



WANG ON GROUP LIMITED

宏安集團有限公司

Incorporated in Bermuda with limited liability

於百慕達註冊成立之有限公司

Stock Code 股份代號:1222

2022

ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT

環境、社會
及管治報告



A PASSION FOR BUILDING A PROSPEROUS FUTURE

VISION

Based in Hong Kong, Wang On Group's vision is "A Passion for Building a Prosperous Future". We are determined to work hard for the dreams of Wang On Group and Hong Kong people, together to achieve ideal business development.

MISSION

Prudent management, strive for perfection. Rally the dream of the public, gather the strength of the Group, be united as one and further expand the business domain and ambition.

VALUES

Be professional and high efficient, we achieve progress while maintain stability. Always stay connected with the public. With love and from the heart, we strive to build homes in Hong Kong.

因夢想凝聚動力 · 創建宏遠未來

宏願

扎根香港，宏安集團本著「因夢想凝聚動力 · 創建宏遠未來」的願景，矢志與香港人一同逐夢，共建理想宏業。

宏圖

審慎管理，力臻完美。凝聚大眾夢想，結集集團上下力量，眾志一心，拓展宏圖遠志。

宏旨

專業高效、穩中求進，緊緊大眾所需。堅持「用心用愛」，力求為大眾建家樂業。

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ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ABOUT THE REPORT

This Environmental, Social and Governance (“ESG”) Report (the “Report”) is published by Wang On Group Limited (“Wang On Group”, the “Company”, “we”, “us”, or “our”, together with its subsidiaries, the “Group”, Stock Code: 1222), disclosing its management approach and performance in environmental and social aspects. The Report is published in both Chinese and English. If there is any discrepancy between the two versions, the English version shall prevail.

Reporting Guidelines and Principles

This report has been prepared in compliance with ESG Reporting Guide set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (“HKEX” or the “Stock Exchange”) and the actual situation of Wang On Group. In the process of preparation of this Report, we have adhered to the reporting principles of Materiality, Quantitative, Balance and Consistency, as below:

關於本報告

本《環境、社會及管治報告》（「本報告」）由宏安集團有限公司（「宏安集團」、「本公司」或「我們」，連同其附屬公司統稱「本集團」，股份代號：1222）刊發，披露其在環境及社會方面的管理方法及表現。本報告以中文及英文版本刊發，倘兩個版本有如任何歧義，概以英文版本為準。

報告指引及原則

本報告遵從香港聯合交易所有限公司（「香港聯交所」或「聯交所」）證券上市規則附錄二十七所載《環境、社會及管治報告指引》及宏安集團的實際情況而編製。在編製本報告的過程中，我們遵循以下重要性、量化、平衡及一致性的匯報原則：

Materiality: 重要性：	The interests of stakeholders and broader economic, social or environmental topics raised by stakeholders have been taken into account in defining material topics. 在決定重要議題時，已考慮到持份者的利益及持份者提出更廣泛的經濟、社會或環境方面的題材。
Quantitative: 量化：	The report indicates which data have been estimated, and the underlying assumptions and techniques used for the estimation, or where that information can be found. 報表表明進行估計的數據、估計所用的相關假設及方法，或有關資料的來源。
Balance: 平衡：	The information in this Report is presented in a format that allows users to see positive and negative trends in performance on a year-to-year basis. 本報告資料的呈列形式，能讓使用者了解按年表現的正面及負面趨勢。
Consistency: 一致性：	The Report and its information can be compared on a year-to-year basis. Any significant variations between reporting periods can be identified and explained. 報告及其資料可按年度基準進行比較。報告可識別各報告期間之間的任何重大差異及提供說明。

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ABOUT THE REPORT (continued)

Reporting Boundary and Period

As Wang On Properties Limited (“**WOP**”), Wai Yuen Tong Medicine Holdings Limited (“**WYT**”) and China Agri-Products Exchange Limited (“**CAP**”) (i.e. subsidiaries of the Company listed on the Stock Exchange) (are listed separately and issue their respective ESG reports separately, this Report mainly focuses on major measures and performance of the Group in the fresh market business in respect of environmental and social aspects during the Year. The treasury management business primarily comprises financing, asset management and investing activities, the income of which accounts for only approximately 9.2% of the Group’s total income, and is excluded from the scope of the Report.

This Report focuses on the head office of the Group in Hong Kong and operations of 14 “Allmart” branded fresh markets, 2 “Day Day Fresh” fresh markets and 12 meat stalls. The reporting period is the fiscal year from 1 April 2021 to 31 March 2022 (the “Year” or “FY2022”).

Feedback

Your comments and ideas are appreciated and will help improving our work and performance continuously. you are welcome to contact the Company through our corporate email address: pr@wangon.com.

關於本報告(續)

報告範圍及期間

由於宏安地產有限公司(「宏安地產」)、位元堂藥業控股有限公司(「位元堂」)及中國農產品交易有限公司(「中國農產品」)(即於聯交所上市的本公司附屬公司)為獨立上市並分別發佈其各自的《環境、社會及管治報告》，本報告主要聚焦本集團街市業務於本年度在環境及社會方面的主要表現和績效。財資管理業務主要為融資、資產管理及投資活動，佔本集團總收入僅約9.2%，故不納入本報告範圍。

本報告聚焦本集團位於香港之總部辦公室，以及14個「萬有」品牌街市、2個「日日·食良」品牌街市及12個肉檔的營運。報告期間為由二零二一年四月一日至二零二二年三月三十一日的財政年度(「本年度」或「二零二二財政年度」)。

反饋

閣下的寶貴意見及看法將有助持續改善我們的工作及表現。歡迎閣下透過我們的公司電郵地址：pr@wangon.com與本公司聯絡。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SUSTAINABILITY AT WANG ON GROUP

At Wang On Group, we focus our efforts to gradually integrate sustainability into our business decision-making.

About the Group

Listed on the Main Board of the Stock Exchange in 1995, Wang On Group has now developed into a leading conglomerate, with operations in Hong Kong and mainland China.

Dream Big to Build Big

The business of Wang On Group symbolizes the dreams of Hong Kong people: the dreams of owning one's home, starting a business, enhancing public health, and passing our success onto our descendants. Our enterprise reflects the spirit of "Dream Big for Big Achievements" – that is, to achieve success by upholding one's vision and being committed to fulfil it.

宏安集團的可持續發展

於宏安集團，我們專注於將可持續發展逐步融入於我們的業務決策中。

關於本集團

宏安集團，一九九五年於聯交所主板上市，其現時已發展成為一間領先的企業集團，於香港及中國內地均有業務。

有夢•始宏大

宏安集團的業務涵蓋香港人的置業夢、創業夢、醫者夢，乃至傳承夢，展現「人因夢想而偉大」的精神，集合有志者的夢想與理想，放眼高處，矢志實現宏願，步步建立宏圖。

Our Business Segments

業務分類

Property development 物業發展	WOP (Stock Code: 1243) has been actively involved in Hong Kong property market, offering a wide range of boutique apartments, luxury residential accommodations and commercial space in the local property market to meet the needs of different investors and users. The Group is also engaged in sales of properties in agricultural products exchange markets in the PRC. 宏安地產(股份代號：1243)積極參與香港房地產市場，為本地物業市場提供精品式住宅、豪宅及商廈，推出不同系列以迎合不同投資者及用家需求。本集團並在中國從事農產品交易市場的物業銷售業務。
Property investment 物業投資	The Group's acquisition of properties already available for sale or lease is a both offensive and defensive strategy designed for more stable business development in the long run. 本集團購入現成可供銷售或出租的物業，攻守兼備，旨在為長遠而言業務更趨穩健發展而實施。

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SUSTAINABILITY AT WANG ON GROUP (continued)

宏安集團的可持續發展(續)

About the Group (continued)

關於本集團(續)

Dream Big to Build Big (continued)

有夢•始宏大(續)

Our Business Segments 業務分類	
<p>Fresh market, butchery business and agri-products exchange market</p> <p>街市，屠宰業務及農產品交易市場</p>	<p>Committed to becoming one of the largest Chinese market leasing operators in Hong Kong, the Group owns two local market brands “Allmart” and “Day Day Fresh” and has introduced the modern operations model to mainland China. We have successfully promoted our Chinese market management approach under the brand “Huimin” in mainland China.</p> <p>Through a one-stop fresh market operation, Wang On strives to bring customers high quality necessities. The Group manages agricultural produce exchange markets in the PRC through CAP (Stock Code: 149), a 53.37%-owned listed subsidiary of WYT (Stock Code: 897);</p> <p>本集團擁有兩個本地街市品牌「萬有街市」及「日日•食良」，致力成為本港最大的中式街市租賃營運商之一，並且引入現代化營運模式到國內。我們成功於國內建立「惠民」品牌的中式街市管理。</p> <p>透過一站式街市營運，宏安致力帶給客戶優質的必需品。本集團在中國透過中國農產品(股份代號：149)(為位元堂(股份代號：897)擁有53.37%的上市附屬公司)管理農產品交易市場。</p>
<p>Production and sale of pharmaceutical and healthcare products</p> <p>生產及銷售醫藥及保健產品</p>	<p>The Group targeted the high-value pharmaceuticals market, selling pharmaceutical and healthcare products worldwide with a view to increase its share in the healthcare market. The Group also actively explored the e-commerce market by connecting physical stores with online sales platforms.</p> <p>本集團瞄準高增值的藥業市場，於全球各地銷售藥物及保健產品，致力提升醫療保健市場佔有率。本集團亦積極開拓電商市場，將實體店與網上銷售平台連線。</p>

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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SUSTAINABILITY AT WANG ON GROUP (continued)

宏安集團的可持續發展(續)

About the Group (continued)

關於本集團(續)

Dream Big to Build Big (continued)

有夢•始宏大(續)

Our Business Segments 業務分類

Treasury management	The Group offers one-stop and comprehensive financial services to clients, providing professional financial services including mortgage, personal loans, etc. The Group will continue to grow the business while maintaining a prudent and prospective investment strategy. We will continue to firmly uphold our commitment to development with care and compassion, taking the Group's business to new heights.
財資管理	本集團向客戶提供一站式全面金融服務，提供專業金融服務，包括按揭、個人貸款等。本集團將繼續拓展業務，同時維持審慎具潛力的投資策略。我們將繼續堅守承諾以關懷和誠意進行拓展，將本集團業務推向新高峰。

The Group recognizes that each of its business segments has varying degrees of environmental and social impacts on daily operations.

本集團意識到其各業務分部於日常運營中對環境和社會方面有不同程度的影響。

Board Statement

董事會聲明

The Board understands that it is fully responsible for maintaining a sound and effective risk management and internal control system. With the assistance of the Audit Committee, the Board reviews and oversees corporate risk management, including climate-related risks, and internal control systems on an on-going basis.

董事會明白其承擔維持健全及有效的風險管理及內部監控系統的全部責任，並在審核委員會協助下持續檢討及監管包括氣候相關風險在內的企業風險管理及內部監控系統。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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SUSTAINABILITY AT WANG ON GROUP (continued)

Board Statement (continued)

The Board authorizes the management to take charge of the design, maintenance, implementation and control of relevant systems. Annual reviews are carried out by the Board of systems and procedures, covering material areas, including finance, operations and compliance, to ensure the effectiveness of our risk management system. In addition, the Group engages external consultants to examine the effectiveness and efficiency of its risk management and internal control system, whose findings and recommendations are furnished to the Audit Committee and the Board.

Appointed by the Board, the Group's ESG Committee is responsible for ensuring the effective implementation of the ESG Policy which stipulates that the Group strictly abides by the laws, regulations and industry norms of the location where it operates and continuously improves the quality of services and products. Reporting to the Board on a regular basis, the ESG Committee is responsible for supervising the work of each department, including reviewing ESG management approaches, establishing a sustainable governance system at a gradual pace, validating the process of materiality assessment and reviewing the progress of ESG-related targets. Responsible officers of various principal departments hold regular business meetings to integrate ESG-related risks and opportunities.

All the information cited in the Report was sourced from the Group's official documents, statistical data and management and operational information collected under the systems being used. The Report was reviewed and approved by the Board.

