



Silver Base Group Holdings Limited

銀基集團控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立之有限公司)

Stock Code 股份代號 : 886

Environmental, Social And Governance Report 2020 環境、社會及管治報告



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Corporate Profile

Silver Base Group Holdings Limited (together with its subsidiaries, "Silver Base Group") is listed on the main board of The Stock Exchange of Hong Kong Limited (the "Stock Exchange") (Stock code: 886). Silver Base Group (also referred to as "the Group", "we" or "us") is a leading distributor of high-end liquor products in China and the world which owns a professional liquor sales platform. It is principally engaged in: (1) the distribution of a number of Chinese and overseas high-end liquor products, with baijiu as the most prominent items together with high quality wine and whiskey products from around the world; (2) the establishment of an international sales network which covers different regions of China as well as various countries in Europe and Asia by means of a self-operated online sales platform "Wine Kingdom", which carries a host of diverse wine and liquor products; (3) the development of the overseas market in the sales of various brands of Chinese cigarettes.

Introduction: about the Report

This report covers the locations where we operate our core businesses, among others, including the Group's head office located in Hong Kong and its head office in the People's Republic of China, for the period from 1 April 2019 to 31 March 2020 (the "Financial Year").

In recent years, the issues of environmental protection, energy and sustainable development have become a hot topic in countries around the world. With the people's increasing concerns in the environment, the Stock Exchanges requested each of the listed companies to publish an annual Environmental, Social and Governance Report ("ESG Report").

Silver Base Group is committed to the improvement and optimisation of the three pillars of sustainable development — the environment, the society and governance. We believe that the commitment to sustainable development is no superficial effort, but a necessary condition for the development of the Group. Through practising the idea of sustainable development, we will eventually achieve competitive advantage, improve our market share and bring long-term benefits to our shareholders.

公司介紹

銀基集團控股有限公司(連同其附屬公司統稱「銀基集團」)於香港聯合交易所有限公司(「聯交所」)主板上市(股份代號: 886)。銀基集團(又稱「本集團」或「我們」)乃中國及國際領先的高端酒類分銷商,擁有專業的酒類銷售平台,主要從事:(1)經銷中國以及海外多個高檔酒類產品,當中以白酒為首,並同時引進來自世界各地的高品質葡萄酒及威士忌產品;(2)建立了覆蓋全中國地域、歐洲及亞洲地區多個國家的世界性銷售網絡,擁有自營的網上銷售平台「品滙壹號」銷售旗下多元化的酒類產品;(3)開拓海外市場,銷售中國製造的多款品牌香煙。

引言:關於本報告

本報告涵蓋了二零一九年四月一日至二零二零年三月三十一日期間(「財政年度」)我們經營核心業務的地點,其中包括集團在香港的總部和在中華人民共和國的總部。

近年來環境保護以及能源可持續發展問題成為世界各國熱門話題,隨著人們對環境關注度的日益增長,聯交所要求各上市公司按年度發佈環境、社會及管治報告(「ESG報告」)。

銀基集團堅持採取措施以提高對可持續發展的三大支柱的完善程度—環境、社會及管治。我們相信,堅持可持續發展作風並非只是表面功夫,而是本集團發展的必要條件,通過實踐可持續發展的理念,我們將最終贏得競爭優勢,提高我們的市場佔有率,並為股東帶來長遠利益。



The Company has incorporated its sustainable development strategy into its corporate culture and daily operation plans and practices to achieve the Group's business continuity and sustainable development and enhance the value of the Company. The Company has established the following strategic goals:

- Adopt cost-effective options available to reduce emissions and minimise the use of resources;
 - Strive to safeguard the best interests of consumers in the area of food safety;
 - Build and provide a comfortable and safe working environment for the Group's employees to enhance work efficiency;
 - Promote the development of our personnel, including management personnel and build talent tanks;
 - Establish a fair and equitable business model; and
 - Care for the society and dedicate to various public welfare activities.
- 盡量以各式具有成本效益方案減少排放及使用資源；
 - 盡力維護消費者食物安全權益；
 - 建立及提供舒適及安全工作環境給本集團的員工，增加工作效率；
 - 培養人員，包括管理人員，建立人力資源儲備；
 - 創立公平、公正的經營模式；及
 - 關懷社會，投入公益活動。

Substantive Analysis of the Issue

In accordance with all the requirements of the Stock Exchange's ESG Guidelines, we communicated and exchanged ideas with the stakeholders of our Group in respect of their concern and expectation to the disclosures of various environmental, social and governance aspects in our ESG Report by means of telephone conversation and questionnaires. It is far beyond a one-off exercise but a vital and perpetual mechanism for us to prepare our future ESG Reports. Based on the level of the concern of our Group's performance in various environmental and social aspects by the Group's stakeholders, their valued key performance indicators are presented in detail in this report. Meanwhile, continuous adjustments and improvements to the ESG Report will be made after taking in account of various stakeholders' opinions on the Group. In addition, the Company engaged an independent agency with recognised professional qualifications to assist the Group in establishing a more effective data collection system for key performance indicators, performing materiality analysis and providing training to the heads of major department. More importantly, we aim to uplift our employees' concerns of environmental protection as well as their caring for the society through their participation in these procedures.

本公司將可持續發展戰略融入企業文化及日常營運計劃及實踐中，實現本集團的永續經營及發展，提升本公司價值。本公司制定了下列的戰略目標：

議題實質性分析

根據聯交所有關環境、社會及管治的指引，我們通過電話交談及問卷調查，與本集團持份者就彼等對我們的ESG報告內不同環境、社會及管治層面之披露所關注之事宜及期望進行溝通及交換看法。此絕非一次性的舉措，而是我們編製未來ESG報告的重要和不間斷進行的機制。按本集團各持份者關注本集團在各環境、社會層面的表現程度，我們在本報告中對各持份者重視的主要表現指標作詳細的披露，同時也會考慮各持份者對本集團的意見作為未來不斷調整及改善ESG報告內容的依據。此外，本公司已聘請具有認可專業資格的獨立中介機構，協助本集團構建更有效的關鍵績效指標數據收集系統、編制重大程度分析以及為本集團主要部門主管提供培訓，更重要是透過參與這些過程，可使本集團員工更關注環境保護的議題、更關懷社會。

The Group welcomes stakeholders' feedback on our ESG approach and performance. Please give your suggestions or share your views with us via email at info@silverbasegroup.com.

本集團歡迎各持份者就我們的環境、社會及管治方法及表現提供意見，請以電子郵件 (info@silverbasegroup.com) 提供您的建議或與我們分享您的意見。

The board (the "Board") of directors (the "Directors") and the directors of the Company jointly and severally accept full responsibility for the authenticity, accuracy and completeness of the information contained in this report and confirm that there are no false records, misleading statements or material omissions in this report.

