Computime

COMPUTIME GROUP LIMITED
金寶通集團有限公司*
(Incorporated in the Cayman Islands with limited liability)
(Stock Code: 320)

ENVIRONMENTAL, SOCIAL AND
CORPORATE GOVERNANCE REPORT

2018 / 2019

Contents

About the Report

Overview

This is the third Environmental, Social and Governance ("ESG") Report (the "Report") published by Computime Group Limited ("Computime", the "Group", the "Company", "we", "us", or "our"), which discloses our management approach and performance in the areas of product responsibility, labour practices, environmental protection, ethical operation and community engagement. Unless otherwise stated, this Report covers our achievements in ESG management from 1 April 2018 to 31 March 2019 (the "Year" or "FY2019"). Certain metrics of the period from 1 April 2017 to 31 March 2018 ("FY2018") are presented for comparison.

Basis of compiling the Report

This Report was compiled in accordance with the *Environmental, Social and Governance Reporting Guide* published by The Stock Exchange of Hong Kong Limited ("HKEx"). The reporting contents were determined by a set of procedures, including identifying and prioritising stakeholders, identifying and prioritising material ESG issues, and compiling and verifying environmental and social metrics.

Reporting scope and boundary

Unless otherwise specified, the contents and metrics in this Report cover Computime and the subsidiaries of the Group.

Sources of data and assurance of reliability

The data and case studies in the report were prepared based on our internal statistical reports, internal policies and other internal documents. The Board of Directors of the Company (the "Board") hereby confirms that no false or misleading statements have been made in this Report.

Board approval

This Report has been reviewed and confirmed by the management team and was approved by the Board on 20 June 2019.

Our Environmental, Social and Governance performance

Computime Group Limited, a global corporation, specializes in the design, production and distribution of electronic and wireless technologies. In a world with limited natural resources, we play a role in driving technology development to maximize the efficiency of resource allocation. Connected devices, control systems and the Internet of Things ("IoT") contribute to a green and smart way of life. Computime invests in the development of the resource consumption solutions, especially in energy saving and waste reduction. We are honoured to contribute to our future generations and will continue to build a bright and green future along this sustainable path.

Computime attaches great importance on enhancing environmental protection and upholding labour standards in the global electronic supply chain. We acknowledge our responsibility and monitor strictly in compliance with environmental, business, business ethics, industry standards and relevant regulations. On behalf of our customers, we also select our suppliers in accordance with the environmental and social responsibility principles. We take into account the environmental, social and business risks and opportunities in decision-making and operational management. We perform our duties diligently and strictly adhere to industry standards, laws and regulations relating to the environment, business and business ethics.

Our management perspective on Environmental, Social and Governance issues

As concerned by our stakeholders, an effective management of ESG performance indicates a sound and reliable business. Computime implements policies in the basis of fundamental ESG management principles in various departments and locations.

Our Legal and Corporate Affairs department, reporting to the Chief Financial Officer, leads the overall ESG disclosures and risk management oversight. Our Human Resources department and Environmental, Health and Safety ("EHS") team oversee the implementation of management policies and initiatives in labour practice, community engagement, environmental and occupational health and safety issues. Our Research and Development ("R&D"), Engineering and Manufacturing departments are diligently collaborating to design and manufacture innovative products, and ensuring the best use of materials as we manufacture our products. Our Quality department confirms the products are safe, are of the highest quality and do not significantly affect the environment.

In the Year, Computime was honoured to receive a Silver Recognition Level from EcoVadis in their Corporate Social Responsibility ("CSR") Rating as a recognition of our contribution on the areas of environmental, labour practices, human rights, fair business practices, and sustainable procurement. The assessment also addressed on how we improve the sustainability performance in our business operation, supplier management and products.
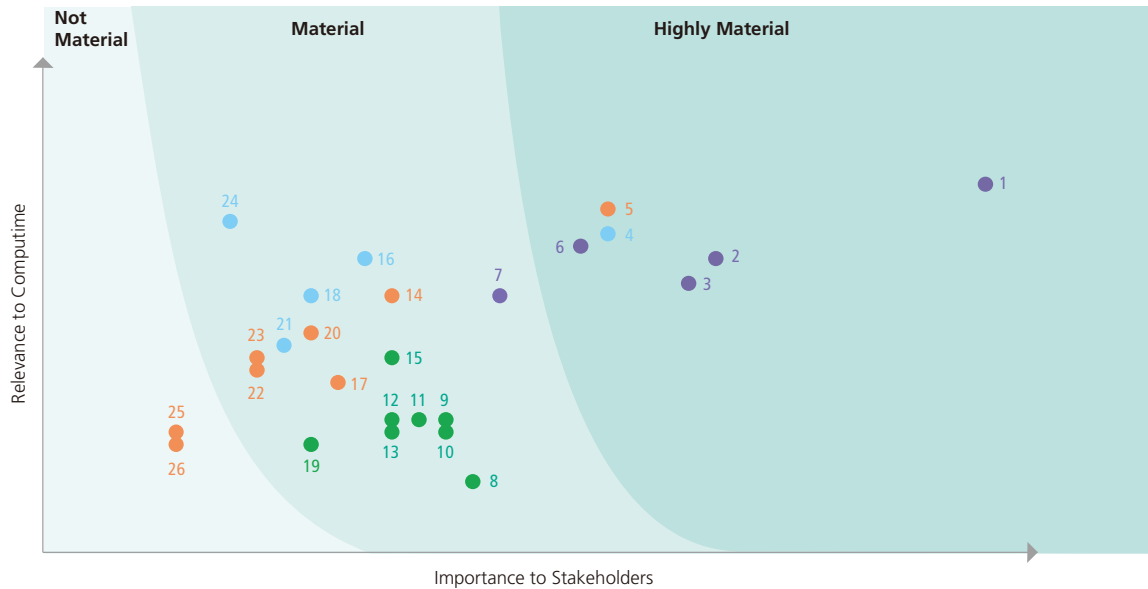
Stakeholder engagement and materiality analysis

The opinions of our stakeholders, such as our customers, employees, and suppliers, are a key source of information for the evaluation of our ESG risks and opportunities. These stakeholders have been engaged through surveys in which we understood how they have conceived the impact of these aspects on them and a materiality matrix was constructed with senior management's consent. The materiality of each aspect has been considered when deciding the depth of disclosure of respective aspects in this ESG Report:

Our Environmental, Social and Governance performance (continued)

Materiality Matrix for Environmental, Social and Governance Aspects

Subject	Not Material No. Aspects	Material No. Aspects	Highly Material No. Aspects
Environmental		8. Reduce use of packaging 9. Air pollution 10. Save energy and limit greenhouse gas emission 11. Avoid pollution to water bodies 12. Conserve raw materials 13. Minimize waste 15. Provide environmentally-friendly products 19. Conserve water	
Social	25. Embrace diversity at workspace 26. Engage in philanthropy	14. Occupational health and safety 17. Control working hours of workers 20. Manage social and environmental risks of suppliers 22. Provide fair opportunities to workers 23. Provide fair remuneration to workers	5. Forbid the use of child and forced labour
Governance		16. Respect intellectual property rights 18. Comply with environmental laws 21. Adhere to marketing practices that are based on factual and unbiased information 24. Not commit bribery	4. Data confidentiality
Products and Services		7. Invest sufficient resources in product innovation	1. Ensure product and services quality 2. Respond to complaints in a reasonable time frame 3. Provide clear explanation to customers 6. Ensure health and safety of customers/users

Exceeding customers' expectations

From offering quality products and services to solutions which improve the quality of life, Computime increasingly leverages technological innovations and digital applications in order to provide the greatest value for our customers. To accelerate collaborative creation with customers, R&D department has been restructures into a high-value added and customer-driven structure. We continuously pursue zero defects at the production chain and creating new values to our customers.

