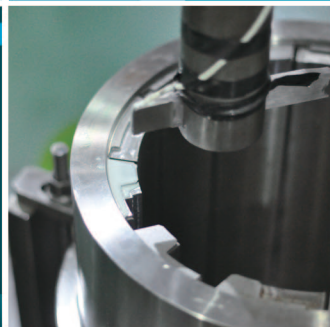


Yuk Wing Group Holdings Limited

煜榮集團控股有限公司

(Incorporated in the Cayman Islands with limited liability)

Stock Code : 1536



2021/22

ENVIRONMENT, SOCIAL
AND GOVERNANCE REPORT

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

APPROACH

Yuk Wing Group Holdings Limited (stock code: 1536) and its subsidiaries (hereafter, called the “**Group**”, “**we/our**”, or “**us**”) is committed to promoting transparency of the Group’s operations, creating positive impact on the environment and society in which it operates, and also maintaining close relationships with our stakeholders through stakeholder engagement.

The results of the Environmental, Social and Governance (“**ESG**”) review shown in this report demonstrate the emphasis we place on environmental protection, and explain how we seek to continually improve our ESG strategy as to be in line with the global standards.

With both integrity and determination, we look at issues that may have a reputational impact on, or that may pose a risk to, the Group in the short-, medium- or long-term. Issues that are important to our stakeholders, including but not limited to, our customers and employees, as well as the community, are also crucial to us. We are positive in developing opportunities with a focus on work ethics to ensure that the Group’s success in business development is sustainable, and that the benefits will pass on to our employees, customers and the environment.

The Group follows the principle of sustainable development. We endeavour to incorporate sustainability practices into our policies and mechanisms. By adopting green operational practices, we strive to reduce the environmental impacts caused by the business operations of the Group.

We are confident that the Group’s long-term success can be maintained as the Group properly manages the ESG issues with all relevant stakeholders.

Our sustainability strategy in the following aspects is applied to the work streams:

1. To promote environmental sustainability;
2. To attract, retain and support employees;
3. To engage with stakeholders;
4. To sustain local communities;
5. To strengthen community relations; and
6. To grow a supplier commitment.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ABOUT THIS REPORT

Report Profile

We are pleased to present our ESG Report (the “**ESG Report**”). This ESG Report mainly focuses on our operations in Hong Kong and the People’s Republic of China (the “**PRC**”). It describes the progress towards our goal of creating sustainable value for our shareholders and other stakeholders. During the process of our preparation of this ESG Report, we have conducted thorough review and evaluation of the existing policies and practices.

Report Scope and Boundary

This ESG Report contains information that is material for the stakeholders to understand the Group’s ESG practices and performance in its daily operations in Hong Kong and the PRC for the financial year from 1 April 2021 to 31 March 2022 (the “**Reporting Period**”). The Reporting Period is consistent with our financial year.

This ESG Report is prepared in accordance with the selected global, local and industrial standards and best practices, which include, but not limited to, the ESG Reporting Guide as set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**HKEX**”) (the “**Listing Rules**”). This ESG Report complies with all provision of “Mandatory Disclosure” and “Comply or Explain”, as well as the principles of materiality, quantitative, balance and consistency. In preparing this ESG Report, the Group has adopted the international standards and emission factors specified in the ESG guidance material issued by the HKEX for computing the relevant Key Performance Indicators (“**KPIs**”). There is no change from previous year in the way the ESG Report has been prepared. The application of materiality is detailed in the subsection headed “Materiality Assessment”.

In response to the latest revisions effective for financial year commencing on or after 1 July 2020, our reporting framework was enhanced to address all newly introduced reporting requirements. The relevant sections of the ESG Reporting Guide of the HKEX are provided from pages 24 to 27 of this ESG Report for cross-referencing purpose.

Statement of the Board

As a responsible corporation, the Group acknowledges that prudent environmental and social management is of great importance to its sustainable economic growth. To pursue our sustainable business model, we integrate sustainability into our overall business strategy as well as daily operation. In addition, the Group has been focusing on maintaining closer connections with its stakeholders, listening to the voices of customers, caring for and growing with its employees and taking on more social responsibilities.

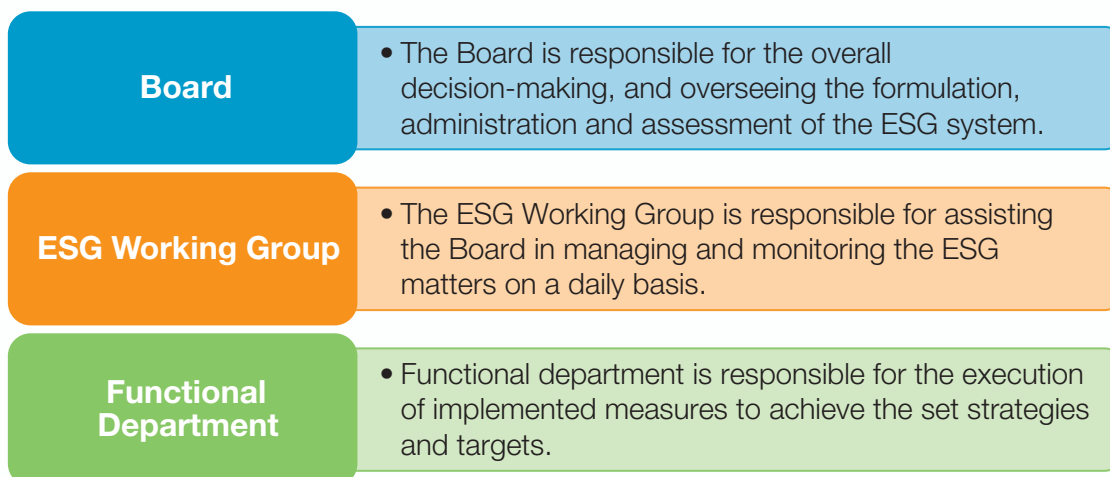
The Group has established a governance structure to enhance its management of ESG issues. The Board has an overall responsibility for overseeing the Group’s ESG-related risks and opportunities, establishing and adopting the ESG-related strategies and targets of the Group, reviewing the Group’s performance annually against the targets, and revising the strategies as appropriate if significant variance from the target is identified. To exert governance over ESG issues, the Group has set up an ESG Working Group that comprises of members from middle to senior management, who serve as supportive roles to the Board in implementing the ESG-related strategies and targets, conducting materiality assessments of ESG issues identified and prioritise them, promoting and monitoring the implementation of relevant ESG measures, collecting ESG data from respective functional department, investigating deviation from ESG targets and liaising with the respective functional department to take prompt rectification actions.

