



創業集團(控股)有限公司

NEW CONCEPTS HOLDINGS LIMITED

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Stock Code 股份代號 : 2221



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1. ABBREVIATIONS 簡寫

Unless otherwise stated in the Report, the following abbreviations shall have meanings listed as below:

除非報告另有說明，否則下列詞彙的定義如下：

| | |
|---|--|
| "we", "New Concepts", "the Company" 「我們」、「創業集團」、「本公司」 | New Concepts Holdings Limited 指創業集團(控股)有限公司 |
| "the Group" 「本集團」 | The Company and its subsidiaries 指本公司及其子公司 |
| "ESG" 「ESG」 | Environmental, social and governance 指環境、社會及管治 |
| "the Report" 「本報告」 | New Concepts Holdings Limited 2020 ESG Report 指創業集團(控股)有限公司2020年環境、社會及管治報告 |
| "the Reporting Period", "the past year" 「報告期」、「去年」 | The period from 1 April 2019 to 31 March 2020 指2019年4月1日至2020年3月31日期間 |
| "PRC", "China", "Mainland China" 「中國」、「中國大陸」 | The People's Republic of China 指中華人民共和國 |
| "Hong Kong" 「香港」 | Hong Kong Special Administrative Region of the People's Republic of China 指中華人民共和國香港特別行政區 |
| "SEHK" 「聯交所」 | The Stock Exchange of Hong Kong Limited 指香港聯合交易所有限公司 |
| "Listing Rules" 「《上市規則》」 | <i>The Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited</i> 指《香港聯合交易所有限公司證券上市規則》 |
| "ESG Reporting Guide" 「《ESG指引》」 | <i>The Environmental, Social and Governance Reporting Guide in Appendix 27 to the Listing Rules</i> 指《上市規則》附錄27《環境、社會及管治報告指引》 |
| "RMB" 「人民幣」 | Renminbi yuan, the lawful currency of the PRC 指人民幣元，中國法定貨幣 |
| "HK\$" 「港幣」 | Hong Kong dollar, the official currency of Hong Kong 指香港元，香港法定貨幣 |



1. ABBREVIATIONS

簡寫

| | |
|---------------------------|--|
| "Board" 「董事會」 | Board of Directors 指董事會 |
| "KPI" 「關鍵績效指標」 | Key performance indicators in the <i>ESG Reporting Guide</i> 指《ESG指引》中的關鍵績效指標 |
| "BOT" 「BOT」 | Build-Operate-Transfer, a project model whereby a government entity grants to entity a concession to finance, construct and operate a facility according to the agreed specifications for a specified concession period. The entity does not own the facility or the project, but it may receive subsidies from the government entity and/or incomes from the project's end users. Upon expiry of the concession period, operation of the project will be transferred to the government entity at a nominal fee 指建設 — 營運 — 轉讓，是一種項目模式，政府機構根據協定的規格，在規定的特許權年期內向實體授予特許權，以資助、建造和營運設施。實體不擁有設施或項目，但可能從政府機構獲得補貼及／或從項目最終使用者收取收入。特許權年期屆滿後，項目將以象徵性費用轉讓給政府機構進行營運 |
| "IMS" 「IMS」 | Integrated Management System, which combines all related components of a business into one system for easier management and operation 指綜合管理體系，將業務所有相關部分合併為一個系統，以便更容易管理及運作 |
| "ISO" 「ISO」 | International Standardization Organization 指國際標準化組織 |
| "OHSAS" 「OHSAS」 | Occupational Health and Safety Assessment Series 指職業健康與安全評估系列 |
| "QSHE" 「QSHE」 | Quality, Safety, Health and Environment 指質量、安全、健康及環境 |
| "GHG" 「GHG」 | Greenhouse Gases 指溫室氣體 |
| "EPC" 「EPC」 | Engineering, procurement and construction 指工程、採購及建設 |



1. ABBREVIATIONS

簡寫

“Construction Business”

「建築業務」

The Group’s business in provision of foundation works, civil engineering contractual service and general building works

指本集團提供地基工程、土木工程合約服務及一般屋宇工程的業務

“Environmental Protection Business”

「環保業務」

The Group’s business in provision of environmental protection projects including kitchen waste treatment and strategic investments in environmental protection related projects

指本集團提供環保項目（包括餐廚垃圾處理）及環保相關項目的策略性投資的業務

“Industrial Fluid Business”

「工業流體業務」

The Group’s business in provision of industrial fluids system services

指本集團提供工業流體系統服務的業務

“CO”

「CO」

Carbon monoxide

指一氧化碳

“NOx”

「NOx」

Nitrogen oxides

指氮氧化物

“SOx”

「SOx」

Sulphur oxides

指硫氧化物

“PM”

「PM」

Particulate matter

指顆粒物



2. ABOUT THE REPORT 關於本報告

New Concepts hereby presents its ESG report to illustrate its work in ESG related issues. The Report serves as a review on the management approach and performance of the Group in sustainable development during the period of 1 April 2019 to 31 March 2020. The Report addresses the major stakeholders' concerns, disclosing the Group's efforts and commitments in the environmental and social areas.

2.1. Reporting Guidelines

The Report has been prepared in accordance with the *ESG Reporting Guide*. The Report has complied with all "comply or explain" disclosure obligations set out in the *ESG Reporting Guide* and has been prepared in accordance with the four reporting principles: materiality, quantitative, balance and consistency. The Report's compliance with the *ESG Reporting Guide* is summarised in the "Content Index of the *ESG Reporting Guide*" of the Report.

2.2. Reporting Boundary

Unless otherwise stated, the Report discloses the environmental and social approaches and performances of the Group including all subsidiaries in business sectors of the Construction Business in Hong Kong, the Environmental Protection Business in the PRC and the Industrial Fluid Business in the Nordic area. The Reporting Period of the Report is consistent with the Group's financial year, which is dating from 1 April 2019 to 31 March 2020. If the KPIs reported vary from the abovementioned boundary, we specifically state it in relevant KPIs in the Report.

We have been actively enhancing our ESG data collection and management system. Due to the difficulties in the data collection procedures resulting from the outbreak of COVID-19 in Europe and subsequent enforcement of pledged shares of the entire business of Vimab Holding AB, a then wholly-owned subsidiary of the Company incorporated in Sweden, the KPIs of environmental and social aspects of the Group's business in the Nordic area are excluded in the Report. We will continue to evaluate the possibility to conduct related collection work in future reports.

創業集團謹此提呈其ESG報告，以說明其在ESG相關事項方面的工作。本報告旨在回顧本集團於2019年4月1日至2020年3月31日期間在可持續發展方面的管理方針和績效。本報告回應了主要持份者的關注，披露了本集團在環境和社會方面所作的努力和承諾。

2.1. 報告標準

本報告乃根據《ESG指引》進行編製。本報告已遵守《ESG指引》中規定的所有「不遵守就解釋」披露條款，並根據四項匯報原則：重要性、量化、平衡和一致性進行編寫。本報告對《ESG指引》的遵守情況於本報告「《ESG指引》索引」中進行概述。

2.2. 報告範圍

除非另有說明，否則本報告披露本集團（包括所有子公司）在香港建築業務、中國環保業務及北歐地區工業流體業務領域方面的環境和社會方針及績效。本報告的報告期間與本集團的財政年度一致，即2019年4月1日至2020年3月31日。若所呈報的關鍵績效指標與上述範圍不同，我們將在本報告的相關關鍵績效指標中明確說明。

我們一直在積極完善ESG資料收集和管理系統。因歐洲爆發COVID-19導致難以落實資料收集程序以及Vimab Holding AB（當時為本公司於瑞典註冊成立的全資子公司）全部業務的質押股份被強制執行，本集團北歐地區業務在環境和社會方面的關鍵績效指標已被排除在本報告範圍之外。我們將在日後的報告中繼續評估開展相關收集工作的可能性。



2. ABOUT THE REPORT

關於本報告

2.3. Board's Responsibility

By evaluating and determining the Group's ESG-related risks, the Board of the Group formulates ESG management approach, strategies, priorities and objectives, and defines the reporting boundary of the Report. In addition, the Board ensures that the Group sets appropriate and effective risk management and internal monitoring systems, reviews the disclosure content of the Report and assumes full responsibility for the Group's ESG strategy and reporting.

2.4. Access to the Report

The Report is prepared in both English and Traditional Chinese. If there were any inconsistency between two versions, the English version shall prevail. The electronic version of the Report can be accessed through our website: <http://www.primeworld-china.com>.

2.5. Contact Information

If you have any questions about the Report or our sustainability performance, you are welcome to contact us.

Address: Office B, 3/F, Kingston International Centre
19 Wang Chiu Road, Kowloon Bay, Hong Kong
Tel: (852) 3588 9600
Fax: (852) 3188 4356

2.3. 董事會責任

通過評估並確定本集團與 ESG 相關的風險，本集團董事會制定了 ESG 管理方針、戰略、相關重要性和目標，並確定了本報告的披露範圍。此外，董事會確保本集團建立有適當及有效的風險管理和內部監控系統，審查報告的披露內容，並對本集團的 ESG 策略及匯報承擔全部責任。

2.4. 報告獲取方式

本報告以英文和繁體中文編製。若兩個版本之間有任何不一致之處，概以英文版本為準。本報告的電子版本可通過我們的網站獲取：<http://www.primeworld-china.com>。

2.5. 聯繫方式

如果您對本報告或我們的可持續發展表現有任何疑問，歡迎與我們聯繫。

地址：香港九龍灣宏照道19號
金利豐國際中心3樓B室
電話：(852) 3588 9600
傳真：(852) 3188 4356



3. ABOUT THE GROUP 關於本集團

3.1. The Group's Profile

New Concepts is a company listed on the Main Board of SEHK (Stock Code: 2221). The Group is principally engaged in the Construction Business in Hong Kong, the Environmental Protection Business in PRC and the Industrial Fluids Business in the Nordic area.

For the Construction Business, the Group is engaged as a contractor in foundation, civil engineering and general building works in Hong Kong, with provision of foundation works, civil engineering contractual service and general building works.

For the Environmental Protection Business, the Group is primarily engaged in business of the kitchen waste treatment, provision of environmental EPC solutions as well as strategic investments in environmental protection related projects in the PRC.

Apart from abovementioned businesses, the Group is also engaged in the Industrial Fluids Business by providing on-site industrial fluids service including valve services and maintenance, tank cleaning and other equipment services in the Nordic area during the Reporting Period and prior to the enforcement of pledged shares in Vimab Holding AB in April 2020.

3.2. Sustainability Strategy

The Group believes that sustainable, resilient and reliable stewardship and development are essential to the Group's long-term success. With an aim to continue to lower the Group's negative impacts on the environment and social aspects, the Group has developed different sustainability strategies in accordance with its diverse characteristics and varied locations of its businesses. To implement the sustainability strategies with a top-down approach, the Group has established dedicated teams to manage ESG related issues. The Group is committed to regularly reviewing and adjusting its sustainability strategies to satisfy the ever-changing needs of its stakeholders.

3.1. 本集團概況

創業集團為一間於聯交所主板上市的公司(股份代號: 2221)。本集團主要於香港從事建築業務, 於中國從事環保業務及於北歐地區從事工業流體業務。

就建築業務而言, 本集團於香港被聘請為地基、土木工程及一般屋宇工程的承包商, 提供地基工程、土木工程合約服務及一般屋宇工程。

就環保業務而言, 本集團主要於中國從事餐廚垃圾處理、提供環境EPC解決方案以及環保相關項目的策略性投資等業務。

除上述業務外, 本集團於報告期內及在Vimab Holding AB的質押股份於2020年4月被強制執行前, 亦通過提供閥門服務及保養、罐體清潔及其他設備服務等實地工業流體服務, 在北歐地區從事工業流體業務。

3.2. 可持續發展策略

本集團相信, 可持續、有彈性和可靠的管理與發展對於本集團的長期成功至關重要。為繼續減少本集團對環境和社會方面的負面影響, 本集團已根據自身的不同特點和業務地點制定不同的可持續發展戰略。為自上而下貫徹落實可持續發展策略, 本集團已成立專門團隊管理ESG相關事宜。本集團致力定期檢討及調整其可持續發展策略, 以滿足其持份者不斷變化的需求。



3. ABOUT THE GROUP

關於本集團

3.3. Management's Message

We present the New Concepts Holdings Limited's 2020 Environmental, Social and Governance Report to our stakeholders to illustrate our efforts, performances and challenges faced in fulfilling our corporate social responsibility over the past year and also to introduce our vision and commitment related to the sustainable development. The Group bears the missions to maximise the return to its shareholders, to provide a harmonious and professional work environment for its employees to grow, and to provide professional and efficient environmental services to the society.

The past year was a critical and challenging year for the Group. The Group has faced challenges from the different business environments and also has encountered more business opportunities at the same time. For example, major cities in China, such as Beijing, Shanghai and Chongqing, have implemented regulations to require their citizens to sort their domestic waste. In addition, the outbreak of COVID-19 has raised the public's awareness of public health and demand for waste management, leading to the development of China's environmental protection industry and creating a brighter future for the industry.

We regard our employees as an essential asset to the Group. Therefore, the Group continuously reviews its employees' remuneration and benefits packages to ensure that its employees are fairly rewarded. Furthermore, we highly value their health and safety. In particular, during the outbreak of COVID-19, the Group continued to improve its epidemic prevention mechanism, contingency measures, and the sanitary conditions of the working environment, provide epidemic prevention supplies to employees and arrange for those in need to work at home, as to reduce the spread of the virus.

3.3. 管理層致語

我們謹此向持份者提呈創業集團(控股)有限公司的《2020年環境、社會及管治報告》，以說明我們去年在履行企業社會責任方面的努力、績效和挑戰，並介紹我們關於可持續發展的願景和承諾。本集團的使命是為股東創造最大回報，為員工的成長提供和諧專業的工作環境，並為社會提供專業高效的環境服務。

去年對本集團而言是至關重要又充滿挑戰的一年。本集團面臨來自不同商業環境的挑戰，同時也迎來了更多商機。例如，北京、上海和重慶等中國主要城市已出台法規要求市民對生活垃圾進行分類。此外，COVID-19的爆發令公眾的公共衛生意識及廢棄物管理需求有所提高，帶動了中國環保行業的發展，並為該行業創造了更加光明的未來。

我們將員工視為本集團的重要資產。因此，本集團持續檢討其員工的薪酬及福利待遇，以確保其員工得到公平報酬。此外，我們高度重視員工健康和 safety。尤其是在COVID-19疫情期間，本集團繼續改善其防疫機制、應急措施和工作環境的衛生條件，向員工提供防疫用品，並安排有需要的員工在家工作，以減少病毒傳播。



3. ABOUT THE GROUP 關於本集團

As one of the major infrastructure contractors in Hong Kong and a pioneer in kitchen waste treatment and industrial wastewater treatment in the PRC, we will continue to strive for sustainable development of the Group in the future. Our success depends on continuous support from our stakeholders to a certain extent. We look forward to making more sustainable achievements for all stakeholders. In the future, we will continue to demonstrate our corporate social responsibility and share the results of our work.

作為香港的主要基建承包商之一，以及中國餐廚垃圾處理和工業廢水處理的先驅，我們將在日後繼續為本集團的可持續發展而努力。我們的成功在一定程度上依賴持份者的持續支持。我們期待為所有持份者創造更多可持續的成就。將來，我們將繼續履行我們的企業社會責任，並分享我們的工作成果。





4. STAKEHOLDER ENGAGEMENT 持份者參與

4.1. Communication with Stakeholders

4.1. 持份者溝通

High-materiality issues disclosed in this chapter 本章節披露的高重要性議題

- Communication with stakeholders
持份者溝通

We strive to engage our internal and external stakeholders since their expectations and concerns are valuable to our sustainable development. To understand stakeholders' expectations and concerns in a timely manner, we constantly communicate with our stakeholders through various channels. We take the highly valuable feedback from our stakeholders into consideration when we strengthen our sustainability approach and performance. Through the established communication mechanisms listed below, we maintain long-term relationships of trust and support with our stakeholders.

