



**FULLSUN INTERNATIONAL
HOLDINGS GROUP CO., LIMITED**
福晟國際控股集團有限公司

(Incorporated in Bermuda with limited liability) (於百慕達註冊成立之有限公司)

Stock Code 股份代號: 627

2021

環境、社會及 ENVIRONMENTAL, SOCIAL AND
管治報告 GOVERNANCE REPORT



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關於本報告

ABOUT THIS REPORT

福晟國際控股集團有限公司(「本公司」)連同其附屬公司(「本集團」)欣然呈現本環境、社會及管治報告(「本報告」)，以提供有關本集團管理影響營運的重大事宜的概覽，包括環境、社會及管治方面的事宜。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，並已遵守上市規則所載的「不遵守就解釋」條文。

本報告概述本集團於企業社會責任方面的表現，內容涵蓋本集團於中華人民共和國(「中國」)及香港進行的物業發展及物業投資業務。為優化和改進本報告披露規定，本集團已主動制定政策，記錄相關數據，以及實行並監察措施。本報告內容涉及本公司與旗下主要附屬公司的數據及資訊。環境類數據主要來源已經覆蓋了本集團的重要住宅項目、商業項目及在其主要營運地點的環境、社會及管治表現。本報告於聯交所網站上備有中英文版本。中英文版本如有任何歧義，概以英文本為準。

Fullsun International Holdings Group Co., 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 operation, including environmental, social and governance 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 on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) (the “Listing Rules”) – “Environmental, Social and Governance Reporting Guide” and has complied with “comply or explain” provision in the Listing Rules.

This Report summarises the performance of the Group in respect of corporate social responsibility, covering the property development and property investment business of the Group in the People’s Republic of China (“PRC”) and Hong Kong. With the aim to optimise and improve the disclosure requirements in the Report, the Group has taken initiative to formulate policies, record relevant data as well as implement and monitor measures. It covers the data and information of the Company and its major subsidiaries. The environmental data is mainly gathered from the environmental, social and governance performance of the Group’s major residential projects, commercial projects and at its major workplaces. This Report shall be published both in Chinese and English on the website of Stock Exchange. Should there be any discrepancy between the Chinese and the English versions, the English version shall prevail.

報告原則及參考標準

本報告編寫重點參考聯交所發佈的「環境、社會及管治報告指引」。本報告採用的報告原則著重於以下四個方面：

- 重要性：有關環境、社會及管治事宜會對投資者及其他利益相關者產生重要影響，是本報告做出匯報的前提。
- 量化：環境、社會及管治政策及管理系統的效益中涉及到的關鍵績效指標盡可能以量化數據的形式呈現，並附帶說明以闡述其目的及影響。
- 平衡：本報告客觀地呈報本集團的表現，避免可能會不恰當地影響報告讀者決策或判斷的選擇、遺漏或呈報格式。
- 一致性：使用一致的披露統計方法，令環境、社會及管治數據日後可作有意義的比較。

報告期間

本報告闡述我們於2021年1月1日至2021年12月31日的報告期內的可持續發展措施。

聯絡資料

本集團歡迎閣下就本報告中有關我們的可持續發展措施提供意見反饋。如欲聯絡我們，請電郵至 cs@fullsun.com.hk。

REPORTING PRINCIPLES AND REFERENCE STANDARDS

This Report is prepared mainly with reference to the Environmental, Social and Governance Reporting Guide issued by the Stock Exchange. The reporting principles adopted in this Report emphasize the following four aspects:

- Materiality: the threshold at which environmental, social and governance issues become sufficiently important to investors and other stakeholders should be reported in this Report.
- Quantitative: the key performance indicators involved in the effectiveness of environmental, social and governance policies and management systems shall be, as far as practicable, presented in the form of quantitative data accompanied by a narrative, explaining its purposes and impacts.
- Balance: this Report provides objective presentation of the Group's performance to avoid selections, omissions, or presentation format that may inappropriately influence report readers' decisions or judgments.
- Consistency: use consistent methodologies to allow for meaningful comparisons of environmental, social and governance data over time.

REPORTING PERIOD

This Report demonstrates our sustainability initiatives during the reporting period from 1 January 2021 to 31 December 2021.

CONTACT INFORMATION

The Group welcomes your feedback on this Report for our sustainability initiatives. Please contact us by email to cs@fullsun.com.hk.

緒言

INTRODUCTION

本集團主要從事中國及香港物業發展及物業投資業務。物業發展業務涵蓋在中國及香港開發及銷售商業物業、公寓及住宅物業。物業投資業務涵蓋在中國及香港租賃投資物業。

展望將來，本集團將繼續在此情況下帶領管理團隊，適時審閱業務策略，為股東實現可觀回報。目前，本集團亦得悉為環境及社會以負責任方式營運的重要性。我們致力實現可持續發展，達致可負擔資本及長遠競爭力，將環境及社會因素納入管理考量。可持續發展策略乃基於遵守我們營運地區的合法規定及利益相關者意見而定。

本集團已設立及實施各項政策，以管理及監測有關環境、僱傭、營運常規及社會的風險。有關不同範疇的可持續發展的管理方向闡述於本報告內。

The Group is principally engaged in the property development and property investment business in the PRC and Hong Kong. The property development business covers developing and selling of commercial properties, apartments and residential properties in the PRC and Hong Kong. The property investment business covers leasing of investment properties in the PRC and Hong Kong.

Looking forward, the Group will continue to lead the management team under such circumstances, review the business strategy in a timely manner, and achieve satisfactory returns to the shareholders. In the meantime, the Group also recognises the importance of operating in a responsible manner for the environment and community. We strive to achieve sustainable development for affordable capital and long-term competitiveness by integrating environmental and social factors into management considerations. Sustainability strategy is based on the compliance with the legal requirements in the area where we operate and the opinions from stakeholders.

The Group has established and implemented various policies to manage and monitor the risks related to environment, employment, operating practices and community. Details of the management approaches to sustainable development of different areas are illustrated in this Report.

利益相關者參與及重要性評估

STAKEHOLDERS ENGAGEMENT AND MATERIALITY ASSESSMENT

本集團明白本集團業務的成功有賴關鍵利益相關者支持，其(a)已投資或將投資於本集團；(b)有能力影響本集團的事宜；及(c)於本集團的業務、產品、服務及關係中佔有利益或受其影響或潛在影響。其可令本集團了解風險及機遇。本集團將繼續確保與其各關鍵利益相關者的有效溝通及維持良好關係。

本集團不時因應其角色及職責、戰略規劃及業務計劃而將利益相關者按緩急輕重排序。本集團與利益相關者溝通，以發展與利益相關者互惠互利的關係、諮詢他們對其業務建議及工作計劃的意見，以及推動市場、工作環境、社區及環境的可持續發展。

本集團確認從利益相關者對本集團業務活動的洞見、疑問及持續興趣所得情報的重要性。本集團已識別對我們業務屬重要的關鍵利益相關者並設立了多種溝通渠道。下表載列本集團的關鍵利益相關者及用以接觸、聆聽及回應的不同溝通平台及方法的概覽。

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.

利益相關者 Stakeholders	期望 Expectations	參與渠道 Engagement channels
政府 Government	<ul style="list-style-type: none"> — 遵守法律及法規 Compliance with the laws and regulations — 妥為繳稅 Proper tax payment — 促進地區經濟發展及就業 Promote regional economic development and employment 	<ul style="list-style-type: none"> — 實地視察檢查 On-site inspections and checks — 通過在中國進行工作座談會、編製及提交審批工作報告進行研究和討論 Research and discussion through work conferences, work reports preparation and submission for approval in the PRC — 年度及中期報告 Annual and interim reports — 本公司網站 Company website
股東及投資者 Shareholders and Investors	<ul style="list-style-type: none"> — 低風險 Low risk — 投資回報 Return on the investment — 資訊披露及透明度 Information disclosure and transparency — 保護股東權益及公平對待股東 Protection of interests and fair treatment of shareholders 	<ul style="list-style-type: none"> — 股東週年大會及其他股東大會 Annual general meeting and other shareholder meetings — 年度報告及公告 Annual report and announcements — 與投資者會面 Meeting with investors — 本公司網站及香港聯合交易所有限公司 Company website and The Stock Exchange of Hong Kong Limited

利益相關者參與及重要性評估

STAKEHOLDERS ENGAGEMENT AND MATERIALITY ASSESSMENT

利益相關者 Stakeholders	期望 Expectations	參與渠道 Engagement channels
僱員 Employees	<ul style="list-style-type: none"> 保障僱員權利和利益 Safeguard the rights and interests of employees 工作環境 Working environment 職業發展機會 Career development opportunities 自我實現 Self-actualisation 職業健康及安全 Occupational health and safety 	<ul style="list-style-type: none"> 會議及座談會 Meetings and conferences 培訓、講座及簡介會 Training, seminars and briefing sessions 娛樂 Entertainment 內聯網、電郵、通函及手冊 Intranet, emails, circulars and manuals
客戶 Customers	<ul style="list-style-type: none"> 安全及高質產品 Safe and high-quality products 穩定關係 Stable relationship 資訊透明度 Information transparency 誠信 Integrity 業務操守 Business ethics 	<ul style="list-style-type: none"> 本公司網站、小冊子及年度報告 Company website, brochures and annual report 電子郵件及客戶服務熱線 Email and customer service hotline 回饋表格 Feedback forms
供應商／合作夥伴 Suppliers/Partners	<ul style="list-style-type: none"> 長期夥伴關係 Long-term partnership 坦誠合作 Honest cooperation 公平及公開 Fair and open 資訊資源共享 Information resources sharing 降低風險 Risk reduction 	<ul style="list-style-type: none"> 業務會議、供應商座談會、電話、訪談 Business meetings, supplier conferences, phone calls and interviews 檢討及評估 Review and assessment
同業／行業協會 Peers/Industry Associations	<ul style="list-style-type: none"> 經驗分享 Experience sharing 公平競爭 Fair competition 	<ul style="list-style-type: none"> 行業會議 Industry conference 公司考察 Site visit
金融機構 Financial Institutions	<ul style="list-style-type: none"> 遵守法律及法規 Compliance with the laws and regulations 資訊披露 Information disclosure 	<ul style="list-style-type: none"> 顧問服務 Consulting 資訊披露 Information disclosure 報告 Reports 透過關係經理溝通 Communication through relationship manager

利益相關者參與及重要性評估 STAKEHOLDERS ENGAGEMENT AND MATERIALITY ASSESSMENT

利益相關者 Stakeholders	期望 Expectations	參與渠道 Engagement channels
媒體 Media	<ul style="list-style-type: none"> 資訊透明 Transparent information 與媒體溝通 Communication with media 	<ul style="list-style-type: none"> 本公司網站 Company website 媒體座談會 Media conference
公眾及社區 Public and Communities	<ul style="list-style-type: none"> 就業機會 Career opportunities 社會參與 Community involvement 環境責任 Environmental responsibilities 社會責任 Social responsibilities 	<ul style="list-style-type: none"> 義工活動 Volunteering 慈善活動及社會投資 Charity and social investment 年度報告及公告 Annual reports and announcements

透過與利益相關者全面溝通，本集團得以了解利益相關者的期望和憂慮。所獲得的反饋意見使本集團能夠作出知情的決策，並更好地評估及管理由此產生的影響。

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.

通過理解對本集團業務至關重要的關鍵環境、社會及管治事宜，本集團在環境、社會及管治報告中採用了重要性原則。根據環境、社會及管治報告指引(上市規則附錄二十七)及全球報告倡議組織指引的建議，本報告對所有關鍵的環境、社會及管治事宜和關鍵績效指標(KPI)進行匯報。

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 GRI Guidelines.

本集團已透過以下步驟評估環境、社會及管治方面的重大性及重要性：

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

第1步：識別－行業對標

STEP 1: IDENTIFICATION – INDUSTRY BENCHMARKING

- 根據審視本地及國際上的同業的環境、社會及管治報告，確定相關的環境、社會及管治範疇。
- 每個環境、社會及管治範疇的重大性是根據各環境、社會及管治範疇的重要性，透過管理層內部討論及環境、社會及管治報告指引(上市規則附錄二十七)的建議而確定。

- 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 ESG Reporting Guide (Appendix 27 of the Listing Rules).

