



CHINLINK  
普匯中金

CHINLINK INTERNATIONAL HOLDINGS LIMITED  
普匯中金國際控股有限公司

(Incorporated in Bermuda with limited liability 於百慕達註冊成立之有限公司)  
HKSE Stock Code 港交所股份代號: 0997

2022  
Environmental, Social and  
Governance Report  
環境、社會及管治報告



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# 1 Company Overview 公司概況

Chinlink International Holdings Limited (the “Company” or “Chinlink”) and its subsidiaries (collectively, the “Group”) is a company whose shares are listed on the Main Board of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”). During the financial year ended 31 March 2022 (the “Year”), the Group operated as a comprehensive financial services provider for small and medium-sized enterprises in the People's Republic of China (the “PRC” or “China”) with main focus in Shaanxi Province, PRC (“Shaanxi Province”). In Hong Kong, the Group provides financial advisory and asset management services to local and overseas corporations and institutions. The Group's principal revenue sources are from the businesses of financial services conducted both in Hong Kong and Xi'an, and investment properties located in Xi'an during the Year.

As a group with diversified businesses, the Group seeks to foster long-term and sustainable growth that benefits its employees and stakeholders. For further details on the Group's business performance during the Year, please refer to the annual report of the Group for the Year (“Annual Report 2022”).

普匯中金國際控股有限公司（「本公司」或「普匯中金」）及其附屬公司（統稱「本集團」）於香港聯合交易所有限公司（「聯交所」）主板上市。截止二零二二年三月三十一日止財政年度（「本年度」）內，本集團為在中華人民共和國（「中國」）的中小型企業提供綜合金融服務，客戶主要來自中國陝西省（「陝西省」）。於香港，本集團為本地及海外企業及機構提供財務顧問及資產管理服務。本集團本年度的收入來源主要來自香港及西安的金融服務、以及位於西安的物業投資業務。

作為一家業務多元化的集團，本集團力求長期和可持續的增長，使員工和持份者獲益。有關本集團本年度的業務表現，請參閱本集團本年度之年報（「二零二二年年報」）。

# 2 Our Reporting Approach 我們的匯報方式

## 2.1 Reporting Standard, Period and Scope

The Group's environmental, social and governance (“ESG”) performance and accomplishments during the Year are summarised in this Environmental, Social and Governance Report (the “Report”). The scope of this Report covered the Group's Corporate Headquarters, the China Regional Headquarters and major business units with significant revenue or workforce contributors of the Group. The reporting scope during the Year included the following:

## 2.1 報告標準、期間和範圍

本集團於本年度的環境、社會及管治表現及成就均總結於本環境、社會及管治報告（「本報告」）內。本報告範圍涵蓋了本集團的集團總部、中國區域總部以及貢獻本集團主要收入或公司員工人數較多的業務單位。本年度的報告範圍包括：

Function / Service Provision / Major Property 職能 / 所提供的服務 / 主要物業	The Company and its Subsidiaries 本公司及其附屬公司	Location of Operation 營運地點
(i) Corporate Headquarters 集團總部	Chinlink International Holdings Limited 普匯中金國際控股有限公司	Hong Kong 香港
(ii) China Regional Headquarters 中國區域總部	Chinlink Management Consulting (Xi'an) Company Limited <sup>(Note 1)</sup> 普匯中金管理諮詢(西安)有限公司	Xi'an, Shaanxi Province, PRC 中國陝西省西安市
(iii) Financial advisory services 財務顧問服務	MCM Holdings Limited and its subsidiaries (collectively "MCM Group") MCM Holdings Limited 及其附屬公司 (統稱 「MCM 集團」)	Hong Kong 香港
(iv) Financial guarantee services 融資擔保服務	Shaanxi Chinlink Financial Guarantee Limited <sup>(Note 1)</sup> 陝西普匯中金融資擔保有限公司	Xi'an, Shaanxi Province, PRC 中國陝西省西安市
(v) Self-owned investment property named Chinlink · Worldport Integrated Logistics Park ("Chinlink · Worldport") 自置投資物業，名為普匯中金·世界港綜合物流園 (「普匯中金·世界港」) <ul style="list-style-type: none"> <li>Logistics park 物流園區</li> <li>Construction materials and home furnishing products wholesale market 建築材料及家居產品批發市場</li> </ul>	Chinlink International Trade Centre (Hanzhong) Company Limited <sup>(Note 1)</sup> 普匯中金國際交易中心(漢中)有限公司 Chinlink Property Management (Shaanxi) Company Limited <sup>(Note 1)</sup> 普匯中金物業管理(陝西)有限公司	Hanzhong, Shaanxi Province, PRC 中國陝西省漢中市
<ul style="list-style-type: none"> <li>Hanzhong green agriculture and Chinese medicine products industrial park 漢中綠色農產品及中藥材產業園</li> </ul>	HZ Tiannong Green Agriculture & Chinese Medicine Industries Limited <sup>(Note 1)</sup> 漢中天農漢藥產業發展有限公司	
(vi) Self-owned investment property named Daminggong Construction Materials and Furniture Shopping Centre (Dongsanhuan Branch) <sup>(Note 1)</sup> (the "Commercial Complex") 自置投資物業，名為大明宮建材家居·東三環店 (「商業大樓」) <ul style="list-style-type: none"> <li>Wholesale and retail shopping centre for construction materials and home furnishing products 建築材料和家居產品批發和零售購物中心</li> </ul>	Xi'an Da Ming Gong Ba Qiao Furniture and Fixture Limited <sup>(Note 1)</sup> 西安大明宮灞橋建材家居有限公司  Xi'an Tang Rong Real Estate Limited <sup>(Note 1)</sup> 西安唐榮置業有限公司	Xi'an, Shaanxi Province, PRC 中國陝西省西安市
(vii) Self-owned investment property named Chinlink International Centre ("CIC") 自置投資物業，名為普匯中金國際中心(「CIC」) <ul style="list-style-type: none"> <li>Office and commercial building 辦公及商業大樓</li> <li>Offices of the Group's China Regional Headquarters 集團中國區域總部辦公室</li> </ul>	Real King International (Xi'an) Information Technology Company Limited <sup>(Note 1)</sup> 匯景國際(西安)資訊科技有限公司  Chinlink Commercial Operation Management (Xi'an) Company Limited <sup>(Note 1)</sup> 普匯中金商業運營管理(西安)有限公司	Xi'an, Shaanxi Province, PRC 中國陝西省西安市

Note 1: For identification purpose only.

Note 2: "International trading" business is not material to the Group's operations in this Year, therefore it is excluded from the reporting scope.

註二：「國際貿易」業務對本集團本年度的營運並不重要，因此不包括在報告範圍內。

## 2.2 Reporting Framework and Principles

This Report was prepared in accordance with Appendix 27 Environmental, Social and Governance Reporting Guide (the “**ESG Guide**”) of the Rules Governing the Listing of Securities on the Stock Exchange (the “**Listing Rules**”). A content index is supplemented at the back of this Report as a tool for readers to navigate the specific sections corresponding to the ESG Guide requirements. Corporate governance was disclosed more in depth in the Annual Report 2022 in accordance with the Appendix 14 of the Main Board Listing Rules.

This Report was prepared strictly following the four reporting principles in the ESG Guide.

## 2.2 報告框架及原則

本報告根據《聯交所證券上市規則》（「**上市規則**」）發表的附錄二十七的《環境、社會及管治報告指引》（「**環境、社會及管治指引**」）所編制。內容索引已附在本報告的頁尾，作為讀者翻查報告中與環境、社會及管治指引相對應章節的指南。有關企業管治資料已根據主板上市規則附錄十四於二零二二年年報內進行更詳細的披露。

本集團在編制本報告時嚴格遵守《環境、社會及管治指引》中的四個報告原則。



### Materiality 重要性

Materiality environmental, social and governance issues were identified by the Board of Directors of the Group (the “**Board**”). The relevant issues were prioritised and disclosed in this Report.

本集團董事會（「**董事會**」）識別重大環境、社會及管治議題。相關的議題已經在本報告中作優先披露。



### Quantitative 量化

The Group records and discloses key performance indicators in quantitative terms as appropriate.

本集團在適當的情況下以量化方式記錄及披露關鍵績效指標。



### Consistency 一致性

The Group employs consistent measurement methodology to allow for meaningful comparison of ESG data over time, as far as practicable and unless stated otherwise.

除非另有說明，否則本集團盡可能採用一致的計量方法，以便對環境、社會及管治數據進行長時間和有意義的比較。



### Balance 平衡

The Group provides an unbiased picture of Chinlink's performance, we review and disclose our achievements and areas for improvement.

本集團不偏不倚地展視普匯中金的表現，我們檢視和披露我們的成就和需要改進的領域。

# 3 Chairman's Statement 主席的話



Amid the continuous uncertainties and turbulence brought by Coronavirus disease 2019 (“COVID-19”) and the geopolitical upheavals between China and the United States of America, the Group focused on maintaining business resilience through its continuous commitment to sustainability. The continuous improvement on our assets and operations demonstrates our determination to building a sustainable future.

