



TFG International Group Limited
富元國際集團有限公司

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 542)

Environmental, Social and
Governance Report

2019

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Environmental, Social and Governance Report

ABOUT THE REPORT

This is the fourth Environmental, Social and Governance (“ESG”) Report of TFG International Group Limited (the “Company”) (Stock code: 542) and its subsidiaries (collectively, the “Group”), reaffirming the Group’s commitment to sustainability. The Group is engaged in diversified businesses including property development and hotel business in Maoming, China.

The Company’s Board of Directors confirms that it has reviewed and approved the report. This report is published in both Chinese and English. In case of any discrepancies between the two versions, the English version shall prevail. For the governance section, please refer to our 2019 Annual Report from p.22–p.36.

Reporting Guideline

This report is prepared in compliance with the Environmental, Social and Governance Reporting Guide under Appendix 27 to the Rules Governing the Listing of Securities (the “Listing Rules”) on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”). Adhering to the reporting principles of materiality, quantitative, consistency and balance, the ESG management approach and performance of the Group are fairly presented and explained in this report.

Reporting Boundary and Period

This report discloses environmental and social performance of the Company’s Hong Kong headquarter, its hotel business (La Palazzo Hotel, in Maoming, China) and property development segment (Hengqin German City in Zhuhai) for the financial year from January 1, 2019 to December 31, 2019. Compared to last year’s report, the reporting boundary is expanded from Hong Kong office and hotel business to the inclusion of the property development segment.

Feedback

Your feedback is valuable and helps us improve the report further. Please feel free to contact us for any questions or comments at cosec@tfginternationalgroup.com.

Environmental, Social and Governance Report

MESSAGE FROM CHAIRMAN

Dear Stakeholders,

We are pleased to present the fourth Environmental, Social and Governance report of the Group. In the first quarter of 2020, outbreak of the COVID-19 pandemic has had a severe impact not only on public health but also on the business of the Group, particularly the hotel business operations.

Health, safety and well-being of customers is the top priority of the Group. Responding to the pandemic, we continue to uphold high standards of hygiene in the hotel to protect our customers and staff from infection. During this tough time, the Group will continue to maintain service quality and explore new opportunities.

During the year, we have reaffirmed our dedication to sustainability by continuing to operate our business in an environmentally and socially responsible manner. Recognising the environmental impacts of our business, we have maintained our efforts to implement energy saving projects and raise employees' awareness on efficient use of resources. Established policies and management systems are in place to manage our environmental performance and ensure compliance.

Employees are viewed as valuable assets of the Group. The Group retains and attracts employees by providing attractive remuneration, benefits and training opportunities. Also, we are committed to providing a safe workplace to our employees by strictly complying with laws and regulations relating to occupational health and safety such as "Law on Prevention of Occupational Disease of the People's Republic of China".

We strive for quality and excellence in our operations. To maintain customer satisfaction, we manage our service and product quality by implementing supplier management and ensuring product safety. The Group attaches great importance to anti-corruption. The Group's employee handbook clearly states that any forms of corruption, blackmail, fraud and money laundering are strictly prohibited.

On behalf of the Board, I would like to take this opportunity to thank you all for the support throughout the year and we will continue to striving for improvement in our ESG performance.

On behalf of the Board

YANG Lijun

Chairman

Hong Kong, 24 July 2020

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ESG MANAGEMENT APPROACH

Striving to be an environmentally and socially responsible enterprise, the Group has established a governance structure for managing, implementing and monitoring ESG related matters and related issues. The Board of Directors takes leadership for and accountability in overseeing and formulating strategic directions on ESG aspects specific to the Group's business including product safety, customer satisfaction, talent development and environmental compliance. The senior management manages the material ESG aspects and respective departments are responsible for implementing ESG-related measures in the course of our daily operations.

The importance of different sustainability indicators is determined through internal discussions, and then approved by the Board. Considering the Group's environmental and social impacts emanate mainly from the hotel and property development business operations, in this report, we accentuate performance indicators relating to hotel and property development operations such as resource consumption and talent management.

Stakeholder Engagement

To understand stakeholders' concerns and opinions, the Group has established approach to communicate with internal and external stakeholders from different backgrounds including customers, employees, suppliers, government departments, local communities and general public. We have established and maintained diverse and regular communication channels to ensure their opinions are collected efficiently.