第2步：優先順序－利益相關者參與

STEP 2: PRIORITISATION – STAKEHOLDER ENGAGEMENT

- 本集團就上述識別的關鍵環境、社會及管治範疇與關鍵利益相關者討論，以確保涵蓋的所有關鍵方面。

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

第3步：驗證－確定重大事宜

- 根據與關鍵利益相關者的討論及與管理層的內部討論，本集團管理層確保所有對業務發展重要的關鍵及重大環境、社會及管治方面的範疇已報告，並遵守環境、社會及管治報告指引。

由於2021年進行這一過程，本報告討論了對本集團屬重要的環境、社會及管治的範疇。

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 ESG Reporting Guide.

As a result of this process carried out in 2021, those important ESG areas to the Group were discussed in this Report.

環境、社會及管治的管治 ESG GOVERNANCE

董事會對環境、社會及管治事宜的監察

董事會於管理環境、社會及管治事宜的整體願景及策略

董事會(「董事會」)在監察本集團可持續發展事宜的管理方面發揮主要作用。年內，董事會及環境、社會及管治工作組花費大量時間評估環境、社會及管治相關風險對我們營運的影響並制定相關政策以應對該等風險。董事會的監察旨在確保管理層擁有所有適當的工具及資源，以在策略及創造長期價值方面監察環境、社會及管治事宜。

環境、社會及管治工作組

為彰顯我們對透明度及問責性的承擔，本集團已成立一個環境、社會及管治工作組，並制定明確的職權範圍，當中載有董事會授予環境、社會及管治工作組的權力。我們極其重視每一位利益相關者的意見，視之為本集團發展的基石。報告期內，環境、社會及管治工作組由執行董事、副財務總監、金融經理、人力資源經理、物業發展項目經理組成。

環境、社會及管治工作組主要負責檢討及監督環境、社會及管治流程以及本集團的風險管理。工作組於會議上檢討不同的環境、社會及管治事宜。報告期內，環境、社會及管治工作組及管理層檢討環境、社會及管治治理情況及不同的環境、社會及管治事宜。

BOARD'S OVERSIGHT OF ESG ISSUES

BOARD'S OVERALL VISION AND STRATEGY IN MANAGING ESG ISSUES

The board of directors ("Board") has a primary role in overseeing the management of the Group's sustainability issues. During the year, the Board and the ESG Working Group spent significant time in evaluating the impact of ESG-related risks on our operation and formulating relevant policy in dealing with the risks. The oversight of the Board aims to ensure the management to have all the right tools and resources to oversee the ESG issues in the context of strategy and long-term value creation.

ESG WORKING GROUP

To demonstrate our commitment to transparency and accountability, our Group has established an ESG Working Group, which has clear terms of reference that set out the powers delegated to it by the Board. We highly value opinions of each stakeholder and treat them as the cornerstone for the development of the Group. During the reporting period, the ESG Working Group consisted of Executive Directors, Deputy Chief Financial Officer, Finance Manager, Human Resource Manager, and Property Development Project Managers.

The ESG Working Group is primarily responsible for reviewing and supervising the ESG process, and risk management of the Group. Different ESG issues were reviewed by the Working Group at the meetings. During the reporting period, the ESG Working Group and the management reviewed the ESG governance and different ESG issues.

董事會對重大環境、社會及管治相關事宜的環境、社會及管治管理方法及策略

為更好地了解不同利益相關者對我們環境、社會及管治事宜的意見及期望，我們每年會進行重要性評估。我們確保使用各種平台和溝通方法來接觸、聆聽及回應關鍵利益相關者。通過與利益相關者進行全面溝通，本集團得以了解利益相關者的期望和憂慮。所獲得的反饋意見使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。

本集團已透過以下步驟評估環境、社會及管治方面的重大性及重要性：(1)透過行業對標識別重大環境、社會及管治範疇；(2)在利益相關者參與下，排列關鍵環境、社會及管治範疇優先順序；及(3)根據利益相關者與管理層之間的溝通結果驗證及確定重大環境、社會及管治事宜，從而可深入了解彼等就各重大環境、社會及管治事宜的關注程度及變化，並使我們可對未來的可持續發展工作作出更全面的規劃。於重要性評估過程中所識別的該等重要及重大環境、社會及管治範疇已於本報告內討論。

董事會對環境、社會及管治相關目的與目標的檢討進度

環境、社會及管治目標實施進度以及目的與目標的環境、社會及管治績效應不時獲仔細檢討。倘進度未達預期，則可能需作出糾正。與關鍵利益相關者就目的與目標流程進行有效溝通乃至關重要，因為這使彼等可參與實施過程，亦感受彼等是公司渴望實現變革的一部分。

設定未來三到五年的戰略目標，使公司能夠制定切實可行的路向，並專注達成有關願景的成果。

設定環境、社會及管治目標要求環境、社會及管治工作組須就本公司的抱負和目的作出權衡，仔細審查能否達成有關目標。環境、社會及管治工作組將訂明環境、社會及管治目標是否將按絕對基準或強度基準設定，這對目標設定乃至關重要。

BOARD'S ESG MANAGEMENT APPROACH AND STRATEGY FOR MATERIAL ESG-RELATED ISSUES

In order to better understand the opinions and expectations of different stakeholders on our ESG issues, materiality assessment is conducted each year. We ensure various platforms and channels of communication are used to reach, listen and respond to our key stakeholders. 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.

The Group has evaluated the materiality and importance in ESG aspects through the steps: (1) material ESG area identification by industry benchmarking; (2) key ESG area prioritization with stakeholder engagement; and (3) validation and determining material ESG issues based on results of communication among stakeholders and the management. Hence, this can enhance understanding of their degree and change of attention to each significant ESG issue, and can enable us to more comprehensively plan our sustainable development work in the future. Those important and material ESG areas identified during our material assessment were discussed in this Report.

BOARD REVIEW PROGRESS AGAINST ESG-RELATED GOALS AND TARGETS

The progress of ESG target implementation and the ESG performance of the goals and targets should be closely reviewed from time to time. Rectification may be needed if the progress falls short of expectation. Effective communication about the goals and target process with key stakeholders is essential, as this enables them to be engaged in the implementation process, and to feel they are part of the change that the company aspires to achieve.

Setting strategic goals for the coming three to five years enables the company to develop a realistic roadmap and focus on results in achieving the visions.

Setting ESG targets requires the ESG Working Group to carefully examine the attainability of the targets which should be weighed against the Company's ambitions and goals. The ESG Working Group will specify whether the ESG target is to be set on an absolute basis or intensity basis is essential for target setting.

A. 環境層面

A. ENVIRONMENTAL ASPECTS

本集團以環境保護和節能減排作為企業發展應承擔的社會責任，推動綠色市場發展及降低氣候變化風險。2021年，本集團一如既往地提倡可持續發展，提出更高的節能減排工作要求，致力於最大化地利用各種資源。在業務發展的同時，積極開展環境保護文化建設，提高本集團全體僱員的環保意識，將環境保護的理念融入日常營運管理的各個方面，使每一位員工都承擔起一份責任。本集團一直緊貼國際環保法例及運營所在地環保要求的發展，亦確保其環境政策不但在符合國際標準的情況下得以推行，同時亦確保其與全球同業步伐一致。

A1. 排放物

本集團重視營運過程中產生的排放物管理。本集團作為以房地產開發業務的綜合性集團，在營運過程中未產生過量的有害及無害廢棄物。本集團在業務過程中，涉及的有害廢棄物主要為打印機所用硒鼓及照明燈泡，無害廢棄物主要為廢紙。同時，該類有害廢棄物的回收均通過物業管理公司統一處理，本集團以繳交租金／物業管理費的形式支付相關成本費用。

本集團堅持綠色辦公，在運營管理中對不同類型的資源採取不同的節能減排措施。紙張使用方面，無紙化辦公是本集團一貫堅持的辦公原則，通過將線下的工作流程遷移至線上，大大減少了紙張的使用。同時，本集團提倡雙面打印及紙張循環利用，努力做到不浪費一張紙。能源使用方面，本集團提倡全體僱員積極響應綠色出行，且本集團在使用空調過程中不涉及氟利昂及其替代品，避免空氣污染，具有高效、節能的優點。本集團對於排放物的控制嚴格遵守國家相關法律。

報告期內，本集團的排放值未違反《中華人民共和國環境保護法》、《中華人民共和國水污染防治法》、《中華人民共和國大氣污染防治法》、《中華人民共和國固體廢物污染環境防治法》等相關法律法規的要求。

The Group takes environmental protection, energy conservation and emission reduction as its social responsibility for corporate development, which promotes the development of green markets and reduces the risk of climate change. In 2021, the Group, as always, advocates sustainable development, puts forward for a higher energy conservation and emission reduction requirement, and is committed to maximize the use of various resources. At the same time of business development, the Group actively carried out the construction of environmental protection culture and raised the environmental awareness of all employees of the Group, integrated the concept of environmental protection into all aspects of daily operation and management, and made every employee to take a responsibility. The Group always keeps abreast of the development of the international environmental protection laws and the environmental protection requirements of the locations where we operate, and ensures that the implementation of its environmental policy is in compliance with the international standards and is at the same pace as its global peers.

A1. EMISSIONS

The Group places high emphasis on the management of emissions generated from the course of operation. As a conglomerate in the real estate industry, our operation has never generated excessive hazardous and non-hazardous waste. During the course of our business, the hazardous waste mainly includes cartridges used in printers and lighting bulbs, while the non-hazardous waste is mainly waste paper. As for the recycling of hazardous waste, it is disposed uniformly through the property management companies to which the Group pays the rentals/management fee as the relevant cost.

The Group adheres to green office and adopts different energy conservation and emission reduction measures for different types of resources in its operation and management. In terms of paper use, paperless office is the office principle that the Group has always adhered to. By migrating offline workflows to online, paper use has been greatly reduced. At the same time, the Group promotes double-sided printing and paper recycling, and strives not to waste a piece of paper. In terms of energy use, the Group encourages all employees to actively respond to green travel, and uses air-conditioners which do not rely on Freon or other alternatives to avoid air-pollution and with advantages of high efficiency and low energy consumption. The Group's control on emissions also strictly complies with relevant national laws.

During the reporting period, the emission rate of the Group did not violate the requirements of the Environmental Protection Law of the People's Republic of China, Water Pollution Prevention and Control Law of the People's Republic of China, Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution, Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste and other related laws and regulations.

A. 環境層面

A. ENVIRONMENTAL ASPECTS

空氣污染物排放

減控排放對減輕環境影響及保障僱員健康至關重要。就物業發展項目而言，本集團一直鼓勵其承建商採取負責任的施工做法以減少空氣污染物排放。例如，於建築地盤採用持續灑水以減少塵埃擴散。使用密封容器盛載揮發性氣體以防止氣體洩漏。

由於我們的物業發展項目已外判予建築承建商，故我們並無直接控制或擁有建築項目。然而，我們物業發展項目及建築團隊一直密切監察外判商的建築工程進度以減少空氣污染物排放。2021年空氣污染物排放量減少，乃主要由於年內有效實施節省能源政策所致。此外，本集團銳意到2025年將空氣污染排放量減少5%。

報告期內的空氣污染物排放情況如下：

空氣污染物種類 Type of Air Pollutants	單位 Unit	2021年 2021	2020年 2020
氮氧化物 Nitrogen oxides (NO _x)	公斤 kg	0.26	72.63
二氧化硫 Sulfur dioxide (SO ₂)	公斤 kg	0.48	0.20
顆粒物 Particulate matter (PM)	公斤 kg	0.05	0.49

溫室氣體(「溫室氣體」)排放

社區日益關注氣候變化問題。本集團明白氣候變化對其業務構成風險，並致力緩解氣候變化的影響。溫室氣體被認為是氣候變化主要原因之一。

關於本集團的溫室氣體排放，範圍1直接排放及範圍2間接排放分別主要來自汽車及外購電力。本集團大部分溫室氣體排放來自能源消耗，本集團透過降低業務營運中的能源消耗解決溫室氣體排放問題。於整個營運過程中制定政策及程序(誠如「資源使用」一節所述)鼓勵節約能源，以減少碳足跡。於2021年溫室氣體排放總量減少乃主要由於年內有效實施節省能源政策所致。此外，本集團銳意到2025年將溫室氣體排放量減少5%。

AIR POLLUTANTS EMISSION

Air pollutants emission control is essential to mitigate environmental impacts and to protect employees' health. For our property development projects, the Group constantly encourages its contractors to adopt responsible construction practices to reduce air pollutants emission. For example, continuous sprinkling is adopted in construction sites to mitigate the spread of dust. Sealed containers are used for volatile gas to prevent the gas leakage.

