistle-blowing policy accordingly.

Upon the receipt of a report, the Group will evaluate every report received to decide if a full investigation is necessary. If an investigation is warranted, an investigator from the internal audit or compliance department will be appointed to look into the matter .

The length of each investigation may vary depending upon the nature, complexity and particular circumstances of the matter. A final report, with recommendations for change (if appropriate), will be produced to the audit committee of the Company ("Audit Committee"). The Audit Committee will review the final report and make recommendations to the Board. The outcome decided by the Group is final in the absence of new relevant material information.

We also protect whistle-blowers against unfair dismissal, victimisation, or unwarranted disciplinary actions.

企業道德

本集團以廉潔守正、誠實正直的原則經營業務，堅決反對賄賂及貪腐等違法行為。本集團嚴格遵守商業行為守則（「守則」），以保障對各持份者（股東、供應商、承包商、分判商、客戶及社區）的利益。

本集團致力維持盡可能高標準的公開度、廉潔度及問責制。為貫徹這項承諾，本集團早已訂立舉報政策，期望並鼓勵其員工及本集團有往來之人士，當遇到本集團內任何涉嫌不當行為或舞弊情況時，能挺身而出表達關注。於報告期間，本集團重新審視了舉報的適用範圍、舉報渠道以至調查程序的獨立性，並更新了舉報政策。

舉報政策建立舉報程序，詳細規定檢舉、投訴和申訴的處理工作。當收到舉報後，本集團會評估每一份接獲的舉報，以決定是否需要展開全面調查。若有理據進行調查，便會指派來自內部審計或合規部門的調查人員調查事件。

調查時間可能會因舉報事項的性質、複雜程度和特定情況而有所差異。最終報告，連同改善建議（如適用），將會被提交至本公司審核委員會（「審核委員會」）。審核委員會將審閱最終報告並向董事會提交建議。在沒有新的重大相關信息的情況下，本集團的調查結果將為最終的結果。

我們亦會保障舉報人免受不公平解僱、受害或不必要的紀律處分。

OUR BUSINESS PRACTICES

我們的業務慣例

Personal Data Privacy Protection

The Group is committed to protecting the privacy and confidentiality of the collected personal data. The Group has established internal guideline to make sure data is collected, processed, used, maintained, managed, stored and handled properly. Protecting confidential and sensitive data from accidental disclosure is also important to the Group. We address a series of measures and access controls for both offices and workshops to mitigate the risk of leaking out confidential documents and products.

個人資料隱私保護

本集團致力保護收集到的個人資料私隱，並制定了內部指引確保資料妥善收集、處理、使用、保管、管理、儲存及妥當處理。本集團非常重視保障機密及敏感資料免於外洩。我們在辦公室和工地採取了一系列的措施和訪問控制，以減低洩露機密文件和產品的風險。

Cybersec Training Hub 網絡安全培訓平台



As the pace of digital transformation accelerates, the overall digital usage rate in various industries has increased sharply, and cyber security incidents have also become more frequent. The Group has always paid attention to cyber security, during the Reporting Period, it has not only invested a lot of resources to enhance software and hardware to defend against cyber attacks, but also made good use of the Cybersec Training Hub launched by Hong Kong Internet Registration Corporation Limited (HKIRC), providing our employees with certified cyber security professional training to enhance their awareness of cyber security and encouraging them to work with us to deal with invisible cyber security crises. Several employees have completed general staff training and obtained training certificates. In the future, we will continue to arrange for employees to participate in the tailor-made training, in order to provide them with information and knowledge that are more suitable for their positions.

隨著數碼轉型步伐加速，各行業的數碼使用率整體急增，網絡安全事故亦愈趨頻繁。本集團一向注重網絡安全，於報告期間，除了投放了不少資源提升軟及硬件以抵禦網絡攻擊，我們亦善用香港互聯網註冊管理有限公司所推出的網絡安全員工培訓平台，為員工提供具認證的網上安全專業培訓，提升網絡安全意識，鼓勵員工與本集團攜手應對無形的網絡安全危機。若干員工已完成參與基本員工培訓並獲得培訓證書，未來，我們將繼續安排員工參與度身訂造培訓，務求令員工獲得更切合其職位的資訊及知識。

OUR BUSINESS PRACTICES

我們的業務慣例

Intellectual Property Rights Protection

The Group is fully dedicated to protecting both its own intellectual property rights as well as those of other relevant stakeholders. Our employees are instructed to respect intellectual property rights, and not to infringe copyrighted works. To protect the Group's intellectual property, all our trademarks and domain names have been registered in Hong Kong. Also, non-disclosure agreements would be signed with clients or partners in the course of cooperation to reduce the risk of leakage of confidential information to the third parties. All confidential data related to the Group's businesses and customer information are securely protected and only used for internal purposes. Any leakage of confidential information to the third parties is strictly prohibited.

Legal Compliance

The Group recognises the importance of compliance with regulatory requirements. The Group is devoted to enforcing relevant laws and regulations across different levels of operations. There was no material breach of or non-compliance with the applicable laws and regulations by the Group for the Reporting Period. For more information regarding laws and regulations compliance for the Reporting Period, please refer to Appendix II — HKEX ESG Guide Content Index.

知識產權保護

本集團致力於保護自身和相關持份者的知識產權。我們的員工被指示必須尊重知識產權，嚴禁侵權。為保障本集團的知識產權，我們的商標及域名已在香港註冊。本集團亦會在合作過程中與其客戶或合作夥伴簽署保密協議，以減低向任何第三方洩露機密資料的風險。所有與本集團業務及客戶資料有關的機密資料均得到安全保障，只會供內部使用。

合法合規

本集團明白遵守監管規定的重要性，本集團致力在不同營運層面上執行相關法律法規。於報告期間，本集團並無嚴重違反或不遵守適用法律及規例。有關本報告期所遵守法律法規的更多資訊，請參考附錄二 — 聯交所《環境、社會及管治報告指引》內。

OUR PEOPLE

我們的員工

Employment and Labour Practices

The success of our business depends on the untiring efforts and dedicated service of all employees. The Group understands that the recruitment, retention and cultivation of talents can help maintaining its market competitiveness. We are dedicated to creating a just, caring, healthy, safe and harmonious working environment for our employees, providing diverse development and training opportunities to ensure all employees are respected and motivated.

僱傭及勞工常規

我們的業務成功有賴全體員工的努力不懈及竭誠服務。本集團明白吸納、保留及栽培人才有助本集團保持市場競爭力。我們致力於為員工營造一個公平、受關懷、健康、安全及和諧的工作環境，同時提供豐富多元的發展及培訓機會，以確保所有員工都受到尊重和激勵。



OUR PEOPLE

我們的員工

Employment and Labour Practices (Continued)

Respecting Human and Labour Rights

The Group strictly conformed to and complied with the relevant laws and regulations in relation to employment in Hong Kong and has a "Respect of Ethics, Human and Labour Rights Policy", which commits to supporting and respecting the rights of individuals and working communities, and strictly prohibits child labour, bonded labour and forced labour in our operations. For more information regarding laws and regulations compliance for the Reporting Period, please refer to Appendix II — HKEx ESG Guide Content Index.

To eliminate the risks of hiring job applicants not meeting the legal working age or not eligible to work locally, our Human Resources Department ("HR") carefully checks the identification documents collected. Background checks will also be carried out whenever necessary. To ensure reasonable working hours, different types of work patterns, rest days, holidays and leave are explicitly defined in the employment documents.

The Group is committed to creating and maintaining an inclusive and collaborative workplace culture. The Group strives to provide equal opportunities to all its employees and maintain a workplace that is free from discrimination, physical or verbal harassment against any individual on the basis of race, religion, colour, gender, physical or mental disability, age, national origin. We consider workplace discrimination as misconduct; our employees can report through the existing whistleblowing policy. For details, please refer to the section headed "Corporate Ethics" in this Report.

僱傭及勞工常規 (續)

尊重人權及勞工權益

本集團嚴格遵守及符合相關僱傭的香港法例及法規，並設有「尊重道德、人權及勞工權利政策」，承諾支持及尊重個人和工作社區的權利，及嚴格禁止在我們的營運中使用童工、抵債勞工及強制勞工。有關本報告期所遵守法律法規的更多資訊，請參考附錄二 — 聯交所《環境、社會及管治報告指引》內容索引。

在招聘過程中會收集個人資料，以協助選擇合適的候選人並核實候選人的個人資料。為消除招聘未符合法定工作年齡或不符合資格在本地工作的求職者的風險，人力資源部（「**人事部**」）負責仔細檢查所收集的身份證明文件，必要時亦會進行背景調查。為確保合理的工作時間，在僱傭文件中明確規定了不同類型的工作模式、休息日、假期和休假。

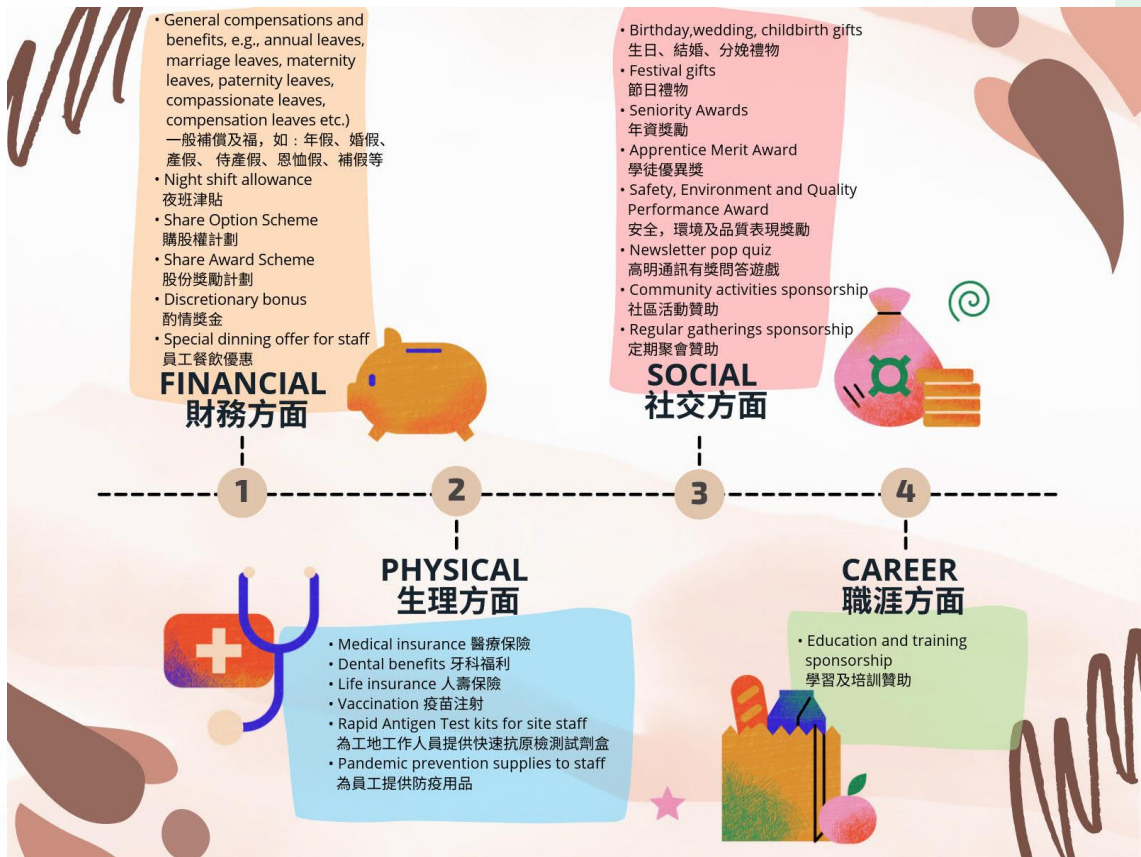
本集團致力於創造及維護一個包容和協作的工作場所文化。本集團致力為員工提供平等機會及確保所有員工在工作場所內不會因種族、宗教、膚色、性別、身體或精神殘疾、年齡、國籍而遭受歧視、任何身體或言語騷擾。我們將職場歧視視作不當行為，員工可以通過現有的舉報政策進行舉報。有關舉報政策，請參閱本報告「企業道德」一節。

OUR PEOPLE 我們的員工

Employment and Labour Practices (Continued)

Employee Benefits

The Group treasures our employees which are one of the most valuable assets to the Group. To attract and retain outstanding employees, the remuneration policy of the Group's employees will be regularly reviewed. We not only establish and maintain a robust recruitment and promotion system, but also offer our employees various types of well-being benefits:



During the Reporting Period, we have updated medical insurance to provide our colleagues with more comprehensive medical protection. In addition, we have added special dining offer for staff and community activities sponsorships. The Group will continue to enhance our compensation and benefits system to retain talents and stay competitive.

僱傭及勞工常規 (續)

員工福利

本集團珍惜我們的員工，視其為本集團最寶貴的資產之一。為吸引並挽留優秀員工，本集團員工的薪酬政策及待遇會定期進行審閱。我們不僅建立和維持健全的招聘及晉升制度，還為員工提供各種福利待遇：

於報告期間，我們更新了醫療保險計劃，為同事提供更全面的醫療保障。此外我們亦增設了員工餐飲優惠及社區活動贊助。本集團會持續完善我們的薪酬和福利體系，以挽留人才和保持競爭力。

OUR PEOPLE

我們的員工

Employment and Labour Practices (Continued)

Employee Engagement

We are committed to implementing a transparent and open internal communication mechanism, encouraging two-way communication between the management and staff as well as proactively understanding the suggestions and expectations of the staff. In order to promote smooth and effective internal communication, the management of the Group holds management meetings, departmental meetings, monthly working meetings, etc. We have also utilised diverse communication channels such as intranet, emails, circulars, employee newsletters, instant communication applications to keep our employees informed of the latest development and information of the Group.

Diversified Employee Activities

To create a friendly and caring working environment to our employees, the Group has launched different activities to cultivate self-confidence, sense of belongings and cohesion of employees, and encouraged inter-departmental gatherings and activities.

Lunar New Year Online Campaign 農曆新年線上活動

In view of the coronavirus disease 2019 ("COVID-19") pandemic, we continued to organise the "Online Lucky Draw" Campaign for celebrating the Lunar New Year. Apart from the employees, we also invited our partners to watch the webcast together. In addition to the lucky draw session, we took this opportunity to present awards and express gratitude to the outstanding apprentices and long-serving staff of the Group. These only allow our colleagues to experience the festive atmosphere, but also stimulate their morale, increase their senses of belonging to the Group.

