

T S L | 謝瑞麟



2017/2018

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

STOCK CODE 股份代號：417

The true
treasure is
VIRTUOSITY

匠心打造 至誠珍品

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ABOUT THE REPORT

Reporting Standards

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 ESG Reporting Guide as set out in Appendix 27 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (“HKEx”).

The board of directors of the Company (“The Board”) is responsible for overseeing and strengthening the Group’s ESG strategy, policies and development. This ESG Report was approved by the Board on June 21, 2018.

Reporting Scope and Period

The reporting period is from 1 March 2017 to 31 March 2018. The information disclosed in this report covers the key initiatives and performance on the material ESG aspects, which are identified through stakeholder engagement, at our operating sites in Hong Kong, Macau and Mainland China within the reporting period, unless otherwise stated.

Accessibility of the Report

The report will be disseminated via electronic means. It is available on the website of the Company and the HKEx.

We welcome your comments on this report and the Group’s sustainability development. Please share with us your feedback and suggestions via email at ir@tslj.com.

關於本報告

報告準則

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、社會及管治報告乃根據香港聯合交易所有限公司(「聯交所」)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。

本公司董事會(「董事會」)負責監督和鞏固本集團的環境、社會及管治策略、政策和發展。此環境、社會及管治報告於2018年6月21日獲得董事會批准。

報告範圍及涵蓋期間

本報告涵蓋自2017年3月1日起至2018年3月31日止期間。本報告中披露的資料乃透過持份者的參與而釐定。除另有說明外，本報告包含我們於報告期內在香港澳門和中國內地營運地點之環境、社會及管治等主要範疇的重要措施和表現。

閱覽報告

本報告以電子方式傳閱。閣下可於本公司及聯交所之網站瀏覽。

我們歡迎閣下對本報告和本集團之可持續發展方面發表意見。請透過電郵ir@tslj.com與我們分享你們的意見反饋和建議。

STAKEHOLDER ENGAGEMENT

The Group cherishes every opportunity to communicate with our stakeholders and makes efforts to address their concerns. We have established effective communication channels to interact with and collect opinions from our internal and external stakeholders comprising employees, customers, investors, suppliers, industry associations, media and NGO partners that we support. The channels used to communicate with these stakeholders include meetings, interviews, feedback forms and courtesy visits.

The relative priorities of various ESG subject areas and aspects indicated in the HKEx ESG Guide are presented in the following order:

Subject area 主要範疇	Most material aspects within the subject area 主要範疇內的最重要層面
Social – Employment and labour practices 社會 – 僱傭及勞工常規	<ul style="list-style-type: none"> Providing a diverse and respectful workplace 提供多元化和獲尊重的工作場所 Ensuring employees' occupational safety and health 確保員工的職業安全與健康
Social – Operating practices 社會 – 營運慣例	<ul style="list-style-type: none"> Ensuring product quality 確保產品質量 Protecting customer privacy 保護顧客私隱
Environmental 環境	<ul style="list-style-type: none"> Energy and wastewater management 能源和廢水管理
Social – Community 社會 – 社區	<ul style="list-style-type: none"> Contribution to community development 對社區發展的貢獻

The remainder of the report relates to the findings of the materiality analysis. While we strive for overall balance in the disclosure of the Group's ESG initiatives and performance, emphasis will be placed on issues which are considered more material to our business.

持份者的參與

本集團珍惜每一次與持份者溝通的機會，並努力解決他們的顧慮。我們建立了有效的溝通途徑，與內部和外部持份者，包括員工、顧客、投資者、供應商、業界商會、媒體和我們支持的非政府機構合作夥伴，聯繫並收集他們的意見。我們與持份者溝通所採用的途徑包括會議、面談、意見反饋和禮節式探訪。

聯交所《環境、社會及管治報告指引》中所指的各项環境、社會及管治主要範疇和層面的相對優先次序如下：

本報告的內容與重要性分析的結果相關。我們披露本集團的環境、社會及管治措施和表現時力求符合平衡原則，而重點將集中於對我們的業務較為重要的範疇上。

OUR PEOPLE

The Group regards our people as the most valuable assets and strives to provide an embracing and safe working environment, along with attractive remuneration and ample opportunities for our employees to develop and flourish.

The Achievements

In 2017, the Company's wholly-owned subsidiary Tse Sui Luen (Guangzhou) Jewellery Company Limited was awarded Employer of Choice Award by Sing Tao Daily and Best Employer Award and Best Practice for Compensation and Performance Management by Guangzhou Daily.

An Embracing Workplace

The Group aims to cultivate a diverse and respectful workplace and offers equal employment opportunities to our employees and new candidates. Personnel decisions related to recruitment, promotion, talent retention, performance appraisal, and salary are dependent on staff capabilities, responsibilities and performance regardless of race, religious beliefs, gender, family or marital status, age, language, ethnicity, or place of origins.

The Company strictly prohibits the employment of child and forced labour. In order to eliminate child labour, every employee is required to submit his or her personal data and provide identity document for verification.

我們的人才

本集團視員工為最寶貴的資產，致力提供理想及安全的工作環境，以及具吸引力的薪酬福利和充裕的機會予員工發展及發揮所長。

成就

本公司的全資附屬公司謝瑞麟(廣州)珠寶有限公司於2017年獲星島日報頒發卓越僱主獎項，以及獲廣州日報頒發最佳僱主綜合大獎及薪酬績效改革最佳實踐獎。

包容的工作環境

本集團旨在建立一個多元化及獲尊重的工作環境，並向員工及新入職者提供平等的就業機會。有關招聘、晉升、人才留任、績效評估和薪金相關的人事決策取決於員工的能力、責任和績效，而不論其種族、宗教信仰、性別、家庭或婚姻狀況、年齡、語言、種族文化或出生地。

本公司嚴格禁止僱用童工和強制勞工。為免聘用童工，每位員工都必須提交其個人資料，並出示身份證明文件以供核實。



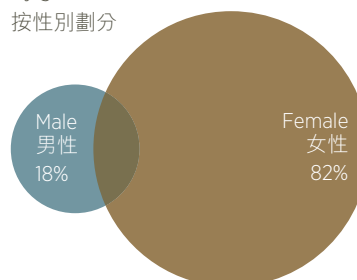
Tse Sui Luen (Guangzhou) Jewellery Company Limited was awarded the Employer of Choice Award and the Best Employer Award and Best Practice for Compensation and Performance Management

謝瑞麟(廣州)珠寶有限公司獲頒發最佳僱主綜合大獎及薪酬績效改革最佳實踐獎

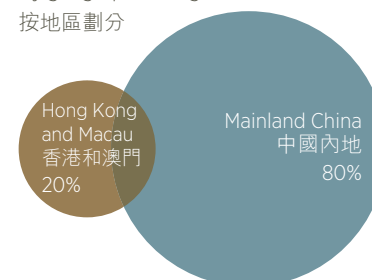
Workforce distribution (as at 31 March 2018)
員工分布(截至2018年3月31日)

Total
總人數
3,151

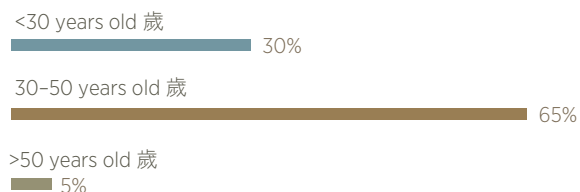
By gender
按性別劃分



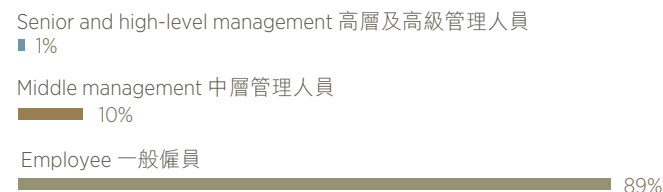
By geographical region
按地區劃分



By age group
按年齡組別劃分



By seniority
按職級劃分



Wellness

In respecting and protecting the fundamental rights of our employees, our Employee's handbook incorporates internal Code of Conduct and employment policies and state 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 labour laws and regulations, where applicable. The policy has been communicated to and strictly followed by all employees, who are encouraged to report any potential violation.

