



美瑞健康国际产业集团

Meilleure Health International Industry Group

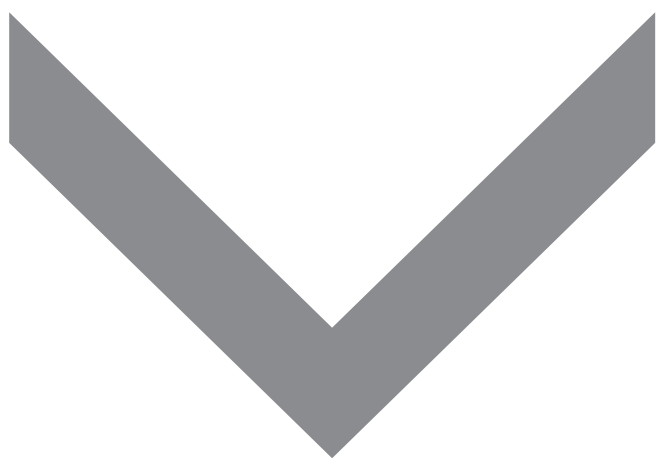
Meilleure Health International Industry Group Limited

美瑞健康國際產業集團有限公司

(Incorporated in Bermuda with limited liability)

(於百慕達註冊成立之有限公司)

(Stock Code 股份代號 : 2327)



一份 **专注** 两倍 **用心** 三倍 **高效**

十重 **保障** 百倍 **体验** 终身 **受益**

美瑞健康 — — 精准健康管理

2017

Environmental, Social &
Governance Report

環境、社會及管治報告

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ENVIRONMENT, SOCIAL & GOVERNANCE REPORT

環境、社會及管治報告

This is our second Environmental, Social & Governance (“ESG”) Report of Meilleure Health International Industry Group Limited (“Meilleure Health”, “We” or the “Company”) and its subsidiaries (the “Group”) covering the reporting period from 1 January 2017 to 31 December 2017 (“FY 2017”). The report has been prepared in accordance with and is fully complied with the “Comply and Explain” provisions in Appendix 27 — Environmental, Social and Governance Reporting Guide from the Hong Kong Exchanges and Clearing Limited (“HKEx”). This report has been reviewed and approved by our board of directors.

The reporting scope covers our Group’s office in Hong Kong, the clinical service centre under our subsidiary — La Clinique de Paris International Ltd, as well as the offices under our subsidiaries — Nanjing Tuoyu Property Management Co. Limited and Wuhu Meilleure Health Management Limited in the PRC.

Although we are at the initial phase of the journey in reporting our sustainability performance, we have made significant progress during FY2017 by disclosing environmental key performance indicators (“KPI”) in this report. We are on the track of refining our sustainability practices and constructing relevant policies to achieve better ESG performance for the Group. In the coming ESG Reports, we hope to share with our stakeholders more about our achievements that we may make in future.

本報告為美瑞健康國際產業集團有限公司（「美瑞健康」、「我們」或「本公司」）及其附屬公司（「本集團」）之第二份環境、社會及管治（「環境、社會及管治」）報告，涵蓋二零一七年一月一日至二零一七年十二月三十一日（「二零一七年財政年度」）報告期間。本報告乃根據且全面遵守香港交易及結算有限公司（「香港交易所」）附錄二十七 — 環境、社會及管治報告指引之「不遵守就解釋」條文編製。本報告已經董事會審閱及批准。

報告範圍涵蓋本集團於香港之辦事處、附屬公司 La Clinique de Paris International Ltd 旗下之診所服務中心以及附屬公司南京拓宇置業管理有限公司及蕪湖美瑞健康管理有限公司旗下位於中國之辦事處。

儘管我們正處於報告可持續發展表現之初步階段，但我們於二零一七年財政年度已透過於本報告披露環境關鍵績效指標（「關鍵績效指標」）取得重大進展。我們正完善可持續發展常規並制定相關政策以令本集團達致更佳之環境、社會及管治表現。於本環境、社會及管治報告，我們謹此與持份者分享更多我們於未來可能實現之成果。

STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

持份者參與及重要性評估

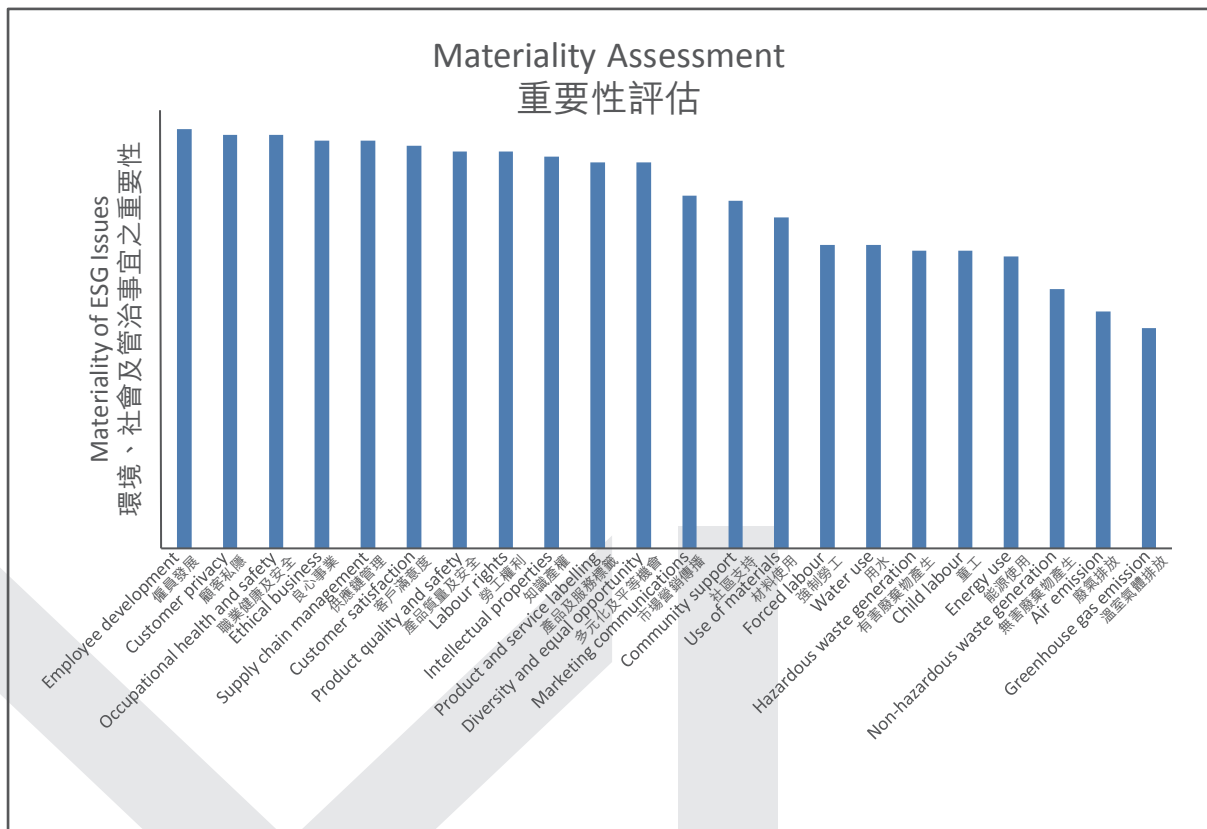


Stakeholder engagement is a critical process for us to understand and identify the most important ESG issues in our operations. Various stakeholders, including our board of director, top-level management people, our employees, and government bodies and regulators, have been engaged to complete an online questionnaire, and to rate the importance and relevance of twenty two ESG topics.

對我們而言，持份者參與乃了解及識別我們於營運中最重要之環境、社會及管治事宜之關鍵一環。不同持份者(包括董事會、高級管理層、僱員、政府機關及規管機構)已獲邀填寫一份在線問卷，並對二十二項環境、社會及管治議題之重要性及相關性評分。

Based on the opinion from the stakeholder engagement, the following materiality assessment results have been formulated:

根據持份者參與之意見，我們已得出下列重要性評估之結果：





STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT 持份者參與及重要性評估

The materiality assessment helps us determine and prioritise the materials ESG aspects, which will be helpful to formulate the upcoming sustainability approaches. From the results of the materiality assessment, the identified most material ESG issues are:

- Focusing on development of our employees;
- Safeguarding customer privacy;
- Protecting the occupational health and safety of our employees;
- Doing business in an ethical way; and
- Managing our supply chain.

Putting the results in mind, we will strive for continuous improvement in our sustainability performance and meeting the expectations of our stakeholders. The details of our efforts in FY 2017 are presented in the later sections.