我們努力讓內外部持份者參與進來，因其期望及關注對我們的可持續發展至關重要。為了及時了解持份者的期望及關注，我們持續通過各種渠道與持份者保持溝通。在加強可持續性方法和績效時，我們會考慮持份者的寶貴反饋意見。通過下面建立的溝通機制，我們與持份者保持相互信任和支持的長期關係。

| Stakeholders 持份者 | Expectations and Concerns 期望及關注 | Communication Channels 溝通渠道 |
|---------------------|--|---|
| Employees | <ul style="list-style-type: none">— Employee compensation and benefits— Career development— Health and safety in the working environment | <ul style="list-style-type: none">— Performance reviews— Regular meetings and trainings— Emails, notice boards, hotline |
| 僱員 | <ul style="list-style-type: none">— 僱員薪酬及福利— 職業發展— 工作環境的健康與安全 | <ul style="list-style-type: none">— 表現評估— 定期會議及培訓— 電郵、公告板、熱線電話 |



4. STAKEHOLDER ENGAGEMENT 持份者參與

| Stakeholders 持份者 | Expectations and Concerns 期望及關注 | Communication Channels 溝通渠道 |
|---------------------------------------|---|--|
| Business Partners | — Business compliance | — Whistle-blowing — Development Bureau/Housing Authority assessment and license renewal — Emails — Face-to-face meetings and on-site visits — Phone/video conference |
| 業務夥伴 | — 業務合規 | — 舉報 — 開發局／房管局評估及牌照續期 — 電郵 — 面對面會議及現場訪問 — 電話／視頻會議 |
| General Public | — Involvement in communities — Business compliance — Environmental protection awareness | — Media conferences and responses to enquiries — Public welfare activities — Official company website |
| 公眾 | — 社區參與 — 業務合規 — 環境保護意識 | — 媒體發佈會及答覆諮詢 — 公益活動 — 公司官方網站 |
| Government and Regulatory Authorities | — Compliance with laws and regulations — Business Sustainability | — Supervision on the compliance with local laws and regulations — Routine reporting — Face-to-face meetings and on-site visits/inspection |
| 政府和監管機構 | — 遵守法律及規例 — 企業可持續發展 | — 監督遵守當地法律及規例的情況 — 定期報告 — 面對面會議及現場訪問／檢查 |



4. STAKEHOLDER ENGAGEMENT

持份者參與

| Stakeholders 持份者 | Expectations and Concerns 期望及關注 | Communication Channels 溝通渠道 |
|----------------------------|--|--|
| Subcontractors/Suppliers | <ul style="list-style-type: none"> — Fair and open procurement — Win-win cooperation | <ul style="list-style-type: none"> — Open tendering — Suppliers satisfactory assessment — Face-to-face meetings and on-site visits |
| 分包商／供應商 | <ul style="list-style-type: none"> — 公平公開採購 — 雙贏合作 | <ul style="list-style-type: none"> — 公開招標 — 供應商滿意度評核 — 面對面會議及現場訪問 |
| Customers | <ul style="list-style-type: none"> — High quality products and services — Protection of customer rights | <ul style="list-style-type: none"> — Customer satisfaction survey — Face-to-face meetings and on-site visits — Customer service hotline and email |
| 客戶 | <ul style="list-style-type: none"> — 高品質產品及服務 — 保護客戶權益 | <ul style="list-style-type: none"> — 客戶滿意度調查 — 面對面會議及現場訪問 — 客戶服務熱線及電郵 |
| Shareholders and Investors | <ul style="list-style-type: none"> — Return on investments — Corporate governance — Business compliance | <ul style="list-style-type: none"> — Regular reports and announcements — Regular general meetings — Official company website |
| 股東和投資者 | <ul style="list-style-type: none"> — 投資回報 — 企業管治 — 業務合規 | <ul style="list-style-type: none"> — 定期報告和公告 — 定期股東大會 — 公司官方網站 |



4. STAKEHOLDER ENGAGEMENT

持份者參與

4.2. Materiality Assessment

The Group identifies high-materiality issues and studies its stakeholders' concern in relation to ESG on an annual basis. During the Reporting Period, the Group engaged its stakeholders in a materiality assessment to define the high-materiality issues of the Group. The materiality assessment process is summarised as below:

4.2. 重要性評估

本集團每年識別與ESG有關的高重要性議題並研究其持份者對ESG的關注。於報告期內，本集團邀請持份者參與重要性評估，以確定本集團的高重要性議題。重要性評估過程概述如下：





4. STAKEHOLDER ENGAGEMENT

持份者參與

The materiality matrices of issues under four categories, including (i) environmental responsibility, (ii) employment and labour practices, (iii) operation practices, and (iv) community and other are as follows:

(i)環境責任、(ii)僱傭及勞工常規、(iii)營運慣例及(iv)社區和其他等四類議題的重要性矩陣如下：



Environmental Responsibility Issues

環境責任議題

| High-materiality Issues 高重要性議題 | Other issues 其他議題 |
|-----------------------------------|--|
| 1. Wastewater treatment 污水處理 | 6. Greenhouse gases emissions 溫室氣體排放 |
| 2. Air emissions 廢氣排放 | 7. Mitigation measures to protect natural resources 保護天然資源的緩解措施 |
| 3. Waste disposal 廢棄物處理 | |
| 4. Use of energy 能源使用 | |
| 5. Use of water 用水 | |



4. STAKEHOLDER ENGAGEMENT 持份者參與



Employment and Labour Practices Issues

僱傭及勞工常規議題

| High-materiality Issues 高重要性議題 | Other Issues 其他議題 |
|--|--|
| 1. Employee remuneration and benefits 僱員薪酬及福利 | 5. Equal opportunities, diversity and anti-discrimination 平等機會、多樣性及反對歧視 |
| 2. Employee development and training 僱員發展及培訓 | 6. Preventing child and forced labour 防止童工及強制勞工 |
| 3. Occupational health and safety 職業健康與安全 | |
| 4. Composition of employees (i.e. employee ratio by gender/age/region) 僱員構成(即僱員性別／年齡／地區比例) | |



4. STAKEHOLDER ENGAGEMENT

持份者參與



Operation Practices Issues

營運慣例議題

| High-materiality Issues 高重要性議題 | Other Issues 其他議題 |
|--|---|
| 1. Health and safety relating to products/ services 產品／服務的健康與安全 | 10. Suppliers' geographical region 供應商的地理位置 |
| 2. Product quality control and management 產品質量控制和管理 | 11. Research and development 研發 |
| 3. Social risks assessment of the suppliers 供應商社會風險評核 | 12. Prevention of anti-competitive practices 防止反競爭行為 |
| 4. Anti-corruption policies and whistle-blowing procedure 反貪污政策及舉報程序 | |
| 5. Preventing bribery, extortion, fraud and money laundering 防止賄賂、勒索、欺詐及洗黑錢 | |
| 6. Customer satisfaction 客戶滿意度 | |
| 7. Procurement Practices 採購慣例 | |
| 8. Selection of suppliers and assessment of their product/services 甄選供應商及對其產品／服務的評估 | |
| 9. Information security 信息安全 | |



4. STAKEHOLDER ENGAGEMENT 持份者參與



Community and Other Issues

社區及其他議題

| High-materiality Issues 高重要性議題 | Other Issues 其他議題 |
|--|----------------------|
| 1. Communications with stakeholders 持份者溝通 | |
| 2. Public welfare and charity 公益和慈善 | |

The “high-materiality issues” in the above results are evaluated as issues that are important either to the stakeholders or to the Group. Therefore, in the following chapters, the Report focuses on the disclosure of the Group’s strategies and performances relating to high-materiality issues during the Reporting Period.

上述結果中的「高重要性議題」為對持份者或本集團十分重要的議題。因此在以下各章中，本報告著重披露本集團在報告期內與高重要性議題有關的方針和表現。



5. RESPONSIBLE OPERATION 責任營運

High-materiality issues disclosed in this chapter

本章節披露的高重要性議題

- Health and safety relating to products/services
產品／服務的健康與安全
- Product quality control and management
產品質量控制和管理
- Customer satisfaction
客戶滿意度
- Information security
信息安全
- Procurement Practices
採購慣例
- Selection of suppliers and assessment of their product/services
甄選供應商及對其產品／服務的評估
- Social risks assessment of the suppliers
供應商社會風險評核
- Anti-corruption policies and whistle-blowing procedure
反貪污政策及舉報程序
- Preventing bribery, extortion, fraud and money laundering
防止賄賂、勒索、欺詐及洗黑錢



5. RESPONSIBLE OPERATION

責任營運

5.1. Product Quality and Safety

The Group provides services and products in varied business sectors including the Construction Business, the Environmental Protection Business and the Industrial Fluid Business. Product and service quality control and safety have always been emphasised throughout our operations as high standard of quality product and service enable the Group to achieve its profitability and sustainable growth. During the Reporting Period, the Group has strictly complied with the local laws and regulations on product quality where its businesses operates.

5.1. 產品質量與安全

本集團在不同業務領域提供服務和產品，包括建築業務、環保業務和工業流體業務。產品和服務質量控制與安全一直是我們整個運營過程中的重點，因為高質量的產品和服務使本集團能夠實現盈利和可持續增長。於報告期內，本集團已嚴格遵守業務營運所在地有關產品質量的當地法律及規例。

Laws and regulations the Group has complied with in the Reporting Period: (include but not limited to)

報告期內本集團遵守的法律及規例： (包括但不限於)

| Mainland China 中國大陸 | Hong Kong 香港 | Sweden 瑞典 |
|--|---|--|
| <i>Product Quality Law of the People's Republic of China</i> 《中華人民共和國產品質量法》 | <i>Sale of Goods Ordinance (Chapter 26 of the Laws of Hong Kong)</i> 《貨品售賣條例》(香港法例第26章) | <i>Product Liability Act (1992:18)</i> 《產品責任法》(1992: 18) |
| | <i>Consumer Goods Safety Ordinance (Chapter 456 of the Laws of Hong Kong)</i> 《消費品安全條例》(香港法例第456章) | <i>Consumer Services Act (1985:716)</i> 《消費者服務法》(1985: 716) |
| | <i>Building Ordinance (Chapter 123 of the Laws of Hong Kong)</i> 建築物條例(香港法例第123章) | <i>Product Safety Act (2004:451)</i> 產品安全法(2004: 451) |



5. RESPONSIBLE OPERATION

責任營運

The Group's construction business in Hong Kong has established an internal quality management system, namely the Integrated Management System, according to the standards of ISO 9001:2015, OHSAS 18001:2007, ISO 14001:2015 and ISO 50001:2011. The system's manual, the *Integrated Management System Manual*, acts as the guidelines to support continual improvement in project quality and safety and is reviewed by the management annually to ensure its suitability, adequacy and effectiveness. To strictly abide by the requirements set by the *Building Ordinance* and our customers, the Group has established a systematic approach to define the responsibility of each department in ensuring the quality of the project.

本集團在香港的建築業務已按照ISO 9001: 2015、OHSAS 18001: 2007、ISO 14001: 2015和ISO 50001: 2011的標準建立內部質量管理體系，即綜合管理體系。該體系的手冊《綜合管理體系手冊》為支撐項目質量與安全不斷改善的指導方針，並每年由管理層進行審查，以確保其適用、充分和有效。為嚴格遵守《建築物條例》和客戶的要求，本集團已制定系統方法以界定各部門在確保項目質量方面的責任。

| Department 部門 | Responsibility 責任 |
|-----------------------------------|---|
| Contract Department 合同部 | <ul style="list-style-type: none">Determine the requirements related to service, such as the statutory and regulatory requirements and the requirements of the customer. 確定與服務有關的要求，如法定及監管要求以及客戶要求。 |
| Design Division 設計科 | <ul style="list-style-type: none">Review the design to ensure all the requirements are met. 審閱相關設計以確保符合所有要求。 |
| Project Department 項目部 | <ul style="list-style-type: none">Establish an IMS project plan to satisfy requirements of internal IMS and international standards. 制定IMS項目計劃，以滿足內部IMS及國際標準的要求。Verify that the product requirements are met. 核實是否滿足產品要求。 |
| QSHE Department QSHE部 | <ul style="list-style-type: none">Verify that the product requirements are met. 核實是否滿足產品要求。Establish a quality improvement procedure to deal with non-conforming product, until the quality of the project is met the requirements. 就未達標產品制定產品改進程序，直至項目質量符合要求為止。 |

Meanwhile, the Group purchases materials from its own list of approved suppliers except for the situation when the customers appoint specific suppliers, to ensure the materials used for construction are up to safety standards. The Group always actively engages independent experts to conduct quality inspections on the purchased materials.

同時，除客戶指定特定供應商的情況外，本集團會向其自身的認可供應商名單購買材料，以確保建築所用材料符合安全標準。本集團始終積極聘請獨立專家對所購材料進行質量檢查。



5. RESPONSIBLE OPERATION

責任營運

For the Environmental Protection Business in the PRC, the Group provides kitchen waste treatment services to the local region and sell the by-products produced from the kitchen waste treatment process such as geases, biogas and bio-fertilizer, etc. The Group's kitchen waste treatment projects under BOT model strictly follow contractual obligations as a condition of its license in maintaining the kitchen waste treatment plants' operations to a specified level of serviceability, as to maintain the quality of services. We are obligated to restore the plants to a specified condition before they are handed over to the grantor at the end of the service concession arrangement. The subsidiaries also implement relevant control measures on production and delivery procedures to ensure they could deliver high-quality products safely.

In provision of environmental EPC solutions, the Group also encourages its subsidiaries to establish their own policies relating to product and service quality assurance procedures. The Group's subsidiary, Yisheng (Tianjin) Environmental Protection Technology Limited, states its policies relating to product and service quality assurance procedures in the *Equipment Purchase Contract*. During the product quality guarantee period, the quality defects found in the process of inspection during unpacking, assembly and commissioning of the equipment shall be handled through repair, replacement and return by the subsidiary until the product meets the quality requirements promised.

During the Reporting Period, none of our products sold or shipped are subject to recalls for safety-related and health-related reasons.

就中國的環保業務而言，本集團會向當地提供餐廚垃圾處理服務，並銷售餐廚垃圾處理過程產生的副產品，如沼氣和生物肥料等。本集團BOT模式下的餐廚垃圾處理項目嚴格遵守合同義務，作為其將餐廚垃圾處理廠的營運維持在指定可維護性水平的牌照條件，以保持服務質量。在服務特許權安排結束時，我們有義務在將廠房移交予授權人前將其恢復至指定狀況。子公司亦對生產和交付程序執行相關控制措施，以確保其可安全交付高質量產品。

在提供環保EPC解決方案時，本集團亦鼓勵其子公司就產品和服務質量保證程序制定其自身的政策。本集團的子公司宜升(天津)環境技術有限公司會在《設備購買合同》內闡明其有關產品和服務質量保證程序的政策。在產品質量保證期內，在設備拆箱、組裝和調試檢查過程中發現的質量缺陷，應由子公司通過維修、更換和退貨方式進行處理，直至產品符合承諾的質量要求為止。

報告期內，我們出售或裝運的所有產品均未因安全 and 健康原因而被召回。



5. RESPONSIBLE OPERATION

責任營運

5.2. Customer Rights and Interest

The Group's customers include the government, non-governmental organizations and private developers. We strive to build up a long-term relationship of cooperation with our customers and maintain our reputation, thereby remaining competitive and achieving sustainable growth in our businesses. Therefore, we prioritise the protection of customer right and interest as to build trust between the customers and us.

Customer satisfaction

We highly value our customers' opinions and requirements on our products and services, with an aim to satisfying their needs. Therefore, we hope to maintain a good communication with customers as to ensure their requirements are fulfilled. For instance, New Twins Enterprises Limited under the Group's Construction Business enhance customer satisfaction by implementing the IMS. According to the *IMS Manual*, a contract manager and a project manager are responsible for the communication at the tendering stage and project implementation stage respectively, in order to satisfy customers' requirements stated in the contract and collect and respond to their feedback properly throughout the project.

We encourage our customers to give feedback to us through various channels, including customer service hotline and email. We handle our customers' complaint efficiently to ensure the problem is resolved quickly. We encourage our subsidiaries to establish their policies or mechanisms to handle their customers' complaint as we understand customers might have different concerns from different business sectors. For instance, our subsidiary, Yisheng (Tianjin) Environmental Protection Technology Limited has set up an effective mechanism to handle the customers' complaint quickly. According to the *Equipment Purchase Contract*, when a customer made a complaint about the equipment, assigned personnel will be deployed to the customers' sites to handle the problems within 12 hours.

We serve our customers with patience and efficiency to ensure they are satisfied with our products and service. During the Reporting Period, we did not receive any complaints regarding our products and service.

