



IN CONSTRUCTION HOLDINGS LIMITED
現恆建築控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立之有限公司)

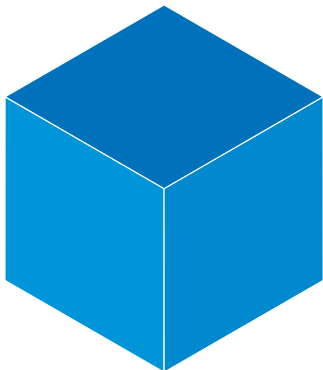
(Stock code 股份代號 : 1500)



2021

**Environmental, Social and
Governance Report**

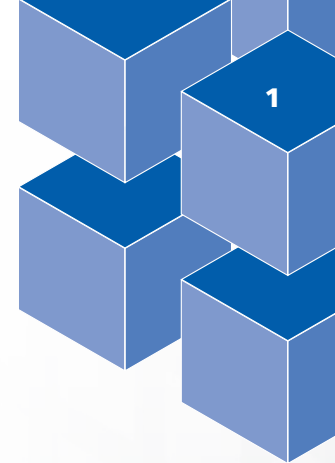
環境、社會及管治報告



Environmental, Social and Governance Report

環境、社會及管治報告

	<i>Page</i>
1. The Board Statement 董事會的話	2
2. Introduction 緒言	3
3. Sustainability Management 可持續管理	5
4. Stakeholder Engagement 持份者參與	9
5. Climate Change Initiatives 氣候變化倡議	11
6. Environmental Protection 環境保護	12
7. Employment and Labour Practices 僱傭及勞工常規	17
8. Supply Chain Management 供應鏈管理	21
9. Product Responsibility 產品責任	21
10. Anti-corruption 反貪污	22
11. Community Investment 社區投資	22
12. The Stock Exchange ESG Reporting Guide Requirements 聯交所環境、社會及管治報告指引要求	23



Environmental, Social and Governance Report (continued) 環境、社會及管治報告(續)

THE BOARD STATEMENT

The Board of Directors (the “Board”) of In Construction Holding Limited (the “Company”) and its subsidiaries (the “Group”) believes the management of sustainability is important in realizing the corporate vision and mission and leading to the continuous success of business. In this report, we present the Group’s achievement in sustainability management for the year from 1 April 2020 to 31 March 2021.

Despite the threats, uncertainties and potential risks that the Group has encountered during the outbreak of Cononavirus-19 (“COVID-19”) pandemic globally in the past year, we continuously deliver quality products and services to achieve customer satisfaction, and provide support to environmental protection and the community in which it operates to sustain our business development. The Group is committed to integrate environmental, social and governance and other sustainability factors into its operations, reduce the environmental impact from project development cycles, take the initiative in combating the climate change, and proactively promotes the implementation of green health.

Customers are important stakeholders of the Group. In the whole process of project development and management, driven by the commitment to good design, good materials, excellent quality and service, we develop effective solutions that keep pace with the customers’ demand for quality and safety, green and healthy.

The Group regards employees as the key value to sustain our business success. Our personnel management strives to build a satisfactory, efficient and value-creating team. We focus on recruitment and staff development, continue to improve the performance management system and refine qualitative and quantitative performance indicators to increase the breadth of performance evaluation to monitor employees to achieve higher performance and targets.

Lau Pak Man
Chairman of the Board of Directors

董事會的話

現恆建築控股有限公司(「本公司」)及其附屬公司(「本集團」)的董事會(「董事會」)認為，可持續管理對於實現企業願景和使命以及帶領業務持續成功至關重要。於本報告中，我們呈列本集團於2020年4月1日至2021年3月31日年度在可持續管理方面的成就。

儘管本集團於過去一年全球爆發2019冠狀病毒病(「COVID-19」)大流行期間面對各種威脅、不確定性和潛在風險，我們仍持續提供優質的產品和服務，以滿足客戶需求，並為環境保護和我們經營業務的社區提供支持，以維持我們的業務發展。本集團致力將環境、社會及管治以及其他可持續因素融入其業務營運，減少項目開發週期對環境的影響，主動應對氣候變化，並積極促進實施綠色健康。

客戶是本集團的重要持份者。我們在項目開發及管理的全過程中，秉承以優良設計，卓越品質及服務的承諾，制定有效的解決方案，以達至客戶對品質和安全、綠色及健康的需求。

本集團將員工視為維持我們業務成功的關鍵價值。我們的人員管理致力於建立一個滿意、高效和創造價值的團隊。我們專注於招聘和員工發展，繼續完善績效管理制度，細化定性定量的績效管理指標，以增加績效評估範圍幅度，推動員工實行更高的成就和目標。

董事會主席
劉伯文

Environmental, Social and Governance Report (continued) 環境、社會及管治報告 (續)

INTRODUCTION

The Group has prepared this Environmental, Social and Governance Report ('ESG Report') in accordance with the Environmental, Social and Governance Reporting Guide (the "Guide") set out in Appendix 27 of the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited issued by the Stock Exchange of Hong Kong Limited (the "Stock Exchange"), and has complied with "comply and explain" provision in the Listing Rules.

About this Report

1.0 Reporting Principles

The compilation process of this report follows the reporting principles suggested by the Guide, which include:

- **Materiality:** We evaluate the importance priorities of various sustainable development issues to the Group, thereby defining the disclosure focus of this report and providing accurate and detailed responses to the issues that stakeholders are most concerned about, and utilizing them as a reference basis for the Company to formulate sustainable development targets.
- **Quantitative:** the reported ESG performance is measurable and quantified.
- **Balance:** In addition to disclosing the Company's status in sustainable management, this report also discusses the Company's sustainable development challenges and future action plans.
- **Consistency:** Unless otherwise stated, the way the information collected and presented in this report is consistent with the previous year's practices to ensure information comparability.

2.0 Reporting Scope

The ESG Report covers the business and project sites operated by the Group in Hong Kong for the year from 1 April 2020 to 31 March 2021.