重要性評估有助我們決定重大環境、社會及管治層面並對其優先排序，此舉有助日後制定可持續發展方法。根據重要性評估之結果，我們已識別最重大之環境、社會及管治事宜為：

- 著重僱員之發展；
- 保障客戶之隱私；
- 保障僱員之職業健康及安全；
- 以符合道德之方法經營業務；及
- 管理我們之供應鏈。

我們着重有關結果，並將致力持續提升可持續發展表現及達致持份者之預期。有關我們於二零一七年財政年度所作之努力乃呈列於較後章節。

VALUING OUR PEOPLE

重視員工



Talents are people who we greatly value. In Meilleure Health, our human resource policies emphasize on offering pleasant employment conditions and providing continuous development opportunities to our employees.

EMPLOYMENT CONDITIONS

The employment package we provide is ensured to meet the legal standards and in line with prevailing market practice in which the operations are located, namely the PRC and Hong Kong, on aspects including compensation and dismissal, working hours, rest periods and welfare and benefits, as laid down in our Employee Handbook (for Hong Kong) and our Human Resources Management System (for PRC). In addition to the benefits as required by the laws and regulations, we provide additional benefits for employees, such as purchase discounts on our health products, education subsidies and travel benefits.

According to our Employee Handbook, we conduct performance-based appraisal regularly after probation, transfer, promotion and annual salary review for our staff to help our colleagues continuously improve their job performance and their career development. For our employees in the PRC, according to our Human Resources Management System, a performance appraisal is carried out on a monthly and half-yearly basis in general or where appropriate against staff members' occupational morals, individual merits, labour discipline, work attitude, work ability, work standard, performance and contribution. If employees are found not performing up to the expected standards, they will be reminded and improvements are required. Dismissal will occur when there is disobedience of fraud or dishonesty, serious breaching of the rules and regulations of the Company, as well as unsatisfactory work performance.

During FY 2017, we confirm that there were no breaches with relevant national labour laws and regulations that had a significant impact on the Group relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare or preventing child and forced labour.

我們非常重視人才。在美瑞健康，我們人力資源政策著重於為僱員提供良好之僱傭條件，並向其提供持續發展之機會。

僱傭條件

誠如僱員手冊(就香港而言)及人力資源管理系統(就中國而言)所訂明者，我們確保所提供之僱傭待遇於薪酬及解僱、工作時數、假期、福利及待遇等層面符合法律標準，並與業務所在地之現行市場慣例相符。除法律法規所規定之福利外，我們亦為僱員提供額外福利，例如可以優惠價格購買保健產品、進修補貼及旅遊津貼。

根據我們僱員手冊，我們於試用期、調職及晉升後定期進行表現評核並每年進行薪酬檢討，以令同事不斷提升工作表現及職業發展。對於我們中國僱員而言，根據人力資源管理系統，我們通常每月及每半年或在適當情況下就員工之職業道德、個人道德、勞動紀律、工作態度、工作能力以及工作準則、表現及貢獻進行績效評核。倘僱員被發現其表現並無達致預期標準，其將受到提醒並須作出改善。倘出現詐騙或不誠實行為、重大違反本公司規則及規定或工作表現欠佳之情況，我們則會解僱該名員工。

於二零一七年財政年度，我們確認概無違反對本集團產生重大影響之有關薪酬及解僱、委聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利或防止童工及強制勞工之相關國際勞工法例及法規。



VALUING OUR PEOPLE 重視員工

A healthy and safe working environment can promote better efficiency and effectiveness at work. Although the nature of our operations does not involve high occupational health and safety risk, we encourage employees to report on any unsafe working conditions for improvement according to the human resource management policies. Medical insurance is also provided to protect our employees through covering medical expenses such as outpatient and hospitalization.

During FY 2017, we confirm that there was no non-compliance with laws and regulations that had a significant impact on the Group relating to occupational health and safety.

COMMUNICATION AND RELATION

We care about the opinion of our employees. Employees are encouraged to submit new ideas and suggestions on the Company's activities, particularly on safety matters, efficiency improvement, cost reduction, quality improvement or general improvement of the Company's public image, and team spirit. In case of any grievance, we encourage employees to discuss with their immediate supervisors and if it cannot be resolved, they should seek advice from senior management for further conciliation.

