



建聯集團有限公司\*

**Chinney Alliance Group Limited**

(Incorporated in Bermuda with limited liability)

Stock Code : 385

# Environmental, Social and Governance Report 2019

\* For identification purpose only

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## **1 ABOUT THIS COMPANY**

Chinney Alliance Group Limited (the “Company”, collectively with its subsidiaries, the “Group”) is an investment holding company with business operations in Hong Kong, Macau, and Mainland China. Its head office is in Hong Kong and has been listed on the Main Board of The Stock Exchange of Hong Kong Limited (“Stock Exchange”) since 1993 (Stock code: 0385). The Group is principally engaged in superstructure construction works, foundation piling, drilling and site investigation, provision of building-related contracting services, trading of plastic and chemical products and other businesses which consist of distribution of aviation system and other hi-tech products, and property and investment holding.

## **2 ABOUT THIS REPORT**

### **2.1 REPORTING STANDARD, PERIOD AND SCOPE**

The report is prepared in accordance with Environmental, Social and Governance Reporting Guide set out in Appendix 27 of the Rules Governing the Listing of Securities on the Stock Exchange (the “Listing Rules”). The Group adheres to the principles of materiality, quantitative, balance and consistency to report on the measures and performances from 1 January 2019 to 31 December 2019 (the “Reporting Period”). Information regarding corporate governance is addressed in the 2019 annual report of the Company in accordance with the principles and guidelines of the Corporate Governance Code as set out in Appendix 14 of the Listing Rules.

This report covers the Group’s activities on environmental, social and governance (“ESG”) aspects throughout the Reporting Period. The scope of this report covers the Group’s operations in Hong Kong by its respective principal subsidiaries: (i) Chinney Builders Company Limited (“Chinney Builders”) and Chinney Construction Company, Limited (“Chinney Construction”), both are engaged in superstructure construction works; (ii) Shun Cheong Electrical Engineering Company Limited (“Shun Cheong”) which is engaged in building related contracting services; and (iii) Jacobson van den Berg (Hong Kong) Limited (“Jacobson”) which is engaged in trading of plastic and chemical products. The environmental and social performance of the Group’s subsidiary Chinney Kin Wing Holdings Limited, which is listed on the Main Board of the Stock Exchange (Stock code: 1556), and is engaged in foundation piling, drilling and site investigation business, is disclosed in its own 2019 ESG Report.

## 2.2 STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

The Group engaged a third-party consultant to conduct assessment on the materiality of the sustainability topics of the Group. To understand the expectation of the stakeholders to the Group's sustainable development, the Group has invited its stakeholders, including employees, suppliers and contractors, to conduct an ESG survey during the Reporting Period. Based on the results of the survey, the Group has identified construction waste management and occupational health and safety as the most important environmental and social topics respectively. The Group focuses on the following material sustainability issues to the business.



## 2.3 CONTACT DETAILS

The Group welcome any comments or suggestions from our stakeholders. If you have any comments, please contact the Group at:

Chinney Alliance Group Limited  
23<sup>rd</sup> Floor, Wing On Centre,  
111 Connaught Road Central,  
Hong Kong

Tel : (852) 2877 3307

E-mail : [general@chinneyhonkwok.com](mailto:general@chinneyhonkwok.com)



### 3 CORPORATE STATEMENT

We are pleased to present our 2019 ESG Report, which portrays our commitment towards sustainability development and performance. Amidst the triple blows of the US-China trade tensions, the social unrest and the COVID-19 pandemic, our business performance was inevitably affected. Nevertheless, we are placing continuous effort in improving our ESG performance through engaging our stakeholders to conduct ESG survey to gather their insight on our future sustainable development.

In respect of the environmental concerns, we are committed to reduce and remedy the environmental impacts from our business operation. In addition to implementation of ISO 14001:2015 Environmental Management System and ISO 50001:2011 Energy Management System, we are exploring the opportunity to apply the advanced construction technology such as Building Information Modelling and Modular Integrated Construction in our upcoming projects.

