



T S L 謝瑞麟

HONG KONG

謝瑞麟

不朽傳奇

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2016 / 2017

ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT

環境、社會及管治報告

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THE TSL | 謝瑞麟 FOUNDATION
TSL | 謝瑞麟基金

INTO A NEW DIMENSION

This Environmental, Social and Governance (“ESG”) Report of Tse Sui Luen Jewellery (International) Limited (the “Company”, together with its subsidiaries the “Group”) is prepared in accordance with the Environmental, Social and Governance Reporting Guide as set out in Appendix 27 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited. We have engaged an external consultant on the data collection and analysis of this ESG Report. More data and information has been disclosed for stakeholders to have a better understanding of our work as a socially responsible corporate citizen.

During the year ended 28 February 2017 (the “Year”), we have continued to give back to our people, environment and community with new initiatives in numerous areas and new achievements to celebrate our industriousness. We have extended our ESG efforts to cover most of the territories we operate in.

OUR PEOPLE

Our people are the most important assets of the Group and we make our best endeavours to ensure a fair, safe, caring and supportive environment for our staff to thrive and grow.

A Fair Workplace

We maintain stringent policies to ensure all decisions are made in relation to recruitment and selection, promotion, retention, performance and compensation evaluation of staff without regard to race, religious beliefs, gender, family or marital status, age, language, ethnicity, or place of origins. The Group does not engage in any forced or child labor.

The Company offers competitive remuneration packages including salary, allowances, and discretionary bonus, which are subject to annual review. The Group’s employee handbook sets out the working hours, rest breaks, holidays, leave entitlements and other fringe benefits as well as compensation and dismissal, recruitment and promotion, equal opportunities policies and complaints handling procedures in compliance with the relevant requirements, where applicable.

新視角

謝瑞麟珠寶(國際)有限公司(「本公司」，連同其附屬公司「本集團」)之環境、社會及管治(「環境、社會及管治」)報告乃根據香港聯合交易所有限公司證券上市規則附錄二十七所載之環境、社會及管治報告指引而編制。我們委任了一間外部顧問機構為本環境、社會及管治報告進行數據收集及分析，向持份者披露更多的數據和信息，旨在讓其更清楚了解我們作為一個企業公民對社會所履行之責任。

截至2017年2月28日止年度(「本年度」)，我們已在多個領域採取新措施繼續回饋我們的人才，環境及社區，而我們付出的辛勞亦相應取得新成就。我們更盡力於環境、社會及管治範疇上，覆蓋本集團經營之大部分地區。

我們的人才

我們的人才乃本集團最重要之資產。我們致力為僱員提供一個公正、安全的工作環境，並時刻關懷及支持員工，助其發揮所長。

公平公正的工作環境

本集團設有嚴謹的政策，確保就員工招聘和選拔、晉升、留任、表現及薪酬評估作決策時均不帶有種族、宗教信仰、性別、家庭或婚姻狀況、年齡、語言、族群性或原居地歧視。本集團沒有聘用任何強制傭工或兒童傭工。

本公司向員工提供具有競爭力的薪酬待遇，其中包括薪金、津貼及酌情花紅，皆根據年度評估而釐定。本集團員工守則根據有關適用的要求列明了工作時間，休息時間，假期、休假及其他福利，以及補償及解僱，招聘及晉升，平等機會政策和投訴處理程序。

Workforce composition by gender, employment type, age group and geographical region in Hong Kong, Macau, Malaysia and Mainland China

香港、澳門、馬來西亞及中國內地按性別，僱傭類別，年齡組別及地區劃分的僱員組合

(A) Breakdown by

GENDER

按性別

	Approximate % 概約%
Female 女性	85.00%
Male 男性	15.00%

(B) Breakdown by

EMPLOYMENT TYPE

按僱傭類別

	Approximate % 概約%
Full-time 全職	98.22%
Part-time 兼職	1.78%

(C) Breakdown by

AGE GROUP

按年齡組別

	Approximate % 概約%
Under 30 years old 30歲以下	34.24%
30 - 50 years old 30-50歲	61.01%
Over 50 years old 50歲以上	4.75%

(D) Breakdown by

GEOGRAPHICAL REGION

按地區

	Approximate % 概約%
Hong Kong 香港	23.16%
Macau 澳門	1.21%
Malaysia 馬來西亞	1.10%
Mainland China 中國	74.53%

A Caring Culture

This year we went an extra mile to show our care to our people by addressing their needs.

