



AFFLUENT PARTNERS HOLDINGS LIMITED
錢唐控股有限公司*

2021

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



(Incorporated in the Cayman Islands with limited liability)
(開曼群島註冊成立之有限公司)
Stock Code 股份代號: 1466

* For identification purposes only 僅供識別

Contents 目錄

ABOUT THE GROUP	關於本集團	2
ABOUT THE REPORT	關於本報告	3
MESSAGE FROM THE BOARD	董事會致辭	5
STAKEHOLDERS ENGAGEMENT AND MATERIALITY	持份者參與及重要性	7
ENVIRONMENTAL ASPECTS	環境層面	11
SOCIAL ASPECTS	社會層面	20
INDEX TO THE ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE	環境、社會及管治報告 指引之索引	35



About the Group 關於本集團

Affluent Partners Holdings Limited (the “**Company**”) and its subsidiaries (collectively referred to as the “**Group**”) are principally engaged in: (i) the purchasing, processing, designing, production and wholesale distribution of pearls and jewellery products and (ii) the operation of strategic investment and financial services segment, with the objective to include investments in real estate agency business and real estate investment funds and other potential investment opportunities.

Environmental and social responsibilities are viewed as the Group’s core commitment to the environment, internal workplace and external community, and an integral part of the Group’s practice to create value for stakeholders.

Our strategy is to fulfil the Group’s environmental and social responsibilities through achieving environmental and social objectives during operations and complying with all relevant legal requirements.

The board of directors (the “**Board**”) has overall responsibility for the Group’s environmental, social and governance (“**ESG**”) strategy and reporting. The Board is responsible for evaluating and determining the Group’s ESG-related risks and ensuring that appropriate and effective ESG risk management and internal control systems are in place.

錢唐控股有限公司(「**本公司**」)及其附屬公司(以下統稱「**本集團**」)主要從事：(i)珍珠及珠寶產品之採購、加工、設計、生產及批發分銷及(ii)策略投資及財務服務分部之營運，其目標包括投資於房地產代理業務及房地產投資基金以及其他潛在投資機會。

環境及社會責任被視為本集團對環境、內部工作環境及社會各界之主要承擔，亦為本集團為持份者創造價值之實踐的重要一環。

我們的策略為透過在營運過程中實現環境及社會目標以及遵守所有相關法律規定，以履行本集團的環境及社會責任。

董事會(「**董事會**」)全面負責本集團之環境、社會及管治(「**環境、社會及管治**」)策略及報告。董事會負責評估及釐定本集團的環境、社會及管治相關風險，並確保建立適當及有效的環境、社會及管治風險管理及內部監控系統。

About the Report 關於本報告

The Group is pleased to present its fifth Environmental, Social and Governance Report (the “**ESG Report**” or the “**Report**”) for the year ended 31 March 2021 to allow all stakeholders to learn more about the Group’s progress and development direction in respect of operation and sustainable development. This ESG Report is prepared in accordance with disclosure obligations under the “comply or explain” provisions contained in the “Environmental, Social and Governance Reporting Guide” (the “**ESG Guide**”) as set out in Appendix 27 to the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited (the “**Listing Rules**”). This Report shall be published both in Chinese and English on the websites of the Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”) and the Company. Should there be any discrepancy between the Chinese and the English versions, the English version shall prevail.

APPLICABLE SCOPE AND REPORTING PERIOD OF THE REPORT

This report covers the Group’s overall ESG performance and selected key performance indicators (the “**KPI**”) from 1 April 2020 to 31 March 2021 (the “**Reporting Period**”). A complete index is appended in the last chapter hereof for reading this Report in accordance with the ESG Guide. The scope of this report is consistent with that of our fourth ESG report published last year, which focuses on our core business segments: (i) purchasing, processing, designing, production and wholesale distribution of pearls and jewellery products in mainland China and Hong Kong (the “**Jewellery Segment**”); and (ii) operation of strategic investment and financial service segment in Hong Kong (the “**Strategic Investment and Financial Service Segment**”).

Information relating to the Group’s governance section can be found in the Corporate Governance Report on page 26 to 40 as incorporated in the 2021 Annual Report.

EXPLANATIONS ON DATA

Financial data in the Report are extracted from the 2021 Annual Report. Other data are extracted from the Company’s internal management system and statistics, and partly comprise of data from previous years. Unless otherwise stated, Hong Kong dollars (“**HK\$**”) is used in this report as its functional currency. The intensity disclosed for the Reporting Period was calculated by dividing the amount of the emission/waste/resources consumption by the Group’s revenue of approximately HK\$43.32 million during the financial year ended 31 March 2021.

本集團欣然提呈其截至2021年3月31日止年度的第五份環境、社會及管治報告（「**環境、社會及管治報告**」或「**本報告**」），讓所有持份者了解本集團在營運及可持續發展方面的進展及發展方向。本環境、社會及管治報告乃根據香港聯合交易所有限公司證券上市規則（「**上市規則**」）附錄27所載「環境、社會及管治報告指引」（「**環境、社會及管治指引**」）所載「不遵守就解釋」條文項下的披露責任編製。本報告將以中英文版本於香港聯合交易所有限公司（「**聯交所**」）及本公司網站刊發。中英文版本如有任何歧義，概以英文版本為準。

本報告適用範圍及報告期間

本報告涵蓋本集團於2020年4月1日至2021年3月31日期間（「**報告期間**」），在環境、社會及管治方面的整體表現以及選定的關鍵績效指標（「**關鍵績效指標**」）。本報告最後一章附有完整索引，以便讀者按環境、社會及管治指引閱讀本報告。本報告的範圍與我們去年刊發的第四份環境、社會及管治報告一致，該報告專注於我們的核心業務分部：(i) 於中國內地及香港採購、加工、設計、生產及批發分銷珍珠及珠寶產品（「**珠寶分部**」）；及(ii) 於香港經營策略投資及財務服務分部（「**策略投資及財務服務分部**」）。

有關本集團管治部分的資料，請參閱2021年年報第26至40頁所載的企業管治報告。

數據說明

報告中的財務數據摘錄自2021年年報。其他數據摘錄自本公司內部管理制度及統計數據，部分數據為以前年度數據。除另有指明外，本報告使用港元（「**港元**」）作為其功能貨幣。報告期間披露的密度乃按排放物／廢物／資源消耗量除以本集團截至2021年3月31日止財政年度的收益約43.32百萬港元計算。

About the Report 關於本報告

CONFIRMATION AND APPROVAL

The information contained herein is sourced from official documents and statistics of the Group, and management and operation information collected in accordance with the Group's systems. This Report has been confirmed and approved by the Board of the Company.

REPORTING FORM

The report is issued in print and electronic versions. Please visit www.affluent-partners.com to download the report. Please call (852) 3611 2188 if you need a print version.

OPINIONS AND FEEDBACK FROM STAKEHOLDERS

The Group attaches great importance to valuable opinions from all stakeholders. If you are in any doubt or have any opinion or recommendation about the content or form of reporting of this report, you are welcome to contact the Group by the following means:

Address: Office A, 6/F, Valiant Commercial Building, 22-24 Prat Avenue,
Tsim Sha Tsui, Kowloon, Hong Kong
Tel: (852) 3611 2188
Fax: (852) 3594 6110
E-mail: ir@affluent-partners.com

確認及批准

本報告所載資料均來自本集團正式文件、統計資料，及根據本集團制度收集的管理及營運資料。本報告經本公司董事會確認及批准。

報告形式

本報告以印刷版及電子版兩種形式發佈。請瀏覽 www.affluent-partners.com 下載報告。如閣下需要印刷本，請致電 (852) 3611 2188。

持份者意見及回饋

本集團非常重視所有持份者的寶貴意見。如閣下對本報告的內容或匯報形式有任何疑問或意見或建議，歡迎透過以下方式聯絡本集團：

地址：香港九龍尖沙咀寶勒巷22至24號
雲龍商業大廈6樓A室
電話：(852) 3611 2188
傳真：(852) 3594 6110
電郵：ir@affluent-partners.com

Message from the Board 董事會致辭

We are pleased to present the fifth ESG Report of the Group. Since January 2020, many countries have imposed public health measures and quarantine requirement of travellers to contain the outbreak of coronavirus disease (COVID-19) (the “**Outbreak**”), which resulted in the weakened consumer sentiment in the world. At the same time, the political events, such as Brexit and social movements in Hong Kong, brought uncertain and challenging to the business operation environment of the Group. As the Group expects challenging business prospects in 2021, it will strive to maintain a cost-effective operation.

We believe that the adoption of sustainable consumption and production model is essential to the global sustainable development. Sustainable consumption and production are overall guiding principles to raise the quality of people's lives and, at the same time, minimise the negative impacts on environment created by the consumption and production system. To ensure effective use of resources, the Group has already formulated a set of office guidelines for environmental protection for its staff's reference. By helping the staff form good habits, it is hoped that a culture of energy and resources saving can be fostered.

Further, we applied corporate social responsibility best practices to every facet of our business. We made strides to build sustainable supply chains and to shoulder the product responsibility. After the Outbreak, we have prioritized the safety and health of our consumers and employees by taking a series of precautionary measures. We also continue to encourage and foster professional development for all employees as well.

The importance of business operations with honesty and integrity is self-evident. As such, we established mechanism to all employees to make sure that they are faithful and self-disciplined, which has been continuously effective to eliminate the risk of corruption.

