



ENERGY INTERNATIONAL INVESTMENTS HOLDINGS LIMITED
能源國際投資控股有限公司*

(Incorporated in the Cayman Islands with limited liability 於開曼群島註冊成立之有限公司)
(Stock code 股份代號 : 353)

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

2020/21



* For identification purpose only 僅供識別

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ABOUT THIS REPORT

關於本報告

Energy International Investments Holdings Limited (the “Company”, together with its subsidiaries, the “Group”), is pleased to present this Environmental, Social and Governance Report (the “Report”) to provide an overview of the Group’s management of significant issues affecting the operations, including environmental, social and governance (“ESG”) issues. This Report is prepared by the Group with the professional assistance of APAC Compliance Consultancy and Internal Control Services Limited.

PREPARATION BASIS AND SCOPE

This Report is prepared in accordance with Appendix 27 to the Rules Governing the Listing of Securities (the “Listing Rules”) on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) – “Environmental, Social and Governance Reporting Guide” and has complied with the “comply or explain” provisions in the Listing Rules.

This Report summarises the performance of the Group in respect of corporate social responsibility, covering its operating activities which are considered as material by the Group – namely (i) investment holding and insurance brokerage service in Hong Kong; and (ii) operation of oil and liquefied chemical terminal business in the People’s Republic of China (the “PRC”). With the aim to optimise and improve the disclosure requirements in the Report, the Group has taken the initiative to formulate policies, record relevant data as well as implement and monitor measures. This Report shall be published both in English and Chinese on the websites of the Stock Exchange and of the Company. Should there be any discrepancy between the English and the Chinese versions, the English version shall prevail.

REPORTING PERIOD

This Report demonstrates our sustainability initiatives during the reporting period of fifteen months from 1 January 2020 to 31 March 2021.

CONTACT INFORMATION

The Group welcomes your feedback on this Report for our sustainability initiatives. Please contact us by email at info@energyintl.com.hk.

能源國際投資控股有限公司（「本公司」，連同其附屬公司統稱為「本集團」），欣然提呈本環境、社會及管治報告（「報告」），以提供有關本集團管理對其營運造成影響之重大事宜（包括環境、社會及管治「環境、社會及管治」事宜）之概覽。本報告乃由本集團經亞太合規顧問及內控服務有限公司提供專業協助下編製。

編製基準及範圍

本報告乃依照香港聯合交易所有限公司（「聯交所」）證券上市規則（「上市規則」）附錄二十七—「環境、社會及管治報告指引」而編製，並已遵守上市規則的「不遵守就解釋」條文。

本報告概述本集團在企業社會責任方面之表現，涵蓋本集團認為重要之經營業務—即(i)於香港投資控股及保險經紀服務；及(ii)於中國經營油品及液體化工品碼頭業務。為優化和改進報告中的披露規定，本集團已採取措施制訂政策、記錄相關數據，以及實施及監察措施。本報告將於聯交所及本公司網站以中英文版本刊發。中英文版本如有任何歧義，概以英文版本為準。

報告期間

本報告列載於二零二零年一月一日至二零二一年三月三十一日報告期間十五個月之可持續發展措施。

聯絡資料

本集團歡迎閣下對本報告提出任何可持續發展措施方面之反饋，請電郵至info@energyintl.com.hk與我們聯絡。



INTRODUCTION

引言

The principal activity of the Company is investment holding. Its principal subsidiaries are engaged in the leasing of oil and liquefied chemical terminal together with its storage and logistics facilities, trading of oil and liquefied chemical products and provision of insurance brokerage service.

The Group acknowledges the significance of effective sustainability practices to achieve business excellence and enhance capabilities for long-term competitiveness. The Group is committed to operating in a manner that is economically, socially and environmentally sustainable while balancing the interests of our various stakeholders and fostering a positive impact on the society. The sustainability strategy of the Group is based on the compliance with the applicable legal requirements, principle of sustainability and opinions from stakeholders. The Group has established and implemented various policies to manage and monitor the risks related to the environment, employment, operating practices and community. Details of the management approaches to sustainable development of different areas are illustrated in this Report.

本公司之主要業務為投資控股，其主要附屬公司從事租賃油品及液體化工品碼頭連同其儲存及物流設施業務及買賣油品及液體化工品業務及保險經紀服務。

本集團深明有效的可持續發展慣例對取得卓越業務成就及提升能力以維持長期競爭力甚為重要。本集團致力於以符合經濟、社會及環境可持續發展之方式營運，同時兼顧各持份者之利益，並為社會帶來正面影響。本集團可持續策略乃基於遵守適用法例規定、可持續原則及持份者意見。本集團已制訂並實施各項政策，管理及監察與環境、僱傭、營運慣例及社區相關之風險。不同領域之可持續發展管理方針詳情於本報告中闡述。

STAKEHOLDER ENGAGEMENT

持份者參與

The Group understands the success of the Group's business depends on the support from its key stakeholders, who (a) have invested or will invest in the Group; (b) have the ability to influence the outcomes within the Group; and (c) are interested in or affected by or have the potential to be affected by the impact of the Group's activities, products, services and relationships. It allows the Group to understand risks and opportunities. The Group will continue to ensure effective communication and maintain good relationship with each of its key stakeholders.

Stakeholders are prioritised from time to time in view of the Group's roles and duties, strategic plan and business initiatives. The Group engages with its stakeholders to develop mutually beneficial relationships and to seek their views on its business proposals and initiatives as well as to promote sustainability in the marketplace, workplace, community and environment.

The Group acknowledges the importance of intelligence gained from the stakeholders' insights, inquiries and continuous interest in the Group's business activities. The Group has identified key stakeholders that are important to our business and established various channels for communication. The following table provides an overview of the Group's key stakeholders, and various platforms and methods of communication are used to reach, listen and respond.

本集團深明本集團業務的成功乃取決於(a)已投資或將投資本集團；(b)有能力影響本集團內部事宜的結果；及(c)於本集團之業務、產品、服務及關係中擁有權益或受其影響或潛在影響的主要持份者的支持，並讓本集團了解風險與機遇。本集團將繼續確保與每個主要持份者有效溝通，並保持良好關係。

本集團不時因應其角色及職責、戰略規劃及業務計劃對持份者進行重要性排序。本集團與其持份者溝通以建立互利關係，並尋求彼等對業務建議及計劃之意見，同時促進市場、工作場所、社區及環境之可持續發展。

本集團認同自持份者對本集團業務活動之見解、查詢及持續關注之重要性。本集團已識別對業務而言屬重要之主要持份者，並設立多種溝通渠道。下表概述本集團的主要持份者，及接觸、聽取及回應他們的各種平台及溝通方式。

