

High Fashion International limited

(Incorporated in Bermuda with limited liability) (Stock Code: 608)

Environmental, Social and Governance Report 2017

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PUTTING TOGETHER OUR SUSTAINABLE GOALS

INTRODUCTION

This 2017 Environmental, Social and Governance (the "ESG") report highlights the progress we have made in our environmental impacts, people and corporate responsibility. It serves to demonstrate the extensive efforts of our Group to ensure the long-term means to deliver positively for our stakeholders, industry and community at large.

We are convinced that sustainability should become the "DNA" of all companies, affecting everything they do and every relationship they have with customers, suppliers, governments and the society as a whole. We want to see a sustainable future for all.

THE COMPANY

High Fashion International Limited ("High Fashion") was founded in 1978 and is a Hong Kong listed company specializing in textile and garment manufacturing. High Fashion has been in the business of producing upper tier women and men woven and knitted apparel products, sportswear, intimate apparel, neckwear, home furnishings and textiles to serve our customers all over the world. Today, we continue to execute our global business strategy to drive growth and performance across our two primary business segments: Manufacturing and Branding.





Putting Together our Sustainable Goals



We own spinning, weaving, printing and dyeing, finishing and garment mills in Guangdong and Zhejiang regions in China. All of our weaving mills, dyeing, printing and sand washing plants and knitting mills are accredited ISO 9001. Our aim is to produce best-in-class quality products to our global customers with outstanding value for money.

High Fashion continues to invest in new technology and equipment for outputting world-class products with quality equal to that of Italy. We believe strongly that these advanced technology and facilities can reduce the energy usage during production and in return to reduce our impacts to the environment. The winning formula has provided rapid growth and earned us a leadership role in the textile and garment manufacturing community in China and around the world.

High Fashion recognizes the importance of environmental protection and social welfare to our external and internal stakeholders, so we would continue to transform our business model to further align environmental protection and social responsibility into our strategic plan and key initiatives that we operate.

We are accountable to our shareholders and it is important to provide them with a good return on their investments. By being economically and socially responsible, we can build our business not just delivering returns to our shareholders but also sustainable products to our customers. We aim to strive a fair balance between how we can satisfy each group of stakeholders.

WHO WE ARE AND WHAT WE BELIEVE

ABOUT THIS REPORT

This is High Fashion's second ESG report which follows the "comply or explain" provisions of the "Environment, Social and Governance Reporting Guide" as set out in the Appendix 27 of the Rules Governing the Listing of Securities of The Stock Exchange of Hong Kong Limited.

We will report on the progress made during the past year and such information would help all stakeholders to monitor our ESG performance in a systematic manner, and to analyze and apprehend our current position, goals and future targets.

The reporting period is from 1 January 2017 to 31 December 2017. There is no significant change regarding the size, structure, or ownership of the Group during the reporting period.

The report has been reviewed and approved by the Board of Directors of High Fashion. Any comment or queries relating to the report may be addressed to the following email: esg@highfashion.com.hk.





MATERIALITY ANALYSIS

Since 2016, our Group has used a methodical approach – Materiality, to identify the many challenges that we must prioritize, address and analyze in order to provide a robust understanding of High Fashion's sustainability actions. The importance of environmental, social issues and business operations of our key stakeholders is ranked in relation to their relevance for our business success.

THE 10 SUSTAINABILITY **ISSUES**

The first materiality analysis was based on the survey of 110 internal and external stakeholders including NGOs, suppliers, vendors, customers, bankers and our employees from different levels. In the past year, much effort has been put to refine and enhance our operations in the sustainability issues identified and some of the results are highlighted in this report.

