



沪港联合

Hong Kong Shanghai Alliance Holdings Limited

滬港聯合控股有限公司

(Incorporated in Bermuda with limited liability)

(於百慕達註冊成立之有限公司)

Stock Code 股票代號 : 1001

2021/22

Environmental, Social and
Governance Report

環境、社會及管治報告



Automated Rebar Processing and Assembly Plant in Tsing Yi
位於青衣的自動化鋼筋加工及裝配廠



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ABOUT THE REPORT

Hong Kong Shanghai Alliance Holdings Limited (the “Company”, together with its subsidiaries, the “Group” or “we”) hereby presents its environmental, social and governance (the “ESG”) report (the “Report”), which discloses the Group’s activities and performance on issues of sustainable development in a transparent and open manner, with the aim of enhancing the confidence and understanding of the stakeholders toward the Group. The scope of the Report focuses on the Group’s core businesses in Hong Kong and Mainland China, including Property Investment and Fund Management Business (formerly known as Property Investment and Project Management Business), Building Products Distribution Business (formerly known as Building and Design Solutions Business) and Steels Distribution and Processing Business (formerly known as Construction Materials Business), which remain unchanged with the previous year. The Report is an integral part of our annual reporting and should be read in conjunction with our 2021/22 Annual Report, in particular the Corporate Governance Report contained therein.

REPORTING PERIOD

All information herein reflects the performance of the Group in environmental management and social responsibility from 1st April 2021 to 31st March 2022 (the “Reporting Period”).

REPORTING STANDARDS

The Report is prepared in accordance to the Environmental, Social and Governance Reporting Guide (the “ESG Guide”) as set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) and on the basis of the four reporting principles – materiality, quantitative, balance and consistency. It mainly outlines the ESG performance of the Group in a concise manner. The information contained herein is sourced from the documents and data of the Group, and is aggregated from the measures taken, policies adopted, and the relevant information provided by the management and key personnel of the Group. The Group complied with the “comply or explain” provisions set out in the ESG Guide during the Reporting Period. The Report is available on the Stock Exchange’s website at www.hkexnews.hk and under the section headed “Sustainability” on the Company’s website at www.hkshalliance.com.

有關本報告

滬港聯合控股有限公司(「本公司」，連同其附屬公司，統稱「本集團」或「我們」)謹此提呈其環境、社會及管治(「環境、社會及管治」)報告(「本報告」)，以透明及公開的方式披露本集團在可持續發展議題上的行動和績效，藉以增加持份者對本集團的信心和了解。本報告的範圍集中於本集團於香港及中國大陸的核心業務，包括房地產投資及基金運營業務(前稱房地產投資及項目管理業務)、建築材料分銷業務(前稱建築產品及設計方案業務)以及鋼鐵分銷及加工業務(前稱建築材料業務)，與去年保持一致。本報告是我們年度報告的一部分，應與我們2021／22年報一併閱讀，尤其是其中包含的企業管治報告。

報告期

本報告之所有資料均反映本集團於二零二一年四月一日至二零二二年三月三十一日(「本報告期」)在環境管理和社會責任方面之績效。

報告準則

本報告乃根據香港聯合交易所有限公司(「聯交所」)證券上市規則附錄二十七所載之環境、社會及管治報告指引(「環境、社會及管治指引」)，並以四個匯報原則，即重要性、量化、平衡及一致性為基礎而編製。其主要以精簡方式概述本集團的環境、社會及管治績效。本報告所載資料乃源自本集團的文件及數據，並由本集團管理層及主要人員所採取的措施、採納的政策及提供的相關資料所整合。於本報告期內，本集團已遵守環境、社會及管治指引所載「不遵守就解釋」條文。本報告可於聯交所網站(www.hkexnews.hk)及本公司網站(www.hkshalliance.com)「可持續發展」項下查閱。





STAKEHOLDERS' FEEDBACK

Your valuable comments on our performance and reporting format are essential for our continuous progress. You are welcome to email any question or suggestion on the Report to enquiry@hkshalliance.com, which will enable us to continuously improve our ESG practices.

THE BOARD STATEMENT

As a responsible business operator, the Group believes that maintaining high standards of ESG governance will enhance its sustainability performance and create long-term value for its stakeholders. Therefore, an ESG Working Group, which chaired by one of our executive directors and consisting of our line managers, has been set up to assist the board of directors of the Company (the "Board") in enhancing ESG implementation. The ESG Working Group is responsible for executing our business-level ESG initiatives and programs in daily operations and acts as front liners to identify ESG-related risks and report to the Board. The Board attaches great importance to the ESG practices and acknowledges its overall responsibility in directing and overseeing the Group's ESG related matters. The Board also examines and approves the Group's sustainability goals, strategies and policies, and reviews the progress towards their implementation and performance. Reporting to the Board, the ESG Working Group is responsible for developing and implementing the sustainability initiatives, managing the ESG risks and opportunities identified and ensuring the compliance with relevant ESG laws and regulations established by regulatory agencies. Moreover, the ESG Working Group also participated in the ESG reporting process to ensure its content and quality in compliance with the applicable regulations and meeting the requirements of the Board.

持份者之意見反饋

我們的持續進步有賴閣下對我們的績效及匯報方式發表寶貴意見。如閣下對本報告有任何疑問或建議，歡迎電郵至 enquiry@hkshalliance.com，從而令我們不斷改善環境、社會及管治常規。

董事會致辭

作為負責任的經營者，本集團認為保持高水準的環境、社會及管治治理可提升自身的可持續發展表現並為持份者創造長期價值。因此，成立環境、社會及管治工作小組（其由我們其中一名執行董事擔任主席，成員包括我們的部門經理）協助本公司董事會（「董事會」）更有效實踐環境、社會及管治。環境、社會及管治工作小組負責在日常運營過程中執行業務層面的環境、社會及管治措施及計劃，以及負責識別環境、社會及管治相關風險並向董事會匯報。董事會重視環境、社會及管治實踐，並明白其須全面負責管理及監督本集團環境、社會及管治相關事宜。董事會亦評估及批准本集團的可持續發展目標、策略及政策，以及檢討該等實踐及表現進度。環境、社會及管治工作小組向董事會報告，負責制定及實施可持續發展措施，管理已識別的環境、社會及管治風險及機遇，並確保遵守監管機構實施的相關環境、社會及管治法律及法規。此外，於環境、社會及管治的報告過程，環境、社會及管治工作小組亦參與其中，確保其內容及質素遵守適用法規並符合董事會的要求。







STAKEHOLDERS ENGAGEMENT AND MATERIALITY ASSESSMENT

The Group believes that effective communication and engagement with stakeholders are key to our sustainability. We actively pursue feedback from our stakeholders and incorporate stakeholder opinions into our materiality assessment. By establishing different channels for communication, we gain a deeper understanding on the expectations and requirements of our stakeholders and thus respond to their concerns by formulating improvement strategies accordingly. The expectations and requirements of our various stakeholders and our corresponding communication and response methods are set out below:

持份者參與及重要性評估




本集團認為與持份者進行有效溝通及持份者參與對我們可持續發展至關重要。我們積極尋求持份者反饋，並將有關意見併入我們的重要性評估。透過建立不同的持份者溝通渠道，我們可深入瞭解彼等的期望及要求，並針對彼等之關切從而制定相應的改進策略。持份者各自的期望與要求以及我們相應的溝通與響應方式載列如下：

Stakeholder 持份者	Expectations and requirements 期望與要求	Communication and response methods 溝通與響應方式
Government and regulator 政府與監管機構 	<ul style="list-style-type: none"> Compliance with laws and regulations 遵守法例及法規 Support for local economic growth 支持本地經濟增長 Contribution in local employment 幫助本地就業 Tax payment in full and on time 按時足額納稅 	<ul style="list-style-type: none"> Regular information reporting 定期資料申報 Regular meetings with regulators 與監管機構定期會面 Dedicated reports 專題報告 Pay tax on initiative 主動納稅
Board of Directors 董事會 	<ul style="list-style-type: none"> Compliant operation 合規經營 	<ul style="list-style-type: none"> Board meetings 董事會會議 Routine communication and reporting 日常溝通及匯報
Shareholders and investors 股東及投資者 	<ul style="list-style-type: none"> Return on investment 投資回報 Information disclosure and transparency 資料披露及透明度 Protection of interests and fair treatment of shareholders 保障股東利益及公平對待股東 	<ul style="list-style-type: none"> Annual general meeting and other shareholder meetings 股東週年大會及其他股東大會 Public information disclosed on a timely manner, such as interim report, annual report, announcements, circulars and press release 及時發佈公開資料，如中期報告、年報、公告、通函及新聞稿 Meeting with investors 與投資者會面 Company websites 公司網站

