



2016
**ENVIRONMENTAL, SOCIAL
 AND GOVERNANCE REPORT**

LS 黎氏建築
 Lai Si Construction
 (SEHK Stock Code: 2266)

Lai Si Enterprise Holding Limited
黎氏企業控股有限公司
(Incorporated in the Cayman Islands with limited liability)





CONTENTS

- ❖ 2 About the Group
- ❖ 3 About this Report
- ❖ 5 Words from the CEO
- ❖ 6 Environmental Protection
- ❖ 9 Employee Care
- ❖ 13 Operations Management
- ❖ 15 Community Investment
- ❖ 16 Environmental, Social and Governance Reporting Guide Index

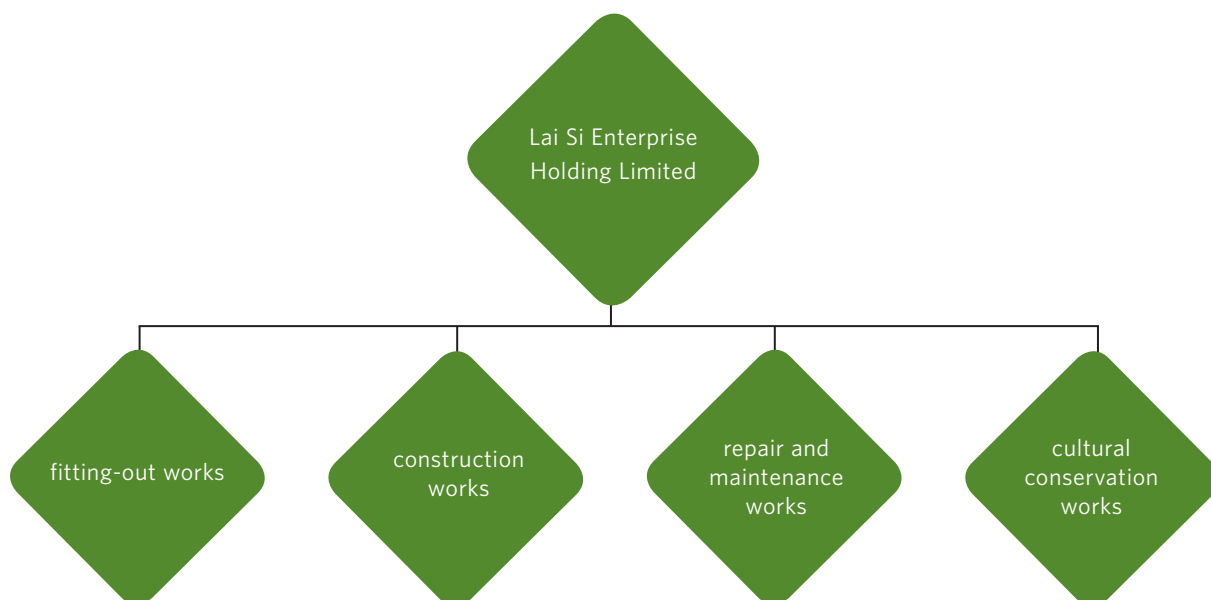


ABOUT THE GROUP

Lai Si Enterprise Holding Limited (“Lai Si Enterprise” or the “Group”) was established in 1987 in the Macau Special Administrative Region of the People’s Republic of China (“Macau”) and was listed on the Main Board of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) in February 2017, becoming the first construction works company in Macau which is listed on the Main Board of the Stock Exchange.

Lai Si Enterprise’s business is mainly located in Macau providing for hotels and casinos, retail shops and restaurants and others with fitting-out works, construction works, repair and maintenance works and cultural conservation works. The Group established Lai Si Construction (Hong Kong) Company Limited in 2016 and plans to gradually expand in the Hong Kong market in the next few years. According to the Frost & Sullivan Report¹, in terms of revenue, the Group was the second largest commercial fitting-out contractor in Macau with a market share of approximately 6.1% in 2015. As of December 31 2016, the Group completed 38 projects and was awarded 31 projects.

Group Business Structure



¹ Frost & Sullivan Limited, a dependent international market research consultant.



This report is the first Environmental, Social and Governance Report published by Lai Si Enterprise, which discloses the Group's measures and performances on sustainable development in a transparent and open manner to increase our stakeholders' understanding and confidence towards the Group.