我們欣然提呈本集團第五份環境、社會及管治報告。自2020年1月起，許多國家採取公共衛生措施及對旅客施加檢疫要求，以遏制冠狀病毒病(COVID-19)的爆發(「**疫情爆發**」)，導致全球的消費者信心減弱。同時，英國脫歐等政治事件及香港社會運動為本集團之營商環境帶來不確定性及挑戰。由於本集團預期2021年之業務前景充滿挑戰，本集團將致力維持具成本效益之營運。

我們相信，採用可持續之消費及生產模式在實踐全球之可持續發展上發揮重要作用。可持續之消費及生產是提高人們生活質量之整體指導原則，同時盡量減少消費及生產系統對環境造成之負面影響。為確保有效使用資源，本集團已制定一套環境保護辦公室指引，供員工參考。透過協助員工養成良好之工作習慣，我們期望能建立節約能源及資源使用之文化。

此外，我們將企業社會責任之最佳實踐應用於我們業務之各個方面。我們致力建立可持續發展之供應鏈及肩負產品責任。疫情爆發後，我們通過採取一系列的預防措施，將消費者及僱員的安全與健康放在首位。我們亦繼續鼓勵及促進所有僱員的專業發展。

誠信經營之重要性不言而喻。因此，我們為全體僱員建立機制，確保彼等誠實自律，以持續有效消除貪污風險。

Message from the Board

董事會致辭

The Group will continue to dedicate resources to reducing the impacts on environment caused by the operation, review and strengthen risk management of environment, social and governance matters, and grasp the opportunities brought by sustainable development. With the support from business partners, customers and other stakeholders, the Group will insist on improving environmental and social performance and lead the industry to a future where development is more sustainable.

On behalf of the Board, I would like to take this opportunity to express my heartfelt gratitude to all our stakeholders for their long-term attention and support to the Group over the years. I would also like to thank the senior management team and all the staffs of the Group for their dedication, hard work and contributions to the Group during the past year. I believe all members of the Group will dedicate their best efforts to drive business growth and to deliver enhanced returns to shareholders.

By order of the Board

Affluent Partners Holdings Limited

Cheng Chi Kin

Chairman

本集團將繼續投放資源減少營運對環境所造成之影響，審視並加強環境、社會及管治事宜之風險管理，抓緊可持續發展帶來之機遇。在業務夥伴、客戶及其他持份者之支持下，本集團將持續提升環境及社會績效，帶領行業邁向更符合可持續發展之未來。

本人謹代表董事會謹此衷心感謝所有持份者多年來對本集團鼎力支持。同時，本人亦對本集團高級管理團隊及所有員工於過去一年付出之奉獻、努力及對本集團作出之貢獻深表感謝。我相信，本集團所有成員將竭盡全力推動業務增長，致力為股東帶來更高回報。

承董事會命

錢唐控股有限公司

主席

鄭子堅

Stakeholders Engagement and Materiality

持份者參與及重要性

Stakeholder engagement is a key success factor in formulating our environmental and social strategy, defining our objectives, assessing materiality, and establishing policies. Our key stakeholders include government, shareholders and investors, employees, customers, supplier/partners, peer/industry associations, market regulator and public and communities. The following table illustrates the issues of concern of our major stakeholders and the ways we communicate with stakeholders:

持份者參與為制定我們的環境及社會策略、界定目標、評估重要性及確立政策之關鍵成功因素。我們的主要持份者包括政府、股東及投資者、僱員、客戶、供應商／合作夥伴、同業／行業協會、市場監管機構及公眾以及社區。下表說明我們的主要持份者所關注的事宜，以及我們與持份者溝通的途徑：

Stakeholder 持份者	Expectation 期望	Engagement channel 參與渠道	Measures 措施
Government 政府	<ul style="list-style-type: none"> - To comply with laws - 遵守法律 - Proper tax payment - 正確繳稅 - Promote regional economic development and employment - 促進區域經濟發展及就業 	<ul style="list-style-type: none"> - On-site inspections and checks - 現場檢查及檢測 - Research and discussion through work conferences, work reports preparation and submission for approval - 透過工作會議進行研究及討論，準備工作報告並提交審批 - Public information disclosed in the Stock Exchange, such as: interim reports, annual reports, announcements - 於港交所網站披露之公開資料，例如：中期報告、年報、公告 - Company website - 公司網站 - Compliance control - 合規監控 	<ul style="list-style-type: none"> - Operated, managed and paid taxes according to laws and regulations, strengthened safety management; accepted the government's supervision, inspection and evaluation (if any), and actively undertook social responsibilities. - 依法經營、管理、納稅，加強安全管理；接受政府的監督、檢查和評價（如有），並積極承擔社會責任。

Stakeholders Engagement and Materiality

持份者參與及重要性

Stakeholder 持份者	Expectation 期望	Engagement channel 參與渠道	Measures 措施
Shareholders and Investors 股東及投資者	<ul style="list-style-type: none"> - Return on investment - 投資回報 - Information disclosure and transparency - 資訊披露及透明度 - Protection of interests and fair treatment of shareholders - 保障股東權益及公平對待股東 - Business risk management - 業務風險管理 	<ul style="list-style-type: none"> - Annual general meeting and other shareholder meetings - 股東週年大會及其他股東大會 - Public information disclosed in the Stock Exchange, such as: interim reports, annual report and announcements - 於港交所披露之公開資料，例如：中期報告、年報及公告 - Meeting with investors and analysts - 與投資者及分析師會面 - Company website - 公司網站 	<ul style="list-style-type: none"> - Issued notices of general meeting and proposed resolutions according to regulations, disclosed company's information by publishing announcements/circulars and periodic reports. - 根據法規，刊發股東大會通告及提呈決議案；刊發公告／通函及定期報告，以披露公司資料。 - Carried out different forms of investor activities with an aim to improve investors' recognition. - 開展多種形式的投資者活動，提高投資者的認可度。在網站及報告中公開公司聯絡方式，並確保各種溝通渠道暢通。 - Disclosed company contact details on website and in reports and ensured all communication channels available and effective. - 提供健康安全的工作環境；建立公平的晉升機制；藉幫助有需要人士關懷員工、舉辦員工活動及提供培訓。
Employees 僱員	<ul style="list-style-type: none"> - Safeguard rights and interests of employees - 保障僱員權利及權益 - Working environment - 工作環境 - Career development opportunities - 職業發展機會 - Health and safety - 健康與安全 - Self-actualization - 自我實現 	<ul style="list-style-type: none"> - Regular meetings - 例會 - Training, seminars and briefing sessions - 培訓、研討會及簡介會 - Intranet and emails - 內聯網及電郵 - Annual performance appraisal - 年度表現評估 	<ul style="list-style-type: none"> - Provided a healthy and safe working environment; developed a fair mechanism for promotion; cared for employees by helping those in need, organising employee activities and providing trainings. - 提供健康安全的工作環境；建立公平的晉升機制；藉幫助有需要人士關懷員工、舉辦員工活動及提供培訓。

Stakeholders Engagement and Materiality

持份者參與及重要性

Stakeholder 持份者	Expectation 期望	Engagement channel 參與渠道	Measures 措施
Customers 客戶	<ul style="list-style-type: none"> Safe and high-quality products 安全優質的產品 Stable relationship 穩定的關係 Information transparency 資訊透明 Integrity 誠信 Business ethics 商業道德 	<ul style="list-style-type: none"> Company website, brochures, interim reports, annual reports, announcements 公司網站、宣傳冊、中期報告、年報、公告 Email and customer service hotline 電郵及客戶服務熱線 Feedback and report 反饋及報告 Regular meetings 例會 International certification 國際認證 	<ul style="list-style-type: none"> Strengthened quality management to ensure stable service quality, entered into long-term strategic cooperation agreements and obtained international certifications from professional institutions. 加強質量管理，確保服務質量穩定，簽訂長期戰略合作協議，獲得專業機構國際認證。
Suppliers/ Partners 供應商／合作夥伴	<ul style="list-style-type: none"> Long-term partnership 長期合作關係 Honest cooperation 誠實合作 Fair and open 公平開放 Information resources sharing for material customization 就物料定制而言，將資訊資源共享 Risk reduction 風險規避 	<ul style="list-style-type: none"> Business meetings, supplier conferences, phone calls and interviews 商務會議、供應商會議、電話及訪談 Regular meetings 例會 Review and assessment 審查及評估 Tendering process 招標過程 Email, circulars and manual 電郵、通函及手冊 Company website 公司網站 	<ul style="list-style-type: none"> Invited tenders publicly to select the best suppliers and contractors, performed contracts obligation according to agreements, enhanced daily communication, and established long-term cooperation with quality suppliers and contractors. 公開招標以甄選最佳供應商及承包商，根據協議履行合約義務，加強日常溝通，與優質供應商及承包商建立長期合作關係。
Peer /Industry associations 同業／行業協會	<ul style="list-style-type: none"> Experience sharing 經驗分享 Corporations 多家企業 Fair competition 公平競爭 	<ul style="list-style-type: none"> Industry conferences 行業會議 Site visit 實地視察 Publicity of standards 宣傳標準 Trainings 培訓 Seminars 研討會 	<ul style="list-style-type: none"> Stuck to fair play, cooperated with peer to realize win-win results, shared experiences and attended different seminars of the industry so as to promote sustainable development of the industry. 堅持公平競爭，與同業合作，實現共贏，分享經驗，參加行業各類研討會，促進行業可持續發展。

Stakeholders Engagement and Materiality

持份者參與及重要性

Stakeholder 持份者	Expectation 期望	Engagement channel 參與渠道	Measures 措施
Market regulator 市場監管機構	<ul style="list-style-type: none"> Compliance with the law and regulations 遵守法律法規 Information disclosures 資料披露 	<ul style="list-style-type: none"> Information disclosure 資料披露 Reports 報告 Consulting 諮詢 	<ul style="list-style-type: none"> Complied with regulatory requirements in a strict manner, disclosed and reported real information in a timely and accurate manner according to law. 嚴格按照監管要求，依法及時、準確披露及報告真實資料。
Public and communities 公眾及社區	<ul style="list-style-type: none"> Community involvement 社區參與 Social responsibilities 社會責任 Employment promotion 促進就業 Transparent information 資訊透明 	<ul style="list-style-type: none"> Voluntary work 義務工作 Charity and social investment 慈善及社會投資 Company website 公司網站 	<ul style="list-style-type: none"> Gave priority to local people seeking jobs from the Company so as to promote community building and development; protected the communities' ecological environment and provided timely compensation and assistance. 本公司優先考慮當地求職人士，促進社區建設和發展；保護社區生態環境，及時提供補償和援助。 Issued promotional and accurate information. 發放宣傳及準確資訊。

Based on the stakeholders engagement, we have identified issues with significant environmental and social impact and issues concerning stakeholders. The results of materiality assessment prioritised stakeholder inputs and made us focused on the material aspects for actions, achievement and reporting. Through the materiality analysis, the Group identified "use of resources", "employment" and "privacy protection and intellectual property rights" as issues of high importance, priced the risks and opportunities hidden behind these matters and elaborated more under different sections of this ESG report. We present below the relevant and required disclosure.