5.2. 客戶權益

本集團的客戶包括政府、非政府組織和私人開發商。我們努力與客戶建立長期合作關係，並維持我們的聲譽，藉以保持競爭力及實現業務的可持續增長。因此，我們高度重視對客戶權益的保護，以在客戶與我們之間建立相互信任。

客戶滿意度

我們高度重視客戶對我們產品和服務的意見和要求，以盡力滿足其需求。因此，我們希望與客戶保持良好溝通，以確保滿足其要求。例如，本集團建築業務下的New Twins Enterprises Limited通過實施IMS提高客戶滿意度。根據《IMS手冊》，合同經理和項目經理分別負責招標階段和項目實施階段的溝通，以便滿足合同中規定的客戶要求，並在整個項目過程中妥善收集及回應其反饋。

我們鼓勵客戶通過各種渠道（包括客戶服務熱線和電子郵件）向我們提供反饋。我們會有效處理客戶投訴，以確保迅速解決問題。我們鼓勵子公司建立處理客戶投訴的政策或機制，因為我們了解客戶可能有來自不同業務領域的不同擔憂。例如，我們的子公司宜升（天津）環境技術有限公司已經建立有效機制以快速處理客戶投訴。根據《設備購買合同》，當客戶對設備提出投訴時，我們將派遣專人到客戶現場，以在12小時內解決問題。

我們以耐心和效率為客戶服務，以確保其對我們的產品和服務感到滿意。報告期內，我們未收到任何關於我們產品和服務的投訴。



5. RESPONSIBLE OPERATION 責任營運

Marketing

市場推廣

| Laws and regulations the Group has complied with in the Reporting Period: (include but not limited to) 報告期內本集團遵守的法律及規例： (包括但不限於) | | |
|---|--|---|
| Mainland China 中國大陸 | Hong Kong 香港 | Sweden 瑞典 |
| Advertising Law of the People's Republic of China 《中華人民共和國廣告法》 | Trade Description Ordinance (Chapter 362 of the Laws of Hong Kong) 《商品說明條例》 (香港法例第362章) | Marketing Practices Act (2008:486) 《市場推廣實踐法》(2008: 486) |
| Trademark Law of the People's Republic of China 《中華人民共和國商標法》 | | |

To protect the customer right, the Group strives to avoid any inaccurate product information. The Group has established internal guidelines to ensure the sales and marketing departments of the Group provide precise product descriptions and information that comply with the relevant local laws and regulations to the customers. Any misrepresentation in marketing materials or exaggeration of offerings is strictly prohibited.

為保護客戶權益，本集團努力避免任何不正確的產品信息。本集團已建立內部指引，以確保本集團的銷售及市場推廣部門向客戶提供符合當地相關法律法規的準確產品描述和信息。嚴禁在市場推廣材料中歪曲陳述或誇大產品供應。



5. RESPONSIBLE OPERATION

責任營運

Information security

信息安全

| Laws and regulations the Group has complied with in the Reporting Period: (include but not limited to) 報告期內本集團遵守的法律及規例： (包括但不限於) | | |
|---|--|---|
| Mainland China 中國大陸 | Hong Kong 香港 | Sweden 瑞典 |
| <i>Law of the People's Republic of China on the Protection of Consumer Rights and Interests</i> 《中華人民共和國消費者權益保護法》 | <i>Personal Data (Privacy) Ordinance (Chapter 486 of the Laws of Hong Kong)</i> 《個人資料(私隱)條例》 (香港法例第486章) | <i>Consumer Service Act (1985:716)</i> 《消費者服務法》(1985: 716) |

To protect the privacy of the customers, the Group put information security as one of its business priorities. To prevent the leakage of customer data, the Group strictly complies with the local laws and regulations and has formulated an internal policy to set out the guidelines on customer information protection. The policy states that all information collected would only be used for the purpose authorised by customers. The Group prohibits the provision of consumer information to a third party without authorisation from the customers. The Group also encourages our subsidiaries to formulate their own confidentiality policy to protect customers' privacy. For example, Vimab Holding AB, a subsidiary under the Industrial Fluid Business of the Group, implements the *Confidentiality Policy* and regulates that all collected personal data is treated confidentially and kept securely, accessible by designated personnel only. The Group emphasises the confidentiality obligations and the legal consequences of the breaches of obligations to its employees. Through the internal training and confidential agreements, the Group educates its employees to handle confidential information of the Group with care. Furthermore, the IT department of the Group has set protective gates, firewalls, etc. between office and commercial network to prevent unauthorised data use, exportation and copying and avoid the cyber-attacks.

為保護客戶私隱，本集團將信息安全視為其業務重點之一。為防止客戶數據洩露，本集團嚴格遵守當地法律法規，並已制定內部政策以列明有關客戶信息保護的指引。該政策規定，所收集的所有信息將僅用於客戶授權的用途。本集團禁止在未經客戶授權的情況下向第三方提供消費者信息。本集團亦鼓勵我們的子公司制定自己的保密政策，以保護客戶私隱。例如，本集團工業流體業務下的子公司 Vimab Holding AB 實施《保密政策》，規定所有收集的個人數據都將被保密處理並安全儲存，僅指定人員才可獲取。本集團對僱員強調保密義務和違反義務的法律後果。通過內部培訓和保密協議，本集團教育其僱員謹慎處理本集團的保密信息。此外，本集團的IT部已在辦公和商業網絡之間設置防護門、防火牆等，以防止未經授權的數據使用、導出和複製以及避免網絡攻擊。



5. RESPONSIBLE OPERATION 責任營運

5.3. Responsible Procurement

To achieve a sustainable future of the Group as a whole, it is critical for the Group to manage a reliable supply chain that takes environmental and social impacts into consideration, which requires an efficient and stringent monitoring system on supply chain practices. The Group has established a general management system to manage the practices of subcontractors/suppliers.

The Group has formulated an internal policy on the selection of subcontractors/suppliers. The Group firstly invites multiple subcontractors/suppliers to submit their procurement proposals, to avoid colluding and ensure the tendering process conducted in a fair and legitimate manner. The Group then selects its subcontractors/suppliers based on their financial background, product or service quality, price, customer service quality, reputation, past experience in cooperation, environmental and social performances, delivery time, and results from annual evaluation. The Group maintains a list of subcontractors/suppliers with experiences in cooperation and reassesses its list of approved qualified subcontractors/suppliers annually. Furthermore, the Group has backup subcontractors/suppliers to guarantee that each project can be completed successfully.

Specifically, the Group strictly controls the procurement process and encourages its subsidiaries to establish their own procurement management policy. New Twins Enterprises Limited, a subsidiary under the Construction Business of the Group, implements the *Subcontractor/Supplier Engagement and Evaluation Policy* to regulate the procurement process of new subcontractors/suppliers. The procurement results should be verified by the management. Our subsidiaries, Taiyuan Tianrun Bioenergy Co., Ltd. and Hefei Extraordinary Biological Technology Co., Ltd. under the Environment Protection Business also stipulated the involvement of the management in the procurement through the *Supplier Management System* and the *(Tentative) Procurement Management Approach* respectively for the engagement of new suppliers.

5.3. 責任採購

為實現本集團日後的整體可持續發展，管理計及環境和社會影響的可靠供應鏈對本集團而言至關重要，這需要對供應鏈行為採取高效而嚴格的監控系統。本集團已建立整體管理系統，以管理分包商／供應商的行為。

本集團已就甄選分包商／供應商制定內部政策。本集團首先邀請多個分包商／供應商提交其採購方案，以避免相互勾結，並確保招標過程以公平合法的方式進行。本集團隨後根據其財務背景、產品或服務質量、價格、客戶服務質量、聲譽、以往合作經驗、環境和社會績效、交貨時間以及年度評估結果來選擇其分包商／供應商。本集團保留一份具有合作經驗的分包商／供應商名單，並每年重新評估其核准的合格分包商／供應商名單。此外，本集團有備用分包商／供應商，以確保每個項目都能成功完成。

具體而言，本集團會嚴格控制採購流程，並鼓勵其子公司制定自己的採購管理政策。本集團建築業務下的子公司New Twins Enterprises Limited實施《分包商／供應商聘請和評估政策》，以規範新分包商／供應商的採購流程。採購結果應由管理層核實。就聘請新供應商而言，環境保護業務下的子公司太原天潤生物能源有限公司和合肥非凡生物科技有限公司亦分別通過《供應商管理制度》和《採購管理辦法（暫行）》，規定管理層須參與採購工作。



5. RESPONSIBLE OPERATION

責任營運

The Group strives to reduce its environmental impacts and lower the associated risks when cooperating with subcontractors/suppliers in the procurement process. The Group prioritizes to cooperate with local subcontractors/suppliers, thereby effectively reducing the carbon emissions from the transportation of materials. The Group requires that all qualified subcontractors/suppliers must strictly abide by its requirements on environmental protection stated in the commercial agreement. Any violation of rules or breach of laws by the subcontractors/suppliers would incur monetary penalties.

During the Reporting Period, the number of the Group's subcontractors/suppliers by geographical locations is as follows¹:

| Locations 位置 | Number of Subcontractors/Suppliers 分包商／供應商數量 |
|-----------------|---|
| PRC 中國 | 120 |
| Hong Kong 香港 | 61 |

The Group maintains close liaison with its suppliers to ensure that all suppliers comply with local laws and regulations in their operating locations and adhere to their corporate ethics. Subcontractors are required to submit their relevant certificates to the Group's project management team for registration, and only registered workers are allowed to enter the construction sites as the Group strives to ensure the safety of the construction sites. The procurement department is responsible for checking the quality of delivered products or works by the subcontractors/suppliers, and making sure that all products or works are in compliance with relevant construction laws as well as the Group's internal requirements. Given the various communication channels between the Group and its suppliers, the Group can communicate with suppliers effectively through the internet, phone calls, and other communication means.

與分包商／供應商合作進行採購時，本集團盡量減少對環境的影響及降低相關風險。本集團優先與當地分包商／供應商合作，從而有效減少物料運輸產生的碳排放。本集團要求所有合格分包商／供應商必須嚴格遵守商業協議中規定的環保要求。分包商／供應商違反規則或觸犯法律將招致罰款。

於報告期內，本集團分包商／供應商按地理位置劃分的數量如下¹：

本集團與其供應商保持緊密聯繫，以確保所有供應商遵守其營運所在地的當地法律及規例以及其商業守則。由於本集團努力確保施工現場的安全，故分包商必須向本集團的項目管理團隊提交相關證書進行登記，且只有註冊工人有權進入施工現場。採購部門負責檢查分包商／供應商交付的產品或工程的質量，並確保所有產品或工程均符合相關的施工法例以及本集團的內部要求。鑒於本集團與供應商之間的溝通渠道多種多樣，本集團可以通過互聯網、電話和其他通信方式與供應商進行有效溝通。

¹ The following statistics includes the Group business in Hong Kong and PRC only.

¹ 下列統計數字僅包括本集團於香港及中國的業務。



5. RESPONSIBLE OPERATION

責任營運

5.4. Compliant Operation

As the Group provides a variety of services and products in Hong Kong, PRC and Sweden, we strictly abide by the laws and regulations on anti-corruption and intellectual property right in where we operate. By implementing the following strategies on anti-corruption and intellectual property right, we have successfully managed and controlled related risks in its operation practices.

Anti-corruption

5.4. 合規營運

由於本集團在香港、中國及瑞典提供多元的服務及產品，因此我們嚴格遵守經營所在地的反腐敗和知識產權法律及規例。通過實施以下反腐敗和知識產權策略，我們已成功管理和控制在營運慣例中的相關風險。

反貪污

| Laws and regulations the Group has complied with in the Reporting Period: (include but not limited to) 報告期內本集團遵守的法律及規例： (包括但不限於) | | |
|---|--|--|
| Mainland China 中國大陸 | Hong Kong 香港 | Sweden 瑞典 |
| <i>Criminal Law of the People's Republic of China</i> 《中華人民共和國刑法》 | <i>Prevention of Bribery Ordinance (Chapter 201 of the Laws of Hong Kong)</i> 《防止賄賂條例》 (香港法例第201章) | <i>Whistleblowing Act (2016:749)</i> 《舉報法》(2016: 749) |
| <i>Anti-Money Laundering Law of the People's Republic of China</i> 《中華人民共和國反洗錢法》 | | <i>The Swedish Penal Code</i> 《瑞典刑法》 |
| | | <i>Anti-Money Laundering Act (2017:630)</i> 《反洗錢法》(2017: 630) |

To maintain a fair, ethical and efficient business and working environment, the Group prohibits all forms of corruption, and requires all employees to strictly abide by professional ethics. All employees are expected to perform their duties with integrity, to act fairly and professionally, and to abstain from engaging in any activities which might exploit their positions against the Group's interests. The Group provides anti-corruption training courses to its employees regularly and establishes policies against bribery, extortion, fraud and money laundering.

為了維護公平、合乎道德和高效的商業及工作環境，本集團嚴禁任何形式的腐敗行為，並要求所有僱員嚴格遵守職業道德。所有僱員都應誠信地履行職責，公平、專業地行事，不得從事任何可能損害集團利益的活動。本集團定期為僱員提供反腐敗培訓課程，並制有反賄賂、勒索、欺詐和洗錢的政策。



5. RESPONSIBLE OPERATION

責任營運

The Group also encourages its subsidiaries to establish their own policies against all forms of illegal practices. For example, the Group's subsidiary, Taiyuan Tianrun Bioenergy Co., Ltd. stipulates that anti-bribery clauses should be included in all commercial agreements. The clauses state clearly that all the parties who sign the contract should strictly abide by the relevant regulations of the *Criminal Law of the People's Republic of China*. Another subsidiary, New Twins Enterprises Limited, also implements the Fraud Prevention & Detection Policy to detect and prevent fraud, to report any detected or suspected fraud cases, and to deal with matters pertaining to fraud.

Furthermore, we encourage our employees to report whistle-blowers verbally or in writing to the senior management of the Group when they encounter any suspected misconducts (including bribery, extortion, fraud and money laundering) with full details and supporting evidence. The management will conduct investigations against any suspicious or illegal behaviour to protect the Group's interests. The Group advocates a confidentiality mechanism to protect the whistle-blowers against unfair dismissal or victimisation. When a criminal activity is suspected, a report will be made to the relevant regulators or law enforcement authorities when necessary.

In the Reporting Period, the Group did not receive any reported legal cases regarding corrupt practices brought against the Group or its employees.

本集團亦鼓勵其子公司針對各種形式的非法行為制定自己的政策。例如，本集團的子公司太原天潤生物能源有限公司規定，所有商業協議中均應包含反賄賂條款。該等條款明確規定，簽署合同的各方均應嚴格遵守《中華人民共和國刑法》的有關規定。另一子公司New Twins Enterprises Limited亦實施《防止欺詐和檢測政策》，以檢測和防止欺詐，匯報任何被識別或受懷疑的欺詐情況，並處理與欺詐有關的事項。

此外，我們鼓勵僱員在遇到可疑的不當行為（包括賄賂、勒索、欺詐和洗錢）時，以口頭或書面形式向本集團的高級管理層舉報，並提供完整情況和證據支持。管理層將對任何可疑或非法行為進行調查，以保護本集團的利益。本集團設有保密機制，保護舉報人免受不公平的解僱或傷害。一旦懷疑有犯罪活動，管理層會於認為必要時向相關監管機構或執法部門舉報。

在報告期內，本集團未收到任何關於本集團或其僱員的腐敗行為的報告。



5. RESPONSIBLE OPERATION 責任營運

Intellectual property rights

知識產權

| Laws and regulations the Group has complied with in the Reporting Period: (include but not limited to) 報告期內本集團遵守的法律及規例： (包括但不限於) | | |
|---|--|--|
| Mainland China 中國大陸 | Hong Kong 香港 | Sweden 瑞典 |
| Patent Law of the People's Republic of China 《中華人民共和國專利法》 | Trade Marks Ordinance (Chapter 559 of the Laws of Hong Kong) 《商標條例》(香港法例第559章) | Trade Secrets Act (2018:558) 《商業機密法》(2018: 558) |
| 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》 | Trade Descriptions Ordinance (Chapter 362 of the Laws of Hong Kong) 《商品說明條例》 (香港法例第362章) | Trade Names Act (1974:156) 《商業名稱法》(1974: 156) |
| | Patents Ordinance (Chapter 514 of the Laws of Hong Kong) 《專利條例》(香港法例第514章) | |
| | Copyright Ordinance (Chapter 528 of the Laws of Hong Kong) 《版權條例》(香港法例第528章) | |

We are fully aware that intellectual property is an important intangible asset to the Group. The protection and management of intellectual property contribute to the Group's market competitiveness. Therefore, the Group emphasises the protection of intellectual property rights through incorporating intellectual property management in operation practices and complying with local laws and regulations on intellectual property in all business units. For example, the Group's subsidiary, Suzhou Clear Industry Co., Ltd. under the Environmental Protection Business hires a professional agent to manage the application and protection of its patents.

