

Environmental,
Social And
Governance
Report
2021
環境、社會及
管治報告



Silver Base

Silver Base Group Holdings Limited
銀基集團控股有限公司

(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: 886

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Corporate Profile

Silver Base Group Holdings Limited (together with its subsidiaries, "Silver Base Group") is listed on the main board of The Stock Exchange of Hong Kong Limited (the "Stock Exchange") (stock code: 886). Silver Base Group (also referred to as "the Group", "we" or "us") is a leading distributor of high-end liquor products in China and the world which owns a professional liquor sales platform. It is principally engaged in: (1) the distribution of a number of Chinese and overseas high-end liquor products, with baijiu as the most prominent items together with high-quality wine and whiskey products from around the world; (2) the establishment of an international sales network which covers different regions of China as well as various countries in Europe and Asia by means of a self-operated online sales platform "Wine Kingdom", which carries a host of diverse wine and liquor products; (3) the development of the overseas market in the sales of various brands of Chinese cigarettes.

Introduction: About the Report

This report covers the locations where we operate our core businesses, among others, including the Group's head office located in Hong Kong and its head office in the People's Republic of China, for the period from 1 April 2020 to 31 March 2021 (the "Financial Year").

In recent years, the issues of environmental protection, energy and sustainable development have become a hot topic in countries around the world. With the people's increasing concerns in the environment, the Stock Exchange requested every listed company to publish an annual Environmental, Social and Governance Report ("ESG Report").

公司介紹

銀基集團控股有限公司(連同其附屬公司統稱「銀基集團」)於香港聯合交易所有限公司(「聯交所」)主板上市(股份代號: 886)。銀基集團(又稱「本集團」或「我們」)乃中國及國際領先的高端酒類分銷商,擁有專業的酒類銷售平台,主要從事:(1)經銷中國以及海外多個高檔酒類產品,當中以白酒為首,並同時引進來自世界各地的高品質葡萄酒及威士忌產品;(2)建立了覆蓋全中國地域、歐洲及亞洲地區多個國家的世界性銷售網絡,擁有自營的網上銷售平台「品匯壹號」銷售旗下多元化的酒類產品;(3)開拓海外市場,銷售中國製造的多款品牌香煙。

引言:關於本報告

本報告涵蓋了二零二零年四月一日至二零二一年三月三十一日期間(「財政年度」)我們經營核心業務的地點,其中包括集團在香港的總部和在中華人民共和國的總部。

近年來環境保護以及能源可持續發展問題成為世界各國熱門話題,隨著人們對環境關注度的日益增長,聯交所要求各上市公司按年度發佈環境、社會及管治報告(「ESG報告」)。



Silver Base Group is committed to the improvement and optimisation of the three pillars of sustainable development – the environment, the society and governance. We believe that the commitment to sustainable development is no superficial effort, but a necessary condition for the development of the Group. Through practising the idea of sustainable development, we will eventually achieve competitive advantages, improve our market share and bring long-term benefits to our shareholders.

The Company has incorporated its sustainable development strategy into its corporate culture and daily operation plans and practices to achieve the Group's business continuity and sustainable development and enhance the value of the Company. The Company has established the following strategic goals:

- Adopt cost-effective options available to reduce emissions and minimise the use of resources;
 - Strive to safeguard the best interests of consumers in the area of food safety;
 - Build and provide a comfortable and safe working environment for the Group's employees to enhance work efficiency;
 - Promote the development of our personnel, including management personnel and build talent tanks;
 - Establish a fair and equitable business model; and
 - Care for the society and dedicate to various public welfare activities.
- 盡量以各式具有成本效益方案減少排放及使用資源；
 - 盡力維護消費者食物安全權益；
 - 建立及提供舒適及安全工作環境給本集團的員工，增加工作效率；
 - 培養人員，包括管理人員，建立人力資源儲備；
 - 創立公平、公正的經營模式；及
 - 關懷社會，投入公益活動。

銀基集團堅持採取措施以提高對可持續發展的三大支柱的完善程度－環境、社會及管治。我們相信，堅持可持續發展作風並非只是表面功夫，而是本集團發展的必要條件，通過實踐可持續發展的理念，我們將最終贏得競爭優勢，提高我們的市場佔有率，並為股東帶來長遠利益。

本公司將可持續發展戰略融入企業文化及日常營運計劃及實踐中，實現本集團的永續經營及發展，提升本公司價值。本公司制定了下列的戰略目標：

Substantive Analysis of the Issue

In accordance with the Stock Exchange's ESG Guidelines, we communicated and exchanged ideas with the stakeholders of our Group in respect of their concern and expectation to the disclosures of various environmental, social and governance aspects in our ESG Report by means of telephone conversation and questionnaires. It is far beyond a one-off exercise but a vital and perpetual mechanism for us to prepare our future ESG Reports. Based on the level of concern of our Group's performance in various environmental and social aspects by the Group's stakeholders, their valued key performance indicators are presented in detail in this report. Meanwhile, continuous adjustments and improvements to the ESG Report will be made after taking into account various stakeholders' opinions on the Group. In addition, the Company has set up a dedicated task force to establish a more effective data collection system for key performance indicators, performing materiality analysis and providing training to the heads of the major department. More importantly, we aim to uplift our employees' concerns of environmental protection as well as their caring for the society through their participation in these procedures.

The Group welcomes stakeholders' feedback on our ESG approach and performance. Please give your suggestions or share your views with us via email at info@silverbasegroup.com.

The board (the "Board") of directors (the "Directors") and the directors of the Company jointly and severally accept full responsibility for the authenticity, accuracy and completeness of the information contained in this report and confirm that there are no false records, misleading statements or material omissions in this report.

