

ENVIRONMENTAL
SOCIAL AND
GOVERNANCE
REPORT
2019



Trinity Limited
Incorporated in Bermuda
with limited liability
Stock Code: 891

CERRUTI 1881



D'URBAN

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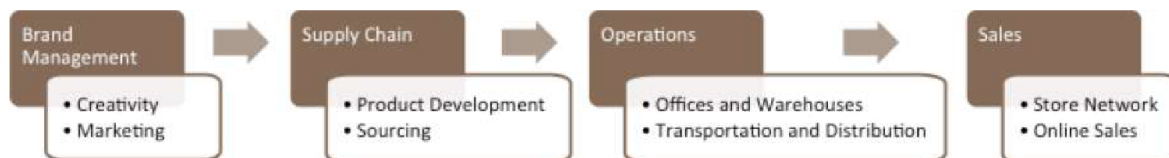
About this Report

This report is the fourth stand-alone environmental, social and governance (“ESG”) report for Trinity Limited (the “Company” or “Trinity”) and its subsidiaries (together the “Group”) covering the period from 1 January 2019 through 31 December 2019.

While the scope of this report is aligned with the Company’s 2019 Annual Report, its content has been informed by the principle of materiality. To identify the material topics, we reviewed industry disclosure practices with a focus on the environmental and social impacts of our operations and sales activities in Greater China and Europe, as well as our approaches to brand management and supply chain management.

The content of this report satisfies the “comply or explain” provisions for The Stock Exchange of Hong Kong (“HKEX”) Main Board Listing Rule 13.91 and Appendix 27 ESG Reporting Guide. The disclosures made in this report are intended to complement ESG information discussed in the Discussion and Analysis section of the Directors’ Report in our 2019 Annual Report, as required by HKEX Main Board Listing Rules Appendix 16.

Global Value Chain



Engaging with our Stakeholders

We believe that engaging our stakeholders is important because good communication helps us identify and prioritise risks and opportunities for our business.

This year, we conducted a survey with our employees to seek their views and expectations with respect to our ESG performance. Our employees are brand ambassadors and integral for the Group’s success. Many are also loyal customers of our products, which give them a unique perspective on our business. Our survey invited employees to provide their feedback on our environmental performance, supply chain management, employee health and safety, and the impacts of our community investment programmes. The results of the survey help to provide us with a clearer understanding of issues that are important to our employees so that we can develop strategic initiatives to address them.

Message from our President

Trinity is delighted to present this ESG Report which showcases our continuous efforts to integrate sustainability into our business. We are dedicated to ethical and responsible corporate governance, and to conduct our business within the guidelines of our Code of Conduct and Business Ethics. It is essential to understand the concerns of our stakeholders in order to manage our sustainability performance efficiently. This year, we have engaged our internal stakeholders to gain valuable feedback on our ESG performance as well as ESG risks and opportunities. We have ensured that Trinity's ESG risks and strategies are overseen by the Board, with support from our Senior Management Team. We will continue to pursue excellence in our sustainability journey as we grow and develop our business.

Building trust with our customers is critical for the sustainability of the Company. The emergence of new technologies in the e-Commerce sector has led to shifts in customer behaviours. We are aware of the associated risks and opportunities arising from this global trend as more of our businesses go online. In view of this, we implement proper controls on data protection and customer privacy to mitigate any potential negative impacts. Furthermore, we work closely with our suppliers and partners to ensure our principles are embraced throughout all aspects of our operations.

It has always been our main objectives to cultivate a caring company culture and provide ample opportunities for professional and personal development. We continue to promote employee well-being through a spectrum of staff benefits, initiatives and activities. Recognising the importance of succession planning, we identified and arranged training and development programmes tailored to our employees' needs. We are fully conscious of the environmental impacts that may arise from our operations. We endeavour to foster a sense of environmental stewardship within the Company and strive to improve our resource efficiency.

In 2019 and the years beyond, we see remarkable opportunities in enhancing environmental performance, staff well-being and social responsibility and will continue to pursue excellence in our sustainability journey.

Paul David Haouzi
President

Hong Kong, 5 June 2020

Our Business

Trinity is a premium menswear retailer headquartered in Hong Kong with key operations in Greater China and Europe. We manage four international menswear brands, namely Gieves & Hawkes, Kent & Curwen, CERRUTI 1881 and D'URBAN. As at 31 December 2019, our retail network comprised of 221 stores, of which 212 were located in Greater China including Mainland China, Hong Kong, Macau and Taiwan. We have developed one of the largest premium menswear retail networks in Greater China by successfully introducing, promoting and managing premium menswear and accessories under our international brands.

Our corporate culture is customer-centric with teams in Europe and Asia working closely together to deliver product with high quality. Under our brand management structure, we have appointed function heads in Asia to oversee all key functions of our business in Asia including marketing, buying and retail execution. The European team focuses on design and product development as well as brand building. Our supply chain network also continues to reflect the European heritage and traditions that we embody through our brands together with the evolving nature of our business with increasing focus on opportunities in the Greater China market.

Global Presence as at 31 December 2019

	Greater China			Europe
	Hong Kong & Macau	Mainland China	Taiwan	
Stores	29	143	40	9
Offices	Hong Kong SAR	Shanghai	Taipei	London, Paris
Employees	359	914	180	United Kingdom: 127 France: 19
Product Origin for retail business (Note)		42%		58%

Note: Refer to purchases of finished products of the Group.

Our Business

Brands & Identity

The rise of e-Commerce provides unparalleled opportunities to expand the reach of our heritage brands to more customers, while providing new and existing customers with convenient access to information about our products and physical retail network, as well as online purchases. We are in the process of laying the foundations for a truly omni-channel experience across all of our brands. In doing so, overall satisfaction of our customers with their e-Commerce transactions — what we call ‘e-fulfillment’ — is our priority.