鑑於冠狀病毒病 2019 (「COVID-19」)大流行關係，我們繼續舉辦「線上幸運抽獎」活動慶祝農曆新年。是次網上直播活動除給予本集團員工參加外，我們亦開放予合作伙伴共同觀賞。除抽獎環節外，我們亦趁此機會向表現出色的學徒，及對本集團長期服務的員工進行頒獎以表謝意。這不僅可讓我們同事感受節日的歡愉氣氛，也激勵他們的士氣，增加他們對本集團的歸屬感。

僱傭及勞工常規 (續)

員工參與

我們堅持透明及開放的內部溝通機制，鼓勵管理層與員工保持雙向交流，同時積極了解員工的建議和期望。為了促進暢順有效的內部溝通，本集團管理層定期舉辦管理層會議、部門會議、月度工作例會等。我們亦利用內聯網、電子郵件、通函、員工通訊、即時通訊應用程式等多種溝通渠道，讓員工獲知本集團的最新發展及資訊。

多元化員工活動

為了給員工營造友善關懷的工作環境，本集團已舉辦各類活動從而提升員工的自信心、歸屬感及凝聚力，並鼓勵舉行部門間的聚會及活動。



Caption: Our colleagues assist to organise the "Online Lucky Draw" Campaign

圖片說明：我們的同事正在協助舉辦「線上幸運抽獎」活動。

OUR PEOPLE

我們的員工

Employment and Labour Practices (Continued)

僱傭及勞工常規 (續)

Employee Engagement (Continued)

員工參與 (續)

Lunar New Year Lucky Online Campaign (Continued) 農曆新年線上活動 (續)



Caption: Our Deputy Managing Director was drawing a prize winner.

圖片說明：我們的副董事總經理正在抽獎。



Caption: Our chief engineer (left) presented a seniority award to an employee, who had been serving the Group for 20 years

圖片說明：我們的總工程師（左）向服務本集團20年的員工頒發年資獎勵



Caption: One of the apprentices was rewarded the "Apprentice Merit Award"

圖片說明：其中一名學徒獲授予「學徒優異獎」

OUR PEOPLE 我們的員工

Employment and Labour Practices (Continued)

僱傭及勞工常規 (續)

Employee Engagement (Continued)

員工參與 (續)

Christmas party 聖誕聯歡活動



To celebrate Christmas and thank all employees for their continuous contributions, we prepared a variety of Christmas lunch boxes and games for employees. We hope to take this activity to celebrate Christmas with all employees, promote interaction and communication among colleagues in various departments, get to know each other, and consolidate team spirit. More than 100 colleagues participated in this event. Their laughter filled the Group with a festive atmosphere. All colleagues can share delicious food in a relaxed and happy mood after work to welcome the festive season.

為慶祝聖誕節及答謝各員工一直以來的貢獻，我們為各員工準備各式各樣的聖誕便當及遊戲環節。我們希望藉此活動與各員工歡渡聖誕，促進各部門同事間的互動交流，彼此認識，及鞏固團隊精神。是次活動共有一百多位同事參與，同事們的笑聲令本集團充滿了節日氣氛，各同事都能在工作之餘以輕鬆和愉快的心情共享佳餚，迎接佳節。

Orbis's Mid-Autumn Charity Sales 奧比斯「愛心獻光明」中秋義賣

We continued to support the international charity organisation Orbis's "Mid-Autumn Charity Sales 2022" and gave mooncake to all employees, all proceeds was fully donated to the ORBIS Blindness Relief Action, making this Mid-Autumn Festival even more meaningful.

今年中秋節，我們繼續鼎力支持國際慈善機構奧比斯「愛心獻光明」2022之中秋慈善義賣行動，購買月餅禮盒送贈給各位員工，所有收益全數用作奧比斯救盲行動經費，令這個中秋節倍添意義。



OUR PEOPLE 我們的員工

Safety and Health

Management Approach to Occupational Safety and Health

We regard health and safety as an indispensable part of our businesses. We are committed to protecting our staff, contractors, customers and the general public from health and safety risks. This commitment and our safety management approach have been clearly listed in the Safety, Health and Loss Prevention Policy, so that our occupational safety and health ("OS&H") performance can be improved continuously. To minimise the risk of accidents and deepen employees' understandings of our safety first culture, we invest adequate resources in safety management and training.

We have a systematic "Plan-Do-Check-Act" approach to link OS&H management into our business processes to motivates staff to identify hazards and unsafe conditions in their workplaces and then improve. The Group will continue to optimise the OS&H management system ("OS&HMS"), further improve the Group's overall safety performance.



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安全與健康

職業安全與健康管理方針

我們非常重視工作場所的健康及安全，視之為業務營運不可或缺的一部分。我們致力保障員工、承辦商、客戶和公眾免受健康與安全風險。並已將此承諾及我們的安全管理方針清楚載列安全、健康和損失預防政策中，使我們的職業安全與健康（「職安健」）的效益得以不斷提升。為了盡量減低意外風險，加深員工對本集團安全第一文化的了解，我們在安全管理和培訓方面投入了充足的資源。

我們已設立一套系統性的「策劃-實施-檢查-改進」方法，將職安健管理聯繫到我們的業務流程中，鼓勵員工識別工作場所的隱患和不安全的環境狀況再加以改善。本集團會持續優化職安健管理系統（「職安健管理系統」），進一步提升本集團的整體安全表現。

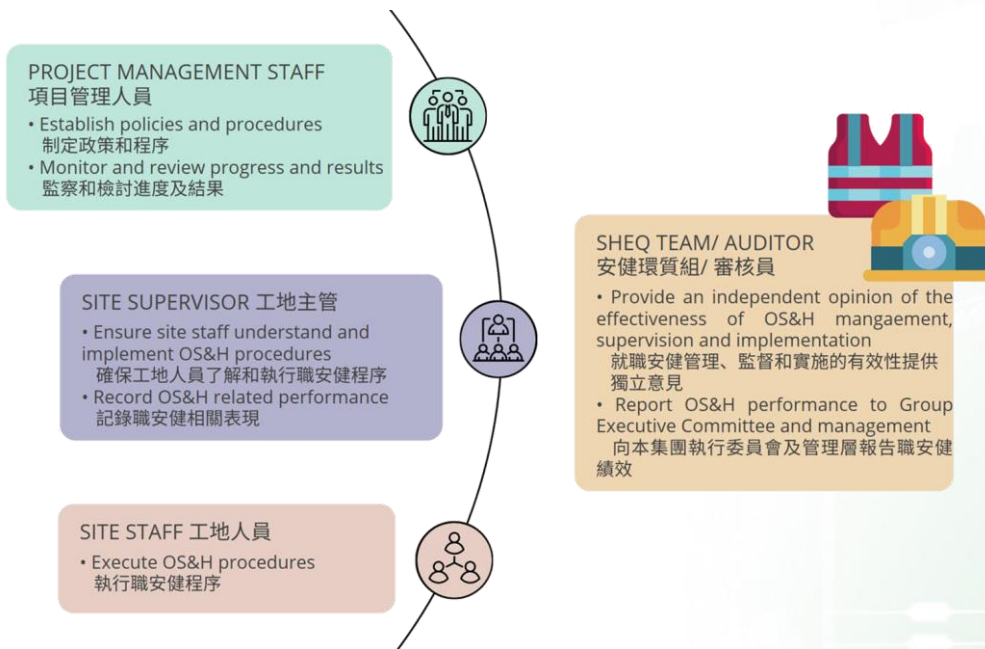
OUR PEOPLE

我們的員工

Safety and Health (Continued)

Management Approach to Occupational Safety and Health (Continued)

The Group has a Safety and Health, Environmental and Quality (“SHEQ”) team, which reports and reviews SHEQ performance results at the management review meeting every year. We have also established a site safety governance structure to manage site OS&H risks.



安全與健康 (續)

職業安全與健康管理方針 (續)

本集團設有安全、健康、環保及品質（「安健環質」）組，每年於管理評審會議上滙報及檢討安健環質績效結果。我們亦建立了工地安全治理架構以管理工地的職安健風險。

Boosting OS&H Consciousness

The Group actively provides employees OS&H training programs. In addition to induction training, we also provide employees with tailor-made safety training courses and site-specific briefings. After identifying and understanding their needs, we create training plans, including coaching and more to help them acquire crucial skills and experience. The safety officer will regularly evaluate the effectiveness of the training to ensure the training meets the existing laws and regulations and customer requirements.

提升職安健意識

本集團積極為員工提供職安健培訓，除了入職培訓，我們還會向員工提供量身定制的安全培訓課程及個別工地的簡報會，在識別及了解他們的需要後，我們會制定培訓計劃，包括工作輔導等，協助他們獲取必要的技能及經驗。安全主任會定期評估培訓效用，確保培訓切合現行法例法規及客戶要求。

OUR PEOPLE

我們的員工

Safety and Health (Continued)

安全與健康 (續)

Management Approach to Occupational Safety and Health (Continued)

職業安全與健康管理方針 (續)



~900 hours of project-specific OS&H training attended by site staff, training topics cover key safety risks, e.g., electricity, working at height, lifting operation, moving plants etc.

工地人員已參與約900小時項目特定的職安健培訓，培訓課題涵蓋有關關鍵安全風險，例如電力、高空作業、起重操作、移動設備等

Boosting OS&H Consciousness (Continued)

提升職安健意識 (續)

The site supervisor will conduct regular toolbox training to provide general safety and health information or update to the site staff.

工地主管將定期舉辦工具箱培訓，為工地人員提供一般安全與健康信息或更新。



~500 hours of toolbox training conducted by the site supervisors, topics cover accident case sharing, housekeeping, manual handling, safety measures under adverse/hot weather, hand tool safety, pressure management and high blood pressure etc.

工地主管進行了約500小時的工具箱培訓，主題包括意外案例分享、工作場所整理、體力處理、手工具安全、惡劣/炎熱天氣下的安全措施、壓力管理及高血壓等

The Group has adopted an occupational health and safety manual as required by relevant occupational health and safety laws, rules and regulations under the supervision of the Group's registered safety officers. During the Reporting Period, the Group strictly conformed to and complied with the relevant laws and regulations in Hong Kong in relation to the provision of a safe working environment and the protection of employees from occupational hazards that would have a significant impact on the Group. During the Reporting Period, the Group recorded zero accident and incident and zero death due to work injury; and the lost days due to work injury were zero as well.

本集團已遵照相關職業健康及安全法律、規則及法規的規定採納職業健康及安全手冊，並由本集團的註冊安全主任負責監督。於本年度，本集團嚴格遵守及符合有關提供安全工作環境及保障員工避免職業性危害的香港法律法規，於報告期間，本集團錄得零意外及事故及零工傷死亡，因工傷損失工作日數亦為零。

OUR PEOPLE 我們的員工

Safety and Health (Continued)

安全與健康 (續)

ISO 45001:2018 Occupational Health and Safety Management Systems Certificates
ISO 45001:2018 職業健康安全管理系統認證



The Group has been awarded the ISO 45001:2018 Occupational Health and Safety Management Systems Certificates, and our subsidiaries KML Engineering Limited and KML Technology Limited have met the relevant certification requirement. Our OS&HMS has clear policies, objectives, targets, and evaluation mechanisms to manage health and safety matters of the Group. In the future, the Group will continue to optimise the OS&H-related systems and measures to raise the level of safety.

本集團已獲得ISO 45001:2018 職業健康安全管理系統認證，我們的附屬公司包括高明科技工程有限公司及高萌科技有限公司均符合相關認證要求。我們的職安健管理系統具備清晰的政策、目的、目標及評估機制，以管理本集團的健康及安全事宜。未來本集團將持續優化職安健相關制度及措施，以提高安全水平。

OUR PEOPLE

我們的員工

Safety and Health (Continued)

Safety First Culture

The Group attaches great importance to the safety of employees and adheres to the basic principle, "Safety First". Apart from safety trainings, various campaigns were organised to improve employees' self-protection awareness to protect their health and safety.

CIC "Life First" Industry-wide Construction Safety Campaign 建造業議會「生命第一」全方位建築安全活動



In response to the call of the Construction Industry Council ("CIC"), KML Engineering Limited participated in the "Life First" Industry-wide Construction Safety Campaign to gather the strength of various stakeholders to jointly promote a work site safety culture and enhance employees' work site safety awareness and safety level. During the activity, employees at all levels conducted on-site inspections to review site operations and risk management, and implemented relevant improvement measures for construction procedures and risks.

為響應建造業議會(「建造業議會」)呼籲，高明科技工程有限公司參與了「生命第一」全方位建築安全活動，集合各持份者的力量，攜手推動工地安全文化，並提升員工工地安全意識及安全水平。活動過程中，各級員工實地視察以檢視工地操作、風險管理，並就施工程序及風險實行有關的改善措施。

安全與健康(續)

安全第一文化

本集團高度重視員工的安全，堅持「安全第一」的基本原則。我們除了通過安全培訓，還舉辦及參與多項活動，以提高員工自我保護意識，保障他們的健康與安全。

OUR PEOPLE

我們的員工

Safety and Health (Continued)

安全與健康 (續)

Safety First Culture (Continued)

安全第一文化 (續)

Best Program for Work Safety & Health in Hot Weather 最佳酷熱天氣下職安健計劃

With global warming, Hong Kong's summer temperature has a clear long-term upward trend. The number of hot nights and extremely hot weather days in 2021 reached 61 and 54 days respectively, both were the most on record. Working in such a hot environment, employees will face a higher risk of heat stroke inevitably. This year the Hong Kong Occupational Safety and Health Award added the "Best Program for Work Safety & Health in Hot Weather" to recognise organisations that have outstanding performance in formulating heat stroke prevention programs and implementing effective measures to protect employees' safety and health at work in hot environments. We are honored to receive the Certificate of Attainment of the Scheme (Construction Industry).

隨着全球暖化，香港夏季氣溫有明顯長期上升趨勢，2021年熱夜及酷熱天氣日數分別達61日及54日，均是有紀錄以來最多。在炎熱的環境下工作，員工難免會面對較高的中暑風險。本年度香港職業安全健康大獎增設了「最佳酷熱天氣下職安健計劃」，表揚在制訂預防中暑計劃及推行有效措施，保障員工在酷熱環境下工作安全及健康方面有傑出表現的機構。我們很榮幸獲得該計劃(建造業)的嘉許證書。



Caption: Provision of Shading Area
圖片說明：提供遮光區域



Caption: Distribution of mini electronic fans and cooling products to employees

圖片說明：為員工派發迷你電子風扇、降溫用品及飲用水

OUR PEOPLE

我們的員工

Safety and Health (Continued)

Fighting against COVID-19

The outbreak of the COVID-19 pandemic brought challenges to both the Group's operations and customers. As such, the Group implemented a number of measures to safeguard the health of customers and employees.

To help prevent our employees from contracting COVID-19, we offered equipment for health protection to our employees including masks, hand sanitisers, alcohol wet wipes, etc., reducing their financial burden on purchasing such equipment and ensuring the sufficiency of equipment for anti-pandemic measures in the long run.

We deployed disinfectant misting machines in office for daily disinfection, and also conducted continuous temperature monitoring through thermo-camera and installed access controller with temperature measurement to measure employees' and visitors' body temperature to prevent viruses from entering the workplace.

The Group operated strictly in accordance with the pandemic prevention measures issued by the governments, and provide convenience and comfort to employees who wish to receive COVID-19 vaccination on a voluntary basis by granting a vaccination leave on a discretionary basis.



