



CHINLINK
普匯中金

CHINLINK INTERNATIONAL HOLDINGS LIMITED
普匯中金國際控股有限公司

(Incorporated in Bermuda with limited liability 於百慕達註冊成立之有限公司)
HKSE Stock Code 港交所股份代號: 0997

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



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1 Company Overview

公司概況



Chinlink International Holdings Limited (the “**Company**” or “**Chinlink**”) and its subsidiaries (collectively, the “**Group**”) is a company whose shares are listed on the Main Board of The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”). During the financial year ended 31 March 2021 (the “**Year**”), the Group operated as a comprehensive financial services provider for small and medium-sized enterprises in the People's Republic of China (the “**PRC**” or “**China**”) with main focus in Shaanxi Province, PRC (“**Shaanxi Province**”). In Hong Kong, the Group provides financial advisory and asset management services to local and overseas corporates and institutions. The Group's principal revenue sources are from the businesses of financial services conducted both in Hong Kong and Xi'an, and investment properties located in Xi'an during the Year.

As a group with diversified businesses, the Group seeks to foster long-term and sustainable growth that benefits its employees and stakeholders. For further details on the Group's business performance during the Year, please refer to the annual report of the Group for the Year (“**Annual Report 2021**”).

普匯中金國際控股有限公司（「**本公司**」或「**普匯中金**」）及其附屬公司（統稱「**本集團**」）於香港聯合交易所有限公司（「**聯交所**」）主板上市。截止二零二一年三月三十一日止財政年度（「**本年度**」）內，本集團繼續為中華人民共和國（「**中國**」）的中小型企業提供綜合金融服務，客戶主要來自中國陝西省（「**陝西省**」）。於香港，本集團為本地及海外企業及機構提供財務顧問及資產管理服務。本集團本年度的收入來源主要為香港及西安的金融服務、以及位於西安的物業投資業務。

作為一家業務多元化的集團，本集團力求長期和可持續的增長，使員工和持份者獲益。有關本集團本年度的業務表現，請參閱本集團本年度之年報（「**二零二一年年報**」）。

2 Our Reporting Approach

我們的匯報方式



2.1 Reporting Standard, Period and Scope

This Environmental, Social and Governance (“**ESG**”) Report (the “**Report**”) summarised the Group's ESG performance and accomplishments during the Year. The scope of this Report covered the Group's Corporate Headquarters, China Regional Headquarters and major business units which were major revenue or workforce contributors of the Group. As Chinlink International Centre (the “**CIC**”), the Group's office and commercial building in Xi'an, Shaanxi Province, commenced operations during the Year, the reporting scope was expanded as compared to the ESG Report 2020, while the approach remained the same. The relevant reporting scope included the following:

2.1 報告標準、期間和範圍

本環境、社會及管治報告（「**本報告**」）總結了本集團於本年度的環境、社會及管治表現及成就。本報告範圍涵蓋本集團的集團總部、中國區域總部、以及貢獻本集團主要收入或公司員工人數較多的業務單位。由於本集團位於陝西省西安市的辦公及商業大樓——普匯中金國際中心（「**CIC**」）於本年度投入營運，與二零二零年環境、社會及管治報告相比，報告範圍有所擴大，惟報告方式保持不變。相關報告範圍包括：

Function / Service Provision / Major Property 職能 / 所提供的服務 / 主要物業	The Company and its Subsidiaries 本公司及其附屬公司	Location of Operation 營運地點
(i) Corporate Headquarters 集團總部	Chinlink International Holdings Limited 普匯中金國際控股有限公司	Hong Kong 香港
(ii) China Regional Headquarters 中國區域總部	Chinlink Management Consulting (Xi'an) Company Limited ^(Note 1) 普匯中金管理諮詢(西安)有限公司	Xi'an, Shaanxi Province, PRC 中國陝西省西安市
(iii) International trading 國際貿易	Chinlink Tian Hui Company Limited 普中天匯有限公司	Hong Kong 香港
(iv) Financial advisory services 財務顧問服務	MCM Holdings Limited and its subsidiaries (collectively "MCM Group") MCM Holdings Limited 及其附屬公司 (統稱「MCM 集團」)	Hong Kong 香港
(v) Financial guarantee services 融資擔保服務	Shaanxi Chinlink Financial Guarantee Limited ^(Note 1) 陝西普匯中金融資擔保有限公司	Xi'an, Shaanxi Province, PRC 中國陝西省西安市
(vi) Self-owned investment property named Chinlink · Worldport Integrated Logistics Park ^(Note 1) ("Chinlink · Worldport") 自置投資物業，名為普匯中金·世界港綜合物流園 (「普匯中金·世界港」)	Chinlink International Trade Centre (Hanzhong) Company Limited ^(Note 1) 普匯中金國際交易中心(漢中)有限公司	Hanzhong, Shaanxi Province, PRC 中國陝西省漢中市
<ul style="list-style-type: none"> Logistics park 物流園區 Construction materials and home furnishing products wholesale market 建築材料及家居產品批發市場 Hanzhong green agriculture and Chinese medicine products industrial park 漢中綠色農產品及中藥材產業園 	Chinlink Property Management (Shaanxi) Company Limited ^(Note 1) 普匯中金物業管理(陝西)有限公司	
(vii) Self-owned investment property named Daminggong Construction Materials and Furniture Shopping Centre (Dongsanhuan Branch) ^(Note 1) (the "Commercial Complex") 自置投資物業，名為大明宮建材家居·東三環店 (「商業大樓」)	Xi'an Tang Rong Real Estate Limited ^(Note 1) 西安唐榮置業有限公司	Xi'an, Shaanxi Province, PRC 中國陝西省西安市
<ul style="list-style-type: none"> Wholesale and retail shopping centre for construction materials and home furnishing products 建築材料和家居產品批發和零售購物中心 	Xi'an Da Ming Gong Ba Qiao Furniture and Fixture Limited ^(Note 1) 西安大明宮灞橋建材家居有限公司	
(viii) Self-owned investment property named Chinlink International Centre ("CIC") 自置投資物業，名為普匯中金國際中心(「CIC」)	Real King International (Xi'an) Information Technology Company Limited ^(Note 1) 匯景國際(西安)信息科技有限公司	Xi'an, Shaanxi Province, PRC 中國陝西省西安市
<ul style="list-style-type: none"> Office and commercial building 辦公及商業大樓 Offices of China Regional Headquarters 中國區域總部辦公室 	Chinlink Business Operations Management (Xi'an) Company Limited ^(Note 1) 普匯中金商業運營管理(西安)有限 公司	

Note 1: For identification purpose only.

2.2 Reporting Framework and Principles

This Report was prepared in accordance with Appendix 27 Environmental, Social and Governance Reporting Guide (the "ESG Guide") of the Rules Governing the Listing of Securities on the Stock Exchange (the "Listing Rules"). In preparation of this Report, the Group strictly adhered to the reporting principles in the ESG Guide to reveal all the material aspects of the business in a quantitative, balanced and consistent manner. A content index is attached at the back of this Report as a tool to navigate readers to the specific sections corresponding to the ESG Guide requirements. Corporate governance was disclosed more in depth in the Annual Report 2021 in accordance with Appendix 14 of the Main Board Listing Rules.

2.2 報告框架及原則

本報告乃根據《聯交所證券上市規則》(「上市規則」)發表的附錄二十七的《環境、社會及管治報告指引》(「環境、社會及管治指引」)所編制。本集團在編制本報告時嚴格遵守《環境、社會及管治指引》中的報告原則，以量化、平衡和一致的方式披露與業務有關的所有重要層面。內容索引已附在本報告的頁尾，作為讀者翻查報告中與環境、社會及管治指引相對應章節的指南。有關企業管治資料已根據主板上市規則附錄十四於二零二一年年報內，進行更詳細的披露。

3 Chairman's Statement

主席的話



Amid the uncertainties and turbulence brought by Coronavirus Disease 2019 (“**COVID-19**”) and the geopolitical upheavals between China and the United States of America, the Group focused on maintaining business resilience through its continuous commitment to sustainability. CIC, our flagship commercial and office building which commenced operation during the Year, demonstrates our determination to building a sustainable future. We incorporated the concept of sustainability into its building design and management in the hope of reducing the environmental impacts to nature.

Our continuing success could not have been achieved without the support from our internal and external stakeholders. In order to gain a more in-depth understanding of stakeholders’ needs and expectations, more senior managements were engaged in identifying the material ESG issues during the Year. By collecting stakeholders’ opinions on various material issues and their feedbacks on the ESG performance, the Group is able to formulate effective strategies and steer towards a more sustainable and promising future.

We would like to take this opportunity to express our gratitude to our stakeholders for their support in a period of challenges. Looking forward, the Group will keep exploring opportunities to enhance the ESG performance so as to promote the sustainable development of Chinlink.