本公司董事(「董事」)會(「董事會」)及全體董事保證本報告內容不存在任何虛假記載、誤導性陳述或重大遺漏，並對其內容的真實性、準確性和完整性承擔個別及連帶責任。

1. The Environment

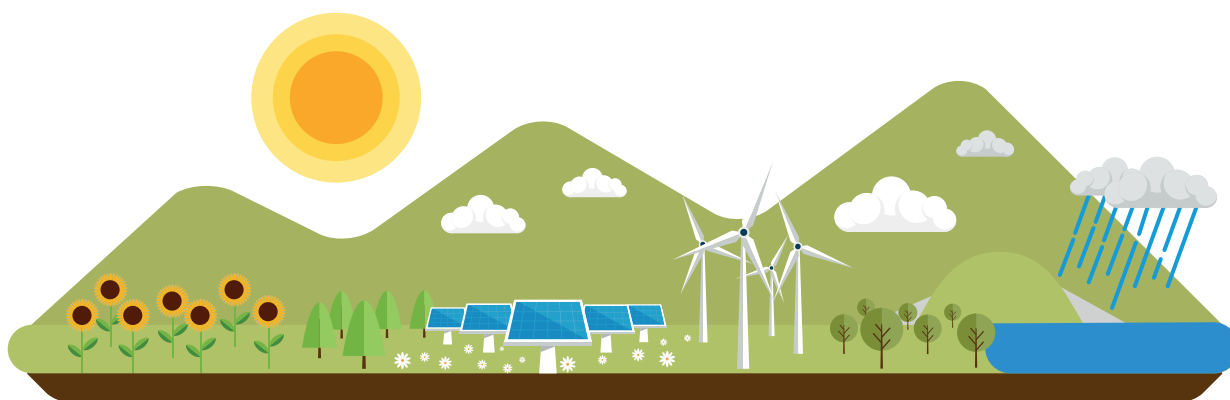
We are aware of the numerous pressing environmental threats faced by the planet earth today, such as climate change, depletion of natural resources and waste disposal problems. All countries, enterprises and individuals must work together to address and solve the problem. As such, the focus on nurturing environmental protection awareness is the first priority task of the Group in environmental protection, with an aim to implant in the hearts and minds of the employees the idea of environmental protection, which will be passed on to their successors in generations to come.

The Company assessed the degree of risk involved in relation to environmental protection of the Group. Since the Group's main business is distribution of liquor products, it does not involve large amounts of greenhouse gas ("GHG") emissions and harmful substances. As such, the Company believes that material risk in this aspect does not exist in our Group.

1. 環境

我們意識到地球正面臨無數迫切的環境威脅，例如氣候變化、天然資源耗竭及廢物處置等問題。無論是國家、企業或個人均需用心協力，才能解決問題。有見及此，注重培養環保意識是本集團保護環境工作的首要任務，以此令環保概念根植於心，傳承千古。

本公司評估了本集團涉及環境保護的風險程度。由於本集團的主要業務為酒類產品分銷，並無涉及大量溫室氣體及有害物質的排放。因此，本公司不認為本集團在這範疇存在任何重大風險。



1.1 Emissions

In the course of the Group's operations, nitrogen oxides, sulfur oxides, particulate matter and GHG emissions¹ arise from the use of electricity, cars, aeroplanes and heating equipments in our staff quarters.

During the Financial Year, direct and indirect (result from the generation of purchased of electricity and heating) emissions of GHG from operations of the Group are as following:

Item 名稱	Tonnes 噸		Change ² 變化 ²
	2020	2019	%
Total volume (tonnes CO ₂ -e) 總量(二氧化碳當量噸)	1,293.4	1,917.8	-32.6%
Intensity (tonnes CO ₂ -e/HK\$ one million revenue) 密度(二氧化碳當量噸／每一百萬港元收益)	0.8	1.1	-27.3%

During the Financial Year, the Group did not identify any non-compliance regarding environmental protection that has significant impacts on the Group.

Given the Group's main business is distribution of liquor products, it does not involve large amounts of hazardous waste and non-hazardous waste.

1. According to the opinions collected from our stakeholders and the evaluation results of degree of concern and materiality, the Company did not report the Group's emissions of nitrogen oxides, sulfur oxides and particulate matter during the Financial Year.
2. Both the total emissions and intensity for the Financial Year have decreased significantly as compared to the previous financial year, partly due to the Group's strengthened measures to reduce emissions, and also due to the reduction in the Group's economic activities as a consequence of the coronavirus pandemic.

1.1 排放物

本集團在營運等過程中，因使用電力、汽車、飛機及我們員工宿舍的發熱設備，而排放氮氧化物、硫氧化物、顆粒物和溫室氣體¹。

於財政年度內，因本集團經營而產生的直接及間接(由購電及取暖產生的)溫室氣體如下：

於財政年度內，本集團並無發現有關環境保護對本集團造成重大影響的不合規事件。

鑒於本集團的主要業務為酒類產品分銷，故此並無涉及產生大量有害或無害廢棄物。

1. 按收集到各持份者的意見及評估關注程度及重大性的結果，本公司沒有報告本集團在本財政年度內的氮氧化物、硫氧化物及顆粒物排放量。
2. 本財政年度的排放物總量及密度與去年財政年度相比，有較明顯的減少，一方面是由於本集團加強了減少排放物的各項措施，另一方面是冠狀病毒的全球大流行令本集團減少了經濟活動。

The Group has been steadfast and relentless in the implementation and execution of its sustainable development strategy for the environment, and complies with the laws and regulations in Mainland China and Hong Kong that are relevant to its operations, including the Energy Conservation Law of the People's Republic of China (中華人民共和國節約能源法) and the Road Traffic Ordinance of Hong Kong (for vehicle exhaust emissions). The Group has developed a series of regulations and rules in this regard, and the relevant departments of the Group have joined hands to do our best to protect the environment.

To fulfill its corporate responsibility of reducing emissions, the Group has adopted and implemented a series of measures:

- (1) Employees are requested to turn off office lights when they leave the office premises (at lunch time and after work);
- (2) Employees are encouraged to travel by public transport to reduce the frequencies of using company's commercial vehicles. In order to monitor the use of company vehicles, company vehicles are required to be parked at the designated car parks after being used every night. In addition, in view of the specific geographical location of the Group's Shenzhen office, the Company has arranged regular shuttle buses to run between the office and the nearest subway station for the convenience of the employees to access to public transportation when commuting to and from workplace. This arrangement helps to reduce pollution and emission of GHG;
- (3) For employees who need to travel, the Group has formulated management policy for business travels. The objective of reducing emissions as much as possible is also fully embodied in our policy, such as the choice of transport and the requirements for accommodation arrangements. The policy represents the goal of our Group to reduce our emission; and

本集團對於環境的可持續發展戰略的落實和貫徹從不懈怠，針對自身經營特點，並遵照中國內地及香港之相關法律法規，包括：中華人民共和國節約能源法、中華人民共和國節約能源法及香港道路交通條例（針對汽車廢氣排放），本集團制定了一系列條例和規則，並聯手本集團相關部門盡我們所能一起為保護環境而努力。

針對減少產生排放物，本集團採納及實踐一系列的措施：

- (1) 本集團要求員工外出就餐及下班時段隨手關燈；
- (2) 本集團鼓勵員工乘坐公共交通工具，以減少商務用車的使用頻率；並且為了監控公司車輛的使用目的，本集團要求公司車輛每晚使用完畢後需統一停放在公司指定停車場；同時，針對本集團的深圳公司所處地理位置，為方便員工上下班能對口接駁所處區域的公共交通設施，公司專門安排了定時往返與公司最近地鐵站的接駁巴士，有助減少污染及溫室氣體排放；
- (3) 對於需要出差的員工，本集團制定了差旅標準管理辦法，盡可能減少排放的目標也在該辦法裡有詳細的體現，例如：對交通工具的選擇和對住宿標準的要求等。政策體現本集團盡可能減少排放的目標；及

- (4) The Group has achieved continuous improvements in operational management. For example, the locations for warehouse selected in large cities to shorten the distance of product distribution; meanwhile, the Group continued to utilise the previously implemented Wine Kingdom B2B platform, improve the platform services and minimise the distribution processes whenever possible, so as to replace the multi-level distribution model in the past. The new model has not only achieved the purpose of environment protection by simplifying sales processes, but has also made substantively advances to reduce the Company's financial expenditure.