Caption: Thermo-camera
圖片說明：熱像儀



Caption: Access Controller with temperature measurement
圖片說明：探熱測溫門禁系統

安全與健康 (續)

抗擊COVID-19

COVID-19疫情為本集團營運及客戶均帶來挑戰。為此，本集團實施一系列措施，保障客戶及員工健康。

為幫助員工預防感染COVID-19，我們為員工提供衛生防護設備，包括口罩、洗手液、酒精消毒濕巾等，減少其購買此類設備的財務負擔，並確保設備充足為疫情預防措施作長遠準備。

我們在辦公室部署消毒噴霧機進行日常消毒及進行徹底清潔和長效抗菌塗層噴塗，亦通過熱像儀連續進行溫度監測，及安裝探熱測溫門禁系統為員工及訪客進行日常體溫檢查，以預防病毒進入工作場所。

此外，本集團嚴格遵守政府頒佈的防疫措施，並酌情授予疫苗接種假，為自願接種 COVID-19疫苗的員工提供便利和舒適。

OUR PEOPLE

我們的員工

Safety and Health (Continued)

Health Always Culture

We seek to cultivate a culture of healthy work-life balance. We supported respective governmental departments, trade unions and institutions in joining health promotion campaigns and participated various kinds of competitions amongst other business counterparts. In addition, we also promote a healthy diet culture to our employees, hoping to promote employees to stay healthy through different means.

10,000 Steps a Day 日行萬步



安全與健康 (續)

健康至上文化

我們力求營造一個健康工作與生活平衡的文化。我們積極參與政府部門、工會及組織的職業健康推廣活動，與同業務夥伴進行各種比賽。此外，我們亦向員工推廣健康飲食文化，希望能透過不同方式推動員工保持健康。

The "10,000 Steps a Day" walking challenge ("**Walking Challenge**") was co-organised by the Department of Health (DH) and OSHC in November 2022 with the aim of encouraging members of the public to increase their physical activities to combat non-communicable diseases (NCD). With the slogan "10,000 Steps for Health", the Walking Challenge promoted walking through workplace organisations targeting adults. We care about the health of employees and promote the health benefits of walking to encourage them to take the challenges under the company team. All participants successfully achieved an average of 8,000 steps per day challenge and won a "8,000 Steps Achievement Award" for KML Engineering Limited which is an encouraging result.

衛生署與職安局於去年十一月合辦「日行萬步」步行挑戰(「**步行挑戰**」)，目的是鼓勵市民增加體能活動以應對非傳染病。步行挑戰以「為健康·齊萬步」為口號，透過工作場所，以成人為對象推廣步行。我們關心員工健康，積極向員工推廣步行對健康的益處，並鼓勵他們加入公司隊伍接受挑戰最終，所有參與員工成功完成日均8,000步的挑戰，並為高明科技工程有限公司贏得了「八千步達標成功大獎」，成績令人鼓舞。

OUR PEOPLE

我們的員工

Safety and Health (Continued)

安全與健康 (續)

Health Always Culture (Continued)

健康至上文化 (續)

Happy Run 2023 建造業開心跑2023



We participated in the "Construction Industry Happy Run 2023" held by CIC again this year. There was a total of 10 colleagues and their family members and friends who participated in 10km or 3.5km happy run on that day. There is also a catering area and a number of game booths in the event venue. Everyone is very involved and enjoys the atmosphere of gathering with the industry.

我們本年度再次參與了由建造業議會主辦的「建造業開心跑2023」，當日共有10位同事及其親友出戰10公里比賽或3.5公里開心跑。活動會場內還設有餐飲區及多個攤位遊戲，大家都十分投入和享受與業界聚會的氣氛。

Healthy Snack 健康零食

Only with a strong body can you have the courage to work. We attach great importance to the diet habits of colleagues and has previously organise activities to promote healthy diet and understands the importance of "less salt, less oil, and less sugar". Therefore, we provided snack boxes on each floor from time to time to promote health with snacks.

有強健的體魄，才有工作的魄力，我們非常重視同事的飲食習慣，早前亦曾舉辦推廣健康飲食方面的活動，明白「少鹽、少油、少糖」的重要性，故此，我們於每個樓層不定時增設零食箱或水果，推廣健康由零食做起。



OUR PEOPLE

我們的員工

Safety and Health (Continued)

Health Always Culture (Continued)

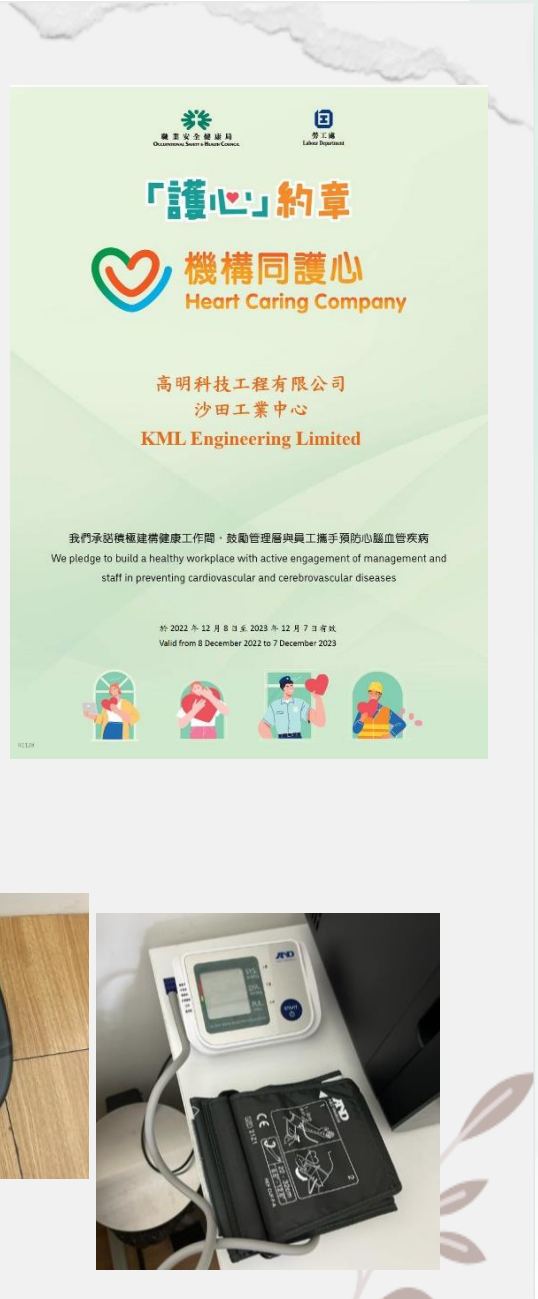
Heart Caring Campaign 護心計劃

KML Engineering Limited has signed the "Heart Caring Company" launched by the Occupational Safety and Health Council ("OSHC"), promising to raise employees' awareness of cerebro-cardiovascular diseases (CCVDs) in the workplace, and encouraging employees to establish independent health supervision habits. During the Reporting Period, a health check kit, including a body composition scale, two blood pressure monitors and measuring tapes, was purchased. Looking ahead, we will liaise with OSHC for the provision of on-site health risk assessment and preliminary physical condition analysis for our employees and plan to set up a self-check-up point at our medical room to promote regular health assessment by our employees.

高明科技工程有限公司已簽署了由職業安全健康局（「職安局」）推出的「護心約章」，承諾在工作間提升員工對心腦血管疾病的認識，並鼓勵員工建立自主的健康監管習慣。於報告期間，我們已購買了一個包括體脂磅、兩台血壓計和多卷捲尺在內的健康檢查套裝。展望未來，我們將與職安局聯絡，為員工提供現場健康風險評估和初步身體狀況分析，並計劃在我們的醫療室設立自檢點，以促進員工定期進行健康評估。

安全與健康 (續)

健康至上文化 (續)



OUR PEOPLE

我們的員工

Safety and Health (Continued)

安全與健康 (續)

Health Always Culture (Continued)

健康至上文化 (續)

Dayday330 "330 Micro-break X Art" Exhibition · SOLO ART WORKSHOP
Dayday330 「330小休息x藝術」展覽、「一人藝術空間」自助式工作坊



Dayday330 is committed to encouraging everyone to "Leave yourself a space for your well-being", reminding everyone to make time to do the positive things they like in their busy lives. As one of the organisations that support Dayday330, we were invited to participate in the self-guided workshop "Solo Art Workshop" held by New Life Psychiatric Rehabilitation Association. Through the internal promotion, some employees participated in the activity together while some employees joined with their family members and friends, aim at enhancing the relationships among employees or enjoy their leisure moments. At the meantime, by making small handicrafts that can permanently preserve or give them to people they cherish, they are also encouraged to share love and happiness without boundaries, and nourish their spiritual well-being.

Dayday330致力鼓勵大家「分一點時間，留一片身心靈空間」，提醒大家在忙碌的生活中也要騰出時間做自己喜歡又正面的事情。作為支持 Dayday330 的機構之一，我們獲邀參與新生精神康復會舉辦的「一人藝術空間」自助式工作坊。經內部宣傳後，部分員工結伴或帶同親友參加活動，以增進員工間的感情或與親友共享閒暇時光。同時，又可以制作小小手工藝品永久保存或轉贈予所重視的人，無邊界地分享關愛與快樂，滋養自己的心靈健康。

The Group will arrange diversified activities from time to time, and invite family members of employees to participate, so as to promote the physical and mental health of employees and provide a working environment that promotes work-life balance.

本集團會不定期安排多元化活動，並邀請員工家庭成員參與，藉此推動員工身心健康發展及提供一個促進工作及生活平衡的工作環境。

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OUR PEOPLE

我們的員工

Safety and Health (Continued)

安全與健康 (續)

Accreditations

行業認可

The 21st Hong Kong Occupational Safety and Health Award 第二十一屆香港職業安全健康大獎

The Hong Kong Occupational Safety and Health Award aims to recognise organisations with outstanding achievements in the field of OS&H. We won the Merit Award of the "OS&H Annual Report Award" and the Excellence Award of the "Safety Performance Award".

香港職業安全健康大獎旨在表揚在保障員工安全健康及推行職安健方面有傑出表現的機構。我們榮獲「職安健年報大獎」的優異獎及「安全表現大獎」的卓越獎。



圖片說明：高明榮獲「職安健年報大獎」優異獎。

Captions: KML won the Merit Award of the "OSH Annual Report Award".



圖片說明：高明榮獲「安全表現大獎」卓越獎。

Captions: KML won the Excellence Award of the "Safety Performance Award".

14th Hong Kong Outstanding OSH Employee Award 第十四屆全港傑出職安健員工嘉許計劃

To echo the "World Safety and Health Day" campaign, OSHC, Labour Department, Legislative Council members (functional Constituency - labour) and employee representatives of Labour Advisory Board organised the "14th Hong Kong Outstanding OSH Employee Award". The award aims to recognise employees with outstanding OS&H achievement in making their workplace safer and healthier. After a series of assessments, Mr. Yu, our Senior Engineer, won the Certificate of Appreciation.

為響應「世界工作安全健康日」，職安局、勞工處、立法會勞工界議員及勞顧會僱員工代表合辦第十四屆全港傑出職安健員工嘉許計劃。計劃旨在推廣職業安全健康，並表揚在各行各業致力推動安全文化發展的員工。經過一系列的評估，我們的資深工程師余先生獲得了嘉許證書。



OUR PEOPLE

我們的員工

Safety and Health (Continued)

安全與健康 (續)

Accreditations (Continued)

行業認可 (續)

Occupational Health Award 2022-23 職業健康大獎 2022-23

We are pleased to receive the Joyful@Healthy Workplace Best Practices Award – Outstanding Award and Workplace Mental Health Award - Mental Health Friendly Supreme Organisation Award Merit Award from the OSHC, the Labour Department and the Department of Health, in recognition of our outstanding performance in creating, promoting and advocating for a joyful and healthy working environment, with respect to healthy eating, physical activity and mental well-being.

我們非常榮幸獲得職安局、勞工處及衛生署聯合頒發的「好心情@健康工作間大獎 – 傑出機構大獎」及「職場精神健康大獎 – 精神健康友善卓越機構優異獎」，以表揚我們在打造、推動和提倡健康及愉快的工作環境，包括健康飲食、體能活動、心理健康方面的傑出表現。



OUR PEOPLE

我們的員工

Development and Training

To meet the needs of our sustainable growth and business development, the Group provides employees with sponsorship for training and opportunities so to encourage them to obtain higher qualifications and improve their knowledge and skills. In general, we plan and implement training and development programs according to the following processes:

發展及培訓

為滿足企業持續發展及業務增長的需求，本集團為員工提供培訓資助及進修機會，以鼓勵員工獲取更高資歷及提升員工的知識及技能。一般以言，我們按以下的流程規劃及實施培訓及發展計劃：



OUR PEOPLE

我們的員工

Development and Training (Continued)

發展及培訓 (續)

Large-scale training themed as "Nurturing Wisdom 3.0" 以「培育智慧3.0」為題的大型培訓

We appreciate the talents of each employee and hope to cultivate a future management echelon within the Group. We have organised a total of 3 training for management and supervisory level employees, aiming at developing their thinking, enhancing their leadership skills, and enabling the employees and the Group to achieve sustainable growth together.

我們欣賞每位員工的才能，希望在本集團內部培育未來管理梯隊，我們特別為現行或潛在管理及主管層的員工舉辦合共3場培訓，目的是開拓他們的思維及提升其領導才能，務求使員工與本集團共同實現可持續成長。

Through interaction, team building games and sharing opportunities, the training enabled our employees to recognise their roles in the team, and strengthened their relationships and connections for facilitated communication and collaboration. During the training, we also discussed the topic of corporate's core values, so our employees can better understand our values and work and align with the Group to flexibly face changes and challenges in various business environments.

透過互動、團隊遊戲及分享機會，培訓讓員工認清團隊中彼此的角色，並加強員工之間的關係和連結，促進溝通及團隊合作。我們亦在培訓中探討企業核心價值的議題，讓員工更了解我們的價值觀，與本集團一起靈活面對各種營商環境的改變及挑戰。



We believe that the provision of opportunities for continuous learning and advanced training can both increase our staff member's competence and work efficiency, as well as enhance their job satisfaction and sense of belonging.

我們相信，提供持續教育及進階培訓的機會既可以提高員工的能力及工作效率，亦能提高工作滿意度及歸屬感。



OUR PEOPLE 我們的員工

Development and Training (Continued)

The internal training topics cover key policies and procedures, updates of regulatory requirement and/or operational practices, integrity environmental, OS&H awareness trainings etc. In addition to internal training, we strongly encourage employees to attend external training courses, and employees can also receive reimbursements from the Group.

Examples of external courses were shown as follows:



發展及培訓 (續)

內部培訓主題涵蓋關鍵政策和程序、監管要求和/或營運實踐的更新、誠信、環境、職安健意識培訓等。除了內部培訓，我們十分鼓勵員工參加外部培訓課程，員工亦可向本集團報銷費用。

外部課程示例如下：

OUR PRODUCTS AND SERVICES

我們的產品和服務

Management Approach to Quality

The Group is committed to delivering high-quality works and services and regards quality as an equal importance to safety. We have long been awarded the ISO 9001:2015 Quality Management System ("QMS") Certificates by the Hong Kong Quality Assurance Agency. In strict accordance with the QMS standard during our operations ensures effective management and control of products and services and fulfills the responsibilities listed in our QMS in order to enhance customer satisfaction.

In order to optimise quality management, the Group adopts strict quality assurance ("QA") and quality control practices, comprising monitoring, verifying and validating the works and materials, and testing product quality based on documentation to ensure that our works and services fulfil the contractual, applicable statutory and regulatory requirements.