宏安集團的可持續發展(續)

關於本集團(續)

董事會授權管理層負責有關系統的設計、維護、實施及監控。董事會每年對所有系統及程序進行檢討，涵蓋重要範疇，包括財務、經營及合規，確保風險管理系統的有效性。同時，本集團聘請外部諮詢公司審查風險管理及內部監控系統的有效性及效率，向審核委員會及董事會提供調查結果及建議。

本集團的環境、社會及管治委員會獲董事會委任，負責確保《環境、社會及管治政策》的有效實施，該政策規定本集團嚴格遵守其經營所在地區的法律、規例及行業規範，以及持續提升其服務及產品的質量。環境、社會及管治委員會定期向董事會匯報，負責監督各部門工作，包括審視環境、社會及管治的管理方針、逐步建立可持續發展管治體系、認可重要性評估的過程以及審閱環境、社會及管治相關目標的進度。各個主要部門則負責定期舉行業務會議，以整合環境、社會及管治相關風險及機會。

本報告引用的所有資料均來自本集團的官方文件、統計數據及根據所採用的制度所收集的管理和營運資料。本報告已獲董事會審閱及批准。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SUSTAINABILITY AT WANG ON GROUP (continued)

Wang On Group's Materiality Assessment

The Group understands that sustainable development of business is dependent upon maintaining good relationships and working together with various stakeholders since then only it can achieve its long-term development goals and formulate a more comprehensive sustainable development strategy. During the Year, the Group listened to the views and expectations of stakeholders on sustainability issues through various communication channels and continued to improve business strategies, policies and measures. Topics that have a significant impact on our stakeholders' decision making and, on the economy, environment and society are identified and denoted in bold below:

宏安集團的可持續發展(續)

宏安集團的重要性評估

本集團明白企業的可持續發展有賴與各持份者維持良好關係及共同合作，方能讓其實現長遠發展目標及制訂更全面的可持續發展策略。本年度，本集團透過各個溝通渠道聆聽持份者對可持續發展事宜的意見及期望，並持續完善經營策略、政策及措施。對持份者的決策及對經濟、環境及社會產生重大影響的主題於下文識別及以粗體表示：

Stakeholders 持份者	Examples of Engagement Channels 溝通渠道例子	Topics of Concern 關注的主題
Customers 顧客	<ul style="list-style-type: none"> Questionnaires Social media Feedback from frontline employees 	<ul style="list-style-type: none"> Product responsibility Customers' satisfaction
Employees 僱員	<ul style="list-style-type: none"> Forums and sharing sessions Regular meetings and emails Internal trainings Recreational activities 	<ul style="list-style-type: none"> Health and safety Labour standards Development and training Diversity and equal opportunity Employee communication

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SUSTAINABILITY AT WANG ON GROUP (continued)

宏安集團的可持續發展(續)

Wang On Group's Materiality Assessment (continued)

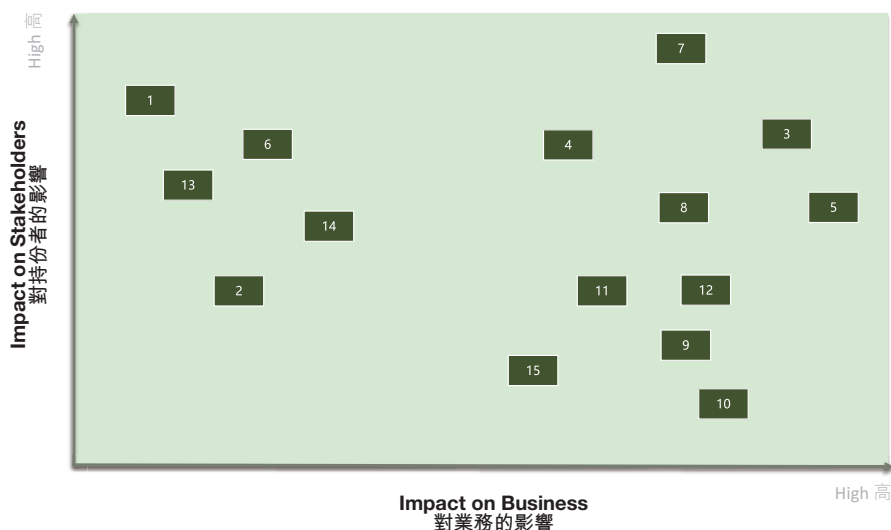
宏安集團的重要性評估(續)

Stakeholders 持份者	Examples of Engagement Channels 溝通渠道例子	Topics of Concern 關注的主題
Shareholders/ Investors/Regulators 股東／投資者／ 監管機構	<ul style="list-style-type: none"> Shareholders' meeting Annual report Interim report Company website Press releases and announcements 	<ul style="list-style-type: none"> Anti-corruption Legitimate business Climate change Ethics and integrity Talent management
Suppliers 供應商	<ul style="list-style-type: none"> Tender selection Evaluation system 	<ul style="list-style-type: none"> Supply chain management Green procurement
Environmental NGOs 非政府環保機構	<ul style="list-style-type: none"> ESG report Social media 	<ul style="list-style-type: none"> Environmental protection
Community 社區	<ul style="list-style-type: none"> Community service Volunteer activities Fundraising and sponsorship 	<ul style="list-style-type: none"> Community investment Environmental protection

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Wang On Group 2021/22 Materiality Assessment
宏安集團二零二一／二二年重要性評估



No. 編號	Material Issues 重要議題	No. 編號	Material Issues 重要議題
1	Comply with environmental laws and regulations 遵守環保法律及規例	9	Community engagement 社區參與
2	Climate change 氣候變化	10	Supply chain management 供應鏈管理
3	Talent management 人才管理	11	Product and service quality management 產品及服務質量管理
4	Employee safety and health 僱員安全與健康	12	Customer satisfaction 客戶滿意度
5	Employee training and development 僱員培訓及發展	13	Business ethics 商業道德
6	Employee benefits and rights 僱員福利及權益	14	Anti-corruption 反貪污
7	Employee communications 僱員溝通	15	Legitimate business 合法經營
8	Diversity and equal opportunity 多元化及平等機會		

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MANAGING OUR ENVIRONMENTAL FOOTPRINT

管理我們的環境足跡

Recognizing that environmental compliance is one of the key components of its social responsibility, the Group integrates environmental concerns into its business operations and continues to optimize its environmental management practices.

認識到環境合規是本集團社會責任的主要組成部分之一，本集團在業務營運中注入環境考慮，並繼續優化其環境管理常規。

Environmental Management

環境管理

Dedicating to mitigate its environmental impacts by strengthening the management approach and keeping its environmental targets progress on track, the Group has put in place an ESG policy that touch upon topics of emissions management, resource consumption, climate change, and natural resources conservation.

本集團通過加強管理方針及保持其環境目標如期進展順利，致力減緩其對環境的影響。本集團設有《環境、社會及管治政策》，涉及排放物管理、資源消耗、氣候變化及保護天然資源等主題。

The Group adheres to applicable environmental laws, regulations and industry norms to support “green development and operation”, uses flexible modern operation modes and advanced equipment to improve the efficiency of operational resource utilisation, promotes green buildings, and ensures the coordinated development of business and ecology.

本集團遵循適用環境法律、規例及行業規範以支持「綠色發展及營運」、使用靈活現代化營運模式及先進設備以提升營運資源利用的效率、推廣綠色建築，以及確保商業與生態的協調發展。

Work guidelines, monitoring mechanisms and specific measures covering three major areas, which are emissions, use of resources, and environmental and natural resources, are required to be established for each business in accordance with the Group's environmental management policy to reduce the impact of operations on the environment.

本集團須根據其環境管理政策，為各項業務建立涵蓋排放物管理、資源使用，及環境和天然資源的三個主要領域的工作指引、監控機制及具體措施，以減低其營運對環境造成的影響。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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MANAGING OUR ENVIRONMENTAL FOOTPRINT (continued)

Climate Change

We recognize that climate change can impact our business segments. The physical risks such as more frequent extreme weather events and the transition risks such as stricter emission standards and new policy of encouraging renewable energy will have varying degrees of impact on the Group's development. While the Board oversees climate-related risk as part of its overall corporate risk oversight, the Group believes that identifying and managing the potential financial risks and opportunities brought about by climate change will help achieve green growth and develop a low-carbon economy.

Internally, climate-related risk assessments are required to be conducted for each business to standardise all projects for potential risk identification and develop appropriate mitigation measures to withstand climate change. These measures include adopting energy saving, waste reduction and resource saving measures, reducing GHG emissions by developing environmental targets, and incorporating climate change considerations into the procurement process.

管理我們的環境足跡(續)

氣候變化

我們意識到氣候變化可影響我們的業務分類。實體風險(如更頻繁的極端天氣)及過渡風險(如更嚴緊的排放標準, 以及鼓勵可再生能源的新政策)將會對本集團的發展造成不同程度的影響。儘管董事會監督氣候相關風險作為其整體企業風險監管的一部分, 本集團認為, 識別及管理氣候變化所帶來的潛在財務風險和機遇將有助達成綠色增長及發展低碳經濟。

就內部而言, 我們須為各項業務進行氣候相關風險評估, 將所有項目標準化以識別潛在風險及制定合適的緩解措施以抵擋氣候變化。該等措施包括採納節能減廢和節約資源的措施、透過設立環境目標以減低溫室氣體排放, 以及將氣候變化因素注入採購過程中。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

MANAGING OUR ENVIRONMENTAL FOOTPRINT (continued)

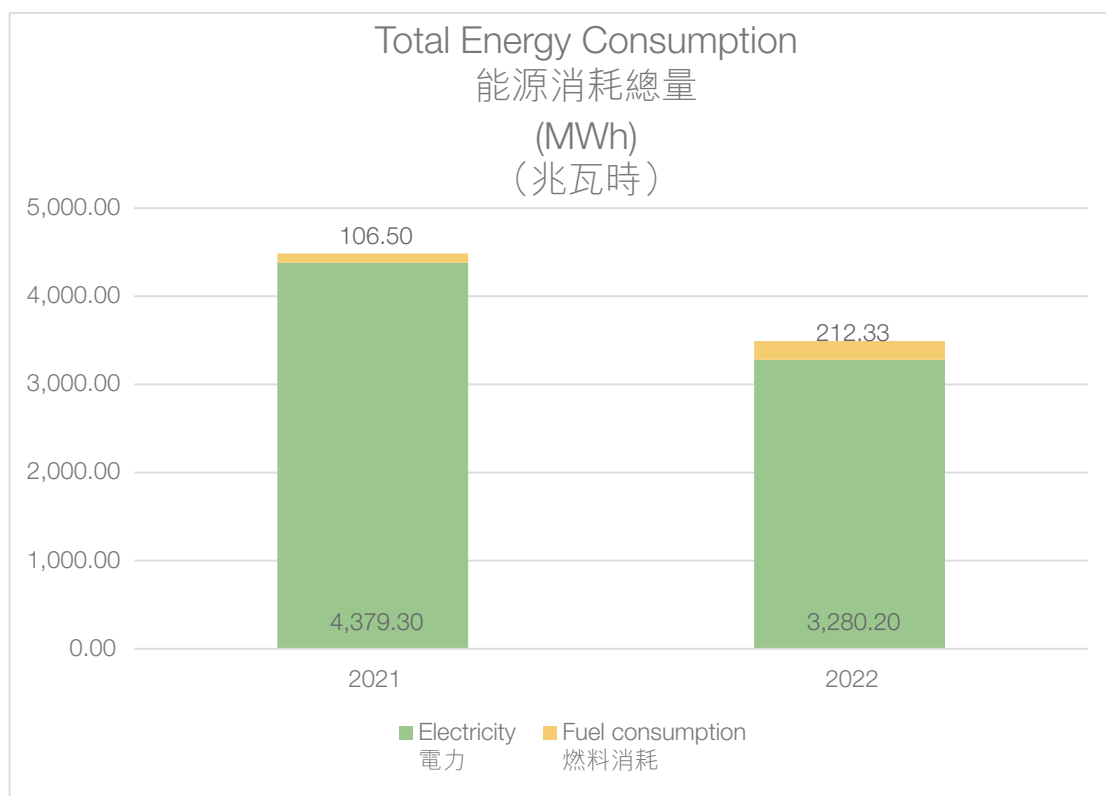
管理我們的環境足跡(續)

Energy Consumption

能源消耗

The main source of energy consumed by the Group is electricity used in fresh market operations. During the Year, the Group consumed a total of 3,492.53 MWh of energy, which includes 3,280.20 MWh of electricity and 212.33 MWh of fuel, with intensity of energy consumption amounting to 0.015 MWh/sq. ft.