Reporting Year

All the information contained in this report reflects the performance of Lai Si Enterprise on environmental management and social responsibility from January 2016 to December 2016. Going forward, the Group will publish an Environmental, Social and Governance Report on a regular basis each year for public review at any time, in order to continue to enhance transparency and fulfilment of responsibility.

Scope of Report

This report focuses on Lai Si Enterprise's operations of its headquarters located in Macau in relation to the business of fitting-out works². The Group will expand its scope of disclosure to fully cover all of its operations when our environmental, social and governance practices are well established and the data collection system becomes more mature. This report does not include the disclosure on environmental key performance indicators. The Group will conduct a carbon assessment next year to further refine and standardise the reporting indicators.

Report Standards

This report is prepared in accordance with the Environmental, Social and Governance Reporting Guide (hereinafter referred to as the "Guide") issued by the Stock Exchange. This report summarises the performances of Lai Si Enterprise on the environmental, social and governance aspects in a simplified manner. The information contained in this report is derived from official documents and statistics of the Group, and is integrated with the observed, management and operational data provided by its subsidiaries according to relevant policies of the Group. A comprehensive content index is included in the last chapter hereof for the reader's quick reference. This report is prepared in both English and Chinese, and is available on the Group's website at www.lai-si.com. If there is any inconsistency or ambiguity between the English version and the Chinese version, the Chinese version shall prevail.



FEEDBACK

Lai Si Enterprise's ongoing improvement relies on your valuable opinions on our performance and reporting methods. If you are in any doubt or have any recommendations with regards to this report, you are welcome to send your opinions via email to info@lai-si.com for the continuous improvement of our environmental, social and governance performance.



² Lai Si Construction & Engineering Company Limited, a subsidiary of Lai Si Enterprise, is responsible for its operation.





ABOUT THIS REPORT

COMMUNICATION WITH STAKEHOLDERS

The Stock Exchange proposed four reporting principles in the Guide as the basis of preparation for the Environmental, Social and Governance Report, including Materiality, Quantitative, Balance and Consistency. As stated by the Stock Exchange, stakeholder engagement serves as a method to assess materiality. By communicating with the stakeholders, the Company is able to understand their opinions and identify significant environmental and social matters.

For Lai Si Enterprise, stakeholders represent groups and individuals who have material impact on the Group's business or those who are affected by the Group's business. Stakeholders of the Group include not only internal staff, management and directors, but also external customers, business partners, investors, regulatory authorities and various community groups. During the past year, the Group communicated with key stakeholders through different methods. In the course of preparing this report, the Group engaged a professional consultant to carry out substantive analysis by interviewing the management, and incorporated the advices of the professional consultant in order to clarify material reporting issues to determine the direction of the Group's sustainable development.

Methods of communication with the stakeholders during the report period

Internal Stakeholders	External Stakeholders
<ul style="list-style-type: none">▪ The Board of Directors▪ Management▪ Administration staff▪ General staff	<ul style="list-style-type: none">▪ Shareholders▪ Investors▪ Customers▪ Banks▪ Medias▪ Contractors▪ Partners▪ Supplies▪ Academies▪ Government/ Regulatory authorities▪ Trade associations▪ Local community groups▪ Employee families
Methods of communication: Meetings, e-mails, interviews, internships, lectures, public presentations and speeches, large events, advice boxes, hotlines and telephones, letters, submissions	

The business of Lai Si Enterprise affects various stakeholders, and stakeholders hold different expectations toward the Group. In the future, the Group will refine its substantive analysis by continuing and expanding communication with its stakeholders as well as extensively collecting their opinions in numerous ways. Meanwhile, the Group will enhance the reporting principles in terms of Quantitative, Balance and Consistency to determine the reporting contents and presentation of information to better meet the expectations of our stakeholders.



Lai Si Enterprise will positively grasp the opportunities for market growth, integrate the concept of sustainable development into the Group's operation, enhance competitiveness in the fitting-out and construction field of Macau and Hong Kong, and set the scene for market expansion.

Confronted with global climate change, we have been aware of the environmental, social, and economic implications of corporate behaviour. As one of the largest integrated construction and fitting-out enterprises in Macau, Lai Si Enterprise understands the significance of sustainable development. We have been energetically exploring the business model in accordance with the concept of sustainable development at the same time of as business development.

