



DYNAMIC HOLDINGS LIMITED

達力集團有限公司

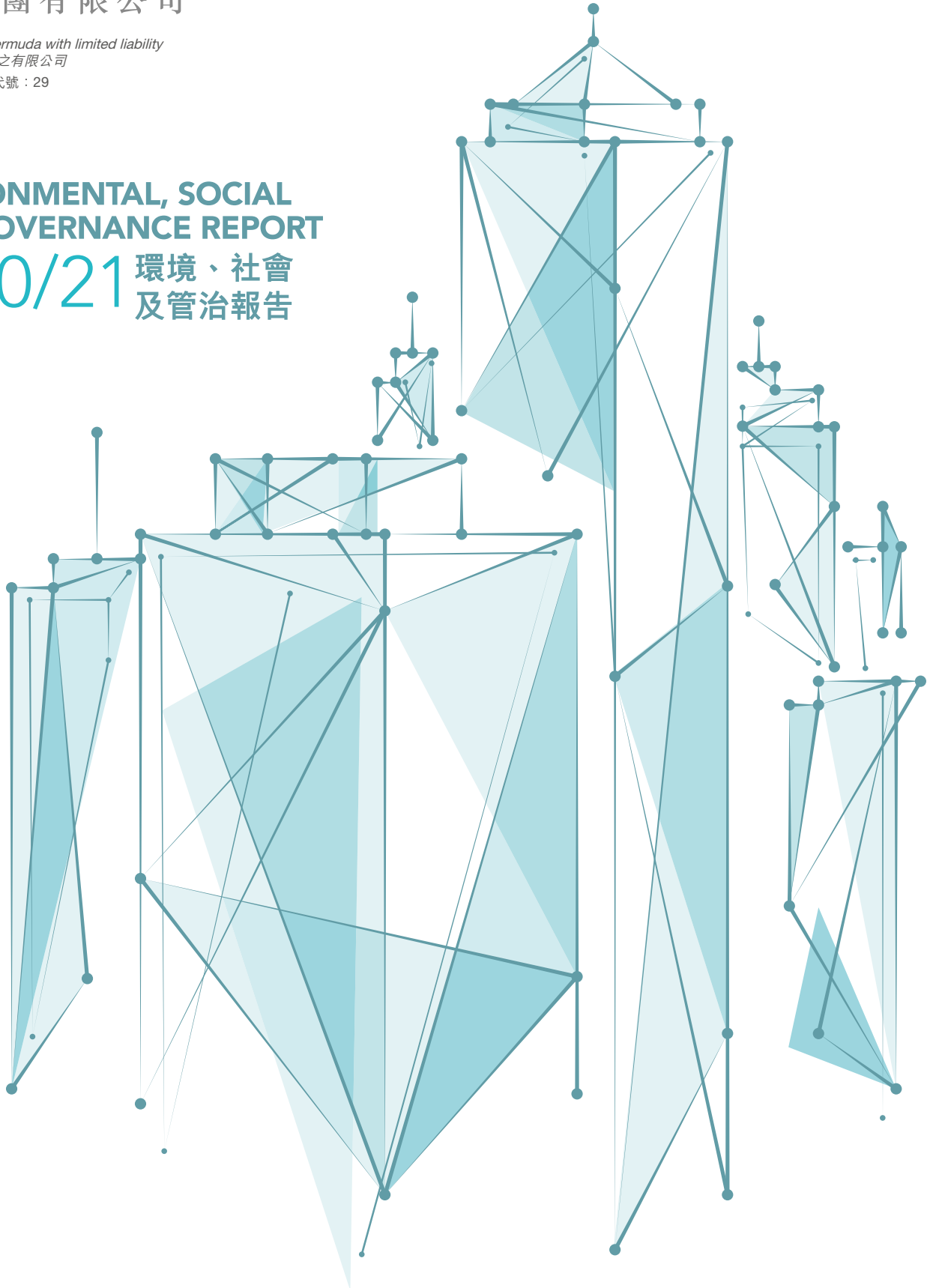
Incorporated in Bermuda with limited liability

在百慕達註冊成立之有限公司

Stock Code 股份代號：29

ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT

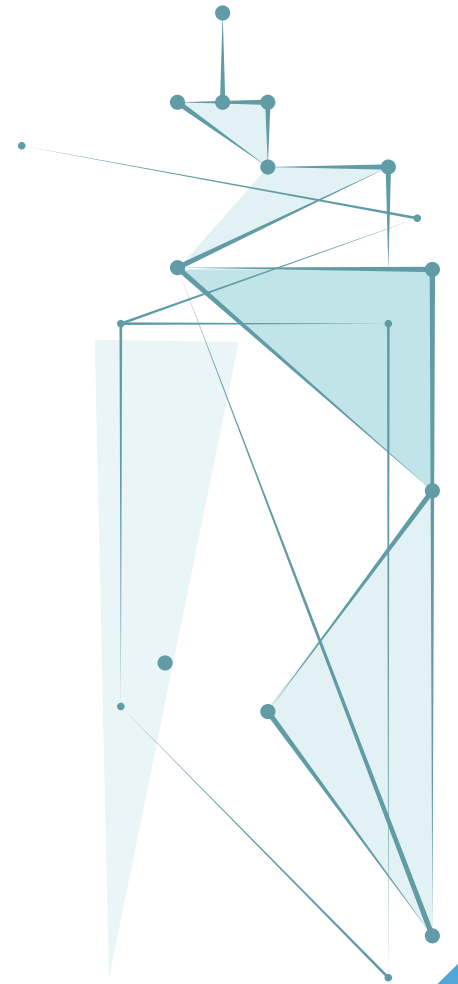
2020/21 環境、社會
及管治報告



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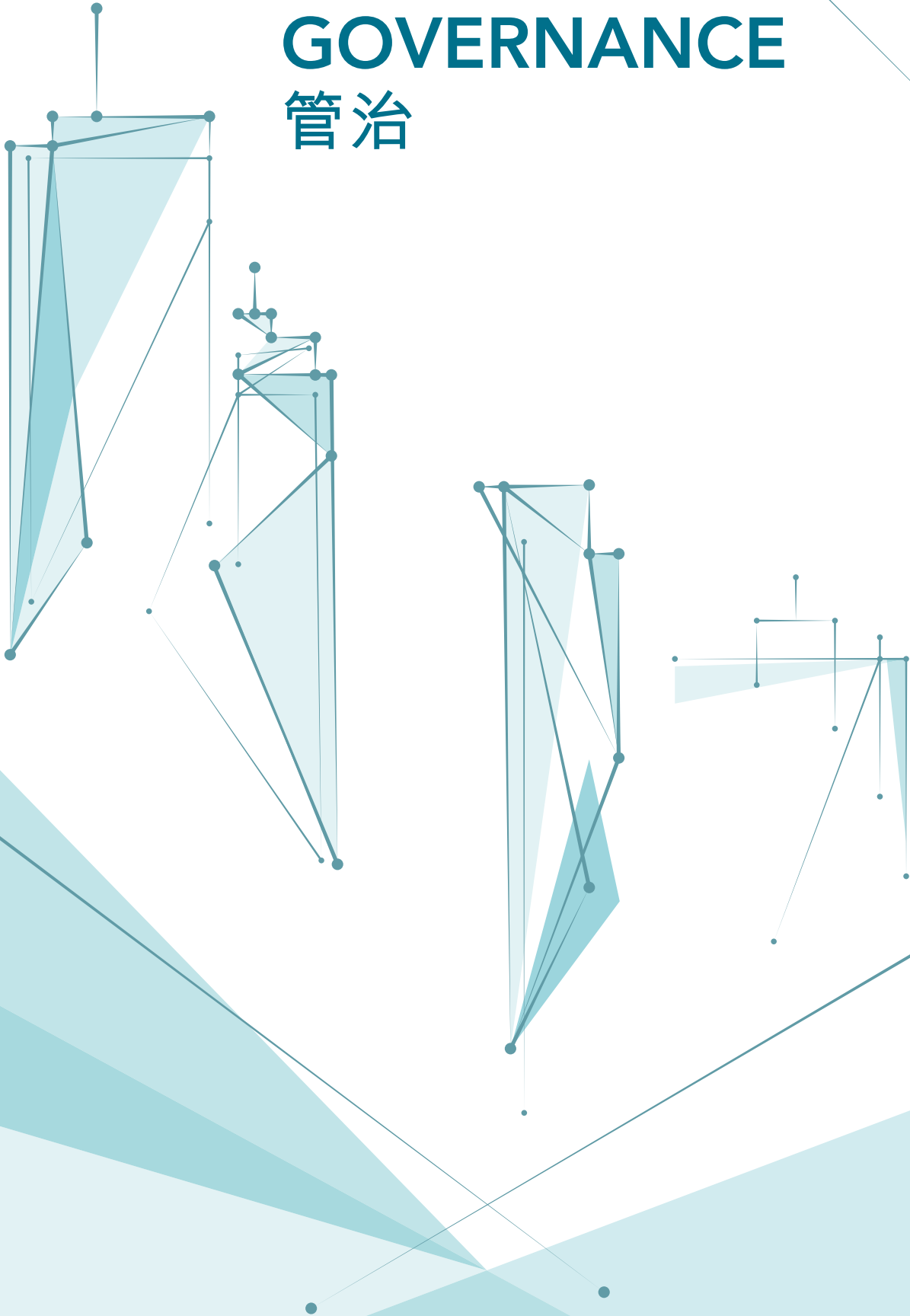
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ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

關於本報告

達力集團有限公司（「本公司」）及其附屬公司（「本集團」、「我們」或「我們的」）為一家在中國內地優質之房地產集團，專攻住宅、商業及商場之物業投資及發展項目。在地理上，本集團主力於經濟增長迅速之重要城市，例如北京、上海及深圳。

