



WAH SUN HANDBAGS INTERNATIONAL HOLDINGS LIMITED
華新手袋國際控股有限公司

(Incorporated in the Cayman Islands with limited liability)
Stock Code: 2683

2019/20

*Environmental, Social
and Governance Report*





Environmental, Social and Governance Report 2019/20

ABOUT THIS REPORT

This report is the third Environmental, Social and Governance report (the “report”) published by Wah Sun Handbags International Holdings Limited (the “Company”), which explains the environmental, social and governance (the “ESG”) performance of the Company and its subsidiaries (collectively the “Group”).

Available in both Chinese and English, the report has been uploaded to the websites of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) and the Company (at www.wahsun.com.hk).

Reporting Scope and Boundary

This report focuses on the operation of handbag manufacturing and sale of the Group for the financial year ended 31 March 2020 (the “reporting year”). The reporting boundary includes Hong Kong head office (the “Office”) and the Group’s principal production plant in Kampong Speu, Cambodia (the “Factory”).

Reporting Standard

This report is prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) as contained in Appendix 27 of the Rules Governing the Listing of Securities on the Stock Exchange. The four reporting principles, namely the principles of materiality, quantitative, balance and consistency, form the backbone of the report.

A complete index is inserted in the last chapter of the report for reference.

Data Preparation

The Group has established internal controls and a formal review process to ensure that any information presented in this report is as accurate and reliable as possible. The board of directors (the “Board”) of the Company has overall responsibility for the establishment and disclosure of relevant measures and KPIs.

Confirmation and Approval

Information disclosed in the report is sourced from the internal documents and statistical data of the Group. This report has been confirmed and approved by the Board in June 2020.

Opinion and Feedback

The Group values the opinion of stakeholders. If you have any questions or suggestions regarding the content or format of the report, please contact the Group through the following channels:

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ESG MANAGEMENT

The Group recognises the importance of enhancing its own environmental and social performances to maintain business sustainability. In determining its operation strategy, therefore, the Group considers risks and opportunities affecting the ESG issues, which will provide guidelines for its daily business operations.

The Board endorses the Group's commitments to corporate social responsibility, and assumes full responsibility for ESG strategies and reporting. In charge of assessing and determining the ESG risk exposure, the Board also ensures the Group establishes appropriate and effective ESG risk management and internal control systems.

It is the responsibility of the Group's management to confirm the effectiveness of the ESG system with the Board. To carry out the full-scale ESG management work, the Group's ESG task group, comprised of the major functional departments, is established, and all responsible officers in charge of various functional departments will directly participate in and designate personnel to engage in the ESG management and reporting work, the work progress of which will be reported to the management of the Group.

The Group's ESG strategies are built on the core principle and practical objective of "Safety, Quality and Environmental Sustainability", providing ESG management guidelines for daily operations. ESG policies and strategies will be reviewed on a regular basis to ensure their related contents are appropriate and applicable to the business of the Group.

The Group attaches great importance to communications with stakeholders and establishes effective communication channels with key stakeholders including shareholders, employees, customers and community.

STAKEHOLDER ENGAGEMENT

Understanding and responding to the needs of our stakeholders are important for the Group in advancing on the journey of sustainability. Every feedback from stakeholders guides us to identify material environmental, social and governance issues, as well as to manage relevant risks and opportunities.

Our stakeholders are those who have a considerable influence on our business, and whom our business has a significant impact on. We engage our key stakeholders via multiple channels to gather their feedback and strive for continuous improvement. Meetings, workshops and other communicative events are held across daily operations for internal and external stakeholder groups.

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STAKEHOLDER ENGAGEMENT (CONTINUED)

Employees	Shareholders
<ul style="list-style-type: none"> Regular communication with employees so that employees can learn about new moves of the Group 	<ul style="list-style-type: none"> Shareholders are encouraged to participate in the annual general meeting to collect and respond to their opinions
Customers	Community
<ul style="list-style-type: none"> Established complaints handling procedures Provides objective, accurate, honest and fair information in all marketing communication channels 	<ul style="list-style-type: none"> Supported the community through donations or sponsorships

PROTECTING THE ENVIRONMENT

Recognising the risks and opportunities presented to businesses and communities by climate change, the Group is committed to reducing its environmental impacts of its daily operations. The Group has formulated the Environmental Protection Policy Statement to demonstrate its determination to enhance performance in energy efficiency, emission reduction, waste and resource management.