On the other hand, we recognise that occupational health and safety are crucial to the construction business. We provide a safe working environment to our employees by adopting and reviewing the safety policies and measures. With the aim of reinforcing our safety management, we are going to migrate our safety management systems in Hong Kong to ISO 45001:2018 standard in 2020.

In spite of the challenges ahead, we will continuously monitor the market for opportunities to enhance our existing business while keep driving towards a sustainable future.

## 4 QUALITY SERVICES

The Group recognises the long-term importance of the quality of its work and strives to monitor contractors' performance and procure sustainable resources to fulfil customers' expectation in terms of cost, timeliness and quality.

### 4.1 SUSTAINABLE VALUE CHAIN

To ensure the quality of the products and services, the Group has established a set of stringent policies and guidelines to manage its suppliers and contractors. In addition to the quality, delivery time and prices of goods, the Group has great concerns on the environmental and social impacts associated with the suppliers. As part of the sustainable sourcing, Chinney Construction and Chinney Builders strive to use materials from sustainable sources such as timber certified with Forest Stewardship Council. In order to support local economy and reduce the delivery time as well as emission resulted from the transportation, the Group prioritises the local suppliers and the procurement of raw materials manufactured within 800km.

Apart from supply chain management, the Group also places great emphasis on the contractors' work standard and management. The contractors of Chinney Builders and Chinney Construction are required to submit certificates to demonstrate that the tools, equipment and materials used and supplied were in compliance with the Group's standards during the tendering process. For the contractors' workers management, biometric recognition system with turnstile are used at site entrance. Trainings are provided to contractors' workers to let them understand and comply with the Group's sites work procedures.

Geographical region	Number of suppliers
Mainland China	6
Hong Kong	508
Others	89

Procured materials	Unit	2019
Total weight of materials	tonnes	91,847.50
Total weight of materials manufactured within 800km	tonnes	82,202.40
% of materials manufactured within 800km	%	89

## **4.2 QUALITY CONTROL**

Regarding the quality of the Group's services, ISO 9001:2005 Quality Management System is adopted to govern the quality assurance practices. Under the quality control system, the project managers are responsible for ensuring the compliance of the site operation with the quality management manual and quality target. The project managers conduct regular monitoring and inspections throughout the duration of the construction projects to ensure contractors and subcontractors meeting the Group's requirements. Action plans are implemented for any necessary mitigation measures. Upon completion of construction projects, quality audits are conducted to assure the quality and safety of the completed projects.

## **5 ENVIRONMENTALLY CONSCIOUS OPERATIONS**

The Group is committed to operate its business in a resource-efficient manner. Environmental management system and energy management system to monitor and control its environmental performance in accordance with ISO 14001:2015 and ISO 50001:2011. Under the management systems, the Group has developed policies and initiatives regarding the site operations. Chinney Construction was awarded Hong Kong Construction Environmental Awards 2019 – Environmental Merit Award by Hong Kong Construction Association.

### **5.1 ENERGY CONSUMPTION AND AIR EMISSIONS**

The primary energy consumption of the Group was electricity, diesel and petrol consumption of the construction sites and offices. The Group endeavours to enhance its energy efficiency in daily operation to reduce carbon footprint and operating costs by establishing an energy policy and implementing a number of mitigation measures and initiatives. Besides, Chinney Construction has signed the Energy Saving Charter 2019 launched by Environment Bureau to further support energy saving action.



## For office premises

- Set indoor temperatures between 24-26 degree Celsius
- Switched off idle electrical equipment
- Supported the purchase of energy-efficient products (such as Grade 1 energy labels)



## For construction projects

- Set up energy conservation targets
- Conducted regular audits and reviews on energy performance to improve energy efficiency and reduce air pollutants emission
- Used energy-efficient construction equipment and ultra-low sulphur diesel as far as applicable
- Provided trainings for staff to ensure their understanding in the energy conservation practices
- Installed photovoltaic panel to collect solar power and reduce electricity consumption



Overview of Energy Consumption			
	Unit	2019 <sup>1</sup>	2018
<b>Electricity consumption</b>			
Office	MWh	1,257	1,243
Construction	MWh	1,126	1,568
<b>Fuel consumption<sup>2</sup></b>			
Diesel	MWh	521	1,451
Petrol	MWh	89	102
<b>Overall</b>			
Total energy consumption	MWh	2,993	4,364
Energy Intensity	MWh/ Revenue (HKD M') <sup>3</sup>	0.76	0.91

<sup>1</sup> Due to the decrease in the number of active projects, lowered energy consumption was recorded in 2019.