品質管理方針

本集團致力於提供優質工程及服務，並視品質與安全同等重要。我們早已獲得由香港品質保證局頒發的ISO 9001:2015 品質管理系統認證（「品質管理系統」），並在我們的營運中嚴格遵從此品質管理系統標準，確保我們能履行品質管理系統上載列的責任，對產品及服務進行有效管理及監控，提升客戶的滿意度。

為優化品質管理，本集團採用了嚴格的品質保證（「品質保證」）及品質控制做法，包括監控、驗證和認證工作和材料，並依據文件資料測試產品品質，確保我們的產品和服務滿足合約、適用法律和監管要求。



OUR PRODUCTS AND SERVICES

我們的產品和服務

Management Approach to Quality (Continued)

Our project managers bear the responsibility to monitor the overall progress and quality of the project. It is the routine of our project team to discuss quality issues with our customers and give instructions to correct any errors found in the project. The project team will also hold monthly meetings to ensure the smooth completion of the project.

Our QA team conducts regular internal audits for ensuring system compliance and continual improvement. In addition, we will constantly collect customer opinions of our operations to maintain continuous improvement in our products and services. Upon contract completion, we conduct customer evaluations to investigate and evaluate their satisfaction level. Our project management team takes note of their feedback and suggestions for improvements, hence, we can meet their requirements in future projects.

ISO/IEC 90003:2018

ISO/IEC 90003:2018



In addition to the M&E-related businesses, the Group has also grasped more business opportunities in relation to the provision of IT solutions in recent years. We strive to make continual improvements to our QMS, aiming at enhancing our abilities to provide competitive, effective and efficient IT solutions to our customers and business partners. During the Reporting Period, KML Engineering Limited has passed the assessment of SGS Hong Kong Limited, which proves that its software QMS complies with the requirements of ISO/IEC 90003:2018. This also concretely implies our dedication to software quality in IT and engineering system solutions as well as our commitment to meeting the needs of our customers.

除機電相關業務外，本集團近年亦把握更多提供有關資訊科技解決方案的商機。我們不斷努力改進品質管理系統，旨在向客戶及業務夥伴提供富有競爭力、效率高而有效用的資訊科技方案。於報告期間，高明科技工程有限公司已通過香港通用檢測認證有限公司(SGS)的評核，證明了其軟件品質管理系統符合ISO/IEC 90003:2018 的要求。這也具體體現了我們對資訊科技和工程系統解決方案中軟件品質的專注投入，以及我們對滿足客戶需求的承諾。

品質管理方針 (續)

我們的項目經理負責監察我們承接的項目的整體進度及品質。項目團隊會恆常地與客戶溝通討論品質事宜並就工程中發現的任何錯誤作出指示以糾正。項目團隊亦會每月進行會議，確保項目順利完成。

我們的品質保證團隊會定期進行內部審核，確保系統的合規性，並持續改善相關系統。此外，我們會持續收集客戶對我們營運的意見，以不斷提升我們的產品及服務。於合約完成後，我們會進行客戶評價調查，以調查及評估客戶的滿意度。而我們的項目管理團隊會記錄客戶反饋及建議以作改進，從而讓未來的項目能滿足客戶要求。

OUR PRODUCTS AND SERVICES

我們的產品和服務

Focusing Customer Satisfaction

The Group places great emphasis on feedback from its customers for continual improvement. To better understand and exceed the expectation of our customers, we maintain an ongoing customer engagement process, identify opportunities for improvements throughout the project life cycle, and strive to respond to the complaints in a reasonable time interval. During the Reporting Period, we received zero complaints.

重視客戶滿意度

本集團重視客戶的反饋，以達致持續改進。為更了解甚至超越客戶的期望，我們在整個項目生命週期中持續與客戶聯繫，尋求改善機會，並努力在合理的時回應客戶的投訴。報告期間，我們沒有收到投訴。



ONGOING ENGAGEMENT

持續參與

Regular progress meetings with our customers are conducted throughout the project cycle where our project managers will report the progress to the customers, discuss the major issues encountered and obtain customer feedback.

與客戶的定期進度會議貫穿整個項目週期，我們的项目經理將向客戶報告進度、討論遇到主要問題並獲取客戶反饋。

COMPLAINTS HANDLING

投訴處理

In the event of receiving the customer complaints, the project management team together with our QA team will take prompt actions to investigate the issue and carry out remedial action plans. Corrective and preventive measures will be followed to avoid re-occurrence. 倘收到客戶投訴，項目管理團隊以及品質保證團隊將會立即採取行動調查問題並執行補救行動計劃。我們將採取糾正及預防措施，避免再次發生。



IDENTIFICATION OF OPPORTUNITIES FOR IMPROVEMENTS

尋求改善機會

We proactively seek feedbacks from our customers by conducting satisfaction surveys among customers at the end of key projects, thereby contributing to continual improvements.

於主要項目結束時，我們透過客戶滿意度調查，積極尋求客戶的反饋，從而持續改善。

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OUR PARTNERS

我們的夥伴

Efficient supply chain management positively links to high-quality product and service delivery and the promotion of business resilience towards imminent environmental and social risks. The Group maintains sustainable partnerships with suppliers around the globe to secure a stable supply of materials:

高效的供應鏈管理與高質量的產品和服務交付及提高企業應對迫在眉睫的環境和社會風險的彈性密切相關。本集團與世界各地的供應商維持可持續的夥伴關係，以確保穩定的物料供應：



To manage the supply chain effectively, the Group establishes a set of stringent procurement procedures as follows:

為有效地管理供應鏈，本集團制定了一套嚴格的採購程序如下：



Note: Vendors with which we have had long-term relationships and with an annual purchasing value exceeding the predefined amount specified in the purchasing procedure

附註：與我們有長期合作關係且年度採購總額超過既定金額的供應商

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OUR PARTNERS

我們的夥伴

Besides, the Group further endeavours to manage the supply chain-related environmental and social risks through the following approaches:

此外，本集團更進一步致力管理與供應鏈相關的環境及社會風險，並採取以下方式：

Contractual documents 合約文件

Attach "Contractor SHEQ Scheme" to the purchasing agreement.
將《承包商安健環質計劃》附在採購協議中

(i) explicitly mandates our contractors to comply with our SHEQ requirements and the applicable statutory requirements; and 明確要求我們的承包商遵守我們安健環質的要求以及相關法定要求；及

(ii) communicate the penalty system, such as fine, removal from AVL etc.
交代發現違規行為將實施的處罰制度，如：罰款、從認可供應商名單中除名等

All contractors are required to acknowledge their understanding and acceptance of the requirement
我們要求所有的承包商確認他們理解並接受所傳達的要求



Communicate expectations and requirements

溝通我們的期望與需求



On-going stakeholder engagement activities

持分者參與

Environmental and OSH induction trainings and regular toolbox trainings for contractors
承包商的環保及安全上崗培訓和定期工具箱培訓

Awareness activities, examples refer to the sections headed for "CIC 'Life First' Industry-wide Construction Safety Campaign" and "Green WALK 2022" in this Report
意識活動，例子請參閱本報告「建造業議會『生命第一』全方位建築安全活動」及「地球·敢『動』線上行 2022」



Adopt control strategies

採用控制策略

The Group expects our partners to comply with ethical standards set out in the "General Purchasing Conditions" to undertake zero tolerance for bribery and corruption. Reinforcing that, the Group organises at least one large-scale Co-workshop cum Safety Committee Meeting every year with all contractors to communicate the Group's sustainability targets and practices, engaging them to co-create a sustainable value chain.



Evaluate performance

評核表現

本集團要求合作夥伴按照「一般採購條件」中所規定的道德標準行事，對賄賂和貪污行為採取零容忍態度。為強調這一點，本集團每年與幾乎所有承辦商組織最少一場大型聯合工作坊暨安全委員會會議，以傳達我們的可持續發展目標和實踐，讓他們共同創造可持續價值鏈。

OUR PARTNERS

我們的夥伴

Onwards to Sustainable Purchasing

The Group is proactively building a value chain that suffices to support our business growth while making environmental and social contributions. During the Reporting Period, we have arranged sustainable purchasing pertinent training for our purchasing team members to strengthen their knowledge of the burgeoning concept and expose them to different vendor platforms that have the potential to collaborate with the Group. All team members attended the "iRecycle Webinar: Sustainable Procurement", organised by Baguio iRecycle Limited, to learn about their best practices and services in value chain creation, as well as the benefit of integrating the SDGs into practices.

邁向可持續採購

本集團正積極構建足以支持我們業務增長的價值鏈，同時能為環境和社會做出貢獻。於報告期間，我們為採購部員工安排可持續採購的相關培訓，以加強他們對該新興理念的認識，並讓他們接觸到不同有潛力跟本集團合作的供應商平台。全體人員皆出席了由碧瑤愛回收有限公司舉辦的「愛回收網上講座：可持續採購」，了解他們在創造價值鏈方面的最佳實踐和服務，以及將可持續發展目標納入實踐其中的優勢。



OUR ENVIRONMENT

我們的環境

Ever since the international pact recognised the threat of global warming towards humanity, managing environmental issues has become one of the pivotal aspects of the business ecosystem. The Group is committed to mitigating pollution at our end and transitioning to green operations so as to hold us accountable for the environment. In order to foster green practices in operations, we regularly organise and arrange awareness activities and training for employees to understand the Group's environmental objectives and encourage behavioural changes for the conservation of our finite resources.

Management Approach

During the Reporting Period, the Group has successfully renewed the ISO 14001:2015 Environmental Management System certification in remuneration for our continuous efforts to maintain a robust and stringent environmental management approach. We were not aware of any violations of environmental laws and regulations in the locations where our business operates for the time being.

Green Office Initiatives

The Group undertakes various control measures to enhance resource conservation and reduce waste generation, including:

- Keep the office room temperature at 25.5°C;
- Turn off the desktop screen before leaving the seat;
- Turn off all lighting and air conditioners when not in use;
- Set idle copiers and electronic appliances in sleep mode where applicable;
- Set the default of copiers to grayscale and both-sided printing;
- Encourage electronic documentation where applicable; and
- Set up recycling stations in offices to encourage appropriate recycling.

自國際公約認識到全球暖化對人類的威脅起，管理環境問題已成為商業生態系統的關鍵一環。本集團致力從源頭減少污染，向綠色營運轉型，以對環境負責。為了於營運中培養綠色實踐，我們定期為員工組織及安排意識活動和培訓，以了解本集團的環境目標並鼓勵行為改變以保護我們的有限資源。

管理方針

於報告期內，本集團已成功為ISO 14001:2015環境管理系統認證續期，以表彰我們持續的努力以維持穩健和嚴格的環境管理方針。我們仍未有發現業務經營所在地存在任何違反環境法律法規的情況。

綠色辦公室倡議

本集團採取多項控制措施以加強資源節約及減少廢物產生，包括：

- 保持辦公室室溫於攝氏25.5度；
- 離開座位前、關閉桌面屏幕；
- 無人使用時關上所有照明及空調；
- 在適用的情況下，將閒置的影印機和電子設備設置為睡眠模式；
- 將影印機默認設置為灰階雙面打印；
- 鼓勵電子化文檔（如適用）；及
- 在辦公室內設立回收站，鼓勵適當回收。

OUR ENVIRONMENT

我們的環境

Management Approach (Continued)

Green Awareness Initiatives

Earth Hour Screening

Every last Saturday of March is Earth Hour initiated by the World Wildlife Fund. This year marked our 6th year of participation in the campaign. Different from previous years, we organised a screening session at lunchbreak before the event day where an episode of "Our Planet" documentary series was played to raise attention to the calamity our nature suffers. Most of the participants were deeply moved by the activity and expressed interest in the related format of the activity.

Hong Kong Green Day 2022

Every 5th of June is Hong Kong Green Day introduced by the Green Council to celebrate World Environmental Day. The Group has been an active supporter of the event, encouraging our employees and partners to carry through the "3G" movement addressed in the campaign: (1) Dress Green, (2) Green Restaurant and (3) Green Shop.

管治方針 (續)

環保意識倡議

「地球一小時」放映會

每年3月的最後一個星期六為世界自然基金會發起的「地球一小時」。今年是我們第六年參與該活動。與往年不同的是，我們在活動前夕的午飯時段舉辦了一場放映會，播放一集《我們的天與地》系列紀錄片，以喚起人們對大自然所遭受的災難的關注。大部分參加者都對此次活動深受感動，紛紛表示有興趣參加類似形式的活動。

香港綠色日 2022

每年6月5日是環保促進會為慶祝世界環境日所推出的香港綠色日。本集團向來積極支持該活動，鼓勵我們的員工和合作夥伴完成活動所提出的「3G」行動：(1)著「綠」行動、(2)綠色食肆和(3)綠色商店。



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OUR ENVIRONMENT

我們的環境

Management Approach (Continued)

Green Awareness Initiatives (Continued)

Green WALK 2022

Between August and September 2022, the World Green Organisation teamed up with Hong Kong athletes to encourage public engagement in achieving the 750,000 steps carbon emissions reduction target within a month. The activity was sponsored by Dah Sing Bank, which would donate up to HK\$750,000 to charitable green organisations when the target was met. KML Engineering Limited joined the activity, resulting in accumulated carbon reduction of over 1,000 kg and place no. 11 among all groups. We also internally rewarded our active employees for their participation by giving green products and cash vouchers.



管治方針 (續)

環保意識倡議 (續)

地球·敢「動」線上行 2022

在2022年8月至9月期間，世界綠色組織聯同香港運動員合力鼓勵大眾參與在一個月內實現75萬步的減碳目標。活動由大新銀行贊助，達標後將捐出高達港幣75萬元予慈善環保機構。高明科技工程有限公司組隊參加活動，並成功累計減碳超過1,000公斤及獲得第十一名次。我們亦通過贈送環保禮品和現金券為內部獎勵給積極參與員工。



OUR ENVIRONMENT

我們的環境

Climate Change

Our business is inevitably affected by climate change, a global phenomenon that has unpredictable power to influence every part of human life. The Group is fully aware of the risks it imposed on our operations. Regular management meetings are held to discuss the risks and opportunities identified in our operations and the effectiveness of the existing mitigation controls, as well as explore any adaptation measures. The board-level oversight of climate risks is sufficiently achieved through regular reviews and ongoing monitoring of the risk register.

The Board are highly aware of the Group's climate responsibilities and several board members and senior management attended climate-related financial disclosure training workshops facilitated by Stock Exchange in the Reporting Period. Our sustainability team also stays abreast of the statutory changes regarding disclosure requirements and practices and keeps the management informed of any latest updates and trends by preparing briefing papers monthly.