1.2 Use of Resources

For the systematic development of environmental protection awareness of the Group's employees, we have established the ESG Report working team to monitor and complete the relevant tasks. For example, the Group has reported to the Board the contents and requirements of the ESG Report through slide shows and short videos, and organised environmental protection related promotion activities. The Group has been actively implementing various green office initiatives to promote environmental protection and introduced the automated office system (OA system) and provides regular training sessions on the OA system for new recruits to achieve the goal of a paperless office progressively. Keeping in mind the idea of "not giving up to do good things though they may be trivial", the use of paper is minimised through specific and refined measures such as the reduction of printed matters including the reduction of printing volumes of annual reports, interim reports, circulars and other corporate communication documents, the readjustment and rearrangement of line spacing for Chinese and English annual and interim reports. We confirm with our Shareholders if they will opt for receiving the Company's communication documents in electronic format. By making use of the daily opportunities of environmental protection promotion, there has been an obvious improvement in the employees' awareness, which is an encouragement for us to continue with confidence. We admit that the achievements we made are only preliminary at this stage. Continuous efforts are necessary for the final objective in achieving sustainable development.

- (4) 本集團在經營管理方面同時達成了一系列的持續性改進，例如：將倉庫的選址定位在大城市，藉此減少產品配送的距離。同時，本集團繼續採用之前已投入使用的品滙壹號B2B平台，並透過不斷完善平台服務，盡可能的減少分銷程式，替代早前使用的多層分銷模式。新模式的使用不僅通過簡化銷售環節而達到了保護環境的目的，也同時有助減少公司的財政開支。

1.2 資源使用

為了系統地培養本集團員工的環保意識，我們專門組建了ESG報告工作小組來監督與完成相關工作，例如：通過播放幻燈片和短片的形式，本集團已向董事會匯報ESG報告的內容和要求；並積極改善對環保有利的辦公環境，我們引進自動化辦公系統(OA系統)，定期對新入職員工進行OA系統培訓課程，逐步實現無紙化辦公的目標；組織和環保相關的宣講活動，本著「勿以善小而不為」的理念，具體細化到如何合理地減少年報、中期業績報告、通函等公司通訊文件的印刷份數、對年報和中期業績報告的中英文編輯的行距在原基礎上重新調整安排、向股東核實是否以電子形式發送本公司的通訊文件。通過抓住日常點滴機會的環保宣傳方式，本集團員工已經在意識層面上明顯有所提高，此現狀令我們深感鼓舞並十分有信心繼續邁步向前。我們承認我們目前的成就僅屬於起步階段，我們還需要堅持不懈的努力來最終實現未來真正的可持續發展目標。

In line with our strategy of minimising the consumption of the earth's precious resources, the Group has made further changes to the actual working environment and practices as follows:

- (1) The Group has introduced waste classification to differentiate daily waste into recyclable waste, non-recyclable waste and recycled paper waste;
- (2) When printing corporate communications such as annual reports, interim reports and circulars and other related documents, the Group uses environmentally friendly paper as much as possible, in order to minimise the damage to the environment;
- (3) Employees are encouraged to print on both sides of paper and re-use waste paper whenever possible, and to make plans before printing to avoid paper waste. In addition, in order to further reduce the use of paper, we have gradually introduced the use of tablet as a means to table the documents for the meetings of the Board and its committees instead of printing out hardcopies. Beginning from this Financial Year, the ESG Report has been published electronically. Meanwhile, the Group will continue to review and explore various options to reduce the use of paper;
- (4) Employees are encouraged to communicate by various electronic means in order to reduce the unnecessary use of resources and transportations whenever possible;
- (5) Due to the business nature, the Group does not use or discharge a significant amount of water. In order to raise the awareness of water conservation, the Group educates our employees to make intelligent use of water at workplace and household whenever possible to reduce unnecessary consumption of resources;

為了配合本集團減少消耗地球寶貴資源的戰略，本集團對工作的環境及實踐也作出了進一步的改變，具體如下：

- (1) 本集團已進行垃圾的分類處理，將日常廢棄物分類，分為可循環使用廢棄物、不可循環使用廢棄物、紙類循環廢棄物等；
- (2) 本集團在印刷年報、中期報告及通函等公司通訊文件等相關文件時，盡可能選擇環保紙張，以此來盡可能地減少對環境的破壞；
- (3) 本集團鼓勵員工盡可能進行雙面影印和再利用廢棄紙張，同時引導員工在影印前做好計劃，避免紙張浪費。此外，為了進一步減省使用紙張，集團開始採取分階段以平板電腦取代印刷董事會及其下各委員會的開會文件。由本財政年度起，ESG報告以電子方式發佈。與此同時，本集團將繼續審視及探討減少使用紙張的各種方案；
- (4) 鼓勵以各種電子方式溝通和聯絡，以此盡可能地替代非必須的交通出行，減少不必要的使用資源；
- (5) 鑒於本集團業務並無使用或排放重大水量，本集團積極著重於促進節約用水措施。例如教育員工在日常工作及生活中盡可能的合理使用水資源，以減少對資源不必要的損耗；

(6) The Group has also formulated a series of rules in relation to the management of internal office equipment and environment. For example, computers are replaced only when necessary, rather than for the undue pursuit of updated styles or new generations of technology. When replacing computers and electrical appliances, those with higher energy efficiency will be preferred; When carrying out interior decoration, focus is placed on the capturing of natural daylight to reduce the use of electric lighting. The indoor temperature for offices is required to be set at 26 degree Celsius. Garden design is used at the terrace in the office lounge areas to achieve maximised green area ratio within limited space. This is not only beneficial to the health of the employees but also coincided with the needs of the environment protection;

(7) Microwave ovens and refrigerators are provided to the office staff of the Group who are encouraged to bring their lunch to their office so that the usage of disposable dinning utensils can be reduced. In addition, interaction and understanding among staff are promoted. This practice is also effective in reducing the risk of contracting the virus from eating out during the coronavirus pandemic; and

(8) The Group has introduced requirements for product packaging, which greatly reduces the waste of resources arising from excessive packaging by improving the existing packaging standards.

(6) 本集團針對內部辦公設施和辦公環境的管理，制定了一系列的相關規定，例如：電腦僅在必要時才進行更換，不過度追求電子產品的款式更新以及新技術的更新換代。在更換電腦及電器時，首選用電效能較高的型號；內部裝修時注重採光的設計，以此來減少日常燈光的使用；要求辦公場所室內溫度不低於26攝氏度；在辦公場所活動區域的平台採用園林的設計，盡可能的擴大有限空間綠化比例，既有利於員工的審議健康，也契合了保護環境的需要；

(7) 已向本集團的辦公室職員提供微波爐和冰箱設備，鼓勵他們將午餐帶到辦公室，以減少使用一次性餐具。此外，亦會增進職員之間的互動及了解，此外，在冠狀病毒全球大流行期間，更可有效減少因出外用餐感染病毒的風險；及

(8) 本集團已引入產品包裝要求，通過對原有包裝標準的改進，大大減少了因過度包裝而造成的資源浪費。



Item 名稱	Total Consumption 總消耗		Change ¹ 變化 ¹	Density (/HK\$ one million revenue) 總量密度 (每一百萬港元收益)		Change 變化
	2020	2019	%	2020	2019	%
Electricity (kWh) 耗電(千瓦時)	321,376.0	479,910.5	-33.0%	197.0	281.5	-30.0%
Vehicle fuel (litre) 車輛汽油燃油(公升)	15,582.0	16,181.0	-3.7%	9.6	9.5	+1.1%
Jet fuel (litre) 飛機燃料(公升)	357,124.0	515,875.0	-30.8%	219.0	302.6	-27.6%
Town gas (MJ) 煤氣(兆焦耳)	15,888.0	13,008.0	22.1%	9.7	7.6	27.6%
Water (m ³) 耗水(立方米)	3,656.0	4,201.0	-13.0%	2.2	2.5	-12.0%
Packaging materials (kilogram) 製成品包裝材料(公斤)	1,040.0	1,117.0	-6.9%	0.6	0.7	-14.3%

1.3 Environment and Natural Resources

The Group actively promotes environmental protection. Various rules and regulations for optimising its office environment have been introduced and emphasis has been put on the full implementation of the concepts of green operation and green office. The Group has been consistently implementing various measures to reduce emissions and the consumption of energy and natural resources. The Group educates and encourages its employees to avoid purchasing excessive office supplies, share stationery that are sparsely used, reduce consumption of resources, and develop and maintain good work habits and living attitudes that could contribute to a sustainable future.