<sup>2</sup> Fuel consumption data were inclusive of diesel and petrol consumed by construction machinery and vehicle used for construction projects and office.

<sup>3</sup> The revenue only included Chinney Builders, Chinnery Construction, Shun Cheong and Jacobson. The revenue of 2018 and 2019 was HK\$4,807 million and HK\$3,941 million, respectively.

Overview of Greenhouse Gas and other Air Pollutant Emissions			
	Unit	2019 <sup>4</sup>	2018
<b>Greenhouse Gas (GHG) Emissions<sup>5</sup></b>			
Scope 1 Direct Emission <sup>6</sup>	tonnes of CO <sub>2</sub> equivalent (“tCO <sub>2</sub> e”)	163	406
Scope 2 Indirect Emission <sup>7</sup>	tCO <sub>2</sub> e	1,426	1,712
Total GHG Emission	tCO <sub>2</sub> e	1,589	2,118
Total GHG intensity	tCO <sub>2</sub> e/ Revenue (HKD M’) <sup>8</sup>	0.40	0.44
<b>Other Air Pollutant Emissions</b>			
NO <sub>x</sub>	tonnes	1.46	3.93
PM	tonnes	0.12	0.25

<sup>4</sup> Due to the decrease in the number of active projects, lowered GHG emissions were recorded in 2019.

<sup>5</sup> The Group reported GHG and other air pollutant emissions in accordance with the principles and methodologies of local and international carbon accounting standards and the most updated air emission pollution factors.

<sup>6</sup> Scope 1 GHG emissions referred to direct emission of GHG from sources owned or controlled by the Group, which included (i) vehicular transportation and (ii) construction machinery usage.

<sup>7</sup> Scope 2 GHG emissions referred to indirect GHG emissions resulting from the electricity purchased.

<sup>8</sup> The revenue only included Chinney Builders, Chinnery Construction, Shun Cheong and Jacobson. The revenue of 2018 and 2019 was HK\$4,807 million and HK\$3,941 million, respectively.



## 5.2 WATER RESOURCES

The Group's major water consumption is attributed to the offices and construction sites supplied by the Water Supplies Department. Although water consumption was not the most material issue to business, the Group continues to place efforts in improving water efficiency. At construction sites, the Group has installed water metering facilities to monitor water consumption. Based on the water performance data collected on-site, the Group was able to conduct analysis and identify any abnormal usage and to improve the efficiency of relevant facilities.

The Group also strives to reduce the wastewater discharge to avoid the pollution associated from the surface runoff. Chinney Builders and Chinney Construction install treatment facilities at construction sites. Water after treatment is used for site cleaning, dust removal and wheel-washing to reduce fresh water consumption.

Overview of Water Consumption and Wastewater discharge			
	Unit	2019 <sup>9</sup>	2018
Total Water Consumption	m <sup>3</sup>	12,853	27,979
Water Intensity	m <sup>3</sup> / Revenue (HKD M') <sup>10</sup>	3.26	5.82
Wastewater Discharge			
Total Wastewater Discharge <sup>11</sup>	m <sup>3</sup>	34,335	98,504

<sup>9</sup> Due to the decrease in the number of active projects, lowered water consumption and wastewater discharge were recorded in 2019.

<sup>10</sup> The revenue only included Chinney Builders, Chinnery Construction, Shun Cheong and Jacobson. The revenue of 2018 and 2019 was HK\$4,807 million and HK\$3,941 million, respectively.

<sup>11</sup> Wastewater included the wastewater discharged from construction sites of Chinney Builders and Chinney Construction in Hong Kong.