The 10 sustainability issues are summarized below:

Areas	
	Wastewater discharge
Environmental	Environmental policy and
	Waste and resource con
	Talent attraction and rete
Social	Training and development
	Employee well being
	Product safety and quali
Business operation	Sustainability strategy
Dusiness operation	Brand reputation
	Embedding sustainability



HIGH FASHION INTERNATIONAL LIMITED



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During 2017, we continued our efforts to contribute in solving some of the biggest challenges in the manufacturing textile and garment products. We will report our environmental performance in the following areas:

- Energy and Climate Change
- Water Use and Wastewater Discharge
- Waste and Resource Management

ENERGY AND CLIMATE CHANGE

Total Carbon Emission

				Scope 1			Sco	pe 2	Sco	pe 3
Y	ear	Boiler (Stationary Fuel)	Electricity Generator (Stationary Fuel)	Vehicle (Mobile Fuel)	Stenter (Purchased Towngas)	Refrigerants	Purchased Electricity	Purchased Steam	Purchased Water	Industrial Wastewater
20	014	1,024	5	801	3,069	278	30,803	61,290	263	283
20	015	1,034	0	1,087	2,788	357	31,176	60,533	208	275
20	016	957	0	1,032	2,552	318	29,007	62,557	186	346
20	017	1,067	0	996	2,396	434	30,719	60,301	161	264

Table 1 Carbon emissions (in tCO2e) of emission sources (2014-2017)

Table 1 and Figures 1 & 2 show that purchased steam and electricity consumption were the largest contributors which occupied over 90% of its greenhouse gas emissions in the entire corporate footprint. This is considered normal as High Fashion is a manufacturing based company. As the emission intensive activities are mainly stationed at manufacturing activities, much effort has been put to carbon management in this area. We are pleased to report that there is a continued reduction trend for the total carbon emissions from 2014 to 2017. The reduction is seen as a direct result of the successful implementation of sustainable projects for saving energy since 2014.

CARBON EMISSION BY MAJOR EMISSION SOURCES



Figure 1 Carbon emission by major emission sources at corporate level (2014-2017)

TOTAL CARBOON EMISSIONS



Figure 2 Total carbon emissions at corporate level (2014-2017)





Environment

Corporate Carbon Intensity

While the continued reduction of total carbon emission is a good indicator to demonstrate our continued commitment to minimizing the impact to the environment, the absolute emission is best communicated by measuring the carbon intensity of different product types. Figure 3 shows the trend of carbon intensity of our main product types, i.e., cut & sewn garment, knitted garment and dyed/ printed fabric from 2014 to 2017.

CARBON INTENSITY BY PRODUCT TYPES



Figure 3 Carbon intensity by product types

Dyed/printed fabric carbon intensity remained steady with a slight increase to around 0.0042 tons CO2e per meter.

Knitted garment carbon intensity remained stable with a slight increase to around 0.0112 tons CO2e per piece.

Cut & sewn garment carbon intensity is different amongst our three garment facilities since they are producing different class of products – lower production volume would tend to have a higher intensity. The tons CO2e per piece ranges from 0.0043 to 0.0071 with an average intensity of 0.0054, a result similar to that of the past years.

Sustainability Projects

In 2016 ESG report, we have highlighted four sustainability projects undertaken by our manufacturing sites, their progress and results are presented below:

Installation of Solar Panels

The 13,000 square meters of solar panels continued to function well and has steadily provided much needed hot water for our dyeing and finishing plants. The saving is equivalent to 300 tons of coal using in the company annually. The solar photovoltaic panels have increased the installed capacity electricity by 0.926MW, which has saved 95 million kilowatt hours of electricity annually.

Reuse of Steam Condensate

Waste-heat utilization is now widely used in our facility and has saved about 100 tons in term of standard coal annually in the company.

LED Lighting

The installation of 10,000 LED lamps as replacement continued to pay dividend. It has saved annually 75 million kW/hour electricity for the company.

Harmonic Wave Treatment Power Saving Device at Dyeing Mill

The two harmonic wave control energy-saving devices installed in the dyeing mill continued to function well. It is estimated that an annual saving of 30 million kW per hour electricity has been achieved.