本集團融合可持續發展於我們業務營運的各個方面，並將企業社會責任納入我們的業務策略。本集團致力於關注培育，以強調環境、社會及管治（「環境、社會及管治」）的重要性的企業文化。我們不僅專注於創造財務價值，而且還對我們寶貴的重要持份者，整個社會以及整個環境的影響負責。

報告框架及範圍

我們謹此根據香港聯合交易所有限公司證券上市規則附錄二十七所載環境、社會及管治報告指引（「環境、社會及管治報告指引」），提呈二零二零年七月一日至二零二一年六月三十日期間（「呈報期」）之環境、社會及管治報告，旨在向持份者提供我們對可持續發展的奉獻的概述，其中包括環境、社會及管治政策、目標、方案及績效。本環境、社會及管治報告之範疇涉及我們於北京、上海、深圳及香港之主要業務營運，包括本集團行使管理控制權的全資或控股附屬公司。

報告原則

在編寫此環境、社會及管治報告時，應遵循以下原則：

重要性：本報告已涵蓋了由本集團持份者確定的重要影響和相關信息。在優先識別環境、社會及管治的議題進行了重要性評估，該評估在本環境、社會及管治報告的重要性分析中披露。

ABOUT THIS REPORT

Dynamic Holdings Limited (the “Company”) and its subsidiaries (the “Group”, “we” or “our”) is a premier property group in mainland China that specialises in the investment and development of residential, commercial and retail projects. Geographically, the Group focuses on key cities in fast growing economic regions, such as Beijing, Shanghai and Shenzhen.

The Group integrates sustainability into every aspect of our business operations, and weaves corporate social responsibilities into our business strategies. The Group is committed to cultivating a corporate culture which highlights the importance of environmental, social, and governance (“ESG”) concerns. We do not focus merely on creating financial value, but also are accountable for the impacts on our valuable key stakeholders, the society at large and the environment as a whole.

REPORTING FRAMEWORK AND SCOPE

In accordance with the Environmental, Social and Governance Reporting Guide (the “ESG Guide”) as set out in Appendix 27 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited, we hereby present our ESG Report for the period from 1 July 2020 to 30 June 2021 (the “Reporting Period”) with aims to provide stakeholders with an overview of our sustainability dedication, which encompasses ESG policies, goals, initiatives as well as performance. The scope of this ESG report covers our key business operations in Beijing, Shanghai, Shenzhen and Hong Kong, including wholly or majority-owned subsidiaries where the Group exercises management control.

REPORTING PRINCIPLES

In preparation of this ESG report, the following principles are being adhered to:

Materiality: Sufficiently important and pertinent information as determined by the Group’s stakeholders is covered in this report. In prioritising the identified ESG issues, materiality assessment was conducted which is disclosed in the section of Materiality Analysis of this ESG Report.

報告原則 (續)

量化：已提供定量信息，並在適當的情況下披露比較數據、標準、方法、假設和計算工具，以便我們的環境、社會及管治表現績效和管理有效性進行客觀評估。

平衡：盡可能客觀地披露資料，不偏不倚地向持份者呈現我們之整體環境、社會及管治的表現。

一致性：除非另有說明（無論是文本或腳註），使用一致的方法令環境、社會及管治數據日後可作有意義的比較。

環境、社會及管治

為了確定可持續發展的優先事項並為本集團及其持份者創造可持續價值，我們制定了管治框架以加強對環境、社會及管治倡議的關注。企業社會責任架構分為兩個主要組成部分，本公司董事（「**董事**」）會（「**董事會**」）及環境、社會及管治工作團隊。

董事會負責監督環境、社會及管治事宜、制定環境、社會及管治策略及目標、識別、優先評級及評估環境、社會及管治相關風險和機遇，以及確保環境、社會及管治風險管理及內部監控系統到位，並定期進行審核。董事會已批准於環境、社會及管治報告之披露事項。

環境、社會及管治工作團隊來自多個部門及業務單位的管理人員組成。該工作團隊負責將策略和計劃轉變為可行的任務，並監察及管理環境、社會及管治相關風險及機遇。此外，該工作團隊亦負責收集及分析內部環境、社會及管治數據、審閱來自內部及外部持份者之反饋、與董事會就主要環境、社會及管治事項進行溝通，以及編製本環境、社會及管治報告。

REPORTING PRINCIPLES (Continued)

Quantitative: To facilitate objective evaluation of our ESG performance and management effectiveness, quantitative information is provided, with comparative data, standards, methodologies, assumptions and calculation tools disclosed where appropriate.

Balance: Information is disclosed as objectively as possible to provide stakeholders with an unbiased picture of our overall ESG performance.

Consistency: Consistent methodologies are used to aid meaningful comparisons of ESG data over time, unless otherwise specified (either in text or in footnote).

ENVIRONMENTAL, SOCIAL AND GOVERNANCE

With a goal to identify sustainability priorities and create sustainable value for the Group and its stakeholders, we have formulated a governance framework to sharpen our focus on ESG initiatives. Our corporate social responsibility structure is divided into two main components, the board (the “**Board**”) of directors (the “**Directors**”) and the ESG working group.

The Board is responsible for overseeing our ESG issues, developing our ESG strategies and goals, identifying, prioritising and evaluating ESG-related risks and opportunities, and ensuring ESG risk management and internal control systems are in place and periodically reviewed. Disclosures in this ESG report have been approved by the Board.

The ESG working group is comprised of management personnel from multiple departments and business units. It is obligated to turn strategies and plans into actionable tasks, as well as monitor and manage ESG-related risks and opportunities. Further, the working group is also accountable for the collection and analysis of internal ESG data, review of feedback from internal and external stakeholders, communication to the Board for key ESG matters, as well as preparation of this ESG report.

持份者的參與

我們讓持份者參與的方針是確保充分理解其觀點和期望，有助於定義我們當前和未來可持續發展策略。具體而言，我們與受本集團運營直接影響的持份者進行了積極合作，包括投資者、客戶、僱員、供應商、地方社區及監管機構。我們力求與主要持份者維持持續溝通，以了解其對我們的營運及可持續發展表現的關注及興趣。通過持份者參與活動收集的反饋意見為我們的策略發展提供寶貴見解，也有助於編製本環境、社會及管治報告。在新型冠狀病毒（「**新型冠狀病毒**」）疫情下，本集團繼續採用各種電子渠道與各持份者進行溝通。

下表載列於呈報期內本集團之主要持份者以及我們與彼等溝通（網上及電子平台如適用）及回應彼等關注所作的工作摘要。

持份者組別	溝通渠道
股東／投資者	<ul style="list-style-type: none"> 股東週年大會 年度報告及中期報告 公告及通函 投資者會議、服務和通訊
客戶／租戶	<ul style="list-style-type: none"> 客戶滿意度調查及問卷¹ 客戶服務中心和會議 實地視察、客戶關懷及服務 透過數碼媒體進行音訊會議
供應商／合作夥伴	<ul style="list-style-type: none"> 採購投標通告 會議、報告及通訊 視訊及／或音訊會議
僱員	<ul style="list-style-type: none"> 發展及培訓 表現評價 告示牌 僱員會議及通訊 視訊及／或音訊會議
監管機構	<ul style="list-style-type: none"> 合規報告及申報 監管機構會議及通訊
地方社區	<ul style="list-style-type: none"> 公眾／社區活動 環境、社會及管治報告

附註：

¹ 透過客戶對不同範疇之滿意度調查及問卷收集客戶反饋，例如樓宇綠化及景觀特色、廢棄物收集以及電力使用。

STAKEHOLDERS' ENGAGEMENT

Our approach to stakeholder engagement is that we ensure a good understanding of the views and expectations that help define our present and future sustainability strategies. Particularly, we have engaged proactively with the stakeholders that are directly impacted by our Group's operations, including investors, customers, employees, suppliers, local community, and regulatory bodies. We continue to maintain ongoing communication with our key stakeholders to understand their concerns and interests towards our operations and sustainability performances. Feedback collected through the stakeholder engagement exercises provided valuable insights to our strategic development, and also contributed to the preparation of this ESG Report. Under Coronavirus ("COVID") pandemic, the Group continues to adopt various e-channels for communication with various stakeholders.

The table below highlights the Group's key stakeholders as well as our efforts in communication (online and e-platform as appropriate) with and response to them during the Reporting Period.

Stakeholder Groups	Communication Channels
Shareholders/Investors	<ul style="list-style-type: none"> Annual general meetings Annual reports and interim reports Announcements and circulars Investor meetings, services and correspondence
Customers/Tenants	<ul style="list-style-type: none"> Customer satisfaction surveys and questionnaires¹ Customer service centre and meetings On-site visits, customer care and services Audio meetings by digital medias
Suppliers/Working Partners	<ul style="list-style-type: none"> Tender notices for procurement Meetings, reports and correspondence Video and/or audio conferences
Employees	<ul style="list-style-type: none"> Development and training Performance appraisals Notice boards Employee meetings and correspondence Video and/or audit conferences
Regulatory Bodies	<ul style="list-style-type: none"> Compliance reports and returns Regulatory bodies meetings and correspondence
Local Community	<ul style="list-style-type: none"> Public/community activities ESG reports

Note:

¹ Customers' feedback was collected by means of customer satisfaction surveys and questionnaires, in areas such as greening and landscaping features of buildings, waste collection, as well as electricity usage.