The R&D department has a variety of ongoing initiatives as part of its mission on top of assuring production quality. To provide and optimise reliable and powerful solutions that enhance the lives of end-users, we pool the knowledge from investing in R&D centres in Silicon Valley in the United States, Hong Kong and Shenzhen, with over 50 R&D researchers and over 150 engineers working in electronics, software and mechanical design. Our researchers and engineers work jointly in advancing new technologies across a spectrum of intelligent control technologies with a particular focus on the IoT solutions. We will continue to foster the development of world-leading technology in the areas of smart lifestyles, and smart management of electricity consumption at residential, industrial and commercial premises.

2018 Hong Kong Awards for Industries ("HKAI"): Technological Achievement Award

In December 2018, we were honoured to receive the 2018 Hong Kong Awards for Industries ("HKAI"): Technological Achievement Award for our ground-breaking advanced heating control technology.

Our goal is to apply self-developed technology in conventional heating systems worldwide to reinforce system performance and reduce power consumption without sacrificing comfortability. At the heart of our innovation process, we have incorporated controllability, easy installation and reliable operation in the heating controls market.

With these innovations, Computime's technologies in heating control systems are able to reduce energy consumption by up to 20-25% relative to traditional approaches, while maintaining the temperature at a comfortable and consistent level.

Exceeding customers' expectations (continued)

Driving sustainability through creative engineering

Products and services featuring innovative, energy-saving technology that can contribute to the mitigation and adaptation of climate change are viewed as a potential in increasing market value and revenue. Many of our user-friendly products integrate our extensive experience of different wireless protocols, such as Wi-Fi, Zigbee, Bluetooth Low Energy and Z-Wave to mitigate climate change while addressing customers' needs. In particular, we have been involved in Zigbee technology for more than a decade and contributed to the initial definition of Smart Energy Profile and interoperability tests.

Computime has become one of the earliest entrants to the IoT market who offers innovative home automation products. With over a decade of experience, we are recognised for our leading position in networked Radio Frequency.

We distribute and market our thermostatic controls, home automation and sensor products under the brand name of SALUS. The majority of SALUS products allow smart control of electricity consumption at home. All products are designed in compliance with EnergyStar and/or other energy-related regulatory requirement. In general, our thermostatic-related products can help customers save up to 25% of energy usage.

In compliance with European Union's Waste Electrical and Electronic Equipment ("WEEE") Directive, our products are designed to be easily dismantled, facilitating the recovery of materials from phased-out products.

Case Study: Water Leak Sensor and Inline Shut-off valve

Water-leak-caused damage has always been a worry for all home owners. Often by the time a water leak has been detected, it is usually too late and damage has already been done. It could be worse if a water leak occurs when the home owner is away from home. Computime has developed a set of smart connected devices to provide early warning as well as to take action to cut off the water supply.

The Water Leak Sensor is a very small and portable device that one can place underneath high-risk areas, such as under the sink, in the bath room and/or boiler room, and can easily put under radiator pipes. It is small, water resistant, powered by a battery with 3 years operation life, and wirelessly connected to the system. If a water leak is detected by any one of the sensors, it triggers our inline shut-off valve that has been installed to automatically cut off the water supply. Our cloud connected IoT mobile application will immediately notify the home owner of the incident.

Exceeding customers' expectations (continued)

Case Study: Fan Coil Thermostats

Fan coil thermostats are widely used in commercial buildings, offices and large residential houses. Based on our state-of-the-art wireless technology and IoT platform, Computime has developed a series of connected fan coil thermostats. The basic versions connect the fan coil thermostats to our cloud platform providing remote control and monitor of the thermostats through an App or over the website. This provides a low-cost alternative to building and office managers to manage energy consumption.

One of the commonly complained problems of existing fan coil system is that thermostats are being located in utility rooms or corridors and cannot detect the actual temperature of the occupied room. This affects the comfortability and energy consumption efficiency of the system. Computime has solved this problem by introducing a fan coil remote that is installed inside the occupied room that communicates the temperature data with the fan coil base unit that can be installed anywhere else.

We have also introduced the Time Proportional Integral algorithm to this new series of fan coil thermostats. It is able to learn from the historical performance of the system, and provides the best comfortability and improves energy consumption efficiency by 10–15%.

"Computime offers powerful solutions to some of the most challenging problems faced by consumers every day. From advanced hardware and software designs to state-of-the-art IoT connectivity, combined with intelligent data analytics powered by cutting-edge algorithm, Computime remains an industry leader in seamlessly integrating critical technologies into smart and cost-effective solutions for our customers."

– *Dr. King OWYANG, Executive Director and CEO of Computime*

Exceeding customers' expectations (continued)

Quality assurance

Computime pursues high product quality and strives for zero defects throughout product life cycle for our customers. Our facilities achieve ISO 9001 Quality Management certification, with IATF 16949 and ISO 13485 certifications for our automotive and medical products respectively. To avoid non-testable field failures, we put in place ElectroStatic Discharge ("ESD") control, certified with ANSI ESD S20.20, to protect electronics, assemblies and equipment from ESD damage. As a registered participant of the US Customs-Trade Partnership Against Terrorism ("C-TPAT") Global Security Verification, we support our customers by delivering products in compliance with specific security requirement. In addition, all our radio equipment products for Europe comply with the Radio Equipment Directive ("RED") Harmonised Standard.

During the entire production process, we incorporate quality control to oversee Early Design Concept Review, Design Quality Audit, Design for Manufacturing, Design for Testing and both Design and Process Failure Mode Effect Analysis. These independent advanced and reliability features ensure that each product meets stringent quality standards in prior to pilot production.

Along with quality control, we adhere to health, safety and environmental requirements of major markets. Our products are certified to meet testing and safety standards in major markets, which include UL, TUV, CSA, VDE, ETL, Nemko, China Compulsory Certification ("CCC") and China Quality Certification ("CQC"). Our medical product line is also registered with the US FDA ("Food and Drug Administration"). As part of the quality control process, we introduce an internal assessment for overall product safety, and conduct stress tests and application tests to minimise risks.

Computime Accredited as TÜV SÜD Recognized Laboratory

Computime's reliability lab has been listed in the TÜV SÜD Product Service Group Listing as Recognized Laboratories and is qualified in compliance with the TÜV SÜD External Test Laboratory program for the mutually agreed product categories and standards.