Trademark and intellectual property rights (IPR) protection are integral to our strategy for protecting our heritage brands. Our trademarks are registered on the IPR registration with China Customs, which helps to prevent counterfeits from entering the marketplace. We employ company-wide Product Trademark Usage Guidelines and combat trademark infringements when it is appropriate to do so. In addition, we have a team that maintains and monitors updates to the Trademark registration record.

Our Customers

We strive to cultivate a long-term and loyal customer base by delivering highly personalised service to our customers before, during and after their purchases. Our brands with strong tailoring heritage, Gieves & Hawkes and CERRUTI 1881, continue to focus on offering our customers personal tailoring services. At the same time, in line with our customers’ increasing demand for e-Commerce interactions, we invested with key online partners such as Tmall, Farfetch and Mr Porter and using social media channels, such as WeChat, to enhance our online presence and services.



Gieves & Hawkes is proud to hold three Royal Warrants of Appointment to HM The Queen, HRH The Duke of Edinburgh and HRH The Prince of Wales.



True to the brand’s strong tailoring heritage, personal tailoring services are available at Gieves & Hawkes, and CERRUTI 1881.

Our Business

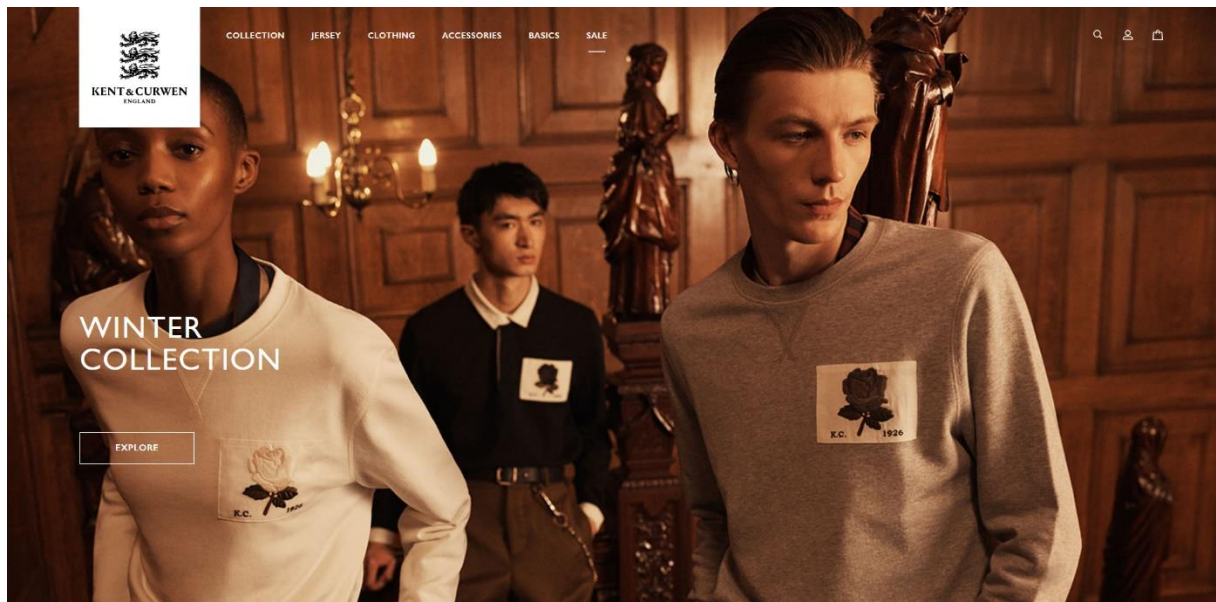
Data Protection and Customer Privacy

We respect our customers and value their privacy. In compliance with local applicable data privacy regulations, we limit the collection and use of personal information to that which is necessary for our business and we apply strict standards of security and confidentiality.

As we expand our presence online in retailing through e-Commerce platforms, we are simultaneously strengthening our data protection procedures to ensure that our customers' privacy is well protected. We have relevant policies and procedures in place with respect to transparency of data collection and use, rights to access personal information that we have collected and security measures for prevention of the theft and/or accidental disclosure of data.

In addition to engaging a security consultant to undertake our core business application systems in a secure data protection standard, we work closely with our outsourced data security team to review and assess potential data protection impacts on our business on a regular basis.

We have vetting processes in place to ensure that adequate security measures have been implemented by third-party service providers. For example, all of our e-Commerce websites utilise secure hypertext transfer protocol secure (HTTPS) with authentication and bidirectional encryption to protect the privacy, integrity and security of data exchange.



Kent & Curwen's e-Commerce website protects the privacy, integrity and security of data exchange.

Our Business

Corporate Values

Trinity's corporate values are fourfold: To be ethical, to be a good corporate citizen, to respect the environment and to respect the communities in which we live and work. These values guide the conduct of our employees internally as well as the Company's relationships with customers, business partners and shareholders.

Our Code of Conduct and Business Ethics (the "Code") provides a framework for all of the Company's operations and sets out standards of behaviour for all employees, including day-to-day business conduct, customer service interactions and working with suppliers. Implementation of the Code's guidance on anti-bribery and anti-corruption is supported by our Whistle-blowing Policy. We encourage our employees to report instances of misconduct. Any reports that we receive will be investigated by our Human Resources team or Chief Compliance and Risk Management Officer, and in all cases, the identity of the complainant is protected. Furthermore, all our newly joined staff are well communicated with the Code and Whistle-blowing Policy, ensuring that they fully understand the Company's ethical standards. In 2019, no incidents of fraud or misconduct that have significant effect on the Group's financial statement and overall operations were reported by employees, shareholders or other stakeholders.

The Group is committed to responsible corporate governance and to maintaining strong governance practices to ensure proper monitoring of risk management, internal controls and other compliance matters. The Board is responsible for setting the Company's overall ESG strategy, evaluating ESG-related risks and implementing sustainability practices. The Board is informed for any major changes and potential risks assessed periodically. It is supported by our management team, including Chief Executive Officer, President, Head of Finance, and Chief Compliance and Risk Management Officer, who implement risk management and internal control systems. Our Corporate Governance Division reports to the Audit Committee of the Board on the implementation of preventative measures and corrective actions.