As our property development projects are subcontracted to construction contractors, we do not have direct ownership or control on the construction projects. However, our property development project and construction teams always closely monitor the construction process carried out by our subcontractors to mitigate their air pollutants emission. The decrease in the air pollutants emission in 2021 was mainly attributable to the effective implementation of energy saving policies during the year. Furthermore, the Group targets to reduce the emission of air pollution by 5% by 2025.

The air pollutants emission of the Group during the reporting period is as follows:

GREENHOUSE GAS ("GHG") EMISSIONS

Climate change is gradually concerned by the community. The Group recognises that climate change poses a risk to its business and it is committed to mitigating the effects of climate change. GHG is considered as one of the major contributors of the climate change.

Regarding GHG emissions of the Group, scope 1 direct emissions and scope 2 indirect emissions are mainly resulted from vehicles and purchased electricity respectively. Giving the majority of the GHG emissions of the Group come from energy consumption, the Group tackles the GHG emission by lowering the energy consumption in our business operations. Policies and procedures as described in the section "Use of Resources" to encourage energy saving have been incorporated throughout the operations in order to reduce the carbon footprint. The decrease in GHG emissions in 2021 was mainly attributable to the effective implementation of energy saving policies during the year. Furthermore, the Group targets to reduce GHG emissions by 5% by 2025.

A. 環境層面 A. ENVIRONMENTAL ASPECTS

報告期內，本集團的溫室氣體排放情況如下：

The GHG emission of the Group during the reporting period is as follows:

溫室氣體排放 ¹ GHG Emission ¹	單位 Unit	2021年 2021	2020年 2020
範圍1 ² Scope 1 ²	噸二氧化碳當量 tonnes of CO ₂ -e	1.46	22.98
範圍2 ³ Scope 2 ³	噸二氧化碳當量 tonnes of CO ₂ -e	5.32	5.17
溫室氣體排放總量 Total GHG emission	噸二氧化碳當量 tonnes of CO ₂ -e	6.78	28.15
溫室氣體排放密度 GHG emission intensity	噸二氧化碳當量／平方米樓面面積 tonnes of CO ₂ -e/m ² floor area	0.01	0.03

¹ 溫室氣體排放量乃按溫室氣體議定書<<企業核算與報告準則>>計算得出。

¹ The calculation of the greenhouse gas emission is based on the "Corporate Accounting and Reporting Standard" from Greenhouse Gas Protocol.

² 範圍1：來自本集團擁有或控制的來源的直接排放。

² Scope 1: Direct emission from sources that are owned or controlled by the Group.

³ 範圍2：來自本集團耗用外購電力的間接排放。

³ Scope 2: Indirect emissions from the purchased electricity consumed by the Group.

廢棄物管理

本集團明白減少廢棄物的重要性。本集團已頒佈廢棄物管理措施以減少所產生廢棄物及減輕營運對環境所構成影響。基於我們的業務營運性質，於報告期內並無產生任何有害廢棄物。

WASTE MANAGEMENT

The Group recognises the importance of waste reduction. Waste management measures have been introduced to minimise the amount of waste generated and reduce impact of our operation on the environment. Due to our business operation nature, no hazardous waste was generated during the reporting period.

由於辦公室的營運性質，無害廢棄物主要為生活垃圾及廢紙，並由物業管理公司統一收集送往堆填或焚燒。本集團計劃未來嘗試實行廢棄物分類，於辦公室推廣回收，並為員工提供更清晰的分類指引，鼓勵員工從源頭減廢。此外，本集團採取措施，透過鼓勵僱員使用雙面印刷以減少廢紙數量。

Due to the nature of office operation, the non-hazardous waste mainly consists of domestic waste and paper waste which are collected by the property management company for landfill or incineration. In the future, the Group plans to implement waste sorting, promote recycling in the office and provide clearer sorting guidance for staff, as well as encourage them to reduce waste at source. Besides, the Group takes initiative to reduce the paper waste amount by encouraging its employees to use double-sided printing.

A. 環境層面

A. ENVIRONMENTAL ASPECTS

對於物業發展項目，本集團要求各業務單位在排污、排水設計和施工方面，嚴格遵守中國有關法律法規。管理層在項目經理及工程師的協助下，根據本集團的項目管理政策及指引評審設計方案及施工方案，並監控整個施工過程。因此，我們可以避免因設計缺失或施工延誤偏離排污標準。本集團亦要求其承建商分類及循環再用（如適用）建築及拆卸所產生廢棄物。無法循環再用的建築及拆卸廢棄物將交由合資格廢棄物管理公司送往堆填區，可循環再用的廢棄物則由回收公司進行加工。於報告期內，日常辦公室運營乃商業廢棄物的主要來源。

於2021年無害廢棄物數量減少，乃主要由於年內為應對COVID-19疫情的清潔工作頻率減少，以及有效實行廢棄物管理政策所致。此外，本集團銳意到2025年將產生的無害廢棄物減少5%。

本集團於報告期內產生的廢棄物如下：

For the property development projects, the Group requires all business units to strictly comply with the relevant laws and regulations of China in terms of waste discharge, drainage design and construction. The management, with the assistance of the project managers and engineers, assesses the design and construction plans and monitors the entire construction process according to the project management policies and guidelines of the Group. Therefore, we can avoid deviation from waste discharge standard due to design failures or delay in construction. The Group also requires its contractors to sort, classify and recycle (if applicable) the construction and demolition waste produced. Construction and demolition waste that cannot be recycled is delivered to landfills by qualified wastes management companies and recyclable waste is processed by recycling companies. During the reporting period, daily office operation was the main source of commercial waste.

The decrease in non-hazardous wastes amount in 2021 was mainly attributable to less frequent cleaning work for coping with COVID-19 pandemic outbreak and effective implementation of waste management policies the year. Furthermore, the Group targets to reduce the non-hazardous waste generation by 5% by 2025.

The waste generated by the Group during the reporting period is as follows:

產生的廢棄物 Wastes generation	單位 Unit	2021年 2021	2020年 2020
所產生的有害廢棄物 Hazardous waste generated	噸 tonnes	—	0.05
所產生的有害廢棄物密度 Hazardous waste generated intensity	噸／平方米樓面面積 tonnes/m ² floor area	—	0.00005
所產生的無害廢棄物 Non-hazardous waste generated	噸 tonnes	0.1	0.2
所產生的無害廢棄物密度 Non-hazardous waste generated intensity	噸／平方米樓面面積 tonnes/m ² floor area	0.00001	0.00019

A2.資源使用

本集團認為環保為可持續及負責任業務的重要組成部分。本集團對保障環境可持續發展的重要性有深入理解，並於日常業務運營中引入若干措施，重視資源的有效利用。其認為，員工參與對取得有關目標至為關鍵。本集團致力制定強調「綠色辦公室」及「低碳」政策的工作環境，例如改善資源有效使用以達長遠可持續性的一套指引。本集團亦採納政策以改善能源、水及其他材料的有效使用。

能源

本集團於其整個發展及運營過程中推廣節能減排理念。與此同時，本集團透過電郵發佈相關提醒或消息，致力於員工中推廣節能意識，建議彼等於工作日結束時關閉所有電燈、電腦及打印機。本集團鼓勵所有僱員於彼等離開閒置一段時間時將電腦設定為自動休眠模式。打印機及複印機亦為電腦設定自動休眠模式。

為了緊貼市場趨勢，本集團定期升級現有設施，例如更換過時的電腦、電話及其他電器，以滿足我們客戶的需求及提高運營效率。本集團在升級過程中奉行環保減廢原則，盡可能重用現有設備和物料，減少浪費。與此同時，其亦積極使用環保設備作任何替換。此等措施不僅能節省能源消耗，還能減少溫室氣體排放。

A2. USE OF RESOURCES

The Group considers environmental protection as an essential component of a sustainable and responsible business. The Group has an in-depth understanding of the importance of safeguarding sustainable development of the environment and this to attach importance to efficient utilisation of resources by introducing various measures in daily business operations. It understands that staff participation is the key to achieve such goals. The Group strives to build up a working environment that emphasises the “Green office” and “Low Carbon” policy such as a set of guidelines to improve the efficient use of resources for long-term sustainability. The Group has also adopted policies to improve the efficient use of energy, water and other materials.

ENERGY

The Group promotes the concept of energy saving and emission reduction into the entire process of its development and operation. In the meantime, the Group puts effort to promote energy saving awareness among its staff by posting related reminders or messages through emails, recommending them to switch off all the lights, computers and printers by the end of the work day. The Group encourages all of its employees to set their computers to sleep-mode automatically when left idle for a certain period of time. Printers and copiers are also set to sleep-mode automatically for the computers.

In order to keep pace with the market trends, the Group regularly upgrades its existing facilities such as replacing outdated computers, phones and other electrical appliances to meet the needs of our customers and enhance operational efficiency. The Group adheres to environmental protection and waste reduction principles for its upgrading processes, and reuses existing facilities and materials wherever possible, so as to reduce waste. Meanwhile, it also actively uses eco-friendly equipment for any replacement. With these measures, not only can the energy consumption be saved, but also the GHG emission can be reduced.

A. 環境層面

A. ENVIRONMENTAL ASPECTS

辦公室運營方面，本集團致力創造節約使用資源的企業文化，藉以提高僱員的環保意識，鼓勵彼等透過一系列活動，例如植樹造林及宣揚節約用水，積極投入環保，為此出一分力。本公司亦在洗手間、電燈、空調及複印機旁張貼宣傳口號，例如「節約每一滴水」、「關燈省電」及「雙面打印，保護森林」，並規勸僱員節約能源珍惜用水的裨益，以提高彼等的環保意識，同時進一步改善辦公室的整體環保表現。2021年得以減少能源消耗，乃主要由於年內有效落實節能政策。此外，本集團銳意到2025年將能源消耗減少5%。

In relation to office operation, the Group strives to create a corporate culture of resource saving for the purpose of enhancing employees' awareness of environmental protection and encouraging them to actively participate in and contribute to environmental protection commitments through a series of activities such as afforestation and water-saving publicity. The Company also puts up promotional slogans such as "Save every drop of water", "Turn off the lights to save electricity" and "Cherish the forest through double-sided printing" near the restrooms, lights, air conditioners and photocopiers, and provides employees with advices on the benefits of energy conservation and water saving so as to raise their awareness of environmental protection while further improving the overall environmental protection performance of the office. The decrease in energy consumption in 2021 was mainly attributable to the effective implementation of energy saving policies during the year. Furthermore, the Group targets to reduce the energy consumption by 5% by 2025.

報告期內，本集團的能源消耗情況如下：

The energy consumption of the Group during the reporting period is as follows:

能源消耗 Energy Consumption	單位 Unit	2021年 2021	2020年 2020
購買電力 Purchased electricity	兆瓦時 MWh	7.49	7.29
天然氣 Natural Gas	兆瓦時 MWh	—	74.05
石油 Petrol	兆瓦時 MWh	5.96	24.15
能源總消耗 Total energy consumption	兆瓦時 MWh	13.45	105.49
能源消耗密度 Energy consumption intensity	兆瓦時／平方米樓面面積 MWh/m ² floor area	0.01	0.03

水

水為重要天然資源。就中國及香港辦公室的耗水量而言，供水由樓宇物業管理公司全權控制及中央管理，各獨立辦公室單位並無獨立水錶記錄用水量，故本集團未能提供耗水量數據。然而，我們仍然積極尋求方法減少耗水。例如，本集團透過將洗手盆排水管連接至儲水缸作廢水沖廁，以鼓勵循環用水。此外，本集團對各運營階段進行定期檢查，以盡量減少漏水及浪費，並在辦公室內張貼海報，鼓勵僱員節約用水。

WATER

Water is an important natural resource. For water consumption in both the PRC and Hong Kong offices, the water supply is solely controlled and centrally managed by the property management companies of the buildings, it is not feasible for the Group to provide water consumption data as there is no separate meter for each individual office unit on water usage record. However, we still actively seek ways to mitigate water consumption. For example, the Group encourages water recycling by connecting the washbasin outlet pipe to a water storage tank to use wastewater for toilet flushing. Besides, the Group conducts regular inspection of each operation stage to minimise leakage and wastage as well as posts posters in office to encourage employees to save water.