The Group followed the Task Force on Climate-related Financial Disclosure ("TCFD") recommendations and identified the following risks that may pose a threat to us:

Physical risks 實體風險

Acute risks 急性風險

- Hot and humid summer in Hong Kong becomes less bearable due to elevated global warming, especially for outdoor workers. Increased heat stroke risk can jeopardise the safety and health of workers, thus prompting the suspension of work and/or delays in job delivery.
全球暖化加劇使香港炎熱潮濕的夏季變得難以忍受，尤其是對戶外工作者而言。增加中暑風險會危及工人的安全和健康，因而促使停工及/或延誤工作交付。
- Frequent extreme weather events, such as heatwaves, rainstorms and flooding, may disrupt our daily operations and supply chain efficacy, incurring costly preventative measures and/or high redressing costs.
頻繁的極端天氣事件，例如熱浪、暴雨和洪水等，可能會擾亂我們的日常營運和供應鏈效能，最終遭受昂貴的預防措施及/或高昂的補救成本。

氣候變化

我們的業務無可避免地受到氣候變化的影響，氣候變化是一種全球現象，具有難以預測的影響力，影響著人類生活的各方面。本集團充分意識到其對我們的營運造成的風險。我們定期召開管理層會議，以討論我們營運中發現的風險和機遇以及現有緩解控制措施的成效，並探討其他適應措施。為充分實現對氣候風險的董事會層面的監督，我們通過定期審查和持續監控風險登記冊。

董事會高度了解本集團的氣候責任，數名董事會成員和高級管理層於報告期內出席了由聯交所舉辦的與氣候相關的財務披露培訓工作坊。我們的可持續發展團隊亦時刻留意有關披露要求和做法的法定改動，並每月準備簡報文件將任何最新消息及趨勢通知董事會。

本集團遵循氣候相關財務揭露（「氣候相關財務揭露」）的建議，並識別以下可能對我們構成威脅的風險：

OUR ENVIRONMENT

我們的環境

Climate Change (Continued)

氣候變化 (續)

Physical risks 實體風險

Chronic risks 慢性風險

- Sustained higher temperatures amplify the heat stroke risk and result in higher medical insurance premiums.
持續性較高溫度會增加中暑的風險，導致醫療保險費用增加。
- High temperature increases energy consumption and operational costs.
氣溫上升使耗能量和營運成本增加。

Transition risks 過渡性風險

Policy and Legal Risks 政策及法律風險

- The Group are subject to the evolving regulatory environment considering the growing regional and international demand for universal disclosure standards.
考慮到對通用披露標準的地方及國際需求不斷增長，本集團受制於持續變化的監管環境。
- The Group may incur fines and/or face litigation claims for inefficient environmental performance and failure to adapt to climate change.
本集團可能因環保表現欠佳及未能適應氣候變化而招致罰款及/或面臨訴訟。

Market and reputation risk 市場及聲譽風險

- Failure to identify climate change-related risks and lack of commitment to transitioning to a low-carbon economy may affect our reputation which undermines the confidence of suppliers and clients to partner with us and our competitiveness in the market and within the industry.
未能識別與氣候變化相關的風險以及缺乏走向低碳經濟轉型的承諾可能影響我們的聲譽，從而削弱供應商和客戶與我們合作的信心，以及在市場上跟行業內的競爭力。

Opportunities 機遇

- Resource Efficiency: The Group plans to replace some fuel-consuming vehicles with EVs by engaging in a "One-for-One Replacement Scheme" to reduce our fuel usage and carbon footprints in logistics.
資源效率：本集團計劃透過「一換一」計劃，將部分消耗燃油的車輛更換為電動車，以減少我們在物流方面的燃料使用量和碳足跡。
- Markets: The Group proactively explores business opportunities in EV charging projects such as EV charging under Home Subsidy Scheme (EHSS) to facilitate EV adoption in the community.
市場：本集團積極探索EV屋苑充電易資助計劃（EV屋苑充電易資助計劃）的商機，以促進社區對電動車的採用。
- Products and Services: We notice the surging demand for building information modelling (BIM) and subsidise our staff to receive related training to help the Group in business transition and diversification.
產品和服務：我們注意到建築資訊模型（建築資訊模型）的需求遞增，並資助我們的員工接受相關培訓，以協助本集團實現業務轉型及多元化。

OUR ENVIRONMENT

我們的環境

Air and Greenhouse Gas Emissions

The Group distinguishes two major emitters in our operation: electricity consumption in operating offices and fuel consumption by the vehicle fleet. During the Reporting Period, we adopted an EV to replace a petrol-powered company car and assessed its emissions-reducing capacity, estimated to have cut down over half of the greenhouse gas emissions. Looking onwards, we will actively engage in the "One-for-One Replacement Scheme" to replace more fuel-consuming vehicles.

In this Report, we attempt to disclose our Scope 3 emissions in accordance with the "How to prepare an ESG Report? Appendix 2: Reporting Guidance on Environmental KPIs" published by Stock Exchange. Given international borders have opened for travelling, we included business trips in our carbon footprint calculation.

廢氣及溫室氣體排放

本集團辨別營運中的兩大主要排放源：營運辦公室的耗電量和車隊的燃料消耗。於報告間，我們採用了電動車來替代一輛汽油汽車，估計減少了超過一半的溫室氣體排放。未來，我們將積極透過「一換一」計劃，安排更換更多消耗燃油的車輛。

於本報告中，我們嘗試根據聯交所發表的《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》披露自身範圍三的排放量。鑑於國際間邊境經已開放供出入境，我們將公幹信息納入碳足跡計算中。

Nitrogen oxides (NOx)
氮氧化物(NOx)

510.13 kg 公斤

↑ 141%

2021/2022:
211.82 kg 公斤

Sulphur oxides (SOx)
硫氧化物(SOx)

1.91 kg 公斤

↑ 323%

2021/2022:
0.45 kg 公斤

Particulate matter (PM)
懸浮粒子(PM)

20.92 kg 公斤

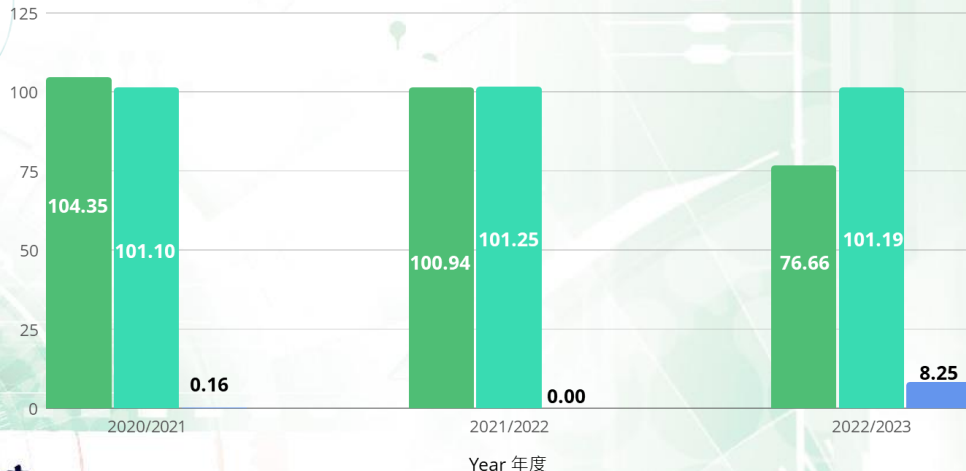
↓ 3%

2021/2022:
21.53 kg 公斤

TOTAL GHG EMISSION

溫室氣體排放總量

tCO₂-eq
噸二氧化碳當量



Scope 1 emissions – direct emissions from owned or controlled sources, e.g., diesel combustion.

範圍 1 排放 — 來自自有或受控來源的直接排放，例如柴油燃燒。

Scope 2 emissions – indirect emissions from the generation of purchased electricity.

範圍 2 排放 — 來自購買電力產生的間接排放。

Scope 3 emissions – indirect emissions (not included in scope 2) that occur in operations, including business air travel and water consumption.

範圍 3 排放 — 發生在營運中的間接排放（不包括在範圍 2 中），包括商務差旅及耗水量。

OUR ENVIRONMENT

我們的環境

Uses of Resources

Energy Consumption

The Group's energy sources are purchased electricity for operating offices and fuel consumed by the corporate's vehicle fleet. The energy consumption, represented by either kilowatt-hour ("kWh") or litres ("L"), is concluded below:

資源使用

能源消耗

本集團的能源來源是為營運辦公室所購買的電力和公司車隊需消耗的燃料。能源消耗量是以千瓦時（「度」）或公升（「升」）表示，總結如下：



Diesel 柴油

13,564 L 升



Unleaded Petrol 無鉛汽油

14,917 L 升



CO₂

CO₂



Electricity 電力

259,450 kWh 度

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OUR ENVIRONMENT 我們的環境

Uses of Resources (Continued)

Energy Consumption (Continued)

Energy Saving Awareness Initiatives

The Group participates in various community-wide energy-saving campaigns, including "Earth Hour 2023", "No Air Con Night 2022" and "Energy Saving Charter", to remind our staff of the importance of energy conservation. It also supported these events by offering incentives to encourage participation.



Water Saving Initiatives

The Group has undertaken the following actions to moderate water consumption and improve water efficiency in operations:

- Conduct regular inspections to see if any faulty or leakage occurred in water facilities;
- Install water-efficient faucets with motion sensors to save water;
- Install dual flushing cistern;
- Remind staff with water-saving tips posted at restrooms and pantries; and
- Encourage staff to report actively on any abnormalities of water facilities with a contact number provided on the posting.

資源使用 (續)

能源消耗 (續)

節能意識倡議

本集團參與多項社區節能活動，包括「地球一小時 2023」、「無冷氣夜 2022」及「節能約章」，以提醒員工節約能源的重要性。本集團亦透過提供獎賞來鼓勵參與率，以支持此等活動。

節水舉措

本集團已採取以下行動來節制用水量並提升營運時的用水效能：

- 定期檢查供水設施是否有故障或漏水；
- 安裝感應式節水水龍頭，減少用水量；
- 安裝雙掣式沖水馬桶；
- 在洗手間和茶水間張貼節水提示，提醒員工節約用水；及
- 鼓勵員工通過張貼上提供的聯繫電話，積極報告供水設施的任何異常情況。

OUR ENVIRONMENT

我們的環境

Waste Management

The Group adheres to the "8R" principles to handle waste. We have set up recyclables collection bins in offices to promote appropriate waste sorting and foster recycling behaviours. Beyond the office, we also educate our onsite workers about the importance of proper waste handling for compliance and environmental responsibility. SHEQ team is responsible for coordinating recycling initiatives at sites, such as collecting unfit safety helmets and safety shoes. Reusing packaging materials is encouraged in product delivery and/or material transportation to mitigate unnecessary waste generation.

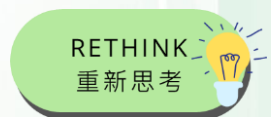
廢物管理

本集團堅持「8R」原則處理廢物。我們於辦公室內設立可回收物收集箱，以促進恰當的廢物分類和培養回收行為。除辦公室外，我們亦會教導工地工人適當的廢物處理的重要性，以達合格合規並履行環境責任。安健環質組負責協調工地的回收倡議，例如收集不合適的安全頭盔和安全鞋。我們鼓勵在貨品交付和/或物料運輸時重複使用包裝材料，以減少不必要的廢物產生。



"8R" PRINCIPLES

「8R」原則



OUR ENVIRONMENT

我們的環境

Waste Management (Continued)

To reiterate the Group's waste management approach and reinforce the green culture in place, SHEQ team and sustainability team constantly provide regular training and activities for employees. The Group's waste management policy and practices are also covered in the employee induction training programme to inform newly joined employees of the Group's culture in the first place.

"You don't want, I do!" second-hand goods donation and adoption programme

In December 2022, our sustainability team launched a programme titled – "You don't want, I want!" second-hand goods donation and adoption programme. Our sustainability team created an online platform to facilitate the roll-out of the programme that allows employees to donate still well-functional objects that they barely use anymore, giving a second life to those objects.

廢物管理 (續)

為了重申本集團的廢物管理方針和加強現有的環保文化，安健環質組和可持續發展團隊不斷為員工提供定期培訓和活動。本集團的廢物管理政策及實踐亦會在員工入職培訓計劃中被介紹，以在第一時間讓新加入的員工了解本集團文化。

「你唔要，我要！」物品捐贈及接收計劃

在2022年12月，可持續發展團隊推出一項名為「你唔要，我要！」物品捐贈及接收計劃。可持續發展團隊創建了一個線上平台來協調該計劃的推出，讓員工捐出他們幾乎不再使用但仍然功能良好的商品，使這些物品獲得第二次生命。



OUR ENVIRONMENT

我們的環境

Waste Management (Continued)

Hazardous Waste

The Group normally produces hazardous waste such as surplus paint, spent mineral oil, waste batteries, unwanted printed circuit boards, mercury lamps and spent liquid crystal displays (LCD) due to its business nature. We strictly comply with the environmental laws and regulations to handle waste, starting from storage to engaging with accredited chemical waste collectors.

Non-hazardous Waste

Non-hazardous waste produced by the Group's operations is known for:

- (i) Construction wastes, generated at the project sites and directly sent to authorised waste disposal facilities; and
- (ii) Residential/ domestic wastes, i.e. office garbage that is handled by the building management.

The Group have yet to formulate a monitoring system for the generation of non-hazardous waste in offices due to its negligible amount. Existing office green initiatives are enforced to promote proper waste disposal and encourage recycling where applicable.

廢物管理 (續)

有害廢棄物

由於業務性質，本集團一般會產生有害廢棄物，例如：剩餘油漆、廢礦物油、廢電池/多餘的印刷電路板、水銀燈和廢液晶顯示器（液晶顯示器）。我們嚴格遵守環境法律法規處理廢物，包括過程由存放到與認可的化學廢物收集商合作。

無害廢棄物

我們將本集團營運過程中的主要無害廢物來源分成兩類，分別是：

- (i) 項目施工地點產生的建築廢物送往廢物處置設施；及
- (ii) 住宅/家居廢物，即由大廈管理部門處置的辦公室廢物。

由於辦公室產生的無害廢棄物數量微不足道，本集團尚未制定監測制度。我們執行現有的辦公室綠色倡議，以促進妥善廢物處理，並鼓勵在適用的情況下進行回收利用。

OUR ENVIRONMENT

我們的環境

The Environment and Natural Resources

環境及天然資源

Noise and Dust Control

噪音及塵埃控制

Noise Reduction Strategies 減低噪音策略



A strategic working plan is needed to restrict the frequency of noise-generating activities
製定策略性工作計劃來限制產生噪音的活動的頻率



A strategic arrangement of work is required to avoid noise-generating work at sensitive hours
有策略地安排工作，避免在敏感時間進行產生噪音的工作



Preference to quieter powered mechanical equipment, particularly with accredited noise level labels such as Quality Powered Mechanical Equipment (QPME) Label, is highly encouraged at the sourcing stage
在採購時優先選擇更安靜的動力機械設備，尤其是帶有認可噪音水平標籤的產品，例如優質動力機械設備（QPME）標籤



The application of acoustic enclosures is encouraged where necessary
於必要時使用隔音罩

Our business activities vary from loading/unloading materials to drilling/ concrete breaking where powered mechanical equipment is employed. Noise and dust are unavoidable products in the process. The Group recognises its latent impacts on the nearby community and devises corresponding procedures to minimise the degree of impact.