United Nations Global Compact

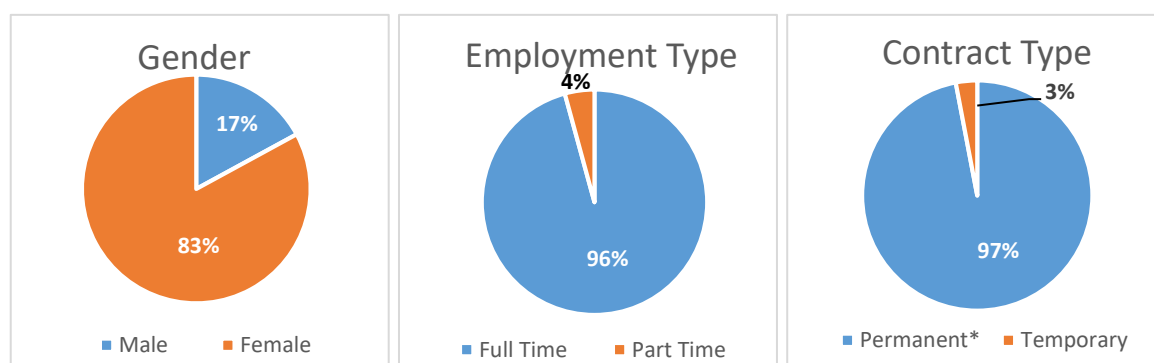
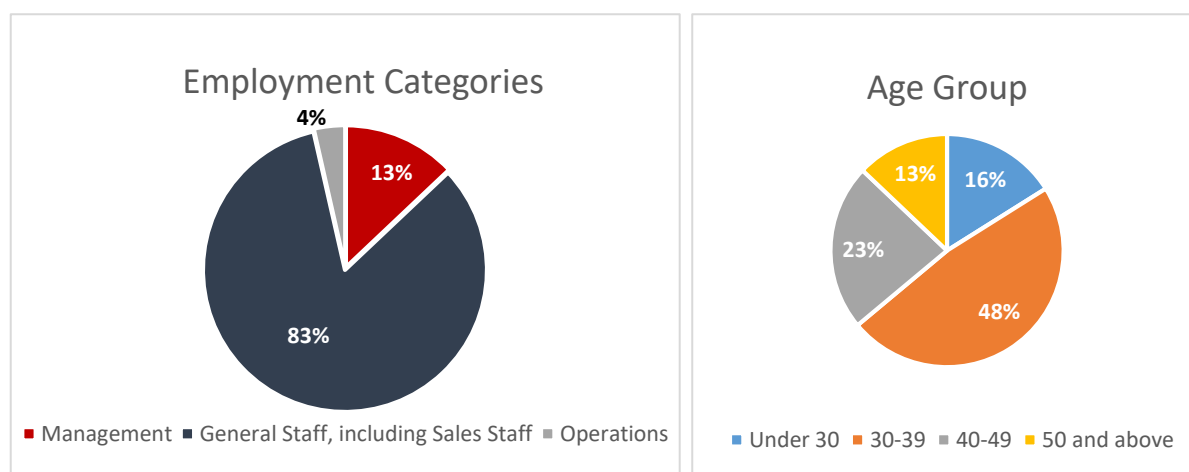
Trinity Limited is a member of the United Nations Global Compact ("UNGC") since 2010 and is committed to upholding its ten principles. Derived from the Universal Declaration of Human Rights, the International Labour Organisation's ("ILO") Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption, the UNGC's ten principles provide a framework for businesses to meet their fundamental responsibilities in the areas of human rights, labour, environment and anti-corruption. For example, the UNGC's principles on labour cover issues such as child labour, forced labour and discrimination.

Our People and Community

Our People and Community

As at 31 December 2019, the Group employed 1,599 people globally, 96% of whom are employed on a full-time basis. Female employees represent 83% of our total workforce, 62% of our management team (defined as all employees at Assistant Manager Level and above) and 47% of our senior management team (defined as all employees at Assistant General Manager Level and above).

Profile of our People in 2019

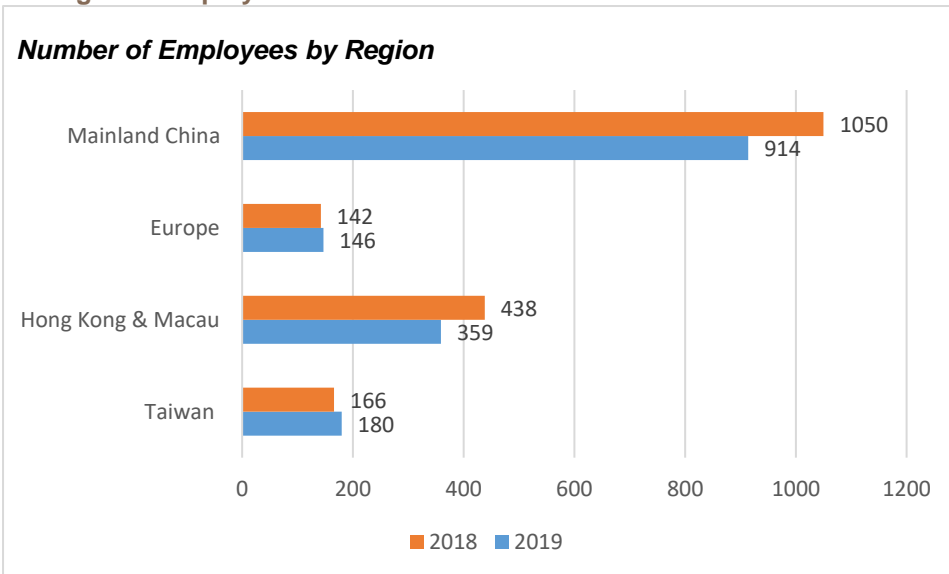


* including Mainland China long term contractual staff, subject to contract renewal

Our People and Community

At the end of 2019, approximately 21% of employees (342 staff members) have been with us for over 10 years and approximately 5% of employees (76 staff members) have served us for more than 20 years.