Our Reliability Laboratory in Shenzhen is the first accredited laboratory by TÜV SÜD for the standard EN/IEC 60730-1 and EN/IEC 60730-2–9 in Guangdong province, the People's Republic of China. The qualification allows Computime to internally conduct thermostat testing according to standards, validating the Company's excellent quality control and professional testing capabilities.

Our reliability lab is also included in the prestigious UL Witnessed Test Data Program by UL LLC, a global company with expertise in safety testing. With both TÜV SÜD and UL certifications, our reliability lab adequately covers testing of products sold in our two major markets – Europe and North America. As a technology-driven company, we will continue to strengthen our quality control and R&D capabilities, producing technologically advanced and safe products that enhance consumers' quality of life.

Exceeding customers' expectations (continued)

Listening to customer feedback

Computime fully recognizes the benefits of proactive communications with customers and understands their expectations for sustainable development of the Group. Our account managers are responsible for day-to-day engagement with our OEM/ODM customers and understanding their values and opinions, whereas customers of SALUS are supported by our SALUS subsidiaries. Our OEM/ODM customers are major global electronics brands and products manufacturers. The long-term trust among us is attributable to our high quality products.

We have a comprehensive complaint management system where customers can file complaints through complaint forms and discussions with our account managers. Justified complaints which are not resolved through initial communication will be filed for further handling. Shipped products recall and failure tests will be conducted for justified complaints. In the Year, only occasional reports on functional and cosmetic issues have been received.

Customers of SALUS are comprised of professional wholesalers and distributors, as well as professional installers in Europe and North America.

Apart from the commonly raised questions published on the SALUS website for customers' easy reference, we support a technical support hotline, e-mail and social media to our end-users and installers. Most enquiries via the technical support hotline are about operational and installation issues, which are usually solved efficiently with professional instructions and advice by our employees. We have also published commonly raised questions on the SALUS website for customers' easy reference. Requests classified as complaints will be further handled by the Product Development Director. In addition to the technical hotline, customers can also provide feedback via the Customer Satisfactory Forms that are distributed to our customers by email.

Our Customer Service Administrator is responsible for communicating regularly with our distributors to ensure our standards for service and product delivery are met, and that our customers are satisfied. The administrator sends monthly reports with the service and delivery results to Sales Directors for review and follow-up on.
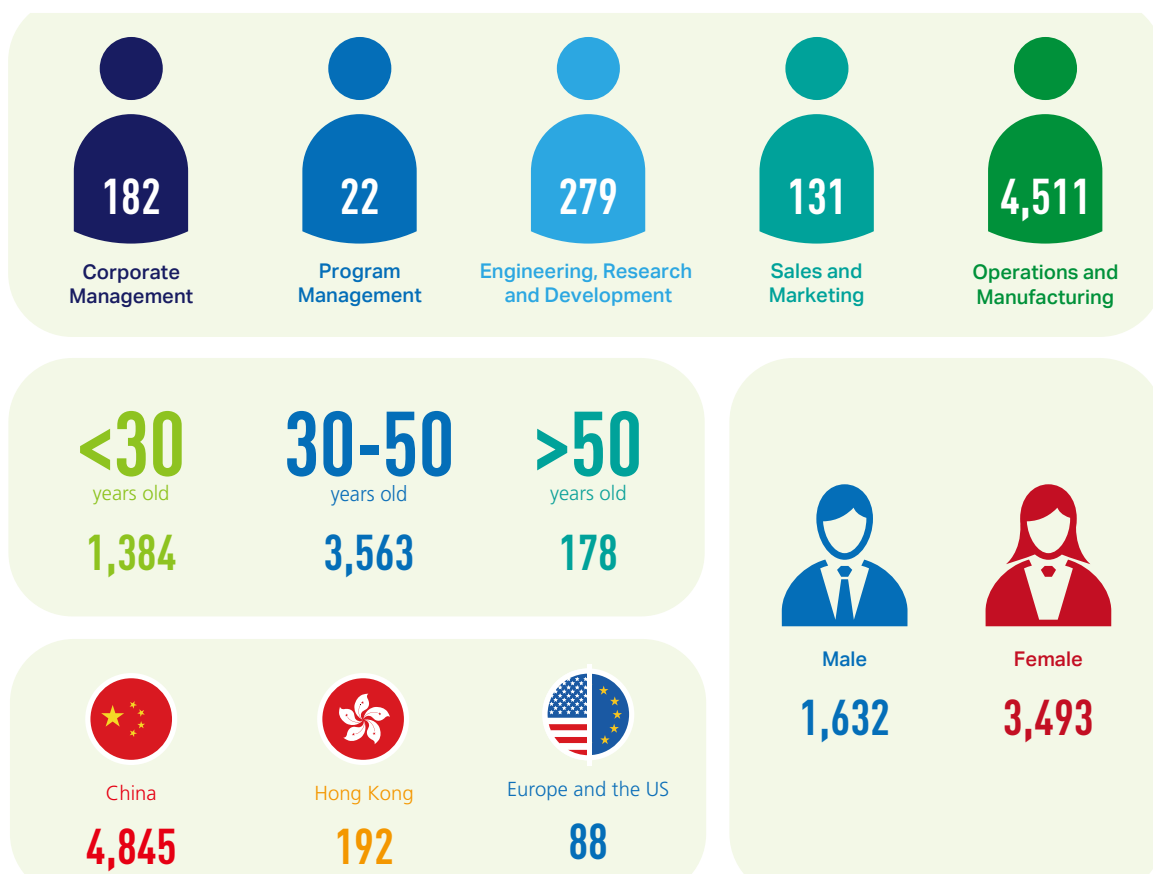
People-oriented

Computime is committed to providing equal employment opportunities in relation to all human resources matters, including recruitment, hiring, compensation, training, and promotion regardless of race, skin colour, national origin, religion, sex, marital status, age, sexual orientation, disability or veteran status. A comprehensive and merit-based employee selection assessment is also in place to avoid favouritism in the selection process. We believe this is fundamental for the sustainable growth of a sound and mutually beneficial employer-employee relationship and conducive to a safe, friendly, and people-oriented working condition where people can maximize their potential.

Employee Handbook and Code of Conduct provide employees with their rights, information and guidelines of working conditions, trainings and development, benefits and remunerations, as well as health and safety. On the other hand, Computime respects freedom of association. Employees are empowered within their mandate of authority to represent their interests in a responsible and self-determined way. They can also express their idea and concerns through the labour representatives in labour union.

We observe and comply with local labour practices regulations, including but not limited to the Labour Law and Labour Contract Law of the People's Republic of China, and the Employment Ordinance of the Hong Kong Special Administrative Region.