DEVELOPMENT AND TRAINING

Providing training and development opportunity to employees are beneficial to both the employees and the Group. In our PRC business, in line with the development goals, we have implemented a Training Management System to improve staff members' ability (i.e. knowledge and skills) and performance at work to develop our employees' potential, to enhance their understanding of corporate culture, and to establish good interpersonal relationship among staff. Every year, the Human Resources Department will identify the training needs of our staff, develop appropriate annual training plan, deliver the training by means of in-house or external trainings, and review the effectiveness of the training. In line with our human resource management policies, different types of training are provided to employees based on their ability, job natures and passion. For newly-hired employees, we provide comprehensive orientation training for them

健康安全之工作環境可提高工作效率及效益。儘管我們營運性質並無涉及高職業健康及安全風險，我們仍鼓勵僱員根據人力資源管理政策舉報任何不安全之工作情況以作出改善。我們亦提供醫療保險，透過支付門診及住院費等醫療費用，為我們僱員提供保障。

於二零一七年財政年度，我們確認概無違反對本集團產生重大影響之有關職業健康及安全之法律法規。

溝通及關係

我們重視僱員之意見。我們鼓勵僱員對本公司之活動提出新想法及建議，尤其是安全事宜、提升效率、節省成本、提高品質或整體提升本公司之公眾形象以及團隊精神。倘發現任何委屈，我們鼓勵僱員與其直屬上司進行討論，而倘無法解決，彼等應諮詢高級管理層之意見，以作進一步調解。

發展及培訓

向僱員提供培訓及發展機遇對僱員及本集團均屬有利。對於我們中國業務，我們已按發展目標實施培訓管理系統，以提升員工之能力(即知識及技能)及工作表現，從而發揮僱員潛力、增強彼等對企業文化之認識及在員工間建立良好人際關係。人力資源部門於每年物色員工所需之培訓、制定適當之年度培訓計劃、透過內部或外部培訓方式提供培訓及檢討培訓之效益。為符合人力資源管理政策，我們根據僱員之能力、工作性質及興趣提供不同類型之培訓。對於新聘僱員而言，我們向其提供全面入職培訓，使其了解我們之企業文化、業務流程、職業健康及安全以及本集團及本集團附屬公司之管理系統。對

VALUING OUR PEOPLE

重視員工



to understand our corporate culture, business flow, occupational health and safety, management systems in the Group and the Group's subsidiaries. For experienced staff, we offer technical and operational training; for example, Career Training Courses equip them with knowledge and skills to become a professional in a specific field. Management development is also provided for potential staff.

於經驗豐富之員工，我們提供技術及營運培訓，例如：職業培訓課程令其掌握知識及技能以成為特定領域之專業人士。我們亦向具備潛力之員工提供管理領域之發展機會。





DOING ETHICAL BUSINESS

從事良心事業

We believe that honesty, integrity and fairness are important assets to the Group. When doing business, we uphold a number of ethical principles and require our employees to follow them in their daily work. For any violation of these principles, employees are encouraged to report it to the relevant party in the Group and we are committed to processing the case promptly and fairly. Employees will be disciplined, including termination of employment, for any violation of these principles.

EQUAL OPPORTUNITY

We are dedicated to promoting equal opportunities for all of our employees in different areas, such as recruitment, compensation and benefits, training and staff promotion. We strongly believe that each individual has his/her unique strengths that add value to the Group and the society. We therefore policies and system in place such as the Human Resource Management System to protect potential and existing employees from being discriminated based on their background, gender, age, family status, sexual orientation, disability, race or religion. Talents are selected on a fair and open basis and employees are assessed based solely on their ability, performance and contribution to the company.

PRIVACY

Employees are required to strictly follow the rules from of the employees' Code of Conduct on privacy protection to handle all confidential matters related to the Group's business, such as intellectual property, customers' information and trade secrets, to prevent any leakage of the privacy matters. Violations of the confidentiality policy will lead to disciplinary actions.

During FY 2017, we confirm that there was no non-compliance with laws and regulations that had a significant impact on the Group relating to product health and safety relating to products and services provided and methods of redress.

