



VC GROUP
滙盈集團

Value Convergence Holdings Limited
滙盈控股有限公司

A Hong Kong listed company with stock code: 821

香港上市公司股票代號：821

www.vcgroup.com.hk

Delivering Value
Through Excellence

卓越滙聚財富

Environmental, Social and
Governance Report

2018

環境、社會及
管治報告

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ABOUT THIS REPORT**關於本報告**

Value Convergence Holdings Limited (the “Company”), together with its subsidiaries (the “Group”), is pleased to present this Environmental, Social and Governance Report (the “Report”) to provide an overview of the Group’s management of significant issues affecting the operation, including environmental, social and governance issues. This Report is prepared by the Group with the professional assistance of APAC Compliance Consultancy and Internal Control Services Limited.

PREPARATION BASIS AND SCOPE

This Report is prepared in accordance with Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) (the “Listing Rules”) – “Environmental, Social and Governance Reporting Guide” and has complied with “comply or explain” provision in the Listing Rules.

This Report summarises the performance of the Group in respect of corporate environmental and social responsibility covering its operating activities which are considered as material by the Group – (i) provision of financial services comprising securities, futures and options brokering and dealing, financing services, corporate finance and other advisory services, and asset management in Hong Kong; and (ii) proprietary trading in Hong Kong. With the aim to optimise and improve the disclosure requirements in the Report, the Group has taken initiative to formulate policies, record relevant data as well as implement and monitor measures. This Report shall be published both in Chinese and English on the website of Stock Exchange. Should there be any discrepancy between the Chinese and the English versions, the English version shall prevail.

滙盈控股有限公司（「本公司」，連同其附屬公司統稱為「本集團」）欣然提呈本環境、社會及管治報告（「本報告」），以概覽本集團對影響營運的重大事宜的管理，包括環境、社會及管治事宜。本報告乃由本集團在亞太合規顧問及內控服務有限公司提供專業協助下編製。

編製基準及範圍

本報告乃依照香港聯合交易所有限公司（「聯交所」）證券上市規則（「上市規則」）附錄二十七—「環境、社會及管治報告指引」而編製，並已遵守上市規則的「不遵守就解釋」條文。

本報告概述本集團在企業環境及社會責任方面的表現，涵蓋本集團認為屬重大之經營活動—(i)於香港提供金融服務，包括證券、期貨及期權經紀及交易業務、融資服務、企業融資及其他顧問服務，以及資產管理業務；及(ii)於香港自營買賣。為優化和改進本報告中的披露，本集團已採取措施制訂政策、記錄相關數據，以及實施和監察相關措施。本報告將於聯交所網站以中、英文版本刊發。中、英文版本如有任何歧義，概以英文版本為準。

ABOUT THIS REPORT
關於本報告**REPORTING PERIOD**

This Report demonstrates our sustainability initiatives during the reporting period from 1 January 2018 to 31 December 2018.

CONTACT INFORMATION

The Group welcomes your feedback on this Report for our sustainability initiatives. Please contact us by email to info@vcgroup.com.hk.

報告期

本報告列載於二零一八年一月一日至二零一八年十二月三十一日報告期的可持續發展措施。

聯絡資料

本集團歡迎閣下對本報告提出任何可持續發展措施方面的反饋，請電郵至 info@vcgroup.com.hk 與我們聯絡。

INTRODUCTION

緒言

The Group is an established financial services group committed to delivering premier financial services and products that fulfill various investment and wealth management needs of clients in the Greater China region. The core businesses of the Group are provision of financial services comprising securities, futures and options brokering and dealing, financing services, corporate finance and other advisory services, and asset management; and proprietary trading.

Sustainable development is an integral part of the Group's business strategy in order to achieve business excellence and enhance capabilities for long-term competitiveness. The Group is committed to maintaining its operation in a responsible and value-optimising manner for stakeholders and community by incorporating environmental, social and governance considerations into its operation. The sustainability strategy of the Group is based on the compliance with the applicable legal requirements, principle of sustainability and opinions from stakeholders. The Group has established and implemented various policies to manage and monitor the risks related to the environment, employment, operating practices and community. Details of the management approaches to sustainable development of different areas are illustrated in this Report.

本集團為擁有穩固基礎的金融服務集團，致力提供優質的金融服務及產品，以滿足大中華地區客戶在投資及財富管理方面的不同需要。本集團之核心業務為提供金融服務，包括證券、期貨及期權經紀及交易業務、融資服務、企業融資及其他顧問服務，以及資產管理業務；及自營買賣業務。

可持續發展為本集團業務策略的組成部分，藉以取得業務上的卓越成就及提升維持長遠競爭力的能力。本集團在營運中亦會同時考量環境、社會及管治因素，從而致力以持份者和社區為先，以負責任及優化價值的方式經營。本集團之可持續策略乃以遵守適用法例規定、可持續原則及持份者意見為基礎。本集團已制定並實施各項政策，管理及監察與環境、僱傭、營運慣例及社區相關的風險。不同領域的可持續發展管理方針詳情於本報告中闡述。

STAKEHOLDER ENGAGEMENT 持份者參與

The Group understands the success of the Group's business depends on the support from its key stakeholders, who (a) have invested or will invest in the Group; (b) have the ability to influence the outcomes within the Group; and (c) are interested in or affected by or have the potential to be affected by the impact of the Group's activities, products, services and relationships. It allows the Group to understand risks and opportunities. The Group will continue to ensure effective communication and maintain good relationship with each of its key stakeholders.