As at 31 March 2019, the Company employs a total of 5,125 employees with profiles as of following:

Corporate Management	Program Management	Engineering, Research and Development	Sales and Marketing	Operations and Manufacturing
182	22	279	131	4,511

<30 years old	30-50 years old	>50 years old
1,384	3,563	178

Male	Female
1,632	3,493

China	Hong Kong	Europe and the US
4,845	192	88

People-oriented (continued)

Respecting employees' rights

Computime strives to remain in line with the industry expectations about employees' basic rights and labour practices, such as the Sedex Members Ethical Trade Audit (SMETA). Computime acknowledges clients' expectations on controlling the working hours of employees. As such, controlling working hours is our management priority. Workers' working hours are now controlled at a level agreed by our key clients. Employees only work overtime if required and on a voluntary basis. Overtime work during rest days and holidays is also voluntary, and compensated by overtime pay and compensatory leave in accordance with local employment laws.

Fair and competitive remuneration attracts and retains talents in building a strong work bench to cope with the Company's business and operational growth. Employees' remuneration packages include basic salary that exceeds local minimum wage, performance bonuses, and discretionary bonuses. Our employees are entitled to statutory or general holidays, rest days, maternity leave and paternity leave. Employee-related insurance benefits, including medical and dental insurance, life insurance, accident insurance, as well as business travel insurance, are also in place to provide the greatest protection to our employees.

We are committed to providing a congenial working environment that encourages open communication. Our diverse and inclusive culture prohibits discrimination against race, skin colour, national origin, religion, sex, marital status, age, sexual orientation, disability or veteran status in recruitment, hiring, compensation, training, and promotion. People are evaluated on their competency in performing specific duties. We prohibit all forms of harassment and to ensure responsible behaviours and protection to employees' rights. Our human resources policies and employees' rights and responsibilities are adhered to the Employee Handbook and well communicated within the Group with readily access by employees.

During the Year, we had no violation record on relevant laws and regulations about health and safety and labour standards that impose a significant impact on the Group.

Growing our talents

An engaged workforce and strong leaders are key drivers for our organisational growth, innovation and sustainability. Our training and development policy requires our employees to possess the skills and expertise to adapt and navigate the changing business landscape. In the long term, employees are guided by Individual Development Plans and yearly performance reviews.

We cultivate and communicate our Company core values through on-board corporate trainings such as introductions to our Code of Conduct, IT system, Quality Policy, and other policies to new recruits at our offices and factories. On-the-job training is arranged by supervisors for new recruits or employees new to specific tasks. Apart from on-the-job training, we provide internal knowledge-based learning and skill-based learning such as Enterprise Resource Planning and Human Capital Management training.
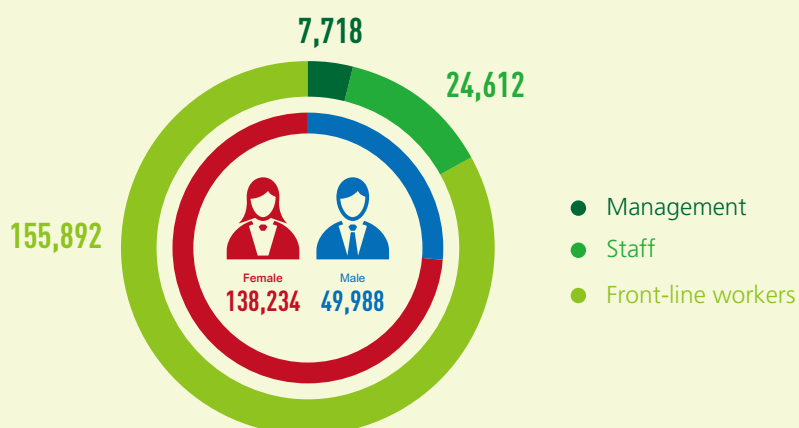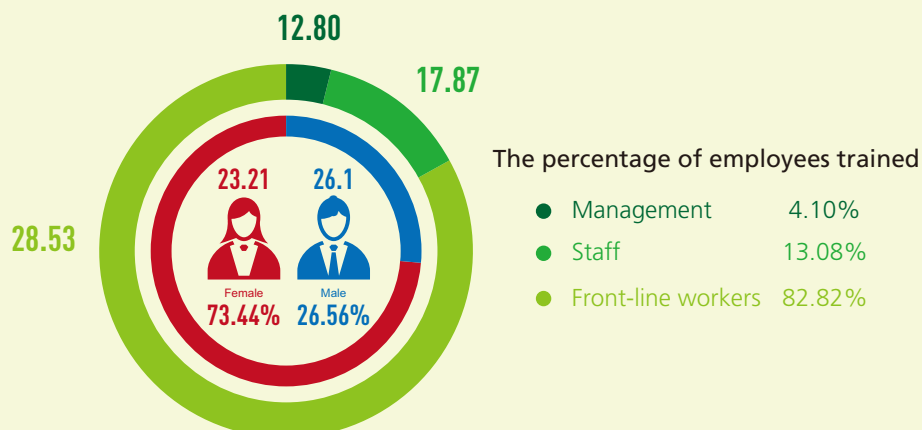
People-oriented (continued)

To facilitate a more comprehensive learning and development environment, employees are encouraged to join external training programmes according to their work needs. Participation in job-related training initiated by the Company is eligible for full subsidy. Employees may also apply for full subsidy of self-initiated programmes provided that the employee has passed probation. In the Year, employees were given the opportunity to participate in external programmes on human resources, corporate governance and insider dealing. Trainees' performances were evaluated to ensure that their abilities meet corporate standards.

Employees involved in the production and quality management of medical and automotive products are provided with technical trainings to build relevant technical skills and knowledge. Designated assurance trainings are arranged to personnel for performing the installation and operational qualification of medical devices. Concerning the health and safety of our general staff, technical trainings on specialised tools operations and techniques are also provided. The line leaders, who were promoted from operators to supervisors, are given additional trainings on supervisory management to technical knowhow in their development as potential foremen.

Total training hours offered (Hours)

7,718

24,612

155,892

Female
138,234

Male
49,988

- Management
- Staff
- Front-line workers

Average training hours completed (Hours)

12.80

17.87

28.53

23.21

26.1

Female
73.44%

Male
26.56%

The percentage of employees trained

- Management   4.10%
- Staff   13.08%
- Front-line workers   82.82%

People-oriented (continued)

Talent Show and Lucky Draw

Outdoor Development Training

Sports Day

Tug of War

People-oriented (continued)

Listening to our employees

Computime respects all employees' fundamental rights to freedom of association and the collective bargaining rights. At our factories, labour representatives are elected by union members at the factories. Factory management forms a committee to meet with labour representatives to address employees' concerns relating to safety at work, housekeeping in working and living areas, benefits and facilities, etc.

As a communication channel, the labour union plays an effective role in expressing both labour representatives and factory management's concerns. Computime pays close attention to the voice of the labour representatives and has assigned dedicated personnel to follow up on these requests.

In the previous years, the representatives requested for increases in workers' bonuses, and for additional operational and short-term English language courses. The labour representatives also expected more leisure activities. As such, the Human Resources Department has organised Sports Day and Tug of War contests. Other highlights includes outdoor development training, workers' talent show and lucky draw event.

Promoting occupational health and safety

Ensuring the health and safety of all employees is the basic principle in the Computime Occupational Health and Safety ("OHS") Management Policy. This policy is well circulated within the Group. Employees work together to create safe and secure work environment that aim to be accident free.

