

# Environmental, Social and Governance Report 2018-2019

環境、社會及  
管治報告



VANTAGE INTERNATIONAL (HOLDINGS) LIMITED  
盈信控股有限公司

Incorporated in Bermuda with limited liability 於百慕達註冊成立之有限公司

Stock code 股份代號: 15



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## I. CHAIRMAN'S MESSAGE 主席的話

Vantage is committed to build a better quality of life and living, incorporate the concept of sustainability in our operations, from building design to construction and building management. As we drive value for our customers and our business, we are also thinking about the future of and impact on our people, our communities and the environment, and we are committed to reduce adverse environmental impacts of our operations to nature. Therefore, to adopt environmentally friendly practices and employ sustainable construction methods and materials to enhance the sustainability of Hong Kong's built environment and reduce the consumption of energy and resources in our work are our foremost priority.

In 2018/2019, we continued to seek methods and technological solutions that are safer, more sustainable, productive and efficient. We put our effort in developing innovative technology. Our Innovation & Technology Department strives for research and promotion of innovative technology, aiming at enhancing safety, environmental protection, health, quality and efficiency in managing construction projects. We have also applied technology such as Building Information Modeling ("BIM"), indoor water spray testing robot and various mobile apps in different construction projects. At the same time, we have been cooperating with different research and development institutions in developing new construction materials, technology and methodology.

Vantage also puts safety first in our operation, we are investing in safety training, safety equipment and safety promotion scheme to bring out the importance of personal safety habit to the public, our staffs and site workers. High standards of health and safety are not an option, they are an imperative. We are always considering the future and the ways in which we can continue to lead and influence health and safety standards both internally and with our peer group.

This ESG report provides an update on our Group's progress in support of many different areas in which we work during the year ended 31 March 2019 and we invite you to review it. Our dedication and commitment to a sustainable future pushes us to constantly seek new opportunities to improve our performance, continue to pursue greater operational efficiency, reduce environmental impacts and keep our deep and abiding sense of corporate responsibility.

We will continue to improve operating performance, practice corporate social responsibility and work together with our customers, contractors, business partners and employees for better future and further growth.

盈信致力建設更美好的生活質素及方式，從樓宇設計到建設以及在樓宇管理方面，將可持續發展之概念納入至我們的營運中。在提高我們的客戶及業務價值之同時，我們也一直思考我們的員工、社區及環境之未來，以及他們所承受之影響，並致力減低我們的營運對大自然構成之不利影響。因此，採納環境友善措施及可持續建築方法，以促進香港建築環境之持續發展並減低我們施工所用能源及資源消耗，是我們的首要任務。

於二零一八／二零一九年年度，我們繼續探索更安全、更持久、更有成效及更具效益之方法及技術解決方案，並將精力集中於發展創新技術。我們的創新技術部門竭力研究及推動創新技術，以提升建築項目管理之安全、環保、健康、質量及效率水平為目標。我們亦已於不同建築項目中應用建築信息模擬（「BIM」）技術、室內試水機械臂及各種手機應用程式。與此同時，我們一直與不同研發機構合作開發新的建材、技術及方法體系。

此外，盈信將安全放在業務營運之首位。我們一直投放資源於安全培訓、安全裝備及安全推廣計劃，以向公眾、我們的員工及地盤工友傳揚個人安全習慣之重要性。保持高標準之健康及安全水平並不是兩可之事，而是勢在必行。我們無時無刻都在考慮未來和思考各種路向，以讓我們可繼續帶領公司內部及業界之健康及安全標準，並為此發揮影響力。

本ESG報告提供有關本集團於截至二零一九年三月三十一日止年度在許多不同範疇之最新進展，我們邀請閣下審閱本報告。我們對締造可持續未來之決心及承擔，推動我們不斷尋找新機遇以改善表現、繼續追求更高的營運效益、減少對環境之影響，以及維持對恪守企業責任之濃厚使命感。

我們將持續改善營運表現，實踐企業社會責任，並與我們的客戶、承建商、業務夥伴和僱員共同開拓更好未來及實現進一步增長。



## II. ABOUT VANTAGE 關於盈信

Vantage International (Holdings) Limited (“Vantage” or the “Company”, together with its subsidiaries, collectively, the “Group”) has been listed on the Main Board of The Stock Exchange of Hong Kong Limited (The “Stock Exchange” or “HKEX”) since 8 September 2000 (stock code: 15). The Group’s businesses are focused in Hong Kong. It adopts a diversified business model which comprises “three pillars” namely, the contract works business, the property investment and development business and the provision of finance business.

### CONTRACT WORKS BUSINESS

The Group currently carries on its contract works business through an indirectly non-wholly-owned subsidiary, Able Engineering Holdings Limited (“Able Holdings”, together with its subsidiaries, collectively, the “Able Group”). Due to great success of the contract works business, Able Holdings successfully listed on the Main Board of The Stock Exchange in February 2017 (stock code: 1627). During the year ended 31 March 2019, the Group owns 75% interest of the Able Group.

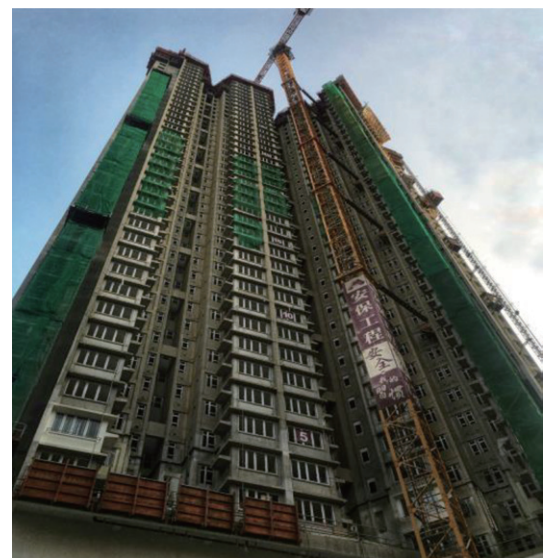
The contract works segment can be further divided into two businesses according to nature of contracts, being “building construction” and “repair, maintenance, alteration and addition” (“RMAA”) works. The Group carries on the contract works business as a main contractor or sub-contractor through the Able Group.

盈信控股有限公司（「盈信」或「本公司」，連同其附屬公司統稱「本集團」）自二零零零年九月八日起於香港聯合交易所有限公司（「聯交所」）主板上市（股份代號：15）。本集團業務主要位於香港，其採用由「三大支柱」組成之多元化業務模式，分別為合約工程業務、物業投資及發展業務，以及提供融資業務。

### 合約工程業務

本集團透過旗下之一間間接非全資附屬公司安保工程控股有限公司（「安保控股」，連同其附屬公司統稱「安保集團」）經營合約工程業務。由於合約工程業務相當成功，安保控股於二零一七年二月成功於聯交所主板上市（股份代號：1627）。於截至二零一九年三月三十一日止年度，本集團持有安保集團75%權益。

合約工程業務可根據合約性質進一步分為兩種業務，分別為「樓宇建築」以及「維修、保養、改建及加建」（「維修、保養、改建及加建」）工程。本集團透過安保集團以總承建商或分判商之身份經營合約工程業務。





## II. ABOUT VANTAGE 關於盈信

For the year ended 31 March 2019, external revenue of the contract works business amounted to approximately HK\$2,385 million (2018: approximately HK\$3,112 million), representing more than 67% of the Group's consolidated revenue for the year (2018: more than 89%). At 31 March 2019, the estimated gross and outstanding values of the Group's substantial contracts on hand amounted to approximately HK\$9,108 million and HK\$5,482 million, respectively (31 March 2018: approximately HK\$7,009 million and HK\$2,941 million).

### PROPERTY INVESTMENT AND DEVELOPMENT BUSINESS

The property investment and development business are conducted through the remaining Group (the “**Remaining Group**”, the Group excluding the Able Group).

於截至二零一九年三月三十一日止年度，合約工程業務之外部收入約23.85億港元（二零一八年：約31.12億港元），佔本集團年內綜合收入逾67%（二零一八年：逾89%）。於二零一九年三月三十一日，本集團重大手頭合約之估計總值及未完成合約價值分別約為91.08億港元及54.82億港元（二零一八年三月三十一日：約70.09億港元及29.41億港元）。

### 物業投資及發展業務

物業投資及發展業務乃透過餘下集團（「餘下集團」，即除卻安保集團以外之本集團）進行。







## II. ABOUT VANTAGE 關於盈信

Below list out a summary of properties held by the Remaining Group as at 31 March 2019. Further details of these properties have been set out in Vantage's 2018/2019 Annual Report.

下表載列餘下集團於二零一九年三月三十一日持有之物業概要。該等物業之進一步詳情載於盈信二零一八／二零一九年年度報告。

| Investment Properties or Owner-occupied Properties<br>投資物業或自用物業   | Properties Held for Development<br>持有作發展之物業  |
|---|--|
| <ul style="list-style-type: none"> <li>No. 123 Tung Choi Street, Mong Kok, Kowloon<br/>九龍旺角通菜街123號</li> <li>Shop Nos. 5 and 6 and Storeroom 3, 1st Floor, Fou Wah Centre, No. 210 Castle Peak Road, Tsuen Wan, New Territories<br/>新界荃灣青山道210號富華中心1樓5及6號舖及3號貯物室</li> <li>No. 155 Waterloo Road, Kowloon Tong, Kowloon<br/>九龍九龍塘窩打老道155號</li> <li>No. 157 Waterloo Road, Kowloon Tong, Kowloon<br/>九龍九龍塘窩打老道157號</li> <li>A 3-storey commercial centre and an adjoining 5-storey car park building within Tin Ma Court, 55 Chuk Yuen Road, Wong Tai Sin, Kowloon<br/>九龍黃大仙竹園道55號天馬苑內之一幢3層高商場及相鄰之一幢5層高停車場大廈</li> <li>A 3-storey commercial/car park building as well as associated areas within Kam Ying Court, 9 Kam Ying Road, Ma On Shan, Sha Tin, New Territories<br/>新界沙田馬鞍山錦英路9號錦英苑內之一幢3層高商業／停車場大廈以及相關範圍</li> <li>3987 Tai Po Road Yuen Chau Tsai, Tai Po, New Territories<br/>新界大埔大埔公路元洲仔段3987號</li> <li>Lot No. 1583 and Lot No. 1584 in Demarcation District No. 109, Kam Tin, Yuen Long, New Territories<br/>新界元朗錦田丈量約份測量圖第109號，地段第1583號及地段第1584號</li> <li>Man Shung Industrial Building, No. 7 Lai Yip Street, Kwun Tong, Kowloon<br/>九龍觀塘勵業街7號萬順工業大廈</li> <li>No. 18 Shek O Headland, Hong Kong<br/>香港石澳山仔路18號</li> </ul> | <ul style="list-style-type: none"> <li>Wing Lung Wai 173A (The Remaining Portion of Lot No. 462, The Remaining Portion of Lot No. 464 and The Remaining Portion of Lot No. 465, all in Demarcation District No. 109), Kam Tin, Yuen Long, New Territories<br/>新界元朗錦田永隆圍173A號(丈量約份第109號，地段第462號餘段、地段第464號餘段及地段第465號餘段)</li> <li>The Remaining Portion of Lot No. 544 and The Remaining Portion of Lot No. 545, both in Demarcation District No. 109, Kam Tin, Yuen Long, New Territories<br/>新界元朗錦田丈量約份第109號，地段第544號餘段及地段第545號餘段</li> </ul> |
| <p><b>Properties Held for Sale</b><br/>持有作出售之物業</p> <ul style="list-style-type: none"> <li>No. 9 Belfran Road, Ho Man Tin, Kowloon (“Belfran Peak”)<br/>九龍何文田巴芬道9號(「Belfran Peak」)</li> </ul>   | <p><b>Properties under Development</b><br/>發展中物業</p> <ul style="list-style-type: none"> <li>28 Lugard Road, The Peak, Hong Kong (the “Lugard Road Residential Development”)<br/>香港山頂盧吉道28號(「盧吉道住宅發展項目」)</li> <li>No. 1 &amp; No. 1A Wood Road, Hong Kong (the “Wood Road Residential Development”)<br/>香港灣仔活道1號及1A號(「活道住宅發展項目」)</li> </ul>   |



## II. ABOUT VANTAGE 關於盈信

For the year ended 31 March 2019, the Group recorded a gross rental income of approximately HK\$85 million (2018: approximately HK\$80 million), representing approximately 2.4% of the Group's consolidated revenue for the year (2018: approximately 2.3%). As at 31 March 2019, the Group's investment properties were valued at an aggregate value of HK\$2,138 million (31 March 2018: HK\$2,039 million).

Other than property investment activities, the Remaining Group also acts as a property developer and engages in property development activities. During the year ended 31 March 2019, the Group completed the sales of Pokfulam Peak; the acquisition of the remaining properties for the Wood One Development through public auction under the Land (Compulsory Sale for Redevelopment) Ordinance (Cap. 545 of the Laws of Hong Kong) and the planning of demolishing works of the Wood One Development; while the site formation works of the Lugard Development was in progress. Revenue recognized for sale of properties of Pokfulam Peak amounted to approximately HK\$1,055 million for this year (2018: approximately HK\$252 million), representing approximately 29.8% of the Group's consolidated revenue of the year (2018 approximately 7.3%).

### PROVISION OF FINANCE BUSINESS

Since September 2015, a wholly-owned subsidiary of the Group, View Finance Limited (“**View Finance**”), commenced the provision of finance business in Hong Kong. For the year ended 31 March 2019, interest income of approximately HK\$20 million (2018: approximately HK\$18 million) was earned from loans receivable, representing approximately 0.6% (2018: approximately 0.5%) of the Group's consolidated revenue for the year. During the year ended 31 March 2019 and up to the date of this report, View Finance has not appointed any third party in relation to the granting of loans.

