



# IMPERIAL PACIFIC

INTERNATIONAL HOLDINGS

博華太平洋國際控股有限公司

## Imperial Pacific International Holdings Limited

ENVIRONMENTAL, SOCIAL  
AND GOVERNANCE REPORT **2018**

Stock Code: 1076

## MESSAGE FROM THE BOARD OF DIRECTORS

To Imperial Pacific, 2018 has been a whirlwind year. Despite the challenges we faced, we have remained anchored to the development of the Group's Imperial Pacific Resort Hotel · Saipan (the "**Resort**"), with the focus of creating shared value for our business and the local community.

We have devoted effort in pushing through the construction progress, and stayed mindful of the needs and expectations of our various stakeholders, shouldering the responsibility for the sustainable development of the community.

As Super Typhoons Mangkhut and Yutu ruthlessly hit the Northern Mariana Islands during the year, homes have been destroyed and thousands of residents have lost access to power and clean water. Being a sizable enterprise on the island, we have mobilized manpower and resources to help with the typhoon relief work. Our local Corporate Social Responsibility Team has taken the lead to arrange shelters to those who have lost their homes and gathered volunteers to distribute relief goods to the affected.

The Super Typhoons have also attested our resilience to extreme weather events and climate change, which further brought us to realize the importance of environmental conservation and climate change mitigation. Our Environmental Policy has continued to be implemented to manage our environmental impacts. We have also developed prevention and emergency plans to better prepare against extreme weather events in the future.

We have also stepped up effort and strengthened controls in improving the employment and working conditions of the construction workers, so as to safeguard health, safety and welfare of both our site staff and subcontractors' workers.

On our way towards being a leader in the entertainment and leisure industry, we will stay true to our commitment to sustainable development, and work with our business and community partners to create a brighter future for all.

For and on behalf of the Board  
Imperial Pacific International Holdings Limited  
**Cui Li Jie**  
*Chairperson and Executive Director*

## THE REPORTING APPROACH

It is our honour to present the third Environmental, Social and Governance Report (the “**Report**”) of Imperial Pacific International Holdings Limited (the “**Group**” or “**Imperial Pacific**”). The scope of the Report includes Imperial Pacific’s operations in Hong Kong, Macau and the Commonwealth of the Northern Mariana Islands (“**CNMI**”).

This Report is prepared with reference to the Environmental, Social and Governance Reporting Guide (“**ESG Guide**”) set out in Appendix 27 of the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited. Unless otherwise specified, the reporting period of this Report is from 1 January to 31 December 2018.

## CORPORATE GOVERNANCE

The Group implements stringent corporate governance standards and codes to facilitate long-term business development goals. Our Board of Directors (the “**Board**” or the “**Directors**”) upholds the ultimate superiority in monitoring over the corporate governance system, with the aim of maximizing our stakeholders’ interests while maintaining the prosperity of the Group.

We believe that a transparent operating manner surpassing the minimum legal standards is essential for continual business growth. Hence, we are dedicated to complying with all relevant laws and regulations during our operations, and go beyond wherever appropriate. For more information regarding our corporate governance, please refer to the “Corporate Governance Report” in our 2018 Annual Report.

## ESG RISK MANAGEMENT AND GOVERNANCE

The Group reviews and manages ESG issues on a regular basis. The Board holds the highest authority in establishing sustainability strategies and evaluating respective impacts towards our business development. It is also responsible for overseeing the management at all levels on the implementation of ESG strategies and initiatives.

Acting upon delegation by the Board, our management executes and monitors the existing ESG initiatives, then provides annual feedback on the initiatives’ effectiveness for any necessary amendments and updates. We are pleased to have gained collective support from various departments in performing sustainability practices altogether.

# STAKEHOLDER ENGAGEMENT

Our valuable stakeholders – ranging from employees, investors, business partners, government to the community – are our driving forces to move towards a more sustainable future. In response to our stakeholders' expectations, we motivate ourselves, as well as our collaboration partners, to advocate sustainable initiatives for the betterment of the society. Since 2016, stakeholder engagement processes engaging internal and external parties were carried out annually to gauge their opinions, and to identify and rate the importance of ESG issues to the Group. Results obtained from the stakeholder engagement formed the basis of this Report.