議題實質性分析

根據聯交所有關環境、社會及管治的指引，我們通過電話交談及問卷調查，與本集團持份者就彼等對我們的ESG報告內不同環境、社會及管治層面之披露所關注之事宜及期望進行溝通及交換看法。此絕非一次性的舉措，而是我們編製未來ESG報告的重要和不間斷進行的機制。按本集團各持份者關注本集團在各環境、社會層面的表現程度，我們在本報告中對各持份者重視的主要表現指標作詳細的披露，同時也會考慮各持份者對本集團的意見作為未來不斷調整及改善ESG報告內容的依據。此外，本公司通過建設工作組，構建更有效的關鍵績效指標數據收集系統、編製重大程度分析以及為本集團主要部門主管提供培訓。更重要是透過參與這些過程，可使本集團員工更關注環境保護的議題、更關懷社會。

本集團歡迎各持份者就我們的環境、社會及管治方法及表現提供意見，請以電子郵件 (info@silverbasegroup.com) 提供您的建議或與我們分享您的意見。

本公司董事（「董事」）會（「董事會」）及全體董事保證本報告內容不存在任何虛假記載、誤導性陳述或重大遺漏，並對其內容的真實性、準確性和完整性承擔個別及連帶責任。

1. The Environment

We are aware of the numerous pressing environmental threats faced by the planet earth today, such as climate change, depletion of natural resources and waste disposal problems. All countries, enterprises and individuals must work together to address and solve the problem. As such, the focus on nurturing environmental protection awareness is the priority task of the Group in environmental protection, with an aim to implant in the hearts and minds of the employees the idea of environmental protection, which will be passed on to their successors in generations to come.

The Company assessed the degree of risk involved in relation to environmental protection of the Group. Since the Group's main business is the distribution of liquor products, it does not involve large amounts of greenhouse gas ("GHG") emissions and harmful substances. As such, the Company believes that material risk in this aspect does not exist in our Group.

1. 環境

我們意識到地球正面臨無數迫切的環境威脅，例如氣候變化、天然資源耗竭及廢物處置等問題。無論是國家、企業或個人均需用心協力，才能解決問題。有見及此，注重培養環保意識是本集團保護環境工作的首要任務，以此令環保概念根植於心，傳承千古。

本公司評估了本集團涉及環境保護的風險程度。由於本集團的主要業務為酒類產品分銷，並無涉及大量溫室氣體及有害物質的排放。因此，本公司不認為本集團在這範疇存在任何重大風險。



1.1 Emissions

In the course of the Group's operations, nitrogen oxides, sulfur oxides, particulate matter and GHG emissions arise from the use of electricity, cars, aeroplanes and heating equipment in our staff quarters.

During the Financial Year, direct and indirect (resulting from the generation of purchased electricity and heating) emissions of GHG from operations of the Group are as following:

Item 名稱	Tonnes 噸		Change ² 變化 ²
	2021	2020	%
Total volume (tonnes CO ₂ -e) 總量(二氧化碳當量噸)	767.9	1,293.4	-40.6%
Intensity (tonnes CO ₂ -e/HK\$ one million revenue) 密度(二氧化碳當量噸/每一百萬港元收益)	0.8	0.8	0.0%

During the Financial Year, the Group did not identify any non-compliance regarding environmental protection that has significant impacts on the Group.

Given the Group's main business is the distribution of liquor products, it does not involve large amounts of hazardous waste and non-hazardous waste.

1. According to the opinions collected from our stakeholders and the evaluation results of degree of concern and materiality, the Company did not report the Group's emissions of nitrogen oxides, sulfur oxides and particulate matter during the Financial Year.
2. The total emission volume for the Financial Year has decreased significantly as compared to the previous financial year, partly due to the Group's strengthened measures to reduce emissions, and also due to the reduction in the Group's economic activities as a consequence of the coronavirus pandemic.

1.1 排放物

本集團在營運等過程中，因使用電力、汽車、飛機及我們員工宿舍的發熱設備，而排放氮氧化物、硫氧化物、顆粒物和溫室氣體。

於財政年度內，因本集團經營而產生的直接及間接(由購電及取暖產生的)溫室氣體如下：

於財政年度內，本集團並無發現有關環境保護對本集團造成重大影響的不合規事件。

鑒於本集團的主要業務為酒類產品分銷，故此並無涉及產生大量有害或無害廢棄物。

1. 按收集到各持份者的意見及評估關注程度及重大性的結果，本公司沒有報告本集團在本財政年度內的氮氧化物、硫氧化物及顆粒物排放量。
2. 本財政年度的排放物總量與去年財政年度相比，有較明顯的減少，一方面是由於本集團加強了減少排放物的各項措施，另一方面是冠狀病毒的全球大流行令本集團減少了經濟活動。

The Group has been steadfast and relentless in the implementation and execution of its sustainable development strategy for the environment, and complies with the laws and regulations in Mainland China and Hong Kong that are relevant to its operations, including the Energy Conservation Law of the People's Republic of China (中華人民共和國節約能源法) and the Road Traffic Ordinance of Hong Kong (for vehicle exhaust emissions). The Group has developed a series of regulations and rules in this regard, and the relevant departments of the Group have joined hands to do our best to protect the environment.

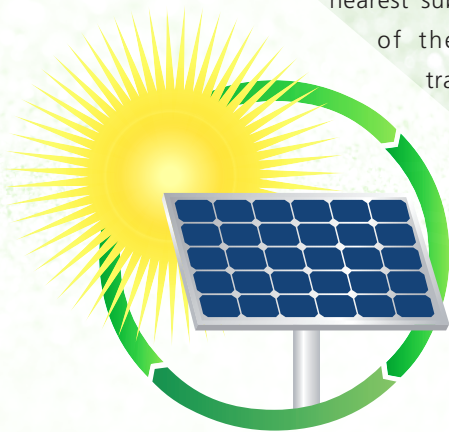
To fulfill its corporate responsibility of reducing emissions, the Group has adopted and implemented a series of measures:

- (1) Employees are requested to turn off office lights when they leave the office premises (at lunch time and after work);
- (2) Employees are encouraged to travel by public transport to reduce the frequencies of using the Company's commercial vehicles. In order to monitor the use of company vehicles, the vehicles are required to be parked at the designated car parks after being used every night. In addition, in view of the specific geographical location of the Group's Shenzhen office, the Company has arranged regular shuttle buses to run between the office and the nearest subway station for the convenience of the employees to access public transportation when commuting to and from the workplace. This arrangement helps to reduce pollution and emission of GHG;

本集團對於環境的可持續發展戰略的落實和貫徹從未懈怠，針對自身經營特點，並遵照中國內地及香港之相關法律法規，包括：中華人民共和國節約能源法、中華人民共和國節約能源法及香港道路交通條例（針對汽車廢氣排放），本集團制定了一系列條例和規則，並聯手本集團相關部門盡我們所能一起為保護環境而努力。

針對減少產生排放物，本集團採納及實踐一系列的措施：

- (1) 本集團要求員工外出就餐及下班時段隨手關燈；
- (2) 本集團鼓勵員工乘坐公共交通工具，以減少商務用車的使用頻率；並且為了監控公司車輛的使用目的，本集團要求公司車輛每晚使用完畢後需統一停放在公司指定停車場；同時，針對本集團的深圳公司所處地理位置，為方便員工上下班能對口接駁所處區域的公共交通設施，公司專門安排了定時往返與公司最近地鐵站的接駁巴士，有助減少污染及溫室氣體排放；



