



CHINLINK

普匯中金

CHINLINK INTERNATIONAL HOLDINGS LIMITED

普匯中金國際控股有限公司

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

HKSE Stock Code 港交所股份代號: 0997



2019

Environmental, Social and
Governance Report

環境、社會及管治報告

CONTENTS 目錄

1	Company Overview 公司概況	1
2	Our Reporting Approach 我們的匯報方式	1
	2.1 Reporting Standard, Period and Scope 報告標準、期間和範圍	1
	2.2 Reporting Framework 報告框架	2
3	Chairman's Statement 主席的話	3
4	Our Approach to Sustainability 我們的可持續發展方針	4
	4.1 Our Core Values 我們的核心價值觀	4
	4.2 ESG Governance Structure 環境、社會及管治管治架構	4
	4.3 Stakeholder Engagement 持份者參與	5
5	Cultivating a Harmonious Society 締造和諧社會	7
	5.1 Employee Care 員工關懷	7
	5.2 Community Engagement 社區參與	11
	5.3 Responsible Operating Practices 盡責的營運實踐	13
6	Corporate Governance 企業管治	15
7	Environmentally Conscious Operations 環保營運	16
	7.1 Environmental Policy 環境政策	16
	7.2 Energy Consumption and Greenhouse Gas Emissions 能源消耗與溫室氣體排放	18
	7.3 Water Consumption 耗水量	19
	7.4 Waste Management 廢棄物管理	20
8	Awards and Recognition 獎項與表彰	21
9	Looking Forward 展望將來	22
10	ESG Content Index 環境、社會及管治內容索引	23



1 Company Overview 公司概況

Chinlink International Holdings Limited (the "**Company**" or "**Chinlink**") and its subsidiaries (collectively, the "**Group**") is a company whose shares are listed on the Main Board of The Stock Exchange of Hong Kong Limited (the "**Stock Exchange**"). The Group operated as a comprehensive financial services provider for small and medium-sized enterprises ("**SMEs**") in the People's Republic of China (the "**PRC**" or "**China**") with main focus in the Shaanxi Province and Hong Kong during the financial year ended 31 March 2019 (the "**Year**"). The Group provides financial services including licensed financial guarantee, finance lease and factoring; and supply chain finance and international trading, financial advisory, asset management, logistics and property investment.

As a socially and environmentally responsible company, the Group values sustainability in the business operations and the interactions among all stakeholders. The Group is committed to achieve long-term benefits and promote positive impacts in business for sustainable development.

普匯中金國際控股有限公司（「**本公司**」或「**普匯中金**」）及其附屬公司（統稱「**本集團**」）於香港聯合交易所有限公司（「**聯交所**」）主板上市。於二零一九年三月三十一日止的財政年度（「**本年度**」）內，本集團繼續為中華人民共和國（「**中國**」）中小型企業（「**中小企**」）提供綜合金融服務，客戶主要來自陝西省及香港。本集團提供的金融服務包括持牌的融資擔保、融資租賃、商業保理、以及供應鏈金融及國際貿易、財務顧問、資產管理、物流及物業投資。

作為一家對社會和環境負責的企業，本集團十分重視業務營運的可持續發展及與所有持份者的互動。本集團致力締造長遠利益，促進可持續發展在業務中所帶來的裨益。



2 Our Reporting Approach 我們的匯報方式

2.1 Reporting Standard, Period and Scope

This Environmental, Social and Governance ("**ESG**") Report (the "**Report**") summarised the Group's ESG performance and accomplishments during the Year. The scope of this Report covered the major business units of the Group, which included the Group's Corporate Headquarters, China Regional Headquarters and the business units which were major revenue or workforce contributors of the Group. The relevant reporting scope included the following:

2.1 報告標準、期間和範圍

本環境、社會及管治報告（「**本報告**」）總結了本年度集團的環境、社會及管治表現及成就。本報告範圍涵蓋本集團的集團總部、中國區域總部、以及貢獻本集團主要收入或公司員工人數較多的業務單位。相關報告範圍包括：

	Function / Service Provision / Major Property 職能 / 所提供的服務 / 主要物業	The Company and its Subsidiaries 本公司及其附屬公司	Location of Operation 營運地點
(i)	Corporate Headquarters 集團總部	Chinlink International Holdings Limited 普匯中金國際控股有限公司	Hong Kong 香港
(ii)	China Regional Headquarters 中國區域總部	Chinlink Management Consulting (Xi'an) Company Limited 普匯中金管理諮詢(西安)有限公司	Xi'an, Shaanxi Province, PRC 中國陝西省西安市
(iii)	Finance lease services 融資租賃服務	Chinlink Finance Lease Company Limited 普匯中金融資租賃有限公司	Xi'an, Shaanxi Province, PRC 中國陝西省西安市
(iv)	International trading 國際貿易	Chinlink Tian Hui Company Limited 普中天匯有限公司	Hong Kong 香港
(v)	Financial advisory services (merchant bank) 財務顧問服務(商業銀行)	MCM Holdings Limited and its subsidiaries (collectively "MCM Group") MCM Holdings Limited 及其附屬公司 (統稱「MCM 集團」)	Hong Kong 香港
(vi)	Financial guarantee services 融資擔保服務	Shaanxi Chinlink Financial Guarantee Limited 陝西普匯中金融資擔保有限公司	Xi'an, Shaanxi Province, PRC 中國陝西省西安市
(vii)	Self-owned investment property named Chinlink · Worldport Integrated Logistics Park ("Chinlink · Worldport") ^(Note 1) 自置投資物業，名為普匯中金·世界港綜合物流園 (「普匯中金·世界港」) ^(註一) Logistics park and wholesale distribution centre for construction materials and home furnishing products 物流園區和建築材料及家居產品批發配送中心	Chinlink International Trade Centre (Hanzhong) Company Limited 普匯中金國際交易中心(漢中)有限公司 Chinlink Property Management (Shaanxi) Company Limited 普匯中金物業管理(陝西)有限公司	Hanzhong, Shaanxi Province, PRC 中國陝西省漢中市
(viii)	Self-owned investment property named Daminggong Construction Materials and Furniture Shopping Centre (Dongsanhuan Branch) (the "Commercial Complex") 自置投資物業，名為大明宮建材家居·東三環店 (「商業大樓」) Wholesale and retail shopping centre for construction materials and home furnishing products 建築材料和家居產品批發和零售購物中心	Xi'an Da Ming Gong Ba Qiao Furniture and Fixture Limited 西安大明宮灞橋建材家居有限公司 Xi'an Tang Rong Real Estate Limited 西安唐榮置業有限公司	Xi'an, Shaanxi Province, PRC 中國陝西省西安市

Note 1: Only the self-occupied office in Chinlink · Worldport had been included in this Year's reporting scope.

註一：普匯中金·世界港只有其自用的辦公室被納入本年度的報告範圍內。

2.2 Reporting Framework

This Report was prepared in accordance with Appendix 27 "Environmental, Social and Governance Reporting Guide" (the "ESG Guide") of the Rules Governing the Listing of Securities on the Stock Exchange (the "Listing Rules"). In preparation of this Report, the Group strictly adhered to the reporting principles in the ESG Guide to reveal all the material aspects of the business in a quantitative, balanced and consistent manner. A content index is attached at the back of this Report as a tool to navigate readers to the specific sections corresponding to the ESG Guide requirements. Corporate governance was disclosed more in depth in the annual report of the Group for the Year in accordance with Appendix 14 of the Main Board Listing Rules.

2.2 報告框架

本報告乃根據《聯交所證券上市規則》(「上市規則」)發表的附錄二十七的《環境、社會及管治報告指引》(「環境、社會及管治指引」)所編制。本集團在編制本報告時嚴格遵守《環境、社會及管治指引》中的報告原則，以量化、平衡和一致的方式披露業務有關的所有重要層面。內容索引已附在本報告的頁尾，作為讀者翻查報告中與環境、社會及管治指引相對應章節的指南。有關企業管治資料已根據主板上市規則附錄十四於本集團本年度之年報內，進行了更詳細的披露。



3 Chairman's Statement 主席的話

This Year has marked a reinforced commitment to strategic and sustainable development of Chinlink. Well equipped with an international perspective and innovative partnerships across the globe, the Group has set itself on the path fostering a financial ecosystem to integrate capital, innovation, technology and enterprises resources. Under this ecosystem, the Group would be able to provide companies at different growth stages with comprehensive and customised financial services targeted at their critical capital needs. In the meantime, Chinlink has been working relentlessly to embed corporate sustainability in its daily operation, ensuring long-term socially and environmentally responsible business.

It is very important to be transparent and informed during decision and policy-making processes. Therefore, the Group is committed to fostering dialogues with our key stakeholders such as valuable customers, employees and communities. In addition to existing regular communication channels, Chinlink has endeavoured to further broaden the scope of stakeholder engagement. During the Year, the Group took pride in engaging one of our key investors (the "Investor Company") with the aim of evaluating on the important sustainability-linked subjects and understanding their expectations on our ESG performance.