Based on the exercise, we found that stakeholders considered the following issues important to them:



## OUR PEOPLE

Employees are our most important asset. The Group has been striving to hire, cultivate and retain our talents by respecting proper labour practices and human rights, as well as offering an embracing, healthy and safe working environment for employees to develop and grow. Our Employment Policies and Procedures are in place to stipulate our commitment, and guide us in putting our commitment into practice.

To repay our employees for their hard work, we offer competitive remuneration packages, which include housing, meals, transportation, various insurance options, and paid time-off, etc. Considering the special needs of expatriates and foreign workers, we also offer home leaves and a flexible working environment for them to achieve better work-life balance. Apart from our directly hired employees, we expect to work closely with our subcontractors to ensure their workers are being fairly compensated.

To concentrate resources on our construction project, there has been a mass layoff in 2018 and recruitment of general staff has been significantly scaled back. We are in an active process of identifying and hiring U.S. eligible workers, in order to meet the labour demand for our construction project.

The total workforce by geographic location as at 31 December 2018:

Hong Kong and Macau	84
Saipan	1,702
<b>Total Workforce</b>	<b>1,786</b>



## OUR PEOPLE

### Diversity and Inclusion

Adhering to our principles in promoting diversity and inclusion, the Group has been engaging employees under a work environment provided with equal opportunities. We proactively sustain a discrimination-free workplace where no employees of the Group shall be placed at disadvantage due to their gender, race, colour, nationality, age, religion, sexual orientation, marital status or other conditions stated in law. Our internal policies ensure our job applicants and employees to experience fair employment practices regarding hiring process, training, remuneration, wellbeing and promotion.

All new employees are required to attend an orientation training highlighting the significance of equal opportunities and non-discrimination. Meanwhile, our senior management are sent to participate in overseas seminars organized by the U.S. Equal Employment Opportunity Commission ("EEOC"), in order to keep our Group posted on any updates of the EEOC regulations. Our Human Resources Department welcome any feedback from employees who suspect themselves to be encountering unfair treatment at work. All reported cases will be placed under confidentiality and thorough investigation in a timely manner. Depending on the confirmed misbehaviours, we will take any necessary actions towards the relevant parties.

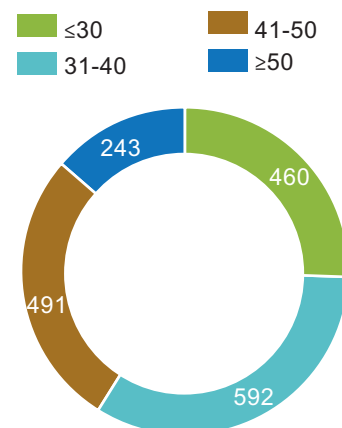
The Group also adopts a zero-tolerance approach towards the use of child and forced labour within our business operations and ensure to comply with all applicable laws and regulations in the jurisdictions where we operate.

### Talent Cultivation

For the ultimate goal of business success, the Group is committed to unleashing the potentials of employees through tailored training programs and mentoring opportunities. Ranging from gaming and hospitality industry best practices to personal development, we ensure our employees are well-equipped with skills and experiences to fulfil customer needs.

As food safety is crucial to our customers, our food handling staff are required to learn about the proper way of handling food and beverages, and its respective hygiene requirements and standards. We also expect our staff to be familiar with the know-how in helping customers in urgent situations, hence we provide every employee with hands-on training and knowledge-based lectures from the American Red Cross First Aid, to make sure they are capable of delivering basic emergency medical assistance whenever needed.

### Age Diversity





## OUR PEOPLE

Our ambition is to become the leader in the gaming and entertainment industry. To develop our people professionally, casino dealer training courses are delivered to strengthen their competence in operating gaming tables. They are also informed about the Group's Code of Conduct and anti-bribery policies to judge and act righteously at all times. Considering the large proportion of Mandarin-speaking customers visiting our casino and related facilities, the Group has also been offering Mandarin language courses to facilitate face-to-face communications with our customers.

To make training opportunities more convenient and accessible to employees, we have been incorporating technological elements in our internal training courses. The training content is constantly reviewed as well, based on any updates of the regulations and policies. As such, we hope to develop our employees in every possible way and jointly reach a higher level of achievements within the industry.

### Occupational Health and Safety

It is of our highest priority to ensure the wellbeing of our operating staff, hence we spare no effort to create a healthy and safe working environment for them to carry out their duties. By adopting stringent management approaches, robust site inspection practices, and effective communication channels, we target to achieve beyond-compliance performance in protecting our employees.