- To comply with relevant laws and regulations, and customers' requirement related to OHS.

- To continuously improve the working environment and eliminate safety risk factors.

- To ensure the efficiency of the OHS management system and its continuous improvement.

- To offer sufficient OHS training to our employees so that they are capable of protecting themselves from health and safety risks.

People-oriented (continued)

During the Year, we are in compliance with relevant laws and regulations related to occupational health and safety, including but not limited to the Production Safety Law of the People's Republic of China and the Occupational Safety and Health Ordinance of the Hong Kong Special Administrative Region.

Each factory, building and floor has appointed Factory Safety Offices and Safety Champions to oversee the execution of the OHS management policy to minimise any adverse health and safety risks at operations. Factory Safety Offices are responsible for inspecting the working environment in factories and arranging induction training for new employees, while Safety Champions are responsible for executing safety-related procedures.

Furthermore, we foster employees' understanding of work procedures and workplace hazards by providing health and safety induction training along with workplace instruction on the use of personal protective equipment ("PPE"). Workers are required to properly wear the PPE before commencing to work in production lines. Specific work licenses are a must for employees who are engaged in mechanical operations, such as electric welding, operating electrical equipment and lifts.

To ensure the OHS Policy is well communicated across the organisation, we evaluate the major risks regularly to ensure our employees are well equipped with applicable OHS knowledge. In the Year, we have conducted various training sessions to cover topics such as chemical hazards, mechanical and electrical equipment safety, traffic management, hand protection, hand and power tool safety, fire safety, and certified trainings such as the high-risk procedure certificate.

As most activities at factories are exposed to safety and health risks of fire and chemicals, Fire Protection Procedures and Chemical Storing and Handling Procedures which safeguard proper handling approach are in place, while Factory Safety Offices are responsible for checking and ensuring that firefighting facilities, such as fire escapes, alarms and extinguishers are appropriately maintained according to relevant national regulations. Evacuation drills are conducted at least twice a year for all operations, shifts and departments. Responsibility for dealing with chemicals is clearly defined in the procedure. Daily inspection of chemical products stored in warehouses is carried out to ensure early detection in case of leakage of chemical products. Chemical storage personnel must attend chemical leakage training to prepare for an emergency.

People-oriented (continued)

During the Year, there was an increase in lost days due to injuries arisen from two accidents. The management representatives took immediate actions to eliminate the safety hazard. An investigation report on occupational injuries had been submitted to the occupational and safety management representative for preventing the recurrence of such incidents. Additional trainings were offered to raise workers' awareness to the manufacturing safety procedure. We will continue to examine and review hazards associated with machines to protect our workers.

Safety Performance of Computime in FY2018 and FY2019

Safety indicators	FY2018	FY2019
Number of casualties	0	0
Lost days due to injury	764	845

Preventing child and forced labour

Computime upholds fundamental human rights and prohibits child, forced, bonded or prison labour across our operations. We comply with relevant local and international laws and regulations on the use of child labour including but not limited to the Labour Law and Labour Contract Law of the People's Republic of China in the prevention of the use of child labour of ages under 16 and the prevention of any unlawful way of forced labour, and the Employment of Children Regulation under the Employment Ordinance of the Hong Kong Special Administrative Region.

In the recruitment process, all candidates must present their identification documents for compliance with the statutory age requirements. The employment contract is voluntary and mutually signed by the parties to agree upon.

Whistleblowing

Computime has instituted a whistleblowing system to prevent illegal and unethical behaviour, to promptly address infractions, and to enhance our ability to self-regulate. Ethical business conduct and internal whistleblowing policies are stated in our Employee Handbook. Trainings are also provided to employees to ensure they uphold Computime's values of honesty, integrity and impartiality.

Employees can raise concerns upon any suspicious misconduct, unethical behaviour or breach of the Employee Handbook. In addition, employees can directly report illegality or extreme inappropriateness in business conduct anonymously to department heads, the internal audit department, the senior management team or members of the audit committee. An investigating officer with suitable seniority at the Company will be appointed or a special committee will be formed to investigate the complaint. If an investigation discloses a possible criminal offence, the person of interest and the matters will be reported to the relevant law enforcement authority. The identities of the whistle blowers are kept confidential unless consents are made.

Protecting our environment

Computime's professionals have innovated products that are energy-efficient and highly functional with imagination and aspiration. We take environmental impact into account across our business operations. Our environmental management system has been ISO 14001 certified since 2002. The following environmental policies have been applied to control emissions and resource use in our business.

- To comply with relevant laws and regulations, and customers' requirement related to environmental management.

- To prevent and control pollution and hazards, to reduce the release of pollutants and all types of accident.

- To protect the environment, reduce consumption and waste of resources, advocate the recycling and reuse of resources.

- To ensure the efficiency of our environmental management system and continual improvement to enhance performance.

- To publicise and train all staff of the Company with knowledge about the environment so that they are made aware of the importance of protecting the environment.

Computime acknowledges the potential environmental impacts generated during the manufacturing process. Therefore, an EHS Office is established in each factory to oversee the implementation of environmental policies. We are in compliance with the Environmental Protection Law of the People's Republic of China, and we completed the Registration of Environment Emergency Response Plan in 2018.

Controlling emissions

Computime exceeds in merely compliance with relevant laws and regulations. We strive for broader environmental performance, with an aim to create a legacy for future generations. Fundamentally, some of our operations may emit pollutants which are being curbed through additional measures in the aspects of waste management, air emissions and noise emission control described in this section.

Protecting our environment (continued)

Case Study: Upgrading the facilities to mitigate air pollution

We identified the air pollution source emitted from our operation including volatile organic compound (VOC), industrial dust, kitchen fumes and generator exhaust. Targeted solutions were introduced for each source to minimise the adverse impact.

In the Year, we renovated the moisture-proof oil and gas treatment facilities. One of the six VOCs and exhaust gas treatment equipment has been altered into a four-in-one device to concentrate emissions, whereas the hot steam from boiler is redirected to improve the efficiency of the original fan. We also introduced 5 sets of reflow furnace gas treatment facility in all our manufacturing plants.

VOC and exhaust gas treatment equipment

Computime continues to support source separation of waste and implement recycling programmes. As a general practice across our operations, we advocate recycling and reuse of non-hazardous materials to minimise waste disposal. Recyclable waste, such as carton boxes, plastic wraps, paper and scrap solder, are to be segregated and deposited in the corresponding collection points where possible. We exploit and reuse the internal circulating packaging materials prior to its disposal, whereas the carton boxes and plastic wraps are circulated among our factories or shipped to customers. On the other hand, despite the insignificant quantity generated, domestic waste generated is disposed of from dormitories and factories.

In the Year, Computime has purchased, reused, recycled and shipped around 641 tonnes of carton boxes, cardboards and paper, and around 139 tonnes of plastic materials.

Protecting our environment (continued)

Office relocation materials collection by third party

In an effort to use resources more efficiently, Computime is also promoting proper handling of non-hazardous waste and the use of recycled materials.