Our continuing success could not have been achieved without the support from our internal and external stakeholders. In order to gain a more in-depth understanding of stakeholders’ needs and expectations, we have broadened our extent of stakeholder engagement. Most senior managers were engaged in identifying the material ESG issues through in-depth one-on-one interviews during the Year. By collecting stakeholders’ opinions on various material issues and their feedbacks on Chinlink’s ESG performance, the Group can formulate corresponding strategies and steer towards a more sustainable and promising future.

On behalf of the Board, I would like to express my gratitude to every employee in supporting and committing to the sustainable development of Chinlink. Looking forward, the Group will continue to explore more opportunities to enhance our ESG performance.

**Li Weibin**

*Chairman*

Hong Kong, 31 August 2022

在二零一九年冠狀病毒病（「**新冠肺炎**」）以及中國與美國地緣政治劇變所持續帶來的不確定性和動盪中，本集團專注於透過對可持續發展的持續承諾保持業務韌性。我們在資產和營運方面的持續改進表明了我們建設可持續未來的決心。

內部和外部持份者的支持對我們的持續成功是不可或缺的。為更深入地了解持份者的需求和期望，我們擴大了持份者參與的範圍。本年度，大部分高級管理人員都通過深入的一對一訪問來識別重大的環境、社會及管治議題。通過收集持份者對各重要議題的意見、以及他們對普匯中金在環境、社會及管治表現的反饋，有助集團能制定有效策略，邁向更可持續發展和充滿希望的未來。

本人謹代表董事會對每位員工致力於普匯中金可持續發展進程中提供的支持和堅定表示感謝。展望未來，本集團將繼續探索更多的機會以進一步提升我們的環境、社會及管治表現。

**李偉斌**

*主席*

香港，二零二二年八月三十一日

# 4 Our Approach to Sustainability

## 我們的可持續發展方針

### 4.1 Our Core Values

All businesses in Chinlink evolved around its three core values: innovation, integrity, and collaboration. Therefore, the Group strived to build close relationships with its stakeholders, nurture a sustainable team, engage with the community, and develop a sustainable and environmentally conscious operation.

### 4.1 我們的核心價值

普匯中金的所有業務都圍繞著其三個核心價值觀發展：創新、誠信及合作。因此，本集團致力與持份者建立密切關係、培育可持續發展團隊、參與社區活動和發展既可持續又具環保意識的營運。



### 4.2 Our Sustainability Pillars

Chinlink strides to embed its core values for sustainable developments into its day-to-day operation. The Group has identified 4 key pillars to focus for the sustainable future: responsible business, employee, partner, and environment and climate. To further demonstrate our commitment to a sustainable development, the key pillars of Chinlink is linked to the implementation of the United Nation's Sustainable Development Goals ("SDGs").

### 4.2 我們的可持續發展支柱

普匯中金積極將其可持續發展的核心價值觀融入日常營運中。集團確定了可持續發展未來的四個關鍵支柱：盡責的企業、員工、合作夥伴以及環境和氣候。為了進一步展示我們對可持續發展的承諾，普匯中金的關鍵支柱與聯合國可持續發展目標（「SDGs」）的實施相聯結。

Pillar 支柱	Relevant SDGs 相關的可持續發展目標	Pillar 支柱	Relevant SDGs 相關的可持續發展目標
<b>Responsible Business 盡責的企業</b>	<b>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</b>	<b>Employee 員工</b>	<b>3 GOOD HEALTH AND WELL-BEING</b> , <b>4 QUALITY EDUCATION</b> , <b>5 GENDER EQUALITY</b> , <b>8 DECENT WORK AND ECONOMIC GROWTH</b> , <b>10 REDUCED INEQUALITIES</b>
<b>Partner 合作夥伴</b>	<b>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</b> , <b>17 PARTNERSHIPS FOR THE GOALS</b>	<b>Environment and Climate 環境和氣候</b>	<b>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</b> , <b>13 CLIMATE ACTION</b>

### 4.3 ESG Governance Structure

Chinlink's ESG Committee was established in 2019. The Chairman of the ESG Committee, appointed by the Board, is responsible for determining strategic decisions, supervising the compilation of the ESG Report, and managing ESG-related matters. The ESG Committee is supported by various departments, which helps to drive sustainability initiatives throughout the Group's operations. The ESG Committee structure is shown below:



### 4.3 環境、社會及管治管治架構

普匯中金環境、社會及管治委員會成立於二零一九年。環境、社會及管治委員會之主席由董事會任命並負責制定策略，監督該委員會編纂環境、社會及管治報告、以及管理與環境、社會及管治相關事宜。環境、社會及管治委員會得到各個部門支持，透過本集團的營運推動可持續發展計劃。環境、社會及管治委員會架構如下：

### 4.4 Stakeholder Engagement

Understanding the needs and expectations of stakeholders is crucial for the Group's strategy formulation to prioritise and manage ESG materiality issues. Stakeholder engagement is a continuous process to drive long-term sustainability. The Group engages its key stakeholders via various channels to identify the material issues for the improvement in decision-making and accountability of the Group. The Group reviews and explores different communication channels for interacting and collecting feedback from different stakeholders on a regular basis.

The summary of the Group's major stakeholders and the respective communication channels includes:

### 4.4 持份者參與

明白持份者的需求和期望對制定本集團策略以確立優先次序和管理重大環境、社會及管治議題至關重要。持份者的持續參與是推動長遠可持續發展的過程，本集團透過多種渠道與持份者溝通，找出重要議題以改善本集團的決策和問責性。本集團會定期檢討及探索不同形式的溝通渠道，與不同持份者互動及收集意見。

本集團的主要持份者及各自溝通渠道概述如下：





Stakeholders 持份者	Communication channels 溝通渠道
<b>Employees 員工</b> 	<ul style="list-style-type: none"> <li>Internal memos 內部備忘錄</li> <li>Employee handbook 員工手冊</li> <li>Group's internal e-newsletters 集團內部電子通訊</li> <li>Social media 社交媒體</li> <li>Group's whistleblowing channels 集團舉報渠道</li> <li>Bulletin boards 佈告欄</li> <li>E-mails 電郵</li> <li>Electronic communications software 電子通訊軟件</li> <li>Surveys 問卷調查</li> <li>Meetings 會議</li> </ul>
<b>Communities 社區</b> 	<ul style="list-style-type: none"> <li>Company website 公司網站</li> <li>Social media 社交媒體</li> <li>Press releases 新聞稿</li> </ul>
<b>Government Authorities 政府機構</b> 	<ul style="list-style-type: none"> <li>Seminars 研討會</li> <li>Regular filings 定期存檔</li> <li>Corporate visits 企業探訪</li> <li>Meetings 會議</li> </ul>

#### 4.5 Materiality Assessment

To address and prioritise the Group's material ESG issues, the Group commissioned an independent consultant to conduct a materiality assessment. Details of the approach adopted for the materiality assessment are listed as follows:

#### 4.5 重要性評估

為應對和優先處理本集團環境、社會及管治的重要議題，本集團委託獨立顧問進行重要性評估。重要性評估採用的方法詳情如下：

##### Step 步驟

##### Outcome 成果

<b>1 Relevant issues identification 相關議題識別</b>	<p>A list of issues related to environmental, social, governance and economic was compiled through existing and previous engagement results, with reference to local reporting standards.</p> <p>參考現有及過往的持份者參與結果及當地報告標準，編纂環境、社會、管治和經濟相關的議題清單。</p>
<b>2 Feedback collection 意見收集</b>	<p>A quantitative online survey was conducted anonymously with 92 valid responses from internal and external stakeholders.</p> <p>透過定量匿名網上問卷調查獲得 92 份來自內部及外部持份者的有效答覆。</p> <p>7 individual interviews were conducted with senior management, including a member from the Board, to provide insights of important issues in respective ESG aspects.</p> <p>7 位高級管理層，當中包括一位董事會成員，透過單獨訪談提供對各個環境、社會及管治重要議題的見解。</p>
<b>3 Material issues identification 重要議題識別</b>	<p>The materiality of each relevant issue was assessed by considering its importance to the business operations.</p> <p>根據每個相關議題對業務營運的影響程度來評估其重要性。</p> <p>Material issues and their prioritisation were identified as a result of the overall stakeholder engagement and material assessment efforts.</p> <p>根據所有持份者參與及重要性評估的結果，識別重要議題及其優先次序。</p>
<b>4 Validation 核實</b>	<p>According to their importance and impact to the Group, the materiality issues and their prioritisation were validated and approved by the Board or its delegates.</p> <p>根據其對本集團的重要性和影響，重要議題及其優先次序已獲得董事會或其代表的驗證和批准。</p>

The Group's most important ESG material issues for the Year and the corresponding sustainable pillars are summarised as follows:

本集團本年度最重要的環境、社會及管治重要議題以及其相應的可持續發展支柱總結如下：



To continuously improve sustainability governance and performance in response to stakeholders' expectations of the Group, Chinlink intends to address these material issues in the upcoming years and make detailed disclosures in the reports of subsequent years.

