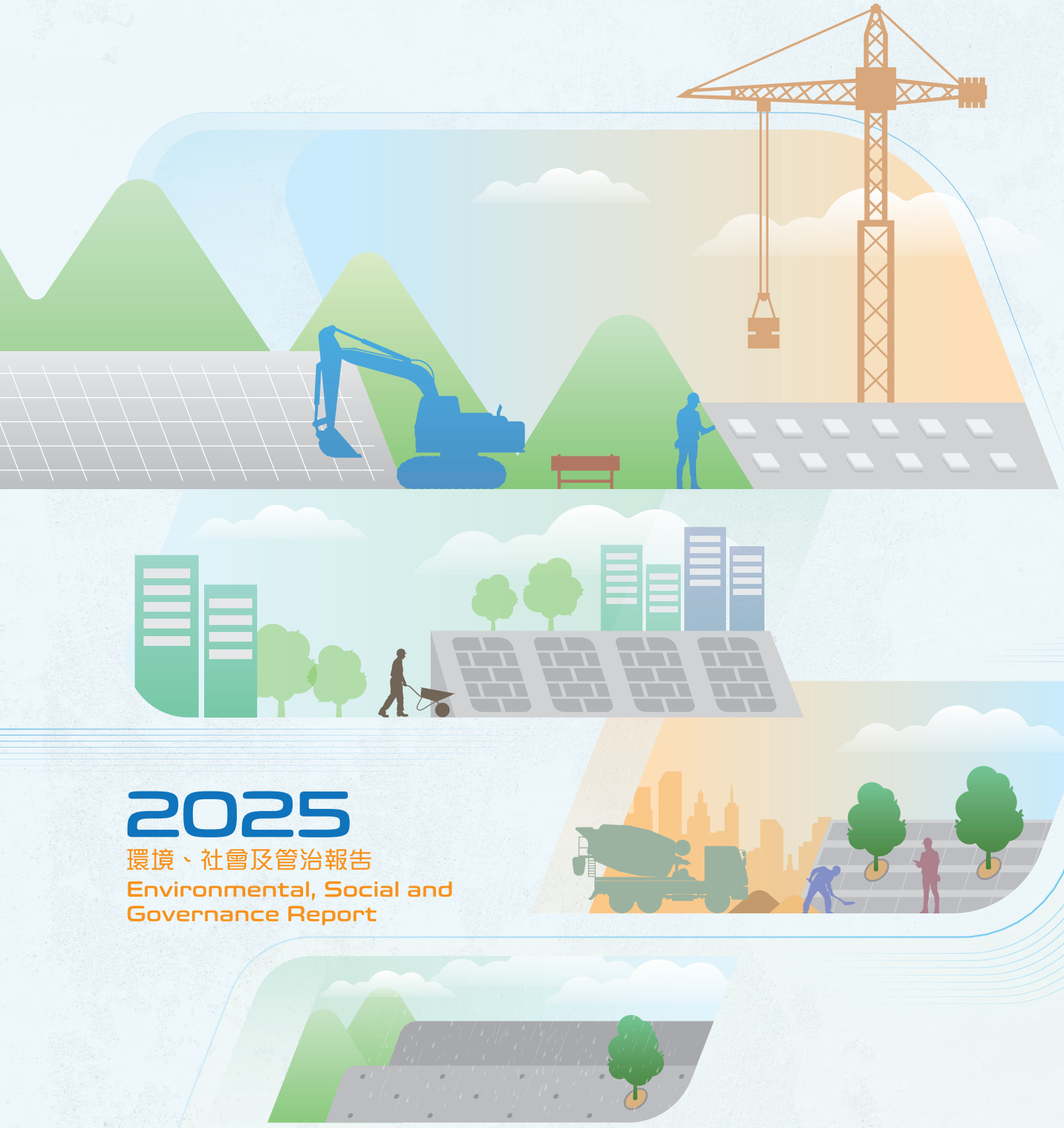
联合控股
HK.08366

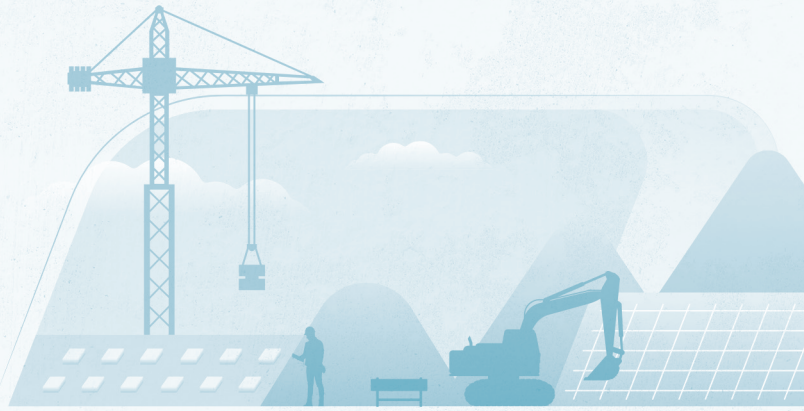
浙江聯合投資控股集團有限公司
Zhejiang United Investment Holdings Group Limited

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

Stock Code 股份代號：8366



2025
環境、社會及管治報告
Environmental, Social and Governance Report



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

1. ABOUT THIS REPORT

1.1. Reporting Scope

This Environmental, Social and Governance ("ESG") Report ("this ESG Report") summarises the ESG performance of Zhejiang United Investment Holdings Group Limited ("the Company" or "the Group") during the period from 1 May 2024 to 30 April 2025 ("the Reporting Period").

This ESG report illustrates and highlights the material activities in respect of corporate social responsibility of the Group's core and material business, which is the undertaking of slope works, foundation works and other general building works in Hong Kong ("Core Business"). All of these activities took place in Hong Kong, including the group office, site offices and construction sites.

The Group has taken initiatives to formulate ESG related policies, implement the necessary data collection, performance monitoring measures and documentation in order to optimise and improve the disclosure in this ESG Report, in the hope that this report demonstrates the Group's continuous effort in achieving sustainable development for now and also in to the future.

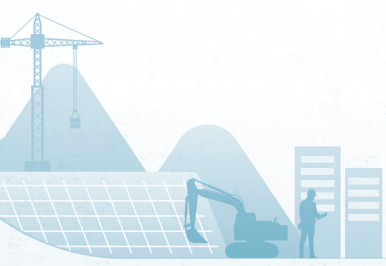
1. 關於本報告

1.1. 報告範圍

本環境、社會及管治(「環境、社會及管治」)報告(「環境、社會及管治報告」)總結浙江聯合投資控股集團有限公司(「本公司」或「本集團」)於二零二四年五月一日至二零二五年四月三十日期間(「報告期」)的環境、社會及管治表現。

本環境、社會及管治報告闡述並重點列出本集團核心及重大業務企業社會責任方面的主要活動，即在香港承建斜坡工程、地基工程及其他一般建築工程(「主要業務」)。所有該等活動均於香港進行，包括集團辦公室、工地辦公室及建築工地。

本集團已積極採取措施制定環境、社會及管治相關政策，實施必要數據收集、表現監督措施及記錄，以優化及完善本環境、社會及管治報告的披露，以期本報告展現本集團當前及未來為實現可持續發展所付出的持續努力。



1. ABOUT THIS REPORT *(Continued)*

1.2. ESG Reporting Framework and Principles

This ESG report has been prepared in accordance with the ESG Reporting Guide (the "ESG Guide") contained in Appendix C2 of the GEM Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited, including "comply or explain" provisions and the mandatory disclosure requirements.

Sustainable development is an integral part of the Group's business strategy in order to achieve business excellence and enhance capabilities for long-term competitiveness. We are committed to operating in a manner that is economically, socially and environmentally sustainable while balancing the interests of our various stakeholders and fostering a positive impact on the society.

