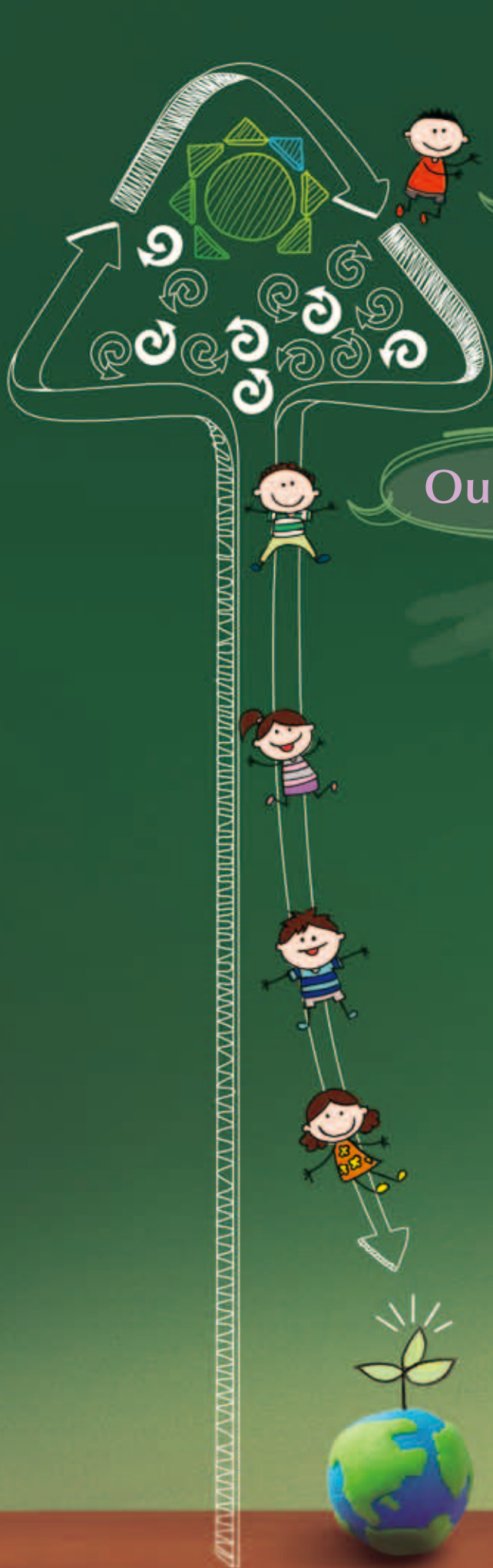




綜合環保集團有限公司

(Incorporated in the Cayman Islands with limited liability)
Stock code : 923





Our Mission

To become one of the largest integrated waste solutions providers in Greater China and to deliver services and products of the highest quality

Our Vision

To make a difference in the environment

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ABOUT THE REPORT

This is the first annual Environmental, Social and Governance (“ESG”) Report of Integrated Waste Solutions Group Holdings Limited (the “Company” together with its subsidiaries, hereinafter referred to as the “Group” or “IWS”) about its environmental and social responsibility performance. The Company’s Board of Directors confirms that it has reviewed and approved the report which, to the best of its knowledge, addresses material issues and fairly presents the ESG management approach and performance of the Company.

The purpose of the report is to improve stakeholders’ understanding and to introduce ongoing sustainability initiatives directed towards the community and the environment. We also aim to engage our stakeholders in determining our sustainability approach and related actions through this report.

Reporting Framework

This report is prepared in compliance with the ESG Reporting Guide set out in Appendix 27 to the Rules Governing the Listing of Securities on the Main Board of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”), and in accordance with the operational status of the Company. For the governance section, the Company has met Code Provisions of the Corporate Governance Report as set out in Appendix 14 of the Listing Rules, please refer to Pages 32 to 47 of our Annual Report 2017 for the Corporate Governance Report.

Feedback

Your comments and ideas are appreciated and will help us to improve our work continuously. You may contact us at:

Address:

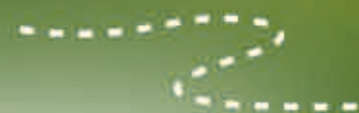
Integrated Waste Solutions Building,
8 Chun Cheong Street,
Tseung Kwan O Industrial Estate,
New Territories,
Hong Kong

E-mail: info@iwsgh.com

Reporting boundary

This report covers the Company and its subsidiaries including IWS Waste Management Company Limited (“IWS WM”), Confidential Materials Destruction Service Limited (“CMDs”), IWS Environmental Technologies Limited (“IWS ET”) and IWS Logistics Limited (“Logistics”). The data and information of this report cover the period from 1 April 2016 to 31 March 2017.





COMPANY PROFILE

IWS and its subsidiaries specialize in waste management, being principally engaged in waste recycling and providing waste solutions. The Company was founded in 1968 and started as a waste paper collection and trading service provider in Hong Kong. From being a waste paper management services company we have evolved into a leading integrated waste solutions provider in Hong Kong.