The Group fully understands the needs and benefits of breastfeeding to both our staff and their new-born family members. We have set up a designated and isolated area in our headquarters in Hong Kong in early 2016 for breastfeeding colleagues to use whenever necessary, and a similar facility was also set up in the Guangzhou office. The initiative was recognized by the Home Affairs Bureau and Family Council, which presented the Group with the Award for Breastfeeding Support and the 2015/16 Family-Friendly Employers Award. The Group also received the Award for Innovation, which acknowledges its flexible use of innovative ideas to implement family-friendly employment practices. Providing all Hong Kong and Macau employees with anniversary leaves since early 2015, the Group is one of the pioneering employers in Hong Kong to give its employees a one-day leave to celebrate their wedding or employment anniversaries.

充滿關懷的文化

年內，我們為關懷同事多走一步，以照顧他們所需。

本集團充分理解母乳餵哺對員工及其新生嬰兒的重要性及裨益。本集團於2016年初在香港總部設立了特定具私穩的空間，供母乳餵哺的員工在有需要時使用，並在廣州辦公室設立了類似的設施。此措施受到民政事務局及家庭議會的認可，向本集團頒發了「支持母乳餵哺獎」及「2015/16年度家庭友善僱主獎」。本集團亦榮獲「家庭友善創意獎」，認可其靈活運用創新觀念以實施有利於家庭生活的僱傭措施。本集團是其中一個首創的香港僱主，自2015年初以來為香港及澳門所有員工提供週年紀念假，讓員工在結婚或入職週年紀念日享有一天假期。



Staff volunteering team at a Sports Day of Heep Hong Society
於協康會所舉辦的運動日由員工組成的義工團隊



2015/16 Family-Friendly Employers Award
2015/16年度家庭友善僱主獎



Candy Making Class for staff and family members
員工及其家屬參與糖果製作班



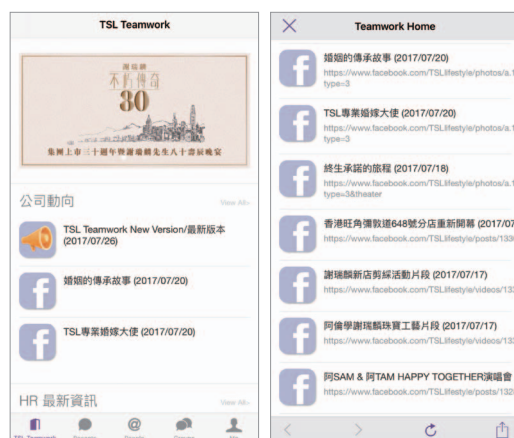
Annual Picnic of the Guangzhou Office
廣州員工年度野餐日

The Group continued to encourage staff-driven welfare activities across offices in different geographical locations. In Hong Kong, a staff volunteering team helped out at a Sports Day organized by Heep Hong Society for children with special needs, while another group of staff and their family members explored on candy making in a leisurely activity class. Our staff in the Guangzhou, Chongqing and Shanghai offices organized outings for colleagues and their families, while some keen athletes in the Company took weekly classes on yoga and badminton. Over 500 participants in the Group took part in the fun and relaxing staff activities during the Year.

The Group continues to commission Christian Family Service Centre as an external service provider in the Employee Assistance Program. Employees and their family members in Hong Kong can call or meet with counselors to deal with stress from work, family and personal issues. The Group also maintains a set of guidelines and procedures for grievances or complaints handling, which serves as a proper channel for employees to voice their concerns in the workplace.

Bringing Colleagues Closer Together

As the Group's workforce continues to grow in geographical span, it has become a challenge to keep all staff connected and informed about the Group's latest developments. As a result, the IT department came up with a mobile app solution called "Teamwork", which made its debut in December 2016 with an aim of facilitating communication across the Group. All employees can keep track of the latest news of the Group anytime, anywhere on their mobile devices, and they can also make use of the app as an instant messenger to connect with all colleagues within the Group. There were around 900 active users of the app as of February 2017 and this number is expected to further increase.