In compliance with the Hong Kong Employment Ordinance, the Group provides benefits and welfare including medical insurance, dental benefits, anniversary leave, birthday leave, maternity leave, paternity leave and discretionary bonus. Employees are also entitled to Mandatory Provident Fund, employee compensation and business travel insurance in Hong Kong. In China, the employment of the Group complies with the Labour Contract Law of the People's Republic of China. In addition, our staff in China is covered with extra accident insurance.

保障

於尊重和保護員工的基本權利方面，我們的員工手冊收錄內部行為守則和僱用政策，並依據所適用之相關勞工法例和法規，列明工作時間、休息時間、假期、休假權利和其他附加福利以及補償和解僱、招聘和晉升，平等機會政策和投訴處理程序。我們已經通知所有員工此項政策，並鼓勵他們報告任何潛在的違規行為，而員工們亦已嚴格遵守此項政策。

根據香港僱傭條例，本集團提供的待遇及福利，包括醫療保險、牙醫福利、週年紀念假、生日假、產假、侍產假及酌情花紅。香港僱員享有強積金、僱員補償及商務旅遊保險。本集團於中國的招聘亦符合中華人民共和國的勞動合同法。同時，我們的中國員工還可額外享獲意外保險。

Health and Safety

It is the Group's duty to maintain a healthy and safe working environment to our employees and we expect suppliers to incorporate these standards and practices into their operations. Our occupational health and safety policies are developed and monitored by our internal Health and Safety Committee via regular committee members consultations, factories and offices inspections. The accident statistics reports as well as suggestions for improvement are reported to the top management. The Group implemented compulsory and customised health and safety training to ensure compliance of laws and regulations including The Factories and Industrial Undertakings Ordinance and The Occupational Safety and Health Ordinance. As for crisis management, the Group also run a series of chemical disposal drills and fire drills in operations in both Hong Kong and Mainland China to safeguard employees against potential risks.

Occupational health and safety

職業健康與安全

Work-related fatalities

因工死亡個案

0

Lost days due to work injury (man-days)

因工傷而損失的日數(工作日)

294

Development and Training

Employee training and development is an integral part of our operation to enhance the Company's internal capacity. We provide a wide variety of internal and external training programmes to reinforce our employees' knowledge and skills in this fast-changing business environment. Near 55,000 hours of training were delivered to our staff in Hong Kong, Macau and Mainland China during the reporting period. On top of the comprehensive training, the Group equipped our staff with customised programmes to foster specific capabilities under our Training and Development Policy catering different business units.

In Hong Kong, the Group has been promoting "wedding ambassador" services where a customised one-stop service and suggestions are provided on the mix-and-match of jewellery and wedding gowns on display. A Talent Development Programme spanning over 1.5 years was therefore introduced for assistant supervisors or above as part of the succession planning to continue the Group's mission. In 2017, two new training sessions were introduced for our employees, the Cross Generation Workshop aims to realize the corporate value "Caring & Respect" and bond up team cohesion among different staff generations through lots of personal experience

健康與安全

為員工保持健康與安全的工作環境乃本集團的責任，我們亦期望供應商將該等標準和守則納入其營運中。我們的職業健康與安全政策由我們的健康與安全委員會通過定期性的委員會成員諮詢會、廠房和辦公室巡查而制定及監控。事故統計報告以及改善建議將被轉達至最高管理層。本集團為確保遵守法律及法規，包括工廠及工業經營條例及職業安全及健康條例，強制實施制定的健康與安全培訓。在危機管理方面，本集團亦在香港及中國內地進行一連串化學物品處理演習及消防演習，以保障員工免受潛在風險影響。

發展及培訓

員工的培訓及發展是我們提升公司自身實力不可或缺的一部分。我們提供各種內部和外部培訓計劃，加強員工在此瞬息萬變的商業環境應具備的知識和技能。於報告期內，我們為香港、澳門及中國內地的員工提供將近55,000小時的培訓。除綜合培訓外，本集團亦依據培訓及發展政策為員工安排專門課程，以應付不同業務單位所需之專門技能。

本集團在香港一直致力推廣「婚嫁大使」服務，提供專門及一站式服務及有關珠寶及婚紗配襯的建議。為此，本集團為助理主管或以上職級之員工提供為期逾1.5年的人才發展計劃作為傳承計劃的一部分，以延續本集團之使命。另外，我們於2017年為員工推出了兩個新的培訓課程，跨世代工作坊旨在通過大量的個人經驗分享、團隊活動和遊戲，以實現「關懷與尊重」的企業價值，提高並鞏固不同世代員工之間的團隊

sharing, team activities and synergizing games, while the Internal Control Workshop aims to maintain the shop operations security through understanding and following the internal rules in all operational aspects.

To facilitate our expanding business growth in China, the Group introduced Total Service & Sales Management (TSSM) and certified business trainers across different locations and staff on TSL's business values and services targets as well as the implementation of various sales and services management strategies. Targeting outstanding Regional Managers and Operations Managers, Area Manager Elite Training Camp focuses on four major areas on self-management, personnel management, business management and special topics stating the challenges and potential risk in the territory. The Company is also proud to present our mobile learning platform which our staff receive customised orientation class in accordance to their nature of work as well as examinations for new staff to evaluate their probation performance.

Percentage of employees trained
接受培訓員工的百分比

All employees

所有員工

25%

By seniority
按職級劃分

Senior and high-level management 高層及高級管理人員 29%

Middle management 中層管理人員 32%

Employee 一般僱員 24%

凝聚力，而內部監控研討會旨在通過了解並執行營運守則，來維持店舖營運監控。

本集團為促進於中國的業務增長，引入全面服務及銷售提升計劃和跨地區的認可業務導師，以及培訓本集團員工理解謝瑞麟珠寶的業務價值和服務目標，繼而能與我們實施的各項銷售和服務管理策略保持一致。區域經理精英訓練營對象為傑出的區域經理和營運經理，其中四個主要培訓重點包括自我管理、人事管理、業務管理和特殊主題，以指出中國內地面對的挑戰和潛在的風險。本公司以推出我們的流動學習平台為榮，我們的員工可根據他們的工作性質接受特設的迎新課程，而新入職的員工亦可通過考試以評估他們於試用期的表現。

Average training hours per employee (hours)
每位員工的平均培訓時間(小時)

All employees

所有員工

17

By seniority
按職級劃分

Senior and high-level management 高層及高級管理人員 27

Middle management 中層管理人員 26

Employee 一般僱員 16



Various training programmes were designed to equip our employees in the fast-changing environment
為員工定制不同類型的培訓計劃以助他們在日新月異的環境下作好準備

OUR OPERATING PRACTICES

As a responsible company, the Group strives to uphold high standards of business ethics and integrity in our operations. We are committed to promoting sustainability in our supply chain, maintaining product quality, respecting intellectual property, protecting customer privacy and prevent corruption.

Supply Chain Management

The Group is committed to working with our suppliers, contractors and manufacturers to promote sustainability along our supply chain. Apart from quality of products and services, we also have high expectations on their social and environmental performance. As such, we carefully select suppliers which have met with our requirements and complied with all the applicable laws and regulations.

The Purchasing Management Team is responsible to oversee the process of supplier selection. A comprehensive supply chain management system has been adopted to monitor and review the purchasing process. Only qualified suppliers are included in the potential supplier list. Reviews are conducted on an annual basis to continuously monitor the performance of the potential suppliers and ensure our suppliers follow our policies. Samples of their products are assessed against our quality requirements before delivery to ensure a satisfactory standard of the end products.