我們相信誠信、正直及公平乃本集團之重要資產。於經營業務時，我們堅守若干道德原則，亦要求我們僱員於日常工作中堅守該等原則。我們鼓勵僱員上報任何違反該等原則之事宜予本集團之相關人士，我們亦致力及時公正地處理有關情況。倘僱員違反該等原則，將受到紀律處分(包括終止僱傭)。

平等機會

我們致力促進我們全體僱員於招聘、薪酬及福利、培訓以及員工晉升等不同領域享有平等機會。我們堅信每個人都有其獨特之優勢，可為本集團及社會增添價值。我們因而制定政策及系統(例如人力資源管理系統)，以保護潛在及現有僱員免因其背景、性別、年齡、家庭狀況、性取向、殘疾、種族或宗教信仰而遭到歧視。人才選拔乃基於公平公開之方式，且僱員評核僅基於其能力、表現及對本公司之貢獻而作出。

私隱

於私隱保護方面，僱員必須嚴格遵守僱員行為守則之規則，以處理與本集團業務相關之所有機密事宜，例如知識產權、顧客資料及商業秘密，以防止洩漏私隱。違反保密政策將遭受紀律處分。

於二零一七年財政年度，就已提供產品及服務以及補救方法而言，我們確認概無違反對本集團產生重大影響之有關產品健康及安全之法律法規。

DOING ETHICAL BUSINESS

從事良心事業



ANTI-CORRUPTION

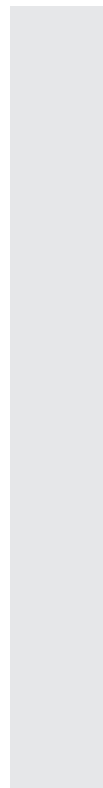
We uphold our reputation as a fair and responsible corporation at all times. We strictly follow related laws and regulations on anti-corruption and prohibit any form of corruption within the Group. Our anti-corruption principles are well communicated to our employees through various channels such as induction and training. According to the Code of Conduct, rules are set to constrain employees in soliciting or receiving advantages from any related parties to our business to avoid any loss of objectivity when conducting business. Entertainments, although is an acceptable form of business and social behaviour, are restricted if they are excessive in nature or frequency. Employees are also requested to avoid engaging in businesses, investments or activities that might conflict with the Group's interests. In any case of conflict of interests or advantages received, employees must declare to the Group to determine if the case is acceptable.

During FY 2017, we confirm that there was no non-compliance case that had a significant impact on the Group relating to bribery, extortion, fraud and money laundering.

反貪污

我們一直維護我們作為一個公正及負責任企業之聲譽。我們嚴格遵守反貪污之相關法律及規例，亦禁止本集團內任何形式之貪污。我們通過如入職指引及培訓等多種渠道將反貪污原則切實地傳達給我們僱員。根據行為守則，我們訂定規定以約束僱員向我們業務關連人士索取或收受利益，以免於從事業務時失去客觀性。娛樂活動雖為可接受之商業及社會行為，惟倘若其性質過量或過於頻繁，則受到限制。僱員亦被要求避免從事可能與本集團有利益衝突之業務、投資或活動。倘有任何利益或所收取利益之衝突，僱員必須向本集團上報，以釐定該情況是否可被接受。

於二零一七年財政年度，我們確認概無出現違反對本集團產生重大影響之有關賄賂、勒索、詐騙及洗黑錢之情況。





CARING FOR OUR CUSTOMERS

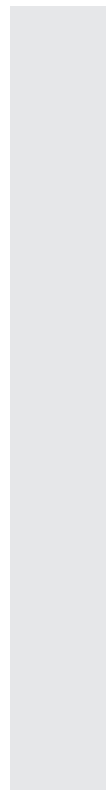
關心顧客

Through providing training to employees and maintaining integrity in our business, we provide a high standard of services and build trust with customers. The Group is specialized in trading of health products; therefore, our responsibility is to carefully select reputable and quality-oriented manufacturers so as to ensure the health of our customers. Our health products are sourced from Good Manufacturing Practice (“GMP”) factories to ensure products are of high quality and do not pose any risks to the consumers or public.

During the FY 2017, we confirm that there was no non-compliance with laws and regulations that had a significant impact on the Group relating to privacy matters relating to products and services provided and methods of redress.