為回應持份者對本集團的期望，持續改進可持續發展管治和績效，普匯中金擬在未來年度解決這些重要議題，並將在後續年度的報告中進行詳細披露。

# 5

## Responsible Business 盡責的企業



HKEX Aspect B7

HKEX KPI B7.1, B7.2, B7.3

### Board Statement on ESG Governance

The Board recognises the importance of ESG factors in promoting the Group's long-term development, therefore, the Group incorporates ESG into its business operations and strategic planning with promises to improve sustainability performance. Being the highest governance body, the Board manages the overall business direction and makes the decision on the ESG strategies of the Group. The Board also reviews and discusses the ESG performance, progress, opportunities and risks of the Group on regular basis.

The Board delegates the responsibilities for management, implementation, and monitoring of all matters regarding the sustainable development of the Group to the ESG Committee. The objective of the ESG Committee is to identify and analyse ESG issues of the Group, including climate-related risks. The ESG Committee shall also report to the Board on the assessment and subsequent implementation or revision of the ESG strategies. As a result, the Committee is responsible to report to the Board the progress of ESG policy formulation and to facilitate implementation of initiatives.

### Corporate Governance

Sound corporate governance lays the foundation for compliant and conducive operation. In this regard, the Board endeavours to uphold high standards of corporate governance and business integrity to protect stakeholders' interests and reaffirm the Group's core values, i.e. innovation, integrity and collaboration.

Along the way to reinforce the Group's governance, the Board has the vital role in overseeing the implementation of policies and practices in contribution to a value added business operation. In addition, the Board is also responsible to review the Group's risks, including ESG risks, and internal control systems on a regular basis in order to ensure the effectiveness of corporate governance practices.

### 董事會關於環境、社會及管治的聲明

董事會認識到環境、社會及管治因素對推動本集團長遠發展的重要性，因此本集團將環境、社會及管治納入其業務營運及策略規劃，並承諾提升可持續發展表現。作為最高管治機構，董事會負責管理本集團的整體業務方向，並作出環境、社會及管治策略的決策。董事會亦定期檢視及討論本集團的環境、社會及管治績效、進展、機遇及風險。

董事會將與集團可持續發展有關的所有事項的管理、實施和監督責任交給環境、社會及管治委員會。環境、社會及管治委員會的目標是識別和分析本集團的環境、社會及管治問題，包括氣候相關風險。環境、社會及管治委員會還向董事會報告環境、社會及管治策略的評估和後續實施或修訂情況。因此，委員會負責向董事會報告環境、社會及管治政策制定的進展並促進實施舉措。

### 公司治理

健全的企業管治是合規和有利的營運奠定基礎。在這方面，董事會一直努力維持高標準的企業管治和業務誠信，以保護持份者的利益，並再次確認本集團的核心價值——創新、誠信和合作。

在加強本集團管治的過程中，董事會在監督政策和業務的實施以達致增值的業務營運中發揮著至關重要的作用。此外，董事會還負責定期檢視本集團的風險管理和內部監控系統，包括環境、社會及管治風險，以確保企業管治實踐的有效性。

## Whistleblowing Policy

The Group has put in place whistleblowing policy to provide its staff with a confidential reporting channels on reporting concerns about any suspected misconduct, malpractice or irregularity within the Group. In response to any report received, the Group's internal audit function shall investigate in a fair manner in a timely fashion for the Board's decision for any necessary action. During the year, the Group did not receive any report of whistleblowing incident.

## Anti-corruption Policy

With an aim to conduct business in a fair and honest manner, the Group has zero tolerance towards any misconduct that infringes its interests, especially bribery and corruption. In accordance with the Prevention of Bribery Ordinance (Cap. 201), the Group has established the internal anti-bribery policy. The policy clearly elucidates that all employees are forbidden from giving and accepting any illegal advantages to avoid actual and perceived conflicts of interests, and that they shall strictly comply with relevant laws and regulations. During the year, the Group provided trainings covering the anti-corruption topic to its employees in the Corporate Headquarters at all levels.

Moreover, as a reliable financial services provider, the Group places emphasis on prevention of money laundering and terrorist financing. Anti-money laundering and counter-terrorism financing policy and procedure are established to ensure all relevant staff members of the Group to comply with the Anti-Money Laundering and Counter-Terrorist Financing Ordinance (Cap. 615).

## Risk Management Approach

In face of ever-changing market trends and stakeholders' expectations, the Group believes that an effective risk management framework is one of the essential pillars to its corporate governance, prudent business planning and decision-making. By incorporating the framework into all key activities and functions, the Group is enabled to evaluate and manage current and emerging risks in support of a steady business development.

For more details of the Group's risk management approach, please refer to the Corporate Governance Report of the Group's Annual Report 2022.

## 舉報政策

本集團已經實施舉報政策為員工提供保密的舉報渠道，以披露任何可疑的不正當、怠忽職守或違規的行為。對於任何收到的報告，本集團的內部審計部門會及時進行公正的調查，以便董事會作出任何必要的行動決定。於本年度內，本集團並沒有收到任何舉報事件的報告。

## 反貪污政策

為公平和誠實地開展業務，本集團絕不容忍對任何侵犯其利益的不當行為，尤其是賄賂和貪污。根據《防止賄賂條例》（第 201 章），本集團已制定內部禁止賄賂政策。該政策明確闡述，禁止所有員工提供和接受任何非法利益，以避免發生實際或疑似的利益衝突，員工應嚴格遵守相關法律法規。本年度，本集團為集團總部各級員工提供了反貪污主題的培訓。

此外，作為可靠的金融服務供應商，本集團重視反洗黑錢和反恐融資。本集團已制定反洗錢和反恐融資政策和程序，以確保本集團的所有相關工作人員遵守《打擊洗錢及恐怖分子資金籌集條例》（第 615 章）。

## 風險管理辦法

面對不斷變化的市場趨勢和持份者的期望，本集團認為有效的風險管理框架是企業管治，以及審慎的業務計劃和決策的重要支柱之一。通過將該框架納入所有關鍵活動和職能，本集團能夠評估和管理當前和正在產生的風險，以支持穩定的業務發展。

有關本集團風險管理方法的詳情，請參閱本集團二零二二年年報內之企業管治報告。

# 6 Employee 員工

## 6.1 Employment Statistics

HKEX Aspect B1

HKEX KPI B1.1, B1.2

There are a total of 252 employees in the Group, excluding the Board members, by the end of the Year.

The Group had a relatively gender-balanced ratio for members of the board and senior management. The demographic breakdowns of employees by gender, age, location and employment type are illustrated below:

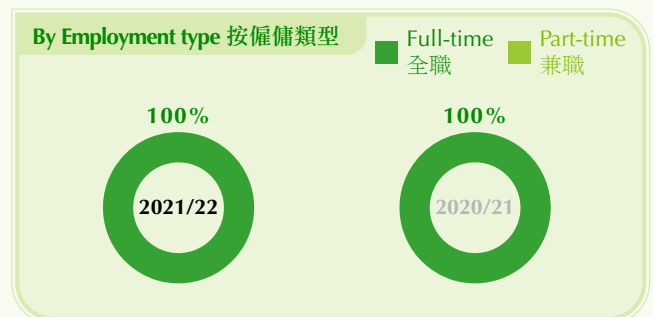
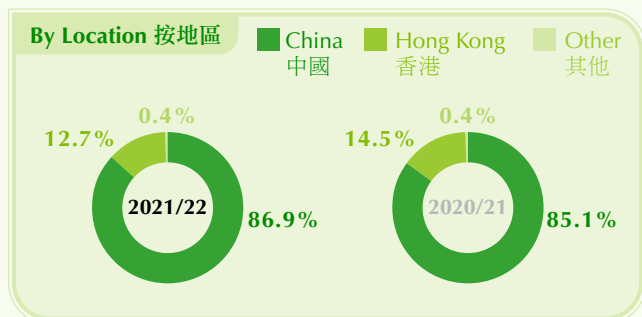
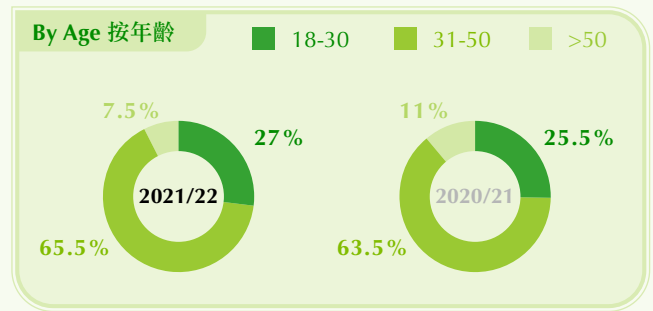
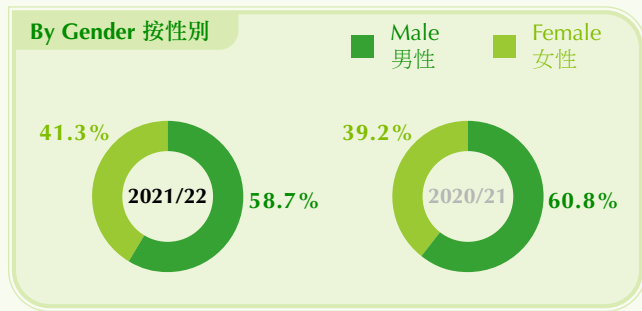
## 6.1 僱傭統計

