

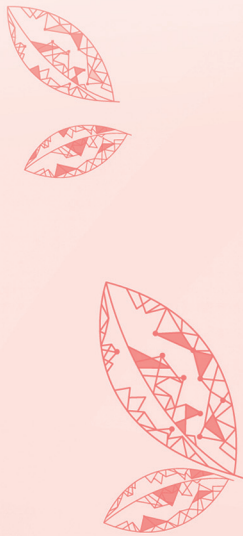


Doumob

豆盟科技有限公司

(Incorporated in the Cayman Islands with limited liability)

Stock Code: 1917



2020
ENVIRONMENTAL,
SOCIAL AND
GOVERNANCE REPORT

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



CONTENTS

ABOUT THIS REPORT	2
INTRODUCTION	2
STAKEHOLDERS ENGAGEMENT AND MATERIALITY ASSESSMENT	3
ESG GOVERNANCE	5
A. ENVIRONMENTAL ASPECTS	6
A1. EMISSIONS	6
A2. USE OF RESOURCES	8
A3. THE ENVIRONMENT AND NATURAL RESOURCES	8
B. SOCIAL ASPECTS	9
B1. EMPLOYMENT	9
B2. HEALTH AND SAFETY	10
B3. DEVELOPMENT AND TRAINING	11
B4. LABOUR STANDARDS	11
B5. SUPPLY CHAIN MANAGEMENT	12
B6. PRODUCT RESPONSIBILITY	12
B7. ANTI-CORRUPTION	12
B8. COMMUNITY INVESTMENT	12
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING INDEX	13

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



ABOUT THIS REPORT

Doumob (the “Company”), together with its subsidiaries (collectively the “Group”), is pleased to present this Report to provide an overview of the Group’s management on significant issues affecting the operation, and the performance of the Group in terms of environmental and social aspects. This Report is prepared by our Group with the professional assistance of APAC Compliance Consultancy and Internal Control Services Limited.

Preparation Basis and Scope

This Report is prepared in accordance with Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) (the “Listing Rules”) — “Environmental, Social and Governance Reporting Guide” and has complied with “comply or explain” provision in the Listing Rules.

This Report summarises the performance of the Group in respect of corporate environmental and social responsibility, covering its operating activities which are considered as material by the Group — (i) provision of online advertising services; and (ii) provision of online sales services in the People’s Republic of China (the “PRC”). With the aim to optimise and improve the disclosure requirements in the Report, the Group has taken initiative to formulate policies, record relevant data as well as implement and monitor measures. This Report shall be published both in Chinese and English on the website of the Company and the Stock Exchange. Should there be any discrepancy between the Chinese and the English versions, the English version shall prevail.

Reporting Period

This Report demonstrates our sustainability initiatives during the reporting period from 1 January 2020 to 31 December 2020.

Contact Information

The Group welcomes your comments and suggestions on this Report for our sustainability initiatives. Please contact us with contact details (including name, address, telephone number and email address) by post to our office, 40/F, Dah Shing Financial Centre, No. 248, Queen’s Road East, Wanchai, Hong Kong.

INTRODUCTION

Doumob is an operator of innovative performance-based interactive advertising platform and service provider of integrated marketing solutions of public and private domains in the PRC. Our proprietary advertising platform and technologies provide advertisers with targeted advertising services and provide media publishers with systematic traffic monetizing solutions. Our vision is to empower media publishers of all sizes to unlock their value, and to empower all enterprises to achieve marketing integration of public and private domains.

In 2020, we continued to promote product upgradation, committed to building a programmatic mobile advertising platform and marketing cloud products following an “empowering” business model characterized by both social and economic values. Leveraging on our proprietary advertising business platform which directly connects advertisers with media publishers, we provided advertisers with targeted advertising services to optimize their mobile advertisements and achieve their objectives of acquiring revenue-generating users.