重要性分析

為了與時俱進，並確保本環境、社會及管治報告處理相關和更新的环境、社會及管治議題，董事會已著手對本集團的环境、社會及管治議題進行重要性評估。董事會負責整體環境、社會及管治的管理方針和策略，包括用於評估、優先評級及管理與環境、社會及管治相關的重要議題和風險的流程。重要性評估程序包括透過與合適夥伴之基準評定識別潛在議題、對根據環境影響、聲譽風險及持份者利益等因素經內部及外部持份者參與所識別之議題排列優先次序，以及由我們的管理層核實關鍵重大環境、社會及管治議題。重要性評估之結果亦指出我們在環境、社會及管治工作之範疇中需要改進的地方，因此我們可以建立更全面、透明及具體之回應，以提升本環境、社會及管治報告之質素。

遵守法律及法規

遵守有關環境、社會及管治事宜之適用法律、規則及法規至關重要，我們了解違規風險可能會對本集團造成不利影響。本集團已實施體制及分配員工資源，以確保持續的法律合規性。本集團之業務主要由本公司於中華人民共和國（「中國」）之附屬公司進行，而本公司之股份本身在香港聯合交易所有限公司上市。因此，本集團之成立及營運須遵守所有法律及法規以及其營運所在司法權區之適用相關法律，即中國及香港。

MATERIALITY ANALYSIS

To keep pace with how the world is evolving and ensure that this ESG Report addresses the relevant and updated ESG issues, the Board has initiated to conduct a materiality assessment of the Group's ESG agenda. The Board is responsible for the overall ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues and risks. Our materiality assessment process consists of identification of potential issues through benchmarking with suitable peers; prioritisation of issues identified from internal and external stakeholders' engagement based on factors such as environmental implications, reputational risks, and stakeholders' interest; and validation of key material ESG issues by our management. Materiality assessment results also point to the improvement areas in our ESG work, so that we can devise more comprehensive, transparent and specific responses to enhance the quality of this ESG Report.

COMPLIANCE WITH LAWS AND REGULATIONS

Compliance with applicable laws, rules and regulations with regard to ESG issues are of paramount importance and we understand the risk of non-compliance that can be detrimental to the Group. The Group has implemented systems and allocated staff resources to ensure ongoing legal compliance. The Group's operations are mainly carried out by the subsidiaries of the Company in the People's Republic of China (the "PRC") while shares of the Company itself is listed on The Stock Exchange of Hong Kong Limited. Accordingly, the Group's establishment and operations shall comply with all laws and regulations applicable in the relevant jurisdictions where it has operations, namely the PRC and Hong Kong.

ENVIRONMENTAL

環境



A. 環境

本集團不斷致力維持及改善物業的可持續性。有見及此，我們將繼續優化資源，促進節約成本以及加強節能。本集團已推行一系列綠色管理方針和舉措，以展示我們對環境保護的長期承諾。

於呈報期內，概無錄得任何經確認違反與環境相關法律和法規之事故、罰款及非金錢制裁而對本集團之營運造成重大影響。這些適用的法律法規²分別已在香港、上海、北京和深圳地區遵守。

A1 排放物

即使房地產嚴重依賴能源，尤其是電力，本集團一直致力於提高其物業組合的能源效率。本集團力求減少溫室氣體排放，並嚴格指導及／或監督其持份者（如承包商）之環保措施。我們的排放目標是到二零二五年將「低碳」納入我們的投資策略和標準之一，並探索更多綠色投資、融資和商業機會及舉措。實現目標的步驟包括在投資和選擇未來業務發展和策略目標之前考慮對環境影響和付諸實踐。

本集團亦要求物業管理服務供應商於其工作計劃中考慮對環境之影響並採用低碳措施，向其提供了綠色倡議。例如，在選擇和維持與本集團綠色優先評級相符的供應商時，我們對供應商的環保措施、效能意識、可持續採購慣例等進行初步和年度評估。與承包商訂立的合約協議還包括控制直接和間接排放物。

附註：

² 包括但不限於空氣污染管制條例、保護臭氧層條例、廢物處置條例、水污染管制條例及噪音管制條例之香港法例，以及中國環境保護法、中國水污染防治法、中國大氣污染防治法、中國固體廢物污染環境防治法及一般工業固體廢物貯存、處置場污染控制標準。

A. ENVIRONMENTAL

The Group constantly strives to maintain and improve the sustainability of our properties. With this in mind, we continue to optimise resources, promote cost savings as well as enhance energy conservation. The Group has implemented a number of green management approaches and initiatives to demonstrate our long-standing commitment to environmental protection.

No confirmed incidents, fines and non-monetary sanctions for non-compliance with environmental laws and regulations which have significant impact on the Group's operations were recorded during the Reporting Period. Those applicable laws and regulations² were observed in Hong Kong, Shanghai, Beijing and Shenzhen respectively.

A1 Emissions

Even though properties rely heavily on energy, in particular electricity, the Group has been devoted to enhance energy efficiency of our portfolio. The Group strives to reduce greenhouse gas emissions, and strictly guide and/or monitor our stakeholders such as contractors' about environmental protection measures. Our emission target will be to incorporate "low carbon" as one of our investment strategies and criteria by 2025 and to explore more green investment, financing and business opportunities and initiatives. Steps to achieve the target include consideration of environmental impacts and practices before investing and selecting targets for future business development and strategies.

The Group has also channelled green initiatives to property management service providers, by requiring them to minimise environmental impacts in their work plans and embrace low-carbon practices. For instance, in selecting and maintaining vendors who coincide with the Group's green priorities, we perform initial and annual evaluations on vendors' environmental protection measures, energy efficiency awareness, sustainable purchasing practices, etc. Contractual agreements with contractors also included requirements on controlling direct and indirect emissions.

Note:

² Including but not limited to Air Pollution Control Ordinance, Ozone Layer Protection Ordinance, Waste Disposal Ordinance, Water Pollution Control Ordinance and Noise Control Ordinance under the laws of Hong Kong, as well as Environmental Protection Law of the PRC (中國環境保護法), Law of the PRC on Prevention and Control of Water Pollution (中國水污染防治法), Law of the PRC on the Prevention and Control of Atmospheric Pollution (中國大氣污染防治法), Law of the PRC on the Prevention and Control of Solid Waste Pollution (中國固體廢物污染環境防治法) and Standard for Pollution Control on Hazardous Waste Storage (一般工業固體廢物貯存、處置場污染控制標準).

A. 環境 (續)

A1 排放物 (續)

因應我們業務性質，所產生之向水及土地的排污並不重大，而有關披露為不相關的。

溫室氣體排放及氣體排放

我們的業務經營不可避免地會產生溫室氣體（「溫室氣體」）。該經營活動導致電力消耗、車輛使用汽油、廢紙處置及污水處理。我們的總排放量較去年有所下降，此乃由於我們環保舉措的共同成果。

	截至二零二一年 六月三十日止年度	截至二零二零年 六月三十日止年度
範圍1 – 直接溫室氣體排放		
汽油	20.7噸二氧化碳當量	22.5噸二氧化碳當量
範圍2 – 間接溫室氣體排放		
購買電力	3,478.7噸二氧化碳當量	3,672.2噸二氧化碳當量
範圍3 – 其他間接溫室氣體排放		
廢紙處置	4.0噸二氧化碳當量	5.3噸二氧化碳當量
食水	7.6噸二氧化碳當量	5.0噸二氧化碳當量
總溫室氣體排放量	3,511.1噸二氧化碳當量	3,705.0噸二氧化碳當量
溫室氣體排放 密度	0.50噸二氧化碳當量 (每平方呎面積)	0.52噸二氧化碳當量 (每平方呎面積)

車輛氣體排放		
硫氧化物	0.15公斤	0.16公斤
氮氧化物	6.37公斤	6.89公斤
顆粒物	0.47公斤	0.51公斤

我們已制定及實施內部政策，以減少能源消耗，從而減少碳足跡，有關詳情於下文「A2資源使用」闡述。

A. ENVIRONMENTAL (Continued)

A1 Emissions (Continued)

Due to our business nature, there were immaterial discharges into water and land, and the relevant disclosure is irrelevant.

Greenhouse Gas Emissions and Air Emissions

Greenhouse gases (“GHG”) generation from our business operations is inevitable. Such operating activities lead to the consumption of electricity, the use of petrol by our vehicles, disposal of waste paper and sewage treatment. Our total emissions have declined from previous year, as a collective result of our environmental initiatives.

	For the year ended 30 June 2021	For the year ended 30 June 2020
Scope 1 – Direct GHG emissions		
Petrol	20.7 tonnes CO ₂ e	22.5 tonnes CO ₂ e
Scope 2 – Indirect GHG emissions		
Purchased electricity	3,478.7 tonnes CO ₂ e	3,672.2 tonnes CO ₂ e
Scope 3 – Other indirect GHG emissions		
Waste paper disposal	4.0 tonnes CO ₂ e	5.3 tonnes CO ₂ e
Water	7.6 tonnes CO ₂ e	5.0 tonnes CO ₂ e
Total GHG Emissions	3,511.1 tonnes CO₂e	3,705.0 tonnes CO₂e
GHG Emissions intensity	0.50 tonnes CO ₂ e (per square foot area)	0.52 tonnes CO ₂ e (per square foot area)

Air Emissions from our vehicles		
Sulphur Oxides	0.15 kg	0.16 kg
Nitrogen Oxides	6.37 kg	6.89 kg
Particulate Matters	0.47 kg	0.51 kg

Internal policies have been developed and implemented to reduce energy usage for achieving a lower carbon footprint, which is described in “A2 Use of Resources” hereunder.

