



CHINA PARTYTIME CULTURE HOLDINGS LIMITED  
中國派對文化控股有限公司

(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: 1532

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

# Environmental, Social and Governance Report

## 環境、社會及管治報告

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## Environmental, Social and Governance Report 環境、社會及管治報告

### CHAIRMAN'S STATEMENT

Dear shareholders, staff and friends from all sectors of the society,

Greetings to you all!

China Partytime Culture Holdings Limited is committed to conducting responsible investments in the regions where we operate. While manufacturing and selling products, including cosplay costumes, wigs, and sexy lingerie, we strive to promote internationalization of our products and brands to become a one-stop solution supplier in the party costumes sector.

We are very pleased to share with you the Group's Environmental, Social and Governance Report for the year ended 31 December 2020. This report is not only a summary of the Group's work on environmental protection and social responsibilities during last year, but also the results and feedback regarding the implementation of the ISO14001 Environmental Management System, the ISO9001 Quality Management System and the OHSAS18001 Occupational Health and Safety Management System.

As a responsible enterprise, whilst giving full play to our own strengths to deliver extraordinary products and services, we actively explore partnership values and focus on improving corporate social values to promote the growth of the enterprise. During the process of building common values, we always uphold the following principles:

- While being responsible to shareholders in creating profit, we are also diligent in engaging with our staff, consumers, and the community in a responsible and respectful manner;
- We always place great emphasis on yielding market-oriented and first class products, as well as operating integrity-based businesses;
- We always strive to protect the environment through low-carbon and energy-saving operations, so as to benefit the society.

Moving forward, we undertake to constantly improve the environmental and social management systems, and create conditions for realizing the environmental and social values together with upstream and downstream customers. We always welcome your valuable opinions!

Yours faithfully

**Chen Sheng**

*Chairman*

**China Partytime Culture Holdings Limited**

### 主席報告

尊敬的股東、員工、社會各界朋友：

大家好！

中國派對文化控股有限公司致力在其經營的地區進行負責任投資，在生產及銷售角色扮演服裝、假髮及性感內衣等產品的同時，努力將產品和牌推向國際，成為派對服裝領域的一站式供應商。

我們欣然分享本集團截至二零二零年十二月三十一日的年度環境、社會及管治報告。本報告不僅總結本集團於過去一年在環境保護及社會責任方面的工作，亦是本集團執行ISO14001環境管理體系、ISO9001品質管理體系和OHSAS18001職業健康安全管理体系的成效和反饋。

作為負責任的企業，我們在充分發揮自身的企業力量，提供優質產品和服務的同時，積極發掘合作夥伴的價值，專注提升企業社會價值，以促進企業成長。在構建共同價值的過程中，我們秉持以下原則：

- 在創造利潤及對股東負責的同時，我們亦致力以負責任及尊重的方式與員工、消費者和社區互動；
- 我們一直重視生產市場主導及優質的產品，以及以誠信為本經營業務；
- 我們致力保護環境，透過低碳生活及節約能源來造福社會。

展望未來，我們承諾將繼續完善環境和社會管理體系，並繼續與上、下游客戶攜手合作，為實現環境和社會的價值創造條件。我們一如既往地歡迎您提出寶貴意見！

此致

**陳升**

*主席*

**中國派對文化控股有限公司**

## ABOUT THIS REPORT

### Report Introduction

China Partytime Culture Holdings Limited (hereinafter referred to as the “Company” or “China Partytime”), along with its subsidiaries (hereinafter referred to as the “Group” or “We”) is pleased to publish its annual Environmental, Social and Governance (“ESG”) Report (the “Report”) for the period of 1 January 2020 to 31 December 2020 (the “Reporting Period”).

### Reporting Scope

The scope of this Report covers the Group’s ESG performance of its principal business in the design, development, production, sales and marketing of cosplay products (including cosplay costumes and wigs), as well as non-cosplay costumes (including sexy lingerie) for the Reporting Period. The environmental and social key performance indicators (“KPIs”) continued to focus on the Group’s subsidiary, Partytime Group Company Limited (“Jiangxi Partytime”) located in Yichun City, Jiangxi Province, the People’s Republic of China (the “PRC” or “China”).

### Reporting Standard

This Report is prepared in accordance with the “comply or explain” provisions of the Environmental, Social and Governance Reporting Guide (the “Reporting Guide”) in Appendix 27 of the Rules Governing the Listing of Securities, as set out by the Stock Exchange of Hong Kong Limited (the “Stock Exchange”). This Report aims to provide information regarding the Group’s policies, practices and performances in material ESG issues during the Reporting Period. Throughout the Report’s preparation, the Group strictly complies with the following reporting principles.

|              |  |
|--------------|--|
| Materiality  | The Group has conducted a materiality assessment to identify and evaluate material ESG issues during the Reporting Period. The reporting framework is based on the prioritization of material aspects. For more information, please refer to the “Materiality Assessment” under the “About the Group’s Sustainable Development” section. |
| 重要性          | 本集團於報告期間進行了一項重要性評估，以識別和評鑒重大的ESG議題。報告框架以重要性範疇的排序為基礎。更多詳細資訊，請參閱「關於本集團的可持續發展」章節的「重要性評估」。  |
| Quantitative | The Report disclosed quantitative KPIs of the Group’s principal business in the PRC. Unless otherwise specified, the environmental and social KPIs continued to focus on the Group’s subsidiary, Jiangxi Partytime.  |
| 量化           | 本報告披露本集團在中國主要業務的量化KPIs。除非另有說明，環境及社會KPIs繼續聚焦本集團的附屬公司——江西派對。   |
| Balance      | The information provided in this Report is based on the Group’s policies, documents and practices. It gives an unbiased statement of the Group’s ESG performance.  |
| 平衡           | 本報告提供的資訊乃基於本集團的政策、文件和記錄，以中立角度概述本集團的ESG表現。  |

## 關於本報告

### 報告簡介

中國派對文化控股有限公司(以下簡稱「本公司」或「中國派對」)及其附屬公司(以下簡稱「本集團」或「我們」)欣然發佈二零二零年一月一日至二零二零年十二月三十一日期間(「報告期間」)的年度環境、社會及管治(「ESG」)報告(「本報告」)。

### 報告範疇

本報告闡述於報告期間，本集團核心業務在ESG方面的表現，涵蓋角色扮演產品(包括扮演服裝及假髮)以及非角色扮演服裝(包括性感內衣)的設計、發展、生產、銷售和營銷。環境及社會關鍵績效指標(「KPIs」)繼續聚焦本集團位於中華人民共和國(「中國」)江西省宜春市的附屬公司——派對文化集團有限公司(「江西派對」)的表現。

### 報告準則

本報告乃根據香港聯合交易所有限公司(「聯交所」)證券上市規則附錄二十七《環境、社會及管治報告指引》(「報告指引」)中「不遵守就解釋」條文編寫。本報告旨在提供本集團於報告期間在重大ESG議題上的政策、實踐和表現的有關資料。本集團編寫本報告時嚴格遵守以下報告原則。

## Environmental, Social and Governance Report 環境、社會及管治報告

Consistency

The Report is prepared in accordance with the Reporting Guide. It includes the same reporting boundary and business scope as last year, and provides a clear explanation regarding the differences of KPIs calculation methodology. For more information, please refer to the “KPIs Performance Table” section.

一致性

本報告根據報告指引編寫，與去年的報告範圍和業務範圍相同，有關KPIs計算方法的差異均已清楚闡述。更多詳細資訊，請參閱「關鍵績效指標表現數據表」章節。

### Opinion and Feedback

For details about the Group’s financial performances and corporate governance, please refer to the official website of the Company (<http://www.partytime.com.cn>) and the 2020 Annual Report. The Group highly values your comments and opinions. You are welcome to share your thoughts at: [ir@partytime.com.cn](mailto:ir@partytime.com.cn).

### 意見與反饋

有關本集團財務業績和企業管治的詳細資訊，請參閱本公司的網站(<http://www.partytime.com.cn>)及二零二零年年報。本集團高度重視評論和意見。歡迎您透過[ir@partytime.com.cn](mailto:ir@partytime.com.cn)分享您的想法。

## ABOUT THE GROUP’S SUSTAINABLE DEVELOPMENT

### ESG Governance

Our board of directors (the “Board”) is responsible for overseeing the formulation and reporting of the Group’s ESG strategies, as well as assessing and determining ESG-related risks. The Board periodically conducts independent evaluations of the adequacy and effectiveness of the Group’s ESG management through internal reviews. In the upcoming years, we aspire to further increase the Board involvement with ESG issues in a gradual manner.

## 關於本集團的可持續發展

### ESG管治

我們的董事會(「董事會」)負責監督本集團ESG策略的制定和報告，以及評估和釐定與ESG相關的風險。董事會定期透過內部審查，以獨立的方式評估本集團ESG管理的充分程度及效能。在未來數年，我們希望逐步增加董事會對ESG議題的參與。

### ESG Strategy

As a responsible enterprise, we integrate the concept of sustainability into our daily operations to achieve a sustainable development model. We actively focus on improving our corporate shared value and exploring partnership values to promote the growth of the enterprise. While we strive for shareholder wealth maximization, we always uphold the following strategy:

### ESG策略

作為負責任的企業，我們將可持續概念融入我們的日常營運中，期望實現可持續發展的營運模式。我們積極改善企業的共享價值，發掘合作夥伴價值，以促進企業成長，在努力為股東創造利潤的同時，我們秉持以下策略：

- For our people and community, we are diligent in engaging with our staff, consumers, suppliers and the community in a responsible and respectful manner.
- For our product and business, we always place great emphasis on yielding market-oriented and first class products, as well as operating integrity-based businesses.
- For our mother nature, we strive to always care about the environment through low-carbon and energy-saving operations, so as to benefit the society.
- 對於我們的員工和社區，我們以負責任和尊重的方式與員工、消費者、供應商和社區互動。
- 對於我們的產品和業務，我們一直重視生產市場主導及優質的產品，以及以誠信為本經營業務。
- 對於我們的環境，我們一直致力透過低碳節能的營運方式來保護環境，從而造福社會。

To ensure the effectiveness of this strategy, the Group reviews it biannually. Led by our Administrative Department and coordinated by other departments, we update and revise this strategy based on the Group's latest business progress and industry development trends. All changes are approved by the Board.

為保證此策略的時效性，本集團每半年一次對此策略進行審核。由公司行政人事部帶頭統籌，其餘各部門協調配合，我們結合集團最新的業務進展與行業發展趨勢對此策略作出更新及修訂。所有更改均經由董事會批核。

### Stakeholder Engagement

The Group highly values the opinions of different stakeholders. Hence, during the Reporting Period, we actively engaged with stakeholders through a variety of communication channels to understand their views and expectations regarding corporate sustainable development. We believe that it would help us formulate practical ESG-related policies and ensure that our business operations align with stakeholder expectations. The following table sets out our key stakeholders, and the corresponding communication and response methods.

### 持份者參與

本集團高度重視不同持份者的意見。因此在報告期間，我們積極透過不同溝通渠道與持份者溝通，以瞭解他們對公司可持續發展的意見和期望。持份者的參與有助我們制定切實可行的ESG相關政策，並確保我們的業務營運符合持份者的期望。下表列出我們的主要持份者，以及對應的溝通和回應方式。

#### Key Stakeholders Groups 主要持份者群體

#### Communication and Response Methods 溝通及回應方式

|              |   |
|--------------|---|
| Shareholders | <ul style="list-style-type: none"> <li>• General meetings</li> <li>• Circulars and announcements</li> <li>• Email, telephone and company websites</li> <li>• Special report</li> <li>• On-site investigation</li> </ul> |
| 股東           | <ul style="list-style-type: none"> <li>• 股東大會</li> <li>• 通函及公告</li> <li>• 電郵、電話通訊及公司網站</li> <li>• 專題報告</li> <li>• 實地考察</li> </ul>   |
| Employees    | <ul style="list-style-type: none"> <li>• Staff communication meeting</li> <li>• Company magazine and intranet</li> <li>• Employee mailbox</li> <li>• Trainings and workshops</li> <li>• Employee activities</li> </ul>  |
| 僱員           | <ul style="list-style-type: none"> <li>• 員工溝通會</li> <li>• 公司內刊和內聯網</li> <li>• 員工信箱</li> <li>• 培訓與工作坊</li> <li>• 員工活動</li> </ul>   |

## Environmental, Social and Governance Report 環境、社會及管治報告

### Key Stakeholders Groups 主要持份者群體

### Communication and Response Methods 溝通及回應方式

|   |  |
|---|--|
| Customers<br>客戶                                 | <ul style="list-style-type: none"><li>• Customer service center and hotline</li><li>• Customer feedback survey</li><li>• Customer communication meeting</li><li>• Social media platform</li><li>• Return visit</li><li>• 客戶服務中心和熱線</li><li>• 客戶意見調查</li><li>• 客戶溝通會議</li><li>• 社交媒體平台</li><li>• 回訪</li></ul> |
| Partners<br>合作夥伴                                | <ul style="list-style-type: none"><li>• Review and evaluation meetings</li><li>• Business communications</li><li>• Exchanges and seminars</li><li>• Negotiation and cooperation</li><li>• 審查與評估會議</li><li>• 商務溝通</li><li>• 交流研討</li><li>• 洽談合作</li></ul>   |
| Community and the Public<br>社區及公眾               | <ul style="list-style-type: none"><li>• Company websites</li><li>• Company announcements</li><li>• Media interviews</li><li>• Social media platforms</li><li>• 公司網站</li><li>• 公司公告</li><li>• 傳媒採訪</li><li>• 社交媒體平台</li></ul>   |
| Industry Peers<br>業界同行                          | <ul style="list-style-type: none"><li>• Industry forums</li><li>• Investigation and mutual-visits</li><li>• 行業論壇</li><li>• 考察互訪</li></ul>  |
| Governmental and Regulatory Agencies<br>政府與監管機構 | <ul style="list-style-type: none"><li>• Regular information report</li><li>• Regular communication with regulatory agencies</li><li>• Inspection and supervision</li><li>• Special report</li><li>• 定期匯報信息</li><li>• 定期與監管機構溝通</li><li>• 檢查及監督</li><li>• 專題報告</li></ul>                                      |

## Materiality Assessment

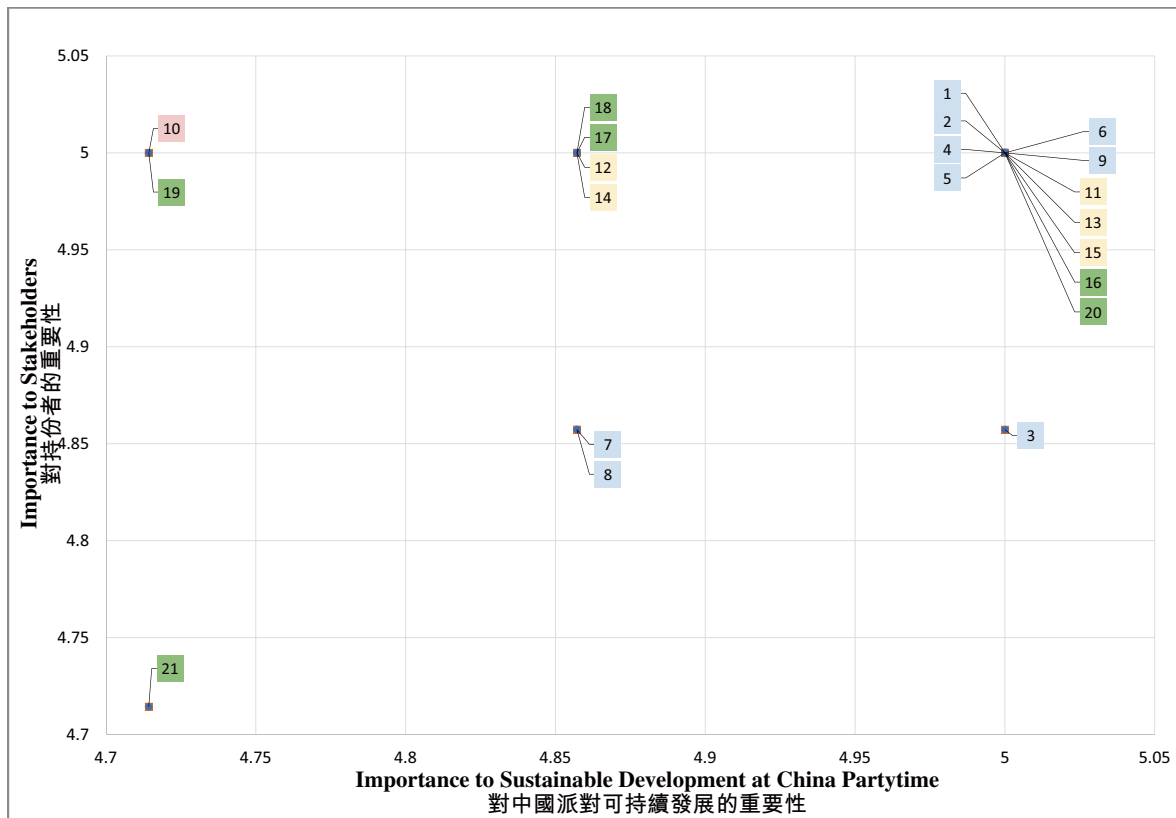
The Group commissioned an independent sustainability consultancy during the Reporting Period to assist in conducting a materiality assessment survey. Through this survey, we are able to identify and prioritize material sustainability issues, which helped us gained a comprehensive understanding of stakeholder expectations, as well as areas for improvement. A 4-step methodology has been adopted to assess the materiality of key ESG issues.