我們的營運慣例

本集團作為一間負責任的企業，致力於在營運中履行高標準的商業道德和誠信，並致力於促進供應鏈的可持續性、維持產品質量、尊重知識產權、保護客戶私隱及防止貪污。

供應鏈管理

本集團致力與供應商、承包商及製造商合作，以促進供應鏈的可持續發展。除了提供優質的產品和服務外，我們也對社會和環境影響的表現抱有很高的期望。因此，我們會仔細選擇符合我們要求並遵守所有適用的法律及法規的供應商。

採購管理團隊負責監督選擇供應商的過程，採用全面的供應鏈管理系統來監控和審查採購流程。只有合格的供應商才會被列入候選供應商名單。本集團每年進行一次審核，以持續監控候選供應商的表現，並確保我們的供應商遵守我們的政策。我們會根據我們的質量要求把供應商的產品樣品於交付前預先進行評估，以確保製成品能達到滿意標準。

Product Responsibility

As a renowned jewellery manufacturer and retailer, the Group's products and services are well recognised by industry standards and relevant governing bodies. We have developed a series of management methods and procedures for our products and materials, to ensure the quality of the products we offer. These accreditations include:

The Hong Kong Jewellers' & Goldsmiths' Association 香港珠玉石器金銀首飾業商會

- “Quality Gold Mark Scheme” 「優質足金標誌」
- “Natural Fei Cui Quality Mark” 「天然翡翠標誌」

The Diamond Federation of Hong Kong 香港鑽石總會

- “Natural Diamond Quality Assurance” mark 「天然鑽石品質保證」標誌
- “Integrity Pledge” 「誠信保證」

The Intellectual Property Department of Hong Kong 香港知識產權署

- “No Fakes Pledge” 「正版正貨承諾」

The Quality Tourism Services Association 優質旅遊服務協會

- Quality Tourism Services (QTS) Scheme 優質旅遊服務計劃
- Outstanding QTS Merchant and Service Staff Awards 傑出優質商戶及員工服務獎

We consider the experience of our customers an important aspect of our quality service. To guarantee the premium quality of our products and to ensure continuous improvements on our stores' daily services, we communicate with our customers via various channels, including customer service hotlines, emails, and social media platforms. Feedbacks collected are reported to the senior management and regional frontline managers to formulate proper and immediate responses. With the growing e-commerce market, the Group has invested extra resources to set up a separate phone hotline to better serve our online customers.



TSL Jewellery were awarded by several organisations for its outstanding product and services quality

謝瑞麟珠寶獲不同機構頒授有關卓越產品及優質服務之獎項

產品責任

本集團作為著名珠寶製造商和零售商，產品和服務皆獲業界標準及相關管理機構的認可。我們為產品和物料制定了一系列管理方法和程序，以確保我們提供的產品質量。其中獲取的認證包括：



我們認為顧客的體驗是優質服務的重要部分。為了保證產品的卓越質素並確保持續提升店舖的日常服務，我們通過各種渠道包括客戶服務熱線、電子郵件和社交媒體平台與顧客溝通，收集他們的反饋意見並轉達至高級管理層和區域前線管理人員，以制定合適和即時的回覆。隨著電子商務市場不斷發展，本集團已投入額外資源設立獨立電話熱線，務求更有效地服務我們的網上顧客。

In order to cater to the needs of our valued customers, we maintain a set of procedures for complaints handling. Complaints related to our products and services were responded to in a timely manner. During the reporting period, no products were recalled due to safety and health reasons.

To protect our reputation, we secure our brand names and products by applying trademarks and designs registrations in different jurisdictions. Any infringement of our mark or design and may lead to legal action. We will continue to monitor and to safeguard our registered trademarks or designs from any encroachment. On the other hand, we respect the intellectual property rights of others, for instance, use of unauthorised or unlicensed software is strictly forbidden in our offices.

Data Privacy Protection

With growing concerns on data privacy, the Group maintains strict guidelines on customer data handling. All employees must strictly abide by the Personal Data (Privacy) Ordinance. Moreover, we have a Privacy Data Protection Policy in place to safeguard customer data. Our Privacy Data Protection Policy is printed on our membership application forms. The completed forms are then stored in locked areas to avoid data leakage. We engage service providers which have obtained certificates of ISO 9001 and ISO 27001 to destroy documents that contain sensitive information, they are also required to sign a data privacy agreement beforehand to ensure all private data is handled with care and according to government regulations and guidelines.

Anti-corruption

Being a company with high integrity standards, the Group is committed to the prevention of bribery, extortion, fraud and money laundering in our operations. Abiding by the Prevention of Bribery Ordinance (Cap. 201), all employees are required to comply with the Code of Conduct which forbids any forms of bribes. The Code of Conduct clearly outlines the acceptable and unacceptable behaviors, as well as the consequences of violating the policy. Regular reminders, such as “Anti-Money Laundering and Terrorist Financing Initiatives Work Guidelines” are distributed to our employees to raise their awareness on this issue. Our employees are also responsible to notify our suppliers, manufacturers, contractors, customers or any related parties on relevant policies. The Group’s whistle-blowing system is in place to promote a transparent “speak up” culture to report any suspected misconduct. To maintain the effectiveness of our internal control system, reviews are conducted to update the system regularly and whenever necessary. During the reporting period, the Group was not involved in any legal cases regarding corrupt practices.

為了滿足我們尊貴顧客的需求，我們設有一套處理投訴程序。有關我們的產品和服務的投訴可得到及時回應。本報告期間內，我們沒有產品由於安全和健康原因而需要回收。

為了保護我們的商譽，我們透過在不同的司法管轄區申請商標和外觀設計註冊來保護我們的品牌和產品。任何侵犯我們商標或設計的行為都可能導致法律訴訟。我們將繼續監控並保護我們的註冊商標或設計免受任何侵害。同時，我們尊重他人的知識產權，例如，我們的辦公室嚴禁使用未經授權或未經許可的軟件。

資料私隱保護

隨著社會對資料私隱的日益關注，本集團一直恪守嚴格的準則來處理顧客資料。所有員工必須嚴格遵守個人資料(私隱)條例。此外，我們制定了私隱資料保護政策，以保障顧客的資料。我們的私隱資料保護政策已印在我們的會員申請表上，而且會妥善鎖好已填妥的表格，避免資料外洩。我們亦聘請持有ISO 9001和ISO 27001證書的服務供應商銷毀含有敏感資料的文檔，另外，我們也要求他們事先簽署資料私隱協議，以確保所有私人資料得到妥善及符合政府法規和準則的處理。

反貪污

本集團作為一家具有高度誠信標準的公司，致力於營運中防止賄賂、勒索、欺詐和洗黑錢。根據防止賄賂條例(第201章)，所有僱員均須遵守行為守則，禁止任何形式的賄賂。行為準則明確規定了可接受和不可接受的行為，以及違反政策的後果。我們會分發如「打擊洗錢和恐怖分子資金籌集工作措施指引」來提高員工於這方面的認識。我們的員工還會負責通知我們的供應商、製造商、承包商、顧客或任何相關方相關政策。本集團設有舉報機制，鼓勵員工舉報任何可疑的不當行為。為了保持內部監控系統的有效性，我們會定期進行檢討，以便定期及在有需要時更新系統。本集團於報告期內並無涉及任何有關貪污行為的法律案件。

OUR ENVIRONMENT

Being a responsible corporate citizen, we have taken an active role to manage our environmental performance in our business operation. Since 2015, the Group has set up a taskforce on environmental protection and cost saving programme. The programme promotes environmental protection in both offices and factories. Meanwhile, we exert effort in energy saving, resource management and emission control, in an effort to minimise our impact to the surrounding environment. During the reporting year, we continued to participate in the Green Office Award Labelling Scheme (“GOALS”) by the World Green Organization (“WGO”). The Group was granted the “Green Office” label and received the “Eco-Healthy Workplace” Awards from WGO.

The Achievements

In 2017, the Company was recognised by the GOALS and awarded Platinum Awards and Gold Awards for continued support to the Charter on External Lighting.