Li Weibin

Chairman

Hong Kong, 28 October 2021

在二零一九年冠狀病毒病（「**新冠肺炎**」）以及中國與美國地緣政治劇變所帶來的不確定性和動盪中，本集團專注於透過對可持續發展的持續承諾保持業務韌性。我們於本年度開始營運的旗艦商業及寫字樓——**CIC**，展示了我們對建設可持續未來的決心。我們將可持續發展的概念融入其建築設計及管理中，希望減少對自然環境的影響。

內部和外部持份者的支持對我們的持續成功是不可或缺的。為更深入地了解持份者的需求和期望，更多高級管理人員於本年度參與了識別重大環境、社會及管治議題的過程。通過收集持份者對各重大議題的意見、以及他們對普匯中金在環境、社會及管治表現的反饋，有助本集團制定有效策略，邁向更可持續發展和充滿希望的未來。

在充滿挑戰的環境中，我們對各持份者的鼎力支持致以衷心感謝。展望未來，本集團將繼續探索提升環境、社會及管治表現的機會，以推動普匯中金的可持續發展。

李偉斌

主席

香港，二零二一年十月二十八日

4 Our Approach to Sustainability

我們的可持續發展方針



4.1 Our Core Values

Innovation, integrity and collaboration are the key drivers in Chinlink's businesses. Utilising its capital resources and skills with global innovative partners, Chinlink aims to achieve sustainable and profitable growth.

While reshaping and transforming the industry, the Group strives to infiltrate sustainability into the formation of business's practices through maintaining ongoing engagement with its stakeholders, cultivating a harmonious society, and operating in an environmentally conscious manner.

4.1 我們的核心價值

創新、誠信及合作是普匯中金業務發展的三個核心推動力量。借助與全球創新合作夥伴的資本和技能，普匯中金旨在達致可持續和獲利的增長。

在行業重塑和轉型的同時，本集團通過持份者參與、構建和諧的社區及以注重環保的方式營運，致力將可持續發展滲透到業務實踐中。



4.2 ESG Governance Structure

With full support from the board of directors of the Company (the “**Board**”), an ESG Committee was established in 2018. The Chairman of the ESG Committee appointed by the Board makes strategic decisions and plays an overall supervisory role to the ESG Committee on the compilation of the ESG Report and the management of ESG related matters. The ESG Committee is supported by various departments that helps drive sustainability initiatives throughout the Group’s operations. The structure of the ESG Committee is shown as below:

4.2 環境、社會及管治管治架構

在本公司之董事會（「**董事會**」）的全力支持下，環境、社會及管治委員會於二零一八年成立。環境、社會及管治委員會之主席由董事會任命並制定策略，監督該委員會編纂環境、社會及管治報告、以及管理與環境、社會及管治相關事宜。環境、社會及管治委員會得到各個部門支持，透過本集團的營運推動可持續發展計劃。環境、社會及管治委員會架構如下：

Strategy development and decision making 戰略發展及決策

ESG Committee Chairman
環境、社會及管治委員會主席



Executive Director
執行董事

Advising, facilitation of communication and monitoring 提供諮詢、促進溝通和監督

Collecting and reviewing feedback from stakeholders 收集及檢視持份者提出的意見

ESG Committee Members
環境、社會及管治委員會成員



From various departments including Administration and Human Resources, Corporate Development, Corporate Communications, Finance and Accounting, Internal Audit and Investor Relations
來自多個部門，包括行政及人力資源部、企業發展部、企業傳訊部、財務及會計部、內部審計部及投資者關係部

Policy implementation and sustainability related information supply 實施政策及提供與可持續發展相關的資料

Subsidiaries
附屬公司



4.3 Stakeholder Engagement

Understanding the needs and expectations of stakeholders is integral for the Group to formulate strategies that prioritise and manage material ESG issues. Stakeholder engagement is a continuous process to drive long term sustainability, the Group engages its key stakeholders through a range of channels to find out the material issues for improving the decision-making and accountability of the Group. From time to time, the Group reviews and explores different forms of communication channels to interact with and collect feedbacks from different stakeholders.

4.3 持份者參與

明白持份者的需求和期望對本集團至關重要，以制定策略確立優序和管理重大環境、社會及管治議題。持份者參與是推動長遠可持續發展的過程，本集團透過多種渠道與持份者溝通，找出重要議題以改善本集團的決策和問責性。本集團會不時檢討及探索不同形式的溝通渠道，與不同持份者互動及收集意見。

The major stakeholders of the Group and the respective communication channels are summarised as follows:
 本集團的主要持份者及個別溝通渠道概述如下：

- Company website
公司網站
- Announcements
公告
- Annual and interim reports
年度及中期報告
- ESG reports
環境、社會及管治報告
- Social media
社交媒體
- Press releases
新聞稿
- Meetings
會議

- Company website
公司網站
- Contracts
合約
- Service hotline
服務熱線
- Meetings
會議
- Corporate events
企業活動
- Social media
社交媒體
- Memos
備忘錄
- Leaflets
傳單
- Visits
探訪



- Internal memos
內部備忘錄
- Employee handbook
員工手冊
- Group's internal e-newsletters
集團內部電子通訊
- Social media
社交媒體
- Group's whistleblowing channels
集團舉報渠道
- Bulletin boards
佈告欄
- E-mails
電郵
- Electronic communications software
電子通訊軟件
- Surveys
問卷調查
- Meetings
會議

- Company website
公司網站
- Social media
社交媒體
- Press releases
新聞稿

- Seminars
研討會
- Regular filings
定期存檔
- Corporate visits
企業探訪
- Meetings
會議

4.4 Materiality Assessment

To address and prioritise the material ESG issues that are important to the Group, the Group commissioned an independent consultant and adopted the following approach to conduct a materiality assessment. The materiality assessment results will be announced in the ESG report of next year.

4.4 重要性評估

為應對和優先處理對本集團的重大環境、社會及管治議題，本集團委託獨立顧問並採用以下方法進行重要性評估。重要性評估結果將於下年度的環境、社會及管治報告內公布。

Step 步驟

1

Relevant issues identification
相關議題識別

A list of issues related to environmental, social, governance and economic was compiled through existing and previous engagement results, with reference to local reporting standards.

參考現有及過往的持份者參與結果及當地報告標準，編纂環境、社會、管治和經濟相關的議題清單。

Step 步驟

2

Feedback collection
意見收集

A quantitative online survey was conducted anonymously with 92 valid responses from internal and external stakeholders.

透過定量匿名網上問卷調查獲得 92 份來自內部及外部持份者的有效答覆。

Individual interviews were conducted with 7 senior management to provide insights of important issues in respective ESG aspects.

七位高級管理層透過單獨訪談提供對各個環境、社會及管治重要議題的見解。

Step 步驟

3

Material issues identification
重要議題識別

The materiality of each relevant issue was assessed by considering its importance to the business operations.

根據每個相關議題對業務營運的影響程度來評估其重要性。

Step 步驟

4

Validation
核實

The materiality assessment results will be approved by the ESG Committee Chairman through delegation by the Board.

重要性評估結果將由獲董事會授權的環境、社會及管治委員會主席審批。

5 Highlight: Sustainability in CIC 重點提要：CIC 的可持續發展



CIC is located in Xi'an Economic and Technological Development Zone, a national development zone in Xi'an, Shaanxi Province. As one of the landmarks in that urban business zone and positioned as a modern and internationalised office and commercial building, CIC adheres to the high standards in both operations and management, and strives to provide a safe, green and comfortable environment to its tenants and employees, therefore various measures were implemented.

CIC 位於西安經濟技術開發區——陝西省西安市的國家級發展區。作為該城市商業區的地標之一、以現代化及國際化的辦公及商業大樓作定位，CIC 堅持以高標準營運及管理，並採取了多項措施，致力為租戶和員工締造安全、綠色和舒適的環境。



Low Carbon Travel 低碳出行

To promote and encourage a low-carbon lifestyle, CIC provided an area of 20 square metres for tenants to park their bicycles. Tenants could only park their bikes aside the road because of absence of parking space when CIC was first opened, thus caused safety concern. Thanks to the parking area provided, the inconveniences to the tenants that were caused by the weather conditions and the spacing problem were solved. Also, by implementing this policy, the Group encourages both employees and tenants to reduce greenhouse gas (“GHG”) emission in their daily lives and promote them a healthy lifestyle.