Screenshots of "Teamwork" mobile app
「Teamwork」手機應用程式之螢幕截圖

本集團一向鼓勵各地員工自發組織福利活動。香港的一組由員工組成的義工團隊於協康會所舉辦的運動日向有特殊需要的兒童提供協助，而另一組員工及其家屬則參與製作糖果的悠閒活動班。廣州、重慶及上海的員工為同事及其家屬組織了郊遊活動，而一些熱愛運動的員工則參加每週一次的瑜伽及羽毛球班。於本年度，本集團內逾500名員工參與了有益身心的員工活動。

本集團繼續委託基督教家庭服務中心作為獨立服務機構提供「僱員輔助計劃」。香港的員工及其家屬可透過電話熱線或面談輔導服務，舒緩來自工作、家庭及生活上的壓力。本集團亦維持一套處理不滿或投訴的指引及程序，給員工一個合適的渠道表達工作上的疑慮。

促進內部溝通

隨著本集團各地員工數目不斷擴大，讓員工之間保持即時聯繫及清楚本集團最新發展已成一大挑戰。因此，我們的資訊科技部研發了一個名為「Teamwork」的手機應用程式，該程式於2016年12月首次亮相，旨在促進整個集團內部的溝通。所有員工可隨時隨地在手機上獲悉本集團的最新消息，亦可利用該程式與本集團內的所有同事作即時通訊。截至2017年2月，約有900名員工使用該程式，預計使用數目將進一步增加。



Health and Safety

The Group provides medical and dental insurance, maternity leave and paternity leave in accordance with the Employment Ordinance, as well as mandatory provident fund, employee compensation and business travel insurance in Hong Kong. In compliance with the provisions under the local regulations in Mainland China, our employees are furnished with insurances in our operations in Mainland China with extra accident insurance cover. The Group is committed to maintaining a good occupational safe and healthy environment and has therefore established a set of occupational health and safety policies, manuals and guidelines. Implementation of such policies is monitored by regular meetings of a Health and Safety Committee, which was set up by the management. Fire drills and chemical disposal drills were organized and trainings such as first aid classes were arranged for colleagues in various job functions. During the Year, there were no work-related fatalities and lost days due to work injury were 221 man-days.

Building on a Reputable Training Program

TSL has been known in the industry for its training capabilities and quality service culture. During the Year, we have further reinforced our comprehensive training program in terms of the content and the format of presentation for employees. Over 48,000 hours of training were delivered to our staff in Hong Kong, Macau and Mainland China during the Year, representing 33% increase as compared with that of last year. The number of participants who received training in these areas was over 6,000. On top of the structured training framework that aims at equipping our employees with basic product and service knowledge as well as advanced managerial techniques, the Group also provided training with specific focuses to suit the current needs of the market, the Group and the employees themselves.

In Hong Kong, a Talent Development Program spanning over 1.5 years was newly introduced for assistant supervisors or above as part of the succession planning to prepare for the Group's expansion. Being a pioneer in the industry to offer value-adding "wedding ambassador" services to customers, the Group has fostered its wedding training to frontline colleagues to cater for the wedding pop-up corner in the Group's flagship store at Park Lane, Tsim Sha Tsui, so that more experienced "wedding ambassadors" will be able to give professional one-stop service and suggestions on the mix-and-match of jewellery and wedding gowns on display.

健康與安全

本集團根據僱傭條例向香港員工提供醫療及牙科保險，產假及侍產假，以及強制性公積金，僱員補償及商務旅遊保險。為符合中國當地法規的規定，中國內地的員工享有相關保險，並有額外意外保險的保障。本集團致力維持良好的職業安全及健康環境，因而制定了一套職業健康及安全政策、手冊及指引。由管理層成立的健康及安全委員會透過定期會議來監督該等政策的實施。本集團為不同崗位的員工安排火警演習及化學物品意外事故演習，並提供急救班培訓。於本年度，集團沒有因工死亡個案，工傷事故引致的總傷病天數則為221個工作日。

享負盛名的培訓計劃

本集團的員工培訓及優質服務文化在業界一直享負盛名。於本年度，我們就表達內容及方式進一步加強員工綜合培訓計劃。期內，香港、澳門及中國內地的員工接受超過48,000小時的培訓，較去年增長33%。當中接受培訓的員工人數超過6,000人。除了在已建構的培訓系統下為員工提供基本產品與服務知識以及人事管理技巧之外，本集團亦提供專門針對目前市場、本集團及員工自身需求的特定培訓。