We provide solid waste management services including waste paper management, confidential materials destruction service and waste plastic recycling. Waste paper collected by IWS WM via its waste collection depots and shredded confidential documents from CMDS are baled and sent to either Mainland or overseas paper mills for recycling. Both CMDS and IWS WM have obtained licences for importing waste paper into Mainland China from the General Administration of Quality Supervision, Inspection and Quarantine of the PRC. CMDS division extends its service to non-paper confidential materials which include brand products, counterfeit and storage media such as computer hard disks, credit cards, mobile SIM cards etc. Recyclable waste produced is transferred to licensed recyclers for reprocessing into usable materials.

The Logistics Division of the Group, consisting of order processing and transportation, primarily focuses on distribution logistics and provides supporting services to other business segments within the Group.





MESSAGE FROM CEO

Dear Valued Stakeholders,

I am delighted to present IWS's first ESG Report for the financial year 2017.

2016 was an important year to both Hong Kong and IWS. As Hong Kong has announced the implementation of the quantity-based municipal solid waste charging scheme in 2019, we, therefore, have consolidated ourselves into a leading player offering one-stop service for solid waste in Hong Kong, uniquely positioned to embrace the upcoming policy change and create value for our customers and the community.

Striving to become an integrated waste solutions provider in Hong Kong and Greater China and delivering services and products of the highest quality, we understand that sustainability is fundamental to what we have been doing. By establishing ESG initiatives over the past few years such as environmental management system and safety committee, we have gradually incorporated these ESG factors into our strategy and daily operations. Going forward, we will continue to strengthen our governance structure to measure and manage the risks and opportunities associated with sustainability brought by the changing industry landscape.

Striving for excellence in our operation, IWS is proud to have become the first and only service provider in Hong Kong to secure National Association for Information Destruction ("NAID") AAA Certification for plant-based operation including both paper and non-paper destruction service. The Group has actively expanded the scope of its recycling services in recent years by including Low-Density Polyethylene plastic ("LDPE") materials and Waste Electrical and Electronic Equipment ("WEEE"). The WEEE project is a joint venture with ALBA Group Plc & Co KG; which has obtained the "Waste Electrical & Electronic Equipment Treatment Facility" government contract. The joint venture will be providing services for collection and treatment of electrical and electronic waste. All collected WEEE will be recycled or refurbished at the treatment plant in Tuen Mun, EcoPark. We are excited about the commencement of the facility, which is expected to be completed and be ready for full operations by the second half of 2017.

Tackling municipal waste in Hong Kong has never been easy. As our core business is to convert waste into material fit for the use in tomorrow's products, we have an important role to play in our increasingly resource-constrained planet. Looking ahead, we will continue to openly communicate our stewardship performance, and encourage partnerships with our employees, business partners, non-governmental organizations, academia, government, as well as other stakeholders.

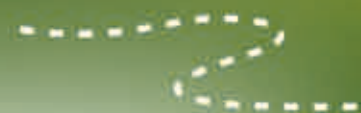
By Order of the Board

Lam King Sang

Chief Executive Officer

Hong Kong, 1 August 2017





ESG MANAGEMENT APPROACH

The Group is dedicated to operating in a way that is environmentally sustainable and socially responsible. We believe identifying, assessing and managing ESG issues across our operations can facilitate long-term sustainable growth and create a positive impact on our business, local community and the society at large. We have an ESG Policy in place that all Group operations have the responsibility to integrate into their respective work processes. The planning, execution, monitoring and reporting of ESG functions are managed by the relevant department heads who report to the senior management and ultimately to the Board of Directors overseeing ESG matters.

Stakeholder Engagement

We strive to engage our stakeholders, including customers, employees, investors, government, suppliers and communities on an ongoing basis and through a variety of mechanisms. For instance, our IWS Environmental Education Center is open for community groups to visit and exchange ideas. We believe this process helps us to gain a better understanding of the needs and concerns of all our key stakeholders, which in turn contributes to assessment of issues that have material impact on environmental and social sustainability.

For preparing this ESG report, we conducted an online survey of internal stakeholders who were asked to assess the significance of each ESG issue and the significance of each issue from the perspective of sustainability of IWS' business. The purpose was to identify the material aspects that have significant impacts on our stakeholders and our own business development. Defining material aspects will continue to be our focal process for striving ongoing improvements in terms of measurement and management.





ESG MANAGEMENT APPROACH

Materiality Assessment

The results of the materiality assessment are presented in the materiality matrix below. Issues that fall within the top right hand corner have high significance to stakeholders and enhanced sustainability of IWS's business. The top material aspects are identified as (1) consumer privacy; (2) anti-corruption; (3) employee composition & turnover; (4) employee training & development; (5) occupational health & safety; and (6) environmental benefits derived from corporate business, which are highlighted in this report.