1. Major resource consumptions for the Financial Year has decreased significantly as compared to the previous financial year, partly due to the Group's strengthened measures to reduce resource consumptions, and also due to the reduction in the use of electricity, vehicles and travelling, due to the coronavirus pandemic.

1.3 環境及天然資源

本集團積極宣傳環保理念，制定多項優化辦公環境的規章制度，強調綠色營運和綠色辦公。本集團貫徹執行各項減排及減少能源和天然資源消耗的措施。教育及鼓勵員工不要購買過多辦公室用品，盡量共用使用率較低的文儀用品，減少消耗資源，作為良好工作習慣及生活的態度。

1. 本財政年度主要使用的資源量與去年財政年度相比，有較明顯的減少，一方面是由於本集團加強了減少使用資源的各項措施，另一方面是冠狀病毒全球大流行令本集團減少了使用電力、汽車及差旅。

The Group aims at controlling the environmental impact of the Group's operations through continuous monitoring and takes corresponding measures to minimise environmental degradation, the concepts of natural resources protection and waste reduction are also incorporated into its corporate culture so as to achieve sustainable development.

The Group has constantly been committed to improving itself on its path of environmental protection. While the Group continues to introduce measures to minimise resources utilisation and reduce emissions, we believe there are still rooms for improvement. Although we consider the Group's operation does not involve high emission and large-scale use of resources, as a member of the community, the Group must lead by example and work with all social stakeholders to create a better living environment for our future generations.

2. The Society

As a corporate citizen, Silver Base Group has been taking a proactive role in showing concerns for the society and fulfilling corporate social responsibility. Since our inception, we have been advocating harmonious integration with the society and environment. Our adherence to the concept of contributing to the society has never changed. We look forward to witnessing the day when the whole business community is fully aware of the importance of corporate citizenship, which involves the common development of enterprises, the society and the nature through voluntary practices by the business community. We participate in clothes donation and waste reduction campaign, encourage our employees to participate in low-carbon healthy sports activities, brighten up the green community and venture into more forms of environmental protection activities, etc. Through a series of events contributing to the society, we hope to encourage the employees to realise their potentials and show their strengths in these corporate social responsibility activities, thereby developing a broad vision and cultivating a rich global view. Together with our employees, investors, customers, suppliers and the vast community, we look forward to creating a wonderful world of sustainable development.

本集團希望通過持續監察來監管本集團營運對環境的影響、採取相應措施來盡量減低對環境的破壞，並將保護天然資源和減少浪費融入企業文化中，從而實現可持續發展。

在保護環境的道路上，本集團克盡己任地不斷完善。雖然本集團不斷地推出減少使用資源及排放的措施，但我們深信，我們還有很多改善空間。我們認為本集團的業務雖然不屬於高排放及大量使用資源的行業，但作為社會的一份子，本集團必須以身作則，與各社會持份者共同努力為我們的後代創造一個更美好的生活環境。

2. 社會

銀基集團作為企業公民，一直以來積極關心社會、履行企業社會責任，自成立之初至今，我們一直積極倡導與社會、環境和諧共融，堅持回饋社會的理念從未改變。我們期待有一天，整個商業社會能夠充分意識到企業公民的重要意義，並通過自願付諸實踐而令企業、社會和自然共同發展。參與捐衣減廢大行動、鼓勵嘗試低碳健康體育活動、為綠色社區添光彩以及嘗試更多形式的環保活動等等，我們希望通過一系列的回饋社會活動鼓勵員工在企業社會責任活動中發揮潛力，展現所長，提高格局意識並培養豐富的世界觀，並藉此和我們的員工、投資者、客戶、供應商以及廣大社區攜手，期待共同創造一個可持續發展的美好世界。

2.1 *Doing Our Part in Combating Climate Change: Clothes Donation and Waste Reduction Campaign*

The over-exploitation of natural resources by human has led to global warming and deteriorating environment in recent years, as a citizen of the global village, each of us is obliged to do our part to protect our common home. The Group has been promoting energy conservation and environmental protection for years, and in late 2019, the Group's management, together with all Hong Kong employees and their families, joined the "Clothes Recycle Drive - Save Our Santa" campaign organised by the charitable organisation, Friends of the Earth (HK). The campaign did a parody of Santa's message to Hong Kong, in which people were encouraged to donate unwanted clothes to the needy, or to eco-friendly factories to upcycle the donated clothes to new textile. By using the above-mentioned methods to dispose of unworn clothes, together we can promote a circular economy in fashion and recycle and repurpose discarded garments, ultimately reducing greenhouse gas emissions from textile products and combating climate change.

By participating in the campaign, the Group's employees and their family members made a significant donation of unwanted daily clothes, which not only helped those in need and contributed to environmental causes, but also raised the environmental awareness of the participants through reading and listening to relevant popular science stories and educational materials. In addition, it is worth mentioning that after the donation of clothes, we also learned from our staff interactions and communications that apart from contributing to environmental protection, decluttering the wardrobes had released the space previously occupied, improved their living environment and boosted their sense of well-being. Participants all showed positive responses and hoped for more of such campaigns on a regular basis.

2.1 為對抗氣候變化盡一份力：捐衣減廢大行動

近年來由於人類對自然的過度開發，全球氣候變暖，環境日益惡化，作為地球村的公民，我們每個人都應該盡自己的一份力，保護我們共同的家園。本集團一直提倡節約能源和保護環境的理念，因此集團管理層於2019年末攜全體香港員工及家屬一同參加了由香港「地球之友」慈善團體組織的「Save Our Santa捐衣減廢大行動」，活動採用模擬聖誕老人給香港發送信息的方式，倡議人們捐出不需要的衣服給有需要的人士，或將廢棄的衣物集中送往環保工廠，通過升級再造成紗線，再製成新衣。通過使用以上多種方式處置擱置衣物，從而推動時裝循環經濟，讓棄置衣物重生，最終達到減低紡織品溫室氣體排放量，對抗氣候變化的目的。

通過參與該項活動，集團員工及家庭成員捐出了大量不再需要的日常衣物，不但幫助了有需要的人士、為環保事業貢獻了一份力量，同時每位員工及其家庭成員們在該活動中，通過閱讀和聽取相關科普的故事及宣傳的資料等，環保意識均有顯著提升。另外，值得一提的是，在捐出衣物後，從員工見面相互談話中，我們還得知，由於閒置衣物的處理，使得原被佔用的空間得以恢復，居住環境獲得改善，幸福感亦有所提升，在為環保做出貢獻的同時，一舉多得。因此，大家都表示今後應定期參與類似公益活動，反響良好。

2.2 *Advocating for New Forms of Play and Entertainment: Encouraging Employees to Participate in Low-carbon and Healthy Sports Activities*

The Group advocates for healthy lifestyles and encourages our employees to approach life and work in a positive way. Meanwhile, as a liquor distributor, we also aspire to be a contributor in establishing a new image of the industry through our own ideology and practices. In the course of our business, we also strive for the cultivation of positive consciousness in society at large and enhance the public awareness towards the importance of healthy living. We hope that through our efforts, moderate drinking and physical exercises would no longer be considered as antinomic in daily life by the public and we would like to have more people understand that while we sell liquor products, we also believe in enjoying sports. By encouraging our employees to participate in low-carbon and healthy sports activities, we hope to lead by example to introduce the idea to the community that a multi-element lifestyle can lead to happiness and a fulfilling life.