New sustainability projects in 2017

Two new sustainability projects have been successfully completed in 2017 with some noticeable results which are highlighted below:





Environment

Exhaust Gas Collector for the stenters

An investment of RMB3 million was made to install Exhaust Gas Collector for the stenters in our dyeing and finishing factories. The main purpose of the equipment is to collect and process the VOC exhaust gas to ensure meeting the discharged exhaustion gas National Standard of DB33/962-2015 《紡織染整工業大氣污染物排放標準》. The processing rate of the exhaust gas was measured to have reached 93.4%.

Utilizing Natural Gas for Boilers

Investment has also been made to replace the use of diesel fuel to natural gas for all our boilers. It is estimated that there will be an annual saving of 172,755 liters of diesel for our boiler fuel. It is anticipated that more reduction in carbon emission can be realized in 2018.

WATER USE AND WASTEWATER DISCHARGE

Water Consumption

The Group is committed to the preservation of natural resources and reduction of water consumption is of course one of our main targets. Good water management is therefore one of our strategies to attain sustainable use of resources and reduce our environmental impacts during operations.



PURCHASED WATER

Figure 4 Total purchased water at corporate level (2014-2017)

Figure 4 shows the annual water consumption (converted to tCO2e) in the Group from 2014 to 2017. It can be observed that the consumption decreases steadily and reaches the minimum at 2017. It shows a great success on the water management strategy adopted by all facilities in our Group.

Wastewater Discharge

The Group is also totally committed to ensuring full compliance with the local wastewater discharge regulations. All wastewater generated from our manufacturing plants are treated first by ourselves before discharging to centralized government wastewater treatment plant for further treatment. We put great focus on the wastewater treatment plant's performance aiming to meet the discharge standard for the dyeing and finishing sector of textile industry (GB 4287-2012).

The double membrane treatment process (ultrafiltration + reverse osmosis) was employed for treating wastewater with great effectiveness. By using this technology, treated wastewater was reused directly in the production workshops with a reuse rate up to 50% - a saving of 250,000 tons per year.

INDUSTRIAL WASTEWATER



Figure 5 Wastewater discharge at corporate level (2014-2017)

The wastewater discharge of the Group from 2014 - 2017 is illustrated in Figure 5 and shows the general trend of continuous reduction in the corporate level. We will continue to focus on reducing the discharge and monitor its progress with great attention.



Environment



Packaging materials

Average amount of paper bags consumed in each store

Table 2 Paper bag consumption in stores in Shenzhen (2014-2017)

We have several retail stores in Shenzhen ("SZ"). In Table 2, it shows that we have saved around 11% packaging materials (i.e. plastic and paper bags) in each store in SZ compared with 2016. We will continuously implement a packaging saving program to minimize the use of packaging materials in the forthcoming years. The measures include: 1) reusing unwrapped packaging, 2) providing bags according to the size of purchased goods.

WASTE AND RESOURCE MANAGEMENT

The Group has been conscious of how the business inputs and waste management contributes to the environment. The Group has employed effective strategies to address issues in resource consumption and waste generation and devoted to comply with environmental protection regulations in the disposal, transfer and handling of both hazardous and non-hazardous waste. We have started a stringent reporting system in 2017 in waste management and have recorded a total of production of hazardous and non-hazardous waste of approximately 2.56 tonnes and 3,682.8 tonnes respectively in 2017. By adopting the 4R principle (reducing, reusing, recycling and replacing) in our working principles and methodology, we are confident that there will be a continuous reduction of waste generation.



2014	2015	2016	2017
-	2,052	1,915	1,700



OUR PEOPLE

The Group considers that all employees are our most important assets and has long placed emphasis on their well-being and development. Considerable efforts, time and resources have been allocated for training and education purposes.

We have adopted a transparent style of management with decisions come from both top-down and bottom-up approach. Staff has ample channels for communication and suggestions for improvement of working procedures and related issues. Our commitment on such endeavors has well been recognized, as in 2017 we have received a number of national awards in quality and business activities in Mainland China.