A. 環境 (續)

A1 排放物 (續)

廢棄物管理

單位	截至 二零二一年 六月三十日 止年度 數量	截至 二零二零年 六月三十日 止年度 數量
	噸	噸
無害廢棄物	0.86	1.12

於辦公室使用之紙張、墨盒及墨粉被識別為我們所產生重大無害廢棄物之來源。於呈報期內，使用過之墨盒及墨粉已交回服務供應商回收，並由於於呈報期內並無物業發展項目，故於呈報期內所產生之有害廢棄物並不重大。

作為減少廢物的策略，我們制定減少一次性塑料的目標，並致力於二零二五年實現零塑料瓶。為了朝著這個目標邁進，本集團提倡「減量、再用及回收」之原則以將廢物從堆填區轉移到回收，尤其是一次性塑料，並在營運地方推動循環再用。例如，鼓勵員工使用可重複使用的容器和器具。在營運中心及辦公室公共區域顯眼位置設置用於廢電池和廢紙的回收箱，以方便回收。收集的廢物經過仔細分類，然後轉移到有牌照的回收公司和市政廢物收集者。此外，我們已減少打印、信封再用、善用電子通訊，亦採取雙面打印內部文件。於影印機及打印機張貼節約資源提示，以推廣源頭減廢。

A. ENVIRONMENTAL (Continued)

A1 Emissions (Continued)

Waste management

Unit	For the year ended 30 June 2021 Amount	For the year ended 30 June 2020 Amount
	Non-hazardous wastes	0.86

Paper, ink cartridges and toners consumed in offices are identified as our major sources of non-hazardous wastes. During the Reporting Period, used ink cartridges and toners were returned to our service providers for recycling. Since there were no property development projects during the Reporting Period, hazardous wastes produced were immaterial during the Reporting Period.

As a strategy to reduce wastes, we have created a reduction target of single-use plastics, and we aim at achieving zero plastic bottles by 2025. In order to move towards such target, the Group advocates “Reduce, Reuse and Recycle” principles to divert waste, in particular single-use plastics, from landfills and promote recycling in our operating premises. For instance, staff is encouraged to use reusable containers and utensils. Recycling bins, such as for waste battery and paper, are placed at prominent locations at our operation centres and offices’ public area to facilitate recycling. Waste collected are carefully sorted and are transferred to licensed recycling companies and municipal waste collectors. Moreover, we have reduced printing, reused envelopes, made use of e-communication, as well as adopted double-sided printing for internal documents. Resources saving reminders have been posted on photocopiers and printers to promote waste reduction at source.

A. 環境 (續)

A2 資源使用

本集團確保其所有業務活動及營運均符合節約能源的原則，並制定與環境保護有關的政策及程序。內部已實施綠色管理系統，以提高能源及資源效率。本集團已建立能源及資源運用情況報告機制，包括定期召開會議及內部討論，以監控資源使用之情況並確定改進空間。鼓勵僱員提出在辦公室層面實施的資源節約實踐。此外，我們的內部招標、採購和行政程序注重環境保護的考慮，例如在樓宇的施工（如有）或翻新工程中優先採用綠色原材料和設備。

能源消耗

於呈報期內，本集團能源消耗之主要類型為電力及汽油。北京購物中心、住宅單元和停車場，以及上海、深圳及香港辦事處（「**本物業**」）消耗電力主要以供照明、空調及辦公室設備運作。我們用作運輸的車輛則消耗汽油。消耗量為：

能源 類型	單位	截至二零二一年 六月三十日止年度		截至二零二零年 六月三十日止年度	
		數量	密度	數量	密度
		與上一年 相比變化			
		百分比			
電力	千瓦時	3,746.7	0.53	3,846.0	0.54
			(每平方呎 辦公室 面積)		(每平方呎 辦公室 面積)
汽油	升	9,894.0	194.0	10,701.3	209.8
			(於二零 二一年 六月 三十日 的每名 僱員)		(於二零 二零年 六月 三十日 的每名 僱員)

A. ENVIRONMENTAL (Continued)

A2 Use of Resources

The Group ensures all of its business activities and operations are in line with the principle of energy conservation, with environmental protection related policies and procedures in place. Green management systems have been implemented internally to improve energy and resources efficiency. The Group has established energy and resources usage reporting mechanism, including holding regular meetings and internal discussions to monitor the use of resources and identify improvement areas. Employees are encouraged to suggest resource conservation practice to be implemented in office level. Furthermore, our internal tendering, procurement and administration processes have emphasised environmental protection considerations. For instance, preference is given to the use of green raw materials and equipment in construction (if any) or renovations of buildings.

Energy consumption

During the Reporting Period, electricity and petrol were the major types of energy consumed by the Group. Electricity was consumed in a shopping mall, residential units and carparking spaces in Beijing, as well as offices in Shanghai, Shenzhen and Hong Kong (the “**Properties**”) mainly for lighting, air-conditioning and operations of office equipment. Petrol was consumed by our vehicles for transportation. The amount of consumption was:

Energy Type	Unit	For the year ended 30 June 2021			For the year ended 30 June 2020	
		Amount	Intensity	% Change compared to previous year	Amount	Intensity
Electricity	mWh	3,746.7	0.53	-2.6%	3,846.0	0.54
			(per square foot area)			(per square foot area)
Petrol	Liter	9894.0	194.0	-7.5%	10,701.3	209.8
			(per number of employees as at 30 June 2021)			(per number of employees as at 30 June 2020)

A. 環境 (續)

A2 資源使用 (續)

能源消耗 (續)

電力和汽油消耗量與去年相比均大幅下降，這可以歸因於以下舉措的實施：

- 逐漸於辦公室及本物業以LED照明代替老化光管；
- 於一般辦公時間後關掉空調及電器設備，並將空調和電氣設備置於節能模式；
- 開始空調「少一小時」，並將溫度設置冬天不超過攝氏20度及夏天不低於攝氏25.5度；
- 專職人員定期檢查及監督能源消耗；
- 通過視頻會議及電話會議與客戶及附屬公司進行溝通，以減少差旅需求；及
- 張貼提示鼓勵持份者（例如股東、供應商及客戶）成為環保友好的一份子。

本集團制定了能源使用效益目標，作為進一步推動節能的方法。到二零二五年，我們將把能源效益作為採購電子設備的標準之一，例如一級能源標籤。此外，我們會考慮建築物的節電政策和措施作為我們到二零二五年選擇新租賃辦公室的標準之一。實現目標的步驟包括制定節能設備採購政策，以及租用提倡節能的建築物。

A. ENVIRONMENTAL (Continued)

A2 Use of Resources (Continued)

Energy consumption (Continued)

Both the electricity and petrol consumption have declined considerably compared to the previous year, which can be attributed to the implementation of the following initiatives:

- gradually replacing aging light tubes with LED lighting at offices and the Properties;
- switching off air-conditioning and electrical devices after the standard working hours and putting air-conditioning and electrical appliances in energy saving modes;
- initiating “one-hour less” of air-conditioning, and setting the temperature to be not exceeding 20 degree Celsius in winter and not below 25.5 degree Celsius in summer;
- conducting regular inspections and monitoring of energy consumption by dedicated staff;
- communicating with clients and subsidiaries through video conferencing and teleconferencing to reduce travelling needs; and
- posting reminders to encourage stakeholders e.g. shareholders, suppliers and customers to be eco-friendly.

As means to further drive energy conservation, the Group has established energy-use efficiency targets. We will incorporate energy efficiency as one of the criteria for the procurement of electronic devices, for example, with Grade 1 energy label, by 2025. Besides, we will take into account the electricity conservation policy and measures of the buildings as one of our selection criteria for new rental offices by 2025. Steps to achieve the targets include establishing policies around procurement of energy efficient devices, as well as renting buildings with energy conservation advocates.

A. 環境 (續)

A2 資源使用 (續)

耗水量

	單位	截至二零二一年 六月三十日止年度		截至二零二零年 六月三十日止年度	
		數量	密度	數量	密度
耗水量	立方米	10,712.4	2.88	10,123.3	2.72
			(每平方米 辦公室 面積)		(每平方米 辦公室 面積)

我們之耗水量主要包括北京購物中心，以及北京、上海和深圳辦事處僱員的日常用水。由於新型冠狀病毒疫情對清潔的需求增加，導致用水量略有增加。本集團從香港辦事處獲得之耗水量的數據有限，原因是用水數據受獨立物業管理代理控制。按此，有關資料被視為對環境、社會及管治報告而言並不重大。不管我們的耗水量並不重大，本集團亦制定了節水目標，即考慮建築物的節水政策和措施作為我們到二零二五年選擇租賃業務及／或投資的標準之一。

我們已採取措施以減少本物業的用水量，並提高員工的節水意識，例如在洗手盆旁邊貼上標誌及通告。水龍頭已裝上感應器以控制耗水量。我們通過政府的水資源供給系統尋求維持穩定的水資源及水資源供給質量。於呈報期內，我們在採購適當水源方面並未遇到任何問題。

A. ENVIRONMENTAL (Continued)

A2 Use of Resources (Continued)

Water consumption

	Unit	For the year ended 30 June 2021		For the year ended 30 June 2020	
		Amount	Intensity	Amount	Intensity
Water consumption	Cubic metres	10,712.4	2.88	10,123.3	2.72
			(per square foot area)		(per square foot area)

Our water consumption mainly comprised daily water usage of shopping mall in Beijing, employees in offices in Beijing, Shanghai and Shenzhen. The slight increase in water consumption was caused by the higher cleaning needs due to COVID pandemic. The Group has limited access to water consumption data in the Hong Kong office as it is controlled by the independent property management agent. Hence, it is considered immaterial in ESG reporting. Regardless of our immaterial usage of water, the Group has set target with regard to water efficiency, which is to take into account water conservation policy and measures of the buildings as one of our selection criteria for rental business and/or investment by 2025.