基於持份者之參與，我們已識別對環境及社會具重大影響以及與持份者關注之事宜。重要性評估的結果將持份者的意見排列優先次序，使我們專注於行動、成就及報告的重大方面。透過重要性分析，本集團將「資源使用」、「僱傭」及「私隱保障及知識產權」識別為高度重要議題，為該等議題的潛在風險及機遇定價，並於本環境、社會及管治報告的不同章節作更詳細闡述。本集團於下文呈列相關及規定之披露事項。

Environmental Aspects 環境層面

A. ENVIRONMENTAL

Sustainable development is to protect our existing natural resources for future generations. As we become increasingly connected with our environment, the Group recognises our desire for clean environment and our responsibility as a corporate citizen, to demonstrate the Group's commitment to sustainable development and compliance with laws and regulations relating to environmental protection, we are constantly striving to innovate, reduce the impact on the natural environment, and protect the climate.

In recognition of sustainability is also the core concept of the Group, it has established regular emission reduction policies such as: green purchasing policy to regulate daily purchasing, 3Rs (Reduce, Reuse, Recycle) policy to regulate waste stream and green operation policy to regulate facility operation. Green purchasing policy requires to purchase energy-efficient office equipment and energy-efficient air conditioners. 3Rs policy encourages the reuse of printed paper and the use of recycled paper for printing and even to build a paperless office. Green operation policy advocates the employees to turn off the lights and air conditioners in unmanned rooms and try to reduce business trips and meetings by using telephone or video conferences.

A1: Emissions

Emissions refer to air and greenhouse gas emission, discharges into water and land, and generation of hazardous and non-hazardous waste.

The Group strictly complies with the relevant national and local environment laws and regulations, including Environmental Protection Law of the People's Republic of China (《中華人民共和國環境保護法》), the Waste Disposal Ordinance (Cap. 354 of the Laws of Hong Kong) (《廢物處置條例》, 香港法律第354章) and other applicable environmental laws and regulations. During the Reporting Period, the Group was not aware of any material non-compliance.

Emissions disclosed as KPIs are calculated based on the consumption data collected and applicable emission factors. Since certain emission factors of the People's Republic of China (the "PRC") are not accessible or updated from official sources, we have applied relevant emission factors which are available from recognised or reputable sources. If certain emission factors of the PRC are not available, available consumption data collected, waste produced, or emission measured is disclosed.

A. 環境

可持續發展旨在為後代保護現有的自然資源。隨著我們與環境的聯繫日益緊密，本集團深明我們對清潔環境的渴求以及我們作為企業公民的責任，為體現本集團對可持續發展的承諾及遵守有關環保的法律及法規，我們一直努力創新、減少對自然環境的影響及保護氣候。

支持可持續發展亦為本集團的核心理念，本集團已制定定期減排政策，例如：綠色採購政策以規管日常採購、3Rs (減少使用、物盡其用、循環再造) 政策以管理廢棄物來源及綠色營運政策以管理設施運作。綠色採購政策規定購買節能辦公設備及節能冷氣機。3Rs 政策鼓勵重用打印紙及使用再生紙打印，甚至建立無紙辦公室。綠色營運政策提倡僱員關閉無人房間的電燈及冷氣機，並嘗試透過使用電話或視像會議減少業務差旅及會面。

A1：排放物

排放物指廢氣及溫室氣體排放、向水及土地的排污以及有害及無害廢棄物之產生。

本集團嚴格遵守相關國家及地方環境法律法規，包括《中華人民共和國環境保護法》、香港法律第354章《廢物處置條例》，以及其他適用環境法律法規。於報告期間，本集團並不知悉任何重大不合規情況。

披露為關鍵績效指標的排放物乃根據收集的消耗數據和適用的排放因素計算得出。由於無法從官方來源取得或更新中華人民共和國(「中國」)的若干排放因素，我們已應用可從認可或信譽良好的來源取得的相關排放因素。倘未能取得中國的若干排放因素，則會披露收集所得之消耗數據、已產生廢棄物或已計量排放物。

Environmental Aspects

環境層面

Exhaust Emission

In view of the Group's business nature, there is no fuel consumed for production during the Reporting Period, the exhaust emission of the Group derives from the fuels used by vehicles.

During the Reporting Period, the Group consumed an aggregate of approximately 6,233 litres of petrol for vehicles with the driving mileage of approximately 63,000 kilometres in total. Due to the challenging situation of the business, the frequency of using Group's own vehicles decreased during the Reporting Period. The Group reminds employees to consider environmental impact in their commuting decisions to reduce exhaust emissions. Employees are encouraged to take public transportation as often as possible and select fuel-efficient vehicles. While employees are driving, it is suggested to avoid unnecessary acceleration or deceleration, close windows when the vehicle is travelling at high speed, and only use air-conditioning when it is necessary.

The exhaust emission for the Reporting Period has all derived from Jewellery Segment.

During the Reporting Period, exhaust emissions were as follows:

KPI A1.1: Exhaust Emission 關鍵績效指標 A1.1：廢氣排放量	
Type of Exhaust 廢氣種類	Amount of Emission (kg) 排放量 (公斤)
Sulphur Oxides 硫氧化物	0.09
Nitrogen Oxides 氮氧化物	4.71
Particulate Matter 懸浮粒子	0.35

Greenhouse Gas Emissions

There is consensus that human activity is causing climate change. The warming climate has significant negative impact on human health. The Group is committed to take sustainable, long-term actions to manage the carbon footprint of our own operations.

廢氣排放

鑑於本集團的業務性質，於報告期間，生產並無消耗燃料。本集團的廢氣排放來自車輛使用的燃料。

於報告期間，本集團的汽車消耗合共約6,233升汽油，總行車里程約為63,000公里。由於業務形勢嚴峻，報告期內使用本集團自有車輛的頻率下降。本集團提醒員工在通勤時考慮環境影響，以減少廢氣排放。本集團鼓勵僱員盡可能經常搭乘公共交通工具，並選用節油車輛。在員工駕駛時，建議避免不必要的加速或減速，在車輛高速行駛時關閉窗戶，並僅在必要時使用空調。

於報告期間，廢氣排放全部來自珠寶分部。

於報告期間，廢氣排放如下：

溫室氣體排放

人類活動正導致氣候轉變是為人所共識的議題。氣候變暖對人體健康造成重大負面影響。本集團致力採取可持續的長期行動管理本集團自身營運的碳足跡。

Environmental Aspects 環境層面

The elevated greenhouse gas (“**GHG**”) concentrations in the atmosphere have resulted in increased atmospheric heat retention and rising global average temperatures. The largest contribution of the Group’s carbon footprint came from use of gasoline for transportation and electricity for operations.

We develop energy saving policies (as mentioned in the section “Use of Resources”) regarding the procedures of energy conservation. The main sources of GHG emissions are electricity purchased from power companies, the Group encourages various energy saving measures, such as upgrading the lighting bulbs to LED, installing motion sensor in meeting room, corridors and staircases and switch off electrical appliances when they are not in use. We continue to work on reducing travel, encourage the employees to conduct through conference calls or video conferences instead of face-to-face meetings. Electronic documents, both-side printing and recycle paper are also encouraged to be used. We also optimise our production process and improve machines to reduce emission.

This Report focuses on emissions of equivalent CO₂ emission and includes Scope 1, which were direct emissions from the stationary and mobile combustion owned by the Group and GHG removals from newly planted trees and Scope 2, which was indirect emission generated by consumption of purchased electricity by the Group. As a result of the Outbreak, there was no air business trips of employees incurred during the Reporting Period.

大氣層的溫室氣體(「**溫室氣體**」)濃度提高導致大氣保溫加劇及全球平均氣溫上升。本集團的最大部分碳足跡來自使用汽油運輸及電力以供營運。

我們就節能程序制定節能政策(如「資源使用」一節所述)。溫室氣體排放的主要來源為自電力公司購買的電力，本集團鼓勵多項節能措施，例如將照明燈泡升級為LED、於會議室、走廊及樓梯安裝動作感應燈及於不使用時關閉電器。我們繼續努力減少差旅，鼓勵僱員通過電話或視頻進行會議而毋須會面。我們亦鼓勵使用電子文件、雙面打印及回收紙張。我們亦優化生產流程及改良機器以減少排放。

本報告專注於二氧化碳當量排放的排放，包括：範圍1，為本集團擁有的固定及移動燃燒的直接排放，以及新種植樹木的溫室氣體減除；及範圍2，為本集團消耗所購電力產生的間接排放。由於疫情爆發的影響，於報告期內本集團未有僱員乘坐飛機公幹。

Environmental Aspects

環境層面

During the Reporting Period, GHG emissions were as follows:

於報告期間，溫室氣體排放量如下：

KPI A1.2: GHG Emission 關鍵績效指標 A1.2：溫室氣體排放		
Type of Emission 排放物種類	Amount of Emission (Tonnes) 排放量 (噸)	Intensity (Tonnes/ Revenue of HK\$ million) 密度 (噸/百萬 港元收入)
Scope 1 (Direct Emission) 範圍1 (直接排放)	16.88	0.39
Scope 2 (Energy Indirect Emissions) 範圍2 (能源間接排放)	56.44	1.30
Total 總計	73.32	1.69

Waste

The Group has implemented several strategies in reducing and recovering waste during operations. For the Group's daily operation, the primary waste was non-hazardous waste that generated by office activities. We also adopt Restriction of Hazardous Substance Directive 2002/95/EC (the "RoHS") during the operation.

Considering main waste of the Group's daily operation to be paper/cardboard waste, plastic waste, the Group has provided clearly marked bins to place paper/cardboard, plastics and general waste in each floor of the building, so that staff can dispose items they have used accordingly. All clean paper/cardboard and plastic types can be separated from other types of waste so that they can be recycled rather than landfilled. The waste would be classified before being disposed and centralized processed harmlessly.

There was no hazardous waste generated during the Reporting Period (KPI A1.3).