The Group will continue to review and refine the Group’s sustainability strategies in order to create long-term value for all stakeholders and the communities in which we operate.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ABOUT THIS REPORT *(Continued)*

Governance Structure



Our Stakeholders

We believe that our key stakeholders play a crucial role in sustaining the success of our business, and we seek for opportunities to understand the expectations and needs of our stakeholders through transparent communication. We continue to improve our sustainable development strategies based on the opinions of our stakeholders, so that mutual trust and cooperative relationships can be fostered. The probable points of concern of the stakeholders and the means of our communication and responses are listed below:

Stakeholders	Areas of concern	Communication and responses
HKEX	Compliance with the Listing Rules, timely and accurate announcements.	Meetings, training, workshops, website updates and announcements.
Government	Compliance with laws and regulations, tax payment according to law, and social welfare.	Interaction and visits, government inspections, tax returns and other information.
Suppliers	Payment schedule and stable demand of quality products.	Site visits, review and evaluation.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ABOUT THIS REPORT *(Continued)*

Our Stakeholders *(Continued)*

Stakeholders	Areas of concern	Communication and responses
Investors	Corporate governance, business strategies and performance, and investment returns.	Shareholders' meetings, publication of financial reports or operational reports for investors and analysts.
Media & Public	Corporate governance, environmental protection and human rights.	Company's website updates and announcements, and interim and annual reports.
Customers	Product and service quality, delivery schedule, reasonable prices, commercial credibility, service value and personal data protection.	After-sales services.
Employees	Rights and benefits, employees' compensation, training and development, working environment, labor protection and work safety.	Employee trainings and activities, annual appraisal, employees' suggestion boxes and employee handbook.
Community	Community environment, employment opportunities, and social welfare.	Community activities, employee voluntary activities and community welfare subsidies and donations.

Shareholders' Feedback

Your feedback and comments are important to us. We strive to enhance communication with our investors, stakeholders and the public. Please send your enquiries and concern in writing to the Group's principal business address in Hong Kong at Unit B, 13/F, Eton Building, 288 Des Voeux Road Central, Hong Kong for the attention of the Company Secretary.

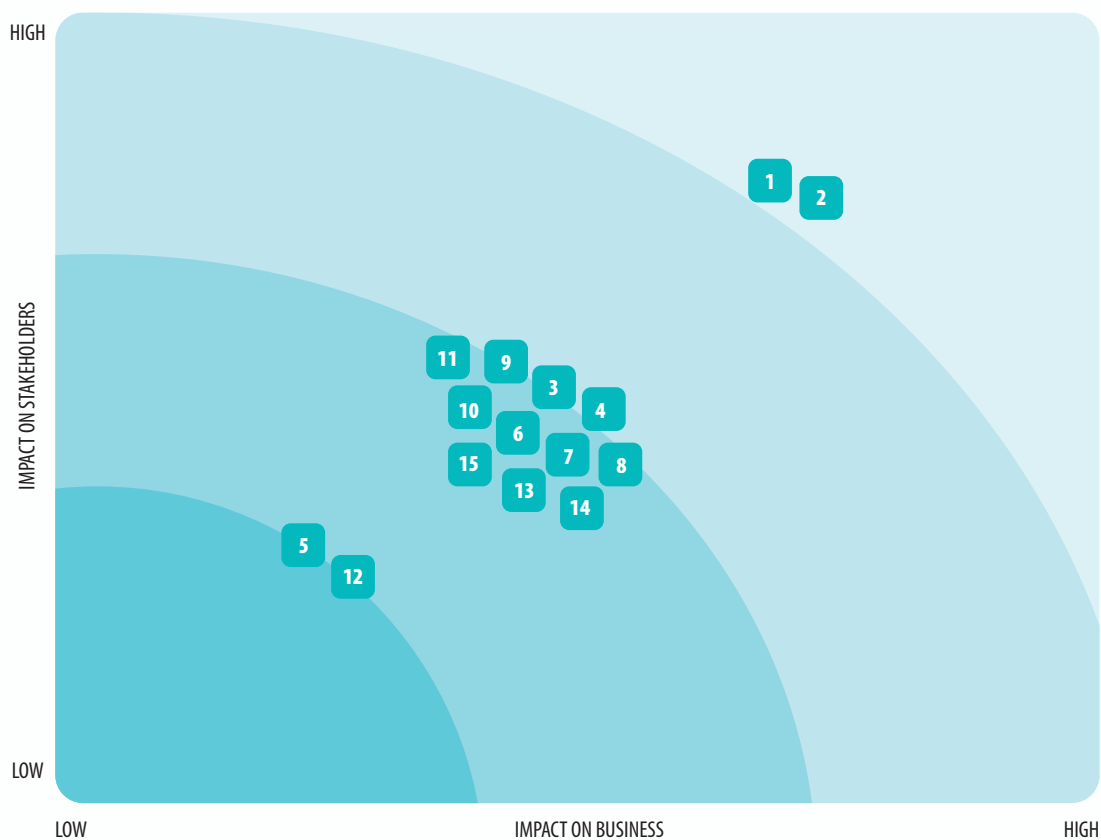
Materiality Assessment

The Group has identified issues that may have impact on, or that may pose a risk to, its business in short-, medium- or long-term. Issues that are important to our stakeholders, including but not limited to, our customers and employees, as well as non-governmental organisations, are also crucial to us. The Group has identified ESG issues that have potential or actual impact on its sustainable development from various sources, such as issues identified in previous ESG reports, internal policies, industry trends and the Sustainability Accounting Standards Board's Materiality Map¹. The ESG issues have been analysed with reference to an array of factors, including the Group's overall strategy, development, goals and targets. We have conducted a materiality assessment to rate the identified ESG issues that are pertinent to its business and stakeholders, and their respective level of impact. The assessment results are shown below:

¹ Sustainability Accounting Standards Board's Materiality Map, <https://materiality.sasb.org/>

ABOUT THIS REPORT *(Continued)*

Materiality Assessment *(Continued)*



Environmental Issues

1. Emissions
2. Hazardous Waste
3. Non-hazardous Waste
4. Energy Consumption
5. Water Consumption
6. Environment and Natural Resources
7. Climate Change

Social Issues

8. Employment
9. Health and Safety
10. Development and Training
11. Labour Standards
12. Supply Chain Management
13. Product Responsibility
14. Anti-corruption
15. Community Investment

A. ENVIRONMENTAL

Overview

The Group is principally engaged in the manufacturing and trading of down-the-hole (“DTH”) rockdrilling tools, trading of piling and drilling machineries and trading of rockdrilling equipment.

We understand that the foundation for economic progress and well-being of the society is a healthy environment. The Group has been persistent in conducting business in an environmentally responsible and sustainable manner through the efficient use of resources, including energy, water, and raw materials.