A3.環境及天然資源

報告期內，本集團已遵守所有與環境及天然資源相關的法律法規，包括但不限於《建設項目環境保護管理條例》、《中華人民共和國環境影響評價法》、《建設工程勘察設計管理條例》、《建設工程施工場地文明施工及環境管理暫行規定》、《建築施工場地環境噪聲排放標準》和《聲環境質量標準》等。

本集團積極組織環境保護活動。雖然本集團的業務性質對環境及天然資源可能產生一定的影響（如：生物多樣性等），各個地區附屬公司的廢棄物均通過公司所在地物業管理公司統一處理，項目工地廢棄物則由總包方處理。因此，本集團產生的廢棄物（除廢氣外）不會對環境造成直接影響。本集團依然會時刻關注業務運營對環境可能產生的影響。若出現可能對環境及天然資源產生影響的情況，本集團將制定針對性的措施以減輕可能帶來的危害。

本集團深明推行環境保護能減少運營風險並增拓業務機遇。因此，我們致力透過推行上述減廢措施和資源節約措施，貫徹改善我們的環保表現。我們將繼續尋找機會，進一步減少排放及資源消耗，旨在將對環境及天然資源的影響減至最低。

A3. THE ENVIRONMENT AND NATURAL RESOURCES

The Group has complied with all laws and regulations related to the environment and natural resources during the reporting period, including but not limited to the Regulations on the Administration of Construction Project Environmental Protection, the Law of the People's Republic of China on Environmental Impact Assessment, the Regulation on the Administration of Survey and Design of Construction Projects, the Interim Provisions on Civilized Construction and Environmental Management of Construction Site, the Emission Standard of Environmental Noise for Boundary Construction Site Area, and the Environmental Quality Standards for Noise.

The Group has been proactively organizing environmental protection events. Although the Group's business nature may, to a certain extent, cause impacts such as biodiversity, on the environment and natural resources, the waste of each regional subsidiary is uniformly disposed by their respective local property management companies and the waste in project sites is treated by the main contractors. Accordingly, the waste generated by the Group (except exhaust gas) would not have a direct impact on the environment. The Group will continue to pay close attention to any possible environmental impact which may be caused by our business operation. If there is any issue which may affect the environment and natural resources, the Group will formulate specific measures to alleviate any possible damage.

The Group understands that implementing environmental protection can reduce operational risk and increase business opportunities. Hence, we endeavour to consistently improve our environmental performance by implementing aforementioned waste reduction measures and resources saving initiatives. We will continue to seek opportunities to further reduce emissions and resources consumption with the aim to reduce the impacts on environment and natural resources to minimal.

A. 環境層面

A. ENVIRONMENTAL ASPECTS

A4. 氣候變化

管治

本集團根據運營的風險性質應對氣候相關風險。氣候變化的實際影響（包括極端天氣事件）或對設施的損害具即時運營影響及視為運營風險。本集團環境、社會及管治工作組可能討論長期挑戰如新環境、社會及管治事宜及氣候相關風險及機會。

在環境、社會及管治工作組的支持下，董事會定期於董事會會議上監督與氣候相關的事宜及風險，確保有關議題得以納入我們的策略當中。

為確保董事會能夠緊貼與氣候相關的事宜的最新趨勢，我們會提供氣候能力培訓，以確保董事會具備所需專業知識及技能來監督與氣候相關的事宜的管理。董事會在有需要時亦會向外部專家尋求專業意見，以更好地支持決策過程。

我們環境、社會及管治工作組提供有效管治，以整合及解決我們業務中的環境、社會及管治事宜（包括氣候變化）。環境、社會及管治工作組負責批准本集團的運營排放目標及委託進行環境、社會及管治基準測試，以及進行差距分析，以識別與最佳實踐標準有關的披露及政策差距。此外，環境、社會及管治工作組與本集團不同運營部門緊密合作，致力發展貫徹一致及提升方法應對環境、社會及管治風險事宜並向管理層報告。

策略

氣候變化風險通過增加若干疾病的頻率及強度以及自然災害導致的健康及死亡率的影響，構成我們整體風險情況的一部分。我們通過考慮服務範圍內眾多類別的一系列不同風險因素評估整體風險水平。該風險多樣性與我們業務策略結合，廣泛的地域覆蓋有助我們減低風險及為短期氣候變化的影響提供保護。

A4. CLIMATE CHANGE

GOVERNANCE

Our group addresses climate-related risks based on the nature of the risk to our operations. The physical impacts of climate change, including extreme weather events, or damage to facilities have immediate operational impacts and are treated as operational risks. Long-term challenges, such as emerging ESG issues and climate-related risks and opportunities, may be discussed by the Group's ESG Working Group.

Supported by our ESG Working Group, our Board oversees climate-related issues and risks regularly during board meetings and ensures that they are incorporated into our strategy.

To ensure our Board to keep up with the latest trend of climate-related issues, climate competence training will be provided to ensure it has the necessary expertise and skills to oversee the management of climate-related issues. Our Board also seeks professional advice from external experts when necessary to better support the decision-making process.

Our ESG Working Group provides effective governance for integrating and addressing ESG issues, including climate change, within our business. The ESG Working Group is responsible for approving operational emissions targets for the Group and commissioning an ESG benchmarking, as well as gap analysis exercise to identify gaps in both disclosure and policy relative to the best practice standards. Moreover, the ESG Working Group works closely with the Group's different operation departments, with an aim to develop consistent and enhanced approaches on addressing ESG risk issues and report to the management.

STRATEGY

Climate change risk forms part of our overall risk profile through its role in increasing the frequency and intensity of certain diseases, and the health and mortality impacts resulting from natural disasters. We assess the overall level of risk by taking into consideration a range of diverse risk factors across the many categories in our services range. This diversity of risk is combined with our business strategy and broad geographic footprint helps us mitigate risk and provide protection against the impacts of short-term climate change effects.

我們的產品及服務繼續為社區人民提供保護以免受天氣及熱病侵害。此外，我們以下列步驟，通過考慮與氣候相關的不同場景（包括「2攝氏度或更低情況」），繼續發掘機會與我們的業務夥伴互動並鼓勵彼等發展氣候適應力及減少彼等運營中的碳排放足跡：

步驟1：設定氣候變化影響的未來景象

隨著氣候變化措施的推進，行業可能將面臨大幅變化，如更嚴格的政策，包括引入及增加碳排放費用，以及技術改進及消費者意識變化。

鑑於氣候變化的影響，根據國際能源署（「IEA」）場景及其他，我們制定多種未來景象，因外部環境將環抱本集團。就IEA場景而言，我們專注2攝氏度場景(2DS)，並分別製作在氣候變化應對措施並無進展及該等措施進展逾越「2攝氏度場景之外」兩種情況下的未來場景。

步驟2：考慮影響

我們考慮到步驟1制定的各未來景象對本集團的影響。我們認為在此社會中，可能將擴大二氧化碳減排的影響。

就原材料採購及生產影響而言，引入及增加碳排放費用預計根據氣候變化措施的全球改善導致可能更高的原材料採購及生產成本。

另一方面，於氣候變化措施於整個社會不充分情況下，因自然災害（如洪水）頻發及加劇導致生產中斷及供應鏈中斷可能性增加。

步驟3：回應策略

本集團將開始在我們日常運營中推廣減少使用非再生能源。此策略對於購買電力消耗排放因素較高地區的各地區而言，允許靈活及戰略回應需求。通過在世界範圍採取全面節能政策及引入可再生能源推動實際碳排放減少，我們正在努力實現業務零碳排放。

Our products and services continue to provide protection for people in our communities against weather and heat-related disease. Besides, we continue to explore opportunities to engage our business partners and encourage them to develop climate resilience and reduce their operational carbon footprint by taking into consideration of different climate-related scenarios, including a “2°C or lower scenario” through the following steps:

Step 1: Set future images assuming climate change effects

As climate change measures proceeds, there is a possibility that the industry will be exposed to substantial changes, such as stricter policies including the introduction of and increases in carbon pricing, as well as advances in technology and changes in customer awareness.

In light of these climate change effects, based on the International Energy Agency (“IEA”) scenarios and others, we developed multiple future images as the external environment that will surround our Group. With regard to the IEA scenarios, we put focus on the 2°C scenario (2DS) and pictured future images in case where climate change measures do not progress and where such measures progress further “Beyond 2°C scenario”.

Step 2: Consider the impacts

We considered the impacts on our Group for each of the future images developed in Step 1. We believe that in such a society, it will be possible to expand carbon dioxide reduction effects.

With regard to effects on raw material procurement and production, introduction of and increases in carbon pricing is anticipated in accordance with the global advance of climate change measures, leading to the possibility of higher raw material procurement and production costs.

On the other hand, in the case where climate change measures are not adequate throughout society, production interruptions and supply chain disruptions are likely to increase as a result of higher frequency and intensification of natural disasters such as flooding.

Step 3: Respond to the strategies

Our Group will begin promoting the reduction of non-renewable energy in our daily operation. This strategy will allow for flexible and strategic responses to each demand for the regions where the emission factors of purchased electricity consumptions are high. By promoting real carbon emissions reductions throughout the world through comprehensive energy-saving policies and introduction of renewable energy, we are working to achieve zero carbon emission in our business.

A. 環境層面

A. ENVIRONMENTAL ASPECTS

我們盡可能透過採取全面節能及引入可再生能源將碳排放減至最低。尤其，就可再生能源而言，我們已設立新目標，以求在未來數年間減少電力採購率。

就持續確認本集團策略的可持續性及進展而言，我們認為，通過適當信息披露、與機構投資者及其他利益相關者的對話，將有機會獲得穩定資金及企業價值的可持續增長。

風險管理

本集團識別氣候變化相關風險或按風險評估測試氣候變化現有風險管理策略，因此可識別需採取新策略的領域。

風險評估使用國家數據、地方信息及專家知識，採用標準風險基準方法，可識別氣候變化如何加劇現有風險或創造新風險。風險評估乃通過下列步驟進行：

步驟1：設定背景

- 目的／目標
- 規模
- 時間範圍
- 多數氣候變量及海平面氣候變化場景

步驟2：識別現有風險（過往及現在）

- 識別該地區過往發生氣候災害的記錄
- 制定風險管理策略以應對將來災害發生

We minimize carbon emissions through comprehensive energy-saving and introduction of renewable energy if possible. With respect to renewable energy in particular, we have set a new target, achieve a reduction rate for purchased electricity in coming few years.

With regard to the ongoing confirmation of the suitability and progress of the Group's strategies, we believe that we will have opportunities for stable funding and sustainable increases in corporate value through appropriate information disclosure, dialogue with institutional investors and other stakeholders.

RISK MANAGEMENT

Our Group identifies the climate change related risks or to test the existing risk management strategies under climate change with the aid of risk assessment. Hence, the areas where new strategies are needed could be identified.