緒言

本集團根據香港聯合交易所有限公司(「聯交所」)頒佈的香港聯合交易所有限公司證券上市規則附錄27所載「環境、社會及管治報告指引」(「指引」)編製本環境、社會及管治報告(「ESG報告」)，並遵守上市規則「不遵守就解釋」條文。

關於本報告

1.0 匯報原則

本報告的編製過程遵循《指引》建議的匯報原則，當中包括：

- **重要性：**我們已評估各項可持續發展議題對本集團的重要程度，由此界定本報告的披露專注，為持份者最為關注的議題提供精準詳實的回應，並作為本公司制定可持續發展目標的參考依據。
- **量化：**報告的ESG績效為可衡量及量化。
- **平衡：**除了披露本公司在可持續管理工作的進展外，本報告亦討論本公司面對的可持續發展挑戰及未來的行動計劃。
- **一致性：**除非另有說明，本報告中的訊息採集及呈現形式與往年一致，以確保訊息的可比性。

2.0 匯報範圍

ESG報告涵蓋本集團於2020年4月1日至2021年3月31日期間在香港經營的業務及項目工地。

Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

INTRODUCTION (continued)

About this Report (continued)

3.0 Confirmation and Approval

This ESG report has been reviewed and approved by the Board of the Group.

4.0 Access of the Report

This report has been prepared in traditional Chinese and English versions. The electronic version of this report is available for downloading on the Group's website or the Stock Exchange's website (www.hkexnews.hk).

Contact us

If you have any comment or suggestion on this report, please contact us via below:

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緒言(續)

關於本報告(續)

3.0 確認及批准

本ESG報告已獲董事會審閱及批准。

4.0 報告獲取方式

本報告備有繁體中文和英文版本。本報告的電子版可於本集團網站或聯交所網站(www.hkexnews.hk)下載。

聯絡我們

如閣下對本報告有任何意見或建議，歡迎通過以下方式我們聯絡：

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百富中心26樓

電話：(852) 2576 0802

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Environmental, Social and Governance Report (continued) 環境、社會及管治報告 (續)

SUSTAINABILITY MANAGEMENT

The Board is responsible for sustainability management of the Company by setting strategic objectives, and formulating the Group's overall strategies and policies to ensure that the Company obtains necessary financial and other resources to achieve its targets. The Board is responsible for assessing and determining the environmental, social and governance risks, and ensuring that the relevant risk management and internal control systems are operating properly and effectively.

Sustainability Management Policy

The policy statements of the sustainability management are defined as follows:

- We are committed to proactively integrate environmental, social and governance and other sustainability factors into daily operations,
- We shall have carbon management in place to aim at reducing greenhouse gases (GHG) emissions arising from our project activities to combat climate change,
- We will incorporate environmental and social considerations by developing and employing green, healthy and sustainable building technologies.

ESG Working Group

The Safety Officers of the Group acts as ESG Working Group to be responsible for:

- Formulating the annual schedule and action plan, covering any action required to follow-up on the ESG report.
- regular reporting and making suggestions to the Board. In case of violation of ESG related laws and regulations, the Working Group shall promptly notify the Executive Directors of the Company, and the Company will appoint senior management personnel to supervise the related department(s) involved regularly.

可持續管理

董事會負責透過制定戰略目標對本公司進行可持續管理，並制定本集團的整體戰略和政策，以確保本公司獲得所需的財務和其他資源以實現其目標。董事會負責評估和釐定環境、社會和管治風險，並確保相關風險管理和內部監控制度妥善及有效運作。

可持續管理政策

可持續管理政策聲明界定如下：

- 我們致力在日常的營運中，積極融合可持續發展的環境、社會和管治因素，
- 我們建立碳管理制度，以減少我們的項目活動所產生的溫室氣體(GHG)排放，以應對氣候變化，
- 我們將通過開發和採用綠色、健康和可持續的建築技術融合環境和社會考慮因素。

ESG 工作小組

本集團安全主任作為ESG工作小組，負責：

- 制定年度安排及行動方案，包括ESG報告需要跟進的任何行動。
- 向董事會作出定期匯報及建議。倘若違反ESG相關法例及法規，工作小組需及時知會本公司的執行董事，及本公司將委任高級管理人員定期到相關部門進行監督。

Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

MATERIALITY ASSESSMENT

To ensure our sustainability report addresses topics that reflect the Group's key economic, environmental and social impacts, we have conducted a materiality assessment basis on various analyses and communications with stakeholders in 2020. We identify and compile the list under three categories shown in the below table.

重要性評估

為確保我們的可持續報告能應對反映本集團主要經濟、環境及社會影響的議題，我們於2020年基於各種分析及與持份者的溝通進行重要性評估。我們已識別及根據下表所示的三個類別編製列表。

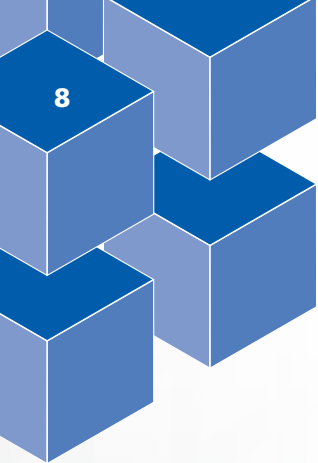
Materiality 重要性	Key Issues 關鍵議題	Actions 行動
Environmental 環境		
1. Climate Change 氣候變化	<ul style="list-style-type: none"> Impacts of climate change (including opportunities and risks) on the site projects 氣候變化對工地項目的影響(包括機遇及風險) 	Identify and manage the impacts, take actions to mitigate or address climate change 識別及管理影響，採取行動以緩解或應對氣候變化
2. Energy efficiency and renewable energy 能源效率及再生能源	<ul style="list-style-type: none"> Energy Consumption of the office and site projects 辦公室及工地項目的能源消耗 	Reduce energy consumption and improve energy efficiency of foundation and construction projects and operations 減少能源消耗並提高地基及建築項目及營運的能源效益
3. Greenhouse gas emissions 溫室氣體排放	<ul style="list-style-type: none"> Air pollutants and carbon emissions of the site projects 工地項目的空氣污染物及碳排放 	Reduce direct air pollutants and indirect carbon emissions from foundation and construction projects and operations 減少地基及建築項目及營運產生的直接空氣污染物及間接碳排放

Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

MATERIALITY ASSESSMENT (continued) 重要性評估(續)

Materiality 重要性	Key Issues 關鍵議題	Actions 行動
Social 社會		
4. Employee benefits 僱員福利	<ul style="list-style-type: none"> Compensation and benefits 薪酬和福利 Job satisfaction 工作滿意度 	Regular review of compensation and benefits of staff employment scheme to improve employee job satisfaction 定期審查僱員就業計劃的薪酬和待遇以提高僱員的工作滿意度
5. Training and development 培訓及發展	<ul style="list-style-type: none"> Training on skills and knowledge 技能和知識培訓 	Provide employees with training on skills and knowledge required for their job performance and development 為僱員提供有關其工作績效及發展所需的技能和知識培訓
6. Occupational health and safety 職業健康和安	<ul style="list-style-type: none"> Health and safety workplace 健康與安全工作場所 	Occupational health and safety management 職業健康與安全管理
Governance 管治		
7. Corporate and supply code of conduct 公司和供應商行為守則	<ul style="list-style-type: none"> Ethics 道德規範 Anti-Corruption 反貪污 	Establish code of conduct 建立行為守則
8. Green and sustainable supply chain 綠色和可持續供應鏈	<ul style="list-style-type: none"> Supply of materials 材料供應 Sub-contract out services 外判分包服務 	Incorporate environmental and social performance requirements and criteria into the supplier and sub-contractor selection process 將環境及社會績效要求及標準納入供應商及分包商的挑選程序內