本集團消耗的主要能源是街市營運所使用的電力。於本年度，本集團合共消耗能源3,492.53兆瓦時，當中包括電力3,280.20兆瓦時及燃料212.33兆瓦時，能源消耗密度為0.015兆瓦時/平方呎。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

MANAGING OUR ENVIRONMENTAL FOOTPRINT (continued)

管理我們的環境足跡(續)

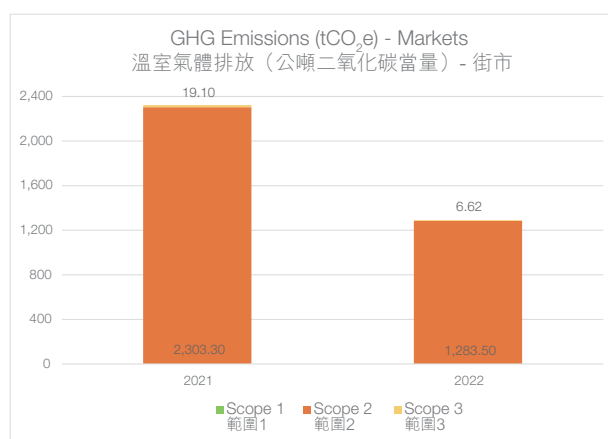
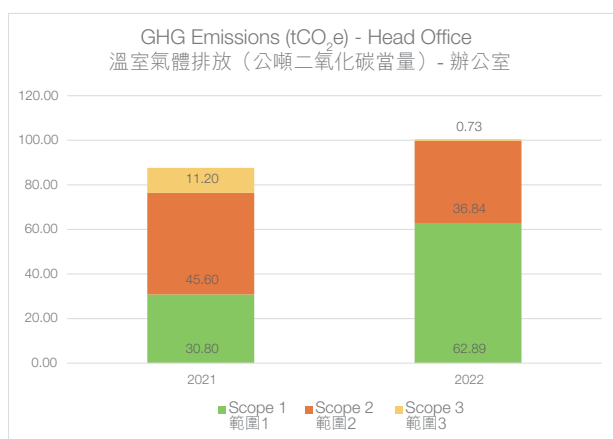
Greenhouse Gas Emissions

溫室氣體排放

The Group generates direct greenhouse gas (“GHG”) emissions (Scope 1) from fossil fuel combustion of mobile sources and indirect emissions (Scope 2) from purchased electricity. During the Year, the Group’s total GHG emissions were 1,390.6 tonnes of carbon dioxide equivalent (tCO₂e). The intensity of GHG emissions per thousand square feet of gross floor area is approximately 6.04.

本集團產生來自移動源化石燃料燃燒的直接溫室氣體(GHG)排放(範圍1)及來自購買電力的間接排放(範圍2)。於本年度，本集團的溫室氣體排放總量為1,390.6公噸二氧化碳當量(tCO₂e)。每千平方呎建築面積的溫室氣體排放密度約為6.04。

GHG Emissions 溫室氣體排放	Head Office 辦公室	Markets 街市	Total 總量
Scope 1 (unit: tCO ₂ e) 範圍1(單位：公噸二氧化碳當量)	62.89	–	62.89
Scope 2 範圍2	36.84	1,283.50	1,320.34
Scope 3 範圍3	0.73	6.62	7.35
Total GHG Emissions 溫室氣體排放總量	100.46	1,290.12	1,390.58



**MANAGING OUR ENVIRONMENTAL FOOTPRINT
(continued)**

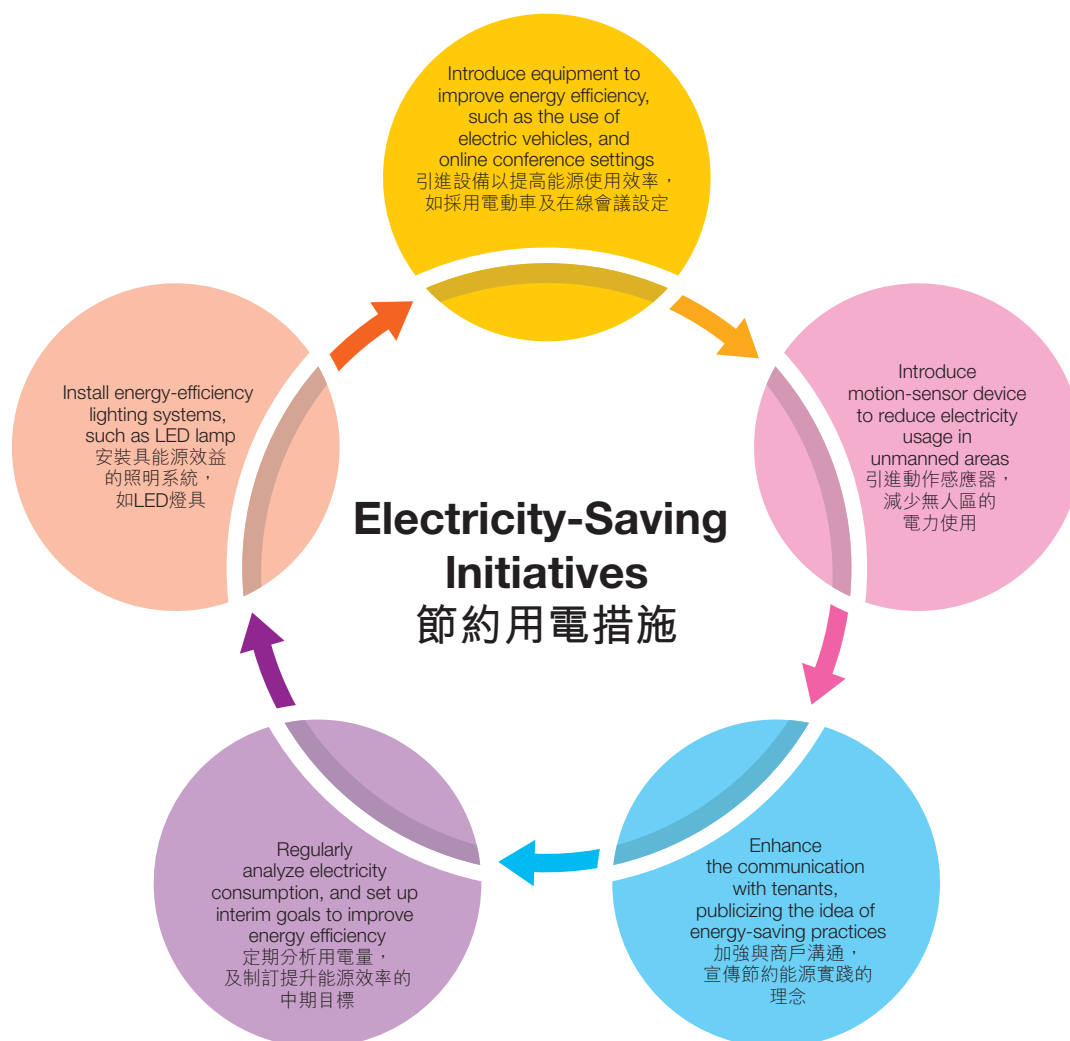
管理我們的環境足跡(續)

Energy Conservation

節能

The Group has assigned specialized employees to regularly monitor the consumption of energy, and to review the extent of usage in a timely manner. If abnormal usage is found, investigation and appropriate action will be taken for rectifying the situation. In pursuit of improving energy efficiency and minimizing the environmental impact, the Group has managed electricity consumption through the following measures:

本集團已分配特定僱員定期監視能源消耗以及適時審查使用範圍。倘發現有不尋常使用能源的情況，則會進行調查並且採取適當行動以糾正有關情況。在追求提升能源效率及對環境的影響減到最低時，本集團已透過以下措施管理電力消耗：



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

MANAGING OUR ENVIRONMENTAL FOOTPRINT (continued)

管理我們的環境足跡(續)

Water Resources

水資源

The Group's water consumption is mainly attributable to fresh markets and their operations. During the Year, the Group consumed a total of 16,299 m³ of water sources, with water consumption intensity of 0.071 m³/sq. ft. The Group does not have any issue in sourcing water that is fit for the purpose.

本集團的水消耗主要來自於街市及其營運。於本年度，本集團共消耗水資源16,299立方米，耗水密度為0.071立方米／平方呎。本集團在求取適用水源上無任何問題。

The Group is dedicated to saving water resources using various practices including regular monitoring of water consumption, inspection of fresh market water usage, and identifying abnormal consumption and preventing leakage. In order to use water more efficiently, the Group has implemented the following measures on water conservation:

本集團致力於透過使用各項實踐方法節約水消耗，包括定期監控水消耗、檢查街市用水量，以及識別不尋常消耗及防止洩漏。為了更有效地用水，本集團已實施以下節水措施：

Water Conservation Measures:

節水措施：

- Encourage employees to reduce water use;
• 鼓勵僱員減少用水；
- Introduce equipment with high water-saving performance to improve the efficiency of water use in production;
• 引進具有高節水性能的設備以提高生產用水的效率；
- Regular inspection of water pipe quality;
• 定期檢查水管質量；
- Closing of the water supply system when the market has a rest period;
• 於街市休市期間關閉供水系統；
- Developed a wastewater discharge management system to standardised and check wastewater treatment methods;
• 制定污水排放管理體系，以規範及檢查污水處理方法；
- Develop targets for reducing wastewater discharge and reduce wastewater discharge through reuse of wastewater; and
• 制定減少污水排放的目標以及透過重用污水減低污水排放；及
- Put resources into research and introduced more advanced wastewater reuse facilities to increase wastewater reuse rates.
• 投入資源進行研究及引進更先進污水重用設施以增加污水重用率。

**MANAGING OUR ENVIRONMENTAL FOOTPRINT
(continued)**

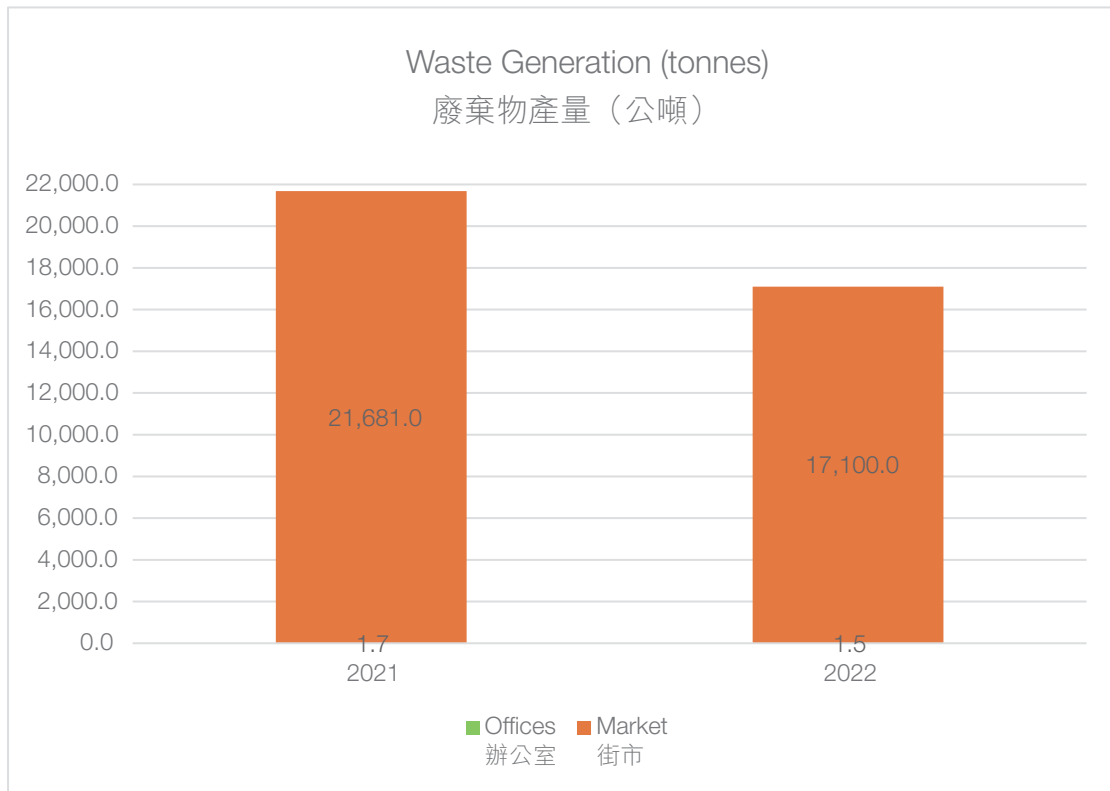
管理我們的環境足跡(續)

Effluent and Waste

廢水及廢棄物

We are committed to reducing the amount of waste we generated at our operations and diverting waste from landfills. During the Year, offices and market operations generated 1.5 tonnes and 17,100.0 tonnes of general (non-hazardous) waste respectively. All waste generated is treated by property management companies.

我們致力減低我們在營運中所產生的廢棄物量以及減少廢棄物堆填。於本年度，辦公室及街市營運分別產生1.5公噸及17,100.0公噸一般(無害)廢棄物。所產生的所有廢棄物均交由物業管理公司處理。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

MANAGING OUR ENVIRONMENTAL FOOTPRINT (continued)

Effluent and Waste (continued)

The Group has in place an internal waste management guidelines ensuring that all waste is properly collected and handled according to local laws and regulations. Some mitigation measures include:

- Develop and implement a waste management system based on waste reduction at source;
- Manage waste by adopting the “5R” principle (“**Replace**”, “**Reducing**”, “**Reuse**”, “**Recycle**” and “**Repeat**”); and
- Review the amount of waste generation and recycle hazardous and non-hazardous wastes on a regular basis and set targets for reducing waste emissions.