Changes in Employment and Turnover in 2019



Employee Turnover by Gender and by Region

Total Rate of Turnover for all Employees (note 1)				46%	
By Gender	Male	59%	By Region	Europe	41%
	Female	44%		Hong Kong & Macau	77%
			Mainland China	37%	
			Taiwan	38%	

Note:

1. The above rate of turnover included one-off restructuring exercise conducted in 2019.

Our People and Community

Policy of Non-Discrimination

Our policy on non-discrimination states that our employees will not be subject to discrimination or harassment because of sex, age, marital status, race, religion, nationality or disability. Nor will these factors affect Trinity's decisions regarding any aspect of employment, including recruitment. As part of this commitment, we seek to employ persons of different nationalities and we do not apply age or gender preferences when recruiting new staff.

Professional Development

At Trinity, we deeply value our people by investing in their development. We believe that cultivating our highly skilled workforce and supporting employees' long-term career goals are integral to sustaining and strengthening our economic performance. As such, we offer a wide array of professional development programmes, ranging from leadership training to seasonal product training.

Our Total Service Management programme ("TSM") for all retail staff is designed to improve customer service, sales and product knowledge. The programme covers new staff orientation, seasonal product training, visual display, customer service standards, selling techniques and fabric training. We also teach management and self-motivation skills to help our colleagues respond to a rapidly changing marketplace.

Our Study Sponsorship Policy is another core component of our professional development programme. This policy encourages staff to build upon their existing skill-sets, industry connections and knowledge by providing sponsorships to support external job-related training and education. It covers a range of external training, including courses, seminars, conferences, workshops, skills training, experiential learning and experience sharing sessions.

This year, our Greater China and Europe management joined the Fung Retailing Annual Conference "Embrace the New Retail Evolution" to exchange expert knowledge and insights in the industry. Furthermore, office training was provided to staff in Taiwan operations to refresh and enhance skillsets in desktop applications.

Our retail staff received comprehensive Total Service Management training.



Our People and Community

Employee Training in 2019

In 2019, our employees in Hong Kong, Macau, Mainland China and Taiwan participated in over 14,900 hours of TSM retail training.

		Retail (TSM) Training		Other Management Training	
		Attendance	Average Hours	Attendance	Average Hours
Total for all Employees		2,784	4.6	588	3.8
By Category	Management	430	4.3	56	2.7
	General Staff (including sales)	2,354	4.6	532	4.0

Caring for Ourselves

We believe that a healthy and happy workforce creates a positive and productive work environment, which in turn, enhances our overall performance.

We publish a regular internal newsletter that addresses employee health concerns and provides tips on work-life balance and mental health. Professional counsellors are also available to assist staff members in person with issues relating to mental health and work, family and personal stress. Furthermore, birthday parties and festive celebrations are arranged for staff to promote their well-being.



Trinity Birthday Party



Chinese New Year Celebrations

Our People and Community

Work-Life Balance

As part of our commitment to being an employer of choice, we respect our employees' lives outside of work. In addition to providing maternity leave and paternity leave in accordance with local statutory requirements, we offer our employees additional family and personal time, including flexible time off, marriage leave, birthday leave, compassionate leave and examination leave. Under our Community Service Leave Policy, we offer full pay for up to two days away from work in order to encourage our employees to participate in charitable and community activities. We also offered birthday leave to give our employees extra personal time to celebrate their birthdays.

To encourage collaboration and team work, we regularly organise company-wide staff recreational and team bonding activities which aim to accommodate the diverse interests of our employees. In 2019, we arranged a pressed flower cup set workshop for our employees in Hong Kong. In Taiwan, we organised a family outing day for our staff and their families to spend quality time together. We also held parties during Tuen Ng Festival and Mid-Autumn Festival for our employees in Mainland China to share the joy during the festive seasons.



*Pressed flower cup set
workshop in Hong Kong*

Our People and Community

Health & Safety in the Workplace

We are committed to providing our employees with a safe and secure working environment. In accordance with our Occupational Health & Safety (“OHS”) Policy, we strive to ensure that all work and work-related activities are performed in a responsible and safe manner in compliance with applicable laws and regulations.

Our OHS Policy covers all operations, including our warehouses, offices and retail stores, and contains guidelines specific to the nature of work carried out by employees in each of these environments. Our OHS Management Committee and regional working committees, established in 2012, ensure that the OHS Policy and guidelines are effective and followed consistently. These committees review the OHS Policy regularly and develop new guidelines for implementation as and when required.

To keep our employees safe, we conduct regular review on our outsourced warehouses regarding health and workplace safety measures. We have health and safety guidelines in place for all retail stores and a safety training video for retail staff in Putonghua, Cantonese and English. This year, we organised various health talks for our staff including a vision screening and eyecare seminar in Hong Kong, a stress management talk in Taiwan and a health talk on cervical spondylosis in Mainland China.

Health talk on cervical spondylosis for our employees in Mainland China.



Our People and Community

In 2019, Trinity experienced no workplace fatalities and incurred 117 lost man-days due to work injury. The bulk of these lost days are attributed to accidents experienced by employees when on their way to/from work. These accidents are considered to be “work-related” according to local labour law even though they did not occur in the workplace.

Caring for Others

We encourage our employees to participate in community service programmes through our Community Service Leave policy (described above) and other initiatives. In 2019, our employees participated 91 times in 3 events across the Greater China region. We conducted fundraising events and made donations to benefit various non-governmental and charitable organisations such as Médecins Sans Frontières (“MSF”), Christian Action, World Vision and Green Sense.