我們充分了解知識產權是本集團的重要無形資產，保護和管理知識產權有助於提升本集團的市場競爭力。因此，本集團強調通過將知識產權管理納入經營活動及遵守所有業務單位的當地知識產權法律及規例，來保護知識產權。例如，本集團環保業務下的子公司蘇州愷利爾環保科技有限公司聘請專業代理來管理其專利申請和保護。



6. WORKFORCE WELLBEING

員工福利

High-materiality issues disclosed in this chapter 本章節披露的高重要性議題

- Employee remuneration and benefits
僱員薪酬及福利
- Composition of employees (i.e. employee ratio by gender/age/region)
僱員構成(即僱員性別／年齡／地區比例)
- Employee development and training
僱員發展及培訓
- Occupational health and safety
職業健康與安全

The Group believes employees are vital in achieving the sustainable development of the Group. Thereby, the Group strives to provide a harmonious and professional working environment to its employees as the strategy to retain talents. The Group's key objective of the human resource management is to reward performing employees through providing competitive remuneration packages and implementing an effective performance appraisal system with appropriate incentives, such as adequate opportunities for promotion, as to recognise their contributions to the Group.

本集團相信僱員對於實現本集團的可持續發展而言至關重要。因此，本集團致力為僱員提供和諧專業的工作環境，作為留住人才的策略。本集團人力資源管理的主要目標為通過提供具有競爭力的薪酬待遇及實施有效的績效考核制度，來獎勵表現良好的僱員，並給予適當的激勵(如充分的晉升機會)，以表彰其對本集團的貢獻。



6. WORKFORCE WELLBEING

員工福利

6.1. Remuneration and Benefits

In order to effectively attract and retain talents, the Group has established an internal human resources policy to protect the benefit of its employees. In addition, the human resources departments of the Group and its subsidiaries are responsible for reviewing and updating relevant policies on a regular basis in accordance with the laws and regulations.

6.1. 薪酬及福利

為有效吸引和留住人才，本集團已制定內部人力資源政策以保護僱員的利益。此外，本集團及其子公司的人力資源部門負責根據法律及規例定期檢討和更新相關政策。

| Laws and regulations the Group has complied with in the Reporting Period: (include but not limited to) 報告期內本集團遵守的法律及規例： (包括但不限於) | | |
|---|---|---|
| Mainland China 中國大陸 | Hong Kong 香港 | Sweden 瑞典 |
| <i>Labour Law of the People's Republic of China</i> 《中華人民共和國勞動法》 | <i>Employment Ordinance (Chapter 57 of the Laws of Hong Kong)</i> 《僱傭條例》(香港法例第57章) | <i>Employment Protection Act (1982:80)</i> 《就業保障法》(1982: 80) |
| <i>Provisions on the Prohibition of Using Child Labour</i> 《禁止使用童工規定》 | <i>Employees' Compensation Ordinance (Chapter 282 of the Laws of Hong Kong)</i> 《僱傭補償條例》 (香港法例第282章) | <i>Employment (Co-Determination in the Workplace) Act (1976:580)</i> 《就業(工作場所共同決定)法》 (1976: 580) |
| <i>Law of the People's Republic of China on the Protection of Minors</i> 《中華人民共和國未成年人保護法》 | <i>Minimum Wage Ordinance (Chapter 608 of the Laws of Hong Kong)</i> 《最低工資條例》 (香港法例第608章) | <i>Discrimination Act (2008:567) the Ordinance (2007:813) on youth employment guarantee</i> 《反歧視法》(2008: 567) 《青年就業保障條例》(2007: 813) |
| | <i>Disability Discrimination Ordinance (Chapter 487 of the Laws of Hong Kong)</i> 《殘疾歧視條例》 (香港法例第487章) | <i>Protection of Children Act, 1960 (No. 97)</i> 《兒童保護法》(1960年第97號) |
| | <i>Sex Discrimination Ordinance (Chapter 480 of the Laws of Hong Kong)</i> 《性別歧視條例》 (香港法例第480章) | |
| | <i>Mandatory Provident Fund Schemes Ordinance (Chapter 485 of the Laws of Hong Kong)</i> 《強制性公積金計劃條例》 (香港法例第485章) | |



6. WORKFORCE WELLBEING

員工福利

Recruitment and promotion

To achieve “Openness, Fairness, Transparency, Standardization” in the recruitment process, the Group adopts a set of transparent and clear procedures to conduct its annual recruitment plan. As talent retention is vital to the sustainable business development, the Group performs probationary and regularly evaluates on the employee’s capability and performance, ensuring that all employees’ efforts and contributions are appropriately rewarded by the Group.

Compensation and dismissal

To attract high-calibre candidates, the Group offers fair and competitive remuneration as well as benefits based on candidates’ past performance, personal attributes, job experiences and career aspirations. The Group also regularly reviews its compensation package with reference to market benchmarks. The Group strictly prohibits any kind of unfair or illegitimate dismissals. According to the *Staff Handbook*, both the Group and its employees have the right to terminate the employment contract based on reasonable and lawful grounds.

Working hours and rest periods, benefits and welfare

The Group and its subsidiaries have formulated relevant policies on reasonable working hours in accordance with local laws and regulations. According to the *Staff Handbook*, when employees need to work overtime, they must obtain the prior approval of the department head. The Group regulates overtime working allowance application process in its *Staff Handbook*, eligible employees may apply for overtime allowance accordingly.

The Group also strives to provide sufficient resting time and benefits to its employees to ensure their wellbeing. In addition to basic paid annual leave and statutory holidays stipulated by the employment laws of the local governments, employees are also entitled to additional leave benefits such as sick leave, maternity leave, jury service leave and compassionate leave. With an aim to safeguard employees’ interest, the Group also purchases the group medical insurance for its employees after three months of employment.

招聘及晉升

為了在招聘過程中實現「公開、公平、透明、規範」，本集團採用一套透明、清晰的程序執行年度招聘計劃。由於留住人才對業務的可持續發展至關重要，故本集團會在試用期及以後定期評估僱員的能力和績效，以確保本集團對所有僱員的努力和貢獻給予妥當獎勵。

薪酬與解僱

為了吸引高素質應聘者，本集團根據應聘者的過往表現、個人特徵、工作經驗和職業志向提供公平和具有競爭力的薪酬及福利。本集團亦參考市場基準定期檢討其薪酬待遇。本集團嚴格禁止任何形式的不公平或非法解僱。根據《員工手冊》，本集團及其僱員均有權基於合理合法的理​​由終止僱傭合同。

工作時長、假期及僱員福利

本集團及其子公司已根據當地法律及法規就合理的工作時間制定相關政策。根據《員工手冊》，當僱員需要加班時，必須事先獲得部門負責人的批准。本集團在其《員工手冊》內訂明了加班津貼的申請程序，符合條件的僱員可按相應規定申請加班津貼。

本集團亦致力為僱員提供足夠的休息時間及福利，以確保僱員的健康。除當地政府僱傭法律規定的帶薪年假和法定假日外，僱員亦享有病假、產假、陪審假和陪產假等其他休假福利。為了保障僱員的權益，本集團亦為入職三個月後的僱員購買團體醫療保險。



6. WORKFORCE WELLBEING 員工福利

Equal opportunity and anti-discrimination

As an employer who is dedicated to providing equal opportunities, the Group is committed to creating a fair, respectful and diverse working environment by promoting anti-discrimination and equal opportunity in all its human resources and employment decisions. We strictly comply with the local laws and regulations on anti-discrimination and do not tolerate any form of harassment or discrimination, whether based on gender, sexual orientation, disability, age, race, colour, nationality, descent, ethnic origins or any other non-job-related element. The anti-discrimination policy applies to all processes of recruitment, promotion, transfer, incentives and training and in all business units of the Group. To establish an effective reporting system on anti-discrimination, we encourage employees to report to their departmental managers or the human resources manager when they encounter any discrimination behaviours. Furthermore, we take responsibility for assessing, dealing with, recording and taking any necessary disciplinary actions on such incidents.

Avoidance of child and forced labour

Complying with the relevant local and national labour laws and regulations, the Group firmly prohibits the employment of child labour and forced labour. To avoid child labour and forced labour, the Group's Human Resources Department requires job applicants to provide valid identity documents before confirmation of employment to ensure that the applicants are lawfully employable. Furthermore, the Human Resources Department of the Group is also responsible to monitor and guarantee the compliance by the Group with the relevant laws and regulations that prohibit child labour and forced labour employment.

During the Reporting Period, the Group was not in violation of any relevant laws and regulations in relation to the prevention of child and forced labour that has a significant impact on the Group.

平等機會與反歧視

作為一個致力於提供平等機會的僱主，本集團致力於在所有人力資源和僱傭決策範疇中提倡反歧視和平等機會，創造公平、相互尊重且多樣化的工作環境。我們嚴格遵守與反歧視有關的當地法律及法規，絕不容許任何形式的騷擾或歧視，無論是基於性別、性取向、殘疾、年齡、種族、膚色、國籍、血統、民族或任何其他與工作無關的因素。反歧視政策適用於所有招聘、晉升、調動、獎勵和培訓程序，並在本集團的所有業務單位內應用。為建立有效的反歧視報告制度，我們鼓勵僱員在遇到任何歧視行為時向其部門經理或人力資源經理報告。此外，我們負責評估、處理、記錄有關事件並採取任何必要的紀律處分。

防止童工及強制勞工

本集團遵守地方和國家勞動法律及條例，堅決禁止僱用童工和強迫勞工。為防止童工和強迫勞工，本集團的人力資源部要求求職者在確認僱用前提供有效的身份證件，以確保求職者可合法受僱。此外，本集團人力資源部亦負責監督和保證本集團遵守禁止童工和強迫勞工的相關法律及條例。

報告期內，本集團未違反與防止童工和強迫勞工有關並對本集團有重大影響的任何相關法律及規例。



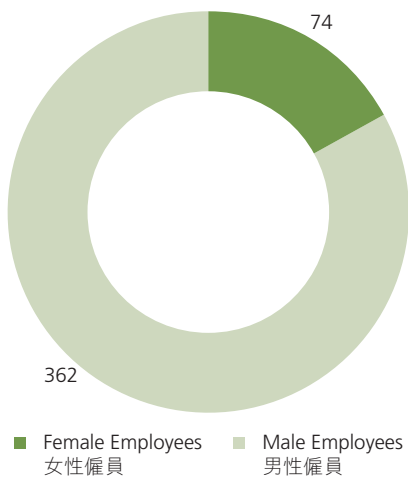
6. WORKFORCE WELLBEING

員工福利

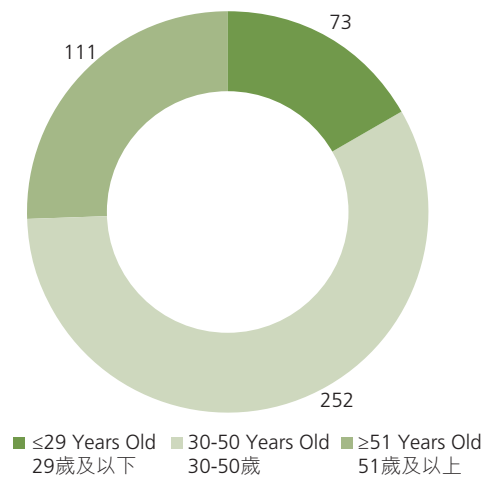
As of 31 March of 2020, the Group has a total of 436 employees in Hong Kong and PRC. The number of employees by gender, age, employment type and geographical region are as follows²:

截至2020年3月31日，本集團在香港及中國共有436名僱員。按性別、年齡、僱傭類別及地理位置劃分的僱員總數如下²：

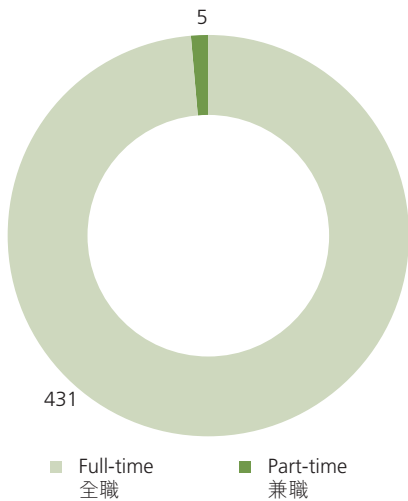
Number of Employees by Gender
僱員總數（按性別劃分）



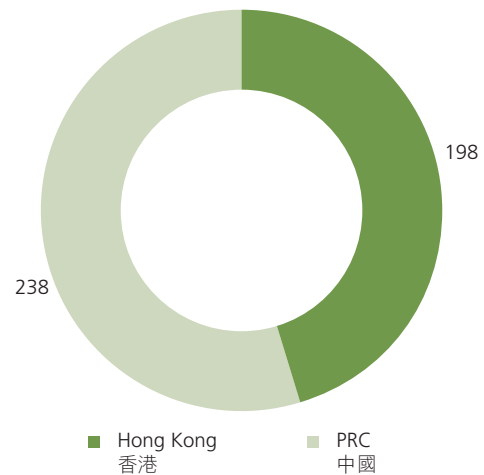
Number of Employees by Age
僱員總數（按年齡劃分）



Number of Employees by Employment Type
僱員總數（按僱員類別劃分）



Number of Employees by Geographical Region
僱員總數（按地理位置劃分）



² The statistics on number of employees include the Group's employees in Hong Kong and PRC only.

² 僱員總數的相關統計數字僅包括本集團於香港及中國的僱員。



6. WORKFORCE WELLBEING 員工福利

The turnover rates of the Group are summarised in the following table³:

下表概述本集團的員工流失比率³：

| Gender 性別 | Turnover Rate 流失比率 |
|--------------|-----------------------|
| Male 男 | 6% |
| Female 女 | 4% |

| Age 年齡 | Turnover Rate 流失比率 |
|---------------------------|-----------------------|
| ≤29 Years Old 29歲及以下 | 3% |
| 30–50 Years Old 30–50歲 | 6% |
| ≥51 Years Old 51歲及以上 | 2% |

| Geographical Region 地理位置 | Turnover Rate 流失比率 |
|-----------------------------|-----------------------|
| Hong Kong 香港 | 9% |
| PRC 中國 | 1% |

³ The statistics on turnover rates include the Group's employees in Hong Kong and PRC only.

³ 流失比率的相關統計數字僅包括本集團於香港及中國的僱員。



6. WORKFORCE WELLBEING

員工福利

6.2. Talent Development

We understand the importance of employee's growth and development as their capability is the key in achieving the sustainable development of the Group. We strive to allocate resources to employees' training as to provide a suitable platform to assist them in pursuing personal growth. The Group has established an internal training policy to continuously improve employees' work performance and skills.

We have established a comprehensive training system with consideration of the types and levels of the employees. As for new employees, the Group offers a comprehensive training package, which includes topics such as Group's corporate culture, business processes, health and safety, first aid treatment and other specific topics, therefore they could better adapt into a new working environment. For the existing employees, the Group offer trainings to help them fulfill the requirements on training hours for renewing annual professional qualifications, as to ensure that they possess the necessary professional knowledge to complete their daily tasks and help them keep up with industry trends as well.

We also encourage subsidiaries to establish their training policies to meet their business needs. For the Construction Business in Hong Kong, the *Training Policy* is formulated to provide a training scheme according to the types of employees. There are mainly two types of training, namely, in-house training and external training, where the external training is related to knowledge of IMS, safety and environmental issues, as well as technical issues. In-house training is provided for all new employees while external training is provided to fulfill the needs of the employees. For instance, technical staff should attend Continuous Professional Development trainings organised by appropriate institutions such as the Hong Kong Institution of Engineers.