為推廣及鼓勵低碳生活方式，CIC 為租戶提供一個 20 平方米的單車停放空間。在 CIC 開業初期因缺乏泊車位置，租戶只能將單車停泊在路邊，造成安全問題。增設單車停放空間後，解決了因天氣條件和停泊空間不足為租戶所帶來的不便。此外，本集團透過此政策鼓勵員工和租戶減少日常生活中的溫室氣體排放並推廣健康生活模式。

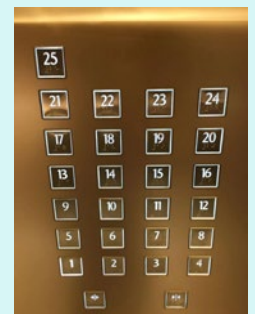
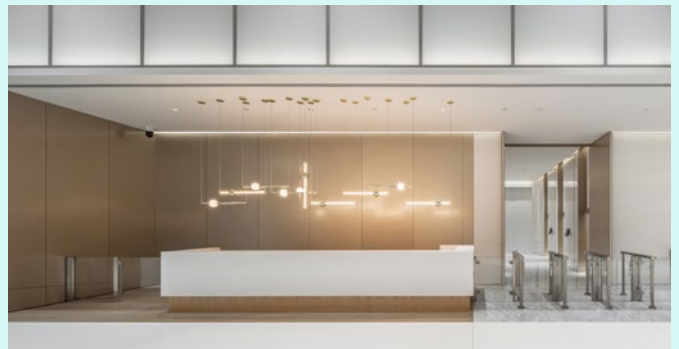
Environmental 環保

- Reduced energy consumption by using the low-emissivity windows which reduces the solar transmittance
利用降低太陽光透射率的低輻射玻璃窗達致節能
- Optimised the ventilation system in the catering services areas, more than 90% of cooking odour and steam were treated to assure the air quality
優化餐飲服務區的通風系統，處理90%以上的油煙味和水蒸氣，以確保空氣質素
- Reduced electricity consumption by adopting energy-saving air conditioning system
採用節能冷氣系統以減少電力消耗
- Treated wastewater and effluent before exhausting to the environment
污水與排放物在排放到環境前會先經過處理



Social 社會

- Required visitors to register in advance and show their invitation code from tenants before entering the office area to ensure better security control
訪客需預先登記並出示租戶邀請碼方可進入辦公區域，以確保租戶安全
- Equipped barrier-free facilities, such as wheelchair ramps and braille elevator buttons
設置無障礙設施，如供輪椅人士使用的斜台及升降機樓層盲人點字按鈕
- Maintained active communication with tenants and followed up on their enquiries to fulfil their needs
積極地與租戶溝通及跟進以滿足他們的需要



6 Cultivating a Harmonious Society

締造和諧社會



HKEX Aspect B4, HKEX KPI B4.1, B4.2

6.1 Employee Care

Employment Practices

Chinlink believes that employees are essential to the success of the company. The Group aims to attract and retain talents, and create a diverse and inclusive working environment for our employees. The Group's policies and guidelines direct the approach to employment, its code of conduct and employment and labour policies help us protect employees' rights, emphasise on talent management and care for the employees.

The recruitment policies of the Group prohibit all forms of discrimination on gender, religion, race, disability, family status or age. Equal opportunities in recruitment, internal transfer, and promotion are granted to all employees and applicants.

As a business operator strictly complied with applicable statutory and legal requirements, the Group has taken preventive measures to eliminate any forms or recruitment of child or forced labour. During the Year, there was no incident or lawsuit regarding employment of child and forced labour in the Group.

During the Year, the Company was not aware of any non-compliance with relevant employment and labour laws and regulations that had a significant impact on it. Statutory holiday and standard annual leave are granted to all employees of the Group. The Group also ensures its employees with reasonable working hours and provides additional paid holidays such as marriage leave, compassionate leave, birthday leave, family care leave and examination leave, etc.

Employment Breakdown

The Group had 255 employees in total (excluding the Board members), and the number of full-time employees in Hong Kong and China was 254 by the end of the Year for the reporting scope. Comparing with the previous financial year, the turnover rate decreased from 21.7% to 21.5%.

The Group had a relative gender-balanced Board and senior management. The demographic breakdowns of employees by gender, age and location are illustrated below:

6.1 員工關懷

僱傭守則

普匯中金相信員工對公司的成功至關重要。本集團以吸納和挽留人才為目標，為員工創造多元包容的工作環境。本集團的政策和指引奠定了僱傭方針，其行為守則、僱傭和勞工政策有助我們保護員工的權利、強調人才管理及關愛員工。

本集團的招聘政策禁止一切對性別、宗教、種族、殘疾、家庭狀況或年齡的歧視。所有員工和應徵者均享有招聘、內部調配和晉升方面的平等機會。

作為嚴格遵守法律和法規要求的業務營運商，本集團已採取預防措施避免以任何形式僱用童工或強制勞工。於本年度，本集團並沒有發生任何涉及僱用童工和強制勞工的事件或訴訟。

於本年度，本公司並未有知悉任何有關違反相關僱傭及勞工法律法規、並對本公司構成重大影響的行為。本集團全體員工均享有法定假日及標準年假。本集團亦為員工提供合理的工作時間，並提供額外的帶薪假期，例如結婚假、恩恤假、生日假、家庭關懷假和考試假等。

HKEX Aspect B1, HKEX KPI B1.1, B1.2

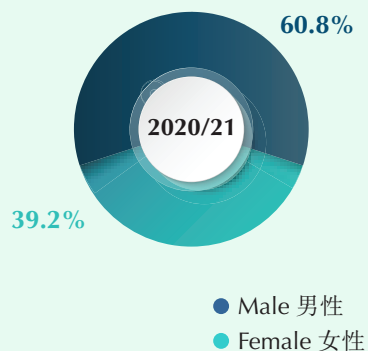
僱傭概況

截至本年度末，本集團的總員工人數為 255（不包括董事會成員），而當中屬報告範圍內的香港及中國全職員工共 254 名。相比上一財政年度，本年度的員工流失率由 21.7% 下跌至 21.5%。

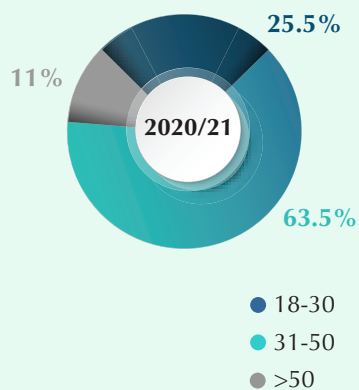
本集團擁有性別相對均衡的董事會和高級管理層。按性別、年齡和地區劃分的員工人數如下：

Employees (Total: 255) 員工 (共 255 人)

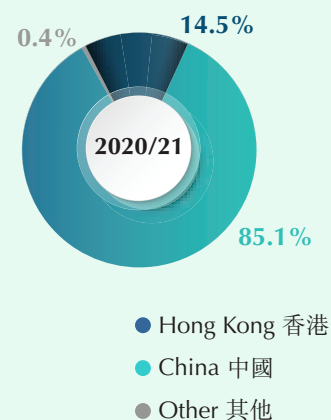
By Gender
按性別



By Age
按年齡

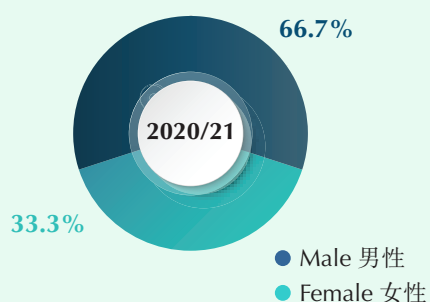


By Location
按地區

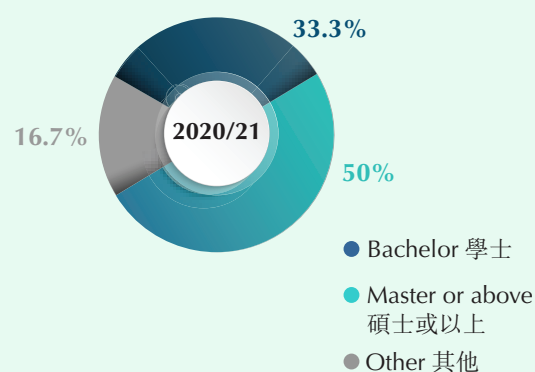


Board (Total: 6) 董事會 (共 6 人)

By Gender
按性別

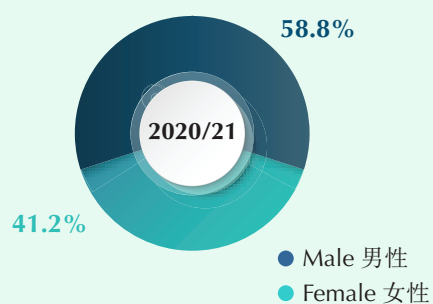


By Education Level
按教育程度

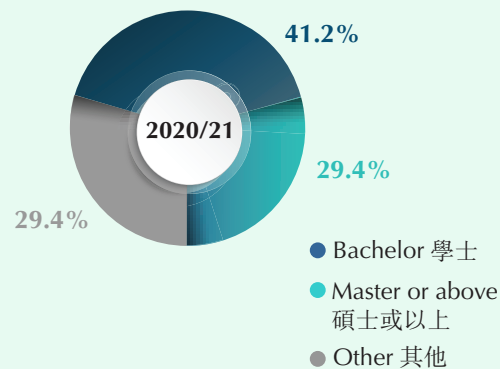


Top Management (Total: 17) 管理層 (共 17 人)

By Gender
按性別



By Education Level
按教育程度



Employee Communication

The Group aims to engage employees by knowing their needs and creating a sense of belonging to Chinlink. In addition to the internal stakeholder survey and the Group's newsletter, dialogue between management and staff is facilitated. The Group also holds regular activities to strengthen team spirit.

Chinlink values employees and their families. By implementing family-friendly employment practices, the Group helps employees achieve work-life-balance and fulfil their family responsibilities.

員工溝通

本集團期望透過員工參與以了解他們需求，增加員工對普匯中金的歸屬感。除通過內部持份者問卷調查及集團通訊外，管理層與員工之間的對話亦甚具裨益。本集團亦會定期舉辦活動，加強團隊合作精神。

普匯中金重視員工及其家人。本集團通過推行家庭友善的僱傭實踐，協助員工達成生活工作平衡及履行家庭崗位責任。



Team Building Activities

The Commercial Complex organised a team-building activity to strengthen sense of belonging and bonding of the employees, and to take a break during the tough times of COVID-19 pandemic.