- (3) For employees who need to travel, the Group has formulated a management policy for business travels. The objective of reducing emissions as much as possible is also fully embodied in our new policy, such as the choice of transport and the requirements for accommodation arrangements. The new policy represents the goal of our Group to reduce our emission; and
- (4) The Group has achieved continuous improvements in operational management. For example, the locations for warehouse selected in large cities to shorten the distance of product distribution; meanwhile, the Group continued to utilise the previously implemented B2B online sales platform, improve the platform services and minimise the distribution processes, so as to replace the multi-level distribution model in the past. The new model has not only achieved the purpose of environmental protection by simplifying sales processes, but has also made substantively advances to reduce the Company's financial expenditure.
- (3) 對於需要出差的員工，本集團制定了差旅標準管理辦法，盡可能減少排放的目標也在新辦法裡有詳細的體現，例如：對交通工具的選擇和對住宿標準的要求等。新政策體現本集團盡可能減少排放的目標；及
- (4) 本集團在經營管理方面同時做了一系列的持續性改進，例如：將倉庫的選址定位在大城市，藉此減少產品配送的距離。同時，本集團繼續採用之前已投入使用的B2B網上銷售平台，並透過不斷完善平台服務，盡可能的減少分銷程式，替代早前使用的多層分銷模式。新模式的使用不僅通過簡化銷售環節而達到了保護環境的目的，也同時有助減少公司的財政開支。

1.2 Use of Resources

For the systematic fostering of environmental protection awareness of the Group's employees, we have established the ESG Report working team to monitor and complete the relevant tasks. For example, the Group has reported to the Board the contents and requirements of the ESG Report through slide shows and short videos. The Group has been actively implementing various green office initiatives to promote environmental protection and introduced the automated office system (OA system) and provides regular training sessions on the OA system for recruits to achieve the goal of a paperless office progressively. The Group organised environmental protection related promotion activities, keeping in mind the idea of "not giving up to do good things though they may be trivial", the use of paper is minimised through specific and refined measures such as the reduction of printing volumes of annual reports, interim reports, circulars and other corporate communication documents, the readjustment

1.2 資源使用

為了系統地培養本集團員工的環保意識，我們專門組建了ESG報告工作小組來監督與完成相關工作，例如：通過播放幻燈片和短片的形式，本集團已向董事會報告過ESG報告的內容和要求；並積極改善對環保有利的辦公環境，我們引進自動化辦公系統(OA系統)，定期對新入職員工進行OA系統培訓課程，逐步實現無紙化辦公的目標；組織和環保相關的宣講活動，本著「勿以善小而不為」的理念，具體細化到如何合理地減少年報、中期業績報告、通函等公司通訊文件的印刷份數、對年報和中期業績報告的中英文編輯的行距在原基礎上重新調整安排，以此減少使用紙張、通過對股東以電子郵件的形式發送通知信件來確認其是

and rearrangement of line spacing for the Chinese and English versions of annual and interim reports. Notifications are sent to our shareholders by e-mail to confirm their selection for receiving the Company's documents in printed copies or electronic versions. By making use of the daily opportunities of environmental protection promotion, there has been an obvious improvement in the employees' awareness, which is an encouragement for us to continue with confidence. We admit that the achievements we made are only preliminary at this stage. Continuous efforts are necessary for the final objective in achieving sustainable development.

In line with our strategy of minimising the consumption of the earth's precious resources, the Group has made further changes to our working environment and practices as follows:

- (1) In respect of waste treatment, the Group has introduced waste classification guidelines to classify daily waste into recyclable waste, non-recyclable waste and recycled paper waste;
- (2) For the printed copies of corporate communication documents such as annual reports, interim report, circulars and other related documents, the Group chooses environmental friendly paper whenever possible so as to minimize any potential environmental implication;
- (3) Employees are encouraged to adopt the practices of double-side printing and the re-use of the blank sides of single-sided paper whenever possible, and make plans before printing to avoid paper waste. In addition, in order to further reduce paper usage, we introduced the use of tablets as a means to table the documents for the meetings of the Board and its committees instead of printed copies. We implemented the electronic publishing of the ESG report. Meanwhile, the Group will continue to review and explore various options to reduce paper usage;

否需要公司文件的影印本，或電子檔版本即可等。通過抓住日常點滴機會的環保宣傳方式，本集團員工已經在意識層面上明顯有所提高，此現狀令我們深感鼓舞並十分有信心繼續邁步向前。我們承認我們目前的成就僅屬於起步階段，我們還需要堅持不懈的努力來最終實現未來真正的可持續發展目標。

為了配合本集團減少消耗地球寶貴資源的戰略，本集團對工作的環境及實踐也作出了進一步的改變，具體如下：

- (1) 本集團在垃圾處理方面，已設垃圾的分類處理環節，將日常廢棄物分類，分為可循環使用廢棄物、不可循環使用廢棄物、紙類循環廢棄物等；
- (2) 本集團在印刷年報、中期報告及通函等公司通訊文件等相關文件時，盡可能選擇環保紙張，以此來盡可能地減少對環境的破壞；
- (3) 本集團鼓勵員工盡可能進行雙面影印和再利用廢棄紙張，同時引導員工在影印前做好計劃，避免紙張浪費。此外，為了進一步減省使用紙張，集團採用平板電腦取代印刷董事會及其下各委員會的開會文件。我們實施了將ESG報告以電子方式發佈。與此同時，本集團將繼續審視及探討減少使用紙張的各種方案；