6.2. 人才發展

我們理解僱員成長和發展的重要性，因為其能力是實現本集團可持續發展的關鍵。我們盡量為僱員的培訓分配資源，以提供合適平台幫助其追求個人成長。本集團已制定內部培訓政策，以不斷提高僱員的工作績效和技能。

我們已建立計及僱員類型和水平的全面培訓系統。對於新僱員，本集團會提供一套全面的培訓課程，包括本集團的企業文化、業務流程、健康與安全、急救等話題，以使其更好地適應新的工作環境。就現有僱員而言，本集團會為其提供培訓，以幫助其滿足更新年度專業資格所需的培訓時間要求，從而確保其具備完成日常任務所需的專業知識，並幫助其緊跟行業趨勢。

我們亦鼓勵子公司制定其培訓政策，以滿足其業務需求。對於香港的建築業務，我們已制定培訓政策，以根據僱員類型提供培訓計劃。培訓主要分為兩種，即內部培訓和外部培訓，其中外部培訓與IMS、安全和環境問題以及技術問題等知識有關。所有新僱員均會接受內部培訓，同時按僱員需求提供外部培訓。例如，技術人員應參加由相關機構（如香港工程師學會）組織的持續專業發展培訓。



6. WORKFORCE WELLBEING

員工福利

For Environmental Protection Business in PRC, our subsidiary, Taiyuan Tianrun Bioenergy Co., Ltd., has also established its own training system to satisfy the training needs of different levels of employees. The training system consists of two levels of training. The first level of training is organised by the Group's Human Resources Department which targets managers in the subsidiary. The second level of training is organised by the subsidiary which provides induction training to new employees and operational training in accordance with business need. The training provided by the subsidiary has different focuses in accordance with the level of the employees. The following table summarised the types of trainings provided by the subsidiary:

對於中國的環保業務，我們的子公司太原天潤生物能源有限公司亦已建立自己的培訓體系，以滿足不同級別僱員的培訓需求。培訓系統包括兩個級別的培訓。本集團的人力資源部組織第一級別的培訓，培訓對象為該子公司的經理。第二級別的培訓由該子公司組織，其根據業務需求為新僱員提供入門培訓和營運培訓。該子公司提供的培訓針對僱員級別有不同的側重點。下表概述該子公司提供的培訓類型：

| Level of Employees 僱員級別 | Focus 側重點 | Type of Trainings Provided 提供的培訓類型 |
|----------------------------|----------------------|--|
| Management | Communication skills | management-focused training, core personnel development training |
| 管理層 | 溝通技能 | 注重管理方面的培訓、核心人員發展培訓 |
| Operational | Operational skills | prevocational training, vocational skills improvement training, internal vocational training |
| 營運 | 營運技能 | 職前培訓、職業技能提高培訓、內部職業培訓 |





6. WORKFORCE WELLBEING

員工福利

Furthermore, our subsidiaries, Hefei Extraordinary Biological Technology Co., Ltd., has implemented the *Annual Safety Production Training Program* in 2019, successfully enhanced its employees awareness and skills on safety production and through propaganda and trainings. For instance, the subsidiary has put on posters related to safety production on the notice board. It has also provided the trainings to its technical staff, to ensure them acquired with sufficient skills on safety production.

Our Industrial Fluid Business in Nordic area has also established *Personnel Policy* which aims to nurture its employees through a combination of personal development and targeted training. Internal and external trainings are also integrated with specific business operation, so as to prepare employees to take on more responsibility and challenging tasks.

The training statistics⁴ of the Group is summarised as follows:

| Gender 性別 | Average Training Hours 平均培訓小時數 |
|--------------|-----------------------------------|
| Male 男 | 3.44 |
| Female 女 | 2.90 |

此外，我們的子公司合肥非凡生物科技有限公司已實施《2019年度安全生產培訓計劃》，通過宣傳和培訓成功提高僱員的安全生產意識和技能。例如，該子公司已在告示板上張貼與安全生產有關的海報，亦向其技術人員提供培訓，以確保其充分掌握安全生產技能。

我們在北歐地區的工業流體業務亦已制定《人事政策》，旨在通過以個人發展與針對性培訓相結合的方式培養僱員。內部和外部培訓亦與具體的業務營運相結合，使僱員能夠承擔更大責任和更具挑戰性的任務。

本集團的培訓統計數字⁴概述如下：

⁴ The training statistics include the Group's business in Hong Kong and PRC only.

⁴ 培訓統計數字僅包括本集團於香港及中國的業務。



6. WORKFORCE WELLBEING 員工福利

6.3. Employee Safety

The Group highly values the employee safety throughout our business as the Group treats employees' capabilities as our intangible assets. Therefore, we strive to provide a safe working environment for our employees and to protect our employees from occupational hazards. The Group has formulated internal safety and health policies in line with relevant laws and regulations, to ensure the wellbeing of our employees.

6.3. 僱員安全

由於本集團將僱員的能力視為我們的無形資產，故本集團高度重視僱員在整個業務過程中的安全。因此，我們努力為僱員提供安全的工作環境，並保護僱員免受職業危害。本集團已根據相關法律及規例制定內部安全與健康政策，以確保僱員健康。

| Laws and regulations the Group has complied with in the Reporting Period: (include but not limited to) 報告期內本集團遵守的法律及規例： (包括但不限於) | | |
|---|---|---|
| Mainland China 中國大陸 | Hong Kong 香港 | Sweden 瑞典 |
| Work Safety Law of the People's Republic of China 《中華人民共和國安全生產法》 | Occupational Safety and Health Ordinance (Chapter 509 of the Laws of Hong Kong) 《職業安全及健康條例》(香港法例第509章) | Product Safety Act (2004:451) 《產品安全法》(2004: 451) |
| Law of the People's Republic of China on the Prevention and Control of Occupational Diseases 《中華人民共和國職業病防治法》 | Fire Safety (Commercial Premises) Ordinance (Chapter 502 of the Laws of Hong Kong) 《消防安全(商業處所)條例》(香港法例第502章) | |
| Measures for the Administration of Contingency Plans for Work Safety Accidents 《生產安全事故應急預案管理辦法》 | | |



6. WORKFORCE WELLBEING

員工福利

For the Construction Business in Hong Kong, the safety in the construction sites has been the focus of the Group. The IMS regulates the Administration and QSHE departments to manage and ensure a safe working environment that satisfies the government regulations. The health and safety affairs in the construction sites are guaranteed by implementing relevant corporate policies. Specifically, apart from providing a full set of personal protective equipment to every worker, the Group has established a sound reporting mechanism to deal with various emergencies and equipment malfunction events. The Group also provides safety training to our employees and subcontractors. Furthermore, the Group has adopted monitoring and management measures regarding health and safety to reduce the occupational risk in the construction sites. Project manager, design manager and QSHE manager are responsible for conducting relevant risk assessment before the commencement of construction works and implementing necessary preventive measures during the construction process. Safety officers conduct inspections every week in order to make sure that the operation in the construction sites is fully in compliance with relevant standards, policies and laws.

For the Environmental Protection Business, we encourage subsidiaries in PRC to establish safety policies and relevant management systems based on their business nature. For example, our kitchen waste treatment plant in Taiyuan and Hefei have formulated internal occupational safety and health management systems in accordance with the *Work Safety Law of the People's Republic of China*. Both subsidiaries have assigned the responsible departments to identify the occupational risks in the working environment and organised health checks to employees at risk of exposure to occupational risks. To ensure occupational safety and health in the office environment, Yisheng (Tianjin) Environmental Protection Technology Limited has formulated the *Environmental and Occupational Health Management Manual*, which regulates the daily management of environmental safety in office, office equipment and facility operation, fire safety and emergency response mechanism.

就香港的建築業務而言，施工現場的安全一直是本集團的關注重點。IMS規範行政部和QSHE部，以管理及確保一個符合政府規定的安全工作環境。實施相關公司政策可確保施工現場的健康和安全。具體而言，除了向每位工人提供全套個人防護設備外，本集團亦設有完善的通報機制，以處理各種緊急情況和設備故障問題。本集團亦為僱員及分包商提供安全培訓。此外，本集團已採取有關健康與安全的監控和管理措施，以減少施工現場的職業風險。項目經理、設計經理和QSHE經理負責在施工開始之前進行相關風險評估，並在施工過程中實施必要的預防措施。安全人員每週開展巡查，以確保施工現場作業完全符合相關標準、政策和法律。

就環保業務而言，我們鼓勵中國的子公司根據其業務性質制定安全政策和相關管理系統。例如，我們位於太原和合肥的餐廚垃圾處理廠已根據《中華人民共和國安全生產法》制定內部職業安全與衛生管理系統。該兩家子公司均已指派負責部門識別工作環境中的職業風險，並對承受相關風險的僱員進行健康檢查。為確保辦公環境中的職業安全 and 健康，宜升(天津)環境技術有限公司已制定《環境與職業健康管理手冊》，規範了辦公、辦公設備和設施運作環境安全的日常管理、消防安全和應急機制。



6. WORKFORCE WELLBEING 員工福利

Case: Fire Drill at Taiyuan Kitchen Waste Treatment Plant

案例：太原餐廚垃圾處理廠舉辦的消防演習

In June 2019, the Taiyuan kitchen waste treatment plant organised a fire drill to raise employees' awareness on fire safety. The fire drill simulated a fire started in the anaerobic tank area of the plant. The drill strengthened employees' skills and knowledge on emergency evacuation, emergency rescue and firefighting equipment using in the case of fire accident.

2019年6月，太原餐廚垃圾處理廠組織了一次消防演習，以提高僱員的消防安全意識。消防演習模擬了廠房內厭氧池區域起火的情況。演習增強了僱員在火災事故時進行應急疏散、應急救援和消防設備使用的技能和知識。



On the basis of employees' health and safety, customer's health and safety are also highly valued in the Group's business in Sweden. Vimab Holding AB established a *Safety and Health Plan for Vimab Holding AB*, in which it states that prior to the commencement of work, a general risk assessment shall be conducted with the participation from customers to assess health and safety risks and identify potential hazards, and actions to eliminate potential hazards shall be taken prior to the commencement of work to protect both customers and employees.

During the Reporting Period, the Group did not receive any report on work-related fatalities. In the future, we strive to explore more effective measures to protect our employees from work fatalities.

在維護僱員健康與安全的基礎上，本集團的瑞典業務亦非常注重客戶的健康與安全。Vimab Holding AB制定了《Vimab Holding AB安全與健康計劃》。該計劃指出，在工作開始之前，應在客戶的參與下進行全面風險評估，以評估工作計劃的健康和安全風險及識別潛在危險，並在開工之前採取針對消除潛在危險的行動以保護涉及的客戶和僱員。

於報告期內，本集團並無收到工傷死亡報告。日後，我們將探索更有效的措施以保護僱員免受工傷死亡。



7. GREEN OPERATION 綠色營運

High-materiality issues disclosed in this chapter 本章節披露的高重要性議題

- Wastewater treatment
污水處理
- Air emissions
廢氣排放
- Waste disposal
廢棄物處理
- Use of energy
能源使用
- Use of Water
用水

The Group understands the importance of environmental sustainability. Therefore, the Group prioritizes its environmental responsibility to minimize the environmental impacts brought by the Group where technically and economically viable. During the Reporting Period, the Group has continuously improved the Group's performance in environmental protection, and implemented effective measures in all business sectors to reduce emissions and conserve resources.

本集團了解環境可持續發展的重要性。因此，本集團重視其環境責任，以在技術和經濟上可行的情況下盡量降低本集團對環境的影響。報告期內，本集團在環境保護方面的表現不斷提高，並在所有業務領域採取有效措施，減少排放，節約資源。



7. GREEN OPERATION 綠色營運

| Laws and regulations the Group has complied with in the Reporting Period: (include but not limited to) 報告期內本集團遵守的法律及規例： (包括但不限於) | | |
|---|---|--|
| Mainland China 中國大陸 | Hong Kong 香港 | Sweden 瑞典 |
| <i>Atmospheric Pollution Prevention and Control Law of the People's Republic of China</i> 《中華人民共和國大氣污染防治法》 | <i>Air Pollution Control Ordinance (Chapter 311 of the Laws of Hong Kong)</i> 《空氣污染管制條例》 (香港法例第311章) | <i>The Swedish Environmental Code (2000:61)</i> 《瑞典環境法》(2000: 61) |
| <i>Water Pollution Prevention and Control Law of the People's Republic of China</i> 《中華人民共和國水污染防治法》 | <i>Air Pollution Control (Construction Dust) Regulation (Chapter 311R of the Laws of Hong Kong)</i> 《空氣污染管制(建造工程塵埃)規例》(香港法例第311R章) | |
| <i>Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes</i> 《中華人民共和國固體廢棄物污染環境防治法》 | <i>Air Pollution Control (Non-road Mobile Machinery) (Emission) Regulation (Chapter 311Z of the Laws of Hong Kong)</i> 《空氣污染管制(非道路移動機械)(排放)規例》(香港法例第311Z章) | |
| <i>The Environmental Protection Law of the People's Republic of China</i> 《中華人民共和國環境保護法》 | <i>Water Pollution Control Ordinance (Chapter 358 of the Laws of Hong Kong)</i> 《水污染管制條例》 (香港法例第358章) | |
| <i>The Law of the People's Republic of China on Environmental Impact Assessment</i> 《中華人民共和國環境影響評價法》 | | |



7. GREEN OPERATION 綠色營運

| Laws and regulations the Group has complied with in the Reporting Period: (include but not limited to) 報告期內本集團遵守的法律及規例： (包括但不限於) | | |
|---|--|--------------|
| Mainland China 中國大陸 | Hong Kong 香港 | Sweden 瑞典 |
| Administrative Measures for Pollutant Discharge Licensing (for Trial Implementation) 《排污許可證管理暫行規定》 | Waste Disposal Ordinance (Chapter 354 of the Laws of Hong Kong) 《廢物處置條例》 (香港法例第354章) | |
| Opinion on the Strengthening of the Overhaul of Gutter Oil and Management of Cooking Wastes issued by the General Office of the State Council 《國務院辦公廳關於加強地溝油整治和餐廚廢棄物管理的意見》 | Noise Control Ordinance (Chapter 400 of the Laws of Hong Kong) 《噪音管制條例》 (香港法例第400章) | |
| | Environmental Impact Assessment Ordinance (Chapter 499 of the Laws of Hong Kong) 《環境影響評估條例》 (香港法例第499章) | |
| | Motor Vehicle Idling (Fixed Penalty) Ordinance (Chapter 611 of the Laws of Hong Kong) 《汽車引擎空轉(定額罰款)條例》 (香港法例第611章) | |

7.1. Emissions

During the Reporting Period, the Group has generated air and GHG emissions, discharged wastewater, and generated solid waste. The Group is committed to reducing these emissions to control and minimize its impacts on the environment.

The major air emissions and GHG emissions of the Group comes from the combustion of fuel for the Group's mobile sources such as cars and machineries, consumption of electricity and the use of boiler in the kitchen waste business. The Group's environmental performance during the Reporting Period is summarised in the table below.

7.1. 排放物

於報告期內，本集團產生了廢氣和溫室氣體排放、廢水排放和固體廢棄物。本集團致力於減少這些排放，以控制和盡量降低其對環境的影響。

本集團的主要廢氣排放和溫室氣體排放來自於餐廚垃圾業務中本集團移動源(如汽車和機械設備)的燃料燃燒、電力消耗及鍋爐使用。下表概述本集團在報告期內的環境績效。



7. GREEN OPERATION 綠色營運

Emissions data⁵

排放物數據⁵

| GHG Emissions ⁶ 溫室氣體排放 ⁶ | | | | |
|---|---------------------------|--------------------------|---|---|
| KPI 關鍵績效指標 | Total Emission 總排放量 | Unit 單位 | Intensity ⁷ 密度 ⁷ | Unit 單位 |
| Scope 1 ⁸ (Direct Emission) | 5,297.27 | Tonnes CO ₂ e | 8.17 | Tonnes CO ₂ e/ HK\$ Million |
| 範圍一 ⁸ (直接排放) | 5,297.27 | 噸CO ₂ 當量 | 8.17 | 噸CO ₂ 當量／百萬港幣 |
| Scope 2 ⁹ (Energy Indirect Emission) | 4,439.45 | Tonnes CO ₂ e | 6.84 | Tonnes CO ₂ e/ HK\$ Million |
| 範圍二 ⁹ (能源間接排放) | 4,439.45 | 噸CO ₂ 當量 | 6.84 | 噸CO ₂ 當量／百萬港幣 |
| Total (Scope 1 and Scope 2) | 9,736.71 | Tonnes CO ₂ e | 15.01 | Tonnes CO ₂ e/ HK\$ Million |
| 總排放(範圍一及二) | 9,736.71 | 噸CO ₂ 當量 | 15.01 | 噸CO ₂ 當量／百萬港幣 |

⁵ All emissions data reported only include the Group's business in Hong Kong and PRC.