We raise the awareness on health and safety through regular training, health checks and informative newsletters with health tips. Shuttle bus drivers who operate a vehicle carrying more than 15 passengers are required to go for annual health checks to make sure they are in good physical conditions.

Meanwhile, the unfortunate fatal accident happened in 2017 reinforced our attention on site safety. In 2018, we offered Occupational Safety and Health Administration (OSHA) Training Program and a voluntary safety education session to make sure site workers and subcontractors are aware of the potential hazards on-site and adopt injury preventive measures accordingly. Workers are always reminded of the importance of using Personal Protective Equipment (PPE) at the site. Fire drills were also taken place to familiarize them with the designated escape routes and assembly points.

To ensure site conditions are up to the Group's standards, our staff conduct health and safety site inspections on a daily basis. If immediate rectification action is needed, instructions will be communicated to site workers through the internal instant messaging group set-up for this purpose. In case of any job-related or on-duty injury, the relevant officers must complete an incident report afterwards for further investigation and performance review, so as to avoid future happenings of similar incidents.

We are thankful that our increasing effort in safety initiatives paid off. During the reporting period, there was no work-related fatalities, and only minor injuries were reported at a low rate. We will continuously review and enhance our health and safety performance to move towards creating an injury-free working environment.

## OUR COMMUNITY

As one of the largest enterprises in Saipan, we reckon our influence on the local community and take the responsibility to create sustainable values for the CNMI community as our own. Guided by our commitment to facilitate help “for the locals, by the locals”, we have stayed conscious of the needs and expectations of the local people, and formed various partnerships with the local government and other parties to carry out community programs in the areas of cultural and environmental conservation, health and well-being, and youth education, etc.

The Group’s Corporate Social Responsibility (“**CSR**”) work is led by the CSR Team comprising seven local employee representatives, while all employees and their family members are strongly encouraged to take part in the CSR work as active volunteers. Thanks to the concerted effort of our CSR Team and volunteers in various community activities, especially in typhoon relief work this year, we have collectively contributed over 19,000 hours of voluntary effort, which has increased by about 2,000 hours as compared to the previous year.

**Over 19,000 volunteer  
hours devoted to CSR**





## OUR COMMUNITY



CSR Team carrying out cleanup work at the village



Volunteers, including company officials, gathering for the massive annual coastal cleanup

### Local Cultural and Environmental Conservation

Villages in Saipan have a long history and rich culture which worth to be cherished and preserved. The Group continued its signature Village Pride Project, which was established in 2016, to breathe new life to these historic villages' public facilities and thereby revitalize the communities. The 2018 cycle of the project began with a round of extensive cleanup work in the villages of the northern part of Saipan. Under the project, the CSR Team was sent to the villages to help with public facilities upkeep. Since 2016, the CSR Team has improved many villages on the island of Saipan and have extended their services to the neighbouring islands of Rota and Tinian.

The beauty of the island's natural scenery also deserves our conservation. We have strived to teach people to become good stewards of the island and the environment. Alongside with our Adopt-A-Beach Project that was launched in partnership with the CNMI Bureau of Environmental and Coastal Quality ("BECQ"), the CSR Team and our volunteers have participated in the International Coastal Cleanup as part of the worldwide effort to fight ocean pollution. Throughout the daylong event, about 600 lbs of coastal debris was collected from the beaches and coasts.

## OUR COMMUNITY

### Post-Super Typhoons Relief and Recovery

As two Super Typhoons ruthlessly hit the CNMI in the second half of the year, homes have been destroyed and thousands of residents have lost access to basic necessities. In response, we have concentrated our community effort and devoted tremendous support to post-typhoon relief and recovery work, hoping to resume the beauty of Saipan in a shortest period of time. Private-public partnerships (“PPP”) with the local Government have been formed for greater synergy.

The CSR Team has taken the lead to support the relief and recovery work by arranging logistics and manpower to help clear felled trees and debris on the island, and rebuild homes and facilities damaged in the typhoons. In view of the significant manpower needed, the Group introduced a pioneering initiative during this critical period called the Community Service Program. Employees were invited to join in the program and take part in relief works in exchange for reasonable compensation while the Group's operations were temporarily suspended. The program has recorded participation from over 300 employees.