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|---|--|
| <p>(4) Employees are encouraged to communicate by various electronic means as advocated in order to reduce the unnecessary use of resources and transportations whenever possible;</p> | <p>(4) 鼓勵以各種形電子方式進行提倡的溝通聯絡，以此盡可能地替代非必須的交通出行，減少不必要的使用資源；</p> |
| <p>(5) The water usage or discharge by the Group is not significant due to its business nature. In order to raise the awareness of water conservation, the Group educates our employees to make intelligent use of water at the workplace and household whenever possible to reduce unnecessary consumption of resources;</p> | <p>(5) 鑒於本集團業務並無使用或排放重大水量，本集團積極著重於促進節約用水措施。例如教育員工在日常工作及生活中盡可能的合理使用水資源，以減少對資源不必要的損耗；</p> |
| <p>(6) The Group has also formulated a series of regulations in relation to the management of internal office equipment and the environment. For example, computers are replaced only when necessary, rather than for the undue pursuit of updated models or new generations of technology. When replacing computers and electrical appliances, those with higher energy efficiency will be preferred; when carrying out interior decoration, the focus is placed on taking advantage of natural lighting to reduce the use of electric lighting. The indoor temperature for offices is required to be set at 26 degree Celsius. Garden design is applied at the terrace in the office lounge areas to achieve maximised green area ratio within limited space. This is not only beneficial to the health of the employees but also coincided with the needs of the environmental protection;</p> | <p>(6) 本集團針對內部辦公設施和辦公環境的管理，制定了一系列的相關規定，例如：電腦僅在必要時才進行更換，不過度追求電子產品的款式更新以及新技術的更新換代。在更換電腦及電器時，首選用電效能較高的；內部裝修時注重採光的設計，以此來減少日常燈光的使用；要求辦公場所室內溫度不低於26攝氏度；在辦公場所活動區域的平台採用園林的設計，盡可能的擴大有限空間綠化比例，既有利於員工的審議健康，也契合了保護環境的需要；</p> |
| <p>(7) Microwave ovens and refrigerators are provided to the office staff of the Group, who are encouraged to bring their lunch to their office so that the usage of disposable dining utensils can be reduced. In addition, interaction and understanding among staff are promoted. This practice is also effective in reducing the risk of contracting the virus from dining out during the global coronavirus pandemic; and</p> | <p>(7) 已向本集團的辦公室職員提供微波爐和冰箱設備，鼓勵他們將午餐帶到辦公室，以減少使用一次性餐具。此外，亦會增進職員之間的互動及瞭解，此外，在冠狀病毒全球大流行期間，更可有效減少因外出用餐感染病毒的風險；及</p> |

(8) The Group has introduced requirements for product packaging, which greatly reduces the waste of resources arising from excessive packaging by improving the existing packaging standards.

(8) 本集團已引入產品包裝要求，通過對原有包裝標準的改進，大大減少了因過度包裝而造成的資源浪費。

Item 名稱	Total Consumption 總消耗			Density (/HK\$ one million revenue) 總量密度 (每一百萬港元收益)		
			Change 變化			Change 變化
	2021	2020	%	2021	2020	%
Electricity (kWh) 耗電(千瓦時)	327,341	321,376.0	1.9% ²	349	197.0	0.0%
Vehicle fuel (litre) 車輛汽油燃油(公升)	8,752.6	15,582.0	-43.8% ¹	9.3	9.6	-3.1%
Jet fuel (litre) 飛機燃料(公升)	169,559.0	357,124.0	-52.5% ¹	180.8	219.0	-17.4%
Town gas (MJ) 煤氣(兆焦耳)	27,792.0	15,888.0	74.9% ²	29.6	9.7	205.2%
Water (m ³) 耗水(立方米)	3,560.0	3,656.0	-2.6%	3.8	2.2	72.7%
Packaging materials (kilogram) 製成品包裝材料(公斤)	1,518.0	1,040.0	46% ³	1.6	0.6	166.7%

- Consumption of vehicle and jet fuel during the Financial Year has decreased significantly as compared to the previous financial year, mainly due to the reduction in travelling caused by the outbreak of the coronavirus pandemic.
- The increase in electricity and town gas consumption is due to the adding of a staff dormitory during the Financial Year.
- The increase in packaging material consumption was mainly a result of the launching of our newly established "WEju" product distribution channel.

- 本財政年度的車輛汽油燃油和飛機燃料的消耗量與上一財政年度相比大幅下降，主要是由於爆發冠狀病毒大流行導致差旅減少。
- 電力和煤氣消耗的增加是由於在本財政年度增設一個員工宿舍。
- 包裝材料消耗的增加主要是由於我們新建立的「WE酒」產品經銷渠道的推出。

1.3 Environment and Natural Resources

The Group actively promotes the environmental protection. Various rules and regulations for optimising its office environment have been introduced and emphasis has been put on the full implementation of the concepts of green operation and green office. The Group has been consistently implementing various measures to reduce emissions and the consumption of energy and natural resources. The Group educates and encourages its employees to avoid purchasing excessive office supplies, share stationery that is sparsely used, reduce consumption of resources, and develop and maintain good work habits and living attitudes that could contribute to a sustainable future.

The Group aims at controlling the environmental impact of the Group's operations through continuous monitoring and takes corresponding measures to minimise environmental degradation, the concepts of natural resources protection and waste reduction are also incorporated into its corporate culture so as to achieve sustainable development.

The Group has constantly been committed to improving itself on its path of environmental protection. While the Group continues to introduce measures to minimise resources utilisation and reduce emissions, we believe there are still rooms for improvement. Although we consider the Group's operation does not involve high emission and large-scale use of resources, as a member of the community, the Group must lead by example and work with all social stakeholders to create a better living environment for our future generations.

1.3 環境及天然資源

本集團積極宣傳環保理念，制定多項優化辦公環境的規章制度，強調綠色營運和綠色辦公。本集團貫徹執行各項減排及減少能源和天然資源消耗的措施。教育及鼓勵員工不要購買過多辦公室用品，盡量共用使用率較低的文儀用品，減少消耗資源，作為良好工作習慣及生活的態度。

本集團希望通過持續監察來監管本集團營運對環境的影響、採取相應措施來盡量減低對環境的破壞，並將保護天然資源和減少浪費融入企業文化中，從而實現可持續發展。

在保護環境的道路上，本集團克盡己任地不斷完善。雖然本集團不斷地推出減少使用資源及排放的措施，但我們深信，我們還有很多改善空間。我們認為本集團的業務雖然不屬於高排放及大量使用資源的行業，但作為社會的一份子，本集團必須以身作則，與各社會持份者共同努力為我們的後代創造一個更美好的生活環境。



2. The Society

As a corporate citizen, Silver Base Group has been taking a proactive role in showing concerns for the society and fulfilling corporate social responsibility. Since our inception, we have been advocating harmonious integration with the society and environment. Our adherence to the concept of contributing to the society has never changed. We look forward to witnessing the day when the whole business community is fully aware of the importance of corporate citizenship, which involves the common development of enterprises, the society and nature through voluntary practices. During the Financial Year, we have not organized any outdoor activities as in previous periods due to the continuing development of the coronavirus pandemic. However, we are fully convinced that it is our social responsibility to avoid unnecessary social activities during the pandemic. During this special period, we are aspired to guide our employees in such extraordinary manner to realise their potentials and show their strengths in these corporate social responsibility activities, thereby developing a broad vision and cultivating a rich global view. Meanwhile, we expectantly await the time when the pandemic is over and life returns to normal, by that time our employees, investors, customers, suppliers and the vast community would continue to join hands as in previous years, to create a wonderful world of sustainable development.