管理我們的環境足跡(續)

廢水及廢棄物(續)

本集團已設立內部廢棄物管理指引，確保所有廢棄物根據當地法律及規例獲得妥善收集及處理。若干緩解措施包括：

- 根據源頭減廢的基準制定及實施廢棄物管理體系；
- 透過採納「5R」原則(「替換」、「減少使用」、「重覆再用」、「循環利用」及「重覆使用」)管理廢棄物；及
- 定期檢討廢棄物產量及循環利用有害及無害廢棄物，以及制定減低廢棄物排放的目標。

5-Year Target for Waste Reduction and Recycling: 廢棄物減量及循環再造的5年目標：	Status 狀態
Reduce solid waste generated by market operations by 10% from 2021 to 2026 於二零二一年至二零二六年內減少10%街市營運產生的固體廢棄物	In progress 進行中
Recycle a total of 500 fluorescent tubes in operating markets from 2021 to 2026 於二零二一年至二零二六年內於營運的街市回收共500支光管	In progress 進行中

Air Emissions

During the Year, the Group's vehicles emitted a total of 0.35 kg of sulphur oxides (SOx), 36.13 kg of nitrogen oxides (NOx) and 3.23 kg of particulate matter (PM).

廢氣排放

於本年度，本集團的車輛共排放0.35千克硫氧化物、36.13千克氮氧化物及3.23千克顆粒性物質。

Air Emissions 廢氣排放	Emissions (kg) 排放量(千克)
Nitrogen Oxides (NOx) 氮氧化物	36.13
Sulphur Oxides (SOx) 硫氧化物	0.35
Particulate Matter (PM) 顆粒性物質	3.23

MANAGING OUR ENVIRONMENTAL FOOTPRINT (continued)

Air Emissions (continued)

To mitigate air emissions, the Group engages in regular maintenance to keep vehicles in good condition and considers introducing electric vehicles to reduce exhaust gas generation.

Conservation of Natural Resources

Striving to reduce the environmental impacts of its business activities, the Group has put in place a series of approaches aiming to minimize the environmental impacts, as following:

- Add considerations such as the sale of local food materials when selecting tenants so as to reduce carbon emissions from long-distance transportation and additional packaging necessary for food materials;
- Introduce sustainable food, particularly those without any genetic modification, or added preservatives and chemicals;
- Purchase environment-friendly office supplies as far as possible, such as paper that has been certified by the Forest Stewardship Council (FSC); and
- Handle its waste properly to reduce the impact on the environment and natural resources.

管理我們的環境足跡(續)

廢氣排放(續)

為減低廢氣排放，本集團對車輛進行定期維護，以保持車輛良好狀態，以及考慮引入電動車以減少廢氣排放。

保護天然資源

為致力減低其業務活動對環境造成的影響，本集團已制定以下一系列方法，旨在將對環境的影響減到最低：

- 在選擇租戶時加入售賣本地食材等考慮，以減少因長途運輸而產生的碳排放及所需的額外食物包裝材料；
- 引入綠色飲食，尤其指不經任何基因改造，或無添加防腐劑及化學物的食物；
- 盡可能採購較環保的辦公用品，如購買經森林管理委員會(FSC)認證的紙張；及
- 妥善處理廢棄物，減少對環境及天然資源的影響。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

CREATING A DECENT WORKPLACE

The Group proactively makes efforts to understand the needs of its employees and reviews the effectiveness of its policies and measures timely to ensure the potential of its employees can be fully unleashed.

The Group's most valuable asset is its people. The Group aims to establish a sound human resources management system and labour standards, create a safe and comfortable working environment and provide career development opportunities, and demonstrate that it cares for its employees through various policies and measures.

The Group has developed a Human Resources Management Manual and a Staff Manual, both of which are available to employees and specify management approach to decisions pertaining to remuneration and dismissal, recruitment and promotion, working hours, holidays, equal opportunities, diversity, anti-discrimination, and other benefits and welfare.

創造良好的工作環境

本集團積極了解員工需要，並適時檢視各項政策及措施的成效，以確保員工的潛力得以充分發揮。

本集團最寶貴的資產便是其員工。本集團旨在建立完善的人力資源管理制度和勞工準則，營造安全而舒適的工作環境以及提供職業發展機會，並透過各項政策及措施展現對員工的關懷。

本集團制定了《人力資源管理手冊》及《員工手冊》，有關手冊均可供員工查閱，並規定了與薪酬及解僱、招聘與晉升、工作時數、假期、平等機會、多元化、反歧視及其他待遇福利有關的決策管理方法。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

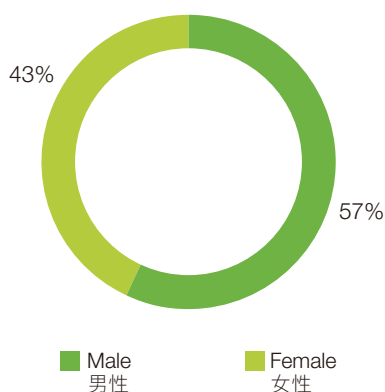
CREATING A DECENT WORKPLACE (continued)

創造良好的工作環境 (續)

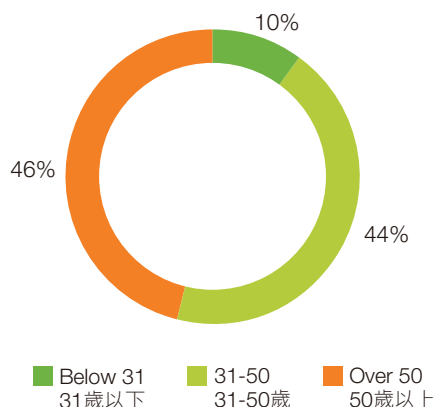
The Group's recruitment and appointment process is based on an objective assessment of job competency, job knowledge, academic and professional qualifications, as well as actual demands of job seekers and employees. The Group employed a total of 136 employees as at 31 March 2022 and all of them are based in Hong Kong.

本集團的招聘及委任過程乃根據求職者及員工的工作能力、工作知識、學歷及專業資格、實際需求等因素而作出客觀評估。截至二零二二年三月三十一日止，本集團共聘用136名員工，所有員工均以香港為基地。

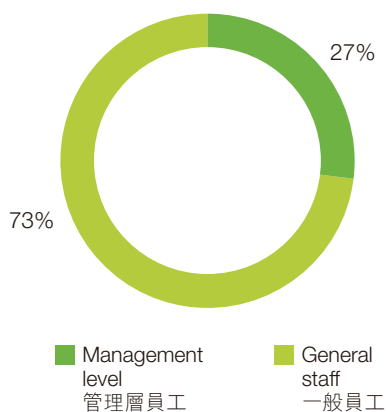
Gender Profile
性別概況



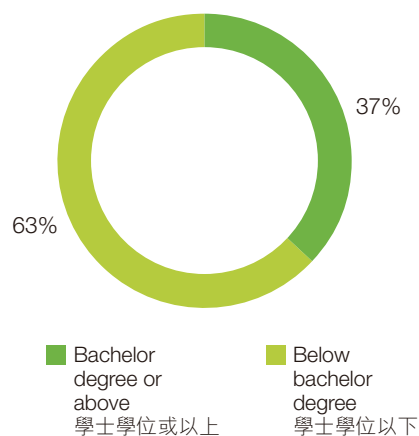
Age Profile
年齡概況



Employee Profile, by Workforce
員工概況 (按職位劃分)



Employee Profile, by Education
員工概況 (按學歷劃分)



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

CREATING A DECENT WORKPLACE (continued)

創造良好的工作環境(續)

Equal Opportunity and Diversity

平等機會及多元化

Employees have equal opportunity rights in recruitment, start of employment, training, promotion, and resignation without discrimination, harassment, or unfair treatment in any form based on gender, disability, pregnancy, family status, race, color, religion, age, sexual orientation, nationality, trade union membership, or other conditions, as set out in the Staff Manual. Furthermore, in order to strengthen employees' sense of belonging and to recognize outstanding performance, the Group ensures that the principle of "horses for courses" is followed in recruitment, and that whenever a job vacancy arises, the Company will first consider filling it through "internal promotion".

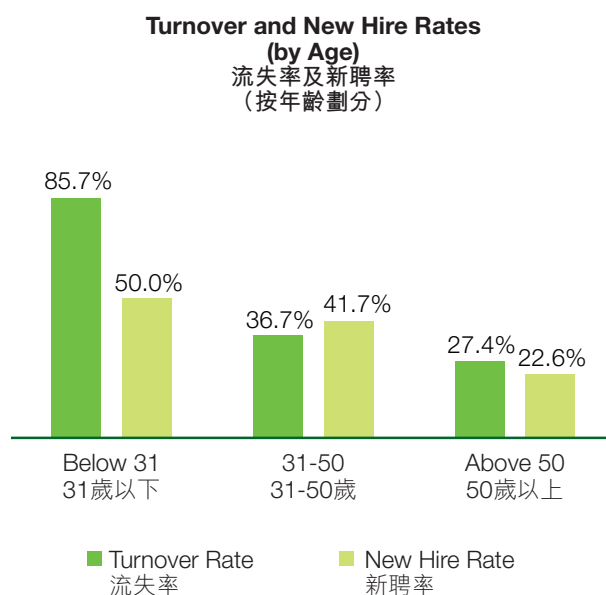
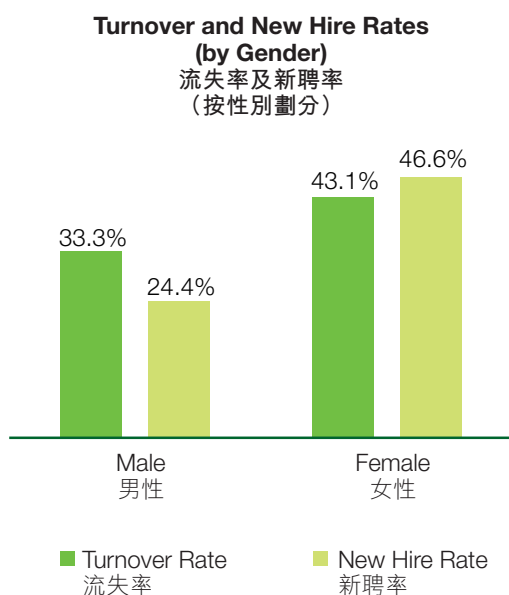
根據《員工手冊》，員工在招聘、入職、培訓、晉升及離職方面均享有平等機會權利，不會因性別、殘疾、懷孕、家庭狀況、種族、膚色、宗教、年齡、性取向、國籍、工會會籍或其他條件而受到任何形式的歧視、騷擾行為或不平等對待。此外，為增強員工的歸屬感，表彰其優秀的業績，本集團確保招聘時遵循「知人善任」的原則，每當有職位空缺時，本公司會首先考慮以「內部晉升」方法填補空缺。

The Group strives to create a diversified work environment that encourages employees to respect different cultures. In order to create a culture of inclusion between the disabled and the able-bodied, the Group also recruits people with impairments.

本集團致力營造多元化的工作環境，鼓勵員工尊重不同文化。本集團亦招聘殘障人士，營造傷健共融的文化。

We experienced an overall employee turnover rate of 38% whereas the new hire rate was 34%. Profiles of turnover and new hire rates in terms of gender and age are as below.

我們的整體員工流失率為38%，而員工新聘率則為34%。按性別及年齡劃分的流失率及新聘率概況載列如下。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

CREATING A DECENT WORKPLACE (continued)

Equal Opportunity and Diversity (continued)

The Group has a Staff Manual in place that outlines the procedures for contract termination and dismissal criteria. Before starting work, each employee must sign a contract outlining the terms and conditions of employment. Salary is also determined and reviewed on a regular basis by the Group, with modifications made based on employee credentials, work performance, corporate regulations, and market pay trends.

Prohibition of Child Labour and Forced Labour

The Group is extremely particular about ensuring no child labour is used in the workplace. In order to avoid recruitment or appointment of personnel who do not meet the legal working age requirement, the human resources department is required to verify the original identity document of job applicants to check the age, according to the Manual on Human Resources Management. If we discover that child labour has been mistakenly recruited, the contract will be promptly terminated, and the child will be sent back to his or her guardian as soon as feasible.

Any form of forced labour is prohibited by the Group. To ensure voluntary employment, the Group specifies relevant requirements in the Staff Manual on workers' extra working hours and related pay arrangements to ensure that employees' overtime working hours are compliant with legal standards and laws. Employees' right to resign at any time is likewise respected by the Group.