We have rolled out initiatives to reduce water consumption at our properties and raise awareness on water conservation among employees, such as posting signs and notices near washbasins. Sensors are installed at the water taps to control water consumption. We seek to maintain stability in water source and quality of water supply through sourcing from government water supply systems. During the Reporting Period, we did not experience any problem in sourcing appropriate water sources.

A. 環境 (續)

A2 資源使用 (續)

包裝材料

雖然於呈報期內並無使用實質包裝材料，但本集團在日常營運中融入「3R」理念，即減量、再用和回收，並鼓勵所有員工致力於以環保方式發展。尤其是本集團提倡為訪客提供玻璃杯及餐具代替即棄性杯子；在辦公室提供微波爐鼓勵員工自行攜帶午餐盒代替訂購外賣食品；倡導重複使用辦公室文具；以及為員工提供相關培訓計劃，從而提高其對「3R」原則的認識。

A3 環境及天然資源

環境影響管理

本集團致力盡量減少我們營運所在城市的碳足跡，我們認知到我們的正常業務活動，例如物業管理和租賃服務，對環境造成小而微不足道的影響。為了減輕這種對環境影響，我們已將環保概念融入管理，並已實施環境管理系統以控制環境影響。

本集團已制定「綠色辦公室管理指引」，提供在工作場所使用能源、水資源及辦公室用品時的環保慣例原則及實用貼士。被委派人員負責向僱員推廣綠色活動及舉措，並就「綠色辦公室管理指引」的遵守情況不時進行評估。為進一步加強環境政策，政策於定期進行檢討。

在適用和適當的情況下，本集團在房地產項目的建設，維修及保養工程或翻新及改善工程開始之前外聘專業顧問進行環境評估。環境評估結果會提供給承包商，由彼等作出相應回應。

A. ENVIRONMENTAL (Continued)

A2 Use of Resources (Continued)

Packaging

Although no substantial packaging materials were used during the Reporting Period, the Group has integrated the concept of “3R” – reduce, reuse and recycle, in its daily operations and encouraged all its employees aiming to develop in an environmentally friendly way. Specifically, the Group has advocated to provide glass cups and tablewares to guests instead of disposable ones; microwaves in offices to encourage employees to take their own lunch boxes instead of ordering take-away food; reusing of office stationeries; and relevant training programmes for staff to enhance their awareness of the “3R” principles.

A3 The Environment and Natural Resources

Environmental impact management

The Group strives to minimise our carbon footprints in cities that we operate and we acknowledge that our normal business activities, such as management of property and rental services, do pose a small and insignificant level of environmental impacts. In order to alleviate such impacts, concept of environmental protection has been assimilated into management and we have implemented an environment management system to control our environmental impacts.

The Group has formulated the ‘Green Office Management Guidelines’ to provide principles and useful tips for eco-friendly workplace practices in energy, water and office material consumption. Delegated personnel are responsible of promoting green behavior and initiatives among employees, and performing assessment on compliance with the ‘Green Office Management Guidelines’ from time to time. Environmental policies are periodically reviewed for further enhancement.

Where applicable and appropriate, the Group engages external professional consultant(s) in performing environmental assessments before commencement of real estate projects constructions, repair and maintenance works or renovation and improvement works. The environmental assessment results are provided to the contractors for formulating corresponding responses.

A. 環境 (續)

A4 氣候變化

我們了解到氣候變化的加劇形勢對我們的業務構成潛在風險，因此，我們必須在營運中保持彈性，做好充分準備並對潛在的損失保持警惕。此類風險包括颱風和暴雨等實體風險，造成潛在導致停電、財產損失和員工受傷等損失，以及政策和法規變化等過渡風險。

針對這些風險，本集團建立了風險管理系統和程序來識別、監控、管理和控制氣候變化影響。減輕氣候變化相關影響的具體措施包括加強建築設計及設施以更好地抵抗極端天氣、制定災後復甦計劃以應對突發事件等。本集團意識到電力是本集團能源消耗和碳足跡的主要來源。有見及此，本集團已採取積極主動的方式，於本物業的營運現場和工地辦公室實施節能措施，包括使用低環境影響的LED照明設施，以及關閉閒置照明裝置及電器。

展望未來，本集團將繼續評估、監控、控制、記錄和每年披露其溫室氣體排放量，並評估現有措施的有效性，以進一步改善我們的環境可持續性。

A. ENVIRONMENTAL (Continued)

A4 Climate Change

We understand that the intensifying situation of climate change poses potential risks to our business and hence we must put resilience at our operations, be well-prepared and be vigilant to the potential damages. Such risks include physical risks such as typhoon and rainstorms potentially leading to loss of electrical power, property damage, and injury to staff, as well as transition risks such as policy and regulatory changes etc.

In response to these, the Group has created risk management system and procedures to identify, monitor, manage and control climate change impacts. Particular measures to ameliorate climate change related impacts include the enhancement of building design and facilities to achieve better endurance against extreme weathers, preparation of disaster recovery plans to handle unexpected emergencies etc. The Group is aware that electricity is the major contributor of its energy usage, mainly incurring the Group's carbon footprint. Thus, the Group has taken a proactive approach to implement energy-saving initiatives for both on-site operation and site offices of the Properties, from using low-impact LED lighting devices to switching off idling lightings and electrical appliances.

Looking forward, the Group will continue to assess, monitor, control, record and annually disclose its GHG emissions, as well as to evaluate the effectiveness of current measures to further improve our environmental sustainability.

SOCIAL 社會



B. 社會

意識到持份者的福利會影響我們的業務績效，因此我們投入了大量資源以堅守社會公民責任並創造以人為本的工作環境。

B1 僱傭

本集團已制定例如在當地僱員手冊中符合中國及香港僱傭法例及法規之僱傭政策及指引。

招聘及晉升

本集團聘用及擢升認同本集團價值及職業道德之員工。本集團珍惜主動、盡責及誠實之僱員，並以功績和表現作為聘用及晉升標準。

薪酬

本公司各董事薪酬由董事會薪酬委員會參考本集團經營業績、企業目標及宗旨、個別工作表現及職責以及市場可比較統計數據後建議。本集團已採納認股權計劃以鼓勵董事及合資格僱員。

本集團員工之薪酬及其他福利待遇參照當地行業平均水平釐定。經驗及資格亦在考慮之列。釐定員工薪金待遇時亦採用關鍵績效指標（視員工職位而定）以衡量員工表現。

解僱

解僱乃根據本集團行為守則和／或相關僱員的表現作出。所有解僱均依法執行。

B. SOCIAL

Recognising our stakeholders' wellbeing can affect our business performance, we invest considerable resources to uphold our responsible social citizenship and to create a people-oriented working environment.

B1 Employment

The Group has established employment policies and guidelines, such as in local employee handbooks, that are compliant with the employment laws and regulations in the PRC and Hong Kong.

Recruitment and promotion

The Group hires and promotes staff who share values and work ethics of the Group. The Group treasures those who demonstrate initiative, responsibility and integrity. Hiring and promotion are based on merits and performance.

Emolument

The emoluments of the respective Directors of the Company are recommended by the remuneration committee of the Board, having regard to the operating results of the Group, corporate goals and objectives, individual performance and responsibility, and comparable market statistics. The Group has adopted share option schemes as incentives to Directors and eligible employees.

The Group's staff remuneration and other fringe benefits are referenced to local industrial averages. Experience and qualifications are also taken into account. Key performance indicators, depending on staff position, are adopted to measure staff performance for determining remuneration packages of staff.

Dismissal

Dismissals are based on the Group's code of conduct and/or the relevant employee's performance. All dismissals are carried out with legal compliance.

B. 社會 (續)

B1 僱傭 (續)

平等機會、多元化發展及反歧視

為建立強大的團隊，我們著重人力資本多元化，並反對任何類型歧視。本集團確保所有僱員和求職者均享有平等機會，而不論性別、年齡、懷孕、婚姻狀況、殘疾、家庭狀況及種族。

工作時數、休息假期以及其他待遇及福利

工作時數、假期以及其他待遇及福利參照當地法例、法規及常規。當地行業平均水平，以及員工的經驗、資格及資歷在釐定過程中也作考慮。

於呈報期內，概無注意到任何有關本集團勞工慣例之重大不合規問題而對本集團之營運造成重大影響。本集團依循適用法律和法等法規³。

於二零二一年六月三十日，本集團於香港及中國聘用51名僱員（於二零二零年六月三十日：51名僱員）（包括董事），此乃由於本集團已將若干業務活動外判以優化人力資源管理，僱員流失比率於二零二一年六月三十日為4%（於二零二零年六月三十日：11%）。

附註：

³ 包括但不限於僱傭條例及公眾假期條例、僱員補償條例、職業安全及健康條例、最低工資條例、性別歧視條例、殘疾歧視條例、家庭崗位歧視條例之香港法例。

包括但不限於中國勞動法及中國工會法。

B. SOCIAL (Continued)

B1 Employment (Continued)

Equal opportunity, diversity, anti-discrimination

To build a strong team, we value human capital diversity and against any kind of discrimination. The Group ensures equal opportunities to our employees and job candidates, regardless of gender, age, pregnancy, marital status, disability, family status, and race.

Working hours, rest periods, and other benefits and welfare

Working hours, rest periods and other benefits and welfare are determined with reference to local laws, regulations and practices. Local industrial averages, as well as staff experience, qualification and seniority are also considered in the determination process.

No material non-compliance issues which have significant impact on the Group's operations were noted regarding our labour practices during the Reporting Period. Statutory requirements under applicable laws and regulations³ were being adhered.