Stakeholder 持份者	Expectations and requirements 期望與要求	Communication and response methods 溝通與響應方式
Suppliers 供應商 	<ul style="list-style-type: none"> Product quality 產品質量 Fair competition 公平競爭 Performance of contracts 依法履約 	<ul style="list-style-type: none"> Regular assessment 定期評估 On-site inspection 實地考察 Exchange of views and visits 交流互訪
Customers 客戶 	<ul style="list-style-type: none"> Quality products and services 優質產品與服務 Performance of contracts 依法履約 Business ethics 商業道德 	<ul style="list-style-type: none"> Email and customer service hotline 電郵及客戶服務熱線 Feedback and reports 反饋及報告 Regular meetings 定期會議 Company website and brochures 公司網站及宣傳冊
Employees 員工 	<ul style="list-style-type: none"> Safeguard rights and interests of employees 保障員工的權利及利益 Healthy and safe working environment 健康與安全的工作環境 Career development opportunities 職業發展機會 Remuneration and benefits 薪酬及福利 	<ul style="list-style-type: none"> Regular meetings 定期會議 Training, seminars and briefing sessions 培訓、講座及研討會 Intranet and emails 內聯網及電郵 Annual performance appraisal 年度績效評估
The industry 行業 	<ul style="list-style-type: none"> Formulating standards for the industry 就行業制定標準 Promoting the development of the industry 促進行業發展 Experience sharing 經驗分享 Fair competition 公平競爭 	<ul style="list-style-type: none"> Participation in the forums of the industry 參與行業論壇 Inspection and reciprocal visits 考察互訪

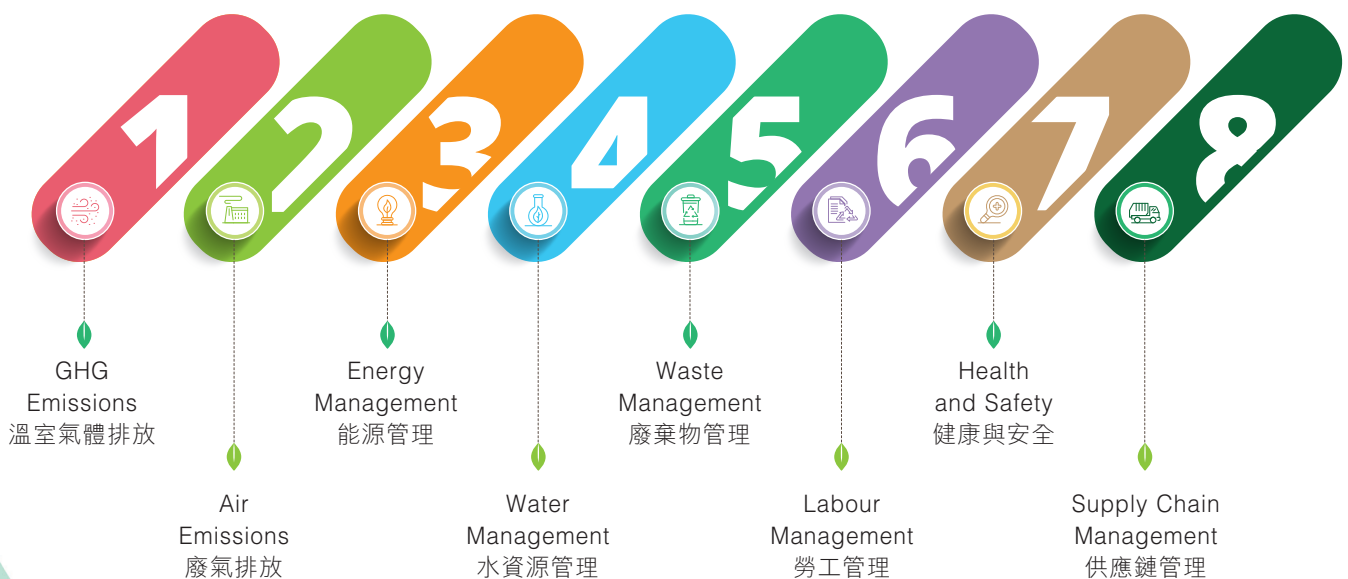
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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Stakeholder 持份者	Expectations and requirements 期望與要求	Communication and response methods 溝通與響應方式
Environment 環境 	<ul style="list-style-type: none"> Emissions in line with standards 達標排放 Energy saving and emission reduction 節能減排 	<ul style="list-style-type: none"> Green teaching 綠色教育
Communities and the public 社會及公眾 	<ul style="list-style-type: none"> Community involvement 社區參與 Social responsibilities 社會責任 Transparent information 資訊透明 	<ul style="list-style-type: none"> Voluntary work 義工活動 Charity and social investment 慈善及社會投資 Company website 公司網站
Market regulators 市場監管者 	<ul style="list-style-type: none"> Compliance with the law and regulations 遵守法律及法規 Information disclosure 資料披露 	<ul style="list-style-type: none"> Information disclosure 資料披露 Reports 報告 Consultation 諮詢

Based on the evaluation of the results of the stakeholder engagement activities and the 17 Sustainable Development Goals set up by the United Nations in 2015, our ESG Working Group has identify four key sustainable development areas that are most relevant to our core business: (i) environmental protection; (ii) caring for employees; (iii) serving the community; and (iv) corporate governance. Among the four key sustainable development areas, the Group identified the below material topics to focus our efforts on.

根據對持份者參與活動結果之評估及聯合國於二零一五年設立之十七個可持續發展目標，我們的環境、社會及管治工作小組已識別與我們核心業務最相關之四個主要可持續發展範圍：(i) 環境保護；(ii) 關懷員工；(iii) 服務社區；及(iv) 企業管治。就四個主要可持續發展範圍中，本集團識別以下重大議題以集中我們的努力。





ENVIRONMENTAL PROTECTION

Emissions

Dedicated to minimising impacts to the environment as a result of our operation, we value the reduction of air emissions, greenhouse gas emissions (“GHG emissions”) and any hazardous waste discharges generated from our daily operations. We encourage all levels of employees to reduce the extent and frequency of vehicles utilisation and switch off the engine when the vehicle remains idle in order to reduce fuel consumption and emissions.

During the Reporting Period, there was no incident of non-compliance with relevant environmental laws and regulations relating to air and GHG emissions, discharge into water and land, or generation of hazardous and non-hazardous waste that has a significant impact on the Group. The Group also confirmed that during the Reporting Period, the business operation had not encountered any penalty by respective governmental authorities due to violation of the above laws and regulations.

Air Emissions

The Group are aware that the use of fuel could have an adverse effect on the environment. Air emissions such as Nitrogen Oxides (“NO_x”), Sulphur Oxides (“SO_x”) and Particulate Matter (“PM”) are mainly from our use of motor vehicles. We aim to continuously reduce the air emissions by considering most environmental-friendly formula when purchasing fuels and giving priority to the most fuel-efficient vehicles available in the market when making purchase decision.

環境保護

排放物

為降低我們業務對環境的影響，我們著重減少由我們日常營運所產生的廢氣排放、溫室氣體排放（「溫室氣體排放」）及任何有害廢棄物排放。我們鼓勵所有級別的員工減少使用車輛的範圍及頻率，並在車輛閒置期間關閉引擎以減少燃料消耗和排放。

於本報告期內，概無有關廢氣及溫室氣體排放、水及土地的排污，或產生有害及無害廢棄物，且對本集團造成重大影響之相關環境法律及法規之違規事件。本集團亦確認於本報告期內，我們之業務經營並無因違反上述法律及法規而遭受相關政府部門的任何處罰。

廢氣排放

本集團知悉使用燃料可能對環境帶來不良影響。廢氣（如氮氧化物（「NO_x」）、硫氧化物（「SO_x」）及顆粒物（「PM」））排放主要來自汽車的使用。我們於購買燃料時考慮最環保的配方，於作出購買決定時優先考慮市場上最具燃油效率之車輛，從而達到持續減少廢氣排放的目標。



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Type of air pollutants 空氣污染物種類	Unit 單位	Emissions ¹ 排放物 ¹		Emission intensity (per million of revenue) 排放密度 (每百萬元收入)	
		2022 二零二二年	2021 二零二一年	2022 二零二二年	2021 二零二一年
NO _x	g 克	117,550	102,410	41.9	49.4
PM	g 克	5,897	4,962	2.1	2.4
SO _x	g 克	484	330	0.17	0.16

GHG Emissions

The majority of GHG emissions comes from the use of energy in the plant and the office areas, representing direct emission from the mobile combustion sources (“Scope 1”), indirect emission from acquired electricity emissions (“Scope 2”) and other indirect emissions (“Scope 3”) which includes paper waste disposed of at landfills, electricity used for processing fresh water by government departments and air travel by our employees. In response to China’s Dual Carbon Goals of achieving peak carbon emissions before 2030 and carbon neutrality by 2060, the Group is committed to reducing its GHG emissions from the three scopes mentioned. By establishing environmental goals and targets, the Group will continuously take actions on energy conservation and actively adopting measures on reducing unnecessary use of motor vehicles owned by us and promoting and implementing energy saving measures at our plant and offices. Also, the Group encourages employees to reduce business travel or replace business trip with virtual conferences when possible, and when travel is necessary, choose high-speed trains instead of flights. Looking forward, the Group will explore the opportunity of developing a low carbon transition path by eliminating our carbon emissions with greener options, make our best efforts to promote sustainable development and contribute to the achievement of the Dual Carbon Goals.