Sustainable development is an integral part of the Group’s business strategy in order to achieve business excellence and to enhance capabilities for long-term competitiveness. We are committed to operating in an economically, socially and environmentally sustainable manner, while balancing the interests of our various stakeholders and fostering a positive impact on the society. Our sustainability strategy is based on the compliance with the applicable legal requirements, principle of sustainability and opinions from stakeholders. We have established and implemented various policies to manage and monitor the risks related to the environment, employment, operating practices and community. Details of the management approaches to sustainable development of different areas are illustrated in this Report.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



STAKEHOLDERS ENGAGEMENT AND MATERIALITY ASSESSMENT

The Group understands that the success of the Group's business depends on the support from its key stakeholders, mainly including our employees, customers, suppliers, business partners, shareholders, the government and, in a broad sense, the community. It allows the Group to understand risks and opportunities. The Group will continue to ensure effective communication and maintain good relationship with each of its key stakeholders.

Stakeholders are prioritised from time to time in view of the Group's roles and duties, strategic plan and business initiatives. The Group engages with its stakeholders to develop mutually beneficial relationships and to seek their views on its business proposals and initiatives as well as to promote sustainability in the marketplace, workplace, community and environment.

The Group acknowledges the importance of intelligence gained from the stakeholders' insights, inquiries and continuous interest in the Group's business activities. The Group has identified key stakeholders that are important to our business and established various channels for communication. The following table provides an overview of the Group's key stakeholders, and various platforms and methods of communication are used to reach, listen and respond.

Stakeholders	Expectations	Engagement channels
Government bodies/ regulatory bodies	<ul style="list-style-type: none"> — Compliance with the applicable laws and regulations — Proper tax payment — Promote regional economic development and employment 	<ul style="list-style-type: none"> — On-site inspections and checks — Research and discussion through work conferences, work reports preparation and submission for approval in the PRC — Annual and interim reports — Company website
Shareholders/ Investors	<ul style="list-style-type: none"> — Low risk portfolio — Return on the investment — Information disclosure and transparency — Protection of interests and fair treatment of shareholders 	<ul style="list-style-type: none"> — Annual general meeting and other shareholder meetings — Annual reports and announcements — Newsletter — Meeting with investors — Websites of the Company and the Stock Exchange
Employees	<ul style="list-style-type: none"> — Safeguard the rights and interests of employees — Working environment — Career development opportunities — Self-actualization — Occupational health and safety 	<ul style="list-style-type: none"> — Meetings and conferences — Trainings, seminars and briefing sessions — Entertainment — Intranet, emails, circulars and manuals — Physical examination
Customers	<ul style="list-style-type: none"> — Safe and high-quality products — Stable relationship — Information transparency — Integrity — Business ethics 	<ul style="list-style-type: none"> — Company website, brochures and annual reports — Emails and customer service hotlines — Feedback forms

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



Stakeholders	Expectations	Engagement channels
Suppliers/ Partners	<ul style="list-style-type: none"> — Long-term partnerships — Honest cooperation — Fair and open — Information resources sharing — Risk reduction 	<ul style="list-style-type: none"> — Business meetings, supplier conferences, phone calls and interviews — Review and assessments
Peers/Industry Associations	<ul style="list-style-type: none"> — Experience sharing — Fair competition 	<ul style="list-style-type: none"> — Industry conferences — Site visits
Financial Institutions	<ul style="list-style-type: none"> — Compliance with the applicable law and regulations — Information disclosures 	<ul style="list-style-type: none"> — Consulting — Information disclosures — Reports — Communication through relationship manager
Media	<ul style="list-style-type: none"> — Transparent information — Communication with medias 	<ul style="list-style-type: none"> — Company website — Media conferences
Public and Communities	<ul style="list-style-type: none"> — Career opportunities — Community involvement — Environmental responsibilities — Social responsibilities 	<ul style="list-style-type: none"> — Volunteering — Charity and social investments — Annual reports and announcements

Through general communication with stakeholders, the Group understands the expectations and concerns from stakeholders. The feedbacks obtained allow the Group to make more informed decisions, and to better assess and manage the resulting impact.

The Group has adopted the principle of materiality in the ESG reporting by understanding the key ESG issues that are important to the business of the Group. All the key ESG issues and key performance indicators (KPIs) are reported in the Report according to the recommendations of the ESG Reporting Guide (Appendix 27 of the Listing Rules) and the Global Reporting Initiative (GRI) Guidelines.