⁶ To improve our management on ESG performance, we are gradually enhancing our ESG data collection and management system, expanding the data collection scope and actively exploring more accurate calculation methods. We have expanded our data collection scope and adopted new estimation methods on the use of electricity and diesel this year, which also affected the amount of GHG emissions. For more details, please refer to the explanation for the use of electricity and diesel in "Resources usage data".

⁷ Intensity was calculated by dividing the amount by the Group's revenue from businesses in Hong Kong and PRC of approximately HK\$648.62 million during the Reporting Period.

⁸ Scope 1 GHG emissions are from the combustion of fuel of boilers, vehicles and construction machineries. The calculation method of GHG emission of boilers refers to the *Guidelines for Accounting and Reporting Greenhouse Gas Emissions Other Industrial Enterprises (Trial)* issued by the National Development and Reform Commission of the People's Republic of China. The calculation method of GHG emission of vehicles refers to the *Guidelines for Accounting and Reporting Greenhouse Gas Emission China Land Transportation Enterprises (Trial)* issued by the National Development and Reform Commission of the People's Republic of China and the *Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong 2010 Edition* issued by the Environmental Protection Department and the Electrical and Mechanical Services Department of Hong Kong. The calculation method of GHG emission of construction machineries refers to the *EMEP/EEA Air Pollutant Emission Inventory Guidebook 2019* issued by the European Environment Agency. Due to the limitation of data availability and calculation guidelines for GHG emissions from biogas combustion in the PRC, GHG emissions from biogas generated during the treatment of kitchen waste are not included in the scope of GHG emissions.

⁹ Scope 2 GHG emissions are from indirect GHG emissions generated in the production process of purchased power. The GHG emissions in PRC are calculated based on the *Average Carbon Dioxide Emission Factors of China's Regional Power Grids in 2011 and 2012*, and the calculation of GHG emissions caused by power use in Hong Kong adopts to the emission factors in the *Sustainability Report of CLP Power Hong Kong Limited in 2019* for the construction sites and offices located in Kowloon and New Territories and the *Sustainability Report of Hong Kong Electric Investment Limited in 2019* for the construction sites located in Hong Kong Island, Ap Lei Chau and Lamma Island.

⁵ 所呈報的所有排放物數據僅包括本集團於香港及中國的業務。

⁶ 為改善對ESG績效的管理，我們正在逐步完善ESG數據收集和管理系統，擴大數據收集範圍，並積極探索更準確的計算方法。於本年度，我們擴大了數據收集範圍，並採用了新的電力和柴油使用估算方法，這也對溫室氣體排放量造成了影響。有關更多詳情，請參閱「資源使用數據」中有關電力和柴油使用的說明。

⁷ 密度乃以該總量除以本集團於報告期內來自香港及中國業務的收入(約6.4862億港幣)計算。

⁸ 範圍一的溫室氣體排放來自鍋爐、車輛和建築機械的燃料燃燒。鍋爐溫室氣體排放量根據中華人民共和國國家發展和改革委員會發佈的《工業其他行業企業溫室氣體排放核算方法與報告指南(試行)》計算。車輛溫室氣體排放量根據中華人民共和國國家發展和改革委員會發佈的《中國陸路運輸企業溫室氣體排放核算方法與報告指南(試行)》和香港環境保護署及機電工程署發佈的《香港建築物(商業、住宅或公共用途)的溫室氣體排放及減除的核算和報告指引(2010年版)》計算。建築機械溫室氣體排放量根據歐洲環境署發佈的《EMEP/EEA大氣污染物排放清單指南(2019年版)》計算。由於中國沼氣燃燒產生的溫室氣體的數據和計算指南有限，因處理餐廚垃圾過程中產生的沼氣而產生的溫室氣體排放未包括在溫室氣體排放範圍內。

⁹ 範圍二的溫室氣體排放來自所購電力生產過程中產生的間接溫室氣體排放。中國的溫室氣體排放量根據《2011年和2012年中國區域電網的平均二氧化碳排放係數》計算，而香港用電產生的溫室氣體排放量使用香港中電控股有限公司《2019可持續發展報告》中的排放係數(就位於九龍及新界的施工現場及辦公室而言)及香港電力投資有限公司的《2019可持續發展報告》中的排放係數(就位於香港島、鴨脷洲及南丫島的施工現場而言)計算。



7. GREEN OPERATION 綠色營運

| Air Emissions ¹⁰ 廢氣排放 ¹⁰ | | |
|---|------------------------|-------------|
| KPI 關鍵績效指標 | Total Emission 總排放量 | Unit 單位 |
| NO _x | 50.49 | Tonnes 噸 |
| SO _x | 1.35 | Tonnes 噸 |
| CO | 18.31 | Tonnes 噸 |
| PM | 2.66 | Tonnes 噸 |

| Wastewater and Waste 廢水及廢棄物 | | | | |
|--------------------------------|------------------------|-------------|-----------------|-------------------------------|
| KPI 關鍵績效指標 | Total Emission 總排放量 | Unit 單位 | Intensity 密度 | Unit 單位 |
| Wastewater 廢水 | 119,951 | Tonnes 噸 | 184.93 | Tonnes/HK\$ Million 噸／百萬港幣 |
| Hazardous Waste 有害廢棄物 | 1.01 | Tonnes 噸 | 0.0016 | Tonnes/HK\$ Million 噸／百萬港幣 |
| Non-hazardous Waste 無害廢棄物 | 21,383.63 | Tonnes 噸 | 32.97 | Tonnes/HK\$ Million 噸／百萬港幣 |

¹⁰ Air pollutant emissions are from boilers in the kitchen waste treatment plants, and the use of vehicles and engineering machineries by the subsidiaries. The data of air emissions is composed of monitoring data of boilers and calculated air pollutant emissions from vehicles and engineering machineries. The calculation method of air emission of vehicles refers to the *Technical Guide for Air Pollutant Emission Inventory for On-road Vehicles (Trial Implementation)* issued by the Ministry of Ecology and Environment of the People's Republic of China and the *EMEP/EEA Air Pollutant Emission Inventory Guidebook 2019* issued by the European Environment Agency. The calculation method of air emissions of engineering machineries refers to the *Technical Guide for Air Pollutant Emission Inventory for Non-road Vehicles (Trial Implementation)* issued by the Ministry of Ecology and Environment of the People's Republic of China and the *EMEP/EEA Air Pollutant Emission Inventory Guidebook 2019* issued by the European Environment Agency.

¹⁰ 空氣污染來源於餐廚垃圾處理廠內的鍋爐，以及子公司使用的車輛和工程機械。廢氣排放數據包括鍋爐監測數據以及車輛和工程機械的空氣污染物排放計算值。車輛廢氣排放量根據中華人民共和國生態環境部發佈的《道路機動車大氣污染物排放清單編製技術指南（試行）》和歐洲環境署發佈的《EMEP/EEA大氣污染物排放清單指南（2019年版）》計算。工程機械廢氣排放量根據中華人民共和國生態環境部發佈的《非道路移動源大氣污染物排放清單編製技術指南（試行）》和歐洲環境署發佈的《EMEP/EEA大氣污染物排放清單指南（2019年版）》計算。



7. GREEN OPERATION

綠色營運

Major Non-hazardous Waste Produced by Type
按類型劃分的主要無害廢棄物

| KPI 關鍵績效指標 | Total Emission 總排放量 | Unit 單位 | Intensity 密度 | Unit 單位 |
|-------------------------------|---------------------------|-------------|-----------------|-------------------------------|
| Domestic Waste 生活垃圾 | 8.73 | Tonnes 噸 | 0.0134 | Tonnes/HK\$ Million 噸／百萬港幣 |
| Waste Paper 廢紙 | 3.52 | Tonnes 噸 | 0.0054 | Tonnes/HK\$ Million 噸／百萬港幣 |
| Kitchen Waste Residue 餐廚垃圾 | 20,990.77 | Tonnes 噸 | 32.36 | Tonnes/HK\$ Million 噸／百萬港幣 |

Emission and waste management

During the Reporting Period, we have actively implemented measures in different business sectors to reduce our air and GHG emissions, wastewater, solid wastes, noise pollution, etc. The section below lists out the emissions management measures we have adopted in our offices, construction sites and kitchen waste treatment plants. The Group will continue to explore more effective measures to reduce our air emissions and solid wastes and collect data of air emissions and solid wastes to evaluate our achievements from the relevant measures in the future.

Office Operation

Air and GHG Emissions

In order to effectively reduce the fuel and electricity consumption so as to reduce air emissions and direct and indirect GHG emissions, the Group has implemented various measures at its offices, which are further described in the "Use of Resources" section in the Report.

排放物和廢棄物管理

於報告期內，我們在各個業務領域積極實施措施，以減少廢氣和溫室氣體排放、廢水、固體廢棄物、噪聲污染等。以下為我們在辦公區域、施工現場及餐廚垃圾處理廠採取的排放管理措施。本集團將繼續探索更有效的措施以減少我們的空氣排放物和固體廢棄物，並收集空氣排放物和固體廢棄物數據，以評估未來通過相關措施所取得的成就。

辦公室業務

廢氣和溫室氣體排放

為了有效降低燃料及電力消耗，減少廢氣排放以及直接和間接溫室氣體排放，本集團在各辦公區域實施了各項措施。本報告中的「資源使用」章節對此作了進一步說明。



7. GREEN OPERATION

綠色營運

Solid Wastes

Waste paper is a major type of waste produced in the daily operation of offices. To reduce waste paper in offices, we strategically promote a “paperless office” policy with the following practices:

- Distribute information electronically wherever possible (i.e. via email or electronic notice boards)
- Set printers to default double-sided printing mode
- Reuse single-sided paper for printing internal documents

During the Reporting Period, the Group’s offices recycled and reused wastepaper, effectively implementing a waste paper recycling and reusing program. Non-recyclable municipal solid wastes have been collected and disposed of by the property management.

Wastewater

The Group has adopted appropriate measures (please refer to “Use of Resources”) to reduce water consumption so as to reduce the wastewater generated during daily business operation. Wastewater from the offices has been discharged into municipal wastewater treatment plants prior to discharge to the natural environment.

Construction Business

The emissions generated during the construction processes mainly include air and GHG emissions, wastewater, solid waste and noise. The Group has established the *Environmental Policy Statement* and followed a prudent approach on discharge control to achieve effective management of emissions from our Construction Business.

固體廢棄物

廢紙是辦公室日常運作中產生的一種主要廢物。為了減少辦公室的廢紙，我們通過以下措施從策略上推行「無紙化辦公室」政策：

- 盡量以電子方式發佈信息（即通過電子郵件或電子公告板）
- 將打印機設置為默認的雙面打印模式
- 重複使用單面紙打印內部文件

於報告期內，本集團的辦公室回收重用廢紙，有效實行了廢紙回收和再利用活動。不可回收的城市固體廢棄物則交由物業管理處進行收集和處理。

廢水

本集團已採取適當措施（請參閱「資源使用」章節）減少耗水量，以減少日常營運期間產生的污水。辦公區域所產生的污水經市政污水處理廠處理後排放。

建築業務

施工過程中產生的排放物主要包括廢氣和溫室氣體排放、廢水、固體廢物和噪音。本集團已訂立「環境政策聲明」，並通過謹慎的控制手段有效管理建造業務的排放。



7. GREEN OPERATION 綠色營運

Air and GHG Emissions

The major air emissions on the construction sites come from the operation of non-road mobile machinery. To comply with the *Regulatory Control on Emissions from Non-road Mobile Machinery* issued by the Environmental Protection Department, the Group has adopted the use of non-road mobile machinery with approval label, effectively reduce the NOx and PM emissions by 60% to those machinery without approval label. Furthermore, the operation of construction site also produces dust, affecting the surrounding air quality. Therefore, the Group has installed mobile sprinkler systems on the site to reduce dust emissions through regularly wetting the ground surface before, during and after operation. We has formulated a compliance manual according to the *Air Pollution Control (Construction Dust) Regulation* and conduct regular briefing and training to operational staff, to ensure our operational staff to carry out appropriate dust reduction measures.

Solid Wastes

The Group has complied with the *Waste Disposal Ordinance* when disposing of excavated waste and other construction wastes. We have sorted the construction waste into reusable inert construction waste and non-inert construction waste before disposal of wastes. We have assigned certified waste collectors to transport inert construction waste to public filling area for reuse and non-inert construction waste to specific landfills for disposal. Part of the waste such as fallen trees in the course of land clearance is handled and turned into recyclable natural resources using advanced technology. The recyclable wastes are normally collected via licensed collectors and then transferred to recycling station for reuse.

Wastewater

The Group has been licensed for the discharge of wastewater from construction sites after on-site treatment. Relevant treatment methods, such as sedimentation tank for wastewater treatment has been set up to treat the muddy water before discharge. All discharges have been strictly monitored and controlled, and we have ensured that wastewater treated on-site has met the requirements of the *Water Pollution Control Ordinance* prior to discharge.

廢氣和溫室氣體排放

施工現場的主要廢氣排放來自非道路移動機械的運行。為遵守環保部頒佈的《非道路移動機械排放管理規定》，本集團已使用帶有批准標籤的非道路移動機械，較沒有批准標籤的機械有效減少60%的NOx和PM排放量。此外，施工現場的作業也會產生粉塵，影響周圍的空氣質量。因此，本集團已在現場安裝移動灑水系統，以通過在作業之前、期間和之後定期潤濕地面來減少粉塵排放。我們已根據《空氣污染管制(建造工程塵埃)條例》制定合規手冊，並對作業人員開展簡介會和培訓，以確保我們的作業人員採取適當的降塵措施。

固體廢棄物

本集團遵守《廢物處理條例》對挖出廢物及其他建築廢物進行處理。在處理垃圾前，我們已將建築垃圾分為可重複使用的惰性建築垃圾和非惰性建築垃圾。我們已委派有資質的廢物回收商，將惰性建築垃圾運至公共填埋區進行再利用，並將非惰性建築垃圾運至特定的填埋場進行處理。部分廢物如土地清理過程中倒下的樹木會以先進技術處理變為可回收的自然資源。可回收廢物通常通過持牌回收商收集，然後轉移到回收站再利用。

廢水

本集團已獲相關許可，建築地盤廢水可經現場處理後排放。泥水在排放之前曾經相關處理方法(如用於廢水處理的沉降池等)進行處理。所有排放均受到嚴格監控，並確保處理後的廢水在排放前符合《水污染管制條例》的相關要求。



7. GREEN OPERATION

綠色營運

Noise

Noise generated by the Group at the construction site is mainly from the operation of machineries and equipment. In the Reporting Period, the construction sites of the Group have been in strict compliance with the *Noise Control Ordinance* and only used equipment within the permitted period. Furthermore, the Group has obtained construction noise permit when we carried out of noisy works in designated areas. We have also formulated a compliance manual for our operational staff and assigned site supervisors to the construction sites for monitoring, to ensure our construction noises meeting the standards. Apart from adopting noise barriers in construction sites, the Group have purchased equipment with Quality Powered Mechanical Equipment Label (construction equipment items that are notably quieter, and more environmentally friendly), reduced the number of concurrently running equipment, and shut down any idle equipment to reduce the noise at sources.

噪音

本集團於施工場地產生的噪音主要來自於機械設備的運作。於報告期內，本集團建築地盤嚴格遵守《噪音管制條例》，僅在容許期間內使用設備。此外，本集團在指定區域開展產生噪音的工程時已取得建築噪音許可證。我們亦已針對作業人員制定合規手冊，並指派現場監工到施工現場進行監督，以確保我們的建築噪音合乎標準。除在施工現場採用建築噪音屏障外，本集團已購買帶有優質機動設備標籤的設備（即明顯較靜及更環保的建築設備），減少同時運作的設備數量，並關閉閒置設備，以從源頭降低噪音。



7. GREEN OPERATION

綠色營運

Case: Hong Kong Green Awards 2019

案例：香港綠色企業大獎2019

The ceremony of Hong Kong Green Awards was held in December 2019 by the Green Council to recognise participating companies with exceptional performances and achievement in environmental aspects. Our subsidiary, New Concepts Foundation Limited was honourably awarded three prizes as recognition for its efforts and performance in green management.