### 5.3 WASTE MANAGEMENT

A significant amount of wastes generated from the Group's business operation are construction and demolition wastes. As the burden of landfills keeps growing, the Group recognise the need to minimise the waste generation. The Group adopts a waste management policy to ensure efficient on-site waste management. Construction and demolition wastes are sorted out and separated in designated areas. Materials are recycled and reused whenever possible. To further minimise the waste generation, the Group has incorporated advanced technology such as Building Information Modelling ("BIM") to reduce total use of material and wastage.

Overview of Waste			
Waste Category	Unit	2019 <sup>12</sup>	2018
<b>Hazardous waste</b>			
Total hazardous waste disposed	kg	0	4,320
Hazardous waste intensity	kg/ Revenue (HKD M') <sup>13</sup>	0	0.9
<b>Non-Hazardous Waste</b>			
C&D waste disposed	tonnes	5,242	12,829
C&D waste diverted from landfill	tonnes	1,867	42,776
Non-hazardous waste intensity	tonnes/ Revenue (HKD M') <sup>13</sup>	1.80	11.57

<sup>12</sup> Due to the decrease in the number of active projects, lowered waste generation was recorded in 2019.

<sup>13</sup> The revenue only included Chinney Builders, Chinnery Construction, Shun Cheong and Jacobson. The revenue of 2018 and 2019 was HK\$4,807 million and HK\$3,941 million, respectively.

## 5.4 NOISE MANAGEMENT

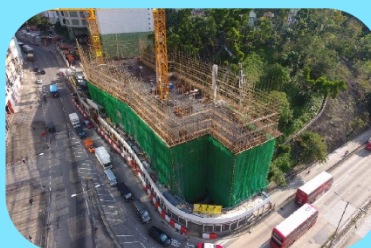
Noise generated from construction works could cause noise pollution and nuisance to the surrounding area. The Group has adopted the following noise management and measures to minimise the impact on nearby sensitive receivers:

1. Schedule construction works to avoid sensitive hours
2. Apply quality powered mechanical equipment
3. Install noise mitigation measures such as noise barriers on site
4. Avoid machine idling to reduce noise generation

### Case Study

#### Design and Construction of Data Centre at Kwai Chung Town Lot No. 495

To show the Group's commitment to sustainable construction and waste minimisation, the Group has incorporated green building design in its work on Data Centre at Kwai Chung Town Lot No. 495. The project of the 14-storey data centre was complied with the requirements of Hong Kong Building Environmental Assessment Method. In way to enhance the efficiency and minimise anticipated resources, BIM technology has been implemented to coordinate the architectural and structural work of the project.



Aerial view of project site



## 6 PEOPLE-ORIENTED CULTURE

Human resources are the cornerstone of the environmental management and the quality assurance. The Group is committed to providing a safe and harmonious workplace to its employees to thrive at work. Human resources policies and initiatives are established to ensure the health and well-being of its employees.

### 6.1 SAFE WORKPLACE

As a responsible employer, the Group places great awareness on the occupational health and safety of its staff as occupational injuries and accidents are crucial and common in construction industry. The Group has established an occupational health and safety management system certified with OHSAS 18001:2007 and will migrate it to ISO 45001:2018 in 2020. Under the management system, the Group has stipulated safety policies and implemented corresponding on-site measures.

- Identifying occupational health and safety risks;
- Ensuring the safe usage, handling, storage and transport of plant and substances on-sites;
- Offering health and safety training for employees and subcontractors;
- Ensuring that all employees work under the Health and Safety legislation, rules and practice;
- Requiring Project Managers and Safety Managers to take the responsibility of safety policy implementation and all health and safety matters in construction projects;
- Reviewing and improved Health and Safety policies and management system when necessary or at least once annually; and
- Deploying sufficient resources to implement the health and safety policies.