With the commencement of Chinlink International Centre, the Group's new office building in Xi'an, where the Group's China Regional Headquarters situated, the Group steers itself towards enterprise innovative and technological advancement by creating an energetic business environment that perfectly integrates government, education, research, finance, entrepreneurs and talent resources. Echoing with our core values, innovation, integrity and collaboration, Chinlink strives to utilise its capital resources and skills as the key driver to accelerate the development of technological enterprise incubation and acceleration centre. Examples of our ongoing projects and investments include Chinlink · Worldport to build a Chinese herbal medicine industry base in collaboration with People's Government of Hanzhong Municipality, and other startup partnerships with Xi'an local universities.

Finally, I would like to extend my sincere gratitude to our talented and passionate team in supporting our sustainable growth strategy. Building on the remarkable success in transforming our new strategic positioning, Chinlink pledges to continue playing a pivotal role in nurturing talents in the fields of science and technology and holding itself to stringent environmental and social standards of business operation.

Li Weibin

Chairman

Hong Kong, 29 October 2019

本年度標誌著普匯中金對策略性與可持續性發展的堅定承諾。本集團以自身具備的國際視野和遍佈全球的創新合作夥伴關係優勢，踏上促進金融生態圈與資本、創新、科技及企業資源整合之路。在這生態圈下，本集團將能為處於不同增長階段的公司，提供全面且針對其關鍵資本需求而訂制的金融服務。同時，普匯中金亦不斷努力將企業可持續發展理念融入日常運作中，以確保長遠對社會及環境負責的業務。

決策和制度訂立過程中的資訊透明度及知情度是極為重要。因此，本集團致力於促進與重要客戶、員工及社區等重要持份者的交流。除現有的溝通渠道外，普匯中金亦努力進一步擴大持份者參與的範圍。於本年度，本集團有幸與我們其中一家主要投資者（「投資公司」），就評估可持續發展相關議題的重要性進行溝通，並了解持份者對我們在環境、社會及管治方面表現的期望。

隨著本集團在西安的新辦公大樓、中國區域總部所在地——普匯中金國際中心的落成，本集團以建立充滿活力的商業環境，完美融合政府、教育、研究、金融、創業和人才資源，引領產業創新和技術進步。與我們創新、誠信和合作的核心價值互相呼應，普匯中金善用資本資源及技術作為推動科技型產業孵化及加速中心發展的主要驅動力。我們正進行的項目及投資包括普匯中金·世界港與漢中市人民政府合作建立的中草藥產業基地、以及與西安當地大學合作不同的初創項目。

最後，本人衷心感謝我們專業和充滿熱忱的團隊，過去一直為本集團業務的可持續增長努力付出。憑藉我們的新戰略定位轉型取得顯著成功，普匯中金承諾將繼續發揮其關鍵作用，培育科學和技術人才，堅持嚴格遵守環境及社會經營標準。

李偉斌

主席

香港，二零一九年十月廿九日

Our Approach to Sustainability 我們的可持續發展方針

4.1 Our Core Values

Innovation, integrity and collaboration are the three core values driving in Chinlink's businesses. The Group strived to infiltrate sustainability into the formation of business best practices through building close relationships with its stakeholders, cultivating a harmonious society and operating in an environmentally conscious manner.

Adopting new social and technological trends through an innovative business approach to better fulfill customers' needs

通過創新的商業模式，利用新的社會和技術發展趨勢以進一步滿足客戶需求

Innovation
創新

Our Core Values
我們的核心價值

CHINLINK
普匯中金

Integrity
誠信

Developing long-term relationships with stakeholders by building trust and holding an honest manner in business practices

透過建立信任並以誠信經營，與持份者建立長遠關係

Collaboration
合作

Preserving a diverse and inclusive workforce to allow an effective collaboration and promote the Group's competitiveness

保持工作團隊的共融及多元性，提高合作效率，提升集團競爭力

4.2 ESG Governance Structure

With the full support from the Board of Directors (the "Board"), the ESG Committee Chairman was appointed by the Board to give directions and play an overall supervisory role to the ESG Committee on the compilation of the ESG Report and all ESG related matters. The structure of the ESG Committee is shown as below:

4.2 環境、社會及管治管治架構

在董事會的全力支持下，董事會任命環境、社會及管治委員會主席為環境、社會及管治委員會提供指導，並監督環境、社會及管治報告的編制和所有與環境、社會及管治相關的事宜。該委員會架構如下：

Strategy development and decision making 戰略發展及決策

ESG Committee Chairman

環境、社會及管治委員會主席



Executive Director

執行董事

- Advising, facilitation of communication and monitoring
- Collecting and reviewing feedback from stakeholders

提供諮詢、促進溝通和監督
收集及檢視持份者提出的意見

ESG Committee Members

環境、社會及管治委員會成員

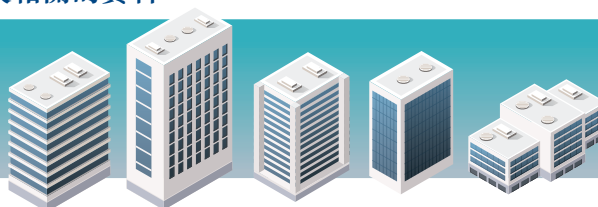


Various departments including Administration and Human Resources, Corporate Development, Corporate Communications, Finance and Accounting, Internal Audit and Investor Relations

來自多個部門，包括行政及人力資源部、企業發展部、企業傳訊部、財務及會計部、內部審計部及投資者關係部

Policy implementation and sustainability related information supply 實施政策及提供與可持續發展相關的資料

Subsidiaries
附屬公司



4.3 Stakeholder Engagement

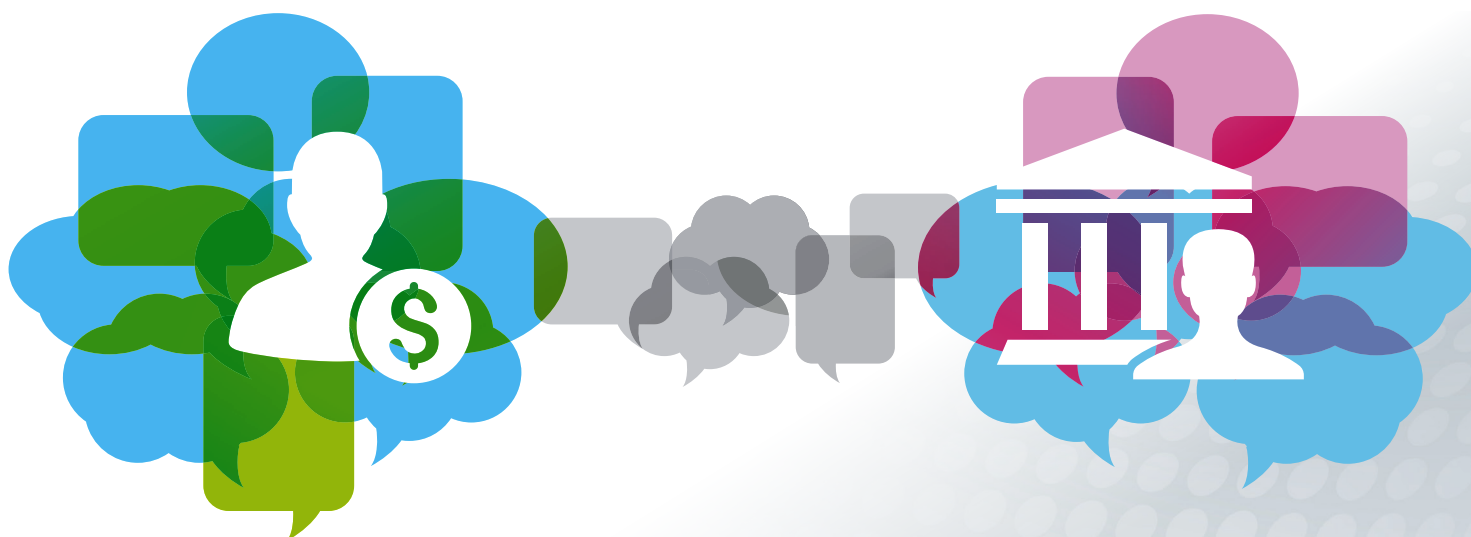
To infiltrate sustainability into the formation of business best practices, the Group aimed to build close relationships with its stakeholders.

To better understand our investors' expectations on Chinlink's ESG performance and the factors that affect their investment decisions to Chinlink, we invited the Investor Company for a face-to-face interview in this Year and the Chief Operating Officer, Managing Director and Senior Manager – Operations of the Investor Company had participated in the interview. The Investor Company expressed that they found our ESG report of the previous year was comprehensive and it contained sufficient information for their decision making. In addition, the Investor Company said the three ESG aspects were equally important. We also asked the Investor Company to specify which area(s) is/are more important in each aspect. The Investor Company said pollution, employee protection and fairness, and check and balance in these three aspects respectively are relatively more important for them. Finally, the Investor Company suggested we should consider to disclose data including gender diversity of the Group's employees, top management and the Board, and invite a third party to review our ESG work. The Group had adopted some of the recommendations from the Investor Company and added relevant information to the Report.

