

**TEXWINCA** holdings limited

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ENVIRONMENTAL, SOCIAL AND  
GOVERNANCE REPORT

2021 環境、社會及管治報告

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# About this Report 關於本報告

Businesses today are operating in a world undergoing unprecedented environmental and social changes. Global climate change, rapid population growth and rising living standards present significant risks but also offer major business and growth opportunities for Texwinca Holdings Limited (the “Company”) and its subsidiaries (collectively referred to as the “Group”).

These challenges pose many dilemmas for companies. In reconciling these dilemmas, the Group aims to go “beyond business as usual”. We strive to bring textiles and fashion to the world in a manner which is both environmentally and socially conscious. All of our brands, work hard to offer textiles and fashion at great value, whilst guided by principles of social responsibility, sustainable development and our own corporate values. We are committed to reducing our environmental impact, improving the safety of our workplace, whilst continuing to deliver quality products and services.

## REPORTING STANDARD AND SCOPE

This Environmental, Social and Governance (“ESG”) report has been prepared with reference to the ESG Reporting Guide of the Hong Kong Exchanges and Clearing Limited (“HKEx”). It was in compliance with the “comply or explain” provisions and reported on certain “recommended disclosures” of the ESG Reporting Guide. Our annual ESG report describes the initiatives of the Group and its progress with regard to ESG issues for the period of 1 April 2020 to 31 March 2021. For simplicity, year “2020” and year “2021” in this report represent the years ended 31 March 2020 and 31 March 2021 respectively.

The following entities were chosen for inclusion in this ESG Report because of their significant contributions to the Group, thus making them an ideal proxy for the Group’s textile and garment manufacturing and casual apparel retailing operations:

### Textile and garment manufacturing

Dongguan Texwinca Textile & Garment Limited  
Creative Textile Technology Company (Guangdong) Limited

### Casual apparel retailing

Baleno Kingdom Limited  
Guangzhou Friendship Baleno Co. Ltd.

今時今日，世界各地的公司於營商時均面對前所未有的環境及社會轉變。全球氣候變化、人口迅速增長及生活標準提高均帶來重大風險，但亦為德永佳集團有限公司(「本公司」)與其附屬公司(合稱「本集團」)帶來巨大的業務及增長機遇。

面對以上重重挑戰，公司陷於兩難局面。本集團以超越常規的思維突破困局。我們致力以環境及社會福祉為依歸的態度為世界生產紡織品及時裝。我們集合旗下所有品牌，努力為紡織品及時裝帶來更高價值，同時遵循社會責任、可持續發展及我們企業價值的原則。我們承諾減低對環境的影響、改善工作場所的安全，同時繼續提供優質產品及服務。

## 報告準則及範圍

本環境、社會及管治報告乃根據香港交易及結算有限公司(「港交所」)的《環境、社會及管治報告指引》編製。本報告已遵守《環境、社會及管治報告指引》內的「不遵守就解釋」條文，以及匯報部份「建議披露」。我們的年度環境、社會及管治報告載述本集團於二零二零年四月一日至二零二一年三月三十一日期間就環境、社會及管治事宜採取的措施及其進度。為簡單起見，本報告內「二零二零年」及「二零二一年」分別代表截至二零二零年三月三十一日及二零二一年三月三十一日止之年度。

由於以下公司對本集團貢獻重大，能充份代表本集團的紡織及成衣生產及休閒服裝零售業務，故獲選載入本環境、社會及管治報告：

### 紡織及成衣生產

東莞德永佳紡織製衣有限公司  
創科紡織(廣東)有限公司

### 休閒服裝零售

班尼路有限公司  
廣州友誼班尼路服飾有限公司

# About this Report 關於本報告

## REPORTING STANDARD AND SCOPE *(continued)*

All numerical data within this report is presented as absolute figures and all financial data is expressed in Hong Kong Dollars, unless otherwise specified. Our emissions have been calculated in accordance with the guidelines laid down by the Environmental Protection Department of the Government of the Hong Kong Special Administrative Region and Greenhouse Gas Protocol.

A detailed ESG content index has been included at the back of this report to aid the reader and facilitate greater transparency. Additional ESG performance information including financial data and corporate governance information can be found elsewhere in the Company's Annual Report.

This ESG report has been approved by the senior management team of the Group. We would like to extend our deepest thanks to all those who contributed to this report and to our strong ESG performance.

## CONTACT INFORMATION

Please feel free to share any comments or suggestions you may have related to this report by contacting Investor Relations Department at the address included below:

Investor Relations Department, Texwinca Holdings Limited  
16th Floor, Metroplaza Tower II,  
223 Hing Fong Road, Kwai Chung,  
New Territories, Hong Kong  
Email: IR@texwinca.com

## 報告準則及範圍 *(續)*

除另有註明外，本報告內的所有數據資料均以絕對數值呈列，而所有財務數據均以港元呈列。排放量乃根據香港特別行政區政府環境保護署制定的指引及溫室氣體核算協議計算。

詳細的環境、社會及管治內容索引已載於本報告後段，以方便讀者參閱並提高透明度。其他環境、社會及管治表現資料(包括財務數據及企業管治資料)可於本公司年報查閱。

本集團的高級管理人員團隊已審批本環境、社會及管治報告。我們謹此向所有對本報告及我們的優秀環境、社會及管治表現作出貢獻的人士表達由衷感謝。

## 聯絡資料

如閣下對本報告有任何意見或建議，請以下文所載的地址聯絡投資者關係部：

德永佳集團有限公司，投資者關係部  
香港新界  
葵涌興芳路223號  
新都會廣場第二座十六樓  
電郵：IR@texwinca.com

## Awards and Corporate Memberships 獎項及企業會籍

As an organisation we take our environmental and social responsibilities very seriously. We actively engage with industry associations and government to ensure we stay at the forefront of developments in our sector. The following awards demonstrate market recognition for our corporate governance, investor relations, and our social and environmental performance.

作為一個機構，我們非常重視環境及社會責任。我們積極與行業協會及政府合作，使我們走在行業發展的尖端。以下獎項體現市場對我們的企業管治、投資者關係以及社會及環境表現的認同。



### TEXTILE AND GARMENT MANUFACTURING OPERATION

### 紡織及成衣生產業務

Organisation 機構	Award 獎項
China National Accreditation Service for Conformity Assessment 中國合格評定國家認可委員會	ISO/IEC 17025:2017 Laboratory Accreditation Certificate ISO/IEC 17025:2017實驗室認可證書
China Dyeing and Printing Association 中國印染行業協會	Year 2020 Top 30 China Printing and Dyeing Enterprise 2020年度中國印染行業三十強企業
	Year 2020 China Printing and Dyeing Enterprise Excellent Fabric First Prize 2020年度中國印染行業優秀面料一等獎
	Year 2020 China Printing and Dyeing Enterprise Excellent Fabric Second Prize 2020年度中國印染行業優秀面料二等獎
China National Garment Association 中國服裝協會	China Apparel Quality Manufacturer 中國服裝優質製造商
China Textile Information Center and China Textiles Development Center 中國紡織信息中心及紡織產品開發中心	Fabrics China – Excellence Merchandise Award 中國流行面料 – 優秀獎產品
	Fabrics China – Best Technological Innovative Merchandise in Cotton Spinning 中國流行面料 – 最佳棉紡科技創新產品

## Awards and Corporate Memberships 獎項及企業會籍

### TEXTILE AND GARMENT MANUFACTURING OPERATION 紡織及成衣生產業務(續) (continued)

Organisation 機構	Award 獎項
Control Union Certifications B.V. 管制聯盟認證	Global Organic Textile 5.0 (certified for yarns and fabrics) 全球有機紡織品標準5.0(布料的認證)
	Global Recycled Standard 4.0 (certified for fabrics) 全球回收標準4.0(布料的認證)
	Organic Content Standard 2.0 (certified for yarns and fabrics) 紡織品有機含量標準2.0(布料及紗的認證)
Department of Industry and Information Technology of Guangdong Province 廣東省工業和信息化廳	Guangdong Province Cleaner Production Enterprise 廣東省清潔生產企業
Department of Science and Technology of Guangdong Province 廣東省科學技術廳	Guangdong Province Texwinca High-Tech Fabric Engineering and Technical Research Center 廣東省德永佳高檔纖維面料工程技術研究中心
Department of Science and Technology of Guangdong Province, Department of Finance of Guangdong Province and Guangdong Provincial Tax Service, State Taxation Administration 廣東省科學技術廳、廣東省財政廳及廣東省國家稅務局	National High-Tech Enterprise 國家高新技術企業
Hong Kong Environmental Bureau in collaboration with The Economic & Information Commission of Guangdong Province 香港環境局聯同廣東省經濟和信息化委員會	Hong Kong – Guangdong Cleaner Production Excellent Partners (Manufacturing) 粵港清潔生產優越伙伴(製造業)
International Organization for Standardization (“ISO”) 國際標準組織(「ISO」)	ISO14001:2015 certificate (certified for Environmental Management System applied to the design, development and production of dyed knit fabric, dyed yarn, knitted garments and related management activities) ISO14001:2015證書(適用於針織色布/色紗、針織服裝的設計開發和生產及其相關的管理活動之環境管理體系認證)
	ISO50001:2018 certificate (Management of the purchasing, receiving/storage, processing and transformation, distribution and consumption of energy, in addition to application of energy saving technology, in design and manufacture of dyed knitted fabric and dyed yarn) ISO50001:2018證書(色紗和色布的設計和生產過程涉及到的能源採購、接收/貯存、加工轉換、輸配、使用等過程的管理及節能技術的應用)
	ISO9001:2015 certificate (certified for Quality Management System applied to the design, development and production of dyed knitted fabric/dyed yarn and knitted garments) ISO9001:2015證書(適用於針織色布/色紗及針織服裝的設計開發和生產之質量管理體系認證)

## Awards and Corporate Memberships 獎項及企業會籍

### TEXTILE AND GARMENT MANUFACTURING OPERATION 紡織及成衣生產業務(續)

(continued)

Organisation 機構	Award 獎項
Mill Qualification Programme 工廠資格計劃	Achievement Award 成就獎
	Laboratory Certification 實驗室證書
Ministry of Industry and Information Technology of the People's Republic of China 中華人民共和國工業和信息化部	National Green Factory 國家綠色工廠
	Enterprise complied with "Standard Conditions of Printing and Dyeing Industry" 符合《印染行業規範條件》企業
Testex AG, Swiss Textile Testing Institute 瑞士紡織品測試機構Testex AG	Standard 100 by OEKO-TEX® (certified for yarns made of 100% cotton, 100% linen, 100% (viscose) rayon & 100% polyamide mixtures thereof as well as mixtures with polyester, cationic-dyeable polyester, recycle polyester, acrylic, modal and spandex (LYCRA®) white or dyed (reactive, disperse, basic), with or without water & oil repellent finished, partly finished with products having biologically active properties accepted by OEKO-TEX®) (based on material partly pre-certified according to Standard 100 by OEKO-TEX®) OEKO-TEX®標準100(對純棉、純麻、純粘膠(人造絲)及其100% 純尼龍混合物以及與聚酯、陽離子可染滌綸、回收聚酯、腈 綸、莫代爾纖維及氨綸(LYCRA®)，白色或染色(活性、分散、 陽離子染色)混合而成，含/不含防水及防油加工，部分經具有 OEKO-TEX®接受的生物活性特性產品加工的紗線的認證)(根據 OEKO-TEX®標準100的物料部分獲預先認證的基準)
	Standard 100 by OEKO-TEX® (certified for knitted fabrics (including French Terry & fleece) made of 100% cotton, 100% linen, 100% modal, 100% viscose(rayon) & mixtures thereof as well as mixtures with polyester, cationic-dyeable polyester, recycle polyester, acrylic, elastane (including LYCRA®), white, yarn-dyed or piece-dyed (reactive, disperse and basic dyestuffs); including melange, with or without water & oil repellent finished, partly finished with products having biologically active properties accepted by OEKO- TEX®) (based on material partly pre-certified according to Standard 100 by OEKO-TEX®) OEKO-TEX®標準100(對純棉、純麻、純莫代爾纖維、純粘膠(人 造絲)及其混紡以及與聚酯、陽離子可染滌綸、回收聚酯、腈 綸、氨綸(包括LYCRA®)混紡，淨色、紗染或匹染(活性、分散 和陽離子染料)製成；含/不含防水及防油加工，部分經具有 OEKO-TEX®接受的生物活性特性產品加工的針織布(包括毛圈 布及抓絨)的認證)(根據OEKO-TEX®標準100的物料部分獲預先 認證的基準)

## Awards and Corporate Memberships 獎項及企業會籍

### TEXTILE AND GARMENT MANUFACTURING OPERATION 紡織及成衣生產業務(續)

(continued)

Organisation 機構	Award 獎項
Testex AG, Swiss Textile Testing Institute 瑞士紡織品測試機構Testex AG	Standard 100 by OEKO-TEX® (certified for knitted fabrics (including French Terry & fleece) made of 100% polyester, 100% cationic-dyeable polyester, recycle polyester, 100% polyamide and their mixtures thereof as well as mixtures with elastane (including LYCRA®), acrylic, and cotton, white, yarn-dyed or piece-dyed (disperse, reactive, acid, basic and fluorescent dyestuffs) and with or without water & oil repellent finished, partly finished with products having biologically active properties accepted by OEKO-TEX®) (based on material partly pre-certified according to Standard 100 by OEKO-TEX®) OEKO-TEX®標準100(對純滌綸、純陽離子可染滌綸、回收聚酯、純尼龍、純腈綸及其混紡以及與氨綸(包括LYCRA®)、腈綸和棉的混紡；淨色、紗染或匹染處理(分散、活性、酸性、陽離子染料及螢光染料染色)，含／不含防水及防油加工，部分經具有OEKO-TEX®接受的生物活性特性產品加工的針織布(包括毛圈布及抓絨)的認證)(根據OEKO-TEX®標準100的物料部分獲預先認證的基準)
The Hong Kong Council of Social Service 香港社會服務聯會	Caring Company Logo (5 consecutive years or above) 商界展關懷標誌(連續5年或以上)