我們在香港為助理主管或以上的員工展開為期超過1.5年的人才發展計劃作為傳承計劃的一部分，為本集團的擴張作準備。本集團為業界內向顧客提供「婚慶大使」服務的先驅，因而加強對前線員工的婚慶服務培訓，以配合本集團旗下位於尖沙咀柏麗大道的旗艦店設立的婚嫁專櫃，使更多有經驗的「婚慶大使」提供專業的一站式服務和建議，展示珠寶首飾與婚紗的配襯。



2016 Service Retailers of the Year — Gold Award organized by Hong Kong Retail Management Association
香港零售管理協會頒發的2016年最佳服務零售商大獎 — 金獎

The concerted efforts of the Group's training team and frontline staff have once again bagged numerous prestigious industry awards during the Year. The Group was winners of 2016 Service Retailers of the Year — Gold Award and 2016 Service Retailers of the Year — Watch & Jewellery Category Award in the Mystery Shoppers Program organized by Hong Kong Retail Management Association (HKRMA). Other service awards received comprized Junior Frontline Level (Individual Award Winner) — Watch & Jewellery Category and Best Service Outlets Certificates of Merit of the 2016 Service & Courtesy Award organized by HKRMA, and the Total Service Assurance Regime — Quality Service Scheme Top Award 2016 (Watch & Jewellery, Optical and Gifts Category) organized by MTR Corporation Limited.

憑藉本集團的培訓隊伍及前線員工的共同努力，於本年度再次囊括多個知名的行業獎項。本集團榮獲香港零售管理協會2016年最佳服務零售商大獎之金獎及2016年神秘顧客計劃最佳服務零售商（鐘錶及珠寶店組別）。其他服務獎項包括香港零售管理協會頒發之2016年傑出服務獎「個人獎項得獎者 — 基層級別（鐘錶及珠寶店組別）」及「傑出服務店舖 — 優異獎」，以及獲香港鐵路有限公司頒發「2016年全面優質顧客服務計劃（鐘錶及珠寶，眼鏡及禮品類別）大獎」。



Screenshots of the Mobile Learning Platform for employees in Mainland China
中國內地員工流動學習平台之螢幕截圖



Area Manager Elite Training Camp
區域經理精英訓練營



Training for frontline colleagues in Malaysia
馬來西亞前線員工的培訓

In Mainland China where the Group's growth engine is, it reinforced the culture of quality service among its expanding work force by introducing Total Service & Sales Management (TSSM) across different levels of staff in various geographical locations during the Year. The Group also spearheaded to organize an Area Manager Elite Training Camp, a year-long comprehensive managerial training program outlining the challenges ahead arising from the Group's rapid expansion in the territory for outstanding regional managers and operation managers. On the other hand, the Mainland China training team launched a mobile learning platform for the staff in Mainland China, where they can take tailor-made orientation courses, which are commensurate with their natures of works. Newcomers are required to take the examinations on this platform as an important evaluation for passing probation. Likewise in Malaysia, a series of customized training was kicked off for entry and supervisory levels of frontline staff as the Group plans to further penetrate into the market. 18 staff has received training with over 220 training hours in November 2016.

中國內地是本集團主要業務增長的火車頭。於本年度，本集團於中國不同區域向不同職級的員工推出全面服務與銷售提升計劃，以加強其不斷擴大的員工隊伍中優質服務的文化。本集團亦率先組織區域經理精英訓練營，一個為期一年的全面管理培訓計劃，藉此向傑出的區域經理及營運經理概述本集團因區域迅速擴張所面對的挑戰。另一方面，中國內地培訓組為內地員工推出一個流動學習平台，員工可因應其工作性質選取合適的迎新課程。初入職者必須於此平台進行考試，作為通過試用期的重要評估。同樣地我們在馬來西亞已向初級及主管級前線員工展開一系列的定制培訓，配合本集團計劃進一步打入市場。於2016年11月，我們已有18名員工接受了220多個小時的培訓。

OUR OPERATING PRACTICES

The Group strives to be an ethical, responsible and trustworthy corporation in all respects by means of improving its standard of operating practices.