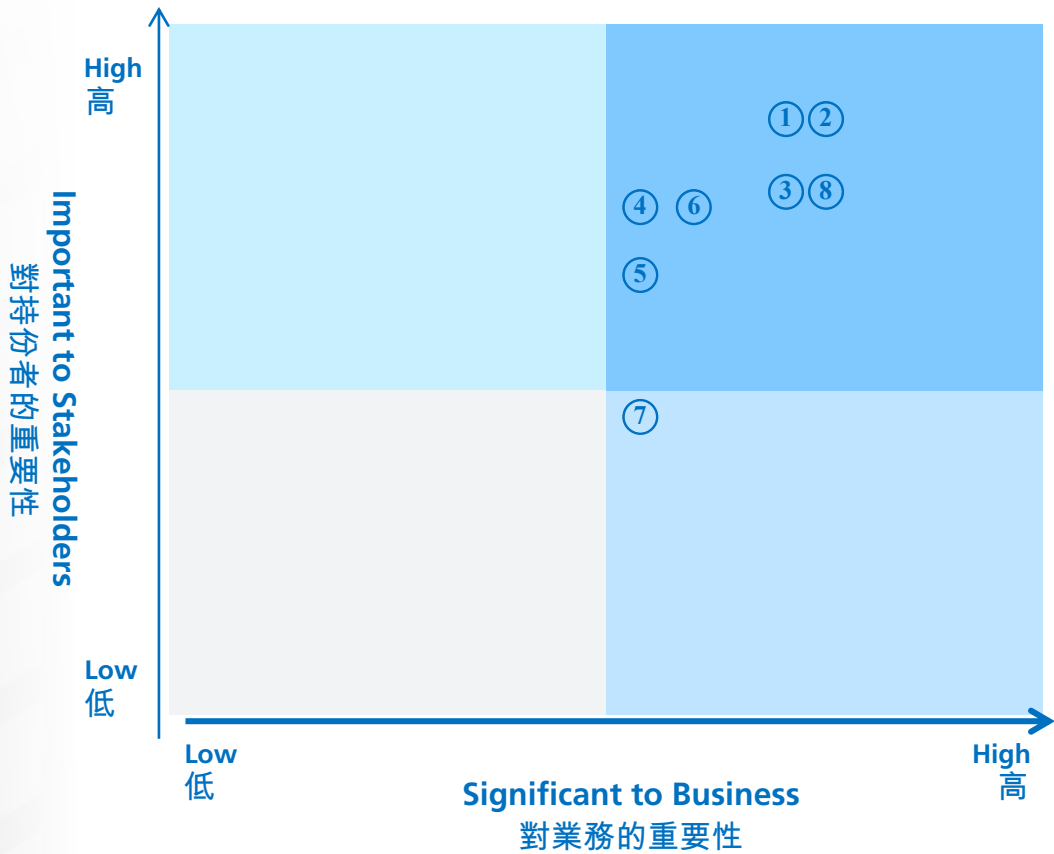
Environmental, Social and Governance Report (continued)
環境、社會及管治報告(續)

MATERIALITY ASSESSMENT (continued)
Materiality Matrix

The identified materiality as shown in the below table is prioritized in the following matrix:

重要性評估(續)
重要性矩陣

下表所示的已識別重要性已於下列矩陣按優先次序呈列：



Environmental, Social and Governance Report (continued) 環境、社會及管治報告(續)

STAKEHOLDER ENGAGEMENT

The Group envisages that a better understanding of stakeholders' needs, expectations and focus will enhance the Group to attain sustainable development in economic, environmental and social aspects. The Group has set up and maintained effective channels to communicate with its stakeholders, including government, investors, customers, employees, business partners, community and the public, and strives to balance their opinions and interests through effective communications.

The table below summarised the communication channels with our key stakeholders.

持份者參與

本集團期望，能夠更佳了解持份者的需求、期望及專注將可加強本集團於經濟、環境和社會方面實現可持續發展。本集團已建立並維持有效的渠道與其持份者溝通，包括政府、投資者、客戶、僱員、業務夥伴、社區和公眾，並透過有效的溝通致力平衡彼等的觀點和利益。

下表概述與我們的關鍵持份者的溝通渠道。

Stakeholders 持份者	Needs, expectations and focus 需求、期望及專注	Main Communication Channels 主要溝通渠道
Employees 僱員	<ul style="list-style-type: none"> Equal Opportunity 平等機會 Welfare protection 福利保障 Occupational health and safety 職業健康和安全 Career development 事業發展 Employee communication 員工溝通 	<ul style="list-style-type: none"> Job performance appraisal 工作績效評估 Department regular meetings 部門例會 Company gathering 公司聚會
Customers 客戶	<ul style="list-style-type: none"> Product and service quality 產品和服務質量 Handling of feedbacks and complaints 處理反饋及投訴 	<ul style="list-style-type: none"> Customer satisfaction surveys 客戶滿意度調查 Customer visits 客戶拜訪
Business partners 業務夥伴	<ul style="list-style-type: none"> Performance of contracts with integrity and mutual benefits 履行具有誠信和互惠互利的合約 	<ul style="list-style-type: none"> Letter of Intent 意向書 Agreement 協議

Environmental, Social and Governance Report (continued)
環境、社會及管治報告(續)**STAKEHOLDER ENGAGEMENT**
(continued)

持份者參與(續)