## 重要性評估

於報告期間，本集團委任獨立的可持續發展顧問，以協助進行重要性評估調查。我們透過是次調查識別到重大的可持續議題，並為其排優先次序，此項工作有助我們全面瞭解持份者的期望以及需改善的地方。我們已採用四步法來評估關鍵ESG議題的重要性。

|                          |  |
|--------------------------|--|
| Step 1<br>Identification | 21 material issues were identified through:  |
| 步驟1<br>識別                | <ul style="list-style-type: none"><li>Internal benchmarking (previous ESG Reports from the Group)</li><li>External benchmarking (ESG Reports from industry peers)</li></ul> 21項重要議題已透過以下方式識別： <ul style="list-style-type: none"><li>內部基準分析(本集團過往的ESG報告)</li><li>外部基準分析(業界同行的ESG報告)</li></ul>   |
| Step 2<br>Prioritization | We distributed customized questionnaires to different stakeholders, namely management and other stakeholders.  |
| 步驟2<br>優先排序              | <ul style="list-style-type: none"><li>7 members of management ranked the importance of material aspects for the Group's sustainable development.</li><li>7 other stakeholders, including staff, customers, and suppliers, ranked the importance of material aspects based on their own preferences and expectations. 我們向不同持份者(即管理層和其他持份者)派發定製問卷。</li><li>7名管理層成員為本集團可持續發展重要範疇的重要性排優先次序。</li><li>其他7名持份者，包括員工、客戶和供應商，根據個人偏好和期望對重要範疇的重要性排優先次序。</li></ul> |
| Step 3<br>Validation     | The Group's management confirmed the list of material topics for disclosure in this Report. Survey data was plotted to represent stakeholder views versus sustainable development at China Partytime. Results are shown in the materiality matrix below.   |
| 步驟3<br>驗證                | 本集團管理層確認本報告中披露的各項重大議題。調查數據繪製成線型矩陣以比較持份者的觀點和中國派對的可持續發展，結果詳見如下重要性矩陣。   |
| Step 4<br>Review         | The Board reviewed the material issues, the materiality matrix, as well as the relevant risks and opportunities to ensure the establishment of an unbiased and balanced view of our sustainability performance and stakeholder expectations.   |
| 步驟4<br>審核                | 董事會已審查重大議題、重要性矩陣，以及相關的風險和機遇，以確保在我們的可持續發展表現和持份者期望之間建立公正公平的一致看法。   |





**Material Issues**

(The most material issues from the materiality matrix are displayed in bold)

**重要性議題**

(重要性矩陣中最重要之議題已加粗展示)

**Sections**

**章節**

**Product and Operation**

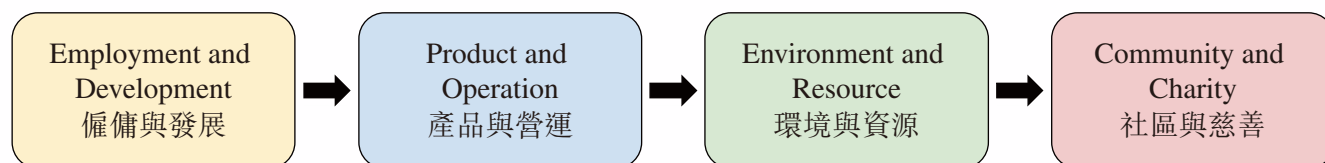
**產品與營運**

1. **Corporate Governance and Risk Management**
  2. **Brand Reputation**
  3. Anti-Corruption
  4. **Customer Privacy**
  5. **Customer Satisfaction and Loyalty**
  6. **Product Safety and Quality**
  7. Supply Chain Management
  8. Environmental and Social Responsibility of Suppliers
  9. **Legal Compliance**
1. **企業管治和風險管理**
  2. **品牌聲譽**
  3. 反貪污
  4. **客戶私隱**
  5. **客戶滿意度及忠誠**
  6. **產品安全與品質**
  7. 供應鏈管理
  8. 供應商之環境和社會責任
  9. **法律合規**

| Sections<br>章節                      | Material Issues<br>重要性議題<br>(The most material issues from the materiality matrix are displayed in bold)<br>(重要性矩陣中最重要之議題已加粗展示)   |
|-------------------------------------|---|
| Community and Charity<br>社區與慈善      | <ul style="list-style-type: none"> <li>10. Community Engagement and Donations</li> <li>10. 社區參與和捐獻</li> </ul>   |
| Employment and Development<br>僱傭與發展 | <ul style="list-style-type: none"> <li><b>11. Employee Well-being and Occupational Health and Safety</b></li> <li>12. Talent Attraction and Retention</li> <li><b>13. Equal Opportunities, Diversity and Anti-Discrimination</b></li> <li>14. Training and Development</li> <li><b>15. Child Labour and Forced Labour Prevention</b></li> <li><b>11. 員工身心健康及職安健</b></li> <li>12. 吸引和留任人才</li> <li><b>13. 平等機會、多元化和反歧視</b></li> <li>14. 培訓與發展</li> <li><b>15. 預防童工和強迫勞動</b></li> </ul> |
| Environment and Resource<br>環境與資源   | <ul style="list-style-type: none"> <li><b>16. Greenhouse Gas and Air Emissions</b></li> <li>17. Energy Consumption and Management</li> <li>18. Water Consumption and Management</li> <li>19. Efficient Use of Raw Materials</li> <li><b>20. Effluents and Waste Reduction and Management</b></li> <li>21. Packaging Materials</li> <li><b>16. 溫室氣體和空氣排放</b></li> <li>17. 能源使用與管理</li> <li>18. 用水與管理</li> <li>19. 善用原材料</li> <li><b>20. 減少與管理污水和廢物</b></li> <li>21. 包裝材料</li> </ul>    |

The content of this Report is structured and sequenced according to the overall materiality, which is determined by the aggregated score assigned by our survey respondents. The report structure is as follows:

本報告的內容根據整體重要性來組織和排序，其整體重要性由調查受訪者給予的綜合評分決定，本報告的結構如下：



## **EMPLOYMENT AND DEVELOPMENT**

The Group prioritizes and values our talents, who are the most precious asset to the Group. To ensure that we operate in a responsible and respectful manner towards our staff, we strive to adopt equal and fair recruitment practices, create a healthy and safe workplace, and provide generous benefits, comprehensive training as well as abundant employee activities. Based on these practices, we aim to improve their skill sets and eventually fulfill our talent concept, which is “cultivate yourself with accomplishment, write resume with ability, create opportunities with diligence and prove yourself with performance”

### **Recruitment Practices**

The Group strictly abides by an equal and fair recruitment principle. Our employment contract clearly states that decisions made relating to employment, salary, training, promotion, demotion or retirement are made solely based on employee performance and job needs, rather than gender, race, social class, nationality, religion, disability, union membership and government relationship.

The Group also provides employees with an equal and fair working environment. We ensure basic human rights for all employees by prohibiting any form of discrimination, harassment, corporal punishment or insulting behavior. We strictly comply with all laws and regulations relating to employment, diversity and anti-discrimination, as indicated in the Laws and Regulations Table. During the Reporting Period, there are no reported cases of discriminatory behavior, harassment or unlawful treatment in the workplace.

### **Talent Attraction and Retention**

In order to attract and retain outstanding talents, and show gratitude to our valued employees, we offer competitive remuneration packages to all staff members. In addition to national statutory holidays, all employees are entitled to sick leave, work-injury leave, personal leave, marital leave, maternity leave, funeral leave, paid annual leave, as well as birthday allowance, attendance bonus, and travel benefits. Furthermore, in order to improve employees' work-life balance, we also actively organize cultural activities as demonstrated in the “Employee Development” part, and provide staff access to canteens, activity rooms, fitness rooms and libraries for their personal enjoyment.

## **僱傭與發展**

本集團重視員工，員工是我們最寶貴的資產。為確保我們以負責任和尊重的態度對待員工，我們採用平等公平的招聘方式，建立健康安全的工作場所，並提供優厚福利、全面培訓以及豐富的員工活動，以提升他們的技能，最終實現我們的人才理念——「用素養修己達人，用能力書寫簡歷，用勤奮創造機遇，用業績證明自己」。

### **招聘慣例**

本集團嚴格遵守平等公平的招聘原則。我們的僱傭合約明確規定僅基於員工表現和工作需求決定有關僱傭、薪金、培訓、晉升、降職或退休的安排，而非基於性別、種族、社會階層、國籍、宗教、殘疾、工會會員身分及與政府關係。

本集團亦為僱員提供平等及公平的工作環境，我們禁止任何形式的歧視、騷擾、體罰或侮辱性行為，以確保保護所有員工的基本人權。我們嚴格遵守所有有關僱傭、多元及反歧視的法律法規，並已列明於本報告的「法律法規列表」中。於報告期間，本集團沒有收到任何有關職場歧視、騷擾或非法對待的報告。

### **吸引及留任人才**

為吸引及留住優秀人才，並對我們寶貴的員工表示感謝，我們向所有員工提供具競爭力的薪酬待遇。除國家法定假期外，所有員工均有權請病假、工傷假、事假、婚假、產假、喪假、有薪年假，並享有生日補貼、勤工獎及旅行福利。此外，為改善員工工作與生活的平衡，我們積極舉辦文化活動，活動於「員工發展」部分概述，並為員工提供食堂、活動室、健身室和圖書館，以供娛樂。

On the other hand, we have a remuneration management system in place, based on the Group's remuneration policies and employees' work performance. On an annual basis, employees' salary is reviewed and adjusted with reference to industry levels, overall business efficiency and individual performance evaluation results. In order to stimulate the enthusiasm of employees and realize a reasonable allocation of human resources, we also carry out periodic evaluations of employees' work competence, professional skills and work attitudes in a fair and objective manner. At the same time, we motivate employees through competitive employment and ranking systems, as well as job rotation at middle and high-level positions.

### Occupational Health and Safety

The Group attaches great importance to occupational health and safety and is committed to providing staff with a healthy and safe workplace. We fully understand the importance of labour and occupational hazard protection, and have thus established an occupational health and safety management system in accordance with the Occupational Health and Safety Management System (GB/T28001-2011/OHSAS 18001:2007). Abidance by this international standard reflects our commitments and achievements in occupational health and safety. In order to realize safety production, we also established the Environment, Health and Safety Committee, which is responsible for regular inspection of the environment, health and safety situations in our factories.

Prior to signing of employment contracts, the Group will inform the employees of the potential occupational hazards they may face in the course of work. For example, for positions exposed to dust and other toxic and hazardous substances, we will inform the relevant operators of the hazards and consequences in a truthful manner. Moreover, we will ensure them that we have already taken preventive measures that meet national occupational health requirements, as well as provide them with labour protection facilities, equipment and other supplies, such as anti-noise earplugs and protective gloves, in accordance with the Specification for Selecting Individual Protective Equipment. Before the employees change their job duties, we will inform them of the potential occupational hazards they may face, and keep a written record after making relevant notices.

另外，我們根據本集團的薪酬政策和員工工作表現建立薪酬管理系統，每年根據行業水平、整體業務效益和個人表現評估結果審查及調整員工的薪酬。為激發員工的積極性及合理分配人力資源，我們以客觀公正的方式定期評估員工的工作能力、專業技能及工作態度。同時，我們透過具競爭力的僱傭及排名系統，以及中高層的職位輪調來激勵員工工作。

### 職業健康與安全

本集團高度重視職業健康與安全，並致力於為員工提供健康安全的工作場所。我們深明勞動和職業危害防護的重要性，因此已按照職業健康與安全管理體系(GB/T28001-2011/OHSAS 18001:2007)建立職業健康與安全管理系統。我們遵守該國際標準，反映我們對職業健康和安全的承諾和成績。為實現安全生產，我們成立環境健康安全委員會，定期檢查工廠的環境、健康和安全性。

於簽訂僱傭合約前，本集團將告知員工在工作期間可能遇到的潛在職業危害。如對於會暴露在粉塵和其他有毒及有害物質的職位，我們會如實告知技工有關的工作危害和後果。我們確保他們已採取符合國家職業健康要求的預防措施，並根據《個人防護裝備選用規範》為他們提供勞動保護設施、設備和其他用品，例如防噪音耳塞以及防護手套。改變員工的工作職責前，我們將告知他們可能面對的潛在職業危害，並於作出相關通知後保留書面記錄。

## Environmental, Social and Governance Report 環境、社會及管治報告

Furthermore, we conduct occupational health checks for employees before, during, and after employment, then timely inform them of the relevant results and archive their health surveillance files. We also regularly organize safety training and drills to ensure all employees clearly understand the importance and corresponding occupational health and safety rules, thereby enhancing their occupational disease prevention awareness and self-protection skills. For positions that operate specific equipment, we will provide mandatory safety training to the relevant personnel beforehand. For example, operators of specific equipment can only work after receiving education and attending three-level safety training. During the Reporting Period, there are no reported cases of severe work-related deaths or injuries in the workplace.

此外，我們僱用員工前後及僱用期間均會對其進行職業健康檢查，並適時通知他們相關結果，再將他們的健康監察文件存檔。我們亦定期舉辦安全培訓和演習，確保所有員工清楚瞭解相關的職業健康與安全守則及其重要性，從而增加他們預防職業病的意識和自我保護能力。對於操作特定設備的職位，我們將事先為員工提供強制安全培訓，如特定設備的操作人員只可在參與三級安全生產教育培訓後才可開始工作。本報告期間，我們沒有發現在職場因工死亡或嚴重受傷的報告。

### 2020 Fire Drill 2020年火災演習



Case Study: COVID-19 Actions

In order to fight against the coronavirus disease 2019 ("COVID-19"), reduce the potential risk of virus transmission in the factory, and ensure the health of our employees, we carried out COVID-19 Actions, which include conducting emergency epidemic prevention meetings, rescheduling the production plans, and publishing an internal bulletin board.