Energy Saving

We understand that electricity consumption is the major contributor to the Group's greenhouse gas emission, and our energy management policy is applied to improve energy efficiency at all levels of our business. Therefore, we explore more energy saving opportunities in our workplace. Up to 2017, more than 70% of lighting system of our stores and production units in both Hong Kong and Mainland China have been



Tse Sui Luen Jewellery (International) Limited continued to participate in the Green Office Awards Labelling Scheme, the 3rd consecutive year in a row
謝瑞麟珠寶(國際)有限公司連續第三年參與綠色辦公室獎勵計劃

我們的環境

本集團作為一個負責任的企業公民，我們積極在業務運作上管理我們對環境的影響。自2015年以來，本集團已成立環保及節省成本計劃專責小組。該計劃旨在提倡辦公室和工廠的環境保護。同時，我們亦致力於節能、資源管理和排放控制方面，盡量減少對四周環境的影響。我們於報告期內繼續參與世界綠色組織的綠色辦公室獎勵計劃。本集團獲得「綠色辦公室」標籤，並獲得世界綠色組織頒發的「健康工作間」獎項。

成就

本公司於2017年獲綠色辦公室獎勵計劃認可及因持續參與戶外燈光約章而獲頒發鉑金獎及金獎。

節能

本集團了解電力消耗乃溫室氣體排放的主要原因，所以我們採取能源管理政策為各級業務提升能源效益。為此，我們正努力在工作場所發掘更多可節能機會。截至2017年，我們已於香港和中國內地的店舖和生產單位的照明系統安裝更有效節能的LED燈，取代了逾70%傳統照明設備。此外，我們位



The Group was awarded Platinum Awards and Gold Awards for continued support to the Charter on External Lighting

本集團持續支持戶外燈光約章並獲頒發鉑金獎和金獎

replaced with LED lights, which consume fewer energy than traditional lightings. Our Panyu factory has replaced 2,000 units of ordinary lights with energy-saving lights to save 110,000 kWh. We also pursue higher energy efficiency with floor plan design. Additionally, our Group follows the Charter on External Lighting launched by the Environment Bureau of Hong Kong. We agree to switch off external lighting during preset times at the headquarters and many of our retail stores, that can help reduce electricity consumption and minimise light pollution to the neighborhood.

Apart from managing hardware in the workplace, the Group raises the awareness of energy saving in the workplace. For example, we urged our employees to turn off the lights and air-conditioning when they are not in use. The electrical appliances, such as monitors of computer, should be switched to energy saving mode in the standby time. On account of cooperation of our staff, we can achieve more remarkable effect in a drop in electricity consumption and associated greenhouse gas emissions.

Resource Management

We conserve the environment by minimizing the use of resources and seeking better alternatives. The Group has established waste management policy and water management policy, with clear and strict instructions for staffs in different types of waste disposal and resource conservation. We encourage the maximization in the use of space in our report and advertisement design, in order to reduce the pages for printing. In our daily operations in retail stores in Hong Kong, we require our staff to record and manage the number of copies of our printer. The close monitoring help avoid unnecessary printing and copies and prevent wastage. We also amend our administrative procedures to promote paperless office. The automation system introduced in Mainland China help streamline operating procedures, which is conducive in reducing labour and paper consumption. The Group also adopted electronic work procedures such as e-leaves, e-pay slips and online purchase approval process. The paperless measures contribute to a low consumption of paper in our operations.

Apart from reducing use of resource by digitalization of documents, we explore the use of more environmentally-friendly alternatives and promote recycling when necessary. The Group's Annual Report is printed on paper produced from responsibly managed forest. The marketing printing materials and paper cups in company events are also made of recycled paper whenever possible. In offices, we provide our staff with reusable utensils to replace the disposable ones. Besides, we collect the scrapped electronic devices to recycling companies for making the best use of materials.

於番禺的廠房亦已採用節能燈取代2,000台普通燈，共節省了110,000千瓦時的耗電量。我們還運用平面圖設計追求更高的能源效益。此外，本集團遵循香港環境局推出的戶外燈光約章，同意在總部和大部分的零售店鋪的預調時間內關掉外部照明，這有助減少電力消耗及對鄰近地區的光污染。

本集團除了管理工作場所的裝置外，還提高員工於工作場所的節能意識。例如，我們敦促員工關掉不使用的電燈和空調，以及把待用的電子儀器，如電腦顯視屏，切換到節能模式。我們透過員工的通力合作，顯著減少電力消耗量和相關溫室氣體的排放量。

資源管理

我們通過減少使用資源和尋求更好的替代方法來保護環境。本集團制定了廢物管理政策和用水管理政策，並對負責不同類型的棄置廢物和物料保存的員工作出清晰而嚴格的指示。我們鼓勵員工於報告和廣告設計中盡量利用最大空間，以減少打印紙張數目。另外，我們要求員工於香港零售店鋪的日常營運中記錄及控制打印機的列印份數。於密切監控下有助於避免不必要的打印和複印而導致的浪費。我們還更新了行政程序，鼓勵無紙化辦公。在中國內地，我們引入自動化系統簡化操作程序，有利於減少勞動力和紙張消耗量。本集團亦採用電子工作程序，例如電子休假申請、電子工資單及網上採購核准程序等。無紙化措施亦有助於我們在營運中減低紙張消耗量。

我們除了通過文件數碼化減少消耗資源外，還發掘使用更環保的替代品，並於有需要時推廣循環再用的意識。本集團的年報打印在由森林管理委員會認證生產的紙張上。本公司活動中的營銷印刷材料和紙杯也盡可能由再造紙製成。我們為員工在辦公室提供可重複使用的餐具，以取代即棄餐具。此外，我們也收集廢棄的電子設備送至回收公司，以充分利用資源。

Use of resources and recycling of materials
資源使用和物料回收

Energy consumption at Hong Kong, Macau and Mainland China
香港、澳門和中國內地的能源消耗量



Electricity consumption (kWh) 用電量(千瓦時)	+	Petrol consumption (L) 汽油消耗量(升)	+	Liquefied Petroleum Gas (LPG) (m ³) 液化石油氣(立方米)	+	Diesel consumption (L) 柴油消耗量(升)
3,958,400		13,300		530		360
=	Total energy consumption (GJ) 總能耗(千兆焦耳)		=	Intensity of total energy consumption (GJ/HK\$1 million revenue) 總能耗強度 (千兆焦耳/一百萬港元營業額)		=
	14,800			3.57		

Water consumption and recycling of water at Hong Kong, Macau and Mainland China
香港、澳門和中國內地的用水量



Total water consumption (m ³) 總耗水量(立方米)	Intensity of total water consumption (m ³ /HK\$1 million revenue) 總耗水量強度(立方米/一百萬港元營業額)	Water recycled (m ³) 廢水回收(立方米)
24,300	5.88	130

Packaging material used at Hong Kong and Mainland China
在香港和中國內地使用的包裝物料



Paper bags (pieces) 紙袋(個)	Gift bags (pieces) 禮品袋(個)	Gift boxes (pieces) 禮品盒(個)	Reclosable Bags (pieces) 自封袋(個)
800,000	1,000	943,000	4,000,000

Recycling of materials at Hong Kong and Mainland China
在香港和中國內地的物料回收



Metal and electronic equipment recycled (tonnes) 回收金屬及電子設備(噸)	Paper recycled (tonnes) 回收紙張(噸)
4.9	2.0

Emission Control

There are no severe emissions found in our business operations. We encourage our staff to take public transport and combining business trips with several purposes. During the business trip, we select accommodation closest to the workplace wherever possible. Therefore, we can minimise the use of fuels for commuting and the associated air emissions.

In our factories, we strive to seek technical solutions to reduce the emissions in our production process. During 2017, we launched the sewage and air pollution treatment project. We generate sewage during the procedures such as electrolysis and electroplating. In the sewage treatment project, sewages from different work procedures are diverted to the regulating pond. The discharges comply with local standards after proper treatment. Beyond the sewage treatment project, we also conducted the air pollution treatment project. We appointed professionals to analyze the air pollutions generated in different manufacturing procedures, and installed appropriate equipment to filter emissions. After the projects, we can further alleviate the impact to surrounding environment.

To minimise our environmental impacts and protect the surrounding areas of Panyu factory, we especially engage qualified contractors to process the waste generated from our operations.