A1. Emissions

Air and greenhouse gas (the “GHG”) is a key indicator to assess environmental performance. However, the Group did not emit a large amount of GHG because of its business nature. The source of GHG emission of the Group is mainly generated from purchased electricity, business travels and consumption of paper.

In line with our commitments stated in the Environmental Protection Policy Statement, the Group has implemented measures to manage and reduce emissions and wastes:

Type	Measures
Air and greenhouse gas emissions (the “GHG emissions”)	<ul style="list-style-type: none"> Simplify workflow to reduce business trips Plant fast growing trees Use renewable energy where applicable
Hazardous and non-hazardous waste	<ul style="list-style-type: none"> Set up recycling bins Arrange waste recyclers to collect waste regularly Arrange suppliers to collect waste fabric, yarn, thread and trim for recycling Monitor waste production and recycling Access all processes in factory to identify ways to reduce waste, for examples, cutting waste, defects from different processing and packaging wastes
Wastewater	<ul style="list-style-type: none"> Domestic wastewater was discharged directly through local pipe network to a local sewage treatment plant



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A1. Emissions (Continued)

The Group conducted a carbon assessment to quantify the GHG emissions (or 'carbon emissions') of its operation. The process of quantification was conducted with reference to the guidelines compiled by the Environmental Protection Department and the Electrical and Mechanical Services Department of Hong Kong as well as international standards such as The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard.

The Group realises distanced travel is critical to trigger and worsen climate change. The Group encourages employees to be environmentally responsible citizens while commuting, trying to take public transport for cross district travel or by walking within a walking distance. Also, employees shall prevent unnecessary business trips through electronic communication devices such as video conferencing, phone calls and telecommunication applications for remote communication. For necessary trips, the Group recommends employees to select accommodation near the working sites and a public transport must come first in option whenever available.

The main sources of carbon emission of the Group were electricity consumption and direct emissions from mobile combustion of company-owned vehicles. To address the main sources of carbon emissions, the Group will continue to assess, record and disclose its GHG emissions and other environmental data on a yearly basis.

The Group continuously seeks ways to minimise the Group's environmental footprint and improve its energy saving, as well as reducing emissions. The following measures are also taken by the Group to reduce emissions:

- Communicating the importance of environmental issues to the Group's employees.
- Purchasing environmental preferable products and favouring products with reputable certifications or labels.
- Encouraging the use of public transportation to reduce the Group's employees' local travel impact.




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A2. Uses of Resources

A core component of maintaining sustainable development is to effectively manage our use of resources so that the wellbeing of future generations are not endangered. The Environmental Protection Policy Statement sets out our commitment to optimise the use of energy, paper and water.

The Group pledges itself to:



Adopt the principles of reduce, reuse and recycle to increase the consumption efficiency of energy, paper, water and other resources in its operation;

Nurture the culture of environmental protection within the Group to increase the environmental awareness of staff;

Formulate achievable and measurable goals with regard to environmental protection;

Maintain continuous communication with staff with regard to environmental protection policies;

Review the implementation of the Environmental Protection Policy Statement regularly to ensure effective execution.



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A2. Uses of Resources (Continued)

The Group has adopted a series of measures which allows us to effectively manage the use of resources.

Type	Measures
Energy	<p>Lighting</p> <ul style="list-style-type: none"> • Switch off lights in public areas (such as reception, pantry, washroom and passageways) during less busy hours (such as lunch and non-working hours) • Install energy efficient lighting system (such as replacing incandescent light bulb or quartz light with LED light or energy saving light bulbs) <p>Air conditioner</p> <ul style="list-style-type: none"> • Set the air-conditioning temperature at 24 to 26 degree Celsius • Switch off some air-conditioners during less busy hours (such as lunch and non-working hours) <p>Computer</p> <ul style="list-style-type: none"> • Set the brightness of the display monitor to an appropriate level • Activate the standby or hibernation mode to let the display monitor automatically switch off or enter power saving mode when left idle for prolonged periods
Paper	<ul style="list-style-type: none"> • Use paper of lower weight • Adjust printer setting for double-sided printing • Adopt electronic communications and filing
Water	<ul style="list-style-type: none"> • Implement water recycling program

The electricity we used is mainly generated from coal in Cambodia. Although the Group does not have any option to choose the source for the production of energy, we spend much effort to improve production efficiency and, in return, we can reduce the GHG intensity indirectly. For example, staff are reminded to switch off lights and equipment after work, during lunch break or during the time working outside the office and wherever possible. Energy efficient office equipment is always preferred in making purchase decisions.