於截至二零一九年三月三十一日止年度，本集團錄得總租金收入約0.85億港元（二零一八年：約0.80億港元），佔本集團年內綜合收入約2.4%（二零一八年：約2.3%）。於二零一九年三月三十一日，本集團投資物業之經評估總值為21.38億港元（二零一八年三月三十一日：20.39億港元）。

除物業投資活動外，餘下集團亦擔當發展商並從事物業發展活動。於截至二零一九年三月三十一日止年度，本集團完成Pokfulam Peak之銷售；透過根據《土地（為重新發展而強制售賣）條例》（香港法例第545章）所舉行之公開拍賣而完成收購活道1號發展項目之餘下物業，並完成規劃活道1號發展項目之拆卸工程；另外盧吉發展項目之地盤平整工程則在進行中。本年度就Pokfulam Peak物業確認物業銷售收入約10.55億港元（二零一八年：約2.52億港元），佔本集團年內綜合收入約29.8%（二零一八年：約7.3%）。

### 提供融資業務

自二零一五年九月以來，本集團的一間全資附屬公司景達財務有限公司（「**景達財務**」）於香港展開提供融資業務。於截至二零一九年三月三十一日止年度，自應收貸款所得之利息收入約為0.20億港元（二零一八年：約0.18億港元），佔本集團年內綜合收入約0.6%（二零一八年：約0.5%）。於截至二零一九年三月三十一日止年度及直至本報告之日，景達財務並無就批出貸款委任任何第三方。

## II. ABOUT VANTAGE 關於盈信

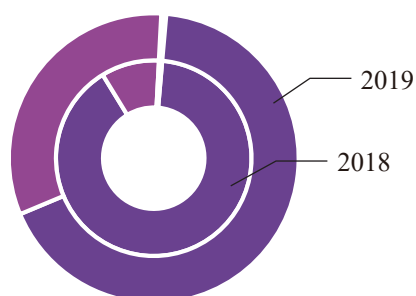
The continuous growth of these businesses enables Vantage to become a better, stronger and more sustainable listed company.

該等業務之持續增長令盈信成為一家更好、更強大及可更持續發展的上市公司。

Below charts/tables show a summary of key financial performance of Vantage for the two years ended 31 March 2019.

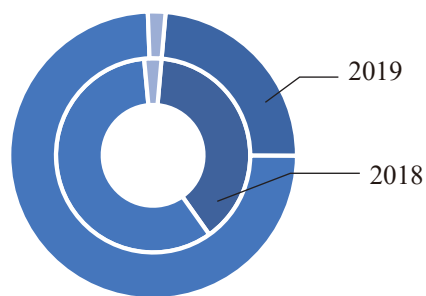
下圖／下表列示盈信於截至二零一九年三月三十一日止兩個年度之主要財務表現概要。

Revenue 收入



- Contract Works 合約工程
- Property Investment & Development 物業投資及發展
- Provision of Finance 提供融資

Business Profits 業務溢利



- Contract Works 合約工程
- Property Investment & Development 物業投資及發展
- Provision of Finance 提供融資

| Performance Indicators<br>表現指標  | 2019<br>二零一九年 | 2018<br>二零一八年 |
|---|---------------|---------------|
| Basic Earnings (HK cents) per Share<br>每股基本盈利 (港仙)                                      | 41.86         | 23.94         |
| Dividend (HK cents) per Share<br>每股股息 (港仙)  | 2             | 2             |
| Net Assets Attributable to Owners of the Parent (HK\$) per Share<br>每股母公司持有者應佔資產淨值 (港元) | 2.50          | 2.06          |
| Current Ratio<br>流動比率   | 1.44          | 1.48          |
| Gearing Ratio (%)<br>槓桿比率 (%)   | 37            | 40            |
| Interest Coverage Ratio (times)<br>利息保障比率 (倍)   | 25            | 14            |





### III. ABOUT THIS ESG REPORT 關於本ESG報告

#### REPORTING PERIOD AND SCOPE

This Environmental, Social and Governance (“ESG”) Report (this “ESG Report”) has been prepared in accordance with the ESG Reporting Guide (the “ESG Guide”) as set out in Appendix 27 to the Rules Governing the Listing of Securities of The Stock Exchange (the “Listing Rules”) and pursuant to the “comply or explain” provisions under the ESG Guide, on the basis of four reporting principles contained in the ESG Guide, namely Materiality, Quantitative, Balance and Consistency. In addition, some key performance indicators specified in the “Recommended Disclosures” are adopted based on the actual conditions of Vantage for completeness of the reporting content.

This ESG Report covered the period from 1 April 2018 to 31 March 2019, which is the same as the financial year covered in the 2018/2019 Annual Report of Vantage. Since corporate governance issues of our Group for the year ended 31 March 2019 had already been discussed in the “Corporate Governance Report” set out in Vantage’s 2018/2019 Annual Report published on 26 July 2019, this ESG Report is focused on the Group’s sustainability performance on environmental and social aspects for the year. Readers of this ESG Report are also encouraged to read the 2018/2019 ESG report of Able Holdings at its website ([www.ableeng.com.hk](http://www.ableeng.com.hk)) for more details of the ESG performance of the Group’s contract works business.

To facilitate reader navigation, a complete index is set out in Section X of this ESG Report.

For environment concern, this ESG Report is released online only. This ESG Report is available at the websites of The Stock Exchange ([www.hkexnews.hk](http://www.hkexnews.hk)) and our Company ([www.capitalfp.com.hk/eng/index.jsp?co=15](http://www.capitalfp.com.hk/eng/index.jsp?co=15)). Contents of this ESG Report are presented in English and Chinese. Should there be any discrepancies between the two versions, the English version prevail.

#### 報告期及報告範圍

本環境、社會及管治(「ESG」)報告(「ESG報告」)乃根據聯交所證券上市規則(「上市規則」)附錄二十七所載之《ESG報告指引》(「ESG報告指引」)及ESG報告指引下之「不遵守就解釋」條文編製，當中以ESG報告指引所載之四項匯報原則為基礎，分別為重要性、量化、平衡及一致性。此外，為令報告內容完整，盈信已按實際情況採納部分於「建議披露」中列明之關鍵績效指標。

本ESG報告涵蓋自二零一八年四月一日起至二零一九年三月三十一日止期間，與盈信二零一八／二零一九年年度報告所涵蓋之財政年度相同。由於本集團截至二零一九年三月三十一日止年度之企業管治事宜已於二零一九年七月二十六日刊發之盈信二零一八／二零一九年年度報告所載之《企業管治報告》中論述，故本ESG報告重點討論本集團年內於環境及社會方面之可持續表現。本集團亦鼓勵本ESG報告的讀者於安盈控股的網站([www.ableeng.com.hk](http://www.ableeng.com.hk))參閱其二零一八／二零一九年年度的ESG報告，以進一步了解本集團合約工程業務的ESG表現。

為方便讀者檢索，本ESG報告第X節載有完整索引。

為響應環保，本ESG報告僅透過互聯網發佈。網上版可於聯交所網站([www.hkexnews.hk](http://www.hkexnews.hk))及本公司網站([www.capitalfp.com.hk/chi/index.jsp?co=15](http://www.capitalfp.com.hk/chi/index.jsp?co=15))查閱。本ESG報告以中英文雙語發佈。中英文版本如有任何歧義，概以英文版為準。



## IV. APPROACH TO ESG ESG管理方針

During the year ended 31 March 2019, the board (the “Board”) of directors (the “Director(s)”) of Vantage is composed of seven directors, including three Executive Directors, namely Mr. NGAI Chun Hung, Mr. YAU Kwok Fai and Ms. LAU Tsz Kwan, Jone (“Ms. LAU”); a Non-executive Director, namely Dr. LEE Man Piu, Albert; and three Independent Non-executive Directors (“INED(s)”), namely Prof. KO Jan Ming, The Hon. IP Kwok Him, GBM, GBS, JP, Mr. FUNG Pui Cheung, Eugene, BBS (“Mr. FUNG”). Subsequent to the year end, Mr. MONG Chan was appointed as an INED of the Company with effect on 2 May 2019, while Mr. FUNG and Ms. LAU was retired and resigned with effect on 28 August 2019 and 1 September 2019, respectively.

The Board recognises its overall responsibility for maintaining a sound and effective system of ESG to safeguard the interests not only of our shareholders, but also the other stakeholders. The Board has overall responsibility on strategies and decision-making on the ESG management, giving priority to the making and implementation of ESG policies and receiving adequate information on the ESG issues related to the Group’s businesses. The Board and each of our Directors also acknowledge and understand their responsibility for preparing the ESG Report for the year ended 31 March 2019, which give a balance, consistent and quantitative report of the state of material ESG affairs of our Group.

於截至二零一九年三月三十一日止年度，盈信董事（「董事」）會（「董事會」）由七名董事組成，包括三名執行董事（即魏振雄先生、游國輝先生及劉紫君女士（「劉女士」））；一名非執行董事（即李文彪醫生）；以及三名獨立非執行董事（「獨立非執行董事」）（即高贊明教授、葉國謙議員（大紫荊勳賢，金紫荊星章，太平紳士）及馮培漳先生（銅紫荊星章）（「馮先生」））。年末後，蒙燦先生自二零一九年五月二日起獲委任為本公司獨立非執行董事，而馮先生及劉女士則分別自二零一九年八月二十八日起退任及自二零一九年九月一日起辭任董事。

董事會深明其對維持ESG系統穩健妥善而且有效負全責，以保障我們的股東及其他持份者之利益。董事會全面負責ESG管理策略及決策、ESG政策之制訂及實施優次，以及就與本集團業務有關之ESG事宜收集足夠資料。董事會及各董事亦知悉及了解其於編製截至二零一九年三月三十一日止年度之ESG報告所負之責任，並藉此報告就本集團重大ESG事宜之現況提供不偏不倚、貫徹始終及有數據支持之報告。



## IV. APPROACH TO ESG ESG管理方針

The Company have a solid governance structure for ESG management of the Group, which comprises the Board, top management and ESG Working Group which comprised representatives from different businesses, projects, departments and functions since 2016/2017. We periodically review the Group's procedures and practices and integrate ESG considerations in our daily operations and practices to introduce and implement appropriate measures. The ESG Working Group supports the Board by implementing the Group's ESG practices effectively and collecting quality data for both analysis and for the Board's preparation of this ESG Report. Through regular meetings, our vision, motives and strategies on ESG are well communicated among our employees. In addition, our employees are also well educated and informed about ESG issues that are relevant to our day-to-day operations. The ESG Working Group reports to the Board and monitors the Group's sustainability issues in daily operations, reviews stakeholders' feedback and updates ESG trends and regulations.

As a developer and contractor, we consume vast amounts of human and natural resources. The Group believes that sustainability is an integral part of our business strategy. The Group is committed to address environmental and social issues in a responsible and effective manner. Our management approach is to run our business in an ethically, socially and environmentally responsible manner, supporting and connecting the communities we serve. The Group adheres to three principles on sustainability management. They are: safety first, living up to society's expectations and serving the community. Our approach also comes in three parts: establish professional operations methods; implement good practice; and promote and adopt green design and innovation. From the planning and designing stage to the actual construction and operation stage, we take all health and safety, environmental and quality requirements into consideration to create shared value to the Group, our stakeholders and the wider community. In our client's sites and in our self-developed sites, we keep on implementing green initiatives and promoting green and safety habits and awareness to our people; while we put great effort to create an environmentally-friendly and safe workplace in our office.

本公司自二零一六／二零一七年度起就本集團之ESG管理建立了穩固的管治架構，當中包含董事會、高級管理層及ESG工作小組（成員包括不同業務、項目、部門及職能之代表）。我們定期檢討本集團之程序及作業準則，並把ESG考慮因素融入我們的日常營運及常規之中，以引入及實施適當措施。ESG工作小組透過有效執行本集團之ESG作業準則，以及收集高質量數據以作分析並供董事會用作編製本ESG報告來支援董事會。通過定期會議，我們的ESG願景、目的及策略能準確傳達至我們的員工。此外，我們的員工清楚認識並充分了解與我們日常營運息息相關之ESG事宜。ESG工作小組乃向董事會匯報，並負責監察本集團日常營運中之可持續發展事宜、檢視持份者之反饋意見以及更新ESG趨勢及法規。

基於發展商及承建商之身份，我們使用大量人力及自然資源。本集團相信，可持續發展乃我們業務策略不可分割的一環。本集團致力循負責任及有效之方式處理環境及社會問題。我們的管理方針是採取對道德、社會及環境負責任之方式經營業務，並支援及連繫我們服務之社區。在可持續發展管理方面，本集團遵循三大原則：即安全第一、符合社會期望及服務社區。我們的管理方針亦分為三部分：建立專業的營運模式、實施良好的作業方法以及推廣及採納綠色設計與創新。從規劃及設計階段到實際建設及營運階段，我們會考慮所有健康與安全、環境及質量方面之要求，務求為本集團、我們的持份者及整個社區創造共享價值。我們於客戶之建築地盤及自有地盤中，不斷推行綠色舉措及向員工推廣環保及安全習慣及意識，並努力將辦公室打造成環保及安全的工作場所。



## V. STAKEHOLDER ENGAGEMENT

### 持份者參與

Vantage values input and feedback of its stakeholders as they bring potential impacts to Vantage's business. Therefore, we maintain ongoing dialogues with our key stakeholders on a regular basis as necessary. Effective communication channels, such as meetings, regular reporting, corporate announcements, company websites, emails and notice board, etc., are developed to share and collect views on operations and ESG issues. We also conduct sharing sessions and/or training sessions for our customers, sub-contractors/suppliers for exchanging information on sustainability issues such as health and safety and environmental management.

The table below sets out our key stakeholder groups, their sustainability issues of most concern and corresponding communication channels.