Stakeholders 持份者	Issues of concerns 關注事項	Engagement channels 參與渠道
Government and Market Regulators 政府及市場監管者	<ul style="list-style-type: none"> Compliance with laws and regulations Proper tax payment Promotion of regional economic development and employment 	<ul style="list-style-type: none"> On-site inspections and checks Research and discussion through work conferences, work reports preparation and submission for approval
Shareholders and Investors 股東及投資者	<ul style="list-style-type: none"> Return on the investment Information disclosure and transparency Protection of interests and fair treatment of shareholders 	<ul style="list-style-type: none"> Annual general meeting and other shareholder meetings Annual reports, interim reports, ESG reports, announcements and website Meeting with investors and analysts 股東週年大會及其他股東大會 年度報告、中期報告、環境、社會及管治報告、公佈及網站 與投資者及分析員會面
	<ul style="list-style-type: none"> 遵守法律法規 正當交稅 促進地區經濟發展及就業 	<ul style="list-style-type: none"> 實地視察及檢查 通過工作座談會、編製及提交審批工作報告進行研究和討論
	<ul style="list-style-type: none"> 投資回報 資訊披露及透明度 保障股東權益及公平對待股東 	

STAKEHOLDER ENGAGEMENT

持份者參與



Stakeholders 持份者	Issues of concerns 關注事項	Engagement channels 參與渠道
Employees 僱員	<ul style="list-style-type: none"> Safeguard the rights and interests of employees Career development opportunities Health and safety 保障僱員權利及利益 職業發展機會 健康與安全 	<ul style="list-style-type: none"> Conferences Trainings, seminars, briefing sessions Cultural and sport activities Emails and instant messaging systems 座談會 培訓、研討會及簡介會 文化及體育活動 電郵及即時通訊系統
Customers 客戶	<ul style="list-style-type: none"> Safe and high-quality services Stable relationship Information transparency Business ethics 安全及高品質服務 穩定關係 資訊透明度 商業道德 	<ul style="list-style-type: none"> Website and published financial reports Emails Visits and meetings 網站及已刊發的財務報告 電郵 拜訪及會議
Suppliers and Partners 供應商及合作夥伴	<ul style="list-style-type: none"> Long-term partnership Honest cooperation Fair and open Risk reduction 長期夥伴關係 坦誠合作 公平公開 降低風險 	<ul style="list-style-type: none"> Business meetings, phone calls, interviews Regular meetings Review and assessment Tendering process 業務會議、電話溝通及訪談 定期會面 檢討及評估 招標流程
Peer and Industry Associations 同業及業界組織	<ul style="list-style-type: none"> Experience sharing and cooperation Fair competition 分享經驗及合作 公平競爭 	<ul style="list-style-type: none"> Site visits 實地參觀
Public and Communities 公眾人士及社區	<ul style="list-style-type: none"> Community involvements Social responsibilities 社區參與 社會責任 	<ul style="list-style-type: none"> Volunteering Charity and social investments 義工 慈善及社會投資

Through general communication with stakeholders, the Group understands the expectations and concerns from stakeholders. The feedbacks obtained allow the Group to make more informed decisions, and to better assess and manage the resulting impact.

透過與持份者進行一般溝通，本集團了解到持份者的期望及關注。所獲得的意見回覆讓本集團能夠作出更明智的決策，並更好地評估及管理由此產生的影響。



STAKEHOLDER ENGAGEMENT

持份者參與

The Group has adopted the principle of materiality in the ESG reporting by understanding the key ESG issues that are important to the business of the Group. All the key ESG issues and key performance indicators (“KPIs”) are reported in the Report according to recommendations of the ESG Reporting Guide (Appendix 27 of the Listing Rules) and the Global Reporting Initiative Guidelines.

The Group has evaluated the materiality and importance in ESG aspects through the following steps:

Step 1: Identification – Industry Benchmarking

- Relevant ESG areas were identified through the review of relevant ESG reports of the local and international industry peers.
- The materiality of each ESG area was determined based on the importance of each ESG area to the Group through internal discussion of the management and the recommendation of the ESG Reporting Guide.

Step 2: Prioritisation – Stakeholder Engagement

- The Group discussed with key stakeholders on key ESG areas identified above to ensure all the key aspects to be covered.

Step 3: Validation – Determining Material Issues

- Based on the discussion with key stakeholders and internal discussion among the management, the Group’s management ensured all the key and material ESG areas, which were important to the business development, were reported and in compliance with the ESG Reporting Guide.

As a result of this process carried out during the reporting period, those important ESG areas to the Group were discussed in this Report.

本集團通過了解對本集團業務而言屬重要的關鍵環境、社會及管治事宜，於環境、社會及管治報告中採用重要性原則。根據環境、社會及管治報告指引（上市規則附錄27）及全球報告倡議組織指引的建議，本報告就所有關鍵環境、社會及管治事宜以及關鍵績效指標（「關鍵績效指標」）作出匯報。

本集團已透過下列步驟評估環境、社會及管治方面之重大性及重要性：

步驟1：識別—制定行業基準

- 相關環境、社會及管治範疇已透過審閱當地及國際同業之相關環境、社會及管治報告識別。
- 各環境、社會及管治範疇之重要性乃根據透過管理層內部討論及環境、社會及管治報告指引建議之各環境、社會及管治範疇對本集團之重要性釐定。

步驟2：優先次序—持份者參與

- 本集團與主要持份者就上述識別之關鍵環境、社會及管治範疇進行討論，以確保涵蓋所有關鍵方面。

步驟3：驗證—釐定重要議題

- 根據與主要持份者之討論及管理層之間之內部討論，本集團管理層確保已呈報對業務發展屬重要之所有關鍵及重大環境、社會及管治範疇，且符合環境、社會及管治報告指引。

由於該流程於報告期間進行，對本集團屬重要之該等環境、社會及管治範疇已於本報告內討論。



A. ENVIRONMENTAL ASPECTS

A. 環境層面

The Group is committed to continuously improving the environmental sustainability of its businesses and ensuring that environmental consideration remains one of the keys focuses in fulfilling its obligations to both the environment and community. Recognising the potential impacts of its businesses on the environment, the Group has established relevant emission reduction and energy saving initiatives to manage the emissions and minimise environmental impacts of its operations.

The Group strictly complies with the relevant environmental laws and regulations in the PRC and Hong Kong, including the Environmental Protection Law of the PRC. During the reporting period, the Group was not aware of any material non-compliance with relevant laws and regulations relating to air and greenhouse emissions, discharges into water and land, and generation of hazardous and non-hazardous wastes.

A1. EMISSIONS

The Group acknowledges its responsibility to reduce emissions. The Group has implemented a policy of “Environmental Facilities Operation and Management” to monitor and manage the emissions generated during the Group’s operations. The Group has also appointed relevant personnel to ensure its emission level meets the relevant national standards.