As at 30 June 2021, the Group had 51 employees (as at 30 June 2020: 51 employees), including Directors, in Hong Kong and the PRC, as the Group has outsourced certain business activities for optimising human resources management. The employee turnover rate as at 30 June 2021 was 4% (as at 30 June 2020: 11%).

Note:

³ Including but not limited to Employment Ordinance and General Holidays Ordinance, Employees' Compensation Ordinance, Occupational Safety and Health Ordinance, Minimum Wage Ordinance, Sex Discrimination Ordinance, Disability Discrimination Ordinance, Family Status Discrimination Ordinance under the laws of Hong Kong.

Including but not limited to Labour Law of the PRC (中國勞動法) and the Trade Union Law of the PRC (中國工會法).

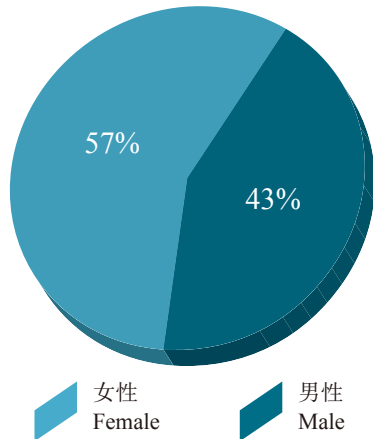
B. 社會 (續)

B1 僱傭 (續)

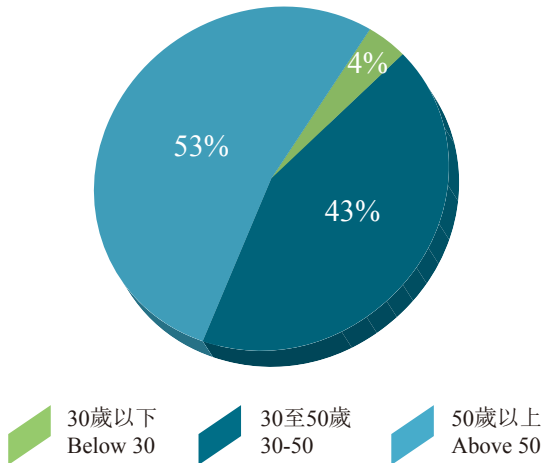
工作時數、休息假期以及其他待遇及福利 (續)

於二零二一年六月三十日，我們的僱員概況，連同去年的比較數字說明如下：

於二零二一年六月三十日
 As at 30 June 2021
 僱員按性別
 Employees by Gender



僱員按年齡
 Employees by Age



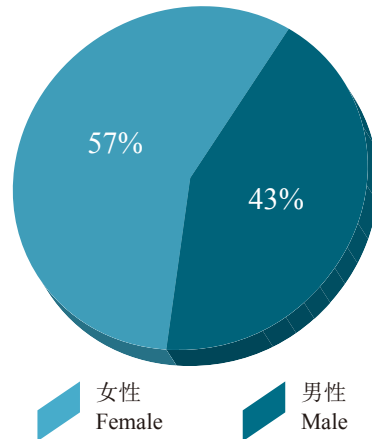
B. SOCIAL (Continued)

B1 Employment (Continued)

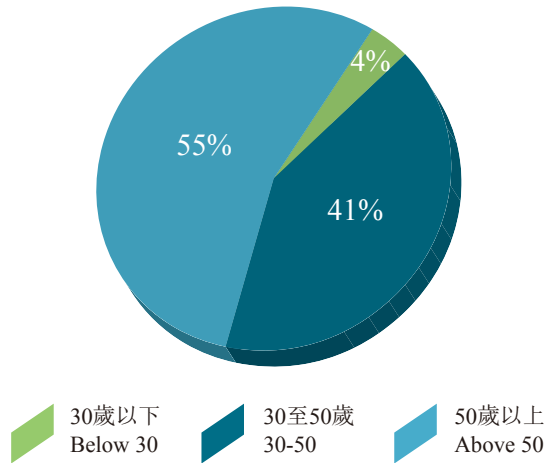
Working hours, rest periods, and other benefits and welfare (Continued)

Our employee profile as at 30 June 2021, along with comparative figures in the previous year is illustrated as follows:

於二零二零年六月三十日
 As at 30 June 2020
 僱員按性別
 Employees by Gender



僱員按年齡
 Employees by Age



B. 社會 (續)

B1 僱傭 (續)

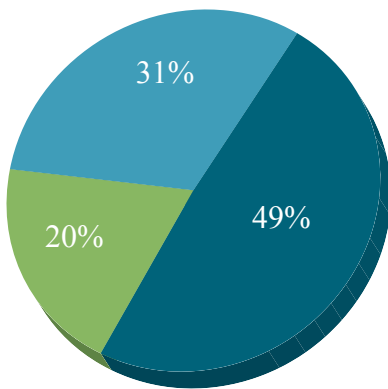
工作時數、休息假期以及其他待遇及福利 (續)

於二零二一年六月三十日

As at 30 June 2021

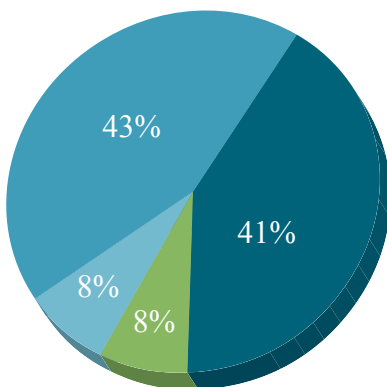
僱員按僱傭類別

Employees by Employment Type



僱員按地區劃分

Employees by Geographical Region



B. SOCIAL (Continued)

B1 Employment (Continued)

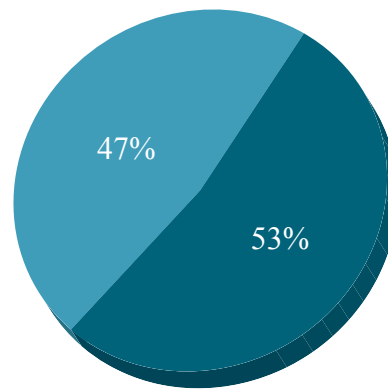
Working hours, rest periods, and other benefits and welfare (Continued)

於二零二零年六月三十日

As at 30 June 2020

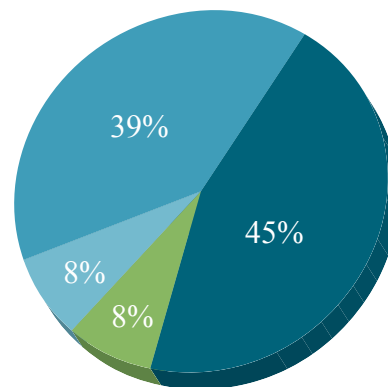
僱員按僱傭類別

Employees by Employment Type



僱員按地區劃分

Employees by Geographical Region



B. 社會 (續)

B1 僱傭 (續)

工作時數、休息假期以及其他待遇及福利 (續)

B. SOCIAL (Continued)

B1 Employment (Continued)

Working hours, rest periods, and other benefits and welfare (Continued)

僱員分類	Employee Categories	於二零二一年 六月三十日 As at 30 June 2021	於二零二零年 六月三十日 As at 30 June 2020
		流失比率 的百份比 Turnover percentage	流失比率 的百份比 Turnover percentage
按性別		By Gender	
男性	Male	5%	18%
女性	Female	3%	7%
按年齡		By Age	
30歲以下	Below 30	50%	0%
30-50歲	30-50	0%	14%
50歲以上	Above 50	3%	11%
按僱傭類別		By Employment Type	
高級員工	Senior Level	0%	15%
中級員工	Middle Level	0%	0%
初級員工	Junior Level	13%	8%
按地區劃分		By Geographical Region	
香港	Hong Kong	0%	13%
深圳	Shenzhen	0%	25%
上海	Shanghai	0%	0%
北京	Beijing	9%	10%

B. 社會 (續)

B2 健康及安全

工作場所健康與安全

我們已就僱員職業健康及安全建立內部指引及舉報系統。具體而言，我們已採用包括定期進行安全危害評估、空氣質量控制、培訓課程、海報、警告標示或公告等多項行政措施，以提高工作場所的安全性。所有工傷個案均須向總部匯報，以作進一步評估，從而確保妥善處理有關個案及執行防範措施。包括報告期在內的前三年，並無因工死亡個案，也沒有因工傷損失工作日數。

我們關心僱員的健康，全體員工均享有健康福利包括團體醫療、個人意外及人壽保險，以及其他具競爭力之福利待遇。我們向僱員提供符合人體工學的辦公傢俱，以為彼等帶來最大程度的舒適度，同時減少工作疲勞，並減低工作時患上肌肉骨骼疾病的風險。

在管理承包商之工作安全和健康方面，尤其是在施工、維修、保養及改善工程及翻新過程中，本集團要求所有承包商為其員工提供充足及充分的培訓，並確保持續監控健康和 safety 事宜。本集團亦定期檢查承包商的健康和安全常規。

B. SOCIAL (Continued)

B2 Health and Safety

Workplace health and safety

We have established internal guidelines and reporting systems to maintain occupational safety and health of our employees. In particular, we have adopted various administrative measures such as regular safety hazard assessments, air quality control, training courses, posters, warning signs or notices to enhance workplace safety. All cases of injury are required to be reported to the head office for further assessment so as to ensure proper handling and execution of preventive measures. In previous three years including the Reporting Period, there were no cases of work-related fatalities. There were no lost days due to work injury as well.

We are concerned about employee wellness, and all staff are entitled to health benefits including group medical, personal accident and life insurance as well as other competitive fringe benefits. Ergonomic office furniture has been provided to employees for maximum comfort and fatigue reduction, reducing the risks of suffering from musculoskeletal disorders while performing their duties.