盈信重視其持份者之意見及反饋，因為持份者可對盈信業務發揮潛在作用。因此，我們與主要持份者按需要保持定期對話，並建立了有效溝通渠道，如會議、定期報告、企業公告、公司網站、電子郵件及告示板等，來溝通及收集在營運和ESG事宜上之意見。我們亦為客戶、分判商／供應商舉辦分享會及／或培訓課程，交流有關健康安全與環境管理等可持續發展事宜之信息。

下表載列我們的主要持份者群體、彼等最為關切之可持續發展事宜，以及相應溝通渠道。

| Stakeholder Groups<br>持份者群體          | Major Communication Channels<br>主要溝通渠道   | Most Concerned Sustainability Issues<br>最為關切之可持續發展事宜  |
|--------------------------------------|--|---|
| Employees<br>員工                      | <ul style="list-style-type: none"> <li>Performance appraisals<br/>績效評估</li> <li>Training and development<br/>培訓及發展</li> <li>Employee engagement activities<br/>員工參與活動</li> <li>Meetings<br/>會議</li> <li>Email and instant communication channel<br/>電子郵件及即時通訊渠道</li> <li>Online survey<br/>網上問卷</li> <li>Mobile apps<br/>手機應用程式</li> </ul> | <ul style="list-style-type: none"> <li>Health and safety<br/>健康及安全</li> <li>Training and development<br/>培訓及發展</li> <li>Employee well-being<br/>員工福祉</li> </ul>         |
| Shareholders and Investors<br>股東與投資者 | <ul style="list-style-type: none"> <li>General meeting<br/>股東大會</li> <li>Annual Report, Interim report and ESG Report<br/>年度報告、中期報告及ESG報告</li> <li>Announcements and circulars<br/>公告及通函</li> <li>Company websites<br/>公司網站</li> </ul>   | <ul style="list-style-type: none"> <li>Profit, return and distribution<br/>溢利、回報及分派</li> <li>Corporate governance<br/>企業管治</li> <li>Risk management<br/>風險管理</li> </ul> |



## V. STAKEHOLDER ENGAGEMENT 持份者參與

| Stakeholder Groups<br>持份者群體                                       | Major Communication Channels<br>主要溝通渠道  | Most Concerned Sustainability Issues<br>最為關切之可持續發展事宜  |
|---|---|---|
| Customers<br>客戶   | <ul style="list-style-type: none"> <li>One-on-one meetings<br/>一對一會談</li> <li>Instant communication channel<br/>即時通訊渠道</li> <li>Sharing sessions<br/>分享會</li> <li>Online survey<br/>網上問卷</li> </ul>   | <ul style="list-style-type: none"> <li>Quality of works<br/>工程質量</li> <li>Corporate governance<br/>企業管治</li> <li>Operational risk<br/>營運風險</li> <li>Data security<br/>數據安全</li> </ul> |
| Suppliers, Sub-contractors and Service Providers<br>供應商、分判商及服務供應商 | <ul style="list-style-type: none"> <li>Meetings<br/>會議</li> <li>Sharing sessions and/or training sessions<br/>分享會及/或培訓課程</li> <li>Instant communication channel<br/>即時通訊渠道</li> <li>Online survey<br/>網上問卷</li> <li>Notice board<br/>告示板</li> </ul> | <ul style="list-style-type: none"> <li>Health and Safety<br/>健康及安全</li> <li>Settlement<br/>結算</li> <li>Compliance<br/>合法合規</li> </ul>   |
| Community<br>社區   | <ul style="list-style-type: none"> <li>Community support activities<br/>社區支援活動</li> <li>Involvement in environmental protection activities<br/>參與環保活動</li> <li>Instant communication channel<br/>即時通訊渠道</li> <li>Notice board<br/>告示板</li> </ul>    | <ul style="list-style-type: none"> <li>Pollution and noise<br/>污染及噪音</li> <li>Community support<br/>社區支援</li> </ul>   |
| Government and Regulatory Authorities<br>政府與監管機構                  | <ul style="list-style-type: none"> <li>Industry collaboration consortium<br/>行業協會</li> <li>Actively monitor the latest laws and regulations<br/>主動留意最新法律及法規</li> </ul>  | <ul style="list-style-type: none"> <li>Compliance<br/>合法合規</li> <li>Employee protection<br/>員工保障</li> <li>Innovation<br/>行業創新</li> </ul>  |

### MATERIALITY

In order to have better understanding on the expectations, perceptions and concerns of our stakeholders and identify the issues of most importance to them and to our business, the Group has conducted an online survey engaging both internal and external stakeholders including clients, service providers, suppliers, subcontractors and our employees. With reference to Global Reporting Initiative's ("GRI") Sustainability Reporting Standards and the requirements stipulated in the

### 重要性

為了更加了解我們的持份者之期望、認知及關注，並識別對持份者及我們業務最為重要之各項事宜，本集團已針對內部及外部持份者進行了一項網上問卷調查，對象包括客戶、服務供應商、供應商、分判商及我們的員工。經參考全球報告倡議組織（「GRI」）之《可持續發展報告標準》以及上市規則附錄二十七所載之最新《ESG報告指引》之規定要求，我們的內部及外部持份者識別、排

## V. STAKEHOLDER ENGAGEMENT 持份者參與

latest ESG Guide set out in the Appendix 27 of the Listing Rules, 21 topics are identified, prioritized, validated and reviewed by our internal and external stakeholders. In the survey, the stakeholders were asked to rank the importance of the 21 sustainability topics based on “The Stakeholder’s Concern” or “How important are these topics to you as a stakeholder”; and “The importance of the topics for Vantage’s business”. The results and key comments from the online survey were presented to senior management team of Vantage for their review and assessment.

Results of the Online Survey and their respective impact on the Group are mapped in below Materiality Matrix.

序、驗證及檢視了21項議題。調查要求持份者基於「持份者關注事項」或「該等議題對你作為持份者有多重要」與「各項議題對盈信之重要性」，排序21項可持續發展議題之重要性。網上問卷結果及主要意見已提呈盈信高級管理層，以供其審閱及評估。

網上問卷結果及其對本集團之影響已布列於以下重要性矩陣圖內。

| Materiality Matrix<br>重要性矩陣圖     |              |   |   |
|----------------------------------|--------------|---|---|
| Stakeholder's Concern<br>持份者關注事項 | High<br>高度   | <ul style="list-style-type: none"> <li>Precautionary Measures of Child/Forced Labour<br/>童工／強制勞工預防措施</li> <li>Supply Chain Management<br/>供應鏈管理</li> <li>Employee Engagement<br/>員工參與</li> <li>Contractor Management<br/>分判商管理</li> </ul>   | <ul style="list-style-type: none"> <li>Compliance<br/>合法合規</li> <li>Employment and Benefits<br/>僱傭及福利</li> <li>Occupational Health and Safety<br/>職業健康與安全</li> <li>Anti-Corruption<br/>反貪污</li> <li>Employee Training and Promotion<br/>僱員培訓及晉升</li> <li>Confidentiality and Business Ethics<br/>保密及商業道德</li> </ul> |
|                                  | Medium<br>中度 | <ul style="list-style-type: none"> <li>Diversity and Equal Opportunities<br/>多元化及平等機會</li> <li>Technological Innovation<br/>科技創新</li> <li>Participation in Green Building<br/>參與綠色建設</li> <li>Energy Consumption<br/>能源消耗</li> <li>Compliant Handling<br/>投訴處理</li> <li>Green House Gases Emissions<br/>溫室氣體排放</li> <li>Community Investment and Participation<br/>社區投資及參與</li> </ul> | <ul style="list-style-type: none"> <li>Quality Management<br/>質量管理</li> <li>Waste Management<br/>廢棄物管理</li> <li>Use of Materials and Construction Practices<br/>物料使用及建築常規</li> <li>Pollution Management<br/>污染管理</li> </ul>   |
|                                  |              | Medium<br>中度  | High<br>高度  |
| Impact on the Group<br>對本集團之影響   |              |   |   |





## V. STAKEHOLDER ENGAGEMENT 持份者參與

For the preparation of this ESG Report, our senior management team not only considered the findings from the online survey, they also considered industry specific ESG issues in setting material aspects and KPIs for disclosure. To provide a relevant and important view of our ESG performance to our investors and stakeholders, this ESG Report focuses on ESG issues material to them and to the Group.

The results of the materiality analysis allow us to better define our corporate responsibility strategy and disclosure priorities. Topics of highest stakeholder's concern and greatest impact on our Group are:

- ◆ Compliance;
- ◆ Employment and Benefits;
- ◆ Occupational Health and Safety;
- ◆ Anti-Corruption;
- ◆ Employee Training and Promotion; and
- ◆ Confidentiality and Business Ethics.

為編寫本ESG報告，我們的高級管理層在設定應予披露之重要內容及關鍵績效指標時，不僅考慮網上問卷結果，還考慮行業特有之ESG事宜。為了就我們的ESG表現向我們的投資者及持份者提供適切、重要的觀點，本ESG報告專注討論對彼等及對本集團而言屬重要之ESG事宜。

重要性分析之結果容許我們更清晰地界定我們的企業責任策略及優先披露事項。持份者及管理層最關注之議題分別為：

- ◆ 合法合規；
- ◆ 僱傭及福利；
- ◆ 職業健康與安全；
- ◆ 反貪污；
- ◆ 僱員培訓及晉升；及
- ◆ 保密及商業道德。



## VI. OUR PEOPLE 我們的員工

### OCCUPATIONAL HEALTH AND SAFETY

Construction and related industries are always be regarded as high-risk industries with much higher accident rate and fatalities than other industries in Hong Kong.

Vantage regards “Safety” as our Group’s priority mission. We believe the frequent occurrence of industrial accidents in recent years is mostly due to the lack of safety awareness. In order to bring out the importance of personal safety habit to the site workers, staffs and public, the Group has launched a safety promotion campaign since August 2017, namely “Safety My Habit”. “Habit” means something that we have adapted into our lives. When we make safety practices as our habit, it would become an inseparable part of our life in which accidents can surely be reduced. Our ultimate goal is to reach zero accidents.



### 職業健康與安全

建造業及相關行業一向被視為高風險行業，當中之意外發生率及傷亡數字較香港其他行業為高。

盈信一向視「安全」為本集團之首要理念。我們相信建築業界近年意外頻生，大多與缺乏安全意識有關。為了向地盤工友、員工及公眾帶出個人安全習慣的重要性，本集團自二零一七年八月起推行名為「安全·我的習慣」之安全推廣活動。「習慣」乃積久養成之生活方式，當我們把安全作業養成習慣，安全就會成為生活之一部分，密不可分，意外定必能減少。我們最終目標是要把意外事故宗數降至零。

To cope with the more stringent occupational safety and health laws and reduce accidents, from July 2018, the Able Group has been utilizing a new asset management mobile app together with a new RFID technology – Bluetooth Low Energy for site management. The technology has been applied in lifting appliances, machinery, and worker management which allows site supervisors to easily inspect and ensure that all required operation certificates of these assets meet the latest requirements of regulations. This apps can further generate a systematic timetable to ensure the assets, tools and devices covered are checked regularly and that the respective operation workers receive relevant training periodically.

為配合日趨嚴格之職安健法規及減少意外發生，安保集團自二零一八年七月起使用新推出之資產管理手機應用程式及全新射頻技術Bluetooth Low Energy來管理地盤。有關技術已應用於吊具、機械及工人管理，讓地盤管理人員能輕易檢查並確保該等資產之所有必要操作證書均符合最新規定。此手機應用程式更可制定一套有系統的時間表，確保資產、工具和設備定期進行例行檢查，以及各操作人員按時接受訓練。

Minor work injuries are common in the construction industry and they are mostly related to cut and abrasion on hand-arms and foot-legs, as well as twist and slip. With reference to a series of international standard specifications, we select and provide different personal protective equipment (“PPE”), such as protective gloves, sleeves and safety footwears, which suit their work nature to our staffs and workers.

輕微工傷意外於建築業界相當普遍，當中以手部及足踝割傷及扭傷滑倒為多。我們參考一系列國際標準，揀選及提供符合員工及地盤工友所屬工作性質之不同種類個人防護裝備（「PPE」），例如防護手套、防護手袖及安全鞋。



## VI. OUR PEOPLE 我們的員工

Below also lists a series of measures and practices that have been carried out on our construction sites and head office during the year:

此外，下圖列示我們的建築地盤及總辦事處於年內推行之一系列措施及安全方法：

### Personal Protective Equipment 個人防護裝備

- The Group helps staffs and workers to develop a personal safety habit of wearing appropriate PPE; provision of appropriate PPE to staff and workers; and set up “PPE self-service machines” in certain sites to allow easy access to PPE.  
本集團幫助員工及地盤工友養成穿戴合適PPE之個人安全習慣；向員工及地盤工友提供合適PPE；及於若干地盤裝設「PPE自助機」，方便地盤工友取用。

### Dust-free process and wireless tools 無塵作業流程及無線工具

- The Group promotes the use of wireless tools and dust-free process on construction sites so as to reduce the risk of electricity leakage and dust inhalation during the works.  
本集團提倡於建築地盤使用無線工具及推廣無塵作業流程，以減少工程中出現漏電及吸入灰塵之風險。

### Fire drill practices 火警演習

- The Group periodically conducts fire drill practices in our head office to ensure every employee are familiar with the evacuation route and related safety procedures in case of a fire.  
本集團總辦事處定期進行火警演練，以確保每名員工均熟知火警逃生路線及清楚相關安全程序。

### First-aid courses 急救課程

- The Group organizes the St. John Ambulance First-Aid courses for employees. The aims are to provide employees with basic first-aid knowledge and skills so that they are capable of imposing first aid to victims.  
本集團安排僱員修讀聖約翰救傷隊急救課程，目的是讓僱員學習基本急救知識及技巧，從而能夠為傷者施救。

### Occupational safety and health training 職安健培訓

- Our employees are encouraged to take occupational safety and health training which are fully subsidized by the Group to raise their awareness on safety and enhance work safety.  
本集團鼓勵僱員修讀職安健培訓課程並提供全額資助，以提高僱員之安全意識及加強保障工作安全。



## VI. OUR PEOPLE 我們的員工

In our property development business, we had carried out dust and noise mitigation measures, such as erected noise barrier to mitigate noise generated by blower and set up dust shelter for soil nail work to mitigate dust emission at the site of the Lugard Road Residential Development.

就物業發展業務而言，我們已採取塵埃及噪音紓減措施，例如於盧吉道住宅發展項目地盤設置隔音屏障以降低鼓風機所造成之噪音；以及設置防塵密封區以減低入泥釘工程所產生之塵埃。

Our Wood Road Residential Development is under planning of demolition works. In the process of removal of asbestos, proper protection for our staff and environment had been made.