通過為員工提供培訓及維護業務誠信，我們提供高標準服務，並與顧客建立信任關係。本集團專門從事買賣保健產品；因此，精心挑選信譽良好及品質至上之製造商乃我們之責任，以確保我們顧客之健康。我們之保健產品來自自有良好製造規範(GMP)之工廠，以確保產品屬優質，且不會對消費者或公眾造成任何風險。

於二零一七年財政年度，就已提供產品及服務以及補救方法，我們確認概無違反對本集團產生重大影響之有關私隱事宜之法律法規。



THE ENVIRONMENT

環境



Climate change is a global challenge that affects the environment and lives of people. As with many other office-based business, our operations do not result in direct risk and significant impacts to the natural resources and the environment. In spite of this, we believe that we have to shoulder our responsibilities in coping with and tackling this worldwide challenging threat. Therefore, as a responsible corporate citizen, we focus on reducing the operational footprint and promoting green practices within the operations.

In FY 2017, our water consumption and sewage were generated from our daily domestic usage of staff at the office building only. Therefore, there was no issue in sourcing water that is fit for purpose, and there was no material and relevant records on water consumption and sewage. Besides, our operations do not involve packaging of finished products and thus packaging material is considered not material to the Group. Likewise, our non-hazardous waste is mainly domestic waste from our staff, which is handled by the property management.

During FY 2017, there was no material breach of environmental laws and regulations by the Group.

CARBON EMISSIONS AND RESOURCE USE

While our activities are mainly office based and do not pose significant impact on the environment, a certain amount of resources, such as paper and electricity, are used during our operations. To reduce our consumption on those resources, we promote a “green” culture at our offices by encouraging employees to improve resource efficiency, which ultimately, helps to minimise waste generation too.

Paper is fundamental to our daily operations. We are working hard to promote a paperless working environment in our offices by avoiding unnecessary wastage and making good use of paper. We encourage our employees to use electronic communication such as email instead of printing hardcopy whenever possible. If printing is necessary, we encourage duplex printing over single-sided printing to reduce paper use. Moreover, to promote recycling and avoid producing excessive paper waste, we reuse and

氣候變化乃全球面臨之挑戰，其對環境及人們生活造成影響。由於許多其他業務乃於辦公室進行，我們之經營並無對天然資源及環境造成直接風險及重大影響。儘管如此，我們認為我們必須肩負責任，應對及處理此充滿挑戰之全球威脅。因此，作為一名負責任之企業公民，我們專注於減少營運足跡，並於營運中推行環保措施。

於二零一七年財政年度，我們之耗水量及污水僅因辦公大樓員工之日常內部使用而產生。因此，於取得適用水源上概無存在任何問題，且概無有關耗水量及污水之重大及相關記錄。此外，由於我們之營運並無涉及包裝成品，故包裝材料對本集團而言被視為並不重大。同樣地，我們之無害廢棄物主要為員工之生活廢棄物，並經物業管理處理。

於二零一七年財政年度，本集團概無重大違反環境法例及法規。

碳排放及資源使用

由於我們之經營活動主要於辦公室進行，故並無對環境及若干資源(例如營運所用之紙張及電力)造成重大影響。為減少該等資源之消耗量，透過鼓勵僱員提升資源效率，我們於辦公室推行「綠色」文化，並最終有助減少廢棄物之產生。

紙張對我們之日常營運至關重要。我們透過避免不必要之浪費及善用紙張，致力於辦公室推廣無紙化工作環境。我們鼓勵僱員使用電子郵件等電子通訊方式以盡可能代替印刷紙本。倘必須印刷紙本，我們鼓勵雙面印刷而非單面印刷，以減少紙張之使用量。此外，為推行回收及避免產生過多廢紙，我們



recycle one-side-used paper and waste paper. Envelopes and files are also reused whenever possible.

重複使用及回收單面印刷之紙張及廢紙。信封及文件夾亦盡可能予以重複使用。

Keeping focus on efficient use of energy, especially for electricity, we are raising awareness of reduction in electricity consumption and cultivating better green office practices among employees by the following:

透過專注於有效使用能源(尤其是電力)，我們提高減少電力消耗之意識，並透過以下方式培養僱員實踐更環保之辦公室常規：

- Lighting** Replacing old, inefficient lights with more energy-efficient lighting products, and turn office lights off when they are not required
- Air conditioning system** Adjust air conditioners to an optimum temperature, and turn them off whenever they not are required
- Other office equipment** Regular maintenance by following a maintenance schedule to ensure the office equipment, such as refrigerators, air conditioners and paper shredders, can operate at peak efficiency and reduce unnecessary energy consumption

- 照明** 以更節能之照明產品取代舊式低效照明產品，並於不需要時關閉辦公室照明設施
- 冷氣系統** 將冷氣調較至最適合溫度，並於不需要時關上
- 其他辦公室設備** 按保養時間表定期對辦公室設備進行保養，以確保雪櫃、冷氣機及碎紙機可高效運作，並減少不必要之能源消耗

Throughout the year, we not only implemented electricity-saving practices in offices, but also identified opportunities to reduce our operational consumption by monitoring and measuring our performance in using resources.