創造良好的工作環境(續)

平等機會及多元化(續)

本集團設有一份《員工手冊》，其中概述了合約終止程序及解僱條件。在開始工作之前，每位員工均須簽署一份合約，當中列出了僱傭條款和條件。薪酬亦由本集團釐定及定期檢討，並根據員工資歷、工作表現、公司規例及市場薪酬趨勢作出調整。

嚴禁童工與強制勞工

本集團致力確保工作場所內不使用童工。根據《人力資源管理手冊》，為避免招聘或任用不符合法定工作年齡要求的人員，人力資源部須檢查應徵者的身份證明文件正本以核對其年齡。倘發現不慎招用童工，我們將立即終止合約，並儘快將相關孩子送回其監護人。

本集團禁止任何形式的強制性勞工。為確保自願性僱傭關係，本集團在《員工手冊》中明確列明了員工加班時間及相關薪酬安排的要求，以確保員工的加班時間符合法律標準及規例。本集團亦尊重員工隨時離職的權利。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

CREATING A DECENT WORKPLACE (continued)

Employee Engagement

The Group communicates with its employees regularly to understand their concerns, striving to provide a decent workplace beneficial to their physical and mental health and assist them to realise their full potential. Employees are encouraged to make continual improvements and the Group uses a performance management system as well as an employee reward and punishment system on a regular basis. Employees' annual performance reviews are conducted by their immediate superiors, who determine whether they should be promoted depending on their performance.

The Group has also put in place a variety of communication mechanisms to guarantee that employees can freely voice their ideas or register complaints. Effectiveness of the communication mechanisms is examined on a regular basis to ensure that they remain effective. Any employee who is dissatisfied with his or her job can register a complaint with his or her supervisors or the human resources department. The Group conducts a fair and unbiased investigation into the matter and takes appropriate action to address the complaint.

Health and Safety

The Group seeks to mitigate occupational risks faced by its employees in the workplace through an institutionalized management approach in order to provide a safe and healthy working environment. The Group has put in place a Manual on Human Resources Management and the Staff Manual to give employees clear information on health and safety management systems and controls, thereby reducing workplace safety hazards. The Group organizes annual health screenings for office assistants and drivers.

創造良好的工作環境(續)

僱員參與度

本集團定期與員工溝通以了解他們的疑慮，致力提供一個有利他們身心健康的工作場所，協助他們充分發揮潛力。本集團鼓勵員工持續進步，且定期採用績效管理制度及員工獎懲制度。員工的年度績效檢視由其直屬主管進行，直屬主管將根據其表現決定有關員工是否獲得晉升機會。

本集團亦建立多套溝通機制，以保證員工能夠自由表達自己的想法或作出投訴。定期檢查溝通機制，以確保其有效性。任何對其工作不滿意的員工都可以向其主管或人力資源部提出投訴。本集團會對有關投訴進行公平公正的調查，並採取適當的行動處理。

健康與安全

本集團力求通過制度化的管理方法降低員工在工作場所面臨的職業風險，以提供安全健康的工作環境。本集團已制定《人力資源管理手冊》及《員工手冊》，向員工提供有關健康和安全管理系統及控制的明確信息，從而減少工作場所的安全隱患。本集團每年亦為辦公室助理及司機安排健康檢查。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

CREATING A DECENT WORKPLACE (continued)

Health and Safety (continued)

The Group had three work-related injuries during the Year, resulting in 35 workdays lost due to injury. Following these work-related injuries, the Group's relevant departments regularly remind their employees to be more aware of safety, and provide all necessary support, with the goal of preventing similar accidents from happening again.

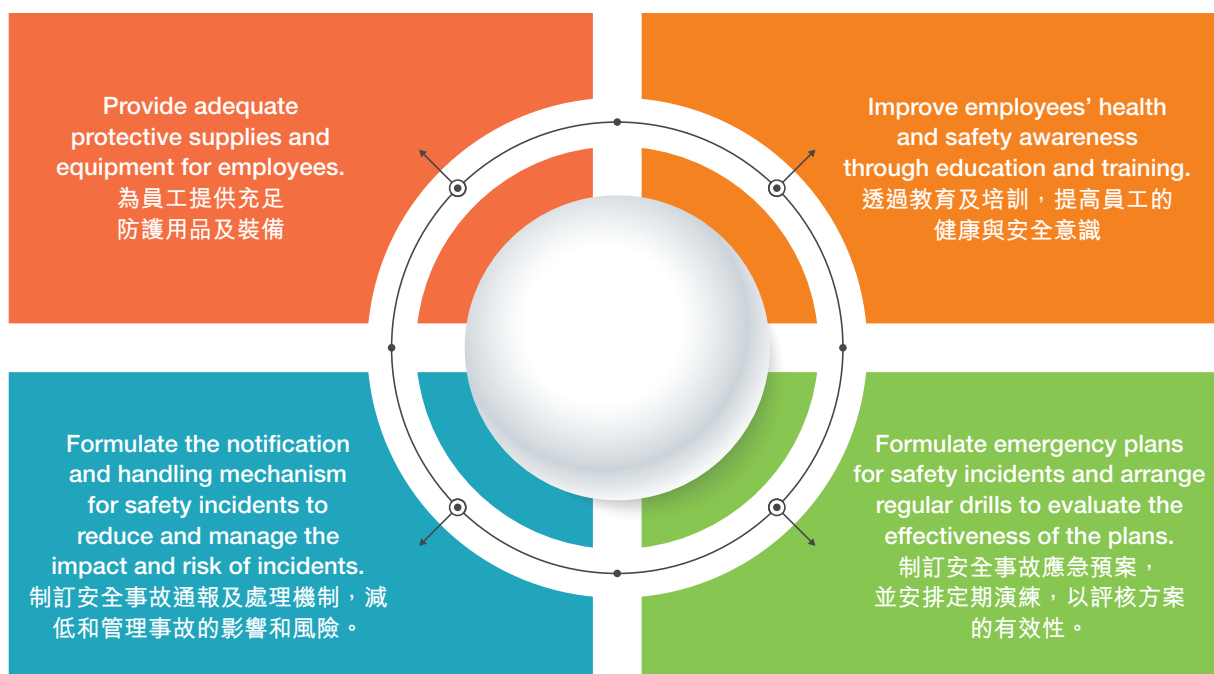
Throughout the Year, the Group has given employees safety information by sending an Occupational Health and Safety email to each colleague once a month. With such information available every month, we felt that every employee might benefit from the information provided in the email and apply it in the real workplace, effectively reducing the possibilities of an accident occurring.

创造良好的工作环境(續)

健康與安全(續)

本集團於本年度發生了3宗工傷事故，因工傷損失35天工作日數。發生上述工傷事故後，本集團相關部門定期提醒員工注意安全，並提供一切必要支援，以防止類似事故再次發生。

於整個年度內，本集團每月向所有同事發送與職業健康和安全的電子郵件，藉以為員工提供安全信息。我們認為各員工均可受益於電郵中所提供的資訊，並將其應用到實際的工作環境，有效減少事故發生的可能性。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

CREATING A DECENT WORKPLACE (continued)

創造良好的工作環境(續)

COVID-19 Pandemic: Office Preventive Measures

新冠肺炎疫情：辦公室預防措施

The COVID-19 pandemic has had an impact on our business. To ensure that a safe workplace is provided to employees, we have altered our operations and adhere to all government-imposed pandemic restrictions.

新冠肺炎疫情對我們的業務產生影響。為確保員工能享有一個安全的工作場所，我們調整了營運方式，並遵守政府實施的所有疫情限制措施。

Office Preventive Measures
辦公室預防措施

Flexible working hours arrangement
彈性工作時間安排

Must wear masks in office and public areas
在辦公室和公共場所必須戴口罩

Measure body temperature everyday
每天測量體溫

Work-from-home arrangement to reduce physical meetings
在家工作安排以減少實體會議

Complete health declaration for all employees
為所有員工填寫健康聲明

Provide free COVID-19 self-test kits to all employees
向所有員工提供免費的新冠肺炎自我檢測包

Additional medical benefits package for COVID-19
新冠肺炎的額外醫療福利

Following the call of vaccination from Hong Kong government, the Chairman and senior management of Wang On Group have taken the lead in vaccination, and encouraged all colleagues to actively participate in vaccination. The Group prepared information and educational materials of vaccination to all employees, and offered paid leave.

宏安集團主席及高級管理層響應香港政府的疫苗接種號召，帶頭接種疫苗，並鼓勵全體同仁積極接種疫苗。本集團為所有員工準備了疫苗接種的資料及教育材料，並提供有薪假期。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

CREATING A DECENT WORKPLACE (continued)

Employee Rights and Benefits

The Group upholds the employees' rights and welfare for attracting new talent and ensuring equal opportunity and diversity by setting appropriate policies, regulations and guidelines.

In compliance with the Employment Ordinance, the Group also develops an attendance management system and schedules working hours and rest days. When overtime is required, the Group negotiates with employees and gives compensatory time off or overtime money as required by law. Employees of the Group are entitled to a variety of paid leaves, including annual leave, maternity leave, paternity leave, marriage leave, compassionate leave, examination leave, and so on, in addition to statutory/public holidays and rest days. In-patient medical insurance, outpatient medical benefits, purchasing discounts for Wai Yuen Tong products, preferential price for participation in physical examinations, dental care, family outpatient medical concession scheme, and annual fee subsidy and training subsidy scheme for professional institutes are all provided by the Group to its employees.

Development and Training

Employees' career growth is supported by the Group by providing a variety of skill enhancement training programs. Employee training policies have been developed by the Group, such as the Manual on Human Resources Management, which specifies the training management system and regulates the training objectives, principles, content and form, process and management, implementation and evaluation, cost and data management.

創造良好的工作環境(續)

僱員權利及福利

本集團透過制定合適的政策、規例及指引維護員工的權益及福利，以吸引新人才及確保平等機會和多元化。

為符合僱傭條例，本集團亦制訂考勤管理系統及安排工作時數及休息日。當需要加班時，本集團會與員工協商，並根據法律規定給予補休或加班費。除法定／公眾假期及休息日外，本集團員工享有各項有薪假期，包括年休假、分娩假、侍產假、婚假、恩恤假、考試假等。本集團向員工提供住院醫療保險、門診醫療福利、位元堂產品購物優惠、以優惠價參與體格檢查、牙科保健、家屬門診醫療優惠計劃、專業學會年費資助及進修資助計劃等。

發展與培訓

本集團透過提供各種技能提升培訓計劃，支持員工的職業發展。本集團已制定《人力資源管理手冊》等員工培訓政策，當中清楚列明培訓管理制度，規範培訓目標、原則、內容與形式、過程與管理、實施與評估、費用及資料管理等範疇。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

CREATING A DECENT WORKPLACE (continued)

創造良好的工作環境(續)

Development and Training (continued)

發展與培訓(續)

The Group offers training opportunities in a variety of knowledge and skills based on the needs of employees and the business, boosting employees' skills and allowing them to fully utilize their talents in their current jobs. The human resources department oversees designing, implementing, monitoring, and evaluating training activities in order to improve training efficacy. In order to define more appropriate training objectives and design detailed training programs for employees, the human resources department also tries to understand the training and development needs of each department.

本集團根據員工和業務需要，提供各種知識及技能的培訓機會，提升員工的技能，使他們在目前的工作中充分發揮才能。人力資源部負責監督培訓活動的設計、實施、監控和評估，以提高培訓效能。為了制訂更合適的培訓目標及設計詳細的培訓計劃予員工，人力資源部亦嘗試了解各部門的培訓及發展需求。

<p>Training activities</p> <p>培訓活動</p>	<p>During the Year, the Group provided internal and external training, including anti-corruption and induction training for new employees.</p> <p>本年度，本集團提供內部及外部培訓，包括反貪污及新員工入職培訓。</p>
<p>Performance review</p> <p>績效檢視</p>	<p>To understand the performance of employees and lead their growth, the Group regularly conducts annual performance reviews to evaluate the work performance and capability of employees, which sets the basis to determine their future promotion and training direction.</p> <p>為掌握員工的工作表現及引領他們成長，本集團定期進行年度績效檢視，以評估員工的工作績效、能力等因素，並作為釐定其未來晉升及培訓方向的基準。</p>
<p>Career development</p> <p>職業發展</p>	<p>To encourage employees to learn continuously, the Group subsidizes the fees of continuing education and training courses certified by the Education Bureau. Employees can apply for reimbursement, examination leave and study leave with the human resources department. The Group also provides financial assistance to staff for membership of professional institutes.</p> <p>為鼓勵員工持續進修，本集團資助員工報讀教育局認可的持續進修及培訓課程。員工可向人力資源部申請報銷、考試假及進修假。本集團亦為員工提供專業學會會籍資助。</p>

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

CREATING A DECENT WORKPLACE (continued)

創造良好的工作環境(續)

Development and Training (continued)

發展與培訓(續)

During the Year, the Group provided 592 person-time trainings for employees.