¹ The calculation of air pollutants has taken reference from emission factors in “Reporting Guidance on Environmental KPIs” published by The Hong Kong Exchanges and Clearing Limited (“HKEX”).

溫室氣體排放

溫室氣體排放主要來自廠房及辦公室的能源使用，包括流動燃燒源的直接排放(「範圍1」)、所購電力排放的間接排放(「範圍2」)以及包括棄置於堆填區之廢紙、政府部門用於處理淡水所用的電力以及我們員工航空差旅在內的其他間接排放(「範圍3」)。為響應中國的雙碳目標(於二零三零年前實現碳達峰目標以及於二零六零年前實現碳中和目標)，本集團致力降低其於上述三個範圍內的溫室氣體排放。在訂立環境目標及指標後，本集團積極採取節能行動，減少以車代步的頻率，並在我們的廠房及辦公室內宣傳和落實相關節能措施。同時，本集團鼓勵員工減少商務差旅次數或(如可能)以虛擬會議取代商務差旅，當必須進行商務差旅時，選擇高鐵代替飛機出行。展望未來，本集團將以更環保的方式減低碳排放，從而繼續探索發展低碳轉型的機遇，盡全力推進可持續發展及對實現雙碳目標作出貢獻。

¹ 廢氣排放乃參考香港交易及結算所有限公司(「交易所」)刊發之《環境關鍵績效指標匯報指引》所載排放系數計算得出。



GHG Emission ² 溫室氣體排放 ²	Unit 單位	Emissions 排放物		Emission intensity (per million of revenue) 排放密度 (每百萬元的收入)	
		2022 二零二二年	2021 二零二一年	2022 二零二二年	2021 二零二一年
Scope 1 — Direct GHG Emission ³ 範圍1 — 直接溫室氣體排放 ³	Kg 千克	86,115	59,279	31	29
Scope 2 — Energy Indirect GHG Emission ⁴ 範圍2 — 能源間接溫室氣體排放 ⁴	Kg 千克	483,023	675,392	172	326
Scope 3 — Other Indirect GHG Emission ⁵ 範圍3 — 其他間接溫室氣體排放 ⁵	Kg 千克	21,190	20,103	8	10
Total GHG Emission 溫室氣體排放總額	Kg 千克	590,329	754,773	210	364

Waste Management

During the Reporting Period, our non-hazardous wastes are mainly derived from office waste, domestic waste and manufacturing waste. We implement strict garbage classification during our daily operation in order to recycle paper, metal and plastic, and encourage employees to reuse stationery and reduce the use of disposable and non-recyclable products.

Management puts great emphasis on control of waste generated during the manufacturing process, mainly rebar scrap. Targets based on output were set for operation team to follow and performance over the target are evaluated continuously. Through better order planning and reused of rebar scrap, management strive to minimise manufacturing waste. Manufacturing waste generated are also recycled and collected by local recycler to minimise the carbon footprint of the Group.

² The Group's greenhouse gas inventory includes carbon dioxide, methane and nitrous oxide. The greenhouse gas emissions are presented in CO₂ equivalent emissions.

³ The data includes greenhouse gas emissions from the combustion of fuels in vehicles and calculated based on the emission factors stated on "Reporting Guidance on Environmental KPIs" published by HKEX.

⁴ The data includes greenhouse gas emissions from the use of purchased electricity and is calculated based on the emission factors provided by The Ministry of Ecology and Environment of the People's Republic of China (2019) and local utilities companies in Hong Kong.

⁵ The data includes greenhouse gas emissions from the electricity used for freshwater processing, business trips by employees and disposal of paper to landfills and is calculated based on the "International Civil Aviation Organization Carbon Emissions Calculator" and emission factors in the "Reporting Guidance on Environmental KPIs" published by HKEX and the emission factor provided by local utilities companies in Hong Kong.

廢棄物管理

於本報告期內，我們的無害廢棄物主要源自辦公室垃圾、生活垃圾及生產廢棄物。於日常運營中，我們進行嚴格的垃圾分類以回收廢棄紙張、金屬及塑膠，並鼓勵員工重用文具及減少使用一次性及不可回收的產品。

管理層非常重視控制生產過程中所產生之廢棄物，主要為鋼筋廢料。營運團隊依照根據產量所設立之目標及不斷評估達致目標之表現。透過良好訂單計劃及重用鋼筋廢料，管理層致力將工業廢棄物降至最低。所產生之生產廢棄物由本地回收商回收，以減低本集團之碳足跡。

² 本集團的溫室氣體清單包含二氧化碳、甲烷及氮氧化物。溫室氣體排放量以CO₂當量排放表示。

³ 數據包括車輛燃料燃燒產生的溫室氣體排放量，其按交易所刊發之《環境關鍵績效指標匯報指引》所載系數計算得出。

⁴ 數據包括使用所購電力的溫室氣體排放，其按中華人民共和國生態環境部於二零一九年及香港本地公用事業公司提供之系數計算得出。

⁵ 數據包括處理淡水所用的電力、員工的商務差旅以及將廢紙運往垃圾填埋區的溫室氣體排放量，其按國際民航組織碳排放計算器、交易所刊發之《環境關鍵績效指標匯報指引》所載系數以及香港本地公用事業公司提供之系數計算得出。

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We also launched the recycling plan to assist our employees in recycling the used paper, computer hardware and decommissioned electronic appliances to professional recycling companies as part of our efforts to manage waste responsibly.

During the Reporting Period, the Group did not experience any waste-related non-compliance issue that could have had a significant impact on the environment. Hazardous wastes in our Tsing Yi plant were mainly lube oil and waste battery which was stored separately and collected by qualified collector. We discourage any usage of machines and equipment that discharge the harmful chemicals which may cause damage to ozone layer. We also actively conduct inspections on the fire extinguishers and air conditioners to prevent leakage of hazardous chemicals.

Besides keeping close pace with latest updated relevant environmental protection laws and regulations, we have established relevant waste management policy to encourage and promote the use of environmental-friendly products. We plan to further strengthen our waste management practice and target for continuous reduction of non-hazardous waste by implementing resource saving initiatives at our office areas and through recycling and reselling of solid waste, reduction of hazardous waste in our plant through using lube oil products with more environmental-friendly formula and proper treatment of unavoidable hazardous waste, so that we can meet both the short-term compliance requirement and long-term expectation from the society.

我們亦推行回收計劃以協助員工將廢紙、電腦硬件和不再使用的電子設備回收給專業回收公司，作為我們致力負責任地管理廢棄物的一部分。

於本報告期內，本集團並無出現可能對環境造成重大影響之任何與廢棄物相關之違規事項。我們青衣廠房之有害廢棄物主要為潤滑油及廢棄電池，其已獨立儲存並由合格收集商收集。我們不鼓勵使用任何可能釋放有害化學物質從而破壞臭氧層的機器和設備。我們亦積極對滅火器材及冷氣機進行檢查，以防止洩漏有害化學物。

除了緊貼最新的相關環境保護法律及法規外，我們已制定相關的廢棄物管理政策以鼓勵及促進環保產品的使用。我們計劃進一步加強我們對廢棄物管理的實踐，旨在透過在辦公區域實施節能措施、回收及轉售固體廢棄物、通過利用具備更環保配方的潤滑油產品以減少廠房產生的有害廢棄物，並適當處理不可避免產生的有害廢棄物，從而持續減少無害廢棄物，以達致短期的合規要求及社會的長遠期望。

Type of Waste 廢棄物種類	Unit 單位	Quantity collected 已收集數量		Waste intensity (per million of revenue) 廢棄物密度 (每百萬元的收入)	
		2022 二零二二年	2021 二零二一年	2022 二零二二年	2021 二零二一年
		Non-hazardous wastes ⁶ 無害廢棄物 ⁶	Kg 千克	2,180	716
Manufacturing wastes ⁷ 生產廢棄物 ⁷	Tonne 噸	1,827	1,934	0.7	0.9
Hazardous wastes 有害廢棄物	L 升	603	210	0.2	0.1

⁶ For FY2021/2022, the significant increase in non-hazardous wastes generation was due to increase in waste paper disposal which was accumulated from the previous year.

⁷ Relevant figures are disclosed from 2021/2022 Report onwards.

⁶ 於二零二一／二零二二財年，無害廢棄物產生量顯著增加乃由於從去年累積的廢紙處理量增加所致。

⁷ 相關數據自2021/2022報告起披露。



Use of Resources

We advocate the principle of “Reduction or Waste Elimination”. We provide guidance on energy efficiency practices in plant and offices, including but not limited to, effective usage of machines, save water and electricity. During the Reporting Period, the Group and its employees were not charged of any non-compliance with laws and regulations relevant to use of resources.

Energy Management

We uphold our value of promoting energy-efficiency practices in our plant and offices. We maintain the policy of keeping a 25-degree Celsius air-conditioned office and adopt hardware with energy efficiency labels. In addition, we advise our employees to reduce the standby time of equipment and machines by turning them off when not in use and turn off the air conditioners and lights when the vicinity is vacant.