4.3 持份者參與

本集團旨在通過與持份者建立緊密關係，將可持續發展融入到最佳營運模式中。

為更好地了解投資者對普匯中金環境、社會及管治表現的期望及影響其對普匯中金投資決策的因素，我們於本年度邀請了投資公司進行面對面的訪談，其出席的代表包括首席營運總監、董事總經理和高級營運經理。該投資公司認為我們去年發佈的環境、社會及管治報告內容全面，並涵蓋足夠資訊讓其作出決策。此外，該投資公司表示，環境、社會及管治三個範疇均同等重要。我們亦向該投資公司諮詢了其在這三個範疇中較重視哪個 / 些具體議題，而該投資公司則表示在這三個範疇中其分別較注重污染、員工保障和公平對待、以及審查和平衡。最後，該投資公司建議我們應考慮披露有關集團員工、管理層及董事會的性別多元性數據，並邀請第三方來審查我們於環境、社會及管治範疇的工作。本集團採納了該投資公司的部分建議，並把相關資料加入本報告中。



The major stakeholders of the Group and the respective communication channels are summarised as follows:
本集團的主要持份者及個別溝通渠道概述如下：





5 Cultivating a Harmonious Society

締造和諧社會

5.1 Employee Care

Employment Breakdown

The Group had 288 employees in total (excluded the Board members), and the number of employees in Hong Kong and China was 269 by with the end of the Year for the reporting scope. Comparing with the last financial year, the turnover rate of this Year increased from 10.0% to 27.2%.

The breakdowns of employees by categories, gender, age and location are as listed below:

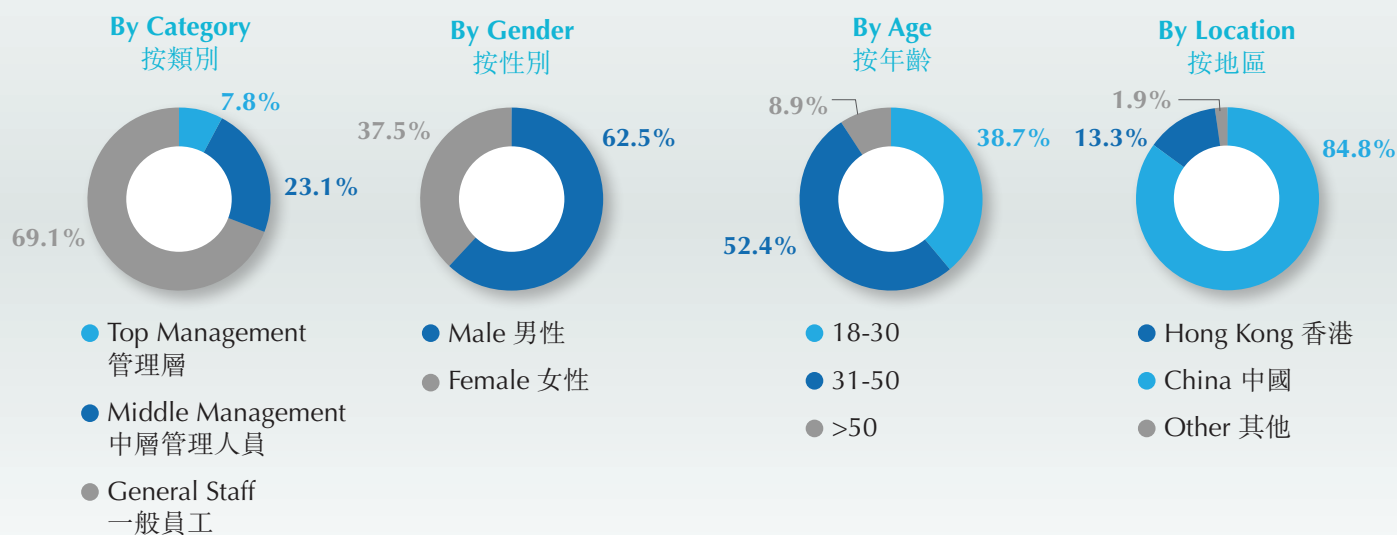
5.1 員工關懷

僱傭概況

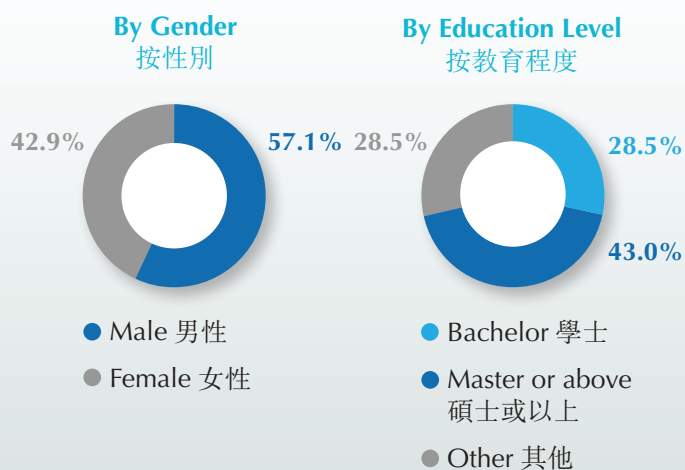
截至本年度末，本集團的總員工人數為 288（不包括董事會成員），而當中屬報告範圍內的香港及中國員工共 269 名。相比上一財政年度，本年度的員工流失率由 10.0% 升至 27.2%。

不同類別、性別、年齡及地區的員工劃分如下：

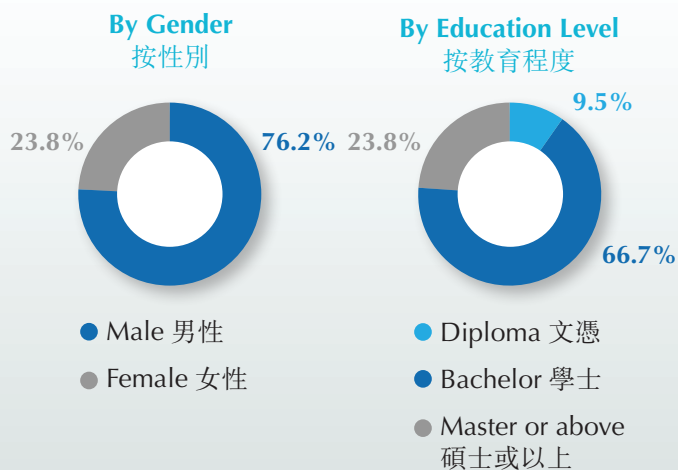
Employees 員工



Board 董事會



Top Management 管理層



Employment Practices

Employees are the Group's valuable assets. The Group aimed to expand its team of talents and has implemented employment and labour policies to protect employees' rights, emphasise on talent management, and care for the employees. The Group has also operated in compliance of the Employment Ordinance of Hong Kong and the Labour Law of the PRC.

As an operation that strictly complied with applicable statutory and legal requirements, the Group took preventive measures to eliminate any forms or recruitment of child or forced labour. Throughout this Year, the Group did not violate any incident or lawsuit regarding employment of child and forced labour.

Under the Group's Code of Conduct, the recruitment policies prohibited all forms of discrimination on gender, religion, race, disability, family status or age. Equal opportunities in recruitment, internal transfer and promotion were granted to all employees and applicants.

Benefits and Welfares

A range of additional benefits was offered by the Group. For instance, it has provided medical insurance and compensation insurance to most of the employees of the Group. The Group had also devised a competitive remuneration package, including discretionary bonuses and overtime reimbursements.

In accordance with respective local laws, statutory holiday and standard annual leave are granted to all employees of the Group. The Group ensured its employees reasonable working hours and provided additional paid holidays such as marriage leave, compassionate leave, birthday leave and examination leave, which is in favour of employee development and training, by taking examination accountable of acquiring relevant qualifications. Besides, employees were eligible for accumulating annual leave and granting additional paid annual leave after working for a certain service period.

Chinlink helped employees balance the responsibilities of their work and families by introducing family-friendly employment practices. In addition to maternity leave and emergency leave for family matters, employees would be supported with emergency financial relief caused by natural disasters or any force majeure.

僱傭守則

員工是本集團的寶貴資產。本集團旨在擴大其團隊，並已制定僱傭和勞工政策以保障員工權益、加強人才管理及關懷員工。本集團亦已遵守香港的《僱傭條例》及《中華人民共和國勞動法》。

本集團嚴格遵守相關法規，並採取預防措施防止以任何形式聘請童工或強制勞工。於本年度內，本集團均未發生任何僱用童工和強制勞工的事件或訴訟。

根據本集團的《行為守則》，招聘政策嚴禁一切對性別、宗教、種族、殘疾、家庭狀況或年齡的歧視。所有員工和應徵者均享有平等的招聘、內部轉職及晉升機會。

福利及待遇

本集團提供了一系列的額外福利。例如，本集團為大部分員工提供醫療保險和勞工保險。本集團亦已制定了一套富競爭力的薪酬待遇，包括酌情性花紅和加班補償福利。

按照各自的當地法律，本集團員工享有法定假期及基本年假。本集團保障員工被給予合理的工作時間，並提供額外有薪年假，如婚假、恩恤假、生日假及考試假。該政策鼓勵員工考取專業資格，有利員工的發展和培訓。此外，員工在服務若干期後亦可累積年假，並享有額外年假。

普匯中金通過家庭友善的僱傭實踐，幫助員工取得工作和家庭平衡。除產假和家庭事務緊急假外，本集團會為因自然災害或任何不可抗力所受影響的員工提供緊急經濟援助。



Launching Family Activities

Corporate Headquarters participated in the "Chinlink Organic Farm Visit" organised by the World Green Organisation (WGO). The event was held at the AuLaw Organic Farm in Yuen Long, New Territories, Hong Kong. Employees and their families joined the rural guided tours, conducting agricultural practice such as plowing, weeding and fertilising, and tasting organic vegetables. It was a healthy and fulfilling weekend.