Stakeholders are prioritised from time to time in view of the Group's roles and duties, strategic plan and business initiatives. The Group engages with its stakeholders to develop mutually beneficial relationships and to seek their views on its business proposals and initiatives as well as to promote sustainability in the marketplace, workplace, community and environment.

The Group acknowledges the importance of intelligence gained from the stakeholders' insights, inquiries and continuous interest in the Group's business activities. The Group has identified key stakeholders that are important to our business and established various channels for communication. The following table provides an overview of the Group's key stakeholders, and various platforms and methods of communication are used to reach, listen and respond.

本集團明白本集團成功經營實有賴於其主要權益人的支持，主要權益人包括(a)已經或將會投資於本集團的人士；(b)有能力影響本集團事務結果的人士；及(c)對本集團的業務、產品、服務及關係涉及利益又或受其影響或可能受影響的人士。主要權益人的支持有助本集團明白有關風險與機遇。本集團將繼續確保與各主要權益人有效溝通及保持良好關係。

本集團不時因應其角色與職責、策略規劃及業務計劃對權益人作出重要性排序。本集團冀透過權益人的參與建立與權益人互惠互利的關係、諮詢彼等對本集團業務方案及計劃的意見，以及推動市場、工作場所、社區及環境的可持續發展。

本集團明瞭權益人對本集團業務活動的見解、查詢及持續關注甚為重要。本集團已辨識對我們的業務而言屬重要的主要權益人，並已建立各種溝通渠道。下表概述本集團的主要權益人及各種接觸、聆聽和回應的平台及溝通方式。

STAKEHOLDER ENGAGEMENT

持份者參與

Key Stakeholders 主要持份者	Expectations 期望	Engagement Channels 參與渠道
Government 政府	<ul style="list-style-type: none"> Compliance with the laws and regulation 遵守法例及規例 Proper tax payment 正當納稅 Community participation 社區參與 	<ul style="list-style-type: none"> On-site inspections and checks 實地視察檢查 Research and discussion through work conferences, work reports preparation and submission for approval 藉工作會議、工作報告編製及提交供相關政府部門審批以進行研究及討論 Annual and interim reports 年度及中期報告 Website 網站
Shareholders and Investors 股東及投資者	<ul style="list-style-type: none"> Return on the investment 投資回報 Information disclosure and transparency 資訊披露及透明度 Protection of interests and fair treatment of shareholders 保障股東權益及公平對待股東 	<ul style="list-style-type: none"> Annual general meeting and other shareholder meetings 股東週年大會及其他股東大會 Annual and interim reports, announcements 年度及中期報告及公佈 Meeting with investors and analysts, when necessary 於有需要時與投資者及分析師會面

STAKEHOLDER ENGAGEMENT

持份者參與

Key Stakeholders 主要持份者	Expectations 期望	Engagement Channels 參與渠道
Employees 僱員	<ul style="list-style-type: none"> Protection of the rights and interests 保障權利及利益 Career development opportunities 事業發展機會 Self-actualisation 自我實現 Health and safety 健康及安全 	<ul style="list-style-type: none"> Training, seminars, briefing sessions 培訓、研討會、簡介會 Intranet and emails 內聯網和電郵
Customers 客戶	<ul style="list-style-type: none"> Safe and high-quality services 安全及高質量服務 Stable relationship 穩定關係 Information transparency 資訊透明度 Business integrity and conduct 商業誠信及道德 Data privacy 資料私隱 	<ul style="list-style-type: none"> Website 網站 Annual and interim reports 年度及中期報告 Email and customer service hotline 電郵及客戶服務熱線

STAKEHOLDER ENGAGEMENT

持份者參與

Key Stakeholders 主要持份者	Expectations 期望	Engagement Channels 參與渠道
Suppliers and Partners 供應商及夥伴	<ul style="list-style-type: none"> Long-term partnership 長期夥伴關係 Honest cooperation 坦誠合作 Fairness and openness 公平、公開 Information resources sharing 資訊共享 Risk reduction 降低風險 	<ul style="list-style-type: none"> Business meetings, supplier conferences, phone calls, interviews 業務會議、供應商座談會、電話溝通、訪談 Regular meeting 定期會面 Review and assessment 檢討及評估
Financial Institution 金融機構	<ul style="list-style-type: none"> Compliance with the laws and regulations 遵守法例及規例 Information disclosure 資訊披露 	<ul style="list-style-type: none"> Information disclosure 資訊披露 Reports 報告
Media 傳媒	<ul style="list-style-type: none"> Transparent information 資訊透明度 Communication with media 與傳媒溝通 	<ul style="list-style-type: none"> Websites of the Company and the Stock Exchange 本公司及聯交所網站
Public and Communities 公眾人士及社區	<ul style="list-style-type: none"> Career opportunities 就業機會 Community involvement 社區參與 Environmental responsibilities 環境責任 Social responsibilities 社會責任 	<ul style="list-style-type: none"> Volunteering 義工 Charity and social investment 慈善和社會投資 Annual and interim reports 年度及中期報告

STAKEHOLDER ENGAGEMENT 持份者參與

Through general communication with stakeholders, the Group understands the expectations and concerns from stakeholders. The feedbacks obtained allow the Group to make more informed decisions, and to better assess and manage the resulting impact.

The Group has adopted the principle of materiality in the ESG reporting by understanding the key ESG issues that are important to the business of the Group. All the key ESG issues and key performance indicators (KPIs) are reported in the Report according to recommendations of the ESG Reporting Guide (Appendix 27 of the Listing Rules) and the GRI Guidelines.