We are determined to gradually reduce our energy consumption through strict implementation of the measures mentioned above and assess the feasibility to equip our plant with onsite renewable energy option to optimise our energy consumption pattern and to enhance our climate resilience to align with the decarbonisation targets of Mainland China and Hong Kong.

資源使用

我們提倡「減少或避免浪費」原則。我們於廠房及辦公室提供能源效益常規之指引，包括(但不限於)有效使用機器、節約用水及用電。於本報告期內，本集團及其僱員並未被指控不遵守與使用資源有關的法律及法規。

能源管理

我們秉承於廠房及辦公室推行能源效益常規的價值觀念。我們持有辦公室的空調溫度會保持在攝氏25度的政策，並採用具有能源效益標籤的硬件設備。此外，我們建議員工在不使用設備及機器時將其關掉以減少待機時間，並在附近無人時關掉空調及電燈。

我們決定通過嚴格實施上述措施以逐步減少能源消耗，以及評估在廠房內安裝場內可再生能源配件的可行性，以優化我們的能源消耗結構，並提高我們的氣候適應力以符合中國大陸及香港的減碳目標。



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環境、社會及管治報告

Case Study: Central Park • Pudong accredited at Gold level by LEED standards 案例分析：中港匯•浦東已獲綠色建築驗證系統標準黃金水平認證

We walk beyond regulatory requirement in managing our impacts. For property investment projects, we strictly follow the LEED standards in all phases of the projects including design, renovation, operations, and maintenance. Our wholly-owned property investment project, Central Park • Pudong in Shanghai, has obtained the Gold level in the LEED Green Building Rating System. Central Park • Pudong demonstrates our ambition to future direction of our property portfolios and marks our first attempt to optimise our investment properties to provide more energy-efficient, environment-friendly and accessible living and working environment.

我們在管理我們的影響方面超越了監管要求。就房地產投資項目而言，我們在項目的各個階段(包括設計、翻新、運營及維護)均嚴格遵守綠色建築驗證系統標準。我們位於上海的全資擁有的房地產投資項目中港匯•浦東，已獲得綠色建築評估系統的金級認證。中港匯•浦東彰顯了我們對未來房地產組合方向的抱負，標誌了我們在優化投資物業道路上踏出的第一步，從而提供更節能、更環保的宜居宜工環境。



绿色 GREEN OFFICE

LEED金级标准塑造，绿色商务标杆 LEED-Gold, an International Benchmark for High Quality Office

中港匯•浦東以美國LEED金級標準，營造舒適高效的生態式辦公環境，有效提高工作效率及節約企業運營成本，與廣場綠地、空中花園、大廳立體綠植構成全方位綠色商務的不凡氣質，共享全球化生態商務時代。

Setting U.S. LEED-Gold standard, Central Park • Pudong guarantees pleasant and ecological office environment, greatly enhancing working efficiency and lowering operating costs. Together with landscape amenities, roof garden and lobby 3D green wall, Central Park • Pudong is leading the trend of global eco-friendly working environment.





The Environment and Natural Resources

The Group understands the environmental challenge which we are facing nowadays. We strive to minimise impacts of our operation on the environment and develop our business in a sustainable way. In addition, to comply with all the relevant environmental regulations, we are taking a proactive approach to continuously improve our operational effectiveness, prudently utilise of natural resources and efficiently use of energy. With regard to our core value, we apply the standard of ISO 14001 environmental management system to our supply of reinforcement steel bars to ensure the satisfaction of environmental requirements that in line with international best practice. We also encourage our employees to possibly reduce the use of all different kinds of resources including electricity, water and papers in their daily work and life.

環境及天然資源

本集團知悉我們目前面臨的環境挑戰。我們致力減少我們營運對環境的影響，並使我們的業務以可持續的方式發展。再者，為遵守所有相關的環境法規，我們採取積極主動的方案，不斷改善經營效益，審慎利用天然資源，以及有效利用能源。就我們的核心價值而言，我們將ISO 14001環境管理系統的標準應用於我們的鋼筋供應，以確保按國際最佳實踐標準以滿足環保要求。我們亦鼓勵員工在其日常工作和生活中，盡量減少用電、水及紙張等各種資源。

Case Study: Tsing Yi plant – Installation of Solar Panels

案例分析：青衣廠房－安裝太陽能電池板



To promote renewable energy and reduce our carbon footprint, the Group launched the “Solar PV Panel Energy Saving Scheme” during the Reporting Period. In March 2022, we start to install solar panels on the rooftops of our Tsing Yi plant to generate electricity as part of the CLP Fit Scheme. The entire project will be completed within 2022. The first phase of the program will supply the power to CLP Power Hong Kong Limited, the latter phase of the program will supply the power to our Tsing Yi plant, which is estimated to provide about 60%-70% of electricity consumption. The use of solar energy helps to reduce GHG emissions and helps us to build a greener community across our operations.

為促進可再生能源及減少我們的碳排足跡，本集團於本報告期內推出「太陽能電池板節能計劃」。於二零二二年三月，我們開始在青衣廠房屋頂安裝太陽能電池板以生產電力，以響應中電的「可再生能源上網電價計劃」。整個項目將於二零二二年內完成。項目的第一階段將向中華電力有限公司供應電力，隨後項目將向我們的青衣廠房供應電力，預計將提供約60%至70%的耗電量。使用太陽能將有助減少溫室氣體排放，並幫助我們在運營過程中建設一個綠色社區。



Water Management

Sustainable access to water resource is critical. To reduce unnecessary water consumption, we launched initiatives to increase employees' awareness of saving freshwater and encourage our people in office areas to turn off the water tap when not in use in both washroom and pantry. Water was supplied by the municipal water supply company and there were no issues in sourcing water that is fit for purpose. Water consumption in Shanghai and Hong Kong are solely for office use and do not involve in any production process of the Group. Our water consumption was calculated based on the usage charges shown in water bills. We aim to gradually reduce water consumption intensity through strict implementation of water efficiency measures mentioned above and ongoing capability building to increase water saving awareness.

As one of the key distributors of sanitary ware products in Hong Kong and Mainland China, we also take active steps in raising public awareness through promoting water saving technology used in products of our brand partner. For example, the Tornado Flash Technology used in every new TOTO toilet which is a more hygienic and efficient way of toilet flushing.

Paper Usage

The Group encourages staff to have double-sided printings and reuse single-sided printed papers, and to communicate with internal and external through electronic media in order to reduce the use of paper. In the office areas, the Group adopts paper saving practices to minimise the greenhouse gas footprint from use of paper. Trays are placed near to the photocopiers for collecting single-sided papers for reusing and recycling purposes. Envelopes are also reused for internal mails.

Packing materials

The operational processes of the Group, which are mainly engaged in Property Investment and Fund Management Business, Building Products Distribution Business and Steels Distribution and Processing Business, do not involve consumption of packaging materials or packaging material-related businesses. Therefore, no material packing materials have been consumed during the Reporting Period.

水資源管理

可持續獲得水資源是舉足輕重的。為減少不必要的耗水，我們推廣措施以提高僱員節約淡水的意識，並鼓勵辦公區域人員關掉洗手間及茶水間不使用的龍頭。水源由政府供水公司供應，亦並無求取適用水源之事項。上海及香港之耗水量只為辦公室作內部使用，並不牽涉本集團之任何生產過程。我們的耗水量是根據水費單上顯示的使用量計算。我們致力於透過嚴格實施上述用水效率措施以及持續開展能力建設，逐步減少耗水密度，提高節水意識。

作為在香港和中國大陸主要的衛浴產品分銷商之一，我們也積極採取措施，通過推廣我們品牌合作夥伴的產品所使用的節水技術來提高公眾意識。例如，每台新的TOTO座廁都採用了超漩式沖水技術，這是一種更衛生、更高效的座廁沖水方式。

紙張使用

本集團鼓勵員工雙面列印及重用已單面列印之紙張，及透過電子媒體向內部及外部溝通以減少用紙。在辦公區域內，本集團採納節約用紙常規以降低用紙產生的溫室氣體足跡。於打印機旁放置文件盤以收納單面列印之紙張作重用及回收之用。信封亦於內部郵件傳送時重複使用。

包裝材料

本集團主要從事房地產投資及基金運營業務、建築材料分銷業務以及鋼鐵分銷及加工業務，其營運過程中並不牽涉包裝材料消耗或與包裝材料相關的業務。因此，於本報告期內，並無消耗包裝材料。

Type of Resources 資源種類	Unit 單位	Consumption 消耗量		Intensity (per million of revenue) ⁸ 密度 (每百萬港元的收入) ⁸	
		2022 二零二二年	2021 二零二一年	2022 二零二二年	2021 二零二一年
		Total Energy Consumption 耗能總量	kWh 千瓦	1,482,377	1,270,164
Direct Energy Consumption⁹ 直接耗能 ⁹	kWh 千瓦	320,042	218,384	114	105
Petrol 汽油	L 升	23,242	13,910	8	7
Diesel 柴油	L 升	8,856	7,809	3	4
In-direct Energy Consumption 間接耗能	kWh 千瓦	1,162,335	1,051,780	414	507
Water Consumption¹⁰ 用水量 ¹⁰	m ³ 立方米	2,443	1,933	0.87	0.93
Paper Consumption 紙張消耗	Kg 千克	3,400	3,018	1.21	1.46

⁸ In order to be consistent with the intensity calculations of "Type of Air Pollutants", "GHG Emission" and "Type of Waste", the intensity unit of "Type of Resources" was changed from "unit per staff" to "per million of revenue" from 2022 onwards.

