



建聯集團有限公司\*

**Chinney Alliance Group Limited**

(Incorporated in Bermuda with limited liability)

Stock Code : 385

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2018



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## **1 ABOUT THIS COMPANY**

Chinney Alliance Group Limited (the “Company”, collectively with its subsidiaries, the “Group”) is an investment holding company with business operations in Hong Kong, Macau, and Mainland China. Its head office is in Hong Kong and has been listed on the Main Board of The Stock Exchange of Hong Kong Limited (“Stock Exchange”) since 1993 (Stock code: 0385). The Group is principally engaged in superstructure construction works, foundation piling, drilling and site investigation, provision of building-related contracting services, trading of plastic and chemical products and other businesses which consist of property and investment holding.

## **2 ABOUT THIS REPORT**

### **2.1 REPORTING STANDARD, PERIOD AND SCOPE**

The report is prepared in accordance with Environmental, Social and Governance Reporting Guide (“ESG Guide”) set out in Appendix 27 of the Rules Governing the Listing of Securities on the Stock Exchange (the “Listing Rules”). The Group adheres to the principles of Materiality, Quantitative, Balance and Consistency to report on the measures and performances from 1 January 2018 to 31 December 2018 (the “Reporting Period”). Information regarding corporate governance is addressed in the 2018 annual report of the Company in accordance with the principles and guidelines of the Corporate Governance Code as set out in Appendix 14 of the Listing Rules.

This report covers the Group’s activities on environmental, social and governance (“ESG”) aspects throughout the Reporting Period. The scope of this report covers the Group’s operations in Hong Kong by its respective principal subsidiaries: (i) Chinney Builders Company Limited (“Chinney Builders”), (ii) Chinney Construction Company, Limited (“Chinney Construction”), (iii) Shun Cheong Electrical Engineering Company Limited (“Shun Cheong”), and (iv) Jacobson van den Berg (Hong Kong) Limited (“Jacobson”). The environmental and social performance of the Group’s subsidiary Chinney Kin Wing Holdings Limited (Stock code: 1556), which is engaged in foundation piling, drilling and site investigation business of the Group, is disclosed in its own 2018 ESG Report.

## 2.2 MATERIALITY ASSESSMENT

To improve its sustainability reporting approach, the Group has engaged a third-party consultancy company to assist in identifying material sustainability issues. After analysing consultant's advice, the board of directors of the Company (the "Board") confirmed and identified the following material environmental and social topics associated with the Group's business operations:



## 2.3 CONTACT DETAILS

We welcome any comments or suggestions from our stakeholders. If you have any comments, please contact our Group at:

Chinney Alliance Group Limited  
23<sup>rd</sup> Floor, Wing On Centre,  
111 Connaught Road Central,  
Hong Kong

Tel : (852) 2877 3307  
E-mail : [general@chinneyhonkwok.com](mailto:general@chinneyhonkwok.com)

### 3 CORPORATE STATEMENT

We are delighted to present our 2018 ESG Report, which shows the Group's efforts in enhancing the transparency of our sustainability performance and the communication with our stakeholders.

As the global economy is facing various environmental and social challenges, sustainable development is becoming a popular topic among countries and businesses. There have also been a number of policies and initiatives from Hong Kong Government in pushing forward environmental stewardship, and enhanced disclosure requirements by the Stock Exchange. As a result, the awareness for environmental sustainability has heightened to the investors, customers and other stakeholders.

With the awareness of the environmental concerns, we also endeavour to establish policies and framework to reduce potential environmental risks. In accordance with ISO 14001:2015 Environmental Management System and ISO 50001:2011 Energy Management System, our environmental management system sets out environmental mitigation objectives, performance targets and measures for business operations. During the Reporting Period, we took a leap forward in improving our environmental performance recording and monitoring system on-site, and led to an enhancement on variety and completeness of the collected environmental data. We believe this initiative enables the Group to evaluate our current performance and support our pursuit of more environmentally friendly practices.

On the other hand, we are also cognisant that occupational health and safety are just as crucial to the construction business. With that in mind, we are committed to implement effective safety policies and measures under the guidance of OHSAS 18001:2007 Occupational Health and Safety Management System, and creating a safety-first culture internally. Throughout the Reporting Period, we have achieved zero fatality and less than 0.6 injury frequency rate for 100,000 man-hours worked.

The theme of this year's ESG Report is "constructing a better future through sustainable development." Beyond the delivery of quality services and products, we are fully committed to applying our environmental and health and safety management system as the material factors upon the decisions were made to allocate resources in protecting the environment and staff, and benefiting the community for a better future.