於整個年度內，我們不僅於辦公室實行節省電力措施，而且透過監察及計算我們於資源使用方面之表現，識別出減少營運消耗之機會。

In the following table, we have summarised our environmental performance across our operations in FY 2017.

於下表中，我們已概述於二零一七年財政年度經營中之環境表現。

THE ENVIRONMENT

環境



Greenhouse gas ("GHG") emissions ¹ 溫室氣體(「溫室氣體」)排放量 ¹	Unit 單位	FY 2017 二零一七年財政年度
Direct emissions ("Scope 1") 直接排放量(「範圍1」)	Tonnes CO ₂ e 公噸二氧化碳當量	- ²
Energy indirect emissions ("Scope 2") ³ 能源間接排放量(「範圍2」) ³	Tonnes CO ₂ e 公噸二氧化碳當量	24.96
Other indirect emissions ("Scope 3") ⁴ 其他間接排放量(「範圍3」) ⁴	Tonnes CO ₂ e 公噸二氧化碳當量	3.86
Total GHG emissions 溫室氣體排放總量	Tonnes CO ₂ e 公噸二氧化碳當量	28.81
Intensity ⁵ 密度 ⁵		
Full-time Employee ("FTE") 全職僱員(「全職僱員」)	Tonnes CO ₂ e/FTE 公噸二氧化碳當量/全職僱員	0.69

Resource use ¹ 資源使用 ¹	Unit 單位	FY 2017 二零一七年財政年度
Electricity consumed 所消耗電力	kWh 千瓦時	31,592.45
Energy intensity ⁵ 能源密度 ⁵		
FTE 全職僱員	kWh/FTE 千瓦時/全職僱員	1,215.09
Waste produced ⁶ 已產生廢棄物 ⁶	Tonnes 公噸	0.10
Waste intensity ⁵ 廢棄物密度 ⁵		
FTE 全職僱員	Tonnes/FTE 公噸/全職僱員	0.01

¹ Our environmental data in FY 2017 including greenhouse gas emissions, energy and waste data covered our core operations and is considered material to our operations.

² In FY 2017, generation of direct emissions ("Scope 1") was not identified; hence, relevant data was not reported.

³ Energy indirect emissions ("Scope 2") consisted of greenhouse gas emissions generated from the imported electricity.

¹ 我們於二零一七年財政年度之環境數據包括我們核心營運所涵蓋之溫室氣體排放量、能源及廢棄物數據，並對我們營運而言被視為屬重大。

² 於二零一七年財政年度，並未有直接排放量(「範圍1」)，因此並無報告相關數據。

³ 能源間接排放量(「範圍2」)包括輸入電力產生之溫室氣體排放。



THE ENVIRONMENT 環境

⁴ Other indirect emissions (“Scope 3”) consisted of greenhouse gas emissions generated from the air business travel by employees.

⁵ The intensity values recorded were calculated based on our core operations and considered material to our operations.

⁶ The information on waste refers to the injection needles from anti-aging and health management business, and they were handled by licensed waste collectors.