Materiality Assessment



Environment, Health and Safety

- 1 Air Pollution Emission
- 2 Greenhouse Gas Emission
- 3 Effluent
- 4 Hazardous Waste Generation & Disposal
- 5 Non-Hazardous Waste Generation & Disposal
- 6 Environmental Benefit Derived from Corporate Business
- 7 Water Consumption
- 8 Measures to reduce energy and GHG Emissions
- 9 Energy Consumption
- 10 Packaging Material Consumption
- 11 Occupational Health & Safety

Employee & Community

- 12 Employee Composition & Turnover
- 13 Employee Training & Development
- 14 Precaution of Child / Forced Labour
- 15 Community Investment

Operating Practice

- 16 Supply Chain Management
- 17 Product Quality Control & Complaint Handling
- 18 Intellectual Property Rights Protection
- 19 Customer Privacy
- 20 Anti-corruption





OPERATIONAL EXCELLENCE

Our commitment to operational excellence is underpinned by our relentless quest for quality throughout the business.

Protecting Customer's Privacy

Our CMDS service requires handling of a large amount of highly confidential materials from our customers, including paper and non-paper items. We are committed to implementing strict security measures to ensure the highest confidentiality from collection to after service. The Group is the only service provider in Hong Kong to have secured NAID AAA Certification for plant-based operation including both paper and non-paper destruction services. The NAID AAA Certification involves verification of a very high professional standard and qualifications required of an information destruction service provider through a comprehensive scheduled and unannounced audit program. Our CMDS has also secured ISO 27001 for information security management, which has been upgraded to the newest 2013 standard.

Upon arriving at our destruction site, all confidential materials received are destroyed within 24 hours of collection. We have deployed round-the-clock security guards service, implemented strict access control measures at our destruction site and installed extensive CCTV coverage. A destruction witnessing suite is available for customers who wish to oversee the destruction process of confidential materials.

We have a barcode system in place for tracking of collection and destruction to ensure customers' confidential materials entrusted to us for disposal are handled effectively and professionally. Upon the completion of the destruction work, we issue barcode collection reports and photographic reports to our customers within one week.

All employees of the Group are required to comply with our confidentiality commitments. Employees are not allowed to disclose any information about the Company's business, its customers' information and personal data in any circumstances. They shall not collect, export or carry away any documents, books, articles and wastes that the client entrusts to us to handle. Any employee who contravenes the above may be prosecuted and disciplined. During the year, the Group recorded no reports concerning privacy breach.





OPERATIONAL EXCELLENCE

Quality Management

As a Registered Waste Recycler and Registered Waste Collector administered by the Hong Kong Quality Assurance Agency, the Group has obtained ISO 9001 certification for quality management, implementing policies and guidelines to enhance the quality management of our products and services. Our service procedures specify the methods of implementation, verification and reporting of the services, including procedures and guidelines for day-to-day work, emergency response measures, use of appropriate equipment and regular maintenance, process monitoring and inspection and other relevant guidelines for our employees to follow to ensure the quality of our products and services.



The Group has defined procedures for monitoring and measurement of work performance and uses calibrated equipment to maintain the accuracy of the measurements. Our computer software and IT equipment are properly registered, inspected and verified, and records are kept.

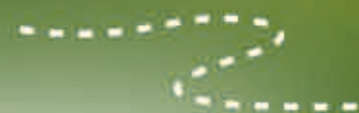
In the event when the final output of the product or service cannot be verified by subsequent measurement or monitoring, the Group determines the process for providing such services to avoid the occurrence of non-conformities. We validate the ability and the results of the service process, identify the use of prescribed methods and procedures, equipment capabilities and personnel qualifications and record the process and reconfirm it.

Grievance Handling

When we receive a complaint from a customer, either verbally or in writing, about the quality of a product or service, our customer service or sales representative reports to the supervisor who investigates it accordingly. If the outcome of the investigation confirms that the product or service was sub-standard or not conforming to specifications, remedial and rectification measures will be adopted.

The nature of non-conformance of the product and its treatment are documented for investigation, analysis and identification of the causes of non-conformities, and appropriate corrective actions are taken. Follow-up actions are undertaken by the management to ensure that the relevant circumstances will not recur and to document the implementation and effectiveness of the corrective actions.





OPERATIONAL EXCELLENCE

Whenever our business representative receives any complaints from our customers, IWS requires him to report to the supervisor in no time about the complaint. The supervisor is then responsible for the investigation and processes the complaint according to the Corrective and Preventive Measures Procedure. The grievant will receive a report on the investigation results and the improvement measures taken according to the complaint. As of 31 March 2017, we have received 4 customer complaints regarding products or services the Group provided. All complaints were handled immediately and the Group has taken improvement measures to prevent recurrence of similar problems or issues.

Supply Chain Management

Our purchasing policy is designed to promote sustainability in our supply chain by selecting local suppliers, where possible, to minimize our carbon footprint and support the local economy. The Group follows a set of assessment procedures to evaluate and select suppliers and contractors in accordance with the ability to meet the specified requirements, including price, product quality, inquiry response, on-time delivery, environmental performance and specific quality assurance requirements. Hence, environment-friendly suppliers and contractors are given priority. Subject to evaluation from regular audits, meetings and other means of engagement, all unqualified suppliers and contractors are excluded from the list of approved suppliers and contractors. During the year, 43 of our suppliers are from Hong Kong and 2 are from overseas.