The Group has evaluated the materiality and importance in ESG aspects through the following steps:

Step 1: Identification – Industry Benchmarking

- Relevant ESG areas were identified through the review of relevant ESG reports of the local and international industry peers.
- The materiality of each ESG areas was determined based on the important of each ESG area to the Group through internal discussion of the management and the recommendation of ESG Reporting Guide (Appendix 27 of the Listing Rules).

透過與權益人的一般溝通，本集團可了解權益人的期望和關注。蒐集得的反饋讓本集團能夠作出更明智的決策，且能更好地評估及管理其產生的影響。

本集團已透過了解對本集團業務而言屬重要的關鍵環境、社會及管治議題，於環境、社會及管治報告中採納重要性原則。所有關鍵環境、社會及管治議題及關鍵績效指標(KPI)已根據環境、社會及管治報告指引(上市規則附錄二十七)及GRI指引的建議，於本報告中就作出匯報。

本集團已透過以下步驟評估環境、社會及管治層面的重要性及重大性：

步驟1：識別－參考行業基準

- 透過審視本地及國際同業的有關環境、社會及管治報告，識別相關的環境、社會及管治範疇。
- 透過管理層內部討論及參考環境、社會及管治報告指引(上市規則附錄二十七)的建議，根據各個環境、社會及管治範疇對本集團的重要程度，釐定各個環境、社會及管治範疇的重要性。

STAKEHOLDER ENGAGEMENT

持份者參與

Step 2: Prioritization – Stakeholder Engagement

- The Group discussed with key stakeholders on key ESG areas identified above to ensure all the key aspects were covered.

Step 3: Validation – Determining Material Issues

- Based on the discussion with key stakeholders and internal discussion among the management, the Group's management ensured that all the key and material ESG areas, which were important to the business development, were reported and in compliance with ESG Reporting Guide.

As a result of this process carried out in 2018, those important ESG areas to the Group were discussed in this Report.

步驟2：排序－權益人參與

- 本集團與主要權益人就上述已識別的關鍵環境、社會及管治範疇討論，以確保所有重要範疇得以涵蓋。

步驟3：確認－釐定重要議題

- 根據與主要權益人的討論及管理層的內部討論，本集團管理層確保就所有對業務發展而言屬重要的關鍵及重要環境、社會及管治範疇作出匯報，並遵守環境、社會及管治報告指引。

本集團已於二零一八年進行上述程序，重要的環境、社會及管治範疇已在本報告內討論。

A. ENVIRONMENTAL ASPECTS

A. 環境層面

As a financial services provider, the principal business activities of the Group do not have significant impact on the environment and natural resources. In spite of this, we are committed to continuously improving the environmental sustainability of its business by establishing relevant emission reduction and energy saving initiatives to manage its emissions and maintain green operation.

During the reporting period, the Group was not aware of any specific laws and regulations that had significant impact on the Group related to air and greenhouse gas emissions, discharges into water and land, generation of hazardous and non-hazardous waste.

A1. EMISSIONS

Air Pollutant Emissions

Regarding the business nature of the Group, the amount of air pollutant emissions is insignificant. The air pollutants emitted by the Group are mainly generated from the company vehicles. The decrease in air pollutant emissions in 2018 was mainly attributable to the disposal of two vehicles and decrease in the revenue generated from brokerage business during the year. The detail of air pollutant emissions of the Group during the reporting period were as follows:

Type of air pollutants 空氣污染物類別	Unit 單位	2018 二零一八年	2017 二零一七年
Nitrogen oxides (NO _x) 氮氧化物(NO _x)	kg 公斤	13.99	16.63
Sulphur dioxide (SO ₂) 二氧化硫(SO ₂)	kg 公斤	0.43	0.47
Particulate matter (PM) 懸浮粒子(PM)	kg 公斤	1.03	1.22

本集團為一家金融服務供應商，其主要業務活動對環境及天然資源並無重大影響。儘管如此，我們仍藉著制定相關節能減排措施以管理其排放及維持綠色營運，從而致力於不斷改進業務環境層面之可持續發展。

於報告期內，本集團並無發現在氣體及溫室氣體排放、向水及土地排污、產生有害及無害廢棄物方面有任何不遵守相關法例及規例而對本集團造成重大影響之情況。

A1. 排放物

空氣污染物排放

鑒於本集團之業務性質，空氣污染物排放數量極少。本集團所排放之空氣污染物主要源自公司汽車。於二零一八年空氣污染物排放減少主要乃由於在本年度出售兩輛汽車及經紀業務所產生之收益減少。本集團於報告期內之空氣污染物排放詳情如下：

A. ENVIRONMENTAL ASPECTS

A. 環境層面

Greenhouse Gas (“GHG”) Emissions

GHG is considered as one of the major contributors to the climate change and global warming. The Group recognises that climate change is gradually concerned by the community as it affects our daily life and poses a risk to its business. Hence, the Group is committed to mitigating the effects of climate change and protecting the health of employees.

Regarding the GHG emissions of the Group, direct emissions (scope 1) and indirect emissions (scope 2) are mainly resulted from combustion of fuels in vehicles and purchased electricity respectively. Giving the majority of the GHG emissions of the Group come from energy consumption, the Group tackles the carbon footprint by lowering the energy consumption in our business operations. We place great emphasis on improving energy efficiency and reducing energy consumption so as to reduce GHG emissions. We have adopted energy saving initiatives mentioned in the section “Use of Resources” of this Report.