Supply Chain Management

The Group is committed to joining hands with various stakeholders along its supply chain to improve the performance and its sustainability. Through ongoing communications with them, we have emphasized the significance of business conduct and integrity. As such, we carefully select suppliers which have complied with all the applicable laws and regulations. We also engage qualified contractors to process waste generated from our Panyu factory operations to minimize the respective environmental impact.

Product Responsibility

As a reputable jewellery manufacturer and retailer, the Group's products and services are well recognized by industry standards and relevant governing bodies. The accreditations include: "Quality Gold Mark Scheme" and "Natural Fei Cui Quality Mark" of the Hong Kong Jewellers' & Goldsmiths' Association, and "Natural Diamond Quality Assurance" and "Integrity Pledge" of the Diamond Federation of Hong Kong and "No Fakes Pledge" of the Intellectual Property Department of Hong Kong. Having been a member of the HKRMA to promote quality service for more than 20 years, the Group also has its services acknowledged by Quality Tourism Scheme (QTS) of the Quality Tourism Services Association.

To ensure our product and service quality, we collect customers' feedback via designated customer service hotlines, email addresses and social media platforms. Our customer service teams in Hong Kong and the Mainland China provide regular reports of enquiries, complaints and comments for the senior management team and regional frontline managers to review so as to improve on our stores' daily operating practices. As the Group's e-business continues to expand, a separate telephone hotline has been set up to better serve customers with experience of shopping on the e-business platforms.

We protect our brand names and products by applying for trademarks and designs registrations in different jurisdictions. We will keep on monitoring to safeguard our registered trademarks or designs from any infringement.



我們的工作慣例

本集團致力提高經營實務水平，旨在成為一間有道德操守，負責任及值得信賴的企業。

供應鏈管理

本集團致力與供應鏈的各持份者攜手合作，提高業績及可持續性。我們透過與他們密切的溝通，強調企業行為及誠信的重要性。據此，我們嚴謹挑選符合所有適用法律及法規的供應商。我們亦聘用合資格的承包商負責處理番禺工廠運作時所產生的危險廢棄物，以減少對環境的影響。

產品責任

作為知名的珠寶製造商及零售商，本集團的產品及服務獲行業標準及相關管理機構的認可，包括獲頒授香港珠寶玉器金銀首飾業商會的「優質足金標誌」及「天然翡翠標誌」，以及香港鑽石總會的「天然鑽石品質保證」及「誠信保證」標誌，同時獲得香港知識產權署推行的「正版正貨」計劃認可。本集團成為香港零售管理協會的會員以推廣優質服務超過20年，我們的服務水平亦獲優質旅遊服務協會轄下優質旅遊服務(QTS)計劃認可。

為了確保我們的產品及服務品質，我們透過專設客戶服務熱線、電郵地址及社交平台收集顧客反饋。我們於香港及中國內地的顧客服務部定期向管理層及區域前線經理提供顧客查詢、投訴及意見報告，以改善我們店鋪的日常運作。隨著本集團的電子商務不斷擴大，我們已設立一條獨立的電話熱線，為透過電子商務平台購物的顧客提供更佳服務。

為維護旗下的品牌及產品，我們於不同地區註冊商標及外觀設計。我們將繼續監察，確保已註冊的商標及外觀設計不受侵犯。

Responsibility on Customer Data Handling

With increasing concerns on data privacy, the Group maintains stringent guidelines on the handling of customer data. Our Privacy Data Protection Policy is printed on membership application forms for all customers' information. The completed forms are then stored in locked areas, while passwords are set to the locked data files to avoid data leakage. All vendors are required to sign a data privacy agreement before handling our customers' data, and vendors assigned for destroying expired application forms have obtained certificates of ISO 9001, ISO 14001 and ISO 27001 to ensure that all private data is handled according to government regulations and guidelines.

Anti-corruption

All employees of the Group are required to abide by the Code of Conduct with provisions prohibiting solicitation and acceptance of advantages that breaches would result in disciplinary action. Regular reminders are sent to employees and they are also required to notify business partners, suppliers and contractors on the policy. The Group also maintains a set of whistle-blowing procedures and regularly reviews the effectiveness of the internal control systems. No legal cases regarding corrupt practices have been brought against the Group were reported during the Year.