Our operational activities do not generate any hazardous waste. The Group strives to reduce the amount of non-hazardous waste generated and strengthen the environmental awareness of employees by various waste reduction measures such as encouraging the use of paper in an effective and efficient manner by printing or photocopying on both sides of paper and electronic communications is promoted.



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A2. Uses of Resources (Continued)

The main businesses of the Group are manufacturing and trading of handbags, which do not rely heavily on water resources and do not have any issue in sourcing water. However, the Group is aware of the importance of water resources to the earth's environment, we closely monitor water usage and posts water conservation signs in our production plant and office to raise water-saving awareness.

During the reporting year, we have ensured the operation and facilities are in accordance with the environmental policy and reduce the environmental impact.

A3. The Environment and Natural Resources

We adopt the 3R concept of "reduce, reuse and recycle". Green reminders are communicated to our employees to cultivate their awareness of environmental protection in daily operations.

Reduce: encourages staff to read electronic file instead of print out documents or print on both side to create a paperless office.

Reuse: installs box next to printers or photocopying machines to collect and recycle waste paper, encourage employees to use these papers for draft print out. Reuse paper boxes for storage purpose.

Recycle: used ink and toner cartridge of printers and photocopiers and electronic wastes are collected for recycling. Other than saving paper measures, we also use PEFC certified paper, which is from sustainably managed forests, recycled and controlled sources.

Within the Factory, the Environmental, Safety and Health (ESH) Committee oversees the policies concerning environmental matters and manage environmental related issues. The Factory also carried out environmental risk assessment to identify potential hazard and improvement plan to prevent or mitigate the hazard.

We have measures to enhance energy saving. In office, we encourage the use of electronic devices in our daily operations; we set the air conditioning temperatures at an environment-friendly level; we switch off all lighting and air-conditioning if not in use; and we install motion sensor lighting where applicable to avoid energy wastage.

The Group did not produce any hazardous waste in our production plant during the reporting year. In addition, most of our non-hazardous wastes are collected and sold to third parties for other uses.

During the reporting year, the Group complied with laws and regulations related to emissions, including but not limited to Law on Environmental Protection and Natural Resources Management in Cambodia and the Waste Disposal Ordinance in Hong Kong. There were no cases of non-compliance in relation to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.



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EMPLOYMENT AND LABOUR PRACTICES

As a caring and responsible employer, the Group is committed to provide a respectful and belonging workplace, cultivate a healthy and safe working culture, invested in securing and nurturing talents. Our Employment and Labour Policy Statement sets out the Group's aim of building a workplace that is free of discrimination and harassment. The Statement also emphasises the Group's commitment to diversity, health and safety.

B1. Employment

Employees are the engine of value creation for the business of Company. This drives the Group diligently to create an engaging, harmonious, fair and safe working environment to support professional and personal development of its employees. The Group strictly follows the Employment Ordinance of Hong Kong (Chapter 57 of the Laws of Hong Kong) (the "Employment Ordinance") and the related regulations in Cambodia.

Recruitment and Promotion

Fair and equal employment and recruitment procedures are adopted in the Group. All job vacancies must go through a thorough recruitment process including job applications, candidates' selection, interviews, approval and job offers.

Recruitment is based on candidates' experiences, abilities and business needs, regardless of gender, marital status, pregnancy, disability, age, family status, race, sexual orientation, religion and nationality. Any forms of discrimination are prohibited.

In the meantime, all employees shall participate in appraisal to review their performance annually. Talented employees can be promoted or rotated to other positions in accordance with the appraisal result, as well as eligible to attend relevant training to meet business needs and personal career development.

The Factory has also established the Grievance Policy to allow employees to express their concerns and ideas to management through suggestion box.