2. 社會

銀基集團作為企業公民，一直以來積極關心社會、履行企業社會責任，自成立之初至今，我們一直積極倡導與社會、環境和諧共融，堅持回饋社會的理念從未改變。我們期待有一天，整個商業社會能夠充分意識到企業公民的重要意義，並通過自願付諸實踐而令企業、社會和自然共同發展。本財政年度期間，由於冠狀病毒疫情並未全面消除，與往期不同，我們並未組織任何戶外相關活動，然而我們堅信，此時盡可能地減少與外界互動的機會同樣也是對社會負責的一種舉動。特殊時期，我們希望通過這種特殊方式引導員工在企業社會責任活動中發揮潛力，展現所長，提高格局意識並培養豐富的世界觀。與此同時，我們無比期待當疫情解除，一切恢復如初，我們的員工、投資者、客戶、供應商以及廣大社區能夠如往年一樣繼續共同攜手，為創造一個可持續發展的美好世界而共同努力。



3. Employment and Labour Practices

Silver Base Group believes that human resources is the key to corporate operation and development. It is also the core competitive advantage for the Group in the market, as well as a motivation for our continuous growth in the future. In order to create a solid and harmonious professional team, Silver Base Group provides an equal opportunity working environment which protects the basic rights and interests of the employees. While giving serious concerns about the employees' demands, we also ensure their physical and mental health, so as to effectively enhance the team's enthusiasm and efficiency at work.

As at the end of the Financial Year, the total number of employees of the Group was 172. During the Financial Year, the Group did not have any major violations of relevant laws and regulations in terms of personal recruitment, employment, dismissal, remuneration, working hours, holidays, equal opportunities, diversity and anti-discrimination.

We highly value diversity in recruitment. Despite our commitment to maintaining a high quality, well-educated and skillful team, our diversity policy of recruitment extends to the areas of age, gender and academic background. The Group opposes any act of discrimination, and sincerely hopes that all employees can contribute to Silver Base Group to the best of their abilities. We firmly believe that an open, free and congenial environment enables employees to spontaneously pursue their better selves. Also, a diverse working force could contribute to a wider spectrum of ideas which would enhance the competitiveness of the Group in the market. Because of our diverse staff backgrounds, Silver Base Group is able to differentiate itself from its peers and has become a leading high-end liquor operator in China and the world today.

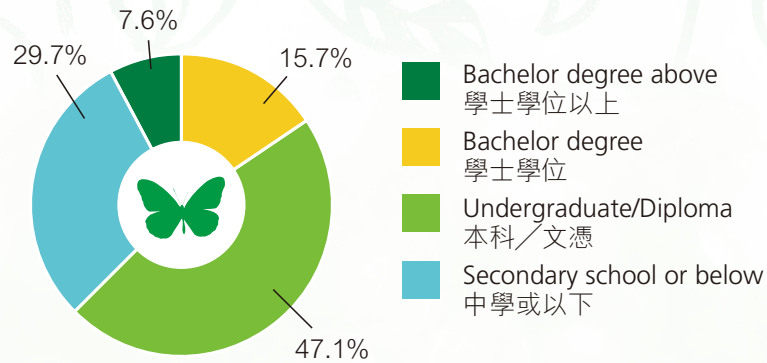
3. 僱傭及勞動常規

銀基集團相信，人力資源是企業營運和發展的關鍵，同時也是本集團市場競爭優勢的核心，更是我們未來不斷發展的原動力。為打造團結和諧的專業團隊，銀基集團提供公平的工作環境，積極保護員工的基本權益，關注員工訴求，保障員工身心健康，從而有效提升團隊的工作積極性和工作效率。

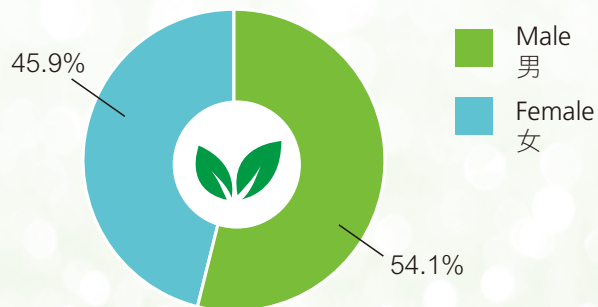
於財政年度末，本集團共有172名僱員。財政年度內本集團在個人招聘、僱傭、解雇、薪酬、工作時間、假期、平等機會、多元化和反歧視方面並無發生任何重大違反相關法律法規的情況。

我們在招聘時極為重視人才的多元化。我們除了致力維持團隊的高素質、高學歷及高技巧，我們的多元化招聘政策也擴展至年齡、性別及學歷背景等方面。本集團反對任何歧視行為，衷心期盼每一位員工也能夠在銀基集團盡展所長，作出貢獻。我們堅信，員工在開放、自由、融洽的環境中定會自發地精益求精。此外，多元化的工作團隊可以促進更廣闊的思想及意見，從而提升本集團的市場競爭力。正因為我們成功吸納各方人才，銀基集團能夠在同行中脫穎而出，成為當今中國以至全球領先的高端酒類運營商。

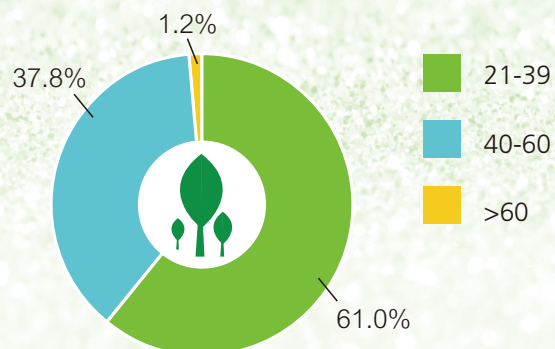
Percentage of employees by academic background
按學歷背景劃分的僱員比例



Percentage of employees by gender
按性別劃分的僱員比例



Percentage of employees by age group
按年齡組別劃分的僱員比例



3.1 Gathering

We are pleased to note that the pandemic in China has been brought under control. We held a Mid-Autumn Festival gathering in the Group's head office in Shenzhen, PRC, to celebrate the upcoming festival together.