In April 2018, our Hong Kong office was relocated to Hong Kong Science Park for an easy access to centralised support for technology companies. During the relocation, the broken and outmoded appliances were collected by a third party for proper destruction where the customers' data, confidential and sensitive information were protected from the risk of divulgence. Some of the appliances were treated and recycled at the treatment facility plant, whereas some might be refurbished for reuse.

During the relocation, we have confirmed a destruction of 91 pieces of electronic appliances and 100 pieces of hard disks.

We inevitably produce hazardous waste such as waste oil drums, waste tarpaulins, waste hydraulic oil, and thinner waste throughout our production process. Considering the potential harm to the environment, we have introduced a stringent management system to segregate them from general waste and have stored in designated storage units for further handling by authorised licensed contractors. Accordingly, the disposal is in compliance with national statutory regulations, and no secondary pollution occurs during the process of transportation.

Computime regularly cleans up and empties hazardous waste, and removes the leaked hazardous waste. We have established Hazardous Waste Management Committee who focuses on handling hazardous waste health and safety as well as environmental issues across the supply chain from production to storage. We are meeting the requirement of hazardous waste standardization management via on-site visualization. We put visual signs and management organisation chart, management system, hazardous waste source map or hazardous waste label. In the Year, we have sent 95 tonnes of hazardous waste to treatment plant.

Hazardous waste transferred and treated by category in FY2018 and FY2019

	Hazardous waste transferred and treated in FY2018 (tonnes)	Hazardous waste transferred and treated in FY2019 (tonnes)
Waste mineral oils	22.76	2.92
Organic solvent waste	40.89	33.92
Organic resins waste	16.85	20.75
Mercury, lead and zinc waste	2.03	0.14
Other hazardous waste	80.69	37.66
Total	163.22	95.39

Protecting our environment (continued)

Computime acknowledges that the air pollutants such as lead, lead compounds, non-methane volatile organic compounds, and sulphur dioxide are emitted during the production process. We endeavour to alleviate the adverse impacts. Central exhaust treatment facilities are in place to reduce and treat the pollutants in prior to releasing to the air. We have introduced a system to closely monitor air pollutants during the manufacturing activities of reflow soldering, wave soldering, and cleaning of metals. We employ qualified third parties to conduct carbon audit to test our exhaust regularly to ensure the emission levels are in compliance with the Emissions Limits for Air Pollutants, as specified by the Guangdong Provincial Government.

Regarding to noise controls, we implement relevant measures to safeguard a health and safety environment to our employees and the neighbourhood where we operate. We regularly monitor the noise levels during our manufacturing activities to comply with the local policy of the Emission Standard for Industrial Enterprises Noise at Boundaries. We follow the statutory working hours so that no industrial noise is produced during the night and the noise levels recorded at the periphery of our factory buildings are on average 60 dB(A) which is within the statutory limit. We provide noise management training to employees in direct contact with noisy machinery.

Conserving resources

Together with our customers and society, Computime works through its business operations to help build a society that uses water and other resources efficiently. In addition to our Quality and EHS Policy, we put in place relevant initiatives to minimise the depletion of resources and greenhouse gas emission.

At Computime, majority of the energy consumption takes place in the electricity and natural gas usage at our factories, employee dormitories in China, and testing facilities in the US, whereas insignificant amount of energy is consumed in the form of vehicle fuel.

We continue to explore energy saving opportunities across our operation. In addition to replacement of traditional lights with more efficient LED fixtures and the installation of heat recovery systems, an energy management system is established. We are also raising employees' awareness of energy reduction. For example, we deliver the energy saving and environmental training to our new employees via on-boarding training. We put up noticeable signs to remind our employees to set the air conditioning temperature at 26 degree Celsius to raise their environmental awareness. In practice, we closely monitor consumption closely to ensure our energy reduction program is well communicated. We carry out energy reduction program via engineering projects, such as replace the air conditioners with lower electricity consumption.

Protecting our environment (continued)

Energy consumption and intensity in FY2018 and FY2019

	FY2018	FY2019
Vehicle fuel and office equipment consumption (MWh)	491[1]	1,274
Natural gas consumption (MWh)	–	0.56
Electricity consumption (MWh)	30,781	31,435
Total energy consumption (MWh)	31,273	32,709
Total energy consumption per HK$ '000,000 revenue (MWh)	8.09	9.56

Greenhouse gases emission and intensity in FY2018 and FY2019

	FY2018	FY2019
Scope 1: Direct greenhouse gas emissions (CO$_2$-equivalent tonnes)	124[2]	1,275
Scope 2: Indirect greenhouse gas emissions (CO$_2$-equivalent tonnes)[3]	26,723	26,233
Scope 1 and 2: Total greenhouse gas emissions (CO$_2$-equivalent tonnes)	26,847	27,508
Total greenhouse gases emission per HK$ '000,000 revenue (CO$_2$-equivalent tonnes)	6.94	8.04

Computime not only meets the required standards and regulations for the energy efficiency of its products, but also aims to continuously achieve greater improvement on energy efficiency.

Regardless of the limited water usage and easy access to water source at our manufacturing plants and dormitories, we promote water conservation at our operation. Water saving signs are placed near water taps to remind our employees to conserve water.

Water consumption and intensity in FY2018 and FY2019

	FY2018	FY2019
Total water consumption (m^3)[4]	282,311	305,526
Total water consumption per HK$ '000,000 revenue (m^3)	73.00	89.33

[1] Increase in energy consumption (MWh) of vehicle fuel and office equipment due to consumption in overseas offices and operation were considered insignificant in FY2018.

[2] Increase of Scope 1 greenhouse gas emission due to energy consumption in overseas offices and operation were considered insignificant in FY2018.

[3] Scope 2 greenhouse gas emission in overseas offices and operation were considered insignificant in FY2018.

[4] The figure reported covers manufacturing sites in China only. Operation sites excluded are offices in Hong Kong and Europe, and research centres based in the US and China. Compared to the manufacturing sites in China, the water consumption at these excluded sites is considered insignificant.

Protecting our environment (continued)

Product environmental stewardship

To safeguard customers' health and the environment, Computime ensures that our product design meets the requirement under the RoHS ("Restriction of Hazardous Substances") Directive and REACH ("Registration, Evaluation, Authorization and Restriction of Chemicals") Regulation regardless of the final destinations of the products shipped. Packaging materials are minimised to carton boxes and limited quantities of plastic materials which are both easily recycled.

Upholding our ethical values

Integrity is the foundation of our business. We strive to support high ethical standard and business conduct among customers, employees, and suppliers. We have initiated a framework for employees to respond to certain business scenarios within our Code of Conduct. It is stipulated in accordance with relevant laws and regulations on business ethics, in particular, the Anti-Corruption Regulation of the Hong Kong Special Administrative Region. The Code of Conduct provides a framework for employees to respond to different business events.

Computime believes that, in addition to enhancing product quality, strict ethical standards are conducive to maintaining sustainability along the electronic manufacturing service industry chain. Taking into consideration of the ESG performance of the suppliers, we strive to build a sustainable value chain that serves as a solid foundation for long-term development.