廢棄物

本集團已於營運時實施多項減廢及回收廢棄物的策略。對於本集團的日常營運，主要廢棄物為辦公室活動所產生的無害廢棄物。本集團的營運亦採納有害物質限制指令 2002/95/EC (「RoHS」)。

考慮到本集團日常營運之主要廢棄物為紙張／卡紙廢棄物、塑膠廢棄物，本集團已於大樓各層提供具有清晰標記的垃圾箱以放置紙張／卡紙、塑膠及一般廢棄物，使員工可棄置使用過的物品。所有清潔紙張／卡紙及塑膠類別可與其他類別的廢棄物分隔開，使其可循環再用，避免堆填。在棄置廢棄物及對其進行無害集中處理前，先將廢棄物分類。

於報告期間，並無產生有害廢棄物 (關鍵績效指標 A1.3)。

Environmental Aspects 環境層面

During the Reporting Period, waste summary was as follows:

於報告期間，廢棄物概要如下：

KPI A1.4: Waste 關鍵績效指標 A1.4：廢棄物		
Type of waste 廢棄物類別	Amount of non-hazardous waste (Tonnes) 無害 廢棄物數量 (噸)	Intensity (Tonnes/ Revenue of HK\$ million) 密度 (噸/百萬 港元收入)
Non-hazardous waste 無害廢棄物		
General office waste 一般辦公室廢棄物	0.40	0.009

A2: Use of Resources

The Group places high priority on the efficient use of resources. The major resources used by the Group are electricity, water, and paper. The Group strives to improve the efficient use of natural resources, such as minimizing waste/emissions and implementing effective recycling program. During the Reporting Period, the Group has complied with relevant laws and regulations in relation to the use of energy.

A2：資源使用

本集團高度重視有效使用資源。本集團使用的主要資源為電力、水及紙張。本集團致力改善自然資源的有效利用，例如盡量減少廢棄物/排放物，並實施有效的回收計劃。於報告期間，本集團已遵守有關能源使用的相關法律法規。

Environmental Aspects

環境層面

Electricity

The Group acknowledges the importance of electricity and energy saving and the fact that reducing electricity consumption will indirectly reduce greenhouse gas emissions. Therefore, the Group encourages various energy saving measures, including:

For the office area:

- Upgrade the lighting bulbs to LED
- Install motion sensor in meeting room, corridors and staircases
- Green purchasing policy for newly purchased laptop, TV, projector, printer etc with energy star certification on Grade 1 energy label
- Set new and existing computers, photocopiers and printers in energy saving mode
- Switch off electrical appliances when they are not in use
- Set the temperature of air-conditioners at 25.5 degrees Celsius
- Set time control for office lighting to make the light switch off automatically after 18:30 and staffs who work overtime can switch on manually
- Post electricity saving slogan on the working area

For the production area:

- Provide training to new staff on how to use manufacture equipment efficiently
- Upgrade the lighting bulbs to LED
- Install motion sensor in all corridors and restrooms
- Periodically commissions manufacture equipment
- Post electricity saving slogan on production area

電力

本集團明白節省電力及能源的重要性，亦明白減少電力消耗將間接減少溫室氣體排放。因此，本集團鼓勵採取各種節能措施，包括：

對於辦公室範圍：

- 將燈泡升級至LED
- 於會議室、走廊及樓梯安裝動作感應燈
- 採用綠色採購政策，以購買具有能源之星證明的一級能源標籤的新手提電腦、電視、投影機、打印機等
- 將新及現有電腦、影印機及打印機設定為節能模式
- 於不使用時關掉電器
- 將冷氣機溫度設定為攝氏25.5度
- 將辦公室照明設備的時間控制設定為於下午六時三十分後自動關掉，加班的員工可手動開啟照明設備
- 於工作區域張貼省電標語

對於生產區域：

- 為新員工提供如何有效使用製造設備的培訓
- 將燈泡升級至LED
- 於所有走廊及洗手間安裝動作感應燈
- 定期調試製造設備
- 於生產區域張貼節水標語

Environmental Aspects 環境層面

The energy consumed by the Group all derives from electricity purchased. About 96,989 kWh was purchased and consumed by the Jewellery Segment and approximately 10,135 kWh by the operation of strategic investment and financial service segment.

本集團消耗的能源全部來自所購電力。珠寶分部購買及消耗約96,989千瓦時，而策略投資及財務服務分部之營運則購買及消耗約10,135千瓦時。

Energy consumption by the Group during the Reporting Period is set out below:

於報告期間，本集團之能源消耗載列如下：

KPI A2.1 Energy Consumption 關鍵績效指標 A2.1 能源消耗		
Type of energy 能源類別	Amount (kWh'000) 數量 (千個千瓦時)	Intensity* (Unit/ Revenue of HK\$ million) 密度* (單位/百萬 港元收入)
	Electricity 電力	107.12

Water

水

Water conservation has been given attention by the Group. We post water saving tips in the restroom and pantry to remind staff of their water use behaviours. Furthermore, we have replaced old facilities with water conservation equipment. There is no issue in sourcing water during the Reporting Period (KPI A2.4).

本集團重視節約用水。我們在洗手間及茶水間張貼節約用水的提示，提醒員工的用水行為。此外，我們用節水設備取代陳舊設施。於報告期間內，取水並無問題(關鍵績效指標A2.4)。

During the Reporting Period, the water consumption of the Group is as follows:

於報告期間，本集團之耗水量如下：

KPI A2.2 Water Consumption 關鍵績效指標 A2.2 耗水量	
Amount (m ³) 數量(立方米)	Intensity (m ³)/Revenue of HK\$ million 密度(立方米)/百萬港元收入
2,200	50.78

Environmental Aspects

環境層面

Paper and packaging material

Reduction in paper use indirectly reduces the overall GHG emission. The Group has been promoting “paperless office” concept to reduce paper consumption, including:

- Go digital
- Print internal documents on both sides of a page and in reduced format
- Reuse single-side paper for internal staff documents
- Replace printers which cannot printing documents on both sides of a page and in reduced format

In order to perform our commitment to environment protection, the Group chooses green package materials which are harmless to human health, protective to the ecological environment and can be recycled and reused. The main packaging material used were paper boxes and plastic bags.

During the Reporting Period, the packaging material used by the Group was as follows:

KPI A2.5 Packing Material 關鍵績效指標 A2.5 包裝物料	
Amount (Tonnes) 數量 (噸)	Intensity (Tonnes)/Revenue of HK\$ million 密度 (立方米)/百萬港元收入
0.26	0.006

The Group will keep recording its resource consumption for reviewing effectiveness of its conservation measures in the future and formulating more specific improvement measures and objectives.

紙張及包裝材料

減少使用紙張，間接減少溫室氣體整體排放量。本集團一直倡導「無紙辦公室」概念，以減少紙張消耗，其中包括：

- 數碼化
- 使用雙面並以縮小格式打印內部文件
- 對內部員工文件重用單面紙張
- 將無法於雙面以縮小格式打印文件的打印機更換

為履行本集團對環境保護的承諾，本集團選擇對人體健康無害、保護生態環境以及可循環再造及重用的綠色包裝物料。所使用的主要包裝物料為紙盒及膠袋。

於報告期間，本集團所使用的包裝物料如下：

本集團將繼續記錄其資源消耗，以供日後檢討其節約措施的成效，並制定更具體的改善措施及目標。

Environmental Aspects 環境層面

A3: The Environment and Natural Resources

Recognising that environmental protection is an important obligation of global enterprises, the Group complies with all applicable environmental laws and regulations and makes great efforts to reduce consumption of resources and energy. The Group regularly assesses its environmental risks incurred from operations, reviews its environmental practices and adopts necessary preventive or improvement measures. For example, promoting “paperless office” concept, and implementing 3Rs (Reduce, Reuse, Recycle). The Group communicates with its suppliers and business partners to better understand their environmental policies and procedures and purchases more environmental equipment. Leveraging on the policies mentioned in the sections headed “Emissions” and “Use of Resources” above, the Group will continue to implement environment-friendly practices in the Group’s operation in order to enhance environmental sustainability (KPI A3.1).

A3：環境及天然資源

本集團明白環保為全球企業的重要責任，故本集團遵守所有適用的環境法律及法規，致力減少資源及能源消耗。本集團定期評估其營運產生的環境風險，檢討其環境實踐並採取必要的預防或改善措施。例如倡導「無紙辦公室」概念及實行3Rs（減少使用、物盡其用、循環再造）。本集團與其供應商及業務夥伴進行溝通，以更好地了解彼等之環境政策及程序，以及購買更多環保設備。憑藉上文「排放物」及「資源使用」兩節所述之政策，本集團將繼續於本集團的營運中實施環保做法，以提升環境可持續性（關鍵績效指標A3.1）。

Social Aspects 社會層面

B. SOCIAL

B1: Employment

We believe that the employees are the most important and valuable assets of the Group. We put great emphasis on the protection of the legitimate rights and interests of all employees. During the Reporting Period, the Group strictly complied with labour legislations and related regulations in the PRC and Hong Kong. The Group was not involved in any confirmed violation relating to employment that have a significant impact on the Group.

We are committed to be an ideal employer of choice and providing a healthy working environment where our employees can thrive. The Group's staff handbook sets out the standards for compensation and dismissal, promotion and salary review, working hours, rest periods, equal opportunity and other benefits and welfare. The Group entered into separate labour contracts with each of our employees in accordance with the applicable labour laws of Hong Kong and PRC.