The Group has evaluated the materiality and importance in ESG aspects through the following steps:

Step 1: Identification — Industry Benchmarking

- Relevant ESG areas were identified through the review of relevant ESG reports of the local and international industry peers.
- The materiality of each ESG areas was determined based on the importance of each ESG area to the Group through internal discussion of the management and the recommendation of ESG Reporting Guide (Appendix 27 of the Listing Rules).

Step 2: Prioritization — Stakeholder Engagement

- The Group discussed with key stakeholders on key ESG areas identified above to ensure that all the key aspects were covered.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



Step 3: Validation — Determining Material Issues

- Based on the discussion with key stakeholders and internal discussion among the management, the Group's management ensured that all the key and material ESG areas, which were important to the business development, were reported and in compliance with ESG Reporting Guide.

As a result of this process carried out in 2020, those important ESG areas to the Group were discussed in this Report.

ESG GOVERNANCE

Board's oversight of ESG issues

Board's overall vision and strategy in managing ESG issues

The board of directors ("Board") has a primary role in overseeing the management of the Group's sustainability issues. During the year, the Board and the ESG Working Group spent significant time in evaluating the impacts of ESG-related risks of our operation and formulating relevant policies in dealing with the risks. The oversight of the Board is to ensure that the management can have all the right tools and resources to oversee the ESG issues in the context of strategy and long-term value creation.

To demonstrate our commitment to transparency and accountability, our Group has established an ESG Working Group which has clear terms of reference that set out the powers delegated to it by the Board. We highly value the opinions of each stakeholder and treat them as the cornerstone for the development of the Group. During the reporting period, the ESG Working Group consisted of the Board, Chief Financial Officer (CFO), Human Resource Director, Investor Relations Senior Manager, and Administrative Manager.

The ESG Working Group is primarily responsible for reviewing and supervising the ESG process and risk management of the Group. Different ESG issues are reviewed by the ESG Working Group at the regular meetings, which are held twice a year. During the reporting period, the ESG Working Group and the management reviewed the governance and different ESG issues.

Board's ESG management approach and strategy for material ESG-related issues

In order to better understand the opinions and expectations of different stakeholders on our ESG issues, materiality assessment is conducted annually. We ensure various platforms and channels of communication are used to reach, listen and respond to our key stakeholders. Through general communication with stakeholders, the Group understands the expectations and concerns from stakeholders. The feedbacks obtained allow the Group to make more informed decisions, and to better assess and manage the resulting impacts.

The Group has evaluated the materiality and importance in ESG aspects through the steps: (1) material ESG area identification by industry benchmarking; (2) key ESG area prioritization with stakeholder engagement; and (3) validation and determining material ESG issues based on the results of communication among stakeholders and the management.

Hence, this can enhance understanding of their degree and change of attention to each significant ESG issue, and can enable us to more comprehensively plan our sustainable development direction in the future. Those important and material ESG areas identified during our material assessment were discussed in this Report.

Board review progress against ESG-related goals and targets

The progress of target implementation and the performance of the goals and targets should be closely reviewed from time to time. Rectification may be needed if the progress falls short of expectation. Effective communication about the goals and targets with key stakeholders such as employees is essential, as this enables them to be engaged in the implementation process, and to feel they are part of the change that the company aspires to achieve.

Setting strategic goals for the coming three to five years enables the Group to develop a realistic roadmap and focus on results of achieving the visions.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



Setting targets require the ESG Working Group to carefully examine the attainability of the targets which should be weighed against the company's ambitions and goals. During the reporting period, our Group set targets on an absolute basis.

A. ENVIRONMENTAL ASPECTS

The Group is involved in daily office operations and its business activities do not have significant impact on the environment or natural resources. Nonetheless, we recognize that we have an obligation to reduce the impacts of our operations on the environment and to be accountable for the resources and materials that are used in our daily operations. We are committed to continuously improving our environmental sustainability by responsibly managing our operations, reducing our carbon footprint and using resources effectively.