Skip-a-Meal campaign 2019.



This year, we continue to participate in the Skip-a-Meal campaign to support World Vision in providing food, health, nutrition and livelihood assistance to children and families living in conflict affected areas. Around 45 colleagues participated in the campaign to help children and their families obtain clean water, cooking utensils and supplementary nutrition to improve their health. We are proud to play our part in supporting World Vision, and of this worthy cause.

Our Environmental Footprint

Our Environmental Footprint

We are committed to mitigating our environmental impacts and to integrating responsible environmental practices into all aspects of our business. As stated in our Environmental Policy, we comply with local laws and regulations concerning the environment and environmental protection in every jurisdiction in which we operate. We strive to continuously improve our environmental performance by conserving natural resources.

Our Sustainability Management in Achieving Reduce, Reuse, Recycle Targets (“SMART”) team is comprised of colleagues from various departments and regions. The team educates and engages colleagues in different areas of our business to improve our overall environmental performance.

Hong Kong Environmental Initiatives at a Glance

<p>ENERGY SAVING CHARTER Member since 2014</p>	<p>WASTEWISE SCHEME Participants since 2010</p>
<p>INDOOR TEMPERATURE CONTROL 24°-26°C in summer months</p>	<p>WASTE SEPARATION & RECYCLING Paper, plastic, metals & glass</p>
<p>ENERGY SAVING CHARTER Implemented at all stores</p>	<p>100% RECYCLED PAPER For general office use</p>
<p>SWITCHING OFF Computers, lights and appliances in offices and across our store network when not in use</p>	<p>PLASTIC BAG CHARGING SCHEME 100% fees donated to Environmental NGOs in support of projects to reduce plastic waste</p>

The majority of our greenhouse gas emissions arise from the consumption of purchased (grid) electricity. We use municipal water supplies for general cleaning and toilet facilities in our offices and warehouses, and we collect water consumption data for all premises where water metering is available.

Our Environmental Footprint

Highlights of Environmental KPI for 2019

Please refer to the ESG KPI Summary Table on page 20 which provides information about the basis of calculation for this data. We also disclose additional Environmental KPIs in the ESG KPI Summary Table.

KPI	Description	Unit	Hong Kong & Macau		Mainland China		Taiwan		United Kingdom	
			2018	2019	2018	2019	2018	2019	2018	2019
A1.2	Greenhouse gas emissions									
	Scope 1									
	GHG emissions from vehicles	tonnes CO2e	37.6	3.8	13.6	4.9	-	-	-	-
	Scope 2									
	GHG emissions from purchased electricity	tonnes CO2e	1,166.1	531.1	3,714.1	1,875.6	174.7	205.4	85.7	164.4
	Scope 1 & Scope 2 combined	tonnes CO2e	1,203.7	534.9	3,727.7	1,880.5	174.7	205.4	85.7	164.4
A1.3	Hazardous waste produced									
	Hazardous waste produced	tonnes	-	-	-	-	-	-	-	-
A1.4	Non-hazardous waste produced									
	Paper waste (recycled)	tonnes	2.2	2.4	-	-	-	-	-	-
	Plastic waste (recycled)	tonnes	0.6	0.001	-	-	0.5	-	-	-
A2.1	Energy consumption and intensity									
	Diesel for vehicles	'000 litres	7.4	-	-	-	-	-	-	-
	Unleaded petrol for vehicles	'000 litres	6.3	1.4	5.0	1.8	-	-	-	-
	Electricity purchased from grid	'000 kWh	1,968.4	749.1	5,394.0	2,823.0	285.5	335.6	302.7	580.9
	Intensity of electricity consumption	'000 kWh/sqm/ year	0.1	0.2	0.2	0.09	0.1	0.08	0.1	0.3
A2.2	Water consumption and intensity									
	Municipal water use	cbm	-	-	-	-	-	-	254.2	162.0
	Intensity of municipal water consumption	cbm/sqm/ year	-	-	-	-	-	-	0.1	0.08

Our Environmental Footprint

Energy Management in our Retail Network

We are actively managing electricity consumption in our network of stores in order to reduce environmental impacts and costs. Since July 2017, we have been utilising the CLP GREEN PLUS Energy Billboard to help us track and manage energy use in our stores located in Kowloon and the New Territories of Hong Kong that are served by China Light & Power (CLP). This energy-benchmarking tool is helping us gain a better understanding of electricity consumption patterns in our retail network. It allows us to compare the monthly energy consumption of our stores with peers in the retail industry and also provides recommendations on targeted measures to improve our energy performance, such as replacing light fixtures with energy-efficient light-emitting diodes (LEDs), which is now our standard practice in all new stores.



Our stores and offices dimmed the lights and switched off unnecessary electrical appliances in support of the Earth Hour Campaign.

Lean and Green

We believe that environmentally responsible practices make good business sense because in addition to reducing our environmental footprint, greater efficiency in our business also reduces costs. Guided by the “Three Rs” of Reduce, Reuse and Recycle, we embrace resource conservation and practical resource management.

Throughout our retail network, we try to minimise consumption of packaging materials and use sustainable materials for necessary packaging as much as possible. In our stores, for example, we use sustainable paper and cardboard packaging, including materials that are recyclable or derived from sustainable sources. We also promote the reuse of equipment, supplies and in-store displays. Cardboard boxes used in our warehouse, for example, contain up to 30% recycled content, and are recycled when they are no longer fit for reuse.

Our Environmental Footprint

We communicate our sustainability objectives to our designers so that they use sustainable materials in product design, where practicable. Our garments are high quality and durable; they are designed and manufactured to be valued by our customers and worn over the long-term rather than quickly discarded into a landfill. Consistent with this philosophy, we make careful use of labelling and frontline staff to educate our customers about the care of our garments to increase their longevity. Our end-of-season stock is retired in our outlet stores and through staff sales.