排放控制

我們於業務營運中並無嚴重的排放污染。我們鼓勵的員工乘坐公共交通工具，並綜合出差次數以便處理不同事務。出差期間，我們盡可能選擇離工作場所最近的住宿。因此，我們可以盡量減少因出勤而消耗的燃料和空氣排放污染。

我們努力在廠房尋求專業的解決辦法，以減少生產過程中的污染物排放量。我們於2017年展開了污水和空氣污染的處理項目以處理我們在電解和電鍍等過程中產生的污水。在污水處理項目中，來自不同工序的污水會被轉移到調節池，排放物經過適當處理後可符合當地標準。除污水處理項目外，我們還進行了空氣污染處理項目。我們委任專業人員分析於不同生產過程中產生的空氣污染，並安裝適當的設備來過濾排放物。項目完成後，我們可以進一步減輕廠房對四周環境的影響。

為了盡量減少對環境的影響並保護番禺工廠的周邊環境，我們特別聘請合資格的承包商來處理營運中產生的廢物。

Emissions and Waste 排放物和廢物

Wastewater discharge at Mainland China production sites 中國內地生產基地的廢水排放量

Production and domestic sewage (m³)
生產和生活污水(立方米) 13,000

Greenhouse gas emission at Hong Kong, Macau and Mainland China 香港、澳門及中國內地的溫室氣體排放量

Direct greenhouse gas (Scope 1) emission (tonnes CO ₂ e) 直接溫室氣體(範圍1) 排放(噸二氧化碳當量)	+	Indirect greenhouse gas (Scope 2) emission (tonnes CO ₂ e) 間接溫室氣體(範圍2) 排放(噸二氧化碳當量)	=	Total greenhouse gas emission (tonnes CO ₂ e) 溫室氣體總排放量(噸二氧化碳當量)
33		2,646		2,679

Intensity of total greenhouse gas emission (tonnes CO₂e/HK\$1 million revenue)
溫室氣體總排放強度(噸二氧化碳當量/一百萬港元營業額) 0.65

Hazardous waste in Mainland China production sites 中國內地生產基地的有害廢物

Waste containing strong acid (tonnes) 含有強酸的廢物(噸)	0.1	Waste containing strong alkaline (tonnes) 含有強鹼的廢物(噸)	2.0
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Non-hazardous waste and material consumption in Hong Kong and Mainland China 香港及中國內地的無害廢物及物料消耗量

Paper consumption (tonnes) 紙張消耗量(噸)	8
General waste (tonnes)* 一般廢物(噸)*	31

* Only covers data in Mainland China production sites

* 只涵蓋中國內地生產基地的數據

OUR COMMUNITY

Understanding our local communities, foreseeing their needs and delivering bespoke products and services are our top priorities. The Group emphasises the importance of community engagement to the long-term success of our business. Therefore, we support in various aspects so as to enhance the development of community, and improve a better living environment for local communities. In 2017, we participated in social development activities on charities, health and wellness events as well as education via the TSL | 謝瑞麟 foundation in gaining and maintaining the trust of the communities in which we operate. We are proud to have donated a total of HK\$235,000 during the year. The Group aims to continuously diversify our community engagement and drive positive change.

The Achievements

In 2017, the Company's wholly-owned subsidiary TSL Jewellery (H.K.) Co. Limited was awarded 5 Years Plus Caring Company Logo, second year in a row.

我們的社區

我們的首要任務是了解我們本地社區，預想他們的需求並提供特定的產品和服務。本集團理解社區參與對我們業務長期成功的重要性。因此，我們為社區提供多項支持，以促進社區發展，為本地社區締造更好的生活環境。我們於2017年通過 TSL | 謝瑞麟 基金參與慈善、健康和保障相關以及具教育意義的社會發展活動，以獲取及保持所在社區對我們的信賴。我們於年內共捐贈了235,000港元。本集團將繼續支持多元化的社區活動以推動社區的正面發展。

成就

於2017年，本公司的全資附屬公司謝瑞麟珠寶(香港)有限公司連續兩年榮獲「5年+商界展關懷」標誌。





The Group added a new activity under its “Your Little Their Mickle” Campaign to raise money for UNICEF’s Water and Sanitation Programme in rural areas in China

本集團為「聚沙成金」新增了一項活動，以協助聯合國兒童基金會在中國偏遠地區的食水和環境衛生工作籌集資金

Supporting UNICEF “Your Little Their Mickle” Campaign

The Group has continued to raise donations for UNICEF Hong Kong through the “Your Little Their Mickle” campaign. Customers can donate spare change from jewellery purchase at any TSL Jewellery stores in Hong Kong. The Group matches every dollar donated to UNICEF HK as a token of thanks for their support. A selection of charity items including jewellery box and jewellery loupe were specially designed to raise fund for this campaign where the donations are contributed to UNICEF’s Water and Sanitation Programme in rural areas in China. The Group also extended the programme to weddings in Hong Kong, where couples can celebrate and share the joy by donating part of their wedding favours to the campaign in exchange of greeting cards to their guests at their wedding banquets.

支持聯合國兒童基金會香港委員會「聚沙成金」活動

本集團繼續通過「聚沙成金」活動為聯合國兒童基金會香港委員會籌集捐款。顧客可在香港任何謝瑞麟珠寶店購買珠寶首飾時捐出零錢。顧客每捐助一元，本集團亦同時捐贈一元予聯合國兒童基金會香港委員會以感謝顧客們的支持。一系列專門用於籌集資金的慈善物品，包括珠寶盒和珠寶放大鏡，用於捐贈聯合國兒童基金會香港委員會在中國偏遠地區的食水與環境衛生的工作。本集團還將此計劃伸延至香港的婚宴，新婚人士可以透過捐贈款項予我們準備慈善回禮心意卡作為回禮禮物送予婚宴中的賓客，藉此來慶祝及分享其喜悅。

Charity Sale for St Stephen's Girls' College

To support the 3-year Fundraising Campaign of St Stephen's Girls' College ("SSGC"), our chairman and CEO as well as the alumna of SSGC -Annie Tse led The Company to be involved in the design and craftsmanship of "The Evershining Spirit" brooch collection which incorporates with three designs: Sapphire and Ruby Brooch, Diamond and Sapphire Brooch and 750/18K Gold Pin. The fund raised assisted in the continuous improvement in the exceptional education and the campus enhancement for SSGC, affiliated primary school and kindergarten students

Supporting the Community Chest of Hong Kong "Love Teeth Day"

In 2017, the Group participated in "Love Teeth Day", which was jointly organised by The Community Chest of Hong Kong, The Hong Kong Dental Association and Oral Health Education Unit of the Department of Health. The Group encouraged donations within the Company by promoting "Love Teeth Day Packs" oral product kits. The donations we received will enhance "Oral Health Services for the Needy" provided by the Chest's member social welfare agencies without any deduction.

聖士提反女子中學慈善義賣

為了支持聖士提反女子中學的為期三年的籌款活動，作為該校校友的集團主席兼行政總裁邱安儀女士帶領本公司參與「The Evershining Spirit」的胸針設計和工藝製作。該胸針系列融合了三種設計：藍寶石和紅寶石胸針、鑽石和藍寶石胸針和750/18K金襟針。籌集的資金有助於為聖士提反女子中學、其附屬小學和幼兒園學生持續改善其附設教育設施和校園。

支持香港公益金「公益愛牙日」

本集團於2017年參加由香港公益金、香港牙醫協會及衛生署口腔健康教育組合辦的「公益愛牙日」。本集團透過推廣「愛牙日禮包」口腔護理用品，以鼓勵公司員工捐款。在不扣除任何款項下，所籌得金額將捐贈予香港公益金的社會福利機構成員，為有需要人士加強口腔護理服務。

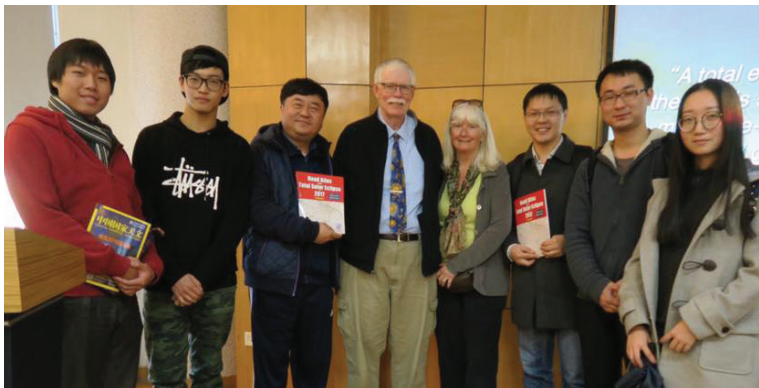
The TSL | 謝瑞麟 Foundation

The TSL | 謝瑞麟 Foundation (“TSLF”) is a charitable trust in Hong Kong and is committed to fostering the works on creative arts, preservation and inheritance in the Chinese society. The currently supported projects include the inheritance of traditional jewellery craftsmanship, preservation of Hong Kong Cantopop music and fostering astrophotography for night sky preservation.