Wages and Dismissal

Given that the Group endlessly strives for enhancement in respect of social responsibility, the Group therefore constantly improves the remuneration package and recruitment process. In return for the hard work of employees, the Group benchmarks salaries against industry norms annually to maintain a competitive remuneration package. The Group also complies with the relevant employment laws and regulations when dismissal takes place.

Benefit and Welfare

Employees' working hours, rest periods, benefits and welfare, including medical insurance, overtime payment, retirement benefits through Central Provident Fund and Mandatory Provident Fund, and statutory leave entitlement, are required to comply with employment or labour laws and regulations. Employees of the Group are entitled to various statutory holidays and paid leave. The Group encourages employees to take enough rest to maintain a reasonably sound body and mind while maintaining a good work-life balance.



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B1. Employment (Continued)

Above all, the Group is committed to being a family-friendly employer and therefore adopted several family-oriented employment practices to enhance employees' sense of belonging and achieve a work-life balance. For instance, a five-day work-week is in practice in the Group. In addition, recreational activities such as annual dinners and company trip were also arranged during the reporting year to enrich the life of employees, sharing warmth and happiness among colleagues and their family members.

B2. Health and Safety

The Group remains highly attentive to health and safety. The Employment and Labour Practices Policy Statement states the Group's commitment in maintaining a healthy environment.

All employees have their safety targets and a regular review is required to lessen safety hazards. To prevent employees from occupational unhealth, proper office equipment such as height-adjustable chairs with adjustable armrest and tilting backrest is provided. The Group ensures the workplace has adequate lightings and ventilation systems, and is kept clean and tidy. Safety incidents, if any, will be reported to the top management. All full-time employees in Hong Kong are entitled to a medical plan, covering out-patient clinical visits as well as dental check-ups.

In addition to offering suitable office equipment and medical plan to take care of employees' physical health, the Group has also shared physical and mental health tips or reminders to employees via emails, and informal communication. Also, the Group encourages employees to participate in numerous leisure and sports activities.

In the Factory, the Group has established the Occupational Safety and Health (OSH) Committee to oversee the implementation of the OSH measures. The OSH Committee comprised of 11 sections, such as fabric, accessory, cutting, sewing, quality control and finishing. All department heads are responsible for the OSH matters in their respective areas and each group is responsible to report to OSH officer or OSH manager.

Some highlighted health and safety measures implemented include:

Health and Safety Training	
Fire safety training	<p>Fire safety training was arranged with top management team and all supervisor and workers representative, etc. The training covered:</p> <ul style="list-style-type: none">• Fire drill evacuation procedure and practice• Way of using fire extinguisher and fire hydrant• Emergency respond plan procedure
Personal protective equipment (PPE) training	<p>PPE training was arranged with the Factory supervisor, which explained the different types of PPE and the correct way of wearing it</p>

During the reporting year, there were no cases of non-compliance in relation to health and safety within the reporting scope.

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B3. Development and Training

The Group believes that developing its employees by improving their knowledge and skills can enhance their personal growth both intellectually and professionally. In accordance with the Employment and Labour Policy Statement, the Group approaches staff development and training from three directions:



Invest resources (such as allocation of budget) on staff training and career development;



Provide adequate training opportunities to enhance staff's knowledge and skills;



Improve the employment system continuously to provide an ideal environment for staff career development.

To encourage and assist employees in developing their potential, training resources is planned, and training programs are developed and implemented to ensure employees received the relevant trainings and professional development, so that the employee are better equipped and increase efficiency which are favourable to the long-term development of the Group. Training programmes are classified into two types according to the target and purpose: internal training and external training. In Hong Kong Office, the Group organised seminar and workshops. The Group supports staff training programmes by granting time and reimbursement.

The factory in Cambodia provides training regarding to fire safety, personal protective equipment, orientation training for new workers. The Factory also provides on job trainings, including safety measures for the current staff. For the staff who perform special duties, they are trained regularly; other staff who worked in finance, human resources or technical skill, will receive specific training in relation to their job duties.

The Group will continue to review and update development and training measures to ensure effective execution of training plan.

B4. Labour Standards

We value staff as important assets of the Group. The Group provides equal opportunity to all employees. The staff are assessed by their performance and working experience regardless of age, marital status, race, religious, nationality or gender etc. The Group wants to build a healthy working environment with equal opportunity to protect employee's right and their benefits. The laws and regulations that are directly related to the Group included, but may not be limited to, the following:

- Hong Kong: — Employment Ordinance
- Cambodia: — Child Labour Policy
- Non-Prison Labour Policy
- Labour Law



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B4. Labour Standards (Continued)

The Group prohibits the use of child labour and forced labour. The Employment and Labour Policy Statement sets out its approach to employment issues.