Under the collective effort of the Group and its employees, the Group recorded no fatal incidents and 11.7 injury rate per 1,000 employees during the Reporting Period, which was lower than the 2018 Occupational Safety and Health Statistics for accident rate in the construction industry of Hong Kong of 31.7 accident rate per 1,000 employees. The Group has also attained safety awards and recognitions as the following:



## 6.2 TALENTS ACQUISITION AND DEVELOPMENT

The Group places great emphasis on employees and resource allocation for talents. As part of its strategy of talent attraction and retention, the Group offers competitive compensation packages, promotion opportunities, reasonable work hours and rest periods to remunerate employees' contributions.

In the recruitment process, the Group adopts an equal opportunity and non-discriminatory approach. It assesses the candidates based on their skills and qualifications, and disregards their gender, religion, race or other factors. To prevent the employment from any form of illegal labour such as child and forced labour, Human resource departments verify the identification and working permits of the candidates. During the Reporting Period, the Group did not aware of any non-compliance cases and complied with all applicable laws and regulations relating to employment.

It is believed the growth of the employees could facilitate the business development. The Group provided various training programmes to its staff and support them to pursue continuous education by reimbursing part or all the fees of the external training courses. During the Reporting Period, Chinney Builders and Chinney Construction have arranged total of 317.25 training hours including visit to Construction Innovation and Technology Application Centre to learn about the advanced construction technology, and introduction to BEAM Plus accreditation system to reinforce the knowledge of green building design.





To create an engaging working environment, the Group is devoted to organise staff activities to enhance the communication between departments and increase the cohesiveness among employees. In recognition of the Group's endeavour to promote employee wellbeing, Chinney Builders, Chinney Construction and Shun Cheong were recognised as "Happy Company" by Promoting Happiness Index Foundation during the reporting period.



### 6.3 ETHICAL CORPORATE IMAGE

Adhering to the principles of openness and integrity, the Group strives to operate its business in an ethical manner. To uphold the highest standard of honesty, the Group has stipulated Company Code of Ethics (the "Code") to prohibit employees from soliciting or accepting any advantages. To further prevent and eradicate corruption cases, the Group has established a whistleblowing mechanism to encourage its employees to report any suspected cases to management anonymously. The Group would investigate and take necessary disciplinary actions depending on the severity of cases.

Apart from anti-corruption practices, the Code has stipulated the employees shall protect confidential information and shall not disclose to third party with prior consent. The Group has also expressed its respect to intellectual property rights in the Code and shall refrain from using any products and goods without proper authorisation. During the Reporting Period, the Group had no reported corruption case or data breach or intellectual property infringement, and complied with all relevant laws and regulations such as Prevention of Bribery Ordinance, Personal Data (Privacy) Ordinance and Patents Ordinance.

## 7 COMMUNITY INVESTMENT

The Group keeps on bringing in values of wellness into the community. As construction workers had a higher exposure to dust particles that may cause Pneumoconiosis, the Group continued to work closely with Pneumoconiosis Mutual Aid Association and donated HK\$20,000 to them during the reporting period to support Pneumoconiosis patients. In addition, the Group also organised other charity and voluntary activities to support the social groups in need.

As a Caring Company endorsed by the Hong Kong Council of Social Service, the Chinney Construction invested 125 hours for community activities and donated in total HK\$43,133 during the Reporting Period.



## 8 LOOKING FORWARD

As the importance of ESG issues is increasing gradually, the Group will continue to reinforce its environmental and social performances through optimising the management approach and adopting the advanced construction technology. With the commitment to building a sustainable city, the Group will keep engaging its stakeholders to pursue enhancement in environmental protection, employees' wellness as well as community development.