The risk assessment takes a standard risk-based approach using national data, local information and expert knowledge, which can identify how climate change may compound existing risks or create new ones. The risk assessment is conducted through the following steps:

Step 1: Establish the context

- Objective/goal
- Scale
- Time frame
- Climate change scenario for most climate variables and sea level

Step 2: Identify existing risk (past and current)

- Identify the record of occurrence of climatic hazard in the past in the area
- Risk management strategies in place to tackle future occurrence of the hazard

步驟3：識別未來風險及機會

- 選擇時間範圍及排放場景探索氣候變化預測
- 識別潛在災害
- 在未來預測變化情況下，調查步驟2的任何現有風險是否可能更糟糕
- 在未來預測變化情況下，識別可能出現的新風險

步驟4：分析及評估風險

- 識別可能在未來構成風險的一系列決策範疇或體系(如地域、業務運營、資產、生態系統等)

誠如上文管治一節所概述，本集團擁有受到董事會監督的健全風險管理及業務規劃流程，以識別、評估及管理氣候相關風險。本集團與政府及其他適當機構合作，以緊貼預期及潛在監管及／或財政變化。

於日常運營中，我們繼續提升有關監察碳排放及能源消耗足跡的氣候變化意識。然而，於理解該等氣候風險及機會如何可能影響我們的運營、資產及盈利方面仍有不足。本集團評估業務如何應對氣候變化風險及機會，並積極監測及減少其環境足跡。

Step 3: Identify future risk and opportunities

- Explore climate change projections for the selected time frame(s) and emission scenario(s)
- Identify potential hazards
- Investigate whether any existing risk from Step 2 may get worse under future projected changes
- Identify new risks that can emerge under future projected changes

Step 4: Analyse and evaluate risk

- Identify a set of decision areas or systems (i.e., geographical areas, business operation, assets, ecosystems, etc.) that has the potential to be at risk in future

As outlined within the Governance section above, the Group has robust risk management and business planning processes that are overseen by the board of directors in order to identify, assess and manage climate-related risks. The Group engages with government and other appropriate organizations in order to keep abreast of expected and potential regulatory and/or fiscal changes.

We continue to raise awareness of climate change in regard to monitoring of carbon and energy footprint in our daily operation. However, there remains gaps in understanding how such climate risks and opportunities may impact our operations, assets and profits. Our Group assesses how the business addresses climate change risks and opportunities and takes the initiative to monitor and reduce their environmental footprint.

A. 環境層面

A. ENVIRONMENTAL ASPECTS

重大氣候相關事宜

報告期內，影響及／或可能影響本集團於(i)營運、產品及服務；(ii)供應鏈及價值鏈；(iii)適應及緩解活動；(iv)研發投資；及(v)財務規劃方面的業務及策略的重大且與氣候相關的物理風險及過渡風險，以及為管理該等風險而採取的步驟如下：

SIGNIFICANT CLIMATE-RELATED ISSUES

During the reporting period, the significant climate-related physical risks and transition risks, which have impacted and/or may impact our Group's business and strategy in (i) operations, products and services, (ii) supply chain and value chain, (iii) adaptation and mitigation activities, (iv) investment in research and development, and (v) financial planning, as well as the steps taken to manage these risks, are as follows:

氣候相關風險的描述

Climate-related risks description

財務影響

Financial impact

管理風險所採取的步驟

Steps taken to manage the risks

實體風險

Physical Risk

急性實體風險

Acute physical risks

- 颶風、洪災及強風等極端天氣事件的嚴重性和發生頻率加劇。因此，員工可能容易受傷。此外，在極端天氣事件下，交通、通訊及生活成本增加，可能導致財務虧損。
Increased severity and frequency of extreme weather events such as cyclones and floods, strong wind. Hence, staff are easily injured. In addition, under the extreme weather events, the costs of transportation, communications and living increase, which may lead to financial loss.
- 發生山火的可能性及嚴重性增加，可能阻礙公司營運。供應鏈、物流及運輸中斷可能引致財務虧損。
Increased likelihood and severity of wildfire, which may hinder the operations of companies. Financial loss occurs due to the interruption of supply chain, logistics and transportation.

- 經營成本增加
Operating cost increases
- 設施損壞導致資本成本增加
Capital cost increases due to the damage of facilities

- 計劃採用情境分析以披露機構於未來情境下的規劃，最值得注意的是「2攝氏度場境」下的規劃。
Planned to adopted scenario analysis to disclose an organization's planning under future scenarios, most notably one with in a "2°C scenario".
- 制定自然災害應急預案。
Established a natural disasters emergency plan.

氣候相關風險的描述

Climate-related risks description

長期實體風險

Chronic physical risks

- 持續高溫天氣或會增加能源消耗。
Prolonged hot weather may increase the energy consumption.
- 氣候變化為物業發展環境帶來不確定性。儘管公司不會產生直接虧損，但這仍然會嚴重影響及限制物業發展及銷售以及已發展物業的租賃。
Climate change brings uncertainties to the environments of property development. Although direct losses will not be incurred by the company, this may still affect and limit the property development and sales, as well as rental of developed properties significantly.
- 持續的氣候變化可能損害人的健康。氣溫不斷攀升會令某些疾病的死亡率和發病率上升，尤其是與心臟和呼吸系統有關的疾病；可能會加劇部分對氣候敏感的疾病，例如瘧疾和登革熱的傳播。
Prolonged climate change may detriment the human's health. Continuation of temperature rise can increase the fatality rates and incidence rates of some diseases, especially the one related to cardiac and respiratory system; the spread of some climate-sensitive diseases such as malaria and dengue fever may increase.

財務影響

Financial impact

- 收益會因產能下降及勞動力受到不利影響而減少。
Revenue reduces from decreased production capacity and the negative impacts of workforce.

管理風險所採取的步驟

Steps taken to manage the risks

- 計劃對設施進行改進、改造、搬遷或其他更改，長遠而言可使其所承受的氣候影響降低並提高氣候抵禦能力。
Planned improvements, retrofits, relocations, or other changes to facilities that may reduce their vulnerability to climate impacts and increase the climate resilience in long term.
- 與當地或國家政府以及當地利益相關者就本地抵禦能力進行合作。
Engagement with local or national governments and local stakeholders on local resilience.

A. 環境層面

A. ENVIRONMENTAL ASPECTS

氣候相關風險的描述

Climate-related risks description

財務影響

Financial impact

管理風險所採取的步驟

Steps taken to manage the risks

轉型風險

Transitional Risk

政策風險

Policy risk

- | | | |
|---|--|--|
| <ul style="list-style-type: none">— 由於能源效率要求，碳定價機制提高化石燃料的價格，或有鼓勵可持續土地利用的政策，令地區擴張受阻，從而增加經營成本。
As a result of energy efficiency requirements, carbon-pricing mechanisms increase the price of fossil fuels, or policies to encourage sustainable land use, hindering the area of expansion, which increase the operation cost.— 由於環境及安全法例和石油標準被收緊，現有產品及服務須遵守諸多訓令與監管。我們須花費大量合規成本，更新或保養設備以符合新規定。
Mandates on and regulation of existing products and services as of the tightened environmental and safety laws and standards of oil. We have to spend much compliance cost to update or maintain the equipment to fulfil the new regulations. | <ul style="list-style-type: none">— 公司保費上升，令經營成本增加。
Operating cost increases due to increased insurance premiums for the company.— 貿易風險增加。
Risk of trade increases. | <ul style="list-style-type: none">— 計劃於營運中參與碳交易及採用清潔能源，以減少碳排放。
Planned to be involved in carbon trading and adoption of clean energy in the operations to reduce the carbon emissions.— 監察氣候相關的環境政策的最新消息，避免因違反氣候相關環境政策而導致不必要的成本及開支增加。
Monitor the updates of the relevant climate-related environmental policies, to avoid the unnecessary increase in cost and expenditure due to the violation of the climate-related environmental policies. |
|---|--|--|

法律風險

Legal risk

- | | | |
|--|--|--|
| <ul style="list-style-type: none">— 面臨訴訟風險。我們必須適應政府因氣候變化而頒佈的更嚴格法律及法規，而一旦未能遵守新規則，彼等則面臨訴訟風險。
Exposure to litigation. We have to adapt the tightened law and regulations issued by the government due to climate change, and they have the risk of litigation once they failed to oblige the new rules.— 強化的排放量報告義務。我們可能須花費大量時間來符合報告標準以遵守新義務。
Enhanced emissions-reporting obligations. We may have to spend much time on fulfilling the report standards to comply the new obligations. | <ul style="list-style-type: none">— 由於合規成本高企及本集團的保費增加，經營成本增加。
Operating cost increases for high compliance costs and increased insurance premiums for the Group. | <ul style="list-style-type: none">— 監察環境法律及法規的最新變動，並提前實行溫室氣體排放計算。
Monitored the updates of environmental laws and regulations and implemented GHG emissions calculations in advance. |
|--|--|--|

氣候相關風險的描述

Climate-related risks description

財務影響

Financial impact

管理風險所採取的步驟

Steps taken to manage the risks

技術風險

Technology risk

- 由於採購低碳節能建築原材料和開發節能建築技術，資本投資及研發開支相應增加。
Sourcing the low carbon and energy-saving construction raw material and developing energy saving technologies for construction, the capital investment and R&D expense increase consequently.
- 同業採用更多的綠色建築策略與低碳節能技術。落後於同業或會削弱我們的競爭優勢。
More green building strategies with low-carbon, energy-saving technologies are adopted by industry peers. Lagging behind may weaken our competitive edges.

- 技術開發方面的資本投資增加。
Capital investment in technology development increases.

- 計劃投資創新建築節能技術
Planned to invest in the innovations of energy saving technologies for construction
- 研究將最新的低碳節能技術應用於我們營運的可行性及效益。
Examined the feasibility and benefits of applying the latest low-carbon and energy-saving technologies into our operation.

市場風險

Market risk

- 越來越多的客戶考慮氣候相關風險與機遇，可能導致客戶對產品(供銷售的已發展物業)需求發生轉變。
More customers are considering climate-related risks and opportunities, which may lead to changes in customers' demand for products (developed properties for sales).
- 市場訊號不明確。「產品對環境的友好程度」成為影響物業售價的因素之一。
Uncertainty in market signals. "How environmentally friendly the product is" becomes one of the factors to affect the property selling price.
- 建築原材料成本增加。更環保的原材料可能更加昂貴，這可能會增加建築成本。
Increased cost of construction raw materials. More environmentally-friendly raw materials may be much expensive, which may increase the construction cost.

- 收益結構與來源改變，使收入減少。
Revenue decreases for the change in revenue mix and sources.
- 由於能源成本發生始料未及的變化，經營成本增加。
Operating cost increases as abrupt and unexpected shifts in energy costs.
- 由於投入價格及產出要求變動，生產成本增加。
Production cost increases due to changing input prices and output requirements.

- 加強就已發展物業建築所用對環境有害的物料的控制，並研究應用可循環再用的物料。
Tightened the control of the environmental hazardous materials in property construction of our developed properties and studied the application of recycled materials.

A. 環境層面

A. ENVIRONMENTAL ASPECTS

氣候相關風險的描述 Climate-related risks description	財務影響 Financial impact	管理風險所採取的步驟 Steps taken to manage the risks
<p>聲譽風險 Reputational risk</p> <ul style="list-style-type: none">由於無法滿足客戶的期望，導致本集團的聲譽和形象受損。 Unable to fulfil the expectations of the customers, damage the Group's reputation and image.我們的業務領域擔受污名，例如利益相關者對以較不環保方式設計的物業的擔憂加重或利益相關者對該等設計的負面反饋意見增加。 Stigmatization of our business sector, such as more stakeholder concern or negative stakeholder feedback on the property design in a less environmentally-friendly way.	<ul style="list-style-type: none">貨品需求減少及產能下降導致收入減少。 Revenue decreases from decreased demand for goods and the decrease in production capacity.勞動力管理和規劃受到負面影響，導致經營成本增加。 Operating costs increases from negative impacts on workforce management and planning.	<ul style="list-style-type: none">支持綠色建築。 Supported the green construction.舉辦更多活動或執行行動，履行社會責任，彰顯我們對氣候變化的重視。 Fulfilled the social responsibility by organizing more activities or executing actions to demonstrate how we place importance on climate change.