At the Factory, the Child Labour Policy and Non-Forced and Non-Prison Labour Policy are in place to prevent child labour and forced labour respectively. Pre-employment age verification is conducted. The Factory's Overtime Policy ensures that staff will be consulted for any overtime work arrangement.

The Group is in compliance with the Labour Law in Cambodia, Employment Ordinance in Hong Kong, Occupational Safety and Health Ordinance in Hong Kong.

During the reporting year, the Group has not violated any of the above ordinance or regulations which lead to investigation.

OPERATING PRACTICES

The Group abides by laws and regulations that apply to its sites of operation and has formulated the Supply Chain Management, Product Responsibility and Anti-corruption Policy Statement in order to manage environmental and social risks in its daily operation.

B5. Supply Chain Management

Supply chain management is one of the key areas of our business, which includes managing environmental and social risks of the supply chain.

The main materials components of handbags and packaging materials, including Polyurethane (PU) and Polyvinyl Chloride (PVC) materials components of handbags and packaging materials, provided by our suppliers should fulfil our specific requirement and compliance with relevant environmental laws and regulations. We have also established quality control procedures to safeguard the quality of these materials.

We procure products based upon specification, quality, price and applicable environmental considerations. For all new and existing suppliers, we regularly visit their production facilities to witness their operations and to check against our required specifications of the products.

We are impartial in our selection of suppliers. Our supply chain management policies and procedures include assessment, selection, approval, procurement and performance evaluation. Performance evaluation is based on capacity, delivery accuracy and punctuality, service, environmental protection and social responsibilities.

The Group also required suppliers and contractors to implement our Child Labour Policy. The Group will stop business relationship with those suppliers and contractors who use child labour in their factories.

During the reporting year, our major suppliers are still from China.



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B6. Product Responsibility

The Group values each client and strives to continuously improve its products and services. The Group pledges itself to:



To ensure the highest standards of quality and integrity in its products and operations, in the Factory, the Group conducted assessment of its security practices both internally and with respect to its supply chain. The Group requires its supply chain partners to comply with the security requirements, including physical security, access controls, procedural security, personnel security and training awareness.

The Group's Quality Manual sets out product quality inspection procedures in different stages of the production cycle. The Customer Complaint Policy states the procedures in handling complaints regarding product quality from clients. Internal communication is emphasised as a mean to maintain consistent quality and client satisfaction.

During the reporting year, the Group complied with laws and regulations related to product responsibility, including but not limited to the Personal Data (Privacy) Ordinance in Hong Kong. There were no cases of non-compliance in relation to health and safety, advertising, labelling and privacy matters.



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B7. Anti-corruption

Operating with honesty, integrity and fairness has always been essential to business. We prohibit employees from receiving any advantages offered by customers, suppliers, colleagues, or other parties, while they are performing employee duties, and prohibit any activities involving conflicts of interest, bribery, extortion, fraud, and money laundering.

The Group has included anti-corruption terms in the Staff Handbook, which lays out the Group's expectation and guiding provisions on code of conducts, to ensure clear communication. The anti-corruption working group is responsible for the implementation of anti-corruption measures.

In the Factory, the Group has established the Anti-Corruption/Bribery Procedures to ensure the Group and all business partners follow the anti-corruption principles when doing business.

The anti-corruption working group also conduct training to strengthen the knowledge of staff members in relation to bribery, extortion, fraud, money laundering and other illegal activities in order to establish the correct values and strengthen the ability of staff to identify and distinguish legal and illegal, honest and dishonest, and moral act and immoral acts.

During the reporting year, there were no significant changes to the illegal acts and related enforcement and monitoring measures formulated by the Group. Major measures are as follows:

- setting up the reporting telephone and mailbox as the channel to report actual or suspected embezzlement cases for which the internal control department is responsible for accepting, retaining and handling reports;
- the anti-corruption working group may also carry out random checks on work procedures and results of departments engaged in economic activities;
- the finance department regularly examines economic activities and delivers suspected cases of embezzlement to the anti-corruption working group for investigation; and
- for any staff who engages in embezzlement whether or not amounting to a criminal offence, the anti-corruption working group will recommend company management to impose corresponding internal economic and administrative disciplinary punishments according to the regulations, and, should the staff member possibly be in violation of the law, the anti-corruption working group will transfer the case to the relevant authorities.