本年度，本集團為員工提供了592人次的培訓。

Number of Trained Employees (person-time) 受訓員工人數(人次)		
By Gender 按性別劃分		
Male 男性	person-time 人次	298
Female 女性		294
By Category 按類別劃分		
Management level 管理層	person-time 人次	203
General employees 一般員工		389

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

STRIVING FOR OPERATIONAL EXCELLENCE

追求卓越營運

Product and Service Responsibility

產品及服務責任

The Group attaches great importance to providing customers with quality products and services. The Staff Manual sets out matters related to customer health and safety, customer communication and privacy. For fresh market operation, the Group has put in place relevant control measures to improve the quality of its products and services.

本集團重視為顧客提供優質產品及服務。在《員工手冊》中列明有關客戶健康與安全、客戶溝通及私隱事宜。街市營運方面，本集團設有相應管控措施，以提升產品及服務質素。

CUSTOMER SAFETY 客戶安全

In fresh markets: 於街市：

- Conduct regular market inspection to monitor operations of the licensed cleaning companies and licensed security companies.
- 定期巡查街市，監察持牌清潔及持牌保安公司的運作。
- Require cleaning companies to regularly arrange for high-pressure cleaning of manholes and canals using high-pressure vehicles after the evening market closes to ensure hygienic conditions in the fresh market.
- 要求清潔公司於晚市收市後，定期安排高壓車以高壓清洗方式清洗沙井渠位，以確保街市的衛生情況。
- Regularly monitors water quality in the fresh market and improves indoor air quality by regularly checking the air conditioning system and cleaning dust net.
- 定期監察街市水質，及通過定期檢查空調系統和清洗隔塵網提升室內空氣質素。
- Equip the fresh markets under the Group with barrier-free facilities for disabled people, such as passageways as well as unobstructed and accessible toilets, to take care of people with reduced mobility and physical disabilities.
- 本集團旗下的街市設有無障礙傷殘人士設施，如通道及暢通易達洗手間，關顧行動不便及肢體殘疾人士的需要。
- To ensure the safety of the fresh market and prevent theft, the Group has installed 24-hour CCTV surveillance.
- 為確保街市安全及防止盜竊，本集團已安裝24小時閉路電視監控。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

STRIVING FOR OPERATIONAL EXCELLENCE (continued)

追求卓越營運(續)

Product and Service Responsibility (continued)

產品及服務責任(續)

In meat stalls: 於肉檔：

- Put in place relevant guidelines on the temperature, storage and product handling of trucks and others to maintain the hygiene level of products.
- 就運輸貨車溫度、儲存及產品處理等設立相關指引，以維持產品衛生水平。

CUSTOMER DATA PRIVACY 客戶資料隱私

- All employees are prohibited from disclosing customer information to third parties, including but not limited to customer names, contact numbers and addresses, without explicit approval.
- 未經明確核准，禁止所有員工將客戶資料向第三方洩露，包括但不限於客戶名稱、聯絡電話及地址。
- Employees must not misuse confidential information for monetary gain or personal use.
- 員工不得濫用保密資料，以換取金錢利益或作私人用途。

CUSTOMER COMMUNICATION 客戶溝通

- The information provided in promotional publications should be complete, accurate, sufficient and timely.
- 宣傳刊物應提供完整、正確、充分和及時的資訊。
- Maintain communication with customers at all time and set up different channels for customers to provide feedback and seek help anytime.
- 時刻與客戶保持溝通，並設有不同渠道，讓客戶能夠隨時提供意見及尋求幫助。
- Conduct occasional customer survey to understand their needs and enhance customer satisfaction.
- 不時進行客戶問卷調查，以了解他們的需要及提升客戶滿意度。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

STRIVING FOR OPERATIONAL EXCELLENCE (continued)

追求卓越營運(續)

Product and Service Responsibility (continued)

產品及服務責任(續)

INTELLECTUAL PROPERTY 知識產權

- All the staff cannot use infringing articles for the purposes of business, including computer software, computer programmes or audiovisual records, and printed works (including books, magazines, newspapers, periodicals or other publications).
- 所有員工不得使用侵犯版權物品作業務用途，包括電腦軟件、電腦程式或影音記錄，以及刊印作品(包括書本、雜誌、報章、期刊或其他刊物)。
- Provide information management personnel with relevant training on the use of genuine software to ensure genuine software is used in all operations.
- 為信息管理人員提供有關使用正版軟件的相關培訓，以確保於整個營運過程中均使用正版軟件。

Additionally, the Group closely monitored the development of COVID-19 pandemic and the government directives on disease prevention and implemented various measures in each market to provide the right shopping environment for customers. Within the market:

此外，隨著新冠肺炎疫情，本集團密切關注其發展趨勢及政府防疫指示，在各個街市實施各種措施，致力為顧客提供一個合適的購物環境。街市範圍內：

- customers and staff are required to wear masks
- customers are required to scan the “LeaveHomeSafe” mobile software and measure body temperature
- we provide alcohol-based handwash gel
- post notices to remind customers to keep social distance from others
- 要求顧客及工作人員配戴口罩
- 顧客需掃描「安心出行」手機軟件及測量體溫
- 提供酒精搓手液
- 張貼提示以提醒顧客保持社交距離

STRIVING FOR OPERATIONAL EXCELLENCE (continued)

Supply Chain Management

The success of the Group depends on establishing long-term cooperative relationships with various suppliers, requiring suppliers to abide by business ethics and fulfil their corporate social responsibilities to ensure that they meet the Group's requirements in terms of quality, environment and safety standards, jointly building a supply chain that aims at sustainable development.

The Company clearly sets out the management approach in relation to establishment of procurement standards and procedures and annual performance assessment of suppliers. The Group works closely with its suppliers to monitor the quality of their products and services and their performance in general, maintaining ongoing communication with suppliers to identify and review the environmental and social risks of the supply chain in order to enhance supply chain management.

The Group will continue to review and improve existing supplier management practices and procurement-related policies, and consider incorporating ESG issues and ESG performance indicators into supplier evaluation. We hope to evaluate and manage potential environmental and social risks in our supply chain more effectively and ensure that suppliers' performance is in line with the Group's sustainable development strategy.

追求卓越營運(續)

供應鏈管理

本集團的成功有賴於與各供應商建立長遠合作關係，要求供應商恪守商業道德，履行企業社會責任，確保供應商符合本集團在質量、環境及安全標準方面的要求，與本集團共同建構以可持續發展為目標的供應鏈。

本公司清楚列明有關建立採購標準和流程，以及進行供應商年度表現評估的管理方針。本集團與供應商緊密合作，以監察其產品及服務質素的整體表現，與供應商保持溝通，識別及審視供應鏈的環境及社會風險，以加強供應鏈管理。

本集團將持續檢討及完善現有的供應商管理慣例及檢討現有採購相關政策，並考慮將環境、社會及管治議題及指標納入供應商評估。我們希望評估和管理供應鏈中潛在的環境和社會風險，確保供應商的表現符合與本集團的可持續發展策略。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

STRIVING FOR OPERATIONAL EXCELLENCE (continued)

Anti-Corruption

Anti-corruption is an important element of the Group's long-standing corporate culture. The Group requires its employees to uphold high standards of integrity and honesty, viewing business integrity as one of the key elements of corporate success.

The Group has put in place an ESG Policy and an Employee Handbook to uphold the principles of integrity and ethics in its day-to-day operations, clearly setting out the relevant anti-corruption policies and measures to prevent corruption. The policy clearly states that all office staff must comply with the Hong Kong Prevention of Bribery Ordinance. Employees are expected to comply with all applicable laws, rules and regulations relating to anti-corruption and bribery, and have zero tolerance for any form of corruption such as bribery, extortion, fraud and money laundering.

We actively cooperate with ICAC on offering training courses to all employees. ICAC continuous professional courses help to strengthen our employees' capabilities to better understand anti-corruption and its applicable laws. During the Year, the Group provided a total of 8 hours of anti-corruption training to 8 employees.

To avoid conflict of interest, staff should refrain from accepting any gifts from third party individuals or organisations, including tenants, licensees, service users, clients, business partners, etc. If a staff member accepts a voluntary gift from a business partner for courtesy reasons, the staff member must report to the Director of Human Resources and obtain approval before accepting the hospitality. Violation of the above regulations may result in internal disciplinary action or termination of employment. The Group has established a whistleblowing system to deal confidentially with any reports of commercial bribery and other improprieties discovered by all employees.

追求卓越營運(續)

反貪污

反貪污一直以來是本集團企業文化的重要元素之一。本集團要求其員工維持高標準的廉潔及誠信操守，將商業廉潔視為企業成功的關鍵要素之一。

本集團已制訂《環境、社會及管治政策》及《員工手冊》，以在日常營運中秉持誠信及道德原則，清楚列明相關反貪污政策及措施。該政策明確規定所有辦公室人員必須遵守《香港防止賄賂條例》。員工應遵守與反貪污及賄賂有關的所有適用法律、規則和規例，對賄賂、勒索、欺詐及洗黑錢等任何形式的腐敗行為均採取零容忍的態度。

我們積極與廉政公署合作，為所有員工提供培訓課程。廉政公署持續的專業課程有助加強我們僱員的能力，以更好地了解反貪污及其適用法律。本年度，本集團向8名僱員提供合共8小時的反貪污培訓。

為避免利益衝突，員工應避免接受第三方人士或組織的任何禮物，包括租戶、被許可人、服務使用者、客戶、業務合作夥伴等。倘員工出於禮貌接受業務合作夥伴的禮物，員工於接受前必須向人力資源總監報告並獲得批准。違反上述規定可能導致內部紀律處分或終止聘用。本集團已設立舉報系統，對所有員工發現的任何商業賄賂和其他不當行為的舉報進行保密處理。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

CONTRIBUTING TO COMMUNITY

We believe that our community engagement programs strengthen the relationships with our communities, customers, and employees, which in turn benefits the Group.

Community Engagement

The Group is committed to creating positive impacts for the community in which it operates and the whole society. Through donation to and continuous support for the Hong Kong New Arrivals Services Foundation Limited, The Community Chest, Yan Oi Tong and other charities for years, The Group has continuously strengthened its ties with the community and bearing its share of social responsibility. The Group has an ESG Policy that defines its community investment strategy, with focus on supporting livelihood infrastructure, health and public welfare as areas of contribution.

In order to take care of the vulnerable groups in the epidemic situation, the Chairman Mr. Tang Ching Ho took the lead as the general convener to raise a total of HK\$6,500,000 donation, while Mr. Tang and Wang On Group donated HK\$3,000,000 to support the “Home Quarantine Assistance Action”. Together with Home Affairs Department and local charities, Wang On Group distributed essential materials to people in need to fight against COVID-19.

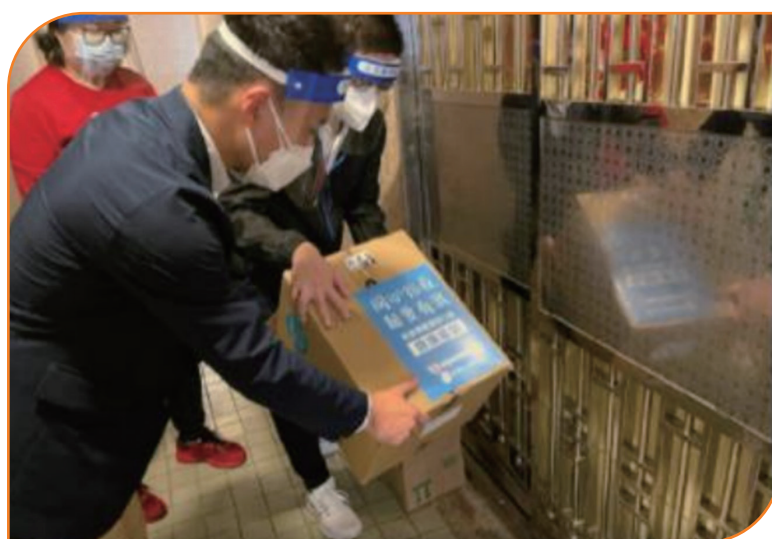
貢獻社區

我們相信，我們的社區參與計劃加強了我們與社區、客戶及員工的關係，繼而使本集團受益。

社區參與

本集團致力為其營運所在的社區及整個社會創造正面影響。本集團多年來通過對香港新來港人士服務基金有限公司、香港公益金、仁愛堂等慈善機構的捐款及支持，不斷加強與社區的聯繫，承擔社會責任。本集團制定了《環境、社會及管治政策》，當中列出其社區投資戰略，重點支持民生基礎設施、健康和社會福利。

為關愛疫情中的弱勢群體，作為總召集人的主席鄧清河先生共籌集了6,500,000港元的捐款，當中鄧先生及宏安集團捐贈了3,000,000港元支援「居家隔離援助行動」。宏安集團聯同民政事務總署和本地慈善機構向有需要的人士分發物資，共同抗疫。



Caring for the Epidemic – Wang On Group donated HK\$3,000,000 and anti-epidemic materials
「同心抗疫 關愛有我」– 宏安集團捐贈3,000,000港元及抗疫物資

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

CONTRIBUTING TO COMMUNITY (continued)

貢獻社區(續)

Community Engagement (continued)

社區參與(續)

In response to the call of the Central Government to assist Hong Kong in fighting the pandemic, WYT, a subsidiary of Wang On Group, responded quickly to the needs of the public. In the early stage of the fifth wave of the pandemic, WYT donated 7,000 tablets of Angong Niu Huang Wan and 100,000 packets of anti-infection tea to patients in need from all walks of life in the community through various networks, aiming to fight the pandemic together with the public.