With the help of many volunteers, we have successfully helped transforming public schools into long-term shelters, restoring damaged facilities, cleaning up beaches, etc. Meanwhile, showing care and support to the impacted residents remained the focus of our relief work. The CSR Team and our volunteers participated in the delivery of relief goods, including toiletries, blankets, potable water and food to people impacted by the Super Typhoons. In these events, not only have our employees volunteered, we have also drawn in employees' families to work collaboratively towards the same goal of island recovery.



Volunteers cut and remove felled trees after Super Typhoon Yutu hit



CSR Team distributing relief goods through the TETRIS Program

## OUR COMMUNITY

As the Super Typhoons hit not long before the Thanksgiving, we realized that some homes still had no power nor water during this festival. Partnering with the CNMI government and other organizations, the CSR Team conducted its "Thanksgiving Meal Drive" to prepare and distribute some 600 meals to the southern villages of San Antonio, Chalan Kanoa, As Perdido, As Lito, Afetna, Koblerville and Dandan, which were most seriously hit by the typhoons. This act warmed hearts of many affected families and brought smiles to their faces during such hard times.

We view Saipan and the nearby islands as one. Relief work has been extended to Rota – which was also seriously hit by Super Typhoon Mangkhut. Our volunteers flew to the island over the weekend to help with island-wide restoration and beautification work. Their contribution was greatly appreciated by the Mayor of Rota and his people.



CSR Team preparing and distributing Thanksgiving meals to the affected homes



CSR Team carrying out relief work on Rota island

"On behalf of the people of Rota we would like to extend our appreciation and gratitude to IPI-CSR for their contributions to the island of Rota,"

-- Rota Mayor Atalig



## OUR COMMUNITY

### Youth Education

Apart from preserving the beauty of the islands, maintaining a healthy and clean environment for schooling is also key to the sustainable development of Saipan. The School Pride Project was initiated by the CSR Team in 2015 for this purpose and has been much appreciated by the beneficiary schools and students. The project was continued in 2018 to help schools prepare for the re-opening for 2018-2019 school year, where volunteers helped in post-typhoon recovery works and various facelift and improvement works, including wall painting, setting up of classrooms, and water blasting on walkways. Until today, the School Pride Project has partnered with over 15 public schools, and will continue to partner with schools in need of help in Saipan.



### Health and Wellbeing Promotion

The Group recognizes the importance of health and wellbeing and have organized activities for engaging both the employees and the community. We have extended our longstanding support for the Commonwealth Cancer Association's Mariana March Against Cancer project to raise awareness towards cancer and related illness. Under the project umbrella, we have participated in the fundraising events – "Hits for Hope" Softball Tournament, and teamed up with Marianas High School's 'Dolphins' during the main Marianas March Against Cancer event night.

We have also supported sport events organized on the island, including the 2018 Saipan Marathon where our volunteers set up aid stations to pass out water, fruits, and sponges along the marathon route, for marathon runners to replenish their energy. Going forward, the CSR Team will continue to welcome any community collaboration opportunities for the greater good of the society.



CSR Team helping out in classroom set-up



2018 Saipan Marathon

"The CSR Team is a hardworking team and is very reliable. Thank you for your support and looking forward to next year's event."

-- Ed Diaz, Marianas Visitors Authority

## OUR OPERATING PRACTICE

We promote a positive business environment that aligns with our values and business ethics. We are dedicated to offering impeccable services to our guests, while responsibly managing our operations and the supply chain. To achieve this, we motivate our business partners to join hands with us and manifest their significant roles in upholding commercial credibility and data privacy.

### Responsible Gaming Advocacy

We put our customers' experience on high priority. We recognize the importance of notifying our customers about the underlying risks of gambling, as well as creating a safe and reliable gaming environment for them. As such, we strictly comply with the Commonwealth Casino Commission's requirements, and take the initiation to provide customers with immediate assistance whenever required.

To ensure readiness to assist any customers in need, we require every employee to attend training related to responsible gaming on their first day onboard, and periodic refresher training based on further needs. As such, we equip our employees with relevant knowledge and skills in handling problem gaming issues. Moreover, we provide awareness-raising reminders on screens of table games and slot machines, and prepare pamphlets for collection at the casino with details of responsible gaming, including our Self-Exclusion Program in coping with problem gaming behaviors, as well as counselling service via national hotline to offer professional help.

Furthermore, we have sustained long-term partnerships with local non-profit organizations on tackling problem gaming issues. By holding onto the same goal, we are in a better position to alleviate impacts of problem gaming to our community.