Organisation 機構	Membership 會籍
Dongguan High-Tech Industry Association 東莞市高新技術產業協會	Member 會員
Guangdong Provincial Cleaner Production Association 廣東省清潔生產協會	Vice-chairman 副會長
Guangdong Province Textile Association 廣東省紡織協會	Best Ten Member 十佳會員單位
Guangdong-Hong Kong-Macao Greater Bay Area Green Development Alliance 粵港澳大灣區綠色發展聯盟	Initiator 發起單位
SUPIMA	Licensee (in purchasing, consuming or using yarn or fabric made from American Pima cotton) 許可機構(購買、消費或使用美洲皮馬棉製成的紗線或紡織物)
Guangdong Association of Garment and Garment Article Industry 廣東省服裝服飾行業協會	Vice-chairman 副會長



# Awards and Corporate Memberships 獎項及企業會籍

## CASUAL APPAREL RETAILING OPERATION

## 休閒服裝零售業務

Organisation 機構	Award 獎項
Employees Retraining Board 僱員再培訓局	Manpower Developer Award Scheme – SuperMD (2020-2025) 人才企業 – 企業大獎SuperMD (2020-2025)
Guangdong Provincial Enterprise Confederation 廣東省企業聯合會 Guangdong Provincial Association of Entrepreneurs 廣東省企業家協會	Credit Demonstration Enterprises in Guangdong Province 廣東省誠信示範企業
Hong Kong Tourism Board 香港旅遊發展局	Quality Tourism Service Scheme – Quality Merchant (15 consecutive years) 優質旅遊服務計劃 – 優質商戶(連續15年)
Labour and Welfare Bureau of the Government of the Hong Kong Special Administrative Region 香港特別行政區政府勞工及福利局	Social Capital Builder Logo Award (2020-2022) 社會資本動力標誌獎(2020-2022)
Promoting Happiness Index Foundation 香港提升快樂指數基金	Happy Company 5 years+ 5年Plus開心企業
The Hong Kong Council of Social Service 香港社會服務聯會	Caring Company Logo (15 consecutive years or above) 商界展關懷標誌(連續15年或以上)



## Managing our Environmental Impacts 管理我們對環境的影響

The Group recognises the importance of greater environmental stewardship in order to ensure the holistic and harmonious development of our business alongside the environment and communities in which we operate.

Fundamental to these efforts is the incorporation of technology, provision of training and the utilization of systems that drive awareness, efficiency and contribute to the mitigation of our overall environmental footprint. Through our combined efforts we hope to instigate a broader consideration and culture centered on aspects of environmental performance relevant to each of our employees and relative to all aspects of our businesses.

### THERMAL POWER PLANT

Situated in Dongguan, a notable feature of our textile and garment manufacturing operation is our thermal power plant. Through the combustion of coal, this plant produces all the heat and electricity required to meet the needs of our production processes and operational areas in Dongguan.

During the reporting period, coal was the main basic fuel. In order to achieve the goal of energy saving and emission reduction, the Group has planned and started convert its boilers from using fuel as its basic fuel to natural gas by phase. This will effectively lessen the negative effect of production on the environment.

In 2019, a project was initiated to apply for the “natural gas decentralized energy project” (commonly known as “coal-to-gas”) for the renovation of thermal power plants. The project will be completed in two phases, with the first phase commenced in March 2021.

本集團深諳加強環境管理的重要性，以確保我們的業務以至於我們經營的環境及社區取得整體及和諧的發展。

這些工作是建基於科技、提供培訓及制度運用之融合，此可提高意識、效率及推動減低整體環境足印。我們冀透過我們的共同努力，引發更廣泛的思考及文化，以每位僱員及與業務各方面有關的事宜為環境考量的中心。

### 熱電廠

位於東莞的熱電廠為我們紡織及成衣生產業務的重要項目。熱電廠透過燃煤，產生熱能與電能以滿足我們東莞生產過程和營運地區的全部需求。

於本報告期間，煤是主要基礎燃料。本集團為實踐節能減排的目標，已計劃及開始將原以煤為基礎燃料的鍋爐分階段改造成以天然氣為基礎燃料，這將有效減低生產對環境帶來的負面影響。

於二零一九年立項申報的熱電廠「天然氣分散式能源項目」(俗稱「煤改氣」)改造工程，本集團計劃分兩個階段完成，第一期項目已於二零二一年三月開始開展。



# Managing our Environmental Impacts 管理我們對環境的影響

## THERMAL POWER PLANT *(continued)*

To minimise the overall environmental impact of the thermal power plant and increase resource efficiency, we pride ourselves on our use of environmental and energy saving technologies.

Flue gas emitted through the smoke stacks conforms to national and local environmental regulations and has minimal impact on the surrounding vicinity. We employ a range of green technologies and procedures in the power plant such as “dedusting bag filter”, “wet flue gas desulphurisation (magnesium oxide desulfurisation) and low nitrogen combustion” (use of wet scrubbers), and “selective non-catalytic reduction (“SNCR”)” to treat the emitted flue gas and minimise pollution. Emissions are monitored online on a real-time basis to ensure compliance with standards before being discharged.

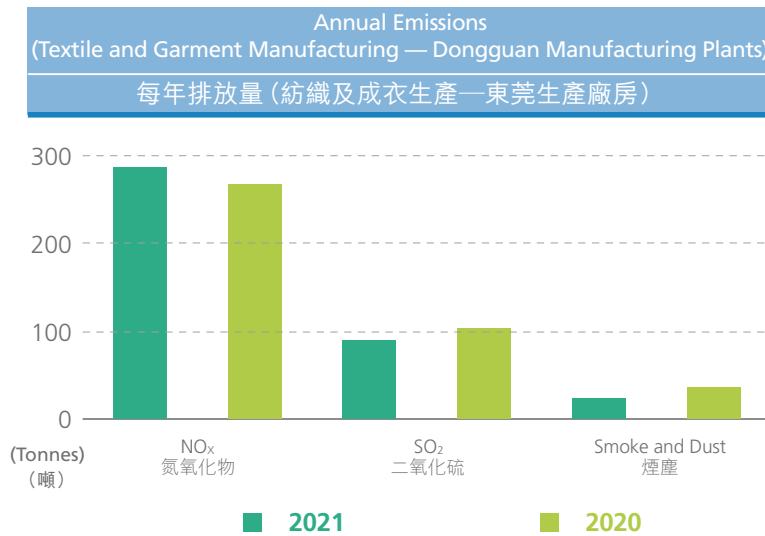
Density per cubic meter of air pollutants such as NOx, SO<sub>2</sub> and smoke and dust discharged are below 100mg, 50mg and 20mg required by Dongguan Environmental Protection Bureau. And annual discharge of NOx, SO<sub>2</sub> and smoke and dust are below 411 tonnes, 205 tonnes and 82 tonnes required by Dongguan Environmental Protection Bureau. The chart below presents an aggregate total of these respective emissions for the power plant over the course of the reporting years:

## 熱電廠(續)

我們運用我們足以自豪的節能和環保技術，將熱電廠對環境的影響減至最低並提升資源效率。

通過煙囪排放的廢氣遵循國家及當地環保部門的法規，把對鄰近地區的影響減至最低。我們的熱電廠採用了一系列綠色技術和程序，例如「電袋除塵器」、「濕法脫硫(氧化鎂脫硫)和低氮燃燒」(採用濕法洗滌器)及「選擇性非催化還原(「SNCR」)」，以處理所排放的廢氣和減少污染。在線監控系統實時監控排放，以確保排放符合標準。

空氣污染物如氮氧化物、二氧化硫及煙塵的每立方米排放濃度均低於東莞市環保局要求的100毫克、50毫克及20毫克。而氮氧化物、二氧化硫及煙塵的每年排放總量均低於東莞市環保局要求的411噸、205噸及82噸。下表呈列熱電廠於報告年度該等排放物的排放總量：



## Managing our Environmental Impacts 管理我們對環境的影響

### ENERGY CONSIDERATIONS IN TEXTILE AND GARMENT MANUFACTURING

Innovation is central to our operations and encouraged at every stage of production. We aim to embed a culture of awareness around the need to save energy throughout our operations.

Continuing to utilize energy saving technology, we are gradually replacing existing lighting at our offices and warehouses in Hong Kong with LED lights. At our textile and garment manufacturing office in Dongguan, the reduction in the number of lamps being used and the installation of automatic controls have resulted in savings of electricity.

### 紡織及成衣生產的能源考量

創新為我們業務的重點，我們亦鼓勵於每一個生產階段創新。我們的宗旨是建立一套於我們整個業務上都需要節能的意識文化。

我們持續利用節能技術，現已逐步將香港現有辦公室及貨倉照明更換為LED照明設備。東莞紡織及成衣生產辦公室已減少採用燈泡數目及安裝自動控制系統以節省電力。



During the reporting period, new production process in dyeing was implemented in order to reduce energy consumption.

At the manufacturing plants situated in Dongguan, the frequency converter has been upgraded in order to accurately control the output power of facilities and cut down power consumption. Upgrading of parts and components of the air-conditioning system has improved its operating efficiency.

Our manufacturing plants have developed similar initiatives centered on the reduction of waste and the development of an energy saving operational mode. Through the harnessing of thermal energy present in wastewater, installation of advanced energy-saving facilities, streamlining our mechanical and electrical systems, enhancing operational efficiency and developing innovative energy-saving production processes, we have achieved an overall saving of 4,300 tonnes of coal equivalent as compared with 2020.

於本報告期間，於漂染工序上引進新工藝以降低能源消耗。

於東莞的生產廠房，已優化設備的變頻器，從而準確地控制設備的輸出功率，以至減少耗電。透過提升空調系統的設備，空調系統的效率已被提高。

我們的生產廠房已發展一套同類的舉措，專注於減少廢物及發展節能的營運模式。通過利用廢水的熱能回收、更換先進節能設備、進行電機系統能效提升、提高設施的效率、開發新的節能生產工藝等，與二零二零年比較，我們達到節省合計4,300噸標準煤。

# Managing our Environmental Impacts 管理我們對環境的影響

## ENERGY CONSIDERATIONS IN TEXTILE AND GARMENT MANUFACTURING (continued)

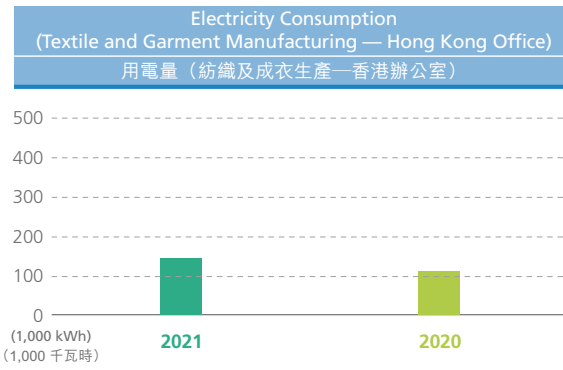
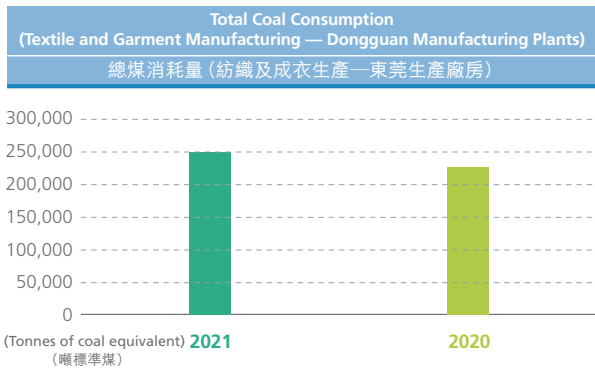
The textile and garment manufacturing operation in Dongguan have been awarded the certificate of ISO50001 Energy Management Systems in 2017. The energy management system which we have in place seeks to guide, instruct and reward the efficient and apt use of resources.

The energy consumption at textile and garment manufacturing operation is as follows:

## 紡織及成衣生產的能源考量(續)

東莞的紡織及成衣生產業務於二零一七年獲頒授 ISO50001 能源管理體系證書。我們正實行的能源管理系統對資源效能及適當使用提供指引、指導及獎勵。

紡織及成衣生產業務的能源消耗量如下：



The Scope 1 and Scope 2 greenhouse gas (“GHG”) emissions at textile and garment manufacturing operation are tabled as follows. Scope 1 GHG emissions include emissions generated from thermal power plant, motor vehicles and refrigerant, while Scope 2 GHG emissions are the indirect emissions generated from the purchased electricity. Dongguan manufacturing plants do not purchase electricity.

紡織及成衣生產業務排放的範圍一及範圍二溫室氣體(「溫室氣體」)已列表如下。範圍一溫室氣體包括由熱電廠、汽車及製冷劑產生的排放，而範圍二溫室氣體是從外購電力所產生的間接排放。東莞生產廠房並無外購電力。

Textile and garment manufacturing 紡織及成衣生產	Classification of GHG emissions 溫室氣體排放分類	Brief description on emission sources 排放來源簡述	GHG emissions (Tonnes of CO <sub>2</sub> equivalent) 溫室氣體排放量(噸二氧化碳當量)	
			2021	2020
Hong Kong 香港	Scope 1 範圍一	Motor vehicles 汽車	116	146
	Scope 2 範圍二	Purchased electricity 外購電力	91	69
Dongguan 東莞	Scope 1 範圍一	Thermal power plant, motor vehicles and refrigerant 熱電廠、汽車及製冷劑	646,453	583,821
	Scope 2 範圍二	Purchased electricity 外購電力	—	—



## Managing our Environmental Impacts 管理我們對環境的影響

### ENERGY EFFICIENCY IN CASUAL APPAREL RETAILING

At casual apparel retailing operation, energy is mainly consumed in air-conditioning systems and lighting systems. Statistics showed that using highly efficient air-conditioning systems and LED lights at our retail stores can save energy effectively. In addition, through the energy saving design, the lighting and air conditioning systems have been modified to facilitate the control of energy consumption and enhance energy efficiency in our office and retail stores.