During the reporting period, the Group comprehensively complied with all of the relevant environmental laws and regulations in the PRC, mainly the Environmental Protection Law of the PRC. Besides, during the reporting period, we were not aware of any non-compliance with relevant laws and regulations that had significant impact on the Group related to exhaust gas and greenhouse gas emissions, discharges into water and land, generation of hazardous and non-hazardous waste. We also regularly updated ourselves with the latest development of the applicable laws and regulations on environmental protection.

Apart from complying with the environmental protection rules and standards, the Group emphasises environmental protection, seeks ways to enhance efficiency in the use of natural resources and reduces the environmental impact of its business operation. We take the initiative to formulate and implement environmental activities to establish relevant emissions reduction and energy saving internal policies and campaigns which aim to facilitate the effective use of natural resources and eco-friendly operation. We also encourage employees to build up environmentally friendly habits through notice and promotion to save resources and minimise pollution.

A1. EMISSIONS

As a mobile advertising company, the Group recognizes that it has ethical duties to reduce emissions. Given the nature of the Group's business, the impacts on the environment and nature resources are not significant. In spite of this, we are committed to minimizing our environmental impacts by responsibly managing our operations, reducing our carbon footprint and using resources effectively. In the meantime, we fully comply with all of the relevant environmental laws and regulations, including the Prevention and Control of Atmospheric Pollution in the PRC, where we operate. Besides, no concluded case regarding emissions brought against the Group or its employees during the reporting period.

Air Pollutant Emissions

Air pollutant emissions control is essential for mitigating the impacts on the environment and protecting the health of employees. As the Group is mainly involved in general office activities, the amount of air pollutant emissions is insignificant. Air pollutant emission was not generated from the mobile sources in 2020 since there was no vehicle use during the reporting period.

Greenhouse Gas ("GHG") Emission¹

GHG is considered as one of the major contributors to the climate change and global warming. The Group recognizes that climate change is gradually concerned by the community as it affects our daily life and poses a risk to its business. Hence, we are committed to mitigating the effects of climate change and to protecting the environment and health of employees.

¹ The calculation of the GHG emission is based on the "Corporate Accounting and Reporting Standard" from GHG protocol.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



Regarding GHG emission of the Group, there is no direct emission (scope 1) for our business operations as the Group does not have vehicle use. Indirect emissions (scope 2) are mainly resulted from combustion of fuels in purchased electricity. Giving the majority of the GHG emission of the Group comes from energy consumption, we tackle the GHG emission by lowering the energy consumption in our business operations. Policies and procedures as described in the section “Use of Resources” to encourage energy saving have been incorporated throughout the operations in order to reduce the carbon footprint. The decrease in GHG emission in 2020 was mainly attributable to the work-from-home arrangement executed by the company orderly under the COVID-19 outbreak in the first half year, as well as effective implementation of energy saving policies during the year. The GHG emission of the Group during the reporting period was as follows:

GHG Emission	Unit	2020	2019
Scope 2 ²	tonnes of CO ₂ e	37.60	49.42 ³
Total GHG emission	tonnes of CO ₂ e	37.60	49.42 ³
GHG emission intensity	tonnes of CO ₂ e/m ²	0.03	0.05 ³

Hazardous and Non-hazardous Wastes

Waste management is considered as one of the material topics in environmental protection. The Group recognizes the importance of waste reduction. Waste management measures have been introduced and implemented to minimise the amount of waste generated and the impacts on the environment. In view of our business nature, no hazardous waste is generated or discharged during the office operation.

The Group takes initiatives to reduce waste by formulating effective measures. Generally, we have engaged qualified recycling companies to collect and handle the waste in accordance with the Prevention and Control of Environmental Pollution by Solid Waste in the PRC.

With the aim to reduce the amount of waste generated, the Group endeavours to cultivate environmental awareness among employees. In order to reduce the paper consumption, we encourage our employees to consider environmental-friendly printing such as double-sided printing and copying. We also encourage employees to reuse single sided non-confidential printouts.