OUR ENVIRONMENT

This year, we continued to be awarded the "Green Office Awards Labelling Scheme (GOALS)" by the World Green Organization ("WGO") and is named a "Better World Company" of the United Nations Sustainable Development Goals for our efforts to go green in nine stipulated aspects of operations in our headquarters in Hong Kong including energy savings, water savings and waste reduction. The Group also abides by the Charter on External Lighting launched by the Environment Bureau of Hong Kong and commits to switching off external lighting installations during preset times at the headquarters and numerous retail outlets to reduce electricity consumption and minimize light pollution.



處理客戶資料之責任

隨著對個人資料私隱的關注提高，本集團在處理客戶資料時保持嚴謹的準則。會員申請表格上載有我們的保護個人資料私隱政策供所有顧客參考。載有會員資料的表格會一律鎖起，電腦上載有會員資料的文件則設有密碼以免洩漏。所有服務供應商在處理客戶資料前必須簽署一份個人資料私隱協議，而獲配銷毀過期申請表格的供應商已獲得 ISO 9001、ISO 14001 及 ISO 27001 證書，以確保所有私人資料均按照政府法規及準則處理。

反貪污

本集團所有員工必須嚴守行為守則，禁止職員索取或接受不正當利益，而有違反者將受到紀律處分。我們定期提醒員工反貪污的政策，亦要求僱員明確通知有生意往來的同業、供應商及承辦商有關政策。本集團亦頒佈相關舉報程序，並定期對內部控制系統的成效進行持續檢討。於本年度，本集團並無涉及任何貪污經營手法的法律案件。

我們的環境

今年，我們再度獲頒世界綠色組織「綠色辦公室獎勵計劃」的企業成員，並獲授聯合國可持續發展目標的「環球愛心企業」標誌，以表揚本集團香港總部辦公室在九個指定營運範疇推動「變綠」，包括節約能源、節約用水及減廢的措施。本集團亦遵守由香港環境局推出的《戶外燈光約章》，承諾在預調時間內於總部辦公室及多個零售店舖關掉對戶外環境有影響的燈飾，減少用电量及光污染。

Greener Stores and Workplace

Over 70% of our stores in Hong Kong, Macau, Malaysia and Mainland China have installed LED lights for reducing electricity consumption. In the headquarters and showrooms in Hong Kong, working areas have been rezoned and operations have been streamlined for smarter use of air-conditioning and lighting. Employees are regularly reminded of energy saving measures and habits, including using energy-saving mode as much as possible on electronic appliances and switching off monitors during lunch hours. With the joint efforts of all staff, electricity consumption and the equivalent greenhouse gas emissions at the headquarters recorded a 11% drop as compared to the financial year of 2015/16.

Electricity Consumption and Greenhouse Gas Emissions at the Hong Kong Headquarters (Office and Showrooms)

Electricity Consumption (kWh) 電力消耗(千瓦·以每小時計)	2,737,438	2,425,350
Greenhouse Gas Emissions (Tonnes CO ₂ e) 溫室氣體排放量(二氧化碳當量·以公噸計)	1,916.21	1,697.75

Saving on Paper Consumption and Advocating Recycling

During the Year, printers in our retail stores in Hong Kong are managed and monitored to record the actual number of copies made by staff. This helped prevent unnecessary printing and copies so as to reduce paper consumption. A new office automation system was launched for the Group's operations in Mainland China, which helps streamline operating procedures and reduce manual labor and use of paper. The Group utilizes electronic workflows such as e-leaves, e-pay slips and online purchase approval processes and have adopted new measures to cut paper use in its daily operations. With all these measures in place, total consumption of paper in our Hong Kong headquarters recorded a 27% year-on-year drop.

綠化商店及工作場所

香港、澳門、馬來西亞及中國內地超過70%的店舖已安裝LED燈，以減少用電量。我們在香港總部辦公室及展銷廳已重整工作區域及精簡運作，大大節省空調及燈光的使用。我們經常提醒員工節能的措施及習慣，包括使用電器時盡量調較至節能模式及於午飯時間關掉電腦屏幕。有賴全體員工的共同努力，總部辦公室的電力消耗及相應的溫室氣體排放量較2015/16財政年度下降11%。

香港總部電力消耗及溫室氣體排放量(辦公室及展銷廳)