Stakeholders 持份者	Needs, expectations and focus 需求、期望及專注	Main Communication Channels 主要溝通渠道
Sub-contractors 分包商	<ul style="list-style-type: none"> Effective project management 有效的項目管理 Occupational health and safety 職業健康和安全 Ethical business practices 道德商業慣例 Vendor assessment criteria 供應商評估標準 	<ul style="list-style-type: none"> Letter of Intent 意向書 Agreement 協議 Regular sub-contractors assessment 定期分包商評估
Suppliers 供應商	<ul style="list-style-type: none"> Product and quality 產品與質量 Long term relationship 長遠關係 Ethical business practices 道德商業慣例 Vendor assessment criteria 供應商評估標準 	<ul style="list-style-type: none"> Purchase procedure 購買程序 Regular vendor assessment 定期供應商評估
Stakeholders/ Investors 持份者/投資者	<ul style="list-style-type: none"> Investment return 投資回報 Corporate strategy and governance 企業戰略及管治 	<ul style="list-style-type: none"> Company website 公司網站 Interim and annual reports 中期和年度報告 AGM, notices of meetings 股東週年大會, 大會通告 Announcements, circulars 公告, 通函
Community and public 社區及公眾	<ul style="list-style-type: none"> Environmental issues 環境問題 Community contribution 社區貢獻 	<ul style="list-style-type: none"> Corporate news 企業新聞 Volunteer work 義工工作 Sponsorships and donations 贊助和捐贈
Government 政府	<ul style="list-style-type: none"> Compliance with the law and regulations 遵守法例及法規 	<ul style="list-style-type: none"> Project site visits 項目實地考察 emails 電子郵件

Environmental, Social and Governance Report (continued) 環境、社會及管治報告(續)

STAKEHOLDER ENGAGEMENT (continued)

持份者參與(續)

Climate Change Initiatives

氣候變化倡議

The Group has identified the following significant climate related issues which have impacted and/or may impact on our project operations:

本集團已識別下列對我們的項目營運造成影響及／或可能造成影響的重大氣候相關事宜：

Physical risks 實體風險	
Acute physical risks 急性實體風險	weather-related events such as storms, floods, fires or heatwaves that cause damage to construction site facilities and operations. 對建築工地設施和營運造成損害的天氣相關事件，例如雷暴、水災、火災或熱浪。
Chronic physical risks 慢性實體風險	arising from longer-term changes in the climate change, such as changes in temperature, water availability, land and soil vulnerability and biodiversity loss. 由氣候變化的長期變化引致，例如氣溫變化、供水、土地和土壤的脆弱性以及生物多樣性減少。
Transition risks 轉型風險	
Policy risks 政策風險	due to increase in the price of fossil fuels for energy efficiency requirements. 由於能源效益要求令化石燃料價格上升。
Legal risks 法律風險	the risk of litigation because of failing to avoid or minimise the adverse impacts on the climate change. 由於未能避免或最大程度地減低對氣候變化的不利影響而引致的訴訟風險。
Market risks 市場風險	customers shift towards demand of green building technologies. 客戶轉向對綠色建築技術的需求。

Environmental, Social and Governance Report (continued)
環境、社會及管治報告(續)**ENVIRONMENTAL PROTECTION**

The Group has certified with ISO 9001:2015, ISO 14001:2004 and ISO 45001:2018 and were awarded the Bronze Award of the Considerate Contractors Site Award Scheme 2011. The Group is committed to the environmental protection policy with consistent and effective system approach.

A) Emissions

During the year, the total carbon emissions mainly from the Group's construction sites is reported in the below tables.

Total Greenhouse Gas Emissions in the Year

Emission	Item	Unit	Amount	Intensity (per HK\$' million project turnover payment) 密度 (每百萬港元項目 營業額付款)
排放物	項目	單位	數量	
GHG Emissions 溫室氣體排放	Scope 1 (Direct Emission) 範圍1(直接排放)	Tonnes CO ₂ e 噸二氧化碳當量	2,654	7
	Scope 2 (Energy Indirect Emission) 範圍2(能源間接排放)	Tonnes CO ₂ e 噸二氧化碳當量	520	1
	Total (Scope 1 & 2) 總計(範圍1及2)	Tonnes CO ₂ e 噸二氧化碳當量	3,174	8

Total Greenhouse Gas Emissions in last Year

Emission	Item	Unit	Amount	Intensity (per HK\$' million project turnover payment) 密度 (每百萬港元項目 營業額付款)
排放物	項目	單位	數量	
GHG Emissions 溫室氣體排放	Scope 1 (Direct Emission) 範圍1(直接排放)	Tonnes CO ₂ e 噸二氧化碳當量	4,447	11
	Scope 2 (Energy Indirect Emission) 範圍2(能源間接排放)	Tonnes CO ₂ e 噸二氧化碳當量	336	1
	Total (Scope 1 & 2) 總計(範圍1及2)	Tonnes CO ₂ e 噸二氧化碳當量	4,783	12

The calculation were based on the Reporting Guidance on Environmental key performance indicators ("KPIs") issued by the Stock Exchange.

Reference guide on each of carbon emission factors

Mobile combustion (Hong Kong): Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong.

環境保護

本集團已通過ISO 9001:2015、ISO 14001:2004和ISO 45001:2018認證，並榮獲2011年公德地盤嘉許計劃銅獎。本集團以貫徹有效制度致力實踐環保政策。

(A) 排放物

年內，主要來自本集團建築工地的碳排放總量於下表呈列。

年內溫室氣體排放總量

Emission	Item	Unit	Amount	Intensity (per HK\$' million project turnover payment) 密度 (每百萬港元項目 營業額付款)
排放物	項目	單位	數量	
GHG Emissions 溫室氣體排放	Scope 1 (Direct Emission) 範圍1(直接排放)	Tonnes CO ₂ e 噸二氧化碳當量	2,654	7
	Scope 2 (Energy Indirect Emission) 範圍2(能源間接排放)	Tonnes CO ₂ e 噸二氧化碳當量	520	1
	Total (Scope 1 & 2) 總計(範圍1及2)	Tonnes CO ₂ e 噸二氧化碳當量	3,174	8

去年溫室氣體排放總量

Emission	Item	Unit	Amount	Intensity (per HK\$' million project turnover payment) 密度 (每百萬港元項目 營業額付款)
排放物	項目	單位	數量	
GHG Emissions 溫室氣體排放	Scope 1 (Direct Emission) 範圍1(直接排放)	Tonnes CO ₂ e 噸二氧化碳當量	4,447	11
	Scope 2 (Energy Indirect Emission) 範圍2(能源間接排放)	Tonnes CO ₂ e 噸二氧化碳當量	336	1
	Total (Scope 1 & 2) 總計(範圍1及2)	Tonnes CO ₂ e 噸二氧化碳當量	4,783	12

根據聯交所頒佈之環境關鍵績效指標(「關鍵績效指標」)的報告指引計算。

各碳排放因素的參考指引

汽車燃燒(香港):《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》。

Environmental, Social and Governance Report (continued) 環境、社會及管治報告 (續)

ENVIRONMENTAL PROTECTION (continued)

(B) Waste

Waste is generated mainly from the disposal of materials from our construction sites. All wastes are non-hazardous and have been properly disposed. The total amount of waste generated is recorded in the below table.