我們的業務活動範圍從裝卸材料到使用動力機械設備進行鑽孔/混凝土破碎。噪音和灰塵是過程中不可避免的產物。本集團了解到其對鄰近社區的潛在影響，並製定相應的程序以盡量減少影響程度。

Dust Reduction Strategies 減低塵埃策略



Handling powdery/particulate materials, including but not limited to unpacking and transferring, must be carried out in a relatively confined and non-ventilated area

處理粉狀/顆粒狀物料，包括但不局限於拆包及中轉過程，須在較密閉及不通風的地方進行

Utilisation of dust suppressants or dust collector systems when operating powered mechanical equipment

在動力機械設備作業時，使用抑塵劑或除塵器系統。



OUR ENVIRONMENT

我們的環境

The Environment and Natural Resources (Continued)

Paper

The Group adopts the following measures to save paper and foster a paperless office culture:

- Adoption of electronic documentation where applicable;
- Promotion of paperless meetings;
- Eye-catching paper-saving reminder posting;
- Collection of single-sided printed paper for reuse; and
- Collection of reusable stationery supplies such as envelopes and file folders.

Our SHEQ and sustainability teams constantly work with different departments to monitor and review individual paper usage status. The paper consumption of our safety inspection procedures was greatly improved with the help of a self-invented mobile application (i.e., SHEQ Apps), for instant information exchange and communication. On the other hand, we also rely on the broadcasting channel of instant messaging applications to distribute internal notices and monthly newsletter to employees to reduce paper use.

環境及天然資源（續）

紙張

本集團採取以下措施節約用紙，打造無紙化辦公文化：

- 在適用的情況下採用電子化文件；
- 鼓勵無紙化會議；
- 張貼著眼節紙提醒；
- 收集單面打印紙以供重複使用；及
- 收集可重複使用的文儀用品，例如信封和文件夾。

安健環質組及可持續發展團隊持續與不同部門合作，以監控和審查個別紙張使用狀況。藉助自主研发的移動應用程式(即SHEQ Apps)，進行即時信息交流與溝通，大大改善了我們安全檢查程序的耗紙量。另一方面，我們也透過即時通訊程式的廣播渠道向員工發佈內部告示及每月通訊，以減少用紙。

	Quantity 數量	Carbon Reduction Capacity 減碳量
Paper recycling 紙張回收	524 kg 公斤	2.52 Tonnes 噸



OUR COMMUNITY

我們的社區

The Group is acutely aware of its social responsibility and actively engages in community activities and services. We invited our employees to participate in various social activities to care for different social communities. As mentioned in a section headed "Orbis's Mid-Autumn Charity Sales", we consecutively supported Orbis this year, which has been raising money for underprivileged people with eye disease. Early in 2023, the Group subsidised employees to team up and join the Hong Kong Red Cross ("HKRC") signature event - "Red Cross City Challenge 2023 | Act Out Humanity with LINE FRIENDS". Under the theme of "Search & Rescue," participants learned more about the impact of climate change-induced disasters, first-aid knowledge, and the humanitarian work of HKRC. Meanwhile, the fund raised from the event will be used to support the humanitarian services of the HKRC.

Furthermore, the Group regularly reviews the Social Enterprise ("SE") list to navigate new options for SE products and services that cater to our needs and interest. Following the previous year, we continued our patronage of New Life Psychiatric Rehabilitation to support their services that help mental illness recovered patients return to the community with equal opportunities and solicit public acceptance. In addition, we purchased from Eco-Greenery for environmentally friendly gifts to reward active employees in ESG awareness activities.

本集團極其意識到其社會責任，並積極參與社區活動和服務。我們邀請員工參與各類社會活動，關愛不同的社會群體。正如於「奧比斯『愛心獻光明』中秋義賣」一節所述，我們今年連續支持奧比斯，致力為患有眼疾的弱勢社群籌款。早2023年，本集團資助員工組隊參加香港紅十字會（「香港紅十字會」）標誌性活動——「紅十字會定向挑戰 2023 | 結伴LINE FRIENDS『行』人道」。活動以「搜尋及拯救」為主題，參加者深入了解到氣候變化引起的災害的影響、急救知識，以及香港紅十字會的人道工作。同時，活動籌得的善款將用於支持香港紅十字會的人道服務。

此外，本集團定期審視社會企業（「社企」）清單，探索新選擇，以滿足到我們需求和引起我們興趣的社企產品及服務。繼去年，我們繼續光顧新生精神康復中心，支持他們的服務，以幫助精神疾病康復患者爭取平等機會重新投入社區，並爭取公眾的接受。我們亦光顧綠行俠採購環保禮品，獎勵積極參與ESG意識活動的員工。



New Life
Psychiatric Rehabilitation Association
新生精神康復會



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OUR COMMUNITY

我們的社區

Caring for Youth (Continued)

The Group strongly agrees that nurturing future generations for the industry is very important. We have been supporting and cooperating with a leading vocational and professional education provider, Hong Kong Institute of Vocational Education (“IVE”). We have been offering scholarships to IVE students each year ever since year 2001.

During the Reporting Period, we continued to offer apprentice opportunities for students from IVE, with 16 students being employed as apprentices in the period. As mentors, our senior staff members have not only provided guidance to their duties but also career advice on their personal development.

We are pleased to be awarded with the “Caring Company” logo consecutively for 16 years from the Hong Kong Council of Social Service to affirm our unwavering efforts in promoting good corporate citizenship and creating a more inclusive society.

The Group continuously looks for opportunities to reconnect with our community and contribute to society. We encourage our staff to engage with us through initiatives to care for the community, regarding our strong belief in the collaborative effort at individual and corporate levels for a greater impact on creating a harmonious society.



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關愛青年

本集團深切認同為業界培育下一代的重要性。我們一直支持並跟一間卓越的職業專才教育機構 — 香港專業教育學院（「香港專業教育學院」）合作。自2001年起，我們每年均為香港專業教育學院的學生提供獎學金。

於報告期間，我們繼續為來自香港專業教育學院的學生提供學徒機會，期內聘請了16名學生為學徒。我們的資深員工作為導師，不僅為他們提供工作指導，還為他們的個人發展提供職業建議。

我們很高興連續16年獲香港社會服務聯會頒發的「商界展關懷」標誌，以肯定我們致力履行社會責任及建設共融社會的貢獻。

本集團不斷尋找機會與我們的社區重新建立聯繫並為社會作出貢獻。我們鼓勵員工通過倡議與本集團一起關愛社區，因為我們堅信個人和企業層面的共同努力才會為創建和諧社會帶來更大的影響。



OUR COMMUNITY

我們的社區

Caring for Youth

2022 Qianhai Guangdong-Hong Kong-Macao-Taiwan Youth Innovation and Entrepreneurship Competition

This year, our Deputy Managing Director of KML Engineering Limited, Mr. Luk Kwai Lung, was cordially invited to serve as the judge of the 2022 Qianhai Guangdong-Hong Kong-Macao-Taiwan Youth Innovation and Entrepreneurship Competition (“**Qianhai Entrepreneurship Competition**”) Hong Kong Division (Enterprise Growth Group). The Qianhai Entrepreneurship Competition aims to discover young talents with exceptional creativity and innovation ability, cultivate younger’ innovative attitudes, unleash their leadership potentials and entrepreneurial spirits, and fulfil their entrepreneurial dreams in the Greater Bay Area. Mr. Luk’s participation reflects the Group’s support and affirmation of youth innovation and entrepreneurship.



關愛青年（續）

2022前海粵港澳台青年創新創業大賽

今年，高明科技工程公司副董事總經理陸季農先生受邀擔任2022前海粵港澳台青年創新創業大賽（「**前海創賽**」）香港賽區（企業成長組）的評委。前海創賽旨在發掘具非凡創意及創新能力的青年人才、培養青年人的創新態度、發揮領袖潛能及創業家精神，在大灣區實現創業夢想。是次陸先生的參與，體現了本集團對青年創新創業的支持與肯定。



Appendix I – Our Performance Data

附錄一 — 我們的績效數據

Key Performance Indicators 關鍵績效指標	Unit 單位	For the year ended 31 March 截至三月三十一日止年度		
		2023 二零二三年	2022 二零二二年	2021 二零二一年
Environmental 環境				
Type of emission 排放物類別				
Nitrogen oxides ("NO _x ") 氮氧化物 (「NO _x 」)	Kg 公斤	510.13 ⁽¹⁾	222.27	271.55
Sulphur oxides ("SO _x ") 硫氧化物 (「SO _x 」)	Kg 公斤	1.91 ⁽¹⁾	0.45	0.57
Particulate Matter ("PM") 懸浮粒子或顆粒 (「PM」)	Kg 公斤	20.92	21.53	26.11
GHG Emission — Scope 1: Direct emissions 溫室氣體排放 — 範圍一：直接排放				
Stationary combustion 固定燃燒	tCO ₂ -e 噸二氧化碳當量	0.06	0	0.08
Mobile combustion 流動燃燒	tCO ₂ -e 噸二氧化碳當量	75.81 ⁽²⁾	79.33	100.36
Unintentional releases 無意的釋放	tCO ₂ -e 噸二氧化碳當量	0.79	21.61 ⁽³⁾	3.91
GHG Emission — Scope 2: Indirect emissions 溫室氣體排放 — 範圍二：間接排放				
Purchased electricity in offices ⁽⁴⁾ 辦公室購買電力 ⁽⁴⁾	tCO ₂ -e 噸二氧化碳當量	101.19	101.25	101.10
GHG Emission — Scope 3: Other indirect emissions ⁽⁵⁾ 溫室氣體排放 — 範圍三：其他間接排放 ⁽⁵⁾				
Business air travel 商務差旅	tCO ₂ -e 噸二氧化碳當量	0.82 ⁽⁶⁾	0	0.16
Contractual car fuel usage ⁽⁷⁾ 合約汽車燃料使用 ⁽⁷⁾	tCO ₂ -e 噸二氧化碳當量	7.02	-	-
Electricity for freshwater processing ⁽⁷⁾ 用於淡水處理的電力 ⁽⁷⁾	tCO ₂ -e 噸二氧化碳當量	0.25	-	-
Electricity for sewage processing ⁽⁷⁾ 用於污水處理的電力 ⁽⁷⁾	tCO ₂ -e 噸二氧化碳當量	0.17	-	-
Total GHG Emissions 總溫室氣體排放				
Total GHG emissions ⁽⁸⁾ 總溫室氣體排放 ⁽⁸⁾	tCO ₂ -e 噸二氧化碳當量	186.10	202.19	205.62
GHG emission intensity ⁽⁹⁾ 溫室氣體排放密度 ⁽⁹⁾	tCO ₂ -e/E 噸二氧化碳當量/ 全職僱員人數	0.98	1.03	1.01

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Key Performance Indicators 關鍵績效指標	Unit 單位	For the year ended 31 March 截至三月三十一日止年度		
		2023 二零二三年	2022 二零二二年	2021 二零二一年
Environmental 環境				
Energy Use 能源用量				
Diesel usage 柴油用量	Litre 升	13,564	15,772	20,068
Unleaded petrol usage 無鉛汽油用量	Litre 升	14,917	13,559	16,960
Electricity usage ⁽⁴⁾ 耗電量 ⁽⁴⁾	kWh 度	259,450	259,613	273,250
Diesel usage intensity ⁽¹⁰⁾ 柴油用量密度 ⁽¹⁰⁾	Litre/E/VEH 升/全職僱員人數/ 車輛數目	23.80 ⁽¹¹⁾	21.35	24.59
Unleaded petrol usage intensity ⁽¹⁰⁾ 無鉛汽油用量密度 ⁽¹⁰⁾	Litre/E/VEH 升/全職僱員人數/ 車輛數目	10.82 ⁽¹¹⁾	8.51	9.24
Electricity usage intensity ⁽⁹⁾ 耗電量密度 ⁽⁹⁾	kWh/E 度/ 全職僱員人數	1,365.5 ⁽¹²⁾	1,317.8	1,339.5
Water Usage ⁽⁷⁾ 耗水量 ⁽⁷⁾				
Total water consumption 總耗水量	m ³ 立方米	578.55	-	-
Water usage intensity 耗水量密度	m ³ 立方米/ 全職僱員人數	3.04	-	-
Waste Statistics 廢棄物統計				
Total chemical waste ⁽¹³⁾ 化學廢物總量 ⁽¹³⁾	Kg 公斤	1,168 ⁽¹⁴⁾	8,239 ⁽¹⁵⁾	40.5
Total chemical waste intensity ⁽¹⁶⁾ 化學廢物總密度 ⁽¹⁶⁾	Kg/E 公斤/ 全職僱員人數	6.15	41.82	0.20
Total construction waste 建築廢物總量	Tonnes 噸	24.73	37.11	42.72
Total construction waste intensity ⁽¹⁶⁾ 建築廢物總密度 ⁽¹⁶⁾	Kg/E 公斤/ 全職僱員人數	0.13	0.19	0.21

Appendix I – Our Performance Data

附錄一 — 我們的績效數據

Note:

- (1) The emissions surge is due to the purchase of liquefied petroleum gas cans in the Reporting Period.
- (2) The decrease is mainly due to (i) the decrease of overall consumption of diesel-consuming vehicles and (ii) the existence of the effect from the retirement of a diesel-consuming vehicle at the end of the Year 2021.
- (3) The increase is due to two major sources: carbon dioxide fire extinguishers and refrigerants of the air-conditioners at the offices.
- (4) The electricity data is pro-rata from the electricity consumption stated on electricity bills, while the emission factor for each respective year as provided by CLP Power Hong Kong Limited, the Group's electricity provider, was applied.
- (5) From this Report, the Group has disclosed the emissions associated with business air travel, the fuel usage by a contractor, the electricity used for freshwater processing and sewage processing. The disposal of paper would be disclosed from next ESG report.
- (6) Business air travel resumes due to the ease of travel restrictions after COVID-19.
- (7) Relevant figures have been disclosed from this Report onwards.
- (8) The total GHG emissions may not equal the sum of emissions of scope 1, scope 2, and scope 3 due to rounding.
- (9) Intensity is calculated based on the total consumption during the Reporting Period divided by the total number of full-time employees as of 31 March 2023.
- (10) Intensity is calculated based on the amount of fuel consumption during the reporting period divided by the average number of vehicles and the total number of full-time employees recorded as of 31 March 2023.
- (11) The increase is mainly due to (i) the reduced number of full-time employees and fuel-consuming vehicles and (ii) the resumption of the business-as-usual condition.
- (12) The increase is mainly due to the reduced number of full-time employees.
- (13) The amount of chemical waste generated is highly dependent on the nature of individual projects.
- (14) The quantity is attributed to the disposal of fluorescent tubes per our service specification.
- (15) The substantial increase is mainly due to replacing a large number of battery cells per the customer's request.
- (16) Intensity is calculated based on the amount of waste disposed during the reporting period divided by the total number of full-time employees as of 31 March 2023.