Stakeholder	Interests and concerns	Channels of communication
Customers	<ul style="list-style-type: none"> • Full compliance with regulations • Product and service quality • Ethical marketing 	<ul style="list-style-type: none"> • Customer satisfaction survey • Guest service counter in hotel • Service hotline
Employees	<ul style="list-style-type: none"> • Compensation and benefits • Occupational health and safety • Career development opportunities • Corporate culture and engagement 	<ul style="list-style-type: none"> • Training • Media platform • "Welcoming Ambassador" • Employee activities
Suppliers	<ul style="list-style-type: none"> • Long-term partnership • Ethical business practices • Supplier assessment criteria 	<ul style="list-style-type: none"> • In-person meeting • Supplier audit
Government	<ul style="list-style-type: none"> • Regulatory requirements • Environmental and safety compliance 	<ul style="list-style-type: none"> • Regulatory policies training • In-person meeting
Community and general public	<ul style="list-style-type: none"> • Community engagement initiatives 	<ul style="list-style-type: none"> • Volunteering and donation

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THE ENVIRONMENT

Environmental impacts of the Group are mainly related to its hospitality and property development operations, while the impacts caused by the operations in the Hong Kong office are relatively insignificant. To achieve long-term sustainable development in business, the Group is committed to reducing the environmental impacts throughout its operations.

The Group strictly complies with all relevant environmental laws and regulations including “Law of the People’s Republic of China on Conserving Energy” and “Regulations of Guangdong Province on Conserving Energy” and fulfills the requirements of “Energy Consumption Limits of Hotels and Shopping Malls in Guangdong Province (Trial)”. To ensure compliance, a comprehensive environmental management system has been put in place to manage the environmental impacts caused by our operations. To further promote environmental protection, the Group’s hotel encourages its customers and employees to participate in environmentally friendly practices, at the same time maintaining its quality of service.

Ensuring its operations and emissions comply with relevant environmental laws and regulations, inspections are conducted to review the Group’s environmental performance.

During the year, the Group was not aware of any non-compliance of laws and regulations that have a significant impact on the Group relating to air and greenhouse gases emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.

Resources Consumption

In our daily operations, the types of resources consumed include electricity, natural gas, petrol and water. During the year, the Group’s operations consumed 4,977,227 kWh of electricity, 4,186 litres of petrol and 113,000 cubic metres of natural gas. The consumption data of electricity and water of the property development segment was not collected during the year, the Group will improve its data collection and disclose the relevant data in the next year.

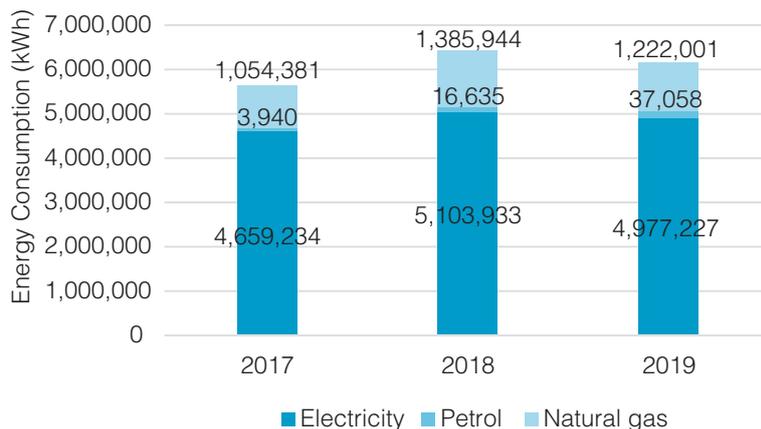
Resources	2019	2018	Change (%)
Electricity — Hong Kong (kWh)	17,227	23,933	-28.0
Electricity — Maoming (kWh)	4,960,000	5,080,000	-2.36
Natural gas (m ³)	113,000	128,160	-11.8
Petrol (litres)	4,186*	1,881	122.5
Total energy consumption (kWh)	6,236,286	6,507,000	-4.2
Energy intensity (kWh/HK\$'000)	181	359	-49.6

* Petrol consumption data of the property development segment is included in 2019.

Environmental, Social and Governance Report

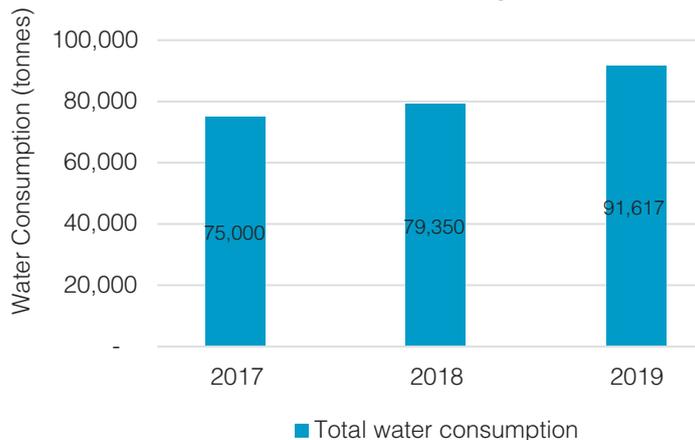
The Group's total energy consumption was 6,236,286 kWh, with an energy intensity of 181 kWh per thousand HKD revenue. In 2019, the Group's energy consumption decreased by 4.2%.