## 4 QUALITY SERVICES

The Group believes that its business growth depends on, among other things, its ability to procure sustainable materials and execute quality works. Thus, the Group is committed to allocate adequate resources on sustainable sourcing in addition to fulfilling customers' requirements in terms of cost, time and quality. In order to ensure the quality of the Group's services, the Group has adopted effective quality management policies based on ISO 9001:2005 Quality Management System to govern the Group's practices in selection of suppliers and subcontractor, procurement of raw material, constructing and delivery.

### 4.1 SUSTAINABLE SOURCING

To control service quality at source, in addition to service quality, price and delivery time, the Group required all suppliers and subcontractors to comply with the Group's policies on environment, occupational health and safety and quality control.

For construction projects, Chinney Construction and Chinney Builders strived to consider the construction materials' life cycle and the potential impact on the environment when managing the supply chain. The Group endeavoured to select as far as practicable manufacturers that provide materials manufactured within 800 km, to reduce the delivering time and environmental footprint during the transportation. During the Reporting Period, more than 90% of the construction materials were procured within 800 km.

Regional material selection for construction projects		
	2018	Unit
Total weight of materials	91,335.26	tonnes
Total weight of materials manufactured within 800km	83,379.45	tonnes
% of materials manufactured within 800km	91	%

As part of its efforts in procuring sustainable materials, Chinney Construction and Chinney Builders strived to use materials from sustainable sources. For example, timber used in some of the construction sites were sourced from suppliers and manufacturers with Forest Stewardship Council label which certified product sources came from sustainably managed forests. The Group is committed to continuously seeking ways to adopt more sustainable sourcing strategy in future developments.





## 4.2 QUALITY CONTROL

In addition, subcontractors were required to submit documents to demonstrate that the tools, equipment and materials used and supplied were in compliance with statutory requirements and industrial standards during the tendering process. The Group conducted regular monitoring and inspections throughout the duration of the construction project to ensure subcontractors' compliance with relevant laws and regulations, and implement action plans for any necessary mitigation measures. Upon completion of the construction project, quality audits were conducted to ensure the completed construction was in good quality and safe for future occupants.



## **5 ENVIRONMENTALLY CONSCIOUS OPERATIONS**

Further to the implementation of quality control measures, the Group has endeavoured to manage its operations in an environmentally friendly and resource-efficient manner. The Group is committed to complying with environmental-related laws and regulations, codes of practice and other requirements to which the Group has subscribed. To achieve and maintain compliance, the Group has developed adequate management systems for identifying relevant requirements, monitoring and tracking the environmental performance of its business activities.

As the Group's major operational environmental footprints were from its construction business, Chinney Builders and Chinney Construction have established stringent environmental and energy policies for the construction projects in accordance to the framework of ISO 14001:2015 Environmental Management System and ISO 50001:2011 Energy Management System. The policies provided guidelines on preventive and mitigation measures and monitoring procedures on key environmental aspects relating to site operations and construction activities.

### **5.1 ENERGY CONSUMPTION AND AIR EMISSIONS**

Electricity, diesel and petrol were the main types of energy used for offices, construction plant and equipment within the Group. The Group viewed optimising energy use as a way to reduce its operating costs and lower its greenhouse gas ("GHG") emissions and air pollutant emissions from energy consumption. Therefore, the Group strived to increase its energy efficiency during operation through good daily practices.

For office premises, indoor temperatures were set between 24-26 degree Celsius as a measure of thermal comfort and energy conservation. To reduce electricity wastage, the Group also required staff to turn off air-conditioning and lights when leaving offices.

For construction projects, the Group has incorporated energy saving measures into its project management, and set up achievable energy conservation targets. The Group is committed to conducting regular audits and reviews on energy performance to ensure that the targets were met. To improve energy efficiency and reduce air pollutants emission, the Group used energy-efficient construction equipment and ultra-low sulphur diesel as far as applicable and provided trainings for staff to ensure they understand and follow the energy conservation practices. In addition, the Group has improved its energy data collection system and calculation methods during the Reporting Period, and was able to retrieve more information and present a more complete energy consumption performance for further analysis and improvement.