個案研究：應對2019新冠病毒的行動

為對抗2019新型冠狀病毒(「新冠病毒」)疫情，減少在工廠傳播病毒的潛在風險，並保障員工健康，我們展開了應對新冠病毒的措施，包括召開緊急防疫會議、重新安排生產計劃，並於內部公告欄發佈消息。

**新型冠状病毒感染的肺炎知识宣传栏**

**什么是新型冠状病毒？**  
冠状病毒是自然界广泛存在的一类病毒，因该病毒形态在电子显微镜下观察像皇冠而得名。目前为止发现，冠状病毒感染宿主动物，可引起人和动物呼吸道、消化系统和神经系统疾病。

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**什么是新型冠状病毒？**  
2019新型冠状病毒，即“2019-nCoV”，即2019年武汉病毒性肺炎病例病原体，2020年1月13日被世界卫生组织命名为：冠状病毒一个大型病毒家族，目前可引起感冒以及中东呼吸综合征（MERS）和严重急性呼吸综合征（SARS）等较严重疾病。新型冠状病毒是以前从未在人体中发现的冠状病毒新变种。

**冠状病毒对热敏感，煮沸5-6分钟即可杀灭病毒。此外，乙醇、75%乙醇、含氯消毒剂、过氧乙酸和氯仿消毒剂等均可有效灭活病毒。**

**什么是密切接触者？**  
与病例/无症状感染者同居或有如下接触情形之一者：  
- 与病例共同居住、学习、工作或其他有密切接触的人员  
- 诊疗、护理、探视病例时未采取有效防护措施的医护人员、家属或其他与病例有类似近距离接触的人员  
- 与病例乘坐同一交通工具并有近距离接触人员  
- 病例同病室的其他患者及陪护人员  
- 现场调查人员调查后经评估认为符合条件的人员

**新型冠状病毒传播途径和症状？**  
**感染患者主要症状**  
人感染了冠状病毒后常见体征有呼吸道症状、发热、咳嗽、气促和呼吸困难等。在较严重病例中，感染可导致肺炎，严重者可危及生命，甚至死亡。目前对于新型冠状病毒所致疾病没有特异治疗方法，但许多患者是可以治愈的，目前需要根据患者具体情况进行治疗。此外，对感染者的辅助护理可能非常有效。

**新型冠状病毒传播途径**  
经呼吸道飞沫和密切接触传播是主要的传播途径。在相对封闭的环境中长时间暴露于高浓度气溶胶情况下存在经气溶胶传播的可能。  
**直接传播**：是指患者喷嚏、咳嗽、说话的飞沫，呼出的气体近距离直接吸入导致的感染。  
**间接传播**：是指飞沫沉积在物品表面，接触污染手后，再接触口腔、鼻腔、眼睛等黏膜，导致感染。  
**气溶胶传播**：是指飞沫混合在空气中，形成气溶胶，吸入后导致感染；  
**粪口传播**：指的是如果患者粪便污染了食品、水，通过进入人体消化道而感染。粪从口入，这是打靶说的粪口传播途径。

**为什么对密切接触者观察14天？**  
目前对密切接触者采取较为严格的医学观察，预防性医学观察十分必要。这一原则对心理建设安全负责的态度，也是国际社会通行的做法。参考其他冠状病毒所致疾病潜伏期、此次新型冠状病毒潜伏期相关数据，目前尚不能确定密切接触者医学观察期定为14天，并对密切接触者进行居家医学观察。

**日常生活如何预防新冠肺炎？**  
1. **保持手部卫生**  
我们要勤洗手，咳嗽、打喷嚏、用餐前、上厕所，或者手脏了后需要及时洗手，可以用肥皂或者洗手液来洗手。  
2. **保持社交距离**  
避免前往人多的场所，避免到封闭、空气不流通的公众场所和人员密集地方，出门佩戴口罩、咳嗽和打喷嚏时使用纸巾或屈肘遮挡口鼻，防止飞沫传播。  
3. **佩戴口罩**  
专家与内行人一致认为，戴口罩对预防新型冠状病毒是有效的。要选择医用口罩等N95口罩，戴口罩时颜色深的朝外，颜色浅的朝自己，有金属丝的鼻上，戴到鼻梁上后会将金属丝压在鼻梁上，捏紧一下，将口罩整理一下，佩戴就可以了。  
4. **避免野生动物**  
对于野生动物一定要远离，千万不要去喂它们，不要相信任何野生动物可以治病的偏方，野生动物其实并不好吃，也没有滋补效果。相反，它们身上携带的病毒，随时可能会传染疾病，即使煮熟也要经过高温消毒与科学检测合格，才能食用。  
**疑似得了新冠肺炎应该怎么办？**  
按照要求进行居家医学观察，不用恐慌，不要上班，不要随便外出，做好自身身体状况监测，定期接受社区医生的随访，如果出现发热、咳嗽等异常临床表现，及时与社区医疗机构联系，在其指导下到指定医疗机构进行排查、诊治等。

**怎样戴口罩？**  
戴口罩是阻断呼吸道分泌物传播的有效手段。选择医用外科口罩能较好地预防呼吸道感染。一次性医用口罩佩戴时，要将折面完全展开，将嘴、鼻、下巴完全包住，避免压紧系带，使口罩与面部完全贴合。戴口罩前应洗手，或者在戴口罩过程中避免手接触到口罩内侧面，减少口罩被污染的可能。分清口罩的内外、上下，浅色为内，深色为外层；金属条（鼻夹）一端是口罩的上方。

**怎样正确洗手？**  
在餐前便后、外出回家、接触垃圾、触摸动物后，要记得洗手。洗手时，要注意流动的水和肥皂能把手洗干净。搓洗的时间不少于15秒。  
**洗手七字口诀：“内—外—夹—弓—大—立—腕”**  
1. 掌心对掌心 2. 掌心对手背 3. 掌心对掌心  
4. 十指交叉揉搓 5. 指尖在掌 6. 指尖在掌  
7. 洗手

The Group has also formulated a series of mitigation measures, as specified in the “Back to Factory and Return to Work Policy”. Before employees return to factories, we will arrange assistants to check their body temperature. Only those with normal body temperatures are allowed to enter factories. If a suspected case is found, we will contact the relevant department as soon as possible and assign a commissioner to follow up.

本集團還制定了一系列的紓緩措施，措施列於「返廠入工政策」中。我們安排人手為員工返回工廠前測量體溫，只有體溫正常的員工才可進入工廠範圍。如發現可疑個案，我們將盡快聯絡相關部門，並指派專員跟進。

In employee canteens, we set up reminders in washrooms and queue areas, requiring employees to wash their hands before meals and maintain a safe distance of at least one meter when queuing. We also rearranged the layout of canteens, by placing tables in the same direction and limiting each table to one person. This is to avoid the possible risk of infection when talking face-to-face during meals.

我們在員工食堂的洗手間及排隊區張貼提示，要求員工用餐前洗手，並在排隊時保持至少一米的安全距離。我們亦重新設置食堂佈局，沿相同方向放置桌子，並限制一桌只可坐一人，避免員工用餐時因面對面交談而增加潛在的感染風險。

Back to Factory and Return to Work Policy  
返廠人工政策



### Labour Standards

The Group respects employees' rights and interests. We strictly prohibit any form of child or forced labour, and commit to abide by all laws and regulations relating to labour standards. To demonstrate our commitment, we have established a robust mechanism to handle such situations if they occur.

We review the age of each applicant in accordance with the Group's established Child Labour Rescue Regulations Policy. If we find any child labourer who has been misemployed based on counterfeit identification documents, we will promptly notify the relevant departments and instruct them to conduct further investigation. The labour contract will be terminated immediately if justified, and we shall contact his/her legal guardian for further handling.

Our commitment extends to our suppliers and subcontractors as well, as we do not accept or work with any supplier who employs child or forced labour. During the Reporting Period, the Group is not aware of any material non-compliance with relevant laws and regulations that have a significant impact on the Group relating to labour standards.

### Employee Development

We acknowledge that our business development depends on the growth of our team. By providing multiple training programs, we aim to improve the overall professional skill sets of our staff members, thereby improving our business operations and development.

### 勞工標準

本集團尊重員工的權益，我們嚴格禁止任何形式的童工或強迫勞動，並致力於遵守所有與勞工標準有關的法律法規。為表明承諾，我們建立了穩健的機制來處理此類情況。

我們根據本集團制定的《童工拯救規範》審查所有申請人的年齡。如發現誤聘偽造身份證件的童工，我們將立即通知有關部門，並指示他們作進一步調查。一經確實，將立即終止其合約，並聯絡其法定監護人作進一步處理。

我們的承諾延伸到我們的供應商和承建商，我們不接受與任何僱用童工或強迫勞動的供應商合作。本報告期間，本集團沒有發現任何嚴重違反相關法律法規、對本集團的勞動標準產生重大影響的情況。

### 員工發展

我們的業務發展取決於我們團隊的成長。透過提供多項培訓計劃，我們旨在提升員工的整體專業技能，從而改善我們的業務營運和發展。

There are a variety of training programs provided, including but not limited to employee training conferences, quality training, and varied knowledge lectures. These training aim to improve the overall quality of our employees, broaden their horizons and ensure a more comprehensive understanding of the Group's operations and products, so as to improve the coordination and efficiency of teamwork. During the Reporting Period, we conducted 8 training programs for our technicians in factories, covering topics such as production quality inspection, occupational safety awareness and job skills training.

我們提供多項培訓計劃，包括但不限於員工培訓會議、質量培訓及各種知識講座。培訓旨在提升我們員工的整體質素，拓闊其視野，並確保其對集團的營運和產品有更全面的瞭解，從而提高團隊合作的協調性和效能。本報告期間，我們為廠區的技工舉辦了8個培訓課程，當中涉及產品質檢、職業安全意識，以及崗位技能培訓等議題。

**Fire Safety Training**  
消防安全培訓



**Knowledge Lecture on "Caring for Women"**  
「關愛婦女健康」知識講座



**Product Quality Training**  
品質培訓



**Staff Mobilization Meeting**  
員工動員大會





## Environmental, Social and Governance Report 環境、社會及管治報告

Forging healthy relationships among our staff is important in building and facilitating synergy and teamwork. During the Reporting Period, we held a series of team building activities, including volunteering activities for epidemic prevention, and employee outdoor activities. Through these activities, our staff had the chance to engage with one another and enhance the cohesion among the team.

In particular, we organised Pingtan Red Tourism, a three-day company team building activity in the Pingtan County, Fujian Province. With 24 employees, we visited the former residences of local celebrities and learned about the deeds of revolutionary heroes. The team members experienced local customs and culture, and further deepened their understanding towards the red culture.

We have also established the Party Vanguard. It aims to promote teamwork in the Production Department, speed up the Group's production process and improve the situation of its production and operation. During the Reporting Period, the Party Vanguard actively responded to the Group's "100 Days of Hard Work" production policy, and led the Group to overcome the dual difficulties of the COVID-19 epidemic and the production pressure. Alongside with other production departments, the Party Vanguard reached the three-month production target.

員工之間構建健康關係對建立及促進協作與團隊合作非常重要。本報告期間，我們舉辦了一系列建立團隊精神的活動，包括防疫義工活動和員工戶外活動。我們的員工可透過這些活動互相交流，增加團隊之間的凝聚力。

我們舉辦了平潭紅色之旅，與24名員工一起到福建省平潭縣開展為期3天的公司團建活動。通過參觀當地名人故居遺址，瞭解革命英雄事蹟，團隊成員領略了當地的風土民情，並進一步加深了對紅色文化的認識。

我們還建立了派對黨員先鋒突擊隊，旨在促進生產部門的團隊合作，加快集團的生產進程，並改善其生產經營的實際形勢。報告期間，派對黨員先鋒突擊隊積極響應集團「大幹100天」的生產政策，並帶領集團克服新冠疫情及生產壓力的雙重難關。與其他各生產部門一起，派對黨員先鋒突擊隊達成了三個月的既定生產目標。

**Pingtan Red Tourism**  
平潭紅色之旅



**Employee Outdoor Activity**  
員工戶外活動



**The Establishment of Party Vanguard  
派對黨員先鋒突擊隊成立儀式**



**Volunteering Activity of Epidemic Prevention  
防疫義工活動**



**PRODUCT AND OPERATION**

"Yielding excellent quality, enhancing customer satisfaction, improving continuously, and producing first class products" has always been our motto and principle in guiding the Group's product and operational practices. We strive to produce high-quality cosplay costume products that are safe, innovative and enjoyable for all. Specifically, investing in product research and development allows us to keep abreast of the latest trend in the cosplay costume industry. The Group's production is supported by rigorous and ethical business governance, as well as a strict supply chain management system.

**Product Responsibility**

**Product Quality**

The Group specializes in the production and sales of cosplay costumes, including animation wigs, lingerie, and party clothings, to "make the world happier". Through multiple production facilities, thousands of employees, and more than 30 exporting countries, our products and services continue to thrive. Providing high-quality products and wholehearted services for customers is the Group's business tenet.

**產品與營運**

「以質取勝，提升客戶滿意度，持續改進，生產一流產品」一直是我們指導本集團生產產品和營運實踐的座右銘和原則。我們致力生產安全、創新及大眾化的優質角色扮演服裝產品。我們尤其注重投資產品研發，這能使我們緊貼角色扮演服裝行業的最新趨勢。本集團的生產受嚴格和符合道德的商業管治及供應鏈管理系統監管。

**產品責任**

**產品質素**

本集團專門生產及銷售角色扮演服裝，包括動漫假髮、內衣和派對服飾，旨在期望「讓世界更加快樂」。我們的生產設施多元化，有數千名員工及30多個出口國，這令我們的產品和服務不斷蓬勃發展，為客戶提供優質產品和真誠服務是本集團的業務宗旨。

## Environmental, Social and Governance Report 環境、社會及管治報告

We adhere to strict quality management systems and requirements. Jiangxi Partytime has been certified and operating under the ISO 9001:2015 Quality Management System. The Group's another subsidiary in Yiwu City, Partytime Costume & Lingerie (Yiwu) Factory (the "Yiwu Partytime") has adopted the Advanced Technical Indicators of the "Made in Zhejiang" Standard (T/ZZB 1186-2019). We diligently supervise the entire production process in accordance with these guidelines, aiming to continuously make improvements in our products. During the Reporting Period, we have complied with all the laws and regulations relating to product safety and quality.

According to our supervision system in the production processes, if there is any defective product being detected, we will immediately stop production and commence recall procedures. Inspections by the General Administration of Quality Supervision, Inspection and Quarantine or the Group's Quality Control Department will subsequently be carried out to screen the remaining products.

Furthermore, we have published a Letter of Commitment on Product Quality, thereby making a public commitment that our quality assurance standards and after-sales services are always above average industry levels. We have implemented a "7-day no-reason return" policy for all sold products, allowing all customers to return their purchased products within 7 days. If there are obvious quality flaws with any of our products, we will commit to provide free maintenance, replace or refund within one month of purchase.

During the Reporting Period, there are no reported cases of product recalls and returns.