香港綠色企業大獎的頒獎典禮由環保促進會於2019年12月舉行，以表彰在環境方面取得卓越表現和成就的公司。我們的子公司創業地基有限公司因其在綠色管理方面的努力和表現而獲得三個獎項。

The subsidiary was awarded the Green Management Award — Corporate (Large Corporation) — Silver for its outstanding operational environmental management such as water conservation, energy efficiency, air pollution control and waste management. The subsidiary was also awarded the Green Management Award — Project Management (Large Corporation) — Bronze for its efforts and achievement in green management such as noise, air and water pollution control, waste management and energy management and efficiency on its Foundation Works for Proposed Residential Development at 128 Waterloo Road, Kowloon project.

該子公司因其出色的營運環境管理(如節水、能源效率、空氣污染控制和廢物管理)而獲得優越環保管理獎——企業(大型企業)——銀獎。該子公司亦因其九龍窩打老道128號地基基礎、樁帽及土地挖掘及側向承托系統工程住宅發展項目在噪音、空氣和水污染控制、廢物管理、能源管理和效率等綠色管理方面的努力和成就而獲得優越環保管理獎——項目管理(大型企業)——銅獎。

As New Concepts Foundation Limited has obtained Hong Kong Green Awards for years, it was also awarded the Sustained Performance 3 years +. Through participating in Hong Kong Green Awards, the subsidiary demonstrated the willingness to make environmental commitments and monitor its environmental management performance over time.

創業地基有限公司已多次獲得香港綠色企業獎，因此亦獲評為連續獲獎機構(3年或以上)。通過參加香港綠色企業大獎，該子公司表現出願意作出環保承諾及持續監控其環境管理績效。





7. GREEN OPERATION

綠色營運

Kitchen Waste Business

Emissions generated by the Group's kitchen waste business include air and GHG emissions due to the combustion of biogas generated from the treatment process, the use of vehicles, as well as wastewater and solid wastes generated during kitchen waste treatment.

Air and GHG Emissions

During the Reporting Period, GHG emissions of the Group's kitchen waste business mainly came from the use of purchased electricity, generation and combustion of biogas in the boiler and use of vehicles. To reduce the GHG emissions relevant to the use of energy, the Group has implemented further measures which are further described in the "Use of Resources" section in the Report. We have installed treatment facilities such as scrubbing tower, flare system and desulphurisation system to reduce the air emissions and have installed monitoring devices to track the emissions of pollutants. After treatment, air emissions from boiler meet the standards set by the *Emission standard of air pollutants for coal-burning oil-burning gas-fired boiler (GB13271-2014)*. Additionally, the Group planted trees within the kitchen waste treatment plant area for carbon offsetting.

Solid Wastes

The solid wastes generated by the Group's kitchen waste business mainly include solid wastes produced during the kitchen waste treatment, such as plastic and waste paper from pre-treatment process, waste desulphurisation chemicals and general waste generated by employees. We promote the utilization of solid waste resources, so as to reduce environmental impacts while increasing economic returns. Therefore, the waste desulphurisation chemicals are reused and sold as industrial raw materials, avoiding the disposal of chemicals while the non-recyclable wastes, such as pre-treatment waste and general waste, is sent to landfills or incineration plants. Furthermore, hazardous waste generated in the plants would be handled by the assigned department by the government.

餐廚垃圾處理業務

本集團餐廚垃圾處理業務產生的排放物包括餐廚垃圾處理過程中產生的沼氣燃燒及車輛使用導致的廢氣和溫室氣體排放，以及餐廚垃圾處理過程中產生的廢水和固體廢物。

廢氣和溫室氣體排放

於報告期內，本集團餐廚垃圾處理業務的溫室氣體排放主要來自於外購電力的使用、鍋爐中沼氣生成和燃燒，以及車輛使用。為減少與用能相關的溫室氣體排放，本集團落實了本報告「資源使用」一節進一步詳述的更多措施。我們安裝了如洗滌塔、火炬系統、脫硫系統等的處理設施以減少廢氣排放，並安裝了監測裝置，以監測污染物的排放。經過處理後，鍋爐中排放的廢氣符合《燃煤、燃油和燃氣鍋爐大氣污染物排放標準》(GB13271-2014)設定的標準。此外，本集團在餐廚垃圾處理廠區內種植樹木，以抵消碳排放。

固體廢棄物

本集團餐廚垃圾業務產生的固體廢棄物主要包括餐廚垃圾處理過程中產生的固體廢棄物，如預處理過程中產生的塑料和廢紙、脫硫化學品廢棄物以及僱員產生的一般廢物。我們提倡利用固體廢棄物資源，以減少對環境的影響，同時提高經濟效益。因此，脫硫化學品廢棄物可作為工業原料進行再利用和出售，避免進行化學廢物處理，並將不可回收廢棄物(如預處理廢棄物和一般廢棄物)送至填埋場或焚化廠。此外，廠房產生的有害廢棄物將由政府指定部門處理。



7. GREEN OPERATION 綠色營運

Wastewater

In order to reduce wastewater at source, the Group's kitchen waste treatment plants actively manage the wastewater discharge. All of our kitchen waste treatment plants have built on-site wastewater treatment plants to treat all wastewater prior to discharge to municipal sewage treatment plant. Different on-site treatment methods such as bio-chemical treatment with reverse osmosis and membrane bioreactor (MBR) are deployed to treat wastewater before discharge to ensure the quality of wastewater meets the relevant regulations. Our waste treatment plants in Taiyuan has applied for a pollutant discharge license in accordance with requirements of the *Administrative Measures for Pollutant Discharge Licensing (for Trial Implementation)*. During the Reporting Period, all of our wastewater discharged has complied with the standard set in the *Water Pollution Prevention and Control Law of the People's Republic of China*.

7.2. Use of Resources

Apart from reducing emissions of the Group, The Group also strives to reduce the use of resources through efficient use of resources. During the Reporting Period, the Group consumes resources including electricity, gasoline, diesel and water. For the use of raw materials, we strive to use more environmentally-friendly materials where possible. Due to the nature of our businesses, the use of packaging materials is not applicable to the Group during the Reporting Period.

廢水

為從源頭減少廢水，本集團的餐廚垃圾處理廠積極管理廢水排放。我們所有的餐廚垃圾處理廠均已建造現場污水處理廠，以在排放到市政污水處理廠前處理所有廢水。我們使用反滲透和膜生物反應器(MBR)生物化學處理等各類現場處理方法在排放前對廢水進行處理，以確保廢水質量符合相關法規。我們位於太原市的污水處理廠已按照《排污許可管理辦法(試行)》的規定申請排污許可證。於報告期內，我們排放的所有廢水均符合《中華人民共和國水污染防治法》規定的標準。

7.2. 資源使用

除減少本集團的排放物外，本集團亦致力通過資源的高效利用來減少資源的使用。於報告期內，本集團消耗的資源包括電力、汽油、柴油和水。對於原材料的使用，我們致力盡可能使用更加環保的材料。鑒於本集團的業務性質，於報告期內，包裝物料的使用並不適用於本集團。



7. GREEN OPERATION 綠色營運

Resources usage data¹¹

The table below summarizes the amount of resources used in the Reporting Period.

| Resources Usage 資源使用 | | | | |
|---|--------------|---------------------|---|---------------------------------------|
| Type of Resources 資源的類型 | Amount 用量 | Unit 單位 | Intensity ¹² 密度 ¹² | Unit 單位 |
| Electricity ¹³ 電力 ¹³ | 5,496,666 | kWh 千瓦時 | 8,474.45 | kWh/HK\$ Million 千瓦時／百萬港幣 |
| Gasoline 汽油 | 40,114.38 | Litres 升 | 61.85 | Litres/HK\$ Million 升／百萬港幣 |
| Diesel ¹⁴ 柴油 ¹⁴ | 1,848,104.93 | Litres 升 | 2,849.31 | Litres/HK\$ Million 升／百萬港幣 |
| Natural Gas 天然氣 | 138,033 | Cubic Metres 立方米 | 212.81 | Cubic Metres/HK\$ Million 立方米／百萬港幣 |
| Water 水 | 127,682 | Cubic Metres 立方米 | 196.85 | Cubic Metres/HK\$ Million 立方米／百萬港幣 |

資源使用數據¹¹

下表匯總了報告期內的資源消耗量。

¹¹ All resources usage data reported only include the Group's business in Hong Kong and PRC.

¹² Intensity was calculated by dividing the amount by the Group's revenue from businesses in Hong Kong and PRC of approximately HK\$648.62 million during the Reporting Period.

¹³ To improve our management on ESG performance, we are gradually enhancing our ESG data collection and management system, expanding the data collection scope and actively exploring more accurate calculation methods. The amount of electricity use is estimated by the cost of electricity use and the unit price of electricity. We have expanded our data collection scope and adopted new estimation methods this year. For comparison purpose, the amount and intensity of electricity use in 2019 by adopting the same scope and estimation method are 5,805,279 kWh and 6,723.46 kWh/HK\$ million respectively.

¹⁴ To improve our management on ESG performance, we are gradually enhancing our ESG data collection and management system, expanding the data collection scope and actively exploring more accurate calculation methods. The amount of diesel consumption is estimated by the cost of fuel and oil and the unit price of diesel. We have expanded our data collection scope and adopted new estimation methods this year. For comparison purpose, the amount and intensity of diesel consumption in 2019 by adopting the same scope and estimation method are 3,545,950.15 litres and 4,106.79 litres/HK\$ million respectively.

¹¹ 所呈報的所有資源使用數據僅包括本集團於香港及中國的業務。

¹² 密度乃以用量除以報告期內本集團來自香港及中國業務的收入(約6.4862億港幣)計算。

¹³ 為改善對ESG績效的管理，我們正在逐步完善ESG數據收集和管理系統，擴大數據收集範圍，並積極探索更準確的計算方法。用電量根據用電成本及電力單價估算。於本年度，我們擴大了數據收集範圍，並採用了新的估算方法。為便於比較，採用相同範圍和估算方法得出的2019年用電量及強度分別為5,805,279千瓦時及6,723.46千瓦時／百萬港幣。

¹⁴ 為改善對ESG績效的管理，我們正在逐步完善ESG數據收集和管理系統，擴大數據收集範圍，並積極探索更準確的計算方法。柴油消耗量根據燃料和油成本及柴油單價估算。於本年度，我們擴大了數據收集範圍，並採用了新的估算方法。為便於比較，採用相同範圍和估算方法得出的2019年柴油消耗量及強度分別為3,545,950.15升及4,106.79升／百萬港幣。



7. GREEN OPERATION 綠色營運

Use of energy

In order to reduce the amount of electricity used and thus to reduce the associated indirect GHG emissions, the Group has set up energy management system and established energy reduction targets. To achieve the targets, the Group has implemented the following measures:

- Turn off all lights, electronics and other power consumption equipment at the end of the day;
- Maximize the use of natural light as far as practical;
- Switch off all lights, air conditioners and equipment when not in use;
- Replace high electricity consumption lamps with electricity saving lamps;
- Adjust the set temperature of air conditioners in the offices based on the seasons;
- Adopt equipment and machineries with 'Energy-Efficiency' labels;
- Avoid the operation of electricity-intensive procedures during peak hours of electricity usage; and
- Educate our employees about the importance on saving electricity.

To reduce the consumption of fuels on transportation, the Group has also encouraged all employees to commute by public transportation and utilized teleconferences to reduce unnecessary business travels, thereby reducing GHG and air emissions.

Furthermore, we also reduce our fuel consumption in our kitchen waste business through utilising by-products. Our kitchen waste treatment process generates biogas that can be turned into fuel for the treatment plants through boiler combustion. During the Reporting Period, large amount of biogas has been effectively used to power the plants and reduce the consumption of external power sources. The table below summarizes the amount of biogas generated and combusted in the Reporting Period.

用能

為了減少用電量並相應減少相關間接的溫室氣體排放，本集團建立了能源管理系統及設立節能目標。為實現目標，本集團實施了以下措施：

- 於工作時間結束時關掉所有照明、電子及其他耗電設備；
- 盡量增加使用自然光；
- 不使用時關掉所有照明、空調及設備；
- 以節能燈具替換耗電量高的燈具；
- 按照季節調節辦公室空調溫度；
- 採用擁有「能源效益」標籤的設備及機器；
- 避免於用電高峰時段進行高耗電量操作；及
- 教育僱員節能的重要性。

為減少運輸的燃料消耗，本集團亦鼓勵全體員工乘坐公共交通工具通勤，並利用電話會議減少不必要的商務旅行，從而減少溫室氣體及廢氣排放物。

此外，我們還利用副產品來減少餐廚垃圾處理業務中的燃料消耗。我們的餐廚垃圾處理過程會產生沼氣，可通過鍋爐燃燒轉化為處理廠的燃料。於報告期內，大量的沼氣被有效用於廠房供能，減少了外購能源的消耗。下表匯總了報告期內沼氣的產生及燃燒量。



7. GREEN OPERATION 綠色營運

| Kitchen Waste Treatment Plant | | Kitchen Waste Treated (Tonnes) 餐廚垃圾處理量 (噸) | Biogas Generated (Cubic metres) 沼氣產生量 (立方米) | Amount of Biogas Combusted in Boilers (Cubic Metres) 鍋爐的沼氣燃燒量 (立方米) |
|-------------------------------|------|--|---|---|
| 餐廚垃圾處理廠 | | | | |
| Hefei Plant | 合肥廠區 | 37,929.01 | 469,890 | 187,956 |
| Taiyuan Plant | 太原廠區 | 98,175.26 | 7,363,144.5 | 2,555,000 |

Use of water

We highly emphasise water conservation in our daily operation as water has been used in all operations of the Group's businesses. The sourcing of water are mainly from municipal water supply. During the Reporting Period, we did not encounter any problem in sourcing water that is fit for purpose, and the Group's total water consumption was 127,682 tonnes.

To increase the efficiency of water usage, we encourage all operational sites to reuse the wastewater as much as possible. To further save water resources and avoid water leakage, the Group has adopted the following practices:

- Fix dripping taps immediately and avoid further leakage of the water supply system;
- Shut off the water supply system at night and during holidays;
- Strengthen the inspection and maintenance on water tap, water pipelines and water storage; and
- Advocate the importance of saving water among employees.

Currently, we are actively working on enhancing the comprehensiveness and informativeness of our ESG reporting. The Group will continue to monitor and collect data of water use efficiency to evaluate our achievements from the above measures in the future.

用水

由於本集團旗下所有業務在營運過程中均涉及水資源的使用，因此我們在日常營運過程中高度重視節約用水。水源主要來自市政供水。於報告期內，本集團在求取水源上並無遇到任何問題。本集團的總用水量為127,682噸。

為提高用水的效率，本集團鼓勵所有營運場所盡可能地進行廢水再利用。為進一步節約水資源及防止漏水，本集團採取了以下措施：

- 立即修理滴水的水龍頭，防止供水系統進一步漏水；
- 於晚間及假期關閉供水系統；
- 加強檢修水龍頭、水管及水箱；及
- 向僱員提倡節水的重要性。

目前，我們正積極努力提高ESG報告的全面性和信息豐富度。本集團將繼續監測並收集用水效率相關資料，以評估上述措施在日後取得的成果。



7. GREEN OPERATION 綠色營運

7.3. The Environment and Natural Resources

As an environmentally friendly corporation, we strive to minimize our impacts on the environment and natural resources. To evaluate the impacts on the environment and natural resources brought by our kitchen waste business, we have engaged independent third parties to conduct environmental risk assessments and obtained the environmental impact approvals issued by competent government authorities according to the regulations set by the *Law of the People's Republic of China on Environmental Impact Assessment*. The kitchen waste plants have set up respective environmental emergency response plans, as to mitigate the environmental impacts of accidents. Furthermore, the Group is aware of the importance of the environmental protection education. Therefore, the Group is committed to cultivating the good habits of diligence and frugality in terms of the use of natural resources among its employees.