1. 關於本報告*(續)*

1.2. 環境、社會及管治報告框架及原則

本環境、社會及管治報告乃根據香港聯合交易所有限公司GEM證券上市規則附錄C2所載《環境、社會及管治報告指引》(「環境、社會及管治報告指引」)編製，包括「不遵守就解釋」條文及強制披露規定。

可持續發展為本集團業務策略的組成部分，藉以取得業務上的卓越成就及提升維持長遠競爭力的能力。我們致力以經濟、社會及環境可持續的方式營運，同時兼顧各持份者的利益，並為社會帶來積極影響。

Reporting Principles 報告原則	How it is applied to this report 如何應用於本報告中
Materiality 重要性	The ESG Report includes ESG issues that are determined by the Board of Directors, with the assistance of the management and ESG working group that are above the threshold at which they are sufficiently important to investors and other stakeholders to be reported. These material ESG issues were identified through consideration and discussion by the Board of Directors and the ESG working group, and also through the discussions in the normal course of engagement with the different stakeholders. Further detail of the identification process and the selection criteria are set out in the "Stakeholder Engagement and Materiality Assessment" section. 環境、社會及管治報告包括由董事會在管理層及環境、社會及管治工作小組協助下釐定的環境、社會及管治事宜，而該等事宜超過對投資者及其他持份者而言十分重要的門檻，並予以匯報。該等重大環境、社會及管治事宜由董事會及環境、社會及管治工作小組審議及討論，以及透過日常參與過程中與不同持份者進行討論後確定。確認過程及揀選標準的進一步詳情載於「持份者參與及重要性評估」一節。

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

1. ABOUT THIS REPORT *(Continued)*
1. 關於本報告*(續)*

1.2. ESG Reporting Framework and Principles *(Continued)*
1.2. 環境、社會及管治報告框架及原則*(續)*

Reporting Principles 報告原則	How it is applied to this report 如何應用於本報告中
Quantitative 量化	The KPIs in respect of historical data described in the ESG Report are measured by the Company. Targets set are either in terms of actual numerical figures, or directional statements or forward-looking statements to reduce a particular impact related to each of the KPIs. The effectiveness of ESG policies and management systems can hence be evaluated and validated. Each quantitative information is accompanied by a narrative, explaining its purpose, impacts, and comparative data are given where appropriate. Information on the standards, methodologies, assumptions and/or calculation used, and source of key emission and conversion factors used for both quantitative environmental and social KPIs are disclosed in the ESG Report where appropriate. Refer to the explanations accompanied the relevant KPIs for further detail. 環境、社會及管治報告中描述的關鍵績效指標過往數據由本公司計量。設定目標為實際數字、或方向性聲明或前瞻性聲明，以減少對各項關鍵績效指標的特定影響，繼而評估及驗證環境、社會及管治政策及管理系統的有效性。各項量化資料附有說明、解釋其目的及影響，並在適當時提供比較數據。環境、社會及管治報告中披露使用量化環境及社會關鍵績效指標的標準、方法、假設及／或計算方法的資料，以及關鍵排放及換算因素的來源(倘適用)。更多詳情，請查閱附有相關關鍵績效指標的解釋。

1. ABOUT THIS REPORT *(Continued)*

1.2. ESG Reporting Framework and Principles *(Continued)*

1. 關於本報告*(續)*

1.2. 環境、社會及管治報告框架及原則 *(續)*

Reporting Principles 報告原則	How it is applied to this report 如何應用於本報告中
Balance	The ESG report provides an unbiased picture of the Company's performance during the Reporting Period by disclosing information in an objective manner, avoiding contents that may inappropriately influence the judgment made by report readers, i.e. bias selections, omissions, or present in a format that deliberately misrepresentation reality.
平衡	環境、社會及管治報告於報告期間不偏不倚地呈報本公司的表現，以客觀的方式披露資料，避免出現可能會不恰當地影響報告讀者判斷的內容，即選擇偏頗、遺漏或呈報格式故意歪曲事實。
Consistency	Methodologies used is consistent so as to allow for meaningful comparison of ESG data over time. Any changes that could affect a meaningful comparison of the KPIs have been disclosed accordingly.
一致性	使用一致的方法，使環境、社會及管治數據日後可作有意義的比較。任何可能會影響關鍵績效指標的有意義比較的變動已作出相應披露。

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

1. ABOUT THIS REPORT *(Continued)*

1.3 ESG Governance

ESG oversight

The Board aims to provide stakeholders with an understanding of the overall ESG governance structure of the Company. The Board acknowledges its role of oversight of ESG issues through the consideration and discussion of ESG issues in board meetings. In this section the Board will further explain its ESG management approach and strategy, including the process used to evaluate, prioritise, and manage material ESG-related issues (including risks to the issuer's businesses), and how it reviews progress made against ESG-related goals and targets with an explanation of how they related to the Company's business.

ESG management approach and strategy

To ensure cohesion with existing business strategies and processes, the Board aligns its ESG management approach and strategy with our existing governance (i.e. risk management and internal controls system) framework. The ESG-related risks are therefore evaluated, prioritise, and managed as part of the existing processes of this governance framework, so that ESG-related risks are managed just as effective as those which are not ESG-related.

1. 關於本報告*(續)*

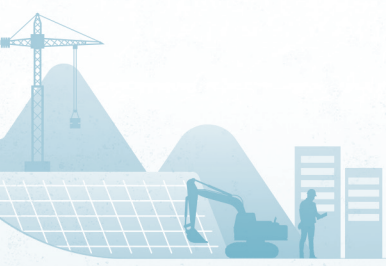
1.3 環境、社會及管治的管治架構

環境、社會及管治的監管

董事會旨在讓持份者了解本公司整個環境、社會及管治的管治架構。董事會透過於董事會會議上審議及討論環境、社會及管治議題，承擔其對環境、社會及管治議題的監督職責。本節中，董事會將進一步解釋其環境、社會及管治的管理方針及策略，包括評估、優先排序及管理重大環境、社會及管治相關議題(包括發行人的業務風險)所採用的流程，以及其根據環境、社會及管治相關目標及指標審查所取得進展的方法，並解釋彼等與本公司業務的關係。

環境、社會及管治的管理方針及策略

為確保與現有業務策略及流程的一致性，董事會將其環境、社會及管治管理方針及策略與我們現有管治(即風險管理及內部控制系統)框架保持一致。因此，我們將環境、社會及管治相關風險作為該管治框架現有流程的一部分進行評估、優先排序及管理，以使環境、社會及管治相關風險的管理與環境、社會及管治無關風險的管理一樣有效。



1. ABOUT THIS REPORT *(Continued)*

1.3 ESG Governance *(Continued)*

ESG management approach and strategy (Continued)

Through an integrated, dual top-down and bottom-up approach, risks identified at each level of defense are discussed, evaluated and prioritise at that level as well as between the other levels. Hence, in formulating our sustainability we take not only the principle of sustainability seriously, we also take into careful consideration various risk including legal compliance, operational, finance and also the opinions from stakeholders. We have established and implemented various policies to manage and monitor the risks related to the environment, employment, operating practices and community. Details of the management approaches to sustainable development of different areas are illustrated in this Report.

ESG-related goals and targets progress review

Material ESG-related issues are issues that are critical to both short-term and long- term success of the Company's business. It is those parts of the Company's business where these issues lie, the ESG impact of these issues is highly relevant. The KPIs of material ESG-related issues are regularly reviewed against goals and targets set-up by the Management and the Board, with the assistance of ESG working group, throughout the process of the preparing of ESG reporting to determine progress made and made adjustment and revisions to the original goals and targets where appropriate.

1. 關於本報告*(續)*

1.3 環境、社會及管治的管治架構*(續)*

環境、社會及管治的管理方針及策略(續)

透過綜合自上而下及自下而上的雙重方法，在各防禦級別識別的風險會在該級別以及其他級別之間進行討論、評估及優先排序。因此，我們於制定可持續發展時不但重視可持續發展原則，亦審慎考慮各類風險，包括法律合規情況、營運、財務及持份者意見。我們已建立及實施多項政策，以管理及監察與環境、僱傭、營運慣例及社區相關之風險。本報告載有不同範疇之可持續發展管理方針詳情。

環境、社會及管治相關目標及指標進度審查

重大環境、社會及管治相關議題為對本公司業務的短期及長期成功均至關重要的議題。本公司業務的該等部分正是該等議題所在，該等議題的環境、社會及管治影響高度相關。在環境、社會及管治工作小組的協助下，本公司於環境、社會及管治報告的整個編製過程中，根據管理層及董事會制定的目標及指標，定期審查重大環境、社會及管治相關議題的關鍵績效指標，以確定取得的進展，並在適當情況下對原目標及指標進行調整及修訂。



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

1. ABOUT THIS REPORT *(Continued)*

1.4. Stakeholder Engagement and Materiality Assessment

Stakeholder engagement is essential for the Group to understand its stakeholders' thoughts and concerns and it also helps to identify risks and opportunities regarding the Group's performance, business strategies and future development. Although no specific stakeholder engagement has been conducted, internal and external stakeholders have been involved in various regular activities to exchange thoughts and ideas regarding its operations and performance. Hence, the Group communicates to its stakeholders throughout the year through various events and activities to collect ideas and feedback that are valuable to its future growth.