團隊建設活動

商業大樓舉辦團隊建設活動以增強員工的歸屬感和凝聚力，並讓員工在新冠肺炎疫情的艱難時期放鬆一下。



Dragon Boat Festival DIY Scented Sachets Workshop

Employees in Xi'an made festive scented sachets to learn more about the Chinese traditional culture and have fun from the DIY activity.

端午節 DIY 香包工作坊

西安員工親手製作應節香包，了解更多中國傳統文化及體驗 DIY 樂趣。



Birthday Celebrations to Employees

China Regional Headquarters organised monthly birthday parties for the employees so as to create a happy and harmonious workplace.

員工生日會

中國區域總部為員工舉辦每月生日會，以締造愉快及和諧的工作環境。

Training and Development

Long-term development of the employees is critical to the business growth of the Group. The Group encourages employees to improve by enriching their professional knowledge and skills to develop their career and contribute to business development of the Group. Employees are entitled to take examination leave to participate in examinations accountable for acquiring relevant qualifications, which is in favour of employee development training.

During the Year, employees participated in total 23 learning and development programs and seminars in Hong Kong and China, totaled 422 training hours, to obtain the most updated market information and stay ahead of market trends. Given that Chinlink is building an ecosystem capable of delivering comprehensive financial services and innovation solutions, employees have attended seminars related to financing, sustainable investing, and Civil Code of the PRC, etc. With the aim to raise awareness of cybersecurity, prevent the Group's information from leaking and maintain the normal operation of the network system, the Group invited a network security company to conduct cybersecurity training to the employees of Corporate Headquarters. In future, more internal and external training sessions in different domains will be arranged to all levels of employees for enhancing their expertise.

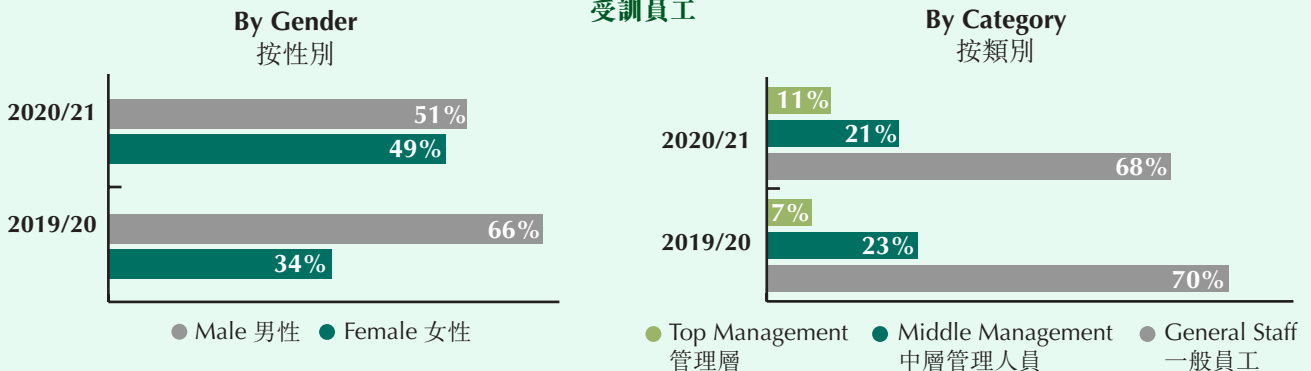
培訓及發展

員工的長期發展對本集團的業務增長至關重要。本集團鼓勵員工增值自己，學習其專業知識和技能，以發展事業並為本集團業務發展作出貢獻。員工可因參加相關資格考試而獲給予考試假，以支持員工的發展培訓。

於本年度，員工參與了共 23 個在香港和中國舉行的學習發展活動及研討會，累計共 422 個培訓小時，以獲取最新的市場資訊，掌握市場趨勢。鑒於普匯中金正構建一個能夠提供全面金融服務和創新解決方案的生態圈，因此員工已參加與融資、可持續投資及中國《民法典》等有關的研討會。為提高同事對網絡安全的意識，避免集團資料外洩及維持網絡系統正常運作，本集團邀請到網絡保安公司為集團總部員工進行網絡安全培訓。未來，所有級別的員工將獲安排參與更多內部及外部不同領域的培訓課程，以增加員工的專業知識。

Employees Trained

受訓員工



Training Hours

培訓時數

Average training hours completed per employee ^(Note 2)
員工平均完成培訓時數 (註二)

1.7hrs



Note 2: Owing to the COVID-19 situation, most of the training courses were suspended to help maintain social distancing.

註二：由於新冠肺炎疫情，大部分培訓課程被暫停以保持社交距離。

Employee Safety and Health

Employee safety and health are vital to the business operations. Chinlink is committed to not only comply all relevant regulations on safe and healthy working environment, equipment and systems of work for all employees, but maintain a high standard and ensure the health and safety of its employees. The Group provides the relevant information, trainings and supervision, so employees are fully aware of their roles and responsibilities in upholding a safe and healthy working environment.

Regular safety management training sessions were arranged. Employees of the property investment projects were well-trained in fire safety and fire drill to reduce fire incident. Regular check and maintenance of escalators, lifts and fire-fighting equipment were offered, and training was provided for the employees on elevator rescue. During the Year, there was no occupational injury or work fatality reported.

Going beyond compliance with local legislation, the Group was awarded the Eco-Healthy Workplace Label presented by the World Green Organisation (“WGO”) for the fourth consecutive year, improving the working environment of the employees comprehensively in the aspects of indoor air, water and noise management, office equipment and greening, etc.

Although the COVID-19 pandemic was eased due to vaccination, the threats still remain. The Group rigorously stipulated and implemented several preventive measures in the workplace to protect the employees from infections. The measures were as below:

- Adopted special work arrangements such as work from home, and flexible working hours to avoid peak traffic
採取特殊的工作安排，例如在家工作和彈性工作時間以避開交通高峰期
- Offered face masks, hand soap and alcohol-based handrub, and carried out regularly sterilisation at the workplace
提供口罩、洗手液及酒精搓手液，並為工作場所進行定期消毒
- Required all employees or visitors to wear face masks and measure body temperature before entering the workplace
要求所有員工或訪客在進入工作場所前需佩戴口罩並量度體溫
- Maintained a good ventilation system in the workplace
在工作場所保持良好的通風系統

員工安全和健康

員工安全和健康對企業營運至關重要。普匯中金不僅致力為所有員工嚴格遵守所有與安全健康的工作環境、設備和工作系統相關的法規，更將之維持在高水平上，保障員工的健康和安全。本集團提供相關資訊、培訓和監督，因此員工充分意識到其在維護安全、健康的工作環境之角色和責任。

本集團會定期安排安全管理培訓課程。本集團物業投資項目的員工在消防安全和防火演習中訓練有素，以減少火災的發生。各項目會定期檢查和維修自動扶手電梯、升降機和消防設備，並為員工提供電梯救援培訓。於本年度，本集團並無收到與工傷或致命事故相關的報告。

本集團不僅遵守本地法律，更連續四年榮獲由世界綠色組織頒發的「健康工作間」標誌，從室內空氣、水源及噪音管理、以及辦公室設備和綠化措施等範疇全面優化員工的工作環境。

儘管疫苗接種後令新冠肺炎疫情受控，惟威脅仍然存在。本集團在工作場所嚴格規定並執行多項預防措施，以保護員工免受感染。有關措施如下：



Employee Wellness

The Group cares our employee's wellness and strives to achieve work-life balance among our employees. During the Year, the Group launched the following activities to our employees to maintain physical and mental health.

員工健康

本集團關注員工健康，致力維持員工的工作與生活平衡。於本年度，本集團舉辦以下活動以維持員工身心健康。



Health Talk and Massage

This activity was held in Xi'an which included health talk introducing the ways to keep our digestive system healthy and some wellness tips, and a head, shoulders and neck massage. Participants were benefitted from learning health knowledge, to maintain a good health to overcome the challenges from life and work.

健康講座與按摩體驗

活動於西安舉辦，內容包括腸道健康及養生小知識講座、以及頭肩頸按摩體驗。參加者學習到不同的健康知識，以健康狀態迎接生活和工作上的挑戰。



"Relieve Summer Heat" Activity

The senior management of the Commercial Complex understood how tough working outdoor is, thus distributed heat relieving beverages to the outdoor frontline staff in order to show our love and gratitude.

「夏日送清涼」活動

商業大樓的高級管理人員深明在炎炎夏日於戶外工作的艱辛，故向戶外前線員工送上消暑飲料，表達愛和感謝。



Chinlink • Worldport Winter Sports Day

Employees from Chinlink • Worldport engaged in the Sports Day to raise their health awareness and develop a regular exercise habit in daily life.

普匯中金·世界港冬季運動會

普匯中金·世界港舉辦冬季運動會以提高員工的健康意識，培養員工在日常生活中養成有規律的運動習慣。



Health Knowledge Sharing in the Group's Newsletter

Personal health and wellbeing knowledge was shared through the Group's quarterly-published newsletter to facilitate our employees to achieve a healthier life.