### 休閒服裝零售的能源效益

於休閒服裝零售業務，能源主要用於空調系統及照明系統。統計資料顯示指出我們的零售店利用高效益空調系統及LED燈能有效節省能源。此外，通過節能設計，對照明和空調系統進行了改造，這有助控制能源消耗及提高我們辦公室和零售店的能源效率。



# Managing our Environmental Impacts 管理我們對環境的影響

## ENERGY EFFICIENCY IN CASUAL APPAREL RETAILING

(continued)

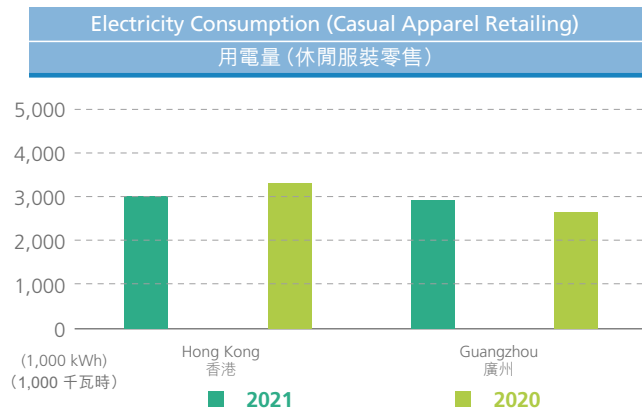
Given the primary nature of electricity production in Hong Kong and Guangzhou being through the combustion of coal, mitigating electricity use will have a strong effect in reducing casual apparel retailing operation's overall greenhouse gas footprint.

The electricity consumption and GHG emissions (Scope 1 and Scope 2) at casual apparel retailing operation are as follows:

## 休閒服裝零售的能源效益(續)

由於香港及廣州發電的主要性質為燃燒煤炭，故減少使用電力將對減少休閒服裝零售業務的整體溫室氣體足印帶來重大影響。

於休閒服裝零售業務，用電量及溫室氣體排放量(範圍一及範圍二)如下：



Casual apparel retailing 休閒服裝零售	Classification of GHG emissions 溫室氣體排放分類	Brief description on emission sources 排放來源簡述	GHG emissions (Tonnes of CO <sub>2</sub> equivalent) 溫室氣體排放量(噸二氧化碳當量)	
			2021	2020
Hong Kong 香港	Scope 1 範圍一	Motor vehicles 汽車	102	91
	Scope 2 範圍二	Purchased electricity 外購電力	2,113	2,313
Guangzhou 廣州	Scope 1 範圍一	Motor vehicles 汽車	200	152
	Scope 2 範圍二	Purchased electricity 外購電力	3,085	2,778

# Managing our Environmental Impacts 管理我們對環境的影響

## OUR COMMITMENTS TO NATURAL RESOURCES MANAGEMENT

Throughout all our operations we emphasise the need to fully utilise all available materials and resources, reusing, reducing and where possible recycling at all operational levels and all stages of production. We have also made broader shifts in the utilisation of technology to increase resource efficiency.

## 我們對自然資源管理的承諾

我們強調在所有業務中，需於各營運層面及生產階段中全面利用所有物料及資源、並致力重用、減少及在可行的情況下循環使用。我們亦於應用技術層面上作出各種變動，提高資源效益。

## PROMOTING QUALITY WHILE DRIVING RESOURCE EFFICIENCY

The Group prioritises environmental integrity and is conscious of the role that technology plays in driving efficiency and reducing overall waste. At our textile and garment manufacturing operation, we aim to reuse yarn waste produced during manufacturing while continuing to demonstrate and strive for improvements in the quality of our output.

## 提高品質同時推動資源效益

本集團將環境的完整性放於首位，留意到技術於推動效益及減少廢物總量所擔當的角色。就紡織及成衣生產業務而言，我們的目標是重用於生產時產生的廢紗，同時繼續表現並力爭產品品質改善。



During the reporting period, installation of new facilities in the spinning frame can reduce the amount of air suction, so as to reduce the power of the motor and the quality of the textiles.

於本報告期間，細紗機加裝新設備，可減少吸風量，以達到降低電機功率和提升紡織品的品質。

A competent production management system oversees the entire textile and garment manufacturing process, from the careful selection of raw materials, production and recycling of waste at the final stages of product development. With an aim to reduce waste, waste materials at every stage of production can be sorted and reused.

有效的生產管理系統監控整個紡織及成衣生產過程，由精挑原材料、生產到產品發展最後階段的循環使用廢物。為減少廢物，各生產階段的廢料可分類及重用。



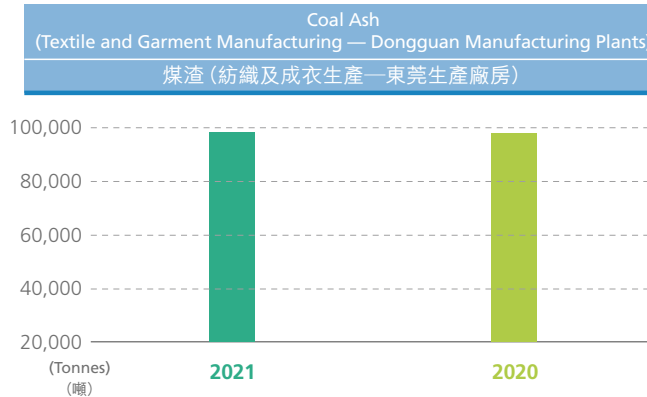
# Managing our Environmental Impacts 管理我們對環境的影響

## FULL UTILISATION OF RESOURCES

According to the waste management system at textile and garment manufacturing operation, the non-hazardous waste such as coal ash, carton box, fabric waste, yarn waste and scrapped iron are collected for recycling. Among which coal ash is recycled as the raw materials for the production of concrete brick and wallboard. The amount of coal ash collected for recycling in Dongguan is as follows:

## 全面利用資源

按照紡織及成衣生產業務之廢物管理系統，無害廢物（例如：煤渣、包裝紙箱、廢紗、廢布及廢鐵）會被收集以循環再造。其中，煤渣循環再用為製造混凝土磚和牆板的原材料。於東莞，被收集以循環再用的煤渣數量如下：



Non-recyclable wastes such as general domestic wastes are delivered to designated area as required by the local department. In 2021, the non-recyclable wastes were 1,944 tonnes. Wastes from our canteen is collected and stored centrally, and further processed by the local neighborhood committee.

不可回收廢物包括一般生活廢物按當地部門的規定運輸至指定區域。於2021年，不可回收廢物為1,944噸。我們的食堂所產生的廢物會被集中收集及存放，並由當地居委會處理。

**At our textile and garment manufacturing operation, we reused 1.5 million bobbins and 127,000 carton packaging boxes in 2021.**

我們紡織及成衣生產業務於二零二一年重用1.5百萬個紗管以及127,000個包裝紙箱。

Characteristics of casual apparel retailing operation is high volume of waste packaging materials produced by suppliers, the retail stores in Guangzhou recycled 51 tonnes of carton boxes in 2021. Other recycling ventures involve transporting 18 tonnes of used carton boxes from retail stores in Hong Kong back to the warehouse for reuse while provision is also made for the recycling of old metal furniture and computers.

休閒服裝零售業務的特點為供應商製造大量包裝廢物料，廣州零售店於二零二一年回收51噸紙箱。其他循環使用措施包括將18噸舊紙箱由香港零售店運回貨倉循環再用，同時亦循環使用舊金屬傢俱及電腦。

**The Group is actively taking measures to reduce the amount of paper usage, such as double-sided printing, waste paper reuse and recycling. Internal memorandum and reports are circulated in e-format.**

本集團積極採取減少用紙量的措施，例如雙面打印、廢紙重複利用及廢紙回收。內部備忘錄及報告均以數碼方式發送。

**The Group has been investing resources to support the use of renewable raw materials, and the textile and garment manufacturing operation in Dongguan has obtained Global Recycling Standard ("GRS") certification. The Group provides customers with and promotes a series of products made of fabrics with renewable raw materials, thereby increasing the overall recycling rate of textile resources.**

本集團一直投放資源支持可再生原料的使用，於東莞的紡織及成衣生產業務已取得全球回收標準（「GRS」）的認證。本集團向客戶提供、推廣一系列可再生成分面料的產品，從而提升整體紡織資源的回收率。

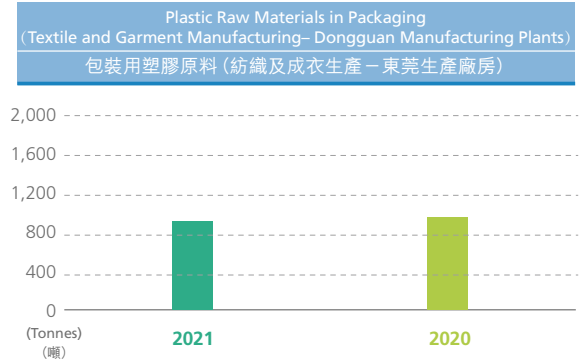
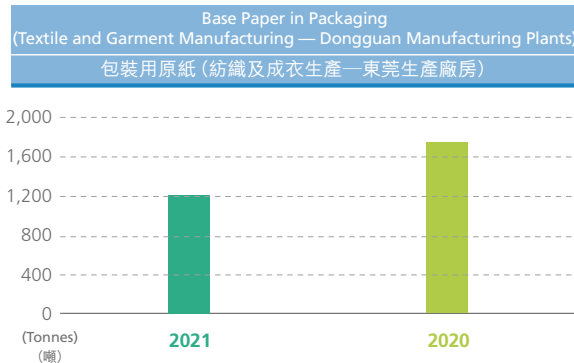
# Managing our Environmental Impacts 管理我們對環境的影響

## FULL UTILISATION RESOURCES (continued)

At textile and garment manufacturing operation, we are committed to reducing the use of packaging materials through improvements in packaging process and taking reasonable measures. This not only complies with the concept of environmental sustainability, but also reduces the cost of business. The amount of base paper and plastic raw materials used in packaging are as follows:

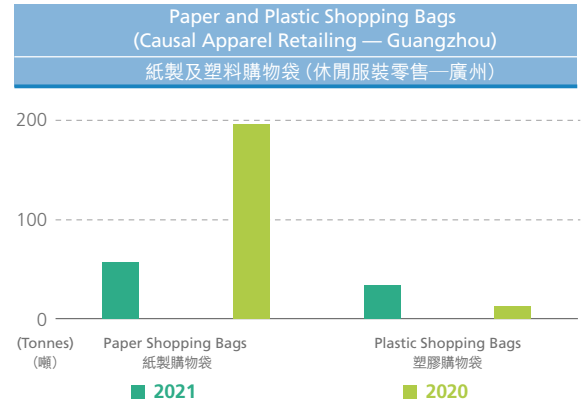
## 全面利用資源(續)

於紡織及成衣生產業務，通過改良包裝工藝和採取合理措施，我們致力減少包裝材料的使用。此不僅符合環保可持續理念，同時也能降低業務成本。包裝使用的原紙及塑膠原料數量如下：



The Group is also committed to reducing the use of plastic and paper shopping bags at our retail stores. The consumption of plastic and paper shopping bags at casual apparel retailing operation is as follows:

本集團同時致力於零售店減少使用塑膠及紙製購物袋。休閒服裝零售業務塑膠及紙製購物袋消耗量如下：



Casual apparel stores in Guangzhou actively encourage customers to use less shopping bags, and take initiative to reduce the number of stores that distribute shopping bags.

廣州休閒服裝零售店積極鼓勵顧客少用購物袋，並主動減少派發購物袋店鋪數目。

Our casual apparel stores in Hong Kong comply strictly with the Environmental Levy Scheme on Plastic Shopping Bags. We encourage our customers to reduce the usage of plastic bags. To further promote the reduction of plastic shopping bags, we did provide shopping offers to those who brought their own bags. In addition, plastic shopping bags used by our retail stores are made of biodegradable plastics, in an effort to mitigate environment impact.

香港休閒服裝零售店嚴格遵守塑膠購物袋環保徵稅計劃及鼓勵顧客少用塑膠購物袋，並曾經提供購物優惠予自備購物袋的顧客。除此之外，零售店的塑膠購物袋均採用可被自然分解的塑料製造，以減低對環境的影響。

# Managing our Environmental Impacts 管理我們對環境的影響

## TECHNOLOGY AS A TOOL IN WASTE REDUCTION

Compared with traditional dyeing machines, the use of new dyeing machine at our textile and garment manufacturing operation has substantially improved the first time success rate of our fabric dyeing processes while reducing the production of any substandard merchandise and the need for product repair. This technology saves over 50% of water, 30% of chemicals, 10% of dyes. During the reporting period, a new production process that can process multiple functional additives at the same time was applied in the finalizing cycles. This new production process has greatly reduced the number of product finalizations, improved product quality and efficiency, and ultimately reduced energy consumption during the finalizing cycles.