Owing to the nature of office operation, the non-hazardous waste mainly consists of office waste and paper waste. From year 2020 onward, the office waste was collected and handled by the property management company. Hence, it is not feasible to provide the waste data this year. We will cooperate with the property management company to develop an effective system for recording waste amount in future. The waste generated by the Group during the reporting period were as follows:

Wastes	Unit	2020	2019
Non-hazardous waste generated	tonnes	N/A	3.75
Non-hazardous waste generated intensity	tonnes/employee	N/A	0.03

² Scope 2: Indirect emissions from the generation of purchased electricity consumed by our Group.

³ The data of 2019 scope 2 emission is restated as the latest electricity emission model is adopted.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

A2. USE OF RESOURCES

The Group considers environmental protection as an essential component of a sustainable and responsible business. We have an in-depth understanding of the importance of safeguarding sustainable development of the environment and this attaches importance to efficient utilization of resources by introducing various measures in daily business operations. We understand that staff participation is the key to achieve such goals. We have adopted energy and water efficiency initiatives policies to motivate our employees to participate in resource conservation activities.

Energy

Energy consumption represents the bulk of environmental impact of our operations. With the aims of resource saving and energy preserving, we actively incorporate the concepts of energy saving and emission reduction into the entire process of our business developments and operations and implements different energy saving measures. In order to improve efficiency of energy consumption, the Group strictly complies with the Energy Conservation Law of the PRC and the relevant regulations in the PRC. The Group also encourages employees to turn off the electronic appliances when they are not in use. Furthermore, the last person who leaves the office is required to double check the electronic appliances and ensure all of them are switched off. The decrease in energy consumption in 2020 was mainly due to the work-from-home arrangement executed by the company orderly under the COVID-19 outbreak in the first half year, as well as effective implementation of energy saving policies during the year.

The energy consumption of the Group during the reporting period was as follows:

Energy consumption	Unit	2020	2019
Purchased electricity	MWh	39.28	51.61
Total energy consumption	MWh	39.28	51.61
Energy consumption intensity	MWh/m ²	0.04	0.05

Water

Water is an important natural resource. With the Group's business nature, the amount of water consumption is considered as minimal. Although we do not consume significant amount of water, we still actively seek ways to mitigate water consumption by raising employees' awareness of water saving through posting notices in pantries, washrooms and other working areas. We also encourage employees to turn off water taps after using. Running, dripping and long-flowing water are discouraged in our workplace. The decrease in water consumption in 2020 was mainly attributable to the work-from-home arrangement executed by the company orderly under the COVID-19 outbreak in the first half year, as well as the effective implementation of water saving policies during the year. The water consumption of the Group during the reporting period was as follows:

Water	Unit	2020	2019
Water consumption	m ³	333	1,099
Water consumption intensity	m ³ /m ²	0.30	1.09

A3. THE ENVIRONMENT AND NATURAL RESOURCES

The Group understands that implementing environmental protection policies can reduce operational risk and increase business opportunities. Regarding the business nature of the Group, we are not aware of any significant impacts of our business activities on the environment or natural resources. Despite this, we endeavour to consistently improve our environmental performance by implementing aforementioned waste reduction measures and resources saving initiatives. We will continue to seek opportunities to further reduce emission and resources consumption with the aim to reduce the impacts on environment and natural resources to minimal.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



B. SOCIAL ASPECTS

EMPLOYMENT AND LABOUR PRACTICES

B1. EMPLOYMENT

The Group recognizes that maintenance of strong, healthy and friendly business relations with employees, as business connection, whether internal or external, is the foundation for the Group's success and development.

Our Group highly considers employees as important assets and is committed to earning respect from employees, maintaining work-life balance, and enabling them to grow together with us. With a goal of understanding the needs and interests of communities where our Group operates, we take our own initiatives to actively contribute to society in various ways.

The Group values staff and their contribution. We believe that people are our important assets and are crucial to the business success of our Group. We are committed to providing a favourable working environment where our employees can thrive. We have a set of human resources management policies and procedures in place with the aim of providing a good working environment to employees where they could have a safe and healthy workplace to engage and perform to the satisfaction of the Group. These policies and procedures not only ensure the Group's compliance of the relevant labour laws and regulations in the PRC, but also set out the Group's standard of staff recruitment, promotion guidelines, remuneration scale, working hours, rest breaks, holidays as well as termination of employment and compensation matters.