We know that our fitting-out and construction projects, repair and maintenance services, as well as the construction process of cultural conservation services will have an impact on the environment, such as building debris, waste water, waste, and noises. The Group has established a well-developed management system, which has been accredited with ISO 14001:2004 (Environmental Management System Certification) since 2014, to reduce the impact of the operational activities on the environment and surrounding communities to the greatest extent.

We strive to be the employer of choice in the eyes of our employees and always consider the health and safety of employees as the top priority. In accordance with the requirements specified by OHSAS 18001:2007 (Occupational Health and Safety Assessment Series), the Group has established an internal safety and health management framework and undertaken a series of safety supervision measures to ensure safety in construction and to provide reassuring working environment for employees. Besides, we attach great importance to the health and safety training, which ranges from the induction training for new hires to the periodical training for field administrative staff, so as to guarantee continuously stronger safety consciousness.

We are committed to maintaining cooperative relationships with our business partners, whether with material and service suppliers or subcontractors. The Group has joined hands with partners to enhance environmental awareness and service quality of the members in the supply chain and to safeguard the health and safety of all personnel on the construction sites.

Lai Si Enterprise has become a public enterprise from a private enterprise by listing on the Stock Exchange. The Group will proactively cooperate with all circles in the spirit of superior quality and profession. We will increase the transparency in corporate reporting and accept the supervision of respective stakeholders; we will focus more on sustainable development issues and further enhance the environmental and social performance of the Group at the same time of business operation.

Lai Si Enterprise Holding Limited

CEO and Executive Director

Lai Meng San





ENVIRONMENTAL PROTECTION

Lai Si Enterprise has formulated the Policy of Integrated Management System³ (the “IMS Policy”) and conveyed the IMS Policy to each employee through employee training, duplicate distributing, etc. to demonstrate the determination of environmental protection. Lai Si Enterprise has established the *Procedure to Identify Environmental Factors* for the assessment of products, activities, and services and for the identification of the environmental factors incurred by our operation. In addition, the Group has analysed the importance of environmental factors and prepared the *Registration Form of Environmental Factors*, which is employed to establish an operation monitoring procedure and formulate a corresponding management plan so as to reduce environmental impact.

EFFLUENTS

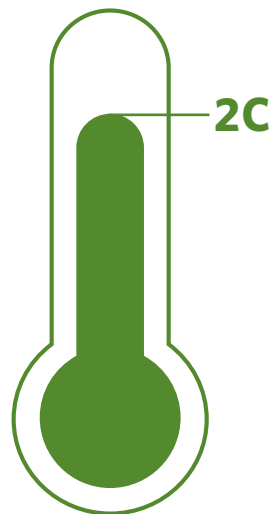
Greenhouse Gases

The increasingly rising concentration of greenhouse gases poses an unprecedented challenge to global economic development. In 2015, all UN member states formally passed 17 sustainable development goals on the World Summit on Sustainable Development, which was convened in Paris, and one of the goals is “to take urgent action to tackle climate change and its impact”.

Lai Si Enterprise is committed to reducing greenhouse gas emissions arising from our operation in response to climate change, and carbon footprint assessment is laying the groundwork for such reduction. Although its businesses have not undergone carbon footprint assessment, the Group has incorporated it into its 2017 work plan and has determined the targets and priority for carbon reduction, which will make carbon reduction more efficient.



In November 2016, the Paris Agreement formally came into force with a long-term goal of keeping the increase in the global average temperature to well below 2°C above pre-industrial levels and to pursue efforts to limit the temperature increase to 1.5°C above pre-industrial levels.



Water

Water management is not a material area for Lai Si Enterprise. Much of the Group’s water consumption is for basis cleaning and sanitation. Other usage includes the operation of cooling equipment and infrastructure.

³ Policy of Integrated Management System consists of ISO 9001 (International Quality Management System), ISO 14001 (Environmental Management System Certification), and OHSAS 18001 (Occupational Health and Safety Assessment Series).



Waste

Hazardous waste is not a material area for Lai Si Enterprise. The waste arising out of Lai Si Enterprise's offices comprises general waste and large-scale electric appliances or instruments. The Group has set up recycling and storage facilities for general waste (such as recycling points for used paper and for the toner cartridges and ink cartridges of printers) and entrusted a qualified recycling group with the collection and unified disposal of the waste. If permitted, the Group will arrange waste collectors, appliance recyclers, social welfare institutions, etc. to reuse or recycle large-recycle scale electric appliances or instruments. In order to clearly understand the disposal of waste, the Group requires the discharge to be entered into a *Monthly Statement of Waste Materials Disposal*.