Overview of Energy Consumption <sup>1</sup>			
	2018	2017	Unit
Electricity consumption			
Office	1,242,843	1,181,000	kWh
Construction	1,568,080	1,571,959	kWh
Fuel consumption <sup>2</sup>			
Diesel	1,450,700	2,836,312	kWh
Petrol	101,989	179,714	kWh
Total energy consumption			
Office	1,299,867	1,237,418	kWh
Construction	3,063,746	4,531,568	kWh
Energy Intensity			
Offices <sup>3</sup>	363.94	352.98	kWh/Office GFA (m <sup>2</sup> )
Construction <sup>4</sup>	20.57	36.56	kWh/Total construction GFA (m <sup>2</sup> )

<sup>1</sup> The Group has improved the data collection and calculation system, and thus updated the energy data of 2017 accordingly.

<sup>2</sup> Fuel consumption data were inclusive of diesel and petrol used by construction machinery and vehicle used for office and construction projects.

<sup>3</sup> Office GFA represented the sum of gross floor area (“GFA”) of offices of Chinney Construction, Chinney Builders, Shun Cheong and Jacobson, which totalled 3,571.63 m<sup>2</sup> (10 offices) in 2018 and 3,505.67 m<sup>2</sup> (9 offices) in 2017.

<sup>4</sup> Total construction GFA represented the sum of gross floor area of Chinney Construction and Chinney Builders’ construction sites, which totalled 123,957.18 m<sup>2</sup> (10 construction sites) in 2018 and 148,937.80 m<sup>2</sup> (8 construction sites) in 2017. Due to the completion of construction works in one of the construction sites in 2017 and no activities had been conducted during the year, the total GFA for construction sites in 2017 has been adjusted.

Overview of Greenhouse Gas and other Air Pollutant Emissions <sup>5</sup>			
	2018	2017	Unit
<b>Greenhouse Gas (GHG) Emissions<sup>6</sup></b>			
Scope 1 Direct Emission <sup>7</sup>	406	790	tonnes of CO <sub>2</sub> equivalent (“tCO <sub>2</sub> e”)
Scope 2 Indirect Emission <sup>8</sup>	1,712	1,564	tCO <sub>2</sub> e
Total GHG Emission	2,118	2,354	tCO <sub>2</sub> e
<b>GHG emissions Intensity</b>			
Office	0.18	0.18	tCO <sub>2</sub> e/Office GFA (m <sup>2</sup> )
Construction	0.01	0.01	tCO <sub>2</sub> e/Total construction GFA (m <sup>2</sup> )
<b>Other Air Pollutant Emissions</b>			
NO <sub>x</sub>	4.17	8.10	tonnes
CO	1.34	2.16	tonnes
PM	0.26	0.50	tonnes

<sup>5</sup> The Group has improved the data collection and calculation system, and thus updated the GHG emission and air pollutant data of 2017 accordingly.

<sup>6</sup> The Group reported GHG and other air pollutant emissions in accordance with the principles and methodologies of local and international carbon accounting standards and the most updated air emission pollution factors.

<sup>7</sup> Scope 1 GHG emissions referred to direct emission of GHG from sources owned or controlled by the Group, which included (i) vehicular transportation and (ii) construction machinery usage.

<sup>8</sup> Scope 2 GHG emissions referred to indirect GHG emissions resulting from the electricity purchased.

## 5.2 WATER RESOURCES

The Group's major water consumption was attributed to the offices and construction sites and was supplied by the Water Supplies. While water sourcing was not a material issue to the Group's businesses, the Group has endeavoured to improve its water efficiency and reduce wastewater discharge in order to lower its environmental impacts.

At construction sites, the Group has installed water metering facilities to monitor water consumption. Based on the water performance data collected on-site, the Group was able to conduct analysis and identify any abnormal usage and assess the efficiency of relevant facilities. On the other hand, for wastewater generated from stormwater and surface runoff, the Group strived to improve its wastewater monitoring system through appointing responsible site officers to record wastewater regularly. To avoid contamination, wastewater was collected by on-site drainage facilities. After treating through the wastewater treatment system, the treated water would be reused on-site for site cleaning, dust removal and wheel-washing.

Overview of Water Consumption and Wastewater discharge <sup>9</sup>			
	2018	2017	Unit
Total Water Consumption	27,979	33,926	m <sup>3</sup>
Office	1,813	2,458	m <sup>3</sup>
Construction	26,166	31,468	m <sup>3</sup>
Water Intensity			
Office	0.51	0.70	m <sup>3</sup> /Office GFA (m <sup>2</sup> )
Construction	0.18	0.25	m <sup>3</sup> /Total construction GFA (m <sup>2</sup> )
Wastewater Discharge			
Total Wastewater <sup>10</sup> Discharge	98,504 <sup>11</sup>	50,121	m <sup>3</sup>

<sup>9</sup> The Group has improved the data collection and calculation system, and thus updated the water data of 2017 accordingly.