Astronomical Events and Projects

Astronomy is not just something academic, but can arouse our curiosity about the universe, encourage us to explore the outer space and thus, inspire our creativity. From observing astronomical phenomenon (such as, solar or lunar eclipse) to looking into certain technical skills (such as, astrophotography or nightscape image processing), we could see how our daily life is filled up with astronomy.

Similar to the masterpieces produced by jewellery craftsmen, astrophotography emerged by astrophotographers is to tell the story behind a sky picture. Through various events supported or sponsored by TSLF, we could promote to the public an interesting means, that is, astronomy or astronomical related topics which could facilitate knowledge and experience exchange between experts all over the world and astronomical amateurs in Hong Kong and Mainland China. In March 2017, Mr. Fred Espenak, a former NASA scientist, delivered lectures in Beijing, Guangzhou and Hong Kong on the topic of the total solar eclipse prediction of 2017 across the entire North America. In particular, this successful event held at the headquarter of National Astronomical Observatories of China in Beijing attracted over 100 attendees, while live broadcast with simultaneous interpretation in Chinese reached an online viewing rate of 13,000. To further encourage the public to enjoy and witness this rarely seen phenomenon, the Group sponsored Total Solar Eclipse Photo Contest 2017 organized by Chinese National Astronomy Magazine.



Fred Espenak, Mr. Eclipse, was speaking at the National Astronomical Observatories of China (“NAOC”) Headquarter in Beijing about the Total Solar Eclipse of 2017 in the U.S.A.

有日蝕先生之稱的Fred Espenak在中國國家天文台位於北京的總部發表關於2017年美國日全蝕的演講

TSL | 謝瑞麟 基金

TSL | 謝瑞麟 基金(「謝瑞麟基金」)是在香港的慈善信託，致力推動華人社會中的藝術創作、保育和傳承的工作。現在，謝瑞麟基金支持的項目包括，傳統珠寶手工工藝之承傳、香港廣東歌之保育和推動保育星空的天文攝影。

天文活動和項目

天文學不僅是學術科目，而且能喚起我們對宇宙的好奇心，鼓勵我們探索外太空，從而啟發我們的創意。我們可從觀測天文現象(如日蝕或月蝕)以至研究一些專業技術(如天文攝影或夜空圖像處理)，看到日常生活如何充滿天文學。

猶如珠寶工匠的傑作一樣，天文攝影師展現的天文攝影就是講述天空圖片背後的故事。謝瑞麟基金透過支持或贊助各項活動，以生動有趣的方式向大眾推廣天文學或天文相關主題，並可促進世界各地專家和香港及中國內地的天文業餘愛好者之間的知識和經驗交流。於2017年3月，前美國太空總署科學家Fred Espenak先生就2017年覆蓋整個北美日全蝕預測的主題於北京、廣州和香港舉辦了講座。其中是次活動在中國國家天文台北京總部更吸引逾100人出席，而同時以中文作即時傳譯直播之在線觀看率更高達13,000次。為進一步鼓勵大眾欣賞和見證這罕有的天文現象，本集團贊助了由中國國家天文雜誌舉辦之2017年日全蝕攝影大賽。



TSL | 謝瑞麟 Foundation sponsored the Total Solar Eclipse Photo Contest 2017 organised by the Chinese National Astronomy Magazine

TSL | 謝瑞麟 基金贊助了由中國國家天文雜誌舉辦之2017年日全蝕攝影大賽

Another exciting event supported by TSLF in March 2017 was a lecture conducted by Mr. Yuri Beletsky in Hong Kong on the subject of the arts and science of nightscape imaging in the Atacama Desert in Chile. Addressing an audience of approximately 130 during his presentation, Mr. Beletsky generously shared his experience and techniques by exhibiting ample amazing images taken in the dark. By hosting a workshop on nightscape image processing in Hong Kong, Mr. Beletsky further elaborated the tricks and key to produce wonderful pictures, in which the participants were all inspired by this veteran astronomer.

In addition to lectures and workshops focusing on the foregoing special topics, sharing sessions for upgrading astrophotography skills presented by amateur astronomers were organized in Hong Kong on a regular basis.

於2017年3月，謝瑞麟基金支持的另一項精彩活動是由Yuri Beletsky先生在香港舉辦有關於智利阿塔卡馬沙漠的夜間攝像藝術與科學的講座。在致辭及演講期間，Beletsky先生向約130名觀眾慷慨地分享了他的經驗和技巧，展示了大量於黑暗中拍攝的圖片，令人讚嘆。Beletsky先生透過在香港舉辦夜間攝像圖片處理工作坊，進一步闡述了製作精彩美圖片的訣竅和關鍵，各參與者都深受這位資深天文學家的啟發。

除了上述專題的講座和工作坊外，謝瑞麟基金還定期邀來業餘天文學家在香港舉辦分享會，以提升天文攝影技術。



Over 130 audience attended the public lecture featured astronomer Mr. Yuri Beletsky, co-organised by Starhouse Production and Hong Kong AstroForum in conjunction with the TSL (謝瑞麟 Foundation)

逾130名觀眾參加了天文學家Yuri Beletsky先生的公開講座，此講座由Starhouse Production及香港天文論壇與 TSL | 謝瑞麟 基金聯合舉辦

Astronomy knowledge sharing sessions were held on a regular basis
定期舉行的天文知識分享會

With a view to introducing certain technical skills in a more interesting manner, TSLF sponsored Hong Kong Astroforum, which collaborated with Hong Kong Space Museum to invite Mr. Vicent Peris Baixauli, a member of the development team of PixInsight, to deliver a free public lecture entitled "Music, Astrophotography and Image Processing" in September 2017. During his sharing, Mr. Peris spelt out how astrophotography image processing techniques can be applied to our daily life. Similar lectures were held in Beijing, Dalian and Guangzhou to facilitate knowledge and experience exchange with the astronomy enthusiasts in Mainland China. To make this event complete and meaningful, Mr. Peris conducted a PixInsight workshop for each of the beginner and intermediate levels in Hong Kong, which is the first official workshop of the same kind in Asia, with the sponsorship of TSLF.

Aside from the abovementioned events, TSLF sponsored Chinese National Astronomy Magazine in October 2017 in support of its sustainable development and Carnegie Institution for Science in November 2017 in support of infrared robotic telescope at Las Campanas Observatory in Chile.

為了更有趣生動地引進一些專業技術，謝瑞麟基金贊助了香港天文論壇聯同香港太空館的合作，邀請PixInsight其中一位開發團隊成員Vicent Peris Baixauli先生於2017年9月舉辦一次名為「音樂，天文攝影和圖像處理」的免費公開講座。在分享期間，Peris先生闡述了天文攝影圖像處理技術如何應用於我們的日常生活之中。類似的講座亦於北京、大連和廣州舉行，以促進與中國內地天文愛好者的知識和經驗交流。在謝瑞麟基金贊助下，Peris先生分別為香港的初級和中級水平學員舉辦了PixInsight入門及進階程度的工作坊，為其於亞洲首次舉辦同類型的正式工作坊，令這項活動更加圓滿和具意義。

除了上述活動外，謝瑞麟基金於2017年10月還贊助了中國國家天文雜誌，以支持其可持續發展，以及於2017年11月贊助Carnegie Institution for Science，以支持智利Las Campanas Observatory的紅外線天文望遠鏡之持續研發。



Series public lectures and workshops were held in various cities featuring astronomer Mr. Vicent Peris Baixauli
天文學家Vicent Peris Baixauli先生在各個城市舉行了一系列的公開講座和工作坊

A ground-based extremely large telescope, the Giant Magellan Telescope (GMT), is expected to rise up from this ground in 2025

一個地面超大型天文望遠鏡「巨型麥哲倫望遠鏡」將於2025年在此地矗立

TSL | 謝瑞麟基金 全力支持「香港廣東歌保育運動」

你們曾否聽過身邊的朋友談論，現時的廣東歌不像以前的那麼動聽嗎？

廣東歌的影響力在七、八十年代無遠弗屆，如今不少年輕一代鍾情外來文化，愛聽西方音樂、K-POP等，廣東歌時代的輝煌光景好像已不復再。對於廣東音樂衰落，有人為之惋惜，亦有人挺身保育粵語歌曲，其中，TSL | 謝瑞麟基金對廣東歌文化傳承更是不遺餘力。編者今次很榮幸能訪問到TSL | 謝瑞麟基金的受託人謝達峰先生(Tommy)，談談「保育廣東歌」的想法。