Air Pollutants Emission

The air pollutants emitted by the Group mainly come from fuel consumption during operations and by vehicles. It is crucial to implement emission control measures to reduce the environmental impacts and protect the health of employees. The Group strives to mitigate the generation of nitrogen oxides, sulphur dioxide and particulate matters. In reducing the sulphur dioxide emission, fuels with lower sulphur content are used. As a result of the outbreak of the Coronavirus epidemic, the Group has been encouraging employees to use electronic conferencing facilities and work from home to minimise physical travelling, which led to the decrease in air pollutants emission during the reporting period.

本集團致力於不斷改善業務之環境可持續性並確保環境考慮因素仍然是履行其對環境及社區義務關注點之一。意識到本集團業務可能對環境造成之影響，其已制訂相關減排及節能措施以管理排放物及盡量降低營運對環境造成之影響。

本集團嚴格遵守中國及香港相關環境法律法規，包括《中華人民共和國環境保護法》。於報告期間，本集團並無發現任何重大違反有關氣體及溫室氣體排放、污水排放與土地排污、產生有害及無害廢物之相關法律法規之情況。

A1. 排放物

本集團理解其有責任減少排放物。本集團已實施「環保設施運行與管理」政策以監察及管理本集團營運時產生之排放物。本集團亦已委任相關人員以確保其排放物水平符合相關國家標準。

空氣污染物排放

本集團排放之空氣污染物主要來自營運過程中及車輛產生之燃料消耗。實施排放控制措施以減低環境影響及保護僱員健康至關重要。本集團致力減少產生氮氧化物、二氧化硫及顆粒物。為減少二氧化硫排放，會使用含硫量較低的燃料。受新型冠狀病毒疫情的影響，本集團一直鼓勵僱員使用電子會議設施和在家辦公，盡量減少差旅，從而導致報告期間空氣污染物排放量下跌。

A. ENVIRONMENTAL ASPECTS

A. 環境層面

During the reporting period, the air pollutants emission was as follows:

於報告期間，空氣污染物排放如下：

Type of air pollutants	Unit	Investment Holding and Insurance Brokerage Service	Oil and Liquefied Chemical Terminal	Fifteen months ended 31 March 2021 截至二零二一年三月三十一日止十五個月	Year ended 31 December 2019 二零一九年度
空氣污染物類型	單位	投資控股及保險經紀服務	油品及液體化工品碼頭		
Nitrogen oxides (NO _x) 氮氧化物(NO _x)	kg 公斤	1.68	0.80	2.48	3.71
Sulphur dioxide (SO ₂) 二氧化硫(SO ₂)	kg 公斤	0.12	0.36	0.48	0.81
Particulate matter (PM) 顆粒物(PM)	kg 公斤	0.03	0.28	0.31	0.58

Greenhouse Gas (“GHG”) Emission

GHG is considered as one of the major contributors to the climate change and global warming. Fuel and electricity consumptions account for a major part of the Group’s GHG emission. The Group places great emphasis on improving energy efficiency and reducing energy consumption to minimise its GHG emission. The Group has adopted energy saving initiatives that will be further elaborated in the section “Use of Resources” of this Report. As a result of the outbreak of the Coronavirus epidemic, the Group has been encouraging employees to use electronic conferencing facilities and work from home to minimise physical travelling, which led to the decrease in GHG emission during the reporting period.

溫室氣體 (「溫室氣體」) 排放

溫室氣體被認為是氣候變化及全球變暖主要成因之一。燃料消耗及耗電量為本集團溫室氣體排放之主要部分。本集團非常重視提高能源效益及減低能源消耗以盡量減少溫室氣體排放。本集團已採納節能措施，將於本報告「資源使用」一節中進一步詳述。受新型冠狀病毒疫情的影響，本集團一直鼓勵僱員使用電子會議設施和在家辦公，儘量減少差旅，從而導致報告期間溫室氣體排放量下跌。

A. ENVIRONMENTAL ASPECTS

A. 環境層面

During the reporting period, the GHG emission was as follows:

於報告期間，溫室氣體排放如下：

Type of GHG emission	Unit	Investment Holding and Insurance Brokerage Service	Oil and Liquefied Chemical Terminal	Fifteen months ended 31 March 2021 截至二零二一年三月三十一日止十五個月	Year ended 31 December 2019 二零一九年度
溫室氣體排放類型	單位	投資控股及保險經紀服務	油品及液體化工品碼頭		
Scope 1 ¹ 範圍1 ¹	tonnes of CO ₂ e 噸二氧化碳當量	5.79	10.58	16.37	26.71
Scope 2 ² 範圍2 ²	tonnes of CO ₂ e 噸二氧化碳當量	7.79	12.67	20.46	23.76 ³
Total GHG emission 溫室氣體排放總量	tonnes of CO₂e 噸二氧化碳當量	13.58	23.25	36.83	50.47³
GHG emission intensity 溫室氣體排放密度	tonnes of CO₂e/area in m² 噸二氧化碳當量/平方米面積	0.03 (2019: 0.04)	0.02 (2019: 0.04³)	N/A 不適用	N/A 不適用

Wastewater

The Group strives to effectively regulate the discharge of wastewater with the implementation of measures to monitor the pollutant level of wastewater. The Group has also installed devices in the discharging pipes to regularly monitor the water quality so as to ensure the discharge of wastewater meets the relevant national standards. The Group also conducts regular maintenance for sewage treatment facilities to ensure efficient operations.

污水

本集團致力於有效規範污水排放，並實施措施監察污水之污染物含量水平。本集團亦在排放管道中安裝設備定期監測水質，以確保污水排放符合相關國家標準。本集團亦定期維修污水處理設施以確保有效運作。

¹ Scope 1: Direct emissions from sources that are owned or controlled by the Group.
² Scope 2: Indirect emissions from the generation of purchased electricity consumed by the Group.
³ The data for year 2019 has been restated for comparative purpose for adoption of the latest model for electricity consumption in the PRC.

¹ 範圍1：本集團擁有或控制的來源的直接排放。
² 範圍2：本集團消耗的外購電力產生的間接排放。
³ 2019年的數據已重述以進行比較，以採用中國最新的電力消耗模型。



A. ENVIRONMENTAL ASPECTS

A. 環境層面

Hazardous and Non-hazardous Wastes

The Group recognises the importance to handle the wastes properly in order to minimise the impacts on the environment. During the reporting period, there was no hazardous waste generated.

For the non-hazardous waste, it is generated from the Group's office operations. The Group engages qualified recycling companies to perform waste disposal. The amount of non-hazardous waste is relatively small and considered as insignificant to the Group's businesses. In spite of this, the Group strives to reduce the amount of wastes generated from office operations and strengthen the environmental awareness of employees by introducing waste reduction initiatives as follows:

- Double-sided printing is encouraged.
- Employees are encouraged to reuse stationery such as used envelopes.
- Communication by electronic means, such as emails, is promoted.
- Wasted electrical and electronic equipment, such as computers, are donated to charity organisations or recycled by recycling companies.
- Recycling bins are installed to collect recyclables, such as paper and plastic wastes.