3.1 聯歡

我們樂意看到中國國內的疫情受控，在中秋節來臨前，本集團的中國深圳總辦事處舉辦了中秋節聯歡會，同人聚首一堂，共慶佳節。



Gastronomic delights and Mid-Autumn Festival gifts for our colleagues in Mainland China from the Group
國內同事享受美食及接受集團分發中秋禮品

3.2 Employment Labour Standards

With regard to recruitment and protection of basic rights of our employees, Silver Base Group complies with relevant laws and regulations in Mainland China and Hong Kong, including the Labour Contract Law of the People's Republic of China (中華人民共和國勞動合同法), the Social Insurance Law of the People's Republic of China (中華人民共和國社會保險法), the Regulations on Payment of Wages for Shenzhen Employees (深圳市員工工資支付條例), the Employment Ordinance of Hong Kong and the Mandatory Provident Fund Schemes Ordinance of Hong Kong, formulates and strictly implements the relevant management system and measures. So far, all the employees of the Group meet the required minimum working age as stipulated in relevant laws and regulations in Mainland China and Hong Kong, and there is no illegal employment of child labour or forced labour.

We also highly value diversity in recruitment. The Group opposes any act of discrimination, and sincerely hopes that all employees will contribute their best to Silver Base Group. We believe that an open, free and congenial environment will enable employees to spontaneously pursue their better selves, together with our diverse staff backgrounds, Silver Base Group is able to differentiate itself from its peers, and has become a leading high-end liquor operator in China and the world today.

3.2 僱傭勞工準則

在招聘員工以及保障員工基本權利方面，銀基集團遵照中國內地及香港至相關法規條例，包括：中華人民共和國勞動合同法、中華人民共和國社會保險法、深圳市員工工資支付條例、香港僱傭條例及香港強制性公積金計劃條例，制定並嚴格執行相關管理制度及辦法。截至目前，本集團所僱傭員工均符合中國內地及香港相關法律法規所規定的最低工作年齡要求，並無非法僱傭童工或強制勞工存在。

我們在招聘員工時亦非常注重人才多元化問題，本集團反對任何歧視行為的存在，並真誠希望每位員工都將自然界中存在的最美好的力量帶進銀基，因為我們相信，一個開放、自由、舒適的氛圍能夠令員工自願去追求更好的自己，也正是源於我們多元化的員工背景，銀基集團能夠從同業中突圍而出，成為如今中國及國際領先的高檔酒類營運商。



3.3 Care about Employees' Health and Safety

Silver Base Group cares about the physical health of our employees. The Group purchases insurances for its employees and has formulated rules in relation to annual leave and sick leave in accordance with relevant laws and regulations in Mainland China, including the Regulation on Work-Related Injury Insurances of the People's Republic of China (中華人民共和國工傷保險條例), and Occupational Safety and Health Ordinance of Hong Kong. We do not encourage employees to come to work when they are sick. Instead, we advocate a balanced work-life relationship for the employees. First aid kits and medicines are provided free in office premises for use in emergencies. In order to combat the pandemic, the Group has put in place a series of measures, including split team and work-from-home arrangements, reducing the number of staff to come into the office, compulsory body temperature check and cleaning hands with sanitizer at the entrance of the office, and wearing masks before entering and while staying in the office, etc. In addition, the Group also provides masks, disinfection supplies and other epidemic prevention materials for staff and visitors' use. Meanwhile, we also care about the mental health of our employees, counselling sessions are provided to the employees as part of our regular online activities, in which our employees could relieve their tensions. The Group has been paying more attention to the mental health of our employees.

3.3 注重員工健康與安全

銀基集團關心員工之身體健康。本集團依據中國內地法律法規，包括中華人民共和國的工傷保險條例及香港的職業安全及健康條例，為員工購買相關保險，並且制定了相關的年假和病假條例，我們並不提倡員工帶病工作，我們更鼓勵員工平衡好「工作與生活」的關係。我們還在辦公場所設置免費供應急救箱和藥品，以在緊急情況是發揮重要作用。為了對抗疫情，本集團制定了一系列措施，包括安排部分員工留家工作，減少辦公室工作人數、規定所有進入辦公室人員必須測量體溫、消毒雙手及佩帶口罩等，此外，本集團也提供了口罩、消毒用品及其他防疫物資供員工及訪客使用。同時，我們更是關注員工精神健康問題，定期安排線上活動，對員工進行心理疏導，緩解緊張情緒，對員工精神健康關注度顯著加強。



Since the outbreak of the coronavirus pandemic, the disease has spread across the globe, bringing unprecedented disaster to humanity and upending the world economy.

“In this age of pandemic, we see grief, pain and even death, but we see courage, support, care and hope even more!”

自發生冠狀病毒疫情以來，病毒蔓延至全球，為人類帶來前所未有的災難，影響了世界的經濟。

「在疫情期間，我們看到悲傷、痛苦、甚至死亡，但我們看到更多的是勇氣、互助、關懷及希望！」



Medical supplies provided by the Company to our staff
本公司提供給員工使用的醫療用品



Mr. Andrew Li, the director of the human resources department of the Group, distributed epidemic prevention supplies to our staff on behalf of the Group
本集團人力資源部總監李駿聲先生代表集團向員工分發抗疫用品

For the health and immunity enhancement of the Group's employees, we encourage employees to be vaccinated against COVID-19 as soon as possible if they are fit to do so.

為了集團員工的健康，我們鼓勵員工在身體合適的情況下盡早接種新冠病毒疫苗，提升自身的免疫力。

In addition, making use of the outdoor leisure terrace with a garden design located in the Group's office areas, we have organised a variety of fulfilling after work activities for the employees since the pandemic is under control and without compromising safety, such as the seasonal food preparation by our employees during traditional festivals and distributing holiday gifts to them, all in an effort to enhance their sense of belonging and well-being.

3.4 Development and Training

The Group puts tremendous emphasis on internal and external learning and training, which are essential for the uplifting of the employees' level of education and ability. This will ensure the continuous improvement of work efficiency of the employees together with the steady development of Group. To this end, we have developed a customised personnel development plan which is consistent with the expansion needs of the Company. Comprehensive induction training is organised for new employees while internal training sessions for the staff concerned are provided on a regular basis. Team building activities, if needed, are arranged so as to continuously enhance the professionalism and team spirit of the employees. It is worth noting that, training sessions in the Financial Year were conducted online due to the pandemic, which ensures the safety and health of our employees while improving their business and general competencies. In addition to training opportunities, the Group has also adopted an incentive system with regular assessments of the employees, in which the outstanding employees can further uplift their potentials with the provision of promotion opportunities.