Moreover, we are committed to upholding high environmental standards. To ensure the strict compliance with the relevant requirements under applicable laws and regulations in Hong Kong and the PRC, the Group has established a Safety Committee (安全生產領導小組) and formulated comprehensive internal guidelines and procedures for environmental protection, e.g. “Enterprise Environmental Protection Management System Policy” (企業環保管理制度). By complying with relevant local environmental regulations and international general practices, we strive to further alleviate the impacts of our business operations on the environment.

Emissions

The major types of air emissions created in the course of production are metallic dust and weld fumes, which are produced during the shot passivation and repair welding process.

We have complied with the requirements as set out in the local environmental laws and regulations in the PRC, including, but not limited to, the “Law of Environmental Protection of the PRC” (中華人民共和國環境保護法), the “Law of the PRC on the Prevention and Control of Atmospheric Pollution” (中華人民共和國大氣污染防治法), “Standards of Guangdong Province on Emission Limits of Air Pollutants” (廣東省地方標準 — 大氣污染物排放限值 DB44/27-2001) issued by the Guangdong Environmental Protection Bureau and the Administration of Quality and Technology Supervision of the Guangdong Province in the PRC and “Standard of Smoke and Dust Emission for Industrial Kiln and Furnace” (工業窯爐大氣污染物排放標準 GB9078-1996). There was no case of non-compliance with law and regulations relating to air pollution and GHG emissions during the Reporting Period.

To minimise the emissions of metallic dust, cyclone dust collectors and bag-filtering dust precipitators, which are capable of collecting over 99.5% of the metallic dust, are placed in our production facilities. Moreover, weld fumes are gathered using collection channels and are then released through an exhaust funnel that is approximately 15 metres in height.

Aside from the emission generated from our production process as aforementioned, we have generated air emissions and greenhouse gas through various types of activities, including the use of gas cooking stoves, motor vehicles and electricity.

During the Reporting Period, the Group produced approximately 236.7 kg of Nitrogen Oxides (2020/21: 197.1 kg), approximately 0.5 kg of Sulphur Oxides (2020/21: 0.4 kg) and approximately 23.0 kg of Particulate Matter (2020/21: 19.0 kg). These three types of air emissions increased during the Reporting Period due to higher usage of vehicles and higher frequency of product delivery compared with the previous reporting period, as the Coronavirus Disease 2019 (“COVID-19”) pandemic has eased. Same as the previous reporting period, air emission data from natural gas consumption is not disclosed due to its immateriality.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

A. ENVIRONMENTAL *(Continued)*

Emissions *(Continued)*

For greenhouse gas (“GHG”) emissions, approximately 610,234.8 kg of carbon dioxide (2020/21: 934,814.7 kg) was produced during the Reporting Period. The decrease in GHG emissions was mainly caused by lower electricity usage, resulting in lower energy indirect (Scope 2) emissions. To uphold the principles of sustainable development, the Group aims to reduce the GHG emissions at/below 47 kg per unit produced. In order to help reduce the usage of fuel and the emissions of greenhouse gases, all machines and equipment would be turned off when they are not in use. All usage of fuel and mileage of the vehicles are recorded by drivers on a daily basis in order to monitor the usage of vehicles. Vehicles are under regular maintenance check to facilitate fuel consumption efficiency, ensure road safety and keep carbon dioxide emission at its minimum. For mitigating measures to reduce indirect emission from purchased electricity, please refer to the below section sub-headed “Electricity, Water and Raw Materials”.

Details of the Group’s air emissions and GHG emissions during the Reporting Period are shown as follows:

Emission Indicators	Source	2021/22	2020/21
KPI A1.1 Air Emissions			
<i>Emission Data from Vehicles</i>			
	Kilometres travelled	205,626.0	202,005.0
Units of fuel consumed (in L)	Diesel	11,725.8	12,058.8
	Petrol	17,980.6	16,706.2
Emission type (in g)	Nitrogen Oxides	236,710.3	197,125.7
	Sulphur Oxides	453.1	439.7
	Particulate Matter	22,984.1	19,018.4
KPI A1.2 Total GHG Emissions			
Scope 1: Direct Emissions			
Scope 1a – GHG Emissions from Stationary Combustion Sources			
Units of fuel consumed (in L)	Natural Gas	21,446.0	23,249.0
Emission type (in kg)	Carbon Dioxide	46.4	47.0
Scope 1b – GHG Emissions from Mobile Combustion Sources			
Units of fuel consumed (in L)	Diesel	11,725.8	12,058.8
	Petrol	17,980.6	16,706.2
Emission type (in kg)	Carbon Dioxide	79,434.9	78,410.4
Scope 2 – Energy Indirect Emissions			
Unit of Electricity Consumed (in kWh)		905,459.2	1,068,469.0
Emission type (in kg)	Carbon Dioxide	528,930.1	855,371.9
Scope 3 – Other Indirect Emissions			
<i>Business Air Travel by Employees</i>			
Emission type (in kg)	Carbon Dioxide	1,823.4	985.4
Total GHG Emissions during the Reporting Period (in kg):		610,234.8	934,814.7
GHG Emissions per unit produced (in kg):		47.3	125.3

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

A. ENVIRONMENTAL *(Continued)*

Hazardous Waste and Non-Hazardous Waste

Hazardous and non-hazardous wastes are generated in the course of our production and daily operations. Hazardous wastes include cutting fluid, machinery oil, used oil rag, waste paint can, waste activated carbon and waste paint. Waste paint can and waste activated carbon are newly reported hazardous wastes to fully reflect all the waste categories produced by the Group during the Reporting Period. Non-hazardous wastes include paper, paper box and iron scrap.

We have complied with the requirements as set out in the local environmental protection laws and regulations in the PRC, including, but not limited to, the “Law of Environmental Protection of the PRC” (中華人民共和國環境保護法), the “Law of the PRC on the Prevention and Control of Atmospheric Pollution” (中華人民共和國固體廢物污染環境防治法), the “Law of the PRC on Prevention and Control of Water Pollution” (中華人民共和國水污染防治法) and “Regulations of Guangdong Province on Prevention and Control of Environmental Pollution by Solid Waste” (廣東省固體廢物污染環境防治條例). There were no cases of non-compliance with laws and regulations relating to generation of hazardous and non-hazardous waste during the Reporting Period.