Total Waste Produced in the Year

Waste	Item	Unit	Amount	Intensity (per HK\$' million project turnover payment) 密度 (每百萬港元項目 營業額付款)
排放物	項目	單位	數量	
Non-hazardous Waste 無害廢棄物	Solid Waste 固體廢棄物	Tonnes 噸	295	1
	Total 總計	Tonnes 噸	295	1

Total Waste Produced in last Year

Waste	Item	Unit	Amount	Intensity (per HK\$' million project turnover payment) 密度 (每百萬港元項目 營業額付款)
排放物	項目	單位	數量	
Non-hazardous Waste 無害廢棄物	Solid Waste 固體廢棄物	Tonnes 噸	306	1
	Total 總計	Tonnes 噸	306	1

環境保護 (續)

(B) 廢棄物

廢棄物主要來自處理我們建築工地的材料。所有廢棄物均為無害，並已妥善處理。所產生的廢棄物總量已記錄於下表。

年內所產生廢棄物總量

去年所產生廢棄物總量

Environmental, Social and Governance Report (continued)**環境、社會及管治報告(續)****ENVIRONMENTAL PROTECTION
(continued)****(C) Use of Resources**

The Group regulates and conducts training to our office employees, construction and sub-contractors' workers of our project sites to implement resources management to maximize the benefits in environmental protection and energy efficiency.

Total Resource Consumption in the Year

Resource Category	Unit	Amount	Intensity (per HK\$' million project turnover payment) 密度 (每百萬港元項目 營業額付款)
資源類別	單位	數量	
Electricity 電力	KWh 千瓦時	414,209	1,093
Diesel 柴油	Litres 升	1,015,454	2,679
Water 水	m ³ 立方米	12,619	33

Total Resource Consumption in last Year

Resource Category	Unit	Amount	Intensity (per HK\$' million project turnover payment) 密度 (每百萬港元項目 營業額付款)
資源類別	單位	數量	
Electricity 電力	KWh 千瓦時	472,979	1,201
Diesel 柴油	Litres 升	1,701,410	4,319
Water 水	m ³ 立方米	31,501	80

環境保護(續)**(C) 資源使用**

本集團對辦公室僱員、項目工地的建築和分包商的工人進行規範和培訓，以實施資源管理，以最大程度地提高環保和能源效益。

年內資源消耗總量**去年資源消耗總量**

Environmental, Social and Governance Report (continued) 環境、社會及管治報告(續)

ENVIRONMENTAL PROTECTION (continued)

(D) The Environment and Natural Resources

The Group realizes the importance of environmental awareness of resources protection and utilization to reduce wastes and sustain continuous development. The Group takes initiative to incorporate sustainability design and construction methods with mitigation measures to enhance environmental protection by avoiding and reducing waste generation, reusing and recycling as well as reducing carbon emission from the beginning stage of project tendering.

In order to enhancing environmental protection throughout all the operations of offices and projects, the Group has put much efforts into protecting the environment and used energy in the most efficient and cost effective manner. In order to reduce various types of waste, such as metal and iron, wood and concrete generated during construction operations, the Group has closely monitored the use of building material to minimize waste at source. Procedures are set up for recording and checking waste collection to avoid the production of unnecessary waste at the construction sites.

環境保護(續)

(D) 環境及天然資源

本集團意識到資源保護及使用以達致減廢及維持持續發展的環保意識的重要性。本集團自項目招標初期主動將可持續的設計和施工方法與緩解措施結合，透過避免和減少產生廢物、重用和回收及減少碳排放，以加強對環境的保護。

為於辦公室及項目的所有營運過程中加強環境保護，本集團已投放更多資源以保護環境，並使用最具能源效益及成本效益的方式使用能源。為減少各類廢棄物，例如於建築施工過程中產生的金屬和鐵、木材和混凝土，本集團一直密切監控建築材料的使用，以盡力達致源頭減廢。本集團已設立記錄和檢查廢棄物收集的程序，以避免在建築工地產生不必要的廢棄物。

Environmental, Social and Governance Report (continued)**環境、社會及管治報告(續)****ENVIRONMENTAL PROTECTION
(continued)****(D) The Environment and Natural Resources
(continued)**

The Group is also committed to promoting various recycling activities throughout its managed construction sites and office. Construction inert waste is disposed to public fill or other project sites for reuse, and non-inert waste is reused and recycled by qualified waste collectors. Water used for generator cool down is collected and held for recycling for road cleaning, greening and dust prevention in our construction sites. Wastewater treatment plant is adopted for treating wastewater on site to avoid water to discharge out of site and to recycle for use within site, The Group always promotes and encourages staff to switch off idle machineries to avoid energy wastage and greenhouse gas emission, and reduce paper usage with the aid of electronic records and collect the used paper for recycling. The Group has conducted regular air monitoring for Total Suspended Particulates and noise monitoring for construction noise levels around the sites to ensure compliance with the prescribed standards. Throughout our operations, we comply with environmental protection requirements, such as applicable environmental legislation and BEAM Plus Scheme. During the review period, the Group did not have any major environmental pollution or administrative penalty incidents in relation to waste, and did not violate any laws and regulation in relation to emissions.

環境保護(續)**(D) 環境及天然資源(續)**

本集團亦致力於管理建築工地和辦公室時促進各種回收活動。惰性建築廢物倒入公眾填料或其他項目工地以供回收重用，非惰性廢物由合資格廢物收集商重用及循環使用。用於冷卻發電機的水會被收集及保存，以用於建築工地進行道路清潔、綠化和防塵。本集團設有廢水處理系統處理工地的廢水，以防止廢水流出工地並於工地內循環再用。本集團一直促使和鼓勵員工關閉閒置的機器，以免浪費能源和減少溫室氣體排放，減少用紙並以電子記錄替代，並收集已使用的紙張以進行回收。本集團定期對工地四周的總懸浮粒子進行空氣監控，及對建築噪音聲水平進行噪音監控，以確保符合規定標準。於營運過程中，我們遵守環保規定，例如適用的環境法規和綠建環評計劃。於回顧期間，本集團並無任何與廢棄物有關的重大環境污染或行政處罰事件，亦無違反任何與排放物有關的法例及法規。

Environmental, Social and Governance Report (continued) 環境、社會及管治報告(續)

SOCIAL MANAGEMENT

Employment and Labour Practices

We consider employees as our valuable assets, in order to attract, develop and retain qualified employees; the Group is committed to offering equal opportunity employment and professional development to all employees and onsite staff.