截至本年度末，本集團的總員工人數為 252（不包括董事會成員）。

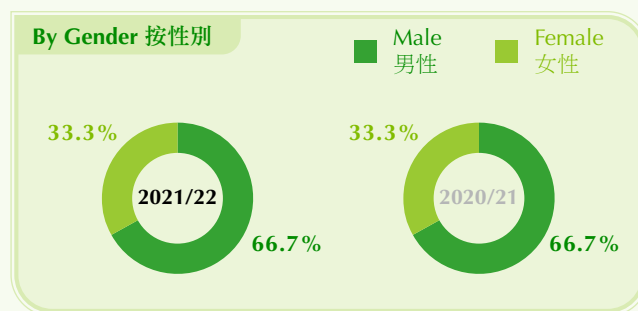
本集團擁有性別比例相對均衡的董事會和高級管理層。按性別、年齡、地區和僱傭類型劃分的員工人數如下：



### Employees 員工



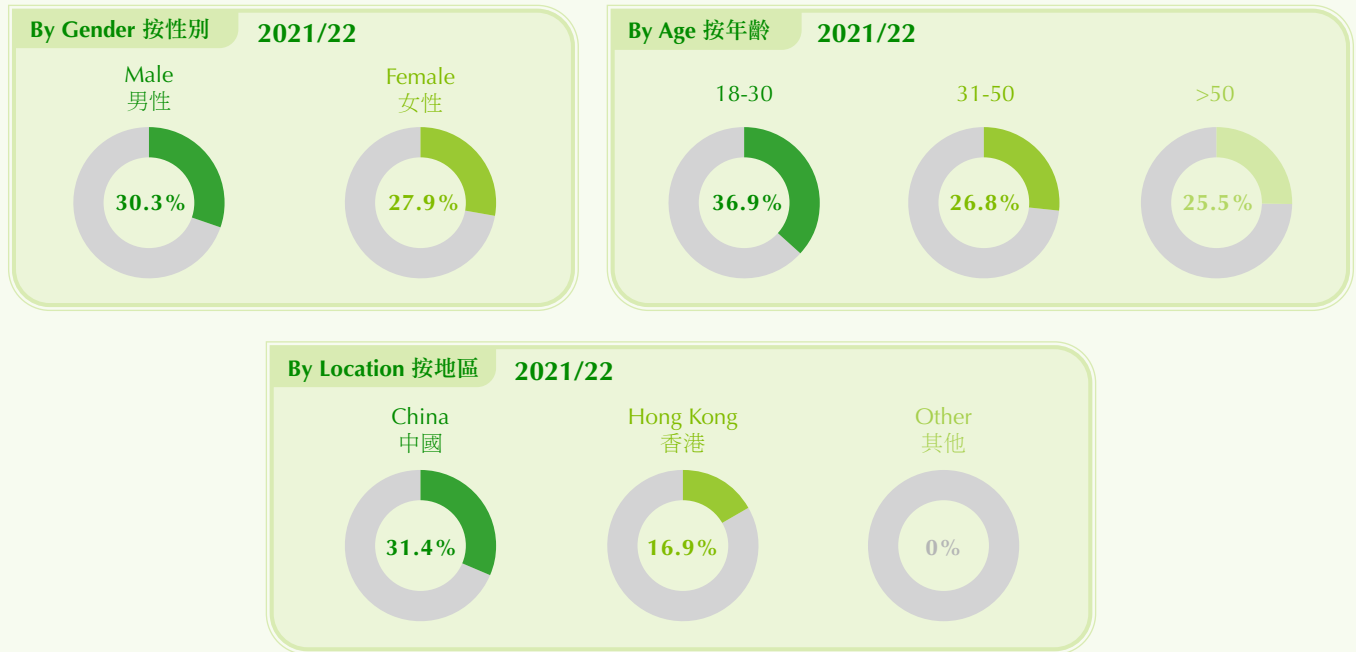
### Board 董事會



The employee turnover rate of the Group by gender, age and location for the year is illustrated below:  
本集團本年度按性別、年齡和地區劃分的員工離職率如下：



## Employees 員工



## 6.2 A Safe and Healthy Working Environment

HKEX Aspect B2

HKEX KPI B2.1, B2.2, B2.3

Employee safety and health are vital to the business operations. Chinlink is committed to not only comply with all relevant regulations for a safe and healthy working environment for all employees, but also to maintain a high standard. The Group provides the relevant information, trainings and supervision so its employees are fully aware of their roles and responsibilities in upholding a safe and healthy working environment.

Regular safety management training sessions were arranged. Employees of Chinlink's self-owned investment properties were well-trained in fire safety and fire drill to prevent fire incident. Regular check and maintenance of escalators, lifts and fire-fighting equipment were offered. Trainings were provided for the employees on elevator rescue, too. During the Year, there was no occupational injury or work fatality reported.

## 6.2 安全和健康的工作環境

員工安全和健康對企業營運至關重要。普匯中金不僅致力為所有員工嚴格遵守所有與安全健康的工作環境、設備和工作系統相關的法規，更將之維持在高水準上，保障員工的健康和安全。本集團提供相關資訊、培訓和監督，因此員工充分意識到其在維護安全、健康的工作環境之角色和責任。

本集團會定期安排安全管理培訓課程。本集團自置投資物業的員工在消防安全和防火演習中訓練有素，以防止火災的發生。公司提供自動扶手電梯、升降機和消防設備的定期檢查和維修，並為員工提供電梯救援培訓。於本年度，本集團並無收到與工傷或致命事故相關的報告。

	2021/22	2020/21	
<b>Health and Safety</b> <b>健康和安</b>	<b>Total number of work-related fatalities (No. of People) (Note 3)</b> 與工作相關的總死亡人數 (註三)	0	0
	<b>Work-related Injury (Cases)</b> 與工作相關的受傷事件	0	0
	<b>Lost Days Due to Work-related Injury (Days)</b> 工傷引致的損失工作天數	0	0

Note 3: No work-related fatalities has been recorded in the last 3 reporting years.  
註三：在過去三個報告年度中，沒有與工作相關的死亡事件記錄。

In recognition of our effort in maintaining a safe and healthy workspace for employees, the Group was awarded the Eco-Healthy Workplace Label presented by the World Green Organisation (“WGO”) for the sixth consecutive year, improving the working environment of the employees continuously for the aspects of indoor air, water and noise management, office equipment and greening, etc.

The risks and threats stemming from COVID-19 continues to play a significant role in the operation of the Group. The Group rigorously stipulated and implemented several protective measures in the workplace to prevent possible outbreak of the disease within our workspace:

- Adopted special work arrangements (i.e. work from home (WFH), and flexible working hours, etc.).
- Offered face masks, hand soap and alcohol-based handrub, and carried out regularly sterilisation at the workplace
- Required all employees or visitors to wear face masks and measure body temperature before entering the workplace
- Maintained a good ventilation system in the workplace

The Group places significant important in our employee's wellness, and strives to maintain work-life balance for our employees. During the Year, the Group hosted a number of activities for our employees to maintain sound physical and mental health, to boost productivity and cultivate a positive and healthy work culture.

為了表彰我們為維護員工安全健康的工作環境所做的努力，本集團連續六年榮獲由世界綠色組織頒發的「健康工作間」標誌，從室內空氣、水源及噪音管理、以及辦公室設備和綠化措施等範疇全面優化員工的工作環境。

新冠肺炎帶來的風險和威脅仍然在集團的營運中產生較大的影響。本集團在工作場所嚴格規定並執行多項預防措施，以防止我們工作場所內爆發疫情：

- 採取特殊的工作安排，例如在家工作和彈性工作時間
- 提供口罩、洗手液及酒精搓手液，並為工作場所進行定期消毒
- 要求所有員工或訪客在進入工作場所前需佩戴口罩並量度體溫
- 在工作場所保持良好的通風系統

本集團非常重視員工健康，致力維持員工的工作與生活平衡。於本年度，本集團舉辦以下活動以維持員工身心健康，提高生產力，及營造積極健康的工作文化。

## SportsHour Company Scheme 《企業「一」起動》嘉許計劃

The Group was awarded the inaugural SportsHour Company Scheme organised by InspiringHK Sports Foundation. The programme aims to encourage Hong Kong companies and organisations to promote employees and family members' participation in one hour of physical activities daily, fostering a healthy lifestyle as part of the company culture thus improving business efficiency.

本集團榮獲由凝動香港體育基金首屆推出的《企業「一」起動》嘉許計劃表彰。此計劃鼓勵香港企業及機構建立充滿健康活力的工作環境，由僱主帶動員工及其家人每天共參與「一小時」體能活動，推動員工的身心健康從而提升企業的效益。



Weekly Fitness Classes  
每週健身課程

To nurture a regular exercise habit, Chinlink Corporate Social Responsibility ("CSR") Committee established Chinlink Health Academy in May 2021 and provided regular fitness classes to the employees in Shaanxi Province.