OUR EMPLOYEES

At the end of 2017, the Group employed a full-time total workforce of 4,568 staff, with about 3% and 30% categorised respectively as management and administrative staff. The regional distribution of employees is 101 in Hong Kong, 4,431 in Mainland China and 36 in overseas.

According to Chinese labour regulations, the minimum working age is eighteen years old. Our Group only employs workers above this age with valid identity card or equivalent. All High Fashion employees have signed a legal contract with the respective companies.

DISTRIBUTION OF EMPLOYEES BY GENDER IN 2017







RESPECT FOR HUMAN RIGHTS

We adhere to the national legal requirements and respect fundamental human rights. Principle of non-discrimination which emphasizes that opportunities in employment, advancement, benefits and other areas are available to all employees irrespective of their age, race, sex, religion, ethnic origin, or any other individual or group characteristic unrelated to ability, performance, and qualification.

We have included the relevant policies concerning aspects of human rights in our code of conduct and staff handbook.

We have established procedures to screen our suppliers and contractors to ensure compliance to human rights.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

The Group respects our employees' freedom to negotiate with the company with regard to their working conditions. Trade union and employee association have a strong presence and operate freely in the Mainland China facilities in accordance to the Labour Union Law of the People's Republic of China. There is no labour union organised in Hong Kong and oversea offices, but employees do have direct access with the Group management.

WORKING CONDITIONS

All working conditions including payment of salary, overtime compensation, working hours and holidays are complied with national/regional law of the facility locations.



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Our People

ANTI-CORRUPTION POLICIES AND PROCEDURES

The Group places strong emphasis in against all forms of bribery and has established policies with reference to the Hong Kong Prevention of Bribery Ordinance. Clear guidelines have been included in the 2016 revised staff handbook and there is no reported case of violation during this reporting period.

TRAINING AND DEVELOPMENT

One of our key incentives to motivate staff is by providing ample training opportunities for their personal and relevant skill development for career advancement.

We have started in 2017 to revise our training records to present a clearer indication for further improvement. Based on training hours for analysis, results showed that our Group has about 59% management and administrative staff undergoing training during 2017, with an overwhelming 86% of production personnel undertaking training at the same time. Our dyeing facility in Hangzhou has undertaken a number of special projects in lean management for which management staff has to attend very intensive training. Excluding such training hours, there is in average about 15 training hours per senior/management staff during the reporting period. At the same time, 3.8 and 0.75 training hours per administrative staff and general working staff respectively have been recorded.

In terms of gender distribution, 53% of female and 49% of male colleagues have undergone training on their respective professional/technical areas.





Our People



OUR ACHIEVEMENTS

No la

We are proud to report our sustained recognition by many of our stakeholders. Table below highlights some of the awards that we have received in 2017.

Level of Achievements		
National Level	1.	Excellent Enterprise in China Text
	2.	Top 100 National Garment Enterp
	3.	Top 100 National Sales Revenue
	4.	Excellent Enterprise in China Text
	5.	Advanced Enterprise of Silk Prod
	6.	Front-runner of Water Conservation
Provincial Level	1.	Hangzhou Silk Enterprise - Applie
	2.	Famous Brand for Export of Hang
District Level	1.	Top 20 Exporter of Xiaoshan
	2.	Top 10 Innovation and Technolog
	З.	Advanced Enterprise in Promotion

As a manufacturing based company, safety and health issues are our major concern. We have therefore continued focusing to provide relevant training on these two issues to all our employees in 2017. In the whole of this year, there was no work-related fatality and only a few minor injuries were reported with below 0.5% lost working days caused by injuries and illness.