1. 關於本報告*(續)*

1.4. 持份者參與及重要性評估

持份者的參與對於本集團了解其持份者的想法及關注點至關重要，亦有助於識別有關本集團表現、業務策略及未來發展方面的風險及機遇。儘管並無進行具體持份者參與，但內部及外部持份者參與了各種常規活動，以交換對本集團營運及表現的想法。因此，本集團全年透過不同事件及活動與其持份者溝通，收集對其未來增長有價值的想法及反饋。

Stakeholder Group 持份者團體	Approach of Engagement 參與方式
Community	Corporate website
	Announcements and notices
	Financial statements/ESG information
社區	公司網站
	公告及通知
	財務報表／環境、社會及管治資料
Customers	Corporate website
	Contracts and agreements
	Service meetings
	Comments and complaint channels
	Industrial channels' communications and activities
客戶	公司網站
	合約及協議
	服務會議
	意見及投訴渠道
	業界的通訊及活動

1. ABOUT THIS REPORT *(Continued)*

1.4. Stakeholder Engagement and Materiality Assessment *(Continued)*

1. 關於本報告*(續)*

1.4. 持份者參與及重要性評估*(續)*

Stakeholder Group 持份者團體	Approach of Engagement 參與方式
Employees	Orientations, trainings and meetings
	Performance appraisals
	Notices and circulars
	Emails and other electronic communications
僱員	迎新、培訓及會議
	表現評估
	通知及通函
	電郵及其他電子通訊
Government and Regulators	Corporate website
	Financial statements/ESG information
	Announcements and notices
政府及監管機構	公司網站
	財務報表／環境、社會及管治資料
	公告及通知

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

1. ABOUT THIS REPORT *(Continued)*

1.4. Stakeholder Engagement and Materiality Assessment *(Continued)*

Stakeholder Group 持份者團體	Approach of Engagement 參與方式
Investors and Shareholders 投資者及股東	Annual general meeting and notices Announcements and notices Corporate website Financial statements/ESG information Investors briefings 股東週年大會及通告 公告及通知 公司網站 財務報表／環境、社會及管治資料 投資者簡報
Suppliers and Business Partners 供應商及商業夥伴	Business meetings, supplier conferences and interviews Contracts and agreements Industrial channels' communications and activities Quotations and tendering process Subcontractor's/Supplier's appraisal 商業會議、供應商會議及面談 合約及協議 業界的通訊及活動 報價及招標程序 分包商／供應商考核

1.5 Feedback

Your comments and feedbacks regarding the Group's performance and approach on ESG aspects are valuable to its continuous improvement and sustainability, please send your questions, suggestions and recommendations to the Group as below:

Address: Unit A6-D, 12/F, Block A, Hong Kong Industrial Centre, 489-491 Castle Peak Road, Lai Chi Kok, Kowloon, Hong Kong.

Email: info@zjuvholdings.com.

1. 關於本報告*(續)*

1.4. 持份者參與及重要性評估*(續)*

1.5 反饋

閣下有關本集團環境、社會及管治方面的績效及處理方法的意見及反饋對本集團的不斷進步及可持續性彌足珍貴。 閣下可將問題、意見及建議發送至本集團，詳情如下：

地址： 香港九龍荔枝角青山道489至491號香港工業中心A座12樓A6-D室。

電郵： info@zjuvholdings.com。

2. ENVIRONMENTAL PERFORMANCE

The Group is committed to conducting its works in an environmentally friendly manner. As stipulated in the Group's sustainable management strategy 2019, environmental protection and sustainable development are the management's responsibility. Its environmental management system has been certified with the ISO 14001:2015, reflecting its commitment in preventing pollution, reducing waste, and meeting applicable legal and environmental requirements. In response to the growing demand on preventing pollution in the construction industry, the Group continues to improve on its performance.

2.1. Emissions Policies and Compliance

The Group acknowledges the impact of its works to its employees, the community and the environment. Together with its employees and staffs from its subcontractors and suppliers, the Group's emissions and waste generation are strictly controlled and monitored. As required for all construction sites, the Group complies with the following environmental laws and ordinance, all emissions and waste generated during operation are strictly controlled and monitored.

2. 環境績效

本集團致力於以環保的方式開展其工程。根據本集團二零一九年可持續發展管理策略的規定，環境保護及可持續發展為管理層的責任。其環境管理系統已獲ISO 14001:2015認證，表明其就防止污染、減少廢物及遵守適用法律及環境規定作出的要求。為回應有關防止建築行業造成污染日益增加的需求，本集團繼續改善其績效。

2.1. 排放政策及合規情況

本集團明白其工程對其僱員、社區及環境均會造成影響。本集團連同分包商及供應商的僱員及員工嚴格控制及監控所產生的排放物及廢物。根據對所有建築工地的要求，本集團遵守以下環境法律及條例，嚴格控制及監控運營期間產生的所有排放物及廢棄物。

Air Pollution Control Ordinance (Chapter 311 of the Laws of Hong Kong)
空氣污染管制條例(香港法例第311章)
Dumping at Sea Ordinance (Chapter 466 of the Laws of Hong Kong)
海上傾倒物料條例(香港法例第466章)
Environmental Impact Assessment Ordinance (Chapter 499 of the Laws of Hong Kong)
環境影響評估條例(香港法例第499章)
Noise Control Ordinance (Chapter 400 of the Laws of Hong Kong)
噪音管制條例(香港法例第400章)
Public Health and Municipal Services Ordinance (Chapter 132 of the Laws of Hong Kong)
公眾衛生及市政條例(香港法例第132章)
Waste Disposal Ordinance (Chapter 354 of the Laws of Hong Kong)
廢物處置條例(香港法例第354章)
Water Pollution Control Ordinance (Chapter 358 of the Laws of Hong Kong)
水污染管制條例(香港法例第358章)



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2. ENVIRONMENTAL PERFORMANCE *(Continued)*

2.2. Carbon Footprint – Greenhouse Gas Emissions

Carbon footprint generated by the Group will be disclosed in this report. Carbon footprint is defined as the total amount of direct and indirect emissions of greenhouse gas ("GHG") expressed in terms of equivalent amount of carbon dioxide ("CO_2-e") emission.

The total net GHG emissions* generated by the Group was 33.80 (2024: 71.95) tonnes of carbon dioxide equivalent ("tCO_2-e") (mainly carbon dioxide, methane and nitrous oxide). With the Group's total operations area of 99.81 (2024: 302.04) square metre ("m^2"), the emission intensity was 0.34 (2024: 0.24) tCO_2-e/m^2 and 0.55 (2024: 1.01) tCO_2-e per capita.

The following table highlights the year on year comparison of the Group's carbon footprint:

2. 環境績效*(續)*

2.2. 碳排放足跡－溫室氣體排放

本報告將披露本集團所產生的碳排放足跡。碳排放足跡的定義為溫室氣體(「溫室氣體」)的直接及間接總排放量(以二氧化碳當量(「二氧化碳當量」)的排放量表示)。

本集團所產生的溫室氣體淨排放總量*為33.80(二零二四年：71.95)噸二氧化碳當量(「噸二氧化碳當量」)(主要為二氧化碳、甲烷及一氧化二氮)。以本集團總營運面積99.81(二零二四年：302.04)平方米(「平方米」)計，排放密度為每平方米0.34(二零二四年：0.24)噸二氧化碳當量，人均排放量為0.55(二零二四年：1.01)噸二氧化碳當量。

下表列出本集團碳排放足跡的按年比較數據：

Scope 範圍	Sources of GHG emissions 溫室氣體排放來源		2025 二零二五年 GHG# emissions (in tCO_2-e) 溫室氣體#排放(以噸二氧化碳當量計)	2025 二零二五年 Distribution 分佈	2024 二零二四年 GHG# emissions (in tCO_2-e) 溫室氣體#排放(以噸二氧化碳當量計)	2024 二零二四年 Distribution 分佈	change 變動
1	Mobile – Gasoline	移動－汽油	**2.78**	**8.22%**	7.99	11.10%	-65.21%
2	Purchased electricity	購買電力	**31.02**	**91.78%**	63.97	88.90%	-51.51%
3	Other Emissions*	其他排放*	**N/A 不適用**	**N/A 不適用**	N/A 不適用	N/A 不適用	N/A 不適用
Total GHG emissions*		溫室氣體排放總量*	**33.80**		71.95		-53.02%
Emission intensity (tCO_2-e/m^2)		排放密度(噸二氧化碳當量／平方米)	**0.34**		0.24		41.67%

2. ENVIRONMENTAL PERFORMANCE *(Continued)*

2.2. Carbon Footprint – Greenhouse Gas Emissions *(Continued)*

* The contribution from scope 3 GHG emissions have been relatively small year-on-year compared to scope 1 and 2. For the sake of cost-effectiveness it has been excluded from the carbon accounting of the total emissions since the beginning of the current year.