溫室氣體（「溫室氣體」）排放

溫室氣體被視為造成氣候變化及全球暖化的主要因素之一。本集團意識到，由於氣候變化影響我們的日常生活且對業務構成風險，故此已逐漸受到社區關注。因此，本集團致力減輕氣候變化的影響，同時保障僱員的健康。

就本集團溫室氣體排放而言，直接排放（範圍1）與間接排放（範圍2）主要來自燃燒汽車燃料及外購電力。鑑於本集團大部份溫室氣體排放均來自能源消耗，本集團藉著減少業務營運中的能源消耗以應付碳足跡。我們十分重視提高能源效益及減少能源消耗，藉以減低溫室氣體排放。我們已採納本報告「資源使用」一節所述的節能措施。

A. ENVIRONMENTAL ASPECTS

A. 環境層面

The Group continues to explore other business and investment opportunities in the PRC in order to strengthen the revenue base of the Group. Hence, employees may be required to travel to the PRC on business trips. We strive to reduce the GHG emissions associated with business air travels by establishing two representative offices in Beijing and Xian, the PRC, respectively and encouraging employees to conduct video conferences when practicable to reduce the number of required business air travels. The decrease in total GHG emissions in 2018 was mainly due to the disposal of two vehicles and decrease in the revenue generated from brokerage business during the year. The detail of GHG emissions of the Group during the reporting period was as follow:

Type of GHG emissions 溫室氣體排放類別	Unit 單位	2018 二零一八年	2017 二零一七年
Scope 1 ¹ 範圍1 ¹	tonnes of CO ₂ e 公噸二氧化碳當量	77.74	85.32
Scope 2 ² 範圍2 ²	tonnes of CO ₂ e 公噸二氧化碳當量	206.73	200.14
Total GHG emission 溫室氣體總排放量	tonnes of CO₂e 公噸二氧化碳當量	284.47	285.46
GHG emission intensity 溫室氣體排放密度	tonnes of CO ₂ e/area in sq. ft. 公噸二氧化碳當量／平方呎面積	0.015	0.015

Hazardous and Non-hazardous Wastes

The Group recognises the importance of waste reduction. Waste management measures have been introduced to minimize the amount of waste generated and the impact on environment. Under its business operation nature, no hazardous waste was generated during the reporting period.

有害及無害廢棄物

本集團深明減廢的重要性。我們已引入管理措施，務求盡量減少產生廢棄物的數量及對環境的影響。按我們業務營運的性質，於報告期內並無產生任何有害廢棄物。

¹ Scope 1: Direct emission from sources that are owned or controlled by the Group.

² Scope 2: Indirect emissions from the generation of purchased electricity consumed by the Group.

¹ 範圍1：來自本集團擁有或控制的來源的直接排放。

² 範圍2：來自本集團所消耗外購電力的發電過程的間接排放。

A. ENVIRONMENTAL ASPECTS**A. 環境層面**

During the Group's operation, paper waste accounts for a major part of the non-hazardous wastes generated by the Group. We take initiative to reduce waste by implementing different measures. Generally, we have engaged qualified recycling companies to collect and handle the waste in accordance to the Waste Disposal Ordinance (Cap. 354) in Hong Kong. We endeavour to minimise paper consumption during operation and strengthen the environmental awareness of employees in order to mitigate paper waste. As such, we have introduced various paper reduction measures. Reports such as annual reports and interim reports, and stationeries such as envelopes, letterheads and business cards delivered to the shareholders of the Group are printed on environmental-friendly paper. Besides, default double-sided printing is set on printers to maximise paper usage. We also promote electronic communication to reduce paper consumption and engages paper recycling companies to collect waste paper for recycling.

本集團之營運中，廢紙佔本集團產生之無害廢棄物的最大比重。我們藉著實行各種措施以達致減廢。一般而言，我們聘用出色的回收公司根據香港《廢物處置條例》(第354章)收集及處理廢棄物。我們努力減少營運用紙，並提高僱員的環保意識以減少廢紙。為此，我們已引入多項減少用紙措施。寄發給本公司股東的年報及中期報告等報告、以及信封、信紙與咭片等文具，均以環保紙印刷。此外，打印機均預設為「雙面列印」，務求每一張紙均加以善用。我們亦提倡利用電子通訊以減少用紙，並且委聘回收公司回收廢紙再造。

A. ENVIRONMENTAL ASPECTS

A. 環境層面

In addition to paper waste, used computer consumables and obsolete computer equipment account for the non-hazardous waste during the Group's operation. The used computer consumables such as ink and toner cartridges are collected and recycled by recycling companies. The obsolete computer equipment is either donated to charities or recycled by recycling companies. The detail of non-hazardous waste generated by the Group during the reporting period was as follow:

除廢紙外，本集團營運產生的無害廢棄物亦包括用完的電腦消耗品及老舊電腦設備。墨水與碳粉盒等用完的電腦消耗品會交由回收公司收集回收。老舊電腦設備則會捐給慈善團體或由回收公司回收。本集團於報告期內產生之無害廢棄物詳情如下：

Type of waste 廢棄物種類	Unit 單位	2018 二零一八年	2017 二零一七年
Non-hazardous waste 無害廢棄物	tonnes 噸	2.5	N/A ³ 不適用 ³
Non-hazardous waste intensity 無害廢棄物密度	tonnes/employee 噸／僱員	0.04	N/A ³ 不適用 ³

³ The amount was not available in 2017.

³ 二零一七年並無有關數據。

A. ENVIRONMENTAL ASPECTS**A. 環境層面****A2. USE OF RESOURCES**

The Group places great emphasis on ensuring efficient use of energy and resources. We aim to promote resources saving by adopting green office practices and motivating our employees to participate in resources conservation activities.