附註：

- (1) 排放物量激增是由於於報告期內採購了罐裝液化石油氣。
- (2) 減少的主要原因是(i)柴油車輛整體消耗量減少；及(ii)柴油車在2021年底退役的影響依然存在。
- (3) 增加是由於兩個主要來源：二氧化碳滅火器和辦公室空調的製冷劑。
- (4) 電力數據按電費單上的用電量按比例計算，並採用本集團電力供應商中華電力有限公司提供的各年度排放因子。
- (5) 自本報告起，本集團披露與商務差旅、一個承包商的燃料使用量，及用於淡水處理和污水處理的電力的排放。處理廢紙的排放將於下一份環境、社會及管治報告披露。
- (6) 由於 COVID-19 後旅行限制的寬鬆，商務差旅得以恢復。
- (7) 相關數據自本報告起披露。
- (8) 由於四捨五入，總溫室氣體排放量可能不等於範圍一、範圍二和範圍三的排放量之和。
- (9) 密度是根據報告期內總用量除以截至2023年3月31日的全職員工總數。
- (10) 密度是根據報告期內燃料用量除以報告期間耗油車輛平均數量及截至2023年3月31日的全職員工總數。
- (11) 增長的主要原因是(i)全職員工和耗油車輛數目減少及(ii)業務恢復正常所致。
- (12) 增長的主要原因是全職員工數目減少所致。
- (13) 化學廢物的產生量在很大程度上取決於各個項目的性質。
- (14) 該數量歸因於根據服務規範而棄置的螢光燈管。
- (15) 大幅增加主要是因應客戶要求更換了大量電池。
- (16) 密度是根據報告期內廢物棄置量除以截至2023年3月31日的全職員工總數。

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附錄一 — 我們的績效數據

Key Performance Indicators 關鍵績效指標	For the year ended 31 March 截至三月三十一日止年度			
	2023 二零二三年		2022 二零二二年	
	Number 人數	Distribution (%) 分佈 (%)	Number 人數	Distribution (%) 分佈 (%)
Social 社會				
Employment - Workforce Profile at the end of the Reporting Period ⁽¹⁾ 僱傭 - 於報告期末的員工概況 ⁽¹⁾				
<u>By gender</u> 按性別劃分				
Male 男性	155	81.6	170	85.0
Female 女性	35	18.4	30	15.0
<u>By employment type</u> 按僱傭類型劃分				
Full time 全職	187	98.4	197	98.5
Part time 兼職	3	1.6	3	1.5
<u>By age</u> 按年齡劃分				
Under 30 years old 30歲以下	57	30.0	72	36.0
30-50 years old 30-50歲	85	44.7	80	40.0
Over 50 years old 50歲以上	48	25.3	48	24.0
<u>By professional profile</u> 按職級分佈				
Managerial level 管理層	11	5.8	11	5.5
Supervisory level 主管層	66	34.7	58	29.0
General staff 一般員工	113	59.5	131	65.5
<u>By location</u> 按地理位置劃分				
Hong Kong 香港	190	100.0	200	100.0

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Key Performance Indicators 關鍵績效指標	For the year ended 31 March 截至三月三十一日止年度			
	2023 二零二三年		2022 二零二二年	
	Number 人數	Distribution (%) 分佈 (%)	Number 人數	Distribution (%) 分佈 (%)
Social 社會				
Employment – Employee Turnover 僱傭 - 員工流失				
Total employee turnover rate ⁽²⁾ 總員工流失比率 ⁽²⁾	38	20.3	34	17.3
By gender ⁽³⁾ 按性別劃分 ⁽³⁾				
Male 男性	34	22.2	32	19.0
Female 女性	4	11.8	2	6.9
By age ⁽³⁾ 按年齡劃分 ⁽³⁾				
Under 30 years old 30歲以下	19	33.3	13	18.3
30-50 years old 30-50歲	15	17.6	17	21.5
Over 50 years old 50歲以上	4	8.9	4	8.5
By professional profile ⁽³⁾ 按職級分佈 ⁽³⁾				
Managerial level 管理層	1	9.1	4	36.4
Supervisory level 主管層	12	18.2	5	8.6
General staff 一般員工	25	22.1	25	19.5
By location ⁽³⁾ 按地理位置劃分 ⁽³⁾				
Hong Kong 香港	38	20.3	34	17.3

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附錄一 — 我們的績效數據

Key Performance Indicators 關鍵績效指標	Unit 單位	For the year ended 31 March 截至三月三十一日止年度		
		2023 二零二三年	2022 二零二二年	2021 二零二一年
Social 社會				
Health and Safety ⁽¹⁾ 健康與安全 ⁽¹⁾				
Work-related fatalities 與工作有關的死亡事故	Case 宗數	0	0	0
Work-related fatalities rate ⁽⁴⁾ 與工作有關的死亡率 ⁽⁴⁾	Per 1,000 Employees 以每千名員工計	0	0	0
Lost days due to work-related injuries 由工傷所引致的 工作天數損失	Number of Days 日數	0	0	0
Work-related accidents 與工作有關的事故	Case 宗數	0	0	0
Work-related accident rate ⁽⁵⁾ 與工作有關的事故率 ⁽⁵⁾	Per 1,000 Employees 以每千名員工計	0	0	0

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附錄一 — 我們的績效數據

Key Performance Indicators 關鍵績效指標	For the year ended 31 March 截至三月三十一日止年度			
	2023 二零二三年		2022 二零二二年	
Social 社會				
Employment Employees Trained ⁽¹⁾ 僱傭 - 受訓員工 ⁽¹⁾	Number 人數	Rate (%) 比率 (%)	Number 人數	Rate (%) 比率 (%)
<u>By gender</u> 按性別劃分				
Male 男性	153	98.7	170	100.0
Female 女性	34	97.1	30	100.0
<u>By professional profile</u> 按職級分佈				
Managerial level 管理層	11	100.0	11	100.0
Supervisory level 主管層	65	98.5	58	100.0
General staff 一般員工	111	98.2	131	100.0
Employment - Total Training Hours ^(1, 6) 僱傭 - 總培訓時數 ^(1, 6)			Hours 小時	
Total Training Hours 總培訓時數	5069.5 ⁽⁷⁾		2620.3	
Employment - Average Training Hours ^(1, 6, 8) 僱傭 - 平均培訓時數 ^(1, 6, 8)			Hours 小時	
<u>By gender</u> 按性別劃分				
Male 男性	30.6		14.1	
Female 女性	9.3		7.6	
<u>By professional profile</u> 按職級分佈				
Managerial level 管理層	20.6		10.2	
Supervisory level 主管層	29.0		16.4	
General staff 一般員工	25.9		11.9	

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附錄一 — 我們的績效數據

Key Performance Indicators 關鍵績效指標	Unit 單位	For the year ended 31 March 截至三月三十一日止年度		
		2023 二零二三年	2022 二零二二年	2021 二零二一年
Social 社會				
Geographical Region of Vendors 供應商的地區				
Hong Kong 香港	Number 間	480	495	500
Mainland China & Taiwan region 中國大陸及台灣地區	Number 間	117	108	114
Oversea countries 海外國家	Number 間	91	82	79
Anti-corruption 反貪污				
Concluded legal cases regarding corrupt 已審結的貪污訴訟案件	Case 宗數	0	0	0

Appendix I – Our Performance Data

附錄一 — 我們的績效數據

Note:

- (1) The scope of this disclosure is restricted to persons who are in a direct employment relationship with the Group unless other specified. The number of employees reported were expressed as headcount as of 31 March 2023.
- (2) Employee turnover rate = (Number of full-time employees passed the probationary period leaving employment during the reporting period / Number of full-time employees at of 31 March 2023) x 100%
- (3) Employee turnover rate (per category) = (Number of full-time employees in the specified category passed the probationary period leaving employment during the reporting period / Number of full-time employees in the specified category at of 31 March 2023) x 100%
- (4) Work-related fatalities rate (per 1,000 employees) = Total number of work-related fatalities cases during the reporting period / Total number of employees as of 31 March 2023 x 1,000
- (5) Work-related accident rate (per 1,000 employees) = Total number of work-related accident cases during the reporting period / Total number of employees as of 31 March 2023 x 1,000
- (6) In order to disclose more meaningful training data, project-specific safety training and toolbox training are excluded from this disclosure as the amounts of relevant training are highly dependent on the number of projects implemented during the reporting period and fluctuated over the years.
- (7) The sharp increase is mainly due to (i) the provision of one-off safety-related recognised courses to potential site supervisory, management staff and safety officers and (ii) the provision of additional software-related, sustainability-related and leadership trainings.
- (8) Average training hours = Total training hours in the specified category during the reporting period / Total number of employees in the specified category as of 31 March 2023

附註：

- (1) 除非另有說明，否則本披露的範圍僅限於與本集團有直接僱傭關係的人士。報告的數字以截至2023年3月31日的員工人數表示。
- (2) 員工流失比率 = (報告期內通過試用期離職的全職員工人數 / 截至2023年3月31日全職員工人數) x 100%
- (3) 按類別的員工流失比率 = (報告期內通過試用期離職的指定類別全職員工人數 / 截至2023年3月31日指定類別全職員工人數) x 100%
- (4) 與工作有關的死亡率 (以每千名員工計) = 報告期內與工作有關的死亡個案總數 / 截至2023年3月31日全職員工人數 x 1,000
- (5) 與工作有關的事故率 (以每千名員工計) = 報告期內與工作有關的事故個案總數 / 截至2023年3月31日全職員工人數 x 1,000
- (6) 為了披露更有意義的培訓數據，本披露不包括項目特定的安全培訓和工具箱培訓，因為相關培訓的多寡取決於報告期內所實施中項目數量，並且多年來十分波動。
- (7) 大幅增的主要原因是(i)向潛在工地監督、管理人員及安全主任提供一次性安全相關認可課程及(ii)提供額外的軟件相關、可持續性相關和領導力培訓所致。
- (8) 每名僱員的平均受訓時數 = 報告期內指定類別的總受訓時數 / 截至2023年3月31日指定類別的僱員總數

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附錄二 — 聯交所《環境、社會及管治報告指引》內容索引

Description of Disclosures/ Relevant Chapter 披露描述/相關章節	Page Number 頁數
Mandatory Disclosure Requirements 強制披露規定	
Governance Structure 管治架構	
Our Sustainability Approach 我們的可持續發展方針	8
Reporting Principles 匯報原則	
About this Report – Reporting Framework and Principles 關於報告 — 報告框架及原則	4
Reporting Boundary 匯報範圍	
About this Report – Reporting Scope 關於報告 — 報告範圍	3
A. Environmental 環境	
A1: Emissions 排放物	
General Disclosure 一般披露	
Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的：(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	
Our Business Practices – Legal Compliance 我們的業務慣例 — 合法合規	20
Our Environment – Management Approach 我們的環境 — 管理方針	49
Relevant Laws and Regulations Compliance: 遵守相關的法律法規:	
<ul style="list-style-type: none"> Public Health and Municipal Services Ordinance (Cap. 132 of the Laws of Hong Kong) 《公眾衛生及市政條例》（香港法例第132章） Air Pollution Control Ordinance (Cap. 311 of the Laws of Hong Kong) 《空氣污染管制條例》（香港法例第311章） Waste Disposal (Chemical Waste) (General) Regulation (Cap. 354c of the Laws of Hong Kong) 《廢物處置（化學廢物（一般））規例》（香港法例第354c章） Waste Disposal (Charges for Disposal of Construction Waste) Regulation (Cap. 354n of the Laws of Hong Kong) 《廢物處置（建築廢物處置收費）規例》（香港法例第354n章） Water Pollution Control Ordinance (Cap. 358 of the Laws of Hong Kong) 《水污染管制條例》（香港法例第358章） Ozone Layer Protection Ordinance (Cap. 403 of the Laws of Hong Kong) 《保護臭氧層條例》（香港法例第403章） Noise Control Ordinance (Cap. 400 of the Laws of Hong Kong) 《噪音管制條例》（香港法例第400章） Dumping At Sea Ordinance (Cap. 466 of the Laws of Hong Kong) 《海上傾倒物料條例》（香港法例第466章） Motor Vehicle Idling (Fixed Penalty) Ordinance (Cap. 611 of the Laws of Hong Kong) 《汽車引擎空轉（定額罰款）條例》（香港法例第611章） 	

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附錄二 — 聯交所《環境、社會及管治報告指引》內容索引

Description of Disclosures/ Relevant Chapter 披露描述/相關章節	Page Number 頁數
A. Environmental 環境	
A1: Emissions 排放物	
KPI A1.1 關鍵績效指標 A1.1	
The types of emissions and respective emissions data. 排放物種類及相關排放數據。	
Appendix I – Our Performance Data 附錄一 — 我們的績效數據	65
KPI A1.2 關鍵績效指標 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). 直接（範圍 1）和能源間接（範圍 2）溫室氣體排放量（以噸為單位）及其密度（如適用）。	
Appendix I – Our Performance Data 附錄一 — 我們的績效數據	65
KPI A1.3 關鍵績效指標 A1.3	
Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生的有害廢物總量（以噸為單位）及其密度（如適用）。	
Appendix I – Our Performance Data 附錄一 — 我們的績效數據	66
KPI A1.4 關鍵績效指標 A1.4	
Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生的無害廢物總量（以噸為單位）及其密度（如適用）。	
Appendix I – Our Performance Data 附錄一 — 我們的績效數據	66
KPI A1.5 關鍵績效指標 A1.5	
Description of emission target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	
Our Environment – Air and Greenhouse Gas Emissions 我們的環境 — 廢氣及溫室氣體排放	54
KPI A1.6 關鍵績效指標 A1.6	
Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	
Our Environment – Waste Management 我們的環境 — 廢物管理	57

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附錄二 — 聯交所《環境、社會及管治報告指引》內容索引

Description of Disclosures/ Relevant Chapter 披露描述/相關章節	Page Number 頁數
A. Environmental 環境	
A2: Use of Resources 資源使用	
General Disclosure 一般披露	
Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源（包括能源、水及其他原材料）的政策。	
Our Environment – Green Office Initiatives 我們的環境 — 綠色辦公室倡議	49
Our Environment – Uses of Resources 我們的環境 — 資源使用	55
KPI A2.1 關鍵績效指標 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). 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）及其密度（例如每單位產量、每項設施）。	
Appendix I – Our Performance Data 附錄一 — 我們的績效數據	66
KPI A2.2 關鍵績效指標 A2.2	
Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度（如以每產量單位、每項設施計算）。	
Appendix I – Our Performance Data 附錄一 — 我們的績效數據	66
KPI A2.3 關鍵績效指標 A2.3	
Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	
Our Environment – Green Office Initiatives 我們的環境 — 綠色辦公室倡議	49
Our Environment – Uses of Resources – Energy Consumption 我們的環境 — 資源使用 — 能源消耗	56
KPI A2.4 關鍵績效指標 A2.4	
Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	
Our Environment – Uses of Resources – Water Saving Initiatives 我們的環境 — 資源使用 — 節水舉措	56
The Group does not require a large amount of water and thus has no difficulty in sourcing water. 本集團不需要大量用水，因此在取水方面沒有任何困難。	
KPI A2.5 關鍵績效指標 A2.5	
Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量（以噸計算）及每生產單位佔量（如適用）。	
The usage of packaging materials, such as plastic wrapping, bubble sheet/ cushion wraps and carton boxes, for the finished products were negligible to be reported. 用於製成品的包裝材料（如塑料包裝、氣泡紙/緩衝包裝及紙箱）用量甚少，可於報告內忽略。	/