## 科技作為減廢工具

於紡織及成衣生產業務上使用新型染色設備大大提升染布過程的第一次成功率，同時減少生產次等貨品及產品修補的需要。此技術比傳統染色設備節省超過50%用水、30%化學品及10%染料。於本報告期間，於定型程序中運用新式工藝，可以同時處理多種功能助劑整理。此工藝大幅減少產品定型次數，提升產品的品質及效率，最終更減少定型過程產生的能源消耗。



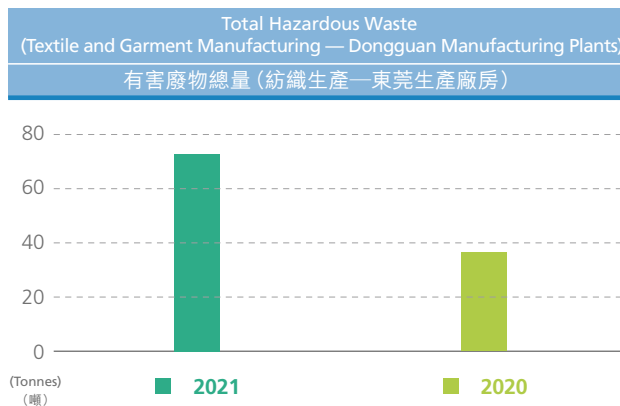
**Handheld devices have been used at all our warehouses to create a paperless system for stock keeping.**  
我們所有的倉庫已採用專用手提裝置，為存貨管理設立無紙系統。

Hazardous wastes are clearly labelled, categorized and stored under the requirements of the local laws and regulations. These wastes are stored in specified location and delivered to qualified units recognised by the government for processing.

按照當地政府的法律法規，有害廢物需貼上明顯的標識、分類及儲存。該等廢物存放於特定位置及運送到政府認可的有資質單位進行處理。

Illustrated below is the total production of hazardous waste at our textile and garment manufacturing operation in Dongguan. This year, the total hazardous waste increased due to the regular replacement of forklift batteries.

下表載列我們東莞紡織及成衣生產業務產生的有害廢物總量。本年因定期更換叉車電池引致有害廢物總量增加。



# Managing our Environmental Impacts 管理我們對環境的影響

## TECHNOLOGY AS A TOOL IN WASTE REDUCTION *(continued)*

In managing the treatment of sewage at our factories, online detection devices has been installed to facilitate real time monitoring of the treatment process.

## 科技作為減廢工具(續)

為管理廠房的污水處理，在線監控裝置已被安裝，以便實時監控處理過程。

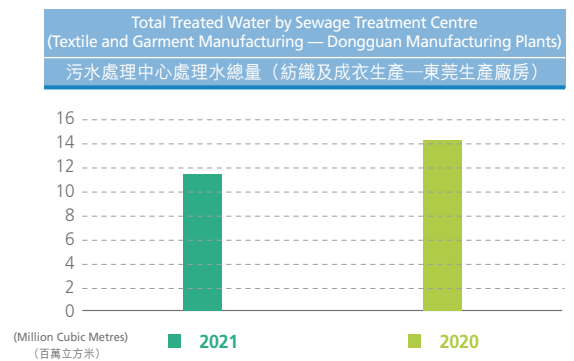
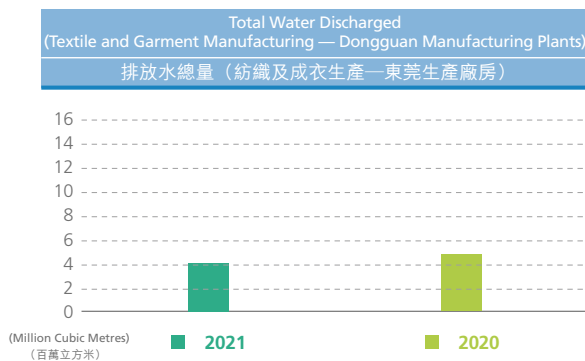
Wastewater treated and discharged at our sewage treatment centre meets all the emission standards of the country, province and city.

我們所有經污水處理中心處理後排放的廢水都符合國家、省及市的全部排放標準。



Illustrated below is the total water discharged and total treated water at our textile and garment manufacturing operation in Dongguan operations.

下表載列我們於東莞紡織及成衣生產業務的排放水總量及處理水總量。





# Managing our Environmental Impacts 管理我們對環境的影響

## MITIGATING OUR WATER FOOTPRINT

Given the nature of textile and garment manufacturing operation, water is a paramount resource in the running of our operations and production of our textiles. Obtained from the Dongjiang River, we prioritise the effective management of this resource, taking every precaution to ensure that water is both utilised and reused efficiently. We currently reuse more than 65% of water.

Through the effective utilisation of energy and water saving techniques such as improved dyeing processes, collection and recycling technologies, we aim to maximise our water utilisation efficiency and reduce wastage.

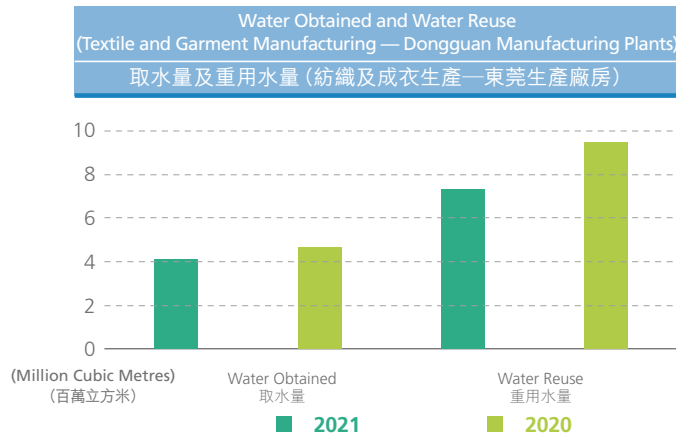
At our textile and garment manufacturing offices, all water from wash basins used for the washing of hands is reused in the flushing of toilets. Water saving technology in the dyeing process is utilised to reuse light-coloured water and recycle cooling and condensing hot water from the dyeing container in the factory. This results in an annual saving of over 3,106,000 cubic metres of water.

## 減少我們的水足印

鑒於紡織及成衣生產業務的性質，水為我們營運及紡織品生產的重要資源。自東江取水，我們將有效的水資源管理放於首位，採取所有預防措施以確保水資源可被有效運用及重用。我們目前回用65%以上的水。

我們透過有效運用能源及節水技術（例如經改進的染色程序、收集及循環再用技術），目標為盡量提高用水效益及減少廢物。

在我們的紡織及成衣生產辦公室，所有來自洗手盆用於洗手的水被重用作為沖廁水。染色程序中的節水技術是重用已染淺色的水，並循環使用來自廠房染缸的降溫和冷凝熱水，因此每年節省超過3,106,000立方米水。



# Managing our Environmental Impacts 管理我們對環境的影響

## OUR EFFORTS AT ENVIRONMENTAL STEWARDSHIP

Both our textile and garment manufacturing and casual apparel retailing operations seek to align and work toward environmental best practice. This involves giving careful consideration to various operational aspects and activities within our value chain to minimize any environmental impact.

The textile and garment manufacturing operation in Dongguan has been awarded the certificate of ISO14001 Environmental Management Systems since 2014. The Environmental Management Systems ensured that the environmental impacts have been measured and improved.

於東莞的紡織及成衣生產業務自二零一四年獲頒授 ISO14001 環境管理體系證書。該環境管理體系確保對環境的影響得到測量和改善。

According to our “Occupational Disease and Hazards Prevention Scheme”, all prohibited substances with possible negative environmental impacts listed within national legislation are forbidden within our textile and garment manufacturing operation. Our internal guides also specify requirements for the proper procurement, storage and handling of substances, chemicals, merchandise as well as any other materials used in our textile and garment manufacturing operation. This is with the end goal of reducing the overall environmental impact. Particular attention is paid to the use of organic cotton yarn in both workshop areas and within manufacturing processes.

All our suppliers are explicitly prohibited from using materials containing restricted substances and suppliers are required to sign our “Restricted Substances List Compliance Declaration”. Spot checks are frequently carried out at regular intervals to ensure compliance with the Group’s code and product safety.

The Company scored 91 out of 100 for its textile and garment manufacturing operation based on “Higg Index” of 2020, a sustainable measurement tool released by Sustainable Apparel Coalition (“SAC”). The score was granted by an independent third party assessor after audit, and was higher than the industry average.

本公司的紡織及成衣生產業務於二零二零年的可持續發展成衣聯盟(「SAC」)的可持續的測量工具(「Higg Index」)取得91分(以100分為滿分)。該評分由獨立第三方稽核員於評鑑後提出，及超越紡織及成衣生產業務的行業基準。

SAC, an organisation established by brands, retailers, manufacturers, government and non-governmental organizations and industry experts, represents more than one-third of the global market share in apparel and footwear industry. Higg Index is a set of self assessment tools developed by SAC to evaluate each chain (from raw materials to the end of product life cycle) in the manufacture of apparel and footwear from the perspectives of environment, social, and labour welfare, so as to determine whether an enterprise complies with the principle of sustainable development.

SAC 是一個由品牌商、零售商、製造商、政府和非政府組織以及行業專家組成的機構，代表著全球超過三分之一的服裝和鞋類市場。Higg Index 是一套由 SAC 推出的自我評估機制，從環境、社會及勞工福利方面，衡量服裝和鞋類產業鏈中各個環節(由產品的原材料開始到其生命周期結束)，推算機構是否符合可持續發展的原則。

## ENVIRONMENTAL CONSIDERATIONS AT VARIOUS OPERATIONAL STAGES

Within both our textile and garment manufacturing and casual apparel retail operations, we seek to foster a culture of environmental consideration at each stage of our operations. This involves a greater examination of the environmental impacts relative to each operational stages and responses or solutions to mitigate each effect.

## 環境管理工作的努力

我們的紡織及成衣生產及休閒服裝零售業務一致追求與環境的最佳實務，以及對我們價值鏈內的各個營運方面及活動作出謹慎考慮，減低對環境的影響。

根據我們的「職業病危害防治計劃及方案」，我們嚴禁於紡織及成衣生產業務中使用國家法例中所列的所有可能對環境造成負面影響的禁用物質。我們的內部指引亦就適當採購、儲存及處理物質、化學品、商品及任何其他用於紡織及成衣生產業務的物料列明規定。此乃符合我們對減少整體環境影響的最終目標。我們特別注意車間範圍及生產過程內有機棉紗的使用。

我們明文禁止所有供應商使用含有禁用物質的物料，供應商並必須簽署我們的「禁用物質承諾書」。我們經常進行定期抽查，以確保符合本集團的守則及產品的安全性。

## 不同營運階段下的環境考量

紡織及成衣生產及休閒服裝零售業務中，我們致力培養每個營運階段注重環境考量的文化。對各營運階段的環境影響及減低各種影響的對策或解決方案，此涉及更大程度的檢查。

# Managing our Environmental Impacts 管理我們對環境的影響

## ENVIRONMENTAL CONSIDERATIONS AT VARIOUS OPERATIONAL STAGES *(continued)*

The following table provides a more detailed analysis of various environmental impacts at operational stages and actions taken to reduce such effects.

## 不同營運階段下的環境考量(續)

下表提供就營運階段下，各種環境影響及減少有關影響所採取行動的更詳細分析。

	Significant Environmental Impact/Issues 重大環境影響／事件	Actions taken 所採取行動
Product Design 產品設計	<p>Raw materials of synthetic polymer fibers are derived from petroleum by-products.</p> <p>The production process will consume natural resources and emit GHG.</p> <p>人造聚合物纖維的原料來自石油副產品。</p> <p>生產過程將消耗天然資源，並排放溫室氣體。</p>	<p>The casual apparel retailing operation has actively introduced an advanced eco-cotton as a filler for its quilted jacket. Eco-cotton is a renewable raw material, which when compared to synthetic polymer fibers reduces energy consumption and GHG emissions during the production process.</p> <p>休閒服裝零售業務已積極引入先進的環保棉作為其棉襖的填充物。環保棉為可再生原料，較人造聚合物纖維減少生產過程的能源消耗及溫室氣體排放量。</p>
Procurement 採購	<p>Coal which is high in sulphur content will produce a higher amount of sulphur dioxide when combusted.</p> <p>含硫量高的煤炭會於燃燒時產生較多的二氧化硫。</p>	<p>Specified contractually, we will not accept coal with a sulphur content higher than 0.6% weight.</p> <p>Automated monitoring systems have been installed in the thermal power plant to ensure that the flue gas emitted meets emission standards.</p> <p>我們於合約中訂明，將不會接受含硫量高於 0.6% 重量的煤炭。</p> <p>熱電廠已安裝自動監控系統，以確保廢氣排放符合排放標準。</p>
Cotton Spinning/ Fabric Knitting 棉紡／針織布	<p>Cotton dust is a common by-product from this process.</p> <p>棉塵為此過程的常見副產品。</p>	<p>Filters are in place to trap and collect unwanted cotton dust.</p> <p>Both the temperature and humidity are also controlled at the factory and this aids dust suppression.</p> <p>已安裝過濾器以阻隔及收集多餘的棉塵。</p> <p>控制廠房內的溫度及濕度，有助抑制棉塵。</p>
Yarn/Fabric Dyeing 染紗／布	<p>Use of chemicals.</p> <p>化學品的使用。</p>	<p>The ISO14001 Environmental Management System is also strictly followed as regards to the management of chemicals in the workshop area. 我們亦嚴格遵從ISO14001環境管理系統中管理工作場所的化學品守則。</p>
Fabric Finishing 布料定型	<p>Smoke is often produced from the stenter required in this operation.</p> <p>工序所需的定型機不時生產黑煙。</p>	<p>Air-purifying equipment has been installed to ensure sound air quality.</p> <p>已安裝空氣淨化設施，以確保良好的空氣質素。</p>