<sup>10</sup> Wastewater included the wastewater discharged from construction sites of Chinney Builders and Chinney Construction in Hong Kong.

<sup>11</sup> During the Reporting Period, the Group has improved its wastewater data collection system, therefore the wastewater performance from previous year is not comparable.

### 5.3 WASTE MANAGEMENT

The Group's wastes were mainly generated from its construction business. These wastes included inert construction and demolition wastes from site clearance, excavation, and concreting, and non-inert wastes such as timber and steel. Hazardous wastes generated on-site were mainly used oils, solvents, paints and empty paint cans, and jointing compounds.

Recognising construction wastes could cause harmful effects on the surrounding environment and community if they were not managed in a proper way, the Group is committed to reducing waste through stringent on-site waste reduction target setting and management.

Subcontractors were required to establish waste management objectives and targets in consistent with the Group's waste management policy and the consideration of all legal and other requirements, significant management aspects and technological options. Moreover, subcontractors should develop waste reduction strategies to minimise waste generation. Chinney Builders and Chinney Construction provided appropriate waste and recycling facilities on-sites and monitored the waste collection for analysis of improvement areas. For site offices, the Group provided three-colour recycling bins to collect paper, plastic and metal for further recycling.

For hazardous wastes, the Chinney Builders and Chinney Construction required staff to sort and stored on-sites in good condition, and arranged proper on-site collection to handle them according to relevant guidelines and requirements set by the Environmental Protection Department.



Overview of Waste <sup>12</sup>		
Waste Category	2018	Unit
Recycled materials: Paper, Plastic, aluminum cans, metal and steel, and timber	27	tonnes
Non-hazardous waste: Non-inert construction and demolition waste disposed to landfill	12,829	tonnes
Non-hazardous waste: Inert and non-inert construction and demolition waste diverted from landfill (sent to public fill/recycling facilities)	42,776	tonnes
Hazardous Waste	4.32	tonnes

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<sup>12</sup> Wastes were generated from eleven construction sites of Chinney Builders and Chinney Construction. As the Group has improved its waste record system during the Reporting Period, the waste performance from previous reporting period may not be comparable.

## 5.4 OTHER POTENTIAL ENVIRONMENTAL IMPACTS

Construction sites may lead to noise and air pollution to the surrounding area. In view of this, the Group has developed dust and noise management in order to minimise nuisance inflicted on nearby sensitive receivers.

Chinney Builders and Chinney Construction identified the closest sensitive receivers, such as domestic dwellings and schools, and conducted dusts and noise monitoring according to statutory and mandatory guidelines. The pre-fabricated construction method, pre-bagged plastering system and wheel-wash for dust removal were adopted to reduce the generation of dust during the construction. Green labelled generators of non-road mobile machinery were used to minimise emissions of pollutants. Noise mitigation measures have been implemented on-site included scheduling of construction works to avoid sensitive hours, applying quality powered mechanical equipment and constructing noise barriers.

These measures have facilitated the Group to largely reduce its noise and air pollutions during the construction. Throughout the Reporting Period, the Group has complied with air pollution and noise related local laws and regulations.

## 6 PEOPLE-ORIENTED CULTURE

The execution of the Group's environmentally conscious stewardship and its quality services was built upon the dedicated employees. The Group strived to provide a safe and engaging working environment for employees to thrive. To achieve this mission, the Group has set up targets and carried out action plans to ensure employees' well-being.

### 6.1 SAFE WORKPLACE

In construction industry, occupational injuries and accidents were one of the most key and common concerns. In view of this, the Group endeavoured with conscious effort to integrate various safety measures into construction project planning, and establish goals and targets to motivate the implementation of relevant policies. The management of Chinney Construction, Chinney Builders and Shun Cheung were responsible for monitoring and maintaining the workplace in a safe health and safety condition according to the internal policies set out based on OHSAS 18001:2007 Occupational Health and Safety Management System. The following summarises the Group's health and safety measures on-site:

- Identifying and reducing occupational health and safety risks;
- Ensuring the safe usage, handling, storage and transport of plant and substances on-sites;
- Offering health and safety training for employees and subcontractors;
- Ensuring that all employees work under the Health and Safety legislation, rules and practice;
- Requiring Project Managers and Safety Managers to take the responsibility of safety policy implementation and all health and safety matters in construction projects;
- Reviewing and improving Health and Safety policies and management system when necessary or at least once annually; and
- Deploying sufficient resources to implement the health and safety policies.