謝達峰先生
TSL | 謝瑞麟基金受託人

廣東歌 - 香港精神重要支柱

廣東歌的確陪伴著很多港人成長，同樣在香港土生土長的Tommy表示，他從小也是聽著廣東歌長大，對香港的粵語流行音樂擁有著一份深厚的感情，「無論你生活在不同的情況下，音樂都能充份表達出對人對事的一份情懷。在我看來，廣東歌更是顯示香港精神的要素之一。在國內還未高速發展前，很多經典的廣東歌在國內亦是深入民心的，擁有很大的影響力。」

粵語流行曲 風光不再？

經常會聽到較成熟的聽眾表示，現時的歌曲並不動聽。是否因為他們跟不上潮流，所以總是覺得以前的金曲較為悅耳？對於這個現象，Tommy和太太在偶然的機會下遇到一些香港音樂界的朋友，傾談間試圖尋找問題所在。在深入了解後，發現問題與音樂製作模式的轉變有莫大關係，「香港相對中環市場比較小，銷售模式的改變導致以發展香港音樂去賺錢的商業動機亦沒以前那麼大。在利潤下降的大前提，願意投資的人減少，導致製作費減低，間接令製作音樂的模式轉變。」Tommy認為，這個轉變包括現時較依賴電腦輔助製作，以及很多香港製作音樂的傳統成功經驗，在沒有資源的情況下，未能繼續發展下去，「經我觀察，部份現時創作的新歌並不著重歌曲的音韻和意境，不像以往用好的製作方法去做好的音樂。」

動聽的經典粵語流行曲在現今社會逐漸被人遺忘，Tommy認為這個情況也是與唱片製作資源及模式的轉變息息相關，「現在最普遍的方法就是將一些舊歌以雜錦的形式推出，這樣便可以不需要太多投資亦可以有新創作的唱片創造銷售。就算是一支很動聽的歌曲，因為是舊式的演繹方法，令年輕一輩覺得這些粵語歌只是老歌，演繹手法跟不上潮流，而沒有興趣去收聽。」因此大部份年輕聽眾都是只希望聽到新的作品，同時無動機去主動接觸這些動聽的香港廣東歌經典。

致力宣揚創意產業 為香港廣東歌出一分力

TSL | 謝瑞麟基金自2013年開始，以保育傳統珠寶工藝，致力宣揚創意產業，維護文化傳承為宗旨。粵語流行歌正是代表香港文化的一個重要而珍貴的創意產業。對於香港樂壇的變遷，Tommy自言感到十分可惜，「香港政府投放資源在電影界別比較多，很少聽到在音樂方面得到發展的資助。」

身為基金的受託人，Tommy希望喚醒廣大市民和業界，與TSL | 謝瑞麟基金一同深入思考如何令粵語流行音樂的發展再度燃點起來，為香港樂壇再度復興及發展出一分力，「基金希望尋找一些合適而有效的方法保育製作廣東歌藝術，不管透過經典粵語歌曲重生，或是全新歌曲的創作，希望香港廣東歌能夠傳承下去，不致令它隨著時間流逝而失傳。」

Cantopop Preservation

The jewellery industry in Hong Kong is always in a leading role in Southeast Asia. The Group has spared no effort in nurturing the industry participants and inheriting its design and craftsmanship. As a result, it contributes to the creative industries in Hong Kong by bringing up professionals and producing quality products. Likewise, Hong Kong Cantopop had once a significant impact on the Asia region. Not only does the Cantopop culture affect our daily life in Hong Kong, but also in Mainland China (particularly the Pearl River delta region), Macau, Taiwan, Malaysia, Singapore and so on. With this mission in our mind, TSLF is therefore committed to preserving this soft power by cooperating with a number of Hong Kong Cantopop musicians during the reporting period.

廣東歌保育

香港的珠寶業一直處於東南亞的領導地位。本集團不遺餘力地栽培業界人士，傳承我們的設計與工藝，以透過培訓專業人才和生產優質產品，為香港的創意產業作出貢獻。同樣地，香港廣東歌亦曾於亞洲地區有著舉足輕重之影響力。廣東歌文化不僅影響我們在香港的日常生活，更遠及中國內地（特別是珠江三角洲地區）、澳門、台灣、馬來西亞、新加坡等地。謝瑞麟基金肩負著此使命，於本報告期內與一些香港廣東歌歌手合作，致力於保存這種香港的實力。

Mr. Tommy Tse, Deputy Chief Executive Officer of the Group and Trustee of TSLF is dedicated to preserve Cantopop culture

本集團副行政總裁及謝瑞麟基金受託人謝達峰先生致力保育廣東歌文化

TSLF sponsored Albert Au, a renowned Cantopop singer, songwriter and disc jockey in Hong Kong, for “Albert Au Thanks! 40th Anniversary Concert 2017” in June 2017, in which it was the first time TSLF was publicly known for supporting Hong Kong Cantopop preservation.

The Group echoed TSLF’s mission by supporting another exhilarating event in August 2017, “Sam & Tam Happy Together Live in Concert”. Sam Hui and Alan Tam, two Hong Kong Cantopop legends in the 1970s and 1980s, performed numerous oldies to recall the dominance era of Hong Kong Cantopop that made Hong Kong proud of its achievement of its creative industries.

於2017年6月，謝瑞麟基金贊助了香港著名廣東歌歌手、作曲家和唱片騎師區瑞強演出的「區瑞強感謝您！40周年演唱會2017」，這是謝瑞麟基金首次公開推廣保育香港廣東歌。

本集團響應謝瑞麟基金的信念，於2017年8月支持另一項令人興奮的活動「阿Sam & 阿Tam Happy Together演唱會」。許冠傑與譚詠麟，兩位於70年代和80年代的殿堂級香港廣東歌歌手演繹了多首經典歌曲，以喚起值得香港為其創意產業的成就感到自豪的香港廣東歌主導年代。



Mr. Albert Au was named as the first Cantopop Ambassador and was presented the trophy after his 40th Anniversary Concert 2017

區瑞強先生獲委任為首位廣東歌保育大使，及於其「40週年音樂會2017」後獲頒授獎座



Mr. Tommy Tse, Trustee of TSLF, is with two Cantopop legends: Mr. Sam Hui and Mr. Alan Tam

謝瑞麟基金受託人謝達峰先生與兩位廣東歌殿堂級巨星許冠傑先生及譚詠麟先生



Apart from collaborating with the Hong Kong Cantopop icons, TSLF is also committed to preserving Hong Kong Cantopop by endorsing the younger generation of the Hong Kong Cantopop participants. Sponsored by TSLF, Chet Lam in Concert 2017 (「林一峰《我和我的床頭歌》演唱會2017」) was successfully concluded in September 2017. Chet Lam, a singer and song writer and a talented Hong Kong Cantopop music icon of this generation, performed a majority of Danny Chan's hits as a tribute towards another Hong Kong Cantopop legend. In October 2017, being a sponsor of Vincie in Concert (「Vincie in Concert 詠詩演唱會」), Vincie Li, a pianist and a backing vocalist, accomplished her concert debut by presenting many classical Hong Kong Cantopop hits to the audience.

Alan Tam, who is named as the Headmaster of Hong Kong Pop Music Industry, shares the same mission with TSLF and devotes himself to attracting more young talents into the Hong Kong Cantopop music industry. TSLF supports his initiative (「廣得出做得到」) in April 2018 where renowned musicians are invited to share their experience in Cantopop composition and production. This project also encourages the young composers and lyricists to contribute their works in Alan's upcoming music album, which will be an interesting project TSLF would be involved in the upcoming financial year.