## Managing our Environmental Impacts 管理我們對環境的影響

### ENVIRONMENTAL CONSIDERATIONS AT VARIOUS OPERATIONAL STAGES (continued) 不同營運階段下的環境考量(續)

	Significant Environmental Impact/Issues 重大環境影響／事件	Actions taken 所採取行動
Water Discharge 水排放	<p>Wastewater arising from manufacturing and daily use.</p> <p>生產及日常生活產生的廢水。</p>	<p>Wastewater is collected and channelled to treatment tanks where a series of biological contact oxidation processes take place. Testing and monitoring are conducted at regular intervals daily to ensure the waste water discharged complies with national and regional standards.</p> <p>廢水被收集至收集池進行生物接觸氧化處理。為確保排放水質符合國家和地方標準，每天定時進行測試和監控。</p>
Product Transportation 運送貨物	<p>Products are transported from suppliers overland by truck to warehouses in Hong Kong contributing to casual apparel retailing operation's GHG footprint in the process.</p> <p>貨品經陸路以貨車由供應商運送至香港的貨倉。此過程增加休閒服裝零售業務的溫室氣體足印。</p>	<p>Through a more streamlined product replenishment mechanism, the logistics and sales department strive to reduce the transportation distance, optimize the number of products delivered and trucks required.</p> <p>透過更精簡的補貨機制，物流及銷售部門致力減少運輸距離，優化運送貨品及所需貨車的數量。</p>
Product Sales 銷售產品	<p>Plastics bags and packaging involved in the sales of items also contribute toward environmental impact.</p> <p>銷售貨品所用的塑膠袋及包裝袋亦對環境造成影響。</p>	<p>Casual apparel retailing operation actively utilizes bio-degradable materials in plastic bags and packaging to reduce environmental impact.</p> <p>休閒服裝零售業務積極使用以可生物降解的物料製造的塑膠袋及包裝袋，以減少對環境的影響。</p>
Waste/Machine/ Equipment Disposal 棄置廢物／機器／設備	<p>The leakage of waste oil from machinery and chemical waste from containers and light tubes may negatively affect the quality of the surrounding environment.</p> <p>機器滲漏的廢油以及容器和燈管漏出的化學廢料可能對周邊環境的質素造成負面影響。</p>	<p>We strictly follow ISO14001 Environmental Management System guidelines for the proper management, collection and disposal of waste oil and waste.</p> <p>Used chemical containers will be treated by qualified units.</p> <p>我們嚴格遵循ISO14001環境管理系統指引中的有關適當管理、收集及棄置廢油和廢物。</p> <p>已使用的化學品容器由資質單位處理。</p>



# Managing our Environmental Impacts 管理我們對環境的影響

## RESPONSE TO CLIMATE CHANGE

The Group understands that a global transition to a low-carbon economy is necessary to combat climate change and achieve a more sustainable future.

To achieve emission reductions, the Group has converted boilers situated in Dongguan from use coal as the basic fuel to use natural gas as the basic fuel, thereby effectively reducing the negative environmental impact of production.

Our emissions reduction goals not only comply with national and local environmental authorities' regulations, but also strive to minimize the impact on neighboring regions.

To achieve awareness of the environment and social impact of food waste, manufacturing plants situated in Dongguan has promote the importance of reducing food waste with "Clean Plate Campaign" at our canteen.

The below pictures show the activities of the "clean plate campaign":

## 應對氣候變化

本集團瞭解到，為了應對氣候變化和實現更可持續的未來，全球必須向低碳經濟過渡。

為了實現減排，本集團已將位於東莞的以煤炭為基礎燃料的鍋爐改造為以天然氣為基礎燃料，從而有效地減少生產對環境產生的負面影響。

我們減排目標不單遵守國家及當地環保部門的法規，而且會盡力將對鄰近地區的影響減至最低。

為了提高食物浪費對環境和社會影響的認識，東莞的生產廠房在食堂開展了「光盤行動」活動，宣傳減少食物浪費的重要性。

以下是「光盤行動」的活動之圖片：



# Our People and Safety 我們的員工及安全

## WORKING CONDITIONS AND LABOUR STANDARDS

Our people lie at the core of our business operations and form the very foundation of our success and development. As an organisation we aim to prioritise the well-being of all of our employees and strive to move ever forward, progressing and developing together.



## 工作環境及勞工準則

我們的員工為我們業務營運的樑柱，亦為我們成功及發展的基石。作為一間機構，我們旨在將所有員工的福祉放於首位，並致力與員工攜手向前、進步和成長。



Essential to this is the creation of an optimal workspace environment where our employees are able to work together harmoniously, free from any form of discrimination or harassment. Our commitments to upholding these principles are reiterated within our management measures, and recruitment and promotion practices throughout all our operations. We endeavour to safeguard diversity and uphold principles of fairness while preserving the rights of our employees, regardless of race, social class, age, nationality, religion, disability, gender or sexual orientation.

As a Group we strive to create a positive work-life balance that provides reasonable working hours and rest periods applicable to all our employees. Specific to our textile and garment manufacturing operation, employees are offered a range of allowances and bonuses such as compensation for working in high temperature environments, night shift allowance as well as performance and end of year bonuses.

All our human resources policies are structured to adhere to legislation within the employment ordinance in Hong Kong and respective labour laws in the mainland China.

當中重要的一環為營造最佳工作環境，使僱員於無任何形式的歧視或騷擾下和諧合作。我們所有業務中的管理、招聘及晉升慣例貫徹了我們堅守該等原則的承諾。我們力求保障多元化及遵循公平原則，同時保障我們僱員的權利，不論種族、社會地位、年齡、國籍、宗教、殘障、性別或性取向。

作為一個集團我們致力建立工作與生活平衡，包括給所有僱員提供合適工作時數及休息時段。就我們的紡織及成衣生產業務而言，僱員可享有不同的津貼及花紅，例如高溫環境下工作的補償、夜班津貼和表現及年終花紅。

我們所有人力資源政策的建構皆嚴格遵守香港勞工法例及中國大陸的相關勞動法例。

# Our People and Safety 我們的員工及安全

## WORKING CONDITIONS AND LABOUR STANDARDS (continued) 工作環境及勞工準則(續)

### Fostering a Positive Work-Life Balance

鼓勵取得工作與生活平衡

Our employees frequently come together to enjoy a number of cultural and sporting activities, promoting a sense of team and collaborative spirit at our corporation. Both labour unions and the corporate cultural affairs committee of our textile and garment manufacturing operation lead and deliver various cultural activities across company levels.

我們的僱員不時相聚，共享各種文化和體育活動，於企業中推廣團隊和合作精神。我們紡織及成衣生產業務的工會及公司企業文化委員會均為公司不同層級的僱員籌辦多項文化活動。

Every month the textile and garment manufacturing operation organizes a party for all the employees to celebrate their birthday. During the COVID-19 pandemic, the party was cancelled for the containment of the risk of spreading the virus resulted from gathering. For gradually returning our life to normal and avoiding the risk of spreading the virus in our community, our employees having their birthday continue to receive birthday cards and gifts from their department heads in recognition of their contribution in the past one year.

紡織及成衣生產業務每個月為我們的僱員舉辦一次聚會慶祝生日，2019冠狀病毒流行期間，為了控制聚會帶來的病毒傳播風險，所有的聚會被取消。為了使我們的生活逐漸正常，及盡量避免病毒在我們社區傳播的風險，我們生日的僱員繼續會收到來自他們部門領導的生日卡和禮物，以表彰他們過去一年的貢獻。

A cultural affairs fund was also established to organise activities including tours, recreational activities and festival gathering for staff and their family members. The Group also rolls out various sporting activities such as basketball, table-tennis and snooker matches for the enjoyment of all staff.

我們亦設立文化活動基金，為員工及家屬組織活動，活動類型包括旅遊、康樂活動及節日聚會。集團亦每年舉辦多項體育活動，例如籃球、乒乓球及桌球賽事，以供所有員工享樂。

### Organize the Chinese New year Gala:

### 組織春節活動：



### Celebrating the Group's 45th Anniversary:

### 慶祝集團成立四十五周年：





# Our People and Safety 我們的員工及安全

## WORKING CONDITIONS AND LABOUR STANDARDS (continued)

## 工作環境及勞工準則(續)

Other Activities:

其他活動：



# Our People and Safety 我們的員工及安全

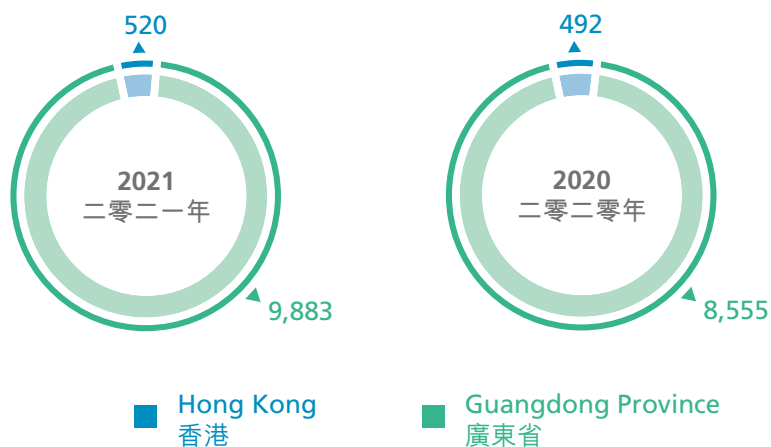
## WORKING CONDITIONS AND LABOUR STANDARDS (continued)

Below are the detailed breakdown of our employee by region, gender, age group and employment type:

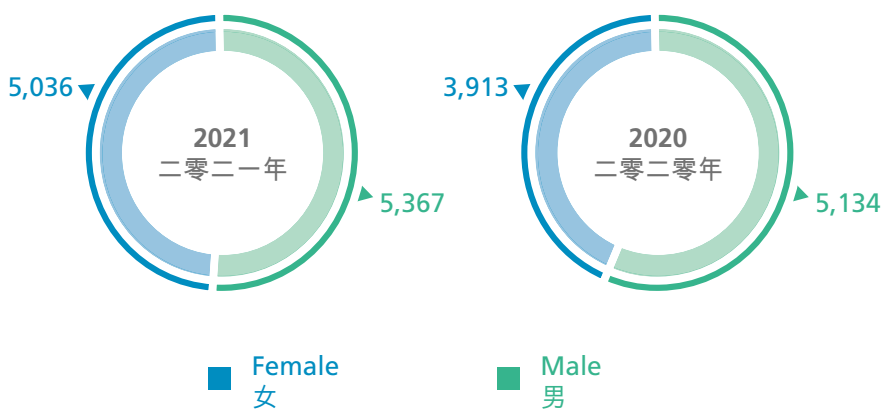
## 工作環境及勞工準則(續)

按我們員工的地區、性別、年齡組別及僱傭類型的詳細分類如下：

Number of Employees by Region  
按地區劃分僱員人數



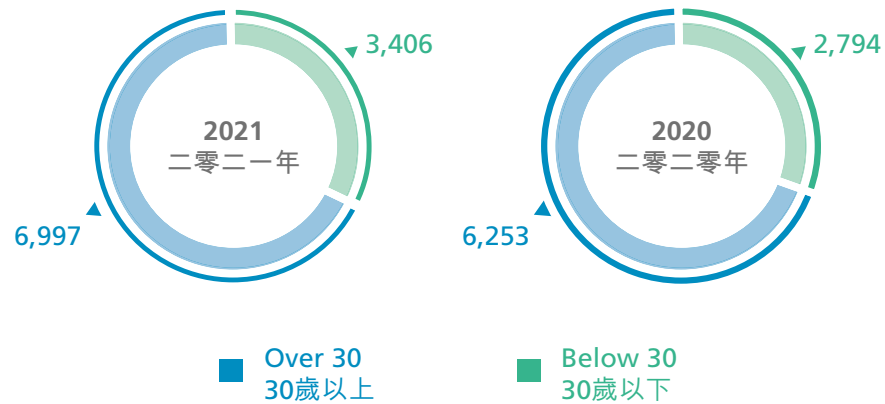
Number of Employees by Gender  
按性別劃分僱員人數



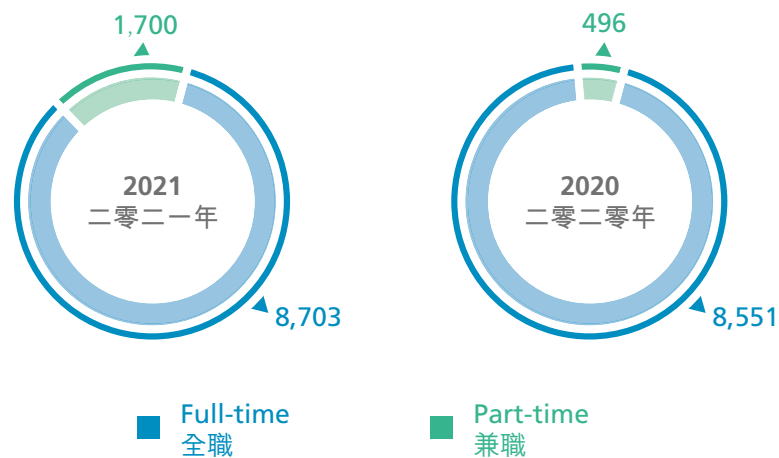
# Our People and Safety 我們的員工及安全

## WORKING CONDITIONS AND LABOUR STANDARDS (continued) 工作環境及勞工準則(續)

Number of Employees by Age Group  
按年齡組別劃分僱員人數



Number of Employees by Employment Type  
按僱傭類型劃分僱員人數



## Our People and Safety 我們的員工及安全

### WORKING CONDITIONS AND LABOUR STANDARDS (continued)

All employment with the Group is voluntary and the Group strictly complies with national or local legislation and does not employ any child labour.