集團通訊健康知識分享

在季度出版的集團通訊中分享不同的身心健康知識，以助員工活出更健康人生。

6.2 Community Engagement

The Group's Corporate Social Responsibility Committee encourages partnerships with social enterprises and supports the community development through voluntary services and donation. The Group aims to leverage the business strengths and resources to give help to those in need and create positive social impact in the community. In the future, the Group will keep on fulfilling its corporate social responsibility to care for the community.

Community Services and Donations

During the Year, the Group had donated to The Community Chest and Sichuan charity works, donation amounting to HKD 30,000 was made.

6.2 社區參與

本集團的企業社會責任委員會積極與社會企業合作，通過義工服務和捐贈支持社區發展。本集團希望利用業務優勢和資源以幫助有需要人士和回饋社會。日後，本集團仍會繼續履行企業社會責任，關懷社區。

社區服務和捐贈

於本年度，本集團捐助公益金及四川慈善籌款活動，捐款額為港幣 30,000 元。



The Community Chest Dress Casual Day

Chinlink continued to support The Community Chest Dress Casual Day organised by The Community Chest for the seventh consecutive year. Our employees all dressed casually with smiles behind the masks.

公益金便服日

普匯中金連續七年參與由香港公益金舉辦的「公益金便服日」，同事們穿上便服並佩戴口罩留影。

Purchasing Services Provided by Social Enterprise

During the Year, the Group continued to hire iCare Edutainment Limited ("iCare") to provide maintenance and programming services for the Group's corporate website. iCare is an information technology ("IT") social enterprise dedicated to provide IT training for youth with Special Education Needs ("SEN") and their parents. iCare helps socially vulnerable groups acquire IT skills for their long-term career planning. They also guide SEN families to create educational moral games and animation and to promote positive values among the SEN community. The Group will continue to look at different ways to work with more social enterprises and support them in fostering the sustainable development of the society.

選購社會企業服務

於本年度，本集團繼續聘用智研德育有限公司（「智研」）為本集團企業網站提供維護和程式編寫服務。智研是一家資訊科技社會企業，致力為有特殊教育需求的青年及其父母提供資訊科技培訓。智研幫助社會弱勢社群學習資訊科技技能，從而協助其生涯規劃。他們亦指導有特殊教育需要的家庭創作富教育意義的道德遊戲和動畫，並在有特殊教育需要的社區中推廣正面的價值觀。本集團將與更多社會企業探討不同的合作方式，並會繼續支持社會企業，以促進社會的可持續發展。

6.3 Responsible Operating Practices

Prudent Procurement

The Group is committed to managing business risks of the supply chain, especially in the Commercial Complex engaging in wholesale distribution and retail shopping centre. The Commercial Complex has established a comprehensive supply chain management policy in supplier-demanded business units to prudently select quality suppliers and ensure delivering quality products and services. To maintain the continuity of a sustainable supply chain, the Group would consider extending the evaluation in environmental and social performance to manage and minimise the associated risks affecting the operation efficiency.

Quality Services

Chinlink believes that quality products and services are the key factors contributing to corporate reputation and steady business growth. The Group complies with relevant laws and regulations and has strict customer service standards to control service quality and manage customer satisfaction. These standards are industry-specific and are revised from time to time to ensure meeting latest regulatory industrial standards.

For MCM Group, clients' best interests are prioritised and their specific requests are considered when executing their orders with its experiences and judgements in order to secure their greatest benefits and satisfy their expectations. The accounted factors included price, cost, market access, likelihood of execution and settlement, timeliness and speed, size and nature of the order, and any other consideration relevant to the efficient execution of the order which includes the availability of liquidity and potential market impact. The best execution procedures is reviewed at least annually, and clients and staff members are notified in case of any material changes to ensure effective implementation and professionalism.

The Commercial Complex has long been providing quality brands and products to the shoppers, it requires all brands or potential tenants to undergo a strict assessment as stipulated in the brand entering policy. Potential tenants are required to submit supporting documents which include business licences, brand management authorisation documents, product quality report, product information and trademark registration certificate. The Commercial Complex also implements guidelines to monitor tenants' shops renovation to ensure that the renovation will bring minimal impact to other tenants and shoppers. In terms of quality, the Commercial Complex has formulated high standards to acquire brand names that supply high quality and authentic goods. Those requirements included the following:

- All entering brands shall comply with national and industrial quality standards; and
- No false advertisement shall be published.

6.3 盡責的營運實踐

謹慎採購

本集團致力管理供應鏈的業務風險，特別是在從事批發分銷和零售購物中心的商業大樓。商業大樓已在有供應商需求的業務部門制定全面的供應鏈管理政策，以謹慎地選擇優質供應商，確保所提供的產品和服務質量。為維持可持續發展的供應鏈之連續性，本集團會持續評估其環境和社會績效以作管理，並減低影響營運效率的相關風險。

優質服務

普匯中金相信優質的產品和服務是提升商譽和令業務穩定增長的關鍵因素。本集團遵守相關法律法規，並有嚴格的客戶服務標準，以控制服務質量和管理客戶滿意度。這些標準主要針對特定行業，並會不時修訂以確保符合最新的行業標準。

MCM 集團時刻將客戶的最大利益放在首位及考慮客戶的特定要求，在執行客戶的指令時會結合經驗和判斷，確保客戶獲取最大利益及滿足其期望。考慮的因素包括價格、成本、市場准入、執行和結算的可能性、及時性和速度、訂單的大小和性質、以及與有效執行訂單相關的任何其他考慮因素，包括流動資金的可用性和潛在的市場影響。MCM 集團每年至少會重新審視最佳執行程序一次，如發生任何重大變化，MCM 集團會通知客戶和工作人員，以確保其有效執行及專業性。

商業大樓長期以來一直向客戶提供優質的品牌和產品，要求所有品牌或潛在租戶均需按照品牌入駐管理制度中的規定進行嚴格的評估。潛在租戶需提交證明文件，包括營業執照、品牌管理授權文件、產品質量報告、產品資料和商標註冊證書。商業大樓亦為租戶的商店裝修工程提供準則，確保將裝修工程對其他租戶和客戶的影響減至最低。在質量方面，為確保引入商業大樓的品牌能提供優質及正版貨品，商業大樓已向品牌訂立高度標準，當中包括：

- 確保所有進駐的品牌均符合國家和行業質量標準；及
- 沒有發佈虛假廣告。

Additionally, tenants must register any change in brand listed in shops prior to making any actual changes, amendments will be made upon approval, so as to secure the consistency of product quality. The Commercial Complex is responsible for monitoring the change in tenants' listed brands, operations and brand transfer, etc. Operations department is also responsible for summarising any incidents identified and reporting to the management. The above measures have ensured the consistency of Commercial Complex's provision of standardised quality of services and products and thereby satisfying tenants' and customers' needs.

The Commercial Complex is committed to offer customers enjoyable shopping experience. The shopping centre is cleaned on a regular basis, and the employees are provided with guidelines and trainings on customer service standard to present a neat shopping environment to customers.

After-sales service is another important element in our business, helping us build trust with customers and maintain long-term customer relationship. Realising the importance of after-sales service, the Commercial Complex provided after-sales service training to the staff during the Year.

此外，為保持良好的產品質量，商業大樓要求租戶在對店內陳列之品牌進行任何更改前需先進行申報，方可進行改動。商業大樓負責監察租戶銷售品牌的更改、營運和品牌更換等。營運部門亦負責匯總當中所發生的細項，並向管理層匯報。以上措施均可確保商業大樓持續提供具標準質量的服務及產品，以滿足租戶和客戶的需求。

商業大樓致力為客戶提供良好的購物體驗。其會定期為購物中心進行清潔，並向員工提供客戶服務標準的指引和培訓，務求向顧客提供整潔的購物環境。

售後服務是我們業務的另一個重要元素，有助於我們與客戶建立信任並保持長期客戶關係。商業大樓明白售後服務的重要性，於本年度內對員工進行了售後服務培訓。



Complaint Handling Procedures

The Group engages with customers to obtain feedback for service excellence. Complaints are not only seriously handled but also viewed as opportunities for continuous improvement. MCM Group and the Commercial Complex interact with customers through communication channels such as customer hotline, and establish complaint handling guidelines to process compliant systematically and efficiently. Any received complaint would be redirected to relevant department, the assigned point of contact would arrange a follow-up meeting with the customers who filed the complaint and jointly work out a responsive timeframe. Within the timeframe, the relevant departments shall propose responsive measures and actively communicate with clients to ensure their complaints are properly addressed.

MCM Group has a set of systematic complaint procedure. Any employee who received a complaint must report it to the managers in charge of compliance and must acknowledge receipt to the customers. The managers would investigate the matter further if needed, respond to the customer and record in the complaints register upon completion of the investigation.

投訴處理程序

本集團與客戶保持密切接觸，獲取反饋以提供卓越的服務。投訴不僅會獲認真處理，亦會被視為不斷改進的機會。MCM 集團和商業大樓透過客戶服務熱線等溝通渠道與客戶互動，亦制定了投訴處理指引，確保能有系統及有效地處理投訴。收到的任何投訴會轉交到相關部門，指定的負責人會安排與作出投訴的客戶進行跟進會面，並共同訂立雙方滿意的期限來處理投訴。有關部門會於期限內提出應對措施並積極地與客戶溝通，以確保客戶的投訴得到妥善處理。

MCM 集團設有一套系統化的投訴處理程序。任何收到投訴的員工都必須向負責合規的經理報告，並知會客戶其投訴已被接納。合規經理將在需要時進一步調查投訴，在調查完成後回覆客戶，並將投訴妥善記錄。

Protect Customers' Privacy

To protect privacy and personal data, the Group restricts the use of collected data. Employees shall not disclose confidential information related to the Group's operation. To prevent any leakage and misuse of data, only authorised access to relevant data is permitted. This prevents employees from gaining benefit and causing conflicts with the corporate's interests. During the Year, the Group had ensured its operations complied with relevant local laws and regulations.