We were a member of the Hong Kong Green Purchasing Charter, which is an initiative launched by the Green Council promoting the production and consumption of environmentally sound products and services through environmentally green procurement in industrial and commercial sectors in Hong Kong.

Anti-Corruption

The Group requires its employees to comply with all applicable laws and regulations in order to protect the business, resources and reputation of the Company and promote market integrity. The general rule is that employees must not seek private benefits from or receive or retain any benefits meant for the Group's customers or any persons that do business with the Group. Any employee who receives a gift from a customer must deposit the gift to the human resources and administration department for registration and processing as soon as possible, with minor exception of pocket money under HK\$200 during festive period.

We have a whistle-blowing policy in place, which encourages reporting in good faith of suspected dishonesty or other illegal activities to the management verbally or in writing immediately. There were no bribery cases reported during the year.





OUR PEOPLE

The Group is committed to promoting the wellness of its employees and keeping its customers free of the impacts of health and safety risks.

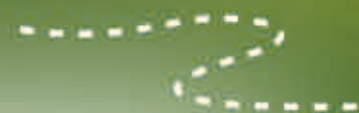
The Group strictly complies with relevant laws and regulations regarding employment and labour practices, including but not limited to the Employment Ordinance, Employees' Compensation Ordinance, Minimum Wage Ordinance and Mandatory Provident Fund Schemes Ordinance in Hong Kong. During the recruitment process, identity cards of all prospective employees are checked prior to hiring to ensure child and forced labour instances do not occur.

Respecting human and labour rights has been an integral part of our approach to sustainability. IWS adheres to fair employment practices and provides equal opportunities with regard to recruitment and career development of its employees in accordance with local labour laws and international standards. We promote and enable diversity by recruiting and admitting employee candidates based on their skills, experience, competency and interests, regardless of age, gender, appearance, race, religion, marital status, family status, pregnancy or disability. We do not tolerate any form of discrimination in the workplace.

The Group believes that, with proper training and guidance, people with intellectual disabilities are just as capable to be loyal and conscientious workers that contribute to society. In this respect, the Group has recruited several employees through Hong Chi On-the-Job Training Program. By providing job opportunities to people with intellectual disabilities, we can enhance their social integration and assist them in seeking open employment.

In addition to the mandatory MPF contributions by both employer and employees, IWS offers all full-time employees a comprehensive benefits package which includes discretionary performance bonus, annual leave, sick leave, maternity and paternity leave, marriage leave and compassionate leave entitlements, healthcare benefits and labour insurance.



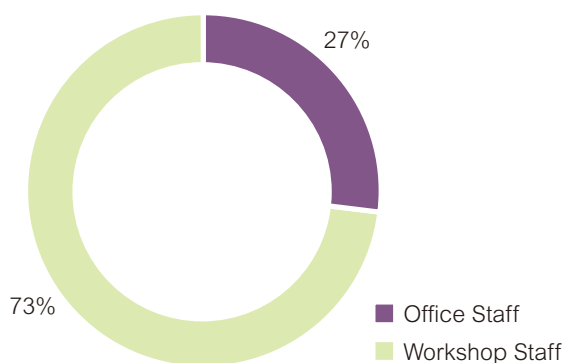


OUR PEOPLE

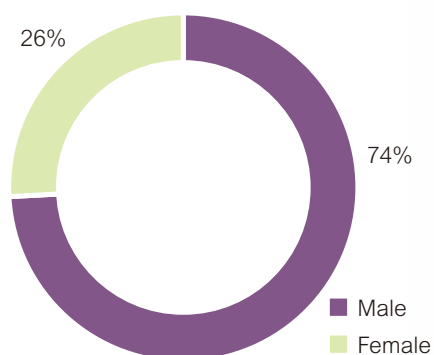
Employee Composition

As of 31 March 2017, IWS employs 194¹ staff across the Group, where all of them are located in Hong Kong; and 27% of which are based in the office and 73% are based in workshops.

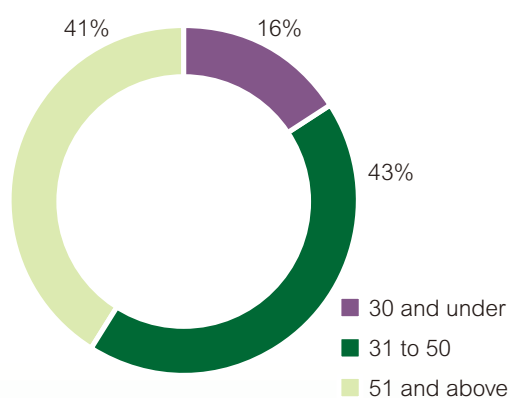
Employee Function



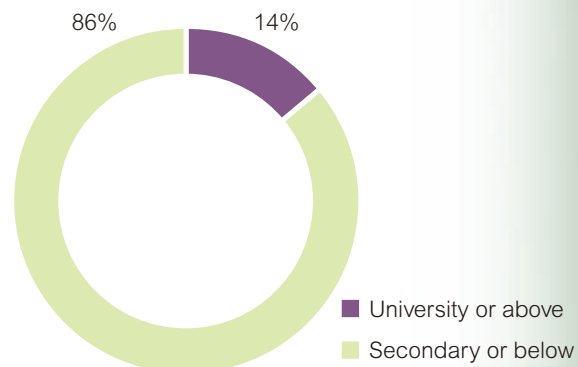
Gender Profile



Age Profile



Education Profile



^{Note 1} The number of employees is reported differently from the Annual Report 2017 as IWS Waste Management (Asia) Company Limited, which has only been in its trial operation since the end of 2016, is not included in this reporting boundary.