為培養定期運動的習慣，普匯中金企業社會責任委員會於二零二一年五月成立普匯中金健康學堂，並為陝西省的員工提供定期健身課程。

## 集團消息

普匯中金健康學堂 多個健康主題活動  
持續提高同事運動意識

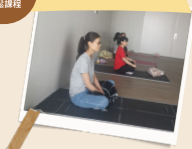
7月

7.20  
拉伸完美  
開形健舞

講解運動、健康、飲食相關知識，以加強肌肉靈活性及力量，打造更健康、理想的身材。

7.20  
冥想及瑜伽  
放鬆課程

進行精神放鬆、緩解疲勞及壓力。



40期 - 04頁

## 集團消息

8月

急速燃脂  
課程

課程篩選出六位同事，透過體測儀進行個人體測分析，在每週五的訓練，一週三次的自行車訓練、私人訂制飲食計劃及日常監控下進行急速燃脂計劃。

1個月成績

6位同事

共減重19.7公斤

最高減重同事

5.7公斤



不到公司的同事一起運動之餘，亦增進了友誼。



普匯中金國際商業有限公司與陝西普匯健康發展管理學院聯合舉辦「急速燃脂計劃」，透過體測儀進行個人體測分析，在每週五的訓練，一週三次的自行車訓練、私人訂制飲食計劃及日常監控下進行急速燃脂計劃。

40期 - 05頁

Chinlink Step Count Challenge  
普匯中金「步數大比拼」活動

In December 2021, Chinlink CSR Committee organised a "Step Count Challenge" in Shaanxi Province to encourage employees to start a healthy and low-carbon life at the beginning of the year.

二零二一年十二月，普匯中金企業社會責任委員會特別於陝西地區籌辦「步數大比拼」活動，讓員工在新一年把健康、低碳的態度融入生活之中。

Hiking Day  
踏青日

The Commercial Complex organised a hiking day in Shaanxi Province which allowed the employees to leave workplace stresses behind and get in touch with nature.

商業大樓在陝西省組織了一次踏青日，讓員工擺脫工作壓力，親近大自然。





### 6.3 Employee Management System

HKEX Aspect B4

HKEX KPI B4.1, B4.2

Chinlink believes that the success of the company is centred around our employees. The Group aims to attract and retain talents, and create a diverse and inclusive workspace for our employees. The Group's policies and guidelines directs the approach to employment and its code of conduct and employment and labour policies helps us to protect employees' rights, emphasise on talent management and care for the employees.

The recruitment policies of the Group ensure equal opportunities in recruitment, internal transfer, and promotion, and prohibit any forms of discrimination on gender, religion, race, disability, family status or age.

The Group also takes preventive measures to eliminate any forms or recruitment of child or forced labour. During the Year, there was no incident or lawsuit regarding employment of child and forced labour in the Group.

During the Year, the Group was not aware of any non-compliance with relevant employment and labour laws and regulations that had a significant impact on it. Statutory holiday and standard annual leave are granted to all employees of the Group. The Group also ensures that employees are working under reasonable working hours, and ensures its employees can enjoy additional paid holidays (i.e. marital leave, compassionate leave, birthday leave, family care leave and examination leave, etc.).

### 6.4 Training and Development

HKEX Aspect B3

HKEX KPI B3.1, B3.2

Long-term development of the employees is critical to the growth and development of the Group. The Group encourages employees to enriching their industrial knowledge and skills to develop their career, and subsequently contribute to business development of the Group. Employees are entitled to take examination leave to undertake examinations accountable for acquiring relevant qualifications.

### 6.3 僱員管理體系

普匯中金相信員工是公司成功的關鍵。本集團以吸納和挽留人才為目標，為員工創造多元包容的工作環境。本集團的政策和指引奠定了僱傭方針，其行為守則、僱傭和勞工政策有助我們保護員工的權利、強調人才管理及關愛員工。

本集團的招聘政策確保了招聘、內部調配和晉升方面的平等機會，同時禁止一切對性別、宗教、種族、殘疾、家庭狀況或年齡的歧視。

本集團亦採取預防措施避免以任何形式僱用童工或強制勞工。於本年度，本集團並沒有發生任何涉及僱用童工和強制勞工的事件或訴訟。

於本年度，本集團並未有知悉任何有關違反相關僱傭及勞工法律法規、並對本集團構成重大影響的行為。本集團全體員工均享有法定假日及標準年假。本集團亦為員工提供合理的工作時間，並提供額外的有薪假期，例如結婚假、恩恤假、生日假、家庭關懷假和考試假等。

### 6.4 培訓和發展

員工的長期發展對本集團的業務增長至關重要。本集團鼓勵員工增值自己，學習其專業知識和技能，以發展事業並為本集團業務發展作出貢獻。員工可因參加相關資格考試而獲給予考試假。

During the Year, employees participated in total 46 learning and development programs and seminars in Hong Kong and China, to maintain sound skills and knowledge in the face of the ever-changing market. The total training hour was 1283 in this Year. Provided that Chinlink thrives in providing financial services, relevant employees have attended talks related to finance, sustainable investing, and Civil Code of the PRC, etc. Furthermore, Chinlink also provided ESG-related trainings to improve staff's ESG knowledge and skills, such as seminars on responsible investment and waste management for the preparation of the Group's long-term sustainable development.

於本年度，員工參與了共 46 個在香港和中國舉行的學習發展活動及研討會，以保持良好的技能和知識來面對不斷變化的市場。本年度的培訓時數共有 1283 小時。鑒於普匯中金致力於提供金融服務，因此相關員工已參加與融資、可持續投資及中國《民法典》等有關的研討會。此外，普匯中金還提供與環境、社會及管治相關的培訓，以提高員工的環境、社會及管治知識和技能，例如舉辦負責任投資和廢物管理研討會，為集團的長遠可持續發展做準備。



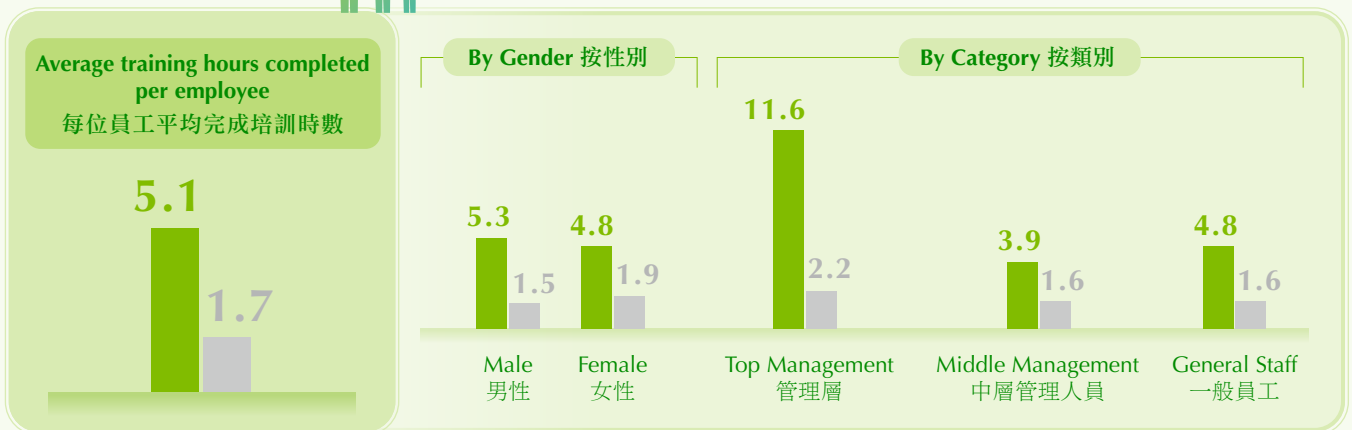
### Employees Trained 受訓員工

2021/22 2020/21



### Training hours 培訓時數

2021/22 2020/21 (Note 4 註四)



Note 4: Owing to the impact of the COVID-19 pandemic, most of the training courses were suspended in 2020 to help maintain social distancing.

註四：由於新冠肺炎疫情影響，2020 年度大部分培訓課程被暫停以保持社交距離。

## 6.5 Employer-Employee Relations

HKEX Aspect B1

The Group aims to engage employees by knowing their needs and enhancing a sense of belonging to Chinlink. In addition to the internal stakeholder survey and the Group's newsletter, dialogue between management and staff is encouraged.

Chinlink puts great value on its employees and their families. By implementing family-friendly employment practices, the Group helped employees to achieve work-life-balance and fulfil their family responsibilities.

During the Year, the Group had organised a number of activities to boost productivity, to increase job satisfaction, and encourage team building to strengthen team spirit.

## 6.5 勞資關係

本集團期望透過員工參與以了解他們的需求，增加員工對普匯中金的歸屬感。除通過內部持份者問卷調查及集團通訊外，亦鼓勵管理層與員工之間的對話。

普匯中金重視員工及其家人。本集團通過推行家庭友善的僱傭實踐，協助員工達致生活工作平衡及履行家庭責任。

於本年度，本集團組織了多項活動，以提高生產力、提高工作滿意度、鼓勵團隊建設以增強團隊精神。

Team Building Activities  
團隊建設活動

Chinlink China Regional Headquarters organised various team-building activities targeting senior executives to strengthen their sense of belongings and bonding and improve their managements skills.