⁹ Energy consumption from fossil fuels in the use of vehicles is calculated with reference to "Reporting Guidance on Environmental KPIs" published by HKEx.

¹⁰ The unit of water consumption for FY2020/2021 and FY2021/2022 is cubic meter (m³).

⁸ 為與「空氣污染物種類」、「溫室氣體排放」及「廢棄物種類」的密度計算保持一致，由二零二二年起，「資源種類」的密度單位從「單位／員工」改為「每百萬港元的收入」計算。

⁹ 車輛使用的化石燃料之能源消耗乃參考交易所刊發之《環境關鍵績效指標匯報指引》計算。

¹⁰ 二零二零／二零二一財年及二零二一／二零二二財年的用水量單位為立方米。

Climate Change

The Group realises the impacts of climate change to our business in the long run. Physical risks such as more extreme weather events and increase temperature already have impact on our Property Investment and Fund Management Business. Steels Distribution and Processing Business subject to transition risk as Mainland China and Hong Kong both announced decarbonisation targets and the steel industry is exposed to change in policies thereof. Also, increase in days of extreme weather events may adversely affect the progress of construction projects, which may also affect the delivery schedule of our Steels Distribution and Processing Business. Building Products Distribution Business is less exposed to climate-related risks in its own but may subject to increasing supply chain management risks given suppliers of building appliances including some international reputable brands may subject to more stringent climate regulations. Identification of climate-related risks and opportunities and resilience of our business strategies will be an important part of our ESG strategy in future. As of current Reporting Period end, we have strategically allocated resources in our Property Investment and Fund Management Business to promote green buildings. We plan to strengthen sustainability governance on climate issues and will assess feasibility of incorporating climate-related risks into existing risk management system in future. We will also review our key performance indicators relating to climate change as our business evolves.

氣候變化

本集團意識到氣候變化對我們業務的長遠影響。實體風險如更多極端天氣事件及溫度上升已對我們的房地產投資及基金運營業務產生影響。由於中國大陸及香港均宣佈減碳目標，鋼材行業亦受到上述政策變動影響，鋼鐵分銷及加工業務因而須承受轉型風險。此外，極端天氣事件日數的增加可能對建築項目的進度產生不利影響，這亦可能影響我們鋼鐵分銷及加工業務的交付時間表。建築材料分銷業務本身面臨的氣候相關風險較小，但由於建築設備供應商(包括一些國際知名品牌)可能受到更為嚴格的氣候法規規管，因此該業務可能面對越來越大的供應鏈管理風險。識別氣候相關風險及機遇以及我們業務策略的適應力日後將成為我們的環境、社會及管治策略的重要部分。截至當前報告期結束時，我們策略性地為房地產投資及基金運營業務分配資源以推廣綠色建築。我們計劃加強對氣候議題的可持續管治，以及評估未來將氣候相關風險納入現有風險管理系統的可行性。隨著業務的發展，我們將審閱與氣候變化相關的關鍵績效指標。



CARING FOR EMPLOYEE

Recruitment, promotion, and compensation

Employees are the most valuable assets of the Group. We aim to provide a pleasant and relaxing working environment to our employees. By the same token, we continuously review the remuneration packages for our employees in order to stay competitive among other employers. The Group promotes equal opportunity for employment to all individuals, regardless of their ethnic group, gender, religious affiliation, or other protected status or classification; while promotions for our talents are based on a fair annual performance appraisal with appropriate salary adjustment followed to motivate and raise the morale of employees. Apart from basic remuneration, remuneration package includes annual leave, healthcare insurance plan and discretionary bonuses, and also share options may be granted to eligible employees subject to performance of the Group and the individual employees. Furthermore, "SMART Goal" scheme is in place to provide support for employees' career development.

Equal Opportunities, diversity and anti-discrimination

We are committed to providing an equal and harmonious working relationship at our working place. We have zero tolerance toward any forms of discrimination, harassment and unethical behaviours. The Human Resources Department is responsible for ongoing monitoring the changes of government policies and regulations, and to ensure Group's human resource policies are compliant with applicable labour laws and regulations. During the Reporting Period, we did not commit any violations of the Hong Kong Bill of Rights Ordinance (Cap. 383 of the laws of Hong Kong), Sex Discrimination Ordinance (Cap. 480 of the laws of Hong Kong), Disability Discrimination Ordinance (Cap. 487 of the laws of Hong Kong), Family Status Discrimination Ordinance (Cap. 527 of the laws of Hong Kong) or Race Discrimination Ordinance (Cap. 602 of the laws of Hong Kong), etc.

關懷員工

招聘、晉升和薪酬

員工是本集團最寶貴的資產。我們的目標是為員工提供一個愉快和輕鬆的工作環境。同樣地，我們不斷檢討員工的薪酬待遇，以保持與其他僱主的競爭力。本集團促進人人享有平等就業的機會，不論其種族、性別、宗教信仰或其他受保護的身份或分類；而我們的人才晉升是按年度績效評估進行公平評核，並作適當的薪酬調整以激勵和提升員工士氣。除基本薪酬外，薪酬待遇包括年假、醫療保險計劃及酌情花紅等，亦會參考本集團及個別員工的表現向合資格員工授出購股權。此外，我們實施「SMART目標」計劃，為員工的事業發展提供支持。

平等機會、多元化及反歧視

我們致力在我們的工作場所提供平等及和諧的工作關係。我們對任何形式的歧視、騷擾和不道德的行為保持零容忍態度。人力資源部負責持續監察政府政策及法規變動，以及確保本集團之人力資源政策遵守適用的勞工法律及法規。於本報告期內，我們並不知悉任何違反《香港人權法案條例》(香港法例第383章)、《性別歧視條例》(香港法例第480章)、《殘疾歧視條例》(香港法例第487章)、《家庭崗位歧視條例》(香港法例第527章)及《種族歧視條例》(香港法例第602章)等的行為。



Celebration on International Women's Day in our Shanghai office
於上海辦公室慶祝國際婦女節

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Workforce

As of 31st March 2022, the Group had 235 employees, of which 153 are located in Hong Kong and 82 is located in Mainland China.

僱員

截至二零二二年三月三十一日，本集團有 235 名員工，其中 153 名位於香港及 82 名位於中國大陸。

Indicators 指標		Hong Kong 香港		Mainland China 中國大陸	
		2022 二零二二年	2021 二零二一年	2022 二零二二年	2021 二零二一年
Total workforce 僱員總數		153	162	82	82
Gender 性別	Male 男性	100	109	38	37
	Female 女性	53	53	44	45
Category 類別	Managerial 管理層	13	14	4	4
	General 一般	140	148	78	78
Age 年齡	18-30 18-30 歲	31	39	8	8
	31-40 31-40 歲	46	45	37	37
	41-50 41-50 歲	42	42	21	26
	51 or above 51 歲或以上	34	36	16	11
	Employment Type 工種	Permanent 長工	151	160	80
	Contract 合約	2	2	2	2
Turnover rate by gender 按性別劃分之流失率	Male 男性	44%	38%	24%	31%
	Female 女性	13%	18%	20%	24%
Turnover rate by age 按年齡劃分之流失率	18-30 18-31 歲	61%	29%	63%	67%
	31-40 31-40 歲	15%	26%	14%	28%
	41-50 41-50 歲	45%	40%	20%	13%
	51 or above 51 歲或以上	18%	30%	13%	18%

Management aims to maintain the employee turnover rate at an acceptable level so as to enable the Group to accumulate professional expertise and experience in a more effective manner. During the Reporting Period, the Group's employee turnover rate of Hong Kong and Mainland China is approximately 33% and 22% respectively.

Working hours, rest periods, other benefits and welfare

We believe that maintaining proper work-life balance is vital to both physical and psychological health of our employees and therefore, employees are entitled to statutory and discretionary holidays, such as annual leave, birthday leave, sick leave, examination leave, maternity leave and paternity leave. In addition, Group's healthcare insurance plans, including a self-insured preferred provider organisation plan and other health plans, retirement programs, medical benefits, group insurance, mandatory provident fund retirement benefit scheme and provident fund scheme are available to all full-time employees. The Group is open to any suggestions or feedback from employees so as to continuously optimise our welfares and remuneration package in order to retain talents. To treasure the long service relationship between the Group and its employees, service awards are presented at the Group's annual event as a tribute to employees who have contributed for 5, 10, 20 and 30 years of services.