## OUR OPERATING PRACTICE

### Anti-Corruption and Anti-Money Laundering Initiatives

To maintain the highest ethical standard in our business operations, not only do we maintain a high degree of transparency towards the local regulatory agencies, but also oversee corporate governance practices of the Group regularly to ensure full compliance with the latest regulatory requirements.

We show zero tolerance towards bribery and corruption in any form within the Group. To this end, we have been executing stringent policies to forbid any corruption-related activities engaged by our employees, and uphold our principles of business integrity. Our employment policies govern the employees to act ethically in accordance to the stipulated business practices, and training and refresher sessions have been provided to ensure all employees are well-aware of the level of business ethics they should uphold. Employees are not allowed to solicit or accept gratuities, gifts, favors or anything of monetary value for their own use or that of a family member. Monetary gifts or favors exceeding retail value of USD100 must be immediately brought to the attention of the Division Director or Department Head. In case of failure to comply with the Group's requirement, one may be subjected to corporate and legal proceedings. Within the reporting period, there was no concluded legal cases due to corrupt activities brought against the Group or employees.

To ensure compliance with the USA Bank Secrecy Act ("**BSA**") and its relevant regulations, the Group has implemented comprehensive anti-money laundering ("**AML**") policies and respective controls to combat terrorist financing. It is compulsory for our employees to participate in the annual AML training. Since 2017, we have been incorporating AML training modules into our e-learning platform, with the aim of letting our employees in different job duties learn about the inherent risk of AML and preventive measures in our business. This year, two new language options, Chinese and Tagalog, have been added to the online learning modules to facilitate staff with different language backgrounds learn about anti-money laundering in an effective and flexible learning environment.

The Group recognises the importance of resource investment in better internal controls and processes regarding AML initiatives. Since 2017, we have launched an intelligent computer software solution for identifying suspicious money laundering activities. Being one of the earliest casinos in the United States to adopt this system, we have fully utilized it to facilitate our management in keeping track of money laundering risks and activities. Besides, our "Know Your Customer" process is useful in enhancing due diligence of patrons by substantiating the customers' identities and recording information effectively for compliance purposes.

Our AML procedures and policies are applicable to all offices in operations, including Hong Kong, Macau and CNMI. In particular, we have established an Employee Whistleblower Standard Operating Procedure to guide employees when they encounter any illegal or unethical issues within the Group. They are strongly advised to report such issues to their direct supervisors, managers or the Human Resource department via internal whistleblower hotline or email. Our Investigation Team and Whistleblower Committee shall carry out immediate actions towards the matters. Whistleblowers can be reassured that their identities will remain strictly confidential.

## OUR OPERATING PRACTICE

### Exceptional Customer Services

To strengthen long-term relationship with our customers, we ensure continuous improvement in our service quality and safeguard our customers' privacy with the utmost care. We strictly abide by the relevant laws when handling personal data. Only necessary and non-excessive personal information will be collected, and whenever it is collected from the customers, we include personal information collection statements in the documents, so that they can fully understand the purpose and use of such information. Our IT department is responsible for proper and secure storage of the data under a rigorous management system. Access to data on the system is controlled based on authority. We also have strict control on the access and retention period of CCTV footage. Within the reporting period, there was no material substantiated complaints for breaching customer privacy and losing customer data.

Imperial Club, the loyalty program of the Group, was launched with an aim of enhancing communication and build up trust with customers. The Group is committed to improving our customer services standards by considering feedback from them and formulating future improvements accordingly. Moreover, we review our procedures and policies on a regular basis to ensure alignment with our customers' interests. If we receive any complaints by phone, email or in writing, the Imperial Club will follow-up attentively and ensure timely response within five working days. During the reporting period, we received four complaints from Imperial Club members. All cases were solved correspondingly by designated departments.

### Sustainable Supply Chain

The Group is aware of the importance in building up long-term partnerships with our business partners. Working with our vendors, contractors and suppliers, we are determined not only to provide exclusive products and services, but also contribute to a sustainable supply chain. As such, we have actively incorporated social and environmental considerations into our suppliers' pre-qualification and procurement practices. Despite difficulties arose from geographical and regulatory constraints, we try to source locally for supporting Saipan's economic and social development, and minimizing the ecological footprint resulting from goods transportation. Within the reporting period, we had business with 1,212 suppliers, of which 28% were from Saipan.