Energy consumption

The energy consumption of the Group comes from purchased electricity for premises operation and fuel used by vehicles. In view of the scarcity of energy, the Group has advocated various energy conservation strategies. Computer and other electrical appliances are switched off when they are not in use. Lights and air-conditioners are turned off when leaving the offices after work. We also encourage our employees to switched off non-essential lights during lunch break. Besides, employees are encouraged to maintain the temperature of air-conditioners at an energy-efficient level of 25 degrees Celsius. The decrease in total energy consumption in 2018 was mainly attributable to the disposal of two vehicles and decrease in the revenue generated from brokerage business during the year.

The detail of energy consumption of the Group during the reporting period was as follow:

A2. 資源使用

本集團十分重視確保善用能源及資源。我們致力通過採納綠色辦公室實務及激勵僱員參加資源保護活動，提倡節約資源。電腦及其他電子設備在不需使用時亦應關掉以節省能源。

能源消耗

本集團能源消耗主要來自營業場所使用的外購電力及汽車使用的燃料。鑒於資源稀缺，本集團提倡各種能源節約策略。電腦及其他電器設備在不使用時應予關掉。下班離開辦公室時關掉電燈及空調系統。我們亦鼓勵僱員於午膳時間關掉不必要的電燈。此外，我們鼓勵僱員將室內氣溫保持於攝氏25度這符合能源效益的水平。於二零一八年能源總消耗量減少主要乃由於在本年度出售兩輛汽車及經紀業務所產生之收益減少。

本集團於報告期內之能源消耗詳情如下：

Type of energy 能源類別	Unit 單位	2018 二零一八年	2017 二零一七年
Purchased electricity 外購電力	MWh 兆瓦時	258.41	253.34
Petrol 汽油	MWh 兆瓦時	228.51	250.00
Diesel 柴油	MWh 兆瓦時	33.24	37.47
Total energy consumption 能源總消耗量	MWh 兆瓦時	520.16	540.81
Energy intensity 能源密度	MWh/area in sq. ft. 兆瓦時／平方呎面積	0.027	0.028

A. ENVIRONMENTAL ASPECTS**A. 環境層面****Water consumption**

The business of the Group is operated in leased office premises where the water supply is solely controlled by the building management company. In this case, it is not feasible for us to provide water consumption data as there is no separate sub-meter to record the water consumption data. The water consumption only comes from the personal consumption of employees for their personal hygiene and it is not significant to the Group's business.

用水

本集團於租用辦公場所經營業務，供水完全受樓宇管理公司控制。在此情況下，本集團無法提供用水數據，因為並無獨立的分表記錄用水數據。用水僅與僱員個人衛生所需有關，對本集團業務而言並不重大。

A3. THE ENVIRONMENT AND NATURAL RESOURCES

Regarding the business nature of the Group, the Group is not aware of any significant impact of its business activities on the environment and natural resources. With the aforementioned green office practices implemented to reduce air pollutants and GHG emissions, waste generation and resources consumption, the Group strives to enhance environmental sustainability and minimise the impacts on the environment.

A3. 環境及天然資源

鑒於本集團之業務性質，本集團並無發現業務活動有對環境及天然資源造成任何重大影響。憑藉上述減少空氣污染物及溫室氣體排放、產生廢棄物及消耗資源之綠色辦公室實務，本集團致力達致可持續環境及盡量減少對環境造成之影響。

B. SOCIAL ASPECTS**B. 社會層面****EMPLOYMENT AND LABOUR PRACTICES****B1. EMPLOYMENT**

The Group believes that people are the most valuable assets and resources to the continuing development and success of the Group. As such, we aim to attract and retain talents, maintain a safe and equal working environment for its employees, provide development opportunities and promote health and well-being of its employees to ensure that our value of creating a rewarding and vibrant work environment is live out. The staff handbook covers our standard in respect of compensation and dismissal, recruitment and promotion, working hours, rest periods and other benefits and welfare.

During the reporting period, the Group was not aware of any non-compliance with the relevant laws and regulations that had significant impact on the Group relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare.

Anti-discrimination, Equal Opportunities and Diversity

The Group strives to construct a diverse and inclusive workplace where all its employees are treated with dignity and respect. We are dedicated to providing equal opportunity in all aspects of employment and maintaining a workplace that is free from discrimination or harassment against any individual on the basis of seniority, nationality, gender, age, marital status, disability, race, color, religion or sexual preference. The Group fully complies with relevant laws and regulations, including but not limited to the Sexual Discrimination Ordinance (Chapter 480 of the Laws of Hong Kong), the Family Status Discrimination Ordinance (Chapter 527 of the Laws of Hong Kong), the Disability Discrimination Ordinance (Chapter 487 of the Laws of Hong Kong) and the Race Discrimination Ordinance (Chapter 602 of the Laws of Hong Kong).

僱傭及勞工常規**B1. 僱傭**

本集團相信，人力是推動本集團持續發展及取得成功的最重要資產和資源。因此，我們致力吸引及挽留人才，為僱員營造安全而平等的工作環境，提供發展機會及促進僱員的身心健康，務求確保能實現集團創造一個有利而充滿活力的工作環境這價值觀。僱員手冊涵蓋本集團就補償及解僱、聘用及擢升、工時、休息時間及其他待遇及福利之準則。

於報告期內，本集團並無發現在補償及解僱、聘用及擢升、工時、休息時間、平等機會、多元化、反歧視及其他待遇及福利方面有任何不遵守相關法例及規例而對本集團造成重大影響之情況。

反歧視、平等機會及多元化

本集團竭力建立多元化及包容的工作環境，全體僱員均同受尊重，一視同仁。我們致力於有關僱傭的各方面提供平等機會，營造一個任何員工均不會因資歷、國籍、性別、年齡、婚姻狀況、殘疾狀況、種族、膚色、宗教或性取向而受到歧視或騷擾的工作環境。本集團嚴格遵守相關法例及規例，包括（但不限於）香港法例第480章《性別歧視條例》、香港法例第527章《家庭崗位歧視條例》、香港法例第487章《殘疾歧視條例》及香港法例第602章《種族歧視條例》。