During the Reporting Period, the Group recorded no fatal incidents and 26 injury rate per 1,000 employees, which was lower than the 2017 Occupational Safety and Health Statistics for accident rate in the construction industry of Hong Kong of 32.9 accident rate per 1,000 employees.

### Safety Training: Case Study and Latest Regulations



During the Reporting Period, various relevant organisations, such as Hong Kong Construction Association and Occupational Safety and Health Council have extended their recognition to the Group's implementation of health and safety policies and measures.

# AWARDS



Occupational Safety and Health Council -  
OSH Excellence Award



Good Housekeeping Plan 2017-18 -  
Merit Award (Construction)



Occupational Safety & Health Quiz Competition 2018 -  
The Highest Score Award (The Union / Community Category)



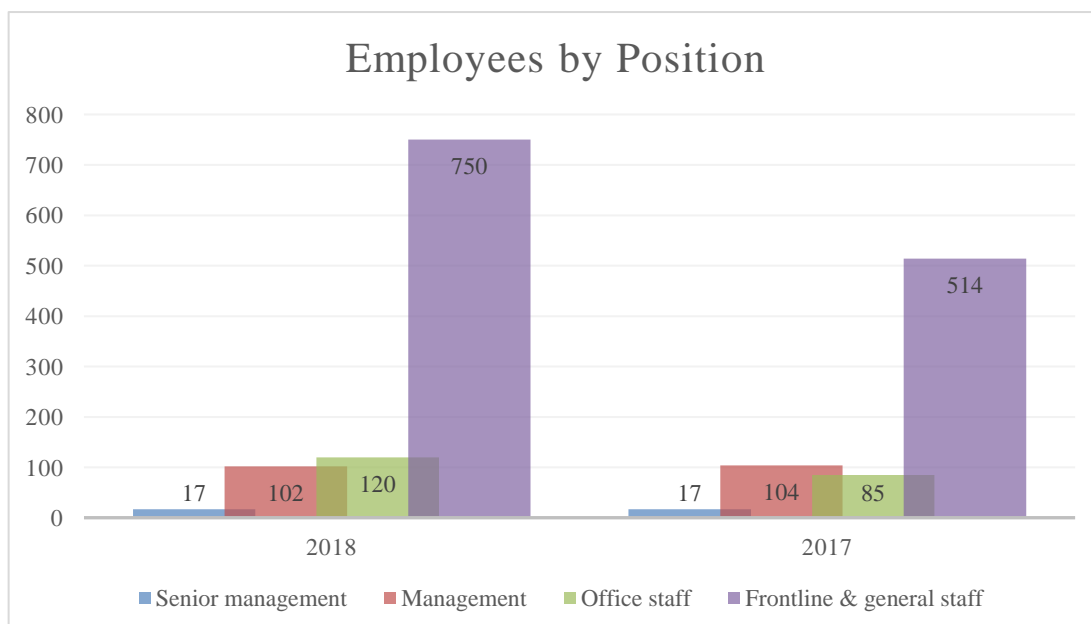
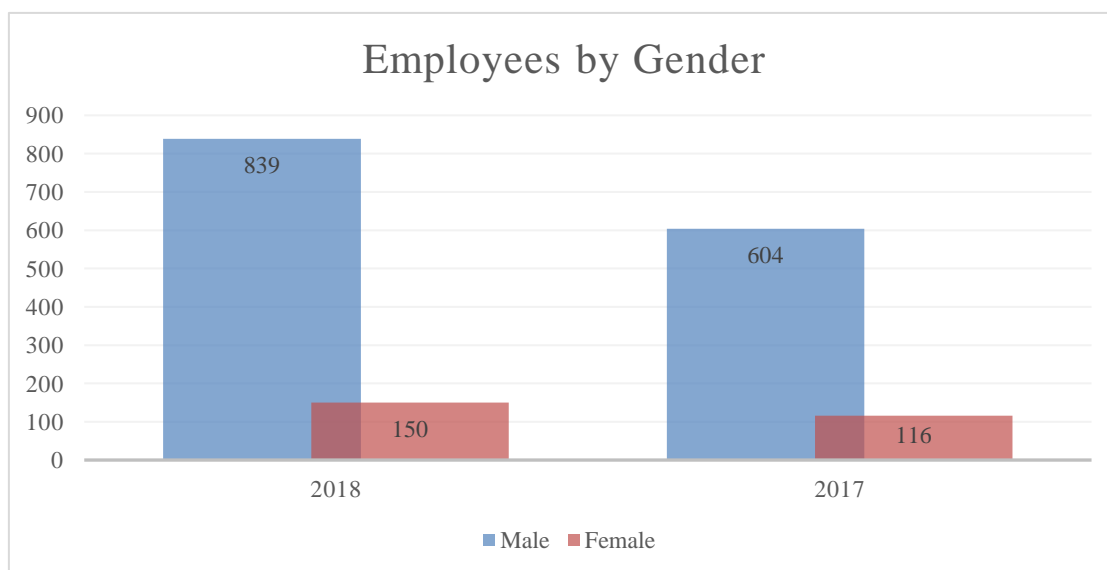
17th Hong Kong Occupational  
Safety & Health Award -  
Safety Performance Award  
(Construction) 2018