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附錄二 — 聯交所《環境、社會及管治報告指引》內容索引

Description of Disclosures/ Relevant Chapter 披露描述/相關章節	Page Number 頁數
A. Environmental 環境	
A3: The Environment and Natural Resources 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。	
Our Environment – The Environment and Natural Resources 我們的環境 — 環境及天然資源	60
KPI A3.1 關鍵績效指標 A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	
Our Environment – The Environment and Natural Resources 我們的環境 — 環境及天然資源	60
A4: Climate Change 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。	
Our Environment – Climate Change 我們的環境 — 氣候變化	52
KPI A4.1 關鍵績效指標 A4.1 Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	
Our Environment – Climate Change 我們的環境 — 氣候變化	52

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Description of Disclosures/ Relevant Chapter 披露描述/相關章節	Page Number 頁數
B. Social 社會	
Employment and Labour Practices 僱傭及勞工常規	
B1: Employment 僱傭	
General Disclosure 一般披露	
Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的：(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	
Our Business Practices 我們的業務慣例	18
Our People – Employment and Labour Practices 我們的員工 — 僱傭及勞工常規	21
Relevant Laws and Regulations Compliance: 遵守相關的法律法規:	
<ul style="list-style-type: none"> • Employment Ordinance (Cap. 57 of the Laws of Hong Kong) 《僱傭條例》（香港法例第57章） • Employees' Compensation Ordinance (Cap. 282 of the Laws of Hong Kong) 《僱員補償條例》（香港法例第282章） • Sex Discrimination Ordinance (Cap. 480 of the Laws of Hong Kong) 《性別歧視條例》（香港法例第480章） • Mandatory Provident Fund Schemes Ordinance (Cap. 485 of the Laws of Hong Kong) 《強制性公積金計劃條例》（香港法例第485章） • Disability Discrimination Ordinance (Cap. 487 of the Laws of Hong Kong) 《殘疾歧視條例》（香港法例第487章） • Family Status Discrimination Ordinance (Cap. 527 of the Laws of Hong Kong) 《家庭崗位歧視條例》（香港法例第527章） • Race Discrimination Ordinance (Cap. 602 of the Laws of Hong Kong) 《種族歧視條例》（香港法例第602章） • Minimum Wage Ordinance (Cap. 608 of the Laws of Hong Kong) 《最低工資條例》（香港法例第608章） 	
KPI B1.1 關鍵績效指標 B1.1	
Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. 按性別、僱傭類型（例如全職或兼職）、年齡組別及地區劃分的僱員總數。	
Appendix I – Our Performance Data 附錄一 — 我們的績效數據	68
KPI B1.2 關鍵績效指標 B1.2	
Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	
Appendix I – Our Performance Data 附錄一 — 我們的績效數據	69

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附錄二 — 聯交所《環境、社會及管治報告指引》內容索引

Description of Disclosures/ Relevant Chapter 披露描述/相關章節	Page Number 頁數
B. Social 社會	
Employment and Labour Practices 僱傭及勞工常規	
B2: Health and Safety 健康與安全	
General Disclosure 一般披露	
Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業化危害的：(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	
Our Business Practices – Legal Compliance 我們的業務慣例 — 合法合規	20
Our People – Safety and Health 我們的員工 — 安全與健康	27
Relevant Laws and Regulations Compliance: 遵守相關的法律法規:	
<ul style="list-style-type: none"> Factories and Industrial Undertakings Ordinance (Cap. 59 of the Laws of Hong Kong) 《工廠及工業經營條例》（香港法例第59章） Dangerous Goods Ordinance (Cap. 295 of the Laws of Hong Kong) 《危險品條例》（香港法例第295章） Occupational Safety And Health Ordinance (Cap. 509 of the Laws of Hong Kong) 《職業安全及健康條例》（香港法例第509章） 	
KPI B2.1 關鍵績效指標 B2.1	
Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年（包括匯報年度）每年因工亡故的人數及比率。	
Appendix I – Our Performance Data 附錄一 — 我們的績效數據	70
KPI B2.2 關鍵績效指標 B2.2	
Lost days due to work injury. 因工傷損失工作日數。	
Appendix I – Our Performance Data 附錄一 — 我們的績效數據	70
KPI B2.3 關鍵績效指標 B2.3	
Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	
Our People – Safety and Health 我們的員工 — 安全與健康	27

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Description of Disclosures/ Relevant Chapter 披露描述/相關章節	Page Number 頁數
B. Social 社會	
Employment and Labour Practices 僱傭及勞工常規	
B3: Development and Training 發展及培訓	
General Disclosure 一般披露	
Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	
Our People – Development and Training 我們的員工 — 發展及培訓	40
KPI B3.1 關鍵績效指標 B3.1	
The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別（例如高級管理層、中層管理層）劃分的受訓僱員百分比。	
Appendix I – Our Performance Data 附錄一 — 我們的績效數據	71
KPI B3.2 關鍵績效指標 B3.2	
The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	
Appendix I – Our Performance Data 附錄一 — 我們的績效數據	71
B4: Labour Standards 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：(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。	
Our People – Employment and Labour Practices - Respecting Human and Labour Rights 我們的員工 — 僱傭及勞工常規 — 尊重人權及勞工權益	22
<u>Relevant Laws and Regulations Compliance 遵守相關的法律法規：</u>	
<ul style="list-style-type: none"> • Employment Ordinance (Cap. 57 of the Laws of Hong Kong) 《僱傭條例》（香港法例第57章） • Employment of Children Regulations (Cap. 57B of the Laws of Hong Kong) 《僱用兒童規例》（香港法例第57B章） 	

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Description of Disclosures/ Relevant Chapter 披露描述/相關章節	Page Number 頁數
B. Social 社會	
Employment and Labour Practices 僱傭及勞工常規	
B4: Labour Standards 勞工準則	
KPI B4.1 關鍵績效指標 B4.1	
Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	
Our People – Employment and Labour Practices - Respecting Human and Labour Rights 我們的員工 — 僱傭及勞工常規 — 尊重人權及勞工權益	22
KPI B4.2 關鍵績效指標 B4.2	
Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	
During the Reporting Period, the Group was not aware of any incidents of child and forced labour. 於報告期內，本集團並不知悉童工及強制勞工之任何事件。	/
Operating Practices 營運慣例	
B5: Supply Chain Management 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。	
Our Partners 我們的夥伴	46
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。	
Appendix I – Our Performance Data 附錄一 — 我們的績效數據	72
KPI B5.2 關鍵績效指標 B5.2	
Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, 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、以及有關慣例的執行及監察方法。	
Our Partners 我們的夥伴	46

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附錄二 — 聯交所《環境、社會及管治報告指引》內容索引

Description of Disclosures/ Relevant Chapter 披露描述/相關章節	Page Number 頁數
B. Social 社會	
Operating Practices 營運慣例	
B5: Supply Chain Management 供應鏈管理	
KPI B5.3 關鍵績效指標 B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	
Our Partners 我們的夥伴	46
KPI B5.4 關鍵績效指標 B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	
Our Partners 我們的夥伴	46
B6: Product Responsibility 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：(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。	
Our Products and Services – Management Approach to Quality 我們的產品及服務 — 品質管理方針 Relevant Laws and Regulations Compliance: 遵守相關的法律法規： <ul style="list-style-type: none"> Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong) 《個人資料（私隱）條例》（香港法例第486章） During the Reporting Period, the Group was not aware of any incidents of non-compliance with regulations concerning the group's products and services, including but not limited to product and service safety and health, advertising and labelling. 於報告期內，本集團並不知悉違反有關本集團產品及服務的規例之任何事件，包括但不限於產品及服務安全性、健康、廣告及標籤。	43

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附錄二 — 聯交所《環境、社會及管治報告指引》內容索引

Description of Disclosures/ Relevant Chapter 披露描述/相關章節	Page Number 頁數
B. Social 社會	
Operating Practices 營運慣例	
B6: Product Responsibility 產品責任	
KPI B6.1 關鍵績效指標 B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	
No products sold or shipped were subjected to recalls for safety and health reasons under management. 集團管理下的已售或已運送產品並無因安全與健康理由而須回收。	/
KPI B6.2 關鍵績效指標 B6.2 Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	
Our Products and Services - Focusing Customer Satisfaction 我們的產品及服務 — 重視客戶滿意度	45
Immaterial amounts of products and services related complaints received under management. 集團管理下的接獲關於產品及服務的投訴數目並不顯著。	
KPI B6.3 關鍵績效指標 B6.3 Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	
Our Business Practices – Intellectual Property Rights Protection 我們的業務慣例 — 知識產權保護	20
KPI B6.4 關鍵績效指標 B6.4 Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	
Our Products and Services – Management Approach to Quality 我們的產品及服務 — 品質管理方針	43
KPI B6.5 關鍵績效指標 B6.5 Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	
Our Business Practices – Personal Data Privacy Protection 我們的業務慣例 — 個人資料私隱保護	19

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附錄二 — 聯交所《環境、社會及管治報告指引》內容索引

Description of Disclosures/ Relevant Chapter 披露描述/相關章節	Page Number 頁數
B. Social 社會	
Operating Practices 營運慣例	
B7: Anti-Corruption 反貪污	
General Disclosure 一般披露 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的：(a)政策；及(b)遵守對發行人有重大影響的相關法律及規例的資料。	
Our Business Practices – Corporate Ethics 我們的業務慣例 — 企業道德 Relevant Laws and Regulations Compliance: 遵守相關的法律法規： • Prevention Of Bribery Ordinance (Cap. 201 of the Laws of Hong Kong) 《防止賄賂條例》（香港法例第201章）	18
KPI B7.1 關鍵績效指標 B7.1 Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	
Appendix I – Our Performance Data 附錄一 — 我們的績效數據	72
KPI B7.2 關鍵績效指標 B7.2 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	
Our Business Practices – Corporate Ethics 我們的業務慣例 — 企業道德	18
KPI B7.3 關鍵績效指標 B7.3 Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	
Our People – Development and Training 我們的員工 — 發展及培訓	42
During the Reporting Period, the Group has encouraged its director and staff to attend anti-corruption training courses. Internal e-training were also conducted to refresh the Group members' awareness on the legal regulation and procedures in declaring interests and handling conflicts of interest. 於報告期內，本集團已鼓勵其董事及員工參加反貪污培訓課程。還進行了內部電子培訓，以更新本集團成員對相關法例法規和申報利益及處理利益衝突程序的認識。	

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附錄二 — 聯交所《環境、社會及管治報告指引》內容索引

Description of Disclosures/ Relevant Chapter 披露描述/相關章節	Page Number 頁數
B. Social 社會	
Community 社區	
B8: Community Investment 社區投資	
General Disclosure 一般披露	
Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解發行人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。	
Our Community 我們的社區	62
KPI B8.1 關鍵績效指標 B8.1	
Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇（例如教育、環境問題、勞工需求、健康、文化、體育）。	
Our Community 我們的社區	62
KPI B8.2 關鍵績效指標 B8.2	
Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源（如金錢或時間）。	
Our Community 我們的社區	62

Appendix III – Reader Feedback Form

附錄三 – 讀者反饋意見表

尊敬的讀者：

您好！感謝您閱讀我們的報告。如您對本報告有任何意見或建議，幫助我們改進報告的編制和環境、社會及管治工作上的表現，歡迎您填寫以下問卷，並透過下面的聯絡方式發送給我們，或掃描二維碼於網上填寫及提交。

非常感謝您對我們工作的支持！

高萌科技集團有限公司
二零二三年六月

- 以下哪類持份者最切合您的身份？
 股東 員工 客戶 供應商/承包商 政府
 同業 社區/公眾 行業協會/非政府組織 媒體
 其他(請註明): _____
- 整體上，您如何評價我們的報告？
 非常好 很好 一般 較差 很差
- 您認為本報告
 信息披露： 非常好 很好 一般 較差 很差
 版式設計： 非常好 很好 一般 較差 很差
 可讀性： 非常好 很好 一般 較差 很差
- 您認為哪一章節最符合您的需要？（可選多項）
 關於本報告 主席寄語 關於本集團 我們的可持續發展方針
 我們的業務慣例 我們的員工 我們的產品和服務 我們的夥伴
 我們的環境 我們的社區
- 哪些議題最引起您的關注？（可選多項）
 業務概覽 可持續發展管治 風險管理
 我們的承諾及目標 培養可持續發展文化 持份者參與
 重要性評估 企業道德 個人資料私隱保護
 知識產權保護 合法合規 僱傭及勞工常規
 尊重人權及勞工權益 員工福利 員工參與
 安全與健康 職業安全與健康管理方針 安全第一文化
 抗擊 COVID-19 健康至上文化 行業認可
 發展及培訓 品質管理方針 重視客戶滿意度
 管理方針 綠色辦公室倡議 環保意識倡議
 氣候變化 廢氣及溫室氣體排放 資源使用
 能源消耗 節水舉措 廢物管理
 有害廢棄物 無害廢棄物 環境及天然資源
 噪音及塵埃控制 紙張 關愛青年
- 您對我們的環境、社會及管治報告或我們的表現，還有哪些意見或建議？

聯絡我們
高萌科技集團有限公司
 地址：香港沙田小瀝源道沙田工業中心地下 B12 室
 電郵：esg@kml.com.hk
 電話：(852) 2686 7777 | 傳真：(852) 2636 5652



網上提交

Appendix III – Reader Feedback Form

附錄三 – 讀者反饋意見表

Dear Readers,

Greetings! Thank you for reading this report. We are looking forward to having your comments or suggestions, which will be helpful for us to further improve the report preparation and our ESG performance. We will appreciate it if you fill in the following questionnaire and send it back to us through the contact information below, or scan the QR Code to fill in and submit online.

Thank you again for your support!

KML Technology Group Limited
June 2023

1. Which type of stakeholders suits you best?

- Shareholder Employee Customer Supplier/Contractor Government
 Peer Community/Public Industry association/NGO Media
 Others (please specify): _____

2. How do you evaluate this report as a whole?

- Very good Good Average Bad Very Bad

3. How do you think of this report in terms of:

- Information disclosure: Very good Good Average Bad Very Bad
 Layout design: Very good Good Average Bad Very Bad
 Readability: Very good Good Average Bad Very Bad

4. Which chapter suits your needs best? (More than one option is allowed)

- About this Report Message from the Chairman About the Group Our Sustainability Approach
 Our Business Practices Our People Our Products and Services Our Partners
 Our Environment Our Community

5. Which topics you concern about most? (More than one option is allowed)

- Business Overview Sustainability Governance Risk Management
 Our Commitments and Goals Fostering Sustainability Culture Stakeholder Engagement
 Materiality Assessment Corporate Ethics Personal data privacy protection
 Intellectual Property Rights Protection Legal Compliance Employment and Labour Practices
 Respecting Human and Labour Rights Employee Benefits Employee Engagement
 Safety and Health Management Approach to Occupational Safety and Health Safety First Culture
 Fighting against COVID-19 Health Always Culture Accreditations
 Development and Training Management Approach to Quality Focusing Customer Satisfaction
 Management Approach Green Office Initiatives Green Awareness Initiative
 Climate Change Air and Greenhouse Gas Emissions Use of Resources
 Energy Consumption Water Saving Initiatives Waste Management
 Hazardous Waste Non-hazardous Waste The Environment and Natural Resources
 Noise and Dust Control Paper Caring for Youth

6. What are the additional opinions or suggestions on our social ESG report and our performance?

Contact Us

KML Technology Group Limited

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Online submission



高萌·科技

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KML Technology Group Limited
高萌科技集團有限公司

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