To manage contractors' work safety and health aspect, especially during construction, repair, maintenance and improvement works and renovation, the Group requires all contractors to provide adequate and sufficient training to their staff and ensure continual monitoring of health and safety issues. The Group has also performed regular inspections on contractors' health and safety practices.

B. 社會 (續)

B2 健康及安全 (續)

應對新型冠狀病毒的爆發

自新型冠狀病毒疫情爆發以來，本集團一直高度關注其持份者，包括僱員、供應商、租戶等的健康和 safety。為了防止疫情在工作場所進一步蔓延，本集團著重於提醒其持份者注意個人衛生，並遵循政府的防疫健康建議，採取積極、嚴格及有效的預防和控制疫情的財產管理措施，包括但不限於以下措施：

- 在辦公室提供足夠數量的外科口罩，鼓勵僱員及租戶經常洗手，並在所有工作區域提供含 70–80% 酒精的洗手液；
- 在物業入口處檢查並監控體溫，以識別任何可疑病例；
- 鼓勵員工和租戶彼此保持適當的社交距離；
- 安排彈性工作時間並實施在家工作（如適當）的政策，以避免高峰時段出行並減少出行頻率，本集團的政策規定任何有發燒症狀或其他呼吸道症狀的僱員均應求醫，並避免進入工作場所；
- 酌情向租戶提供租金優惠，以減輕流行病造成的經濟不穩定期間的經濟負擔；及
- 為香港員工提供疫苗接種假期。

於呈報期內，概無注意到任何有關健康及安全法律法規且對本集團營運造成重大影響之重大不合規情況。本集團確保遵守法律與法規⁴。

附註：

⁴ 包括但不限於職業安全及健康條例、工廠及工業經營條例及佔用人法律責任條例之香港法例。

包括但不限於中國國家安全生產法，中國消防法，中國職業病防治法及中國工傷保險條例。

B. SOCIAL (Continued)

B2 Health and Safety (Continued)

Response to the outbreak of COVID

Since the outbreak of the COVID pandemic, the Group has been highly concerned about the health and safety of its stakeholders, including employees, suppliers, tenants etc. In order to prevent the infections further spread out in the workplace, the Group has emphatically reminded its stakeholders to pay attention to personal hygiene and follow the health advice from the government to contain the outbreak, take proactive strict and effective measures of property management for pandemic prevention and control, including but not limited to the following:

- Provide an adequate amount of surgical masks in offices, encourage employees and tenants to wash hands frequently and provide 70–80% alcohol-based hand sanitizers in all working areas;
- check and monitor the body temperatures at entrance to our Properties to identify any suspected case;
- encourage employees and tenants to maintain an appropriate social distance with each other;
- arrange flexible working hours and implement the policy of working from home (if appropriate) to avoid travelling during peak hours and reduce travelling frequency, it is stipulated in the Group's policy that any employee who has symptoms of fever, or other respiratory symptoms should be seek for medical advice and to be refrained from entering the workplace;
- offer rental concession to tenants if appropriate, with aim to ease their financial burden during economic instability caused by the pandemic; and
- provide vaccination leaves for Hong Kong staff.

No material non-compliance cases which have significant impact on the Group's operations were noted in relation to health and safety laws and regulations during the Reporting Period. Compliance with applicable laws and regulations⁴ was ensured.

Note:

⁴ Including but not limited to Occupational Safety and Health Ordinance, Factories and Industrial Undertakings Ordinance and Occupiers Liability Ordinance under the laws of Hong Kong.

Including but not limited to State Administration of Work Safety Act (國家安全生產法) of the PRC, the Fire Prevention Law of the PRC (中國消防法), Law of the PRC on Prevention and Control of Occupational Diseases (中國職業病防治法), and Regulation on Work-Related Injury Insurance of the PRC (中國工傷保險條例).

B. 社會 (續)

B3 發展及培訓

僱員發展及培訓

我們為僱員提供各種內部和外部培訓機會，以獲取必要的技能和知識，以適應瞬息萬變的商業環境。本集團之培訓包括新入職培訓、在職培訓、外部培訓及網絡研討會。在新入職培訓期間，會向新員工介紹本集團之行為守則、職業道德、組織結構、工作場所之健康與安全，及質素期望等範疇。通過在職培訓過程將職責理論及常規傳遞給僱員。本集團有時會提供外部培訓以促進僱員的專業發展。在適當的時候，僱員為履行職責而修讀之外部培訓課程所支付的費用均由本集團承擔。僱員的事業發展計劃也根據其事業抱負而制定。工作輪調機會供僱員充實其能力。於二零二一年六月三十日，受訓僱員的百分比為68.3% (不包括董事) (詳情請參閱截至二零二一年六月三十日止年度年報內企業管治報告書)，而每名僱員的平均培訓時數為16.5小時 (不包括董事) (詳情請參閱截至二零二一年六月三十日止年度年報內企業管治報告書)。按性別和就業劃分的受訓僱員和每位僱員完成的平均培訓時數細分如下：

B. SOCIAL (Continued)

B3 Development and Training

Employee development and training

We provide diverse internal and external training opportunities for our employees to acquire necessary skills and knowledge to adapt to the ever-changing business environment. The Group's trainings include new hire orientation, on-the-job training, external training and webinar. During new hire orientation, introduction of the Group's code of conduct, work ethics, organisational structure, workplace health and safety, and quality expectation, etc. are conveyed to new recruits. Job duty processes and practices are delivered to employees through on-the-job trainings. At times, external trainings are offered to our staff for professional development. Whenever appropriate, the costs of job-relevant external training courses are covered by the Group. Career development plans for employees are formulated as well in accordance to their career aspiration. Rotation opportunities are available for employees to enrich their capabilities. Percentage of employees trained as at 30 June 2021 is 68.3% exclusive of Directors (please refer to Corporate Governance Report in the annual report for the year ended 30 June 2021 for details), while the average Training hours per employee is 16.5 hours exclusive of Directors (please refer to Corporate Governance Report in the annual report for the year ended 30 June 2021 for details). The breakdown of employees trained and average training hours completed per employee by gender and employment are as follows:

B. 社會 (續)

B. SOCIAL (Continued)

B3 發展及培訓 (續)

B3 Development and Training (Continued)

僱員發展及培訓 (續)

Employee development and training (Continued)

		於二零二一年六月三十日 As at 30 June 2021
僱員分類 Employees Categories		受訓百分比 Trained percentage
按性別 By Gender		
男性 Male		32.1%
女性 Female		67.9%
按僱傭類別 By Employment Type		
高級員工 Senior Level		39.3%
中級員工 Middle Level		28.6%
初級員工 Junior Level		32.1%

		每位僱員完成的平均培訓時數 Average training hours completed per employee
僱員分類 Employee Categories		小時 Hours
按性別 By Gender		
男性 Male		7.3
女性 Female		17.7
按僱傭類別 By Employment Type		
高級員工 Senior Level		11.6
中級員工 Middle Level		18.9
初級員工 Junior Level		12.1

B. 社會 (續)**B4 勞工準則****反童工及強制勞工**

本集團明確禁止童工及強制勞工。人力資源部門核實所有求職者之身份證明文件，以確保申請人符合資格。雙方不強制簽訂僱傭合約以確保相互同意僱傭條款。本集團已對其附屬公司、當地辦事處及承包商進行定期調查，確保符合相關法規。

進行入職登記時，所有僱員必須向本集團提供以下有效文件：(i) 身份證及職業資格證書；(ii) 近期相片；及(iii) 其他相關資料及文件。上述流程可確保避免僱用童工。

在極少數情況下發現的違規行為，負責人將受到內部紀律處分或在認為合適的情況下由當局處理。

於呈報期內，概無知悉任何有關法律及規則所規定勞工準則且對本集團之營運造成重大影響之重大不合規情況。本集團謹守適用的監管規定⁵。

附註：

⁵ 包括但不限於僱傭條例項下僱用兒童規例、有關欠發薪、發薪不足或拖延發薪之僱傭條例、以賣淫為目的而販運人口之刑事條例、未獲授權進境者及僱用非法勞工的入境條例之香港法例。

包括但不限於未成年工特殊保護規定及禁止使用童工規定之中國法例。

B. SOCIAL (Continued)**B4 Labour Standards****Anti-child and forced labour**

The Group explicitly prohibits child and forced labour. Our human resources departments verify all job applicant's identification documents to ensure eligibility. Employment contracts are signed by both parties without coercion to ensure mutual agreement on the terms of employment. The Group has performed regular review and inspections on its subsidiaries, local offices and contractors to ensure regulatory compliance.

For entry registration, all employees must present to the Group valid documents as follows: (i) identity card and vocational qualification certificate; (ii) recent photos; and (iii) other relevant information and documents. The above procedures can ensure no child labour will be employed.

In rare circumstances that violations have been discovered, responsible person will be subjected to internal disciplinary actions or handled by authorities when deemed suitable.

There were no material non-compliance issues noted regarding labour standards that as required by related laws and regulations which have significant impact on the Group's operations during the Reporting Period. Applicable regulatory requirements⁵ were adhered by the Group.

Note:

⁵ Including but not limited to Employment of Children Regulations under Employment Ordinance, Employment Ordinance for non-payment, under-payment, or delay in payment of wages, Crimes Ordinance related to trafficking in persons for prostitution, Immigration Ordinance for unauthorised entrants to Hong Kong and employment of illegal workers under the laws of Hong Kong.

Including but not limited to Underage Workers Special Protection Provisions (未成年工特殊保護規定) and Prohibition of Child Labour Provisions (禁止使用童工規定) under the laws of the PRC.