Anti-corruption

A transparent, friendly and healthy corporate culture relies on our employees' commitment to the Code of Conduct. We have zero tolerance on any unethical acts such as corruption, bribery, money laundering or any illegal behavior that happen inside or outside of our Group. Employees are not allowed to receive any benefits, gifts or any improper advantage during business contacts with contractors, suppliers and customers. As a preventive measure to raise employees' awareness, we provide anti-corruption and anti-bribery trainings. A confidential whistleblowing system is also established to investigate any misconduct or misbehavior. In the Year, neither Computime nor the internal audit department received any complaints or reports concerning the suspected misconduct, impropriety or unethical treatment.

Protecting patented and confidential information

Computime believes that employees' idea and creativity are beneficial to R&D and assure business expansion and growth. This Year, our 4 R&D and Engineering Centres around the globe applied 6 new patents for Computime. We formulated a Company Confidential & Proprietary Information Policy to handle copyright and patented proprietary information to protect the confidentiality of any unfinished product design or technologies in any developed or developing projects. Any form of disclosure regarding the classified information is prohibited without approval for personal interest. The hard copies of confidential engineering and manufacturing design guidelines can only be accessed in designated areas in the office by employees.

Computime has implemented a set of proprietary information management procedures for the security of the proprietary information of our OEM/ODM clients. Unconsented access of customers' proprietary technology to other projects is forbidden. We strictly follow the established procedures to alleviate the risk of information leakage when researchers, product developers and engineers receive or handle classified proprietary information from customers. The procedures are as follow:

- Computime signs a confidentiality agreement when engaging with a client.

- Only managers or above can retrieve customers' proprietary information. Access to more sensitive information, such as the source code of our customers' proprietary software, is only granted to senior managers and above. Computime limits and controls the disclosure of proprietary information to individuals. This is achieved through controlling the access rights to our database. If proprietary information needs to be passed to an engineer to facilitate their duties, Computime limits the disclosure of such information to individuals who have a need to know, and strictly controls such disclosures.

Upholding our ethical values (continued)

In order to limit the number of engineers obtaining proprietary information, we allocate individual projects to sub-teams divided from the Engineering Department. Each sub-team is assigned projects concerning a specific client.

Managing our supply chain

Computime is in strong pursuit of providing the highest standard of excellent products to customers across the entire supply chain. In particular, we place great emphasis on communication with customers and suppliers, thus laying a solid foundation for safe, reliable and efficient operations.

In seeking to be a company that continually fulfils its social responsibility throughout the value chain, Computime strictly adheres to laws and regulations and acts in a moral and fair manner with all its business partners. We comply with our conflict mineral policy and with our requirement under the RoHS Directive and REACH Regulation. We thoroughly promote the compliance from our suppliers by conducting audits when we have concerns about product quality.

We require all of our suppliers to follow our Supplier Code of Conduct, the requirement concerning supplier's own social and environmental performance and behaviours. The scope includes but not limited to suppliers' regulatory compliance, respect for human rights, fair employment and occupation, responsible chemical usage, environmental preservation, and upheld of integrity with business partners.

Specific expectations to suppliers include whether a Health and Safety Committee has been formed to be accountable for health and safety issues, or whether there are documents recording the key environmental elements of operations. Only those meeting our minimum requirement qualify to be our suppliers. Any current or potential suppliers who scores under our minimum requirement is required to respond with corrective actions and implementation timelines to Computime within 2 weeks.

Through a designated selection process, and in compliance with the standards given below, suppliers shall be required to complete our self-assessed Supplier Audit Checklist. They are evaluated by various environmental and social expectations and whether relevant policies have been implemented or supporting documents can be provided. We subsequently conduct a follow-up audit when necessary. Suppliers with ISO9001, ISO14001 or TS16949 certification, or with regular sustainability assessments, and improving transparency in business operations are given higher priority in our supplier selection process.

Geographical region	Number of suppliers in FY2019
China	760
Asia except China	56
Europe	47
North America	104

Upholding our ethical values (continued)

Case Study: Green Procurement Policy

The Green Procurement Policy was established in January 2019 to provide guidance in ensuring full environmental consideration is taken during the purchase of goods and services. This initiative aims at contributing to environmental conservation, energy saving, safety and health, and recycling of resources.

The scope of the policy covers both the production and office activities, in order to practise the Green Supply Chain which is desired to infuse environmental protection and resource saving throughout the entire chain of product design, production, logistic, storage, marking, usage and disposal. This will help Computime in achieving Green Services that consist of service content with minimum environmental damages, least pollutant emission and absence of hazardous waste.

Therefore, the Green Procurement Policy would be integrated throughout the production process and service delivery. Different departments are required to engage with the business operation to execute the Green Procurement. Technical concepts from engineers are applied to integrate full life cycle into product design. The Engineering Department is responsible to providing Sample Approval Record (SAR) for green products that match the purchase confirmation sample. External certification or governmental directory and catalogue are referenced by procurers from different units to avoid procurement with high environmental harm. Global Procurement and Supplier Quality Engineering and/or Engineering departments are responsible for supplier audit during approval stage, which is to ensure the compliance of green procurement at the supplier side.

Respect for human rights

Computime is highly aware of the human rights in the electronic industry especially on child and forced labour and discrimination. We therefore extend the prohibition of child and forced labour to our suppliers in order to protect the rights of the labour in both the offices and factories.

Community engagement

Computime continues to uphold its philanthropic acts in FY2019. We continue our partnership with Heep Hong Society and S.K.H. St. Christopher's Home seamlessly to foster the spirit of "Volunteering – Go and Give, Gain and Grow" in our contribution for an active and inclusive community. An approximate of HK$357,000 charitable sponsorship was donated. CSR Newsletters were published to raise awareness of volunteerism within the Group. On the other hand, Computime is endeavoured to encourage employees to participate in volunteering services during normal weekdays for creating a positive and sustainable impact to the community in which we live and work. With the implementation of Volunteer Leave Policy, employees were availed of eight hours of voluntary leave annually to participate in non-Company-organised events. The leave was granted for volunteering service rendered to accredited non-profit organisations. Computime continued to consider children, the pillar of future society, as the major beneficiary party in FY2019. We paid special focus on vulnerable children from low income families and/or those with special education needs ("SEN").

Partnering with Heep Hong Society

Computime "Skills for Life" Bursary for Children was a new initiative to offer immediate care to 70 children with speech and developmental delay, physiological and/or specific learning difficulties. They come from low-income families who are less affordable for professional assessments, therapy and supporting services.

The Bursary is composed of two programmes: "Pre-school Children Development Assessment" and "Read and Write Troopers Course." The former is a series of developmental assessments of cognitive abilities, intelligence assessment, developmental delays, autism and related measurements and the latter is for strengthening language of potential dyslexia children with reading and writing difficulties.

Apart from the "Skills for Life" Bursary, Computime co-organised with Heep Hong Society on two events with SEN children and their families:

1) An exploration tour to Ocean Park with buffet dinner at Pearl of Oriental cruise on crossing the beautiful Victoria Harbour.

2) A venture into Jockey Club Sai Kung Outdoor Training Centre with various indoor and outdoor activities, like water splashes and hoop jamming.