B. SOCIAL ASPECTS**B. 社會層面****Remuneration and Promotion**

Remuneration and promotion opportunities are crucial to retain and motivate employees in achieving key objectives of the Group. The Group provides remuneration and promotion opportunities for its employees according to their merits, qualifications, performance and competence, and in accordance with the Employment Ordinance (Chapter 57 of the Laws of Hong Kong) and the Minimum Wage Ordinance (Chapter 608 of the Laws of Hong Kong). We perform regular salary review by benchmarking jobs with relative market positions to ensure our remuneration practices are competitive and aligned with market rate. For promotion of employees, we conduct performance appraisal at least once annually to evaluate overall performances of employees. The data collected is used to serve as reference in considering promotion.

Other Benefits and Welfare

In order to motivate employees in the continued pursuit of the Group's goals and objectives, the Group has adopted long-term incentive plan (share option scheme and share incentive award scheme) and short-term incentive plan (discretionary bonus). The share options, share awards and discretionary bonus may be granted to eligible employees depends on business performance of the Group and individual work performance in accomplishing objectives being laid out in the annual performance appraisal of employees.

薪酬及擢升

薪酬及擢升機會對挽留及激勵人才實現本集團關鍵目標而言至關重要。本集團根據僱員的功過、資歷、表現及能力，以及遵照提供香港法例第57章《僱傭條例》及香港法例第608章《最低工資條例》提供薪酬及升遷機會。我們會參考市場上相關職位的薪酬而定期檢討薪金，確保其薪酬慣例具競爭力之餘亦符合市場水平。僱員升遷方面，我們會每年至少評核表現一次，以評估僱員的整體表現，所取得的數據會用作考慮擢升時的參考。

其他待遇及福利

為激烈僱員不斷為本集團的宗旨和目標而努力，本集團已採納長期獎勵計劃（購股權計劃及股份獎勵計劃）及短期獎勵計劃（酌情花紅）。購股權、獎勵股份及酌情花紅會視乎本集團之業務表現以及僱員在達致年度評核所列目標的成績而發放。

B. SOCIAL ASPECTS**B. 社會層面**

In addition to incentive plans, the Group provides mandatory provident fund in accordance with the Mandatory Provident Fund Schemes Ordinance (Chapter 485 of the Laws of Hong Kong), medical benefits and sales commission to its employees. Employees are also entitled to holidays and leaves such as annual leave, marriage leave, maternity leave, paternity leave and compassionate leave. Recognising the importance of a work-life balance to a motivated and productive workforce, the Administration Department organises outdoor activities for employees to relax and promote a healthy lifestyle.

B2. HEALTH AND SAFETY

The Group places the highest priority on securing health and safety of all its employees. We are in strict compliance with the Occupational Safety and Health Ordinance (Chapter 509 of the Laws of Hong Kong) to ensure occupational health and safety of its employees. We strive to provide and maintain a safe and healthy working environment for employees to protect them from work-related injuries.

The Group's Administration Department is responsible to monitor the workplace and ensure any unsafe situation is fixed promptly. We carry out cleaning of carpets so as to provide hygiene environment for employees. Besides, the air-conditioners are cleaned periodically to reduce the dust level of indoor air and increase efficiency of the ventilation system. To enhance the safety awareness of employees, they are encouraged to participate in fire drills organised by the office's property management company to be prepared to respond in the event of emergency. In order to protect the safety of employees under extreme weather, we have established special work arrangements for typhoon and rainstorm warning.

除獎勵計劃外，本集團亦根據香港法例第485章《強制性公積金計劃條例》向僱員提供強制性公積金，以及醫療福利及銷售佣金。僱員亦享有年假、婚假、產假、侍产假及喪假等假期及休假。本集團深明工作與生活平衡對一個有活力和生產力的工作場所非常重要，因此行政部亦會舉辦戶外活動讓僱員放鬆心情及提倡健康的生活方式。

B2. 健康及安全

本集團極為重視保障每一位僱員的健康及安全。我們嚴格遵守香港法例第509章《職業安全及健康條例》，確保僱員的職業健康及安全。本集團致力為僱員提供及維持一個安全健康的工作環境，以保障他們避免因工受傷。

本集團之行政部負責監察工作場所及確保任何不安全狀況均得到即時修正。我們不時清洗地氈，務求為僱員提供衛生的工作環境。此外，空調系統亦會定期清洗，以減低室內環境的塵埃水平及提高通風系統效能。而為了提高僱員的安全意識，集團亦鼓勵僱員參加由辦公室物業管理公司所舉辦之火警演習，為任何突發事件作好準備。為保障僱員在極端天氣下的安全，我們亦已制訂有關颱風及暴雨警告的特殊工作安排。

B. SOCIAL ASPECTS**B. 社會層面**

During the reporting period, the Group was not aware of any non-compliance with the relevant laws and regulations that had significant impact on the Group in providing a safe and healthy working environment.

於報告期內，本集團並無發現在提供安全及健康工作環境方面有任何不遵守相關法例及規例而對本集團造成重大影響之情況。

B3. DEVELOPMENT AND TRAINING

The Group considers the skills and knowledge of its employees as the key elements of the Group's continued business growth and success. As such, we encourage our employees to participate in training programs to enhance their skills and competencies to meet the business needs and personal growth. The Compliance Department of the Group organises in-house training courses and provides updates of compliance and regulatory requirements to all employees, especially for the licensed persons who are registered under the Securities and Futures Ordinance.