Lai Si Enterprise will generate plenty of construction and demolition waste during the construction process of fitting-out projects. The Group encourages employees to recycle the reusable waste in situ as far as possible and will entrust qualified recyclers to recycle other waste or transport it to dumping areas. Up to December 2016, the Group had recovered 18.65 tons of construction and demolition waste, accounting for 41% of the total. The type, weight and disposal method of construction and demolition waste can be referred to in the table below:

Type	Unit (ton)	Disposal Method
Cement and Sediment for Brick Wall and the Ground	20	Transporting to Dumping Areas
Gypsum Board	1	Transporting to Dumping Areas
Planks	5	Recycling and Reusing (some planks are transported to dumping areas)
Iron Plate, Iron Frame, and Others	15	Recycling and Reusing
Electric Wire	0.5	Recycling and Reusing
Plastic Film for Site Protective Facilities	0.15	Recycling and Reusing
Cardboard Box for Goods Packing	3.5	Recycling and Reusing
Total	45.15	

Lai Si Enterprise has not discovered any contravention in relation to effluents during the reporting period.





ENVIRONMENTAL PROTECTION

Resource Utilization

The resource which is the most closely related to the operation of Lai Si Enterprise's offices is the electric power used. The Group encourages employees to turn off air conditioners, overhead projectors, ventilation systems, air purifiers and light bulbs to reduce power consumption when not in use.

During fitting-out projects, Lai Si Enterprise mainly consumes planks, gypsum boards, iron plates, iron frames, and the like. The Group suggests its customers to use products attached with eco-labels or supplies made from eco-friendly/recyclable materials. Besides, the Group encourages employees to practise waste reduction and raw material conservation, use raw materials responsibly, and improve use efficiency.

Environment and Natural Resources

Except for the above emissions and resource use, Lai Si Enterprise has not had an enormous and direct impact on the environment and natural resources during its operation in connection with fitting-out works. Nevertheless, the Group has strictly abided by the relevant environmental laws and regulations of Macau.

In order to become a green enterprise, Lai Si Enterprise has incorporated environmental protection issues into its operation plan and continuously improved and supervised the implementation of its *Operating Procedures for Internal Environmental Regulations* in accordance with the requirements specified by ISO 14001:2004. The Group has also held regular training workshops to constantly enhance the environmental awareness of employees. In addition, the Group will discuss annual budgets, plan and prepare diversified environmental activities, encourage staff to participate, and promote the concept of environmental protection through the whole group.



Employment

Lai Si Enterprise treats employees as valuable assets, for they are indispensable for stronger competitiveness and steady expansion. We are convinced that each employee deserves trust and respect.

Lai Si Enterprise treats all employees equally in terms of recruitment and promotion. The Group selects candidates mainly by reference to their relevant experience, past positions, and qualifications when recruiting new employees. The remuneration and benefits provided by the Group comply with the labour laws of Macau. Furthermore, the Group offers competitive salaries and benefits to attract and retain advanced talents, which will become the momentum of the Group's long-term development.

To gain intimate knowledge of the work performance of employees, Lai Si Enterprise has stipulated that year-end bonuses and promotions may be determined based on assessment results in its *Human Resources and Salary Policy*. At the end of each year, the Group will make annual appraisals of all its employees and departmental managers and employees will review their past work with a focus on career objectives and achievements so as to motivate employees to exploit their potential.

Lai Si Enterprise has established an employee communication mechanism. The Group will send information to employees via emails and circulars and require the departments to hold regular meetings, which provide a platform to communicate with employees and understand their ideas and difficulties. In addition, the Group has set up an audit committee. If there is any dissatisfaction with or complaint against the management or the Group, employees can contact the audit committee, which undertakes to keep the identity of a whistle-blower strictly confidential. The committee will forthwith establish an investigation committee responsible for specific investigations and records after the receipt of whistle-blowing claims and give feedback to the employee(s) concerned in the form of a written report within three months.