我們堅守嚴格的品質管理系統和要求。江西派對已通過ISO9001:2015品質管理體系認證，並一直按其要求營運。本集團的另一間附屬公司義烏市派對服飾有限公司(「義烏派對」)已採用「浙江製造」標準先進性技術指標(T/ZZB 1186-2019)，我們按照指引嚴格監督整個生產過程，以不斷改善我們的產品。在本報告期間，我們已遵守所有與產品安全和品質有關的法律法規。

根據生產過程中的監督系統，如發現任何有缺陷的產品，我們將立即停止生產並開始回收程序，然後由國家質檢總局或本集團的品質控制部門檢查餘下產品。

此外，我們發佈了《產品質量承諾書》，以公開承諾我們的質量保證標準，並表明我們的售後服務一向高於行業平均水平。我們的「7天無理由退換貨」政策適用於所有售出產品，所有客戶可於7天內退回已購買的產品。任何產品如有明顯的質量問題，我們承諾可於售後一個月內免費保養、更換或退款。

本報告期間，我們沒有發現有關回收產品及退貨的報告。

### Intellectual Property Rights

In the costume industry, we must continuously innovate and challenge ourselves to push the design and production of what's possible to create one-of-a-kind specialty products. Creating, developing and promoting innovative products grant us the rights to various intellectual properties. During the Reporting Period, we were granted one patent for our wig inventions by the National Intellectual Property Administration.

### 知識產權

在服裝行業，我們必須不斷創新並挑戰極限，以創造出獨一無二的特色產品。我們因創造、發展及推廣創新產品而擁有多種知識產權。本報告期間，我們獲國家知識產權局批出一項假髮發明專利。



The Group understands the importance of intellectual property rights and endeavour to protect all patents, copyright, and trademarks from being infringed. We also respect all the achievements of industry peers, and strictly comply with all laws and regulations relating to intellectual property rights, to avoid infringing on others' intellectual property rights.

本集團深明知識產權的重要性，並致力保護所有專利、版權和商標不受侵犯。我們亦尊重業界同行的所有成果，嚴格遵守所有與知識產權相關的法律法規，以免侵犯他人的知識產權。

### Customer Satisfaction and Loyalty

Our happy culture always navigates us to treat each customer with enthusiasm. Customer satisfaction is the greatest driving force for the Group's development. In order to effectively handle customer complaints and improve customer satisfaction, the Group continues to implement customer complaint management procedures. Customers can complain about the products and services quality through multiple channels such as telephone, fax and email. General managers or business departments are then responsible for accepting or guiding the relevant personnel to handle customer complaints and propose solutions.

### 客戶滿意度和忠誠度

我們的快樂文化引導我們熱情地對待每一位客戶。客戶的滿意度是促進本集團發展的最大動力。為有效處理客戶投訴並提升客戶滿意度，本集團繼續實施客戶投訴管理程序。客戶可以通過多個渠道，如電話、傳真及電子郵件，投訴產品及服務質素，然後總經理或業務部門將負責接手或指導相關員工處理客戶投訴，並提出解決方案。

Furthermore, customers can reflect their feedback and opinion on our product and services through the customer satisfaction survey. During the Reporting Period, the Group did not receive any material complaints about products and services, and we have received an average satisfaction score of 95.5 out of 100.

此外，客戶可以通過客戶滿意度調查表達對我們產品及服務的意見。本報告期間，本集團沒有收到任何有關產品和服務的重大投訴，而我們的滿意度平均得分為95.5分，滿分為100分。

## Environmental, Social and Governance Report 環境、社會及管治報告

### Business Ethics

#### Privacy Protection

In the fast-changing cosplay costume industry, enhancing internal business information protection is vital for each company. Integrity-based business is one of our corporate visions. To this end, the Group implemented a comprehensive and strict information confidentiality system. Apart from complying with all laws and regulations relating to information privacy, we have formulated the Confidentiality and Non-competition Agreement that stipulates employees and the Group's confidentiality obligations and liability for breach of agreement.

Prior to commencement of work, employees need to sign a privacy contract with the Group. The contract stipulates that all employees shall not steal, copy or disclose non-public, proprietary or confidential materials obtained during their employment or within two years of resignation. The aforementioned materials including but not limited to, customer information, customer resources, technical information, product design, product information, supply channels, purchase and sales contracts, financial information and major investment decisions that have not been made public, among others.

Upon discovering a breach of contract, the Group will immediately terminate the employment contract. Depending on the severity of the breach, we will also make a claim for all losses incurred, including direct economic losses, loss of available profits, profits of the infringer and litigation fees, investigation fees, and attorney fees, among others. In severe cases, we will report to the public security bureau.

During the Reporting Period, the Group is not aware of any material non-compliance with relevant laws and regulations that have a significant impact on the Group in relation to business confidentiality and data privacy.

#### Anti-Corruption

We are committed to achieving the highest standards of openness, probity and accountability throughout our operation and commercial activities, as we treat ourselves as a corporate citizen. Therefore, we continue to promote anti-bribery, anti-corruption and anti-blackmail principles. We strictly abide by all relevant laws and regulations, and have also implemented robust control procedures, including developing code of integrity toward different departments, strengthening the supervision and management of key personnel that are prone to corruption.

### 商業道德

#### 私隱保護

角色扮演服裝行業瞬息萬變，加強對內部業務資訊的保護對每間公司都非常重要。業務以誠信為本是我們的企業願景之一。為此，本集團實施全面而嚴格的資訊保密系統。除了遵守所有與資訊私隱相關的法律法規，我們還制定了《保密和競業禁止協議》，規定員工及本集團的保密義務和違反協議需負的責任。

開始工作前，員工需與本集團簽署私隱合約，規定所有僱員在工作期間或辭職後兩年內不得竊取、複製或披露任職期內取得的非公開、專有或機密資料，包括但不限於客戶資訊、客戶資源、技術資訊、產品設計、產品資訊、供應渠道、購買和銷售合約、財務資訊，以及未公開的主要投資決策等。

一旦發現員工違反合約，本集團將立即終止僱傭合約，並按嚴重程度，可能會對所有造成的損失提出索償，包括直接經濟損失、可用利潤損失、侵權者的利潤和訴訟費、調查費及律師費等。如情況嚴重，則會向公安局舉報事件。

本報告期間，本集團在業務保密和數據私隱方面沒有發現任何嚴重違反相關法律法規並對本集團造成重大影響的事件。

#### 反貪污

我們將本集團定位為企業公民，因此我們致力在營運和商業活動中達到透明公開、正直廉潔及負責任的最高標準，並繼續提倡反賄賂、反貪污及反勒索的原則。我們嚴格遵守所有相關法律法規，並實施全面的控制程序，包括針對不同部門制定廉潔守則，加強監督和管理重點部門職位的員工。

In order to strengthen the integrity of the Group's Procurement Department, supervise its staff, and protect the legitimate rights and interests of China Partytime, the Group has formulated the Code of Integrity and Self-discipline. Procurement staff are required to abide by relevant regulations before, during and after work. For example, during purchasing, staff are not allowed to ask for any form of rebates from the suppliers and the related departments. Staff are also not allowed to participate in banquets and entertainment activities that may affect the Group's normal procurement work. If necessary, an approval from the department head must be obtained in advance, and the department shall make a record.

The Group also provides channels such as internal telephone calls or suggestion boxes to encourage employees and business partners to report and disclose inappropriate behaviour in a confidential, safe and effective manner. In accordance with the regulations, If a supplier or individual was discovered to be soliciting, accepting or offering any advantages, the offender will be dismissed immediately. If a crime is suspected, it will be transferred to the judicial authority for further investigation. If there is any economic loss caused by such cases, the offender must take full responsibility and provide corresponding compensation.

During the Reporting Period, the Group is not aware of any material non-compliance with the relevant laws and regulations that have a significant impact on the Group in relation to bribery, extortion, fraud and money laundering.

## SUPPLY CHAIN MANAGEMENT

### Supplier Engagement

For costume manufacturers, effective management of the supply chain is the key to obtain marvelous products, as different types of materials will affect the character and quality of the finished products. The reason why China Partytime can always produce high-quality cosplay products is based on a set of strict and systematic supply chain management guidelines. The Group strictly monitors each stage of production processes, including the procurement of raw materials, the manufacture of semi-finished products, and the sale of finished products.

為加強本集團採購部門的誠信，監督其員工並保障中國派對的合法權益，本集團制定了《廉潔自律責任書》。採購人員必須在工作前後及工作期間遵守相關規定，如在採購過程中，員工不可以要求供應商和相關部門提供任何形式的回贈，亦不可以參與可能影響本集團正常採購工作的宴會及娛樂活動。如有必要，員工必須事先獲得部門負責人批准，並由其部門記錄。

本集團亦提供內部電話或意見箱等渠道，鼓勵員工和業務合作夥伴以機密、安全和有效的方式舉報和披露不當行為。根據規定，如發現供應商或員工尋求、接受或提供任何形式的利益，肇事者將被立即解僱。如肇事者涉嫌犯罪，將移交到司法機關作進一步調查。因此類情況造成的任何經濟損失將由肇事者承擔所有責任，並作相應賠償。

本報告期間，本集團在賄賂、勒索、欺詐和洗錢方面沒有發現任何嚴重違反相關法律法規並對本集團造成重大影響的事件。

## 供應鏈管理

### 供應商參與

對服裝製造商而言，不同類型的材料會影響成品的特性和質素，因此有效管理供應鏈是出產優質產品的關鍵。中國派對嚴格而有系統的供應鏈管理指引是令其能持續生產高質素的角色扮演產品的原因。本集團嚴格監控每個生產階段，包括原材料採購、半成品製造以及成品銷售。

## Environmental, Social and Governance Report 環境、社會及管治報告

The Group has established a set of principles for engaging with the suppliers. We use Supplier Approval Forms to rate prospective suppliers. Specifically, we will send procurement personnel to generally investigate the suppliers' business in advance, and evaluate several factors, including product quality, manufacturing capacity, and supply efficiency. Suppliers whose score exceeds 75 points are deemed qualified. The preliminary list will subsequently be sent to the Production Material Control Department for final review, and the approved suppliers will officially become our partners.

Meanwhile, we review the performance of approved suppliers once a year. Based on the results, we provide rewards to excellent suppliers, and halt trading with suppliers that do not meet the requirements and remove them from the list. During the Reporting Period, we have engaged 102 suppliers from different provinces in China. For more information, please refer to the "KPIs Performance Table" section.

### Environmental and Social Risk Mitigation

As a responsible corporation, the Group strives to promote the social responsibility of our suppliers and help them to reduce their environmental and social risks during their operations.

To ensure that our products comply with environmental standards, we provide the suppliers with recommendations regarding environmental protection, and require their production processes to comply with the relevant environmental laws and regulations. We also set strict standards to evaluate the suppliers and encourage them to obtain relevant certificates, so as to improve suppliers' environmental awareness and operational standards.

Furthermore, in order to regulate the suppliers' social responsibility, we have signed anti-corruption contracts with them. These contracts specify that value of gifts provided by the suppliers to the employees of the Group should not exceed RMB100. If any supplier violates this agreement, we shall immediately terminate all commercial cooperation relationships, and freeze the supplier's accounts. In severe cases, we may file a lawsuit, and the supplier may be responsible for the Group's reputational and other losses.

本集團已建立一套與供應商互動的原則，我們使用供應商審批表，為潛在合作的供應商評分。我們會遣派採購人員事先調查供應商業務，並評估幾項因素，包括產品質素、製造能力及供應效率。獲75分以上的供應商則被列為合格，初選清單將發送到生產材料控制部門進行最終審查，獲批准的供應商將正式成為我們的合作夥伴。

我們每年審查認可供應商的表現，根據結果獎勵優秀的供應商，並與不符合要求的供應商終止合作，將其從名單中剔除。本報告期間，我們總共與102間來自中國不同省份的供應商簽約合作。更多詳細資訊，請參閱「關鍵績效指標表現數據表」章節。

### 降低環境及社會風險

作為負責任的企業，本集團致力促進供應商的社會責任，並幫助他們降低於營運過程中的環境和社會風險。

為確保我們的產品符合環境標準，我們向供應商提供有關環境保護的建議，並要求其生產過程遵守相關的環境法律法規。我們亦制定了嚴格的標準來評估供應商，鼓勵他們獲得相應證書，以提高供應商的環保意識和營運標準。

此外，我們與供應商簽訂反賄賂協議，以監管供應商的社會責任。該協議規定供應商向本集團員工提供的禮品價值不得超過人民幣100元。如有供應商違反本協議，我們將立即終止與其有關的所有商業合作關係，並凍結其戶口。如情況嚴重，我們將提出訴訟，供應商需對本集團的聲譽及其他損失承擔責任。

### Case Study: Risk Mitigation of Canteen Contractor

The aforementioned policies can be seen through the Group's cooperation with its canteen contractor. To perform a comprehensive review of our canteen contractor's performance, we conducted a satisfaction survey on the canteen contractor, and assigned a team to regularly monitor food hygiene and quality. If there is a non-compliance case, a 3-step approach will be taken. First, a warning letter will be issued. Second, the canteen contractor will be charged a fine ranging from RMB500–RMB1,000. Third, we will terminate the contract if the contractor has received warning letters three times.

During the Reporting Period, in order to prevent the Group's staff members from getting infected by the COVID-19, all of our contractor's employees are required to provide health certificates before signing of the employment contracts. Moreover, they need to wear masks when entering canteens. We require the canteen contractor to ensure that food purchased are up to national health standards, such as harm-free and pollution-free fresh vegetables and meat, as well as edible oil that meets food-grade standards. The canteen contractor should regularly disinfect canteens, eliminate pests, and ensure proper management regarding fire prevention, theft prevention, as well as electrical safety.

During its tenure, the contractor is also responsible for all the emissions and effluents in canteen areas. In particular, garbage needs to be classified and placed in designated places, while the discharge of effluents, such as wastewater, must meet the relevant national and local environmental protection standards. For more information, please refer to the "Waste Management" under the "Environment and Resource" section.

## ENVIRONMENT AND RESOURCE

To realize our vision of "making the world happier", one of our missions is to protect our nature on which we live. Therefore, China Partytime has always attached great importance to environmental protection. As a responsible costume manufacturer, we have established comprehensive policies and measures on environmental issues. In addition to consciously complying with all relevant laws and regulations, we also improve our environmental performance by installing energy efficient equipment, greening our plants, and educating our employees. In lieu of our robust practices, Jiangxi Partytime obtained the Environmental Management System Certificate (GB/T24001-2016/ISO 14001:2015). In the future, we will be marching toward the goal of becoming an environmentally-friendly cosplay costumes enterprise in China.

### 個案研究：降低食堂承辦商的風險

本集團與食堂承辦商的合作沿用以上政策。為全面審查食堂承辦商的表現，我們針對食堂承辦商進行滿意度調查，並指定團隊定期監督其食品衛生和質素。如出現不合規情況，將採用三步法。首先，食堂承辦商會收到警告信。第二，食堂承辦商會被罰款人民幣500–人民幣1000元。第三，如食堂承辦商已收到警告信三次，我們將終止其合約。

本報告期間，為防止本集團員工感染新冠病毒，所有承辦商的員工都必須在簽署僱傭合約前提供健康證明。此外，進入食堂時亦需佩戴口罩。我們要求食堂承辦商採購符合國家衛生標準的食材，如無公害且無污染的新鮮蔬菜、肉類，及符合食用標準的食用油。食堂承辦商需定期消毒食堂和滅蟲，並確保適當管理防火、防盜及電力安全。

聘用期間，承辦商需負責食堂範圍內的所有排放物和廢水，需將垃圾分類並放置到指定位置，而污水等廢水排放必須符合國家及當地環境保護標準。更多詳細資訊，請參閱「環境與資源」章節的「廢棄物管理」。

## 環境與資源

為了實現我們「讓世界更加快樂」的願景，我們其中一項任務是保護我們賴以生存的大自然，因此中國派對十分重視環境保護。作為負責任的服裝製造商，我們已制定有關環境議題的全面政策及措施。除了自覺遵守所有相關法律法規，我們還安裝節能設備，綠化工廠，並教育員工以改善我們的環境表現。我們的良好慣例使江西派對獲得環境管理系統證書(GB/T24001–2016/ISO 14001:2015)。展望未來，我們將朝著成為中國環保角色扮演服裝企業的目標邁進。



## Environmental, Social and Governance Report 環境、社會及管治報告

### Emission Control

The Group's emissions mainly consist of greenhouse gas (the "GHG") and exhaust gas. The Group's GHG emissions mainly include Scope 1, Scope 2, and Scope 3, as shown in the following table. The calculation methodology for GHG emissions is based on: a) the "Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong" issued by the Environmental Protection Department and the Electrical and Mechanical Services Department in Hong Kong; b) the "China's Regional Power Grids Baseline Emission Factors in the 2019 Emission Reduction Project" issued by the Ministry of Ecology and Environment of the PRC; c) the ICAO Carbon Emissions Calculator launched by the International Civil Aviation Organization, and d) a graduation thesis "Research on Energy Consumption of China's Urban Water Supply System" published by the Environmental Science and Engineering Discipline in Tsinghua University in 2015.