3.5 Labours Standard

The Group does not tolerate any form of child labour and forced labour, and strictly complies with the relevant provisions of the Labour Contract Law of the People's Republic of China (中華人民共和國勞動合同法) and the Employment Ordinance of Hong Kong.

除此之外，得益於本集團辦公區域創建了採用園林設計的戶外休閒露台，在疫情得到控制的時段，我們盡可能在安全的前提下豐富員工的業餘生活，組織員工在休閒露台進行多樣化的活動，例如在傳統佳節組織員工製作時令美食、為員工派發節日禮品等，努力提升員工的歸屬感及幸福感。

3.4 發展與培訓

本集團非常重視內部及外部之學習及培訓，以提升員工教育水平及能力，以此確保員工可隨本集團的穩定發展而不斷提升自身的工作效率。為此，我們定制了符合公司發展需求的人才培養計劃，對於新員工組織全面的入職培訓；另外，日常定期對相關人員進行內部培訓，並按需求開展相關團建設活動，以不斷提高員工的專業素質和團隊合作精神。需要說明的是，因疫情原因，本財政年度內，公司培訓均採取線上形式進行，以確保員工在安全健康的前提下，努力提升業務及綜合能力素質。除培訓機會外，本集團採用激勵機制，定期通過測評，為優秀員工提供升職機會，以進一步提升其自身潛力。

3.5 勞工準則

本集團堅決反對聘用童工及強制勞工，並嚴格執行中華人民共和國勞動合同法及香港僱用條例有關的條款。

4. Operational Management

To ensure its smooth operation, the Group has established a series of relevant management measures and methods, for the strict monitoring of processes, especially in the important areas of supply chain management, product liabilities and anti-corruption. It is expected that these measures will effectively help ensure the Group's sustainable development.

4.1 Supply Chain Management

The supply chain department of Silver Base Group adopts systematic management. It has developed a set of procurement management procedures to meet the Group's procedural requirements and carried out its strategic implementation. In addition, we also apply various measures such as management by objectives in which relevant performance indicators are defined and processes are controlled and improved accordingly.

We firmly believe that effective management of suppliers can ensure the sound operation of an enterprise and the quality and safety of products and services. As such, the Group has developed relevant management procedures according to the requirements of national and local regulations for the supplying entities of various products and services. This is to ensure that the procurement procedures comply with laws and regulations, and that the suppliers meet the required standards in terms of quality, environmental protection and safety.

4. 營運管理

為確保本集團整體運營順利進行，本集團為此制定了一系列的相關管理措施及辦法，尤其在供應鏈管理、產品責任、反貪污等重要環節進行嚴格監管，希望以此有效地為本集團的可持續發展保駕護航。

4.1 供應鏈管理

銀基集團供應鏈部門採取系統化管理措施，制定一系列採購管理流程，滿足本集團流程要求，並提供策略性執行。同時，我們採取諸如以目標為導向的管理等各種措施，制定相關績效指標，控制並完善工作流程。

我們堅信有效管理供應商能保障企業的穩健運營及各項產品與服務的質量與安全。因此，本集團針對各項產品和服務的供應主體，按國家及地方相關規定，制定了相關管理流程，確保採購流程符合法規，並保證所算供應商在質量、環保、安全等方面管理達一定水平。



4.2 Product Responsibility

The Group highly values product responsibility and complies with the Food Safety Law of the People's Republic of China (中華人民共和國食品安全法) and the Law on Protection of Consumer Rights of the People's Republic of China (中華人民共和國消費者權益保護法). To this end, we have developed detailed management policies which cover the areas of product quality control, product safety, after-sales services and customer satisfaction. The persons in charge and relevant personnel of supply chain and marketing departments attend relevant requirement meetings regularly to discuss existing issues in procurement and customer needs, and analyse the customers' buying decision process so as to identify the quality products that will meet the customers' requirements.

While ensuring that relevant measures comply with the laws and regulations, we would also like to maintain and protect the brand equity and related culture of our products more effectively.

4.2 產品責任

本集團高度重視產品責任，以及遵守中華人民共和國食品安全法及消費者權益保護法，我們為此制定了詳細地相關管理政策，內容涵蓋產品質量監控、產品安全、售後服務、客戶滿意度等方面，供應鏈部門、銷售部門的相關負責人和人員按時參加相關需求會議，討論現在的採購問題和客戶需求，分析客戶採購心理尋找達到客戶要求的優質產品。

在確保相關措施符合法律法規要求的同時，我們亦希望能夠更好的維護和保障所經營產品的品牌權益和相關文化。



4.3 Anti-corruption and Anti-money laundering

Silver Base Group puts tremendous emphasis on upholding the integrity of the internal administration of the Group. The Group also strictly adheres to the Prevention of Bribery Ordinance in Hong Kong and the relevant anti-corruption and anti-bribery laws set out in the Anti-Unfair Competition Law of the People's Republic of China (中華人民共和國反不正當競爭法). According to the business nature of the Group with consideration of the practical conditions, we have established the relevant monitoring system and anti-corruption system. The publicity of common corruption vulnerabilities and the supervision of the employees in relevant departments are strengthened. At the same time, we instill the concept of integrity into the employees, and encourage the reporting of corruption and set up a whistle-blowing system. We want to stop any form of corruption acts as much as possible. It is worth noting that, during the process of the Group's operation, we have consistently adhered to the principle of integrity, which has been deeply implanted in our corporate culture. While requiring every employee to comply with the principle, we also welcome strict supervision by relevant authorities. In addition, the Group has developed a risk management system in strict compliance with the financial laws in Mainland China and Hong Kong and we resolutely oppose the act of money laundering.