普匯中金中國區域總部舉辦了高級管理人員團隊建設活動以增強他們的歸屬感和凝聚力，並提高他們的管理技巧。

Staff Interview  
人物專訪

The Group's newsletter editorial committee invited staff from different levels to learn about their unique experiences at Chinlink. It is also a recognition to the employees by putting them under the spotlight.

集團通訊編輯委員會邀請了不同崗位的員工了解他們在普匯中金的獨特經歷。公司將員工置於聚光燈下，這也是對員工的一份表揚。

## 人物專訪



漢中天農漢業發展有限公司  
業務部副總監兼總經理助理  
李國鋒先生

今期，我們很高興邀請到漢中天農漢業發展有限公司業務部副總監兼總經理助理李國鋒先生接受訪問。他在集團服務多年，從供應到中藥產業，當中有什麼工作點滴及難忘的回憶？現在就讓我們一起看看他的分享。

**您在集團做過不同的崗位，有什麼挑戰和心得？**

李：我是在2014年7月加入普匯中金供應管理（陝西）有限公司，在集團工作至今已六年多了，從入職的質押監管員到質押部主管、商貿部主管，再到現在的漢中天農漢業發展有限公司業務部副總監、總經理助理。

每一次業務的調整對自己都是一次不小的挑戰。從開始的擔心到後來的冷靜應對都離不開領導對我的鼓勵。藉此機會我把領導鼓勵我的話送給大家：「每一次挑戰都伴隨著機遇，要抓住機遇就要勇於接受挑戰，敢於挑戰才能抓住機遇。」這句話一直是我面對挑戰的指明燈，每次遇到挑戰我會把它當成是一次機遇去面對，從另一個角度去看待挑戰，會發現挑戰其實是您成長中不可缺少的一部分。

**對工作中遇到的困難，您用哪些方法來解決？**

李：面對困難時，首先保持良好的心態去正確存在的問題，並了解問題產生的原因，從問題的表面看到問題的核心，分析問題的核心點，繼而找出解決辦法。同時亦可將問題及自己的解決辦法向領導、同事、朋友進行探討從而得到最合理的解決方法，並吸取教訓，總結經驗，以避免類似情況再次發生。

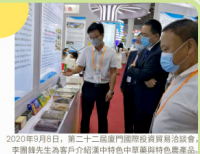
**在公司工作的這幾年，您最大的收穫是什麼？當中有沒有一些難忘的回憶可以跟我們分享？**

李：在公司的這幾年，最大的收穫就是在面對工作的心態調整和提升了許多，尤其是心理素質方面。通過這幾年公司的鍛煉，讓我更好地制訂工作計劃，亦讓自己的交際與應變能力大幅提升。

工作當中有很多難忘的回憶，印象較深刻的是在做進口食品業務的時候，在客戶不理解、不配合的情況下，我們團隊每天進行工作總結、動溝通、找方法，最終在整個團隊的精誠配合下，我們順利地完成業務，亦讓我感受到團隊精神的重要性。

**您如何平衡家庭與生活？**

李：我會常常和家人分享最近工作中遇到的困難和有趣的案例，經常主動與溝通，我想溝通是我平衡家庭與生活關係最常用和有效的方法。



2024年9月8日，第二十二屆澳門國際貿易博覽會，李國鋒先生為客戶介紹漢中特色中藥藥材特色產品。



李國鋒先生在工作之餘陪伴孩子。

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### Staff Birthday Celebrations 員工生日會

China Regional Headquarters organised monthly birthday parties for the employees to create a happy and harmonious workplace.

中國區域總部每月為員工舉辦生日會，以締造愉快及和諧的工作環境。



### Winter Solstice Dumpling Making 冬至包餃子活動

The senior management and employees of the Commercial Complex joined together to make dumplings during the Winter Solstice, it signifies togetherness and completeness. It also let the employees feel the warmth from the company.

冬至期間，商業大樓的高級管理人員和員工一起包餃子，象徵著團圓和完整，也讓員工感受到了來自公司的溫暖。



### Women's Day Celebration 婦女節慶祝活動

Other than presenting flowers to our female employees, China Regional Headquarters also organised a make-up workshop on Women's Day to show our appreciation to their contribution to Chinlink.

除了向女員工獻花外，中國區域總部還在婦女節組織了化妝工作坊，以感謝她們對普匯中金的貢獻。



# 7 Partner 合作夥伴

## 7.1 Protect Customers' Privacy

HKEX Aspect B6

HKEX KPI B6.5

To protect privacy and personal data, the Group restricts the use of collected data. Employees shall not disclose confidential information related to the Group's operation. To prevent any leakage and misuse of data, only authorised access to relevant data is permitted. This prevents employees from gaining benefit and causing conflicts with the corporate's interests. During the Year, the Group had ensured its operations complied with relevant local laws and regulations.

MCM Group complies with the Personal Data (Privacy) Ordinance (Cap. 486), which protects the privacy of individuals on the personal data collected from them. To protect the privacy of the customers' personal data, MCM Group has procedures to ensure that there was lawful collection of personal data and the data subject is informed of the purpose and their right of accessing the material. With data security, the use of personal data is restricted to those who need it.

## 7.2 Product Responsibility

HKEX Aspect B5

HKEX KPI B5.1, B5.2, B5.3, B5.4

### Responsible Procurement

The Group is committed to managing business risks of the supply chain, especially in the Commercial Complex engaging in wholesale distribution and retail shopping centre. The Commercial Complex has established a comprehensive supply chain management policy in supplier-demanded business units to prudently select quality suppliers and ensure delivering quality products and services.

## 7.1 保護客戶私隱

為保護私隱和個人資料，本集團限制收集數據的使用。員工不得洩露與本集團營運有關的機密資料。為防止數據洩漏和不正当使用，只有有權限人士才允許接觸相關資料。相關做法可防止員工從中獲利及與本集團發生利益衝突。於本年度，本集團已確保其營運符合當地有關法律法規的要求。

MCM 集團遵守《個人資料（私隱）條例》（第 486 章），以保護被收集個人資料的客戶之私隱。為保障客戶個人資料的安全，MCM 集團已制定程序以確保合法收集客戶個人資料，並告知當事人其權利及使用其資料的目的。在保證資料安全的同時，個人資料的使用亦僅限於有需要的員工。

## 7.2 產品責任

### 盡責採購

本集團致力管理供應鏈的業務風險，特別是在從事批發分銷和零售購物中心的商業大樓。商業大樓已在有供應商需求的業務部門制定全面的供應鏈管理政策，以謹慎地選擇優質供應商，確保所提供的產品和服務質量。

The Group also places high emphasis on supplier chain risk management. A thorough supplier assessment is conducted for potential suppliers on criteria such as product quality, price, after-sales services, etc. The Group may also consider suppliers' business ethics, environmental performance and labour practices through document screening in order to minimize ESG risk in its supply chain. If the potential suppliers fail in the assessment, we will provide them feedback to enhance their sustainability performance and engage them to be re-assessed in the following year. During the year, we worked with 79 suppliers from Hong Kong and China, 54% are Hong Kong suppliers.

### 7.3 Responsible Operation

HKEX Aspect B6

HKEX KPI B6.2, B6.3, B6.4

Chinlink believes that quality products and services are the key factors contributing to corporate reputation and steady business growth. The Group complies with relevant laws and regulations and has strict customer service standards to control service quality and manage customer satisfaction. These standards are industry-specific and are revised from time to time to ensure meeting latest regulatory industrial standards.

For MCM Group, clients' best interests are prioritised and their specific requests are considered when executing their orders with its experiences and judgements in order to secure their greatest benefits and satisfy their expectations. The accounted factors included price, cost, market access, likelihood of execution and settlement, timeliness and speed, size and nature of the order, and any other consideration relevant to the efficient execution of the order which includes the availability of liquidity and potential market impact. The best execution procedures are reviewed at least annually, and clients and staff members are notified in case of any material changes to ensure effective implementation and professionalism.

The Commercial Complex has long been providing quality brands and products to the shoppers. All brands or potential Commercial Complex tenants must undergo a strict assessment, as prescribed in the brand entering policy. Potential tenants are requested to submit supporting documents, including business licences, authorisation documents of brand management, product quality report, product information and trademark registration certificate. The Commercial Complex also implements guidelines for monitoring tenants' shop renovation to ensure that the renovation will bring minimal impact to other tenants and shoppers. For the product quality, the Commercial Complex has formulated high standards to acquire brand names that supply high quality and authentic goods. Those requirements included the following:

- All entering brands shall comply with national and industrial quality standards; and
- No false advertisement shall be published.