Total number of suppliers as of 31 December 2018:

Mainland China, Hong Kong and Macau	575
Saipan	336
Others	301
<b>Total</b>	<b>1,212</b>



## OUR ENVIRONMENT

The environment is an indispensable part of our business, hence we have been adopting a proactive approach towards environmental protection and natural resources conservation. Our property management and property development teams take up the responsibility in leading the Group towards more sustainable practices. We pursue every opportunity, at every stage of our projects and in every area of our casinos, to create a fulfilling experience to our customers while leaving a positive legacy for our mother nature.

### Environmental Commitments

Upholding strong environmental responsibility, we are dedicated to operating thoughtfully and ethically in our business. We have established an environmental policy to strive for ongoing sustainability and reduction in environmental impacts. The policy covers greenhouse gas emissions, waste generation and disposal, energy and resources conservation, etc.

#### Commitments in Our Environmental Policy

- Promoting environmental sustainability in all our operations to comply with applicable and relevant federal, state and local laws and regulations
- Reviewing our business practices regularly to adapt current approaches to suit the environmental context
- Creating a workplace where our employees are engaged in environmental measures that contribute to energy conservation and waste reduction
- Disposing of waste thoughtfully, and developing an attitude of “reducing and recycling”

We are aware that climate change could bring unforeseeable interruptions to our business. Affected by two Super Typhoons this year, we are dedicated to preparing prudently for the evermore frequent extreme weather events expected in the future. Thus, we have established prevention and emergency plans for our casino operations and construction sites respectively to guide us in responding to the rising climate risks.



## OUR ENVIRONMENT

### Energy Conservation

Energy conservation is the major focal point in our environmental management agenda. We have been striving to improve our energy efficiency and reduce our carbon footprint, and advocating joint effort with our employees by promoting behavioural energy-saving initiatives. The following practices have been put in place at our offices:

- Set air-conditioning temperature between 25 – 27°C in summer;
- Affix reminder labels near air-conditioning controls to encourage reduced usage;
- Dress appropriately to minimize the usage of cooling and heating equipment;
- Use daylight whenever possible to eliminate excessive lighting;
- Install lighting sensors at data centers; and
- Turn off all electrical appliances before leaving offices.

At casinos and hotels, we have been developing a building automation system that can facilitate the use of energy, water and other resources in our operations without compromising the customers' experience. LED lighting has been adopted across our casinos and hotels, and lighting sensors were installed at back-of-house areas. During the reporting period, the Group was not subject to any significant fines related to environmental conviction.



Electricity  
consumption

**15,377** MWh



Jet fuel  
consumption

**2,281,104** litre



Total energy  
consumption

**37,732** MWh



Greenhouse gas emissions  
(Scope 1 & 2)

**92,220** tonnes CO<sub>2</sub>-e



Greenhouse gas  
emissions intensity

**52** tonnes CO<sub>2</sub>-e  
per employee



Energy intensity

**21** MWh  
per employee

## OUR ENVIRONMENT

### Waste and Sewage

We pay close attention to the efficiency of waste and sewage management. A well-established management system offers not only a better environment for our valuable customers, but also builds a healthier working environment for our employees.

The Group meets local environmental requirements and strives for continual improvements by introducing relevant policies and practices. Effective waste management has been carried out across our business operations, which includes garbage segregation and recycling, materials reusing, as well as waste regeneration.

Dedicated to creating minimal environmental impact in our construction project, we have been working closely with our contractors to follow the established strict protocols when handling non-hazardous waste, hazardous waste and chemicals. With the aid of detailed systems, we have enhanced the trackability of environmental performance on-site. Monitored data covers energy consumption, water usage, waste generation and recycling.

Owing to its geographical location, Saipan experiences tropical marine climate with severe rainfall in summer, which may have the possibility of causing ocean pollution due to coastal run-off. Therefore, we have improved our drainage systems for better effluent discharge and flood prevention. Water discharge quality is being monitored continuously and reports are prepared for submission to the BECQ on a bi-monthly basis, to ensure the quality of the nearby water bodies will not be compromised.