報告期內，主要氣候相關機遇及相應財務影響如下：

During the reporting period, the primary climate-related opportunities and the corresponding financial impacts were as follows:

氣候相關機會的詳細描述 Detailed description of climate-related opportunities	財務影響 Financial Impact
<p>資源效益 Resource efficiency</p> <ul style="list-style-type: none">減少包裝材料用量 Reduce more packaging material usage減少用水量及消耗量 Reduce water usage and consumption	<ul style="list-style-type: none">透過提高效率 and 降低成本減少經營成本 Operating cost reduces through efficiency gains and cost reductions
<p>能源來源 Energy source</p> <ul style="list-style-type: none">使用較低排放的燃料來源 Use of lower-emission fuel sources利用扶持性政策激勵措施 Use of supportive policy incentives使用新技術 Use of new technologies	<ul style="list-style-type: none">通過採用低成本減排減少經營成本 Operating cost reduces through use of lowest cost abatement低排放技術的投資回報增加 Returns on investment in low-emission technology increases

氣候相關機會的詳細描述

Detailed description of climate-related opportunities

產品及服務

Products and services

- 制定氣候適應及保險風險解決方案
Development of climate adaptation and insurance risk solutions
- 多元化業務活動的能力
Ability to diversify business activities

市場

Markets

- 進軍新市場
Access to new markets

彈性

Resilience

- 參與可再生能源計劃並採取能源效益措施
Participation in renewable energy programs and adoption of energy-efficiency measures
- 資源替代或多樣化
Resource substitution or diversification

財務影響

Financial Impact

- 通過適應需求的新解決方案增加收入，例如保險風險轉移產品及服務
Revenue increases through new solutions to adaptations needs, such as insurance risk transfer products and services
- 透過進軍新市場及新興市場增加收入
Revenue increases through access to new and emerging markets
- 通過彈性規劃(如基礎設施、土地及樓宇)，提高市場估值
Market valuation increases through resilience planning, such as infrastructure, land and buildings
- 提高供應鏈的可靠性及在各種條件下的營運能力
Reliability of supply chain and ability to operate under various condition increases
- 透過與確保彈性相關的新產品及服務來增加收入
Revenue increases through new products and services related to ensuring resiliency

A. 環境層面

A. ENVIRONMENTAL ASPECTS

指標及目標

本集團採納關鍵指標以評估及管理氣候相關風險及機遇。能源消耗及溫室氣體(GHG)排放指標為用於評估及管理氣候相關風險的關鍵指標，此為我們認為該資料對運營於年內對全球氣候變化的影響屬重大及至關重要。本集團定期追蹤能源消耗及溫室氣體排放指標以評估減排措施的成效，以及制定目標，以盡我們最大努力降低對全球暖化的影響。

有關目標適用的時間範圍及衡量目標進度的基準年份的詳情乃於本報告A1節：「排放物」及A2節：「資源使用」描述。本集團採用絕對目標以管理氣候相關風險及機遇與績效。

METRICS AND TARGETS

Our Group adopts the key metrics to assess and manage climate-related risks and opportunities. The energy consumption and greenhouse gas (GHG) emissions indicators are the key metrics used to assess and manage relevant climate-related risks where we consider such information is material and crucial for evaluating the impact of our operation on global climate change during the year. Our Group regularly tracks our energy consumption and GHG emissions indicators to assess the effectiveness of emission reduction initiatives, as well as set targets to contribute our effort to have minimal impact on global warming.

The details of time frames over which the target applies and base year from which progress is measured are described in the section A1: “Emissions” and section A2: “Use of Resources” of this Report. Our Group adopts absolute target to manage climate-related risks, opportunities and performance.

B. 社會層面

B. SOCIAL ASPECTS

「企，有人則企，無人則止。」本集團以「人才是決勝未來的重要法寶，人才儲備重於土地儲備」為宗旨，以「共築美好生活，成就百年福晟」作為企業願景，本著「對僱員負責」的態度，將人才放在企業戰略的首位。本集團以「夯基礎、求突破、出成果」作為人力資源規劃的目標，力求在人力資源規劃、招聘、薪酬、績效、培訓和人才發展及僱員關係六大工作模塊中有所突破，並通過量化工作完成情況，對人力資源目標的實現進行持續監督。

本集團持續延伸及優化「五福」人才培養體系，不斷加強各層級的人才儲備，打造「立體化、高運轉、多層次、全體系」的人才供應鏈。本集團持續提升人力資源管理的標準化，優化薪酬及考核的激勵性，加強員工培訓，並透過結合「五福」人才培養體系，吸引了各層級的專業人才。我們以專業培訓提高員工綜合素質，以薪酬及考核激勵員工積極性，不斷打造精銳的福晟團隊，真正實現以人才為核心驅動的企業競爭力。

與僱員共享一直為本集團提倡的企業文化，科學適用的人力資源管理體系為員工發展提供必要保障。本集團致力於幫助全體僱員在工作上有所成就，使個人與集團同步發展，以促進整體戰略目標的實現。

“An enterprise booms with talents and is doomed without talents.” Upholding its principles of “Being a key to future success, talent pool outweighs land reserve”, corporate visions of “Building a better life together, lay a century-old Fullsun” and its attitude of “Being responsible for employees”, the Group considers talents as the top priority of its corporate strategies. Considering “Solidify foundation, strive for breakthroughs and achieve results” as the Group’s objectives of human resources planning, the Group is striving for breakthroughs in six sectors, namely human resources planning, recruitment, remuneration, performance, training and talent development and employee relations, as well as monitoring the achievement of human resources objectives continuously by quantifying the completion of works.

The Group continuously extends and optimizes the “Five-Luck” talent development scheme and strengthens the talent pool at each level unceasingly, so as to create a talent supply chain which is “Tridimensional, highly efficient, multi-level and comprehensive”. The Group constantly promotes the standardization of human resources management, optimizes the incentives for remuneration and assessments and strengthens staff trainings, as well as attracting professional talents of each level by incorporating with this “Five-Luck” talent development scheme. We enhance the overall quality of staff members by professional trainings and encourage the enthusiasm of our staff by remuneration and assessments, so as to establish an elite Fullsun team continuously, which can truly realize the talent-driven corporate competitiveness.

Sharing with employees is the corporate culture that the Group has been promoting and the scientific human resources management system provides necessary protection for staff development. The Group is devoted to helping all employees to have achievements in work and enabling individuals to develop simultaneously with the Group, so as to facilitate the achievement of overall strategic goals.

B. 社會層面

B. SOCIAL ASPECTS

B1. 僱傭

我們把事業前景留人、發展平台留人、激勵機制留人作為集團的人才發展特色，以任人唯賢、唯能、唯績為晉升原則，本集團職位出現空缺時，鼓勵僱員競爭上崗。

薪酬方面，本集團結合目前薪酬現狀，積極探索薪酬體系改革，建立完善的薪酬福利體系，梳理了薪酬與個人績效的關係，明確其關聯機制。同時，加強佣金管控，制定佣金管理標準，增加銷售回款的考核指標，並根據市場調研結果及時調整佣金標準。報告期內，本集團推出了《薪酬體系方案》和《佣金管理制度》，以對薪酬進行規範化管理。績效方面，本集團設置科學的、符合集團發展需求的績效考核指標，由集團到個人對績效指標進行層層分解，同時，績效考核指標隨集團經營目標變化及時聯動調整，實時保證與集團經營目標的一致性。另外，本集團逐步推行項目總責任制，將責任落實到績效考核指標，切實保證項目按照計劃穩定推進。

我們在僱傭過程積極促進平等機會與多元化。本集團尊重女性的平等權益，同時積極為女性僱員提供工作便利與福利，如在三八婦女節舉辦活動等關愛女性僱員。

B1. EMPLOYMENT

We retains talents by offering brighter career path, better development platform and more attractive incentives. Personal characters, capabilities and working performance are principles for promotion, which is one of the features of the Group's talent development. Whenever there is vacancy in the Group, employees are encouraged to compete for promotion.

In respect of emoluments, by incorporating the current salary level, the Group actively explores the reform on remuneration system and establishes a comprehensive remuneration and welfare system, while sorting out the relationship between salary and personal performance, and clarifying the related mechanism. Meanwhile, we enhance the remuneration management and control, formulate the standards of remuneration management, increase the evaluation index of sales rebate and timely adjust our remuneration standards according to market research results. During the reporting period, the Group has formulated the "System Plan on Emolument" and "Remuneration Management System", so as to carry out standardized management in respect of emolument. In view of performances, the Group has set up scientific performance indicators which meet the development requirements of the Group and analyzes performance indicators at all levels from the Group to each individual. At the same time, the Group will make timely linkage adjustment to the performance assessment indicators according to the changes of the Group's operating goals, so as to real-time ensure the consistency with the Group's operating goals. In addition, the Group gradually implements the project uniform liabilities system, and infuses responsibility into performance evaluation indicators to ensure the projects run steadily as planned.

We have made positive efforts to promote equality and diversity during the recruitment process. The Group shows great respect to female's equal rights, and also actively offers convenience and benefits to female employees, such as organizing activities on 8 March, the International Women's Day, to show its care for the female employees.



婦女節的小禮物

Small gifts for Women's Day

B. 社會層面 B. SOCIAL ASPECTS

報告期內，本集團並未發現任何與僱傭相關的法律及法規的重大違規事宜。本集團嚴格遵守《中華人民共和國勞動法》、《中華人民共和國社會保險法》、《中華人民共和國婦女權益保障法》和《中華人民共和國工會法》等。本集團亦嚴格遵守《僱傭條例》、《僱員補償條例》、《最低工資條例》等香港法例。人力資源部會定期查閱相關的法律法規，倘若相關的條文有更新，將會即時通知員工。如有需要，本集團更會組織有關的會議培訓員工。

During the reporting period, the Group has no significant matters in violation with any laws and regulations related to employment. The Group strictly complies with the Labour Law of the People's Republic of China, the Social Insurance Law of the People's Republic of China, the Law of the People's Republic of China on the Protection of Rights and Interests of Women and the Trade Union Law of the People's Republic of China. The Group also strictly complies with the regulations in Hong Kong including Employment Ordinance, Employees' Compensation Ordinance and Minimum Wage Ordinance, etc. The Human Resources Department reviews the relevant laws and regulations on a regular basis. If the relevant provisions are updated, the staff will be notified immediately. If necessary, the Group will organize relevant meetings to train the staff.

於2021年12月31日，按性別、年齡組別、地區、僱傭類別及僱傭模式劃分的僱員構成(百分比)如下：

As at 31 December 2021, the employee compositions (in percentage) by gender, age group, geographical region, employment category and employment mode are as follows:

僱員構成	Employee compositions	2021年 2021	2020年 2020
按性別劃分	By gender		
男	Male	53%	48%
女	Female	47%	52%
按年齡組別劃分	By age group		
30歲或以下	Age 30 or below	26%	35%
31歲至50歲	Age 31-50	73%	63%
51歲或以上	Age 51 or above	1%	2%
按地區劃分	By geographical region		
中國	PRC	93%	94%
海外 (含港澳台)	Overseas (including Hong Kong, Macau and Taiwan)	7%	6%
按僱傭類別劃分	By employment type		
高層管理人員	Senior management	6%	不適用N/A
中層管理人員	Middle management	11%	不適用N/A
一般	General	83%	不適用N/A
按僱傭模式劃分	By employment mode		
全職	Full-time	100%	100%
兼職	Part-time	-	-

B. 社會層面

B. SOCIAL ASPECTS

報告期內，按性別、年齡組別及地區劃分的僱員流失比率如下：

The employee turnover rates by gender, age group and geographical region during the reporting period are as follow:

僱員流失比率	Employee turnover rate	2021年 2021	2020年 2020
按性別劃分	By gender		
男	Male	37%	61%
女	Female	37%	39%
按年齡組別劃分	By age group		
30歲或以下	30 or below	52%	22%
31歲至40歲	31-40 years old	31%	65%
51歲或以上	51 years old and above	100%	13%
按地區劃分	By geographical region		
中國	The PRC	38%	92%
海外 (含港澳台)	Overseas (including Hong Kong, Macau and Taiwan)	25%	8%

B2. 健康與安全

本集團一貫相信企業的核心競爭力主要來自於企業的僱員，只有把僱員培養成優秀的人才，才能使企業有所發展。本集團致力為僱員打造一個良好、舒適的工作環境，為僱員的工作安全保駕護航，使每一位僱員能在良好的工作氛圍中有所成就。

報告期內，本集團未出現違反國家與安全工作環境相關的法律法規的行為。年內，湖南福晟安排了例行消防逃生演習，增強員工在辦公區域的安全意識，防範安全風險。同時，為保障員工的身心健康，年內為員工提供例行體檢，並組織經常性的體育鍛煉和娛樂活動。除了身體健康外，本集團還關注各級員工的心理健康與精神面貌，特制定了《福晟集團內部溝通管理辦法》，提倡「全員無障礙溝通」，鼓勵各級員工通過正式和非正式溝通的方式與上級領導溝通。本集團要求所有管理者關注下屬僱員的意見和情緒，營造融洽、暢通的溝通氛圍，不斷提高僱員的滿意度。本集團每年均舉辦迷你馬拉松、員工生日會、節日慶祝、聯誼會等不同的活動，關懷員工身心健康，提升員工工作投入程度。

B2. HEALTH AND SAFETY

The Group always believes that the core competitiveness of an enterprise is mainly derived from its employees. The enterprise can enjoy growth only by nurturing its employees into elite talents. The Group strives to establish a good and comfortable working environment for its employees and safeguard the workplace safety, so as to enable every employee to have achievements under good working atmosphere.