The waste produced during the Reporting Period is shown as follows:

Waste Indicators	2021/22	2020/21
KPI A1.3 Hazardous Waste		
Total hazardous waste produced	(in tonnes)	(in tonnes)
Cutting Fluid	7.04	11.16
Machinery Oil	1.36	1.43
Used Oil Rag	1.92	0.55
Waste Paint Can	0.53	N/A
Waste Activated Carbon	0.18	N/A
Total Produced	11.03	13.14
Hazardous waste produced in tonnes per unit produced	(in tonnes/ unit produced)	(in tonnes/ unit produced)
Cutting Fluid	0.00055	0.00150
Machinery Oil	0.00011	0.00019
Used Oil Rag/Used Rag	0.00015	0.00007
Waste Paint Can	0.00004	N/A
Waste Activated Carbon	0.00001	N/A
Total Intensity	0.00086	0.00176

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

A. ENVIRONMENTAL *(Continued)*

Hazardous Waste and Non-Hazardous Waste *(Continued)*

Waste Indicators	2021/22	2020/21
KPI A1.4 Non-Hazardous waste		
Total Non-Hazardous waste produced	(in tonnes)	(in tonnes)
Paper/Paper Box	0.16	0.13
Iron scrap	179.16	208.16
Total Produced	179.32	208.29
Non-Hazardous waste produced in tonnes per unit produced	(in tonnes/unit produced)	(in tonnes/unit produced)
Paper/Paper Box	0.00001	0.00002
Iron scrap	0.01389	0.02790
Total Intensity	0.01390	0.02792

During the Reporting Period, the amount of used oil rags produced has significantly increased due to a tightened hazardous waste regulation since 2021 by the Ministry of Ecology and Environment of the PRC, which now classified used rags as hazardous waste in addition to the used oil rags².

To minimise the adverse impact caused by the disposal of hazardous waste, we have engaged qualified third-party recycling companies for handling waste disposal. All hazardous wastes we produced are recycled by recycling companies with respective licenses, such as the "Hazardous Waste Collection, Storage, Disposal Business License" (危險廢物收集、儲存、處置經營許可證) and "Dangerous Goods Road Transport Business License" (道路危險貨物運輸經營許可證). For all non-hazardous wastes produced, they are sold to the respective recyclers.

In order to reduce the production of waste, statistics of waste produced are recorded in a Waste Register so that the management of the Group can closely monitor the volume of hazardous and non-hazardous wastes produced and disposed of. Our employees are constantly reminded to avoid using excessive materials during production or daily operations. To reduce paper waste from office-use, the Group promotes the use of double-sided printing and encourages our employees to use online communication channels and electronic administrative platforms. In the next reporting period, we will strive to reduce the intensity of hazardous waste and non-hazardous wastes produced at/below 0.00080 tonnes and 0.01385 tonnes per unit produced respectively.

² The Group defines hazardous waste in accordance with the latest National Hazardous Waste Inventory (Version 2021) published by the Ministry of Ecology and Environment of the PRC.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

A. ENVIRONMENTAL *(Continued)*

Use of Resources

We strictly comply with the requirements as set out in the local environmental protection laws and regulations in the PRC, including, but not limited to, the “Environmental Protection Law of the PRC” (中華人民共和國環境保護法) regarding the efficient use of resources.

We believe that efficient resources consumption means more than consuming less, but also means to consume resources at its optimal level. Our main sources of resources usage are electricity, water, raw materials and packaging materials.

Electricity, Water and Raw Materials

During the Reporting Period, approximately 905,459.2 kWh of electricity (2020/21: 1,068,469.0 kWh), approximately 21,446.0 litres of natural gas (2020/21: 23,249.0 litres) and approximately 7,023.4 cubic metres of water (2020/21: 4,523.7 cubic metres) were consumed. The increase in water consumption was mainly due to higher production volume during the Reporting Period. Comparative figures for intensities of the electricity, natural gas and water consumption between current and previous reporting periods are as follows:

Use of Resources Indicators	Source	2021/22	2020/21
KPI A2.1 and 2.2 Energy and Water Consumption			
Energy Consumption Intensity	Electricity (in kWh/capita)	11,461.5	8,978.7
	Natural Gas (in litre/capita)	271.5	264.2
Water Consumption Intensity	Water (in cubic metre/capita)	88.9	38.0

Owing to fewer number of employees, the energy and water consumption intensity have both increased compared with the previous reporting period. We will strive to reduce the electricity consumption intensity at/below 11,460 kWh per employee, the natural gas consumption intensity at/below 270 litres per employee and the water consumption at/below 88 cubic metres per employee in the next reporting period.

We have implemented multiple measures to reduce our usage over energy and raw materials, which includes:

- Control raw material usage and reduce raw material wastage by procuring raw materials, especially tungsten carbide ring, with size similar to finished products, and monitor the quality of our work-in-progress and products closely;
- Switch off electronic appliances and lights during lunch hours and non-working hours;
- Keep indoor temperature at 24 degrees Celsius or above;
- Keep the doors closed while the air-conditioners are in use; and
- Recycle raw materials whenever possible.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

A. ENVIRONMENTAL *(Continued)*

Use of Resources *(Continued)*

Electricity, Water and Raw Materials (Continued)

We do not have any issue in sourcing water, and the existing supply of water meets our daily operational needs. Water consumption by the Group is minimal, which mainly serves the purpose of basic cleaning and sanitation. In order to reduce water wastage, we regularly inspect the water supply facilities and actively promote water conservation awareness among our employees. We also ensure that our waste water discharge level complies with “Discharge Limits of Water Pollutants” (水污染物排放限值DB44/26-2001) in the PRC.

In addition, staff canteen located at our factory in the PRC produces non-hazardous waste water and sanitary sewage, with the waste water being treated by the three-stage sludge to separate oil and slag, and the sanitary sewage is being processed by a three-stage septic-tank. As such, we attempt to minimise the environmental impacts caused by the water discharge.

Packaging Materials

Packaging materials consumed by the Group mainly include splint, laminated timber, strap and roll nail. During the Reporting Period, approximately 28.4 tonnes of splint (2020/21: 45.2 tonnes), approximately 25.9 tonnes of laminated timber (2020/21: 28.4 tonnes), approximately 1.1 tonnes of strap (2020/21: 0.5 tonnes) and approximately 0.2 tonnes of nails are produced. Nails are newly reported packaging materials to fully reflect all the categories of packaging materials consumed by the Group during the Reporting Period.

Comparative figures for the intensity of packaging materials used between current and previous reporting periods are as follows:

Packaging Material Indicators	2021/22	2020/21
KPI A2.5 Packaging Materials Used		
<i>Packaging Material Intensity</i>	(in tonne/ unit produced)	(in tonne/ unit produced)
Splint	0.00220	0.00606
Laminated Timber	0.00201	0.00381
Strap	0.00009	0.00007
Nail	0.00002	N/A
Total Intensity	0.00432	0.00994

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

A. ENVIRONMENTAL *(Continued)*

The Environment and Natural Resources

We value environmental sustainability and strive to incorporate it into every aspect of its business. As aforementioned, we have adopted a variety of environmental-friendly practices in our business. In addition to emissions and wastes, noise is unavoidably created when we operate our machines. We strive to minimise the nuisance caused to the nearby community. Noise control measures are adopted in our productions including sound insulation, vibration reduction, noise elimination and sound absorption.