During the Financial Year, our employees formed a team to participate in the 2019 Shenzhen Nanshan Marathon. We sponsored some of the supplies for the runners and had other employees formed a cheering squad along the course to cheer and clap for our participating staff and other runners, hoping that with the Group's supportive attitude, more employees can relate to our emphasis on healthy sports activities and participate in more sport-related activities held by the Group in the future. This would allow more people to find happiness and health through exercising and become more engaged at work with an active lifestyle.

2.2 倡導新娛樂方式：鼓勵員工參與低碳健康的體育活動

本集團一直對員工倡導健康的生活理念，希望員工以積極的生活方式面對生活和工作。同時，作為酒類經銷商，我們也希望通過自身的理念及行為，樹立行業的新形象，在營運時，亦會考慮到對社會不特定人群的正向意識培養，進一步認識到健康生活方式的重要性，讓大眾認識到酒和運動並非一對生活方式的反義詞，讓更多的人了解到我們在銷售酒類產品的同時，同樣崇尚在運動中體會到快樂，通過鼓勵員工參與低碳健康的體育活動，我們希望以自身為例，從「我」做起，向社會傳達多元素的健康生活方式能夠共同成為通向快樂生活的指航標的理念。

本集團員工於財政年度內組隊參加了2019深圳南山馬拉松比賽，在賽事現場，我們為賽事選手贊助部分比賽用品，組織未參賽員工加入啦啦隊，為參賽選手吶喊助威，希望集團的態度能夠讓更多的員工感受到我們對健康體育活動的重視，因此而加入日後集團舉辦的更多相關體育活動，讓更多人在運動中獲得快樂與健康，並能將因此而獲得的積極的生活狀態更好地投入到工作中。



In November 2019, our Shenzhen staff participated in the Shenzhen Nanshan Marathon.
2019年11月本集團深圳員工參加深圳市南山馬拉松賽跑。

2.3 *Experience the Beauty of Primitive Ecology: Appreciate the Beauty of Life and Enjoy Every Moment*

We encourage our employees to participate in environmental activities and we put tremendous emphasis on their mental well-being. During the Financial Year, we gathered our employees and their family members to participate in the “Dialogue in GorLan – Green and Creative Experience” organised by the Green BB Friend. The event was designed to unfetter participants’ creative imaginations of environmental protection by “handmaking” innovative fruit design and production that subverts the imagination of fruit. Its aim was for participants to learn a people-oriented approach to “social innovation”, to look at issues with empathy, and to collectively come up with solutions through a new and creative environmental experience. In the end, the team members enjoyed a joyful environmental protection event and strengthened the team’s cohesion through mutual cooperation.

Every participant was excited throughout the event. After working together with colleagues and family members, they appreciated and enjoyed the amazing handmade fruit creations and fruit dishes and spontaneously felt gracious to the gifts of nature and impressed by the wonderful creativity inspired by brainstorming. We believe that a proper mindset is a prerequisite to cope with daily grind, and work efficiency could be enhanced by a healthy mental state. We also encourage our employees to strike a healthy balance between work and play and hope that, apart from hectic daily work, they can also relax after work, cherish the beauty of nature, and practise what we preach when promoting our products – appreciate the beauty of life and enjoy every moment.

2.3 體驗原生態的美：學會欣賞生活、享受生活

我們鼓勵本集團員工多參與環保類活動，並十分注重員工心理健康，於財政年度，我們組織員工及家屬參加了由青BB環保創意團隊策劃的「果欄中對話 — 環保創意體驗」活動。該活動內容為通過顛覆水果想像的水果創新設計製作，以「親手製作」水果的全新面貌打開參加者的環保創意想像，其目的是希望透過嶄新環保創意體驗，讓參加者學習以人為本的「社會創新」方法，以同理心看待問題，並集體想出解決方案。最終團隊成員既通過環保的方式獲得了快樂，同時又在相互合作中增強了團隊的凝聚力。

整場活動中，每位參與者都興致勃勃加入其中。在和同事與家人的共同努力後，欣賞着一件件巧奪天工的水果作品，品嚐着親手製作的水果佳肴，讓成員們不由自主的感激自然的饋贈、感嘆相互間智慧碰撞後進發的奇妙創意。我們相信只有良好的心態才能應付日常繁忙的工作，健康的精神狀態，能進一步提升工作效率。並且，我們亦鼓勵本公司員工在工作與娛樂之間取得平衡，工作之餘，能回歸自然，體驗到我們推廣產品的理念 — 欣賞生活、享受生活。



Our Hong Kong employees and their family members participated in the “Dialogue in GorLan – Green, Creative Experience”. “Innovative products” were produced and presented!
我們的香港員工及其家屬參加了「果欄中對話—綠色創新思維體驗」活動，製作並展示「創新產品」！



2.4 Care for the Community: Beautify Our Common Home

In addition to the above activities, the Group also arranges weekend charitable activities for our employees from time to time. In mid-2019, we launched a “Green Living, Green Health” themed event for employees to give back to the community. The participating employees were given a green bag and formed into groups beforehand and then picked up litter and trash in the surrounding communities. At the end of the event, all the groups had “quite a harvest”. Participants were very grateful to be given the chance of contributing to their everyday environment and all showed enthusiastic responses and hoped for more of such activities.

2.4 關愛社區公益：美化我們共同的家園

除以上活動外，集團亦會不定期的組織員工周末期間進行公益活動。我們於2019年年中組織員工進社區，開展了「綠色生活，綠色健康」的主題活動。參加的員工在出發前均被分發到一個環保袋，並組成多個小組，活動開始後，各小組分頭進入公司周邊各個社區，共同努力，撿起所處範圍內地上的廢棄物。活動結束後，各小組均「收獲頗多」。能為自己每天所處的環境貢獻一份自己的力量，每個參加者談起感受都非常興奮，並表示這種活動應該多組織，響應熱烈。

Through organising and joining the above-mentioned activities, we continuously gain experience during the process and hope to do better in the future. While liaising with the community, we come to notice that, as a corporate citizen, we can contribute to the society through different means. By focusing on the characteristics of the current activities, we are able to find directions for improvements. We hope that the upcoming activities organised or joined by the Group can further penetrate into various social groups and further extend their influence so as to deliver more positive messages to the society.

However, we still have a feeling that our contribution to the society is inadequate. In the coming days, we will further strengthen our effort in demonstrating the close relationship between the Group and the society.

通過這些活動，我們在組織的過程中也不斷學習並希望未來能夠做得更好，在和社區接觸的過程中，我們越來越意識到，作為企業公民，可以回饋社會的方式多種多樣，針對目前活動的特點，找到改進的方向，我們希望今後本集團組織的活動性質可以更加的深入各類社會群體，並更進一步地擴大影響力，以此向社會傳遞更多地正能量。

儘管如此，我們還是感到對社會的回饋仍有空間，在未來的日子，我們將會在這方面加強完善，以進一步體現本集團是社會緊密一環的關係。





In July 2019, the Group launched its “Green Living, Green Health” themed social welfare campaign. 2019年7月集團開展了社會公益活動，綠色生活，綠色健康的主题活動。

3. Employment and Labour Practices

Silver Base Group believes that human resources are the key to corporate operation and development. It is also the core competitive advantage for the Group in the market, as well as a motivation for our continuous growth in the future. In order to create a solid and harmonious professional team, Silver Base Group provides an equal opportunity working environment which protects the basic rights and interests of the employees. While giving much concerns about the employees' demands, we also ensure their physical and mental health, so as to effectively enhance the team's enthusiasm and efficiency at work.