除了與香港廣東歌偶像合作外，謝瑞麟基金還致力支持年輕一代的香港廣東歌歌手以保育香港廣東歌。於2017年9月，由謝瑞麟基金贊助之「林一峰《我和我的床頭歌》演唱會2017」圓滿結束。林一峰，這一代才華橫溢之著名的香港廣東歌歌手及作曲家，演繹了另一位殿堂級香港廣東歌歌手陳百強大部分的金曲向其致敬。另外，謝瑞麟基金於2017年10月贊助「Vincie in Concert 詠詩演唱會」。讓身為一位鋼琴家及和聲歌手完成其首次演唱會演出，並向觀眾演繹多首經典香港廣東歌金曲。

被喻為「香港流行音樂校長」的譚詠麟與謝瑞麟基金肩負著同樣的使命，致力於吸引更多年輕的人才進入香港廣東歌的世界。謝瑞麟基金於2018年4月支持他倡議的「廣得出做得到」計劃，邀請著名音樂家分享其在廣東歌創作和製作方面的經驗。該項目鼓勵年輕的作曲家和填詞人在譚詠麟即將發行的音樂專輯中貢獻其作品，亦是謝瑞麟基金於下一個財政年度參與的一個有趣項目。



TSLF supported young and talented Cantopop stars
謝瑞麟基金支持年輕而有才華的廣東歌歌手

Mr. Tse Sui Luen, Founder of the Group, joined event of Alan Tam's project
本集團創辦人謝瑞麟先生參與譚詠麟先生的「廣得出做得到」計劃

Contribution to the Society

Adhering to the Group's belief in making contribution to the society, our senior management spared no effort in sharing their experience and knowledge as pioneers in the Hong Kong jewellery industry with the students in the tertiary institutions. Mrs. Annie Yau Tse, Chairman and CEO, was invited to share her insights with IMBA students in The University of Hong Kong as to transforming the TSL brand. Mr. Anthony Jim, Director — Group Marketing and International Business, delivered a presentation as to TSL's business plan and strategy on developing the market of the younger generation in the School of Journalism and Communication in The Chinese University of Hong Kong.

對社會的貢獻

我們的高級管理層秉承本集團為社會作出貢獻的信念，不遺餘力地向高等院校的學生分享作為香港珠寶業先驅的經驗和知識。主席及行政總裁謝邱安儀女士應邀向就讀香港大學工商管理碩士(國際課程)的學生分享她對謝瑞麟品牌轉型的見解。而集團市務及國際業務董事詹文天先生亦就謝瑞麟集團開拓年輕一代市場的商業計劃和策略，在香港中文大學的新聞與傳播學院發表了演講。



Mrs Annie Tse were invited as a guest speaker at an IMBA Executive Workshop at Hong Kong University and shared her experience with students from Shanghai
謝邱安儀女士應邀擔任香港大學工商管理碩士(國際課程)行政人員工作坊的客席講師，並向上海的學生分享其經驗



Mr. Anthony Jim, Director - Group Marketing and International Business, did a case study about expanding TSL Jewellery's target audience to younger generation to students from The Chinese University of Hong Kong

集團市務及國際業務董事詹文天先生向香港中文大學的學生分享了一個有關將謝瑞麟珠寶的目標顧客擴展到年輕一代的研究個案

Knowledge sharing by Mr. Tse Sui Luen with undergraduate students from the School of Modern Languages and Cultures at Hong Kong University

謝瑞麟先生向就讀香港大學現代語言及文化學院的本科生分享其知識

APPENDIX – HKEX ESG GUIDE CONTENT INDEX

附錄 – 聯交所《環境、社會及管治報告指引》內容索引

Indicators 指標		Chapter/Statement/Remarks 章節/陳述/附註
<i>A. Environmental</i> A. 環境		
Aspect A1: Emissions 層面A1：排放物		
General Disclosure 一般披露	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. 一般披露 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： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Our Environment – Energy Saving During the reporting period, there were no confirmed incidents of non-compliance with relevant laws and regulations that have a significant impact on the Group. 我們的環境 – 節能 報告期內，並無發現任何不遵守相關法律和法規而對本集團產生重大影響的事件。
KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Emissions of Nitrogen Oxides (NOx), Sulphur Oxides (SOx) and other pollutants are considered not significant in our operations. 我們於營運過程中排放的氮氧化物(NOx)、硫氧化物(SOx)和其他污染物並無對環境構成重大影響。
KPI A1.2 關鍵績效指標A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 溫室氣體總排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Our Environment – Emission Control 我們的環境 – 排放控制
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Our Environment – Emission Control 我們的環境 – 排放控制
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Our Environment – Emission Control 我們的環境 – 排放控制
KPI A1.5 關鍵績效指標A1.5	Description of measures to mitigate emissions and results achieved. 描述減低排放量的措施及所得成果。	Our Environment – Emission Control 我們的環境 – 排放控制
KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved. 描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果。	Our Environment – Resource Management Our Environment – Emission Control 我們的環境 – 資源管理 我們的環境 – 排放控制

Aspect A2: Use of Resources		
層面A2：資源使用		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Our Environment – Resource Management 我們的環境 – 資源管理
KPI A2.1 關鍵績效指標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). 按類型劃分的直接及/或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	Our Environment – Resource Management 我們的環境 – 資源管理
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	Our Environment – Resource Management 我們的環境 – 資源管理
KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency initiatives and results achieved. 描述能源使用效益計劃及所得成果。	Our Environment – Energy Saving 我們的環境 – 節能
KPI A2.4 關鍵績效指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved. 描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果。	Our Environment – Resource Management 我們的環境 – 資源管理 During the reporting period, there was no issue in sourcing water for the Group. 報告期內，本集團在求取適用水源上並無任何問題。
KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	Our Environment – Resource Management 我們的環境 – 資源管理
Aspect A3: The Environment and Natural Resources		
層面A3：環境及天然資源		
General Disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Our Environment 我們的環境
KPI A3.1 關鍵績效指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	During the reporting period, there was no significant impacts of activities on the environment and natural resources. 報告期內，並無對環境和天然資源產生重大影響的活動。

<i>B. Social*</i>		
<i>B. 社會*</i>		
Employment and Labour Practice		
僱傭及勞工常規		
Aspect B1: Employment		
層面B1：僱傭		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 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： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Our People – Wellness During the reporting period, there were no confirmed incidents of non-compliance with relevant laws and regulations that have a significant impact on the Group. 我們的人才 – 保障 報告期內，並無發現任何不遵守相關法律和法規而對本集團產生重大影響的事件。
Aspect B2: Health and Safety		
層面B2：健康與安全		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Our People – Health and Safety During the reporting period, there were no confirmed incidents of non-compliance with relevant laws and regulations that have a significant impact on the Group. 我們的人才 – 健康與安全 報告期內，並無發現任何不遵守相關法律和法規而對本集團產生重大影響的事件。
Aspect B3: Development and Training		
層面B3：發展及培訓		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Our People – Development and Training 我們的人才 – 發展及培訓

Aspect B4: Labour Standards
層面B4：勞工準則

General Disclosure 一般披露	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 and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Our People – An Embracing Workplace During the reporting period, there were no confirmed incidents of non-compliance with relevant laws and regulations that have a significant impact on the Group. 我們的人才 – 包容的工作環境 報告期內，並無發現任何不遵守相關法律和法規而對本集團產生重大影響的事件。
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Operating Practices
營運慣例

Aspect B5: Supply Chain Management
層面B5：供應鏈管理

General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Our Operating Practices – Supply Chain Management 我們的營運慣例 – 供應鏈管理
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Aspect B6: Product Responsibility
層面B6：產品責任

General Disclosure 一般披露	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. 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： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Our Operating Practices – Product Responsibility During the reporting period, there were no confirmed incidents of non-compliance with relevant laws and regulations that have a significant impact on the Group. 我們的營運慣例 – 產品責任 報告期內，並無發現任何不遵守相關法律和法規而對本集團產生重大影響的事件。
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Aspect B7: Anti-corruption		
層面B7：反貪污		
General Disclosure 一般披露	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. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Our Operating Practices – Anti-corruption 我們的營運慣例 – 反貪污
Community		
社區		
Aspect B8: Community Investment		
層面B8：社區投資		
General Disclosure 一般披露	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. 有關以社區參與來了解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。	Our Community 我們的社區

* For social subject area B in HKEx ESG Guide, we have partially disclosed substantial KPIs, and we will progressively disclose all KPIs in the coming future.

* 在聯交所《環境、社會及管治報告》報告指引範疇B社會方面，我們披露了部分主要關鍵績效指標，並將於未來逐步披露所有關鍵績效指標。

T S L | 謝瑞麟