### 工作環境及勞工準則(續)

本集團所有員工均屬自願受聘，本集團亦嚴守國家及當地法例，不會聘請任何童工。

#### Safeguarding Freedom in our Textile and Garment Manufacturing Operation

##### 紡織及成衣生產業務保障自由

Asserting our commitments to fairness, the utilisation of any form of forced labour is of utmost concern and priority to our textile and garment manufacturing operation. Strict internal policies reflecting compliance with both local and national regulation prevent any forms of indentured labour. This is stringently enforced within our recruitment policies which are frequently updated to reflect any amendments or updates to relevant national or local legislation.

為維護我們對公平性的承諾，我們高度關注以任何形式聘用的強制勞工，並列為我們紡織及成衣生產業務優先處理事項。嚴格的內部政策反映我們遵守當地及國家法規，以防止任何形式的契約勞工。在我們的招聘政策下，我們強制執行上述措施，並頻密更新，以切合任何有關國家或當地法例的修訂或更新。

The Group is also dedicated to ensuring that operations remain free from child labour, and is developing systems and procedures to handle the management of such incidents. Should a child be discovered working in our premises, he or she will immediately be transported back to his/her hometown or place of origin. We will then file necessary documentation with the local authorities while consulting with the child's guardians on avenues for his or her return to school.

本集團亦致力確保業務中絕無童工，並發展處理有關事故的管理系統及程序。倘發現有任何兒童於我們的物業內工作，彼將立即被送返其家鄉或原居地。我們其後將向當地機關提交必要的文件，同時向兒童的監護人商議其復學。

# Our People and Safety 我們的員工及安全

## DEVELOPMENT AND TRAINING

Cultivating skilled employees who are capable of rising to meet the demands of a dynamic industry is pivotal to the success of the Group.

Specific to the needs and requirements of the casual apparel retailing operation, we offer a series of internal and external programmes to promote the advancement of job related skills. Examples of some our programmes initiatives involve our management trainee programme, frontline staff induction, and training plans for all levels of frontline staff.

## 發展及培訓

培養能應付行業瞬息萬變的需求的技術人才是本集團成功的關鍵。

為切合休閒服裝零售業務的需要及要求，我們提供一系列內部及外部課程以促進工作相關的技術。我們一些倡議課程的例子包括我們的管理培訓生課程、前線員工入職培訓及針對各職級的前線員工的培訓計劃。

### The Baleno Training Academy

班尼路培訓學院

Established in 2006, The Baleno Training Academy at casual apparel retailing operation continues to provide continuous education to our employees offering a diverse set of courses on subjects ranging from business management to psychology. It also serves as a platform for exchange and sharing of best practices, catering to and driving continuous development of the Group.

休閒服裝零售業務之班尼路培訓學院於二零零六年成立，一直為我們的僱員提供持續進修課程，課程主題多元化，由商業管理到心理學不等。其亦為交換及分享最佳作業流程的平台，迎合併推動本集團持續發展。

### Manpower Developer

人才企業

The casual apparel retailing operation has been awarded as Manpower Developer 1st since 2010 by the Employees Retraining Board (“ERB”), an independent statutory body established in Hong Kong, to recognise our outstanding performance in manpower training and development. ERB has reviewed and evaluated the operation in five aspects — Leading a Learning Culture, Resources Planning, Training and Development System, Performance Management and Corporate Social Responsibility in manpower development. This year, the Employees Retraining Board awarded “Super MD” to the operation in recognition of its 10 consecutive years of excellence in “Manpower Training and Development”.

休閒服裝零售業務自二零一零年起獲頒授「人才企業1st」殊榮，此獎項由香港獨立法定組織「僱員再培訓局」頒發，表揚我們在人才培訓及發展工作有卓越表現。僱員再培訓局於五方面檢視及評核本業務 — 倡導學習文化、資源規劃、培訓及發展系統、績效管理及人才發展層面的企業社會責任。本年，僱員再培訓局向本業務頒授「Super MD」殊榮，以表揚本業務在「人才培訓及發展」工作已連續10年有卓越表現。

With the end goal of furthering the advancement of skills specific to our textile and garment manufacturing operation, we conduct a number of internal courses (supplemented by external courses if necessary) covering strategic planning, team management, sales and language skills. The Group also sponsors the cost of any workshops or seminars that employees would like to attend in order to further their professional development.

以進一步提升我們的紡織及成衣生產業務的技術為最終目標，我們舉辦不同的內部課程（如有需要，由外部課程補充），當中涵蓋策略規劃、團隊管理、銷售及語文能力。本集團亦資助僱員參加工作坊或研討會，以進一步發展其專業技能。



# Our People and Safety 我們的員工及安全

## DEVELOPMENT AND TRAINING (continued)

Indoor & Outdoor Training:

## 發展及培訓(續)

室內及戶外訓練：



# Our People and Safety 我們的員工及安全

## DEVELOPMENT AND TRAINING (continued)

### Fire Safety Training:



## 發展及培訓(續)

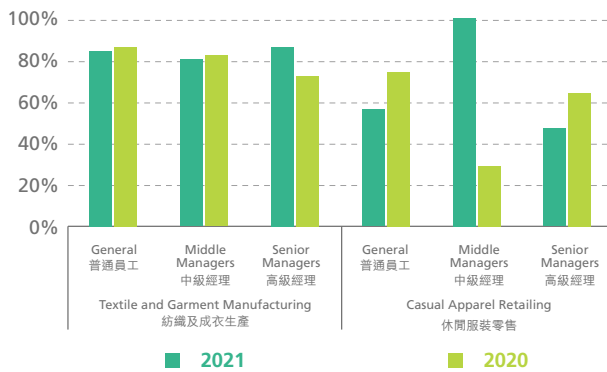
### 安全防火訓練：



The following charts present a detailed breakdown of development of employees' talent and skills by employee category and gender of the Group.

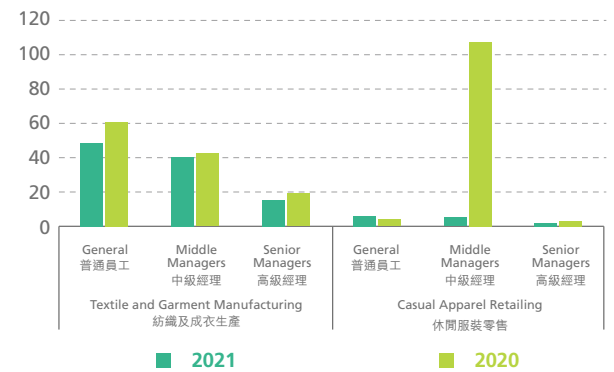
下表顯示本集團按僱員類別及性別，僱員才能及技術發展的詳細分類。

**Percentage of Employees Trained by Employee Category**  
按僱員類別劃分，受訓僱員百分比



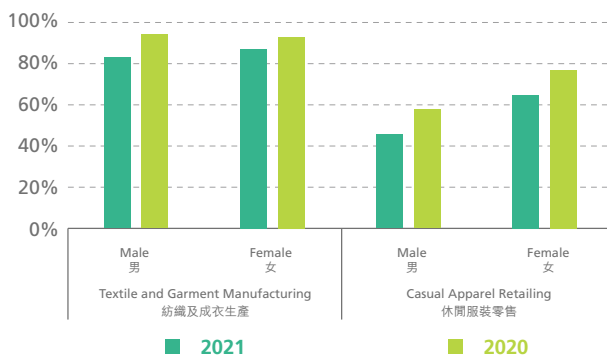
\* To prevent spread of COVID-19, training hours provided to middle managers of casual apparel retailing drop significantly.

**Average Training Hours per Employee by Employee Category**  
按僱員類別劃分，每名僱員平均培訓時數

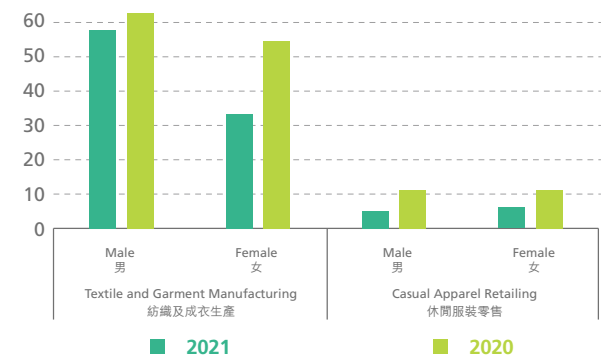


\* 因避免19新型冠狀病毒傳播，提供給休閒服裝零售中級經理的培訓時數大幅減少。

**Percentage of Employees Trained by Gender**  
按性別劃分，受訓僱員百分比



**Average Training Hours per Employee by Gender**  
按性別劃分，每名僱員平均培訓時數



# Our People and Safety 我們的員工及安全

## HEALTH AND SAFETY

Safety is a core tenet of our operations and embedded into the very fabric of the way in which we do business. The health and safety of our employees as well as all those within reach of our operations is of utmost concern to us.

Within our textile and garment manufacturing operation, we ensure that all our production and manufacturing sites are in full compliance with ISO 14001 requirements for Environmental Management Systems. Our commitments are also reflected in a number of other occupational health and safety measures contained in the “Occupational Disease and Hazards Prevention Scheme”, that are tailor made to the requirements of actual production conditions at our operation. The concept of safety has also been brought to a person level, having a bearing on managerial performance and bonuses.

Inspections are frequently carried out, guided by a series of assessment forms while production checks are organised at production/manufacturing sites and at company level on a monthly and quarterly basis respectively. Should, the need arise for medical care, we have ensured all our employees are provided with both medical and hospital insurance. We also partner with healthcare companies, conducting health related seminars, and organising dental and health checks, which we have extended to family members of staff at a discounted rate. For all staff that are exposed to occupational hazards, free annual occupational disease check-ups are provided. In 2021, more than 1,055 people have already undertaken the checks.

Facing the COVID-19 pandemic, we sanitised at our offices, dormitories production/manufacturing sites and retail shops to ensure employees and customer safety. We have reminded our staff to wear proper masks, wash their hands regularly, reduce gathering, seek medical advice and exercise more regularly.

For ease of convenience, we arrange for medical personnel to visit the textile manufacturing site to administer the COVID-19 pneumonia vaccine according to employees' wishes.

A number of committees have been established to both oversee and develop health and safety related initiatives specific to operations.

我們已成立各個委員會，以監督及發展針對營運的健康及安全相關措施。

The Occupational Health Management Team have been tasked with the set-up of an “Occupational Health and Hazards Management System”, overseeing the implementation of the contents of the guide throughout the textile and garment manufacturing operation.

職業健康工作管理小組負責制定「職業健康危害管理制度」，監察整個紡織及成衣生產業務於執行指引內容的情況。

The Safety Production Management Committee at textile and garment manufacturing operation was also able to set up the establishment of a safety manufacturing production structure. This structure provided guidelines, a set of related goals, production requirements and management methods to ensure safety throughout our operations.

紡織及成衣生產業務的安全生產管理委員會亦能設立安全製造生產架構。該架構提供指引、一系列相關的目標、生產規定及管理辦法，以確保我們整個業務的安全。

## 健康與安全

安全為我們業務的核心宗旨，絲絲扣緊於我們的營商方式當中。我們的僱員以及所有業務觸及的健康及安全事宜均為我們最關注的事項。

在紡織及成衣生產業務中，我們確保所有生產及製造地點全面遵循ISO 14001的環境管理體系規定。我們的承諾亦可反映在「職業病危害防治計劃及方案」內數項的職業健康及安全措施，該等措施是按業務中的實際生產環境規定而量身訂制。安全的概念亦帶到個人層面，管理層的表現及花紅受此影響。

我們經常進行檢查，按一系列的評估表格而進行，生產廠部及公司層面的生產檢查分別每月及每季進行一次。倘出現醫療保健需要，我們確保所有我們的僱員獲醫療及住院保險。我們亦與保健公司合作，進行與健康有關的研討會，並舉行牙科及身體檢查，該等醫療保健亦擴展至員工家屬亦享有優惠折扣。對於接觸到職業危害的所有員工，他們會接受免費的年度職業病檢查。於二零二一年，已經有超過1,055人接受檢查。

面對2019冠狀病毒大流行，我們在辦公室、宿舍、生產／製造場所和零售店進行了消毒，以確保員工和顧客的安全。我們已經提醒員工佩戴合適的口罩、定期洗手、減少聚會、尋求醫療建議和多做運動。

為方便員工，我們根據員工的意願，安排醫務人員到紡織製造地點現場替員工注射新冠肺炎疫苗。



# Our People and Safety 我們的員工及安全

## HEALTH AND SAFETY (continued)

Putting our ideals into practice within our casual apparel retailing operation we follow the 5S Retail Store Requirements: *Structurise, Systematise, Sanitise, Standardise and Self-discipline*. This approach commits our organisation to the highest ideals of efficiency and hygiene. Other practices of concern at our retail stores involve the establishment of forklift safety practices to ensure the safe operation of machines and the security of staff.

## 健康與安全(續)

我們將理念融入休閒服裝零售業務的實務中，遵循零售店五常法：常組織、常整頓、常清潔、常規範及常自律。我們的機構以此方法達致效率及衛生的最高理念。其他零售店實務事項涉及制定叉車安全操作規範，以確保機械操作安全及員工安全。

The past three years (including the reporting period), there were no fatalities in any of our operations.  
過去三年(包括報告期間)，無任何一項工序出現致命意外。

There were no lost days due to injury in Hong Kong. Reported lost days due to work related injuries amounted to a total of 108 days in Dongguan.