### 排放控制

本集團的排放主要為溫室氣體(「溫室氣體」)及廢氣。本集團的溫室氣體排放主要包括範圍1、範圍2及範圍3，於下表列出。溫室氣體排放量根據：a) 香港環境保護署和機電署發佈的《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》，b) 中華人民共和國生態環境部發佈的《2019年度減排項目中國區域電網基準線排放因子》，c) 國際民航組織推出的碳排放計算器，及d) 清華大學二零一五年環境科學與工程學科畢業論文《中國城市供水系統能耗研究》計算得出。

| Scopes<br>範圍 | Activities<br>活動  |
|--------------|---|
| 1            | Direct emissions from the burning of fossil fuels <ul style="list-style-type: none"><li>The Group's cooking stoves</li><li>The Group's vehicles</li><li>The Group's air conditioning equipment</li></ul>  |
| 1            | 燃料燃燒產生的直接排放 <ul style="list-style-type: none"><li>集團的煮食爐</li><li>集團的車輛</li><li>集團的冷氣設備</li></ul>  |
| 2            | Energy indirect emissions from purchased electricity <ul style="list-style-type: none"><li>Purchased electricity</li></ul>  |
| 2            | 外購電力產生的間接能源排放 <ul style="list-style-type: none"><li>外購電力</li></ul>  |
| 3            | Other indirect emissions from outbound business trips, freshwater and wastewater treatment, and disposal of paper waste at landfill. <ul style="list-style-type: none"><li>Business trips by planes</li><li>Purchased water treatment</li></ul> |
| 3            | 包括外部商務公幹，食水與污水處理，堆填區廢紙處理而產生的其他間接排放 <ul style="list-style-type: none"><li>乘坐飛機外出公幹</li><li>外購水源處理</li></ul>  |

The Group attached great importance to greening the factory premises, aiming to reduce the adverse impact of the GHG. By the end of the Reporting Period, Jiangxi Partytime had planted 32 trees and utilized a solar power system in the factory premises to reduce carbon emissions. Realizing that our Scope 2 emissions from the purchased electricity constitutes the majority of our GHG emission, removing our reliance on purchased electricity from the grid and replacing it with clean energy played a significant role in reducing our Scope 2 emissions. During the Reporting Period, the solar power system in Jiangxi Partytime generated 232 MWh of electricity. Compared with the indirect energy emissions generated by purchased electricity, the solar power system in Jiangxi Partytime is able to reduce greenhouse gas emissions by approximately 199.2 tons of carbon dioxide equivalent.

On the other hand, our exhaust gas emissions stem from company vehicles and stationary combustion facilities, which generate direct air pollutants, including nitrogen oxides, sulfur oxides and particulate matter. During the Reporting Period, we owned and operated four vehicles, and the total travelled distance is 51,460 km. Our canteen operated two cooking stoves that consume liquefied petroleum gas (the “LPG”).

本集團非常重視綠化工廠廠房，旨在減少溫室氣體的不良影響。截至本報告期間末，江西派對已栽種32棵樹，並於廠房利用太陽能發電系統來減低碳排放。我們意識到我們大部分的溫室氣體排放均來自因購買電力而產生的範圍2排放，因此使用清潔能源取代購入電力，對我們減少範圍2的排放起重要作用。本報告期間，江西派對的太陽能發電系統發電量為232兆瓦時。相比購電產生的間接能源排放，江西派對的太陽能發電系統可減少溫室氣體排放約199.2噸二氧化碳當量。

另一方面，我們的廢氣排放主要來自公司車輛和固定燃燒設施直接產生的空氣污染物，包括氮氧化物、硫氧化物和顆粒物。本報告期間，我們擁有並使用四輛汽車，總行駛距離為51,460公里。我們的食堂配有兩個燃燒液化石油氣（「液化石油氣」）的煮食爐頭。

#### Air Pollutants 空氣污染物

|                    |      | Unit<br>單位 | FY 2020<br>2020財政年度 |
|--------------------|------|------------|---------------------|
| Nitrogen Oxides    | 氮氧化物 | kg 千克      | 75.26               |
| Sulfur Oxides      | 硫氧化物 | kg 千克      | 0.06                |
| Particulate Matter | 顆粒物  | kg 千克      | 3.52                |

In order to reduce the negative impact of exhaust gas and maintain good air quality, the Group strengthened the ventilation conditions in our factories by applying gas hoods to collect exhaust gas. For necessary business trips, we encourage the employees to use public transportation. Meanwhile, we actively arrange shuttle buses between administrative buildings, production plants and urban areas, so as to reduce the use of private vehicles.

為減少廢氣的負面影響並保持良好的空氣質素，本集團設置集氣罩抽走廢氣來加強工廠通風。我們鼓勵員工於必要的商務旅行期間使用公共交通工具，同時積極安排行政大樓、生產廠房和市區之間的穿梭巴士服務，以減少使用私人車輛。

#### Waste Management

##### Non-hazardous Waste

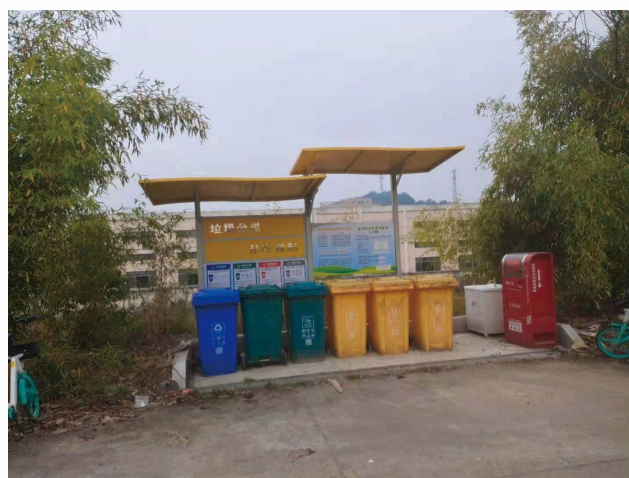
The Group's non-hazardous waste mainly derives from production waste, waste cartons and domestic waste. To systematically manage domestic waste, we posted a set of reminders that require our employees to dispose waste in accordance with specific classification guidelines in our offices and factory premises. The classified non-hazardous waste is subsequently collected and handled by a professional licensed agency on a daily basis. After the implementation of such practices, the daily amount of domestic garbage has been greatly reduced.

#### 廢棄物管理

##### 無害廢棄物

本集團的無害廢棄物主要來自生產廢料、廢紙箱以及生活垃圾。為有條理地管理生活垃圾，我們張貼了一系列提示，要求員工按照辦公室和廠區的特定分類指引處理垃圾。已分類的無害廢棄物將由專業的持牌機構每天收集及處理。自實施此安排後，每日的生活垃圾數量已大大減少。

Waste Classification Practices  
垃圾分類行動



The Group does not produce any industrial wastewater, and its wastewater is mainly domestic sewage. After simple treatment in the factories, the domestic sewage is drained via municipal pipelines to the local sewage plant for further purification.

To guarantee that the water quality meets the third-level requirements of the national standard, Integrated Wastewater Discharge Standard (GB 8978-1996), Jiangxi Partytime contracted a local environmental consultant to monitor the biochemical indicators of wastewater on an annual basis. During the Reporting Period, the Group also renovated its underground pipe network in factories, by adding customized pipes to collect rainwater, which directly flowed into domestic sewage before. This renovation is estimated to reduce 5,000 cubic meter of domestic wastewater per year.

**Hazardous Waste**

The Group's hazardous waste largely consists of oil drums and lubricating white oil for facility maintenance. As hazardous waste would have an irreversible adverse impact on the environment if handled inappropriately, we strictly complied with the relevant laws and regulations, and formulated the Hazardous Waste Disposal Agreement.

本集團沒有產生任何工業廢水，其廢水主要為生活污水。在工廠簡單處理後，生活污水經由市政管道排入當地的污水處理廠，作進一步淨化。

為確保水質符合國家《污水綜合排放標準》(GB 8978-1996)中的三級標準要求，江西派對與當地的環境顧問公司簽約，每年監測污水的生化指標。本報告期間，本集團亦翻新了其工廠的地下水管網絡，增加特別管道收集雨水，這些雨水以往會直接流入生活污水中，估計是項工程每年將減少5,000立方米生活污水。

**有害廢棄物**

集團的有害廢棄物主要包括油桶和用於保養設施的潤滑白油。如處理不當，有害廢棄物將對環境造成不可挽回的不良影響，因此我們嚴格遵守相關法律法規，並制定《危廢處理協議》。

According to the Agreement, hazardous waste will be temporarily and separately stored by the Group, and then properly collected and handled by a professional licensed recycling agency. In order to ensure the proper storage and transportation of hazardous waste, we implemented necessary safety measures such as anti-leakage, anti-scattering and anti-spillage quick tests.

根據協議，有害廢棄物將會由本集團暫時並單獨儲存，然後再交由專業的持牌回收機構作適當收集及處理。為確保正確儲存和運輸有害廢棄物，我們實施了必要的安全措施，如防洩漏、防散落和防溢出等快速測試。

## Resources Consumption

### Energy

Since the Group's establishment, we have been committed to becoming a responsible enterprise and endeavour to use resources effectively in our production and operation. Energy consumed by the Group includes electricity, petrol and the LPG, which are used for electronic appliances, company vehicles, and cooking stoves respectively. The Group has formulated and implemented energy efficiency improvement practices, as shown in the table below.

## 資源消耗

### 能源

自本集團成立以來，我們一直致力成為負責任的企業，並努力在生產和營運中有效利用能源。本集團消耗的能源包括電力、汽油和液化石油氣，分別用於電子設備、公司車輛和炊具。本集團已制定並實施改善能源效益的措施，詳列下表。

| Aspects<br>範疇    | Improvement Initiatives<br>改善措施  |
|------------------|--|
| Education<br>教育  | <ul style="list-style-type: none"> <li>Conduct rigorous pre-job training and assessments on environmental protection awareness</li> <li>Place stickers and bullet boards that relate to low-carbon lifestyle in offices and factories</li> <li>嚴格實施有關環保意識的崗前培訓與測評</li> <li>在辦公室與廠區放置有關低碳生活方式的貼紙與公告板</li> </ul>   |
| Regulation<br>規管 | <ul style="list-style-type: none"> <li>Limit the usage of air conditioners</li> <li>Turn off computers after work</li> <li>限制冷氣機的使用</li> <li>下班後關閉電腦</li> </ul>  |
| Hardware<br>硬件   | <ul style="list-style-type: none"> <li>Reduce personal printers, while change to public online printers</li> <li>Replace old and obsolete coolers in factories</li> <li>Introduce efficient electronic office systems and promote teleconference systems</li> <li>減少私人打印機，並採用公共線上打印機</li> <li>更換廠區老舊和過時的製冷設備</li> <li>引入高效的電子辦公系統，並推動電話會議系統</li> </ul> |

Through the aforementioned practices, the employees' awareness of energy conservation and environmental protection has increased. Our employees have also initiated and developed a low-carbon lifestyle such as turning off the lights, air conditioners, computers and printers after work, and taking stairs rather than elevators as much as possible. Meanwhile, the paperless office is getting more popular among our daily operations.

上述措施提高了員工環保節能的意識，並使其展開低碳生活模式，例如下班後關燈、空調、電腦和打印機，並盡量使用樓梯代替升降機。同時，無紙化辦公在我們的日常營運中亦日漸普及。

## Environmental, Social and Governance Report 環境、社會及管治報告

### Water

The water consumed by the Group is mainly used for production and daily operation. We did not encounter any issues in sourcing water.

The Group has implemented a number of water-saving measures to control the use of water resources. For example, during the Reporting Period, we posted water-saving notices in our kitchens, toilets and laundry rooms, requiring the employees to follow the principle of “turning off before leaving” when using faucets, so as to prohibit water dripping. Furthermore, for newly installed sinks, we switched from manual faucets to sensor faucets, aiming to save water in a more effective way. In factories, Yiwu Partytime also actively promoted the “Five Water Treatment” strategy published by the Government of Zhejiang Province, aiming to increase awareness and educate employees on water conservation methods in their daily lives.

### 用水

本集團的水消耗主要用於生產和日常營運，我們在購水方面沒有遇到任何問題。

本集團已實施多項節水措施以控制水資源的使用。如在本報告期間，我們於廚房、洗手間及洗衣房張貼了節水告示，要求員工使用水龍頭時需遵循「人走閘關」原則，以防滴水。此外，我們新安裝的水槽由手動式水龍頭改成感應式水龍頭，以更有效節水。義烏派對亦在其工廠積極推廣浙江省政府發佈的「五水共治」策略，以提高員工意識並教導他們在日常生活中節水的方法。

### Water Protection and Conservation Posters 水資源保護與節約海報



### Materials

The Group mainly consumes paper and plastic to support its daily operations and packaging material. At our office operations, the Group has developed the Purchasing and Recycling Log to track the consumption of office paper. Through the paperless and reuse practices, we achieved a considerable outcome on office paper reduction, which is a reduction in approximately 15,000 sheets purchased and an increase in roughly 19,000 secondary papers used when compared with last year.

### 材料

本集團消耗的紙張和塑膠主要來自日常營運及包裝材料。在我們的辦公室營運中，本集團制定了《購入及回收記錄》，以跟進辦公室紙張的消耗。我們成功透過無紙化和紙張再利用達到減少辦公室用紙的重要成果，與去年相比，我們減少購入約15,000張紙，增加使用約19,000張再造紙。

For the Group's packaging materials, finished products such as wigs and costumes are packaged by plastic and paper. The Group always strives to fulfil a more efficient consumption by reusing materials such as transit cartons, strengthening the research and development on new packaging materials, and reducing the use of hazardous materials. Looking ahead, we will actively apply a variety of non-toxic, harmless, safe and environmentally friendly materials to the product series.

本集團的成品如假髮和服裝等均使用塑膠和紙作為包裝材料。本集團致力透過重用運輸紙箱等材料、加強研發新包裝材料，以及減少使用有害材料來更有效地消耗包裝材料。展望未來，我們將積極在產品系列中使用各種無毒無害、安全和環保的材料。

### Climate Change

Climate change is no longer a distant topic, and each responsible corporate should take its impact under serious consideration. In eastern China, such as Shanghai and Zhejiang, the number and intensity of typhoons are increasing. The sea level has risen significantly. Extreme weather events such as drought, high temperature and heat waves have occurred more frequently. During summer, the aforementioned disaster may interrupt Yiwu Partytime's production processes and even cause economic losses if not handled appropriately. In order to mitigate and prevent the adverse impact of climate change on the Group's operations, we have specially established extreme weather guidelines.