減少用紙量及倡導回收再用

於本年度，我們對香港零售店舖內的打印機進行管理及監察員工的實際影印數量紀錄，有助防止不必要的打印及影印以減少用紙量。本集團於中國內地推出一個全新的辦公室自動化系統，有助簡化操作程序及減少人力和紙張用量。本集團要求員工善用電子系統處理假期、繳付賬單、物資採購的申請及批核，並於日常運作中採取新措施減少紙張用量。藉著實行該等措施，香港總部的紙張總使用量按年下降27%。

The Group's Annual Report is printed on paper from responsibly managed forests, while marketing materials and paper cups are produced from recycled paper wherever possible. The Group's headquarters have participated in the Paper Towel Saving Campaign organized by WGO to commit to reduce 10% of paper towel consumption. At the same time, most disposable utensils have been replaced by reusable ones in the pantry. To reduce wastage, computers or electronic devices which were written off were collected by recycling companies.

OUR COMMUNITY

The Company was once again awarded the Caring Company Logo and its wholly-owned subsidiary TSL Jewellery (H.K.) Co. Limited was awarded 5 Years Plus Caring Company Logo.

The Group continued to raise donations for UNICEF Hong Kong through the "Your Little Their Mickle" campaign. Through the collection of spare change from jewellery purchases and selling a number of charity sale items in Hong Kong stores, the Group helped raise funds for improving water and hygiene at schools and households in rural areas in China. The Group also supported Po Leung Kuk by sponsoring its Chinese New Year Charity Walk and sending a volunteering team to take part in the meaningful event.



本集團之年報以來自負責任管理森林的紙張印刷，而我們亦儘量以循環再造紙印製宣傳物料及紙杯。本集團總部參與了世界綠色組織的減少使用抹手紙約章，承諾減少10%的抹手紙用量。同時，員工茶水間內大多數一次性用具已被可重複使用的用具取替。為了減少浪費，回收公司亦收集在會計賬面上已註銷的電腦或電子設備。

我們的社區

本公司再次獲頒「商界展關懷」標誌，而集團旗下的全資附屬公司謝瑞麟珠寶(香港)有限公司再次榮獲「5年Plus 商界展關懷」標誌。

本集團繼續透過「聚沙成金」活動為聯合國兒童基金香港委員會籌款。本集團透過收集顧客於任何香港分店消費時捐出買賣首飾的零錢及出售義賣物品所得的收益，協助改善中國農村貧困地區的學校與家庭的水與環境衛生工作而籌款。本集團除了贊助保良局新春行大運慈善步行之外，亦組成一支慈善步行隊伍參與是次極具意義的步行活動。

The Group supports social enterprises in numerous ways. Our moon cakes for staff to celebrate the Mid-Autumn Festival was produced by La Vie, a bakery set up by local charitable organization, Caritas Hong Kong, to create job opportunities for people with physical disabilities. Moon cakes in excess were then donated to the elderly in need through the assistance of Ripples Charity Foundation.

Giving Back to the Trade

Our senior management continue to contribute to the betterment of the trade. Mrs. Annie Yau Tse, chairman and chief executive officer of the Group serves as a member of the Jewellery Industry Training Advisory Committee (ITAC) from 2016 to 2018 to facilitate the development of the qualifications and standards of education in the jewellery industry. She is also an elected member of the Quality Tourism Services Association (“QTSA”) Governing Council (Retailer Category) for 2015–2017, contributing to promoting quality tourism services and enhancing members’ service quality and standards. During the Year, Mrs. Tse was elected a committee member of the Executive Committee 2016–2018 of the HKRMA to help raise the status and professionalism of retailing.

本集團透過不同方式支持社會企業。為慶祝中秋節而贈送予員工的月餅則由「明愛天糧包餅工房」生產，一間由本地慈善機構香港明愛成立的餅店，為殘疾人士提供就業機會。我們更透過漪漣慈善基金的協助，將額外的月餅捐贈予有需要的長者。

回饋行業

我們的管理層繼續為改善貿易作出貢獻。本集團主席及行政總裁謝邱安儀女士獲委任為珠寶業行業培訓諮詢委員會委員，任期由2016年至2018年，以促進業內專業資格及標準之發展。她同時亦被推舉為優質旅遊服務協會（「QTSA」）執行委員會（零售界別）2015年至2017年的選任委員，為推動優質旅遊服務及提升業界會員服務質素和標準出一分力。於本年度，謝太當選為香港零售管理協會執委會2016–2018年度委員會成員，以提高零售業的地位及專業水準。