香港沒有因工傷而損失工作日。東莞已呈報的因工傷而損失的總工作日數為108日。

### Distributing face mask to our employee:



### 派發口罩給我們員工：



### Site for COVID-19 vaccination:



### 19新型冠状病毒疫苗接种現場：



# Our People and Safety 我們的員工及安全

## HEALTH AND SAFETY (continued)

Site for COVID-19 vaccination: (continued)



## 健康與安全(續)

19 新型冠狀病毒疫苗接種現場：(續)



## Health Talk:

## 健康講座：



# Our Customer and Value Chain 客戶及價值鏈

## SUPPLY CHAIN MANAGEMENT

Effective supply chain management can have implications on cost and quality, and it serves to mitigate social or environmental risks that an organization may face. Given the diverse nature of suppliers present within our textile and garment manufacturing operation, this is of particular relevance to our operations. We therefore endeavour to pay due consideration to our supply chain, seeking to form a deeper connection with all those with whom we work. Our suppliers are expected to adhere to our high standards, demonstrating continuous development in a variety of operational, economic, social and environmental areas.

To ensure the smooth operation of the key processes, the Group adopts systematic management measures to meet the requirements of the processes and provide effective execution. To ensure the efficiency of procurement process, the Group has set up the "Supplier Quality Management Procedures".

In order to be considered as a supplier, organizations are required to pass an assessment questionnaire from which they will be evaluated on production management flow. Existing suppliers are then engaged on a bi-annual basis where they are required to conform with our Code of Conduct regarding anti-corruption and bribery while also declaring any conflicts of interest.

Necessary due diligence is also performed where required, with site visits and verification of products or services arranged to ensure that suppliers conform to the Group's high standards.

## 供應鏈管理

高效率的供應鏈管理可影響成本及品質，並減低機構所面對的社會或環境風險。由於紡織及成衣生產業務供應商的性質廣泛，因此他們與我們的業務更息息相關。為此，我們高度注重供應鏈、尋求與我們合作的夥伴建立更深厚的連繫。供應商必須遵循我們嚴格的標準，於不同營運、經濟、社會及環境領域中顯示持續發展。

為確保關鍵流程順利進行，本集團採取系統化管理措施，以滿足流程的要求並提供有效的執行。為確保採購過程的效率，集團制定了《供應商控制管理流程》等管理檔。

倘擬成為供應商，機構須通過問卷考核，當中評估其生產管理流程。現存供應商進行一年兩次的考核，供應商須在反貪污及賄賂的事宜上恪守行為守則的內容，並申報任何利益衝突。

盡職調查亦於有需要時以實地視察及驗證產品或服務方式進行，以確保供應商與本集團的嚴謹標準一致。

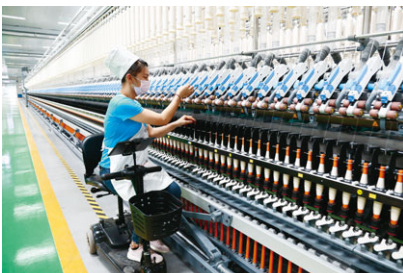
## Social and Environmental Considerations at the Textile and Garment Manufacturing Operation 紡織及成衣生產業務的社會及環境考量

To mitigate environmental and social risk within our supply chain and encourage greater consideration of these aspects, we have agreements with our suppliers on environmental and social affairs associated with the manufacturing of products. According to our "Stakeholder Management Procedure", key suppliers are required to fill in a "Stakeholder Environmental Questionnaire". An on-site inspection on environmental and social behavior will also be conducted if necessary.

為減低供應鏈的環境及社會風險以及鼓勵加強這些方面的關注，我們已與供應商就與製造產品有關的環境及社會事宜訂立協議。根據我們的「持分者管理程序」，主要供應商需填寫一份「持分者環境調查表」。當有需要時，我們會對環境及社會表現進行實地視察。

The Group requires suppliers to sign its "Restricted Substances List Compliance Declaration", "Social Accountability Declaration" and "Environmental Management Agreement". We will give preferential consideration to an organization that is in possession of ISO 14001 certified Environmental Management system, ISO 9001 certified Quality Management System and certified Social Accountability 8000 International Standard. Our responsible departments also closely monitor suppliers at regular intervals to ensure compliance with social and environmental standards.

本集團要求供應商簽署「禁用物質承諾書」、「社會責任承諾書」及「環境管理協定」。我們優先考慮擁有ISO14001環境管理體系認證、ISO9001質量管理體系認證、及社會責任標準(SA8000)認證的機構。我們的負責部門亦會定期密切監察供應商，以確保其遵守社會及環境標準。





# Our Customer and Value Chain 客戶及價值鏈

## PRODUCT RESPONSIBILITY

We aim to achieve the highest possible standard with all the products and services offered throughout our operations. Achieving these standards involves the application of dedicated systems and procedures to ensure compliance with both local and international specifications.

Data Privacy is one such arena in which we comply with all relevant legislation governing both our textile and garment manufacturing and casual apparel retailing operations. Similar consideration is paid with the advertising of products where our entire retail advertising and promotion efforts are cross checked to ensure that they accurately portray product descriptions. We work to ensure that our customers are able to make the most informed decisions on their purchases.

Protecting intellectual property rights is a priority to our organisation which has in place dedicated management systems related to the handling of patents and intellectual property. Systems are in place to specify requirements on submission, application, indexing and rewarding of patents. Strict confidentiality agreements are also signed with technical specialists. Besides, we have a professional legal team to actively protect our intellectual property rights from infringement.

## 產品責任

我們致力令整個營運提供最高標準的產品及服務。達致該等標準涉及應用專屬系統及程序，以確保遵守當地及國際規範。

在資料保密一環中，我們的紡織及成衣生產及休閒服裝零售業務已遵守所有有關的法律。我們亦同樣關注產品宣傳，並確保所有零售的廣告及推廣工作均經覆核檢查，致使描述無誤。我們致力確保我們的客戶能於購買時作出知情的決定。

保護知識產權為我們的首要任務，我們已建立處理專利及知識產權的專屬管理系統。系統可處理對專利提交、申請、索引及授予的特定要求。我們亦與技術專才簽訂嚴格的保密協議。此外，我們有一個專業的法律團隊，積極保護我們的知識產權不受侵犯。

### Ensure the Highest Quality with our Textiles and Garment

確保我們的紡織品及成衣質量上乘

To ensure that quality is a major factor at each stage of our operations, each department is tasked with achieving their own quality based targets devised in consideration of both the industry and market standards. Records are kept at every stage to ensure both the efficiency and maintenance of product criterion.

為確保營運各個階段以品質為重，各部門亦須達到其自身的品質目標，該等目標乃參考行業及市場標準而制定。每個階段均保存記錄，以確保產品標準得以有效實施。

Before our products are dispatched, they are subject to our internal quality control standards. We also take the added initiative on following up on every purchase with our clients to ensure that products were inspected before delivery. Should there be any issue with our merchandise, products will be subject to review and procedures initiated on both due compensation and recall.

於交付前，我們的產品須接受內部品質監控標準測試。我們亦採取額外措施跟進客戶的每一項採購，以確保產品於交付前經妥善檢查。倘若我們的貨品有任何問題，產品將接受檢查及開展補償及收回程序。

## Our Customer and Value Chain 客戶及價值鏈

### PRODUCT RESPONSIBILITY (continued)

### 產品責任(續)



The Mill Qualification Programme is an internationally standardised assessment approach on the performance of textile mills in areas such as quality assurance, lab certification and environmental sustainability. The organisation provided us with a score of 98 out of 100, above the industry norm for the textile and garment manufacturing operation.

The textile and garment manufacturing operation in Dongguan has been awarded the certificate of ISO 9001 Quality Management Systems since 2015. We apply the system's quality management methodology and measures, through receiving customer feedback and strengthening the external market research, customer and market needs are identified accurately. We then ensure that the products can meet customers' quality requirements, and we further strive to exceed their expectations in order to build up the Company's brand.

工廠資格計劃為針對紡織品工廠表現而訂的國際標準評估方法，涵蓋品質保證、實驗室認證及環境可持續性。該機構對我們的評分為98分(以100分為滿分)，超越紡織及成衣生產業務的行業基準。

於東莞的紡織及成衣生產業務自二零一五年獲頒授ISO9001品質管制體系證書。我們遵照該體系的品質管制方法及措施，透過接納客戶意見及加強對外部市場調查，準確識別客戶及市場需要。我們確保產品必定能符合客戶品質要求，並爭取超越客戶期望，為本公司樹立良好品牌形象。



# Our Customer and Value Chain 客戶及價值鏈

## PRODUCT RESPONSIBILITY (continued)

Meanwhile, risk management system was introduced in product design and development of textile and garment manufacturing operation. Technical information and risk control experience are gained in the process of new product development, so that we can meet the quality requirements in the mass production and reduce the risk of secondary product recovery, therefore, it effectively improves our production efficiency.

## 產品責任(續)

同時，紡織及成衣生產業務引入風險管理體系於產品設計及開發。在開發新產品的過程不斷累積技術資料及風險控制經驗，使產品大量生產時可達到品質要求，並降低次產品回收的風險。從而有效提高我們的生產效益。



We are proud that we did not recall any products due to any major safety and health reasons and we have had zero complaints over the previous reporting year in regard to the quality of our textile and garment products. If however a complaint should arise, the Company will immediately assess the complaint and conduct an internal investigation into the matter. Notaries will be involved to investigate the reasons for the complaint and identify the source of the issue.

讓我們引以自豪的是，於過往報告年度，集團並沒有因重大健康與安全為原因，而回收已售或已運送的產品及我們從未收到有關紡織品及成衣產品品質的投訴。然而，倘若接獲投訴，本公司將立即評估投訴，並就事件進行內部調查。公證人將參與調查投訴原因，並追查事件起因。

At the casual apparel retailing operation, complaints are generally categorised into the types of accidents, product quality, purchase processes, and services. A sound complaint handling system is in place with training provided to employees in order to ensure effective and speedy complaint resolution.

在休閒服裝零售業務，投訴一般會依據類型被分類為意外、產品質量、採購過程和服務。以確保有效和迅速解決投訴，我們已設立健全的投訴處理系統及向僱員提供培訓。

At casual apparel retailing operation, 339 complaints were received from consumers regarding product quality (63 complaints) and services (276 complaints). The Group made every effort to promptly and fairly investigate and resolve all disputes and complaints lodged by its consumers. Receiving suggestions from our consumers through the hotline and email and collecting consumer satisfaction survey, we treasure every comment from our customers and strive to minimise the number of customer complaints.

在休閒服裝零售業務中，共收到消費者339宗關於產品品質(63宗)和服務(276宗)的投訴。本集團力求迅速和公平地調查和解決消費者所提出的投訴。我們通過熱線電話和電子郵件接收消費者的建議及收集消費者滿意度調查，我們珍惜客戶的每一個意見，並努力將客戶投訴的數量降到最低。

## Our Customer and Value Chain 客戶及價值鏈

### STANDARDS OF CONDUCT

All of our operations comply with local and national legislation on standards of conduct, such as with the Prevention of Bribery Ordinance in Hong Kong and relevant legislation on anti-corruption and bribery in mainland China.

The Group's employee guidelines clearly define the obligations of employee with regard to anti-corruption, anti-bribery and conflicts of interest. Our employees should follow the requirements.

From time to time, the Group conducts internal promotion of the relevant law and knowledge and organize directors and employees to study the national anti-corruption laws and regulations and Company's anti-corruption policy.

Employees who engage in business operations and represent the Company's professional image, are strictly prohibited to use business opportunities for personal interest or benefit. Employees are reminded that receiving gifts of any form from suppliers is prohibited. To ensure that our staff comply with the requirements imposed and uphold high ethical standards, the relevant staff are required to submit their declaration immediately if there are any potential conflict of interest.

The Board has adopted a whistleblowing policy to provide a channel for employees and other stakeholders to report on any suspected misconduct or malpractice within the Group in confidence and without fear of reprisal or victimisation. The policy is available on the website of the Company.

### 操守準則

我們所有的業務均遵守當地及國家法例的操守準則，例如香港的防止賄賂條例以及中國內地相關反貪腐法例。

本集團的員工守則內，有明確規定員工在反貪污、反賄賂和利益衝突等的條文。因此，我們的員工應遵守此守則。

本集團不定期開展內部法律知識宣傳，組織董事和員工學習國家反腐敗法律法規和公司的反腐敗政策。

參與業務營運及代表本公司的專業形象的僱員，嚴禁利用商機取得個人利益或好處。僱員不時被提醒不可收取來自供應商任何形式的禮物。為了確保我們的員工遵守規定的要求並堅持高道德標準，如果有任何潛在的利益衝突，相關員工必須立即提交他們的聲明。

董事會已採納舉報政策，使僱員及其他持份者有渠道以保密形式報告本集團內任何可疑的不當行為或不法行為，確保不會被報復或騷擾。相關政策可於本公司的網站上查閱。

## Our Community 我們的社區

As a responsible corporate citizen, the Group seeks to be a positive force in the communities in which it operates. For businesses to do well, communities must thrive. We believe that the development of a better future for our community relies on the participation of people, corporations and the government. By working together with a number of community partners, we can have a tremendous impact on the sustainable development and vitality of the communities in which we operate.

Corporate social responsibility via staff volunteerism, philanthropy and community service is central to our core values and is ingrained in the DNA of how we operate as a company. We have been active in charitable donations, caring for people in need, as well as supporting and sponsoring educational and environmental protection activities. In addition, the Group also encourages its employees, customers and business partners to partake in the aforesaid activities with a view to developing a better future for our community.

Our Focus – the Group’s philanthropy is focused on five core areas:

- Environmental Protection
- Poverty Alleviation
- Caring of Elderly
- Community Development
- Education

During the year, some of the activities/organisations the Group participated in/donated or sponsored to were:

- (1) World Wide Fund For Nature Hong Kong;
- (2) The Community Chest of Hong Kong “Love Teeth Day”;
- (3) Evangelical Lutheran Church Social Service – Hong Kong;
- (4) The Hong Kong Council of Social Service “Caring Company”;
- (5) Ocean Park Conservation Foundation Hong Kong “Run for Survival 2020”; and
- (6) Hong Kong Red Cross “Red Twinkle Star Campaign 2020-2021”.