Total Energy Consumption



In terms of water consumption, the Group consumed 91,617 tonnes of municipal water in 2019, with a total water consumption intensity of 2.66 tonnes per thousand HKD revenue. During the year, the Group did not have any issues in sourcing water that is fit for the purpose.

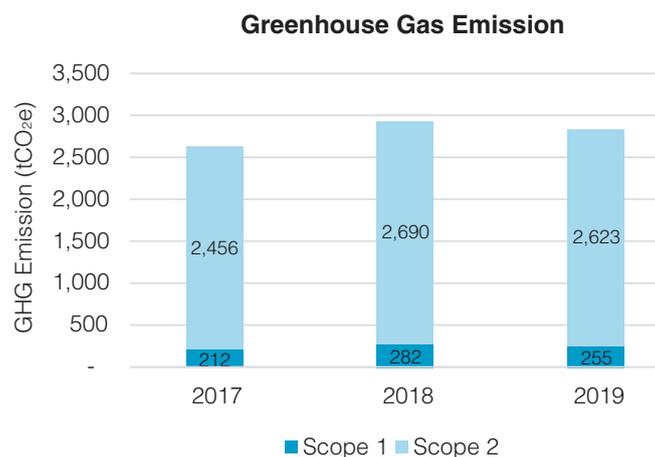
Total Water Consumption



Environmental, Social and Governance Report

Carbon Emissions

The Group's greenhouse gases ("GHG") emissions comprise of direct emissions from vehicle fuel combustion (Scope 1) and indirect emissions from consumption of purchased electricity (Scope 2). During the year, the Group's total GHG emissions were 2,878 tonnes of carbon dioxide equivalent (tCO₂e). The GHG emissions were mainly contributed by emissions from the use of electricity, which constituted around 91% of total GHG emissions.



Resources Conservation

The Group continues to be dedicated to reducing its consumption of energy and water in its daily operations.

Energy saving projects are being implemented in the hotel to reduce electricity consumption and increase energy efficiency. The "air conditioning and hot water" energy saving project in our hotel recovers the heat from the laundry using the solar hot water supply system and heat recovery system. The hot air generated is used to heat up water while the resulting cold air is supplied to the elevator room, shaft and bridge box to reduce energy consumption for air conditioning. The Group also reduces its energy usage by installing energy-saving lamps and motion sensor switches in fire escapes.

To motivate employees to adopt energy-saving practices in daily operations, the Group has launched an energy-saving incentive and penalty scheme that rewards or penalises the departments according to their energy saving performances. Other than providing incentives and disincentives to staff, training related to energy conservation is provided to employees to enhance their understanding of energy saving.

In addition to reducing energy consumption, the Group strives to recycle and reuse water resources to minimise freshwater consumption. For instance, water from the hotel's swimming pool is recycled for plant irrigation, landscaping, toilet flushing and car washing.

For the property development segment, environmental impact assessments are conducted to estimate the potential environmental impacts brought by property development projects and propose corresponding mitigation measures. The Group has formulated a green construction plan to reduce resources consumption including energy, water and paper during the construction phase. Energy-efficient lighting system and water-saving devices are installed in the construction area. Also, the Group has established energy and water saving targets within the construction site and the resources usage is regularly monitored.

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To raise employees' awareness of green construction, training on green construction practices is provided to employees. Regular inspections and assessments are carried out to evaluate employees' performance on green construction practices.

Emissions and Waste Management

The Group strictly complies with laws and regulations relating to emissions including but not limited to "Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution", "Catering Industry Fume Emission Standards" and "Integrated Wastewater Discharge Standards".

Considering hospitality operations generate a considerable amount of waste every day, the Group attaches great importance to waste management. All waste is properly treated in compliance with laws and regulations related to waste disposal. During the year, the Group's hotel business generated 15.0 tonnes of non-hazardous waste, including food waste and domestic waste. The property development segment has not collected waste data during the year, the Group will improve its data collection and disclose the relevant data in the next year.

Hazardous waste generated by property development projects is handled by authorised waste collector and stored separately to prevent blending of hazardous waste with non-hazardous ones. For non-hazardous waste management, food waste generated by the hotel is collected by an authorised waste collector on a daily basis. Recyclable waste is collected by recycling agencies for handling, while the Municipal Hygiene Department is responsible for collecting other non-hazardous waste. Our operations do not involve use of any packaging materials.