4.3 反貪污和反洗黑錢

銀基集團十分重視本集團內部的廉政建設並嚴格遵守香港的防止賄賂條例及中華人民共和國反不正當競爭法中的相關的反貪污賄賂法律。我們就本集團業務性質，結合實際情況建立了相關的監察制度和防貪腐制度，並針對常見的貪污漏洞重點向相關部門員工加強宣傳與監管，同時向員工灌輸廉潔觀念，鼓勵員工舉報，設立告發制度，最大可能的遏制任何形式的貪腐行為。值得說明的是，本集團營運過程中，我們一貫堅守誠信原則，並已將此原則深深植入企業的文化當中，本集團在要求每位員工必須遵守的同時，也歡迎接受相關部門的嚴格監管。另外，本集團嚴格遵守中國內地和香港之金融法律，並配合制訂風險管理系統，堅決反對洗黑錢行為的存在。



Outlook

The Group will adhere to its commitment to protecting the environment, safeguarding the physical and mental health of its employees, and investing in social welfare. To contribute ourselves to the society, we will continue to work tirelessly and seize various opportunities to create a harmonious development between the Group and the society, the enterprise and the environment, and among the stakeholders of the Company.

未來展望

本集團將堅守對保護環境、保障員工身心健康及投入社會公益的承諾，繼續努力不懈，把握各種機遇，創造企業與社會、企業與環境以及企業與利益相關各方的協調發展，為社會做出應有的貢獻。



English translation:
School strike for climate
中文譯文：
為氣候罷課

Reflection

"When I was about eight years old, I first heard about something called climate change or global warming. Apparently, that was something humans had created by our way of living. I was told to turn off the lights to save energy and to recycle paper to save resources. I remember thinking that it was very strange that humans, who are an animal species among others, could be capable of changing the Earth's climate. Because if we were, and if it was really happening, we wouldn't be talking about anything else. As soon as you'd turn on the TV, everything would be about that. Headlines, radio, newspapers, you would never read or hear about anything else, as if there was a world war going on. But no one ever talked about it. If burning fossil fuels was so bad that it threatened our very existence, how could we just continue like before? Why were there no restrictions? Why wasn't it made illegal?"

To me, that did not add up. It was too unreal. So when I was 11, I became ill. I fell into depression, I stopped talking, and I stopped eating. In two months, I lost about 10 kilos of weight. Later on, I was diagnosed with Asperger syndrome, OCD and selective mutism. That basically means I only speak when I think it's necessary - now is one of those moments.

If I live to be 100, I will be alive in the year 2103. When you think about the future today, you don't think beyond the year 2050. By then, I will, in the best case, not even have lived half of my life.

深思

「在我大約八歲時，我第一次聽到所謂的氣候變遷或全球暖化。很顯然，成因是人類的生活方式。我被告知要隨手關燈以節省能源，並要回收紙類以節省資源。我記得當時我覺得這很奇怪，人類作為許多動物物種之一，卻有能力改變地球的氣候。因為如果我們能做到，如果這種事真的在發生，我們就不會去談其他事情了，每當開啟電視看到的應該全是相關節目。頭條、廣播、報紙，你不應該會讀到、聽到其他事，就好像有場世界大戰正在發生中。但，都沒有人在談這件事。如果燃燒化石燃料這麼不好，以至於威脅到我們的生存，我們怎能持續以前的做法？為什麼沒有限制？為什麼沒有把它歸為非法行為？」

對我來說，這實在不合理。太不真實了。於十一歲時，我生病了。我陷入了憂鬱中，我不再說話，也不吃東西了。兩個月裡我瘦掉了十公斤。後來，我被診斷出阿斯伯格綜合症、強迫症，以及選擇性緘默症。基本上，意思就是說，只有在我認為必要時才會說話——現在就是那些時刻之一。……

如果我活到一百歲，我會活在二零一三年。現在我們所想的未來不會超過二零五零年。到時，在最好的情況下，我的人生還沒過一半。

What happens next? The year 2078, I will celebrate my 75th birthday. If I have children or grandchildren, maybe they will spend that day with me. Maybe they will ask me about you, the people who were around, back in 2018. Maybe they will ask why you didn't do anything while there still was time to act. What we do or don't do right now will affect my entire life and the lives of my children and grandchildren. What we do or don't do right now, me and my generation can't undo in the future. So when school started in August of this year, I decided that this was enough. I set myself down on the ground outside the Swedish parliament. I school struck for the climate.

So instead of looking for hope, look for action. Then, and only then, hope will come.

Everything needs to change -- and it has to start today."

On 24 November 2018, Greta Thunberg spoke at TEDxStockholm

接下來會發生什麼事？二零七八年，我會慶祝75歲的生日。如果我有孩子和孫子，也許他們會和我共度那一天。也許他們會向我問起你們，這些活在二零一八年的人。也許他們會向我質問，為什麼你們不在還有時間採取行動時什麼都不做？我們現在的作為與不作為，將會影響我的一生，以及我的孩子、我的孫子的人生。我們現在的作為和不作為，是我和我的後代在未來無法還原的。所以，於今年八月，學校開學時，我決定，我受夠了。我自己坐在瑞典國會外面的地上。我為了氣候而罷課。……

所以應先以追求行動替代追求希望。這樣，也唯有這麼做，希望才會到來。……

「一切都需要改變——且必須要從現在開始。」

於二零一八年十一月二十四日，格蕾塔·通貝里 (Greta Thunberg) 在TEDxStockholm上演講

During her speech at the TEDxStockholm, Thunberg pointed out that immediate actions are needed to cope with the imperative threat to the existence of our species, as well as others of our globe, from global warming.

Thunberg began standing in front of the Swedish parliament, holding a "Skolstrejk för klimatet" (translation: School strike for climate) sign, Stockholm, August 2018. People passed by and teased her but soon other students engaged in similar protests in their own communities. Student strikes took place every week somewhere in the world. In 2019, there were multiple coordinated multi-city protests involving over a million students each.

She received numerous honours and awards, including the Time's 100 most influential people, being the youngest Time Person of the Year (Year 2019).

通貝里在TEDxStockholm的演講中指出，全球暖化所帶來的威脅已迫在眉睫，我們需要立即採取行動，以挽救全人類及其他物種在地球上繼續生存的機會。

於二零一八年八月，通貝里開始站在位於斯德哥爾摩的瑞典議會大廈前，舉起「Skolstrejk för klimatet」(中文譯文：為氣候罷課)字牌。儘管通貝里的行為遭受路人嘲笑，但不久後其他學生開始在各自社區發起同類示威活動，每週都會有學生在世界某處發起罷課。二零一九年出現多次跨城市同盟示威活動，每次均有超過一百萬名學生參與其中。

她獲得多項榮譽及獎項，包括入選為《時代》最具影響力一百人，亦是最年輕的《時代》年度風雲人物(2019年度)。



Silver Base