活道住宅發展項目現正處於拆卸工程之規劃階段。在消除石棉之過程中，我們已向員工及針對環境作出妥善保護。



During the reporting period, certain members and project team and employees of the Group have been recognized for their efforts in various ESG areas. We are proud to share the following major awards/certifications granted:

於報告期內，若干成員、項目團隊及本集團僱員在多個ESG範疇中獲得表揚。我們很高興獲得以下重要獎項／證書：



## VI. OUR PEOPLE 我們的員工

| Name of Project or Company/<br>Competition or Scheme<br>項目或公司／比賽或計劃名稱   | Name of Award<br>獎項名稱   |
|---|---|
| <b>Public Housing Development at Lai Chi Kok Road - Tonkin Street Phases 1 &amp; 2</b><br><b>荔枝角道－東京街第一及第二期公共房屋發展項目</b>   |   |
| 24th Considerate Contractors Site Award Scheme – Non-Public Works (New Works Group A)<br>第二十四屆公德地盤嘉許計劃－非工務工程（新建工程A組）  | <ul style="list-style-type: none"> <li>Considerate Contractors Site Award – Merit<br/>公德地盤獎－優異獎</li> <li>Outstanding Environmental Management &amp; Performance Awards – Merit<br/>傑出環境管理獎－優異獎</li> </ul>   |
| <b>Construction of Subsidised Sale Flats Development at Texaco Road</b><br><b>德士古道資助出售房屋發展項目</b>  |   |
| 19th Construction Safety Award<br>第十九屆建造業安全獎勵計劃   | <ul style="list-style-type: none"> <li>Best Safety Culture Site – Silver Award<br/>最佳安全文化地盤－銀獎</li> <li>Best Safety Culture Project Manager/Site Agent – Bronze Award – Dennis Lam<br/>最佳安全文化項目經理／地盤總管－銅獎－林炎宏</li> <li>Best Safety Culture Activity Team (Merit)<br/>最佳安全文化活動小組（優異獎）</li> </ul> |
| Good Housekeeping Competition 2018<br>良好工作場所整理比賽2018  | <ul style="list-style-type: none"> <li>Construction Category – Merit Award<br/>建造業組別－優異獎</li> </ul>   |
| Construction Industry Safety Award Scheme 2018/2019<br>建造業安全獎勵計劃2018/2019   | <ul style="list-style-type: none"> <li>Building Sites (Public Sector) Category – Most Active Participating Construction Sites Award<br/>樓宇建造地盤（公營合約）組別－最踴躍支持地盤獎</li> </ul>  |
| <b>Construction of Subsidised Sale Flats Development at Shatin Area 16, Wo Sheung Tun Street, Fo Tan and Footbridge Improvement Works at Siu Hong Road, Tuen Mun</b><br><b>沙田第16區火炭禾上墩街資助出售房屋發展項目及屯門兆康路行人天橋改善工程</b> |   |
| Construction Industry Safety Award Scheme 2018/2019<br>建造業安全獎勵計劃2018/2019   | <ul style="list-style-type: none"> <li>Safety Teams Category – Certificate of Good Performance<br/>安全隊伍組別－良好表現證書</li> <li>Building Sites (Public Sector) Category – Certificate of Good Performance<br/>樓宇建造地盤（公營合約）組別－良好表現證書</li> </ul>  |
| The 17th Hong Kong Occupational Safety and Health Award<br>第十七屆香港職業安全健康大獎   | <ul style="list-style-type: none"> <li>Appreciation Certificate<br/>嘉許狀</li> </ul>  |
| <b>Able Engineering Company Limited</b><br><b>安保工程有限公司</b>  |   |
| Occupational Health Award 2018-19<br>職業健康大獎2018-19  | <ul style="list-style-type: none"> <li>Joyful@Healthy Workplace Best Practices Award (Enterprise/Organization Category) – Excellence award<br/>好心情@健康工作間大獎（企業／機構組）－卓越機構大獎</li> </ul>  |
| 30th Anniversary of Occupational Safety and Health Council OSH Excellent Award<br>職業安全健康局三十周年卓越同行職安健大獎  | <ul style="list-style-type: none"> <li>OSH Excellent Award<br/>卓越同行職安健大獎</li> </ul>   |



## VI. OUR PEOPLE 我們的員工



Apart from the above various awards, the Development Bureau, the Construction Industry Council and the Hong Kong Construction Association continue to co-organise the Innovative Safety Initiative Award 2018 to promote excellence in construction site safety and health through innovation and creativity. Our project, “Innovative Caring Devices”, innovated by one of our major subsidiaries, won the Silver Award in the “Health and Welfare category”.

除上述獎項外，我們其中一間主要附屬公司所創立之「創新關懷你健康」項目，榮獲由發展局、建造業議會及香港建造商會於二零一八年聯合舉辦之創意工程安全獎（健康與福利組別）銀獎，透過創新及創意的方式提升建造業安全與健康。





## VI. OUR PEOPLE 我們的員工

We have innovatively designed the devices that will help improve the safety and health of the construction industry. Three examples are listed below:

1. Electricity-generating fitness bike was set in the worker's rest area to improve mental and physical health of workers;
2. Designed multi-purpose air purification and dust collection unit to reduce dust and noise. The light weight substance of the unit ensure workers' safety even in case of falls; and
3. Flexible split-type soundproof screen to provide safe and convenient noise barrier to protect hearing of workers.

我們憑藉創新的精神，設計出有助改善建造業安全與健康之裝置，其中舉三個例子如下：

1. 於工友休息區設置電動健身單車，有助提升工友身心健康；
2. 為減少塵埃及噪音而設計出多用途空氣淨化及粉塵收集裝置，其輕盈屬性確保其即使從高空跌落仍不會危害工友安全；及
3. 利用彈性可分離隔音屏幕，為工友提供安全方便之隔音屏障，保護工友聽覺。





## VI. OUR PEOPLE 我們的員工

Summary of our Group's occupational safety and health statistics for the two years ended 31 March 2019:

截至二零一九年三月三十一日止兩個年度，本集團有關職業安全與健康的統計數字摘要如下：

|   | 2018/2019<br>二零一八/二零一九年年度 |                                | 2017/2018<br>二零一七/二零一八年年度 |                                |
|---|---------------------------|--------------------------------|---------------------------|--------------------------------|
|   | Our Group<br>本集團          | Construction Industry#<br>建造業# | Our Group<br>本集團          | Construction Industry#<br>建造業# |
| Work-related accidents (cases of over 3 lost days)<br>工傷意外宗數 (停工超過3日)                       | 16 cases<br>16宗           | 3,465 cases<br>3,465宗          | 16 cases<br>16宗           | 3,805 cases<br>3,805宗          |
| Work-related accident rate (per 1,000 workers)<br>工傷意外率 (每1,000名工人)                         | 9.59                      | 31.7*                          | 8.44                      | 32.9**                         |
| Loss Time Injuries Frequency Rate<br>(per 100,000 hours worked)<br>損失工時工傷發生率 (每100,000小時工作) | 0.363 hours<br>0.363小時    | N/A<br>不適用                     | 0.319 hours<br>0.319小時    | N/A<br>不適用                     |
| Number of work-related fatalities<br>工作相關死亡數目   | 1 worker<br>1名工人          | 16 workers<br>16名工人            | 1 worker<br>1名工人          | 18 workers<br>18名工人            |
| Fatality rate (per 1,000 workers)<br>死亡率 (每1,000名工人)  | 0.60                      | 0.125*                         | 0.53                      | 0.185**                        |

# Source: Occupational Safety and Health Statistic from the Labour Department

\* Industry statistics of year 2018

\*\* Industry statistics of year 2017

# 資料來源：勞工處職業安全及健康統計數字

\* 二零一八年之行業統計數字

\*\* 二零一七年之行業統計數字

The Group will continue to put effort to minimize accident.

本集團將繼續努力減少意外發生。



## VI. OUR PEOPLE 我們的員工

### WORKFORCE COMPOSITION

Vantage strives to attract and fully engage diverse and talented individuals to contribute to our growth and put us at the forefront of our businesses. Diversity includes all the ways in which people differ, encompassing the different characteristics that make one individual or group different from another. Diversity is often considered from a number of aspects, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. Our philosophy also includes diversity of thought, ideas, perspectives and values. Our goal is to build a work environment where all employees are valued for their differences and unique perspectives, and to unleash their full potential.

As of 31 March 2019, the Group employed 369 full-time employees (31 March 2018: 404) in Hong Kong and approximately 48 (31 March 2018: 54) of them worked at our head office, while the remaining mainly worked at various construction sites.

Workforce composition of different aspects as at 31 March 2019 and 31 March 2018 are listed below:

### 員工組成

盈信致力吸納並全面招攬多元人才為我們的增長作出貢獻，並帶領我們邁向業務前列。多元包括人與人之間的所有不同方面，其包含促使個人或群體彼此不同之各種不同特質。多元化通常反映於多個方面，包括但不限於性別、年齡、文化及教育背景、種族、專業經驗、技能、知識及服務年資。我們的經營理念亦涵蓋多元思想、意念、觀點及價值。我們的目標是要建立讓所有員工之不同及獨特觀點均獲得尊重之工作環境，並釋放員工之最大潛能。

於二零一九年三月三十一日，本集團於香港僱用369名(二零一八年三月三十一日：404名)全職員工，當中約48名(二零一八年三月三十一日：54名)在我們的總辦事處工作，其餘主要在各建築地盤工作。

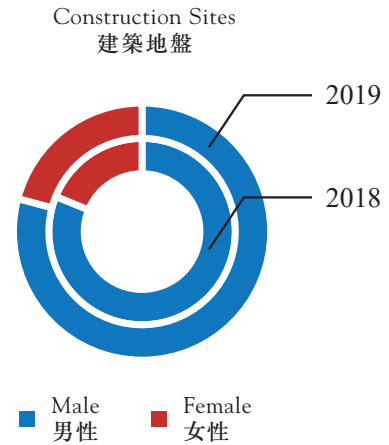
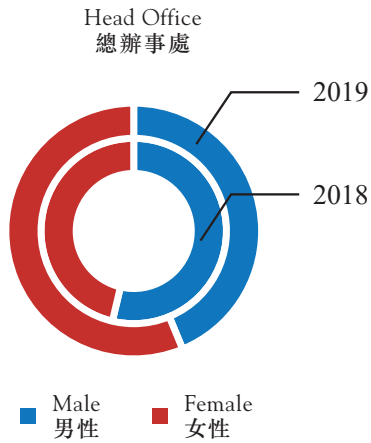
於二零一九年三月三十一日及二零一八年三月三十一日，按不同方面劃分之員工組成載列如下：

|                         |                     |  | As at 31 March 2019<br>於二零一九年三月三十一日 |             |             | As at 31 March 2018<br>於二零一八年三月三十一日 |             |             |
|-------------------------|---------------------|--|-------------------------------------|-------------|-------------|-------------------------------------|-------------|-------------|
|                         |                     |  | Head office<br>總辦事處                 | Sites<br>地盤 | Total<br>總計 | Head office<br>總辦事處                 | Sites<br>地盤 | Total<br>總計 |
| Gender 性別               | Male 男性             |  | 21                                  | 254         | 275         | 29                                  | 284         | 313         |
|                         | Female 女性           |  | 27                                  | 67          | 94          | 25                                  | 66          | 91          |
| Age Group<br>年齡         | Below 30 30歲以下      |  | 9                                   | 138         | 147         | 9                                   | 157         | 166         |
|                         | 31-50 31至50歲        |  | 30                                  | 137         | 167         | 31                                  | 142         | 173         |
|                         | Over 50 50歲以上       |  | 9                                   | 46          | 55          | 14                                  | 51          | 65          |
| Work Grade<br>工作職級      | Senior level 高級     |  | 18                                  | 55          | 73          | 23                                  | 47          | 70          |
|                         | Middle level 中級     |  | 11                                  | 111         | 122         | 12                                  | 171         | 183         |
|                         | Entry level 初級      |  | 19                                  | 155         | 174         | 19                                  | 132         | 151         |
| Year of Service<br>服務年資 | Over 10 years 10年以上 |  | 13                                  | 35          | 48          | 14                                  | 27          | 41          |
|                         | 5-10 years 5至10年    |  | 8                                   | 37          | 45          | 6                                   | 44          | 50          |
|                         | Under 5 years 5年以下  |  | 27                                  | 249         | 276         | 34                                  | 279         | 313         |

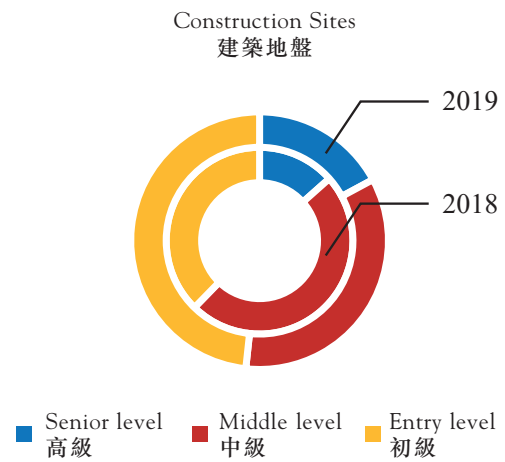
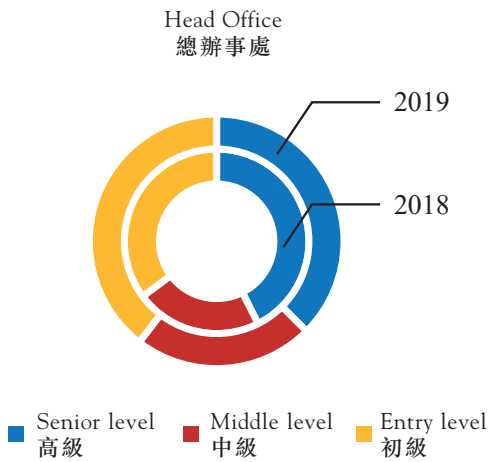


## VI. OUR PEOPLE 我們的員工

Total Workforce by Gender  
按性別劃分的全體員工人數



Total Workforce by Work Grade  
按工作職級劃分的全體員工人數

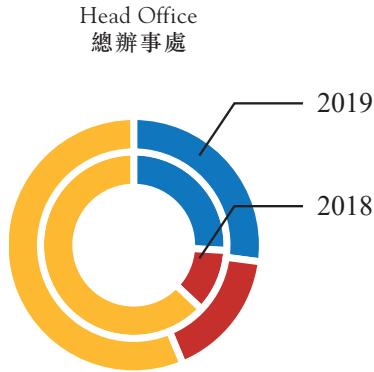






## VI. OUR PEOPLE 我們的員工

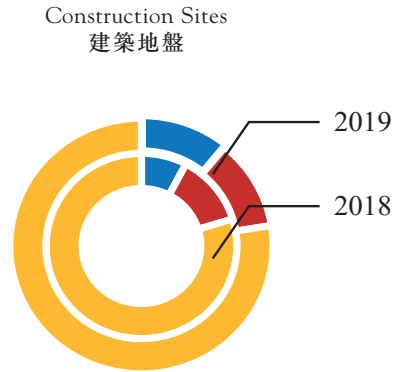
Total Workforce by Year of Service  
按服務年資劃分的全體員工人數