Waste	2019	2018	Change (%)
Non-hazardous waste (tonnes)	15.0	12.6	19.0

To maintain good indoor air quality, the Group has installed a ventilation system and fumes are treated before being discharged. Cooking fumes generated by the catering department are treated with a water type exhaust hood and discharged at higher elevations.

Promoting Green Buildings

As a property developer, the Group strives to deliver high-quality properties in a more environmentally-friendly manner by incorporating green building elements in its property development projects. The Group also adopts green construction practices such as installing energy saving lamps and water recirculating system for car washing to reduce resources consumption.

German City in Hengqin was rated as "2-star" level green building under the China Green Building Evaluation Standard

Green building features were adopted in the design of the Group's project in Hengqin, German City. By installing flow restrictors at water taps, using natural lighting, and enhancement of natural ventilation, resources saving and better indoor air quality are achieved.

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OUR PEOPLE

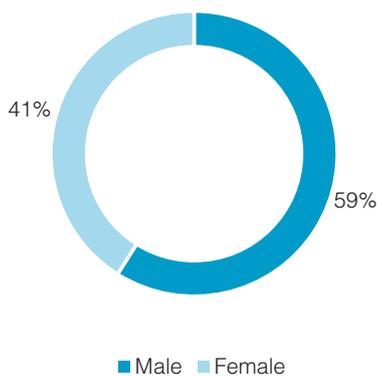
The Group strives to protect the rights and benefits of employees by strictly complying with relevant labour laws and regulations in China and Hong Kong including but not limited to “Labour Law of the People’s Republic of China”, “Labour Contract Law of the People’s Republic of China”, “Law of People’s Republic of China on Protection of Disabled Persons”, “Provisions on the Prohibition of Using Child Labour” and “Employment Ordinance” of Hong Kong.

A comprehensive management framework for recruitment, promotion and dismissal has been formulated and is stipulated in the employee handbook to ensure compliance. To prevent the use of child labour, we ensure all employees have reached the legal working age by checking their identity cards. During the year, there were no reported cases regarding the use of child or forced labour.

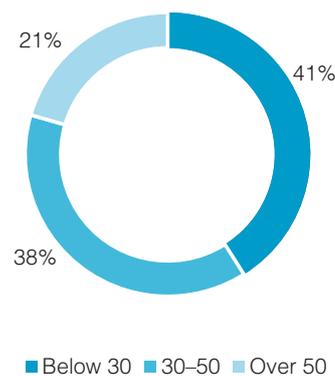
Employee Composition

As at 31 December 2019, the Group’s Hong Kong headquarter and property development segment employed a total of 39 employees. There were 10 and 29 employees in Hong Kong office and Hengqin respectively, and their composition in terms of age, gender, education and professional level was as shown below. 33% of the employees possessed university or above qualification and 23% of them were management staff.