A2. USE OF RESOURCES

The major resources used by the Group are petrol, electricity and water. With the implementation of the Group's "Energy Resources Control Procedures", the Group aims to promote resources saving by implementing energy and water efficiency initiatives and motivating its employees to participate in resources conservation activities.

有害及無害廢物

本集團深明妥善處理廢物以減少對環境造成影響之重要性。於報告期間，本集團沒有產生有害廢物。

無害廢物乃來自本集團之辦公室營運。本集團委聘合資格回收公司進行廢物處置。無害廢物數量相對較少，對本集團經營而言微乎其微。儘管如此，本集團致力透過推行以下各種減廢措施，減少辦公室營運所產生之廢物數量，並加強僱員之環境意識：

- 鼓勵雙面打印。
- 鼓勵僱員循環使用文具，例如舊信封等。
- 提倡以電郵等電子方式通訊。
- 向慈善組織捐贈或透過回收公司回收電腦等廢棄電器及電子設備。
- 放置回收桶以收集廢紙及塑料等可循環物料。

A2. 資源使用

本集團所用之主要資源為汽油及水電。隨著本集團實行「能源資源控制程序」，本集團致力通過實施節能節水措施及激勵僱員參加資源保護活動，提倡節約資源。

A. ENVIRONMENTAL ASPECTS

A. 環境層面

Energy Consumption

Electricity and petrol account for the Group's major energy consumption. In view of the scarcity of energy, the Group has advocated various energy conservation strategies. The temperature of air-conditioning is maintained at an energy efficient level at around 25 degrees Celsius. Besides, lightings and electrical appliances shall be switched off before leaving the office after work. An energy-saving mode is set on computers when they are not in use for a long period of time. When procuring electrical appliance, the Group takes into consideration of its energy efficiency. As a result of the outbreak of the Coronavirus epidemic, the Group has been encouraging employees to use electronic conferencing facilities and work from home to minimise physical travelling, which led to the decrease in energy consumption during the reporting period.

During the reporting period, the energy consumption was as follows:

Type of energy	Unit	Investment Holding and Insurance Brokerage Service	Oil and Liquefied Chemical Terminal	Fifteen months ended 31 March 2021 截至二零二一年三月三十一日止十五個月	Year ended 31 December 2019 二零一九年度
能源類型	單位	投資控股及保險經紀服務	油品及液體化工品碼頭		
Purchase electricity 購入電力	MWh 兆瓦時	10.97	14.12	25.09	26.15
Petrol 汽油	MWh 兆瓦時	19.29	43.13	62.42	102.85
Total energy consumption 能源消耗總量	MWh 兆瓦時	30.26	57.25	87.51	129.00
Energy consumption intensity 能源消耗密度	MWh/area in m ² 兆瓦時／平方米面積	0.08 (2019: 0.09)	0.04 (2019: 0.09)	N/A	N/A
				不適用	不適用

能源消耗

本集團主要消耗之能源為電力及汽油。鑑於能源稀缺，本集團提倡各種節能策略。空調溫度維持在約25攝氏度之節能水平。此外，下班離開辦公室前關掉電燈及電器。將長時間未使用之電腦設為節能模式。於採購電器時，本集團將考慮其節能特性。受新型冠狀病毒疫情的影響，本集團一直鼓勵僱員使用電子會議設施和在家辦公，儘量減少差旅，從而導致報告期間能源消耗量下跌。

於報告期間，能源消耗如下：



A. ENVIRONMENTAL ASPECTS

A. 環境層面

Water Consumption

Water is another important resource used by the Group during its operations. The business of our Group is operated in office premises where water supply is solely controlled and centrally managed by its respective property management of the buildings. In this case, it is not feasible for the Group to provide all relevant water consumption data as there is no separate meter for the individual office unit to record water usage. In spite of this, the Group endeavours to conserve water effectively. As stipulated in “Energy Resource Control Procedures”, employees are reminded to turn off the water taps after used. In case of water leakage from pipes, it is fixed promptly to avoid unnecessary wastage of water.

A3. ENVIRONMENT AND NATURAL RESOURCES

With the aforementioned measures to reduce emissions, waste generation and resources consumption, the Group strives to enhance environmental sustainability and minimise its impacts on the environment and natural resources. Besides, the Group has established a “Pollution Accident Management” session under the policy of “Environmental Facilities Operation and Management System”. In case of any accident of pollution, emergency plans will be formulated immediately and the case will be reported to the relevant authorities to reduce the environmental impacts to the minimal.

耗水量

水為本集團在營運中使用之另一項重要資源。本集團的業務所在辦公場所供水由個別的物業管理部門單獨控制和集中管理。在此情況下，本集團提供所有相關用水量數據並不可行，因為個別辦公室單位並無單獨的水錶記錄用水量。儘管如此，本集團仍致力有效節約用水。根據《能源資源控制程序》的規定，提醒僱員使用後關閉水龍頭。如遇水管漏水，應及時修復，以免造成不必要的水資源浪費。

A3. 環境及天然資源

本集團致力透過上述措施減少排放、廢物產生及資源消耗，增強環境可持續發展及盡量減少對環境及天然資源造成之影響。此外，本集團根據「環保設施運行及管理系統」政策成立「污染事故管理」小組。倘發生任何污染事故，本集團將立即制訂應急方案並向相關部門報告，以將環境影響減至最低。

B. SOCIAL ASPECTS

B. 社會層面

EMPLOYMENT AND LABOUR PRACTICES

B1. Employment

The Group believes employees are valuable assets and the foundation for success and development of the Group. The Group strives to maintain a safe and equal working environment for our employees, provide development opportunities and promote employee health and well-being. The Group has established a set of human resources management policies in accordance to the Labour Law of the PRC, the Labour Contract Law of the PRC and the Employment Ordinance (Chapter 57 of the Laws of Hong Kong). The Group's human resources management policies cover the Group's standards in respect of compensation and dismissal, recruitment and promotion, working hours, rest periods and other benefits and welfare.

The Group provides equal opportunity in all aspects of employment and prohibits discrimination or harassment against any individual on their gender, age, nationality, marital status, disability, race, colour, religion and any other characteristics protected by applicable laws. Employees are provided with social insurances, including social endowment insurance, unemployment insurance, work injury insurance, maternity insurance and medical insurance. Employees are also entitled to various benefits including marriage leave, compassionate leave, maternal leave as well as statutory holidays.

During the reporting period, the Group was not aware of any material non-compliance with the relevant laws and regulations in the PRC and Hong Kong.