舉辦家庭活動

集團總部參與由世界綠色組織舉辦的「普匯中金有機農莊遊」。活動於香港新界元朗歐羅有機農場舉行，員工們扶老攜幼一起參與田園導賞，進行農務實習，如翻土、除草及施肥等，並品嚐有機農家菜，度過了一個健康、充實的周末。



Training and Development

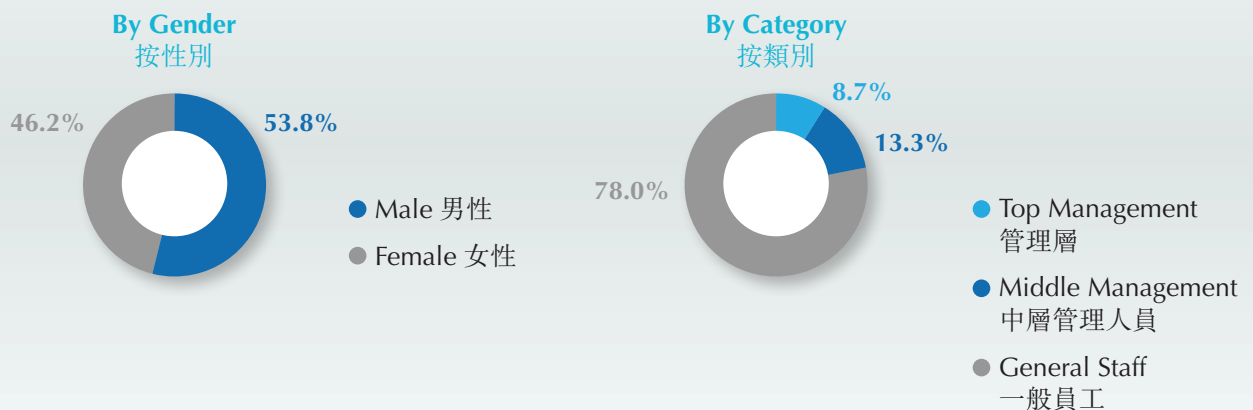
The Group understands that employees are essential for its continuous business growth and employee's development and training is the key to retention. The Group has equipped employees with necessary trainings on industrial knowledge and skills to develop their career and contribute to business development. During the Year, employees participated in a total of 329.5 training hours in 46 various learning and development programs and seminars in Hong Kong and PRC.

培訓及發展

本集團深知員工對其業務的持續增長至關重要，而員工的發展和培訓更是留住員工的關鍵因素。本集團已為員工配備所需的專業知識及技能的培訓，以促進員工的職業生涯發展及業務發展。於本年度內，員工在香港和中國參加了 46 個不同的學習發展項目及研討會，接受了合共 329.5 小時的培訓。

Employees Trained

受訓員工



Chinlink encouraged employees to attend external trainings to obtain the most updated market information and familiarise the market trends. For instance, employees have attended seminars related to taxation, Chinese company law, corporate governance, ESG and marketing during the Year. Besides, the Group tailored various in-house trainings for employees based on their job nature to solidify their technical knowledge. The Group would arrange more training sessions both internally and externally to all levels of employees in the future.

本集團鼓勵員工參加外部培訓，以獲取最新的市場資訊和熟悉市場趨勢。例如，在本年度內，員工參加了與稅收、中國公司法、企業管治、環境、社會及管治和市場營銷有關的研討會。此外，本集團根據僱員的工作性質量身定制各種內部培訓，以鞏固其技術知識。將來，本集團會為內部和外部所有級別的員工安排更多的培訓課程。

Employee Safety and Health

Safety

Chinlink was committed to providing and maintaining safe and healthy working environment, equipment and systems of work for all employees, and to provide such information, trainings and supervision as they need. The Group complied with all relevant regulations and went beyond legal requirements to enhance the health and safety of its employees. Every employee should be fully aware of their roles and responsibilities in promotion and maintenance of a safe and healthy working environment.

員工安全和健康

安全

普匯中金致力為所有員工維護和提供安全及健康的工作環境、設備和工作系統，並根據員工需要提供有關資訊、培訓和指導。本集團已遵守所有相關法規並超越法律之基本要求，以提升員工的健康與安全。每位員工應充分認識到自己在促進和維持安全及健康的工作環境中的角色和責任。

The Group organised several measures to increase the awareness of work safety of every employee. For example, the Chinlink · Worldport and the Commercial Complex provided fire safety training and fire drill to reduce the risk in case of any fire incident. During the Year, the Commercial Complex also invited the representatives from Xi'an Work Safety Supervision

本集團已制定多項措施，提高每位員工的安全意識。例如，普匯中金·世界港和商業大樓提供了消防安全培訓和消防演習，以減少發生火災的風險。於本年度內，商業大樓邀請到西安市安全生產監督管理局的代表檢查和指導安全工作，以確保其高於標準要求。在檢查商業大

Bureau to inspect and guide the safety work to make sure it was beyond the standard requirements. While the work safety of the Commercial Complex was inspected by the representatives, some employees were also asked to demonstrate the use of fire extinguishers to affirm the overall safety management of the complex.

In addition, the Commercial Complex offered regular check and maintenance of escalators, lifts and fire-fighting equipment. It provided special training for the employees on elevator rescue. The Group also ensured that employees handled materials properly in the warehouses, and the equipment in the warehouses was in good conditions. During the Year, there was no occupational injury or work fatality reported.

Employee Wellness

The Group promoted pro-actively the value of health and wellness in the workforce. To help employees to maintain positive physical and mental health, the Group focused on promoting the following activities:

樓工作安全的同時，部分員工亦有示範使用滅火器，以確保商業大樓的整體安全管理。

此外，商業大樓的扶手電梯、電梯及消防設備會作定期檢查和維護。商業大樓亦為員工提供有關電梯救援的特殊培訓。本集團亦會確保員工在倉庫中正確地處理物料及倉庫中的設備處於良好狀態。於本年度內，本集團並無收到與工傷或致命事故相關的報告。

員工健康

本集團亦主動推動員工關注健康。為幫助員工保持身心健康，本集團舉辦了以下活動：

Physical Health Related 身體健康相關

- Annual physical examination
年度身體檢查
- Spinal health workshop
脊椎健康工作坊
- Air quality and pest control
空氣質素及害蟲管理工作
- Display screen equipment
assessment programme
電腦熒幕檢查計劃



Mental Health Related 心理健康相關

- Stress management workshop
壓力管理工作坊
- Employee counselling
services
員工心理輔導服務
- Interpersonal skills workshop
人際溝通技巧工作坊



Raising Health Awareness

To promote the employees' awareness on spinal wellness and precaution, the Corporate Headquarters has invited chiropractors to give a health talk on spinal protection and preventive measures for spinal injuries and spinal assessment for employees.

提高健康意識

為提高員工對脊椎健康和預防措施的意識，集團總部邀請了脊醫進行健康講座，提供脊椎保護和預防受傷的建議，並為員工進行脊椎健康評估及檢查。



Establishing Healthy Lifestyle

Employees from Corporate Headquarters and MCM Group hiked up to the Victoria Peak, Hong Kong to stretch the legs and enjoyed the landmarks and scenic views of Hong Kong along the trail and the day was ended with a low-carbohydrate vegetarian dinner.

建立健康生活模式

集團總部及 MCM 集團同事一起到香港山頂遠足，沿途欣賞香港地標和美景，並享用低碳的素食晚餐。



5.2 Community Engagement

The Group's Corporate Social Responsibility Committee has promoted the Group's participation in caring the community, such as voluntary services, donations and purchasing service provided by social enterprise. Through these events and collaborations, the Group gave back to those in need. The Group aimed to forge meaningful and long-term relationships to drive positive changes in the community.

5.2 社區參與

本集團的企業社會責任委員會推動本集團關注社區，例如參與義務工作、捐贈和選購社會企業之服務。通過這些活動和合作，本集團希望能回饋社會，並旨在建立有意義的長期關係，讓社區得到改善。

Community Services

社區服務



Delivering Surplus Food to those in Need

This vegetable collection service was organised by WGO. Chinlink Corporate Volunteer Service Team collected surplus food including vegetables, fruits and bread from the market, screened the food and distributed to those in need, to reduce food waste.

分發剩食予有需要人士

此蔬菜收集服務由世界綠色組織舉辦。普匯中金企業義工隊從街市收集剩食，包括蔬菜、水果和麵包，經篩選合適的食物後再分發給有需要的人，以減少食物浪費。





Sending Warmth in Chinese New Year

The Commercial Complex and Xi'an Charity Association co-organised the activity to send warmth in Beiqiao District, Xi'an in Chinese New Year. The visiting team sent food and materials to the poor to help them through difficulties.