Donation of moon cakes by Ripples Charity Foundation
由漪漣慈善基金協助捐贈月餅



Chinese New Year Charity Walk organized by Po Leung Kuk
保良局舉辦的新春行大運慈善步行

THE TSL | 謝瑞麟 FOUNDATION

Founded and supported by the Group, The TSL | 謝瑞麟 Foundation is committed to supporting the sustainable growth of jewellery and other creative industries. The TSL | 謝瑞麟 Foundation once again supported the education sector to inspire creativity in the new generation and sponsored the Mini 4D Model Car Racing organized by La Salle Primary School for the second year, and the TSL | 謝瑞麟 sponsorship awarded an outstanding student of the School of Modern Languages and Cultures of the University of Hong Kong for her innovative ideas in her final year project.

Apart from sponsorships, we also made good use of our expertise and experience to nurture innovation in our youngsters. A TSL senior management member was among the panel of judges to give insights to undergraduate participants of the Joint-University Business Management Challenge who presented their innovative ideas for the TSL business case. A two-month internship program was offered to students from the Institution of Vocational Education (IVE) for them to gain a business perspective to their jewellery design studies.

We also acted as a window for overseas students to get to know about the Hong Kong jewellery industry. A group of students from School of Design, SCAD from the United States visited our headquarters and toured our jewellery workshop and showrooms to learn about the operations of a Hong Kong jewellery manufacturer. Mrs. Annie Yau Tse, chairman and chief executive officer of the Group, was invited to share the challenges she faced as an entrepreneur in the jewellery industry with a number of Brazilian students visiting the Business School of the University of Science and Technology of Hong Kong.

Apart from the tertiary sector, Mrs. Tse also shared her experience as a female leader in managing a family business with industry veterans as an honorable speaker on the Legacy Conference 2016 organized by the Legacy Academy.

TSL | 謝瑞麟基金

由本集團成立及支持的TSL | 謝瑞麟基金致力於支持珠寶及其他創意產業的可持續發展。TSL | 謝瑞麟基金再次與教育界合作，啟發下一代的創意。TSL | 謝瑞麟基金已是第二年贊助由喇沙小學舉辦的「全港學界迷你四驅車大賽」。TSL | 謝瑞麟獎學金嘉許了香港大學現代語言及文化學院一位傑出的應屆畢業生，以表揚其在畢業論文中的創新意念。

除了贊助以外，我們還充分利用我們的專業知識及經驗，培養青少年的創新意念。於大專聯校商業管理挑戰賽中，本集團一名管理層成員代表評審團向為本集團業務案例提供創新意念的本科生參賽者分享見解。我們向香港專業教育學院的學生提供了為期兩個月的實習計劃，讓他們從珠寶設計學習中獲得商業視野。

我們同時築起令海外學生了解香港珠寶業的橋樑。來自美國SCAD設計學院的一群學生參觀了我們的總部、珠寶工作坊及展銷廳，了解一間香港珠寶製造商的運作情況。本集團主席及行政總裁謝邱安儀女士獲邀向到訪香港科技大學商學院的一班巴西學生，分享她身為一名珠寶業企業家所面臨的挑戰。

除教育界外，謝太亦獲邀在傳承學院舉辦的「傳承論壇2016」上以榮譽演講嘉賓的身份，向業界翹楚分享其身為一名女性領袖，管理家族企業的經驗。



Sponsoring the Mini 4D Model Car Racing organized by La Salle Primary School
贊助由喇沙小學舉辦的「全港學界迷你四驅車大賽」



Mrs. Annie Tse's sharing with Brazilian students at the University of Science and Technology in Hong Kong
謝邱安儀女士向到訪香港科技大學商學院的一班巴西學生分享



Mrs. Annie Tse as honorable speaker at the Legacy Conference 2016
謝邱安儀女士以榮譽演講嘉賓的身份出席「傳承論壇 2016」



A group of 12 jewellery design undergraduates from the Savannah College of Art and Design (SCAD) in the United States visit the Group's headquarters in Hung Hom
美國 SCAD 珠寶設計課程本科生一行十二人到訪集團紅磡總部



T S L | 謝瑞麟

HONG KONG