### 氣候變化

氣候變化問題逼在眉睫，每個負責任的企業都應認真考慮其影響。在中國東部，如上海和浙江等地方，颱風數量及強度日益增加。海平面顯著上升，旱災、高溫及熱浪等極端天氣事件更趨頻密。上述災難有機會於夏季干擾義烏派對的生產進程，如處理不當將造成經濟損失。為減輕及防止氣候變化影響本集團的營運，我們特別制定了極端天氣指引。

#### Cases 個案

#### Instructions 指引

|                        |  |
|------------------------|--|
| Thunderstorm<br>雷電     | <ul style="list-style-type: none"> <li>• Close doors and windows</li> <li>• Avoid using electrical appliances without lightning protection measures</li> <li>• Keep away from electric wires and other similar metal devices</li> <li>• Reduce the use of fixed and mobile phones</li> <li>• 關閉門窗</li> <li>• 避免使用無防雷措施的電器</li> <li>• 遠離電線和其他類似金屬裝置</li> <li>• 減少使用固定電話和手提電話</li> </ul> |
| Earthquake<br>地震       | <ul style="list-style-type: none"> <li>• Hide under the desk with a bag to protect head while indoors</li> <li>• Keep away from buildings while outdoors</li> <li>• Carry out earthquake drills regularly</li> <li>• 在室內時應避於桌下並以書包保護頭部</li> <li>• 在室外時應遠離建築物</li> <li>• 定期進行防震演練</li> </ul>  |
| Tropical storm<br>熱帶風暴 | <ul style="list-style-type: none"> <li>• Pay attention to the weather forecast and make preparations</li> <li>• Pay attention to hygiene and epidemic prevention afterward</li> <li>• 注意收聽天氣預報並做好預防準備工作</li> <li>• 風暴過後注意衛生防疫</li> </ul>   |
| Typhoon<br>颱風          | <ul style="list-style-type: none"> <li>• Squat facing the wall and protect head while indoors</li> <li>• Move quickly to the opposite direction or sideways of typhoon while outdoors</li> <li>• 在室內時應面向牆壁蹲下並保護頭部</li> <li>• 在室外時應迅速向龍捲風前進的相反方向或者側向移動躲避</li> </ul>   |

**Cases  
個案**

**Instructions  
指引**

Flood  
洪水

- Transfer to high grounds when situations endanger the safety of factories
- Pay attention to hygiene and epidemic prevention afterward
- 當情況危及廠房安全時應轉移到高處
- 洪水過後注意衛生防疫

In the future, based on the Group's operation, we will continue to examine the possible negative impact of climate change in a comprehensive and rigorous manner to formulate corresponding preventive measures.

我們將在未來根據本集團的營運，繼續以全面而嚴格的方式研究氣候變化可能帶來的負面影響，以制定相應預防措施。

**COMMUNITY AND CHARITY**

Since its establishment, China Partytime has always committed to using its own industry advantages to help others and serve the community. The Group pays great attention to the livelihood and well-being of the community. We actively help the local enterprises expand their market, so as to revitalise the local economy. During the Reporting Period, we organised the Most Beautiful Chi'an in Yiwu, with an estimated input of RMB100,000 in 7 days. By relying on the internet celebrity base in our industrial park, using live streaming and short video platforms, as well as other internet marketing tools, we aimed to boost the local economy and promote the development of Chi'an's e-commerce industry.

**社區與慈善**

自成立以來，中國派對一直致力利用自身的行業優勢幫助他人並服務社區。本集團高度重視社區生計和福祉。我們積極幫助當地企業拓闊市場，以振興當地經濟。本報告期間，我們在義烏舉辦了為期約7天的「醉美赤岸」活動，總共投入約10萬元人民幣。透過我們工業園區中的網絡名人基地、現場直播，以及使用短片平台及其他互聯網營銷工具，我們旨在促進當地經濟以及中國電子商務行業的發展。

**the Most Beautiful Chi'an  
醉美赤岸**



We also hosted the first live broadcast event, named “Loves Between Sanjiang and Zhejiang”. By using popular online media channels, we helped the enterprises of Sanjiang County in Guangxi Zhuang Autonomous Region sell their special agricultural products such as tea leaves and oil, and promoted the development of the Sanjiang County’s agricultural industry, tourism industry and employment. Through this event, we also donated part of the sales profits to the less fortunate people in the Sanjiang County, aiming to improve their livelihoods and help them find a pathway out of poverty.

我們亦舉辦了首個現場直播活動，活動名為「情繫三江 浙邊有愛」。我們透過當下流行的網絡媒體渠道，幫助廣西壯族自治區三江縣的企業銷售其特色農產品如茶葉及茶油，促進三江縣的農業、旅遊業及就業發展。我們亦將是次活動中銷售所得的部分收益回饋給三江縣的貧困群眾，希望改善他們的生活，幫助他們擺脫貧窮。





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- Law of the People's Republic of China on Prevention and Control of Occupational Diseases
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- Regulation on Work-Related Injury Insurances
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僱傭與發展

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KPIS PERFORMANCE TABLE  
Environmental Area

關鍵績效指標表現數據表  
環境範疇

| KPIs                    |   | Unit   | FY2020 <sup>1</sup>       | FY2019       |
|-------------------------|---|--|---------------------------|--------------|
| 關鍵績效指標                  |   | 單位   | 2020<br>財政年度 <sup>1</sup> | 2019<br>財政年度 |
| Emissions<br>排放物        | NOx emissions<br>氮氧化物   | kg<br>千克   | 75.26                     | 78.00        |
|                         | SOx emissions<br>硫氧化物   | kg<br>千克   | 0.06                      | 0.06         |
|                         | PM emissions<br>顆粒物   | kg<br>千克   | 3.52                      | 4.00         |
|                         | Total wastewater discharged<br>總廢水排放                              | tons<br>噸  | 47,000                    | N/A<br>不適用   |
|                         | Total chemical oxygen demand<br>總化學需氧量                            | mg/L<br>毫克/升   | 25.10-27.50               | 25.10-27.50  |
|                         | Total suspended matter<br>總懸浮物                                    | mg/L<br>毫克/升   | 34.50-37.50               | 34.50-37.50  |
|                         | Total ammonia nitrogen<br>總氨氮                                     | mg/L<br>毫克/升   | 0.15-0.20                 | 0.15-0.20    |
|                         | Total animal and vegetable oils<br>總動植物油                          | mg/L<br>毫克/升   | 0.09-0.11                 | 0.09-0.11    |
|                         | pH<br>酸鹼度   | pH<br>酸鹼度  | 7.25-7.36                 | 7.25-7.38    |
| GHG Emissions<br>溫室氣體排放 | GHG emissions (Scope 1)<br>溫室氣體排放 (範圍1)                           | tCO <sub>2</sub> e-<br>每噸<br>二氧化碳當量                    | 19.15                     | 27.00        |
|                         | GHG emissions (Scope 2) <sup>2</sup><br>溫室氣體排放 (範圍2) <sup>2</sup> | tCO <sub>2</sub> e-<br>每噸<br>二氧化碳當量                    | 1,405.00                  | 640.00       |
|                         | GHG emissions (Scope 3) <sup>3</sup><br>溫室氣體排放 (範圍3) <sup>3</sup> | tCO <sub>2</sub> e-<br>每噸<br>二氧化碳當量                    | 13.02                     | 23.00        |
|                         | Total GHG emissions<br>總溫室氣體排放                                    | tCO <sub>2</sub> e-<br>每噸<br>二氧化碳當量                    | 1,437.18                  | 690.00       |
|                         | Total amount of tree planted<br>樹木栽植總數                            | item<br>棵  | 32.00                     | 20.00        |
|                         | GHG emission intensity<br>溫室氣體排放密度                                | tCO <sub>2</sub> e-/m <sup>2</sup><br>每噸二氧化碳<br>當量/平方米 | 0.02                      | 0.02         |

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| KPIs                         |  | Unit                          | FY2020 <sup>1</sup>       | FY2019                |
|------------------------------|--|-------------------------------|---------------------------|-----------------------|
| 關鍵績效指標                       |  | 單位                            | 2020<br>財政年度 <sup>1</sup> | 2019<br>財政年度          |
| Hazardous Waste<br>有害廢棄物     | Solid hazardous waste (oil drums)<br>固體有害廢棄物 (油桶)  | barrels<br>桶                  | 15.00                     | N/A<br>不適用            |
|                              | Liquid hazardous waste (lubricating while oil)<br>液體有害廢棄物 (潤滑白油)                                 | tons<br>噸                     | 0.16                      | N/A<br>不適用            |
|                              | Total hazardous waste<br>有害廢棄物總量   | tons<br>噸                     | 0.16                      | 0.19                  |
|                              | Intensity of hazardous waste<br>有害廢棄物密度  | tons/m <sup>2</sup><br>噸/平方米  | 0.00                      | 0.01                  |
| Non-hazardous Waste<br>無害廢棄物 | Domestic waste<br>生活垃圾   | tons<br>噸                     | 76.00                     | N/A<br>不適用            |
|                              | Paper<br>紙   | tons<br>噸                     | 3.55                      | N/A<br>不適用            |
|                              | Plastic<br>塑料  | tons<br>噸                     | 4.12                      | N/A<br>不適用            |
|                              | Fabric<br>邊角布料   | tons<br>噸                     | 3.78                      | N/A<br>不適用            |
|                              | Total non-hazardous waste<br>無害廢棄物總量   | tons<br>噸                     | 87.45                     | 95.00                 |
|                              | Intensity of non-hazardous waste<br>無害廢棄物密度  | tons/m <sup>2</sup><br>噸/平方米  | 0.00                      | 0.00                  |
| Resource and Energy<br>資源與能源 | Total energy consumption<br>能源消耗總量   | MWh<br>兆瓦時                    | 1,681.41                  | 1,300.71 <sup>4</sup> |
|                              | Direct energy consumption (fuel consumed by vehicles and cooking stove)<br>直接能源消耗 (車輛與煮食用具消耗的燃料) | MWh<br>兆瓦時                    | 59.76                     | 83.00                 |
|                              | Indirect energy consumption (purchased electricity)<br>間接能源消耗 (外購電力)                             | MWh<br>兆瓦時                    | 1,621.65                  | 1,217.71 <sup>4</sup> |
|                              | Energy consumption intensity<br>能源消耗密度   | MWh/m <sup>2</sup><br>兆瓦時/平方米 | 0.03                      | 0.03 <sup>4</sup>     |
|                              | Total electricity generation<br>電力生產總量   | MWh<br>兆瓦時                    | 232.00                    | N/A<br>不適用            |
|                              | Gasoline consumption<br>汽油消耗量  | L<br>公升                       | 1881.70                   | N/A<br>不適用            |
|                              | Diesel consumption<br>柴油消耗量  | L<br>公升                       | 2064.00                   | N/A<br>不適用            |
|                              | Liquefied petroleum gas consumption<br>液化石油氣消耗量  | kg<br>千克                      | 3052.00                   | N/A<br>不適用            |

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| KPIs                        |   | Unit                                      | FY2020 <sup>1</sup>       | FY2019       |
|-----------------------------|---|---|---------------------------|--------------|
| 關鍵績效指標                      |   | 單位  | 2020<br>財政年度 <sup>1</sup> | 2019<br>財政年度 |
| Water<br>水                  | Total water consumption<br>水消耗總量                              | m <sup>3</sup><br>立方米                     | 58,664.80                 | 42,704.00    |
|                             | Water consumption intensity<br>水消耗密度                          | m <sup>3</sup> /m <sup>2</sup><br>立方米/平方米 | 0.98                      | 1.07         |
| Packaging Materials<br>包裝材料 | Total packaging materials consumption<br>包裝材料消耗總量             | tons<br>噸                                 | 31.52                     | 38.00        |
|                             | Total plastic materials consumption<br>塑料包裝材料消耗總量             | tons<br>噸                                 | 19.94                     | 22.00        |
|                             | Plastic packaging material used per product<br>每件產品使用的塑料包裝材料量 | kg/item<br>千克/產品                          | 0.02                      | 0.01         |
|                             | Total paper materials consumption<br>紙包裝材料消耗總量                | tons<br>噸                                 | 11.57                     | 16           |
|                             | Paper packaging material used per product<br>每件產品使用的紙包裝材料量    | kg/item<br>千克/產品                          | 0.01                      | 0.01         |

### Remarks

- Unless otherwise specified, all figures are rounded to two decimal places.
- The emission factor used to calculate the Scope 2 CO<sub>2</sub> emission equivalent in 2020 is retrieved from "China Regional Grid Baseline Emission Factor of the 2019 Emission Reduction Project", while the emission factor used to calculate the Scope 2 CO<sub>2</sub> emission equivalent in 2019 is retrieved from "Average Carbon Dioxide Emission Factor of China's Regional Power Grids in 2011 and 2012". There is a discrepancy in the two-year emission figures due to the updated values of emission factors.
- The Scope 3 CO<sub>2</sub> emissions equivalent in 2020 includes business flights and purchased water treatment, while the Scope 3 CO<sub>2</sub> emissions equivalent in 2019 includes business flights, purchased water treatment and waste paper disposal in landfills. There is a discrepancy in the two-year emission figures due to the different scopes of calculation.
- This data is based on the statistics, verification, and recalculation of the Group's 2019 monthly statement of purchased electricity. The relevant information disclosed in the Group's 2019 ESG report shall be subject to this data.

### 備註

- 除非另有說明，所有數字均四捨五入至小數點後兩個位。
- 用於計算二零二零年範圍二的二氧化碳排放當量的排放因子來源為《2019年度減排項目中國區域電網基準線排放因子》，而用於計算二零一九年範圍二的二氧化碳排放當量的排放因子來源為《2011年和2012年中國區域電網平均二氧化碳排放因子》。由於排放因子更新，因此兩年的排放數值存在差異。
- 二零二零年排放的範圍三的二氧化碳排放當量包括商務飛行及外購水源處理，而二零一九年排放的範圍三的二氧化碳排放當量包括商務飛行，外購水源處理及堆填區廢紙處理。由於計算範疇不同，因此兩年的排放數值存在差異。
- 此數據基於本集團二零一九年外購電力月結單統計，核實，並重新計算得出，本集團於二零一九年ESG報告中披露的相關信息以此數據為準。

Social Area

社會範疇

| KPIs <sup>1</sup>   |   | Category                    | Unit           | FY2020 <sup>2</sup>       | FY2019       |
|---------------------|---|-----------------------------|----------------|---------------------------|--------------|
| 關鍵績效指標 <sup>1</sup> |   | 分類                          | 單位             | 2020<br>財政年度 <sup>2</sup> | 2019<br>財政年度 |
| Workforce<br>僱員總數   | Total workforce<br>僱員總數                     | —                           | person(s)<br>人 | 389                       | N/A<br>不適用   |
|                     | Workforce by gender<br>按性別劃分的僱員數            | Male<br>男                   | person(s)<br>人 | 189                       | N/A<br>不適用   |
|                     |   | Female<br>女                 | person(s)<br>人 | 200                       | N/A<br>不適用   |
|                     | Workforce by age group<br>按年齡組別劃分的僱員數       | >50                         | person(s)<br>人 | 22                        | N/A<br>不適用   |
|                     |   | 40-50                       | person(s)<br>人 | 48                        | N/A<br>不適用   |
|                     |   | 30-40                       | person(s)<br>人 | 114                       | N/A<br>不適用   |
|                     |   | <30                         | person(s)<br>人 | 205                       | N/A<br>不適用   |
|                     | Workforce by grade<br>按職稱劃分的僱員數             | C-level Management<br>董事會成員 | person(s)<br>人 | 6                         | N/A<br>不適用   |
|                     |   | Senior Management<br>高層管理僱員 | person(s)<br>人 | 4                         | N/A<br>不適用   |
|                     |   | Middle Management<br>中層管理僱員 | person(s)<br>人 | 106                       | N/A<br>不適用   |
|                     |   | General Staff<br>普通僱員       | person(s)<br>人 | 273                       | N/A<br>不適用   |
|                     | Workforce by employment type<br>按僱傭類型劃分的僱員數 | Full-time<br>全職             | person(s)<br>人 | 388                       | N/A<br>不適用   |
|                     |   | Part-time<br>兼職             | person(s)<br>人 | 1                         | N/A<br>不適用   |