The Group respects the employees' rights. All employees are treated equally. Their employment, remuneration and promotion are not affected by their social identities such as ethnicity, race, nationality, gender, religion, age, sexual orientation, political faction and marital status. The Group formulates and regularly reviews the human resources plan in accordance with its development plan and strategic goals.

The Group acknowledges the importance of work-life balance and strives to maintain a supportive and relaxing working environment for our employees. We recognize that a proper balance between work and rest can help employees to realize their full potential. We strictly comply with the working hours and statutory holidays under the related laws and regulations at places where the businesses operate.

We organize activities such as a birthday celebrations and anniversary events for employees to relax and strengthen their sense of belongings. We also adopt working hour flexibility practice to allow our employees to balance work and family responsibilities.

The Group strictly complies with the national laws and the Group's internal system. We restrain ourselves from violating business ethics. During the reporting period, the Group fully complied with all of the relevant laws and regulations such as the Labour Law of the PRC, the Labour Contract Law of the PRC, and other relevant regulations where we operated without violating the relevant rules and regulations including the workers' wages and overtime payments. Related benefits are made with reference to the local minimum wage standard. Holidays and statutory paid leaves are provided to staff and in compliance with the requirements in the PRC.

At the end of the reporting period, the Group's has 95 employees in the PRC. Below is the employee breakdown by gender, age group, employment category and geographical region.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Employee compositions	2020	2019
By gender		
— Male	56%	53%
— Female	44%	47%
By age group		
— Age 30 or below	67%	78%
— Age 31-50	33%	20%
— Age 51 or above	—	2%
By geographical region		
— The PRC	100%	99%
— Australia	—	1%
By employment type		
— Senior management	11%	4%
— Middle management	14%	11%
— General staff	75%	84%
— Contract/short term staff	—	1%

The employee turnover rates by gender, age group and geographical region during the reporting period are as follows:

Employee compositions	2020	2019
By gender		
— Male	19%	41%
— Female	32%	37%
By age group		
— Age 30 or below	32%	29%
— Age 31-50	7%	73%
— Age 51 or above	200%	50%
By geographical region		
— The PRC	24%	39%
— Australia	200%	—
Overall	25%	39%

B2. HEALTH AND SAFETY

The Group takes into consideration for every precaution to establish a healthy and safe working environment for its employees. We place the highest priority on securing the health and safety of all employees. In order to ensuring occupational health and safety of our employees, we strictly comply with the Treatment of Occupational Diseases in PRC and other applicable laws and regulations. We maintain a healthy and safe workplace for our employees. Reviews will be conducted with immediate follow-up actions and improvements whenever necessary. In 2020, no concluded case regarding health and safety (2019: nil) was brought against our Group or our employees.

The Group not only strictly complies with relevant laws and regulations such as the Labour Law of the PRC and Prevention and Control of Occupational Diseases of the PRC, but also proactively formulates internal policies and standards related to specific business departments of the Group. We support a culture that enhances the health and safety awareness of our employees in order to minimise the risk of work-related injury. In order to ensure that our employees are able to carry out their daily work in a comfortable environment, we will install or replace office equipment if needed, and provide them with all the necessary equipment for protection against work-related injuries. We also provide medical benefits for our employees and establish work arrangement for typhoon and rainstorm warning.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



With the above measures implemented, there was no work-related fatal or injury during the reporting period. The Group was not aware of any non-compliance with relevant laws and regulations that had significant impact on the Group in providing a safe and healthy working environment during the reporting period.