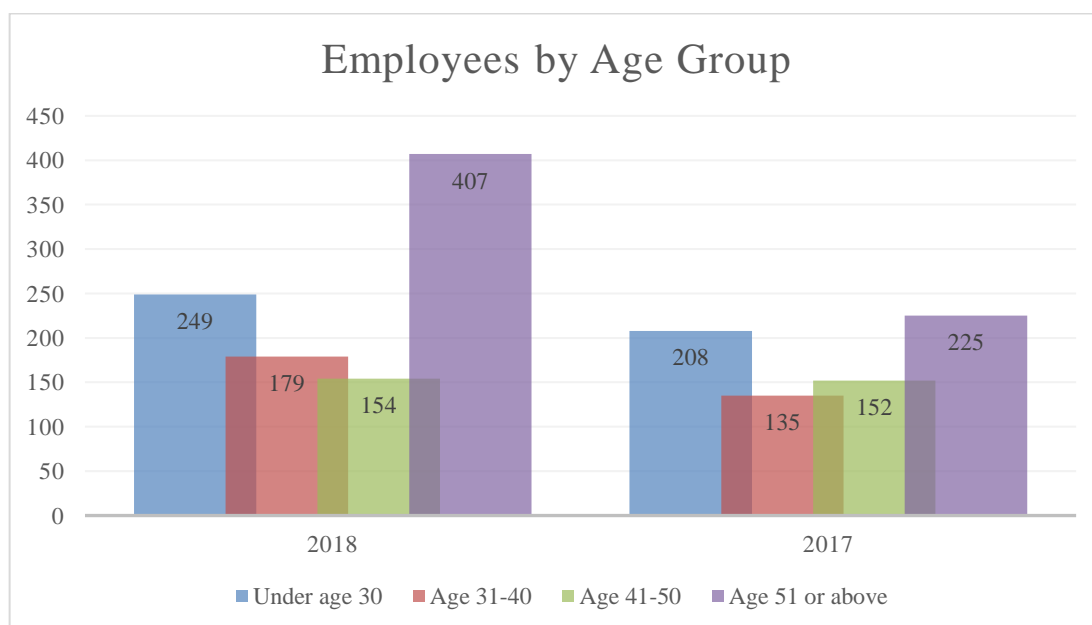


## 6.2 TALENTS ACQUISITION AND DEVELOPMENT

In adoption of an equal-opportunity and non-discriminatory recruitment approach, the Group selected suitable talents based on their skills and qualifications, and disregarded their gender, religion, race or other factors. To attract talents, the Group offered competitive compensation packages, promotion opportunities, reasonable work hours and rest periods to remunerate employees' contributions and rights. The Group's human resource departments were responsible to verify identification and working permits to prevent the employment of child and forced labour. During the Reporting Period, the Group has complied with all laws and regulations relating to employment and labour.

Furthermore, the Group has established a complaint procedure to prevent workplace abuse and harassment, such as discrimination and sexual harassment. In case of any incidents occurred, employees shall report to the responsible supervisors or department heads immediately. Follow-up investigation shall be conducted as soon as possible with appropriate remedial action and ensure all reports were treated confidentially.

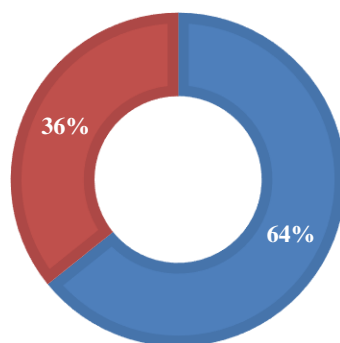




As part of its strategy of talent attraction and retention, the Group provided sufficient internal trainings and supported employees to attend external professional trainings. Internal trainings based on safety and energy efficiency were provided to raise employees' environmental and safety awareness. The Group also offered trainings on construction insurance, building contracts, knowledge on generator installation and operation etc. to employees to enhance their professional knowledge. In addition to internal trainings, the Group encouraged employees to take self-selected courses by reimbursing part or all the fees.