HIGH FASHION INTERNATIONAL LIMITED



xtile Industry – Application of Quality Circles rprises Garment Enterprises tile Industry - Application of Quality Improvement Teams duction tion in China Textile Industry lication of Quality Circles

ngzhou

ogy Enterprise in Xiaoshan on of Work Safety



OUR COMMUNITY

OUR WORLD

We take great pride in working closely with our people and community and strive to have more positive impact by collaborating with academy and charity to support our new generation.

As detailed in 2016 ESG report, we have in collaboration with more than 30 local and overseas academies to offer projects for career planning and development in the form of summer internship and exchange visits. These ongoing projects have proven to be most meaningful to the beneficiaries and more resources will be used to further refine and enhance such activities in future years.

In addition, the charitable work of The High Fashion Charity Fund Scholarships (福慧達利慈善基金獎學 金) in offering financial assistance to those university students who are in need of financial assistance has proven to be highly successful and is expected to continue in the future.

ENGAGING OUR STAKEHOLDERS

We believe that an organization cannot be successful without support from its stakeholders. Our Sustainability Report should address stakeholder interests and concerns that have been collected through our daily operations throughout the year, especially since they often vary from one community to another. A genuine stakeholder engagement can enhance stakeholder receptiveness and credibility of the Sustainability Report, and also strengthen trust between High Fashion and our stakeholders.

Group of Stakeholder	Employee	External Customers	Suppliers	Shareholders	Community	Government and Industry
Who they are?	People who work directly for High Fashion.	People who buy our products.	Companies who provide goods, services and materials as part of our supply chain.	Those who have a financial investment in our business (security holders).	People who live, work or play in and around our properties.	Peer and partner businesses, industry and legislative bodies.
How they engage?	 Annual staff meeting Training Department meeting Suggestion box Newsletters Regular site visits made by senior management 	 Sales relationship Factory visit Shows and exhibitions Shopping experience (stores and internet platform) 	 Regular meetings Annual supplier evaluation and corrective actions follow up 	 Website Report and press releases Annual general meeting Survey 	Public eventsVisitsMeeting	 Public events Visits Meeting Industry or public seminar
How often?	- Daily to yearly	- Daily to yearly	 Quarterly to yearly 	- Regularly	- Ad-hoc	- Ad-hoc





OUR 2020 SUSTAINABILITY GOALS

We have in 2015 set THREE sustainability goals for the next FOUR years. The goals align with the vision of High Fashion that we "strive to be World's No. 1 Silk Enterprise". Below is a summary of progress of the goals in 2017.

BETTER PRODUCTS

Improve sustainability performance of every new product

The Group has expanded the implementation of the environmental management system. From the perspective of the entire life cycle of silk products, we have determined that raw materials used should be recycled or degradable, and that dyes and chemicals used do not contain any hazardous substances. By identifying and analyzing all influencing factors during production, we are able to develop corresponding response measures and improved operational processes. For example, preventive control are taken at the initial selection of raw materials, supplier evaluation with enhanced testing, to ensure that all raw materials, dyes and chemicals will meet the requirements of environmental and health standards.

LOWER IMPACT

Grow our business without increasing carbon footprint

The Group has promoted the "carbon footprint" concept for more than ten years. In 2017, we further promoted the policy of more energy-saving and less emissions. The main methods are: eliminating the less efficient printing and dyeing equipment, introducing low-bath ratio and low-energy advanced equipment, saving water consumption and reducing the use of energy, and construction of production plant exhaust gas collection system. We have centrally treated and purified all exhaust gas to improve air quality, making a greater contribution to reduce the particle pollutant PM 2.5 in the local environment.



MORE ADMIRED WORKPLACE

Better work environment and job satisfaction to continuously grow and develop our pool of talent

In an effort to achieve a better career development and higher job satisfaction of staff, providing them with a superior working environment and more resources to increase their skills were the focus of attention during the past year. A Committee of senior leaders from the Head Office and Business Units was scheduled to be formed to set goals, drive improvement of the working environment, provide more opportunities and formulate a clear career development plan for all staff.





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