OUR PEOPLE

The proportion of male employees is larger than female employees, the ratio being about 3:1. Regarding age profile, 16% of the workforce is below 30 years, 43% and 41% are in the 31-50 years and above 50 years age group, respectively. Our workforce breakdown by educational profile is 14% with university degree or above and 86% with secondary qualifications or below.

The Group has been working hand-in-hand with its employees to create greater success for the corporate. By implementing a people-oriented management style, all employees respect their colleagues and treat each other with courtesy. Two-way communication between employees and management are encouraged to enhance relationships and employee morale.

The overall turnover rate was 44.3% during the year; turnover rates of male and female were 49.7% and 28.3%, respectively; turnover rates of those age below 30 years, age between 31-50 years and age above 50 years were 66.7%, 54.2% and 23.4%, respectively. A total of 73 new employees were hired, representing a new hire rate of 36.8% during the year, of which new hire rates of male and female were 39.6% and 28.3%, respectively; the new hire rates of age below 30 years, age between 31-50 years and age above 50 years were 60.6%, 35.0% and 28.6%, respectively.

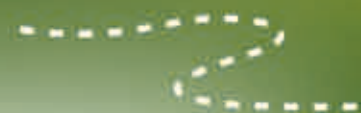
Health and Safety

Safety is the Group's first priority. We are committed to providing a safe workplace for all its employees. In addition to complying with applicable laws and regulations including Occupational Safety and Health Ordinance, Factories and Industrial Undertaking Ordinance and the related fire safety ordinances, we have established a Safety Committee to facilitate communication between all employees in the Group and the management of Occupational Safety and Health (OSH).

The Safety Committee holds regular meetings to review our OSH Policy and management system, striving to enhance the working efficiency of all members in the Group. Our safety management system includes the establishment of safety duties, risk assessment, establishment of workplace safety rules, development of safe operations procedures and preparation of emergency response exercises. For instance, routine security patrols are conducted and work instructions, personal protective equipment such as safety shoes, gloves and safety cap/hair cap, and appropriate safety training are provided to all employees. The Group provides hearing assessment test for employees with high risks. In addition, fire drill is conducted at least once a year and the Company is equipped with proper fire safety equipment. Fire safety installation is inspected by an accredited fire engineering company annually.

During the year, 260 person-times of employees have received safety training and the average safety training hours was 0.60 hour. All accidents and injuries that occur at the workplace must be reported to supervisors immediately. During the year, there were 11 cases of work-related injuries, accounting for a total of 543 lost days. No fatalities were reported during the year.





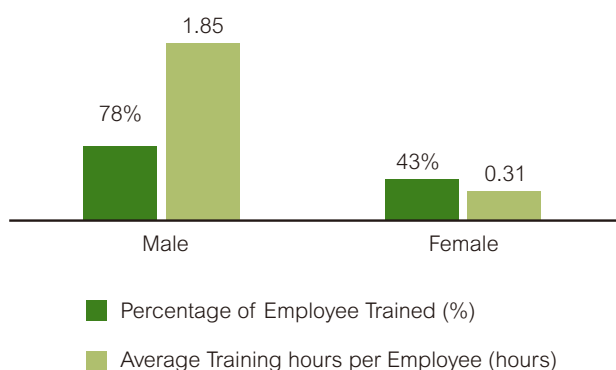
OUR PEOPLE

Development and Training

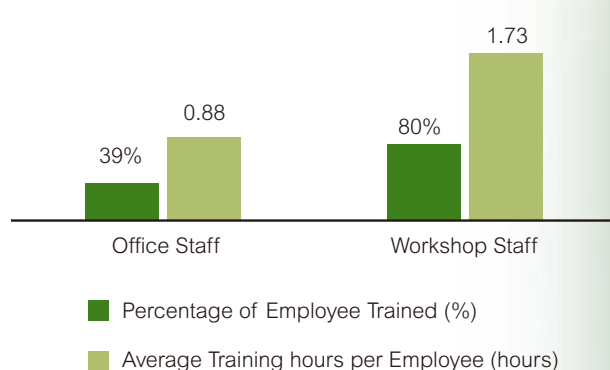
As we strive for promoting solid waste recycling in Hong Kong, training and developing the best talent in the business is critical for the Group to stay ahead of its competitors. The Group encourages all employees to improve their skills and knowledge in order to advance their career. We provide various training courses to our employees, including both internal and external training courses. For instance, induction training is provided to new employees and on-the-job training and safety training are provided on a continual basis.