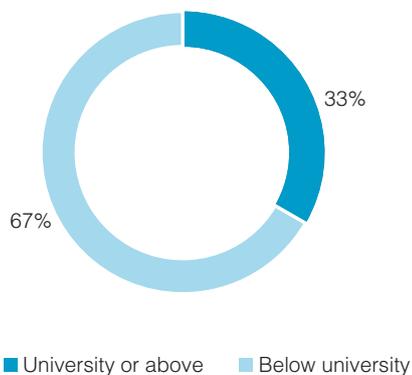
Gender Profile of the Group



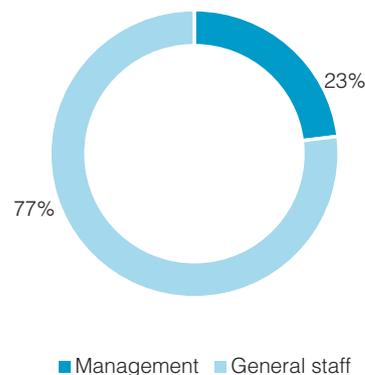
Age Profile of the Group



Educational Profile of the Group

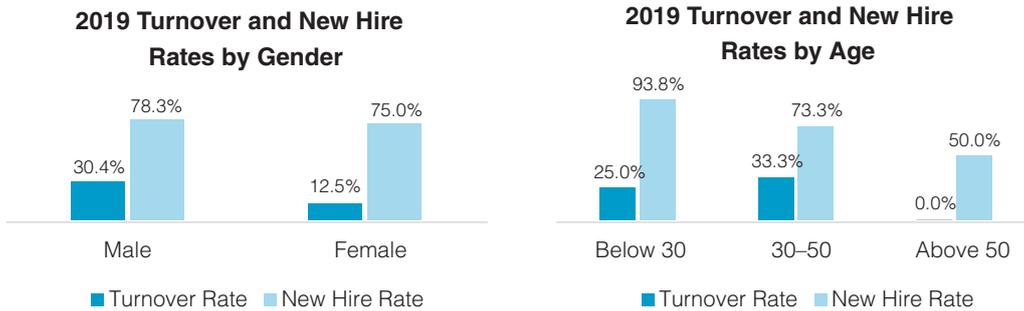


Professional Profile of the Group



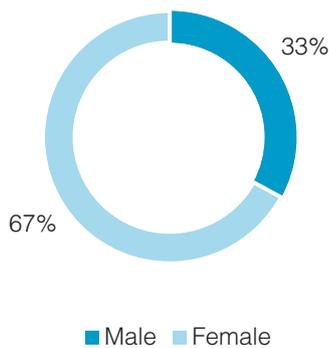
Environmental, Social and Governance Report

During the year, the overall turnover and new hire rate of the Hong Kong headquarter and property development segment are approximately 23.1% and 76.9% respectively. The distributions of employee turnover and new hire rate by gender and age are presented as below.

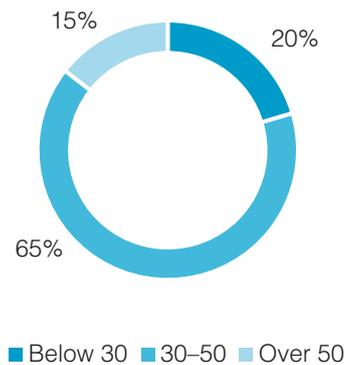


The Group has entrusted the hotel's operations and management to 2 operating rights holders. As at 31 December 2019, there were 304 employees in Mainland China. About 68% of them are general staff. The proportion of male to female staff was around 1:2 and 9% of the employees had obtained university or above qualification. Most of the employees were 30-50 years old, accounting for 65% of the total number of employees.

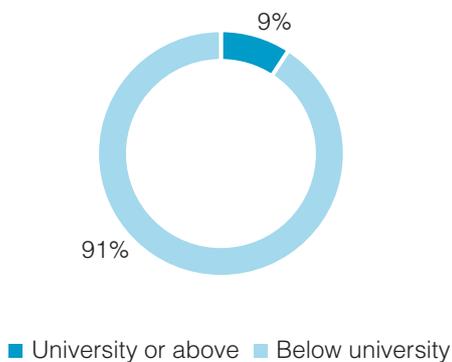
Gender Profile in Maoming



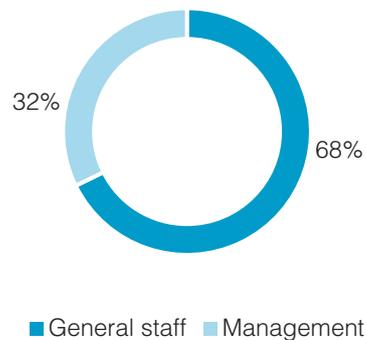
Age Profile in Maoming



Educational Profile in Maoming

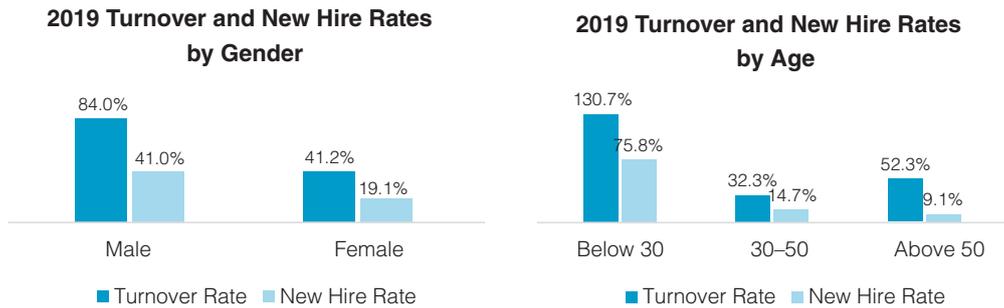


Professional Profile in Maoming



Environmental, Social and Governance Report

During the year, the overall turnover and new hire rate of the hotel business are approximately 55.3% and 26.3% respectively. The distributions of employee turnover and new hire rate by gender and age are presented as below.



Employee Rights and Benefits

To attract, encourage and retain talents, the Group offers attractive remuneration packages to employees. Employees are rewarded on a performance-related basis within the general framework of the Group's salary and bonus scales. Apart from remuneration comprising basic salary, bonus and long-term incentives, employees are entitled to benefits including free meals at work, attendance awards and holidays. Night shift allowance and accommodation allowance are offered to employees with special duties or positions. To recognise and appreciate employee's efforts, certificates and prizes are awarded to employees with outstanding performances.