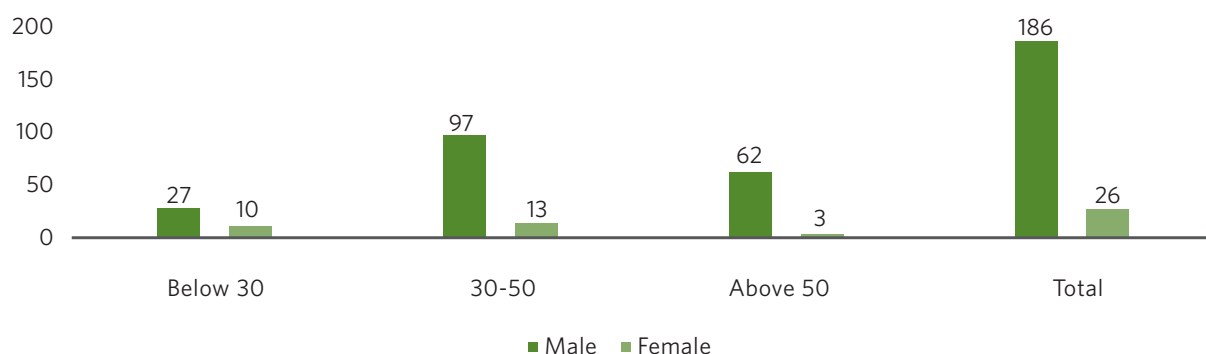


EMPLOYEE CARE

Based on the business nature of fitting-out projects, a majority of employees in Lai Si Enterprise are male, and there are 7 times more male than female staff. Due to a persistent shortage of construction workers in Macau, the Group also recruits guest workers for fitting-out projects in addition to local workers. Although the Group has not formulated a policy regarding employment diversification, the Group will add relevant requirements in the existing systems such as the *Employee Manual*.

Key Performance Indicators of the Employees for Fitting-out Projects						
		Below 30 Years Old	30 to 50 Years Old	Above 50 Years Old	Total Number	Male to Female Ratio
Number of Employees	Male	27	97	62	186	7:1
	Female	10	13	3	26	
Total		37	110	65	212	

Male and Female Employees age



Male to Female Ratio





Health & Safety

Lai Si Enterprise is committed to providing a safe working environment for employees to ensure their health. The Group has formulated *Internal Occupational Health and Safety Regulations* to provide employees with guidance on safe work in offices and construction sites.

Lai Si Enterprise cares the health of office workers. In addition to regular cleaning of air-conditioners and dust screens, the Group has gradually replaced vacuum tubes and fluorescent screens with liquid crystal displays to protect the eyesight of employees. Besides, the Groups has reminded employees to maintain a correct sitting position and encouraged employees who have used computers for long periods to take breaks during work.

Lai Si Enterprise values the occupational health and safety of workers on the construction sites. In order to ensure a safe working environment, the Group must first identify the high-risk operating posts on the construction sites and then assess the sufficiency and efficiency of the current measures. The high-risk operating posts on the construction sites of the Group include ceiling workers, plasterers, ironware workers, concrete cutting machine operators and drivers, welders, and workers operating at heights. There are total of 43 persons engaged in such work, accounting for approximately 20.3% of the Group's total number of employees. To supervise all the on-site workers and ensure safe operation, the site safety committee of the Group will formulate and implement a safety management system, prepare a safety plan and risk assessment report, conduct safety checks, convene periodic safety meetings, and specify the safety working procedures and communication management system for engineering projects.

Lai Si Enterprise has implemented the *Monitoring and Measurement Procedure* and conducted safety inspections at the construction sites to ensure that employees wear personal protective equipment, such as goggles, safety shoes, safety helmets, gloves, or insulating gloves. In addition, the Group has formulated *Regulations on Industrial Safety Management* and provided employees with regular safety training, which covers handling methods and emergency rescue in the event of electric leakage accidents and fire accidents, so as to improve the safety responsibility and consciousness of employees.

Lai Si Enterprise has implemented the certification of OHSAS 18001 (Occupational Health and Safety Assessment Series) and strived for a safe and healthy working environment for employees. To comply with the requirements specified by OHSAS 18001 and constantly review the validity of occupational health and safety policies, the Group has appointed grass-roots employees to reflect the requirements, concern, and opinions of employees in respect of occupational health and safety and to convey the relevant information to employees as staff representatives.