MCM Group complies with the Personal Data (Privacy) Ordinance (Cap. 486), which protects the privacy of individuals on the personal data collected from them. To protect the privacy of the customers' personal data, MCM Group has procedures to ensure that there was lawful collection of personal data and the data subject is informed of the purpose and their right of accessing the material. With data security, the use of personal data is restricted to those who need it.

保障客戶私隱

為保護私隱和個人資料，本集團限制收集數據的使用。員工不得洩露與本集團營運有關的機密資料。為防止數據洩漏和不正當使用，只有有權限人士才允許接觸相關資料。相關做法可防止員工從中獲利及與本集團發生利益衝突。於本年度，本集團已確保其營運符合當地有關法律法規的要求。

MCM 集團遵守《個人資料（私隱）條例》（第 486 章），以保護被收集個人資料的客戶之私隱。為保障客戶個人資料的安全，MCM 集團已制定程序以確保合法收集客戶個人資料，並告知當事人其權利及訪問其資料的目的。在保證資料安全的同時，個人資料的使用亦僅限於有需要的員工。

7 Corporate Governance 企業管治



HKEX Aspect B7, HKEX KPI B7.1, B7.2, B7.3

Sound corporate governance lays the foundation for compliant and conducive operation. In this regard, the Board endeavours to uphold high standards of corporate governance and business integrity as to protect stakeholders' interests and reaffirm the Group's core values, i.e. innovation, integrity and collaboration.

Along the way to reinforce the Group's governance, the Board has the vital role in overseeing the implementation of policies and practices in contribution to a value-added business operation. In addition, the Board is also responsible to review the Group's risk management and internal control systems on a regular basis in order to ensure the effectiveness of the current corporate governance practices.

With an aim to conduct business in a fair and honest manner, the Group has zero tolerance towards any misconduct that infringes its interests, especially bribery and corruption. In accordance with the Prevention of Bribery Ordinance (Cap. 201), the Group has established the internal anti-bribery policy. The policy clearly elucidates that all employees are forbidden from giving and accepting any illegal advantages to avoid actual and perceived conflicts of interests, and that they shall strictly comply with relevant laws and regulations.

Moreover, as a reliable comprehensive financial services provider, the Group places emphasis on prevention of money laundering and terrorist financing. Anti-money laundering and counter-terrorism financing policy and procedure are established to ensure all relevant staff members of the Group to comply with the Anti-Money Laundering and Counter-Terrorist Financing Ordinance (Cap. 615).

With its whistleblowing policy in place, the Group provides the staff with a confidential communication channel to report concerns about any suspected misconduct, malpractice or irregularity. In response to any report received, the Group's internal audit function shall conduct a fair investigation in a timely basis for the Board's decision for any necessary legal actions. During the Year, the Group did not receive any report of whistleblowing incident.

In face of ever-changing market trends and stakeholders' expectations, the Group believes that an effective risk management framework is one of the essential pillars to its corporate governance, and prudent business planning and decision-making. By incorporating the framework into all key activities and functions, the Group is enabled to evaluate and manage current and emerging risks in support of a steady business development.

For more details of the Group's risk management approach, please refer to the Corporate Governance Report of the Group's Annual Report 2021.

健全的企業管治為合規和有利的營運奠定基礎。在這方面，董事會一直努力維持高標準的企業管治和業務誠信，以保護持份者的利益，並再次確認本集團的核心價值——創新、誠信和合作。

在加強本集團管治的過程中，董事會在監督政策和業務的實施以達致增值的業務營運中發揮著至關重要的作用。此外，董事會還負責定期審視本集團的風險管理和內部監控系統，以確保現時企業管治的有效性。

為公平和誠實地開展業務，本集團絕不容忍對任何侵犯其利益的不當行為，尤其是賄賂和貪污。根據《防止賄賂條例》（第 201 章），本集團已制定內部禁止賄賂政策。該政策明確闡述，禁止所有員工提供和接受任何非法利益，以避免發生實際或疑似的利益衝突，員工應嚴格遵守相關法律法規。

此外，作為可靠的綜合金融服務供應商，本集團重視反洗黑錢和反恐融資。本集團已制定反洗錢和反恐融資政策和程序，以確保本集團的所有相關工作人員遵守《打擊洗錢及恐怖分子資金籌集條例》（第 615 章）。

通過實施舉報政策，本集團為員工提供保密的溝通渠道，以披露任何可疑的不誠實行為、怠忽職守或不正當行為。對於任何收到的報告，本集團的內部審計部門會及時進行公正的調查，以便董事會作出任何必要的法律行動決定。於本年度內，本集團並沒有收到任何舉報事件的報告。

面對不斷變化的市場趨勢和持份者的期望，本集團認為有效的風險管理框架是企業管治、以及審慎的業務計劃和決策的重要支柱之一。通過將該框架納入所有關鍵活動和職能，本集團能夠評估和管理當前和正在產生的風險，以支持穩定的業務發展。

有關更多本集團風險管理方法的詳情，請參閱本集團二零二一年年報內之企業管治報告。

8 Environmentally Conscious Operations

環保營運



HKEX Aspect A1, A3, HKEX KPI A3.1

8.1 Environmental Policy

The Group remains committed to minimising environmental footprints throughout its operations. Ranging from GHG emissions control to wastewater management and waste reduction, the Group has formulated holistic environmental policies to ensure strict compliance with relevant laws, regulations and standards.

In particular, the Group's green office policy stipulated guidelines on sustainable utilisation of resources, waste management and energy efficiency. The policy not only serves to enhance employees' environmental awareness, but also helps control the Group's operational costs. During the Year, the Group implemented the following measures in a proactive manner:

8.1 環境政策

本集團繼續致力將整個營運過程中的環境足跡減至最低。從遵守溫室氣體排放管理，以至廢水管理和廢物減少，本集團已制定全面的環境政策，以確保嚴格遵守相關法律、法規和標準。

本集團的綠色辦公室政策已規定有關資源可持續利用、廢物管理和能源效率的準則。該政策不僅提高員工的環保意識，還有助本集團控制營運成本。於本年度，本集團積極採取以下措施：



Conducted budget management and financial analysis on energy consumption

進行能源耗用的預算管理和財務分析



Increased use of LED lighting, maintain ventilation work and perform temperature measurement and control in shopping malls

在商業大樓增加二極管照明的使用、保持通風並進行溫度監測和控制



Promoted paperless office, energy saving and food waste reduction

推廣無紙化辦公室、節能和減少廚餘



Recycled waste materials and reused durable goods

回收廢棄物料並重用耐用品



Placed plants in office
於辦公室放置植物

On account of the effective environmental protection practice, the Group is enabled to optimise the use and management of resources in contribution to a greener environment.

由於採取有效的環境保護措施，本集團得以優化資源的使用和管理，為綠色環境作出更多貢獻。



Environmental Protection Knowledge Sharing in the Group's newsletter

The Group shared environmental protection knowledge in the Group's newsletter to cultivate environmental protection awareness of our employees and encourage them to live a green lifestyle.

集團通訊環保知識分享

本集團在集團通訊中分享環保知識，冀培養員工的環保意識，鼓勵他們實踐綠色生活。

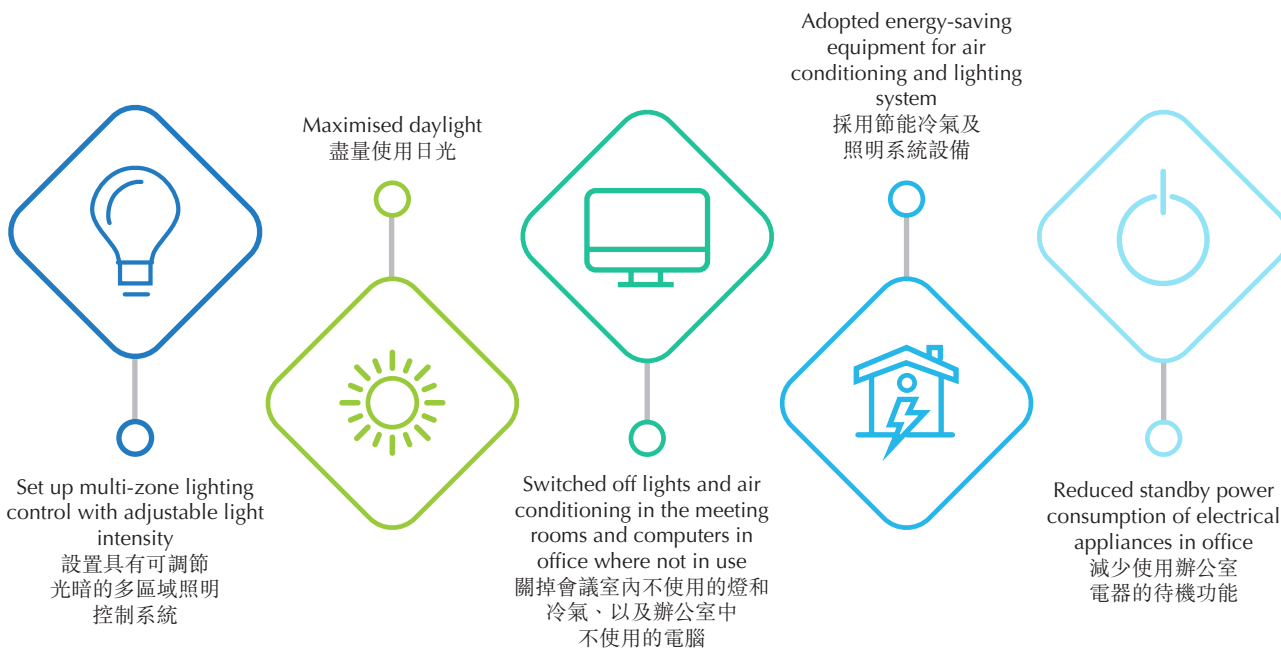
HKEX Aspect A1, A2, HKEX KPI A1.2, A1.5, A2.1, A2.3