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Indicators		Reference	Page
<b>A. Environmental</b>			
<b>Aspect A1: Emissions</b>			
General Disclosure		Our Environment	16-18
KPI A1.1	Types of emissions and respective emissions data	Air emissions is not material to our operation.	–
KPI A1.2	Greenhouse gas emissions in total and, where appropriate, intensity	Our Environment	16-18
KPI A1.3	Total hazardous waste produced	There is no significant hazardous waste generated by the Group during the reporting period.	–
KPI A1.4	Total non-hazardous waste produced	Our operations produced 784 tonnes of non-hazardous waste, which has increased compared to the last reporting year as the Resort has entered into operation for the whole year.	–
KPI A1.5	Measures to mitigate emissions and results achieved	Our Environment	16-18
KPI A1.6	Description of how hazardous and non-hazardous waste is handled, reduction initiatives, and results achieved	Our Environment	16-18
<b>Aspect A2: Use of Resources</b>			
General Disclosure		Our Environment	16-18
KPI A2.1	Direct and indirect energy consumption by type in total and intensity	Our Environment	16-18
KPI A2.2	Water consumption in total and intensity	Water is not considered as material issue to the Group. We will keep track on our water consumption as our Saipan operation continues to expand.	–
KPI A2.3	Energy use efficiency initiatives and results achieved	Our Environment	16-18
KPI A2.4	Water efficiency initiatives and results achieved	See reference for KPI A2.2	–
KPI A2.5	Total packaging material used for finished products	Our operation does not involve in the use of packaging materials.	–

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Indicators	Reference	Page
<b>Aspect A3: The Environment and Natural Resources</b>		
General Disclosure	Our Environment	16-18
KPI A3.1      The significant impacts of activities on the environment and natural resources and the actions taken to manage them	Our Environment	16-18
<b>B. Social</b>		
<b>Aspect B1: Employment and Labour Practices</b>		
General Disclosure	Our People	5-7
KPI B1.1      Total workforce by gender, employment type, age group and geographical region	Our People	5-7
KPI B1.2      Employee turnover rate by gender, age group and geographical region	Breakdown of employee turnover rate is currently not available.	–
<b>Aspect B2: Health and Safety</b>		
General Disclosure	Our People	5-7
KPI B2.1      Number and rate of work-related fatalities	Our People	5-7
KPI B2.2      Days lost due to work injury	Days lost due to work injury is currently not available.	5-7
KPI B2.3      Occupational health and safety measures adopted and how they are implemented and monitored	Our People	5-7
<b>Aspect B3: Development and Training</b>		
General Disclosure	Our People	5-7
KPI B3.1      The percentage of employees trained by gender and employee category	Breakdown of percentage of employees trained is currently not available.	–
KPI B3.2      The average training hours completed per employee by gender and employee category	Breakdown of average training hours completed per employee is currently not available.	–
<b>Aspect B4: Labour Standards</b>		
General Disclosure	Our People	5-7
KPI B4.1      Measures to review employment practices to avoid child and forced labour	Our operation has minimal risk of employing child and forced labour, therefore the issues are considered non-material.	–
KPI B4.2      Steps taken to eliminate such practices when discovered	See reference for KPI B4.1	–

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Indicators		Reference	Page
<b>Aspect B5: Supply Chain Management</b>			
General Disclosure		Our Operating Practice	13-15
KPI B5.1	Number of suppliers by geographical region	Our Operating Practice	13-15
KPI B5.2	Practices relating to engaging suppliers and number of suppliers	Our Operating Practice	13-15
<b>Aspect B6: Product Responsibility</b>			
General Disclosure		Our Operating Practice	–
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	The Group does not deliver any tangible goods. We considered these issues non-material.	–
KPI B6.2	Number of products and service related complaints received and how they are dealt with	Our Operating Practice	13-15
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights	Intellectual property rights are not material to our operations.	–
KPI B6.4	Description of quality assurance process and recall procedures	Our operation does not involve the sale of any products.	–
KPI B6.5	Consumer data protection and privacy policies, how they are implemented and monitored	Our Operating Practice	13-15
<b>Aspect B7: Anti-corruption</b>			
General Disclosure		Our Operating Practice	13-15
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases	Our Operating Practice	13-15
KPI B7.2	Preventive measures and whistle-blowing procedures, how they are implemented and monitored	Our Operating Practice	13-15
<b>Aspect B8: Community Investment</b>			
General Disclosure		Our Community	8-12
KPI B8.1	Focus areas of contribution	Our Community	8-12
KPI B8.2	Resources contributed to the focus area	Our Community	8-12



IMPERIAL PACIFIC

INTERNATIONAL HOLDINGS

博華太平洋國際控股有限公司