春節送溫暖活動

商業大樓與西安市慈善會在春節期間合辦春節送溫暖活動，旨在向西安灊橋區傳遞溫暖。探訪團隊向貧困戶提供糧食及物資，以幫助他們渡過難關。



Donation

The Group encouraged employees to participate in various charitable events like donation raising activities organised by The Community Chest of Hong Kong and "Run for Blue Sky" World Green Run 2018. During the Year, the Group made donation amounting to approximately HK\$0.5 million.

捐贈

本集團鼓勵員工參與慈善活動，如香港公益金多個募捐活動及由世界綠色組織舉辦的「跑出藍天」環保跑步比賽 2018。於本年度內，本集團共捐出約 50 萬港元。



The Community Chest Dress Casual Day

The Corporate Headquarters supported this event for the fifth consecutive year.

公益金便服日

集團總部連續第五年支持此活動。

Purchasing Services Provided by Social Enterprise

During the Year, the Group purchased website revamp service offered by iCare Edutainment Limited ("iCare"), employing the vulnerable. This information technology ("IT") social enterprise dedicated to provide IT training for youth with Special Education Needs ("SEN") and their parents. iCare helped socially vulnerable groups acquire IT skills for their long-term career planning. They also guided SEN families to create educational moral games and animation and to promote positive values among the SEN community. The Group will look at different ways to work with more social enterprises and will continue to support the social enterprises in fostering the sustainable development of the society.

選購社會企業服務

於本年度，本集團選用了智研德育有限公司（「智研」）所提供的網站改版服務，支持弱勢社群就業。該資訊科技社會企業致力為有特殊教育需求的青年及其父母提供資訊科技培訓。智研幫助社會弱勢社群學習資訊科技技能，從而協助其生涯規劃。他們亦指導有特殊教育需要的家庭創作富教育意義的道德遊戲和動畫，並在有特殊教育需要的社區中推廣正面的價值觀。本集團將與更多社會企業探討不同的合作方式，並會繼續支持社會企業促進可持續發展。

In the future, the Group will keep on fulfilling its corporate social responsibility to care for the community and invest in the development of society well-being.

未來，本集團將繼續履行其企業社會責任，關心社區並為社會福祉的發展投入資源。

5.3 Responsible Operating Practices

Prudent Procurement

The Group viewed a sustainable supply chain as the foundation of its continual business operation. To this end, the Commercial Complex has established a comprehensive supply chain management policy in supplier-demanded business units to prudently select quality suppliers to ensure delivering quality products and services.

To ensure quality of brands and products, the Commercial Complex required all brands or potentially tenants undergo a strict assessment as stipulated in the brand entering policy. Potential tenants shall submit supporting documents which include business licences, brand management authorisation documents, product quality report, product information and trademark registration certificate.

In addition, in order to ensure the continuity of a sustainable supply chain, the Commercial Complex has periodically evaluated their environmental and social performance to manage and minimise the associated risks affecting the operation efficiency.

Quality Services

Chinlink believed that quality products and services were the key factors contributing to corporate reputation and steady business growth. To this end, the Group placed great emphasis on customer satisfaction, quality and compliance, and has developed industry-specific high internal quality control standards for all business units to follow. These standards were also reviewed to ensure meeting latest regulatory industrial standards.

MCM Group prioritised clients' best interests at all time and considered their specific requests when executing their orders with its experiences and judgement so as to secure their greatest benefits and satisfy their expectations. The accounted factors included price, speed, trade size and nature. The order execution policy shall be reviewed at least annually, and clients and staff members would be notified in case of any material changes to ensure effective implementation and professionalism.

The Commercial Complex has implemented guidelines to monitor tenants' shops renovation to ensure that the renovation brought minimal impacts on other tenants. In terms of quality, the Commercial Complex has formulated high standards to acquire brand names that supply high quality and authentic goods. Those requirements included the following:

- To ensure all entering brands comply with national and industrial quality standards; and
- No false advertisement has been published.

5.3 盡責的營運實踐

謹慎採購

本集團將可持續的供應鏈視為其維持業務營運的基礎。為此，商業大樓已在對供應商有需求的業務部門中，建立了全面的供應鏈管理政策，以謹慎地選擇優質供應商，並確保所提供的產品和服務質量。

為確保品牌及產品質量，商業大樓要求所有品牌或潛在租戶，需按照政策中的規定進行嚴格評估。潛在租戶需提交證明文件，包括營業執照、品牌管理授權文件、產品質量報告、產品資訊和商標註冊證書。

此外，為保障可持續供應鏈的連續性，商業大樓已定期評估其環境和社會績效，以方便管理並減低影響營運效率的相關風險。

優質服務

普匯中金相信優質的產品和服務是提升商譽和業務穩定增長的關鍵因素。為此，本集團高度重視客戶滿意度、質量和合規性，並為所有業務部門制定了符合行業內部高水平的質量控制標準，並審查此等標準，以確保符合最新的行業法規標準。

MCM 集團時刻將客戶的最大利益放在首位，在執行指令時會考慮價格、服務速度、交易規模和性質、以及客戶的特定要求，並結合經驗和判斷，以滿足客戶的期望並確保他們可獲取最大利益。MCM 集團至少每年會進行一次指令執行政策的審核，如發生任何重大變化，MCM 集團會通知客戶和工作人員，以確保其有效執行及專業性。

商業大樓為租戶的商店裝修工程提供指引，確保將裝修工程對其他租戶的影響減至最低。在質量方面，為確保引入商業大樓的品牌能提供優質服務及正版貨品，商業大樓已向品牌訂立高度要求，當中包括：

- 確保所有進駐的品牌均符合國家和行業質量標準；及
- 沒有發佈虛假廣告。

Additionally, tenants must register any change in brand listed in shops prior to make any actual changes. This has secured the consistency of product quality. The Commercial Complex is responsible for monitoring the change in tenants' listed brands, operation, and brand transfer, etc. Operational department was also responsible for summarising any incidents identified and reported to the management. The above measures have ensured the Commercial Complex's consistency of providing standardised quality of services and products and satisfying tenants' and ultimate customers' needs.

The Commercial Complex was dedicated to enable that customers had good shopping experience. The shopping centre was cleaned on a regular basis, and the employees were provided with guidelines and trainings on standardised customer service manner and behaviour to ensure a neat presentation to customers.

Compliant Handling Procedures

The Group treated complaints seriously as an opportunity for continuous improvement. In regards to this, MCM Group and the Commercial Complex have established communication channels such as telephone line and handling procedures for processing complaint in a systematic and efficient manner.

Any received complaint would be redirected to relevant department. The assigned point of contact would arrange a follow-up meeting with customer who launched the complaint, and jointly work out a responsive timeframe as to satisfy clients. Within that timeframe, the relevant departments would propose responsive measures and communicate with clients to fulfil their satisfaction.

MCM Group has a set of systematic complaint procedures. Any employee who received a complaint must report it to the managers in charge of compliance and must acknowledge receipt to the customers. The managers would investigate the matter further if needed, respond to the customer and record in the complaints register upon completion of the investigation.

Respect Customers' Privacy

As a trusted enterprise, the Group respected customers' privacy. All employees must not disclose confidential information involving the Group's operations to others at all time. Unauthorised access to relevant information was not permitted to prevent any leakage and misuse of data for gaining benefits and causing conflicts with the corporate's interests. Throughout the Year, the Group had ensured its operations complied with relevant local laws and regulations.

MCM Group complied with the Personal Data (Privacy) Ordinance, which protects the privacy of individuals on personal data collected from them. In order to protect the privacy of the customers' personal data, MCM Group has procedures to ensure that there is lawful collection of personal data and the data subject is informed of the purpose and their right of accessing the material. While the data is kept secure, the use of personal data is restricted to those who need it.

此外，為保持優良的產品質量，商業大樓要求租戶在對商店中陳列品牌進行任何更改前需先進行申報，方可進行改動。商業大樓負責監察租戶銷售品牌的改變、營運和品牌更換等。營運部門亦負責匯總當中所發生的細項，並向管理層匯報。以上措施均可確保商業大樓持續提供具標準質量的服務及產品，並滿足租戶和顧客的需求。

商業大樓致力為客戶提供良好的購物體驗。其會定期為購物中心進行清潔，並就標準化的客戶服務方式和行為準則向員工提供指南和培訓，務求向顧客提供整潔的購物環境。

處理投訴程序

本集團嚴肅處理投訴，並將此視為不斷改進的機會。為此，MCM 集團和商業大樓各自設立溝通渠道，如熱線和投訴處理程序，確保能有效地處理投訴。

收到的任何投訴將轉交到相關部門。指定的負責人會安排與客戶會面跟進投訴，並共同訂立雙方滿意的期限來處理投訴。有關部門會於期限內提出應對措施並與客戶充分溝通，以讓客戶滿意。

MCM 集團設有一套系統化的投訴處理程序。任何收到投訴的員工都必須向負責合規的經理報告，並知會客戶其投訴已被接納。合規經理將在需要時進一步調查投訴，在調查完成後回覆客戶，並將投訴妥善記錄。

尊重客戶私隱

作為一家值得信賴的企業，本集團尊重客戶的私隱。在任何時候所有員工均不得向他人披露涉及本集團業務的機密資訊，亦禁止未經授權情況下接觸相關資訊，以防止洩露和濫用資料，避免利益衝突。於本年度，本集團已確保其營運符合當地有關法律法規的要求。

MCM 集團遵守《個人資料(私隱)條例》，以保護被收集個人資料的客戶之私隱。為保護客戶的個人資料的安全，MCM 集團已制定確保合法收集個人資料的程序，並告知當事人的權利以及訪問其資料的目的。在保證資料安全的同時，個人資料的使用亦僅限於有需要的員工。



6 Corporate Governance

企業管治

As corporate governance practices are the pillars to maintain an effective operation, the Board is dedicated to sustaining a good standard of corporate governance. On top of safeguarding shareholders' interests, corporate governance can improve the Group's core values including in innovation, integrity and collaboration.