The goal of the events is to open up and bring out the innermost of the children through external exposure and interaction.

Community engagement (continued)

Ocean Park visit and cruising day with the children and our volunteers

Volunteers with the children at Jockey Club Sai Kung Outdoor Training Camp

Community engagement (continued)

Partnering with S.K.H. St. Christopher's Home

For more than a decade, Computime has been partnering with St. Christopher's Home, which provides residential care and after-school services to orphans, children from broken and/or low-income families.

In December 2018, Computime accompanied 18 children for kite playing in Tai Au Mun of Sai Kung. Kite flying conveyed the moral to the children, coming from challenging family backgrounds, to stay strong and persistent in resolving the obstacles in life. The group then moved on to Yim Tin Tsai to make the Chinese Fevervine Hakka Cha Kwo, visited the St. Joseph's Chapel and the Salt Farm. It was a fruitful journey to the volunteers as well as the children and their families.

Looking forward

Computime will continue to prioritise our investment in R&D for more energy-efficient products, conducting stringent quality assurance processes, minimising environmental impact, and creating a motivating workplace. Our management team believes that acting responsibly and creating additional values are keys to a sustainable business and will lead to a long-term stakeholders' support.

HKEx ESG Reporting Guide Index

HKEx's Environmental, Social and Governance Reporting Guide

Aspects, General Disclosures and KPIs	Descriptions	Related chapters in this report	Remarks
Aspect A1: Emissions			
General Disclosure	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.	Protecting our environment: Emissions control	
KPI A1.1	The types of emissions and respective emissions data.	Protecting our environment: Emissions control	The air pollutant and noise emission levels of our factories in China meet the Emission Limits of Air Pollutants as specified by the Guangdong Provincial Government, Emission Standard of Cooking Fumes, and Emission Standard for Industrial Enterprises at Boundary of the People's Republic of China. The company does not have accurate statistics on the annual total of air pollutant emissions.
KPI A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g., per unit of production volume, per facility).	Protecting our environment: Conserving resources	
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g., per unit of production volume, per facility).	Protecting our environment: Conserving resources	

HKEx ESG Reporting Guide Index (continued)

Aspects, General Disclosures and KPIs	Descriptions	Related chapters in this report	Remarks
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g., per unit of production volume, per facility).	Protecting our environment: Conserving resources	
KPI A1.5	Description of measures to mitigate emissions and results achieved.		The air pollutant and noise emission levels of our factories in China meet the Emission Limits of Air Pollutants as specified by the Guangdong Provincial Government, Emission Standard of Cooking Fumes, and Emission Standard for Industrial Enterprises at Boundary of the People's Republic of China. Further reduction of air pollutants emissions is not a priority of Computime.
KPI A1.6	Description of how hazardous and non-hazardous waste is handled, reduction initiatives and results achieved.	Protecting our environment: Emissions control	
Aspect A2: Use of Resources			
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Protecting our environment: Conserving resources	
KPI 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).	Protecting our environment: Conserving resources	
KPI A2.2	Water consumption in total and intensity (e.g., per unit of production volume, per facility).	Protecting our environment: Conserving resources	
KPI A2.3	Description of energy use efficiency initiatives and results achieved.	Protecting our environment: Conserving resources	

HKEx ESG Reporting Guide Index (continued)

Aspects, General Disclosures and KPIs	Descriptions	Related chapters in this report	Remarks
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.		Computime has no issue in sourcing water that is fit for purpose. The Group considers that we are not consuming water at an impactful level, and a further reduction in water consumption is not a priority this Year.
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Protecting our environment: Conserving resources	
Aspect A3: The Environment and Natural Resources			
General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.		Our operation does not impact the natural environment directly, but we strive to promote environmental sustainability through product innovation. Please refer to "Driving sustainability through creative engineering".
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.		
Aspect B1: Employment			
General Disclosure	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.	People-oriented: Respecting employees' rights	

HKEx ESG Reporting Guide Index (continued)

Aspects, General Disclosures and KPIs	Descriptions	Related chapters in this report	Remarks
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	People-oriented	
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	People-oriented	This figure is considered commercially sensitive and is not disclosed.

Aspect B2: Health and Safety

General Disclosure	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.	People-oriented: Promoting occupational health and safety	
KPI B2.1	Number and rate of work-related fatalities.		There were no work-related fatalities in FY2019.
KPI B2.2	Lost days due to work injury.	People-oriented: Promoting occupational health and safety	We consider the lost time rate a more appropriate indicator in reflecting our safety performance.
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	People-oriented: Promoting occupational health and safety	

HKEx ESG Reporting Guide Index (continued)

Aspects, General Disclosures and KPIs	Descriptions	Related chapters in this report	Remarks
Aspect B3: Development and Training			
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	People-oriented: Growing with our talents	
KPI B3.1	The percentage of employees trained by gender and employee category (e.g., senior management, middle management).		All employees received training in the Year.
KPI B3.2	The average training hours completed per employee by gender and employee category.	People-oriented: Growing with our talents	
Aspect B4: Labour Standards			
General Disclosure	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.	People-oriented: Preventing child and forced labour	
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	People-oriented: Preventing child and forced labour	
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	People-oriented: Preventing child and forced labour	

HKEx ESG Reporting Guide Index (continued)

Aspects, General Disclosures and KPIs	Descriptions	Related chapters in this report	Remarks
Aspect B5: Supply Chain Management			
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Upholding our ethical values: Managing our supply chain	
KPI B5.1	Number of suppliers by geographical region.	Upholding our ethical values: Managing our supply chain	
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Upholding our ethical values: Managing our supply chain	
Aspect B6: Product Responsibility			
General Disclosure	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.	Exceeding customer expectations	
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.		There were no product recalls for safety and health reasons.
KPI B6.2	Number of product and service related complaints received and how they are dealt with.	Exceeding customer expectations: Listening to customers' feedback	In this Year, there were 366 cases of sold product returned for testing, concerning less around 0.08% of all products shipped. We do not consider all these cases formal complaints.

HKEx ESG Reporting Guide Index (continued)

Aspects, General Disclosures and KPIs	Descriptions	Related chapters in this report	Remarks
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Upholding our ethical values: Protecting patented and confidential information	
KPI B6.4	Description of quality assurance process and recall procedures.	Exceeding customer expectations: Quality assurance Exceeding customer expectations: Listening to customers' feedback	
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Upholding our ethical values: Protecting patented and confidential information	
Aspect B7: Anticorruption			
General Disclosure	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.	Upholding our ethical values: Anti-corruption	
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.	Upholding our ethical values: Anti-corruption	
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	Upholding our ethical values: Anti-corruption	

HKEx ESG Reporting Guide Index (continued)

Aspects, General Disclosures and KPIs	Descriptions	Related chapters in this report	Remarks
Aspect B8: Community Investment			
General Disclosure	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.	Community engagement	
KPI B8.1	Focus areas of contribution (e.g., education, environmental concerns, labour needs, health, culture, sport).	Community engagement	
KPI B8.2	Resources contributed (e.g., money or time) to the focus area.	Community engagement	