During the reporting period, the Group did not violate any national laws and regulations in respect of safe working environment. During the year, Hunan Fullsun arranged routine fire escape drill to raise staff's awareness of safety at workplace in order to avoid safety risk. Meanwhile, to ensure both the physical and mental health of staff, routine body check, regular physical exercise and recreational activities have been arranged for staff during the year. Apart from body health, the Group also places attention to the mental health and spiritual care of staff at all positions. It has specially formulated the "Fullsun Group Internal Communication Management Regulation" to advocate "barrier-free communication for all staff", encouraging staff at all positions to communicate with their superiors in a formal or informal way. All managers of the Group are required to consider the opinions and emotions of their subordinate employees to create a harmonious and seamless communication atmosphere for continuous improvement of employees' satisfaction. The Group arranges different activities such as mini marathon, staff birthday parties, festival celebrations and fellowships every year to show its care for the physical and mental health of all staff and enhance the level of their commitment.

B. 社會層面

B. SOCIAL ASPECTS

本集團同樣關注施工現場的工作環境安全，要求每一個項目的施工總包單位建立施工現場安全管理制度規範，並確保其可以有效運行。工程項目開工前，總包單位必須對所有進場工人進行「三級安全教育」的培訓，提高工人的安全意識，規範工人的安全操作流程，力爭做到施工零事故，並能全方位提供一線員工的安全保障物資及安全相關服務。同時，本集團設置一位專職的安全人員，每天對項目現場進行安全巡檢，並進行詳細記錄。同時，定期召開安全會議，對安全管理工作進行總結，並對安全隱患進行及時排查和提出相應解決方案，因此相關工人可負責，以確保每一位員工的人身安全。

報告期內，本集團並未發現任何與僱員健康與安全相關的法律及法規的重大違規事宜。本集團嚴格遵守《國家安全生產法》、《建設工程安全生產管理條例》、《中華人民共和國工會法》、《中華人民共和國職業病防治法》、《工傷保險條例》和《中華人民共和國社會保險法》等法律法規。此外，本集團已制定內部的安全管理制度，建立安全和事故管理方案以及安全責任制度，以確保制度及運營上能夠符合相關的法律及法規。

年內，我們的業務營運中概無工傷案件（2020年：無，2019年：無）及因工傷損失工作天數（2020年：無，2019年：無）。報告期內，概無因工死亡案例（2020年：無，2019年：無）。本集團已給予僱員帶薪病假以便康復。總體而言，報告期內概無僱員發生嚴重意外事故。

The Group pays equal attention to the safety of working environment in construction sites and requires the main contractor of each project to establish a safety management system on-site and ensures its effectiveness. Before commencement of construction project, the main contractor is required to provide “Three-level Safety Training” for all workers to enhance their safety awareness and standardize the safe operation procedures for workers, so as to endeavor to achieve zero accident during construction and provide safety protection materials and safety-related services for front-line staff comprehensively. At the same time, the Group assigns a dedicated safety personnel and carries out daily on-site inspection and prepares detailed records. Also, regular safety meetings are held to summarize our safety management works and conduct timely investigations for potential safety hazards as well as propose corresponding solutions, so that the relevant workers will be accountable to ensure the personal safety of every staff.

During the reporting period, the Group has no significant matters in violation of any laws and regulations related to employees' health and safety. The Group strictly abides by laws and regulations such as the Production Safety Law of the People's Republic of China, the Administrative Regulations on the Work Safety of Construction Projects, the Trade Union Law of the People's Republic of China, the Law of the People's Republic of China on Prevention and Treatment of Occupational Diseases, the Regulations on Work-related Injury Insurances and the Social Insurance Law of the People's Republic of China. In addition, the Group has established an internal safety management system, implemented a safety and accident management plan and a safety responsibility system to ensure the system and operation comply with relevant laws and regulations.

During the year, there was no work injury case (2020: nil, 2019: nil) and lost day due to work injury (2020: nil, 2019: nil) in our business operation. There was no work-related fatality case (2020: nil, 2019: nil) during the reporting period. Employees were given paid sick leave for their recovery. Overall, no employees had serious accident during the reporting period.

B. 社會層面

B. SOCIAL ASPECTS

B3. 發展及培訓

本集團以人才培養為中心，倡導「團結、高效、廉潔、務實」的工作作風，於集團貫徹全覆蓋的培訓理念。以培訓計劃為基礎，令管理層、各職能部門、各業務部門及新入職員工得以提升，以提高全體僱員的工作技能及綜合工作素質。

2020年，繼以往為不同範疇專業打造的「福晟大講堂」、「福晟法財學院」等高質量知識分享及培訓平台外，亦加強對項目運營管理、項目銷售上的培訓，旨在通過提高項目質量、加快項目運營、保證施工安全、加強專業銷售技能等主題培訓，提升產品質量，樹立公司品牌。

本集團致力為僱員提供持續培訓及學習機會，以發展其才能及拓展本集團業務。本集團於年內為所有層級的僱員提供眾多發展機會，當中包括入職培訓、全公司培訓及部門培訓。所有僱員均有平等機會獲得培訓及發展機會。

本集團相信，僱員的專業及個人發展對彼等的持續發展至關重要。我們將繼續加強培訓體系，以促進僱員發展。

B3. DEVELOPMENT AND TRAINING

The Group considers talent development as its core vision, promotes the work styles of “unity, high efficiency, integrity and pragmatism” and implements the training concepts with full coverage in the Group. Based on the training programs, the management level, each of functional department, business department and newcomers are faithfully advanced, so as to enhance work techniques and integrated work quality of all employees.

In 2020, subsequent to the high-quality knowledge sharing and training platforms such as “Fullsun Lecture Hall” and “Fullsun Law and Finance College” created for different fields of profession in the past, we also strengthened the training on project operation management and project sales for the purpose of improving product quality and building brand of the Company through thematic trainings on improving project quality, speeding up project operations, ensuring construction safety and strengthening professional sales skills etc.

The Group is committed to providing continuous training and learning opportunities for its employees to develop their talents and expand the Group’s business. The Group offers many development opportunities for employees at all levels throughout the year. These include induction training, company-wide training and departmental training. All employees have equal access to training and development opportunities.

The Group believes that the professional and personal development of its employees is essential to their sustainable development. We will continue to strengthen our training system to improve the development of our employees.

B4. 勞工準則

本集團嚴格執行國家及地方關於勞動人事的法律法規，本著公平、公開、自願的原則招聘員工，並自錄用日期起簽訂合法僱傭勞動合同。嚴禁強迫勞動。本集團設有婚假、喪假、產假、探親假和年休假，鼓勵幫助僱員達到工作與生活平衡狀態。

報告期內，本集團未違反《中華人民共和國勞動法》、《僱傭條例(香港法例第57章)》、《未成年工特殊保護規定》、《禁止使用童工規定》等任何與防童工或強制勞工相關的法律法規。

本集團針對供應商及客戶建立了管理體系及管理措施，代表著本集團對企業運營直接相關環境及社會影響的有效管控。供應商管理方面，通過明確各管理崗位的職能範圍及內部控制閉環管理，實現供應鏈的標準化管理。同時，本集團建立明確的供應商交流渠道，提高與供應商相關內容審核的效率。客戶管理方面，本集團廣泛聽取客戶的意見，並積極響應客戶的需要，不斷完善企業服務水平及質量。本集團堅決抵制任何方式的貪污腐敗，對此類行為採取零容忍態度。

B4. LABOUR STANDARDS

Our Group has strictly complied with the national and local laws and regulations in relation to labour and human resources and recruitment is carried out based on fair, open and voluntary principles. Legal employment contracts are entered into on the commencement date of employment. Forced labours are strictly prohibited. The Group offers marriage leave, compassionate leave, maternity leave, family reunion leave and annual leave to encourage employees to achieve work-life balance.

During the reporting period, the Group has not violated any laws and regulations in relation to the prevention of child labour or forced labour, including the Labour Law of the People's Republic of China, the Employment Ordinance (Chapter 57 of the Laws of Hong Kong), Provisions on the Special Protection of Juvenile Workers and the Provisions on the Prohibition of Using Child Labour.

The Group has established the management system and administrative measures specially for suppliers and customers, which demonstrates the Group's effective control on the impact on the environment and the society directly attributable to its business operation. In terms of supplier management, the clarification of the functional area of the management roles and internal control of closed-loop management has achieved standardized management of the supply chain. Meanwhile, the Group establishes a clear communication channel with the suppliers to facilitate the efficiency in reviewing the contents related to the suppliers. In terms of customer management, the Group extensively listens to opinions from customers and proactively responds to customer needs, to continuously improve the corporate service level and quality. The Group strives to eliminate all forms of corruption and adopts a zero tolerance attitude towards such behaviors.

B. 社會層面

B. SOCIAL ASPECTS

B5. 供應鏈管理

本集團在供應商方面建立了健全的管理制度，在供應商准入、履約管理、履約評價等關鍵的事宜上建立了標準的管理流程。因供應商對產品質量產生直接影響，本集團高度重視供應商准入的審核工作，對供應商的基本信息、資歷、工程技術標準、樣品等進行多重審核，確保滿足項目施工需求。報告期內，本集團按照制度要求，對供應商進行考察評估，更新合作供應商名單，並開展了對供應商的履約評估工作。

供應商地區分佈情況如下：

B5. SUPPLY CHAIN MANAGEMENT

The Group has established a sound management system for suppliers and a standardized management flow on significant issues such as supplier access, performance management and performance evaluation. Since supplier has a direct influence on product quality, the Group highly values the review work of supplier access. The Group conducts multiple review on basic information, qualifications, engineering technology standard and samples to ensure the fulfillment of project construction requirements. During the reporting period, the Group performs inspective evaluation on suppliers, updates the list of cooperating suppliers and carries out supplier performance evaluation in accordance with the requirements of the system.

The distribution of suppliers by geographical location is as follows:

供應商地區分佈情況	Distribution of suppliers by geographical location	2021年 2021	2020年 2020
湖南	Hunan	29	36
浙江	Zhejiang	21	7
福建	Fujian	13	29
廣東	Guangdong	3	58
上海	Shanghai	1	32
香港	Hong Kong	1	21
江蘇	Jiangsu	—	5
其他	Others	—	18
合計	Total	68	206

B6. 產品責任

本集團制定《工程項目管理辦法》，進一步規範總分包及監理單位管理，落實建設質量方針，明確總分包及監理單位質量管理責任，促進合作共贏。本集團對工程質量管理的事前、事中、事後建立了標準的工作流程。在工程施工前，本集團制定詳細管理要求及行為規範，供應商需明確本集團的要求後方可施工；施工過程中，本集團定期進行工程質量、安全檢查，並建立明確的信息溝通渠道，保證施工穩步推進；工程驗收階段，本集團制定了標準驗收程序，不僅明確了各項工程詳細的驗收標準，同時規定了工程驗收需要提交的表單等程序性文件。

報告期內，本集團並未發現任何與產品及服務質量相關的法律及法規的重大違規事項。

本集團致力於遵守國家關於保障知識產權的政策和法律法規。報告期內，本集團沒有收到關於維護及保障知識產權有關的呈報個案。

本集團致力於保護消費者隱私及相關資料，非相關人員無權限查看客戶資料。

報告期內，本集團沒有收到由於洩露客戶資料而引發的任何投訴及訴訟案件。

B6. PRODUCT RESPONSIBILITY

The Group has prepared the "Construction Project Management Measures" to further standardize general subcontracting and supervision unit management, implement construction quality policy and clarify general subcontracting and quality management responsibilities of supervision unit, to facilitate a "win-win" cooperation. The Group has established standard work flows for project quality management prior to, during and after the project. Before the commencement of works, the Group implemented detailed management requirements and norms of behavior, and the suppliers can only commence construction after fulfilling the Group's requirements. During the construction, the Group carries out quality and safety checks for the construction regularly and establishes clear communication channels, so as to ensure the works to be carried out in an orderly manner. During the acceptance phase of works, the Group has formulated the standard acceptance procedures, which not only clarifies the detailed acceptance standards for each construction, but also standardizes the procedural documents like the forms which need to be submitted in the acceptance phase of works.