As at 31 March 2021, the Group had a total of 49 employees (31 March 2020: 201 employees), all of them are full-time employees, with the employee structure as follows (KPI B1.1):

B. 社會

B1：僱傭

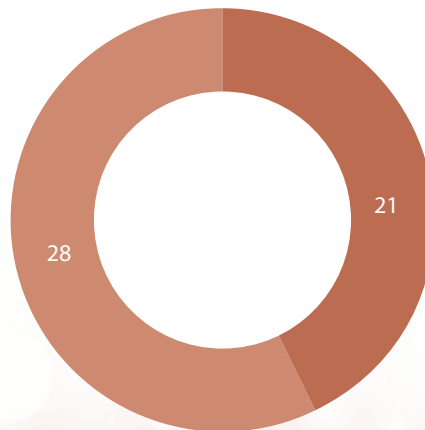
我們相信僱員為本集團最重要及寶貴的資產。我們非常重視保障所有僱員的合法權利及權益。於報告期間，本集團嚴格遵守中國及香港的勞工法律及相關法規。本集團並未涉及任何與僱傭有關且對本集團有重大影響的經證實違規事項。

我們致力成為卓越僱主，提供健康的工作環境，讓僱員茁壯成長、盡展所長。本集團的員工手冊載列薪酬及解僱、晉升及薪金檢討、工作時間、休息期、平等機會及其他利益及福利的標準。本集團根據香港及中國適用的勞工法律與每位員工訂立獨立勞工合約。

於2021年3月31日，本集團共有49名僱員（2020年3月31日：201名僱員），彼等均為全職僱員，其僱員結構如下（關鍵績效指標B1.1）：

GENDER 性別

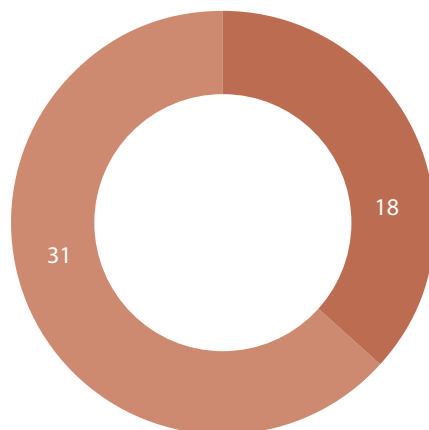
■ Male 男性 ■ Female 女性



Social Aspects 社會層面

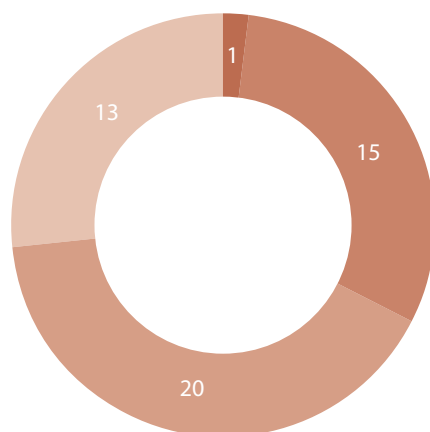
REGION 區域

■ Hong Kong 香港 ■ Mainland China 中國內地



AGE GROUP 年齡組別

■ 20-30 20-30歲 ■ 30-40 30-40歲 ■ 40-50 40-50歲 ■ Elder than 50 50歲以上



Due to the difficult challenge of the business and the redundancy plan conducted during the Reporting Period, the scale of employees shrank.

由於業務上的困難挑戰及報告期內進行的裁員計劃，員工規模縮減。

Social Aspects

社會層面

Recruitment and Promotion

Our staff is the cornerstone of our corporate operation and development. Therefore, we have a fair and equitable talent selection system, which undergoes optimization from time to time for talent recruitment. We generally recruit our employees through placing advertisements in the open market with reference to factors such as experience, qualifications and expertise required for our business operations. Staff are normally subject to three months for Hong Kong staff and six months for PRC staff for probation period starting on board. In general, our Group determines employee's remuneration based on each employee's qualifications, position, seniority and remuneration policies established by us. Our Group has designed an appraisal system to assess the performance of our employees, which forms the basis of our decisions with respect to salary adjustments, bonus and promotions. We believe that the above arrangement can maintain good relationship with our employee.

Remuneration and Benefits

We offer reasonable and competitive salary and benefits to staff. Employees are awarded salary adjustment, bonus and promotion based on their job performance as well as progress achievement and the results of performance appraisal. We make timely contribution to social insurances (i.e., pension, medical insurance, unemployment insurance, maternity insurance, and occupational injury insurance) and the housing fund (五險一金), mandatory provident fund and employees' compensation insurance in strict accordance with the Social Security Law of the People's Republic of China and the Labour Law of the People's Republic of China, Mandatory Provident Fund Schemes Ordinance of Hong Kong and Employees' Compensation Ordinance of Hong Kong. We also offer medical insurances, the share option scheme and the retirement benefits scheme to staff.

招聘及晉升

員工乃我們企業營運及發展的基石。因此，我們擁有公平及公正的人才選拔系統，其會不時就招聘人才進行優化。我們通常參考業務營運所需的經驗、資格及專業知識等因素，透過於公開市場上刊登廣告招募員工。員工一般須通過試用期，香港員工為入職起計三個月，而中國員工則為六個月。一般而言，本集團根據每名僱員的資格、職位、資歷及我們所制定的薪酬政策釐定僱員薪酬。本集團已設計評估系統，以評估僱員表現，此乃我們有關薪酬調整、花紅及晉升的決定基準。我們相信上述安排可與僱員保持良好關係。

薪酬及福利

我們為員工提供合理及具競爭力的薪金及福利。僱員乃根據其工作表現以及進步成果及表現評估結果而獲得薪酬調整、花紅及晉升。我們嚴格按照中華人民共和國社會保障法、中華人民共和國勞動法、香港強制性公積金計劃條例及香港僱員補償條例，按時對社會保險（即養老保險、醫療保險、失業保險、生育保險及工傷保險）及住房公積金（五險一金）、強制性公積金及僱員補償保險作出供款。我們亦為員工提供醫療保險、購股權計劃及退休福利計劃。

Social Aspects 社會層面

Equal Opportunities and Diversity

The Group is committed to providing a fair and equitable workplace where all individuals are treated equally in every aspect of their work or employment. Candidates and employees have equal opportunities to employment, remuneration and promotion. We will not conduct or tolerate discrimination or harassment against individuals on the basis of age, gender, race, marital status, religion, healthy status or any legally protected ground or on any other ground which we consider inappropriate and unacceptable.

We also place high value on female employees' career development by ensuring that they have the same promotion opportunities as male staff. We also comply with the requirements of the Law on the Protection of Women's Rights and Interests of the People's Republic of China, which stipulates that female employees are entitled to basic salary and their employment contracts will not be released or terminated, without cause, during their pregnancy, maternity leave or breastfeeding period.

Dismissal Policy

With regards to the policies relating to dismissal of employees, if an employee has committed serious misconduct and fails to improve in spite of repeated warnings, his/her supervisor and the senior management of the Company will have a thorough internal discussion and allow the employee to answer and explain before the dismissal is announced. The reasons for the dismissal will be conveyed to the employee clearly. The Group also conducted redundancy plan during the Reporting Period due to the difficult challenge of the business. The Group has explained and communicated thoroughly with the redundant staff and ensured all severance payment and long service payment had been compensated to staff. The dismissal procedure and redundancy plan were in accordance with applicable laws and regulations as well.

Staff Communication

We appreciate the significance of communication with and care for our employees. We believe that maintaining a close relationship with our staff allows us to better understand their needs. Besides employee orientation with introduction of corporate system, culture and other information, the Group has also established a mechanism to handle the advice and complaints from staff. A quarterly meeting with the management would also be held to offer the opportunities to staff to communicate with the managements directly.

平等機會及多元化

本集團致力提供公平及平等的工作場所，使所有人就其於工作或僱傭的各方面獲平等對待。求職者及僱員擁有平等的就業、薪酬及晉升機會。我們將不會以年齡、性別、種族、婚姻狀況、宗教、健康狀況或任何受法律保障的理由或任何其他我們認為不恰當及不可接受的理由對個人進行歧視或騷擾或容忍有關情況。

我們亦透過確保女性僱員與男性僱員享有相同晉升機會而高度重視女性僱員的職業發展。我們亦遵守中華人民共和國婦女權益保護法的規定，當中訂明，女性僱員於懷孕、產假或授乳期均有權享有基本工資，且不得無故解除或終止其僱傭合約。

解僱政策

就有關解僱僱員的政策而言，倘僱員嚴重行為不當且儘管發出多次警告仍未能改善，其主管及本公司高級管理層將進行全面的內部討論，並於宣佈解僱前，准許僱員回應及解釋。解僱的理由將清晰傳達予僱員。由於業務上的困難挑戰，本集團於報告期內進行裁員計劃。本集團已與被裁的員工充分解釋及溝通，並確保所有遣散費及長期服務費已補償予僱員。解僱程序及裁員計劃亦符合適用法律及法規。

員工溝通

我們深明與僱員溝通及關懷僱員的重要性。我們相信，與我們的員工保持緊密關係可令我們更佳了解其需要。除僱員入職活動介紹公司制度、文化及其他資料外，本集團亦設立處理員工建議及投訴的機制。本集團亦舉行員工與管理層季度會議，為員工提供直接與管理層溝通的機會。

Social Aspects

社會層面

Working Hours and Rest Periods

The Group has formulated its policy based on local labour laws including the Provisions of the State Council on Employees' Working Hours ("國務院關於職工工作時間的規定") to determine working hours and rest periods for employees. Especially, the Group has installed the attendance management system that could keep monitoring its employee's working hours. The Group would compensate those who work overtime with extra pay or additional days off. In addition to basic paid annual leave and statutory holidays, the employees are also entitled to leave benefits such as marriage leave, maternity leave and compassionate leave.

B2: Health and Safety

The Group is committed to ensuring a sound and safe working environment for our employees to prevent injury and illness, in compliance with all relevant legislation. People are crucial to the sustainable development of our Group. We manage the safety of the office in accordance with relevant occupational health and safety laws and regulations. We strive for the highest standards of safety and health performance by taking into consideration of all possible precautionary measures to achieve a zero-incident working environment and corporate the health and safety policy.

We have established the Emergency Management Procedure, the Chemical Products Management Program, Hazardous Energy Control Policy, Health and Safety Management Policy and the Expectant Mothers and Pregnant Employees Risk Assessment Program to develop healthy and safe working environment to staff.

Following the Outbreak, a series of precautionary measures have been adopted by the Group according to the requirement of the government, including work-from-home arrangement, providing masks to staff, requiring staff and visitors to take body temperature and sterilize hands before entering into working area, requiring staff and visitors to wear masks during working hour and sterilizing the working area all the time.