僱傭及勞工常規

B1. 僱傭

本集團認為，僱員為最寶貴資產及本集團成功及發展之基礎。本集團致力為僱員營造安全及平等之工作環境、提供發展機會及促進僱員健康及幸福。本集團已根據《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及香港法例第57章《僱傭條例》制訂一系列人力資源管理政策。本集團之人力資源管理政策涵蓋本集團有關薪酬及解僱、招聘及晉升、工時、假期及其他待遇及福利的標準。

本集團於所有僱傭方面提供平等機會，並禁止任何人士因其性別、年齡、國籍、婚姻狀況、殘疾狀況、種族、膚色、宗教信仰及任何受適用法律保障之其他情況而被歧視或騷擾。僱員獲提供社會保險，包括社會養老保險、失業保險、工傷保險、生育保險及醫療保險。僱員亦有權獲得各種福利，包括婚假、恩恤假、產假及法定假日。

於報告期間，本集團並無發現任何嚴重違反中國及香港相關法律法規之情況。

B. SOCIAL ASPECTS

B. 社會層面

As at 31 March 2021, the employee compositions by gender, age group, geographical region, employment category and employment mode were as follows:

於二零二一年三月三十一日，僱員組成按性別、年齡組別、地區、僱傭組別及就業模式如下：

Employee compositions		As at 31 March 2021	As at 31 December 2019
僱員組成		於二零二一年 三月三十一日	於二零一九年 十二月三十一日
By gender	按性別		
• Male	• 男性	71%	76%
• Female	• 女性	29%	24%
By age group	按年齡組別		
• Age 30 or below	• 30歲或以下	31%	18%
• Age 31-40	• 31-40歲	38%	35%
• Age 41-50	• 41-50歲	25%	32%
• Age 51 or above	• 51歲或以上	6%	15%
By geographical region	按地區		
• PRC	• 中國	90%	71%
• Hong Kong	• 香港	10%	29%
By employment category	按僱傭組別		
• Senior management	• 高級管理層	26%	47%
• Middle management	• 中級管理層	14%	6%
• General staff	• 一般	60%	47%
By employment mode	就業模式		
• Full-time staff	• 全職	100%	100%
• Part-time staff	• 兼職	–	–

B. SOCIAL ASPECTS

B. 社會層面

Below is the detailed breakdown of our employee turnover rate by gender, age group and geographical region during and at the end of the reporting period:

於報告期間及報告期末按性別、年齡層和地理區域劃分的僱員離職率詳細分類如下：

Employee turnover rates (%)	Fifteen months ended 31 March 2021 截至二零二一年三月三十一日止十五個月	Year ended 31 December 2019 二零一九年度
By gender	按性別	
• Male	• 男	8%
• Female	• 女	21%
By age group	按年齡層劃分	
• Age 30 or below	• 30歲或以下	21%
• Age 31-40	• 31歲至40歲	15%
• Age 41-50	• 41歲至50歲	–
• Age 51 or above	• 51歲或以上	–
By geographical region	按地理區域劃分	
• PRC	• 中國	11%
• Hong Kong	• 香港	12%
Overall	總體	11%

B2. Health and Safety

The Group places the highest priority on securing the health and safety of its employees. The Group has set up a Safety Production Management Committee to monitor and manage matters related to occupational health and safety so as to ensure strict compliance with the relevant laws and regulations in the PRC and Hong Kong, including the Production Safety Law of the PRC, the Fire Control Law of the PRC and the Occupational Safety and Health Ordinance (Chapter 509 of the Laws of Hong Kong).

Workplace Safety

The Group places great emphasis on the safety of construction machinery and equipment. The Group conducts regular maintenance on the construction machinery and equipment to ensure they are in good condition. Operators are required to obtain relevant licenses and should be familiar with the operation of the machines before working on sites. In order to safeguard personal safety, employees are required to wear personal protective equipment when working on sites and equip with safety belts when working at height.

B2. 健康與安全

本集團以確保僱員之健康與安全為首要事務。本集團已成立安全生產管理委員會，以監察及管理有關職業健康與安全之事宜，從而確保嚴格遵守中國及香港之相關法律法規，包括《中華人民共和國安全生產法》、《中華人民共和國消防法》及香港法例第509章《職業安全及健康條例》。

工作場所安全

本集團非常重視建築機器及設備之安全問題。本集團定期維護建築機器及設備，確保處於良好狀態。操作員須按規定持有相關執照，在工地工作前應熟悉機器之操作流程。為保障個人安全，僱員在工地工作時必需穿戴個人保護設備及在高空作業時必需繫安全帶。



B. SOCIAL ASPECTS

B. 社會層面

Safety Training and Education

Safety training is crucial to enhance employees' safety awareness in order to mitigate the risk of work-related injury. The Group has established a "Safety Training Management System" and require contractors and construction units to carry out safety trainings. The Group reminds employees the importance of safe operation by posting safety warning signs and safety banners in the workplace, setting up safety knowledge column and distributing safety leaflets. The Group also provides training for employees who are the first time to use the protective equipment to ensure the protective equipment are properly used and maintained so as to protect the safety of employees. Besides, the Group organises safety drill and desktop drill with all operation units in order to ensure employees are prepared to respond in the event of emergency.

In addition, the Group actively participates in safety training activities organised by the government and industry authorities. The themes include port security and safety of pressurised pipelines operation.

During the reporting period, the Group was not aware of any material non-compliance with the relevant laws and regulations in the PRC and Hong Kong.

B3. Development and Training

The Group believes the knowledge, skills and capabilities of its employees are vital to the Group's continued business growth and success. Hence, the Group provides trainings for employees in accordance with the Group's "Training System" to enhance their requisite knowledge and skills in discharging their duties. The training programs offered can be mainly divided into internal and external trainings.

1. Internal trainings

The internal trainings include orientation training, skills training and attitude training. The orientation training is provided for newly recruited employees. It covers the Group's corporate culture, development history and management practices to familiarise the new employees with the Group's background and strengthen their sense of belongings. The skills training and attitude training are provided to employees based on the Group's development plan and the needs of respective departments.

安全培訓及教育

安全培訓對提高僱員安全意識，從而降低工傷風險極為重要。本集團設立「安全培訓管理制度」，要求承包商及建築單位組織安全培訓。本集團在工作場所張貼安全警告標誌及安全標語、成立安全知識欄及派發安全傳單，時刻提醒僱員有關安全作業之重要性。本集團亦向首次使用保護設備之僱員提供培訓，確保妥善使用及維護保護設備，藉以保障僱員安全。此外，本集團與所有業務單位合作組織安全演練及桌面演練，確保僱員為任何突發事件作好準備。

此外，本集團積極參與政府及行業機構組織之安全培訓活動。主題包括港口安全及加壓管道作業安全。

於報告期間，本集團並無發現任何嚴重違反中國及香港相關法律法規之情況。

B3. 發展及培訓

本集團認為，僱員的知識、技能及能力對本集團的可持續業務發展及成功至關重要。因此，本集團根據其「培訓制度」為僱員組織培訓，以提高僱員履行職責所需之必要知識及技能。提供之培訓課程主要可分為內部及外部培訓。

1. 內部培訓

內部培訓包括入職培訓、技能培訓及態度培訓。入職培訓專為新聘用僱員而設，涵蓋本集團之公司文化、發展歷史及管理常規，令新僱員了解本集團之背景及加強其歸屬感。技能培訓及態度培訓則根據本集團之發展規劃及有關部門之需求而向僱員提供。

B. SOCIAL ASPECTS

B. 社會層面

2. External trainings

The external trainings include various training courses organised by external institutions and field trips for management staff or professional personnel.