本集團重視供應鏈風險管理，因此亦根據產品質量、價格、售後服務等標準對潛在供應商進行徹底的供應商評估。本集團亦會通過查閱檔案考慮供應商的商業道德、環境表現及勞工實踐，以減低其供應鏈中的環境、社會及管治風險。如果潛在供應商未能通過評估，我們將向他們提供反饋，以提高他們的可持續發展績效，並讓他們在來年接受重新評估。於本年度，我們與 79 家香港及中國供應商就上述措施合作，香港供應商佔 54%。

### 7.3 盡責的營運

普匯中金相信優質的產品和服務是提升商譽和令業務穩定增長的關鍵因素。本集團遵守相關法律法規，並有嚴格的客戶服務標準，以控制服務質量和客戶滿意度。這些標準主要針對特定行業，並會不時修訂以確保符合最新的行業標準。

MCM 集團時刻將客戶的最大利益放在首位及考慮客戶的特定要求，在執行客戶的指令時會結合經驗和判斷，確保客戶獲取最大利益及滿足其期望。考慮的因素包括價格、成本、市場准入、執行和結算的可能性、及時性和速度、訂單的大小和性質、以及與有效執行訂單相關的任何其他考慮因素，包括流動資金的可用性和潛在的市場影響。MCM 集團每年至少會重新審視最佳執行程序一次，如發生任何重大變化，MCM 集團會通知客戶和工作人員，以確保其有效執行及專業性。

商業大樓長期以來一直向客戶提供優質的品牌和產品。所有品牌或潛在租戶均需按照品牌入駐管理制度中的規定進行嚴格的評估。潛在租戶需提交證明文件，包括營業執照、品牌管理授權文件、產品質量報告、產品資料和商標註冊證書。商業大樓亦為租戶的商店裝修工程提供準則，確保將裝修工程對其他租戶和客戶的影響減至最低。在質量方面，為確保引入商業大樓的品牌能提供優質及正版貨品，商業大樓已向品牌訂立高度標準，當中包括：

- 所有進駐品牌均需符合國家和行業質量標準；和
- 不得發布虛假廣告。

Additionally, tenants must register any change in brand listed in shops prior to making any actual changes, amendments will be made upon approval, so as to secure the consistency of product quality. The Commercial Complex is responsible for monitoring the change in tenants' listed brands, operations and brand transfer, etc. Operations department is responsible for summarising any incidents identified and reporting to the management. The above measures have ensured the consistency of Commercial Complex's provision of standardised quality of services and products and thereby satisfying tenants' and customers' needs.

The Commercial Complex is committed to offer customers enjoyable shopping experience, therefore it is cleaned on a regular basis, and the employees are provided with guidelines and trainings on customer service standard to present a neat shopping environment to customers.

After-sales service is another important element in our business, helping us build trust with customers and maintain long-term customer relationship. Realising the importance of after-sales service, the Commercial Complex provided after-sales service training to the staff during the Year.

The Group engages with customers to obtain feedback for service excellence. Complaints are not only seriously handled but also viewed as opportunities for continuous improvement. MCM Group and the Commercial Complex interact with customers through communication channels such as customer hotline, and establish complaint handling guidelines to process compliant systematically and efficiently. Any received complaint would be redirected to relevant department, the assigned point of contact would arrange a follow-up meeting with the customers who filed the complaint and jointly work out a responsive timeframe. Within the timeframe, the relevant departments shall propose responsive measures and actively communicate with clients to ensure their complaints are properly addressed.

MCM Group has a set of systematic complaint procedure. Any employee who received a complaint must report it to the managers in charge of compliance and must acknowledge receipt to the customers. The managers would investigate the matter further if needed, respond to the customer and record in the complaints register upon completion of the investigation.

During the Reporting Year, there was no complaint received concerning product quality or services.

此外，為保持良好的產品質量，商業大樓要求租戶在對店內陳列之品牌進行任何更改前需先進行申報，方可進行改動。商業大樓負責監察租戶銷售品牌的更改、營運和品牌更換等。營運部門亦負責匯總當中所發生的細項，並向管理層匯報。以上措施均可確保商業大樓持續提供具標準質量的服務及產品，以滿足租戶和客戶的需求。

商業大樓致力為客戶提供良好的購物體驗，因此會定期為購物中心進行清潔，並向員工提供客戶服務標準的指引和培訓，務求向顧客提供整潔的購物環境。

售後服務是我們業務的另一個重要元素，有助於我們與客戶建立信任並保持長期客戶關係。商業大樓明白售後服務的重要性，於本年度內對員工進行了售後服務培訓。

本集團與客戶保持密切接觸，獲取反饋以提供卓越的服務。投訴不僅會獲認真處理，亦會被視為不斷改進的機會。MCM集團和商業大樓透過客戶服務熱線等溝通渠道與客戶互動，亦制定了投訴處理指引，確保能有系統及有效地處理投訴。收到的任何投訴會轉交到相關部門，指定的負責人會安排與作出投訴的客戶進行跟進會面，並共同訂立雙方滿意的期限來處理投訴。有關部門會於期限內提出應對措施並積極地與客戶溝通，以確保客戶的投訴得到妥善處理。

MCM集團設有一套系統化的投訴處理程序。任何收到投訴的員工都必須向負責合規的經理報告，並知會客戶其投訴已被接納。合規經理將在需要時進一步調查投訴，在調查完成後回覆客戶，並將投訴妥善記錄。

於報告年度，本集團並無收到關於產品質素或服務的投訴。

## Protecting Intellectual Properties Rights

The Group respects the importance of intellectual right within its operation. The Group maintains an inventory of intellectual information in the day-to-day activities of our business. The Commercial Complex has conducted regular review into the products sold at the locations, to ensure no intellectual rights for products have been breached. During the Year, the Group has not encountered any material breaches of relevant laws and regulations relating to privacy and intellectual property rights in the year. To further enhance our resilience and protection for intellectual rights from our operations, Chinlink is currently developing a group-wide policy for the protection and safeguarding of intellectual rights.

## 7.4 Caring for Community

HKEX Aspect B8

HKEX KPI B8.1, B8.2

The Group's CSR Committee encourages partnerships with social enterprises and supports the community development through voluntary services and donation. The Group aims to leverage its business strengths and resources to give help to those in need and create positive social impact in the community. In the future, the Group will continue fulfilling its corporate social responsibility to care for the community.

### Community Services and Donations

During the Year, the Group had participated in donation-raising activities, for instance the Community Chest Dress Casual Day to raise donations for society, and Love Teeth Day 2021/2022, where we donated to the Community Chest to be spent on to enhance "Oral Health Services for the Needy" provided by the Chest's social welfare member agencies.

Chinlink also cares about society's environmental and social risks. During the Year, the Group funded the Mianxian county in Shaanxi to mitigate its damage due to torrential rain. Also, during the outbreak of pandemic, Chinlink cooperated with Philanthropy Association of Xi'an City to provide hot meals and thermal devices to those in need during the harsh winter. The donation for the two activities was HKD12,000.

## 保障知識產權

本集團尊重知識產權在營運中的重要性。本集團在日常業務活動中保留一份知識資訊清單。商業大樓已對在該地點銷售的產品進行定期審查，以確保產品的知識產權沒有受到侵犯。本年度，本集團未發現任何重大違反隱私及知識產權相關法律法規的情況。為進一步增強集團的業務韌性和對知識產權的保護，普匯中金目前正在製定一項全集團適用的知識產權保護和保障政策。

## 7.4 關懷社區

本集團的企業社會責任委員會通過義工服務和捐贈支持社區發展積極參與社會企業合作。本集團希望利用業務優勢和資源以幫助有需要人士和在社區中產生正面的社會影響。日後，本集團仍會繼續履行企業社會責任，關懷社區。

### 社區服務和捐贈

於本年度，本集團參與了公益金便裝日及二零二一 / 二零二二愛牙日等籌款活動，為社會籌集善款。活動所籌得的善款將撥捐公益金資助的會員社會福利機構，為有需要人士加強口腔護理服務。

普匯中金亦關注社會的環境和社會風險。於本年度，本集團資助了陝西省勉縣，減輕暴雨災害對當地的影響。此外，在疫情爆發期間，普匯中金與西安市慈善會合作，在嚴冬中為需要幫助的人們提供熱食和熱敷設備。兩項活動的捐款金額為港幣 12,000 元。



### Winter Warmth Action in Chinese Lunar New Year 冬季春節送暖活動

During the outbreak of pandemic during the Year, The Commercial Complex, cooperated with Philanthropy Association of Xi'an City to express their support towards the epidemic prevention works.

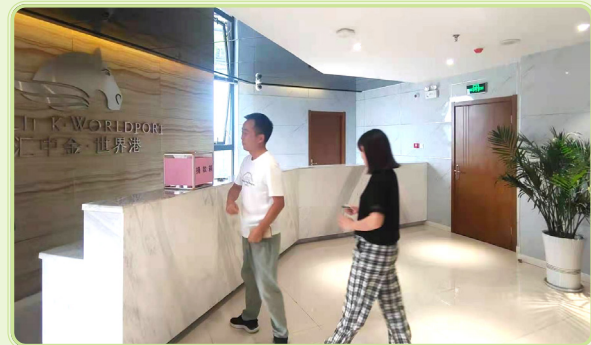
於本年度疫情爆發期間，商業大樓與西安市慈善會合作，表達對防疫工作的支持。



### Donation for Relieving the Torrential Rain Damage in Mianxian County, Shaanxi Province 陝西省勉縣暴雨災區捐款

Due to the heavy rainfall in Mianxian County, Shaanxi Province in August 2021, Chinlink · Worldport made donation to support the reconstruction and rescue work in Mianxian County.