B3. DEVELOPMENT AND TRAINING

The Group recognizes that the continuous development of its employees is the key to its success. We believe that people development enacts a vital role of the fundamental basis for business growth. Each new employee will receive a formal induction to prepare him/her for his/her role and job responsibilities. We not only provide customized training to our employees to enhance their technical and product knowledge, but also encourage employees to actively take part in external trainings to strengthen their skills, knowledge, and professionalism. Eligible employees will also be offered financial assistance for qualified training programs to support their personal growth and career advancement. During the reporting period, 100% (2019: 88%) of the employees have received training. The detailed breakdown of the percentage of employee trained is as follows:

Percentage of employee trained	2020	2019
By gender		
— Male	56%	53%
— Female	44%	47%
By employment type		
— Senior management	9%	4%
— Middle management	5%	10%
— General staff	86%	86%

And the detailed breakdown of the average training hours completed by each employee is as follows:

Average training hours (hours/employee)	2020	2019
By gender		
— Male	12.67	5.04
— Female	10.58	3.36
By employment type		
— Senior management	65.26	64.00
— Middle management	44.21	8.44
— General staff	3.07	0.84

B4. LABOUR STANDARDS

Our employment practices are in compliance with applicable laws and regulations. Strictly abiding by the Provisions on the Prohibition of Using Child Labour of the PRC, the Labour Law of the PRC, the Labour Contract Law of the PRC and other laws and regulations, the Group prohibits the employment of child labour and forced labour. We will review the actual age of new hires by checking their identity documents and making detailed records. Under the overtime work management system of the Group, staff can receive rest periods or overtime subsidy based on the nature of overtime work to avoid involuntary overtime work. We respect employees' right of association and collective bargaining via legal and peaceful means.

During the reporting period, we were not aware of any non-compliance cases in relation to applicable employment laws and regulations.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



OPERATING PRACTICES

B5. SUPPLY CHAIN MANAGEMENT

The Group recognizes suppliers as valuable stakeholders within the supply chain as their responsible business behaviours are important in contributing to quality excellence, operational efficiency and good reputation of the Group. We strive to cooperate with local suppliers whenever possible to promote local economy and strengthen the control of environmental risks related to supply chain management. During the reporting period, the Group had 14 suppliers which were located in the PRC.

In selecting suppliers, we take considerations into their scale of business and reputation. Our suppliers are required to comply with all relevant local and national laws and regulations in relation to unethical behaviour, bribery, corruption and other prohibited business practices. When suppliers are found to be non-compliance with our policies or contractual requirements, business relationship will be terminated to uphold our stringent standards.

B6. PRODUCT RESPONSIBILITY

The Group regards product and service quality as a key competitive advantage of its business. We continue to provide high-quality products and services in order to enhance customer satisfaction. We strictly comply with relevant laws and regulations, including but not limited to the Cybersecurity Law of the PRC, and keep the user information confidential and we take measures to safeguard the safe and stable operation of the network system. The management plays a vital role in communicating with customers and understanding their needs. Thus, it has maintained years of business relationships with its key customers and ensured the end-product and service could fit for the users. The Group has strictly abided by the relevant laws and regulations, such as the Copyright Law of the PRC, in order to protect data and privacy of customers. During the reporting period, we were not aware of any non-compliance regarding product responsibility. Besides, there was no product and service recall in relation to product and service safety and health problems (2019: nil). No case of customer's complaints related to the products and service in 2020 (2019: nil).

B7. ANTI-CORRUPTION

The Group holds itself to the highest level of integrity and ethical standards upon its businesses. The Group strictly complies with the Criminal Law of the PRC and any other applicable laws and regulations. Therefore, it formulates a set of policy guidelines for the employees, under which any kinds of bribery and corruption practices are strictly forbidden. There is also a comprehensive system for declaration of interests, as well as a sound reporting mechanism for any suspicious activities. The company's internal audit department is responsible for handling all the relevant anti-corruption reporting matters. Once a misconduct case is discovered and confirmed, the employee will be subject to disciplinary action and the case will be reported to related governing body when necessary.

The Group strictly prohibits staff from soliciting and accepting advantages such as money, gifts and contracts without prior approval by the Group. Besides, we actively encourage staff to avoid any situations which may constitute bribery, so as to prevent any kinds of corruption.

During the reporting period, the Group was not aware of any non-compliance with the relevant laws and regulations that had significant impact on the Group relating to corruption practices was brought.