The responsibility of the Board was to oversee the management of the business and affairs of the Group with the objective of enhancing shareholders' value. It was acknowledged that the Board was responsible for maintaining good corporate governance practices, a comprehensive system of risk management and internal control as well as the effectiveness of reviewing the system.

In order to maintain a fair and honest business image, the Group firmly prohibited bribery and corrupt practices, and it adopted section 9 (1) of the Prevention of Bribery Ordinance as its internal anti-bribery policy. All employees must not accept any benefits which have conflict with their duties to the Group if their functions involve giving investment advice including preparation of research material or entering into transactions in investments. All employees should avoid any situation which may lead to an actual or perceived conflict of interest. Any employee soliciting or accepting an advantage as an inducement to or reward in connection with his or her work would commit an offence.

Anti-money laundering and counter-terrorism financing policy and procedure are established to ensure all relevant staff members of the Group to comply with the Anti-Money Laundering and Counter-Terrorist Financing Ordinance, Cap. 615.

Whistleblowing policy was also established to increase the transparency of the business environment by providing a communication channel for employees to disclose any misconduct, malpractice or irregularity. During the Year, the Group did not receive any report of whistleblowing incident and was not aware of any non-compliance incident.

To achieve a more effective control environment, the Group's risk management framework is designed to be an integral part of the Group's corporate governance framework as well as strategic and business planning processes, and it also embeds into each key activity and/or function.

For more details of the Group's risk management approach, please refer to the Corporate Governance Report of the Group's Annual Report 2019.

由於企業管治常規是維持有效經營的支柱，因此董事會維持良好的企業管治標準。除維護股東利益外，企業管治亦能鞏固本集團創新、誠信和合的核心價值。

董事會的職責是以提升股東價值為目標，監督本集團之業務及事務之管理工作。董事會負責維持良好企業管治常規，全面的風險管理和內部控制系統以及檢討該等系統的有效性。

為了維持公平且誠實的企業形象，本集團嚴格禁止賄賂及貪腐行為，並採取《防止賄賂條例》第9條(1)作為其內部反賄賂政策。若然員工的工作範圍包括提供投資建議，例如準備研究資料或進行投資交易等，員工均不得接受與工作有衝突的任何利益。所有員工都應避免任何有關導致實際或疑似利益衝突的情況。任何員工索取或接受與其工作有關的利益作為誘惑或獎勵都會構成罪行。

本集團已制定反洗黑錢和反恐融資政策和程序，以確保本集團的所有相關工作人員遵守《打擊洗錢及恐怖分子資金籌集條例》(第615章)。

本集團已建立舉報政策，為員工提供溝通渠道去披露任何行為不當、舞弊或違規事件，以提高營商環境的透明度。於本年度內，本集團沒有收到任何舉報事件報告，亦沒發現任何違規事件。

為營造更有效之控制環境，本集團之風險管理體系設計為本集團企業管治體系和策略及業務規劃過程不可或缺之一部分，並嵌入各主要活動及／或職能之中。

有關本集團風險管理方法的更多詳情，請參閱本集團二零一九年年報內之《企業管治報告》。



7 Environmentally Conscious Operations

環保營運

7.1 Environmental Policy

As an environmentally conscious enterprise, Chinlink had established environmental policies to reduce any environmental negative impact in the operation. The Group has communicated with employees regarding the importance of complying greenhouse gas ("GHG") emission, water discharge, and waste generation related regulations.

All employees under the Group conducted operations in a proactive manner to ensure environmental protection. To promote waste reduction, use of resource and energy efficiency, the Group implemented the Green Office Policy to encourage employees' participation in protecting the environment.

In the Commercial Complex, environmental policies also played a vital role to strengthen the daily management as well as to control the operational costs. The Commercial Complex had established relevant policies to enhance the management of water use, electricity and waste collection. To lower its operational environmental footprint and associated costs, the following policies were implemented:



Conducted budget management and financial analysis on energy consumption
進行能源耗用的預算管理和財務分析



Promoted paperless office, energy saving and food waste reduction
推廣無紙化辦公室，節能和減少食物浪費

7.1 環境政策

作為一家具有環保意識的企業，普匯中金已制定環境政策，以減少任何營運中的負面環境影響。本集團已向員工說明遵守溫室氣體排放、污水排放和廢棄物產生相關法規的重要性。

本集團全體員工積極參與環境保護活動。為了減少浪費、善用資源和提高能源效益，本集團已實施《綠色辦公室政策》，以鼓勵員工保護環境。

在商業大樓內，環境政策在加強日常管理和控制營運成本方面上扮演重要角色。商業大樓已制定相關政策，以加強對用水、用電和收集廢棄物的管理。為降低其營運環境足跡及相關成本，本集團已實施以下政策：



Increased use of LED lighting, maintain ventilation work and perform temperature measurement and control in shopping malls
在購物中心增加二極管照明的使用，保持通風並進行溫度監測和控制



Recycled waste material and reuse durable goods
回收廢棄物料並重用耐用品

Through the implementation of good environmental practices, the Group shall enjoy the reciprocity of lowering environmental footprints and associated operational expenses.

通過實施良好的環境舉措，本集團得以享受減少環境足跡和相關營運成本帶來的共贏。



Understanding of Municipal Solid Waste ("MSW") Charging
The Waste Recycling and Levy Talk was delivered by WGO, employees of the Corporate Headquarters learned about various recycling ways and enhanced their understanding of the MSW charging to be imposed by the Hong Kong government.

了解都市固體廢物收費資訊

集團總部員工參與由世界綠色組織舉辦的垃圾回收及徵費講座，從中學習各種回收方法，並加深了對香港政府將推行的都市固體廢物收費的認識。

Supporting "Run for Blue Sky" World Green Run 2018
The Corporate Headquarters participated in this first environmental running competition focusing on air quality and climate change organised by WGO. Our employees were committed to supporting the environment with action.

全力支持「跑出藍天」環保跑步比賽 2018

集團總部參加了這個由世界綠色組織主辦、第一個關注空氣質素和氣候變化的比賽，以行動全力支持環境保護。



Establishing a Green, Livable and Ecological Concept

In order to promote environmental protection, Chinlink · Worldport organised the "Chinlink · Green Earth" for employees to understand the ecological value. During the event, participants cleaned up the street and mountain path. The Group aimed to enhance employees' awareness of environmental protection through this activity.

建立綠色、宜居和生態的理念

為了推廣環境保護，普匯中金·世界港舉辦了「普匯中金·綠色地球有你有我」公益活動，讓員工了解生態價值。活動期間，參加者清理了街道和山路。本集團旨在通過這項活動提高員工的環保意識。



Raising Awareness of Environmental Protection

The Chinlink · Worldport organised a tree planting activity to promote nature conservation and tree preservation.

提高環保意識

普匯中金·世界港舉辦植樹活動，以推廣自然保育和樹木保護。



7.2 Energy Consumption and Greenhouse Gas Emission

As part of the Group's effort to adopt energy efficiency programs and reduce the GHG emission, the Group continued to implement comprehensive control of energy consumption during the reporting period. The following actions and guidelines were established to improve the overall energy efficiency:

7.2 能源消耗與溫室氣體排放

本集團致力推行能源效益計劃及減少溫室氣體排放，並於報告期內持續就能源消耗實施全面控制。為提高整體能源效益，本集團已採取以下行動及指引：

Encouraged employees to avoid unnecessary travel arrangement to reduce diesel or petrol consumption
鼓勵員工避免不必要的出差安排，以減少柴油或汽油的消耗

Switched off lights and air conditioning in the meeting room and computers in office where not in use
關掉會議室內不使用的燈和冷氣，以及辦公室中不使用的電腦

Adopted energy-saving equipment for air conditioning and lighting system
採用節能冷氣及照明系統設備

Energy Consumption

The main source of energy consumption in the Group's daily use came from the electricity consumption in offices operations.