\# The GHG is calculated according to the 'Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong' jointly published by Environmental Protection Department and Electrical and Mechanical Services Department.

The Group strives it best to incorporate sustainability into its environmental management system by reducing, reusing and recycling energy, natural resources and materials being used in business operations, and improving its environmental performance. To reduce GHG emissions, the Group has adopted various energy saving measures including deployment of energy-saving lightings, switching off idle lightings, air-conditioning, computers and electrical appliances and equipment, monitoring water consumption, using of digital technology and recycled paper, encouraging the use of public transport and using tele or video conferencing as an alternative to business travels.

While water usage is included in the management fee and hence unable to easily quantify, electricity usage is also shared with other tenants and hence difficult to apportion the fair usage amount for the Group and therefore it has chosen not to be disclosed. Nonetheless office operations only contributes an insignificant amount of total accountable GHG emissions and hence the impact on the overall CHG emission is negligible. It is noteworthy that the electricity and water used in some construction sites were provided by the main contractors, so the related data was not available for GHG calculation. However, the Group will continue to work with the main contractors for more data collection to set quantifiable targets for reducing GHG emissions.

2. 環境績效*(續)*

2.2. 碳排放足跡－溫室氣體排放*(續)*

* 與範圍1及範圍2相比，範圍3溫室氣體排放的同比貢獻相對較小。出於成本效益的考慮，其自本年初起被排除在排放總量的碳核算之外。

\# 溫室氣體乃根據環境保護署及機電工程署共同刊發的《香港建築物(商業、住宅或公共用途)的溫室氣體排放及減除的核算和報告指引》計算。

本集團致力通過減少使用、重用及循環再用於業務運營中使用的能源、自然資源及材料，以及改善其環境績效，以便將可持續發展納入環境管理系統。為減少溫室氣體排放，本集團已採用多項節能措施，包括使用節能照明、關閉閒置照明、空調、電腦以及電器及設備、監控耗水量、使用數碼技術及再造紙、鼓勵使用公共交通工具及使用電話或視頻會議代替公幹。

用水已包含於管理費內，因此無法輕易量化，另外用電量亦與其他租戶分攤，因此難以為本集團公平分配用量，故選擇不予披露。儘管如此，辦公室運營僅產生微不足道的總溫室氣體排放量，故對整體溫室氣體排放的影響可忽略不計。值得注意的是，若干建築工地的用電用水乃由總承建商提供。因此，相關數據無法用於計算溫室氣體。然而，本集團將繼續與總承建商合作，收集更多數據以便設定可量化目標，減少溫室氣體排放。



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2. ENVIRONMENTAL PERFORMANCE *(Continued)*

2.3. Air Emission

Dust or respirable suspended particulates ("RSP") generated by the activities in construction sites could contribute to local air pollution. The Group complies with the Air Pollution Control Ordinance (Cap. 311) and its subsidiary regulations, particularly the Air Pollution Control (Open Burning), (Construction Dust) and (Smoke) Regulations. With the Group's environmental protection management policy, appropriate and effective air pollution control is executed in its construction sites. Preventive measures including risk assessment before project commencement, protective fencing during project duration and automatic water sprinkler to suppress dust generation are used to prevent RSP matters from dispersing into the atmosphere. Since the Group's work does not require any burning of fuels or the use of volatile chemical substance, related air emission or pollution is not significant.

Another major source of air emission was from the use of gasoline and diesel-powered motor vehicles for transportation. Motor vehicles, especially the diesel-powered, emit a considerable amount of pollutants into the atmosphere. As emission control is essential to reduce the impacts of air pollution to the environment, the Group will continue to consider the possibility of implementing more energy efficient vehicles to minimise the air emissions generated by transportation.

2. 環境績效*(續)*

2.3. 空氣的排放物

建築工地活動產生的塵埃或可吸入懸浮粒子(「可吸入懸浮粒子」)或會污染當地空氣。本集團遵守空氣污染管制條例(第311章)及其附屬規例，特別是空氣污染管制(露天焚燒)、(建造工程塵埃)及(煙霧)規例。根據本集團的環境保護管理政策，本集團於其建築工地實施適當及有效的空氣污染管制。預防措施包括於項目開始前進行風險評估、於項目進行期間使用防護圍欄及自動灑水系統，以減少塵土飛揚及防止可吸入懸浮粒子物質擴散到大氣中。由於本集團的工程毋須燃燒任何燃料或使用揮發性化學物質，因此排放到大氣的相關物質或污染情況並不重大。

另一項污染空氣的污染物主要源頭來自使用汽油及柴油動力汽車進行運輸。汽車向大氣排放大量污染物，特別是柴油動力汽車。由於控制污染物的排放對減少污染物對環境的影響至關重要，因此本集團將繼續考慮推行更節能汽車的可能性，以盡量減少運輸產生的空氣污染。

Types of Pollutants	污染物類別	2025 二零二五年 Emission data (kg) 排放數據(千克)	2024 二零二四年 Emission data (kg) 排放數據(千克)
Nitrogen oxides (NO_x)	氮氧化物(NO_x)	**0.78**	1.82
Sulphur Dioxide (SO_2)	二氧化硫(SO_2)	**0.02**	0.04
Particulate Matter	微粒物質	**0.06**	0.13

2. ENVIRONMENTAL PERFORMANCE *(Continued)*

2.4. Hazardous and Non-hazardous Waste

Chemical Waste and Potentially Hazardous Waste

Construction waste when not managed properly, materials such as solvents and chemicals can cause soil and water pollution. The Group is registered as a chemical waste producer with Environmental Protection Department ("EPD") under the Waste Disposal (Chemical Waste) (General) Regulation. The Group recognises the adverse impact of chemicals such as paints and larvicide, etc. on the environment; thus, test is conducted prior to actual use and they are stored in designated location for safety assurance. All chemical waste is handled in accordance with the Code of Practice on the Packaging, Labelling and Storage of Chemical waste published by the EPD.

Non-hazardous Waste – Construction and Demolition Waste

Construction waste increases the burden on landfills, which are becoming increasingly scarce. The Group's non-recyclable waste was transported to designated landfills under the Construction Waste Disposal Charging Scheme by qualified transportation companies while the recyclable waste was collected by registered recycling parties.