Since many of our products are manufactured in Europe, we continuously seek to optimise transportation efficiencies to help us realise carbon and financial savings. We assess modes of transport, for example, sea versus air, and seek to reduce the environmental impacts of transporting our products to the extent that is feasible.

Reducing Waste Through Reusing and Recycling

Our employees are encouraged to practice waste separation and recycling, wherever possible. In our new head office, the waste collection and disposal is handled by a centralised system that is managed by the property management company of building, so we are working with other tenants and building management to implement building-wide waste and recycling measures to help us track our waste.

In October 2019, we participated in the 10th No Air Con Night 2019 organised by Green Sense. This event encourages our employees to turn off air conditioning at home for 12 hours to save energy. Our staff pledged to this annual territory-wide energy saving campaign which promotes energy saving habits and wise use of air conditioning.

*A Poster for the
10th No Air Con Night 2019*



Our Supply Chain

Our Supply Chain

As outsourcing of production becomes an increasingly important aspect of our supply chain, we are strengthening our management processes to mitigate social and environmental risks, while exploring new opportunities to improve our performance through our relationships with suppliers.

We endeavour to source environmentally responsible fabrics and employ clean, low-carbon modes of transport, whenever practicable. Our product development, sourcing and production teams work actively with suppliers to identify fabric mills that have international accreditations. Since 2011, we do not buy fabric from mills that use Uzbek cotton because we believe the Uzbek Government's forced labour system violates fundamental international and human rights conventions.

Animal welfare is a key consideration in our core business and we manage animal welfare proactively in our supply chain. We have established an Animal Welfare Policy that insists upon the humane treatment of animals. We expect our suppliers to uphold practical and commercially viable standards of animal welfare, including with respect to animal handling, housing, grazing and care for general health, welfare and wellbeing. We do not accept the use of fur from endangered species and we do not accept the mulesing of sheep. We are working closely with our suppliers to ensure that they understand our new policy and abide by our expectations.

Vendor Compliance

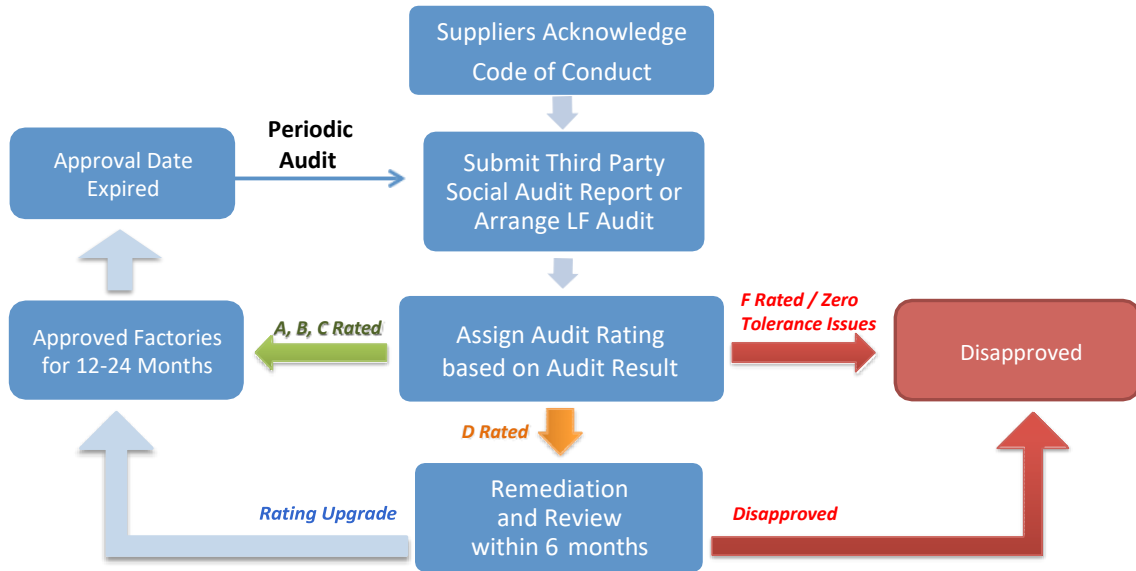
We outsourced a majority of production and merchandising of three brands, namely, Gieves & Hawkes, Kent & Curwen and CERRUTI 1881 to Li & Fung Limited ("LF"). For these brands, LF is responsible for selecting all suppliers and for overseeing vendor compliance. We continue to handle supplier sourcing and vendor compliance for our licensed brand, D'URBAN.

Under our supply chain management framework, we work closely with the vendor compliance team from sourcing agent to monitor social compliance in our supply chain. All suppliers are required to sign and acknowledge our Supplier Code of Conduct, which details the principles and practices that we expect them to uphold. The Supplier Code of Conduct also applies to our sourcing agent. Our requirements are based on local and national laws and regulations, the International Labour Organisation's core conventions and internationally recognised occupational health, safety and environmental standards, with particular emphasis on workers' safety and workers' rights to collective bargaining and freedom of association. In addition, the Supplier Code of Conduct stipulates voluntary labour and working age requirements to avoid child and forced labour.

The compliance team from sourcing agent conducts periodic reviews to ensure compliance with our Supplier Code of Conduct and "zero-tolerance issues". In 2019, no supplier failed its compliance audit.

Our Supply Chain

Vendor Compliance Monitoring Procedure



Quality Assurance

Quality assurance is an essential part of our business. We have rigorous systems in place to ensure product safety and compliance with all laws and regulations in the various markets in which we operate.

We strive to source materials that meet international requirements such as Oeko-Tex 100, Azo-free, REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) and RoHS (Restriction of Hazardous Substances) to ensure that our fabrics do not contain legally prohibited substances or chemicals that are known to harm health, and we conduct pre-tests of key materials to establish quality and safety. Our laboratory tests in Mainland China are conducted in accordance with China Inspection and Quarantine protocols to assure compliance with relevant P.R. China national standards, for example, GB 18410-2010. We are not aware of any material non-compliance or breach of legislation relating to product safety in 2019.