Lai Si Enterprise has set the goal of zero industrial accident. The Group will formulate the *Safety Plan*, introduce a wide range of occupational safety and health measures, and cooperate on the elimination of potential safety risks of the construction process prior to the implementation of each project. Within the year, one accident (cut) occurred during the fitting-out services with accident frequency of 4.72 per mill. With respect to the accident, one carpenter using a sawing machine opened the protection cover and omitted to push the crabstick with auxiliary means, resulting in the injury of the finger(s) of his right hand. To avert similar accidents in the future, the Group will strengthen safety training for employees and explain to them how to correctly use a sawing machine. In the coming year, Lai Si Enterprise will further improve occupational health and safety measures for employees and strengthen the supervision on the implementation of safety measures on the construction sites to strive for zero industrial accident.





EMPLOYEE CARE

Development and Training

Lai Si Enterprise is deeply convinced that talent development is the key to strengthen corporate competitiveness. The administrative and purchasing managers shall prepare annual employee training program and pertinently provide a variety of training in accordance with the actual departmental and functional demand, enabling the employees to realize continuous enhancement in both working skills and professional competence. The Group also encourages employees to take an active part in off-job training courses to elevate personal value.

In response to the requirements of fitting-out projects, Lai Si Enterprise provides employees with Integrated Management System Training, chemical leakage drills, and fire drills to help them understand the Group's management requirements through the introduction to environmental protection management, occupation safety and health, and quality policy about engineering services. The Group also holds review meetings or conducts an assessment before the relevant course finishes to assess training efficiency, which can provide a reference for the Group to continuously improve employee training program.

Labour Practices

Lai Si Enterprise understands that using child labour goes against basic human rights and national or regional laws and regulations. The Group has drafted the *Management Regulations on the Ban on Using Child Labour and Underage Workers* and has undertaken not to employ any child labourer or to support other companies or social organizations in the employment of child labourer. Our Human Resources Department must check identification documents and other certificates when it comes to staff recruitment. In addition, the safety director shall inspect and supervise the construction sites on a daily basis to prevent the use of child labourers.

Lai Si Enterprise was involved in a labour dispute over compensation for work on Sundays in 2016. Although the case did not involve any forced labour, the Group understands that the check and computation of overtime wages shall comply with the provisions of Law of Labour Relations of Macau which specifies mandatory compensation or compensatory leave. From this case, the Group will require the relevant departments to strictly execute the *Management System for the Ban on Forced Labour* to avert similar events. In addition, the Group will prepare written employment contracts for all staff and explain the content thereof to guarantee they are aware of their rights and interests.



International Labour Organization is a special agency of the United Nations. It has issued labour standards in the form of International Labour Conventions and Proposals to improve the working and living standards around the world. China is a founding and permanent member state of the organization. In Hong Kong, a total of 41 international labour conventions apply to work conditions and employment policies.



Supply Chain Management

Business outsourcing is a common practice in the engineering service industry. However, outsourcing does not mean that companies can shrink from the liabilities or risks arising from poor environmental, social and governance performance. The Group understands that the proper management of supply chain is the key to maintaining brand reputation and ensuring business sustainability.

The quality of fitting-out projects relies upon the decorative materials to a large extent. Lai Si Enterprise mainly use wallpapers, wall paint, glass, marbles, light-fixtures, carpets, and curtains in fitting-out projects. In accordance with the bidding document submitted by the Group, Purchase Department will purchase the materials required for the relevant project, which will be transported to the construction sites by the relevant supplier. In addition to material suppliers, the Group need lease machinery and equipment from service providers for fitting-out projects. To ensure the quality of materials and services, the Group will review the performance of the suppliers. The Group will take into account whether to implement quality assurance system, whether they have environmental awareness or the consciousness of occupational safety and health, etc. in addition to technical competence, track records, prices, product quality, product quality and prompt delivery. In addition, the Group requires suppliers to undertake measures to protect the environment, including no supply of any materials, products, and services in contravention of environment protection laws and regulations and of products that contain hazardous or toxic substances.

Depending on the internal resource level and the nature, complexity, and cost-effectiveness of projects, Lai Si Enterprise will outsource certain parts of fitting-out works to subcontractors. To control and ensure the quality of the works undertaken by subcontractors, they must comply with the *Operating Instructions for Undertakers*, which is formulated by the Group and specifies the mandatory requirements in respect of occupational safety and health, such as to provide personal protective equipment for employees, instruct employees to use electric tools in safe way, properly store flammable liquid and gas, implement reporting mechanism upon the occurrence of hazards or accidents, etc. The Group will hold liability for the works undertaken by subcontractors. The Group will appoint a safety director from an external company to supervise the safety and compliance of the construction sites; arrange environmental protection training for the subcontractors prior to the commencement of the outsourced work.