8.2 Energy Consumption and Greenhouse Gas Emissions

8.2 能源消耗與溫室氣體排放

The Group recognises that energy consumption is the main source of GHG emission. In this connection, the Group is devoted to enhancing the overall energy efficiency and reducing energy use through rolling out the following initiatives:

本集團了解到能源使用是溫室氣體排放的主要來源，致力通過實施以下舉措來提高整體能源效率並減少能源消耗：



Energy Consumption

The Group's major source of energy consumption was the usage of electricity which was provided by local power companies. Another energy consumption was the usage of petrol, diesel and natural gas from the Group's vehicles.

能源消耗

本集團的主要能源消耗是由當地電力公司提供的日常辦公用電。另一能源消耗則來自本集團車輛的燃料，包括汽油、柴油和天然氣。



Overview of Energy Consumption 能源消耗概覽	Unit 單位	2020/21	2019/20 (Note 3 註三)
Electricity Consumption 耗電量	'000 kWh 千個千瓦時	9,463	8,994
Petrol 汽油	'000 kWh 千個千瓦時	267	N/A
Diesel 柴油	'000 kWh 千個千瓦時	18	N/A
Natural Gas 天然氣	'000 kWh 千個千瓦時	110	N/A
Total Energy Consumption Intensity in Gross Floor Area ("GFA") 以總樓面面積計算之總能源消耗密度	'000 kWh/m ² 千個千瓦時/平方米	0.028	0.026

Note 3: The Group's energy consumption did not include fuel usage of its vehicles as it was relatively not material.

註三：本集團的能源消耗不包括其車輛的燃料消耗，其消耗量相對整體而言較輕微。

GHG Emission

The Group's electricity used in day-to-day office operations and vehicular fuel consumption led to direct and indirect GHG emissions respectively. The Group shall consistently explore feasible ways to promote energy saving and minimise the GHG emissions.

溫室氣體排放

本集團辦公室日常營運中的用電量和車輛燃料消耗分別導致直接和間接的溫室氣體排放。本集團將持續探索可行的方法以促進節能並減少溫室氣體排放。



Overview of GHG Emissions (Note 4) 溫室氣體排放概覽 (註四)	Unit 單位	2020/21	2019/20 (Note 5 註五)
Scope 1: Direct GHG Emissions 範圍 1：直接溫室氣體排放	Tonnes of CO ₂ equivalent (tCO ₂ e) 公噸二氧化碳當量	105.3	N/A
Scope 2: Indirect GHG Emissions 範圍 2：間接溫室氣體排放	Tonnes of CO ₂ equivalent (tCO ₂ e) 公噸二氧化碳當量	8,649.3	8,298.6
Total GHG Emissions 總溫室氣體排放	Tonnes of CO ₂ equivalent (tCO ₂ e) 公噸二氧化碳當量	8,754.6	8,298.6
Total GHG Emission Intensity in GFA 以總樓面面積計算之總溫室氣體排放密度	tCO ₂ e/m ² 公噸二氧化碳當量/平方米	0.025	0.024

Note 4: The emission factor for China-based operations was revised based on Reporting Guidance on Environmental KPIs from the Stock Exchange.

註四：於中國營運的排放因子是根據聯交所《環境關鍵績效指標匯報指引》進行修訂。

Note 5: The Group's GHG emission did not include those arising from its vehicle in 2019/20.

註五：本集團的溫室氣體排放量不包括其車輛在 2019/20 年度產生的溫室氣體排放。

8.3 Water Consumption

In recognising the global issue of water scarcity, the Group is dedicated to conserving precious water resources. Through implementing the following practical water-saving measures, the Group aspires to further improve water efficiency of daily operations:

8.3 耗水量

本集團意識到全球缺水問題，致力保護珍貴的水資源。通過實施以下實際節水措施，本集團希望進一步提高日常營運的用水效率：

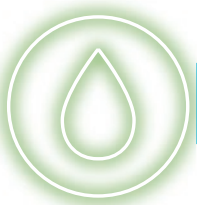
Established a regular inspection system to enhance the daily maintenance of water equipment, water supply and drainage systems to avoid water leakage;
建立定期檢查系統，以加強水設備、供水和排水系統的日常維護，從而避免漏水

Installed automatic water-efficient faucets to reduce daily water usage effectively
安裝自動感應節水水龍頭，以有效減少日常用水量

Strengthened promotion of water saving culture
加強推廣節約用水的文化

Water consumption of the Group's properties and business operations is mainly supported by governmental or municipal water utility providers, and Chinlink · Worldport sourced water via well pumping. During the Year, the Group did not encounter any significant issue in water sourcing and it complied with all related laws and regulations.

本集團物業和業務營運的用水主要由政府或市政府供水機構提供，而普匯中金·世界港使用井水。於本年度，本集團在水資源採購方面並無遇到重大問題，並遵守所有相關法律法規。



Overview of Water Consumption 耗水量概覽	Unit 單位	2020/21 (Note 6 註六)	2019/20 (Note 7 註七)
Total Water Consumption 總耗水量	m ³ 立方米	52,040	43,270
Water Consumption Intensity in GFA 以總樓面面積計算之耗水密度	m ³ /m ² 立方米/平方米	0.151	0.228

Note 6: Data from Corporate Headquarters and MCM Group were not available as these properties were operated in leased premises with the supply of water controlled by building management and no sub-metering for individual occupants.

註六：由於集團總部及MCM集團的辦公室均為租用，供水由大廈管理部門控制，且沒有安裝獨立水錶，因而未能提供其耗水量數據。

Note 7: Only data from the Commercial Complex was available as the building management offices in other business operations managed the water utilisation.

註七：因其他業務營運的大廈管理處會負責管理自來水使用，故只採用來自商業大樓的數據。

8.4 Waste Management

The Group has identified its generated waste as non-hazardous wastes from daily operations, including paper, cans and bottles. To reduce, reuse and recycle these useful materials, the Group is dedicated to sustainable waste management.

During the Year, the Group enhanced the implementation of paperless operation at its offices. As set out in its electronic communication policy of the Group, employees are encouraged to use emails and electronic office system for daily communications to reduce the generation of paper waste. Additionally, the Corporate Headquarters continued to support recycling industry through environmentally friendly procurement of recycled paper, paper hand towel and facial tissue fully made of bamboo during the Year. The offices of Corporate Headquarters and MCM Group took a step further by promoting recycling of coffee capsules to bolster the effectiveness of waste stewardship.

8.4 廢棄物管理

本集團已確認其產生的廢物為日常營運產生的非危險廢物，包括紙、罐和瓶。為減少、再利用和回收這些有用的材料，本集團致力於可持續廢物管理。

於本年度，本集團加強推行辦公室無紙化營運。根據本集團電子通訊政策中的規定，鼓勵員工使用電子郵件和電子辦公系統進行日常通訊，以減少紙張浪費。此外，在本年度，集團總部繼續通過環保採購以支持回收行業，採購完全以竹子製成的回收紙、紙巾和面紙。而集團總部和 MCM 集團辦公室繼續進行咖啡膠囊回收，以提高廢物管理的效率。



Overview of Non-Hazardous Waste Consumption 無害廢棄物產生量概覽

Total Non-Hazardous Waste
無害廢棄物總量

Unit
單位

2020/21

2019/20

Tonnes
公噸

1,958

2,121

The Group emphasises the implementation of effective waste disposal practices in compliance with all applicable laws and regulations. The Group shall proactively seek ways to develop data collection systems for recyclables, and report relevant data in the future to assess its waste reduction performance more effectively.

本集團強調要遵守所有適用法律和法規，採取有效的廢物處置措施。本集團會積極尋求方法來開發可回收利用的數據收集系統，並在將來報告相關數據，以更有效地評估其減少廢物的績效。

9 Awards and Recognitions 獎項與表彰



The Group's tireless commitment to corporate social responsibility and sustainable operational practice has received external commendations that symbolise the milestones to mark its success.