As at 31 March 2021, the Group had 41 direct employees and approximately 196 sub-contractors employees. Below is a table of the Group's workforce by employment type, gender and age group.

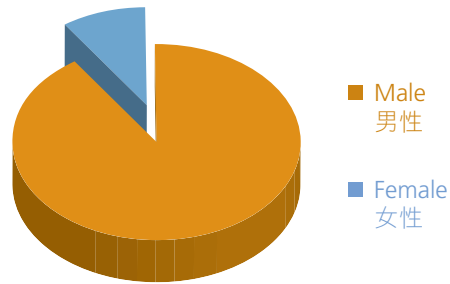
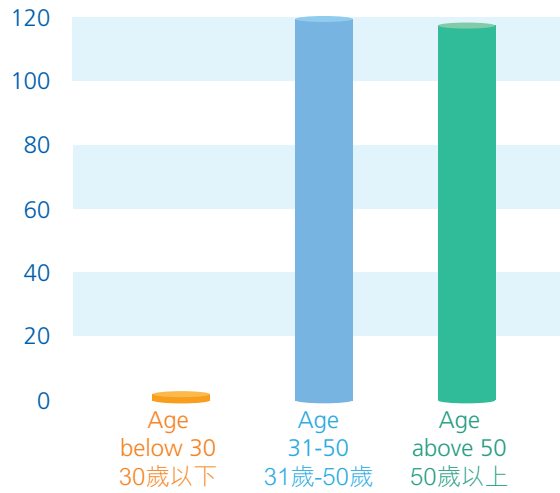
社會管理

僱傭及勞工常規

我們將員工視為我們的寶貴資產，以吸引、發展和挽留合資格僱員；本集團致力為全體僱員及工地員工提供平等的就業機會和職業發展。

於2021年3月31日，本集團擁有41名直屬僱員和約196名分包商僱員。下表為本集團按僱傭類別、性別和年齡組別劃分的僱員。

Workforce by employment type, gender and age group 按僱傭類型、性別和年齡組別劃分的僱員					
	Direct Employees 直屬僱員		Sub-contractors' Employees 分包商僱員		Total 總計
	Male 男性	Female 女性	Male 男性	Female 女性	
Age 30 or Below 30歲或以下	1	0	0	0	1
Age 31-50 31歲-50歲	16	5	88	10	119
Age 51 or Above 51歲或以上	13	6	98	0	117
Total 總計	30	11	186	10	237

Environmental, Social and Governance Report (continued)
環境、社會及管治報告(續)**SOCIAL MANAGEMENT (continued)**
Employment and Labour Practices (continued)社會管理(續)
僱傭及勞工常規(續)**Employment by Gender**
按性別劃分的僱員**Employment by Age**
按年齡劃分的僱員

Environmental, Social and Governance Report (continued) 環境、社會及管治報告 (續)

SOCIAL MANAGEMENT (continued) Employment and Labour Standards

The Group is committed to equal opportunity employment, however, gender diversity is always challenging to our practices, especially for the employment of construction sites workforce. During the year, over 90% are male employees; of which over 90% is in the age category of 31-50 or above. The Group do not employ child nor forced labours and require our suppliers and sub-contractors to comply with the same standards and requirements.

In comparing to the prevailing offers in the market, the Company Management reviews employment scheme regularly to ensure it is competitive and effective in attracting and maintaining qualified employees. In addition, the Management of the Company conducts annual job appraisal of all employees and review compensation and benefits packages, including annual leave, sick leave, maternity leave, overtime allowance, mandatory provident fund, and discretionary bonus to align them with rewards of employees' good performance.

Health and Safety

The Group is committed to providing a safe and healthy working environment to all employees and onsite staff. The Company Management provides clear guidelines to all employees and closely monitors them to comply with all the safety and health requirements of work. Safety and health care trainings are provided from time to time for newcomers and the related personnel at all the construction sites. The Safety Officer conducts onsite inspection regularly to ensure all the measures and controls are effectively implemented. During the year under review, no work related fatalities was recorded.

社會管理 (續) 僱傭及勞工準則

本集團致力於平等就業機會，然而，性別多樣性一直對我們的做法構成挑戰，尤其是僱用建築工地僱員方面。年內，超過90%為男性僱員；其中90%以上的年齡組別為31歲至50歲或以上。本集團並無僱用童工或強制勞工，並要求我們的供應商和分包商遵守相同的標準和規定。

與市場上的現行待遇相比，本公司管理層定期審查僱傭計劃，以確保具有競爭力及有效吸引和維持合資格僱員。此外，本公司管理層對所有僱員進行年度工作評估，並審查薪酬和福利待遇，包括年假、病假、產假、加班津貼、強積金計劃和酌情花紅，使其與僱員的良好績效獎勵相符。

健康與安全

本集團致力於全體僱員和工地員工提供安全健康的工作環境。本公司管理層為全體僱員提供明確的指引，並進行嚴格監控，以遵守所有的工作安全和健康規定。於所有建築工地會不時為新入職和相關人員提供安全和保健培訓。安全主任會定期進行現場檢查，以確保有效實施所有措施和監控。於回顧年度，並無錄得工作相關死亡個案。

Occupational Health and Safety 職業健康與安全

Work related fatalities 工作相關死亡	0 case 0宗	0%
Lost days due to work injury 因工傷損失工作日數	0 case 0宗	0 day 0天

Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

SOCIAL MANAGEMENT (continued)

Health and Safety (continued)

In response to the outbreak of COVID-19 pandemic in the year, the Group has adopted a series of preventive measures, including daily temperature checking for employees and visitors, distributing and wearing of surgical masks, cleansing of hands by alcoholic dispensers, cleaning of offices and construction sites, and the set-up channel for case reporting. All workers are required to present a negative test result from the previous two weeks before entering into our sites for work and to be tested for COVID-19 every 14 days on job. They are also encouraged to take COVID-19 vaccines to prevent from infection.

Development and Training

As an on-going and annual basis, all the workers of our construction sites have attended one hour induction training and half hour monthly training on the information of safety and safety training on the use of different machineries and toolbox.

In addition to providing safety and job oriented training to employees, the Group recognises knowledge and skills of employees are vital to their job performance and development. The Group is keen on arranging employees to attend appropriate training from time to time to improve their job performance as well as enhance development of their potential talents and skills.