2. 環境績效*(續)*

2.4. 有害及無害廢物

化學廢物及潛在有害廢物

倘建築廢物管理不當，溶劑及化學品等物料會造成土壤及水污染。根據廢物處置(化學廢物)(一般)規例，本集團為環境保護署(「環保署」)註冊化學廢物生產者。本集團明白，油漆及殺滅蚊蟲劑等化學品對環境造成不利影響；因此，於實際使用前會進行測試，並存儲於指定地點以確保安全。所有化學廢物均根據環保署頒佈的包裝、標識及存放化學廢物的工作守則處理。

無害廢物－建築及拆卸廢物

建築廢物加重堆填區的負擔，而堆填區已越來越少。本集團的不可循環再用廢物乃由合資格的運輸公司根據建築廢物處置收費計劃運往指定堆填區，而可循環再用廢物則由註冊回收方收集。



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2. ENVIRONMENTAL PERFORMANCE *(Continued)*

2.4. Hazardous and Non-hazardous Waste *(Continued)*

Non-hazardous Waste – Construction and Demolition Waste (Continued)

During the reporting period, there were about 5,776.40 (2024: 6,224.00) tonnes of waste, comprising of rocks, concrete, asphalt, rubbles, bricks, stones and earth being disposed to the landfills. The Group understands the impact of waste on the environment, to achieve long term sustainability, the Group promotes recovery, recycling and reuse of materials as stated in its waste management plan by classification and separation to minimise waste disposal. There are generally five types of construction and demolition waste:

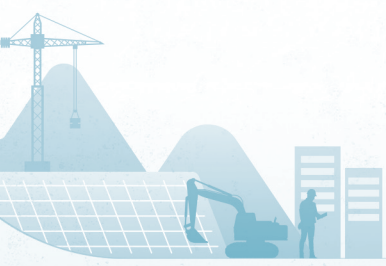
2. 環境績效*(續)*

2.4. 有害及無害廢物*(續)*

無害廢物－建築及拆卸廢物(續)

於報告期內約有5,776.40(二零二四年：6,224.00)噸廢物，有關廢物包括棄置於堆填區的岩石、混凝土、瀝青、碎石、磚塊、石塊及土壤。本集團了解廢物對環境的影響，為實現長期可持續發展，本集團透過分類及分解促進廢物管理計劃所述的物料回收、循環再用及重用，從而盡量減少廢物丟棄。通常有五類建築及拆卸廢物：

Type of Waste 廢物種類	Method of Treatment 處理方式
Chemical Waste	Dispose with permission under the Waste Disposal (Chemical Waste) (General) Regulation of EPD
化學廢物	經環保署廢物處置(化學廢物)(一般)規例許可處置
Paper/cardboard waste arising from construction product packaging	Recycle
建築產品包裝產生的紙張／紙板廢物	循環再用
Formwork waste	Reuse
模板廢物	重用
Vegetation during site clearance	Dispose
工地清理期間的植被	丟棄
Municipal waste from site offices	Dispose if not recyclable (paper, plastic, glass, aluminum)
工地辦公室的都市廢物	倘不可循環再用則丟棄(紙張、塑料、玻璃、鋁)



2. ENVIRONMENTAL PERFORMANCE *(Continued)*

2.4. Hazardous and Non-hazardous Waste *(Continued)*

Non-hazardous Waste – Construction and Demolition Waste (Continued)

Paper and its related stationary were another non-hazardous waste generated. A total of 269.84 (2024: 279.97) kg of paper and printed matters were used in the offices for administration and report publication purposes. Paper waste was collected by the property management for recycling and disposal. Employees are practicing double sided printing and actively using digital technology to reduce paper use. The Group will continue to monitor its paper reuse and recycling efficiency to reduce usage and disposal.

2.5. Use of Resources

The Group's operations involve the use of energy and natural resources.

Energy Consumption – Electricity

The total electricity consumption of the Group was 30,412 (2024: 125,422) kilowatt-hour ("kWh"), the energy intensity was 304.70 (2024: 415.25) kWh/m^2. The emission intensity due to energy usage was 0.31 (2024: 0.24) tCO_2-e/m^2. The Group is actively seeking for more energy efficient equipment to reduce GHG emissions and adopting green practices from the recommendations of the Energy Efficiency Office of Electrical and Mechanical Services Department to enhance energy saving.

2. 環境績效*(續)*

2.4. 有害及無害廢物*(續)*

無害廢物－建築及拆卸廢物(續)

紙張及其相關文具為另一種本集團產生的無害廢物。本集團就行政及報告發佈目的於辦公室合共使用269.84(二零二四年：279.97)公斤紙張及印刷品。廢紙由物業管理處收集，以進行循環再用及處置。僱員現時做法為採用雙面印刷並積極使用數碼技術以減少使用紙張。本集團將繼續監察其紙張再用及循環再造的效率，以減少使用及處置紙張。

2.5. 資源使用

本集團的營運涉及能源及天然資源的使用。

能源消耗－電力

本集團用電總量為30,412(二零二四年：125,422)千瓦時(「千瓦時」)，能源密度為304.70(二零二四年：415.25)千瓦時／平方米。能源使用的排放密度為0.31(二零二四年：0.24)噸二氧化碳當量／平方米。本集團正積極尋求更符合能源效益的設備以減少溫室氣體排放，並採用機電工程署能源效益事務處建議的環保措施以增加節約能源。

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2. ENVIRONMENTAL PERFORMANCE *(Continued)*

2.5. Use of Resources *(Continued)*

Water Consumption

There was no issue in sourcing water that is fit for purpose. The total freshwater consumption was 14,600 cubic meters ("m^3") (2024: 25,890). The consumption intensity was 235.48 (2024: 364.65) m^3 per capita. The water consumption of the offices was not documented as it was covered in the property management fee and the relevant information was not available. Besides, the amount of water used in the offices was not significant. In order to lower water usage and enhance water efficiency in the construction sites, water conservation measures are in practice to minimise water wastage. The Group also monitors its water supply to ensure it is running at its optimal working condition without leakage to protect this precious natural resource. Besides, the discharge of wastewater in construction sites strictly follows the requirement and approval of the EPD to avoid water source pollution.

Fossil Fuel Consumption – Gasoline

There are several motor vehicles being used for transportation purposes. A total of 1,044.81 (2024: 3,003.66) litres of gasoline were used for the Group's own fleet. The emission intensity was 16.85 (2024: 0.11) tCO_2-e per capita. The Group conducted regular maintenance on vehicles to ensure optimal performance and enhance energy use.

2. 環境績效*(續)*

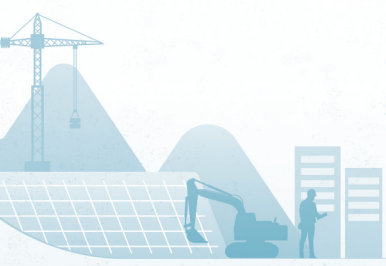
2.5. 資源使用*(續)*

耗水量

就求取適用水源而言並無出現問題。食水消耗總量為14,600(二零二四年:25,890)立方米。人均消耗量為235.48(二零二四年:364.65)立方米。由於辦公室耗水已包含在物業管理費中,且並無可取得的相關資料,故並無記錄辦公室的耗水量。此外,辦公室耗水量並不重大。為於建築工地減少耗水量及提高用水效率,現時正採取節水措施以盡量減少浪費水。本集團亦會監控其供水情況,以確保供水系統處於最佳工作狀態且並無滲漏,從而保護該等寶貴的天然資源。此外,建築工地的廢水排放嚴格遵守環保署的要求及批准,以避免水源污染。

化石燃料消耗－汽油

本公司有多種汽車作運輸用途。本集團自有的車隊合共使用1,044.81(二零二四年:3,003.66)公升汽油。人均排放密度為16.85(二零二四年:0.11)噸二氧化碳當量。本集團定期對車輛進行保養,以確保達致最佳性能及提高能源使用率。



2. ENVIRONMENTAL PERFORMANCE *(Continued)*

2.5. Use of Resources *(Continued)*

Materials Consumption – Solvent, Paint and Chemicals

The Group recognizes the use of some materials and chemicals during its work could harm the environment; thus, comprehensive market research is done, and product information is collected from suppliers before the procurement decision is made to understand the product's effect on the environment. During the reporting period, the Group has been using materials and chemicals that complied with the safety and air pollution control regulation.

Packaging Materials Consumption – Not applicable to the Group

2.6. The Environment and Natural Resources

The Group's operations do not involve in production-related air, water and land pollutions which are regulated under related environmental laws and regulations, but there are occasionally some trees and precious plant species found in the construction locations of the Group's projects. To minimise the risk of harming and damaging the trees and plants by the construction works, the Group would use protective fencing to protect rare and precious plant species. Besides, tree surveys would be done to examine the trees and the survey result would be submitted to the Civil Engineering and Development Department for the necessary precautions needed to be taken to protect the trees on site.