B. 社會 (續)

B5 供應鏈管理

採購責任

我們的目標是在供應鏈管理中平衡質量、價格和環境影響。在甄選供應商時，供應商必須持有所有由相關政府機構發出之所需牌照。本集團在與供應商訂立協議前已進行供應商評估、產品質素測試及實地勘察，在此期間，環境、社會及管治表現和實踐是我們的評估標準之一。我們鼓勵我們的供應商遵守我們的反欺詐政策，擁抱平等機會，並將可持續發展理念融入他們的營運中，以便我們供應鏈中的環境和社會風險得到妥善管理。總採購協議已納入條款及條件，以將我們的可持續性原則傳達給供應商。

至於通過招標聘用承包商，本集團已為聘用承包商設有一套用作評估承包商之評核準則，包括但不限於括背景、規模、建築質素、環境保護、人力資源常規、社區參與等，以確保他們符合我們對環境和社會的關注。具體而言，我們優先選用推廣使用環保產品和服務的承包商（例如可持續使用建築／翻新材料和設備）。

於呈報期內，我們正聘用20家供應商，全部均位於中國大陸。上述慣例適用於我們所有現有供應商。

B. SOCIAL (Continued)

B5 Supply Chain Management

Responsible procurement

We aim to balance quality, price and environment impact in our supply chain management. Regarding selection of suppliers for general procurement, possessing all necessary licenses issued by relevant government authorities is a prerequisite. The Group performs supplier evaluation, product quality test and on-site inspection before entering into agreements with suppliers, during which ESG performances and practices are one of our assessment criteria. We encourage our suppliers to comply with our anti-fraud policies, embrace equal opportunity, and integrate sustainability concepts into their operations, such that environmental and social risks along our supply chain can be properly managed. Terms and conditions are included in master procurement agreements to convey our sustainability principles to suppliers.

As for engagement of contractors through tendering, the Group has established a set of assessment criteria for evaluations of contractors, including but not limited to background, size, construction quality, environmental protection, human resources practices, community involvement, etc, so as to ensure their alignment with our environmental and social concerns. In particular, we have preference towards contractors who promote usage of environmentally preferable products and services, such as sustainable construction/renovation materials and equipment.

We are actively engaging 20 suppliers in the Reporting Period, all of which are in mainland China. The practices described above are applicable to all our active suppliers.

B. 社會 (續)

B6 產品責任

產品及服務質素

本集團致力提供優質之房地產物業以滿足客戶需要。已建立質量保證機制，例如在聘用供應商前進行評估，以確保供應商的適用性，以及在我們提供服務之後進行客戶調查，為我們的改進收集寶貴意見。於呈報期內，我們並沒有收到任何關於我們提供的產品和服務的投訴。本集團製作的銷售、促銷和廣告文件均屬事實，並無虛假陳述。

如果承包商和供應商的資格發生重大變化，甚至出現重大質量問題，本集團可能會提前終止其合同，以確保我們交付給客戶的產品質素。

本集團已實施保護私隱及個人資料保密的政策。本集團對我們的內部監控系統維持適當的安全措施以管理網絡攻擊和資料洩漏的風險。根據香港個人資料(私隱)條例，我們禁止其他各方在並無明確及默許之同意下，使用我們之客戶、最終承包商擁有人及僱員之個人資料。為了保護知識產權(「知識產權」)，我們與租戶的租賃合同中已加入條款，以防止其侵犯任何知識產權(如適用)。

於呈報期內，概無注意到任何有關產品及服務質素以及資料私隱且對本集團營運造成重大影響之重大不合規情況。本集團已遵守適用的法律及規定⁶。

附註:

⁶ 包括但不限於個人資料(私隱)條例、香港建築物條例、香港商品說明條例之香港法例。

包括但不限於中華人民共和國廣告法、中華人民共和國產品質量法及中華人民共和國消費者權益保護法。

B. SOCIAL (Continued)

B6 Product Responsibility

Product and service quality

The Group exerts itself in providing high quality real estate properties to satisfy customers' needs. Quality assurance mechanisms have been established, for instance performing supplier evaluation prior to engagement to ensure supplier suitability, as well as and having customer reviews subsequent to our services to collect valuable opinions for our improvements. We have not received any complaint regarding our products and services offered in the Reporting Period. Sales, promotion and advertising documents produced by the Group are factual without misrepresentation.

In cases of substantial changes in eligibility of contractors and suppliers, or even significant quality issues, the Group may terminate their contracts early to ensure the quality of our deliverables to customers.

The Group has implemented policies in protection of privacy and confidentiality of personal data. The Group maintains proper security measures to our internal control systems to manage risks of cyber attacks and data leakage. Pursuant to the Personal Data (Privacy) Ordinance in Hong Kong, we have prohibited the use of any personal information of our customers, ultimate owners of contractors and employees by other parties without explicit and implicit consent. In order to protect intellectual properties ("IP") rights, we have included provisions in our lease contracts with tenants to prevent their infringement to any IP rights if appropriate.

During the Reporting Period, there were no material non-compliance issues noted regarding product and service quality, and data privacy which have significant impact on the Group's operations. The Group has abided by applicable laws and regulations⁶.

Note:

⁶ Including but not limited to Personal Data (Privacy) Ordinance, Building Ordinance, Hong Kong Trade Descriptions Ordinance under the laws of the Hong Kong.

Including but not limited to Advertising Law of the PRC (中華人民共和國廣告法), Product Quality Law of the PRC (中華人民共和國產品質量法) and Protection of Consumer Rights and Interests Law of the PRC (中華人民共和國消費者權益保護法).

B. 社會 (續)

B7 反貪污

防止貪污及洗黑錢

本集團相信，誠實、誠信及公平對其業務而言至關重要。全體僱員均須遵守本集團之行為守則，該準則明確訂明本集團對賄賂和腐敗的零容忍。本集團亦已設立舉報機制，以為持份者提供對任何潛在的欺詐、違規或不當行為之舉報指引。所有在中國簽署的協議都應附帶反貪污條款（如適當）。本集團定期進行內部審計，以識別內部管理不足之處，並作出相應補救行動。本集團不時為董事及員工舉辦與欺詐及洗黑錢，防治貪污相關的研討會及培訓。防止貪污培訓的內容包括合規要求、利益衝突申報和案例研究，旨在提高僱員的意識，及營造誠信及公平的工作環境。

於呈報期內，概無注意到任何有關貪污及洗黑錢且對本集團營運造成重大影響之重大不合規情況，因此沒有已結案貪污行為的法律案件。本集團一直遵守相關適用法定規定⁷。

附註：

⁷ 包括但不限於防止賄賂條例及打擊洗錢及恐怖分子資金籌集條例之香港法例。

包括但不限於中華人民共和國刑法及中華人民共和國反洗錢法。

B. SOCIAL (Continued)

B7 Anti-corruption

Anti-corruption and money laundering

The Group believes that honesty, integrity and fairness are of vital importance to our business. All employees are required to comply with the Group's code of conduct, which clearly stipulated the Group's zero tolerance on bribery and corruption. We have also established whistle blowing mechanism to allow stakeholders to report any potential fraud, irregularities or misbehaviour. All agreements to be signed in the PRC should incorporate those provisions of the anti-corruption (if appropriate). Regular internal audits are performed to identify internal control deficiencies, and remediation actions are taken accordingly. Fraud and money-laundering, anti-corruption related seminars and training programmes have been organised by the Group for the Directors and staff from time to time. Contents in the anti-corruption trainings include compliance requirements, conflict of interest declaration and case studies, which aim at arousing employees' awareness and cultivating workplace environment with integrity and fairness.

During the Reporting Period, there were no material non-compliance issues noted regarding corruption and money laundering which have significant impact on the Group's operations, and hence there were no concluded legal cases regarding corrupt practices. The relevant applicable statutory requirements⁷ have been conformed by the Group⁷.

Note:

⁷ Including but not limited to Prevention of Bribery Ordinance and Anti-Money Laundering and Counter-Terrorist Financing Ordinance under the laws of Hong Kong.

Including but not limited to Criminal Law of The PRC (中華人民共和國刑法), the Law of the PRC on Anti-money Laundering (中華人民共和國反洗錢法), and Anti-Corruption Law of the PRC (中華人民共和國反腐敗法).

B. 社會 (續)

B8 社區投資

社區項目及捐贈

本集團致力於提供社會服務以改善我們所服務社區的生活，並努力擴展到更廣泛的社區。具體而言，本集團已將醫療和健康服務範疇確定為我們的主要關注點。我們已就我們所關注方面的慈善機構作出捐款。

為對抗新型冠狀病毒疫情，本公司主席陳永栽博士亦向中國大陸及菲律賓官方機構捐款，為醫護人員及醫院提供防疫物資，包括防護設備、體溫計、呼吸機以及消毒酒精。

此外，本集團多位高級管理人員一直參與公職。為了從上層樹立適當的基調，我們的管理層致力於組織和激勵員工參與社區活動，促進當地社區與集團之間的互利關係。

B. SOCIAL (Continued)

B8 Community Investment

Community programmes and donation

Extending our efforts to the wider community, the Group is committed to performing social services to enhance the livelihoods of the communities that we serve. In particular, the Group has identified the medical and health services sector as our major focus. We have made monetary donations to the charitable organisations in our area of concern.

In order to fight against the COVID pandemic, the Company's Chairman Dr. TAN Lucio C., also made monetary donations to official institutions in mainland China, as well as Philippines, for provision of anti-epidemic supplies to medical practitioners and hospitals, including protective equipment, thermometers, ventilators, as well as sanitisation alcohol.

Furthermore, several senior management personnel of the Group have been contributing in public offices. To set a proper tone at the top, our management is devoted to organising and motivating staff participation in community activities, fostering a mutual beneficial relationship between the local community and the Group.



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