■ Over 10 years  
10年以上

■ 5-10 years  
5至10年

■ Under 5 years  
5年以下



■ Over 10 years  
10年以上

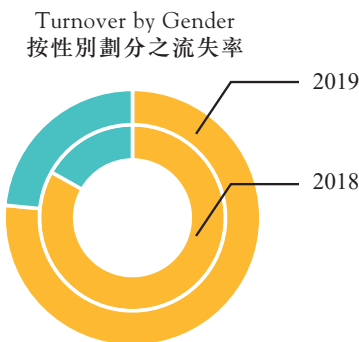
■ 5-10 years  
5至10年

■ Under 5 years  
5年以下

Employee Turnover Rate (%) by gender and age group as at 31 March 2019 and 31 March 2018 are listed below:

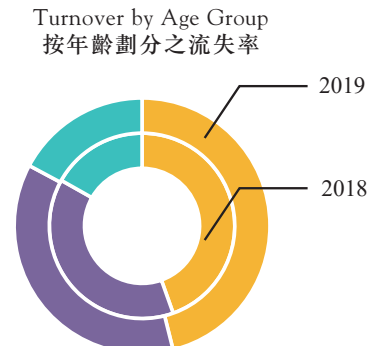
於二零一九年三月三十一日及二零一八年三月三十一日，按性別及年齡劃分之員工流失率(%)載列如下：

|                 |                   | As at<br>31 March 2019<br>於二零一九年<br>三月三十一日 | As at<br>31 March 2018<br>於二零一八年<br>三月三十一日 |
|-----------------|-------------------|--|--|
|                 |                   | %  | %  |
| Gender<br>性別    | Male<br>男性        | 36   | 27   |
|                 | Female<br>女性      | 32   | 19   |
| Age Group<br>年齡 | Below 30<br>30歲以下 | 40   | 27   |
|                 | 31-50<br>31至50歲   | 28   | 23   |
|                 | Over 50<br>50歲以上  | 40   | 26   |



■ Male  
男性

■ Female  
女性



■ Below 30  
30歲以下

■ 31-50  
31至50歲

■ Over 50  
50歲以上



## VI. OUR PEOPLE 我們的員工

### EMPLOYMENT AND LABOUR PRACTICE

Vantage complies with the Employment Ordinance (Cap. 57 of the Laws of Hong Kong), the Minimum Wage Ordinance (Cap. 608 of the Laws of Hong Kong), the Occupational Safety and Health Ordinance (Cap. 509 of the Laws of Hong Kong) and other relevant Labour Legislation in Hong Kong. Any forms of child labour, illegal workers and forced labour are strictly prohibited in our business operations.

Talents are hired and promoted solely based on their abilities, aptitude and knowledge. The Group is committed to offering equal opportunity for all employees, free from any discrimination or harassment on any grounds including age, gender, race, marital status, family status or disability. Complied with the existing anti-discrimination ordinances and other employment-related regulations, the Group has established whistleblowing and disciplinary mechanism in handling any breach of “Code of Conduct” and other reported possible improprieties. Any possible improprieties reported will be investigated and disciplinary actions, including verbal or written warning, demotion, dismissal, may be taken. For serious improprieties, the case may be reported to law-enforcement authorities.

During the reporting period, there were no cases of child and forced labour and reported possible improprieties. We were not aware of any non-compliance with relevant laws and regulations in employment related matters.

Vantage motivates and incentivizes talent through a performance-based remuneration system. The Group reviews the remuneration packages of our employees at least annually to ensure that they stay competitive with the market and that our employees are being treated equitably and fairly compensated. On top of regular remuneration, we also provide discretionary bonus, share options, subsidies for education and training programmes, incentive travels and other benefits-in-kind to employees with outstanding performance.

### 僱傭及勞工實務

盈信遵守《僱傭條例》(香港法例第57章)、《最低工資條例》(香港法例第608章)、《職業安全及健康條例》(香港法例第509章)及香港其他相關勞工法律。我們在經營過程中嚴禁任何形式的童工、非法勞工及強制勞工。

我們在聘用及提拔人才時完全基於其能力、才能及知識。本集團致力向所有員工提供平等機會，不容忍基於年齡、性別、種族、婚姻狀況、家庭狀況或殘疾之歧視或騷擾。本集團遵守現行反歧視條例及其他僱傭相關法規，並已設立舉報及紀律處分機制以處理任何違反《紀律守則》及其他可能屬不當行為的舉報。任何可能屬不當行為的舉報均會予以調查並可能會採取紀律處分，此包括口頭或書面警告、降職或解聘；不當行為嚴重者，其個案更可能會轉報執法部門處理。

於報告期內，並無任何童工及強制勞工個案以及可能屬不當行為的舉報。我們並不知悉在僱傭相關事宜中存在任何違反相關法律及法規之情況。

盈信通過績效為本的薪酬制度來激勵及獎勵人才。本集團最少每年檢討員工薪酬方案一次，以確保其保持市場競爭力及員工能獲得公平的對待及公正的獎勵。除正常薪酬外，我們亦有向表現傑出之員工提供酌情花紅、購股權、教育及培訓課程資助、旅遊獎勵及其他實物福利。



## VI. OUR PEOPLE 我們的員工

### TRAINING AND DEVELOPMENT

To sustain the Group's success and growth, we believe it is important to increase skill sets and expand competencies of our employee. During the year ended 31 March 2019, the Group continued to make extensive investments on employees' development, including both internal and external training and development programme to equip our staff with the updated regulations, knowledge, the ever-changing business environment, economies and the advanced practices to best serve our customers.

### 培訓及發展

為使本集團維持成功發展及增長，我們相信必須提升員工技能及實力。於截至二零一九年三月三十一日止年度，本集團繼續大力投資於員工發展，包括於內部及外部培訓及發展課程上，使員工能掌握最新的法例要求、知識、營商環境之持續轉變、經濟趨勢以及先進的常規慣例，從而能最好地服務客戶。

|  | Gender<br>性別              |              |                           |              |
|--|---------------------------|--------------|---------------------------|--------------|
|  | 2018/2019<br>二零一八/二零一九年年度 |              | 2017/2018<br>二零一七/二零一八年年度 |              |
|  | Male<br>男性                | Female<br>女性 | Male<br>男性                | Female<br>女性 |
| Percentage of Total Training Hours (%)<br>總培訓時間百分比 (%)       | 80.8                      | 19.2         | 80.7                      | 19.3         |
| Average Training Hours<br>(hours/employee)<br>平均培訓時間 (小時/員工) | 18.5                      | 12.9         | 10.9                      | 8.9          |

|   | Work Grade<br>工作職級        |                    |                   |                           |                    |                   |
|---|---------------------------|--------------------|-------------------|---------------------------|--------------------|-------------------|
|   | 2018/2019<br>二零一八/二零一九年年度 |                    |                   | 2017/2018<br>二零一七/二零一八年年度 |                    |                   |
|   | Senior level<br>高級        | Middle level<br>中級 | Entry level<br>初級 | Senior level<br>高級        | Middle level<br>中級 | Entry level<br>初級 |
| Percentage of Total Training Hours (%)<br>總培訓時間百分比 (%)    | 11.2                      | 41.7               | 47.1              | 12.9                      | 43.0               | 44.1              |
| Average Training Hours (hours/employee)<br>平均培訓時間 (小時/員工) | 9.7                       | 21.5               | 17.0              | 7.8                       | 9.9                | 12.3              |

## VI. OUR PEOPLE 我們的員工

Accredited by the Hong Kong Institution of Engineers (“HKIE”), one of our major subsidiaries is approved by HKIE to offer “Graduate Scheme ‘A’ Training” to the graduates of Building Engineering and Management/Construction Engineering and Management & Building Services Engineering. Under the scheme, the subsidiary provides training opportunities, hires external tutors and arranges internal management staff as mentors to comprehensively train our graduates, assist their completion of the required training and become registered engineers.

Apart from the “Graduate Scheme ‘A’ Training”, the Group also periodically arrange in-house seminars, professional workshops, site/factory visits and updates for employees and Directors on regulatory, technical and operational aspects.

### EMPLOYEE ENGAGEMENT

Vantage cares about the well-being and quality of life of our employees. We value each of our employees and encourages them to gain a balance between work and life. We have been arranging diversified activities for our staff to relax outside working hours from time to time, as well as stimulating their motivation, establishing sense of belonging and enhancing team cohesion. Family members of our employees are usually welcome to join these activities.

To encourage our staff to take a break in the busy urban life, Vantage acquired land parcels in Kam Tin area during the year ended 31 March 2019 to set up a leisure farm for colleagues to experience the fun of farming. The farm consists of cultivation area, fruit trees area, and grassland for multipurpose uses. There is also a leisure area with barbecue facilities, lawns and gazebos for every staff and their family members to enjoy.

作為香港工程師學會（「香港工程師學會」）認可機構之一，我們其中一間主要附屬公司獲香港工程師學會批准向建築／建造工程及管理學系和屋宇裝備工程學系之畢業生提供「工程畢業生培訓計劃」。根據計劃，該附屬公司會提供培訓機會、外聘導師並安排內部管理人員擔任導師，以全面培訓畢業生，協助他們完成所需培訓並成為註冊工程師。

除「工程畢業生培訓計劃」外，本集團亦定期就監管、技術及營運範疇，為僱員及董事安排內部研討會、專業工作坊、參觀地盤／工廠及介紹最新發展。

### 員工參與

盈信關心員工之福祉及生活質素。我們對每一名員工均十分重視，並鼓勵他們在工作與生活中取得平衡。我們不時為員工舉辦多元化的活動，使他們能於工餘時間放鬆心情，並藉各種活動激勵員工士氣、建立歸屬感及提升團隊凝聚力。我們亦歡迎員工家屬一同參與活動。

為鼓勵員工能從繁忙的都市生活中抽身，盈信於截至二零一九年三月三十一日止年度在錦田區購入一片土地，並在該處建立了一個悠閒農莊，讓各同事能體驗農耕樂趣。農莊內有耕種區、果樹區及可作多種用途之草地。另外亦設有悠閒區，提供燒烤設施、草地及涼亭等供員工及其家屬享用。







## VI. OUR PEOPLE 我們的員工

Our “Able Dragon”, dragon boat team set up in 2016, took part in various competitions in the reporting year, including the “Ap Lei Chau Small Boat Race 2018” and the “Tsuen Wan Dragon Boat Festival 2018”, in which the team demonstrated their hard work and teamwork throughout the competition and won several awards.

In June and July 2018, the Group arranged incentive trips for certain colleagues to travel around three cities – Sochi, Saint Petersburg and Moscow in Russia. They all had fun to enter the scene to feel the atmosphere of the 2018 FIFA World Cup!

我們於二零一六年成立之「安保龍」龍舟隊於報告年內參加了多項不同賽事，包括「2018 鴨脷洲小龍競賽」及「荃灣龍舟競渡2018」。龍舟隊在競賽場上充分展現刻苦和團結精神，並且贏得數項獎項。

於二零一八年六月及七月，本集團為部份同事安排獎勵旅遊，遊覽俄羅斯的索契、聖彼得堡及莫斯科三個城市，盡情感受二零一八年國際足協世界盃之現場氣氛！





## VII. ETHICS AND OPERATIONAL EXCELLENCE 道德及卓越營運

### ANTI-CORRUPTION

The Group has zero-tolerance of any form of corruptions, frauds and all other behaviours violating work ethics. In compliance with the Prevention of Bribery Ordinance (Cap. 201 of the Laws of Hong Kong) and other relevant laws and regulations, the Group's written "Code of Conduct" defines appropriate methods in handling conflict of interests, reporting and accepting advantages, leakage of confidential information, insider trading, etc., which all our employees are obliged to follow. All employees should decline an offer of advantage if acceptance of it could affect their objectivity in conducting the Group's business.

Vantage has implemented a written "Whistleblowing Policy" since 2012 to further achieve and maintain the highest standards of openness, probity and accountability. This policy allows employees of the Group as well as independent third parties (e.g. customers, suppliers, sub-contractors, creditors and debtors) who deal with any employees or any members of the Group to report possible improprieties, misconducts, malpractices or irregularities in matters of financial reporting, internal control or other matters to the Audit Committee anonymously. Reports and complaints received will be escalated to the Audit Committee of the Company and be handled in a prompt and fair manner. Employees who are found violating the "Code of Conduct" after investigation will be subject to disciplinary actions, including verbal and written warnings, demotion and/or dismissal, and the case may be reported to law-enforcement authorities for possible prosecution, depending on the situation. During the reporting period, there were no reported cases of improprieties and corruption.

To further raise internal awareness of anti-corruption practices, we also invited representatives from Independent Commission Against Corruption (ICAC) to hold talks on anti-corruption with specific matters of interest relating to our businesses for different level of staffs during the reporting period.

In September 2018, a major subsidiary of our Group gained the ISO 37001:2016 certification in recognition of our compliance with the "Anti-Bribery Management Systems Standard".

### 反貪污

本集團絕不容讓任何形式的貪污、欺詐及所有其他違反職業道德之行為。遵照《防止賄賂條例》(香港法例第201章)及其他相關法律與法規,本集團已制定正式的《紀律守則》以界定妥善方法來處理利益衝突、申報及接受利益、洩漏保密信息、內幕交易等行為,並要求所有員工必須遵守。倘接受某項利益可影響員工在本集團的業務過程中的行事,則一律不得接受有關利益。

盈信已自二零一二年起實施書面《舉報政策》,以進一步實現及維持最高水平的公開、廉潔及問責準則。該政策允許本集團員工以及與本集團任何員工或任何成員公司有業務往來之獨立第三方(如客戶、供應商、分判商、債權人及債務人)向審核委員會匿名舉報有關財務報告、內部監控或其他事宜之可能不當行為、失當行為、瀆職或違規情況。舉報及投訴一經接獲,將上報至本公司審核委員會並予以迅速及公正地處理。若員工經調查後發現違反《紀律守則》,彼將受到紀律處分,此包括口頭及書面警告、降職及/或解聘,且視乎情況,彼之個案或會轉交執法部門以提出檢控。於報告期內,並無任何針對不當行為及貪污個案之舉報。

為了進一步提高公司內部之反貪污意識,我們亦於報告期內邀請廉政公署之代表為不同職級之員工主持講座,以闡釋與我們業務有關之具體反貪污行為。

於二零一八年九月,本集團旗下一間主要附屬公司獲得ISO 37001:2016認證,在遵守「反賄賂管理系統標準」上給予了我們肯定。





## VII. ETHICS AND OPERATIONAL EXCELLENCE 道德及卓越營運



### BUSINESS ETHICS AND CONFIDENTIALITY

Vantage believes that honesty, integrity and fair play are important company assets in conducting business. We committed to provide a workplace that is free from discrimination, vilification or harassment of all kinds. Written “Code of Conduct” and policies, which set out the basic standards of behavior expected of all employees and how they should respond to different situations in the Group’s business dealings, are available and have been communicated to all employees on a regular basis.