As at the end of the Financial Year, the total number of employees of the Group was 222. During the Financial Year, the group did not have any major violations of relevant laws and regulations in terms of personal recruitment, employment, dismissal, remuneration, working hours, holidays, equal opportunities, diversity and anti-discrimination.

3. 僱傭及勞動常規

銀基集團相信，人力資源是企業營運和發展的關鍵，同時也是本集團市場競爭優勢的核心，更是我們未來不斷發展的原動力。為打造團結和諧的專業團隊，銀基集團提供公平的工作環境，積極保護員工的基本權益，關注員工訴求，保障員工身心健康，從而有效提升團隊的工作積極性和工作效率。

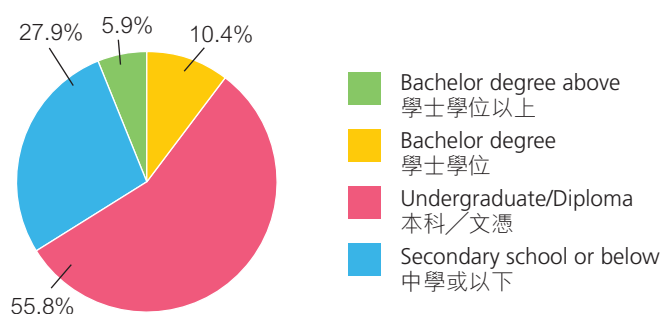
於財政年度末，本集團共有222名僱員。財政年度內，本集團在個人招聘、僱傭、解僱、薪酬、工作時間、假期、平等機會、多元化和反歧視方面並無發生任何重大違反相關法律法規的情況。



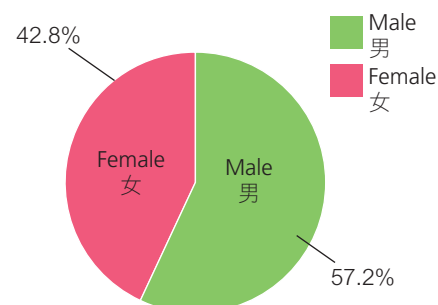
We highly value the diversity in recruitment. Despite of our commitment to maintaining a high quality, well-educated and skillful team, our diversity policy of recruitment extends to the areas of age, gender and academic background. We firmly believe that The Group opposes any act of discrimination, and sincerely hopes that all employees can contribute to Silver Base Group with the best of their abilities. We firmly believe that an open, free and congenial environment will enable employees to willingly pursue their better selves. Also, a diverse working force could contribute to a wider spectrum of ideas which would enhance the competitiveness of Group in our market. Because of our diverse staff backgrounds, Silver Base Group is able to differentiate itself from its peers, and has become a leading high-end liquor operator in China and the world today.

我們在招聘時極為重視人才的多元化。我們除了致力維持團隊的高質素、高學歷及高技巧，我們的多元化招聘政策也擴展至年齡、性別及學歷背景等方面。本集團反對任何歧視行為，衷心期盼每一位員工也能夠在銀基集團盡展所長，作出貢獻。我們堅信，員工在開放、自由、融洽的環境中定會自發地精益求精。此外，多元化的工作團隊可以促進更廣闊的思想及意見，從而提升本集團的市場競爭力。正因為我們成功吸納各方人才，銀基集團能夠在同行中脫穎而出，成為當今中國以至全球領先的高端酒類運營商。

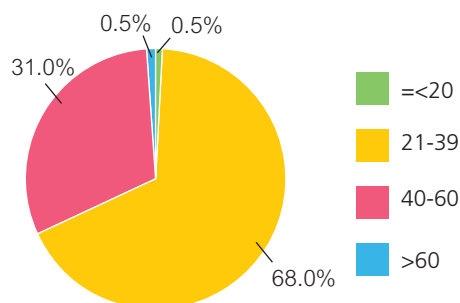
Percentage of employees by academic background
按學歷背景劃分的僱員比例



Percentage of employees by gender
按性別劃分的僱員比例



Percentage of employees by age group
按年齡組別劃分的僱員比例





In September 2019, the Group's Shenzhen office held a Mid-Autumn Festival event titled "Celebrate Mid-Autumn Festival Together and Be Engage in Silver Base".
2019年9月，本集團深圳辦公室舉辦了「同心慶中秋，齊心創銀基」中秋活動。

3.1 Employment Labour Standards

With regard to recruitment and protection of basic rights of its employees, Silver Base Group complies with relevant laws and regulations in Mainland China and Hong Kong, including the Labour Contract Law of the People's Republic of China (中華人民共和國勞動合同法), the Social Insurance Law of the People's Republic of China (中華人民共和國社會保險法), the Regulations on Payment of Wages for Shenzhen Employees (深圳市員工工資支付條例), the Employment Ordinance of Hong Kong and the Mandatory Provident Fund Schemes Ordinance of Hong Kong, formulates and strictly implement the relevant management system and measures. So far, all the employees of the Group meet the required minimum working age as stipulated in relevant laws and regulations in Mainland China and Hong Kong, and there is no illegal employment of child labour or forced labour.

3.1 僱傭勞工準則

在招聘員工以及保障員工基本權利方面，銀基集團遵照中國內地及香港至相關法規條例，包括：中華人民共和國勞動合同法、中華人民共和國社會保險法、深圳市員工工資支付條例、香港僱傭條例及香港強制性公積金計劃條例，制定並嚴格執行相關管理制度及辦法。截至目前，本集團所僱傭員工均符合中國內地及香港相關法律法規所規定的最低工作年齡要求，並無非法僱傭童工或強制勞工存在。





In December 2019, we welcomed Christmas together with Santa Claus giving out candy.
2019年12月，我們一起迎接聖誕節，聖誕老人發糖果。

3.2 Concern about Employees Health and Safety

Silver Base Group is concerned about the physical health of employees. The Group purchases insurances for its employees and has formulated rules in relation to annual leave and sick leave in accordance with relevant laws and regulations in Mainland China, which include the Regulation on Work-Related Injury Insurances of the People's Republic of China (中華人民共和國工傷保險條例), and Occupational Safety and Health Ordinance of Hong Kong. We do not encourage employees to come to work when they are sick. Instead, we advocate a balanced work-life relationship for the employees. First aid kits and medicines are provided free in office premises for the use in emergency situations. Every year at opportune times, in collaboration with relevant medical institutions, the Company invited experienced doctors to perform physical therapy for employees in need at our premises so as to relieve physical illness caused by monotonous workplace posture for prolonged period of time. This arrangement was enthusiastically received by our employees. In addition, the Group also values the employees' mental health. The Group tries its best to create a comfortable office environment and provide enriched living for the employees after work. Accordingly, we have built an outdoor leisure terrace with garden design, where a variety of outdoor activities are organised for the employees and their family members from time to time.