In regard to noise pollution, the Group's production facilities have complied with the "Emission Standard for Industrial Enterprises' Noise at Boundary" (工業企業廠界環境噪聲排放標準 GB12348-2008) in the PRC.

With our efforts made in environmental protection, we are pleased to report that there were no non-compliance issues regarding all relevant laws and regulations in Hong Kong and the PRC for the Reporting Period.

Climate Change




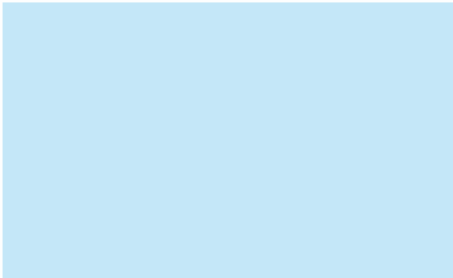

We have taken into account the potential climate-related risk according to the recommendations of the Task Force on Climate-related Financial Disclosures. The Board regularly reviews and identifies all climate-related issues that may pose risks on the Group in the short, medium and long term. During the Group's annual enterprise risk assessment, all potential risks and opportunities arisen from climate change are covered, and their corresponding mitigation strategies are evaluated. The potential physical risk and transition risk from climate change which may pose adverse financial impacts on the Group's businesses, and their corresponding mitigation strategies are shown below:

Risk Type	Potential Financial Impact Low ■ Medium ■ High ■	Short-term	Medium-term	Long-term	Mitigation Strategy
		(This Reporting Year)	(1-3 years)	(4-10 years)	
Transition Risks	<p>Policy and Legal Increased compliance costs and potential disruption related to new climate-related regulations</p> <p>Market Reduced demand for goods due to shift in consumer preferences to greener products.</p>				<p>Regularly monitor the regulatory environment and strictly adhere to the Group's emission-reduction measures to maintain a low emission level.</p> <p>Continue to monitor the product market to ensure that our products exceed customer demands and expectations.</p>

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

A. ENVIRONMENTAL *(Continued)*

Climate Change *(Continued)*

Risk Type	Potential Financial Impact Low  Medium  High 	Short-term	Medium-term	Long-term	Mitigation Strategy
		(This Reporting Year)	(1–3 years)	(4–10 years)	
Physical Risks	Acute Extreme weather conditions such as flooding and storms that lead to supply chain disruption, reduction of revenue and loss of property.				Maintain a large supplier base and set up safety measures and contingency plans in regard to extreme climate events.
	Chronic Increased operating costs related to increased need for cooling and heating due to changing temperatures.				Adopt the Group's energy conservation measures detailed in the above section headed "Use of Resources".

We are confident that both the physical and transition risks do not have a material impact on the Group's operation. Nonetheless, we will continue to monitor any climate change risk to minimise our exposure to both transition and physical risks.

B. SOCIAL

Employment and Labour Practices

As a responsible employer, we strictly comply with all relevant employment laws and regulations that have significant impact on us, including, but not limited to "Employment Ordinance", "Minimum Wage Ordinance", "Employees' Compensation Ordinance", "Mandatory Provident Fund Schemes Ordinance", and "Sex Discrimination Ordinance" in Hong Kong, and the "Labour Law of the PRC" (中華人民共和國勞動法), the "Labour Contract Law of the PRC" (中華人民共和國勞動合同法), the "Law of the PRC on Work Safety" (中華人民共和國安全生產法), "Social Insurance Law of the PRC" (中華人民共和國社會保險法), the "Law of the PRC on the Protection of Rights and Interests of Women" (中華人民共和國婦女權益保障法) and the "Law of the PRC on the Protection of Disabled Persons" (中華人民共和國殘疾人保障法) in the PRC.

We have formulated our internal policies in accordance with relevant labour laws and regulations related to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare, and employment development and training.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

B. SOCIAL (Continued)

Employment and Labour Practices (Continued)

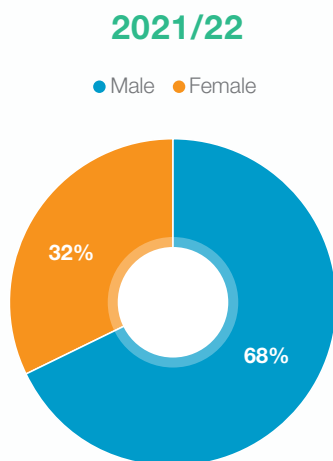
To ensure that key policies are clearly and consistently communicated to our employees, the Group has established a “Staff Handbook”, which details the rights of our employees, such as working hours, leave entitlements and other benefits and welfare. Every employee is provided with a copy of the “Staff Handbook” when they join the Group.

During the Reporting Period, there was no incident of non-compliance in relation to relevant labour laws and regulations, and the Group had not been subject to any material labour laws claim, lawsuit, penalty or disciplinary action.

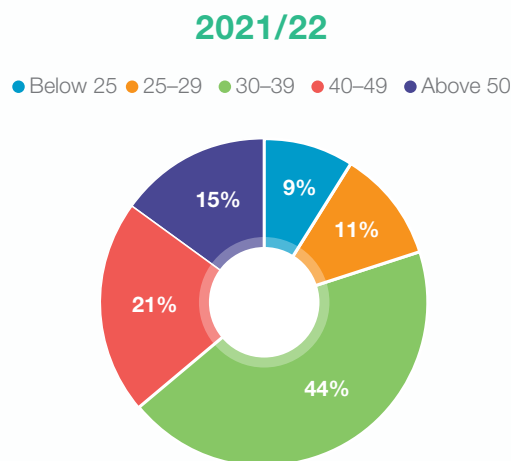
Our Team

We believe that a diversified and equitable workforce is vital for our business development. We strive to ensure our recruitment process is fair and without any discrimination. As of 31 March 2022, the Group had a total of 80 employees (as of 31 March 2021: 88 employees). Details of our workforce by gender, employment type, age group and geographical region are as follows:

Total number of employees by gender:



Total number of employees by age group:



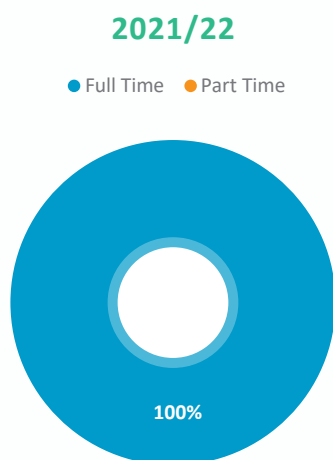
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

B. SOCIAL *(Continued)*

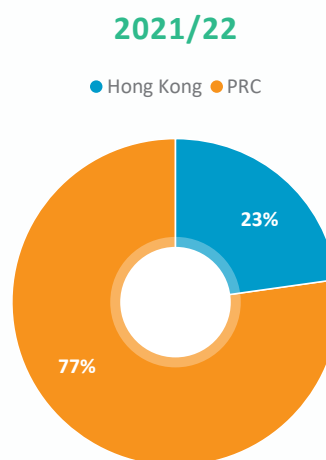
Employment and Labour Practices *(Continued)*