⁴ 其他間接排放量(「範圍3」)包括僱員進行商務航空旅行產生之溫室氣體排放量。

⁵ 已錄得之密度價值乃按我們核心營運計算，並對我們營運而言被視為屬重大。

⁶ 有關廢棄物之資料乃指抗衰老及健康管理業務之注射針頭，且其已經由持有牌照之廢棄物回收商處理。



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Aspect A Environmental 層面 A 環境			
A1 Emissions	Information on: <ul style="list-style-type: none"> — the policies; and — 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 nonhazardous wastes. 	No policy	The Environment – Carbon Emissions and Resource Use
A1 排放物	有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： <ul style="list-style-type: none"> — 政策；及 — 遵守對發行人有重大影響的相關法律及規例的資料。 	尚無政策	環境 — 碳排放及資源使用 我們已實施綠色辦公室常規。我們亦正進行訂定適合本集團狀況的環保政策。
A2 Use of Resources	Policies on efficient use of resources, including energy, water and other raw materials.	No policy	The Environment – Carbon Emissions and Resource Use
A2 資源使用	有效使用資源(包括能源、水及其他原材料)的政策。	尚無政策	環境 — 碳排放及資源使用 我們已實施綠色辦公室措施。我們亦正進行訂定適合本集團狀況的環保政策。
A3 The Environment and Natural Resources	Policies on minimising the issuer's significant impact on the environment and natural resources.	Not applicable	The Group's operations do not have significant impacts on the environment and natural resources.
A3 環境及天然資源	減低發行人對環境及天然資源造成重大影響的政策。	不適用	本集團之營運對環境及天然資源並無重大影響。



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Aspect B Social 層面 B 社會			
B1 Employment	Information on: <ul style="list-style-type: none"> the policies; and 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. 	Human Resource Management Policies Employee Handbook Human Resources Management System	Valuing Our People – Employment conditions Doing Ethical Business – Equal opportunity
B1 僱傭	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： <ul style="list-style-type: none"> 政策；及 遵守對發行人有重大影響的相關法律及規例的資料。 	人力資源管理政策 僱員手冊 人力資源管理系統	重視員工 — 僱傭條件 從事良心事業 — 平等機會
B2 Health and Safety	Information on: <ul style="list-style-type: none"> the policies; and 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. 	Human Resource Management Policies	Valuing Our People – Employment conditions
B2 健康與安全	有關提供安全工作環境及保障僱員避免職業性危害的： <ul style="list-style-type: none"> 政策；及 遵守對發行人有重大影響的相關法律及規例的資料。 	人力資源管理政策	重視員工 — 僱傭條件

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B3	<p>Development and Training</p> <p>Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.</p> <p>Training refers to vocational training. It may include internal and external courses paid by the employer.</p>	<p>Human Resource Management Policies</p> <p>Training Management System</p>	<p>Valuing Our People – Development and training</p>
B3	<p>發展及培訓</p> <p>有關提升僱員履行工作職責的知識及技能的政策。培訓活動的描述。</p> <p>培訓指職業培訓，可包括由僱主付費的內部及外部課程。</p>	<p>人力資源管理政策</p> <p>培訓管理系統</p>	<p>重視員工 — 發展及培訓</p>
B4	<p>Labour Standards</p> <p>Information on:</p> <ul style="list-style-type: none"> — the policies; and — compliance with relevant laws and regulations that have significant impact on the issuer relating to preventing child and forced labour. 	No policy	We strictly comply with all the laws and regulations related to labour standards in PRC and Hong Kong.
B4	<p>勞工準則</p> <p>有關防止童工及強制勞工的：</p> <ul style="list-style-type: none"> — 政策；及 — 遵守對發行人有重大影響的相關法律及規例的資料。 	尚無政策	我們嚴格遵守於中國與香港有關勞工準則的所有法律及規例。
B5	<p>Supply Chain Management</p> <p>Policies on managing environmental and social risks of the supply chain.</p>	No policy	Practices are in place in selecting suppliers, for example, our health products must be sourced from GMP factories.
B5	<p>供應鏈管理</p> <p>管理供應鏈的環境及社會風險政策。</p>	尚無政策	我們已設有挑選供應商的常規，例如我們的保健產品必須來自GMP工廠。



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B6 Product Responsibility	Information on: — the policies; and — 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.	Employee Code of Conduct	Caring For Our Customers Doing Ethical Business – Privacy
B6 產品責任	有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： — 政策；及 — 遵守對發行人有重大影響的相關法律及規例的資料。	僱員行為守則	關心顧客 從事良心事業 — 私隱
B7 Anti-corruption	Information on: — the policies; and — compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Employee Code of Conduct	Doing Ethical Business – Anti-corruption
B7 反貪污	有關賄賂、勒索、詐騙及洗黑錢的： — 政策；及 — 遵守對發行人有重大影響的相關法律及規例的資料。	Human Resource Management Policies 僱員行為守則 人力資源管理政策	從事良心事業 — 反貪污
B8 Community Investment	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.	No policy	We are at the stage of setting up community investment policy that suits the condition of our Group.
B8 社區投資	有關以社區參與來了解發行人營運所在社區需要和確保其業務活動會考慮社區利益的政策。	尚無政策	我們正處於訂定適合本集團狀況之社區投資政策的階段。