3.2 注重員工健康與安全

銀基集團關心員工之身體健康。本集團依據中國內地法律法規，包括中華人民共和國的工傷保險條例及香港的職業安全及健康條例，為員工購買相關保險，並且制定了相關的年假和病假條例，我們並不提倡員工帶病工作，我們更鼓勵員工平衡好「工作與生活」的關係。我們還在辦公場所設置免費供應急救箱和藥品，以在緊急情況是發揮重要作用。每年在適當時候，公司都會和相關醫療機構合作，邀請有經驗的醫生進公司為有需要的員工進行身體理療，緩解因長期工作姿勢單一而引起的身體疾病，該活動在公司反響熱烈。除此之外，本集團亦十分注重員工的心理健康，本集團盡可能為員工創造舒適的辦公環境，豐富員工的業餘生活，因此我們創建了採用園林設計的戶外休閒露台，並不定時的組織員工及家屬進行多樣化的活動，例如在傳統佳節組織員工製作時令美食、定期為當月員工舉辦集體生日會等。

Since the outbreak of the novel coronavirus at the end of last year, the disease has spread across the globe, bringing unprecedented disaster to humanity and upending the world economy.

"In this age of pandemic, we see grief, pain and even death, but we see courage, support, care and hope even more!"

自去年底發生了新冠狀病毒疫情，病毒蔓延至全球，為人類帶來前所未有的災難，影響了世界的經濟。

"在疫病期間，我們看到悲傷、痛苦、甚至死亡，但我們看到更多的是勇氣、互助、關懷及希望!"



In order to combat the pandemic, the Group has put in place a series of measures, including arranging some staff to work from home, reducing the number of staff to come into the office, compulsory body temperature check and cleaning hands with sanitizer at the entrance of office and wearing masks before entering and while staying in the office, etc. In addition, the Group also provides masks and disinfection supplies for staff and visitors' use.

The Group has always been dedicated to playing its part and has donated a total of RMB76,000 (approximately HK\$86,000) to a charitable organisation and an anti-epidemic organisation in the PRC during the Financial Year to demonstrate the Group's care for the community and join hands with society in the fight against the pandemic.

為了對抗疫情，本集團制訂了一系列的措施，包括安排部份員工留家工作，減少辦公室工作人數、規定所有進入辦公室必須量體溫、消毒雙手及佩帶口罩等，此外，本集團也提供了口罩及消毒用品供員工及訪客使用。

本集團克盡本份，於本財政年度期間，分別捐贈了合共人民幣76,000元（約86,000港元）給予中國國內的一家慈善機構及一家抗疫組織，以示本集團關愛社會及共同抗疫的決心。

3.3 Training and Development

The Group puts tremendous emphasis on internal and external learning and training, which are essential for the uplifting of the employees' level of education and ability. This will ensure the continuous improvement of work efficiency of the employees together with the steady development of Group. To this end, we have developed a customised personnel development plan which is consistent with the expansion needs of the Company. Comprehensive induction training is provided for new employees. Internal trainings for other existing staff are organised on a regular basis. Team building activities, if needed, are arranged so as to continuously enhance the professionalism and team spirit of the employees, for instance, in August 2019, in order to enhance staff's business knowledge, the Group launched a training campaign titled "Staying Focused - Sharing New Business Ideas". Meanwhile, each department has its own development budget for employees to participate in special external trainings or lectures to acquire professional knowledge. For instance, in November 2019, the Group invited Ms. Zhao Lizhu, a representative from a trade union organization, to launch a training event with the theme of "Guiding the Team to Execute". In addition to training opportunities, the Group has also adopted an incentive system with regular assessments of the employees, in which the outstanding employees can further uplift their potentials with the provision of promotion opportunities.

3.3 發展與培訓

本集團非常重視內部及外部之學習及培訓，以提升員工教育水平及能力，以此確保員工可隨本集團的穩定發展而不斷提升自身的工作效率。為此，我們定制了符合公司發展需求的人才培養計劃，對於新員工進行全面的入職培訓；另外，我們也定期對其他現職人員提供內部培訓，並按需求開展相關團隊建設活動，以不斷提高員工的專業素質和團隊合作精神，例如：2019年8月，為了提高員工業務知識，集團開展了「凝心聚力 — 共享業務新思路」的培訓活動；同時，各部門已有各自發展預算，讓員工可以出席外界舉辦的專題培訓或講座，汲取專業知識，例如：2019年11月，集團邀請工會組織代表趙麗珠老師開展一場培訓活動，主題為「如何引導團隊執行」。除培訓機會外，本集團採用激勵機制，定期通過測評，為優秀員工提供升職機會，以進一步提升其自身潛力。



In August 2019, in order to enhance staff's understanding of business knowledge, the Group launched a training campaign titled "Staying Focused – Sharing New Business Ideas".
2019年8月，為了提高員工對業務知識的瞭解，本集團開展了「凝心聚力—共用業務新思路」的培訓活動。



In November 2019, the Group invited Ms. Zhao Lizhu, a representative from a trade union organization, to launch a training event with the theme of "Guiding the Team to Execute".
2019年11月，本集團邀請工會組織代表趙麗珠老師開展一場，主題為「如何引領團隊執行」的培訓活動。

3.4 Labours Standard

The Group does not tolerate any form of child labour and forced labour, and strictly complies with the relevant provisions of the Labour Contract Law of the People's Republic of China (中華人民共和國勞動合同法) and the Employment Ordinance of Hong Kong.

4. Operational Management

To ensure its smooth operation, the Group has established a series of management measures and methods, for the strict monitoring of processes, especially in the important areas of supply chain management, product liabilities and anti-corruption. It is expected that these measures will effectively help ensure the Group's sustainable development.

4.1 Supply Chain Management

The supply chain department of Silver Base Group adopts systematic management. It has developed a set of procurement management procedures to meet the Group's procedural requirements and carried out its strategic implementation. In addition, we also apply various management techniques such as management by objectives in which relevant performance indicators are defined and processes are controlled and improved accordingly.

We firmly believe that effective management of suppliers can ensure the sound operation of an enterprise and the quality and safety of products and services. As such, the Group has developed relevant management procedures according to the requirements of national and local regulations for the supplying entities of various products and services. This is to ensure that the procurement procedures comply with laws and regulations, and that the suppliers meet the required standards in terms of quality, environmental protection and safety.

3.4 勞工準則

本集團堅決反對聘用童工及強制勞工，並嚴格執行中華人民共和國勞動合同法及香港僱傭條例有關的條款。

4. 營運管理

為確保本集團整體運營順利進行，本集團為此制定了一系列的相關管理措施及辦法，尤其在供應鏈管理、產品責任、反貪污等重要環節進行嚴格監管，希望以此有效地為本集團的可持續發展保駕護航。

4.1 供應鏈管理

銀基集團供應鏈部門採取系統化管理措施，制定一系列採購管理流程，滿足本集團流程要求，並提供策略性執行。同時，我們採取諸如以目標為導向的管理等各種措施，制定相關績效指標，控制並完善工作流程。

我們堅信有效管理供應商能保障企業的穩健運營及各項產品與服務的質量與安全，因此，本集團針對各項產品和服務的供應主體，按國家及地方相關規定，制定了相關管理流程，確保採購流程符合法規，並保證所算供應商在質量、環保、安全等方面管理達一定水平。

4.2 Product Responsibility

The Group highly values product responsibility and complies with the Food Safety Law of the People's Republic of China (中華人民共和國食品安全法) and the Law on Protection of Consumer Rights of the People's Republic of China (中華人民共和國消費者權益保護法). To this end, we have developed detailed management policies which cover the areas of product quality control, product safety, after-sales services and customer satisfaction. The persons in charge and relevant personnel of supply chain and marketing departments attend relevant requirement meetings regularly to discuss existing issues in procurement and customer needs, and analyse the customers' buying decision process so as to identify the quality products that will meet the customers' requirements.

While ensuring that relevant measures comply with the laws and regulations, we would also like to maintain and protect the brand equity and related culture of the products that we operate more effectively.