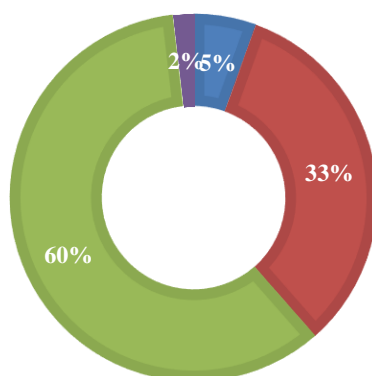
### TOTAL NUMBER OF TRAINING HOURS BY GENDER

■ Male ■ Female



### TOTAL NUMBER OF TRAINING HOURS BY EMPLOYEE CATEGORY

■ Senior Management ■ Management ■ Office Staff ■ Frontline and General Staff



To create an engaging working environment, the Group was devoted to organise various staff activities to enhance the communication between departments and increase the cohesiveness among employees.



Chinese calligraphy workshop  
to celebrate Chinese New Year

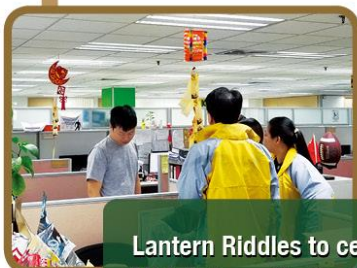
WORKSHOPS



Birthday parties of  
Chinney Construction



The Group held Christmas party to  
celebrate Christmas with employees



Lantern Riddles to celebrate  
Mid-Autumn Festival by Chinney Construction



Shun Cheung held Ice Cream  
and Herbal Tea Day



# PARTIES





Lifewire Run 2018

COMPANY OUTINGS  
AND ACTIVITIES



Squid fishing



Basketball match



Lupan Patron's Day Celebration Dinner



Annual Dinner

### **6.3 ETHICAL CORPORATE IMAGE**

Upholding its ethical standards and business transparency, the Group was committed to openness, probity and integrity while ensuring all activities were conducted under full compliance with all applicable anti-corruption laws.

As a whistleblowing mechanism to eliminate corruption practice, the Group encouraged employees to report directly to management on any suspected case. The Group shall conduct investigation and take necessary disciplinary actions depending on the severity of the case. The Group was not aware of any reported or concluded corruption case, and complied with all relevant laws and regulations throughout the Reporting Period.

In order to demonstrate business ethics, the Group placed a high emphasis on safeguarding customers' and business partners' confidential data as well as their intellectual property rights. As set out in the employee handbook/code of conduct, the Group required employees to protect the obtained confidential business information, patents, proprietary technology and property rights.



## 7 COMMUNITY INVESTMENT

The Group believed that the creation of sustainable solutions for a brighter and more sustainable future is built on the collaboration between the Group and the community. As construction workers had a higher exposure to dust particles that may cause Pneumoconiosis, the Group focused on supporting patients suffered from such a disease. The Group has been working closely with Pneumoconiosis Mutual Aid Association (“PMAA”) and donated HK\$20,000 during the Reporting Period. On 13 December 2018, the Group arranged a tour to the Hong Kong Maritime Museum for PMAA patient members and its employees. Through this event, the Group wished to express their care and compassion to the patients as well as educate its staff about Pneumoconiosis.



Staff visiting the Hong Kong Maritime Museum  
with Pneumoconiosis Patients



In addition, the Group also organised other charity and voluntary activities to support the social groups in need.



Over the Reporting Period, the Group invested 768 hours for community activities and donated in total HK\$47,715

## **8    LOOKING FORWARD**

As investors and the public nowadays increase their attention on environmental and social matters, it is crucial for the Group to implement efficient sustainability management approach in order to reduce the operation risks. The Group will continue to optimise its management approach through enhancing the environmental performance recording and monitoring system, reviewing the adopted mechanisms and policies, evaluating environmental and social performance, engaging various stakeholders and setting targets and goals. Upholding its commitment to operate in a sustainable manner, the Group will keep pursuing improvements in areas of environmental protection and occupational health and safety enhancement in order to construct a sustainable future.