As a result of the outbreak of the Coronavirus epidemic, the scale and frequency of employee training activities for oil and liquified chemical terminal business segment in the PRC reduced to below normal level during the reporting period. In spite of this, the Group has strived to increase the employee training activities scale and frequency in the coming year in light of the continuous success in tackling with the Coronavirus epidemic effectively.

During the reporting period, the percentage of employees trained by gender and employment category was as follows:

Percentage of employee trained (%)	Fifteen months ended 31 March 2021 截至二零二一年三月三十一日止十五個月	Year ended 31 December 2019 二零一九年度
By gender	按性別	
• Male	• 男	29%
• Female	• 女	7%
By employment category	按僱傭類別	
• Senior management	• 高級管理層	69%
• Middle management	• 中級管理層	–
• General staff	• 一般員工	–
Overall	總體	23%

2. 外部培訓

外部培訓包括外部機構組織的各種培訓課程以及為管理人員或專業人員安排之實地考察。

受新型冠狀病毒肺炎疫情影響，報告期內位於中國的油品及液體化工品碼頭業務分類的僱員培訓活動的規模及頻率均低於正常水平。儘管如此，鑑於有效應對冠狀病毒疫情的持續成功，本集團於來年爭取增加僱員培訓活動的規模和頻率。

於報告期內，僱員培訓比率按性別和僱傭類別如下：

B. SOCIAL ASPECTS

B. 社會層面

During the reporting period, the detailed breakdown of employees trained (in percentage) and the average training hours completed per employee by gender and employment category was as follows:

於報告期內，按性別及僱傭類別劃分的僱員培訓明細（百分比）及人均完成培訓小時詳細分類如下：

Training 培訓	Average training hours (hours/employee) 平均培訓小時(小時/僱員)		Breakdown of employee trained (%) 受訓僱員明細(%)		
	Fifteen months ended 31 March 2021 截至 二零二一年 三月三十一日 十五個月	Year ended 31 December 2019 二零一九 年度	Fifteen months ended 31 March 2021 截至 二零二一年 三月三十一日 十五個月	Year ended 31 December 2019 二零一九 年度	
By gender	按性別				
• Male	• 男	3	4	92%	69%
• Female	• 女	1	10	8%	31%
By employment category	按僱傭類別				
• Senior management	• 高級管理層	7	4	100%	47%
• Middle management	• 中級管理層	–	21	–	6%
• General staff	• 一般員工	–	5	–	47%
Overall	總體	2	5		

B4. Labour Standards

The Group strictly emphasises on the prohibition of engaging child labour and forced labour and fully complies with the relevant laws and regulations in the PRC and Hong Kong, including the Labour Law of the PRC, Provisions on the Prohibition of Using Child Labour and the Employment of Children Regulations (Chapter 57B of the Laws of Hong Kong). The Group has formulated the “Prohibition of Child Labour Recruitment and Remedies Procedures” on managing the prohibition of child labour. Regarding the prevention for child labour, candidates are required to present their identity proof for age verification during recruitment process.

In case of any child labour engaged, the child labour will be stopped from working immediately. The Group will provide medical checks for him/her and bring him/her back home. To prevent reoccurrence, the Group will investigate the cause of misuse of child labour and formulate corrective plans.

During the reporting period, the Group was not aware of any material non-compliance with relevant laws and regulations related to recruitment of child labour or forced labour practices.

B4. 勞工準則

本集團嚴禁聘用童工及強制勞工，全面遵守中國及香港相關法律法規，包括《中華人民共和國勞動法》、《禁止使用童工規定》及香港法例第57B章《僱用兒童規例》。本集團在管理禁止童工方面已制訂「禁止招聘童工政策及補救措施」。為防止聘用童工，申請人在招聘過程中須出示身份證以核實年齡。

如有任何聘用童工之情況，童工將會即時停工。本集團將為其安排體檢並護送其回家。為防止再次發生類似事件，本集團將會調查濫用童工之原因並制訂整改計劃。

於報告期間，本集團並無發現任何嚴重違反有關聘用童工或強制勞工常規之相關法律法規之情況。

B. SOCIAL ASPECTS

B. 社會層面

OPERATING PRACTICES

B5. Supply Chain Management

The Group's supply chain includes a range of suppliers to provide production materials and components for storage facilities and machineries. In order to ensure a fair, standardised and transparent tendering process, the Group has developed a set of standard procurement and tendering procedures as stipulated in the Group's "Tendering Management Regulation". Tenderers are required to provide relevant information including safety production permits and qualification certificates, for the purpose of inspection.

In addition to the tendering process, the Group believes that its suppliers have a significant impact on external perception of its social and environmental responsibility. As such, the Group has implemented a "Suppliers/Distributors Social Responsibilities Control Procedure" to collaborate with its suppliers to achieve sustainable supply chain system. The Group has appointed the Procurement Department to conduct supplier assessments and on-site inspections to monitor and evaluate the social responsibility performance of suppliers. All suppliers must comply with all the applicable laws and regulations. If any contravention is found, the supplier relationship will be terminated.

B6. Product Responsibility

The Group attaches great importance on maintaining the quality of our products and providing safe services to our customers. The Group is in strict compliance with the relevant laws and regulations in the PRC and Hong Kong, including the Production Safety Law of the PRC, the Trademark Law of the PRC and the Personal Data (Privacy) Ordinance (Chapter 486 of the Laws of Hong Kong).

Quality Control and Safety Management

The Group strives to achieve the highest possible standard with all the products or services provided to customers. The Group has implemented a "Product Quality Control Procedure" to monitor the quality and safety of our products. Each procedure is monitored and checked carefully in order to ensure the quality of products meets our customer requirements. The Group will monitor the quality management system and continue to improve the system with the aim to provide high quality and safe products and services to our customers.