2. 環境績效*(續)*

2.5. 資源使用*(續)*

物料消耗－溶劑、油漆及化學品

本集團明白，於工程期間使用若干物料及化學品或會損害環境，因此，決定採購前會進行全面的市場研究，並向供應商收集產品資料，以了解產品對環境的影響。於報告期內，本集團一直使用符合安全及空氣污染管制法規的物料及化學品。

包裝材料消耗－不適用於本集團

2.6. 環境及天然資源

本集團的經營活動並不涉及與生產有關的空氣、水及土地污染，該等污染均受相關環境法律法規約束，惟於本集團項目的建築地點偶爾會發現若干樹木及珍貴植物物種。為盡量降低建築工程對樹木及植物造成傷害及損傷的風險，本集團會採用防護圍欄以保護珍稀植物物種。此外，本集團會測量樹木以檢查樹木狀態，並將測量結果提交至土木工程拓展署，以採取必要預防措施，保護工地的樹木。



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2. ENVIRONMENTAL PERFORMANCE *(Continued)*

2.7 Climate Change

The Group acknowledges that climate change poses different kinds of risks as well as opportunities to the Company's operations. According to the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), climate risks are classified into transitional risks (the adaptation challenges that companies may face in terms of policies, laws, technologies and markets) and physical risks (the impact that extreme weather events may have on companies).

For physical risks, examples include bad weather such as extreme cold or heat, heavy rain, storm, typhoon, and other extreme weather events that can disrupt operations by damaging power grid, communication infrastructures, obstructing and injuring our staff on the way or during their work, and also disastrous events incidental to these weather such as the fire hazard from overheated equipment in severe heat waves cause by global warming. All these events may bring severe impact to the company's operations.

For transitional risks, which means the risks faced by the Company include the introduction of policies related to energy conservation and emission reduction, stricter emission reporting obligations and compliance requirements, etc.

In response, the Group will identify these risks and prioritise those which have severe impact to take precaution measures first. The Group will also identify, if any, opportunities where changing of the business processes may be possible, for instance, staff switch to use online video conference methods to communicate in order that these severe impact to operations may be mitigated or avoided.

2. 環境績效*(續)*

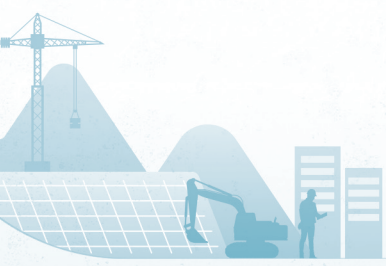
2.7 氣候變化

本公司深知氣候變化為本公司營運帶來各種風險以及機遇。根據氣候相關財務信息披露工作組(TCFD)的建議，氣候風險分為過渡風險(企業在政策、法律、技術及市場方面可能面臨的適應挑戰)及實質風險(極端天氣事件可能對企業造成影響)。

就實質風險而言，實例包括極端寒冷或高溫、暴雨、暴風雪、颱風等惡劣天氣以及其他可能通過損壞電網、通訊基礎設施、阻礙員工上下班或在途中受傷等干擾營運的極端天氣事件，以及該等天氣帶來的災難性事件，如全球暖化導致嚴重熱浪中設備過熱而引發火災隱患。所有該等事件均可能會對本公司營運造成嚴重影響。

過渡風險指本公司因節能減排相關政策出台、更嚴格的排放報告義務及合規要求等而面臨的風險。

為應對該等情況，本集團將識別相關風險，並優先處理具有嚴重影響的風險，以便採取預防措施。本集團亦將在可能的情況下識別改變業務流程的機會，例如員工改用線上視頻會議的方式進行溝通，以減輕或避免對營運造成的嚴重影響。



3. HUMAN CAPITAL

3.1. Human Capital

As at 30 April 2025, the total workforce of the Group was 70 (2024: 73), of these 62 employees were employed withtin the Core Business under the ESG scope. The composition of these employees are listed below:

3. 人力資本

3.1. 人力資本

於二零二五年四月三十日，本集團的總勞動人數為70(二零二四年：73)人，其中在ESG範圍內受僱於核心業務中的員工人數為62人。這些員工的組成如下：

Employee structure 僱工結構		2025 二零二五年	2024 二零二四年
Total 總數		62	73
By gender 按性別劃分	Male 男性	49	55
	Female 女性	13	18
By age 按年齡劃分	<25 25歲以下	2	2
	25-29 25-29歲	4	5
	30-39 30-39歲	10	14
	40-49 40-49歲	16	17
	>50 50歲或以上	30	35

Through the years of experience in the industry, the Group understands that its success and competitiveness are highly dependent on its workforce. The annual turnover rate was 45% (2024: 68%). Nevertheless, the Group is committed to maintain a stable and loyal workforce by providing a competitive remuneration and benefit package as well as a fair, positive and conductive working environment that embraces diversity and equality.

憑藉於業內多年經驗，本集團深明成功及競爭力非常取決於勞動力團隊。年度員工流失率為45%(二零二四年： 68%)。然而，本集團透過提供具競爭力的薪酬及福利組合，並提供一個公平、正面、融和並接納多元化且提倡平等的工作環境，致力維持穩定及忠誠的勞動團隊。

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3. HUMAN CAPITAL *(Continued)*

3.1. Human Capital *(Continued)*

3. 人力資本*(續)*

3.1. 人力資本*(續)*

Employee turnover 僱工流失		2025 二零二五年	Turnover percentage 流失率百分比	2024 二零二四年	Turnover percentage 流失率百分比
Total 總計		**28**	**45%**	49	67%
By gender 按性別劃分	Male 男性	**18**	**37%**	37	67%
	Female 女性	**10**	**77%**	12	67%
By age 按年齡劃分	<25 25歲以下	**1**	**50%**	1	50%
	25-29 25-29歲	**2**	**50%**	4	80%
	30-39 30-39歲	**7**	**70%**	9	64%
	40-49 40-49歲	**8**	**50%**	14	82%
	>50 50歲或以上	**10**	**33%**	21	60%

3.2. Employment Policies and Compliance

The Group's staff handbook is structured to communicate important laws and work ethics surrounding employment, remuneration and compensation, benefits and welfare, recruitment and promotion, leaves and holidays, occupational health and safety guidelines, training and development, and business conduct and ethics. Remuneration package is reviewed periodically to ensure employees are assessed and rewarded based on their capabilities, responsibilities and performance. The Group provides equal opportunities for employees in respect of recruitment, remuneration and benefits, training and development, and job advancement.

3.2. 僱傭政策及合規情況

本集團的員工手冊旨在傳達關於僱傭、薪酬及補償、待遇及福利、聘用及升遷、假期及休假、職業健康及安全指引、培訓及發展，以及商業操守及道德的重要法律及工作操守準則。本集團定期檢討薪酬待遇，確保根據僱員能力、責任及表現評估及獎勵僱員。本集團在招聘、薪酬福利、培訓發展及晉升方面為僱員提供平等機會。

3. HUMAN CAPITAL *(Continued)*

3.2. Employment Policies and Compliance *(Continued)*

During the reporting period, the employees of the Group has received a total of 59.50 (2024: 13.50) hours of training, or 0.96 (2024: 0.18) hours per person. 10% (2024: 7%) of its employees received training. Training topics includes operation skills, safety measures, and professional knowledge, such as engineering and safety management knowledge.

3. 人力資本*(續)*

3.2. 僱傭政策及合規情況*(續)*

於報告期間，本集團員工已接受合共59.50(二零二四年：13.50)個小時或每人0.96(二零二四年：0.18)個小時的培訓。當中10%(二零二四年：7%)員工曾接受培訓。培訓主題包括營運技巧、安全措施及專業知識，例如工程及安全管理知識。

		2025 二零二五年			2024 二零二四年		
Employees' training	員工培訓	Number of trained employees 受訓員工人數	Percentage of employees trained 受訓員工人數百分比	Average hours trained 平均受訓時數	Number of trained employees 受訓員工人數	Percentage of employees trained 受訓員工人數百分比	Average hours trained 平均受訓時數
By employee category	**按員工類別劃分**						
Senior management	高級管理層	6	75%	9.92	5	56%	1.50
Middle management	中級管理層	0	0%	0.00	0	0%	0.00
General staff	一般員工	0	0%	0.00	0	0%	0.00
By gender	**按性別劃分**						
Male	男性	5	10%	1.01	4	7%	0.22
Female	女性	1	8%	0.77	1	6%	0.08
Total	合共	6	10%	0.96	5	7%	0.18

3. HUMAN CAPITAL *(Continued)*

3.3 Occupational Health and Safety Policies and Compliance

The Group is committed to achieving a high level of occupational health and safety performance, the Group's corporate safety policy regards safety and health matters being the priority by ensuring the health and wellbeing of its employees and complying with the applicable work safety laws and regulations. Various occupational health and safety trainings are conducted to enhance employees' safety awareness and practices. The Group's corporate safety plan describes the details of safety management policies and guidelines surrounding employee and work safety. The Group also adopts the workplace safety guidelines from Occupational Safety and Health Council to train employees on how to protect themselves from health and safety hazard.