能源消耗

本集團日常使用的能源消耗主要來自辦公室營運中的電力消耗。



Overview of Electricity Consumption 電力消耗概覽

Electricity Consumption
耗電量

Unit
單位

'000 kWh
千個千瓦時

2018/19 (Note 2) (註二)

9,466

2017/18

6,817

Total Electricity Intensity in Gross Floor Area (GFA)
以總樓面面積計算之電力密度

'000 kWh / m²
千個千瓦時 / 平方米

0.028

0.020

Note 2: Additional subsidiary MCM Group was included in data collections this Year.
註二：本年度的數據計算包括新增之 MCM 集團

Greenhouse Gas Emission

The Group is committed to lowering GHG emissions. As a result of electricity consumption, indirect GHG emissions were recorded and the Group will continuously seek ways to mitigating energy consumption.

溫室氣體排放

本集團致力減少溫室氣體排放。由於本集團的營運以耗電為主，因此需記錄間接溫室氣體排放，同時本集團亦會繼續尋求減少能源消耗的方法。



Overview of GHG Emissions 溫室氣體排放概覽	Unit 單位	2018/19	2017/18
Total GHG emission ^(Note 3) 總溫室氣體排放 ^(註三)	Tonnes of CO ₂ equivalent (tCO ₂ e) 公噸二氧化碳當量	5,941	4,360
GHG emission intensity in GFA 以總樓面面積計算之溫室氣體排放密度	tCO ₂ e / m ² 公噸二氧化碳當量 / 平方米	0.018	0.013

Note 3: The Group only generated Scope 2 GHG emission. Scope 2 GHG emission refers to indirect GHG emission resulting from the generation of the electricity which the Group purchased.

註三：本集團僅產生範圍二的溫室氣體排放。範圍二溫室氣體排放是指本集團因購買電力而產生的間接溫室氣體排放。

7.3 Water Consumption

Water is an essential resource and hence the Group continued promoting practical water-efficiency measures. The Commercial Complex has begun to record water usage and explored practical and feasible ways to reduce consumption. The key water reduction initiatives were shown below:

- Established a regular inspection system to enhance the daily maintenance of water equipment, water supply and drainage system to reduce water leakage;
- Installed automatic water-efficient faucets to effectively reduce daily water usage; and
- Strengthened education of conservation to promote water saving.

Chinlink · Worldport sourced water via well pumping. The actual water consumption record shall be reported as per the installation of water meter, to further analyse possible ways to increase water consumption efficiency. During the Year, there was no significant issue with water. The Group complied with all related laws and regulations.

7.3 耗水量

水是不可缺少的資源，因此本集團持續推行切實可行的節水措施。商業大樓已開始記錄用水量，並尋求有效減少消耗的方法。主要節水措施如下：

- 建立定期檢查系統，以加強水設備、供水和排水系統的日常維護，並減少漏水；
- 安裝自動感應節水水龍頭，以有效減少日常用水量；及
- 加強節約教育，以推廣節約用水。

普匯中金·世界港使用抽井的方式取水。本集團應視乎水錶的安裝情況，報告實際用水記錄，從而進一步分析提高用水效率的可行方法。於本年度內，本集團並沒有出現有關水的重大問題。本集團已遵守所有相關法律及法規。



Overview of Water Consumption 耗水量概覽	Unit 單位	2018/19	2017/18
Total water consumption 總耗水量	m ³ 立方米	52,640	53,350
Water consumption intensity in GFA 以總樓面面積計算之耗水密度	m ³ / m ² 立方米 / 平方米	0.277	0.281

7.4 Waste Management

The Group has identified its generated waste as non-hazardous wastes from daily livings such as paper, cans and bottles.

In the Year, the Group continued to promote paperless office during daily operation. With the Group's Electronic Communication Policy, the Group encouraged employees to reduce the paper waste generation. On top of this, the Corporate Headquarters started using recycled paper and 100.0% bamboo paper hand towel and facial tissue as an initiative to promote the use of recycled products. In MCM Group, the office conducted coffee capsule and paper recycling to reduce waste.

The amount of non-hazardous waste consumption generated by the Group is shown as below:

7.4 廢棄物管理

本集團已將其產生的廢棄物識別為日常生活中的無害廢棄物，例如廢紙、鋁罐和膠樽。

本年度內，本集團繼續在日常營運中推廣無紙化辦公室。根據本集團的《電子通訊政策》，本集團鼓勵員工減少廢紙的產生量。此外，集團總部更開始使用再造紙和 100.0% 竹製抹手紙及面紙，以推廣使用再生產品。在 MCM 集團中的辦公室已就咖啡膠囊和紙張進行回收，以減少廢棄物。

本集團所產生的無害廢棄物消耗量如下：



Overview of Non-Hazardous Waste Consumption 無害廢棄物量概覽

Total non-hazardous waste
無害廢棄物總量

Unit
單位

Tonnes
公噸

2018/19
(Note 4) (註四)

2,965

2017/18

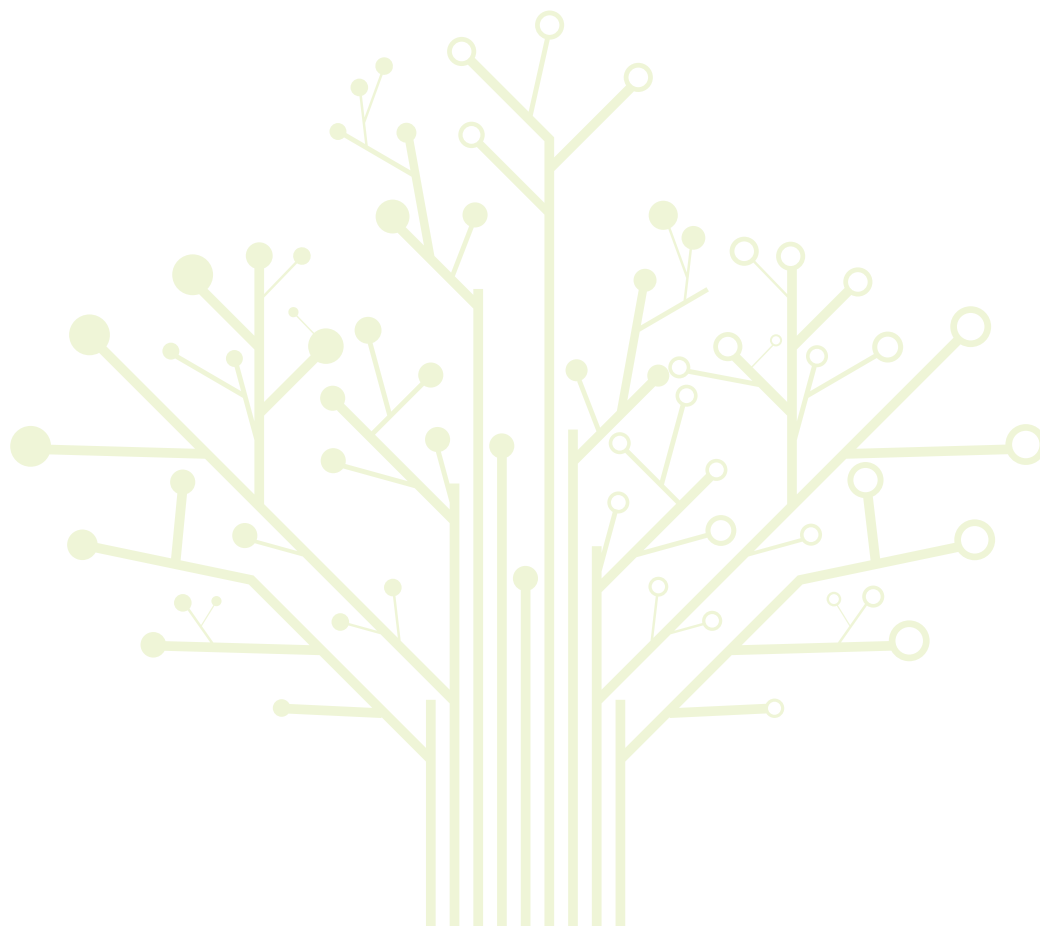
148,806

Note 4: The total non-hazardous waste consumption reduced by over 90.0% due to a decrease in construction work such as renovation in the Commercial Complex.

註四：由於商業大樓減少了建築工程，例如翻新工程，無害廢物總量減少了 90.0% 以上。

During the Year, the Group ensured waste disposal practices fulfil associated regulations. The Group is incorporating good record systems of recycled waste and shall report related data in the future to show a comprehensive waste recycling performance.

於本年度內，本集團確保廢棄物處置措施符合相關法規。本集團正採用良好的回收廢棄物記錄系統，並在未來匯報有關數據，從而展示全面的廢棄物回收表現。





8 Awards and Recognition

獎項與表彰

In recognition of the Group's contribution in social responsibility and its dedication in environmental business practices, the Group has received logos and awards as the milestones to mark its success:

In recognition of the commitment in caring of the community, Chinlink was awarded the 5 Years Plus Caring Company Logo for the fifth consecutive year, presented by the Hong Kong Council of Social Service. This distinguished logo showed the Group's continuous commitment to care for the environment, employees and community in the past years.

普匯中金榮獲由香港社會服務聯會頒發的商界展關懷 5+ 標誌，以表揚本集團對關愛社區的承諾。這卓越標誌對本集團在環境、員工和社區方面的多年貢獻作出了肯定。

憑藉於社會責任方面的貢獻和對環保商業實踐的努力，本集團榮獲得多個標誌和獎項，印證其發展里程上的成功：



For the third consecutive year, the Group participated in the Green Office Award Labelling Scheme organised by WGO and awarded the Green Office 3+ Label and Eco-healthy Workplace Label, to recognise our commitment on implementing green office measures.