營運慣例

B5. 供應鏈管理

本集團之供應鏈包括提供生產材料以及貯存設施及機械部件之各種供應商。本集團已制訂一套標準之採購招標程序(如本集團之「招標管理條例」所規定)，確保招標流程公平、規範及透明。投標人須提供包括安全生產許可證及資格證書等相關資料以作檢查。

除招標程序之外，本集團相信其供應商將對本集團之社會及環境責任之外在看法造成重大影響。因此，本集團已執行「供應商／分包商社會責任控制程序」，攜手供應商實現供應鏈系統之可持續發展。本集團已委聘採購部門進行供應商評估及實地考察，監督及評估供應商履行社會責任之情況。全體供應商必須遵守所有適用法律法規。如發現有任何違反情況，將會終止供應商關係。

B6. 產品責任

本集團高度重視維持產品質量及向客戶提供安全服務之重要性。本集團嚴格遵守中國及香港相關法律法規，包括《中華人民共和國安全生產法》、《中華人民共和國商標法》及香港法例第486章《個人資料(私隱)條例》。

質量控制及安全管理

本集團致力實現向客戶所提供之所有產品或服務均符合最高標準。本集團已執行「產品品質控制程序」，監控產品質量及安全。每個程序均會得到仔細監控及檢查，從而確保產品品質符合客戶需求。本集團將會監控品質管理制度並繼續完善該制度，旨在向客戶提供高品質及安全之產品及服務。



B. SOCIAL ASPECTS

B. 社會層面

Customer Data Protection and Privacy

The Group acknowledges the importance to safeguard and protect customer personal data. The Group has established a policy of “Company Confidentiality Regulation” to raise the awareness of confidentiality of employees. Employees are required to sign a confidentiality agreement and fully abide by the guidance on prohibiting any unauthorised disclosure of confidential information.

During the reporting period, the Group was not aware of any material non-compliance with the relevant laws and regulations in the PRC and Hong Kong.

B7. Anti-Corruption

The Group is committed to upholding high standards of business ethics and integrity in the conduct of the Group's businesses and operations. The Group strictly adheres to all the relevant laws and regulations, including the Anti-Unfair Competition Law of the PRC, the Anti-Money Laundering Law of the PRC and the Prevention of Bribery Ordinance (Chapter 201 of the Laws of Hong Kong).

For external management, the Group strives to promote a fair and just commercial competition to achieve win-win situation with external business partners. For internal management, the Group has adopted a policy of “Anti-corruption Management System” and conveys its firm stance against corruption and fraud to our employees. Employees are prohibited from soliciting or accepting cash, banquets, gifts, rebates, commissions or other forms of bribing benefits from customers, potential customers or business partners. The Group provides trainings towards anti-corruption for new employees and existing employees.

The Group has established various communication channels, including phone and mail, for employees to report on observed and suspected case of non-compliance and questionable practices. Relevant department is assigned to conduct inspections, handle employee grievance and report the matters of suspected misconduct.

During the reporting period, no legal case concerned with corruption practices was brought against the Group.

客戶資料保護及私隱

本集團深諳保護及保障客戶個人資料之重要性。本集團已設立「公司保密規定」政策，提高僱員之保密意識。僱員須簽署保密協議，必須遵守有關禁止未經授權披露保密資料之指引。

於報告期間，本集團並無發現任何嚴重違反中國及香港相關法律法規之情況。

B7. 反貪污

本集團在開展業務及營運時秉承最高標準之商業道德及誠信。本集團嚴格遵守所有相關法律法規，包括《中華人民共和國反不正當競爭法》、《中華人民共和國反洗錢法》及香港法例第201章《防止賄賂條例》。

對外管理上，本集團致力提倡公平、公正之商業競爭，與外部商業夥伴實現共贏。對內管理上，本集團採納「廉潔管理制度」政策，向其僱員傳達反對貪污及欺詐之堅定立場。禁止僱員尋求或收受客戶、潛在客戶或商業夥伴給予之現金、晚宴、禮物、回扣、佣金或其他形式之賄賂利益。本集團為新僱員及現任僱員提供反貪污培訓。

本集團已成立各種溝通渠道，包括電話及郵件，以供僱員報告所見及可疑之不合規個案及有問題之常規。本集團會委派相關部門進行調查、處理僱員申訴及報告可疑不當行為事宜。

於報告期間，並無針對本集團有關貪污行為之法律案件。



B. SOCIAL ASPECTS

B. 社會層面

COMMUNITY

B8. Community Investment

The Group is constantly aware of the needs of community and takes up its corporate responsibility to contribute to the society. The Group has adopted a “Corporate Investment Policy” and actively participated in local community activities. The Group focuses on the living standards of community, cultural projects, education and development and labour cooperation. The Group also encourages its employees to dedicate their time and skills to supporting local communities with the aim to create a harmonious society.

社區

B8. 社區投資

本集團一直明瞭社區之需要，並履行企業責任為社會作出貢獻。本集團已採納「社區投資政策」並積極參與當地社區活動。本集團專注於社區之生活水準、文化項目、教育及發展以及勞工合作。本集團亦鼓勵其僱員投入時間及精力支持當地社區，以營造和諧社會。

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A. Environmental			
A. 環境			
<i>A1: Emissions</i>			
<i>A1: 排放物</i>			
General Disclosure		"Emissions"	7
一般披露		「排放物」	
KPI A1.1	The types of emissions and respective emissions data	"Emissions – Air Pollutants Emission"	8
關鍵績效指標A1.1	排放物種類及相關排放數據	「排放物—空氣污染物排放」	
KPI A1.2	Greenhouse gas emissions in total and, where appropriate, intensity	"Emissions – Greenhouse Gas Emission"	9
關鍵績效指標A1.2	溫室氣體總排放量及 (如適用) 密度	「排放物—溫室氣體排放」	
KPI A1.3	Total hazardous waste produced and, where appropriate, intensity	No hazardous waste was generated during the reporting period	N/A
關鍵績效指標A1.3	所產生有害廢物總量及 (如適用) 密度	報告期內未產生危險廢物	不適用
KPI A1.4	Total non-hazardous waste produced and, where appropriate, intensity	The amount is insignificant to the Group's businesses.	N/A
關鍵績效指標A1.4	所產生無害廢物總量及 (如適用) 密度	數量對本集團業務而言微乎其微	不適用
KPI A1.5	Description of measures to mitigate emissions and results achieved	"Emissions – Air Pollutants Emission", "Emissions – Greenhouse Gas Emission"	7,8
關鍵績效指標A1.5	描述減低排放量之措施及所得成果	「排放物—空氣污染物排放」、 「排放物—溫室氣體排放」	
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved	"Emissions – Hazardous and Non-hazardous Wastes"	10
關鍵績效指標A1.6	描述處理有害及無害廢物之方法、減低產生量之措施及所得成果	「排放物—有害及無害廢物」	