Our Team *(Continued)*

Total number of employees by employment type:



Total number of employees by region:



During the Reporting Period, 20 employees left the Group, which constitutes a total employee turnover rate of 25%. Our turnover rate by gender, age group and geographical region are shown as follows:

Employee Turnover Rate	2021/22
By Gender	
Male	19%
Female	38%
By Age Group	
< 25	129%
25-29	44%
30-39	6%
40-49	18%
> 50	17%
By Region	
The PRC	33%
Hong Kong	0%

B. SOCIAL *(Continued)*

Employment and Labour Practices *(Continued)*

Welfare and Benefits

The Group has established a fair and reasonable remuneration regime, adhering to the principle of fairness, incentive and legality. The remuneration of employees includes basic salaries, annual remuneration and attendance bonuses. For effective personnel management, we offer rewards (e.g. promotion) and inflict punishments (e.g. dismissal) based on employees' attendance and performance.

Employees who have completed their probation are entitled to all statutory holidays, leave and welfare as stipulated in the national and local laws and regulations, including, but not limited to, paid maternity leave, paternity leave, compassionate leave and annual leave.

In order to comply with the "Labour Law" (中華人民共和國勞動法) in the PRC, we manage the work schedules for our employees in the PRC production facility with no more than 8 working hours per day and 44 hours per week on average.

We believe that maintaining a good work-life balance is essential to employees' physical and mental health. Thus, our employees are never forced to work overtime.

Child Labour and Forced Labour

The Group does not tolerate the recruitment of child labour and the use of forced labour. We ensure that the labour contracts signed with our employees are on fair, equal, voluntary and mutually agreed basis. Every recruitment is subject to a stringent internal review process that includes verifying personal information of applicants.

For example, the Human Resources Department carefully verifies the identity of applicants to ensure that child labour is not recruited. Any individuals under legal working age are not recruited.

During the Reporting Period, the Group has complied with relevant employment laws and regulations, including, but not limited to, the "Law of the Protection of Minors in the PRC" (中華人民共和國未成年人保護法) and the "Provisions on the Prohibition of Using Child Labour" (中華人民共和國國務院令-禁止使用童工規定) in the PRC. All our employees are aged over 18, and have been properly employed in accordance with the requirements of all applicable laws and regulations. The Group does not use any unlawful or unfair means to restrict the employee benefits and rights enjoyed by its employees. No non-compliance incidents or grievances were noted by the Group during the Reporting Period.

Equal Opportunity, Diversity and Anti-discrimination

The Group is committed to providing a friendly working environment where employees are treated fairly and equally. All employees are assessed based on their ability, job performance and contribution irrespective of their nationality, race, religion, disability, sexual orientation, political opinion, gender, age or family status. Through proactive enforcement of the policy on prohibition of discrimination and harassment, we strive to create a workplace free of bullying, belittling and sexual harassment.

B. SOCIAL *(Continued)*

Health and Safety

The Group is dedicated to providing a safe working environment for all of our employees. Occupational health and safety of our employees are always our top-priority. We make every effort to minimise and avoid potential occupational hazards.

During the Reporting Period, the Group has complied with relevant laws and regulations regarding health and safety, including, but not limited to, the “Law of the PRC on Work Safety” (中華人民共和國安全生產法), the “Law of the PRC on the Prevention and Treatment of Occupational Diseases” (中華人民共和國職業病防治法) in the PRC, and the “Regulations on Work Safety Permits” (安全生產許可證條例) in Hong Kong.

To ensure occupational health and safety, we have established a comprehensive set of policies regarding occupational health and safety management system. Moreover, the Group has established a “Fire Safety Management Guideline” that formulates the procedures of fire safety inspection to make sure that fire safety equipment is in good condition. Regular fire drills are also conducted to ensure that employees are well aware of evacuation routes and fire extinction measures.

Furthermore, the Group has developed emergency plans in regard to production disruption, fire control and industrial injuries. Under the occurrence of any material operational disruption, actions are taken immediately in accordance with the emergency plan. Impacts on production efficiencies and environment caused by the accident are to be assessed and kept to a minimal level.

We ensure that our workers are technically and professionally certified before assigning them to operate special equipment, such as forklift, bridge crane and lifting equipment, etc. The Human Resources Department closely monitors the validity of these certificates. The certificates are properly retained during the service period of the respective employees. Operation manuals for different equipment are also available to curb workplace accidents.

In order to keep in line with the safety requirements of our production facility, the Human Resources Department performs daily inspections on hygiene, workplace and machinery safety. Inspections of designated protective measures, such as the protective clothing and face masks used by staff operating the machines, would also be conducted on a regular basis.

In addition, the Group provides regular safety and first aid training to different levels of employees in order to arouse employees’ awareness of workplace health and safety. In case if an employee encounters any work-related injuries, the Group will take all necessary measures to make sure that proper medical care and treatment is offered to the respective employee.

During the Reporting Period, there were two cases of work injuries, resulting in 122 lost days. For the years ended 31 March 2021 and 31 March 2020, there were two cases of work injury in total, resulting in 76 total lost days as we have pledged to provide sufficient days of sick leave for our employees to compensate for their injuries. All work injury cases were timely reported to relevant government bodies. Documents from government and hospitals were properly maintained by the Human Resources Department for follow-up actions and future references.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

B. SOCIAL *(Continued)*

Health and Safety *(Continued)*

In the midst of COVID-19, the Group has implemented additional measures to safeguard the health of its employees, customers and the general public. The established measures include, but not limited to:

- Conducting frequent disinfection;
- Providing pandemic prevention supplies such as protective masks, disinfectant and thermometers; and
- Requiring employees to wear masks in offices and dispose the used masks in designated bins properly.

The Group will continue to assess the development of the pandemic and regularly review the relevant countermeasures in accordance with government announcements to ensure the effectiveness of such measures.

Development and Training

Employees are our most valuable asset. Thus, we place strong emphasis on personal development of our employees. A wide range of training programmes are provided to our employees to enhance their knowledge and capabilities.

Orientation training sessions are provided to newly recruited employees by their respective department supervisors. The training covers introduction of our Group, their own department structure, responsibilities, required skills and work instructions.

We also require all our newly recruited staff to attend safety training before commencement of their duties. Upon the completion of the training, our staff would have a good understanding of the relevant laws and regulations, the Group's internal policies relating to safety and available safety measures. The aim of providing such training is to minimise the chance of having any work-related injuries.

During the Reporting Period, we organised fire safety training to all staff in the PRC office, aiming to reinforce their fire safety awareness. Upon the completion of fire safety training, our staff would be equipped with basic fire safety knowledge and skills, including method of fire escape and proper way of using fire extinguishers.