Lai Si Enterprise has formulated *Procurement Control/Review of Suppliers and Subcontractors*, in accordance with which the general manager of Purchase Department shall provide guidance and annually review suppliers and subcontractors to ensure they can continue to satisfy the established requirements. Lai Si Enterprise will incorporate specific standard for evaluation and selection procedure to processize and standardize the review procedure in the pursuit of that the Group's fitting-out services can satisfy the increasingly higher expectations of the clients, which is conducive to encourage more business partners to improve environmental and social performance and advance the sustainable development of the industry.



Product Liability

Establishing an efficient quality management system has become an indispensable element in corporate competitiveness. Lai Si Enterprise knows trust and support can be won from clients with high-quality services and responsible attitudes.

Lai Si Enterprise mainly provides fitting-out services for the developers and supporters of hotels and casinos in Macau as well as international retailers and restaurant owners. The Group was awarded with ISO 9001 certificate in 2009 and has established a high efficiency quality system to continuously improve corporate competitiveness. The Group has prepared a comprehensive management plan for every fitting-out project to clarify necessary inspection work and guarantee the supervision on and review of working processes. The Group generally provides a warranty period of 2 to 12 months for fitting-out projects and a feedback platform for clients to strive for continuously higher service quality. After the receipt of client comments, staff from the Engineering Department will provide guidance and respond to non-conforming works and processes in accordance with the *Control of Events and Non-Conforming Products and Policy on Labelling and Traceability* to provide clients with satisfactory engineering services.

Due to the low barrier to entry in Macau's fitting-out industry, the businesses of Lai Si Enterprise are highly competitive. The Group will explore integrating more elements of environmental protection and social care into the construction for fitting-out projects for sustainable competitiveness.

During the reporting period, no major defect or flaw arising from Lai Si Enterprise's fitting-out projects has resulted in the requirement for rectification from any client.

Anti-Corruption

Integrity is fundamental to the long-term development of the Group. Therefore, the Group has abided by Macau's rules on corruption and bribery and incorporated anti-corruption rules into the section of Morality and Code of Conduct under the *Employee Manual* to require employees to comply with legal provisions and prevent any money laundering.

To continuously strengthen the supervision on anti-corruption, the Group will develop the *Anti-Fraud Policy* to determine its standpoint when it comes to suspicion of fraud, corruption, misfeasance, and other fraudulent acts; formulate the *Whistleblowing Policy* to ensure employees will report to the senior management any corruption, money laundering and other misconducts if their identities are kept confidential.

During the reporting period, Lai Si Enterprise has not been involved in any corruption lawsuit in connection with the Group and employees.



Community Investment

With the market's concerns on the behaviour of corporates, the pursuit of maximum short-term financial performance to return to shareholders is no longer the only goal of corporate management. As a responsible corporate, Lai Si Enterprise realizes that corporate social responsibility is one of the main impetus to sustainable social development, and will actively assume the social responsibility.

Lai Si Enterprise has formulated Provision on the Community Investment Management, and plans to actively participate in social welfare activities, such as environmental protection, education, culture, community construction and poverty alleviation.

Employees are the core force that promote social well-beings and create more value for society. The Group plans to encourage and arrange employees to provide help to communities in which they live and work by participating in volunteer services with different skills.

Lai Si Enterprise will make further improvements to policies and programs of community investment in the future, explore how to coordinate the relationship of economic benefits and social benefits, and self-growth and social development, as well to make contributions to the sustainable social development.



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE INDEX

Subject Areas	Content	Page
A1 Emissions		
General Disclosure	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.	6-7
A2 Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	8
A3 The Environment and Natural Resources		
General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources.	8
B1 Employment		
General Disclosure	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.	9-10
B2 Health and Safety		
General Disclosure	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.	11
B3 Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	12



Subject Areas	Content	Page
B4 Labor Standards		
General Disclosure	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.	12
B5 Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain	13
B6 Product Responsibility		
General Disclosure	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.	14
B7 Anti-corruption		
General Disclosure	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.	14
B8 Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	15