工作時間及休息期

本集團已根據當地勞動法(包括國務院關於職工工作時間的規定)制定政策,以釐定僱員的工作時間及休息期。特別是本集團已安裝考勤管理系統,該系統可持續監察僱員的工作時間。本集團將向加班的僱員提供額外薪金或額外假期。除基本有薪年假及法定假日外,僱員亦有權享有休假福利,如婚假、產假及恩恤假。

B2: 健康與安全

本集團遵守所有相關法律,致力為僱員確保良好及安全的工作環境以防止受傷及生病。人員對本集團之可持續發展至關重要。我們根據相關職業健康及安全法律及法規管理辦公室安全。透過考慮一切可能預防措施,我們力求訂立最高安全及健康表現的標準,以達至零意外工作環境並制定健康與安全政策。

本集團已制定緊急管理程序、化學產品管理計劃、有害能源監控政策、健康及安全政策及準媽媽及懷孕僱員風險評估計劃,為員工建立健康與安全的工作環境。

於疫情爆發後,本集團已根據政府要求採取一系列預防措施,包括居家辦公安排、為工作人員提供口罩,要求工作人員及來訪者進入工作區前測量體溫並雙手消毒,要求工作人員及來訪者在工作時間戴上口罩,並對工作區持續消毒。

Social Aspects 社會層面

The Group places a great emphasis on the safety of electrical equipment by conducting regular safety checks and arranging maintenance. Major production equipment is required to have safety operation procedures and maintenance guidelines to ensure that it is functioning properly. In addition to checks and maintenance on equipment, we carry our regular safety monitoring and risk assessment in our operations to help identify the potential hazards during the assessment so that effective control will be implemented for safety improvement.

Our Group has implemented different safety training programmes for staff at all levels. For example, staff must receive trainings about chemical handling before using the chemical. Assessment is conducted after training and staff must pass the assessment before performing the assigned tasks. All staff shall participate in the regular fire drills to ensure that they can take prompt and appropriate action in case of fire. By education and training, we inculcate safety information in our staff to keep their safety awareness.

During the Reporting Period, there was no accident of work-related injuries/fatalities and no lost days due to work injury recorded by the Group (2020: Nil) (KPI B2.1 and B2.2). We will continue to foster greater safety awareness amongst our employees through series of on-the-job training.

B3: Development and Training

The Group recognises the importance of training for the development of our employees as well as our Group. Staff are encouraged to proactively identify their training needs and seek development opportunities to fulfill their personal and career aspirations. Generally, a complete training package is provided to new staff, introducing the corporate culture, organisational structure, and occupational health and safety, while non-scheduled profession-oriented courses are offered to experienced staff according to corporate and individual needs.

本集團重視電子設備安全，因此會進行定期的安全檢查及安排維護。主要生產設備須備有安全操作程序及維護指引，以確保其正常運作。除設備檢查及維護外，我們於營運過程中進行定期安全監察及風險評估，以於評估過程中協助識別潛在危害，從而就改善安全實施有效監控。

本集團已為各級別的員工實施不同安全培訓項目。例如，員工於使用化學品前必須接受有關化學品處理之培訓。於培訓後會進行評估，員工必須通過有關評估，方可進行有關獲分配之工作。所有員工均須參與定期火警演習，以確保彼等可於發生火警時採取迅速適當之行動。我們透過教育及培訓，向員工灌輸安全資訊，以令彼等保持安全意識。

於報告期間，並無發生工作相關傷亡事故，且本集團並無錄得因工傷損失工作日數(2020年：無)(關鍵績效指標B2.1及B2.2)。我們將透過一系列在職培訓繼續提高僱員的安全意識。

B3：發展與培訓

本集團深明培訓對僱員及本集團發展的重要性。我們鼓勵員工積極識別培訓需要，並尋求發展機會，以實現其個人及職業理想。一般而言，我們將為新員工提供完整培訓課程，介紹公司文化、組織架構及職業健康與安全，同時根據公司及個人需要，為有經驗員工提供非定期的專業為本課程。

Social Aspects

社會層面

To further enhance the professional skills of its employees and meet the Group's development goal, the Group has established "2017 Training Guideline (the PRC)" to conduct periodic training to our employees regarding the requirements of their job duties. All employees must comply with the codes and policies and obtain required knowledge and techniques for their positions by passing the examinations after the trainings.

為了進一步提高僱員的專業技能並實現本集團的發展目標，本集團已制定「2017年培訓指引(中國)」為僱員定期進行有關其職責需要的培訓。所有僱員須遵守守則及政策，透過於培訓後通過測驗獲取其職位所需的知識及技術。

Target Team 目標團隊	Training contents 培訓內容	Leadership 領導人員
Head of each department 各部門主管	<ol style="list-style-type: none"> Corporate Management Fundamental Concepts 企業管理基本概念 Job Positions and Duties 職位及職責 ISO9001:2008 Operation and Control ISO9001:2008 營運及監控 Quality Awareness 品質意識 Factory Quality Standards and Targets 廠房品質標準及目標 Continuous Improvement of Corporate Mindset 持續改善企業思維模式 Safety Management Knowledge 安全管理知識 BSCI Behavior Codes BSCI行為守則 	Factory Management Representative 廠房管理代表
Quality Control Team 品質監控團隊	<ol style="list-style-type: none"> Job Duties 職責 ISO9001:2008 Basic Knowledge ISO9001:2008 基礎知識 Quality Awareness 品質意識 Calculation and Examination of Basic Knowledge 計算及測驗基礎知識 Form Report 表格報告 Factory Quality Standards and Targets 廠房品質標準及目標 Continuous Improvement of Concepts 持續改善概念 Safety Management Knowledge regarding Quality Control 有關品質控制的安全管理知識 BSCI Behavior Codes BSCI行為守則 	Quality Management Team 品質管理團隊

Social Aspects 社會層面

Safety Education and Training

Our Group has implemented different safety training programmes for staff at all levels. For example, staff must receive trainings about chemical handling before using the chemical. Assessment is conducted after training and staff must pass the assessment before performing the assigned tasks. All staff shall participate in the regular fire drills to ensure that they can take prompt and appropriate action in case of fire. By education and training, we inculcate safety information in our staff to keep their safety awareness.

安全教育及培訓

本集團已為各級別的員工實施不同安全培訓項目。例如，員工於使用化學品前必須接受有關化學品處理之培訓。於培訓後會進行評估，員工必須通過有關評估，方可進行有關獲分配之工作。所有員工均須參與定期火警演習，以確保彼等可於發生火警時採取迅速適當之行動。我們透過教育及培訓，向員工灌輸安全資訊，以令彼等保持安全意識。

Social Aspects 社會層面

B4: Labour Standards

The Group is fully aware that child labour and forced labour violate fundamental human rights and pose threat to sustainable social and economic development. The Group strictly complies with the Labour Law of the People's Republic of China, the Labour Contract Law of the People's Republic of China, Employment Ordinance of Hong Kong and other relevant labour laws and regulations in Hong Kong and PRC.

The Group adopted "Child Labour Rescue Procedure" to support effective abolition of child. By following relevant laws, all candidates must be aged 18 or above to be employed. Candidates are required to provide identity proof for verification to prevent child labour recruitment. In the event that there is any mistakenly-hired child labour, the Group will immediately suspend his/her work, inform his/her parents or legal guardians and return him/her to his/her residence, and bear all the costs incurred (KPI B4.1 and B4.2).

In addition, the Group issued "Prohibition of Forced Labour Policy Procedure" to prohibit unlawful acts such as squeezing the labour for their interest or forcing them to work by any forms of threat. We also communicated with our suppliers and other business partners to follow the same standards of labour practices while working with us.

The Group maintained employment contracts and other records of the employees (including age) properly for verification by relevant statutory body upon request.

During the Reporting Period, the Group has complied with policies and relevant laws and regulations regarding prevention of child labour or forced labour.

B4 : 勞工準則

本集團充分意識到，童工及強迫勞工侵犯基本人權，並對可持續社會及經濟發展構成威脅。本集團嚴格遵守中華人民共和國勞動法、中華人民共和國勞動合同法、香港僱傭條例以及香港及中國的其他相關勞工法律及法規。

本集團採納「童工救助程序」以支持有效廢除童工。遵從相關法例，所有應徵者須為18歲或以上方可獲聘。應徵者須提供身份證明以供核實，防止招聘童工。如發現誤請童工，本集團會立即停止該童工的工作，並聯絡其父母或法定監護人，盡快安排將該童工送回原居住地，及承擔所有相關開支(關鍵績效指標 B4.1 及 B4.2)。

此外，本集團頒佈「禁止強迫勞工政策程序」以禁止非法行為，例如為利益而壓榨員工或以任何形式之威脅強迫員工工作。我們亦與供應商及其他業務夥伴進行溝通，以於與我們合作時遵循相同的勞工慣例標準。

本集團妥善保存僱員的僱傭合約及其他記錄(包括年齡)，以供相關法定機構按要求核實。

於報告期間，本集團已遵守有關防止童工或強迫勞工的政策及相關法律及法規。

Social Aspects 社會層面

B5: Supply Chain Management

The Group works closely with its suppliers who are committed to high quality, environmental, health and safety standards. As part of our commitment to environmental protection, product quality and social responsibility, we recognised the great importance of supply chain management and formulated internal policies and guidelines and selection of external suppliers.

The Group has a stringent supplier selection process and management approach to ensure healthy and sustainable relationship with suppliers. We will take multiple selection criteria and supplier assessment into account when accessing suppliers' profile and principles, such as product quality, labour standards, environmental and quality management and ethical business conduct. We strive to cooperate only with the suppliers who share the same principles with us.

Thus, we believe there are no significant environmental and social risks for our management decision on supply chain management.

B6: Product Responsibility

Quality assurance

The Group endeavours to offer high-quality products and services. We are committed to improve our product quality, attract new customers and strengthen the relationship with existing customers. We have established a comprehensive quality assurance system.

As one of the world's largest merchants, purchasers and processors of pearls and jewellery products, the Group considers quality control as an important aspect of our business operations. The Group has implemented "Quality Assurance Manual" to monitor the entire production process of pearls and jewellery products. For each product, different customers have specific requirements, so we must carry out quality assurance procedures to ensure the product quality meets our internal standards and customers' satisfaction.