During the year ended 31 March 2019, our Group also set up and implemented the “Corporate Information Disclosure Policy”. This policy provides guiding principles, practices and procedures to assist employees of the Group for monitoring our business developments so that potential matters, transactions, business developments or events which are material, share price sensitive, connected or involving inside information can be quickly escalated to the Board for time decisions about the need of disclosure.

### 商業道德及保密

盈信相信，誠實、誠信和公平競爭是推動企業運作之重要道德資產。我們承諾提供一個杜絕一切形式之歧視、中傷或騷擾行為的工作場所。全體員工基本應有之行為準則及於本集團業務往來中應對不同情況之正確處理方法，均已載列於《紀律守則》及書面政策內，並定期向全體員工傳達。

於截至二零一九年三月三十一日止年度，本集團亦制定並實施《公司信息披露政策》。此政策載有可協助本集團員工監控集團業務發展之指導原則、常規及程序，從而使重要的、股價敏感的、關連的或與內幕信息有關的可能發生之事項、交易、業務發展或事件，能迅速上報至董事會以適時決定有關披露需要。



## VII. ETHICS AND OPERATIONAL EXCELLENCE 道德及卓越營運

On the other hand, all non-disclosed business information, including information about tendering, customer information and project related information, are classified as confidential information under the Group's "Code of Conduct" and should be kept confidential and only disclosed to relevant employees on a need-to-know basis. Internal controls are available to ensure data security and prevent abuse or misuse of private or confidential information.

The tendering process is vital to our business. It must be done in a fair manner in order to protect the interests of the Group and our customers. Employees responsible for tendering must also comply with the "Competition Ordinance" (Cap. 619 of the Laws of Hong Kong) and refraining themselves from exchanging or communicating any sensitive information with competitors, participating in price fixing, imposing restrictions on customers and abusing the dominant market position. Relevant requirements on confidentiality and compliance with the "Competition Ordinance" have been set out in our Group's "Code of Conduct". During the year ended 31 March 2019, no non-compliance on relevant issues was reported.

### PRODUCT RESPONSIBILITY

Quality is one of the critical factors in the success of construction and property development projects. Quality control is the monitoring of specific project results to determine if they comply with the relevant quality standards and identifying ways to eliminate causes of unsatisfactory performance. The Group adopts quality control procedures including regular monitoring, inspection and testing in every stage of the construction and development, recording data and controlling non-conforming works etc.. Trainings are provided to employees, suppliers and sub-contractors to make sure they understand and comply to the standards.

另一方面，根據本集團之《紀律守則》，所有未經披露的商業信息（包括投標信息、客戶信息及項目相關信息）均列為保密信息並應加以保密，僅可披露予有需要知道之相關員工。透過內部監控可確保數據安全及防止濫用或不當使用私人或保密信息。

對我們的業務而言，投標程序極為重要，其必須公平進行，以保障本集團及客戶之利益。負責投標之員工必須同時遵守《競爭條例》（香港法例第619章），不得與競爭對手交換或交流任何敏感信息、參與合謀定價、對客戶施加限制及濫用市場主導地位。有關保密及遵守《競爭條例》之相關要求已納入本集團之《紀律守則》。於截至二零一九年三月三十一日止年度，並無任何相關事項之違規報告。

### 產品責任

質量是建築及物業發展項目成功的關鍵因素之一。質量控制涉及監察具體的項目結果，以確定其是否符合相關質量標準；及尋找途徑以消除不良表現之成因。本集團採納之質量控制程序包括在每個建造及發展階段進行定期監察、檢查及測試，記錄數據以及管制不合格工作等。我們向員工、供應商及分判商提供培訓，確保彼等了解並遵守相關標準。





## VII. ETHICS AND OPERATIONAL EXCELLENCE 道德及卓越營運

A major subsidiary of the Group is certified with ISO 9001:2015 “Quality Management System Standard”, which laid out detailed rules that have been incorporated into the subsidiary’s quality manual, procedures manual and quality plan. These documents describe all relevant international standards in terms of construction procedures, quality requirements for the completed work and how quality managements should be carried out. Employees and sub-contractors involved are briefed on the ISO 9001 system before the commencement of work. Our Quality Management System is reviewed annually by the management for further improvement.

In 2018/2019, we were not aware of any incidents of non-compliance with laws and regulations that have a significant impact on the Group, concerning health and safety, advertising, labelling and privacy matters relating to products and services provided.

### SUPPLY CHAIN MANAGEMENT

A recognized supply chain management is essential to operational efficiency and the Group is committed to provide the best attainable quality for all of our construction and property development projects within budgets. Accordingly, we work closely with our suppliers, sub-contractors and service providers to ensure they meet customers’ and our requirements regarding quality, environmental and safety standards.

We are stringent in selecting suppliers, sub-contractors and service providers. We are focused on exemplifying good practices related to material sourcing and careful management of suppliers, sub-contractors and service providers and uphold high standards for quality and operational efficiency. Our procurement manager maintains an approved list of suppliers, sub-contractors and service providers. Together with contract managers and project managers, we carry out assessments for our suppliers, sub-contractors and service providers at least on an annual basis. The materials purchased from suppliers and works performed by sub-contractors and service providers will be checked and monitored on a regularly basis. Suppliers, sub-contractors and service providers who failed to fulfill our standards may be suspended or removed from the approved list.

本集團旗下一間主要附屬公司已獲得ISO 9001:2015「質量管理系統標準」認證，當中所載之詳細規則已納入該附屬公司之質量手冊、程序手冊及質量計劃。該等文件描述有關建造程序、竣工工程的質量要求及質量管理執行方式之所有相關國際標準。在開始施工前，參與工程之員工及分判商均會聽取有關ISO 9001系統之簡介。我們的質量管理系統由管理層每年檢討，以作進一步完善。

於二零一八／二零一九年年度，就我們所提供之產品及服務而言，我們並不知悉在健康與安全、廣告、標籤及私隱事宜方面，有任何違反法規並對本集團造成重大影響之事故。

### 供應鏈管理

一套認可供應鏈管理系統對營運效率非常重要。同時，本集團致力在預算內以最佳質量完成所有建築及物業發展項目。因此，我們與供應商、分判商及服務供應商緊密合作，確保彼等符合客戶與我們在質量、環境及安全標準方面之要求。

我們嚴格甄選供應商、分判商及服務供應商。我們專注於在尋找和謹慎管理重要的供應商、分判商及服務供應商上實踐良好規範，以及恪守高標準質量及營運效率。我們的採購經理置備一份核准供應商、分判商及服務供應商名單，並與合約經理及項目經理共同對供應商、分判商及服務供應商進行最少每年一次之評估。從供應商採購之物料及由分判商及服務供應商完成之工作將予定期檢查及監察。不符合我們標準之供應商、分判商及服務供應商可被終止合作或從核准名單中剔除。



## VII. ETHICS AND OPERATIONAL EXCELLENCE 道德及卓越營運

The Group maintains good communication with suppliers, sub-contractors and service providers through regular meetings as they play vital roles in our construction and property development projects. Trainings and talks are delivered by designated staff to raise safety, quality, efficiency and environmental awareness to sub-contractors. Training content includes introduction to management structure and systems, various targets, measures, duties and responsibilities, etc..

Other than quality of work, the health and safety performance and salary payment record of certain major sub-contractors will also be checked for all substantial projects. Whenever there's a change in the Group's health and safety and environmental policy, such changes will be communicated timely to the relevant suppliers, sub-contractors and service providers .

### DRIVING INDUSTRY INNOVATION

The Group strongly supports the research and development on technological innovation, driving construction efficiency and safety and has set up the Innovation & Technology Department since 2017/2018. In April 2018, the department has launched a project on image recognition of construction materials. Using mobile application as a platform, staff can obtain relevant information promptly by capturing images of construction material or inputting keywords. This electronic platform reduces the time of inspection and enhances the accuracy of material used, thereby increasing the efficiency of quality management. It can also significantly reduce the waste caused by paper printing, thus being more environmentally friendly.

由於供應商、分判商及服務供應商在我們的建築及物業發展項目中擔當重要角色，故本集團定期與彼等會面以保持良好溝通。我們亦會安排指定員工為分判商提供培訓及講座，以提升其之安全、質量、效率及環保意識。培訓內容包括介紹管理層架構及系統、各項目標、措施、職責及責任等。

除工程質量外，我們亦會檢查若干主要分判商在所有重大項目之健康與安全表現及薪酬支付紀錄。假如本集團之健康與安全及環境政策有變，有關變更將即時知會相關供應商、分判商及服務供應商。

### 促進行業創新

本集團大力支持有關創新技術、推動建築效率及安全方面之研發，並已於二零一七／二零一八年度成立創新及科技部門。於二零一八年四月，此部門開展了建築物料圖像識別項目，利用手機應用程式，員工可透過拍攝建築材料之影像或輸入關鍵字詞，快速搜出有關建材之相關資料。使用此電子平台不但可縮短驗收時間及提升使用材料之準確度，進而提高質量管理工作之效率，同時可大幅減少打印紙張而造成之浪費，故此更為環保。



## VII. ETHICS AND OPERATIONAL EXCELLENCE 道德及卓越營運

One of our major subsidiaries is a founding member of the University-Government-Industry Consortium for Sustainable Urban Development which was initiated by The Hong Kong Polytechnic University (“PolyU”) and set up in July 2016 to support the identification, development and implementation of new technologies and solutions for smart cities and sustainable development in Hong Kong. We attended the Second Consortium Annual Forum which was held in April 2018 for in-depth exchanges on the topics related to: Energy, Planning/Design/Construction, Integrated Urban Water Management, Environment and Smart Systems.

我們其中一間主要附屬公司為香港理工大學（「理大」）於二零一六年七月倡議成立之「可持續城市發展大學－政府－業界三方聯盟」之創始成員。三方聯盟之目標是協助識別、開發及實施新技術與方案，以推動香港成為智慧城市及維持可持續發展。我們出席了於二零一八年四月舉行之第二屆三方聯盟周年座談會，並在能源、規劃／設計／建築、城市水資源綜合管理、環保智慧系統等相關議題上進行了深入交流。





## VIII. ENVIRONMENT 環境

Vantage has been engaged in property development and construction activities for years. As a developer and a contractor, we develop high quality properties and buildings while seeking to improve the environmental performance of our buildings and operations. We dedicate to ensure the resources are used in an efficient and prudent manner. Therefore, we are integrating environmental sustainability priorities into our operational, construction and supply chain strategies so as to reduce costs and risks and increase our positive impacts as a responsible corporation.

Vantage is working to reduce our overall greenhouse gas (“GHG”) emissions, and energy, waste, water and materials consumption across our Group and to identify and implement concrete actions that improve our environmental performance. In this ESG Report, the energy usage data and emission data of the top 10 (2018: 5) projects from the contract works business and 6 (2018: 6) properties from the property investment and development business that represent a significant part (more than 90%) of the work/property portfolio, together with 5 (2018:2) of our self-occupied properties were summarised and presented based on the materiality principle.

Vantage has set up an Environmental Management Committee for establishing environmental issues of the Group and the environmental management system. Targets and measures are established with aims to meet all related environmental legislations and regulations, identify opportunities for reducing waste, conserving resources, preventing pollution and raising employees’ awareness on environmental performances.

A major subsidiary of the Group which has been engaged in the contract works business has obtained ISO 14001:2015 certificate for its Environmental Management System.

Vantage is also committed to improve energy performance through setting energy baseline, targets and action plans to measure, monitor and control the use of resources. Energy consumption review has been carried out to analyse and evaluate current energy usage according to specific criteria, identify areas of significant energy usage that, help to adjust practices and take appropriate measures to save energy. For the contract works business, an Energy Management System is also established in accordance with ISO 50001:2011 standard which provides guidance and framework for managing energy policy in all aspects of the energy management in our operations.

盈信從事物業發展及建築活動多年。基於我們發展商及承建商的身份，我們於興建優質物業及樓宇之同時，亦設法改善我們的樓宇及營運之環境表現。我們致力確保資源能用得其所及符合成本效益。因此，我們將環境可持續發展重點納入我們的營運、建築及供應鏈戰略，以降低成本及風險，並作為一間負責任企業發揮更大的正面影響力。

盈信正致力於減少集團整體之溫室氣體（「溫室氣體」）排放以及能源、廢棄物、水及材料之使用，並致力識別及實施具體行動以改善我們的環境表現。於本ESG報告，基於重要性原則，我們在合約工程業務以及物業投資及發展業務中分別選取首10個（二零一八年：5個）項目及6個（二零一八年：6個）物業，其佔我們工程／物業的絕大部分（超過90%），並收集及總結該等項目／物業連同我們5個（二零一八年：2個）自用物業各自之能源使用及排放數據。

盈信已設立環境管理委員會來制定本集團之環境事宜及環境管理系統，並已制定相關目標及措施，以符合所有相關環境法例及法規、尋找機會減少廢棄物、節約資源、防止污染及提高員工在環境保護方面之意識。

本集團旗下一間從事合約工程業務之主要附屬公司已為其環境管理系統取得ISO 14001:2015認證。

盈信亦致力提升能源績效，透過設定能源基線、目標及行動計劃來衡量、監察及控制資源的運用。本集團已回顧能源使用狀況，以根據特定標準分析及評估當前的能源用量，識別能源用量高的領域，以協助調整節能作業準則及採取適當節能措施。就合約工程業務而言，我們亦已建立符合ISO 50001:2011標準之能源管理系統，為各項作業之所有能源管理運作提供能源管理政策指引及框架。





## VIII. ENVIRONMENT 環境

During the reporting period, the Group was not aware of any material environmental non-compliance that would have a significant impact on the environment or on our Group.