In addition to in-house training, the Group provides training sponsorships for all full-time employees to act as motivations for employees to attend external training programs and obtain professional memberships. Employees are encouraged to attend external training programs offered by recognised and accredited institutes to update their professional knowledge and awareness of market trends.

The Group updates the financial knowledge of employees by providing all full-time employees a daily market summary about news of the local financial markets. It helps not only finance-related employees to discharge their duties, but also non-finance related employees to familiarise with the Group's business.

B3. 發展及培訓

本集團認為僱員技能及知識是本集團業務持續發展及成功的關鍵。因此，我們鼓勵僱員參加培訓課程，藉以增長其技能及工作能力以配合業務需要及個人發展。本集團之合規部會為全體僱員（尤其是根據證券及期貨條例註冊之持牌人員）舉辦內部培訓課程，並向彼等提供有關合規事宜及監管規定的最新資訊。

除內部培訓外，所有全職僱員均會獲得培訓資助，以鼓勵僱員參加外界培訓課程及成為專業組織會員。集團亦鼓勵僱員參加由認可專業機構舉辦的外界培訓課程，以更新彼等之專業知識及留意市場動態。

本集團亦向所有全職僱員發放每日市場摘要，概述有關本地金融市場的消息，從而更新僱員的金融知識。這不僅有助金融相關業務的僱員執行職務，並非金融相關業務的僱員亦可對本集團業務有更深了解。

B. SOCIAL ASPECTS**B. 社會層面****B4. LABOUR STANDARDS**

The Group is committed to supporting the effective abolition of child labour and upholding the elimination of all forms of forced and compulsory labour. We adhere to the relevant laws and regulations, including the Employment Ordinance (Chapter 57 of the Laws of Hong Kong) and the Employment of Children Regulations (Chapter 57B of the Laws of Hong Kong), and strictly prohibits recruitment of child labour. During the recruitment process, applicants are required to present their identity documents to Human Resources Department for age verification as prevention of engaging child labour.

During the reporting period, the Group was not aware of any non-compliance with relevant laws and regulations related to recruitment of child labour or forced labour practices.

OPERATING PRACTICES**B5. SUPPLY CHAIN MANAGEMENT**

The Group strives to maintain long-term and stable relationships with suppliers who provide financial information solutions. In selecting suppliers, we take into considerations their prices, stabilities of trading platform, customer services, capabilities and experiences, as well as sustainability performance.

B4. 勞工準則

本集團致力於支持有效禁止聘用童工及消除任何形式的強逼及強制勞工。我們遵守相關法例及規例，包括香港法例第57章《僱傭條例》及香港法例第57B章《僱用兒童規例》，並嚴禁聘用任何童工。招聘過程中，求職者須向人事部出示身份證明文件以核實年齡，藉以防止僱用童工。

於報告期內，本集團並無發現在僱用童工或強制勞工方面有任何不遵守相關法例及規例而對本集團造成重大影響之情況。

營運慣例**B5. 供應鏈管理**

本集團致力與提供金融資訊解決方案的供應商維持長期而穩定的關係。在甄選供應商時，我們會考慮價錢、交易平台的穩定性，客戶服務、能力及經驗，以及可持續發展方面的績效。

B. SOCIAL ASPECTS**B. 社會層面****B6. PRODUCT RESPONSIBILITY**

Service quality is always of the utmost concern in the Group's operation. The Group continues to provide high-quality services in order to meet the expectations of our clients and enhance their satisfaction.

The Group believes the opinions from its clients are valuable input for its continuous improvement and vital to its pursuit for excellence. We welcome opinions from customers by establishing designated channels such as facsimile and email. Upon the receipt of disputes and complaints, they are investigated and resolved promptly by the Group according to internal procedures.

The Group is aware of the importance in handling customer information. We comply with the Personal Data (Privacy) Ordinance (Chapter 486 of the Laws of Hong Kong) and takes high precaution in ensuring their confidentiality to avoid misuse or leakage of personal data. The trading information of our clients is confidential and handled with due care. We have incorporated its requirements into staff handbook and requires employees to abide by the guidance on prohibiting any unauthorised disclosure of confidential information.

The Group has always attached great importance to the protection of its intellectual property rights. We have registered domain names and various trademarks including "VC Group" in Hong Kong and Macau. Our domain names and trademarks are constantly monitored and renewed upon their expiration.

B6. 產品責任

服務質素一向是本集團營運中最重視的一環。本集團持續提供優質服務，以符合客戶期望及使其稱心滿意。

本集團相信，客戶意見對不斷進度及力臻完美而言是寶貴的助力。我們已設立專門渠道，包括傳真及電郵，歡迎客戶提供意見。至於任何爭議及投訴，本集團甫接報即會依循內部程序調查及解決。

本集團深知妥善處理客戶資料的重要性。我們遵守香港法例第486章《個人資料(私隱)條例》，並且採取嚴格措施保障客戶私隱，防止客戶個人資料遭挪用或外洩。客戶交易資料一概保密，並且會小心謹慎處理。我們已於僱員手冊中列明有關規定，並且規定僱員必須遵守有關禁止未經授權披露保密資料之指引。

本集團一向十分重視保護其知識產權。我們已於香港及澳門註冊多個網域名稱及不同商標，包括「滙盈集團」。我們會定期監察其網域名稱及商標，並於到期時續期。

B. SOCIAL ASPECTS**B. 社會層面****B7. ANTI-CORRUPTION**

The Group is committed to upholding the high standards of business ethics and integrity. The Group strictly complies with the Prevention of Bribery Ordinance (Chapter 201 of the Laws of Hong Kong) enforced by the Independent Commission Against Corruption to prevent unethical pursuit. Our whistle-blowing policy allows whistleblowers to report any unlawful conduct, any incident of corruption, avoidance of internal controls, incorrect or improper financial or other reporting to the management.