The graphs below show the percentage of employees trained and the average training hours completed by gender and employee category during the year.

Training Profile by Gender



Training Profile by Employee Category



All employees who have successfully completed the probationary period are entitled to apply for a subsidy for part-time training courses outside the Group. To enhance the health and safety knowledge of our employees and prevent accidents from happening, we strongly encourage our employees to apply for relevant safety training courses provided by the Occupational Safety and Health Training Centre of the Labour Department of the Hong Kong Government.

Community Investment

The Group is committed to being a responsible corporate citizen, working constructively with our communities and other stakeholders. We have built an environmental education center for community groups to visit, aiming to help educate individuals of the local community about the importance of recycling. Our education center is constructed with recycled materials, emphasizing the importance of recycling and promoting environmental protection. Tours of our education center aim to expand visitors' knowledge particularly on paper, plastic, glass and WEEE recycling and the 3 'R's – Reduce, Reuse and Recycle.

We support volunteerism and provide opportunities for employee involvement both at work and in the community and encourage partnerships with stakeholders.





OUR ENVIRONMENT

Our core business of solid waste recycling demonstrates our commitment to the environment. We are committed to conducting our business in a manner that reduces the impact of our operations and efficient use of resources.

As an integrated waste management solutions provider, IWS strives to operate in a way that is environmentally sustainable, adhering to the high standards of environmental protection. We strive to minimize our carbon emissions through the efficient use of energy, implement waste minimization strategies to eliminate, reuse and recycle our wastes whenever possible. The Group has been complying with all applicable environmental regulations in Hong Kong, including but not limited to Waste Disposal Ordinance, Water Pollution Control Ordinance, Air Pollution Control Ordinance, etc. During the year, there were no significant fines and non-monetary sanctions for non-compliance with environmental laws and regulations.

Environmental Management

The Group has obtained ISO 14001:2004 certification for its environmental management system (“EMS”) to achieve continuous improvement in environmental performance. Aiming to streamline and align its environmental and quality management targets with its business objectives, the Group has integrated the ISO 9001:2008 quality management standard and the EMS into a single framework.

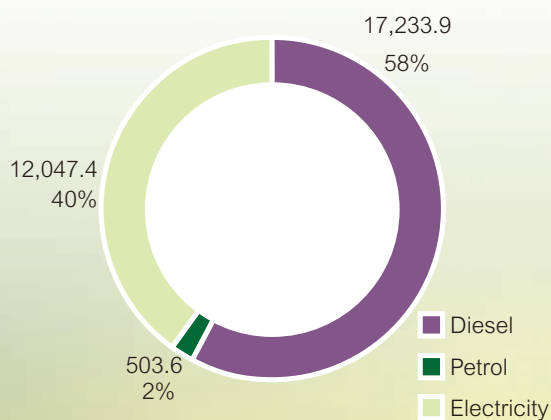
The EMS identifies aspects of the Company’s activities that may have significant impact on the environment. Targets are established and reviewed regularly at management review meetings to ensure validity. Procedures and processes are put in place to achieve these objectives. The department heads are responsible for ensuring that employees understand and follow the environmental policy. Various channels such as training, wall displays and copies of the environmental policy are distributed to employees to ensure the full execution of the policy.

Resources Consumption

Energy Usage

With the Group operating its logistics fleets to provide efficient waste collection services in Hong Kong, diesel consumption represents a major proportion of the composition of our energy use. During the year, the Group’s total direct energy consumption from the use of diesel and petrol was approximately 450,085 litres and 14,997 litres respectively. The total indirect energy consumption from the use of electricity was approximately 3.3 million kWh. The total energy consumption for the year was 29,784.9 gigajoules, with the consumption of diesel and purchased electricity representing 58% and 40% respectively.

**Group Energy Use By Type
(Gigajoule)**





OUR ENVIRONMENT

As the ongoing initiatives to conserve our energy consumption, all our vehicles are equipped with GPS tracking system to ensure optimal performance, aiming to manage the diesel consumption as much as possible by planning routes strategically. We also ensure all heating devices are controlled precisely for maintaining the required temperature to help reduce unnecessary energy consumption.

Water Usage

Our water is sourced from the main supply. The total water consumption of the Group was approximately 22,865 litres during the year. Self-closing taps with optimized timing are installed in lavatories and washrooms to help conserving water.

Use of Packaging Materials

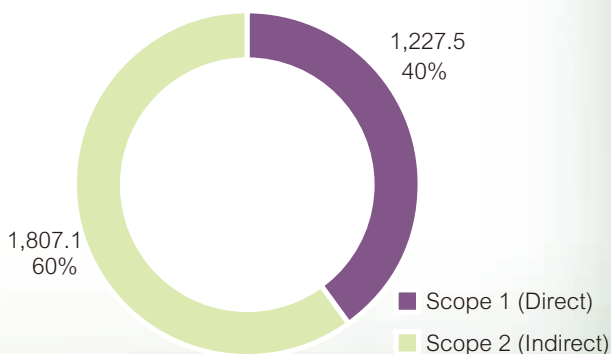
Packaging materials such as wires, canvas bags and plastic bags are used for CMDS and IWS ET businesses. For the canvas bags used in our CMDS service, we have changed the use of nylon bags to canvas bags with waterproof coating which makes them more durable.