To further minimize the Group's potential impacts on the environment, we have been exploring more environmentally friendly construction methods and are innovating, designing and utilizing eco-efficient technologies. For instance, the Group has explored opportunities to adopt good site practices to reduce the construction noise generated. These practices include sheet piling noise reducer, siting noisy equipment and activities as far from sensitive receivers as practical, throttling down idle equipment, reducing the numbers of concurrently operating equipment and utilizing silencers or mufflers on construction equipment.

We also explored more opportunities to utilize the resources through our Environmental Protection Business. Following the principle of "Turning Waste into Wealth", our kitchen waste treatment plants turn the kitchen waste into new resources such as biogas for fuel use and organic fertilizer for agricultural use. The business not only helps to reduce kitchen waste but also contributes to helping cities to save resources.

7.3. 環境及天然資源

作為一家環境友好型公司，我們努力將對環境及天然資源的影響降至最低。為評估餐廚垃圾業務對環境及天然資源造成的影響，我們根據《中華人民共和國環境影響評價法》的規定聘請了獨立第三方進行環境風險評估，並取得了政府主管部門頒發的環境影響批准。廚餘垃圾處理廠已制定相應的環境應急計劃，減輕事故對環境的影響。此外，本集團意識到環境保護教育的重要性。因此，本集團致力培養僱員在使用天然資源方面勤勉節儉的良好習慣。

為進一步減少本集團對環境的潛在影響，我們不斷探索更環保的建造方法，積極創新、設計及採用具生態效益的技術。例如，本集團已尋機採取良好的現場措施，減少產生的建築噪音。該等措施包括使用鋼板樁消聲器、將產生噪音的設備及活動盡量遠離敏感接收者、限制閒置設備、減少同時運行的設備數量，以及在建築設備上使用消音器。

我們亦探索了更多通過環保業務利用資源的機會。秉持「變廢為寶」的原則，我們的餐廚垃圾處理廠將餐廚垃圾轉化為新的資源，例如將沼氣用作燃料及有機肥料用於農業。該項業務不僅有助於減少餐廚垃圾，還幫助城市節省資源。



7. GREEN OPERATION

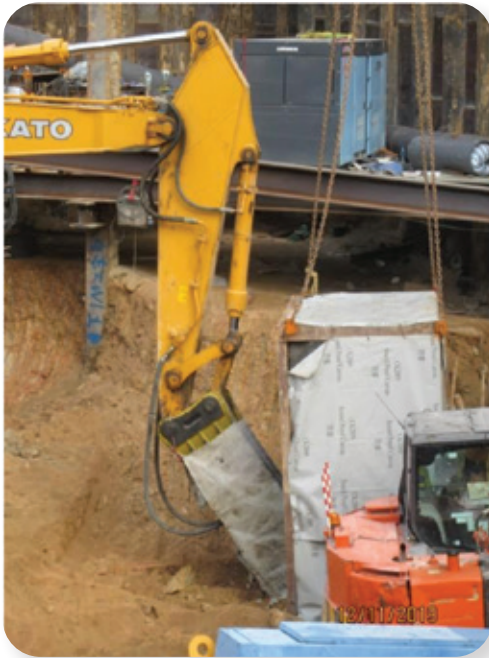
綠色營運

Case: Installing Noise Cover on the Construction Machinery

案例：於建築機械上安裝隔音罩

During concrete breaking process, the use of handheld or excavator mounted concrete breaker generates loud noise. To further strategically minimize the noise generated in concrete breaking process, our subsidiaries, New Twins Enterprises Limited has also installed noise cover on the construction machinery. This method effectively reduced the noise environmental nuisance of our construction process.

在混凝土破碎過程中，使用手持或挖土機上裝配的混凝土破碎機會產生巨大噪音。為進一步從策略上盡可能降低混凝土破碎過程中產生的噪音，我們的子公司New Twins Enterprises Limited亦在建築機械上安裝了隔音罩。該方法能夠有效降低施工過程帶來的環境噪聲污染。





8. COMMUNITY PARTICIPATION 社區參與

High-materiality issues disclosed in this chapter

本章節披露的高重要性議題

- Public welfare and charity
公益和慈善

As a socially responsible corporation, the Group recognizes the importance in participation and contribution to the community where the Group operates. We take the responsibilities in supporting local community. The Group is committed to making donations to a great variety of charitable organizations and insisting on promoting environmental protection within the community. We also promote community involvement and encourage employee participation.

As underprivileged children have been gaining more attention in Hong Kong recently, the Group has been seeking opportunities to support underprivileged children in Hong Kong. During the Reporting Period, the Group's subsidiary, New Concepts Foundation Limited, donated HK\$100,000 to the Caring for Children Foundation in sponsoring the fundraising banquet held by the Caring for Children Foundation. The funds raised will be spent on the new services that Caring for Children Foundation provides to the underprivileged children as to improve the children's living quality and mental health.

Meanwhile, we are aware that the outbreak of COVID-19 has brought negative impacts to the construction industry in Hong Kong. As we are operating the Construction Business in Hong Kong, we take the opportunity to make contribution to our industry. During the Reporting Period, we donated HK\$200,000 to the Construction Industry Caring Campaign — Fight Against Novel Coronavirus held by Construction Industry Council, to provide financial assistance for construction workers who are affected by the novel coronavirus outbreak.

In PRC, raising awareness on environmental protection has been one of our focuses on community participation. As waste management are significantly valued, the Group is actively promoting its kitchen waste treatment projects and technologies to the local communities. During the Reporting Period, both of our kitchen waste treatment plants have held visits for local communities in Taiyuan and Hefei, to educate them about the importance and benefits of kitchen waste treatment.

作為一家具社會責任感的企業，本集團深知參與營運所在社區及為社區做出貢獻的重要性。我們承擔支持當地社區的責任。本集團致力向各種慈善團體捐款，並致力在社區內推廣環保理念。本集團亦推廣社區參與，並鼓勵僱員參與。

由於近來香港的貧困兒童越來越受到關注，本集團一直在尋找機會來支持香港的貧困兒童。於報告期內，本集團的子公司創業地基有限公司向「福幼基金會」捐款100,000港幣，以贊助「福幼基金會」舉辦的籌款活動。籌集的資金將用於「福幼基金會」為貧困兒童提供的新服務，以改善他們的生活質量及心理健康。

同時，我們知悉COVID-19的爆發給香港的建築業帶來了負面影響。由於我們在香港經營建築業務，故藉此機會為我們的行業做出貢獻。於報告期內，我們向建造業議會舉辦的「建造業抗疫關愛行動」捐款200,000港幣，以資助受新型冠狀病毒爆發影響的建築工人。

在中國，提高環保意識始終是我們在社區參與方面的重點之一。由於高度重視廢棄物管理，本集團正在積極向當地社區推廣廚餘垃圾處理項目及技術。於報告期內，我們的兩個餐廚垃圾處理廠均對太原及合肥的當地社區進行了訪問，以告知他們餐廚垃圾處理的重要性及好處。



9. CONTENT INDEX OF THE *ESG REPORTING GUIDE* 《ESG指引》索引

| A. Environmental A. 環境 | | | | Chapter Reference/ Explanation 所在章節／說明 |
|--|--|---|--|---|
| General Disclosure & KPI 一般披露及 關鍵績效指標 | | Description 指標內容 | | |
| Aspect A1 : Emissions 層面A1：排放物 | | | | |
| General Disclosure 一般披露 | | 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 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料 | | 7.1 Emissions 7.1排放物 |
| KPI 關鍵績效指標 | | A1.1 | The types of emissions and respective emissions data 排放物種類及相關排放資料 | 7.1 Emissions 7.1排放物 |
| | | A1.2 | Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility) 溫室氣體總排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算） | 7.1 Emissions 7.1排放物 |
| | | A1.3 | Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility) 所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算） | 7.1 Emissions 7.1排放物 |
| | | A1.4 | Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算） | 7.1 Emissions 7.1排放物 |
| | | A1.5 | Description of measures to mitigate emissions and results achieved 描述減低排放量的措施及所得成果 | 7.1 Emissions 7.1排放物 |



9. CONTENT INDEX OF THE ESG REPORTING GUIDE 《ESG指引》索引

| A. Environmental A. 環境 | | | Chapter Reference/ Explanation 所在章節／說明 |
|---|---|--|--|
| General Disclosure & KPI 一般披露及 關鍵績效指標 | Description 指標內容 | | |
| A1.6 | Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved 描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果 | | 7.1 Emissions 7.1 排放物 |
| Aspect A2 : Use of Resources 層面A2：資源使用 | | | |
| General Disclosure 一般披露 | Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策 | | 7.2 Use of Resources 7.2 資源使用 |
| KPI 關鍵績效指標 | A2.1 Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility) 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算) | | 7.2 Use of Resources 7.2 資源使用 |
| | A2.2 Water consumption in total and intensity (e.g. per unit of production volume, per facility) 總耗水量及密度(如以每產量單位、每項設施計算) | | 7.2 Use of Resources 7.2 資源使用 |
| | A2.3 Description of energy use efficiency initiatives and results achieved 描述能源使用效益計劃及所得成果 | | 7.2 Use of Resources 7.2 資源使用 |
| | A2.4 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved 描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果 | | 7.2 Use of Resources 7.2 資源使用 |
| | A2.5 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位估量 | | 7.2 Use of Resources 7.2 資源使用 |



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| A. Environmental A. 環境 | | |
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| General Disclosure & KPI 一般披露及 關鍵績效指標 | Description 指標內容 | Chapter Reference/ Explanation 所在章節／說明 |
| Aspect A3 : The Environmental and Natural Resources 層面A3：環境及天然資源 | | |
| General Disclosure 一般披露 | Policies on minimizing the issuer's significant impact on the environment and natural resources 減低發行人對環境及天然資源造成重大影響的政策 | 7.3 The Environment and Natural Resources 7.3環境及天然資源 |
| KPI 關鍵績效指標 | A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動 | 7.3 The Environment and Natural Resources 7.3環境及天然資源 |

| B. Social B. 社會 | | |
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| General Disclosure & KPI 一般披露及 關鍵績效指標 | Indicator Description 指標描述 | Chapter Reference 所在章節 |
| Aspect B1 : Employment 層面B1：僱傭 | | |
| General Disclosure 一般披露 | Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料 | 6.1 Remuneration and Benefits 6.1薪酬及福利 |



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| General Disclosure & KPI 一般披露及 關鍵績效指標 | Indicator Description 指標描述 | | Chapter Reference 所在章節 |
| KPI 關鍵績效指標 | B1.1 | Total workforce by gender, employment type, age group and geographical region 按性別、僱傭類型、年齡組別及地區劃分的僱員總數 | 6.1 Remuneration and Benefits 6.1薪酬及福利 |
| | B1.2 | Employee turnover rate by gender, age group and geographical region 按性別、年齡組別及地區劃分的僱員流失比率 | 6.1 Remuneration and Benefits 6.1薪酬及福利 |
| Aspect B2 : Health and Safety 層面B2：健康與安全 | | | |
| General Disclosure 一般披露 | 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 有關提供安全工作環境及保障員工避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料 | | 6.3 Employee Safety 6.3僱員安全 |
| KPI 關鍵績效指標 | B2.1 | Number and rate of work-related fatalities 因工作關係而死亡的人數及比率 | 6.3 Employee Safety 6.3僱員安全 |
| | B2.2 | Lost days due to work injury 因工傷損失工作日數 | — |
| | B2.3 | Description of occupational health and safety measures adopted, how they are implemented and monitored 描述所採納的職業健康與安全措施，以及相關執行及監察方法 | 6.3 Employee Safety 6.3僱員安全 |



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| General Disclosure & KPI 一般披露及 關鍵績效指標 | | Indicator Description 指標描述 | Chapter Reference 所在章節 |
| Aspect B3 : Development and Training 層面B3：發展及培訓 | | | |
| General Disclosure 一般披露 | Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities 有關提升員工履行工作職責的知識及技能的政策。描述培訓活動 | | 6.2 Talent Development 6.2人才發展 |
| KPI 關鍵績效指標 | B3.1 | The percentage of employees trained by gender and employee category (e.g. senior management, middle management) 按性別及僱員類別(如高級管理層、中級管理層等)劃分的受訓僱員百分比 | — |
| | B3.2 | The average training hours completed per employee by gender and employee category 按性別及僱員類別劃分，每名僱員完成受訓的平均時數 | We only disclose the average training hours completed per employee by gender in Chapter 6.2 Talent Development 我們僅於第6.2節「人才發展」中披露按性別劃分每名僱員完成受訓的平均時數 |



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| General Disclosure & KPI 一般披露及 關鍵績效指標 | | Indicator Description 指標描述 | Chapter Reference 所在章節 |
| Aspect B4 : Labour Standards 層面B4：勞工準則 | | | |
| General Disclosure 一般披露 | Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料 | | 6.1 Remuneration and Benefits 6.1薪酬及福利 |
| KPI 關鍵績效指標 | B4.1 | Description of measures to review employment practices to avoid child and forced labour 描述檢討招聘慣例的措施以避免童工及強制勞工 | 6.1 Remuneration and Benefits 6.1薪酬及福利 |
| | B4.2 | Description of steps taken to eliminate such practices when discovered 描述在發現違規情況時消除有關情況所採取的步驟 | — — |
| Aspect B5 : Supply Chain Management 層面B5：供應鏈管理 | | | |
| General Disclosure 一般披露 | Policies on managing environmental and social risks of the supply chain 管理供應鏈的環境及社會風險政策 | | 5.3 Responsible Procurement 5.3責任採購 |
| KPI 關鍵績效指標 | B5.1 | Number of Suppliers by geographical region 按地區劃分的供貨商數目 | 5.3 Responsible Procurement 5.3責任採購 |
| | B5.2 | Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored 描述有關聘用供貨商的慣例，向其執行有關慣例的供貨商數目、以及有關慣例的執行及監察方法 | — — |



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| General Disclosure & KPI 一般披露及 關鍵績效指標 | Indicator Description 指標描述 | Chapter Reference 所在章節 |
| Aspect B6 : Product Responsibility 層面B6：產品責任 | | |
| 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. | 5.1 Product Quality and Safety 5.2 Customer Right and Interest 6.3 Employee Safety (Our product did not involve in issues related to labelling.) |
| 一般披露 | 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料 | 5.1產品質量與安全 5.2客戶權益 6.3僱員安全 (我們的產品不涉及有關標籤的問題。) |
| KPI | B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons | 5.1 Product Quality and Safety |
| 關鍵績效指標 | 已售或已運送產品總數中因安全與健康理由而須回收的百分比 | 5.1產品質量與安全 |
| | B6.2 Number of products and service related complaints received and how they are dealt with 接獲關於產品及服務的投訴數目以及應對方法 | 5.1 Product Quality and Safety 5.1產品質量與安全 |
| | B6.3 Description of practices relating to observing and protecting intellectual property rights 描述與維護及保障知識產權有關的慣例 | 5.4 Compliant Operation 5.4合規營運 |



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| General Disclosure & KPI 一般披露及 關鍵績效指標 | Indicator Description 指標描述 | Chapter Reference 所在章節 |
| B6.4 | Description of quality assurance process and recall procedures 描述質量檢定過程及產品回收程序 | We only disclose the quality assurance process in chapter 5.1 Product Quality and Safety 我們僅於第5.1節「產品質量與安全」中披露質量檢定過程 |
| B6.5 | Description of consumer data protection and privacy policies, how they are implemented and monitored 描述消費者數據保障及私隱政策，以及相關執行及監察方法 | 5.2 Customer Right and Interest 5.2客戶權益 |
| Aspect B7 : Anti-corruption 層面B7：反貪污 | | |
| General Disclosure 一般披露 | 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 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料 | 5.4 Compliant Operation 5.4合規營運 |
| KPI 關鍵績效指標 | 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 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果 | 5.4 Compliant Operation 5.4合規營運 |
| | B7.2 Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored 描述防範措施及舉報程序，以及相關執行及監察方法 | 5.4 Compliant Operation 5.4合規營運 |



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| General Disclosure & KPI 一般披露及 關鍵績效指標 | | Indicator Description 指標描述 | Chapter Reference 所在章節 |
| Aspect B8 : Community Investment 層面B8：社區投資 | | | |
| General Disclosure 一般披露 | 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 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策 | | 8 Community Participation 8社區參與 |
| KPI 關鍵績效指標 | B8.1 | Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport) 專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育） | 8 Community Participation 8社區參與 |
| | B8.2 | Resources contributed (e.g. money or time) to the focus area 在專注範疇所動用資源（如金錢或時間） | 8 Community Participation 8社區參與 |



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