It is our policy to label our products in accordance with applicable local requirements. We have systems in place to ensure that our product labels accurately reflect product specifications and quality standards. Our brand management team reviews, verifies and approves all marketing memorandums published by individual brands prior to release to assure the integrity and accuracy of the information.

ESG KPI Summary Table

ESG KPI Summary Table

The KPI numbers and descriptions in this section of the report correspond to the HKEX Main Board Listing Rules Appendix 27 ESG Reporting Guide.

Emissions and Waste & Use of Resources (HKEX Comply/ Explain Provisions)

KPI	Description	Note	Unit	Hong Kong & Macau		Mainland China		Taiwan		United Kingdom	
				2018	2019	2018	2019	2018	2019	2018	2019
A1.1	Emissions from vehicles										
	NOx	1	kg	115.7	0.9	-	-	-	-	-	-
	SOx	1	kg	0.2	0.005	0.1	0.004	-	-	-	-
	Particulate matter	1	kg	5.4	0.02	-	-	-	-	-	-
A1.2	Greenhouse gas emissions										
	Scope 1										
	GHG emissions from vehicles	2	tonnes CO2e	37.6	3.8	13.6	4.9	-	-	-	-
	Scope 2										
	GHG emissions from purchased electricity	2	tonnes CO2e	1,166.1	531.1	3,714.1	1,875.6	174.7	205.4	85.7	164.4
	Scope 1 & Scope 2 combined	2	tonnes CO2e	1,203.7	534.9	3,727.7	1,880.5	174.7	205.4	85.7	164.4
A1.3	Hazardous waste produced										
	Hazardous waste produced	3	tonnes	-	-	-	-	-	-	-	-
A1.4	Non-hazardous waste produced										
	Paper waste (recycled)		tonnes	2.2	2.4	-	-	-	-	-	-
	Plastic waste (recycled)		tonnes	0.6	0.001	-	-	0.5	-	-	-
A2.1	Energy consumption and intensity										
	Diesel for vehicles		'000 litres	7.4	-	-	-	-	-	-	-
	Unleaded petrol for vehicles		'000 litres	6.3	1.4	5.0	1.8	-	-	-	-
	Electricity purchased from grid	4	'000 kWh	1,968.4	749.1	5,394.0	2,823.0	285.5	335.6	302.7	580.9
	Intensity of electricity consumption	5	'000 kWh/sqm/ year	0.1	0.2	0.2	0.1	0.1	0.1	0.1	0.3

ESG KPI Summary Table

Emissions and Waste & Use of Resources (HKEX Comply/ Explain Provisions) (cont'd)

KPI	Description	Note	Unit	Hong Kong & Macau		Mainland China		Taiwan		United Kingdom	
				2018	2019	2018	2019	2018	2019	2018	2019
A2.2	Water consumption and intensity										
	Municipal water use		cbm	-	-	-	-	-	-	254.2	162.0
	Intensity of municipal water consumption for offices		cbm/ sqm/ year	-	-	-	-	-	-	0.1	0.1
A2.5	Total packaging material used										
	Packaging materials	6	tonnes	40.4	22.4	27.7	17.4	-	-	-	-
	Data for intensity calculations										
	Floor area of offices	7	sqm	2,872	1,848	1,764	1,929	360	360	749	893
	Floor area of shops (adjusted figure)	8	sqm	3,415	2,738	22,431	22,115	3,937	3,858	1,143	1,615
	Floor area of warehouse	9	sqm	7,086	-	4,944	6,682	-	-	1,089	1,089

Notes:

1. Trinity outsourced the vehicles since February 2019, therefore the vehicle emissions data only covers the period from January to February 2019.
2. Fuel emission factors were obtained from the Hong Kong Environmental Protection Department's ("EPD") EMFAC-HK Vehicle Emission Calculation model and grid emissions factors for 2019 were obtained from Greenhouse Gas Protocol for Taiwan and United Kingdom, CEM (Companhia de Electricidade de Macau) for Macau, China Electricity Council for China and Hong Kong Electric and CLP Power for Hong Kong.
3. No hazardous waste were generated in 2018 and 2019.
4. Electricity consumption data excludes the Taiwan office and some stores in Hong Kong, Macau, Taiwan and the United Kingdom because electricity metering is not currently available in these premises. The warehouse in Hong Kong has been outsourced since June 2019, therefore the electricity consumption in the warehouse only includes the period from January to May 2019.
5. We have not reported the electricity intensity in our Taiwan office and shops. We are still improving our systems for data collection and evaluation for our operations in Taiwan to ensure the completeness and accuracy of the data that we report.
6. Data for packaging materials includes carton boxes and plastic bags. This data is not currently available for our stores in the United Kingdom and Taiwan.
7. Data for intensity calculations in our Hong Kong office in 2019 reflects the average floor area for these reporting periods taking into account office relocations. At year-end 2019, the office floor area in Hong Kong was 1,848 sqm.
8. Data for intensity calculations in our shops reflects the average floor area of shops that have contributed electricity consumption data during the reporting period taking into account stores opening and closing. Including shops for which no electricity consumption data is recorded, at year end 2019, the floor area of our shops was 2,738 sqm in Hong Kong, 22,115 sqm in Mainland China, 3,858 sqm in Taiwan and 1,615 sqm in the United Kingdom.
9. The warehouse in Hong Kong has been outsourced since June 2019.