The Group encourages the staff to maintain a work-life balance and pays attention to their well-being. The Group organises various activities for employees such as birthday parties and trips for employees with outstanding performances in each quarter. Other than that, the hotel business has established the Love and Care Fund since 2014 to provide financial assistance to employees experiencing unexpected events, serious illness and financial difficulties.

Safeguarding the rights of employees, the Group has an established grievance mechanism that provides a channel for staff to raise their concerns. Employees can submit a grievance to their supervisors or managers and the Group handles the grievance seriously. If the problem cannot be resolved, the employee can raise a grievance in written form to the department managers, human resources department manager and general manager subsequently.

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Health and Safety

Aiming to provide a safe workplace to employees, the Group's operations strictly comply with laws and regulations regarding occupational health and safety, including but not limited to "Production Safety Law of the People's Republic of China" and "Law on Prevention of Occupational Disease of the People's Republic of China".

An effective safety management system is put in place to safeguard the health and safety of employees from different business units. Personal protective equipment including safety helmet, high visibility clothing and safety harness is provided to employees when necessary and relevant regulations are formulated to ensure the proper use of the equipment.

The property development segment identifies the sources of potential hazards and risks which may lead to serious accidents such as fire, electric shock, mechanical injury and falling accidents in office and construction areas. Control measures have been developed accordingly to prevent these accidents from occurring.

In order to prevent and prepare for emergencies, the Group's hotel business continues to provide safety training covering fire hazard handling and emergency evacuation to its staff. Fire drills are organised in the hotel regularly to equip the employees with skills to handle fire hazards and emergency events. For property development segment, safety training is provided to all employees and contractors according to their duties. Emergency drills on evacuation, electrical shock and falling object accidents are regularly organised, aiming to ensure effective emergency preparedness. During the year, a total of 2,017 person-times and 3,168 hours of safety training were recorded.



To protect the rights of both the Group and its employees and ensure the employees receive timely and proper treatment, the Group has developed a procedure for handling work-related accidents and injuries. All accidents and injuries must be reported to the department manager and the person-in-charge of the respective department should handle the matter immediately. The department concerned is required to submit a work-related injury report to the human resources department within 12 hours after the occurrence of the injury to determine the causes and responsibility of the relevant personnel.

During the year, the Group was not aware of any violation of relevant laws and regulations that have a significant impact on the Group relating to employment and labour practices and occupational health and safety. In 2019, there were 1 cases of work-related accidents in Hong Kong office, accounting for a total of 37 lost days. There were no reported cases regarding work-related fatalities or occupational illness.

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Development and Training

The Group strives to support training and development of employees to cultivate a more competitive and professional work culture. The Group continues to implement training and development programmes to equip its employees with necessary knowledge and skills to continuously improve their performances and achieve their career goals. Both internal and external training courses are provided including on-the-job training, regular courses relating to the Group's operations and cross-training. External training organised by professional educational institutions is offered to employees when necessary.

Both hotel and property development segments offer induction training to new employees so they get acquainted with the Group's operations and working environment. In addition, the hotel recruits welcome ambassadors to act as mentors of new staff to help them adapt to the working environment. Employees also receive on-the-job training regarding their responsibilities by supervisors and department managers. The Group also provides cross-training to employees, in which employees are sent to other departments or hotels so that they can develop new skills and improve their performance.

Upholding a high standard of management and customer service quality, management staff above manager level in the hotel are subsidised to receive regular external visits and training.

During the year, a total of 3,087 hours of training hours were recorded, covering 1,069 person-times.

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OUR OPERATION

The Group is dedicated to providing high-quality products and services to its customers by ensuring product safety and security. Maintaining and striving for continuous quality excellence, the Group attaches great importance to understanding customers' opinions and comments. Various communication channels, such as customer satisfaction surveys, are in place to collect customers' opinions and address their concerns in a timely and professional manner.

Quality Management

The Group's philosophy emphasises quality excellence. We continue to step up efforts at maintaining a high standard of products and services quality in our operations.

Ensuring food safety is our prime concern. Guidelines are established to make sure the hotel's operations strictly comply with the "Food Safety Law of the People's Republic of China", "Measures for the Supervision and Administration of Food Safety in Catering Services", "Standard Requirements for Catering Service Industry", "Food Safety Regulations in Guangdong Province" and "Publicity Requirements on Food Addictive Use".