響應中央政府協助香港抗疫的號召，宏安集團旗下的附屬公司位元堂亦迅速回應市民需求，於第五波疫情爆發初期，透過不同網絡共捐贈7,000粒安宮牛黃丸及100,000包防感茶給予社區各界有需要的病人與市民攜手抗擊疫情。



Caring for the Epidemic – Home Quarantine Assistance Action
「同心抗疫 關愛有我」- 居家隔离援助行動

To maintain a long-lasting and caring relationship with the community, we continue to show our support for the community by striving to bring long-term benefits to community development through charitable partnerships, volunteerism and strategic sponsorship and donations, and by encouraging our staff to participate in various volunteer activities and initiatives in their spare time.

為與社區保持長久而關愛的關係，我們繼續支持社區，致力通過慈善合作、義工服務及策略性贊助和捐贈為社區發展帶來長遠利益，並鼓勵我們的員工於空餘時間參加各種義工活動。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

CONTRIBUTING TO COMMUNITY (continued)

Community Engagement (continued)

Adhering to the spirit of “offering, and praying for all” of Yu Lan Festival, the Group held a promotional activity in August 2021. It aimed to promote the concept of Yu Lan Festival, by donating rice to the general public. During this activity, we distributed auspicious rice to various charities and to people in need. In future, the Group will continue to actively fulfil its social responsibility, and support cultural inclusion and promote social harmony.

The Hong Kong government has accorded special recognition to those involved in the fight against the COVID-19 pandemic and related work in the past year. On 1 July 2021, Mr. Tang, Chairman of Wang On Group, is awarded GBS in recognition of his dedication and significant contribution to community service over the years. Assuming leadership positions in various federations and clansmen associations, Mr. Tang has actively taken the lead to support these associations in organising various community activities for the well-being and solidarity of the community. With his extensive network, Mr. Tang also leads the volunteer groups and associations to support the administration and mobilises volunteers to participate in the anti-epidemic work.

貢獻社區(續)

社區參與(續)

本集團秉持盂蘭節「供養、祈福」的精神，於二零二一年八月舉辦了一場宣傳活動，旨在通過捐贈平安米，弘揚盂蘭節的理念。於本次活動中，我們向各慈善機構和有需要人士派發平安米。未來，本集團將繼續積極履行其社會責任，支持文化共融，促進社會和諧。

香港政府對過去一年參與對抗新冠肺炎疫情及相關工作的人士授予特別表揚。於二零二一年七月一日，宏安集團主席鄧先生榮獲GBS勳銜，以表彰他多年來對社區服務的重大貢獻及奉獻精神。鄧先生擔任多個總會及宗親社團的領導職位，積極帶頭支持該等社團舉辦各種社區活動，以促進社區的福祉及團結。憑藉其廣泛的人脈，鄧先生亦帶領義工團體及社團支援政府，動員義工參與抗疫工作。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

APPENDICES

Laws and Regulations

The Group implements different policies, standards, practices and measures to ensure compliance with the highest standards of accountability and business integrity. To facilitate balanced and sound development of each of the Group's business segments, the Group has reviewed and identified the impact of non-compliance with relevant laws and regulations on its operations, including:

附錄

法律及規例

本集團實施不同的政策、準則、慣例和措施，以確保遵守最高的問責制和業務誠信指標。為促進本集團的各業務單位均可平衡穩健地發展，本集團已審視及識別違反相關法律規例對其營運的影響，包括：

Aspects 層面	Major Relevant Laws and Regulations 主要相關法律規例	Compliance Statement 合規聲明
Emissions 排放物	<ul style="list-style-type: none"> Air Pollution Control Ordinance Water Pollution Control Ordinance Waste Disposal Ordinance <ul style="list-style-type: none"> 《空氣污染管制條例》 《水污染管制條例》 《廢物處置條例》 	<p>During the Year, we were not aware of any non-compliance of relevant laws and regulations that has a significant impact on the Group relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.</p> <p>於本年度，我們並不知悉任何違反有關廢氣及溫室氣體排放、向水及土地的排污，及有害及無害廢棄物的產生且對本集團有重大影響的相關法律及規例。</p>
Employment and Labour Standards 僱傭及勞工準則	<ul style="list-style-type: none"> Employment Ordinance Employees' Compensation Ordinance Sex Discrimination Ordinance Disability Discrimination Ordinance Family Status Discrimination Ordinance Personal Data (Privacy) Ordinance 《僱傭條例》 《僱員補償條例》 《性別歧視條例》 《殘疾歧視條例》 《家庭崗位歧視條例》 《個人資料(私隱)條例》 	<p>During the Year, we were not aware of any non-compliance of relevant laws and regulations that has a significant impact on the Group relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.</p> <p>於本年度，我們並不知悉任何違反有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利且對本集團有重大影響的相關法律及規例。</p>

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

APPENDICES (continued)

附錄(續)

Laws and Regulations (continued)

法律及規例(續)

Aspects 層面	Major Relevant Laws and Regulations 主要相關法律規例	Compliance Statement 合規聲明
Health and Safety 健康與安全	<ul style="list-style-type: none"> Occupational Safety and Health Ordinance Employees' Compensation Ordinance 《職業安全及健康條例》 《僱員補償條例》 	During the Year, no material cases of non-compliance relating to emissions, employment, occupational health and safety, labour standards, product liability and corruption were identified. 於本年度，概無發現任何有關排放、僱傭、職業健康與安全、勞工準則、產品責任及貪污的重大違反個案。
Product Responsibility 產品責任	<ul style="list-style-type: none"> Private Markets Regulation Personal Data (Privacy) Ordinance 《私營街市規例》 《個人資料(私隱)條例》 	During the Year, we were not aware of any non-compliance of relevant laws and regulations that has a significant impact on the Group relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 於本年度，我們並不知悉任何違反有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法且對本集團有重大影響的相關法律及規例。
Anti-Corruption 反貪污	<ul style="list-style-type: none"> Prevention of Bribery Ordinance 《防止賄賂條例》 	During the Year, we were not aware of any non-compliance of relevant laws and regulations that has a significant impact on the Group relating to bribery, extortion, fraud and money laundering, and we are not involved in any corruption cases. 於本年度，我們並不知悉任何違反有關防止賄賂、勒索、欺詐及洗黑錢且對本集團有重大影響的相關法律及規例，且我們並無涉及任何貪污個案。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

APPENDICES (continued)

附錄(續)

Performance Data Summary

數據表現摘要

Key Environmental

Performance Indicators

環境關鍵績效指標

Units

單位

2022

二零二二年

2021

二零二一年

Types of Emission and Respective

Emissions Data

排放物種類及相關排放數據

Sulphur Oxides (SO _x) 硫氧化物	Kg 千克	0.4	0.2
Nitrogen Oxides (NO _x) 氮氧化物	Kg 千克	36.1	6.9
Particulate Matter (PM) 顆粒性物質	Kg 千克	3.2	0.5

Greenhouse Gas Emission

溫室氣體排放

Total Emissions 排放總量	tCO ₂ e 公噸二氧化碳當量	1,390.6	2,410.0
Scope 1 ¹ 範圍 1 ¹	tCO ₂ e 公噸二氧化碳當量	62.9	30.8
Scope 2 ² 範圍 2 ²	tCO ₂ e 公噸二氧化碳當量	1,320.3	2,348.9
Scope 3 ³ 範圍 3 ³		7.3	30.3
Intensity of Greenhouse Gas Emissions (by thousand square feet of gross floor area ("GFA") 溫室氣體排放密度(以每千平方呎建築面積 計算)	tCO ₂ e/thousand square feet 公噸二氧化碳當量/ 千平方呎	6.0	11.0

¹ Scope 1 includes greenhouse gas emissions released from fossil fuel combustion of mobile sources.

² Scope 2 includes greenhouse gas emissions generated from electricity consumption.

³ Scope 3 includes greenhouse gas emissions generated by disposal of wastepaper, drinking water and sewage treatment in headquarters office, and the Group's business travel by plane.

¹ 範圍 1 包括移動源化石燃料燃燒時釋放的溫室氣體排放。

² 範圍 2 包括電力消耗所產生的溫室氣體排放。

³ 範圍 3 包括總部辦公室廢紙棄置、食水和污水處理以及本集團商務旅行搭乘飛機的溫室氣體排放。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

APPENDICES (continued)

附錄(續)

Performance Data Summary (Continued)

數據表現摘要(續)

Key Environmental

Performance Indicators

Units

2022

2021

環境關鍵績效指標

單位

二零二二年

二零二一年

Waste

廢棄物

Non-Hazardous Waste Produced – Offices 所產生無害廢棄物 — 辦公室	Tonnes 公噸	1.5	1.7
Intensity of Non-Hazardous Waste – Offices (by floor area) 無害廢棄物密度 — 辦公室 (以樓面面積計算)	Tonnes/sq.ft. 公噸/平方呎	0.07	0.1
Non-Hazardous Waste Produced – Market Operations 所產生無害廢棄物 — 街市營運	Tonnes 公噸	17,100.0	21,681.0
Intensity of Non-Hazardous Waste – Market Operations (by floor area) 無害廢棄物密度 — 街市營運 (以樓面面積計算)	Tonnes/sq.ft. 公噸/平方呎	0.07	0.1
Hazardous Waste 有害廢棄物	Tonnes 公噸	The Group's operations do not involve the generation of hazardous waste 本集團的營運不涉及 有害廢棄物的產生	The Group's operations do not involve the generation of hazardous waste 本集團的營運不涉及 有害廢棄物的產生

Use Of Energy

能源使用

Total Energy Consumption 能源總耗量	MWh 兆瓦時	3,492.5	4,485.8
Direct Energy Consumption 直接能源耗量	MWh 兆瓦時	212.3	106.5
Indirect Energy Consumption 間接能源耗量	MWh 兆瓦時	3,280.2	4,379.3
Intensity of Energy (by floor area) 能源密度(以樓面面積計算)	MWh/sq. ft. 兆瓦時/平方呎	0.02	0.02

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

APPENDICES (continued)

附錄(續)

Performance Data Summary (Continued)

數據表現摘要(續)

Key Environmental

Performance Indicators

環境關鍵績效指標

Units

單位

2022

二零二二年

2021

二零二一年

Use of Water Resources

水資源使用

Total Water Consumption

Cubic meters

16,298.5

14,114.2

耗水總量

立方米

Water Intensity

Cubic meters/sq.ft.

0.07

0.06

水密度

立方米/平方呎

Total Amount of Packing Materials

Used in Finished Products⁴

製成品所用包裝材料的總量⁴

Packaging Materials Consumption

Tonnes

1.7

2.2

包裝材料耗用量

公噸

Intensity of Packaging Materials (by area)

Tonnes/thousand

0.6

1.0

包裝材料密度(以面積計算)

sq.ft.

公噸/千平方呎

⁴ Packaging Materials includes plastic takeaway packaging for meat stall industry.