B5: 供應鏈管理

本集團與致力於高品質、環境、健康和安全的供應商緊密合作。作為我們對環境保護、產品品質及社會責任的承諾的一部分，我們明白供應鏈管理的重要性，並制定內部政策及指引及篩選外界供應商。

本集團具備嚴格的供應商甄選程序及管理方法以確保與供應商保持健康及可持續的關係。我們於取覽供應商的背景及原則時會採取多項甄選準則及供應商評估，例如產品品質、勞工準則、環境及品質管理以及道德商業操守。我們力求僅與我們秉持相同原則的供應商合作。

因此，我們相信供應鏈管理的管理決策並不存在重大環境及社會風險。

B6: 產品責任

品質保證

本集團努力提供優質產品及服務。我們致力提高產品品質、吸引新客戶及加強與現有客戶的關係。我們已制定完善的品質保證制度。

作為世界最大珍珠及珠寶產品商家、採購商及加工商之一，本集團認為品質控制為我們業務營運的重要因素。本集團已實施「品質保證手冊」，以監察珍珠及珠寶產品之整個生產過程。就各產品而言，不同客戶有特定要求，因此我們必須進行品質保證程序，以確保產品品質符合內部標準及令客戶滿意。

Social Aspects 社會層面

The Group conducts quality testing for all products throughout the production process: upon taking initial samples, during processing, and before loading material for transportation. The information of product quality is recorded to see if the performance meets the standards. The Group has obtained ISO 9001:2008 quality management system accreditation for the production of pearls and jewellery products.

During the Reporting Period, we had no violation record on relevant laws and regulations that have a significant impact on the Group relating to quality assurance, no complaints from clients received and no products to be recalled for safety and health reasons (KPI B6.1 and B6.2).

本集團於整體生產過程(於抽取原始樣本時、於加工過程內及於裝載物料以進行運輸前)中對所有產品進行品質測試。我們記錄產品品質資料，以了解有關表現是否符合標準。本集團已就生產珍珠及珠寶產品取得ISO 9001:2008品質管理系統認證。

於報告期間，我們並無就品質保證違反相關法律及法規而對本集團有重大影響的記錄，亦無接獲客戶投訴，並無因安全健康原因召回的產品(關鍵績效指標 B6.1 及 B6.2)。

Crystal 水晶

The cutting shall not exhibit any error that over the allowed range.
切割不得顯露任何超出容許範圍的誤差。

Cutting shall be symmetrical and evenly proportioned.
切割須為對稱及均衡分佈。

It should present the best possible color and brilliance in the stone.
應盡可能展現晶石的最佳顏色及光澤。

For multi-stone designs, stones with the same characteristics in terms of external form, cutting type, size, height and/or length must have a ratio that matches the cutting requirements.

就多晶石設計而言，在外形、切割類型、大小、高度及／或長度方面具備相同特點的晶石的比例須符合切割要求。

If the supplier can anticipate the color variation during production process, the client can ask the supplier to provide a set of stones that demonstrate the range of color variations.

倘供應商可於生產過程中預測顏色變化，客戶可要求供應商提供一系列展現顏色變化範圍的晶石。

Size Requirements 尺寸要求：

- Under any circumstance, the size of cutting stone shall not be smaller than the size indicated in the purchase order.
於任何情況下，經切割的晶石尺寸不得小於採購訂單所示的尺寸；
- Buyers own rights to adjust the size of the stone.
買家有權調整晶石尺寸。

Social Aspects 社會層面

Pearls

珍珠

Both seawater and freshwater pearls have to present smooth surfaces with minor polishing.

海水及淡水珍珠均須展現光滑的表面，並經輕微拋光。

Prohibited from using pearls that:

禁止使用涉及下列各項的珍珠：

- Use artificial coating
使用人造塗料
- With damages, thin or peeled seawater pearls
受損、薄或去除外層的海水珍珠
- With dark spots
有黑點
- With obvious gap or hole
有明顯裂痕或有孔
- With redundant parts or not aligned with the hole
有多餘的部分或未對準的珠孔
- With glue remnant
有膠水殘留

Size Error Range 尺寸誤差範圍：

- The actual pearl sizes can be 0.5 mm over the size indicated in the purchase order.
珍珠的實際尺寸可超出採購訂單所示的尺寸0.5毫米。
- Any error that is over this range is not allowed.
不容許任何超出該範圍的誤差

Social Aspects

社會層面

Product Responsibility

Ensuring customer satisfaction with our products and services is a priority for the Group. We place importance on the quality standard of our products and services to achieve sustainable growth of our business. We are committed to ensure compliance with the laws and regulations relating to product health and safety, labelling and privacy matters including the Product Quality Law of the PRC and the Hong Kong Personal Data (Privacy) Ordinance. Policies about product quality and safety as well as compliance with laws and regulations have been clearly stated to the employees and suppliers. During the Reporting Period, we had no violation record on relevant laws and regulations that have a significant impact on the Group relating to product responsibility issues.

Privacy Protection and Intellectual Property Rights

The Group takes privacy issues of our clients, internal employees, data, and external partners and suppliers very seriously. We have established confidentiality guidelines in order to demonstrate our firm commitment to privacy issue.

We have clearly set the intellectual property rights clause in the contract signed with clients, such as owner of the intellectual property rights, not sharing product design data to third party and not use the same design for third party.

The clients' information should not be revealed to anyone other than staff who are in the normal course of conducting duties and responsibilities. Disclosure of clients' confidential information to unauthorised personnel is prohibited and could result in disciplinary action, up to and including termination of employment.

We have also established the privacy protection policy in the staff handbook to restrict staff's behavior regarding privacy protection.

產品責任

確保客戶滿意本集團的產品及服務為本集團的首要任務。我們重視產品及服務的品質標準，使業務達致可持續增長。我們致力確保遵守有關產品健康及安全、標籤及私隱事宜的法律法規，包括中國產品質量法及香港個人資料(私隱)條例。有關產品品質及安全以及遵守法律法規的政策已清晰地向僱員及供應商表達。於報告期間，我們並無違反與產品責任問題有關的相關法律法規而對本集團造成重大影響的記錄。

私隱保障及知識產權

本集團嚴肅看待客戶、內部僱員、數據以及外部夥伴及供應商的私隱事宜。我們已制定保密指引，以證明本集團對私隱事宜之堅決承擔。

我們在與客戶簽訂的合約內明確訂明知識產權條款，如知識產權擁有人、不與第三方共享產品設計數據及不會為第三方使用相同設計。

客戶資料不應向於正常履行職責及責任過程中之員工以外之任何人士披露。我們嚴禁向未獲授權人士披露客戶保密資料，其可能導致紀律處分，最嚴重者可能遭終止僱用。

我們亦在員工手冊內制定隱私保障政策，以限制員工在隱私保障方面的行為。

Social Aspects 社會層面

B7: Anti-Corruption

Our Group believes the integrity and commitment of our employees are our critical factors to success. The Group has implemented “Code of Conduct” with its formulation of Anti-business Corruption Regulation based on the Anti-Money Laundering Law of the People’s Republic of China (《中華人民共和國反洗錢法》), the Prevention of Bribery Ordinance (《防止賄賂條例》) (Cap. 201 of the Laws of Hong Kong) and other national or regional laws and regulations to set out our commitment to preventing all forms of corrupt practices. Employees are required and have the responsibility to conduct themselves with integrity in an ethical and proper manner. Payments or acceptance of any kickbacks from external parties is strictly prohibited. The Group takes disciplinary action to combat against any violation of the Group’s regulation. We also have the same expectations for our suppliers and other business partners.

Whistle-Blowing Policy

The Group sets up a mechanism to handle the advices and complaints from staff to encourage employees to raise concerns about suspected misconduct, malpractice or irregularities in confidence. All reported cases would be promptly and thoroughly investigated by the designated personnel while the confidentiality would be respected in order to protect individuals. If there is sufficient evidence to suggest that a case of possible corruption exists, the case will be reported to the relevant local authorities (KPI B7.1).

During the Reporting Period, there was no incident of non-compliance with the relevant laws and regulations that have a significant impact on the Group relating to corruption, bribery, extortion, fraud and money laundering (KPI B7.2).

B7 : 反貪污

本集團相信誠信及盡責的僱員乃成功的關鍵因素。本集團根據《中華人民共和國反洗錢法》，香港法例第201章《防止賄賂條例》及其他國家或地區的法律及法規制定反商業貪污規例，並實施「行為守則」，闡明我們對防止所有形式貪污行為的承諾。僱員必需且有責任以道德及適當的方式誠信行事。嚴禁支付或接受來自外界人士的任何回佣。本集團會採取紀律處分，以打擊任何違反本集團規例的行為。我們對供應商及其他業務夥伴亦抱有相同的期望。

舉報政策

本集團制定機制處理員工的建議及投訴，以鼓勵員工以保密方式對懷疑不當行為、瀆職或違規行為為提出關注。指定人員將對所有舉報的個案進行迅速及徹底調查，同時尊重保密性，以保障個人。倘有足夠證據表明存在可能的貪污個案，則向相關地方機關報告有關個案(關鍵績效指標B7.1)。

於報告期間，我們並無就貪污、賄賂、勒索、欺詐及洗黑錢違反相關法律及法規而對本集團有重大影響的事件(關鍵績效指標B7.2)。

Social Aspects 社會層面

B8: Community Investment

As a socially responsible company, the Group is committed to understanding the needs of the communities in which we operate. The Group strives to develop long-term relationship with our stakeholders and seek to make contributions to programmes that have a positive impact on community development. Specially, the Group has established "Corporate Social Responsibility System" with reference to SA8000 Standard. The system can help identify the risks related to social responsibilities that may affect the reputation and the image of the Group. It also provides a framework for us to initiate various socially responsible measures in areas including labour standard, employment and health and safety. To ensure the corporate social responsibility system aligns with the SA8000 Standard, the Group has adopted internal control procedures to review the system on a regular basis. Based on SA8000 Standard, the Group will continue to be a socially responsible company while taking effort to contribute to the community.