作為一個負責的企業公民，本集團尋求成為我們營運所處社區的正面力量。生意興隆，社區自然繁榮安定。我們相信為社區創造一個更好的未來有賴市民、企業及政府的參與。與不同的社區夥伴通力合作，我們為營運所處社區的可持續發展及繁榮帶來重大影響。

透過員工義工服務、慈善活動及社區服務體現企業社會責任，一直是我們核心價值的要點，並深深植入於基因之中，作為我們營運公司的方針。我們一直熱心參與慈善公益事務、關心有需要人士以及支持並贊助教育及環保活動。此外，本集團亦鼓勵僱員、客戶及業務夥伴參與上述活動，為社區創造一個更好的未來。

我們的焦點 – 本集團的慈善活動圍繞五大核心：

- 環境保護
- 扶貧
- 關懷長者
- 社區發展
- 教育

於年內，部份本集團曾參與／捐助或贊助的活動／團體包括：

- (1) 世界自然(香港)基金會；
- (2) 香港公益金「公益愛牙日」；
- (3) 基督教香港信義會社會服務部；
- (4) 香港社會服務聯會「商界展關懷」；
- (5) 香港海洋公園保育基金「生態保衛賽2020」；及
- (6) 香港紅十字會「小紅星獎勵計劃2020-2021」。

## Our Community 我們的社區

The Group's Community Involvement in 2021 and 2020

本集團於二零二一及二零二零年度的社區參與

Focus Area 重點範疇	Resources Contributed 捐獻資源				
	2021 二零二一年			2020 二零二零年	
	Hours 小時	Funding HK\$ 資金(港元)	Other 其他	Hours 小時	Funding HK\$ 資金(港元)
Environmental Protection 環境保護	1	22,004	9,000 discount coupons 9,000張優惠券	1	63,648
Poverty Alleviation 扶貧	—	5,897	—	—	125,347
Caring of Elderly 關懷長者	—	284,516	—	—	255,003
Community Development 社區發展	—	2,075,413	—	16	612,893
Education 教育	—	77,545	5,000 discount coupons 5,000張優惠券	—	79,573
<b>Total:</b>	<b>1</b>	<b>2,465,375</b>	<b>14,000 discount coupons</b> 14,000張優惠券	<b>17</b>	<b>1,136,464</b>
總計：					

## Our Community 我們的社區

### Case Study: Green Low Carbon Day

個案研究：綠色低碳日

The Community Chest of Hong Kong supports “Green Related Projects” provided by social welfare member agencies. The funds raised through Green Low Carbon Day will be designed to support these member agencies in providing food rescue and assistance, promoting culture of food cherishing, redistribution of community resources, urban green and organic farm programs, aim at promoting public awareness and understanding of sustainable development while helping those in need. The activity was held on 28 and 29 June 2020, participants who donated the designated amount could receive a Green Low Carbon Day commemorative ticket. The activity encouraged participants to use public transportation, so as to implement environmental protection concept in every detail of life, and live a greener life.

公益金資助提供「環保相關項目」的社會福利會員機構。綠色低碳日所籌得的善款用於資助會員機構提供食物回收及援助計劃、推廣惜食文化、推動地區資源再分配、社會花園及環保農莊等不同項目，增進大眾對可持續發展概念的認識，同時為香港有需要人士提供適切援助。該活動於二零二零年六月二十八及二十九日舉行，凡捐款滿指定金額的或以上參加者，均可獲公益綠色低碳日紀念車票乙張。活動目的希望鼓勵參加者乘搭公共交通工具，將環保概念貫徹每個生活細節中，實踐綠色生活。

### Case Study: Social Capital Builder Awards

個案研究：社會資本動力獎

Social capital helps building Hong Kong into a caring society of mutual trust and solidarity, and enhances mutual support among individuals, families and organisations so that our community can grow from strength to strength.

社會資本有助香港建立一個互信互助、團結及充滿人情味的社會，讓個人、家庭及組織互相支持，社區能力得以持續提升。

To accord recognition to enterprises/organisations which have contributed to the development of social capital in Hong Kong, the Community Investment and Inclusion Fund (“CIIF”) of the Labour and Welfare Bureau has organised the biennial Social Capital Builder Awards since 2012. The Awards provide an opportunity for various sectors of the community to witness and share the achievements in building social capital in Hong Kong. The casual apparel retail operation was awarded the 2020–2022 Social Capital Builder Logo Awards.

為了表揚及嘉許對香港社會資本發展有貢獻的企業／機構，勞工及福利局社區投資共享基金（「基金」）由二零一二年起舉辦兩年一度的「社會資本動力獎」嘉許計劃，讓社會各界共同見證及分享香港建立社會資本的成果。休閒服裝零售業務本年度獲頒「2020–2022社會資本動力標誌獎」。

CIIF assesses the achievements made by applicants from six social capital dimensions including social network, mutual assistance and benefit, social cohesion and inclusion, information and communication, social participation as well as trust and solidarity.

基金從六個範疇評估企業所建立的社會資本成果，包括社會網絡、互助及互惠、社會凝聚和包容、資料和溝通、社會參與及信任和團結。

Over the past decade, the Group contacted charity and social organizations regularly, established close relationship with them and actively expanded its social network. It also actively stimulated the youngsters’ interests in entering into the society and helped them acquire necessary skills. Meanwhile, it attached great importance to environment protection, sustainable development and caring for employees and community. Looking forward, we will continue to promote and practice the principle of caring for society, and to bring about positive impacts on the society by leveraging our resources and strengths.

過往十年間，本集團定期接觸慈善及社會服務團體，建立緊密的關係，及擴展社會網絡，並積極推動、培養年青人對投入社會的興趣與技能，同時注重環境保護和可持續性發展、關懷員工和社區。未來我們會繼續推廣及實踐關愛社會的信念，利用公司資源和優勢，不斷為社會帶來正面影響。



## Our Community 我們的社區

The Group has once again been named as a Caring Company by The Hong Kong Council of Social Service in recognition of its contributions to building a cohesive society, and inspiring corporate social responsibility by caring for the community, our employees and the environment.

Ultimately our community programmes support our efforts in creating a sustainable and cohesive society in areas that make the best use of our skills, expertise and influence, whilst at the same time addressing the most pressing issues facing our local communities.

Therefore, the Group will continue to invest resources in all major social, educational and environmental protection activities to strive for a better future for our community.

本集團再次名列於香港社會服務聯會的商界展關懷計劃，表彰我們共建和諧社會及透過關懷社區、僱員及環境履行企業社會責任。

我們社區計劃的最終目標是善用我們的技能、專長及影響力，支持我們創造一個可持續發展及團結的社會，並同時應對本地社區最逼切的問題。

因此，本集團將繼續將資源投放於所有主要社會、教育及環保活動，力求為社區爭取更好前景。

### Dragon Boat Racing 龍舟比賽



### Marathon Running Racing 馬拉松跑步比賽



### Caring for Elderly 敬老院



### Blood Donation Activities: 捐血活動



# HKEx ESG Content Index 港交所環境、社會及管治內容索引

Aspect 層面	KPI 關鍵績 效指標	Description 描述	Textile and Garment Manufacturing 紡織及成衣生產	Casual Apparel Retailing 休閒 服裝零售	Page number 頁碼
<b>A. Environmental 環境</b>					
<b>A1 Emissions 排放物</b>	A1	General Disclosure 一般披露	9	9	
	A1.1	Types of emissions and respective emissions data 排放物種類及相關排放數據	10	Note 1 註1	
	A1.2	Greenhouse gas emissions in total and, where appropriate, intensity 溫室氣體總排放量及(如適用)密度	12	14	
	A1.3	Total hazardous waste produced and, where appropriate, intensity 所產生有害廢物總量及(如適用)密度	18	Note 2 註2	
	A1.4	Total non-hazardous waste produced and, where appropriate, intensity 所產生無害廢物總量及(如適用)密度	16	16	
	A1.5	Emission target(s) set and steps taken to achieve them 所訂立的排放量目標及為到這些目標所採取的步驟	9, 10	13, 14	
	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，描述所訂立的排放量目標及為到這些目標所採取的步驟	15, 16, 18	16	
<b>A2 Use of Resources 資源使用</b>	A2	General Disclosure 一般披露	11, 15	13, 15	
	A2.1	Direct and/or indirect energy consumption by type in total and intensity 按類型劃分的直接及/或間接能源總耗量及密度	12	14	
	A2.2	Water consumption in total and intensity 總耗水量及密度	19, 20	Note 3 註3	
	A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them 所訂立的能源使用效益目標及為到這些目標所採取的步驟	11, 12	13, 14	
	A2.4	Description of whether there is any issue in sourcing water, water efficiency target(s) set and steps taken to achieve them 描述求取水源上可有任何問題，及訂立的用水效益目標為到這些目標所採取的步驟	20	Note 3 註3	
	A2.5	Total packaging material used for finished products 製成品所用包裝材料的總量	17	17	
<b>A3 The Environment and Natural Resources 環境及天然 資源</b>	A3	General Disclosure 一般披露	21	21	
	A3.1	Significant impacts of activities on the environment and natural resources and the actions taken to manage them 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	22, 23	22, 23	
<b>A4 Climate Change 氣候變化</b>	A4	General Disclosure 一般披露	24	24	
	A4.1	The significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動	24	24	

# HKEx ESG Content Index 港交所環境、社會及管治內容索引

Aspect 層面	KPI 關鍵績效指標	Description 描述	Textile and Garment Manufacturing 紡織及成衣生產	Casual Apparel Retailing 休閒服裝零售	Page number 頁碼
<b>B. Social 社會</b>					
<b>Employment and Labour Practices 僱傭及勞工常規</b>					
<b>B1 Employment 僱傭</b>	B1	General Disclosure 一般披露	25, 26	25	
	B1.1	Total workforce by gender, employment type, age group and geographical region 按性別、僱傭類型、年齡組別及地區劃分的僱員總數	28, 29	28, 29	
<b>B2 Health and Safety 健康與安全</b>	B2	General Disclosure 一般披露	34	34	
	B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year 過去三年(包括匯報年度)每年因工亡故的人數及比率	35	NM	
	B2.2	Lost days due to work injury 因工傷損失工作日數	35	NM	
	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	34	35	
<b>B3 Development and Training 發展及培訓</b>	B3	General Disclosure 一般披露	31	31	
	B3.1	Percentage of employees trained by gender and employee category 按性別及僱員類別劃分的受訓僱員百分比	33	33	
	B3.2	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	33	33	
<b>B4 Labour Standards 勞工準則</b>	B4	General Disclosure 一般披露	25, 30	25, 30	
	B4.1	Measures to review employment practices to avoid child and forced labour 檢討招聘慣例的措施以避免童工及強制勞工	30	NM	
	B4.2	Steps taken to eliminate such practices when discovered 在發現違規情況時，消除有關情況所採取的步驟	30	NM	
<b>Operating Practices 營運慣例</b>					
<b>B5 Supply Chain Management 供應鏈管理</b>	B5	General Disclosure 一般披露	37	37	
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法	37	37	
	B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境和社會風險的慣例，以及相關執行及監察方法	37	37	
	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使環保產品和服務的的慣例，以及相關執行及監察方法	37	37	

# HKEx ESG Content Index 港交所環境、社會及管治內容索引

Aspect 層面	KPI 關鍵績 效指標	Description 描述	Textile and Garment Manufacturing 紡織及成衣生產	Casual Apparel Retailing 休閒 服裝零售	Page number 頁碼
B6 Product Responsibility 產品責任	B6	General Disclosure 一般披露	38, 39	38	
	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	40	NM	
	B6.2	Number of products and services 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	NM	40	
	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	38	38	
	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	38-40	NM	
	B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored 描述消費者資料保障及私隱有關的慣例	NM	38	
B7 Anti- corruption 反貪污	B7	General Disclosure 一般披露	41	41	
	B7.1	Number of concluded legal cases regarding corrupt practices during the reporting period and the outcomes of the cases 於匯報期內已審結的貪污訴訟案件的數目及訴訟結果	No legal case 沒有訴訟案件	NM	
	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	41	NM	
	B7.3	Description of preventive measures and whistle – blowing procedures, how they are implemented and monitored 描述向董事及員工提供的反貪污培訓	41	41	
<b>Community 社區</b>					
B8 Community Investment 社區投資	B8	General Disclosure 一般披露	42, 44	42, 44	
	B8.1	Focus areas of contribution 重點貢獻範疇	42	42	
	B8.2	Resources contributed to the focus area 在重點範疇所動用資源	43	43	

NM: According to the results of stakeholder engagement in 2015 and update in 2021, those KPIs are considered as not material for the business nature.

NM: 根據二零一五年之持份者參與結果並於二零二一年更新，該等關鍵績效指標被認為對該業務性質並不重大。

Note 1: Due to its business nature, the significant air emissions at casual apparel retailing operation are the GHG emissions, arising mainly from the use of electricity and fuels derived from fossil fuels.

註1: 基於業務性質，休閒服裝零售業務重大氣體排放為溫室氣體排放，主要源自使用由化石燃料轉化的電力及燃料。

Note 2: In view of the business nature at casual apparel retailing operation, we are not aware of any significant generation of hazardous waste.

註2: 基於休閒服裝零售業務性質，我們並不知悉有任何有害廢物的重大產生。

Note 3: Some retail stores operate in shopping malls of which both the water supply and discharge are solely controlled by the respective building management which considers the provision of water withdrawal and discharge data or sub-meter for individual occupant not feasible.

註3: 部分零售店於購物廣場營運，供水和排水均為大廈管業處自行控制，而相關管業處認為向個別租戶提供用水和排水數據或分錶並不可行。

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