社會管理(續)

健康與安全(續)

為應對年內爆發COVID-19大流行，本集團已採取一系列預防措施，包括每天為僱員和訪客檢測體溫、分派和佩戴外科口罩、用酒精消毒噴霧清洗雙手、清潔辦公室和建築工地，以及設立案件匯報渠道。於進入我們的工地進行工作之前，所有工人必須出示兩週前的陰性測試結果，並於每工作14天進行一次COVID-19檢測。公司亦鼓勵員工注射COVID-19疫苗以防止感染。

發展及培訓

按持續和年度基準，我們的建築工地的所有工人已就使用不同的機械和工具的安全資訊和安全培訓參加一小時的入職培訓和每月半小時的培訓。

除向僱員提供安全和工作主導培訓外，本集團認為僱員的知識和技能對他們的工作績效和發展至關重要。本集團不時安排僱員參加適當的培訓以改善工作表現並提升其潛能和技能的發展。

Environmental, Social and Governance Report (continued) 環境、社會及管治報告 (續)

SOCIAL MANAGEMENT (continued) Operating Practices

Supply Chain Management

The Group evaluates and selects qualified suppliers and sub-contractors to provide material, products and services to ensure they are met with our end clients' standards and requirements of purchase. Based on terms and conditions set up between the suppliers and subcontractors, the Management of the Company conducts annual reviews on their performance of daily operations to identify deviations and continuous improvement in achieving quality supply and work.

We work closely with sub-contractors and communicate our management requirements and obligations with documented instructions and guidelines for safety and health management, including report on work injuries and cooperating with the follow up investigation and rectification. The Group considers fair, long term and stable development with suppliers and sub-contractors is vital to the success and sustainability of the Group.

During the year, the Group cooperates with approximately 6 major suppliers and 10 major sub-contractors.

Product Responsibility

The Group considers customer satisfaction is a key factor to the success of project management. The Group strives to understand and integrate customers' needs into our architectural design and planning of construction sites management.

The Group has continuously improved customer communication, customer satisfaction surveys and interdepartmental collaboration at all stages of project management, and actively response to meet customer needs for delivery of quality products and services. The Group is committed to creating product solutions to assure a safety and healthy, green and sustainable environment during the stages of construction and building.

The Group is committed to complying with the confidentiality rules and regulations. Other than carrying out the required work, customers' information is prohibited to use without their prior consent.

社會管理 (續) 營運慣例

供應鏈管理

本集團評估及挑選合資格供應商和分包商提供材料、產品和服務，以確保他們符合我們最終客戶的購買標準和規定。根據供應商和分包商之間制定的條款和條件，本公司管理層對他們的日常營運表現進行年度評審，識別其工作中的偏差以確實其在達到優質供應和工作上的持續改善。

我們與分包商緊密合作，透過有關安全與健康管理的書面指示和指引傳達我們的管理要求和責任，包括工傷報告及就跟進調查和補救提供協助。本集團認為與供應商及分包商的公平、長遠及穩定的發展對本集團的成功及可持續發展至關重要。

年內，本集團與約6名主要供應商及10名主要分包商合作。

產品責任

本集團認為客戶滿意度是項目管理成功的關鍵因素。本集團致力了解客戶的需求，並將其結合於我們的建築設計和建築工地管理規劃內。

本集團於項目管理的各個階段均不斷改善客戶溝通、客戶滿意度調查及部門間合作，並積極回應以滿足客戶對交付優質產品和服務的需求。本集團致力創造產品解決方案，以確保於施工和建造期間的安全和健康、綠色和可持續的環境。

本集團致力遵守保密規則和規例。除進行必要的工作外，未經客戶事先許可，禁止使用客戶的資料。

Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

SOCIAL MANAGEMENT (continued)

Anti-Corruption

The Group has set up corporate governance policies and code of conduct for good practices of all personnel in concern of anti-corruption, business gifts and entertainment, conflict of interest, data protection and confidentiality. The Group has a whistle-blowing procedure by which a channel is provided for all employees to raise their concerns or report any suspected breach of the code. All reports are handled by the Management of the Company, and they are treated confidentially to protect employees from retaliation. During the year under review, no cases of corruption were reported within the Group.

Community Investment

The Group is committed to corporate social responsibility with a vision of giving back to community. We strive to serve the community by actively participating in community services, charitable sponsorships, education programs and environmental protection initiatives and corporate volunteer activities.

Our Contributions to the Community

In 2015, the Group had made a considerably vast sum of cash donation to the Community Chest of Hong Kong. In recent years, the Group encourages our staff to participate in a diverse range of charitable events and volunteer work to serve those in need including elderly, children and disabled of the community.

社會管理(續)

反貪污

本集團已制定公司管治政策和行為守則，作為全體人員在反貪污、商務禮品和招待、利益衝突、數據保護和保密方面的良好做法。本集團設有舉報程序，為全體僱員提供就任何涉嫌違反守則舉報或匯報的渠道。所有報告均由本公司管理層處理，並且均屬機密以保護員工免受報復。於回顧年度，集團內並無任何貪污案件的報告的案例。

社區投資

本集團致力履行企業社會責任，並以回饋社區為己任。我們透過積極參與社區服務、慈善贊助、教育計劃及環保倡議和企業義工活動，致力為社區服務。

我們對社區的貢獻

於2015年，本集團向香港公益金作出大額現金捐款。近年，本集團鼓勵員工參與各種慈善活動和義工活動，為社會上的長者、兒童和殘疾人士等有需要人士提供服務。

Environmental, Social and Governance Report (continued)
環境、社會及管治報告 (續)

REFERENCE – THE STOCK EXCHANGE ESG REPORTING GUIDE
REQUIREMENTS

參考－聯交所環境、社會及管治報告指引要求

KPIs	The Stock Exchange ESG Reporting Guide Requirements	Page No.
關鍵績效指標	聯交所ESG報告指引要求	頁碼
A. Environmental 環境		
A1	Emissions 排放物	
General disclosure 一般披露	Information on: a) the policies, and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料	p.12
KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emission data 排放物種類及相關排放數據	p.12
KPI A1.2 關鍵績效指標A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility) 溫室氣體排放總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)	p.12
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility) 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)	NA 不適用
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility) 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)	p.13
KPI A1.5 關鍵績效指標A1.5	Description of measures to mitigate emissions and results achieved 描述減低排放量的措施及所得成果	p.12
KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiative and results achieved 描述處理有害及無害廢棄物的方法、減廢計劃及所得成果	p.13

Environmental, Social and Governance Report (continued)
環境、社會及管治報告(續)**REFERENCE – THE STOCK EXCHANGE ESG REPORTING GUIDE REQUIREMENTS (continued)**

參考－聯交所環境、社會及管治報告指引要求(續)