During the year, a total of 249 tonnes of wires and 5,102 individual canvas bags were used.

Greenhouse Gas Emissions

The operational activities of the Company inevitably result in carbon emissions either directly from fuel consumed by our vehicles (Scope 1) or indirectly from purchased electricity (Scope 2). During the year, the carbon emission from scope 1 and scope 2 were 1,228 tonnes and 1,807 tonnes respectively, yielding the total carbon emission at about 3,035 tonnes.

GHG Emission (tCO₂e)



Waste Management

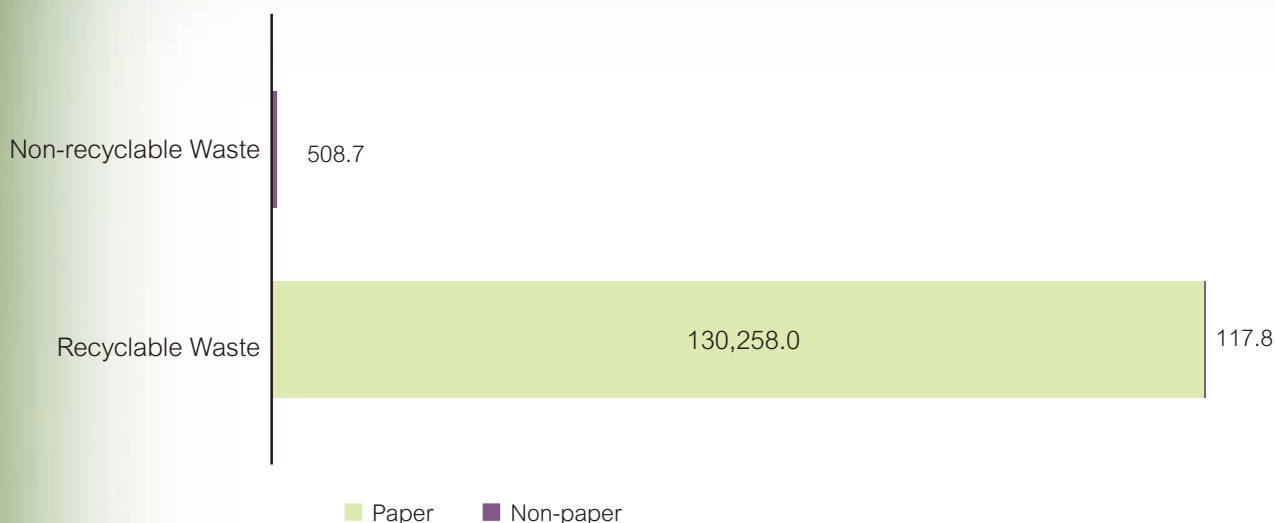
While the Group collects materials from the waste streams for recycling, however, some non-useable waste is unavoidable. During the year, the total amount of hazardous and non-hazardous waste produced was 200 litres and 130,885 tonnes, respectively. Of the non-hazardous waste produced, 99.6% of the waste was recycled, which mainly consisted of paper and plastic.





OUR ENVIRONMENT

Non-hazardous Waste (tonnes)



Waste oil is generated from the usage of forklifts in the form of consumption of diesel and is collected by accredited contractors. Responsible employee is required to complete a “trip-ticket” for monitoring the consignment of waste.

We are committed to reducing and recycling our waste as much as we can. To inculcate a culture of recycling among our employees, we have set up recycling bins inside our office. We also encourage our employees to utilize both sides of the paper.

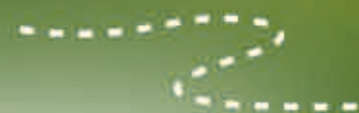
Demonstrate Environmental Stewardship

The Group's office building, Integrated Waste Solutions Building, is sustainably designed, aiming to lessen its impact on the environment through energy and resource efficiency.

Sustainable materials such as recycled products are used for most of the furniture and decoration in our building to conserve natural resources. Light wells and windows along the external wall of the building maximize day-light entering the building, increasing the use of natural lighting and ventilation which help reduce energy consumption for air-conditioning, ventilation and lighting in the building. Advocating the adoption of renewable energy, our building was installed with wind turbines and solar panels to provide energy to the education center.

Moreover, we have a green wall in the lobby, which lowers heat absorption and therefore reduces indoor temperature and energy consumption for air-conditioning. It also helps improve the air quality as vegetation is efficient in taking up air polluting substances.