管理層致力維持僱員流失率於可接受水平，以使本集團以更有效的方式積累專業知識和經驗。於本報告期內，本集團於香港及中國大陸之僱員流失率分別約為33%及22%。

工作時數、假期、其他待遇及福利

我們相信維持恰當的工作與生活平衡對我們員工的身心健康都是至關重要，因此，員工有權享有法定和酌情假期，例如年假、生日假、病假、考試假、產假和侍產假。此外，所有全職員工均可享有本集團的醫療保險計劃(包括自保的首選醫療保險計劃和其他健康計劃)、退休計劃、醫療福利、團體保險、強制性公積金計劃及公積金計劃。本集團歡迎員工提出建議或反饋以不斷優化我們的福利和薪酬待遇，從而挽留人才。為珍視本集團與其員工之間的長期服務關係，本集團於年度活動頒發服務獎勵，以表揚服務五、十、二十及三十年的員工之貢獻。



Present long service awards to employees who have contributed for 5, 10 and 20 years' services
為已服務五、十及二十年員工頒發長期服務獎

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Celebrate Mid-Autumn Festival
慶祝中秋節



Celebrate Chinese New Year
慶祝春節





Outdoor Activities
戶外活動



2022 Annual Dinner held in Shanghai office
於上海辦公室舉辦二零二二年年會

Termination

Upon receiving resignation notices from employees, we will seek to understand the reasons behind the departure of the employees so as to make improvement in the working environment or remuneration packages through exit interviews. In case of dismissals, we formally inform the reasons for dismissal to relevant employees in question, and fulfil the severance payment along with the last payment in accordance with the Employment Ordinance (Cap. 57 of the laws of Hong Kong). The Group also notifies Inland Revenue Department and Mandatory Provident Fund trustee timely about the termination of employment in accordance with the Inland Revenue Ordinance (Cap. 112 of the laws of Hong Kong) and Mandatory Provident Fund Schemes Ordinance (Cap. 485 of the laws of Hong Kong) respectively.

During the Reporting Period, we strictly complied with the applicable Employment Ordinance (Cap. 57 of the laws of Hong Kong) and local relevant government laws. Our Human Resources Department ensures our employment practices are compliant with local government regulations and the Group's policies.

Health and Safety

Workforce health and safety is one of the priorities to enhance sustainability given our business model. As a responsible business operator, the Group strictly abides by the laws and regulations of business areas in relation to labour safety, such as Occupational Safety and Health Ordinance (Cap. 509 of the laws of Hong Kong), Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases and the Production Safety Law of the People's Republic of China, etc. Also, we will timely revise the documents associated with safety management system, responsibility system for work safety of the Company in accordance with the updates of relevant laws and regulations. Besides, we provide our employees with necessary protective equipment, give sufficient instructions, training, and supervision to raise their safety awareness as well as facilitate the reduction of any unnecessary injuries. All new employees are required to take the safety training course before onboarding while recurring employees are required to take the training course annually. Looking ahead, the Group will make its greatest effort to achieve its health and safety targets namely zero fatality, zero serious personal injury and zero confirmed case of occupational disease.

終止

在收到僱員的辭職通知後，我們會透過離職面談了解員工離職的原因，以便改善工作環境或薪酬待遇。倘若有員工被解僱，我們會以正規形式將解僱之原因告知有關員工，並按照《僱傭條例》(香港法例第57章)的規定支付遣散費及最終款項。本集團亦根據《稅務條例》(香港法例第112章)及《強制性公積金計劃條例》(香港法例第485章)分別向稅務局及強制性公積金受託人及時發出有關終止僱傭關係的通知。

於本報告期內，我們嚴格遵守適用的《僱傭條例》(香港法例第57章)和當地政府的相關法律。我們的人力資源部確保僱傭慣例遵守當地政府之法規和本集團之政策。

健康與安全

考慮到我們的業務模式，僱員健康與安全為提高可持續性的優先事項之一。作為一家負責任的業務營運商，本集團嚴格遵守有關勞動安全的業務領域的法律及法規，如《職業安全及健康條例》(香港法例第509章)、《中華人民共和國職業病防治法》及《中華人民共和國安全生產法》等。我們亦將按照相關法律及法規的更新，及時修訂與本公司安全管理系統、工作安全責任系統有關聯的文件。此外，我們向我們的僱員提供必要防護裝備、充分的指引、培訓和監督，以提高員工的安全意識，並促進減少任何不必要的受傷。所有新員工在入職時必須參加安全培訓課程，而現有員工必須每年參加培訓課程。展望未來，本集團將盡最大努力達成其健康與安全目標，即零死亡、零重傷及零確診職業病。



Fire drill in Tsing Yi plant
於青衣廠房之火警演習

For employees working on our plant or site, additional control measures and safe working procedures are enforced in their daily operational activities due to higher risks of exposure to potential incidents. Policies and procedures such as “Occupational Health and Safety Policy” (“Safety Policy”) and ISO 45001 - Occupational Health and Safety Management Systems” (“Safety Management System”) have been established and adopted to enable sound and effective safety management for the Group. All new employees are required to attend safety training and sign an acknowledgement to confirm their understanding to follow the guidelines and instructions stipulated in our Safety Policy and Safety Management System.

Any accidents or injuries must be properly recorded for investigation and future prevention. The Safety Committee is set up to handle all kinds of safety issues. The Safety Committee reports to senior executives on a weekly basis.

Regular trainings are also provided to our employees to enhance their overall awareness of safety and preparedness for emergencies. Furthermore, the Group has standard plans and processes in place to help the Group to prevent and be prepared for, respond to, and recover from potential emergencies such as fire, typhoon and emergency evacuations.

由於在廠房或工地工作的員工面對潛在事故的風險較高，故在日常業務活動中向他們實施額外的控制措施和安全工作程序。政策及程序如《職業健康和安全管理系統》(「安全管理系統」)及《ISO 45001 - 職業健康和安全管理系統》(「安全管理系統」)等已制定並應用，以便本集團進行健全及有效的安全管理。所有新員工必須參加安全培訓及簽署確認書以確認他們理解並按照安全政策及安全管理系統訂明的指引及指示行事。

任何意外或受傷必須妥善記錄以便進行調查及日後採取預防措施。已成立安全委員會以處理各種安全事宜。安全委員會每週向高級管理人員報告。

我們亦定期向員工提供培訓，以提高其整體安全意識及應急準備。此外，本集團已制定標準計劃及程序以協助其預防，並作出準備以應對火災、颱風及應急疏散等潛在緊急情況，以及協助自該等潛在緊急情況中恢復。

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The efforts in safety and health have been paid off. The Group would continue to monitor the working environment of our employees to reduce work-related injury incidents and maintain zero work-related fatalities incidents in upcoming years. We compensated injured employees in accordance with the Employees' Compensation Ordinance (Cap. 282 of the laws of Hong Kong).

安全與健康方面的努力已見成效。本集團將繼續監察員工的工作環境以減低工傷事故，並於未來數年保持沒有因工亡故之事件。我們已根據《僱員補償條例》(香港法例第282章)向受傷員工作出賠償。

Occupational health and safety statistics 職業健康與安全之數據		2022 二零二二年	2021 二零二一年	2020 二零二零年
Number of lost days due to work injury	因工傷損失工作日數	21	172	1,120
Number of work-related fatalities incident	因工亡故的人數	0	0	0
Rate of work-related fatalities	因工亡故率	0	0	0
Number of work injuries incident	因工受傷的人數	0	4	5

In the light of the spread of COVID-19 and outbreak of Omicron variant in early 2022, the Group has taken proactive measures to safeguard the health and safety of its employees and business partners and has complied with the public health measures promulgated by the local authorities. In addition to complying with public health policies and regulations, the Group has enhanced the environmental hygiene in its working areas through regular sanitisation, and distribution of adequate protective gear such as surgical masks and hand sanitisers. To further minimise the risk of cross-infection, all employees and guests of the Group are also required to perform stringent temperature checks before entering the offices or worksites. To encourage COVID-19 prevention, we provided the staffs with free COVID-19 antigen rapid test and encourage them and their families to be vaccinated as soon as possible. The Group has closely cared to its employees to advise on responsive actions upon confirmed or close contact of COVID-19 cases among its employees and their relevant family members.

鑒於二零二二年初2019冠狀病毒病蔓延及奧密克戎變種爆發，本集團已採取積極措施以保障其員工及商業夥伴之健康與安全，以及遵守當地政府頒佈之公共衛生措施。除了遵守公共衛生政策及法規外，本集團透過定期消毒，以及派發足夠防護裝備如外科口罩及搓手液以提升工作區域的環境衛生。為進一步減低交叉感染之風險，本集團所有員工及訪客在進入辦公室或工地場所前必須接受強制體溫檢測。為鼓勵防範2019冠狀病毒病，我們向員工提供免費的抗原快速檢測，並鼓勵員工及其家人盡快接種疫苗。本集團密切關注其員工，就其員工及其相關家庭成員確診2019冠狀病毒病或有密切接觸時之應對措施提供建議。



Online seminar of "Healthy Eating during COVID-19" organised by Occupational Safety & Health Council
職業安全健康局舉辦的「2019 新型冠狀病毒病下的健康飲食攻略」網絡研討會



Online seminar of "Chinese Medicine Healthy Diet Management" organised by Occupational Safety & Health Council
職業安全健康局舉辦的「中醫健康飲食管理」網絡研討會



Development and Training

The Group is committed to providing sufficient training to employees so that they are professional and competent to provide the best services to our customers and are sufficiently equipped with skills needed for long-term career progress. During the Reporting Period, we offer different forms of internal and external training for our employees at various levels, including basic working skills, business knowledge, product training, management skills and leadership improvements, orientation and other specific training, etc. We also provided examination leave and subsidies for study-related fees to encourage a culture of continuous development among employees.