KPIs	The Stock Exchange ESG Reporting Guide Requirements	Page No.
關鍵績效指標	聯交所ESG報告指引要求	頁碼
A2	Use of Resources 資源使用	
General disclosure 一般披露	Policies on efficient use of resources, including energy, water and other raw materials 有效使用資源(包括能源、水及其他原材料)的政策	p.14
KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil in total kWh in '000s) and intensity (e.g. per unit of production volume, per facility) 按類型劃分的直接及/或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)	p.14
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility) 總耗水量及密度(如以每產量單位、每項設施計算)	p.14
KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency initiatives and results achieved 描述能源使用效益計劃及所得成果	p.14
KPI A2.4 關鍵績效指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved 描述求取適用水源上可有任何問題、以及提升用水效益計劃及所得成果	p.14
KPI A2.5 關鍵績效指標A2.5	Total packing material used for finished products (in tonnes) and, if applicable, with reference to per unit produced 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量	N/A 不適用
A3	The Environment and natural resources 環境及天然資源	
General disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources 減低發行人對環境及天然資源造成重大影響的政策	p.15
KPI A3.1 關鍵績效指標A3.1	Description of the significant impacts of activities on the environment and natural resources and actions taken to manage them 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動	p.15

Environmental, Social and Governance Report (continued)
環境、社會及管治報告 (續)

REFERENCE – THE STOCK EXCHANGE ESG REPORTING GUIDE REQUIREMENTS (continued)

參考－聯交所環境、社會及管治報告指引要求 (續)

KPIs	The Stock Exchange ESG Reporting Guide Requirements	Page No.
關鍵績效指標	聯交所ESG報告指引要求	頁碼
Social Aspects 社會層面		
B1	Employment 僱傭	
General disclosure 一般披露	Information on: the policies, and 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 and discrimination, and other benefits and welfare 有關： 薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的政策；及遵守對發行人有重大影響的相關法律及規例的資料	p.17
KPI B1.1 關鍵績效指標B1.1	Total workers by gender, employment type, age group and geographical region 按性別、僱傭類型、年齡組別及地區劃分的僱員總數	p17
KPI B1.2 關鍵績效指標B1.2	Employee turnover rate by gender, age group and geographical region 按性別、年齡組別及地區劃分的僱員流失比率	The Group's turnover rate is low and insignificant 本集團之流失比率低及不重大
B2	Health and Safety 健康與安全	
General disclosure 一般披露	Information on: the policies, and compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards 有關： 提供安全工作環境及保障僱員避免職業性危害的政策；及遵守對發行人有重大影響的相關法律及規例的資料	p.19
KPI B2.1 關鍵績效指標B2.1	Number and rate of work-related fatalities 因工亡故的人數及比率	p.19
KPI B2.2 關鍵績效指標B2.2	Lost day due to work injury 因工傷損失工作日數	p.19
KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted; how they are implemented and monitored 描述所採納的職業健康與安全措施，以及相關執行及監察方法	p.19

Environmental, Social and Governance Report (continued)
環境、社會及管治報告(續)**REFERENCE – THE STOCK EXCHANGE ESG REPORTING GUIDE REQUIREMENTS (continued)**

參考－聯交所環境、社會及管治報告指引要求(續)

KPIs	The Stock Exchange ESG Reporting Guide Requirements	Page No.
關鍵績效指標	聯交所ESG報告指引要求	頁碼
B3	Development and Training 發展及培訓	
General disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動	p.20
KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management) 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比	The Group focus on on-the-job training 本集團著重於在職培訓
KPI B3.2 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category 按性別及僱員類別劃分，每名僱員完成受訓的平均時數	p.20
B4	Labour Standards 勞工準則	
General disclosure 一般披露	Information on: the policies, and compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour 有關： 防止童工或強制勞工的政策；及遵守對發行人有重大影響的相關法律及規例的資料	p.19
KPI B4.1 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labour 描述檢討招聘慣例的措施以避免童工及強制勞工	p.19
KPI B4.2 關鍵績效指標B4.2	Description of steps taken to eliminate such practices when discovered 描述在發現違規情況時消除有關情況所採取的步驟	p.19

Environmental, Social and Governance Report (continued)
環境、社會及管治報告 (續)

REFERENCE – THE STOCK EXCHANGE ESG REPORTING GUIDE REQUIREMENTS (continued)

參考 – 聯交所環境、社會及管治報告指引要求 (續)

KPIs	The Stock Exchange ESG Reporting Guide Requirements	Page No.
關鍵績效指標	聯交所ESG報告指引要求	頁碼
B5	Supply Chain Management 供應鏈管理	
General disclosure 一般披露	Policies on managing environmental and social risks of the supply chain 管理供應鏈的環境及社會風險政策	p.21
KPI B5.1 關鍵績效指標B5.1	Number of suppliers by geographical region 按地區劃分的供應商數目	p.21
KPI B5.2 關鍵績效指標B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法	p.21
B6	Product Responsibility 產品責任	
General disclosure 一般披露	Information on: The policies, and 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 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政策；及遵守對發行人有重大影響的相關法律及規例的資料	p.21
KPI B6.1 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls to safety and health reasons 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	p.21
KPI B6.2 關鍵績效指標B6.2	Number of products and service related complaints received and how they are dealt with 接獲關於產品及服務的投訴數目以及應對方法	p.21
KPI B6.3 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights 描述與維護及保障知識產權有關的慣例	p.21
KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedure 描述質量檢定過程及產品回收程序	p.21
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored 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	p.21

Environmental, Social and Governance Report (continued)
環境、社會及管治報告(續)**REFERENCE – THE STOCK EXCHANGE ESG REPORTING GUIDE REQUIREMENTS (continued)**

參考－聯交所環境、社會及管治報告指引要求(續)

KPIs	The Stock Exchange ESG Reporting Guide Requirements	Page No.
關鍵績效指標	聯交所ESG報告指引要求	頁碼
B7	Anti-corruption 反貪污	
General disclosure 一般披露	Information on: The policies, and compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering 有關：防止賄賂、勒索、欺詐及洗黑錢的政策；及遵守對發行人有重大影響的相關法律及規例的資料	p.22
KPI B7.1 關鍵績效指標B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果	p.22
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored 描述防範措施及舉報程序，以及相關執行及監察方法	p.22
B8	Community Investment 社區投資	
General disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策	p.22
KPI B8.1 關鍵績效指標B8.1	Focus of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport) 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)	p.22
KPI B8.2 關鍵績效指標B8.2	Resources contributed (e.g. money or time) to the focus area 在專注範疇所動用資源(如金錢或時間)	p.22