COMMUNITY

B8. COMMUNITY INVESTMENT

The Group believes that our success comes from the society. As a socially responsible company, the Group is committed to understanding the needs of the communities in which we operate. We encourage our employees to pursue their personal passions and dedicate their time and skills to supporting local communities. We strive to develop long-term relationships with our stakeholders and bring a positive impact on community development.

During the year, the Group made a donation of 30 boxes of nitrile gloves to the Wuhan Tongji Hospital to support prevention and control of COVID-19 epidemics. Furthermore, the Group made a donation of RMB106,000 (2019: RMB100,000) to Beijing Tetra Pak Public Welfare Foundation in order to prevail over the epidemic. The Group will continue to make donations to the community to fulfil the social responsibility in future.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING INDEX

Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs)		Section	Pages
A. Environmental			
A1: Emissions			
General Disclosure		“Emissions”	6
KPI A1.1	The types of emissions and respective emissions data	No air pollutant emission	—
KPI A1.2	Greenhouse gas emissions (in tonnes) and, where appropriate, intensity	“Emissions — Greenhouse Gas Emissions”	7
KPI A1.3	Total hazardous waste produced and, where appropriate, intensity	Not applicable to our Group's business.	—
KPI A1.4	Total non-hazardous waste produced and, where appropriate, intensity	“Emissions — Hazardous and Non-hazardous Wastes”	7
KPI A1.5	Description of measures to mitigate emissions and results achieved	“Emissions — Greenhouse Gas Emissions”	7
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved	“Emissions — Hazardous and Non-hazardous Wastes”	7
A2: Use of Resources			
General Disclosure		“Use of Resources”	8
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity	“Use of Resources — Energy”	8
KPI A2.2	Water consumption in total and intensity	“Use of Resources — Water”	8
KPI A2.3	Description of energy use efficiency initiatives and results achieved	“Use of Resources — Energy”	8
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved	“Use of Resources — Water”	8
KPI A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced	Not applicable to our Group's business.	—

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs)		Section	Pages
A3: The Environment and Natural Resources			
General Disclosure		"The Environment and Natural Resources"	8
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	No significant impact of activities on the environment and natural resources was noted.	—
B. Social			
Employment and Labour Practices			
B1: Employment			
General Disclosure		"Employment"	9
KPI B1.1	Total workforce by gender, employment type, age group and geographical region	"Employment"	10
KPI B1.2	Employee turnover rate by gender, age group and geographical region	"Employment"	10
B2: Health and safety			
General Disclosure		"Health and Safety"	10
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year	No work-related fatalities occurred	—
KPI B2.2	Lost days due to work injury	No work injury	—
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored	"Health and Safety"	10
B3: Development and Training			
General Disclosure		"Development and Training"	11
KPI B3.1	The percentage of employee trained by gender and employee category	"Development and Training"	11
KPI B3.2	The average training hours completed per employee by gender and employee category	"Development and Training"	11
B4: Labour Standards			
General Disclosure		"Labour Standards"	11
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour	"Labour Standards"	11
KPI B4.2	Description of steps taken to eliminate such practices when discovered	—	—

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs)		Section	Pages
Operating Practices			
B5: Supply Chain Management			
General Disclosure		"Supply Chain Management"	12
KPI B5.1	Number of suppliers by geographical region	"Supply Chain Management"	12
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored	"Supply Chain Management"	12
B6: Product Responsibility			
General Disclosure		"Product Responsibility"	12
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	"Product Responsibility"	12
KPI B6.2	Number of products and service related complaints received and how they are dealt with	"Product Responsibility"	12
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights	—	—
KPI B6.4	Description of quality assurance process and recall procedures	—	—
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored	"Product Responsibility"	12
B7: Anti-corruption			
General Disclosure		"Anti-corruption"	12
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 case	No concluded legal case regarding corrupt practices was noted.	—
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored	"Anti-corruption"	12
Community			
B8: Community Investment			
General Disclosure		"Community Investment"	12
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport)	"Community Investment"	12
KPI B8.2	Resources contributed (e.g. money or time) to the focus area	"Community Investment"	12



Doumob
豆盟科技有限公司