A list of non-edible additives and food additives that need to be used restrictively in the catering industry is maintained by the Food and Beverages Department. Food additives consumption and food sources are recorded to monitor the use of food additives in a strict manner. In addition, professional cleaning tools are used to maintain a high standard of hygiene. In 2019, our hotel was certified as grade A provincial catering service food demonstration unit and was awarded the provincial food safety title and the title of level A unit in public health.

To ensure the safety of customers, a safety and security system that comprises of a closed-circuit TV monitoring system has been installed in the hotel. Staffs are on-duty 24/7 to provide support. Security training covering anti-natural disasters, anti-fire, anti-sabotage and anti-theft is provided to staff. To ensure our employees can handle emergency events in a professional and timely manner, standard procedures for handling emergencies, such as fire, lift stoppage and serious accidents, are clearly stated in the employee handbook.

The Group's property development business maintains product quality through strict quality assurance procedures. Construction materials and building equipment must be checked and undergone third-party inspection before use, and suppliers are required to provide quality certification documents for identification. Unqualified building materials and equipment are not allowed to be used in our property development projects.

During the year, the Group was not aware of any incidents of non-compliance with laws and regulations that have a significant impact on the Group concerning health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.

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Supply Chain Management

In 2019, the Group's hotel business and property development business engaged with 31 and 36 local suppliers respectively.

In the hotel operations, food and agricultural products are procured regularly from suppliers. The Group has established a "List of material suppliers" to record and regulate its suppliers. To ensure the quality of products and services provided by suppliers, business operation licenses, certifications and qualifications of the suppliers are checked and confirmed. For instance, quality certificates including permits, product inspection certificate and business license of the suppliers providing food, raw materials and agricultural products are checked to ensure product safety. Procurement of products that are damaged, spoiled and in other conditions that are unsuitable for consumption is strictly prohibited. Feedback from our customers and the food and beverage department is regularly collected so that we can review suppliers' quality and make adjustments during procurement. Besides, new suppliers are selected after a comprehensive review by considering various factors such as price and quality.

For our property development operations, the Group requires its suppliers to provide necessary quality certification documents of the construction materials and equipment for quality assurance. Monthly inspections and random spot checks are conducted to manage the performances of suppliers. If non-compliance is identified, the Group will issue warning to the unqualified suppliers and require them to address the issue. Uncooperative suppliers will be removed from the supplier list or blacklisted.

Privacy Protection

Considering our business involves handling of personal information of customers, it is of paramount importance to protect customer data privacy and handle their personal information carefully. The Group's operations strictly comply with laws and regulations relating to privacy protection.

Spearheaded by the General Manager of the hotel and assisted by the Chief Financial Officer, we have established an audit team for managing privacy issues. Personnel administration officer is in charge of daily supervision and implementation of privacy policy while the department heads are responsible for ensuring data security within departments.

The Group's confidentiality team and relevant departments such as security department continue to take up their responsibility to maintain confidentiality. Regulations related to confidentiality are developed to ensure compliance with relevant laws and regulations. The Group has established a grading system to classify the confidentiality of contents. Confidential information is subdivided into corresponding grades and access rights are assigned accordingly.

Other than ensuring customer data privacy, information related to the Group's business is also strictly protected. Our property development segment safeguards the business confidential information by signing confidentiality agreements with employees. Information ranging from new dishes and recipes to designs, banners, billboards, newspaper and advertisements for marketing purposes are classified as confidential and are protected.

Anti-corruption

The Group holds a zero-tolerance stance towards all forms of corruption including bribery, extortion, fraud and money laundering. Complying with "Criminal Law of the People's Republic of China", "Anti-Unfair Competition Law of the People's Republic of China" and "Prevention of Bribery Ordinance" in Hong Kong, anti-corruption standards have been established to prevent corrupt behavior. The employee handbook clearly states the Group's anti-corruption guidelines including definitions, consequences and penalties for corrupt behaviors. During the year, we were not aware of any non-compliance with laws and regulations that have a significant impact on the Group relating to bribery, extortion, fraud and money laundering.

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COMMUNITY CARE

Striving to be a socially responsible business, the Group is committed to giving back to the community. To support the society, the Group participates in diversified community services and encourages its employees to engage in community work.

For long, the Group has been involved in various social welfare events that support the community. We organise blood donation activities to raise employees' awareness and promote blood donation. In the meanwhile, the Group provides career support to students by cooperating with domestic colleges and universities to provide training sessions relating to the hospitality industry. During the year, the Group's property development segment donated RMB200,000 to support the "6.30 Guangdong Poverty Alleviation Day", an activity organised by the Hengqin New District Social Affairs Bureau aiming to raise funds for poverty alleviation projects.