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| KPIs <sup>1</sup>          | Category   | Unit                        | FY2020 <sup>2</sup>       | FY2019       |            |
|----------------------------|--|-----------------------------|---------------------------|--------------|------------|
| 關鍵績效指標 <sup>1</sup>        | 分類   | 單位                          | 2020<br>財政年度 <sup>2</sup> | 2019<br>財政年度 |            |
| Turnover Rate<br>僱員流失比率    | Total turnover rate<br>總流失比率                     | —                           | %                         | 13.37        | N/A<br>不適用 |
|                            | Turnover rate by gender<br>按性別劃分的流失比率            | Male<br>男                   | %                         | 11.64        | N/A<br>不適用 |
|                            |  | Female<br>女                 | %                         | 15.00        | N/A<br>不適用 |
|                            | Turnover rate by age group<br>按年齡組別劃分的流失比率       | >50                         | %                         | 0.00         | N/A<br>不適用 |
|                            |  | 40-50                       | %                         | 4.17         | N/A<br>不適用 |
|                            |  | 30-40                       | %                         | 7.02         | N/A<br>不適用 |
|                            |  | <30                         | %                         | 20.49        | N/A<br>不適用 |
|                            | Turnover rate by grade<br>按職稱劃分的流失比率             | C-level Management<br>董事會成員 | %                         | 0.00         | N/A<br>不適用 |
|                            |  | Senior Management<br>高層管理僱員 | %                         | 25.00        | N/A<br>不適用 |
|                            |  | Middle Management<br>中層管理僱員 | %                         | 1.89         | N/A<br>不適用 |
|                            |  | General Staff<br>普通僱員       | %                         | 17.95        | N/A<br>不適用 |
|                            | Turnover rate by employment type<br>按僱傭類型劃分的流失比率 | Full-time<br>全職             | %                         | 13.40        | N/A<br>不適用 |
|                            |  | Part-time<br>兼職             | %                         | 0.00         | N/A<br>不適用 |
| Health and Safety<br>健康與安全 | Work-related fatalities<br>因工亡故的案件               | —                           | case(s)<br>件              | 0            | 0          |
|                            | Work-related injuries<br>因工受傷的案件                 | —                           | case(s)<br>件              | 0            | 0          |
|                            | Lost days due to work injury<br>因工傷損失工作日數        | —                           | day(s)<br>日               | 0.00         | 0.00       |

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環境、社會及管治報告

| KPIs <sup>1</sup>   |  | Category                    | Unit     | FY2020 <sup>2</sup>       | FY2019       |
|---------------------|--|-----------------------------|----------|---------------------------|--------------|
| 關鍵績效指標 <sup>1</sup> |  | 分類                          | 單位       | 2020<br>財政年度 <sup>2</sup> | 2019<br>財政年度 |
| Training<br>培訓      | Percentage of employees trained by gender<br>按性別劃分的受訓僱員百分比 | Male<br>男                   | %        | 100.00                    | N/A<br>不適用   |
|                     |  | Female<br>女                 | %        | 100.00                    | N/A<br>不適用   |
|                     | Percentage of employees trained by grade<br>按職稱劃分的受訓僱員百分比  | C-level Management<br>董事會成員 | %        | 100.00                    | N/A<br>不適用   |
|                     |  | Senior Management<br>高層管理僱員 | %        | 100.00                    | N/A<br>不適用   |
|                     |  | Middle Management<br>中層管理僱員 | %        | 100.00                    | N/A<br>不適用   |
|                     |  | General Staff<br>普通僱員       | %        | 100.00                    | N/A<br>不適用   |
| Suppliers<br>供應商    | Number of suppliers by geographical region<br>按地區劃分的供應商數目  | Zhejiang Province<br>中國浙江省  | no.<br>間 | 77                        | N/A<br>不適用   |
|                     |  | Fujian Province<br>中國福建省    | no.<br>間 | 9                         | N/A<br>不適用   |
|                     |  | Guangdong Province<br>中國廣東省 | no.<br>間 | 3                         | N/A<br>不適用   |
|                     |  | Hebei Province<br>中國河北省     | no.<br>間 | 3                         | N/A<br>不適用   |
|                     |  | Henan Province<br>中國河南省     | no.<br>間 | 3                         | N/A<br>不適用   |
|                     |  | Jiangxi Province<br>中國江西省   | no.<br>間 | 3                         | N/A<br>不適用   |
|                     |  | Shanghai City<br>中國上海市      | no.<br>間 | 3                         | N/A<br>不適用   |
|                     |  | Anhui Province<br>中國安徽省     | no.<br>間 | 1                         | N/A<br>不適用   |

Remarks

1. The statistical scope of social KPIs includes Jiangxi Partytime only.
2. Unless otherwise specified, all figures are rounded to two decimal places.

備註

1. 社會範疇信息的統計範圍僅包括江西派對。
2. 除非另有說明，所有數字均四捨五入至小數點後兩個位。



HKEx CONTENT INDEX

聯交所內容索引

| Aspects, General Disclosures and KPIs | Description   | Relevant Chapter or Explanation  |
|---------------------------------------|---|--|
| 層面，一般披露及關鍵績效指標                        | 描述  | 相關章節或解釋  |
| A. Environmental                      |   |  |
| A. 環境                                 |   |  |
| Aspect A1: Emissions                  |   |  |
| 層面A1：排放物                              |   |  |
| General Disclosure                    | Information on:<br><br>(a) the policies; and<br><br>(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. | <ul style="list-style-type: none"> <li>Environment and Resource — Emission Control</li> <li>Laws and Regulations Table</li> </ul>                  |
| 一般披露                                  | 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：<br><br>(a) 政策；及<br><br>(b) 遵守對發行人有重大影響的相關法律及規例的資料。  | <ul style="list-style-type: none"> <li>環境與資源 — 排放控制</li> <li>法律法規列表</li> </ul>   |
| KPI A1.1                              | The types of emissions and respective emissions data.   | <ul style="list-style-type: none"> <li>Environment and Resource — Emission Control</li> <li>KPIs Performance Table — Environmental Area</li> </ul> |
| 關鍵績效指標A1.1                            | 排放物種類及相關排放數據。   | <ul style="list-style-type: none"> <li>環境與資源 — 排放控制</li> <li>關鍵績效指標表現數據表 — 環境範疇</li> </ul>   |
| KPI A1.2                              | Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).   | <ul style="list-style-type: none"> <li>Environment and Resource — Emission Control</li> <li>KPIs Performance Table — Environmental Area</li> </ul> |
| 關鍵績效指標A1.2                            | 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。   | <ul style="list-style-type: none"> <li>環境與資源 — 排放控制</li> <li>關鍵績效指標表現數據表 — 環境範疇</li> </ul>   |

| Aspects, General Disclosures and KPIs | Description  | Relevant Chapter or Explanation   |
|---------------------------------------|--|---|
| 層面，一般披露及關鍵績效指標                        | 描述   | 相關章節或解釋   |
| KPI A1.3                              | Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).                 | <ul style="list-style-type: none"> <li>Environment and Resource                             <ul style="list-style-type: none"> <li>Waste Management</li> <li>Hazardous Waste</li> </ul> </li> <li>KPIs Performance Table                             <ul style="list-style-type: none"> <li>Environmental Area</li> </ul> </li> </ul>     |
| 關鍵績效指標A1.3                            | 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)。  | <ul style="list-style-type: none"> <li>環境與資源                             <ul style="list-style-type: none"> <li>廢棄物管理</li> <li>有害廢棄物</li> </ul> </li> <li>關鍵績效指標表現數據表                             <ul style="list-style-type: none"> <li>環境範疇</li> </ul> </li> </ul>  |
| KPI A1.4                              | Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).             | <ul style="list-style-type: none"> <li>Environment and Resource                             <ul style="list-style-type: none"> <li>Waste Management</li> <li>Non-hazardous Waste</li> </ul> </li> <li>KPIs Performance Table                             <ul style="list-style-type: none"> <li>Environmental Area</li> </ul> </li> </ul> |
| 關鍵績效指標A1.4                            | 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)。  | <ul style="list-style-type: none"> <li>環境與資源                             <ul style="list-style-type: none"> <li>廢棄物管理</li> <li>無害廢棄物</li> </ul> </li> <li>關鍵績效指標表現數據表                             <ul style="list-style-type: none"> <li>環境範疇</li> </ul> </li> </ul>  |
| KPI A1.5                              | Description of emissions target(s) set and steps taken to achieve them.  | <ul style="list-style-type: none"> <li>Environment and Resource                             <ul style="list-style-type: none"> <li>Emission Control</li> </ul> </li> </ul>  |
| 關鍵績效指標A1.5                            | 描述所訂立的排放量目標及為達到這些目標所採取的步驟。   | <ul style="list-style-type: none"> <li>環境與資源                             <ul style="list-style-type: none"> <li>排放控制</li> </ul> </li> </ul>   |
| KPI A1.6                              | Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. | <ul style="list-style-type: none"> <li>Environment and Resource                             <ul style="list-style-type: none"> <li>Waste Management</li> </ul> </li> </ul>  |
| 關鍵績效指標A1.6                            | 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。   | <ul style="list-style-type: none"> <li>環境與資源                             <ul style="list-style-type: none"> <li>廢棄物管理</li> </ul> </li> </ul>  |

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| Aspects, General Disclosures and KPIs | Description   | Relevant Chapter or Explanation   |
|---------------------------------------|---|---|
| 層面，一般披露及關鍵績效指標                        | 描述  | 相關章節或解釋   |
| <b>Aspect A2: Use of Resources</b>    |   |   |
| <b>層面 A2：資源使用</b>                     |   |   |
| General Disclosure                    | Policies on the efficient use of resources, including energy, water and other raw materials.  | <ul style="list-style-type: none"> <li>Environment and Resource — Resources Consumption</li> </ul>  |
| 一般披露                                  | 有效使用資源(包括能源、水及其他原材料)的政策。  | <ul style="list-style-type: none"> <li>環境與資源 — 資源消耗</li> </ul>  |
| KPI A2.1                              | Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh) and intensity (e.g. per unit of production volume, per facility). | <ul style="list-style-type: none"> <li>KPIs Performance Table — Environmental Area</li> </ul>   |
| 關鍵績效指標 A2.1                           | 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)。  | <ul style="list-style-type: none"> <li>關鍵績效指標表現數據表 — 環境範疇</li> </ul>  |
| KPI A2.2                              | Water consumption in total and intensity (e.g. per unit of production volume, per facility).  | <ul style="list-style-type: none"> <li>KPIs Performance Table — Environmental Area</li> </ul>   |
| 關鍵績效指標 A2.2                           | 總耗水量及密度(如以每產量單位、每項設施計算)。  | <ul style="list-style-type: none"> <li>關鍵績效指標表現數據表 — 環境範疇</li> </ul>  |
| KPI A2.3                              | Description of energy use efficiency target(s) set and steps taken to achieve them.   | <ul style="list-style-type: none"> <li>Environment and Resource — Resources Consumption — Energy</li> </ul>   |
| 關鍵績效指標 A2.3                           | 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。   | <ul style="list-style-type: none"> <li>環境與資源 — 資源消耗 — 能源</li> </ul>   |
| KPI A2.4                              | Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.              | <ul style="list-style-type: none"> <li>Environment and Resource — Resources Consumption — Water</li> </ul>  |
| 關鍵績效指標 A2.4                           | 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。   | <ul style="list-style-type: none"> <li>環境與資源 — 資源消耗 — 用水</li> </ul>   |
| KPI A2.5                              | Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.  | <ul style="list-style-type: none"> <li>Environment and Resource — Resources Consumption — Materials</li> <li>KPIs Performance Table — Environmental Area</li> </ul> |
| 關鍵績效指標 A2.5                           | 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。  | <ul style="list-style-type: none"> <li>環境與資源 — 資源消耗 — 材料</li> <li>關鍵績效指標表現數據表 — 環境範疇</li> </ul>   |

| Aspects, General Disclosures and KPIs                   | Description  | Relevant Chapter or Explanation  |
|---|--|--|
| 層面，一般披露及關鍵績效指標  | 描述   | 相關章節或解釋  |
| <b>Aspect A3: The Environment and Natural Resources</b> |  |  |
| <b>層面A3：環境及天然資源</b>                                     |  |  |
| General Disclosure                                      | Policies on minimising the issuer's significant impact on the environment and natural resources.   | <ul style="list-style-type: none"> <li>Environment and Resource — Emission Control</li> <li>Environment and Resource — Waste Management</li> <li>Environment and Resource — Resources Consumption</li> </ul> |
| 一般披露  | 減低發行人對環境及天然資源造成重大影響的政策。  | <ul style="list-style-type: none"> <li>環境與資源 — 排放控制</li> <li>環境與資源 — 廢棄物管理</li> <li>環境與資源 — 資源消耗</li> </ul>  |
| KPI A3.1  | Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.                      | <ul style="list-style-type: none"> <li>Environment and Resource — Emission Control</li> <li>Environment and Resource — Waste Management</li> <li>Environment and Resource — Hazardous Waste</li> </ul>       |
| 關鍵績效指標 A3.1   | 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。  | <ul style="list-style-type: none"> <li>環境與資源 — 排放控制</li> <li>環境與資源 — 廢棄物管理</li> <li>環境與資源 — 有害廢棄物</li> </ul>   |
| <b>Aspect A4: Climate Change</b>                        |  |  |
| <b>層面A4：氣候變化</b>  |  |  |
| General Disclosure                                      | Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.             | <ul style="list-style-type: none"> <li>Environment and Resource — Climate Change</li> </ul>  |
| 一般披露  | 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。   | <ul style="list-style-type: none"> <li>環境與資源 — 氣候變化</li> </ul>   |
| KPI A4.1  | Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. | <ul style="list-style-type: none"> <li>Environment and Resource — Climate Change</li> </ul>  |
| 關鍵績效指標 A4.1   | 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。   | <ul style="list-style-type: none"> <li>環境與資源 — 氣候變化</li> </ul>   |