In addition, all staff of the Group are provided with in-house trainings on anti-money laundering activities. They are required to fully abide by the internal guidelines for customer screening and monitoring requirements, proper records keeping requirements, and reporting suspicious circumstances in accordance with the relevant laws, codes and guidelines issued by the regulatory authorities.

During the reporting period, the Group was not aware of any non-compliance with the relevant laws and regulations that have significant impact on the Group relating to bribery, extortion, fraud and money laundering.

COMMUNITY**B8. COMMUNITY INVESTMENT**

As a socially responsible enterprise, the Group is constantly aware of the community needs and strives to bring a positive impact on community development. We encourage our employees to dedicate their time and skills to supporting local communities.

B7. 反貪污

本集團致力維持高水平的商業道德及誠信。本集團嚴格遵守廉政公署執行的香港法例第201章《防止賄賂條例》，以防止不道德行為。我們訂有舉報政策，讓舉報人向管理層舉報任何不法行當、貪污事件、規避內部監控、錯誤或不當財務或其他報告。

此外，本集團向全體僱員提供有關反洗錢活動之內部培訓。僱員須遵循有關客戶篩選與監察規定及妥善記錄規定之內部指引，並依據監管當局發出之相關法例、守則及指引報告任何可疑情況。

於報告期內，本集團並無發現在賄賂、勒索、欺詐及洗錢方面有任何不遵守相關法例及規例而對本集團造成重大影響之情況。

社區**B8. 社區投資**

作為一間對社會負責任的企業，本集團一直關注社區所需，並致力為社區發展作出貢獻。我們鼓勵僱員付出時間和技能以為本地社區出一分力。

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KPI A1.2 關鍵績效指標 A1.2	Greenhouse gas emissions in total and, where appropriate, intensity 溫室氣體總排放量及(如適用)密度	"Emissions – Greenhouse Gas Emissions" 「排放物 – 溫室氣體排放」	13
KPI A1.3 關鍵績效指標 A1.3	Total hazardous waste produced and, where appropriate, intensity 所產生有害廢棄物總量及(如適用)密度	Not applicable to the Group's business. 不適用於本集團業務。	N/A 不適用
KPI A1.4 關鍵績效指標 A1.4	Total non-hazardous waste produced and, where appropriate, intensity 所產生無害廢棄物總量及(如適用)密度	"Emissions – Hazardous and Non-hazardous Wastes" 「排放物 – 有害及無害廢棄物」	15
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	"Emissions – Greenhouse Gas Emissions" 「排放物 – 溫室氣體排放」	12
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	"Emissions – Hazardous and Non-hazardous Wastes" 「排放物 – 有害及無害廢棄物」	13

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KPI A2.2 關鍵績效指標 A2.2	Water consumption in total and intensity 總耗水量及密度	Not feasible for the Group to obtain water consumption data. 本集團無法取得用水數據。	N/A 不適用
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	"Use of Resources – Energy Consumption" 「資源使用－能源消耗」	16
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	"Use of Resources – Water Consumption" 「資源使用－用水」	17
KPI A2.5 關鍵績效指標 A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced 製成品所用包裝材料的總量及（如適用）每生產單位佔量	Not applicable to the Group's business. 不適用於本集團業務。	N/A 不適用

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General Disclosure 一般披露		"The Environment and Natural Resources" 「環境及天然資源」	17
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	No significant impact of activities on the environment and natural resources is noted. 並無發現業務活動有對環境及天然資源造成重大影響。	N/A 不適用
B. Social 社會			
Employment and Labour Practices 僱傭及勞工常規			
B1: Employment 僱傭			
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KPI B1.2 關鍵績效指標 B1.2	Employee turnover rate by gender, age group and geographical region 按性別、年齡組別及地區劃分的僱員流失比率	—	—

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KPI B2.3 關鍵績效指標 B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored 描述所採納的職業健康與安全措施，以及相關執行及監察方法	"Health and Safety" 「健康及安全」	20
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KPI B3.2 關鍵績效指標 B3.2	The average training hours completed per employee by gender and employee category 按性別及僱員類別劃分，每名僱員完成受訓的平均時數	—	—

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KPI B4.2 關鍵績效指標 B4.2	Description of steps taken to eliminate such practices when discovered 描述在發現違規情況時消除有關情況所採取的步驟	—	—
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KPI B5.2 關鍵績效指標 B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法	—	—

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KPI B6.2 關鍵績效指標 B6.2	Number of products and service related complaints received and how they are dealt with 接獲關於產品及服務的投訴數目以及應對方法	—	—
KPI B6.3 關鍵績效指標 B6.3	Description and practices relating to observing and protecting intellectual property rights 描述與維護及保障知識產權有關的慣例	"Product Responsibility" 「產品責任」	23
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KPI B7.1 關鍵績效指標 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 case 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果	—	—
KPI B7.2 關鍵績效指標 B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored 描述防範措施及舉報程序，以及相關執行及監察方法	"Anti-corruption" 「反貪污」	24
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KPI B8.1 關鍵績效指標 B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport) 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)	—	—
KPI B8.2 關鍵績效指標 B8.2	Resources contributed (e.g. money or time) to the focus area 在專注範疇所動用資源(如金錢或時間)	—	—