During the Reporting Period, 181 employees have attended training provided or sponsored by the Group. The distribution in gender and level of employee training are set out below:

Employee 員工		Percentage of employees trained 獲培訓員工之百分比		Average training hours per employee ¹¹ 每名員工之平均培訓時數 ¹¹	
		2022 二零二二年	2021 二零二一年	2022 二零二二年	2021 二零二一年
Total 總計		58%	77%	17	12
By gender 按性別	Male 男性	62%	86%	23	16
	Female 女性	53%	64%	8	7
By category 按類別	Managerial 管理層	71%	44%	3	2
	General 一般	57%	80%	18	13

The Group will continuously review training options to include various kinds of business and regulation updates relevant to corresponding positions and improve the training courses to meet the needs of our employees and support them to achieve the job-related qualification in the future.

發展與培訓

本集團致力為員工提供充足的培訓，使他們具備專業能力為我們的客戶提供最好的服務及充分掌握長期職業生涯所需的技能。於本報告期內，我們為各級員工提供不同形式的內部和外部培訓，包括基本的工作技能、業務知識、產品培訓、管理技能和領導能力的改進、任職培訓及其他特定培訓等。我們還提供考試假和學費資助以鼓勵員工持續發展的文化。

於本報告期內，本集團為181名員工提供或贊助培訓。下表列載獲培訓員工之性別及階級分佈：

本集團將不斷檢討培訓方案以納入與相應職位相關的各類業務及制度更新，並改進培訓課程以配合員工的需要，以及支持他們獲取日後與工作相關的資格。

¹¹ The average training hours completed per trained employee is calculated with reference to "Reporting Guidance on Social KPIs" published by HKEX.

¹¹ 每名獲培訓員工完成之平均培訓時數乃參考交易所刊發的《社會關鍵績效指標匯報指引》計算。



Labour Standards

We strictly prohibit the use of child or forced labour within our operation, and we have established “Child and Force Labour Policy”, which clearly states the definition of child and forced labour and thus enable the Group to avoid use of any forms of child or forced labour. In addition, human rights is one of the most fundamental principles underlying our employment policies and practices to provide our employees with the fair job opportunity and a positive working environment. During our recruitment process, background checks and reference checks of potential candidates are conducted to avoid child or forced labour. We also require our contractors to avoid using child and forced labour.

During the Reporting Period, we were not aware of any non-compliance with rules and regulations in respect of the child and forced labour.

OPERATIONS MANAGEMENT

Supply Chain Management

The Group encourages our suppliers and business partners to follow highest possible standards and expectations that align their values with ours in respect of environmental and labour practices. We perform the suppliers' performance appraisals annually to ensure all the suppliers meet our requirements and standards. Contractors and business partners' competence and awareness of health and safety issues and environmental concerns are also taken into considerations during our selection and screening processes.

勞工準則

我們嚴禁於營運過程聘用童工或強制勞工，我們已制定「童工和強制勞工政策」，其明確規定童工和強制勞工的定義，因而使本集團避免聘用任何形式的童工或強制勞工。此外，在我們的僱員政策及慣例中，為員工提供平等就業機會和正面的工作環境是人權最基本原則之一。在我們的招聘過程中，對有潛質的候選人進行背景調查和參考檢查，以避免聘用童工或強制勞工。我們亦要求承包商避免聘用童工及強制勞工。

於本報告期內，我們並不知悉任何違反有關童工及強制勞工之法例和法規的情況。

營運管理

供應鏈管理

本集團鼓勵我們的供應商和商業夥伴盡可能遵循最高標準及期望，使其在環境和勞工實踐方面與我們的價值觀保持一致。我們每年對供應商的表現進行評估，以確保所有供應商符合我們的要求和標準。我們會在篩選過程中考慮承包商和商業夥伴的能力以及對健康與安全問題及環境關注的意識。



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For our Building Products Distribution Business, our major suppliers are engaged in the manufacturing of building products with environmental-friendly designs. For our trading business of reinforcement steel bars, we have performed annual field inspection over all suppliers' plant to ensure that they meet our requirements, and any concerns are timely addressed. We have established management guidelines and procedures to facilitate our suppliers to implement sufficient measures in line with the Group's standards regarding practices and staff training in material testing and discharging.

During the Reporting Period, the Group has 146 suppliers, which are mainly from Hong Kong and Mainland China.

就我們的建築材料分銷業務而言，我們的主要供應商從事製造具有環保設計的建築產品。至於我們的鋼筋貿易業務，我們已在所有供應商的廠房進行年度實地考察，以確保他們的水平符合我們的要求，並能夠及時處理我們所遇到的問題。我們已制定管理指引和程序，促使我們的供應商在測試材料和卸貨時實施充分措施，以符合本集團慣例及員工培訓的標準。

於本報告期內，本集團有146間供應商，主要來自香港及中國大陸。

Indicators 指標		2022 二零二二年	2021 二零二一年
Total number of suppliers by geographical region	按地理區域劃分的 供應商總數	146	143
Mainland China	中國大陸	31	32
Hong Kong	香港	84	85
Taiwan	台灣	7	7
Turkey	土耳其	5	5
Singapore	新加坡	3	3
Other regions (range from 1-2 suppliers)	其他地區 (1至2間供應商)	16	11



Product Responsibility

Product responsibility is key to maintain our competitive advantage and contribute to our sustainable success. As a strong player in construction and industrial steels, building products and strategic investor and investment manager of commercial properties investment in Mainland China, Hong Kong and Macau, we are fully aware that quality of our products and services will have profound influence on our value chain. The Group also place high importance in respecting, protecting and promoting intellectual property rights. We strictly comply with the relevant laws and regulations in Hong Kong and Mainland China, such as the Trade Marks Ordinance (Cap. 559 of the laws of Hong Kong), Copyright Ordinance (Cap. 528 of the laws of Hong Kong), Law of the People's Republic of China on the Protection of Intellectual Property Rights, the Patent Law of the People's Republic of China, and the Trademark Law of the People's Republic of China. Relevant internal policies on respecting intellectual property rights are communicated with employees upon joining our Group. During the Reporting Period, the Group was not involved in any legal proceedings relating to the violation of intellectual property rights.

Quality Assurance

We endeavour to comply with local government regulations and Group's policies to ensure quality of our products and services. We have been supporting the construction industry for over 60 years. As a pioneer of automated processing and supply chain efficiency, complete traceability tagging, and identification allows full transparency of product information. The Group has also introduced the ISO 9001 quality management system standard for the reinforcement steel bar, structural steel, and accessories business unit. Our suppliers are also required to attain relevant certificates for their products.

產品責任

產品責任是維持我們競爭優勢及協助我們可持續成功的關鍵。作為中國大陸、香港及澳門的建築及工業鋼鐵、建築產品的強勁參與者及商業房地產戰略投資者及投資經理人，我們深知產品及服務的質量對我們的價值鏈有著深遠的影響。本集團亦著重尊重、保障及促進知識產權。我們嚴格遵守香港及中國大陸的相關法律法規，如《商標條例》(香港法例第559章)、《版權條例》(香港法例第528章)、《中華人民共和國知識產權保護法》、《中華人民共和國專利法》及《中華人民共和國商標法》。於僱員加入本集團時與其溝通有關尊重知識產權的相關內部政策。於本報告期內，本集團並未涉及任何有關違反知識產權的法律程序。

品質保證

我們致力遵守當地政府法規及本集團政策，以確保我們產品及服務的質量。我們支持建築行業超過六十年。作為自動化加工和高效的供應鏈先驅，完整的可追溯性標籤和識別功能允許完全透明的產品資訊。本集團已為鋼筋、結構鋼材及配件業務部門引入ISO 9001品質管理系統。我們的供應商亦需為他們的產品獲得相關證書。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

During the Reporting Period, the Group has recorded zero recalls and zero complaints about its products and services due to safety and health reasons. Also, there were no significant products and service-related complaints received. As a responsible product and service provider, we take customers' satisfaction as our top priority. The Group takes immediate and reasonable actions to resolve complaints over customer's satisfaction issues. We strive to provide products with high quality and maintain a standardised inspection and testing procedure to ensure the products live up to customers' requirements. It is required that all products would only be released after passing the required inspection and testing procedures. We have established "Product Return Policy", which includes the return of goods and refund procedures if the products are either with quality issues or the goods fail to fulfil the specifications stated in the sales contract.

Product Responsibilities

Ensuring customer satisfaction with our products and services is a priority for the Group. We understand the importance of enhancing product and service quality to achieve sustainable growth of our business. We are committed to ensuring compliance with the laws and regulations relating to product health and safety, labelling and privacy matters. Policies about product quality and safety as well as compliance with laws and regulations have been clearly stated to the employees and suppliers.

During the Reporting Period, we had no violation record on relevant laws and regulations that have a significant impact on the Group relating to product responsibility issues.