## 9 PERFORMANCE TABLE

Environmental Performance	Unit	2019 <sup>14</sup>	2018
<b>Gaseous Emissions</b>			
Particulate Matter (PM)	tonnes	0.12	0.25
Nitrogen Oxides (NO <sub>x</sub> )	tonnes	1.46	3.93
<b>Greenhouse Gas (GHG) Emissions</b>			
Scope 1: Direct emission	tonnes of CO <sub>2</sub> equivalent (tCO <sub>2</sub> e)	163	406
Scope 2: Indirect emission	tCO <sub>2</sub> e	1,426	1,712
Total GHG emissions	tCO <sub>2</sub> e	1,589	2,118
Total GHG intensity	tCO <sub>2</sub> e/ Revenue (HKD M') <sup>15</sup>	0.40	0.44
	tCO <sub>2</sub> e/ Total GFA(m <sup>2</sup> ) <sup>16</sup>	0.02	0.01
<b>Energy Usage</b>			
Electricity – Office	MWh	1,257	1,243
Electricity - Construction	MWh	1,126	1,568
Petrol	MWh	89	102
Ultra-Low Sulphur Diesel	MWh	521	1,451
Total energy consumption	MWh	2,993	4,364
Total energy intensity	MWh/ Revenue (HKD M') <sup>15</sup>	0.76	0.91
	MWh/ Total GFA(m <sup>2</sup> ) <sup>16</sup>	0.05	0.03

Environmental Performance	Unit	2019 <sup>14</sup>	2018
<b>Water Consumption</b>			
Total water consumption	m <sup>3</sup>	12,853	27,979
Water consumption intensity	m <sup>3</sup> / Revenue (HKD M') <sup>15</sup>	3.26	5.82
	m <sup>3</sup> / Total GFA(m <sup>2</sup> ) <sup>16</sup>	0.20	0.18
<b>Wastewater</b>			
Total wastewater discharged	m <sup>3</sup>	34,335	98,504
Wastewater discharged intensity	m <sup>3</sup> / Revenue (HKD M') <sup>15</sup>	8.71	20.49
	m <sup>3</sup> / Total GFA(m <sup>2</sup> ) <sup>16</sup>	0.52	0.65
<b>Hazardous Waste</b>			
Total hazardous waste disposed	kg	0	4,320
Hazardous waste intensity	kg / Revenue (HKD M') <sup>15</sup>	0	0.9
	kg / Total GFA(m <sup>2</sup> ) <sup>16</sup>	0	0.03
<b>Non-Hazardous Waste</b>			
C&D waste disposed	tonnes	5,242	12,829
C&D waste diverted from landfill	tonnes	1,867	42,776
Non-hazardous waste intensity	tonnes / Revenue (HKD M') <sup>15</sup>	1.80	11.57
	tonnes/ Total GFA(m <sup>2</sup> ) <sup>16</sup>	0.11	0.36

<sup>14</sup> Due to the decreases in the number of active projects, lowered energy consumption, GHG emissions, water consumption and waste generation were recorded in 2019.

<sup>15</sup> The revenue only included Chinney Builders, Chinnery Construction, Shun Cheong and Jacobson. The revenue of 2018 and 2019 was HK\$4,807 million and HK\$3,941 million, respectively.

<sup>16</sup> The GFA included all construction sites, offices and warehouses. The GFA of 2018 was 152,509m<sup>2</sup> and 2019 was 65,588m<sup>2</sup>.

Social Performance		Unit	2019	2018
<b>Workforce Profile</b>				
Total workforce		No. of people	1,188	989
By gender	Male	No. of people	964	839
	Female	No. of people	224	150
By age group	<30	No. of people	250	249
	31-50	No. of people	493	333
	>51	No. of people	445	407
By employment type	Senior management	No. of people	29	17
	Management	No. of people	112	102
	Frontline and general staff	No. of people	1,047	870
By geographical region	Hong Kong	No. of people	1,156	949
	China	No. of people	20	24
	Others	No. of people	12	16
<b>Employee turnover rate</b>				
By gender	Male	%	30	Not applicable
	Female	%	33	Not applicable
By age group	<30	%	39	Not applicable
	31-50	%	30	Not applicable
	>51	%	27	Not applicable
By employment type	Senior management	%	0	Not applicable
	Management	%	17	Not applicable
	Frontline and general staff	%	33	Not applicable
By geographical region	Hong Kong	%	32	Not applicable
	China	%	8	Not applicable