In addition, we arranged a training session on machinery operation for all our production staff, covering safety measures in operations, maintenance and inspection of various machineries.

During the Reporting Period, the percentage of our employees who completed training is 77.5% while the average training hours completed per employee was 2 hours. The breakdown of employees who completed training and the average number of training hours per employee by gender and employment category are shown as follows:

Percentage of Employees Trained	2021/22
By Gender	
Male	66.1%
Female	33.9%
By Employment Type	
Entry level	87.1%
Middle level	11.3%
Management level	1.6%

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

B. SOCIAL (Continued)

Development and Training (Continued)

Average Training Hours

2021/22

By Gender

Male

1.5

Female

2.9

By Employment Type

Entry level

2.6

Middle level

0.5

Management level

0.2

Supply Chain Management

The Group places strong emphasis on supplier management. We have formulated a “Purchasing Policy” (採購管理制度) that clearly states the procurement procedures and selection criteria for suppliers.

We work closely with our existing suppliers to ensure the quality of the products and to reduce the environmental impact caused by the products being manufactured from our production facilities. In order to ensure the effectiveness and sustainability of our supply chain, we continue to cautiously select new suppliers based on our defined criteria, such as their size, products, services, quality, delivery time, cost effectiveness, etc. We also set clear expectations of our suppliers in areas such as environmental impact and child labour. In addition, suppliers with more advanced and green production technologies are preferred, in order to minimise unnecessary wastes produced during the production process.

Approved suppliers are evaluated annually to ensure that suppliers meet the requirements on quality, delivery time and engineering techniques. The Group also continuously monitor and evaluate suppliers for their record of handling environmental and social issues. Suppliers which are not up to the standard for a prolonged period are to be disqualified.

As of 31 March 2022, the Group has a total of 97 suppliers. The Group will continue to work closely with our suppliers and strive to optimise our supply chain capabilities in order to fulfil our responsibilities in social and environmental protection. The breakdown of our suppliers by geographical region is shown as follows:

Number of Suppliers by Geographical Region

Country/City	Number of Suppliers
The PRC	78
Hong Kong	8
Korea	5
Others	6
Total	97

B. SOCIAL *(Continued)*

Product Responsibility

The Group strictly complies with the relevant laws and regulations relating to product responsibility that have significant impact on us, including, but not limited to, the “PRC Product Quality Law” (中華人民共和國產品質量法), “Law of the PRC on Protection of the Rights and Interest of Consumers” (中華人民共和國消費者權益保護法), the “Law of Tort of the PRC” (中華人民共和國侵權責任法) in the PRC, and the “Trade Description Ordinance” (商品說明條例) and the “Sale of Goods Ordinance” (貨品售賣條例) in Hong Kong.

During the Reporting Period, the Group was not aware of any material non-compliance with the relevant laws and regulations related to health and safety, advertising, labelling and privacy matters relating to products and services provided.

Quality Assurance

In order to minimise our product liability risk and ensure customer satisfaction, the Group has established a “Quality Management System and Process Policy” (品質管理制度及流程). The policy articulates clear guidance on the implementation of quality assurance plans. Quality Control Department is responsible for inspections on raw materials, work-in progress and finished goods. To further ensure product quality, inspection reports are issued by the Quality Control Department prior to the delivery of products to our customers. As such, we strive to maintain and exceed our standards of quality products in the future.

In addition, regular inspections and maintenance of our machines and equipment are performed to ensure that they are well-functioning. The Production Department is required to immediately report any machinery malfunctions and arrange for repair and maintenance. During the Reporting Period, there was no product sold or shipped subject to recall for safety or health reasons.

Customer Service

Sound customer service is essential in maintaining a long-term relationship with our customers. To ensure that our customers possess adequate knowledge on operating the products, the Group has set up an experienced aftersales team to provide on-site technical support in Hong Kong and Macau upon request. The Group also requires overseas distributors in Scandinavia, Japan and India to provide the end users with aftersales technical support.

The Group makes every effort to promptly investigate and resolve all disputes and complaints lodged by customers. All complaints received are diverted to and handled by our Quality Control Department in a timely manner. In the event of non-artificial performance failure, the Group would recall the products and provide customers with up to 100% refund. Moreover, we offer customers with other value-added services, including repair and maintenance services for the machinery and equipment they purchased from us. We will continue to maintain good relationships with our customers and improve our product and service quality.

During the Reporting Period, the Group did not receive any material complaint related to product and service quality.

B. SOCIAL (Continued)

Product Responsibility (Continued)

Intellectual Property Rights

During the Reporting Period, we have strictly complied with relevant laws and regulations in regard to product responsibility in Hong Kong and the PRC that have a significant impact on us, including, but not limited to, the “Copyright Ordinance” in Hong Kong, and the “Trademark Law of the PRC” (中華人民共和國商標法), “Civil Code of the PRC” (中華人民共和國民法典) and the “Copyright Law of the PRC” (中華人民共和國著作權法) in the PRC.

We actively seek patent and design protection for important innovations and designs. Our Research and Development Department (“**R&D Department**”) actively monitors the status and usage of the Group’s intellectual property (“**IP**”). When potential IP infringement is identified, the case will be reported to the R&D Department. If the reported infringement is confirmed, the case would be passed to the management for further action.

Moreover, we act proactively to protect our IP rights against third-party infringers. For Research and Development Cooperation, a technical cooperation agreement specifying the confidentiality requirements of proprietary information and rights upon patent entitlement, is signed with the relevant parties to protect the Group’s IP rights.

In addition, for parties with access to the IP of the Group, agreements with confidentiality clause are signed. We also require our staff to sign the confidentiality agreement and anti-competitive agreement.

Data Protection

The majority of our products are custom-made to suit the needs of individual customers. Construction drawings are passed to the Production Department for the production of customised products. To avoid information leakage, copying and/or scanning of the construction drawings are strictly prohibited. Computers with access to the construction drawings are also not accessible to the internet and external storage devices.

Moreover, non-disclosure agreements are signed by all employees of the Group to ensure that they are aware of their legally binding obligation of protecting confidential information of the Group. Disciplinary action will be taken against the employee in case of breach and the Group will reserve its right to legal action. The Group’s practices in collecting, using and maintaining its information are strictly compliant with the “Personal Data (Privacy) Ordinance” (個人資料(私隱)條例) in Hong Kong, and “Personal Information Protection Law of the PRC” (中華人民共和國個人信息保護法) and the “Cybersecurity Law of the PRC” (中華人民共和國網絡安全法) in the PRC.

B. SOCIAL *(Continued)*

Anti-Corruption and Money Laundering

During the Reporting Period, we have complied with all relevant local and national laws and regulations relating to prevention of bribery, extortion, fraud and money laundering, including, but not limited to, the “Prevention of Bribery Ordinance” in Hong Kong, and the “Criminal Law of the PRC” (中華人民共和國刑法) and “Anti-Money Laundering Law of the PRC” (中華人民共和國反洗黑錢法) in the PRC.