PERFORMANCE DATA SUMMARY

		Unit	FY 2017
Workforce	Number of Employees		
	Total		194
	By Age		
	30 and under		32
	31 to 50		83
	51 and above		79
	By Gender		
	Male		144
	Female		50
	By Employee Function		
	Office Staff		53
	Workshop Staff		141
	By Education Profile		
	University or above		28
	Secondary or below		166
	Employee Turnover Rate by Age		
	Total	%	44.3
	By Age		
	30 and under	%	66.7
	31 to 50	%	54.2
	51 and above	%	23.4
	By Gender		
	Male	%	49.7
	Female	%	28.3

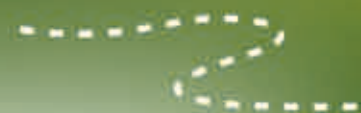




PERFORMANCE DATA SUMMARY

		Unit	FY 2017
	Employee New Hire Rate by Age		
	Total	%	36.8
	By Age		
	30 and under	%	60.6
	31 to 50	%	35.0
	51 and above	%	28.6
	By Gender		
	Male	%	39.6
	Female	%	28.3
	Average Employee Training Hours		
	By Gender		
	Male	Hours	1.85
	Female	Hours	0.31
	By Professional Profile		
	Office Staff	Hours	0.88
	Workshop Staff	Hours	1.73
	Percentage of Employees Trained		
	By Gender		
	Male	%	78.0
	Female	%	42.9
	By Professional Profile		
	Office Staff	%	39.2
	Workshop Staff	%	79.6





PERFORMANCE DATA SUMMARY

		Unit	FY 2017
Health and Safety	Lost Days due to Work-related Injury	Days	543
	Work-related Accident		11
	Work-related Accident Rate	%	5.67
	Work-related Fatalities		0
	Average Safety Training Hours	Hours	0.60
	Total Safety Training Person-times	Person-times	260
Environmental	Total Resources Consumption		
	Total Energy Consumption	GJ	29,784.9
	Electricity	kWh	3,346,494.7
	Petrol	Litres	14,997.1
	Diesel	Litres	450,084.6
	Water	Litres	22,865.0
	Greenhouse Gas Emissions		
	Total Emission	tCO ₂ e	3,034.6
	Scope I	tCO ₂ e	1,227.5
	Scope II	tCO ₂ e	1,807.1
	Waste Production		
	Non-hazardous Waste	Tonnes	130,884.5
	Hazardous Waste	Tonnes	200.0
	Use of Packaging Materials		
	Wire	Tonnes	249.1
	Canvas Bags	Bags	5,102.0

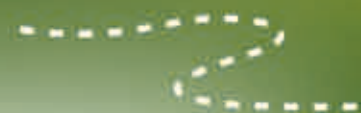




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KPIs	ESG Reporting Guide	Section/Remarks
A. Environmental		
Aspect A1	Emissions	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer, relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Our Environment
KPI A1.1	The types of emissions and the respective emissions data.	GHG Emissions
KPI A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	GHG Emissions
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Waste Management
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Waste Management
KPI A1.5	Description of measures to mitigate emissions and results achieved.	Demonstrate Environmental Stewardship
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	Waste Management
Aspect A2	Use of Resources	
General Disclosure	Policies on efficient use of resources including energy, water and other raw materials.	Our Environment
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Energy Usage
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Water Usage
KPI A2.3	Description of energy use efficiency initiatives and results achieved.	Energy Usage
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for the purpose, water usage efficiency initiatives and results achieved.	Water Usage





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KPI A2.5	Total packaging materials used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Use of Packaging Materials
Aspect A3	The Environment and Natural Resources	
General Disclosure	Policies on minimizing the issuers' significant impact on the environment and natural resources.	Our Environment
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Demonstrate Environmental Stewardship
B. Social		
Aspect B1	Employment	
General Disclosure	Information on: <ul style="list-style-type: none"> (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. 	Our People
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	Employee Composition
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Employee Composition
Aspect B2	Health and Safety	
General Disclosure	Information on: <ul style="list-style-type: none"> (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. 	Health and Safety
KPI B2.1	Number and rate of work-related fatalities.	There were no reported fatalities during the year
KPI B2.2	Lost days due to work injuries.	Health and Safety

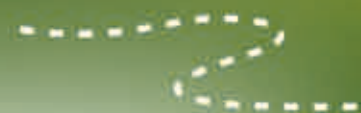




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KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	Health and Safety
Aspect B3	Development and Training	
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Development and Training
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Development and Training
KPI B3.2	The average training hours completed per employee by gender and employee category.	Development and Training
Aspect B4	Labour 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 preventing child or forced labour.	Our People
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Our People
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Our People
Aspect B5	Supply Chain Management	
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Supply Chain Management
KPI B5.1	Number of suppliers by geographical region.	Supply Chain Management
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Supply Chain Management
Aspect 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.	Quality Management
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Not Applicable





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KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Grievance Handling
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Protecting Customer's Privacy
KPI B6.4	Description of quality assurance process and recall procedures.	Grievance Handling
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Protecting Customer's Privacy

Aspect 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.	Anti-Corruption
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Anti-Corruption
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	Anti-Corruption

Aspect 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.	Community Investment
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community Investment
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Community Investment





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Group Holdings Limited
綜合環保集團有限公司