於報告期內，本集團並不知悉任何會對環境或對本集團有重大影響之嚴重環境違規事件。



  
Secretary

  
Board Member

Registered address: Unit 1901, Yen Sheng Centre, 64 Hoi Yuen Road, Kwan Tong, Kowloon, Hong Kong  
Tel: (852) 39778988 Fax: (852) 26041948 Email: info@aci-international.com Website: www.aci-international.com  
Note: This certificate remains the property of Accredited Certification International Limited and shall be returned immediately upon request. In accordance with the ACI Regulations, the ACI undertakes no liability or responsibility for any management system outputs supplied in accordance with the requirements of this Certification Scheme. Further clarifications regarding the scope of this certificate and the applicability of ISO 9001:2015, ISO 14001:2015 and OHSAS 18001:2007 requirements may be obtained by consulting the organization.



To check the validity of certificate, please call: (852) 39778988

Original Certification 19 May 2006

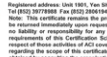
Amendment 15 May 2018

Expiry 3 June 2020



  
Secretary

  
Board Member



Registered address: Unit 1901, Yen Sheng Centre, 64 Hoi Yuen Road, Kwan Tong, Kowloon, Hong Kong  
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To check the validity of certificate, please call: (852) 39778988

Original Certification 19 May 2006

Amendment 4 November 2017

Expiry 19 January 2021



## VIII. ENVIRONMENT 環境

### USE OF RESOURCES

During the year, resources consumed by the selected construction sites, projects and our properties are listed in the table below:

### 資源使用

年內，於選定建築地盤、項目及我們的物業所消耗之資源列載於下表：

| Type of Resources                               | 資源類型               | Unit<br>單位                        | Consumption<br>消耗量            |                               |
|---|--------------------|-----------------------------------|-------------------------------|-------------------------------|
|   |                    |                                   | 2018/2019<br>二零一八/<br>二零一九年年度 | 2017/2018<br>二零一七/<br>二零一八年年度 |
| Total energy consumption                        | 總能源消耗              | GJ 千兆焦耳                           | 34,688.64                     | 39,280.15                     |
| Total energy intensity<br>per thousand revenue* | 按每千元收入計<br>之總能源密度* | GJ/HK'000<br>千兆焦耳/千港元             | 0.010                         | 0.011                         |
| Electricity                                     | 電力                 | kWh 千瓦時                           | 3,035,764.28                  | 3,709,437.39                  |
| Diesel  | 柴油                 | litre 公升                          | 564,545.55                    | 693,126.00                    |
| Petrol  | 汽油                 | litre 公升                          | 64,042.66                     | 34,789.99                     |
| LPG   | 液化石油氣              | litre 公升                          | 26,731.03                     | N/A 不適用                       |
| Water   | 水                  | m <sup>3</sup> 立方米                | 111,888.20                    | 165,792.26                    |
| Water intensity<br>per thousand revenue*        | 按每千元收入計<br>之耗水密度*  | m <sup>3</sup> /HK'000<br>立方米/千港元 | 0.032                         | 0.048                         |
| Town Gas  | 煤氣                 | Mj 兆焦耳                            | 171,360.00                    | 173,089.00                    |

\* Excluding revenue from provision of finance business which do not generate any waste directly.

\* 不包括提供融資業務之收入，原因是該業務並無直接產生任何廢棄物。

Vantage believes that behavior change and consistent actions over time can minimize our corporate environmental footprint. Therefore, we encourage our employees to adopt a sustainable and more “green” workstyle by taking small actions to create big change. We introduced green policies to enhance the awareness of environmental protection among staff with the aim of saving energy, fully utilising resources and recycling wastes in our daily office operation.

盈信相信，通過長時間改變行為及一致行動，我們的企業環境足印將可減到最少。因此，我們鼓勵僱員從微小行動開始，成就大改變，以實踐更「綠色」的可持續工作方式。我們引入綠色政策以提高員工之環保意識，目標是於日常辦公室營運中能節約能源、充分利用資源及回收廢棄物。

Although the majority of our energy consumption occurs on our construction sites, we believe it is also important to demonstrate good energy efficiency practices at our head office. Some of the green measures implemented at sites and/or head offices during the year ended 31 March 2019 are listed below:

儘管我們的大部分能源消耗來自建築地盤，惟我們相信於總辦事處中實踐良好的能源效益慣例亦同樣重要。本集團於截至二零一九年三月三十一日止年度於地盤及/或總辦事處已實施之部分綠色措施列載如下：

- Provision of reusable plastic bottle to all staff and workers and encourage them to refill their reusable bottles and promote a “bring your own bottle” culture.
- 向所有員工及工友提供可重複使用的塑料瓶，並鼓勵他們利用可重複使用的瓶子添水，以推廣「自帶瓶子」文化。
- Post paper hand towel saving tips in rest room to remind staff of their paper hand towel use behaviours.
- 於洗手間張貼有關節約抹手紙用量之提示，以提醒員工注意過度使用抹手紙。



## VIII. ENVIRONMENT 環境

- Recycle ink cartridges and copier toner containers.
- Reuse other stationery.
- Set up waste sorting facilities at major construction sites to promote source separation of waste and of resources.
- Implantation of sprinkler system on construction sites to minimize water consumption and optimize dust suppression.
- Set up sewage treatment facilities such as sediment tank at construction sites so that sewage are treated before they are reused or duly discharged.
- 回收墨水匣及碳粉匣。
- 重用其他文具。
- 在主要建築地盤設置廢棄物分類設施，以促進廢棄物源頭分類及資源回收。
- 利用建築地盤之灑水系統，盡量降低耗水情況及改善塵土飛揚。
- 於建築地盤設置污水處理設施（如沉澱池），使污水經過處理後才供再用或妥善地排放。

A major subsidiary of the Group, being registered as a chemical waste producer at the Environmental Protection Department (“EPD”), has complied with relevant regulations on chemical waste treatment. Chemical and hazardous wastes are stored in properly bounded facilities and are collected by licensed contractors on a regular basis. Designated staff are assigned for coordinating these activities, ensuring compliance with Waste Disposal Ordinance (Cap. 354 of the Laws of Hong Kong) and no illegal dumping occurred.

本集團旗下一間主要附屬公司已向環境保護署（「環保署」）登記為化學廢物產生者，並已遵循有關化學廢棄物處理之相關法規。化學及危害性廢棄物已儲存於妥善隔離之設施，並由持牌承包商定期收集。我們已委派指定員工協調相關程序，以確保遵守《廢物處置條例》（香港法例第354章），以及防止違法傾倒廢棄物之情況發生。

### GREEN BUILDING

Vantage is fully committed to adopt innovative sustainable and green building design to enhance the efficient use of energy, material and land resources. During the reporting period, two of our projects were awarded to recognize the ESG performance of our team and our business partners:

### 綠色建築

盈信致力支持採納創新及可持續之綠色建築設計，以更有效地使用能源、物料及土地資源。於報告期內，為表揚我們的團隊及業務夥伴在ESG方面之表現，我們其中兩個項目獲得以下獎項：

| Name of Project<br>項目名稱  | Name of Award<br>獎項名稱   |
|--|---|
| Quality Building Award 2018 優質建築大獎2018   |   |
| Redevelopment of Tai Lam Centre for Women<br>重建大欖女懲教所                            | Hong Kong Non-Residential (New Building – Government, Institution or Community) Category – Certificate of Merit<br>香港非住宅項目（新建築物－政府，機構或社區）類別－優異獎 |
| Redevelopment of St. Paul’s Co-educational College (Phase 2)<br>重建聖保羅男女中學校舍（第二期） | Hong Kong Building (Renovation/Revitalization) – Certificate of Merit<br>香港建築項目（翻新及活化）－優異獎  |



## VIII. ENVIRONMENT 環境

Besides, we use BIM technology which identifies any potential conflict in work process at the early stages so that we can reduce inefficiencies and minimize impacts of our construction works towards the surroundings and environment. With the use of BIM on coordination, clash analysis and animation, during the reporting period, one of our major subsidiaries won the “Merit Award” from The Hong Kong Institute of Building Information Modelling (HKIBIM) in Contractor Category. This award recognizes and enhances the professional image of our Group.



此外，我們使用BIM技術來識別於建設工序初期之任何潛在不協調，使我們能減少效率不彰之情況以及將建築工程對周遭及環境之影響減至最低。透過應用BIM技術於建築協調、碰撞分析及模擬動畫，我們其中一間主要附屬公司於報告期內獲得由香港建築信息模擬學會在承建商組別頒發「優異獎」，其肯定並提升了本集團之專業形象。

In addition to compliance with all environmental rules and requirements, the Group always takes a step further in promoting environmental sustainability and bringing about a continual improvement in its environmental performance through integrating environmental considerations into our business. We engage in green building by adding green designs, using environmentally-friendly materials and adopting greener construction methods.

除遵守所有環境規則及要求外，本集團一直將環境因素納入業務考慮中，從而推動環境可持續發展並不斷改善其環境表現。我們推展綠色建築，包括於建築物增加綠色設計、使用環保物料並採用更為綠色的建造方法。

In our Lugard Road Residential Development, efforts has been engaged to obtain Building Environmental Assessment Method (“BEAM”) “Silver” certificate. To meet the requirements, we had incorporated “green” idea in our building design: we will reserve places as green area, use natural ventilation and skylight for natural lighting. We will also use Solar Photovoltaic panel to generate electricity. During the implementation of foundation works, we had use those appropriate historic building materials so as to reduce wastage and preserve the historic character of the older building which is under redevelopment.

針對我們的盧吉道住宅發展項目，我們正努力爭取建築環保評估法（「BEAM」）銀級認證。為符合有關要求，我們已將「綠色」概念納入建築設計中，包括：預留地方作綠化區，使用自然通風設計及透過天窗設計採集自然光線。我們亦會使用太陽能光伏板提供電力。於地基工程之施工過程中，我們已使用適當的歷史建材，在減少浪費之同時，亦保留重建中的舊建築物之歷史風貌。

### EMISSIONS

During the year, the Group recorded carbon emissions mainly from its construction sites. Please refer to the table below for the Group’s total emissions by category of the 10 (2018: 5) selected sites, 6 (2018: 6) projects/properties from property investment and development business together with our self-occupied properties for the year.

### 排放

於年內，本集團主要於其建築地盤錄得碳排放。有關本集團於本年度10個（二零一八年：5個）選定地盤、6個（二零一八年：6個）於物業投資及發展業務中之項目／物業連同我們的自用物業錄得之總排放量（按類別劃分）請參閱下表。





## VIII. ENVIRONMENT 環境

### GHG Emissions

Other than the GHG emissions resulted from the generation of electricity from petroleum at certain construction sites, GHG emissions also came from our corporate motor vehicles and trucks. In general, the key air pollutants generated include nitrogen oxides (NO<sub>x</sub>), sulphur oxides (SO<sub>x</sub>), and respiratory suspended particles (also known as Particulate Matter (“PM”). The health and safety of staff are always our top concern. Hence, during the reporting year, we continued to encourage our construction sites to use “Cordless, Dustless, Sparkless” tools in order to improve safety and air condition of the working environment. We also formed a complete set of resource management strategies, including operation manual for staff use. The significant resource uses will be managed through “Energy Operational Control Procedures” and, combined with environmental policies, to help the Group to achieve continual improvement in our environment.

### 溫室氣體排放

除若干建築地盤使用石油發電而排放溫室氣體外，我們的公司汽車及貨車亦排放溫室氣體。一般來說，所產生之主要空氣污染物包括氮氧化物 (NO<sub>x</sub>)，硫氧化物 (SO<sub>x</sub>) 及可吸入懸浮粒子 (或稱懸浮微粒 (「懸浮微粒」))。員工之健康和 safety 永遠是我們首要關心的事項。因此，於報告年內，我們繼續鼓勵在建築地盤使用「無線、無塵、無火花」工具，以改善工作環境安全及空氣質素。我們亦建立一套完整資源管理策略，包括操作手冊等供員工使用。重要資源之使用將通過「能源作業控制程序」管理，連同各項環境政策，將有助本集團實現持續環境改善。

| Air Emissions –<br>Type of air pollutants | 氣體排放 –<br>空氣污染物類型 | Emissions (tonnes)<br>排放量 (公噸) |                               |
|---|-------------------|--------------------------------|-------------------------------|
|   |                   | 2018/2019<br>二零一八/<br>二零一九年年度  | 2017/2018<br>二零一七/<br>二零一八年年度 |
| Nitrogen Oxides                           | 氮氧化物              | 0.493                          | 0.174                         |
| Sulphur Oxides                            | 硫氧化物              | 0.00094                        | 0.001                         |
| Particulate Matter                        | 懸浮微粒              | 0.047                          | 0.015                         |

| Greenhouse Gas Emissions        | 溫室氣體排放      | Tonnes of CO <sub>2</sub> equivalent<br>公噸二氧化碳當量 |                               |
|---------------------------------|-------------|--|-------------------------------|
|                                 |             | 2018/2019<br>二零一八/<br>二零一九年年度                    | 2017/2018<br>二零一七/<br>二零一八年年度 |
| Direct (Scope I)                | 直接 (範圍I)    | 1,697.32   | 1,906.61                      |
| Indirect (Scope II)             | 間接 (範圍II)   | 2,112.40   | 2,032.70                      |
| Total                           | 總計          | 3,809.72   | 3,939.31                      |
| Intensity per thousand revenue* | 按每千元收入計之密度* | 1.08   | 1.14                          |

\* Excluding revenue from provision of finance business which do not generate any scope I & II emissions and waste directly.

\* 不包括提供融資業務之收入，原因是該業務並無直接產生任何屬範圍I及II之氣體排放及廢棄物。



## VIII. ENVIRONMENT 環境

### Disposal of waste

Vantage takes great care of the environments through proper waste management, reduction and re-use of waste. Waste is mainly generated from construction work sites and from the disposal of papers. During this year, the waste generated and the disposal methods of non-hazardous waste generated are set out in the tables below.