The Group prohibits acts of corruption and bribery committed by its employees. Our “Employee Feedback and Anti-corruption Policy” (僱員回饋和反舞弊管控規範) clearly sets out the procedures and channels for reporting corruption and fraudulent cases. As stipulated in the policy, every employee should immediately report any suspected fraud cases or corruption.

After detecting the potential case of fraud or corruption, investigation will be conducted with due care and the investigation process is kept confidential. For proven fraud cases, management will take corrective action immediately.

In the case of conflict of interests, the employees must declare their personal interests and report the matters to the Group’s management. Employees are strictly prohibited to abuse their power and/or take advantage of their position for personal gain.

Since the Group’s business is not highly exposed to the risk of corruption, no training of such area was held during the Reporting Period. All directors received training on corporate governance prior to the Group’s listing or at the time of joining the Group, so that they are aware of their duties and responsibilities on integrity. The Group will provide and subsidise training of anti-corruption to its employees and director when necessary. During the Reporting Period, we were not aware of any cases and reports of corruption, bribery, extortion, fraud or money laundering.

Community Investment

Community investment is an integral part of our corporate culture. We are attached to our social responsibilities and are committed to building a better society.

We are committed to disseminating the spirit of service in our community and creating sustainable societal value. During the Reporting Period, we have taken the initiative to support our local community through donations to a number of non-governmental organisations, including, but not limited to, the Hong Kong Elderly Association Ltd., Tai Shan Charitable Association Ltd., the Association for the Welfare Services of Elders (H.K.) Ltd. and Tung Wah Group of Hospitals. The focus area of our contribution is health and elderly welfare. A total of HK\$13,600 was donated to the above institutions to provide medical and social services for the underprivileged, particularly the elderly people.

We will continue to devote our time, resources and capital for the betterment of the society. By doing so, we hope to encourage our employees to serve the community, while promote corporate social responsibility and bring positive impacts to the society.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

HKEX'S GUIDE TO ESG REPORT

Part A: Environmental

ESG Aspects	Related Section	Remarks
A1. Emissions		
Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Overview, Emissions, Hazardous and Non-Hazardous Waste	
KPI A1.1 The types of emissions and respective emission data.	Emissions	
KPI A1.2 Greenhouse gas emission in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Emissions	
KPI A1.3 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Hazardous and Non-Hazardous Waste	
KPI A1.4 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Hazardous and Non-Hazardous Waste	
KPI A1.5 Description of measures to mitigate emissions and results achieved.	Emissions, Hazardous and Non-Hazardous Waste	
KPI A1.6 Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	Hazardous and Non-Hazardous Waste	
A2. Use of Resources		
Policies on the efficient use of resources, including energy, water and other raw materials.	Use of Resources	
KPI A2.1 Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Electricity, Water and Raw Materials	
KPI A2.2 Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Electricity, Water and Raw Materials	
KPI A2.3 Description of energy use efficiency initiatives and results achieved.	Electricity, Water and Raw Materials	
KPI A2.4 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	Electricity, Water and Raw Materials	
KPI A2.5 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Packaging Materials	

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

HKEX'S GUIDE TO ESG REPORT *(Continued)*

Part A: Environmental *(Continued)*

ESG Aspects	Related Section	Remarks
A3. The Environmental and Natural Resources		
Policies on minimising the issuer's significant impact on the environment and natural resources.	Overview, Emissions, Hazardous and Non-Hazardous Waste, Use of Resources, the Environment and Natural Resources	
KPI A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Emissions, Hazardous and Non-Hazardous Waste, Use of Resources, the Environment and Natural Resources	
A4. Climate Change		
Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Climate Change	
KPI A4.1 Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Climate Change	

Part B. Social

ESG Aspects	Related Section	Remarks
B1. Employment		
Information on the policies and compliance with laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Employment and Labour Practices	
KPI B1.1 Total workforce by gender, employment type, age group and geographical region.	Our Team	
KPI B1.2 Employment turnover rate by gender, age group and geographical region.	Our Team	

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

HKEX'S GUIDE TO ESG REPORT *(Continued)*

Part B. Social *(Continued)*

ESG Aspects	Related Section	Remarks
B2. Health and Safety		
Information on the policies and compliance with laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Health and Safety	
KPI B2.1 Number and rate of work-related fatalities.	Health and Safety	
KPI B2.2 Lost days due to work injury.	Health and Safety	
KPI B2.3 Description of occupational health and safety measures adopted, how they are implemented and monitored.	Health and Safety	
B3. Development and training		
Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Development and Training	
KPI B3.1 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Development and Training	
KPI B3.2 The average training hours completed per employee by gender and employee category.	Development and Training	
B4. Labour standards		
Information on the policies and compliance with laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Child Labour and Forced Labour	
KPI B4.1 Description of measures to review employment practices to avoid child and forced labour.	Child Labour and Forced Labour	
KPI B4.2 Description of steps taken to eliminate such practices when discovered.	Child Labour and Forced Labour	
B5. Supply chain management		
Policies on managing environmental and social risks of the supply chain.	Supply Chain Management	
KPI B5.1 Number of suppliers by geographical region.	Supply Chain Management	
KPI B5.2 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Supply Chain Management	
KPI B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Management	
KPI B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Management	

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

HKEX'S GUIDE TO ESG REPORT *(Continued)*

Part B. Social *(Continued)*

ESG Aspects	Related Section	Remarks
B6. Product responsibility		
Information on the policies and compliance with laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and method of redress.	Product Responsibility	
KPI B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Customer Service	
KPI B6.2 Number of products and service-related complaints received and how they are dealt with.	Customer Service	
KPI B6.3 Description of practices relating to observing and protecting intellectual property rights.	Intellectual Property Rights	
KPI B6.4 Description of quality assurance process and recall procedures.	Quality Assurance and Customer Service	
KPI B6.5 Description of consumer data protection and privacy policies, how they are implemented and monitored.	Data Protection	
B7. Anti-corruption		
Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Anti-Corruption and Money Laundering	
KPI B7.1 Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Anti-Corruption and Money Laundering	
KPI B7.2 Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	Anti-Corruption and Money Laundering	
KPI B7.3 Description of anti-corruption training provided to directors and staff.	Anti-Corruption and Money Laundering	
B8. Community investment		
Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure that its activities take into consideration the communities' interests.	Community Investment	
KPI B8.1 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community Investment	
KPI B8.2 Resources contributed (e.g. money or time) to the focus area.	Community Investment	

In the event of any inconsistency, the English text of this ESG Report shall prevail over the Chinese text.

Yuk Wing Group Holdings Limited
煜榮集團控股有限公司