於本報告期內，本集團因安全及健康原因而導致其產品及服務被回收和投訴的次數為零。此外，亦無接獲有關重要產品及服務的投訴。作為負責任的產品及服務提供者，我們視客戶滿意為我們的首要任務。本集團採取迅速及合理的行動處理投訴以滿足客戶的訴求。我們力求提供高品質的產品，並保持標準化的檢測和測試程序，以確保產品符合客戶的要求。所有產品均通過所需的檢驗和測試程序後方會出售。我們已制定「產品退貨政策」，倘若產品有質量問題或貨物不符合銷售合同規定的規格可安排退貨和退款程序。

產品責任

確保客戶滿意我們的產品及服務為本集團的首要任務。我們瞭解提高產品及服務質量使我們的業務達致可持續增長的重要性。我們致力確保遵守有關產品健康與安全、標籤及私隱事宜之法律及法規。有關產品品質及安全以及遵守法律及法規的政策已清晰地向員工及供應商表達。

於本報告期內，我們並無違反與產品責任事宜有關的相關法律及法規並對本集團造成重大影響之記錄。





Privacy Protection

Protection of privacy of our customers, employees, external partners and suppliers is one of our priorities to ensure responsible business practices. We have established confidentiality guidelines which demonstrate the Group's commitment to privacy protection. We require customer confidential information to be accessed only by staff responsible and engaged in normal course of business with such customer(s). Furthermore, before entering into a transaction, we will enter a non-disclosure agreement with potential partners to protect their identity. To ensure that the information is properly stored and managed, the Group has installed and routinely upgrades firewall, anti-virus and anti-spam solutions to prevent potential data leakage. Disclosure of customers' confidential information to unauthorised personnel is strictly prohibited and could result in disciplinary action.

Anti-Corruption

The Group believes maintaining an ethical working environment is fundamental to long-term resilience and success of our business. The Group has established "Anti-Fraud and Anti-Money Laundering Policies" as the guideline for preventing, detecting and reporting any forms of fraud, bribery, extortion, corruption, embezzlement, misappropriation, false representation and collusion, and money laundering. All of our employees are aware of such guideline and strictly comply with relevant laws and regulations.

In addition, the "Code of Business Ethics and Anti-Corruption Policy" is established by the Group which all levels of employees are required to adhere. The "Whistleblowing Policy" is also established to provide guidelines to employees for reporting improprieties, misconduct or malpractice with different channels. A periodical and systematic fraud risk assessment has been conducted in their daily operations which aims to obtain a better evaluation for the fraud risk mechanism and maintain sufficient due diligence procedures. In addition, control measures have also been designed and adopted to mitigate fraud risks. The effectiveness of the internal control system was assessed through internal audit advisor and by external professional parties.

All our employees are required to attend ethics and anti-corruption training upon commencement of employment. Directors are required to attend such trainings and regularly review market and regulatory updates related to ethics and anti-corruption.

私隱保護

保護我們的客戶、員工、外部夥伴及供應商的私隱為我們確保負責業務慣例的優先事項之一。我們已制定保密指引，此證明本集團對私隱保護之承擔。我們要求僅限負責及從事與有關客戶的正常業務過程的員工可取得客戶的保密資料。再者，於進入交易前，我們會與潛在的合作夥伴簽訂保密協議以保障對方的身份。為確保妥善儲存及管理資料，本集團已安裝及定期升級防火牆、防病毒及防垃圾電郵方案以防止潛在資料外洩。嚴禁披露客戶保密資料予未經授權人士，否則可導致紀律處分。

反貪污

本集團認為保持道德的工作環境對我們的長期業務彈性及成功至關重要。本集團已制定「反欺詐和反洗黑錢政策」作為預防、偵測和舉報任何形式的欺詐行為、賄賂、勒索、貪污、挪用公款、私吞、虛假陳述和勾結，以及洗黑錢行為。我們所有員工都知悉此指引，並嚴格遵守相關法律及法規。

此外，本集團已制定「商業道德準則及反貪污政策」，要求各級員工遵守。亦已制定「舉報政策」以提供指引予員工可於不同渠道舉報不當行為、不端行為及瀆職事宜。在日常業務中進行定期和系統性的欺詐風險評估，旨在更好地評估欺詐風險機制，並維持充分的盡職調查程序。此外，管制措施已制定並採納以減少欺詐風險。內部監控系統的有效性亦透過內部審核顧問和外部專業人員進行評核。

我們所有員工於入職後均須參與道德及反貪污培訓。董事須參與有關培訓及定期檢討有關道德及反貪污的市場及法規更新。



Anti-Corruption workshop organised by ICAC
廉政公署舉辦之反貪污研討會

During the Reporting Period, we have complied with relevant laws and regulations, including the Prevention of Bribery Ordinance (Cap. 201 of the laws of Hong Kong). No legal cases or disputes are brought against the Group or any of our employees in respect of bribery, extortion, fraud or money laundering.

SERVING THE COMMUNITY

The Group proactively fulfils its corporate social responsibilities, while promoting economic development and care about the needs of underprivileged groups and communities in the society, as well as putting its profits back into education, so as to achieve inclusive growth along with the community. The Group encourages employees to participate in various charitable activities and contribute to social development.

During the Reporting Period, the Group had made a total contributions of approximately HK\$2,540,000 to various events and organisations in both Hong Kong and Mainland China, including donations to the Lighthouse Club Hong Kong Benevolent Fund, the Hong Kong Family Welfare Society, the Better Hong Kong Foundation, Friends of Harvard Hong Kong Trust and Tin Shui Wai Women Association Limited. Celebrating 71st anniversary of the founding of the People's Republic of China, we have also made donations to the Association of Compatriots in Hong Kong for celebration of the National Day of the People's Republic of China Limited.

於本報告期內，我們已遵守有關法律及法規，包括《防止賄賂條例》(香港法例第201章)。本集團或我們的任何員工概無就賄賂、勒索、欺詐或洗黑錢行為被提出起訴。

服務社區

本集團積極履行其企業社會責任，在推動經濟發展的同時關注社會貧困群體及社區的需求，以及將收益投放於教育，以實現社區包容性發展。本集團鼓勵員工參與各類慈善活動，並為社會發展作出貢獻。

於本報告期內，本集團合共捐出約2,540,000港元予香港及中國大陸的各類活動及機構，包括捐款予燈塔會香港慈善基金、香港家庭福利會、香港明天更好基金、Friends of Harvard Hong Kong Trust及天水圍婦聯有限公司。為慶祝中華人民共和國成立71週年，我們亦捐款予香港同胞慶祝國慶常設委員會。



With a view to grooming talents and supporting our future generations, the “Hongkong and Shanghai Alliance Yao Cho Fai Scholarship” has been set up to award outstanding Hong Kong students who have been enrolled on the 4-year undergraduate programme of Fudan University. During Reporting Period, we have donated RMB500,000 to support outstanding local students.

In light of the pandemic situation, we have also made donations to several organisations to combat against COVID-19.

Apart from donations, we encouraged our employees to participate in volunteering activities to offer help to the needy and support our community. For instance, our employees have joined the Charity Walk organised by the Shui On Seagull Club in December 2021. Our volunteer team also participated in the volunteering activity organised by the Hong Kong Family Welfare Society.

為培養人才及支持我們的後代，我們成立「滬港聯合姚祖輝獎學金」，獎勵就讀復旦大學四年制本科課程的優秀香港學生。於本報告期，我們捐出人民幣500,000元支持優秀當地學生。

鑒於疫情狀況，我們亦向多個機構捐款以對抗2019冠狀病毒病。

除捐款外，我們鼓勵員工參與義工活動，為有需要人士提供幫助並支持我們的社區。例如，我們的員工於二零二一年十二月參加瑞安海鷗社舉行的慈善步行。我們的義工團隊亦參與香港家庭福利會組織的義工活動。



Participate in volunteering activities
參與義工活動



Case Study: Provide Prefabrication Rebar to Community Isolation and Treatment Facilities 案例分析：為社區隔離及治療設施提供預製鋼筋

In February 2022, the fifth wave of epidemic outbreak in Hong Kong. The infection has significantly increased, causing high pressure on the medical system. Therefore, the Hong Kong Government announced building new community isolation and treatment facilities in an emergency. Our Steels Distribution and Processing Business provided prefabrication rebar to Kai Tak and Penny's Bay facilities projects. The prefabricated rebar can be ready to use by construction site immediately which reduced the waiting time for material testing at construction sites. Finally, we assisted in accelerating the completion of the projects.

於二零二二年二月，香港爆發第五波疫情。感染人數大幅上升，對醫療系統造成巨大壓力。因此，香港政府在緊急情況下宣佈建造新社區隔離及治療設施。我們的鋼鐵分銷及加工業務向啟德及竹篙灣設施項目提供預製鋼筋。該等工地可隨時立即使用預製鋼筋，減少了在施工現場等候材料測試的時間。最終，我們協助加速了該等項目的完成。



Kai Tak Community Isolation and Treatment Facility
啟德社區隔離及治療設施



Penny's Bay Community Isolation and Treatment Facility
竹篙灣社區隔離及治療設施





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