4.2 產品責任

本集團高度重視產品責任，以及遵守中華人民共和國食品安全法及消費者權益保護法，我們為此制定了詳細地相關管理政策，內容涵蓋產品質量監控、產品安全、售後服務、客戶滿意度等方面，供應鏈部門、銷售部門的相關負責人和人員按時參加相關需求會議，討論現在的採購問題和客戶需求，分析客戶採購心理以尋找達到客戶要求所需的優質產品。

在確保相關措施符合法律法規要求的同時，我們亦希望能夠更好的維護和保障所經營產品的品牌權益和相關文化。



4.3 Anti-corruption and Anti-money laundering

Silver Base Group puts tremendous emphasis on establishing the integrity of the internal administration of Group. The Group also strictly adheres to the Prevention of Bribery Ordinance in Hong Kong and the relevant antibribery laws set out in the Anti-Unfair Competition Law of the People's Republic of China (中華人民共和國反不正當競爭法). According to the business nature of the Group with consideration of the practical conditions, we have established the relevant monitoring system and anticorruption system. The publicity of common corruption vulnerabilities and the supervision of the employees in relevant departments are strengthened. At the same time, we instill the concept of integrity into the employees, we encourage the reporting of corruption and set up a whistle-blowing system. We want to stop any form of corruption acts as much as possible. It is worth noting that, during the process of the Group's operation, we have consistently adhered to the principle of integrity, which has been deeply implanted in our corporate culture. While requiring every employee to comply with such principle, we also welcome the strict supervision by relevant authorities. In addition, the Group has developed a risk management system in strict compliance with the financial laws in Mainland China and Hong Kong and we resolutely oppose to the act of money laundering.

Outlook

The Group will adhere to its commitment to protecting the environment, safeguarding the physical and mental health of its employees, and investing in social welfare. To contribute ourselves to the society, we will continue to work tirelessly and seize various opportunities to create a harmonious development between the Group and the society, the enterprise and the environment, and among the stakeholders of the Company.

4.3 反貪污和反洗黑錢

銀基集團十分重視本集團內部的廉政建設，並嚴格遵守香港的防止賄賂條例及中華人民共和國的反不正當競爭法中的相關的反賄賂法律。我們就本集團業務性質，結合實際情況建立了相關的監察制度和防貪腐制度，並針對常見的貪污漏洞重點向相關部門員工加強宣傳與監管，同時向員工灌輸廉潔觀念，鼓勵員工舉報，設立告發制度，最大可能的遏制任何形式的貪腐行為。值得說明的是，本集團營運過程中一貫堅守誠信原則，並已將此原則深深植入企業的文化當中，本集團在要求每位員工必須遵守的同時，也歡迎接受相關部門的嚴格監管。另外，本集團嚴格遵守中國內地和香港之金融法律，並配合制訂風險管理系統，堅決反對洗黑錢行為的存在。

未來展望

本集團將堅守對保護環境、保障員工身心健康及投入社會公益的承諾，繼續努力不懈，把握各種機遇，創造企業與社會、企業與環境以及企業與利益相關各方的協調發展，為社會做出應有的貢獻。

Reflection

深思



One Strange Rock is an American television documentary series, produced by Nutopia in conjunction with Darren Aronofsky, which premiered on National Geographic Channel on March 26, 2018. The documentary recorded the stories told by astronauts who spent a small part of their lives in the International Space Station looking down at their home from a vantage position and shared their reflection with us.

「非凡地球」是一套由Nutopia與戴倫•艾洛諾夫斯基共同製作的美國電視紀錄片系列，於2018年3月26日在國家地理頻道上首映。這套紀錄片記錄了宇航員講述他們在國際太空站渡過了他們一生中少部份時間的故事。宇航員在有利的位置俯視他們的家，並與我們分享了他們的反思。

Will Smith (The host of the documentary but has never been to space. Newsweek called him “The Most Powerful Actor in Hollywood”): Seeing outside the windows (of the International Space Station) may not be the highest mission priority but it has a lasting impact on all astronauts. It changed how they think where they are from. From up high, it gained a new prospective of the world..... They undergo a metamorphosis. Home is no longer a town. It is something much bigger.

威爾•史密斯 (他是這部紀錄片的主持人，但從沒有上過太空，新聞週刊稱他為「荷里活最強演員」)：從窗內(國際空間站)眺望可能不是首要任務，但這動作對所有宇航員都會產生深遠的影響。它改變了他們認知自身來源的想法。從高處，獲得了世界新的角度。.....他們經歷了蛻變。家——不再是一個小鎮，這是更大的東西。

Leland Melvin (24 days in space): I truly believe that if more people could have the opportunity to see the planet from space, looking at the rich colors, looking at the fact that there is no border separating us — we could see that we are truly connected as human beings.

利蘭•梅爾文 (在太空24天)：我確信如果更多人有機會從太空看到這個行星，看著它豐富的色彩，看到它是沒有邊界把我們分開的事實，我們就可以看到人類本質上是彼此聯結在一起的。

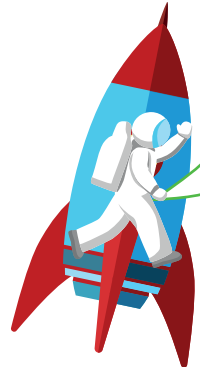


Nicole Stott (104 days in space): Seeing the earth from space make me think of myself and everybody else that I share the planet with — earthlings.

妮科爾•斯托特(在太空104天): 從太空觀看地球, 讓我頓悟到我與其他所有地球人是一起分享這個行星。

Mae Jemison (8 days in space): Just physically leave the surface of the earth doesn't mean you leave the earth because you are still part of the earth.

梅•傑米森(在太空8天): 肉體上離開地球表面並不意味著你已離開地球, 因為你仍然是地球的一部分。



Jerry Linenger (143 days in space): after that space experience, being back on the land, I think what really rocked me is just gratuity. How good we have on the earth!

傑瑞•林恩格(在太空143天): 在那次上太空體驗後, 回到土地時, 我覺得被震撼的只有是感恩。地球給予我們的事物是多美好!

Jeff Hoffman (50 days in space): This is our home — the only place we got. It is one strange rock because it is ours, we are here, yet we don't know of any other places in the universe that can support lives. We are very lucky to have it as our home. There is no place like home!

傑弗利•霍夫曼(在太空50天): 這是我們的家 — 我們唯一擁有的地方。這是一個非凡的地球, 因為它是我們的, 我們身處這裡, 而我們尚未知道宇宙有否別處能滋養生命。我們很幸運能把它作為我們的家, 哪裡也不如自己的家!



Will Smith: For thousands of years, may be tens of thousands of years, we look up and ask questions. Now, in first time in history, we have the opportunity to look down. The questions are difference, so are the answers. We can now literally see how fortunate we are to call this place home. It is complex, calibrate, interconnected, fine tune but fragile.

威爾•史密斯: 幾千年甚至幾萬年來, 我們仰望尋問。如今, 歷史的首次, 我們有機會俯視。問題不同了, 答案也不相同。我們現在是真的很幸運, 我們能稱這個地方為家。它是複雜的、精準的、互聯的、細緻的, 但也是脆弱的。

Only the astronauts with the unique experience of “home coming” that other human beings do not have, are qualified to tell how great it is for them without a meal that flow away from them, feel what a breeze would like again, tell what the grasses smell like again, pat their dogs and can talk to their parents face to face. It is so powerful and overwhelming!

只有宇航員擁有其他人類所沒有的獨特「回家」體驗, 才有能語嘆一頓不會漂離的飯、可再次感受一陣微風、再能說出青草的氣味、拍拍他們的愛犬及可以和父母面對面交談的感覺。這是多麼令人震撼和感動!



Silver Base