## 9 ESG CONTENT INDEX

Aspect	KPI	Description	Statement / Section	Page No.
<b>SUBJECT AREA (A) ENVIRONMENT</b>				
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	<i>A1.3</i>	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	5.3 Waste Management	12-13
	<i>A1.4</i>	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	5.3 Waste Management	12-13
	<i>A1.5</i>	Description of measures to mitigate emissions and results achieved.	5.1 Energy Consumption and Air Emissions 5.2 Water Resources 5.3 Waste Management	8-10 11 12-13
	<i>A1.6</i>	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	5.3 Waste Management	12-13



Aspect	KPI	Description	Statement / Section	Page No.
<b>A2: USE OF RESOURCES</b>				
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	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).	5.1 Energy Consumption and Air Emissions	8-10
	A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	5.2 Water Resources	11
	A2.3	Description of energy use efficiency initiatives and results achieved.	5.1 Energy Consumption and Air Emissions	8-10
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	5.2 Water Resources	11
	A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Not applicable	-
<b>A3: THE ENVIRONMENT AND NATURAL RESOURCES</b>				
A3	<i>General disclosure</i>	Policies	5 Environmentally Conscious Operations	8-14
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	5.4 Other Potential Environmental Impacts	14
<b>SUBJECT AREA (B) SOCIAL</b>				
<b>B1: EMPLOYMENT</b>				
B1	<i>General disclosure</i>	Information on: (a) the policies; and (b) compliance	6.2 Talents Acquisition and Development	18-24
	B1.1	Total workforce by gender, employment type, age group and geographical region.	6.2 Talents Acquisition and Development	18-24
	B1.2	Employee turnover rate by gender, age group and geographical region.	Not disclosed	-

Aspect	KPI	Description	Statement / Section	Page No.
<b>B2: HEALTH AND SAFETY</b>				
B2	<i>General disclosure</i>	Information on: (a) the policies; and (b) compliance	(a) 6.1 Safe Workplace (b) The Group has complied with all laws and regulations relating to occupational health and safety.	15-17
	B2.1	Number and rate of work-related fatalities.	6.1 Safe Workplace	15-17
	B2.2	Lost days due to work injury.	6.1 Safe Workplace	15-17
	B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	2,745 lost days due to work injury	-
<b>B3: DEVELOPMENT AND TRAINING</b>				
B3	<i>General disclosure</i>	Policies	6.2 Talents Acquisition and Development	18-24
	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	6.2 Talents Acquisition and Development	18-24
	B3.2	The average training hours completed per employee by gender and employee category.	6.2 Talents Acquisition and Development	18-24
<b>B4: LABOUR STANDARDS</b>				
B4	<i>General disclosure</i>	Information on: (a) the policies; and (b) compliance	(a) 6.2 Talents Acquisition and Development (b) The Group has complied with laws and regulations relating to child and forced labour.	18-24
	B4.1	Description of measures to review employment practices to avoid child and forced labour.	6.2 Talents Acquisition and Development	18-24
	B4.2	Description of steps taken to eliminate such practices when discovered.	6.2 Talents Acquisition and Development	18-24
<b>B5: SUPPLY CHAIN MANAGEMENT</b>				
B5	<i>General disclosure</i>	Policies	4.1 Sustainable Sourcing	5-6
	B5.1	Number of suppliers by geographical region.	4.1 Sustainable Sourcing	5-6
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	4.1 Sustainable Sourcing	5-6

Aspect	KPI	Description	Statement / Section	Page No.
<b>B6: PRODUCT RESPONSIBILITY</b>				
B6	<i>General disclosure</i>	Information on: (a) the policies; and (b) compliance	(a) 4.2 Quality Control (b) The Group has complied with laws and regulations relating to health and safety, advertising, labelling and privacy matters relating to services provided.	7
	<i>B6.1</i>	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Not applicable	-
	<i>B6.2</i>	Number of products and service-related complaints received and how they are dealt with.	Not disclosed	-
	<i>B6.3</i>	Description of practices relating to observing and protecting intellectual property rights.	Not applicable	-
	<i>B6.4</i>	Description of quality assurance process and recall procedures.	4.2 Quality Control	7
	<i>B6.5</i>	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Not applicable	-
<b>B7: ANTI-CORRUPTION</b>				
B7	<i>General disclosure</i>	Information on: (a) the policies; and (b) compliance	(a) 6.3 Ethical Corporate Image (b) The Group has complied with the laws and regulations relating to anti-corruption.	25
	<i>B7.1</i>	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.	6.3 Ethical Corporate Image	25
	<i>B7.2</i>	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	6.3 Ethical Corporate Image	25
<b>B8: COMMUNITY INVESTMENT</b>				
B8	<i>General disclosure</i>	Policies	7 Community Investment	26-27
	<i>B8.1</i>	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	7 Community Investment	26-27
	<i>B8.2</i>	Resources contributed (e.g. money or time) to the focus area.	7 Community Investment	26-27