Social Performance		Unit	2019	2018
<b>Training</b>				
By gender	Male	Average hours	1.25	0.17
	Female	Average hours	1.7	0.52
By employment type	Senior management	Average hours	2.56	0.71
	Management	Average hours	4.64	0.72
	Frontline and general staff	Average hours	1.00	0.15
<b>Occupational Health and Safety</b>				
Lost days due to injuries		Days	1,422	2,717
Rate of injuries per 1,000 employees		%	11.7	26
Number of fatalities		No. of people	0	0
Rate of fatalities		%	0	0

## 10 ESG CONTENT INDEX

Aspect	KPI	Description	Statement / Section	Page No.
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	<i>A1.3</i>	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility)	9 Performance Table	19
	<i>A1.4</i>	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility)	9 Performance Table	19
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A2	<i>General disclosure</i>	Policies	5 Environmentally Conscious Operations	6-12
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	A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced	Not applicable	/
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Aspect	KPI	Description	Statement / Section	Page No.
<b>SUBJECT AREA (B) SOCIAL</b>				
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B2	<i>General disclosure</i>	Information on: (a) the policies; and (b) compliance	(a) 6.1 Safe Workplace (b) The Group has complied with all laws and regulations relating to occupational health and safety	13-14
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Aspect	KPI	Description	Statement / Section	Page No.
<b>B3: DEVELOPMENT AND TRAINING</b>				
B3	<i>General disclosure</i>	Policies	6.2 Talents Acquisition and Development	15-16
	<i>B3.1</i>	The percentage of employees trained by gender and employee category (e.g. senior management, middle management)	Chinney Alliance is reviewing its training data collection system and will disclose the percentage of employees trained in future reports	/
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B4	<i>General disclosure</i>	Information on: (a) the policies; and (b) compliance	(a) 6.2 Talents Acquisition and Development (b) The Group has complied with laws and regulations relating to child and forced labor	15-16
	<i>B4.1</i>	Description of measures to review employment practices to avoid child and forced labour	6.2 Talents Acquisition and Development	15-16
	<i>B4.2</i>	Description of steps taken to eliminate such practices when discovered	6.2 Talents Acquisition and Development	15-16

Aspect	KPI	Description	Statement / Section	Page No.
<b>B5: SUPPLY CHAIN MANAGEMENT</b>				
B5	<i>General disclosure</i>	Policies	4.1 Sustainable Value Chain	5
	<i>B5.1</i>	Number of suppliers by geographical region	4.1 Sustainable Value Chain	5
	<i>B5.2</i>	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored	4.1 Sustainable Value Chain	5
<b>B6: PRODUCT RESPONSIBILITY</b>				
B6	<i>General disclosure</i>	Information on: (a) the policies; and (b) compliance	(a) 4.2 Quality Control (b) The Group has complied with laws and regulations relating to health and safety, advertising, labelling and privacy matters relating to services provided.	6
	<i>B6.1</i>	Percentage of total products sold or shipped subject to recalls for safety and health reasons	Not applicable	/
	<i>B6.2</i>	Number of products and service-related complaints received and how they are dealt with	Not disclosed	/
	<i>B6.3</i>	Description of practices relating to observing and protecting intellectual property rights	6.3 Ethical Corporate Image	16
	<i>B6.4</i>	Description of quality assurance process and recall procedures	4.2 Quality Control	6
	<i>B6.5</i>	Description of consumer data protection and privacy policies, how they are implemented and monitored	6.3 Ethical Corporate Image	16

Aspect	KPI	Description	Statement / Section	Page No.
<b>B7: ANTI-CORRUPTION</b>				
B7	<i>General disclosure</i>	Information on: (a) the policies; and (b) compliance	(a) 6.3 Ethical Corporate Image (b) The Group has complied with the laws and regulations relating to anti-corruption	16
	<i>B7.1</i>	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	6.3 Ethical Corporate Image	16
	<i>B7.2</i>	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored	6.3 Ethical Corporate Image	16
<b>B8: COMMUNITY INVESTMENT</b>				
B8	<i>General disclosure</i>	Policies	7 Community Investment	17
	<i>B8.1</i>	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport)	7 Community Investment	17
	<i>B8.2</i>	Resources contributed (e.g. money or time) to the focus area	7 Community Investment	17