本集團對企業社會責任和可持續營運實踐的承諾得到外界的讚譽，象徵著其成功的里程碑。

5 Years Plus Caring Company Logo

The Group awarded the Caring Company Logo by the Hong Kong Council of Social Service for the seventh consecutive year, recognising the Group's commitment to employee care, community outreach, and environmental conservation.



5+ 商界展關懷標誌

本集團連續第七年獲得香港社會服務聯會頒發商界展關懷標誌，表揚本集團對員工關懷、社區服務和環境保護的承諾。

Green Office 5+ and Eco-Healthy Workplace Labels

In recognition of eco-friendly practice and initiative that promote employees' wellness, the Group participated the Green Office Award Labelling Scheme organised by WGO for the fifth consecutive year, and was awarded the Green Office 5+ Label and Eco-healthy Workplace Label.



綠色辦公室 5+ 和健康工作間標誌

為表彰促進員工健康的環保實踐和舉措，本集團連續第五年參與世界綠色組織舉辦的綠色辦公室獎勵計劃，並獲頒綠色辦公室 5+ 標誌和健康工作間標誌。



During the Year, the Group successfully rolled out entire eight green office and eight eco-office healthy workplace best practice standards, including:

於本年度，本集團成功推行全數八個綠色辦公室和八個綠色健康工作間的最佳實踐準則：

Green Office Best Practice Criteria 綠色工作文化的最佳實踐準則



Energy conservation
節約能源



Water conservation
節約用水



Waste reduction
減少廢物



Paperless / Paper reduction
無紙 / 減少用紙



Green procurement
綠色採購



Integrated environmental
management
綜合環境管理



Education and awareness
教育和意識



Green innovation
綠色創新

Eco-healthy Workplace Best Practice Criteria 綠色健康工作間的最佳實踐準則



Policies, guidelines and
management supports
政策、準則和管理支持



Energy management – lighting
能源管理 – 照明



Noise management
噪音管理



Indoor air quality
室內空氣質素



Water management
用水管理



OHS: Office equipment
ergonomics – workstation and
accessories
職業健康和安全：辦公設備
人體工程學 – 工作站和配件



Greening
綠化



Chemical handling
化學品處理

10 Looking Forward 展望未來



With the aim of gaining a more in-depth understanding of stakeholders' needs and expectations, Chinlink has broadened the width and depth of stakeholder engagement in the Year in order to identify the ESG material issues more accurately. The Group will continue to strike a balance between realising business sustainability and attaining societal goals.

為更深入地了解持份者的需求和期望，普匯中金於本年度擴大了持份者參與的廣度和深度以更精準地識別出環境、社會和管治的重大議題。本集團將繼續在實現業務可持續性與達致社會目標之間取得平衡。

Chinlink will move forward to integrate sustainability into its business strategies and operations based on the ESG material issues identified from the stakeholder engagement. The Group will also maintain regular communication with stakeholders to understand their concerns, possible ESG risks and stay ahead of rising trends.

普匯中金將根據從持份者參與中識別的環境、社會和管治的重大議題並把可持續發展融入其業務策略和營運中。集團亦會繼續保持與持份者定期溝通以理解他們關注、可能的環境、社會和管治風險及掌握最新趨勢。

11 ESG Content Index 環境、社會及管治內容索引



Aspect 層面	KPI 關鍵績效 指標	Description 描述	Statement / Section 聲明/ 章節	Page No. 頁數
A. Environment 環境				
A1. Emission 排放物				
	General disclosure 一般披露	Information on: (a) the policies; and (b) compliances with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	8 Environmentally Conscious Operation 環保營運	21 - 25
A1	A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Relevant data were not disclosed. 相關數據未有披露。	N/A 不適用
	A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 溫室氣體總排放量（以噸計）及（如適用）密度（如以每產量單位、每項設施計算）。	8.2 Energy Consumption and Greenhouse Gas Emission 能源消耗與溫室氣體排放	23
	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	The Group does not generate significant hazardous waste, and thus the relevant data were not disclosed. 本集團並無產生重大的有害廢棄物，因此相關數據未有披露。	N/A 不適用

Aspect 層面	KPI 關鍵績效 指標	Description 描述	Statement / Section 聲明/ 章節	Page No. 頁數
A1. Emission 排放物				
	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	8.4 Waste Management 廢棄物管理	25
A1	A1.5	Description of measures to mitigate emissions and results achieved. 描述減低排放量的措施及所得成果。	8.2 Energy Consumption and Greenhouse Gas Emission 能源消耗與溫室氣體排放	22 - 23
	A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved. 描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果。	8.4 Waste Management 廢棄物管理	2
A2. Use of Resources 資源使用				
	General disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源（包括能源、水及其他原材料）的政策。	8 Environmentally Conscious Operation 環保營運	22 - 25
	A2.1	Direct and/ or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源如電、氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。	8.2 Energy Consumption and Greenhouse Gas Emission 能源消耗與溫室氣體排放	23
	A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度（如以每產量單位、每項設施計算）。	8.3 Water Consumption 耗水量	24
A2	A2.3	Description of energy use efficiency initiatives and results achieved. 描述能源使用效益計劃及所得成果。	8.2 Energy Consumption and Greenhouse Gas Emission 能源消耗與溫室氣體排放	22 - 23
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved. 描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果。	8.3 Water Consumption 耗水量	24
	A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位估量。	Packaging material is not material to the Group's operations, therefore was not recorded. 包裝材料對於本集團的營運並不相關，因此並無記錄。	N/A 不適用
A3. The Environment and Natural Resources 環境及天然資源				
	General disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	8 Environmentally Conscious Operation 環保營運	21 - 25
A3	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	8 Environmentally Conscious Operation 環保營運	21 - 25

Aspect 層面	KPI 關鍵績效 指標	Description 描述	Statement / Section 聲明/ 章節	Page No. 頁數
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B. Social 社會

B1. Employment 僱傭

B1	General disclosure 一般披露	Information on: (a) the policies; and (b) compliances with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfares. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	6.1 Employee Care 員工關懷	10
B1	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。	6.1 Employee Care 員工關懷	10 - 11
B1	B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	6.1 Employee Care 員工關懷	10

B2. Health and Safety 健康與安全

B2	General disclosure 一般披露	Information on: (a) the policies; and (b) compliances with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	6.1 Employee Care 員工關懷	14
B2	B2.1	Number and rate of work-related fatalities. 因工作關係而死亡的人數及比率。	6.1 Employee Care 員工關懷	14
B2	B2.2	Lost days due to work injury. 因工傷損失工作日數。	6.1 Employee Care 員工關懷	14
B2	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。	6.1 Employee Care 員工關懷	14

B3. Development and Training 發展及培訓

B3	General disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. 有關提升僱員履行工作職責的知識及技能的政策。	6.1 Employee Care 員工關懷	13
B3	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別（如高級管理層、中級管理層等）劃分的受訓僱員百分比。	6.1 Employee Care 員工關懷	13
B3	B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	6.1 Employee Care 員工關懷	13

B4. Labour Standards 勞工準則

B4	General disclosure 一般披露	Information on: (a) the policies; and (b) compliances with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	6.1 Employee Care 員工關懷	10
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Aspect 層面	KPI 關鍵績效 指標	Description 描述	Statement / Section 聲明/ 章節	Page No. 頁數
B4. Labour Standards 勞工準則				
B4	B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	6.1 Employee Care 員工關懷	10
	B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	6.1 Employee Care 員工關懷	N/A 不適用
B5. Supply Chain Management 供應鏈管理				
	General disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	6.3 Responsible Operating Practices 盡責的營運實踐	17
B5	B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Number of suppliers by geographical region was not disclosed. 按地區劃分的供應商數目未有披露。	N/A 不適用
	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。	6.3 Responsible Operating Practices 盡責的營運實踐	17
B6. Product Responsibility 產品責任				
	General disclosure 一般披露	Information on: (a) the policies; and (b) compliances with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	6.3 Responsible Operating Practices 盡責的營運實踐	17 - 19
B6	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。	There was no material non-compliance regarding product responsibility during the Year. 本年度內沒有與產品責任重大的相關違規事件。	N/A 不適用
	B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	6.3 Responsible Operating Practices 盡責的營運實踐	19
	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。	Intellectual property right is not material to the Group's operations, therefore was not disclosed. 知識產權對於本集團的營運並不相關，因此未有披露。	N/A 不適用
	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。	6.3 Responsible Operating Practices 盡責的營運實踐	17 - 19
	B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	6.3 Responsible Operating Practices 盡責的營運實踐	19

Aspect 層面	KPI 關鍵績效 指標	Description 描述	Statement / Section 聲明/ 章節	Page No. 頁數
B7. Anti-Corruption 反貪污				
	General disclosure 一般披露	Information on: (a) the policies; and (b) compliances with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	7 Corporate Governance 企業管治	20
B7	B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	7 Corporate Governance 企業管治	20
	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。	7 Corporate Governance 企業管治	20
B8. Community Investment 社區投資				
	General disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	6.2 Community Engagement 社區參與	16
B8	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。	6.2 Community Engagement 社區參與	16
	B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源（如金錢或時間）。	6.2 Community Engagement 社區參與	16



CHINLINK

普匯中金

CHINLINK INTERNATIONAL HOLDINGS LIMITED

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