The Group abides by the relevant laws and regulations in relation to corruption, including but not limited to the Anti-Corruption Law. During the reporting year, the Group did not have any bribery, extortion, fraud, money laundering or other embezzlement cases.



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B8. Community Investment

The Group is keen on supporting communities and fulfilling the expectations of various stakeholders and the communities which we operate. The Community Investment Policy states the Group's commitment to the community, especially in three areas:

- payment attention to social issues and events to understand public expectation of the Group;
- support plans and activities that positively impact society; and
- ensure continuous communication with members of the community.

This gives the Group advantages to understand the needs of the communities and consider them while organising various types of community activities. The Group also deems community investment neither solely a responsibility of employees nor management, but a responsibility of both management and employees.

Labour Needs

The Group endeavours to recruit more residents as workers to not only supports the expansion of the Group's business but also supports the local labour market.

Community Activities

The Group is committed to fostering harmonious relationships with the communities where it operates, and has consistently kept its responsibility to return to society and endeavours to provide long-lasting benefits to its stakeholders. The Group recognises that for the Group's long-term development, community participation is important. Therefore, the Group always encourages its employees to participate in charitable activities and contribute to the community by both financial way like making donation and non-financial one like doing voluntary services.

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ESG REPORTING GUIDE CONTENT INDEX

Material Aspect	Content	Data of this year	Data of last year	Page Index
A. Environmental				
A1 Emissions				
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	—	—	3-4
A1.1	The types of emissions and respective emissions data	—	—	—
	Nitrogen oxides (NOx) (kilogram)	1,875	2,327	—
	Sulphur oxides (SOx) (kilogram)	93	115	—
	Respirable suspended particles (RSP) (kilogram)	87	108	—
A1.2	Greenhouse gas emissions in total (tonnes CO2-e)	1,391	1,739	—
	Direct emissions (tonnes CO2-e)	107	121	—
	Energy indirect emissions (tonnes CO2-e)	1,284	1,618	—
	Intensity of greenhouse gas emissions (tonnes CO2-e/thousand handbags sold)	0.111	0.125	—
A1.3	Total hazardous waste produced (tonnes)	—	—	—
	Intensity of total hazardous waste produced (tonnes/square metre)	—	—	—
A1.4	Total non-hazardous waste produced (tonnes)	600	603	—
	Intensity of non-hazardous waste produced (tonnes/square metre)	0.010	0.010	—
A1.5	Description of measures to mitigate emissions and results achieved	—	—	3-4
A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved	—	—	3-4

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A2 Use of Resources				
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	—	—	5-7
A2.1	Direct and/or indirect energy consumption by type	—	—	—
	Total energy consumption (MWh)	2,849	3,536	—
	Direct energy consumption (MWh)	421	476	—
	Indirect energy consumption (MWh)	2,428	3,060	—
	Energy intensity (MWh/square metre)	0.045	0.056	—
A2.2	Water consumption in total (cubic metre)	50,021	58,813	—
	Water intensity (cubic metre/square metre)	0.796	0.936	—
A2.3	Description of energy use efficiency initiatives and results achieved	—	—	5-7
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved	No issue in sourcing water	No issue in sourcing water	—
A2.5	Total packaging material used for finished products (tonnes) Packaging material intensity (tonnes/thousand handbags sold)	0.057	Data is not available.	—
A3 The Environment and Natural Resources				
General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	—	—	7
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	—	—	7
B. Social				
B1 Employment				
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	—	—	8-9
B2 Health and Safety				
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	—	—	9

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Material Aspect	Content	Data of this year	Data of last year	Page Index
B3 Development and Training				
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	—	—	10
B4 Labour Standards				
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	—	—	10-11
B5 Supply Chain Management				
General Disclosure	Policies on managing environmental and social risks of the supply chain.	—	—	11
B6 Product Responsibility				
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	—	—	12
B7 Anticorruption				
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	—	—	13
B8 Community Investment				
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	—	—	14