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<i>A2: Use of Resources</i>			
<i>A2: 資源使用</i>			
General Disclosure		"Use of Resources"	10
一般披露		「資源使用」	
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity	"Use of Resources – Energy Consumption"	11
關鍵績效指標A2.1	按類型劃分之直接及／或間接能源總耗量及密度	「資源使用－能源消耗」	
KPI A2.2	Water consumption in total and intensity	"Not feasible for the Group to provide water consumption data"	N/A
關鍵績效指標A2.2	總耗水量及密度	「本集團提供耗水量數據為不可行」	不適用
KPI A2.3	Description of energy use efficiency initiatives and results achieved	"Use of Resources – Energy Consumption"	11
關鍵績效指標A2.3	描述能源使用效益計劃及所得成果	「資源使用－能源消耗」	
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved	"Use of Resources – Water Consumption"	12
關鍵績效指標A2.4	描述求取適用水資源上可有任何問題、用水效益計劃及所得成果	「資源使用－耗水量」	
KPI A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced	Not applicable to the Group's businesses.	N/A
關鍵績效指標A2.5	製成品所用包裝材料之總量及(如適用)每生產單位估量	不適用於本集團之業務	不適用
<i>A3: The Environment and Natural Resources</i>			
<i>A3: 環境及天然資源</i>			
General Disclosure		"Environment and Natural Resources"	12
一般披露		「環境及天然資源」	
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	"Environment and Natural Resources"	12
關鍵績效指標A3.1	描述業務活動對環境及天然資源之重大影響以及已採取管理有關影響之行動	「環境及天然資源」	

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B. Social		
B. 社會		
Employment and Labour Practices		
僱傭及勞工常規		
<i>B1: Employment</i>		
<i>B1: 僱傭</i>		
General Disclosure 一般披露	"Employment" 「僱傭」	13
KPI B1.1 Total workforce by gender, employment type, age group and geographical region 關鍵績效指標B1.1 按性別、僱傭類別、年齡組別及地區劃分之僱員總數	"Employment" 「僱傭」	14
KPI B1.2 Employee turnover rate by gender, age group and geographical region 關鍵績效指標B1.2 按性別、年齡組別及地區劃分的僱員流失比率	"Employment" 「僱傭」	15
<i>B2: Health and safety</i>		
<i>B2: 健康與安全</i>		
General Disclosure 一般披露	"Health and Safety" 「健康與安全」	15
KPI B2.1 Number and rate of work-related fatalities 關鍵績效指標B2.1 因工作關係而死亡之人數及比率	The Group currently does not disclose on this indicator. 本集團目前並無對此指標作出披露	N/A 不適用
KPI B2.2 Lost days due to work injury 關鍵績效指標B2.2 因工傷損失工作日數	The Group currently does not disclose on this indicator. 本集團目前並無對此指標作出披露	N/A 不適用
KPI B2.3 Description of occupational health and safety measures adopted, how they are implemented and monitored 關鍵績效指標B2.3 描述所採納之職業健康與安全措施，以及相關執行及監督方法	"Health and Safety" 「健康與安全」	15

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<i>B3: Development and Training</i>			
<i>B3: 發展及培訓</i>			
General Disclosure		"Development and Training"	16
一般披露		「發展及培訓」	
KPI B3.1	The percentage of employee trained by gender and employee category	"Development and Training"	17,18
關鍵績效指標B3.1	按性別及僱員類別劃分之受訓僱員百分比	「發展及培訓」	
KPI B3.2	The average training hours completed per employee by gender and employee category	"Development and Training"	18
關鍵績效指標B3.2	按性別及僱員類別劃分之每名僱員完成的平均培訓時數	「發展及培訓」	
<i>B4: Labour Standards</i>			
<i>B4: 勞工準則</i>			
General Disclosure		"Labour Standards"	18
一般披露		「勞工準則」	
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour	"Labour Standards"	18
關鍵績效指標B4.1	描述檢討招聘慣例之措施以避免童工及強制勞工	「勞工準則」	
KPI B4.2	Description of steps taken to eliminate such practices when discovered	"Labour Standards"	18
關鍵績效指標B4.2	描述在發現違規情況時消除有關情況所採取之步驟	「勞工準則」	
Operating Practices			
營運慣例			
<i>B5: Supply Chain Management</i>			
<i>B5: 供應鏈管理</i>			
General Disclosure		"Supply Chain Management"	19
一般披露		「供應鏈管理」	
KPI B5.1	Number of suppliers by geographical region	The Group currently does not disclose on this indicator.	N/A
關鍵績效指標B5.1	按地區劃分之供應商數目	本集團目前並無對此指標作出披露	不適用
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored	"Supply Chain Management"	19
關鍵績效指標B5.2	描述有關聘用供應商之慣例、向其執行有關慣例之供應商數目以及有關慣例之執行及監察方法	「供應鏈管理」	

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<i>B6: Product Responsibility</i>			
<i>B6 : 產品責任</i>			
General Disclosure		"Product Responsibility"	19
一般披露		「產品責任」	
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	The Group currently does not disclose on this indicator.	N/A
關鍵績效指標B6.1	已售或已運送產品總數中因安全與健康理由而須回收之百分比	本集團目前並無對此指標作出披露	不適用
KPI B6.2	Number of products and service related complaints received and how they are dealt with	The Group currently does not disclose on this indicator.	N/A
關鍵績效指標B6.2	接獲關於產品及服務之投訴數目以及應對方法	本集團目前並無對此指標作出披露	不適用
KPI B6.3	Description and practices relating to observing and protecting intellectual property rights	The Group currently does not disclose on this indicator.	N/A
關鍵績效指標B6.3	描述與維護及保障知識產權有關之慣例	本集團目前並無對此指標作出披露	不適用
KPI B6.4	Description of quality assurance process and recall procedures	"Product Responsibility – Quality Control and Safety Management"	19
關鍵績效指標B6.4	描述質量保證過程及回收程序	「產品責任－質量控制及安全管理」	
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored	"Product Responsibility – Customer Data Protection and Privacy"	20
關鍵績效指標B6.5	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	「產品責任－客戶數據維護和私隱」	
<i>B7: Anti-corruption</i>			
<i>B7 : 反貪污</i>			
General Disclosure		"Anti-corruption"	20
一般披露		「反貪污」	
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the case	No concluded legal case regarding corrupt practices was noted.	N/A
關鍵績效指標B7.1	於報告期間內對發行人或其僱員提出並已審結之貪污訴訟案件之數目及訴訟結果	並無注意到已審結之貪污行為案件	不適用
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored	"Anti-corruption"	20
關鍵績效指標B7.2	描述防範措施及舉報程序，以及相關執行及監察方法	「反貪污」	

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社區			
<i>B8: Community Investment</i>			
<i>B8: 社區投資</i>			
General Disclosure		"Community Investment"	21
一般披露		「社區投資」	
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport)	"Community Investment"	21
關鍵績效指標B8.1	專注貢獻範疇 (如教育、環境事宜、勞工需求、健康、文化、體育)	「社區投資」	
KPI B8.2	Resources contributed (e.g. money or time) to the focus area	The Group currently does not disclose on this indicator.	N/A
關鍵績效指標B8.2	在專注範疇所動用資源 (如金錢或時間)	本集團目前並無對此指標作出披露	不適用



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