⁴ 包裝材料包括肉檔產業的塑膠外賣包裝。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

APPENDICES (continued)

附錄(續)

Performance Data Summary (Continued)

數據表現摘要(續)

Social Key Performance Indicators 社會關鍵績效指標	Units 單位	2022 二零二二年	2021 二零二一年
Workforce 員工	Total Headcount 員工總人數	136	142
	By Geographical Distribution 按地區分佈劃分		
	Hong Kong 香港	Number 136 人數	142
	Mainland China 中國內地	Number 0 人數	0
	By Age Group 按年齡組別劃分		
	Below 31 31歲以下	Number 14 人數	19
	31-50 31至50歲	Number 60 人數	60
	Above 50 50歲以上	Number 62 人數	63
	By Gender 按性別劃分		
	Male 男性	Number 78 人數	86
	Female 女性	Number 58 人數	56
	By Professional Profile 按專業類別劃分		
	Management Employees 管理層員工	Number 37 人數	33
	General Employees 一般員工	Number 99 人數	109
	By Employment Type 按僱傭類型劃分		
	Full Time 全職	Number 133 人數	139
	Part Time 兼職	Number 3 人數	3

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

APPENDICES (continued)

附錄(續)

Performance Data Summary (Continued)

數據表現摘要(續)

Social Key Performance Indicators 社會關鍵績效指標	Units 單位	2022 二零二二年	2021 二零二一年
By Education Level 按教育程度劃分			
Bachelor Degree or Above 學士學位或以上	Number 人數	51	41
Below Bachelor Degree 學士學位以下	Number 人數	85	101
Ratio of Male to Female Employees 男女員工人數比例		1.34:1	1.54:1
Employees' New Hire Rate⁵ 員工新聘率 ⁵	%	33.8	42.3
By Age Group 按年齡組別劃分			
Below 31 31歲以下	%	50.0	78.9
31-50 31至50歲	%	41.7	45.0
Above 50 50歲以上	%	22.6	28.6
By Gender 按性別劃分			
Male 男性	%	24.4	37.2
Female 女性	%	46.6	50.0

⁵ Employee New Hire Rate (%) = number of newly hired employees of the category/total number of employees of the category X 100%.

⁵ 員工新聘率(%) = 該類別新聘員工人數/該類別員工總人數 X 100%。

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環境、社會及管治報告

APPENDICES (continued)

附錄(續)

Performance Data Summary (Continued)

數據表現摘要(續)

Social Key Performance Indicators		Units	2022	2021
社會關鍵績效指標		單位	二零二二年	二零二一年
Employees' Turnover Rate⁶		%	37.5	30.3
員工流失率 ⁶				
	By Age Group			
	按年齡組別劃分			
	Below 31	%	85.7	36.8
	31歲以下			
	31-50	%	36.7	38.3
	31至50歲			
	Above 50	%	27.4	20.6
	50歲以上			
	By Gender			
	按性別劃分			
	Male	%	33.3	27.9
	男性			
	Female	%	43.1	33.9
	女性			
Other Employees	Number of Other Employees ⁷	Number	61	76
其他員工	其他員工人數 ⁷	人數		

⁶ Employee Turnover Rate (%) = number of turnover of the category/total workforce of the category X 100%.

⁷ Other employees include cleaners and security guards.

⁶ 員工流失率(%) = 該類別流失員工人數/該類別員工總人數 X 100%。

⁷ 其他員工包括清潔工人及保安人員。

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APPENDICES (continued)

附錄(續)

Performance Data Summary (Continued)

數據表現摘要(續)

Social Key Performance Indicators		Units	2022	2021	2020
社會關鍵績效指標		單位	二零二二年	二零二一年	二零二零年
Health and Safety⁸ 健康與安全 ⁸	Number of Work-Related Fatality and Percentage	Number (%) 人數 (%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
	因工死亡人數及百分比				
	Work-Related Injuries	Cases 次數	3	4	
	工傷事故				
	Work-Related Injuries Rate ⁹	%	2.21	2.82	0.86
	工傷率 ⁹				
	Number of Injured Employees	Number (%) 人數 (%)	3 (2.21%)	4 (2.82%)	1 (0.86%)
受傷僱員人數					
Lost Days Due to Work-Related Injury	Days 日數	35	245	16	
因工傷損失工作日數					
Total Safety Training Hours ¹⁰	Hours 小時	748	0	0	
安全培訓總時數 ¹⁰					

⁸ Includes other employees.

⁹ Work-Related Injury Rate = number of employees injured at work/total number of employees X 100%.

¹⁰ Example of training hour calculation: If 10 employees attended a 3-hour training, the total number of trained hours should be 10x3 = 30 hours.

⁸ 包括其他員工。

⁹ 工傷率 = 因工受傷員工人數 / 總員工人數 X 100%。

¹⁰ 培訓時數計算例子：倘10名僱員出席3小時的培訓，則培訓總時數應為10x3 = 30小時。

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環境、社會及管治報告

APPENDICES (continued)

附錄(續)

Performance Data Summary (Continued)

數據表現摘要(續)

Social Key Performance Indicators		Units	2022	2021
社會關鍵績效指標		單位	二零二二年	二零二一年
Employee Training 員工培訓	Average Training Hour of Employees ¹¹ 員工平均受訓時數 ¹¹	Hours 小時	1.67	0.83
	By Gender 按性別劃分			
	Male 男性	Hours 小時	1.36	0.76
	Female 女性	Hours 小時	2.09	0.95
	By Professional Profile 按專業類別劃分			
	Management Executive 管理行政人員	Hours 小時	2.56	1.50
	General Employees 一般員工	Hours 小時	1.34	0.63
	Percentage of Employees Receiving Regular Performance and Career Development Reviews 接受定期績效及職業發展檢視的員工百分比	%	73.5	69.0

¹¹ Average Training Hours of Employees = the training hours of employees of the category/total number of employees of the category.

¹¹ 員工平均受訓時數 = 該類別員工受訓時數/該類別員工總人數。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

APPENDICES (continued)

附錄(續)

Performance Data Summary (Continued)

數據表現摘要(續)

Social Key Performance Indicators		Units	2022	2021
社會關鍵績效指標		單位	二零二二年	二零二一年
Suppliers	Number of Suppliers			
供應商	供應商數目			
	By Region			
	按地區劃分			
	Hong Kong	Number	204	290
	香港	數目		(Restated)
				(重列)
	Mainland China	Number	3	2
	中國內地	數目		(Restated)
				(重列)
Community¹²	Donation	HK\$	42,100,000	7,300,000
社區 ¹²	捐款	港元		

¹² Includes WOP's donations and number of volunteers and volunteer hours.

¹² 包括宏安地產之捐款及義工人數和義工時數。

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A. Environmental			
A. 環境			
Aspect A1: Emissions			
層面 A1：排放物			
General Disclosure 一般披露	Information on: (a) the policies; and (b) 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. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。		Environmental Management 環境管理
	KPI A1.1 關鍵績效 指標 A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Air Emissions 廢氣排放
	KPI A1.2 關鍵績效 指標 A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以公噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Greenhouse Gas Emissions 溫室氣體排放
	KPI A1.3 關鍵績效 指標 A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以公噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Effluent and Waste 廢水及廢棄物

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A. 環境			
Aspect A1: Emissions			
層面 A1：排放物			
	KPI A1.4 關鍵績效 指標 A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以公噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Effluent and Waste 廢水及廢棄物
	KPI A1.5 關鍵績效 指標 A1.5	Description of emission target(s) set and steps taken to achieve them. 描述所定立的排放量目標及為達到這些目標所採取的步驟。	Environmental Management Greenhouse Gas Emissions 環境管理 溫室氣體排放
	KPI A1.6 關鍵績效 指標 A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所定立的減廢目標及為達到這些目標所採取的步驟。	Environmental Management Effluent and Waste 環境管理 廢水及廢棄物
Aspect A2: Use of Resources			
層面 A2：資源使用			
General Disclosure 一般披露	Policies on efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。		Environmental Management 環境管理
	KPI A2.1 關鍵績效 指標 A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及/或間接能源(如電、氣或油)總耗量(以千個瓦時計算)及密度(如以每產量單位、每項設施計算)。	Energy Conservation Performance Data Summary 節能 數據表現摘要

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A. Environmental			
A. 環境			
Aspect A2: Use of Resources			
層面 A2：資源使用			
	KPI A2.2 關鍵績效 指標 A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	Water Resources 水資源
	KPI A2.3 關鍵績效 指標 A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所定立的能源使用效益目標及為達到這些目標所採取的步驟。	Energy Conservation 節能
	KPI A2.4 關鍵績效 指標 A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所定立的用水效益目標及為達到這些目標所採取的步驟。	Water Resources 水資源
	KPI A2.5 關鍵績效 指標 A2.5	Total packaging materials used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以公噸計算)及(如適用)每生產單位佔量。	Performance Data Summary 數據表現摘要
Aspect A3: The Environment and Natural Resources			
層面 A3：環境及天然資源			
General Disclosure 一般披露		Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Environmental Management 環境管理
	KPI A3.1 關鍵績效 指標 A3.1	Description of significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Environmental Management 環境管理

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A. Environmental A. 環境		
Aspect A4: Climate Change 層面 A4：氣候變化		
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	Climate Change 氣候變化
	KPI A4.1 關鍵績效指標 A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。
		Climate Change 氣候變化
B. Social B. 社會		
Aspect B1: Employment 層面 B1：僱傭		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Employee Rights and Benefits 僱員權利及福利

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B. Social B. 社會			
Aspect B1: Employment 層面 B1：僱傭			
	KPI B1.1 關鍵績效 指標 B1.1	Total workforce by gender, employment type (for example, full-or part-time), age group and geographical region. 按性別、僱傭類型(例如全職或兼職)、年齡組別及地區劃分的僱員總數。	Performance Data Summary 數據表現摘要
	KPI B1.2 關鍵績效 指標 B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Performance Data Summary 數據表現摘要
Aspect B2: Health and Safety 層面 B2：健康與安全			
General Disclosure 一般披露	Information on: (a) policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。		Health and Safety 健康與安全
	KPI B2.1 關鍵績效 指標 B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	Health and Safety Performance Data Summary 健康與安全 數據表現摘要
	KPI B2.2 關鍵績效 指標 B2.2	Lost day due to work injury. 因工傷損失工作日數。	Health and Safety Performance Data Summary 健康與安全 數據表現摘要

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B. Social B. 社會			
Aspect B2: Health and Safety 層面 B2：健康與安全			
	KPI B2.3 關鍵績效 指標 B2.3	Description of occupational health and safety measures adopted and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Health and Safety 健康與安全
Aspect B3: Development and Training 層面 B3：發展及培訓			
General Disclosure 一般披露		Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Employee Development and Training 僱員發展及培訓
	KPI B3.1 關鍵績效 指標 B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	Performance Data Summary 數據表現摘要
	KPI B3.2 關鍵績效 指標 B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Performance Data Summary 數據表現摘要

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B. Social B. 社會			
Aspect B4: Labour Standards 層面 B4：勞工準則			
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Employee Rights and Benefits 僱員權利及福利	
	KPI B4.1 關鍵績效 指標 B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Employee Rights and Benefits 僱員權利及福利
	KPI B4.2 關鍵績效 指標 B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Employee Rights and Benefits 僱員權利及福利
Aspect B5: Supply Chain Management 層面 B5：供應鏈管理			
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Supply Chain Management 供應鏈管理	
	KPI B5.1 關鍵績效 指標 B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Performance Data Summary 數據表現摘要

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Aspect B5: Supply Chain Management 層面 B5：供應鏈管理			
	KPI B5.2 關鍵績效 指標 B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	Supply Chain Management 供應鏈管理
	KPI B5.3 關鍵績效 指標 B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Supply Chain Management 供應鏈管理
	KPI B5.4 關鍵績效 指標 B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Supply Chain Management 供應鏈管理

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B. Social B. 社會			
Aspect B6: Product Responsibility 層面 B6：產品責任			
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的：	(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Product and Service Responsibility 產品及服務責任
	KPI B6.1 關鍵績效指標 B6.1	Percentage of total products sold or shipped to recall for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Product and Service Responsibility 產品及服務責任
	KPI B6.2 關鍵績效指標 B6.2	Number of products and service-related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Product and Service Responsibility 產品及服務責任
	KPI B6.3 關鍵績效指標 B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Product and Service Responsibility 產品及服務責任
	KPI B6.4 關鍵績效指標 B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Product and Service Responsibility 產品及服務責任

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Aspect B6: Product Responsibility 層面 B6：產品責任			
	KPI B6.5 關鍵績效 指標 B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Product and Service Responsibility 產品及服務責任
Aspect B7: Anti-Corruption 層面 B7：反貪污			
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。		Anti-Corruption 反貪污
	KPI B7.1 關鍵績效 指標 B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Anti-Corruption 反貪污
	KPI B7.2 關鍵績效 指標 B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Anti-Corruption 反貪污

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Aspect B7: Anti-Corruption 層面 B7：反貪污			
	KPI B7.3 關鍵績效 指標 B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Anti-Corruption 反貪污
Aspect B8: Community Investment 層面 B8：社區投資			
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。		Community Engagement 社區參與
	KPI B8.1 關鍵績效 指標 B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	Community Engagement 社區參與
	KPI B8.2 關鍵績效 指標 B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	Community Engagement Performance Data Summary 社區參與 數據表現摘要



WANG ON GROUP LIMITED

宏安集團有限公司