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| 層面，一般披露及關鍵績效指標                         | 描述  | 相關章節或解釋  |
| <b>B. Social</b>                       |   |  |
| <b>B. 社會</b>                           |   |  |
| <b>Employment and Labour Practices</b> |   |  |
| <b>僱傭及勞工常規</b>                         |   |  |
| <b>Aspect B1: Employment</b>           |   |  |
| <b>層面 B1：僱傭</b>                        |   |  |
| <b>General Disclosure</b>              | Information on:<br><br>(a) the policies; and<br><br>(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. | <ul style="list-style-type: none"> <li>• Employment and Development — Recruitment Practices</li> <li>• Laws and Regulations Table</li> </ul> |
| <b>一般披露</b>                            | 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：<br><br>(a) 政策；及<br><br>(b) 遵守對發行人有重大影響的相關法律及規例的資料。  | <ul style="list-style-type: none"> <li>• 僱傭與發展 — 招聘慣例</li> <li>• 法律法規列表</li> </ul>   |
| <b>KPI B1.1</b>                        | Total workforce by gender, employment type, age group and geographical region.  | <ul style="list-style-type: none"> <li>• KPIs Performance Table — Social Area</li> </ul>   |
| <b>關鍵績效指標 B1.1</b>                     | 按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。  | <ul style="list-style-type: none"> <li>• 關鍵績效指標表現數據表 — 社會範疇</li> </ul>   |
| <b>KPI B1.2</b>                        | Employee turnover rate by gender, age group and geographical region.  | <ul style="list-style-type: none"> <li>• KPIs Performance Table — Social Area</li> </ul>   |
| <b>關鍵績效指標 B1.2</b>                     | 按性別、年齡組別及地區劃分的僱員流失比率。   | <ul style="list-style-type: none"> <li>• 關鍵績效指標表現數據表 — 社會範疇</li> </ul>   |

| Aspects, General Disclosures and KPIs | Description   | Relevant Chapter or Explanation   |
|---------------------------------------|---|---|
| 層面，一般披露及關鍵績效指標                        | 描述  | 相關章節或解釋   |
| <b>Aspect B2: Health and Safety</b>   |   |   |
| <b>層面B2：健康與安全</b>                     |   |   |
| General Disclosure                    | Information on:<br>(a) the policies; and<br>(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. | <ul style="list-style-type: none"> <li>• Employment and Development — Occupational Health and Safety</li> <li>• Laws and Regulations Table</li> </ul> |
| 一般披露                                  | 有關提供安全工作環境及保障僱員避免職業性危害的：<br>(a) 政策；及<br>(b) 遵守對發行人有重大影響的相關法律及規例的資料。   | <ul style="list-style-type: none"> <li>• 僱傭與發展 — 職業健康與安全</li> <li>• 法律法規列表</li> </ul>   |
| KPI B2.1                              | Number and rate of work-related fatalities.   | <ul style="list-style-type: none"> <li>• KPIs Performance Table — Social Area</li> </ul>  |
| 關鍵績效指標B2.1                            | 因工亡故的人數及比率。   | <ul style="list-style-type: none"> <li>• 關鍵績效指標表現數據表 — 社會範疇</li> </ul>  |
| KPI B2.2                              | Lost days due to work injury.   | <ul style="list-style-type: none"> <li>• KPIs Performance Table — Social Area</li> </ul>  |
| 關鍵績效指標B2.2                            | 因工傷損失工作日數。  | <ul style="list-style-type: none"> <li>• 關鍵績效指標表現數據表 — 社會範疇</li> </ul>  |
| KPI B2.3                              | Description of occupational health and safety measures adopted, how they are implemented and monitored.   | <ul style="list-style-type: none"> <li>• Employment and Development — Occupational Health and Safety</li> </ul>                                       |
| 關鍵績效指標B2.3                            | 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。  | <ul style="list-style-type: none"> <li>• 僱傭與發展 — 職業健康與安全</li> </ul>   |

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| 層面，一般披露及關鍵績效指標                             | 描述   | 相關章節或解釋   |
| <b>Aspect B3: Development and Training</b> |  |   |
| <b>層面 B3：發展及培訓</b>                         |  |   |
| General Disclosure                         | Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.  | <ul style="list-style-type: none"> <li>Employment and Development — Employee Development</li> </ul>                                 |
| 一般披露                                       | 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。  | <ul style="list-style-type: none"> <li>僱傭與發展 — 員工發展</li> </ul>  |
| KPI B3.1                                   | The percentage of employees trained by gender and employee category (e.g. senior management, middle management).   | <ul style="list-style-type: none"> <li>KPIs Performance Table — Social Area</li> </ul>  |
| 關鍵績效指標 B3.1                                | 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。   | <ul style="list-style-type: none"> <li>關鍵績效指標表現數據表 — 社會範疇</li> </ul>  |
| KPI B3.2                                   | The average training hours completed per employee by gender and employee category.   | The Group is improving relevant policies and expects to start statistics in the next financial year.                                |
| 關鍵績效指標 B3.2                                | 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。  | 集團正在完善相關政策，預計下一財政年度開始統計。  |
| <b>Aspect B4: Labour Standards</b>         |  |   |
| <b>層面 B4：勞工準則</b>                          |  |   |
| General Disclosure                         | Information on:<br>(a) the policies; and<br>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. | <ul style="list-style-type: none"> <li>Employment and Development — Labour Standards</li> <li>Laws and Regulations Table</li> </ul> |
| 一般披露                                       | 有關防止童工或強制勞工的：<br>(a) 政策；及<br>(b) 遵守對發行人有重大影響的相關法律及規例的資料。   | <ul style="list-style-type: none"> <li>僱傭與發展 — 勞工標準</li> <li>法律法規列表</li> </ul>  |
| KPI B4.1                                   | Description of measures to review employment practices to avoid child and forced labour.   | <ul style="list-style-type: none"> <li>Employment and Development — Labour Standards</li> </ul>                                     |
| 關鍵績效指標 B4.1                                | 描述檢討招聘慣例的措施以避免童工及強制勞工。   | <ul style="list-style-type: none"> <li>僱傭與發展 — 勞工標準</li> </ul>  |
| KPI B4.2                                   | Description of steps taken to eliminate such practices when discovered.  | <ul style="list-style-type: none"> <li>Employment and Development — Labour Standards</li> </ul>                                     |
| 關鍵績效指標 B4.2                                | 描述在發現違規情況時消除有關情況所採取的步驟。  | <ul style="list-style-type: none"> <li>僱傭與發展 — 勞工標準</li> </ul>  |

| Aspects, General Disclosures and KPIs | Description   | Relevant Chapter or Explanation  |
|---------------------------------------|---|--|
| 層面，一般披露及關鍵績效指標                        | 描述  | 相關章節或解釋  |
| Operating Practices                   |   |  |
| 營運慣例                                  |   |  |
| Aspect B5: Supply Chain Management    |   |  |
| 層面B5：供應鏈管理                            |   |  |
| General Disclosure                    | Policies on managing environmental and social risks of the supply chain.  | <ul style="list-style-type: none"> <li>Product and Operation                             <ul style="list-style-type: none"> <li>Supply Chain Management</li> <li>Environmental and Social Risk Mitigation</li> </ul> </li> </ul> |
| 一般披露                                  | 管理供應鏈的環境及社會風險政策。  | <ul style="list-style-type: none"> <li>產品與營運                             <ul style="list-style-type: none"> <li>供應鏈管理</li> <li>降低環境及社會風險</li> </ul> </li> </ul>  |
| KPI B5.1                              | Number of suppliers by geographical region.   | <ul style="list-style-type: none"> <li>KPIs Performance Table                             <ul style="list-style-type: none"> <li>Social Area</li> </ul> </li> </ul>  |
| 關鍵績效指標 B5.1                           | 按地區劃分的供應商數目。  | <ul style="list-style-type: none"> <li>關鍵績效指標表現數據表                             <ul style="list-style-type: none"> <li>社會範疇</li> </ul> </li> </ul>  |
| KPI B5.2                              | Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. | <ul style="list-style-type: none"> <li>Product and Operation                             <ul style="list-style-type: none"> <li>Supply Chain Management</li> <li>Supplier Engagement</li> </ul> </li> </ul>                      |
| 關鍵績效指標 B5.2                           | 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法。   | <ul style="list-style-type: none"> <li>產品與營運                             <ul style="list-style-type: none"> <li>供應鏈管理</li> <li>供應商參與</li> </ul> </li> </ul>  |
| KPI B5.3                              | Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.                    | <ul style="list-style-type: none"> <li>Product and Operation                             <ul style="list-style-type: none"> <li>Supply Chain Management</li> <li>Environmental and Social Risk Mitigation</li> </ul> </li> </ul> |
| 關鍵績效指標 B5.3                           | 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。   | <ul style="list-style-type: none"> <li>產品與營運                             <ul style="list-style-type: none"> <li>供應鏈管理</li> <li>降低環境及社會風險</li> </ul> </li> </ul>  |



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| Aspects, General Disclosures and KPIs    | Description  | Relevant Chapter or Explanation  |
|--|--|--|
| 層面，一般披露及關鍵績效指標                           | 描述   | 相關章節或解釋  |
| KPI B5.4                                 | Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.  | <ul style="list-style-type: none"> <li>Product and Operation               <ul style="list-style-type: none"> <li>Supply Chain Management</li> <li>Environmental and Social Risk Mitigation</li> </ul> </li> </ul> |
| 關鍵績效指標B5.4                               | 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。   | <ul style="list-style-type: none"> <li>產品與營運               <ul style="list-style-type: none"> <li>供應鏈管理</li> <li>降低環境及社會風險</li> </ul> </li> </ul>  |
| <b>Aspect B6: Product Responsibility</b> |  |  |
| <b>層面 B6：產品責任</b>                        |  |  |
| General Disclosure                       | Information on: <ul style="list-style-type: none"> <li>(a) the policies; and</li> <li>(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.</li> </ul> | <ul style="list-style-type: none"> <li>Product and Operation               <ul style="list-style-type: none"> <li>Product Responsibility</li> </ul> </li> <li>Laws and Regulations Table</li> </ul>                |
| 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： <ul style="list-style-type: none"> <li>(a) 政策；及</li> <li>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</li> </ul>  | <ul style="list-style-type: none"> <li>產品與營運               <ul style="list-style-type: none"> <li>產品責任</li> </ul> </li> <li>法律法規列表</li> </ul>  |
| KPI B6.1                                 | Percentage of total products sold or shipped subject to recalls for safety and health reasons.   | <ul style="list-style-type: none"> <li>Product and Operation               <ul style="list-style-type: none"> <li>Product Responsibility</li> <li>Product Quality</li> </ul> </li> </ul>                           |
| 關鍵績效指標B6.1                               | 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。   | <ul style="list-style-type: none"> <li>產品與營運               <ul style="list-style-type: none"> <li>產品責任</li> <li>產品質素</li> </ul> </li> </ul>  |
| KPI B6.2                                 | Number of products and service related complaints received and how they are dealt with.  | <ul style="list-style-type: none"> <li>Product and Operation               <ul style="list-style-type: none"> <li>Product Responsibility</li> <li>Customer Satisfaction and Loyalty</li> </ul> </li> </ul>         |

| Aspects, General Disclosures and KPIs | Description   | Relevant Chapter or Explanation   |
|---------------------------------------|---|---|
| 層面，一般披露及關鍵績效指標                        | 描述  | 相關章節或解釋   |
| 關鍵績效指標 B6.2                           | 接獲關於產品及服務的投訴數目以及應對方法。   | <ul style="list-style-type: none"> <li>產品與營運 <ul style="list-style-type: none"> <li>產品責任</li> <li>顧客滿意度和忠誠度</li> </ul> </li> </ul>  |
| KPI B6.3                              | Description of practices relating to observing and protecting intellectual property rights.   | <ul style="list-style-type: none"> <li>Product and Operation <ul style="list-style-type: none"> <li>Product Responsibility</li> <li>Intellectual Property Rights</li> </ul> </li> </ul>                 |
| 關鍵績效指標 B6.3                           | 描述與維護及保障知識產權有關的慣例。  | <ul style="list-style-type: none"> <li>產品與營運 <ul style="list-style-type: none"> <li>產品責任</li> <li>知識產權</li> </ul> </li> </ul>   |
| KPI B6.4                              | Description of quality assurance process and recall procedures.   | <ul style="list-style-type: none"> <li>Product and Operation <ul style="list-style-type: none"> <li>Product Responsibility</li> <li>Product Quality</li> </ul> </li> </ul>                              |
| 關鍵績效指標 B6.4                           | 描述質量檢定過程及產品回收程序。  | <ul style="list-style-type: none"> <li>產品與營運 <ul style="list-style-type: none"> <li>產品責任</li> <li>產品質素</li> </ul> </li> </ul>   |
| KPI B6.5                              | Description of consumer data protection and privacy policies, how they are implemented and monitored.   | <ul style="list-style-type: none"> <li>Product and Operation <ul style="list-style-type: none"> <li>Business Ethics</li> <li>Privacy Protection</li> </ul> </li> </ul>                                  |
| 關鍵績效指標 B6.5                           | 描述消費者資料保障及私隱政策，以及相關執行及監察方法。   | <ul style="list-style-type: none"> <li>產品與營運 <ul style="list-style-type: none"> <li>商業道德</li> <li>私隱保護</li> </ul> </li> </ul>   |
| <b>Aspect B7: Anti-corruption</b>     |   |   |
| <b>層面 B7：反貪污</b>                      |   |   |
| General Disclosure                    | Information on: <ul style="list-style-type: none"> <li>(a) the policies; and</li> <li>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.</li> </ul> | <ul style="list-style-type: none"> <li>Product and Operation <ul style="list-style-type: none"> <li>Business Ethics</li> <li>Anti-Corruption</li> </ul> </li> <li>Laws and Regulations Table</li> </ul> |

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### 環境、社會及管治報告

| Aspects, General Disclosures and KPIs  | Description  | Relevant Chapter or Explanation   |
|--|--|---|
| 層面，一般披露及關鍵績效指標                         | 描述   | 相關章節或解釋   |
| 一般披露                                   | 有關防止賄賂、勒索、欺詐及洗黑錢的：<br>(a) 政策；及<br>(b) 遵守對發行人有重大影響的相關法律及規例的資料。  | <ul style="list-style-type: none"> <li>產品與營運 <ul style="list-style-type: none"> <li>商業道德</li> <li>反貪污</li> </ul> </li> <li>法律法規列表</li> </ul>                        |
| KPI B7.1                               | Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.                     | <ul style="list-style-type: none"> <li>Product and Operation <ul style="list-style-type: none"> <li>Business Ethics</li> <li>Anti-Corruption</li> </ul> </li> </ul> |
| 關鍵績效指標B7.1                             | 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。  | <ul style="list-style-type: none"> <li>產品與營運 <ul style="list-style-type: none"> <li>商業道德</li> <li>反貪污</li> </ul> </li> </ul>  |
| KPI B7.2                               | Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.   | <ul style="list-style-type: none"> <li>Product and Operation <ul style="list-style-type: none"> <li>Business Ethics</li> <li>Anti-Corruption</li> </ul> </li> </ul> |
| 關鍵績效指標B7.2                             | 描述防範措施及舉報程序，以及相關執行及監察方法。   | <ul style="list-style-type: none"> <li>產品與營運 <ul style="list-style-type: none"> <li>商業道德</li> <li>反貪污</li> </ul> </li> </ul>  |
| KPI B7.3                               | Description of anti-corruption training provided to directors and staff.   | The Group is improving relevant policies and expects to provide anti-corruption training in the next financial year.  |
| 關鍵績效指標B7.3                             | 描述向董事及員工提供的反貪污培訓。  | 集團正在完善相關政策，預計下一財政年度開始提供反貪污培訓。   |
| <b>Community</b>                       |  |   |
| <b>社區</b>                              |  |   |
| <b>Aspect B8: Community Investment</b> |  |   |
| <b>層面B8：社區投資</b>                       |  |   |
| General Disclosure                     | Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. | <ul style="list-style-type: none"> <li>Community and Charity</li> </ul>   |
| 一般披露                                   | 有關以社區參與來瞭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。  | <ul style="list-style-type: none"> <li>社區與慈善</li> </ul>   |
| KPI B8.1                               | Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).  | <ul style="list-style-type: none"> <li>Community and Charity</li> </ul>   |
| 關鍵績效指標B8.1                             | 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。  | <ul style="list-style-type: none"> <li>社區與慈善</li> </ul>   |
| KPI B8.2                               | Resources contributed (e.g. money or time) to the focus area.  | <ul style="list-style-type: none"> <li>Community and Charity</li> </ul>   |
| 關鍵績效指標B8.2                             | 在專注範疇所動用資源(如金錢或時間)。  | <ul style="list-style-type: none"> <li>社區與慈善</li> </ul>   |

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