Apart from safety trainings, pre-work briefings, safety precautions and health related working tips are communicated to employees working at construction sites. Personal protective equipment such as helmets, gowns, gloves, eyewear and face masks, etc. are also provided to employees for personal protection. Emergency procedures are communicated periodically, and employees' awareness is high.

The Group also requires its subcontractors to comply with its safety policies to protect the interest of the workers. Corporate safety audit is conducted regularly to encourage safety compliance and employees' safety commitment. During the reporting period, the Group has not violated any related safety and health ordinance and provisions.

3. 人力資本*(續)*

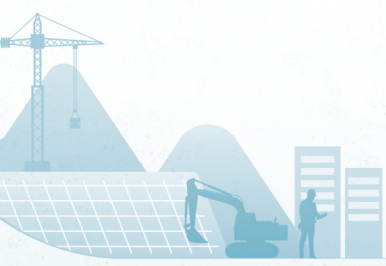
3.3 職業健康及安全政策以及合規情況

本集團致力達致高度的職業健康及安全表現，透過確保僱員健康福祉，遵守適用的工作安全法律及規例，本集團有關安全及健康事宜的企業安全政策屬首要事項。本集團已提供各式各樣職業健康及安全培訓，以提高僱員的安全意識並改善其工作方法。本集團的企業安全計劃闡述圍繞僱員及工作安全的安全管理政策及指引的詳情。本集團亦採納職業安全健康局的工作場所安全指引，以培訓教導僱員保護自己免受健康及安全危害的方法。

除安全培訓外，亦會與一眾在建築地盤工作的僱員溝通，提供職前簡介會、安全措施及有關健康的工作提示。僱員亦獲提供頭盔、長袍、手套、眼罩及面罩等個人保護設備。本集團定期向僱員說明緊急應變程序，故彼等的警覺度甚高。

本集團亦要求其分包商遵守其安全政策，以保障工人利益。本集團定期進行企業安全檢查，以鼓勵遵守安全指引及僱員安全承諾。於報告期間，本集團並無違反任何相關安全及健康條例及條文。

Occupational Health and Safety Data	職業健康及安全數據	2025 二零二五年	2024 二零二四年	2023 二零二三年
Number of work-related fatalities	因工作關係而身故的人數	**0**	0	0
Lost days due to work injury	因工傷損失工作日數	**198**	439	901



3. HUMAN CAPITAL *(Continued)*

3.4. Human Resource Development and Training Policies

The Group understands that the experience and skills of employees are important and critical to its developing needs. To improve their job performance and to prepare them for future development, various training programs are offered to employees to improve their skills and knowledge. The Group also encourages employees to further develop themselves by offering training sponsorship so employees can attend external training courses or educational programs for self-advancement.

3.5. Labour Practices and Compliance

The Group complies with the laws and regulations relating to employment, child and forced labour practices. The recruitment process is strictly abided by the Group's recruitment policy, ensuring the suitable and qualified candidates are hired in accordance with the relevant laws, job requirement and candidates' expectation for a fair, happy and sustainable workforce.

Work schedule guidelines are clearly stated on the staff handbook and the working roster of relevant employees are posted in employees' working locations to communicate work time and schedule. During the reporting period, there was no incidence of work stoppages, labour disputes, litigation, claims, administrative action or arbitration relating to labour disputes against the Group.

4. SUPPLY CHAIN MANAGEMENT POLICIES

The quality and safety of the final project works are of ultimate importance to the Group. To ensure project safety and service quality, various suppliers of products and materials as well as subcontractors are engaged for goods and services. The Group's procurement policy is to ensure the best available quality products are selected in an honest, competitive, fair and transparent manner. Suppliers and subcontractors are selected based upon documented procedures, clear criteria and due diligence check.

3. 人力資本*(續)*

3.4. 人力資源發展及培訓政策

本集團明白僱員的經驗及技能就其發展需要而言非常重要及關鍵。為提升僱員的工作表現及為彼等未來發展作準備，本集團向僱員提供各種培訓課程，以改善彼等的技能及知識。本集團亦向僱員提供培訓資助，以致僱員可參與外部培訓課程或教育課程自我增值，藉此鼓勵僱員進修。

3.5. 勞動慣例及合規情況

本集團遵守有關僱傭、童工及強迫勞動的法律及規例。聘用程序嚴格遵守本集團的聘任政策，確保遵照相關法律、工作要求及求職者的預期聘任，以使工人獲得公平、愉悅及可持續的待遇。

工作時間表指引於員工手冊清楚列明，而相關僱員的值勤表張貼於僱員的工作地點，以通知其工作時間及時間表。於報告期間，概無發生停工、勞資糾紛，以及就勞資糾紛而向本集團提起的訴訟、申索、行政制裁或仲裁。

4. 供應鏈管理政策

最終項目工程的質素及安全就本集團而言極為重要。為確保項目安全及服務質素，本集團就貨品及服務委聘多間產品及物料供應商及分包商。本集團的採購政策旨在確保以誠實、具競爭力、公平及高透明度的方式挑選最優質產品。篩選供應商及分包商時基於明文程序、清晰準則及盡責審查。

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4. SUPPLY CHAIN MANAGEMENT POLICIES *(Continued)*

4.1. Suppliers' and Subcontractors' Engagement

The Group recognises the importance of using reputable suppliers and subcontractors who offer reliable, stable, cost-effective and high-quality products and services to meet the needs and requirements of the customers. The Group has 4 main suppliers located in Hong Kong (including product and material suppliers, and subcontractors) on the approved suppliers list which is reviewed annually by the administration and project management team. The project management team would also conduct performance appraisal through on-site audit to evaluate the performance of subcontractors for continuous improvement and cooperation.

4. 供應鏈管理政策*(續)*

4.1. 委聘供應商及分包商

本集團明白採用信譽良好的供應商及分包商甚為重要，此類供應商及分包商會提供可靠、穩定、符合成本效益的高質素產品及服務，以滿足客戶的需求。本集團於認可供應商名單上有4間位於香港的主要供應商(包括產品及物料供應商以及分包商)，該名單由行政及項目管理團隊每年審閱。項目管理團隊亦會透過實地考察，就評估分包商是否持續改進及合作進行表現評核。

5. PRODUCT RESPONSIBILITY

The Group is approved and registered to undertake the following construction related projects in Hong Kong and it is subjected to the laws and regulations of different categories of work.

Approved Specialist Contractor	Public Works maintained by the Development Bureau of the Hong Kong Government under the categories of "Landslip Preventive/Remedial Works to Slopes/Retaining Walls" with a confirmed status and "Land Piling (Group II)".
認可專門承造商	香港政府發展局所存置所屬類別為「斜坡／擋土牆的防止山泥傾瀉／修補工程」(已取得核准資格)及「土地打樁(第II組)」的公共工程。
Registered Specialist Contractor Registered General Building Contractor	Sub-register of "Site Formation Works" and "Foundation Works" categories of the Buildings Ordinance (Chapter 123 of the Laws of Hong Kong)
註冊專門承建商 註冊一般建築承建商	建築物條例(香港法例第123章)下「地盤平整工程」及「地基工程」類別分冊

5. 產品責任

本集團獲批准在香港進行下列建築相關項目，並已就此註冊資格，且需遵守不同類別工程相關的法律及規例。

5. PRODUCT RESPONSIBILITY *(Continued)*

Slope works are generally referred to landslip preventive and remedial works for improving or maintaining the stability of slopes and/or retaining walls. Foundation works are generally concerned with the construction of foundations. The overall success of the Group's projects depend on the monitoring, auditing, and managing processes from materials selection, quality management system, to work performance on site. The Group's project management team is responsible to plan resources, choose appropriate materials, manage time and work progress and ensure employees' quality performance so that high-quality work and on-time project completion could be enforced and guaranteed. Complaint channels are available for customers to communicate concerns and complaints and the Groups has formulated a details complaint handling procedure for follow up response and actions. During the reporting period, there were no significant complaints in project and service quality and delivery.