Chinlink has implemented nine best practice standards in the scheme and continued to integrate a green and healthy culture into the daily business and office operations.

本集團連續三年參與由世界綠色組織舉辦的綠色辦公室獎勵計劃並獲頒綠色辦公室 3+ 標誌和健康工作間標誌，以表揚我們在推行綠色辦公室措施的努力。

普匯中金已實施計劃內的九項最佳實踐標準，並會繼續將綠色健康的文化融入日常業務和辦公室營運當中。





9 Looking Forward 展望將來

Chinlink has employed strategic approach to infiltrate sustainability into the formation of business best practices through engaging its stakeholders, developing an environmentally conscious operation, and nurturing a sustainable corporate culture. We understand the importance of balancing business operations with environmental and social considerations. Therefore, we will continue to engage with our key stakeholders including employees and investors and explore ways to better conserve resources so as to contribute to the future generations.

At Chinlink we are integrating our global resources to build an ecosystem capable of delivering comprehensive financial services and innovation solutions to fast-growing companies across China to maximise their full potential, increase their competitiveness and long-term sustainability.

普匯中金已採取策略性方針，通過持份者參與、發展具環保意識的營運及培養可持續的企業文化，將可持續發展滲透至企業的最佳實踐當中。我們明白保持業務營運與環境及社會考慮因素平衡的重要性。因此，我們將繼續與關鍵的持份者，如員工和投資者進行互動，探索更完善的資源節約方式，從而為下一代作出貢獻。

普匯中金正整合集團的全球資源，構建一個能為中國高增長企業提供綜合金融服務和創新解決方案的產業生態圈，以充分發揮其潛力、提升其競爭力及長期可持續性。





ESG Content Index

環境、社會及管治內容索引

Aspect 層面	KPI 關鍵績效 指標	Description 描述	Statement / Section 聲明 / 章節	Page No. 頁數
A. Environment 環境				
A1. Emission 排放物				
A1	General disclosure 一般披露	Information on: (a) the policies; and (b) compliances 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. 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： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	7 Environmentally Conscious Operation 環保營運	16 - 20
	A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	7.2 Energy Consumption and Greenhouse Gas Emission 能源消耗與溫室氣體排放	19
	A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 溫室氣體總排放量（以噸計）及（如適用）密度（如以每產量單位、每項設施計算）。	7.2 Energy Consumption and Greenhouse Gas Emission 能源消耗與溫室氣體排放	19
	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	The Group does not generate significant hazardous waste, and thus the relevant data were not disclosed. 本集團並無產生重大的有害廢棄物，因此相關數據未有披露。	N/A 不適用
	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	7.4 Waste Management 廢棄物管理	20
	A1.5	Description of measures to mitigate emissions and results achieved. 描述減低排放量的措施及所得成果。	7.2 Energy Consumption and Greenhouse Gas Emission 能源消耗與溫室氣體排放	18 - 19
	A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved. 描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果。	7.4 Waste Management 廢棄物管理	20

Aspect 層面	KPI 關鍵績效 指標	Description 描述	Statement / Section 聲明 / 章節	Page No. 頁數
--------------	-------------------	-------------------	--------------------------------	----------------

A. Environment 環境

A2. Use of Resources 排放物

A2	General disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源 (包括能源、水及其他原材料) 的政策。	7 Environmentally Conscious Operation 環保營運	16 - 20
	A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源如 電、氣或油) 總耗量 (以千個千瓦時計算) 及密度 (如以每產量單位、每項設施計算)。	7.2 Energy Consumption and Greenhouse Gas Emission 能源消耗與溫室氣體排放	18
	A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度 (如以每產量單位、每項設施計算)。	7.3 Water Consumption 耗水量	19
	A2.3	Description of energy use efficiency initiatives and results achieved. 描述能源使用效益計劃及所得成果。	7.2 Energy Consumption and Greenhouse Gas Emission 能源消耗與溫室氣體排放	18 - 19
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved. 描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果。	7.3 Water Consumption 耗水量	19
	A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量 (以噸計算) 及 (如適用) 每生產單位佔量。	Packaging material is not material to the Group's operations, therefore was not recorded. 包裝材料對於本集團的營運並不相關，因此並無記錄。	N/A 不適用

A3. The Environment and Natural Resources 環境及天然資源

A3	General disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	7 Environmentally Conscious Operation 環保營運	16 - 20
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	7 Environmentally Conscious Operation 環保營運	16 - 20

B. Social 社會

B1. Employment 僱傭

B1	General disclosure 一般披露	Information on: (a) the policies; and (b) compliances 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 welfares. 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： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	5.1 Employee Care 員工關懷	7 - 12
----	----------------------------	---	---------------------------	--------

Aspect 層面	KPI 關鍵績效 指標	Description 描述	Statement / Section 聲明 / 章節	Page No. 頁數
--------------	-------------------	-------------------	--------------------------------	----------------

B. Social 社會

B1. Employment 僱傭

B1	B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	5.1 Employee Care 員工關懷	7
	B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	5.1 Employee Care 員工關懷	7

B2. Health and Safety 健康與安全

B2	General disclosure 一般披露	Information on: (a) the policies; and (b) compliances 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. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	5.1 Employee Care 員工關懷	7 - 12
	B2.1	Number and rate of work-related fatalities. 因工作關係而死亡的人數及比率。	5.1 Employee Care 員工關懷	9 - 10
	B2.2	Lost days due to work injury. 因工傷損失工作日數。	5.1 Employee Care 員工關懷	9 - 10
	B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	5.1 Employee Care 員工關懷	9 - 11

B3. Development and Training 發展及培訓

B3	General disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. 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。	5.1 Employee Care 員工關懷	9
	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別（如高級管理層、中級管理層等）劃分的受訓僱員百分比。	5.1 Employee Care 員工關懷	9
	B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	5.1 Employee Care 員工關懷	9

B4. Labour Standards 勞工準則

B4	General disclosure 一般披露	Information on: (a) the policies; and (b) compliances with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	5.1 Employee Care 員工關懷	8
	B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	5.1 Employee Care 員工關懷	8
	B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	5.1 Employee Care 員工關懷	8

Aspect 層面	KPI 關鍵績效 指標	Description 描述	Statement / Section 聲明 / 章節	Page No. 頁數
B5. Supply Chain Management 供應鏈管理				
B5	General disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	5.3 Responsible Operating Practices 盡責的營運實踐	13 - 14
	B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Number of suppliers by geographical region was not disclosed. 按地區劃分的供應商數目未有披露。	N/A 不適用
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法。	5.3 Responsible Operating Practices 盡責的營運實踐	13 - 14
B6. Product Responsibility 產品責任				
B6	General disclosure 一般披露	Information on: (a) the policies; and (b) compliances 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. 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： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	5.3 Responsible Operating Practices 盡責的營運實踐	13 - 14
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	There was no material non-compliance regarding product responsibility during the Year. 本年度內沒有與產品責任重大的相關違規事件。	N/A 不適用
	B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	5.3 Responsible Operating Practices 盡責的營運實踐	13 - 14
	B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Intellectual property right is not material to the Group's operations, therefore was not disclosed. 知識產權對於本集團的營運並不相關，因此未有披露。	N/A 不適用
	B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	5.3 Responsible Operating Practices 盡責的營運實踐	13 - 14
	B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 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。	5.3 Responsible Operating Practices 盡責的營運實踐	13 - 14

Aspect 層面	KPI 關鍵績效 指標	Description 描述	Statement / Section 聲明 / 章節	Page No. 頁數
B7. Anti-Corruption 反貪污				
B7	General disclosure 一般披露	Information on: (a) the policies; and (b) compliances with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	6 Corporate Governance 企業管治	15
	B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	6 Corporate Governance 企業管治	15
	B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	6 Corporate Governance 企業管治	15
B8. Community Investment 社區投資				
B8	General disclosure 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. 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。	5.2 Community Engagement 社區參與	11 - 12
	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇 (如教育、環境事宜、勞工需求、健康、文化、體育)。	5.2 Community Engagement 社區參與	11 - 12
	B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源 (如金錢或時間)。	5.2 Community Engagement 社區參與	11 - 12



CHINLINK INTERNATIONAL HOLDINGS LIMITED
普匯中金國際控股有限公司

www.chinlinkint.com

CONTACT INFORMATION

If you have any comments or suggestions regarding to this Report, please contact the Group through the channels below:

Suites 5-6, 40/F.,
One Exchange Square,
8 Connaught Place,
Central, Hong Kong

Tel: (852) 2126 6333
Fax: (852) 2126 6399
E-mail: ir@chinlinkint.com

聯絡資訊

如對本報告有任何意見或建議，
您可通過以下方式與本集團聯絡：

香港中環康樂廣場 8 號
交易廣場 1 座 40 樓 5-6 室

電話：(852) 2126 6333
傳真：(852) 2126 6399
電子郵件：ir@chinlinkint.com