### 廢棄物處置

盈信透過妥善管理廢棄物、減廢及循環再造，無微不至地愛護環境。廢棄物主要來自建築地盤及棄置紙張。於本年度，廢棄物產生量及所產生之無害廢棄物處置方法列載於下表。

| Waste Generated                             | 廢棄物產生量               | Tonnes<br>公噸                  |                               |
|---|----------------------|-------------------------------|-------------------------------|
|   |                      | 2018/2019<br>二零一八/<br>二零一九年年度 | 2017/2018<br>二零一七/<br>二零一八年年度 |
| Hazardous Waste                             | 有害廢棄物                | 6.84                          | 7.89                          |
| Non-Hazardous Waste                         | 無害廢棄物                | 87,504.23                     | 98,598.14                     |
| Total waste intensity per thousand revenue* | 按每千元收入計之廢棄物<br>總量密度* | 24.83                         | 28.63                         |

\* Excluding revenue from provision of finance business which do not generate any waste directly.

\* 不包括提供融資業務之收入，原因是該業務並無直接產生任何廢棄物。

| Type of Non-Hazardous Waste Disposal Method | 無害廢棄物之<br>各類處置方法 | Tonnes<br>公噸                  |                               |
|---|------------------|-------------------------------|-------------------------------|
|   |                  | 2018/2019<br>二零一八/<br>二零一九年年度 | 2017/2018<br>二零一七/<br>二零一八年年度 |
| Landfill                                    | 填海               | 15,185.14                     | 13,005.63                     |
| Paper, Metal and Plastic Recycling          | 紙張、金屬及塑膠回收       | 662.19                        | 1,648.64                      |
| Inert Construction Waste (Public fill)      | 惰性建築廢料（公眾填料）     | 71,656.90                     | 83,943.87                     |

During the year, materials recycled at the Group's construction sites are set out below: 年內，於本集團的地盤回收的物料載列如下：

| Material | 物料 | Tonnes<br>公噸                  |                               |
|----------|----|-------------------------------|-------------------------------|
|          |    | 2018/2019<br>二零一八/<br>二零一九年年度 | 2017/2018<br>二零一七/<br>二零一八年年度 |
| Paper    | 紙張 | 73.61                         | 6.63                          |
| Metal    | 金屬 | 582.60                        | 1,640.84                      |
| Plastic  | 塑膠 | 5.98                          | 1.18                          |



## IX. COMMUNITY INVOLVEMENT 社區參與

As a responsible listed company, we are committed to create positive impacts in the communities where we run business and live and has always valued our relationship with our stakeholders. “Serve the Community, Build a Better City” is an important part of our culture and aligns strongly with Vantage’s values. We have devoted to investment and engagement in the communities and support fund-raising events organised by various organisations and charities. Vantage and a major subsidiary of the Group have obtained ACI-SR26000 certificate for our compliance on the international standard on “Social Responsibility Management System” on property development and construction businesses.

作為負責任的上市公司，我們竭力為我們經營及生活所在之社區創造正面影響。「用心構建，美好城市」是我們企業文化之重要部分，亦完全符合盈信之價值觀。我們致力於社區投資及參與，並支持不同機構及慈善團體所舉辦之籌款活動。盈信及本集團一間主要附屬公司已就物業發展及建築業務遵循「社會責任管理系統」國際標準，並就此獲得ACI-SR26000認證。



For the year ended 31 March 2019, our Group made donations for charitable and other purposes of approximately HK\$223,000 in total (2018: approximately HK\$2.6 million). Throughout the year, our Group has been actively participating in fulfilling corporate social responsibility not just via charity donation programs, but also encourages our people to maintain a high level of community involvement including the aspect of sports, poverty alleviation and education aid in

截至二零一九年三月三十一日止年度，本集團作出之慈善及其他捐贈合計約223,000港元(二零一八年：約2.6百萬港元)。過去一年，本集團不單一直透過慈善捐贈計劃積極參與履行企業社會責任，還鼓勵員工保持高程度的社區參與，包括參與支持體育、扶貧及中國內地農村助學活動，如樂施毅行者2018、由苗圃行動舉辦之「挑戰12小時」、「博愛單車百萬行2019」等活動。我們其



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rural China, such as Oxfam Trailwalker 2018, “Challenging 12 Hours” organized by Sower Actions, “Pok Oi Cycle for Millions 2019”, etc. One of our major subsidiaries was awarded “Certificate of Commendation” issued by Home Affairs Bureau to recognize our efforts in clean-up/restore the community after the Typhoon Mangkhut.

Our employees are also passionate about the communities where we live and work. In September 2018, the Group organised Moon Cake Donation and Moon Cake Boxes Recycling Activity to enhance the staff awareness on society and environment. The collected moon cakes were donated to “Food Angel” (by “Bo Charity Foundation”) who encourages “Waste Not, Hunger Not, With Love”. The moon cake boxes were returned to the recycling organisations for their reuse.

To fulfill our social responsibility as a listed company, Vantage will continue to seek opportunities to serve the community in a wider diversity of ways.

中一間主要附屬公司獲民政事務局頒發嘉許狀，以表揚我們在颱風「山竹」後協助清理／回復社區容貌所付出之努力。

我們的員工亦熱愛我們生活及工作所在之社區。於二零一八年九月，本集團舉辦月餅捐贈及月餅盒回收活動，以提高員工之社會及環保意識。所收集之月餅全數透過「小寶慈善基金」捐贈予「惜食堂」，有關機構之宗旨為「停止浪費、解決飢餓、以愛相連」。月餅盒亦轉送回收機構以供循環再用。

為履行我們作為上市公司之社會責任，盈信將繼續尋找機會透過更廣泛的途徑為社區服務。







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| KPI<br>關鍵績效指標              | HKEX ESG Reporting Guide Requirements<br>聯交所ESG報告指引要求   | Section/Remarks<br>章節／備註                          |
|----------------------------|---|---|
| <b>A. Environmental 環境</b> |   |   |
| <b>Aspect A1<br/>層面A1</b>  | <b>Emissions<br/>排放物</b>  |   |
| General disclosure<br>一般披露 | Information on:<br>有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的：<br>(a) the policies; and<br>政策；及<br>(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.<br>遵守對發行人有重大影響的相關法律及規例的資料。 | Emissions; Disposal of waste<br>排放；廢棄物處理          |
| A1.1                       | The types of emissions and respective emissions data.<br>排放物類型及相關排放數據。  | Emissions<br>排放                                   |
| A1.2                       | Greenhouse gas emissions in total and intensity.<br>溫室氣體總排放量及密度。  | Emissions<br>排放                                   |
| A1.3                       | Total hazardous waste produced and intensity.<br>所產生有害廢棄物總量及密度。   | Disposal of waste<br>廢棄物處理                        |
| A1.4                       | Total non-hazardous waste produced and intensity.<br>所產生無害廢棄物總量及密度。   | Disposal of waste<br>廢棄物處理                        |
| A1.5                       | Description of measures to mitigate emissions and results achieved.<br>描述減低排放量的措施及所得成果。   | Emissions; Use of Resources<br>排放；資源使用            |
| A1.6                       | Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.<br>描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果。  | Disposal of waste; Use of Resources<br>廢棄物處理；資源使用 |



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|----------------------------|---|--|
| <b>A. Environmental 環境</b> |   |  |
| <b>Aspect A2<br/>層面A2</b>  | <b>Use of Resources<br/>資源使用</b>  |  |
| General disclosure<br>一般披露 | Policies on efficient use of resources including energy, water and raw materials.<br>有效使用資源(包括能源、水及原材料)的政策。   | Use of Resources; Green Building<br>資源使用；綠色建築  |
| A2.1                       | Direct and/or indirect energy consumption by type in total and intensity.<br>按類型劃分的直接及／或間接能源總耗量及密度。   | Use of Resources<br>資源使用   |
| A2.2                       | Water consumption in total and intensity.<br>總耗水量及密度。   | Use of Resources<br>資源使用   |
| A2.3                       | Description of energy use efficiency initiatives and results achieved.<br>描述能源使用效益計劃及所得成果。  | Use of Resources<br>資源使用   |
| A2.4                       | Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.<br>描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果。 | Use of Resources; Environment<br>The Group has no issues in sourcing water.<br>資源使用；環境<br>本集團於求取水源上並無任何問題。   |
| A2.5                       | Total packaging material used for finished products and with reference to per unit produced.<br>製成品所用包裝材料的總量及每生產單位估量。   | This KPI is not applicable as our business operations do not involve the use of packaging materials for finished products.<br>由於我們的業務營運不涉及製成品的包裝材料使用，故此關鍵績效指標並不適用。 |
| <b>Aspect A3<br/>層面A3</b>  | <b>The environment and natural resources<br/>環境及天然資源</b>  |  |
| General disclosure<br>一般披露 | Policies on minimizing the issuer's significant impact on the environment and natural resources.<br>減低發行人對環境及天然資源造成重大影響的政策。   | Use of Resources; Green Building<br>資源使用；綠色建築  |
| A3.1                       | Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.<br>描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。    | Use of Resources; Green Building<br>資源使用；綠色建築  |



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|----------------------------|---|-------------------------------|
| <b>B. Social 社會</b>        |   |                               |
| <b>Aspect B1<br/>層面B1</b>  | <b>Employment<br/>僱傭</b>  |                               |
| General disclosure<br>一般披露 | Information on:<br>有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的：<br>(a) the policies; and<br>政策；及<br>(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.<br>遵守對發行人有重大影響的相關法律及規例的資料。 | Our People<br>我們的員工           |
| B1.1                       | Total workforce by gender, employment type, age group and geographical region.<br>按性別、僱傭類別、年齡組別及地區劃分的僱員總數。  | Workforce Composition<br>員工組成 |
| B1.2                       | Employee turnover rate by gender, age group and geographical region.<br>按性別、年齡組別及地區劃分的僱員流失比率。   | Workforce Composition<br>員工組成 |



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|---|--|---|
| <b>B. Social 社會</b>                       |  |   |
| <b>Aspect B2 層面B2</b>                     |  |   |
| <b>Health and safety<br/>健康與安全</b>        |  |   |
| General disclosure<br>一般披露                | Information on:<br>有關提供安全工作環境及保障僱員避免職業性危害的：<br>(a) the policies; and<br>政策；及<br>(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.<br>遵守對發行人有重大影響的相關法律及規例的資料。 | Occupational Health and Safety<br>職業健康與安全 |
| B2.1                                      | Number and rate of work-related fatalities.<br>因工作關係而死亡的人數及比率。   | Occupational Health and Safety<br>職業健康與安全 |
| B2.2                                      | Lost days due to work injury.<br>因工傷損失工作日數。  | Occupational Health and Safety<br>職業健康與安全 |
| B2.3                                      | Description of occupational health and safety measures adopted and how they are implemented and monitored.<br>描述所採納的職業健康與安全措施，以及相關執行及監察方法。   | Occupational Health and Safety<br>職業健康與安全 |
| <b>Aspect B3 層面B3</b>                     |  |   |
| <b>Development and training<br/>發展及培訓</b> |  |   |
| General disclosure<br>一般披露                | Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.<br>有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。   | Training and Development<br>培訓及發展         |
| B3.1                                      | The percentage of employees trained by gender and employee category.<br>按性別及僱員類別劃分的受訓僱員百分比。  | Training and Development<br>培訓及發展         |
| B3.2                                      | The average training hours completed per employee by gender and employee category.<br>按性別及僱員類別劃分，每名僱員完成受訓的平均時數。  | Training and Development<br>培訓及發展         |





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|----------------------------|---|--|
| <b>B. Social 社會</b>        |   |  |
| <b>Aspect B4<br/>層面B4</b>  | <b>Labour standards<br/>勞工準則</b>  |  |
| General disclosure<br>一般披露 | Information on:<br>有關防止童工或強制勞工的：<br>(a) the policies; and<br>政策；及<br>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child or forced labour.<br>遵守對發行人有重大影響的相關法律及規例的資料。 | Employment and Labour<br>Practice<br>僱傭及勞工實務 |
| B4.1                       | Description of measures to review employment practices to avoid child and forced labour.<br>描述檢討招聘慣例的措施以避免童工及強制勞工。  | Employment and Labour<br>Practice<br>僱傭及勞工實務 |
| B4.2                       | Description of steps taken to eliminate such practices when discovered.<br>描述在發現違規情況時消除有關情況所採取的步驟。  | Employment and Labour<br>Practice<br>僱傭及勞工實務 |
| <b>Aspect B5<br/>層面B5</b>  | <b>Supply chain management<br/>供應鏈管理</b>  |  |
| General disclosure<br>一般披露 | Policies on managing environmental and social risks of the supply chain.<br>管理供應鏈的環境及社會風險政策。  | Supply Chain Management<br>供應鏈管理             |



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|----------------------------|---|--|
| <b>B. Social 社會</b>        |   |  |
| <b>Aspect B6<br/>層面B6</b>  | <b>Product responsibility<br/>產品責任</b>  |  |
| General disclosure<br>一般披露 | Information on:<br>有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的：<br>(a) the policies; and<br>政策；及<br>(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.<br>遵守對發行人有重大影響的相關法律及規例的資料。 | Product Responsibility<br>產品責任                 |
| B6.5                       | Description of consumer data protection and privacy policies, how they are implemented and monitored.<br>描述消費者資料保障及私隱政策，以及相關執行及監察方法。  | Business Ethics and Confidentiality<br>商業道德及保密 |
| <b>Aspect B7<br/>層面B7</b>  | <b>Anti-Corruption<br/>反貪污</b>  |  |
| General disclosure<br>一般披露 | Information on:<br>有關防止賄賂、勒索、欺詐及洗黑錢的：<br>(a) the policies; and<br>政策；及<br>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.<br>遵守對發行人有重大影響的相關法律及規例的資料。   | Anti-corruption<br>反貪污                         |
| B7.2                       | Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.<br>描述防範措施及舉報程序，以及相關執行及監察方法。  | Anti-corruption<br>反貪污                         |
| <b>Aspect B8<br/>層面B8</b>  | <b>Community investment<br/>社區投資</b>  |  |
| General disclosure<br>一般披露 | Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.<br>有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。   | Community Involvement<br>社區參與                  |
| B8.1                       | Focus areas of contribution.<br>專注貢獻範疇。   | Community Involvement<br>社區參與                  |



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