5.1. Protecting Intellectual Property Rights

The Group recognises the importance of intellectual property protection in Hong Kong and complies with the intellectual property (the "IP") rights regulations. During the reporting period, there was no material infringement of the IP rights and the Group is confident that all reasonable measures have been taken to prevent any infringement of its own IP rights and the IP rights of third parties.

5.2. Quality Assurance Process

The Group is committed to providing safe and high-quality work to customers. The Group's Integrated Management System integrates all quality, environmental, and safety management standards (ISO9001, ISO14001 and ISO45001) into one system which covers quality, safety, health and environment ("QSHE") for the management of quality assurance, health and safety compliance, and environmental protection. Based on the design and quality requirement of customers, the QSHE department is responsible for on- site supervision, management and inspection to ensure quality performance and to prevent non-conformance. The Group also developed a complaint handling policy to ensure customers' concern is treated seriously and addressed promptly and fairly.

5. 產品責任*(續)*

斜坡工程一般指改善或保持斜坡及╱或擋土牆穩定的防止山泥傾瀉及修補工程。地基工程一般指地基建造。本集團項目整體取得成就取決於對物料挑選、質素管理系統及實地工作表現方面的監管、審核及管理程序。本集團的項目管理團隊負責規劃資源、挑選合適物料、管理時間及工作進度並確保僱員的工作表現質素，以致能執行及保證工程優質以及按時完成項目。本公司設有可供客戶就憂慮及投訴的披露渠道，而本集團亦已制訂投訴處理程序以跟進回應及行動。於報告期間，並無有關項目及服務質素以及交付項目的重大投訴。

5.1. 保護知識產權

本集團知悉在香港保護知識產權乃十分重要，並遵守知識產權(「知識產權」)規例。於報告期間，概無嚴重侵犯知識產權的情況，且本集團相信已採取一切合理措施，防止任何人士侵犯本集團的知識產權及第三方知識產權。

5.2. 質素保證程序

本集團致力向客戶提供安全及高質素的工程。本集團的綜合管理系統將所有質素、環境及安全管理準則(ISO9001、ISO14001及ISO45001)綜合成為單一系統，該系統涵蓋質素、安全、健康及環境(「QSHE」)方面，內容有關管理質素保證、健康及安全合規以及環保事宜。QSHE部門負責根據客戶對設計及質素的要求進行實地考察、管理及檢查，以確保表現質素及避免不合規情況。本集團亦制定投訴處理政策，確保能嚴肅、及時並公平處理客戶的顧慮。

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5. PRODUCT RESPONSIBILITY *(Continued)*

5.3. Data Protection and Privacy Policies

As stipulated in the Group's Code of Conduct, the Group properly manages and protects the data of its employees, customers, subcontractors and suppliers to ensure their privacy and confidentiality. All tender documents, service contracts, related licenses, employees' personal data are neatly secured and archived. The Group complies with the Personal Data (Privacy) Ordinance and is strictly abided by the regulation in the collection, disclosure, usage, retention, and storage of data to ensure data integrity and safety.

5. 產品責任*(續)*

5.3. 資料保護及隱私政策

誠如本集團的操守守則所訂明，本集團妥善管理及保護其僱員、客戶、分包商及供應商的資料，保障其私隱並確保資料保密。所有投標文件、服務合約、相關牌照、僱員個人資料均井然保管及存檔。本集團遵守個人資料(私隱)條例，並在收集、披露、使用、保留及儲存資料時嚴格遵從規例，以確保資料完整及安全。

6. ANTI-CORRUPTION POLICIES AND COMPLIANCE

The Group has regarded honesty, integrity and fairness as its core value that must be upheld by all directors and employees and their family members, relatives or close personal friends. To formalise the commitments, the Group's Code of Conduct stipulates the expected requirement and the Group's policies on bribery, corruption, fraud and conflict of interest. Directors and employees are required to observe the Group's Code of Conduct when dealing with the Group's business, corrupt and fraudulent practices including the action to offer, request, provide, obtain, receive an advantage or to avoid an obligation are strictly forbidden. The Group conducts periodic and systematic risk assessment and communicates related anti-fraud policies and procedures to employees on a regular basis.

6.1. Conflict of Interest

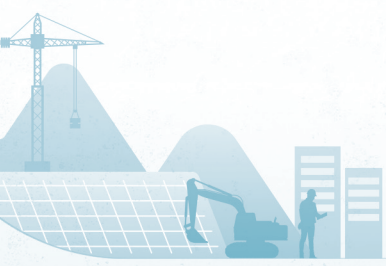
The Code of Conduct also stated that all directors and employees should avoid the conflict between personal financial interest and the professional official duties in the Group. The code requires directors and employees to declare any potential conflict of interest and to report on any gifts or advantages being offered to or received by the Group by completing the required documentation.

6. 反貪污政策及合規情況

本集團視誠實、誠信及公平為其核心價值，全體董事及僱員、家庭成員或親朋密友均須維護此核心價值。為實踐承諾，本集團的操守守則已訂明對賄賂、貪污、欺詐及利益衝突預期的要求及本集團的政策。於處理本集團業務時，嚴禁任何貪污及欺詐行為(包括供給、要求、提供、獲取、獲得利益或逃避責任的行為)，董事及僱員必須嚴格遵守本集團的操守守則。本集團會作定期及系統性風險評估，並定期向僱員發出有關打擊欺詐政策程序的通訊。

6.1. 利益衝突

操守守則亦列明全體董事及僱員應避免個人財務利益與本集團專業公務之間存在衝突。守則規定董事及僱員須填妥所需文件，申報任何潛在利益衝突及匯報本集團供給或獲得的利益。



6. ANTI-CORRUPTION POLICIES AND COMPLIANCE *(Continued)*

6.2. Preventive Measures and Whistle-blowing Procedures

The Group upholds its ethical value by establishing its whistleblowing policies whereas an employee could report genuine concern about suspected misconduct, malpractice or irregularity regarding financial and compliance matters in strict confidence. Reporting procedures were communicated through the staff handbook, and refresher training was conducted to ensure employees understand the Group's Code of Conduct. During the reporting period, there was no related fraudulent case reported against the Group.

6. 反貪污政策及合規情況*(續)*

6.2. 防範措施及舉報程序

本集團透過制定舉報政策維護道德價值，讓僱員可在嚴格保密的情況下，就財務及遵例方面有關涉嫌不當行為、不良行為或不合規事宜匯報彼等真確關注的情況。匯報程序載於員工手冊，並會進行溫故知新培訓，確保僱員明白本集團的操守守則。於報告期間，並無接報發生針對本集團的相關欺詐案。

7. COMMUNITY INVESTMENT

7.1. Community Care

As stipulated in the corporate environmental policy, the Group is committed to conducting business in every aspect to minimise potential environmental and social impact to its stakeholders especially its employees and the community members. The Group will explore opportunities in future charity or community events to play a part in making a difference and strengthening the Hong Kong community.

7. 社區投資

7.1. 關懷社區

誠如企業環境政策所訂明，本集團致力於進行業務時在各範疇均盡量減少潛在環境影響及對其持份者(尤其是僱員及社區成員)造成的社會影響。本集團將尋求機會參與日後的慈善或社區活動，目標為改善並凝聚香港社區力量。

8. TOWARDS SUSTAINABLE DEVELOPMENT

The construction industry is facing great challenges as the community is concern about the air, water and noise pollution that are possibly created by construction related activities on the environment. Being a responsible enterprise, the Group understands that energy and water conversation, and waste reduction are among the top priorities to preserve a better environment for future generations. The Group will continue to explore more sustainable solutions in performing its work and strive to be a role model in the industry on environmental protection.

8. 邁向可持續發展

鑒於社區對建築行業相關活動可能對環境產生的空氣、水質及噪音污染的關注，建築行業正面對重大挑戰。作為負責任的企業，本集團明白節能節水及減廢均屬於最優先考慮因素，為後代保存更美好的環境。在進行工程時，將繼續開發更多可持續的解決方案，並致力就環保為業內提供榜樣。





浙江聯合投資控股集團有限公司

Zhejiang United Investment Holdings Group Limited

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Stock Code 股份代號：8366