ESG KPI Summary Table

Employment (HKEX Recommended Disclosure)

KPI	Description	Note	Unit	2019
B1.1	Employment by gender			
	Male		# employees	273
	Female		# employees	1,326
B1.1	Employment by contract type			
	Permanent contract	1	# employees	1,557
	Temporary contract		# employees	42
B1.1	Employment by employment type			
	Full time		# employees	1,532
	Part time		# employees	67
B1.1	Employment by age group			
	Under 30 years		# employees	259
	30 - 39 years		# employees	771
	40 - 49 years		# employees	372
	50 year and above		# employees	197
B1.1	Employment by geographical region			
	Hong Kong & Macau		# employees	359
	Mainland China		# employees	914
	Taiwan		# employees	180
	United Kingdom		# employees	127
	France		# employees	19
B1.1	Employment by employee category			
	Assistant General Manager and above		# employees	45
	Senior Manager		# employees	20
	Manager		# employees	63
	Assistant Manager		# employees	79
	General Staff, including retail staff		# employees	1,335
	Operational Staff		# employees	57
B1.2	Employee turnover rate by gender	2		
	Male		%	59
	Female		%	44
B1.2	Employee turnover rate by age group	2		
	Under 30 years		%	81
	30 - 39 years		%	38
	40 - 49 years		%	33
	50 year and above		%	47
B1.2	Employee turnover rate by geographical region	2		
	Hong Kong & Macau		%	77
	Mainland China		%	37
	Taiwan		%	38
	United Kingdom		%	33
	France		%	82

Notes:

1. Designation of permanent employees includes contractual staff in Mainland China who are subject to contract renewal.
2. Turnover rate, by category = Number of employees leaving during reporting period per category ÷ (Number of employees at the beginning of reporting period per category + Number of employees at end of reporting period per category) ÷ 2. The rate of turnover included one-off restructuring exercise conducted in 2019.

ESG KPI Summary Table

Occupational Health & Safety (HKEX Recommended Disclosure)

KPI	Description	Note	Unit	2019
B2.1	Number and rate of workplace fatalities			
	Number of workplace fatalities		# employees	0
	Rate		%	0
B2.2	Lost days due to work injury			
	Number of lost days due to work injury	1	# days	117

Note:

1. This is the number of days that relevant employees are absent from work because of an occupational accident or disease. A return to limited duty or alternative work does not count as lost days. Having regard to relevant local legislation, injuries occurring during travel to and from work in Mainland China and Taiwan are included.

Training – General Training (HKEX Recommended Disclosure)

KPI	Description	Note	Unit	2019
B3.1	Percentage of employees trained by gender			
	Male		%	14
	Female		%	86
B3.1	Percentage of employees trained by employee category			
	Assistant General Manager and above	1	%	4.6
	Senior Manager		%	0.6
	Manager		%	5.5
	Assistant Manager		%	3.8
	General Staff, including retail staff		%	85.5
B3.2	Average training hours completed by gender			
	Male	2	Hours	3.9
	Female		Hours	4.5
B3.2	Average training hours completed by employee category			
	Assistant General Manager and above		Hours	4.0
	Senior Manager		Hours	3.2
	Manager		Hours	4.6
	Assistant Manager		Hours	3.0
	General Staff, including retail staff		Hours	3.9

Notes:

1. Percentage of employees trained per category = Number of attendance per category ÷ Total number of attendance X 100
2. Average training hours completed per category of employee = Total number of training hours attended per category of employee ÷ Number of attendance per category of employee X 100

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Content Index

HKEx ESG Content Index

Trinity has complied with all "comply or explain" provisions in accordance with Hong Kong Exchange Main Board Listing Rule 13.91 and Appendix 27 ESG Reporting Guide. This index summarises the location of relevant content in this report and provides supplementary information.

Comply or Explain Provisions	Disclosures in this Report and Supplementary Information
Aspect A1 – Emissions and Waste GENERAL DISCLOSURE on policies and regulatory compliance KPIs: A1.1, A1.2, A1.3, A1.4, A1.5 and A1.6	Our Environmental Footprint (p 14 - 17) ESG KPI Summary Table (p 20 - 23) The scope of reporting on Aspect 1 KPIs includes our operations in Hong Kong & Macau, Mainland China, Taiwan and the United Kingdom. We collect and report data on our waste management initiatives e.g. reuse and recycling, where applicable.
Aspect A2 – Use of Resources GENERAL DISCLOSURE on policies KPIs: A2.1, A2.2, A2.3, A2.4 and A2.5	Our Environmental Footprint (p 14 - 17) ESG KPI Summary Table (p 20 - 23) The scope of reporting on Aspect 2 KPIs is the same as for Aspect 1. We do not experience any issue in sourcing water that is fit for purpose and we do not currently implement any targeted water efficiency initiatives. Data on packaging is available for Hong Kong & Macau, Mainland China and Taiwan.
Aspect A3 – Environment and Natural Resources GENERAL DISCLOSURE on policies KPI: A3.1	Our Environmental Footprint (p 14 - 17) Our Supply Chain (p 18 - 19) Trinity has strategies in place to manage significant impacts in its value chain, including brand management, supply chain and engaging with customers, and we report on our progress in these areas.
Aspect B1 – Employment GENERAL DISCLOSURE on policies and regulatory compliance	Our People & Community (p 7 - 13)

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Comply or Explain Provisions	Disclosures in this Report and Supplementary Information
Aspect B2 – Health and Safety GENERAL DISCLOSURE on policies and regulatory compliance	Health & Safety in the Workplace (p 12 - 13)
Aspect B3 – Development and Training GENERAL DISCLOSURE on policies	Professional Development (p 9)
Aspect B4 – Labour Standards GENERAL DISCLOSURE on policies and regulatory compliance	Corporate Values (p 6) Our Supply Chain (p 18- 19)
Aspect B5 – Supply Chain Management GENERAL DISCLOSURE on policies	Our Supply Chain (p 18 - 19)
Aspect B6 – Product Responsibility GENERAL DISCLOSURE on policies and regulatory compliance	Our Business (p 3 - 6) Our Supply Chain (p 18 - 19)
Aspect B7 – Anti-corruption GENERAL DISCLOSURE on policies and regulatory compliance	Corporate Values (p 6)
Aspect B8 – Community Investment GENERAL DISCLOSURE on policies	Caring for Others (p 13)