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PERFORMANCE DATA SUMMARY

		2019	2018
Workforce	Total Headcount		
	By geographical location		
	Hong Kong	10	10
	Mainland China — Hotel Segment	304	379
	Mainland China — Property Development Segment	29	N/A
	Total	343	389
	By age group		
	Below 30	78	105
	30–50	213	230
	Above 50	52	54
	By gender		
	Male	123	136
	Female	220	253
	By functional category		
	General Staff	236	281
Management	107	108	
Health and Safety	Occupational Health and Safety Performance		
	Number of accidents	1	0
	Lost days due to work-related injury	37	0
	Work-related fatalities	0	0
	Safety Training		
	Total person-times	2,017	1,351
Total hours	3,168	5,319	
Environmental	Air Emissions*		
	Sulphur Oxides (kg)	0.0615	0.0277
	Nitrogen Oxides (kg)	4.14	1.66
	Particulate Matter (kg)	0.305	0.122
	Greenhouse Gases Emissions		
	Total GHG emissions (tCO ₂ e)	2,878	2,972
	Scope I (tCO ₂ e)	255	282
	Scope II (tCO ₂ e)	2,623	2,690
	Waste Type		
	Non-hazardous waste (tonnes)	15.0	12.6
Resources Consumption			
Electricity (kWh)	4,977,227	5,103,933	
Natural Gas (m ³)	113,000	128,160	
Petrol (litres)	4,186	1,881	
Municipal Water (tonnes)	91,617	79,350	

* Air emissions are calculated based on fuel consumption of company vehicles.

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ESG CONTENT INDEX

KPIs	HKEX ESG Reporting Guide Requirements	Section/Remarks	
A. Environmental			
Aspect 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.	The Environment	
	KPI A1.1	The types of emissions and respective emissions data.	Performance Data Summary
	KPI A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity.	Resources Consumption
	KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity.	Emissions and Waste Management
	KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity.	Emissions and Waste Management
	KPI A1.5	Description of measures to mitigate emissions and results achieved.	Emissions and Waste Management
	KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	Emissions and Waste Management
Aspect A2: Use of Resources	General Disclosure Policies on the efficient use of resources, including energy, water and other raw materials.	Resources Conservation	
	KPI A2.1	Direct and/or indirect energy consumption by type in total (kWh in '000s) and intensity.	Resources Consumption
	KPI A2.2	Water consumption in total and intensity.	Resources Consumption
	KPI A2.3	Description of energy use efficiency initiatives and results achieved.	Resources Conservation
	KPI A2.4	Description of whether there is any issue in sourcing water that is fit for the purpose, water efficiency initiatives and results achieved.	Resources Consumption & Resources Conservation
	KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	No packaging material is used in our business

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KPIs	HKEX ESG Reporting Guide Requirements	Section/Remarks
Aspect A3: The Environment and Natural Resources	General Disclosure Policies on minimizing the issuers' significant impact on the environment and natural resources.	The Environment
	KPI A3.1 Description of significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Promoting Green Buildings
B. Social		
Aspect 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 related to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Our People
	KPI B1.1 Total workforce by gender, employment type, age group and geographical region.	Employee Composition
Aspect 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.	Health and Safety
	KPI B2.1 Number and rate of work-related fatalities.	Health and Safety
	KPI B2.2 Lost days due to work injury.	Health and Safety
	KPI B2.3 Description of occupational health and safety measures adopted, how they are implemented and monitored.	Health and Safety
Aspect B3: Development and Training	General Disclosure Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Development and Training

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KPIs	HKEX ESG Reporting Guide Requirements	Section/Remarks
Aspect 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 or forced labour.	Our People
	KPI B4.1 Description of measures to review employment practices to avoid child and forced labour.	Our People
Aspect B5: Supply Chain Management	General Disclosure Policies on managing environmental and social risks of the supply chain	Supply Chain Management
	KPI B5.1 Number of suppliers by geographical region.	Supply Chain Management
	KPI B5.2 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Supply Chain Management
Aspect 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.	Our Operations
	KPI B6.3 Description of practices relating to observing and protecting intellectual property rights.	Privacy Protection
	KPI B6.4 Description of quality assurance process and recall procedures.	Quality Management
	KPI B6.5 Description of consumer data protection and privacy policies, how they are implemented and monitored.	Privacy Protection

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KPIs	HKEX ESG Reporting Guide Requirements	Section/Remarks
Aspect B7: Anti-corruption	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.	Anti-corruption
	KPI B7.1 Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Anti-corruption
	KPI B7.2 Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	Anti-corruption
Aspect 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.	Community Care
	KPI B8.1 Focus areas of contribution.	Community Care
	KPI B8.2 Resources contributed (e.g. money or time) to the focus area.	Community Care