B8：社區投資

作為一間肩負社會責任的公司，本集團致力了解我們營運所在社區的需要。本集團致力於與持份者建立長期關係，並努力為對社區發展產生積極影響的計劃作出貢獻。具體而言，本集團已參考SA8000標準制訂「企業社會責任制度」。該制度可有助識別可能影響本集團聲譽及形象的社會責任相關風險。該制度亦為我們提供開展各項範疇（包括勞工準則、僱傭及健康與安全）的社會責任措施的框架。為確保企業社會責任制度符合SA8000標準，本集團已採納內部監控程序以定期檢討制度。根據SA8000標準，本集團將繼續作為一間肩負社會責任的公司，並同時致力貢獻社區。

Index to the Environmental, Social and Governance Reporting Guide

環境、社會及管治報告指引之索引

Subject areas, aspects, general disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標		Section 章節	Page 頁次
Environmental Aspect			
環境層面			
Aspect A1: Emissions			
層面 A1：排放物			
General Disclosure 一般披露	Information on: 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) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer, (b) 遵守對發行人有重大影響的相關法律及規例 relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 的資料。	“Emissions” 「排放物」	11–15
KPI A1.1 關鍵績效指標 A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	“Emissions” 「排放物」	12
KPI A1.2 關鍵績效指標 A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 溫室氣體直接排放量（範圍 1）及間接排放能源（範圍 2）（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	“Emissions” 「排放物」	14
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）。	“Emissions” 「排放物」	14
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）。	“Emissions” 「排放物」	15
KPI A1.5 關鍵績效指標 A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述排放物目標設定及達成目標的步驟。	“Emissions” and “Use of Resources” 「排放物」及 「資源使用」	11–18
KPI A1.6 關鍵績效指標 A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢物的方法，及減排目標設定及達成目標的步驟。	“Emissions” 「排放物」	14–15

Index to the Environmental, Social and Governance Reporting Guide

環境、社會及管治報告指引之索引

Subject areas, aspects, general disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標		Section 章節	Page 頁次
Aspect A2: Use of Resources			
層面 A2：資源使用			
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	"Use of Resources"	15–18
一般披露	有效使用資源(包括能源、水及其他原材料)的政策。	[資源使用]	
KPI 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).	"Use of Resources"	17
關鍵績效指標 A2.1	按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	[資源使用]	
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	"Use of Resources"	17
關鍵績效指標 A2.2	總耗水量及密度(如以每產量單位、每項設施計算)。	[資源使用]	
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	"Use of Resources"	15–18
關鍵績效指標 A2.3	描述能源使用效益目標設定及達成目標的步驟。	[資源使用]	
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	"Use of Resources"	17
關鍵績效指標 A2.4	描述求取適用水源上可有任何問題，以及用水效益目標設定及達成目標的步驟。	[資源使用]	
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	"Use of Resources"	18
關鍵績效指標 A2.5	製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位估量。	[資源使用]	
Aspect A3: The Environment and Natural Resources			
層面 A3：環境及天然資源			
General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	"The Environment and Natural Resources"	19
一般披露	減低發行人對環境及天然資源造成重大影響的政策。	[環境及天然資源]	
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	"Emissions" and "Use of Resources"	19
關鍵績效指標 A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	[排放物]及 [資源使用]	

Index to the Environmental, Social and Governance Reporting Guide

環境、社會及管治報告指引之索引

Subject areas, aspects, general disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標		Section 章節	Page 頁次
Aspect A4: Climate Change (Note 1)			
層面 A4：氣候變化(附註 1)			
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 有關識別及緩解已影響及可能影響發行人的重大氣候相關問題的政策。	To be disclosed in the following year 將於下一年披露	N/A 不適用
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	To be disclosed in the following year	N/A
關鍵績效指標 A4.1	說明已影響及可能影響發行人的重大氣候相關問題，及已採取管理有關影響的行動。	將於下一年披露	不適用
Social Aspect (Note 2)			
社會層面(附註 2)			
Employment and Labour Practices			
僱傭及勞工常規			
Aspect B1: Employment			
層面 B1：僱傭			
General Disclosure 一般披露	Information on: 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer, (b) 遵守對發行人有重大影響的相關法律及規例 relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare. 的資料。	“Employment” 「僱傭」	22–24
KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	“Employment”	20–21
關鍵績效指標 B1.1	按性別、僱傭類型(例如全職或兼職)、年齡組別及地區劃分的僱員總數。	「僱傭」	
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	To be disclosed in the following year	N/A
關鍵績效指標 B1.2	按性別、年齡組別及地區劃分的僱員流失比率。	將於下一年披露	不適用

Index to the Environmental, Social and Governance Reporting Guide

環境、社會及管治報告指引之索引

Subject areas, aspects, general disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標		Section 章節	Page 頁次
Aspect B2: Health and Safety			
層面 B2：健康與安全			
General Disclosure 一般披露	Information on: 有關提供安全工作環境及保障僱員避免職業性危害的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer, (b) 遵守對發行人有重大影響的相關法律及規例 relating to providing a safe working environment and protecting employees from occupational hazards. 的資料。	"Health and Safety" 「健康與安全」	24–25
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 於過去三年各年度(包括報告年度)因工作關係而死亡的人數及比率	"Health and Safety" 「健康與安全」	25
KPI B2.2 關鍵績效指標 B2.2	Lost days due to work injury. 因工傷損失工作日數。	"Health and Safety" 「健康與安全」	25
KPI 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。	"Health and Safety" 「健康與安全」	24–25
關鍵績效指標 B2.3			
Aspect B3: Development and Training			
層面 B3：發展與培訓			
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。	"Development and Training" 「發展與培訓」	25–27
KPI 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。	To be disclosed in the following year 將於下一年披露	N/A 不適用
KPI 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。	To be disclosed in the following year 將於下一年披露	N/A 不適用
關鍵績效指標 B3.2			

Index to the Environmental, Social and Governance Reporting Guide

環境、社會及管治報告指引之索引

Subject areas, aspects, general disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標		Section 章節	Page 頁次
Aspect B4: Labour Standards			
層面 B4：勞工準則			
General Disclosure 一般披露	Information on: 有關防止童工或強制勞工的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer, (b) 遵守對發行人有重大影響的相關法律及規例 relating to preventing child and forced labour. 的資料。	"Labour Standards" 「勞工準則」	28
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	"Labour Standards" 「勞工準則」	28
關鍵績效指標 B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。		
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	"Labour Standards" 「勞工準則」	28
關鍵績效指標 B4.2	描述在發現違規情況時消除有關情況所採取的步驟。		
Operating Practices			
營運慣例			
Aspect B5: Supply Chain Management			
層面 B5：供應鏈管理			
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	"Supply Chain Management" 「供應鏈管理」	29
KPI B5.1	Number of suppliers by geographical region.	To be disclosed in the following year	N/A
關鍵績效指標 B5.1	按地區劃分的供應商數目。	將於下一年披露	不適用
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" 「供應鏈管理」	29
關鍵績效指標 B5.2	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。		
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	"Supply Chain Management" 「供應鏈管理」	29
關鍵績效指標 B5.3	描述用於識別供應鏈上的環境及社會風險慣例，以及相關執行及監察方法。		
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	"Supply Chain Management" 「供應鏈管理」	29
關鍵績效指標 B5.4	描述選擇供應商時用於促進環保產品及服務的慣例，以及相關執行及監察方法。		

Index to the Environmental, Social and Governance Reporting Guide

環境、社會及管治報告指引之索引

Subject areas, aspects, general disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標		Section 章節	Page 頁次
Aspect B6: Product Responsibility			
層面 B6：產品責任			
General Disclosure 一般披露	Information on: 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜 以及補救方法的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer, (b) 遵守對發行人有重大影響的相關法律及規例 relating to health and safety, advertising, labeling and privacy matters relating to products and services provided and methods of redress. 的資料。	“Product Responsibility” 「產品責任」	29–32
KPI B6.1	Percentage of total products sold or shipped subject to recalls for 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。	“Product Responsibility” 「產品責任」	30
關鍵績效指標 B6.1			
KPI 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。	“Product Responsibility” 「產品責任」	30
關鍵績效指標 B6.2			
KPI 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。	“Product Responsibility” 「產品責任」	32
關鍵績效指標 B6.3			
KPI B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	“Product Responsibility” 「產品責任」	29–31
關鍵績效指標 B6.4			
KPI 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。	“Product Responsibility” 「產品責任」	32
關鍵績效指標 B6.5			

Index to the Environmental, Social and Governance Reporting Guide

環境、社會及管治報告指引之索引

Subject areas, aspects, general disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標		Section 章節	Page 頁次
Aspect B7: Anti-corruption			
層面 B7：反貪污			
General Disclosure 一般披露	Information on: 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer, (b) 遵守對發行人有重大影響的相關法律及規例 relating to bribery, extortion, fraud and money laundering. 的資料。	“Anti-Corruption” 「反貪污」	33
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於報告期間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。	“Anti-Corruption” 「反貪污」	33
關鍵績效指標 B7.1			
KPI 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。	“Anti-Corruption” 「反貪污」	33
關鍵績效指標 B7.2			
KPI B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	To be disclosed in the following year 將於下一年披露	N/A 不適用
關鍵績效指標 B7.3			

Index to the Environmental, Social and Governance Reporting Guide

環境、社會及管治報告指引之索引

Subject areas, aspects, general disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標		Section 章節	Page 頁次
Community			
社區			
Aspect B8: Community Investment			
層面 B8：社區投資			
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	"Community Investment"	34
一般披露	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。	「社區投資」	
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	"Community Investment"	34
關鍵績效指標 B8.1	專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	「社區投資」	
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	To be disclosed in the following year	N/A
關鍵績效指標 B8.2	在專注範疇所動用資源(如金錢或時間)。	將於下一年披露	不適用

Note:

1. Pursuant to Consultation Conclusions: Review of The Environmental, Social And Governance Reporting Guide and Related Listing Rules, this section is required to implement for financial year commencing on or after 1 July 2020 only.
2. Pursuant to Appendix 27 of the Listing Rules, KPIs in this section are recommended disclosures only.

附註：

1. 根據諮詢結論：審閱環境、社會及管治報告指南及相關上市規則，本節僅須於2020年7月1日或之後開始的財政年度實施。
2. 根據上市規則附錄27，本章節的關鍵績效指標僅屬建議披露。



AFFLUENT PARTNERS HOLDINGS LIMITED
錢唐控股有限公司