During the reporting period, the Group has no significant matters in violation of any laws and regulations related to products and quality of services.

The Group strives to comply with the relevant national policies, laws and regulations in relation to protection of intellectual property rights. During the reporting period, the Group did not receive any reported case regarding maintenance and protection of intellectual property rights.

The Group strives to protect privacy and the relevant information of the consumers. Non-related person shall have no access to customers' information.

During the reporting period, the Group did not receive any complaint and litigation case caused by disclosure of customers' information.

B. 社會層面

B. SOCIAL ASPECTS

B7. 反貪污

本集團通過設置各部門、崗位的職責範圍，將不相容職責分離，形成各部門、崗位相互制約的工作機制，從而降低貪污舞弊事件發生的可能性。同時，本集團制定《員工獎懲管理辦法》，明確了員工貪污的定義及懲罰措施，做到有制度可依。另外，本集團制定《員工廉潔從業規定》，明確了廉潔監管機構-廉潔作風工作小組，與內控中心審計部形成協同工作機制，對僱員的廉潔工作提出了全面的要求，建立了多方位的舉報渠道，提倡全員監管。

本集團嚴格遵守《中華人民共和國刑法》、《中華人民共和國刑事訴訟法》、《中華人民共和國反不正當競爭法》、《關於禁止商業賄賂行為的暫行規定》、《中華人民共和國反洗錢法》和《防止賄賂條例》等法律法規。

報告期內，未出現關於本集團或其僱員的貪污或洗黑錢個案。隨著業務的發展，本集團將進一步完善監督體系，為本集團可持續發展提供有力保障。

本集團為董事及員工提供反貪污培訓課程。年內，接受反貪污培訓僱員人數及按僱傭類別劃分的培訓時數如下：

B7. ANTI-CORRUPTION

The Group reduces the occurring possibility of corruption by setting up the responsibility coverages of each department and role, and segregating incompatible responsibilities, under which, each shall perform his own functions subject to accountability and restrictions. It has also set up "Staff Reward and Punishment Management Regulations" to clarify the definition and punishment on staff corruption so as to provide a system to be followed. Beyond that, the Group has developed "Employee Integrity Practice Regulations" to clarify the integrity supervision organization-Integrity Enforcement Working Team, which works with the audit department under internal control center to form a cooperative working mechanism. This has put forward comprehensive requirements for the integrity of employees, establishes multi-faceted reporting channels, and promotes supervision from all employees.

The Group strictly complied with the Criminal Law of the People's Republic of China, the Criminal Procedure Law of the People's Republic of China, the Anti-unfair Competition Law of the People's Republic of China, the Interim Provisions on Prohibiting Commercial Bribery, the Anti-money Laundering Law of the People's Republic of China and also the Prevention of Bribery Ordinance, etc.

During the reporting period, the Group or its employees did not involve any corruption or money laundering case. Following the business development, the supervisory system will be further improved to provide a strong protection to the sustainable development of the Group.

The Group provides training sessions of anti-corruption to the directors and staff. During the year, the number of employees received anti-corruption training and the training hours by employment category are as follows:

反貪污培訓

Anti-corruption training

2021年
2021

接受培訓的僱員人數

董事會
高層管理人員
中層管理人員
一般
僱員總人數

培訓時數

董事會
高層管理人員
中層管理人員
一般
培訓總時數

Number of employees received training

Board of directors
Senior management
Middle management
General
Total employees

Number of training hours

Board of directors
Senior management
Middle management
General
Total training hours

2
1
2
2
7
2
1
2
2
7

B8. 社區投資

本集團在力求發展的同時，一貫強調社會責任、家國情懷，牢記社會賦予的使命，將奉獻社會作為企業責任，踐行企業承諾，弘揚傳統美德。在履行社會責任的同時，本集團也積極建設有擔當、有作為的公司文化，並鼓勵僱員以實際行動參與社會奉獻。

本集團定期組織各種社區服務，例如植樹活動、獻血等，為社區發展謀福利。

本集團一直關注僱員的生活保障，報告期內，本集團為家庭有特別需要的僱員組織捐款，在得到僱員保障及公司福利的基礎上，為僱員提供額外的公司人文關懷。

本公司積極參與公益事業，持續為「福苗計劃」進行捐贈，幫助優秀學子完成學業。本集團將會一如既往的堅持參與並推進「福苗計劃」，將公益助學作為己任，號召更多人參與該計劃，幫助更多的孩子圓夢。

不忘初心，以愛前行。本集團將會一直努力踐行企業的社會責任，在企業發展的同時，不斷將公司已取得的成就與社會各界分享，積極投身於社會公益活動中，發揚企業文化。用實際行動弘揚公益精神，以企業責任履行社會奉獻。

B8. COMMUNITY INVESTMENT

While striving for development, the Group has always emphasized social responsibility and home-country feelings. Keeping in mind the mission entrusted by the society, the Group takes making contribution to the society as its corporate responsibility for fulfilling its corporate commitments, and promoting traditional virtues. While fulfilling social responsibilities, the Group also actively builds a responsible and effective company culture, and encourages employees to participate in social dedication with practical actions.

The Group regularly organizes various community services, such as planting trees and donating blood, to seek contribution for the community development.

The Group has always paid attention to the employees' lives security. During the reporting period, the Group organized donations for employees with special needs from their families. On the basis of securing employee protection and company benefits, employees are provided with additional corporate human care.

The Company actively participates in public welfare undertakings and continues to donate to the "Care for Juvenile Scheme" to help outstanding students in completing their studies. As ever, the Group will continue to participate in and promote the "Care for Juvenile Scheme", to take public welfare as its responsibility, and to call on more people to participate in the program to help more children in realizing their dreams.

Never forget the original intention, and move forward with love. The Group will always strive to fulfill its corporate social responsibility. Throughout its corporate development, it will continue to share the Company's achievements with all sectors of the society, actively participate in social welfare activities, and promote corporate culture, to promote the spirit of public welfare with practical actions, and implement social dedication with corporate responsibility.

環境、社會及管治報告指引

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING INDEX

主要範疇、層面、一般披露及關鍵績效指標 (KPI)

Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs)

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A1: Emissions

一般披露

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環境、社會及管治報告指引

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A2：使用資源

A2: Use of Resources

一般披露

「使用資源」

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General Disclosure

"Use of Resources"

KPI A2.1

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「使用資源－能源」

15-16

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"Use of Resources – Energy"

KPI A2.2

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15-16

Description of energy use efficiency initiatives and results achieved

"Use of Resources – Energy"

KPI A2.4

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

「使用資源－水」

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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"

KPI A2.5

製成品所用包裝材料的總量及（如適用）每生產單位佔量

不適用於本集團業務

不適用

Total packaging material used for finished products

Not applicable to the Group's business.

N/A

and, if applicable, with reference to per unit produced

A3：環境及天然資源

A3: The Environment and Natural Resources

一般披露

「環境及天然資源」

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General Disclosure

"The Environment and Natural Resources"

KPI A3.1

描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動

「環境及天然資源」

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Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them

"The Environment and Natural Resources"

A4：氣候變化

A4: Climate Change

一般披露

「氣候變化」

18-21

General Disclosure

"Climate Change"

KPI A4.1

描述對發行人已產生影響及可能產生影響的氣候相關的重大問題，以及為管理該等問題而採取的行動

「氣候變化」

22-29

Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them

"Climate Change"

主要範疇、層面、一般披露及關鍵績效指標 (KPI)

Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs)

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B. 社會

B. Social

僱傭及勞工常規

Employment and Labour Practices

B1：僱傭

B1: Employment

一般披露

General Disclosure

KPI B1.1	按性別、僱傭類型、年齡組別及地區劃分的僱員總數	「僱傭」 “Employment”	30-31
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Total workforce by gender, employment type, age group and geographical region

KPI B1.2	按性別、年齡組別及地區劃分的僱員流失比率	「僱傭」 “Employment”	31
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Employee turnover rate by gender, age group and geographical region

B2：健康與安全

B2: Health and safety

一般披露

General Disclosure

KPI B2.1	因工作關係而死亡的人數及比率	「健康與安全」 “Health and Safety”	32
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Number and rate of work-related fatalities

報告期內概無錄得與工作有關的死亡

No work-related fatalities were noted during the reporting period.

KPI B2.2	因工傷損失工作日數	「健康與安全」 “Health and Safety”	–
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Lost days due to work injury

報告期內概無錄得與工作有關的工傷

No work-related injuries were noted during the reporting period.

KPI B2.3	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	「健康與安全」 “Health and Safety”	32-33
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Description of occupational health and safety measures adopted, how they are implemented and monitored

B3：發展及培訓

B3: Development and Training

一般披露

General Disclosure

KPI B3.1	受訓僱員之百分比及僱員類別	「發展及培訓」 “Development and Training”	34
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The percentage of employee trained and employee category

KPI B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數	「發展及培訓」 “Development and Training”	34
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The average training hours completed per employee by gender and employee category

The average training hours completed per employee by gender and employee category

環境、社會及管治報告指引

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B4：勞工準則

B4: Labour Standards

一般披露

General Disclosure

KPI B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工 Description of measures to review employment practices to avoid child and forced labour	「勞工準則」 "Labour Standards"	35
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營運慣例

Operating Practices

B5：供應鏈管理

B5: Supply Chain Management

一般披露

General Disclosure

KPI B5.1	按地區劃分的供應商數目 Number of suppliers by geographical region	「供應鏈管理」 "Supply Chain Management"	36
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B6：產品責任

B6: Product Responsibility

一般披露

General Disclosure

KPI B6.1	已售或已運送產品總數中因安全與健康理由而須召回的百分比 Percentage of total products sold or shipped subject to recalls for safety and health reasons	「產品責任」 "Product Responsibility"	37
KPI B6.2	接獲關於產品及服務的投訴數目以及應對方法 Number of products and service related complaints received and how they are dealt with	報告期內概無所出售或寄出產品為安全及健康原因召回 No products sold or shipped subject to recalls for safety and health reasons were noted during the reporting period.	–
KPI B6.3	描述與遵守及保障知識產權有關的慣例 Description and practices relating to observing and protecting intellectual property rights	報告期內概無收到與產品及服務有關的投訴 No products and service related complaints were received during the reporting period	–
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KPI B6.5	描述消費者資料保護及私隱政策，以及相關執行及監察方法 Description of consumer data protection and privacy policies, how they are implemented and monitored	「產品責任」 "Product Responsibility"	37

主要範疇、層面、一般披露及關鍵績效指標 (KPI)

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B7：反貪污

B7: Anti-corruption

一般披露

General Disclosure

KPI B7.1

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案件結果
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

「反貪污」

“Anti-corruption”

報告期內概無錄得已審結的訴訟案件
No concluded legal cases were noted during the reporting period.

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KPI B7.2

描述防範措施及舉報程序，以及相關執行及監察方法
Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored

「反貪污」

“Anti-corruption”

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KPI B7.3

向董事及員工提供的反貪污培訓的數目
Number of anti-corruption training provided to directors and staff

「反貪污」

“Anti-corruption”

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社區

Community

B8：社區投資

B8: Community Investment

一般披露

General Disclosure

KPI 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）
Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport)

「社區投資」

“Community Investment”

「社區投資」

“Community Investment”

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KPI B8.2

在專注範疇所動用資源（如金錢或時間）
Resources contributed (e.g. money or time) to the focus area

「社區投資」

“Community Investment”

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