因應二零二一年八月陝西省勉縣受強降雨影響，普匯中金·世界港捐款支援勉縣重建搶險工作。



### Purchasing Services Provided by Social Enterprise

During the Year, the Group continued to hire iCare Edutainment Limited ("iCare") to provide maintenance and programming services for the Group's corporate website. iCare is an information technology ("IT") social enterprise dedicated to provide IT training for youth with Special Education Needs ("SEN") and their parents. iCare helps socially vulnerable groups acquire IT skills for their long-term career planning. They also guide SEN families to create educational moral games and animation and to promote positive values among the SEN community. The Group will continue to look at different ways to work with more social enterprises and support them in fostering the sustainable development of the society.

### 選購社會企業服務

於本年度，本集團繼續聘用智研德育有限公司（「智研」）為本集團企業網站提供維護和程式編寫服務。智研是一家資訊科技社會企業，致力為有特殊教育需求的青年及其父母提供資訊科技培訓。智研幫助社會弱勢社群學習資訊科技技能，從而協助其生涯規劃。他們亦指導有特殊教育需要的家庭創作富教育意義的道德遊戲和動畫，並在有特殊教育需要的社區中推廣正面的價值觀。本集團將與更多社會企業探討不同的合作方式，並會繼續支持社會企業，以促進社會的可持續發展。

# 8

## Environment and Climate 環境和氣候



### 8.1 Environmental Policy

HKEX Aspect A1, A2, A3

HKEX KPI A1.5, A1.6, A2.3, A2.4, A3.1

The Group remains committed to minimising environmental footprints throughout its operations. Ranging from GHG emissions control to wastewater management and waste reduction, the Group has formulated holistic environmental policies to ensure strict compliance with relevant laws, regulations and standards.

In particular, the Group's green office policy stipulated guidelines on sustainable utilisation of resources, waste management and energy efficiency. The policy not only serves to enhance employees' environmental awareness, but also helps control the Group's operational costs.

During the Year, the group has set the following environmental targets to enable it to achieve its sustainable goals and aspirations:

### 8.1 環境政策

本集團繼續致力將整個營運過程中的環境足跡減至最低。從遵守溫室氣體排放管理，以至廢水管理和廢物減少，本集團已制定全面的環境政策，以確保嚴格遵守相關法律、法規和標準。

本集團的綠色辦公室政策已規定關於資源可持續利用、廢物管理和能源效率的準則。該政策不僅提高員工的環保意識，還有助本集團控制營運成本。

於本年度，本集團制定了以下環境目標，以實現其可持續發展目標和願望：

#### Emission Reduction and Energy Use Efficiency 減排和能源效率



- Maintain or reduce energy consumption in buildings/ offices
- Use of LED adjustable lighting in buildings/ offices
- Use of electronic equipments with energy efficient labels in buildings/ offices
- Develop and implement energy management policy
- 維持或減少建築物 / 辦公室的能源消耗
- 在建築物 / 辦公室使用可調節二極管照明
- 在建築物 / 辦公室使用有節能標籤的電子設備
- 制定和實施能源管理政策

#### Waste Reduction 減少廢棄物



- Maintain or reduce paper usage in buildings/ offices
- Purchase of printing paper from sustainable sources (I.e., Forest Stewardship Scheme (FSC) products) in offices
- Develop and implement waste management policy to further minimise waste production
- 維持或減少建築物 / 辦公室的紙張使用量
- 公司採購從可持續來源（即被森林管理計畫（FSC）認可的產品）的紙品
- 制定和實施廢棄物管理政策，以進一步減少廢棄物的產生

#### Water Efficiency 用水效益



- Maintain or reduce water consumptions in buildings/ offices
- Use of certified water saving equipment in buildings/ offices
- Develop and implement water management plan
- 維持或減少建築物 / 辦公室的用水量
- 在建築物 / 辦公室使用經認證的節水設備
- 制定和實施用水管理計劃

The Group had also proactively implemented the corresponding measures during the Year in response to the above environmental targets, which included:

- Conducted budget management and financial analysis on energy consumption
- Promoted paperless office, energy saving and food waste reduction
- Increased use of LED lighting, maintained ventilation work and performed temperature measurement and control in the Commercial Complex
- Recycled waste materials and reused durable goods
- Placed plants in the office

With the implementation of effective environmental protection practices, the Group is enabled to optimise the usage and management of resources in contribute to a greener environment. Chinlink strives to continue reviewing its environmental goals and corresponding measures on a regular basis.

於本年度，本集團亦針對上述環保目標積極實施相應措施，包括：

- 進行能源耗用的預算管理和財務分析
- 推廣無紙化辦公室、節能和減少廚餘
- 在商業大樓增加二極管照明的使用、保持通風並進行溫度監測和控制
- 回收廢棄物料並重用耐用品
- 於辦公室放置植物

通過實施有效的環境保護措施，本集團能夠優化資源的使用和管理，為更綠色的環境做出貢獻。普匯中金會繼續定期檢視其環境目標和相應措施。

## Our Green Activities 我們的綠色活動

### Environmental Protection Knowledge Sharing in the Group's newsletter 在集團通訊中分享環保知識

The Group shared environmental protection knowledge in the Group's newspaper to cultivate environmental protection awareness of its employee and encourage them to live a green lifestyle.

本集團在集團通訊上分享環保知識，培養員工的環保意識，鼓勵他們實踐綠色生活。



### Mid-Autumn Festival Plastic Beverage Containers Lanterns Upcycling Workshop 中秋節塑膠飲料容器燈籠升級再造工作坊

Chinlink and World Green Organisation jointly organised the lantern making workshop to teach the Group's employees to transform recycled plastic beverage containers into innovative and unique green lanterns.

普匯中金與世界綠色組織聯合舉辦燈籠製作工作坊，教導集團員工將回收塑膠飲品容器再改造為創新獨特的綠色燈籠。



## 8.2 Energy Consumption and Greenhouse Gas Emissions

HKEX Aspect A1, A2

HKEX KPI A1.2, A1.5, A2.1, A2.3

The Group recognises that energy consumption is the main source of GHG emission, it aims to maintain its current energy consumption and GHG emission and plans to further reduce energy consumptions in the future.

The Group is devoted to enhancing the overall energy efficiency and reducing energy use through rolling out the following initiatives to achieve the Group's environmental targets:

- Set up multi-zone lighting control with adjustable light intensity;
- Switched off lights and air conditioning in the meeting rooms and computers in office where not in use.
- Reduced standby power consumption of electrical appliances in office;
- Maximised daylight; and
- Adopted energy-saving equipment for air conditioning and lighting system.

## 8.2 能源消耗與溫室氣體排放

本集團了解到能源使用是溫室氣體排放的主要來源，並旨在維持當前能源消耗和溫室氣體排放量，並在未來進一步降低能源消耗。

本集團致力提升整體能源效率及減少能源使用，故此推出下列措施以達致本集團的環保目標：

- 設置具有可調節光暗的多區域照明控制系統；
- 關掉會議室內不使用的燈和冷氣、以及辦公室中不使用的電腦。
- 減少使用辦公室電器的待機功能；
- 盡量使用日光；及
- 採用節能冷氣及照明系統設備。

## Energy Consumption 能源消耗

The Group's major source of energy consumption was the usage of electricity which was provided by the local power companies. Another energy consumption was the usage of petrol, diesel and natural gas from the Group's vehicles.

本集團的主要能源消耗是由當地電力公司提供的日常辦公用電。另一能源消耗則來自本集團車輛的汽油、柴油和天然氣燃料使用。

Overview of Energy Consumption 能源消耗概覽	Unit 單位	2021/22 <sup>(Note 5 註五)</sup>	2020/21
Electricity Consumption 耗電量	'000 kWh 千個千瓦時	<b>11,682</b>	<b>9,463</b>
Petrol 汽油	'000 kWh 千個千瓦時	<b>74</b>	<b>267</b>
Diesel 柴油	'000 kWh 千個千瓦時	<b>13</b>	<b>18</b>
Natural Gas 天然氣	'000 kWh 千個千瓦時	<b>0</b>	<b>110</b>
Total Energy Consumption Intensity in Gross Floor Area ("GFA") 以樓面面積計算之總電力密度	'000 kWh/m <sup>2</sup> 千個千瓦時/ 平方米	<b>0.030</b>	<b>0.028</b>

Note 5: Natural gas vehicle is no longer in use during the Reporting Period. Thus, this Year's consumption of natural gas is 0.

註五：於匯報期內，本集團已不再使用天然氣汽車。因此，本年度的天然氣消耗量為 0。

## GHG Emission 溫室氣體排放

The Group's daily electricity consumption for office operation and vehicular fuel consumption are the main activities which contribute to direct and indirect GHG emissions. The Group shall consistently explore feasible ways to promote energy saving and minimise GHG emissions.

本集團日常營運中的用電量和車輛燃料消耗是造成直接和間接溫室氣體排放的主要活動。本集團將持續探索可行的方法以促進節能並減少溫室氣體排放。

Overview of GHG Emission <sup>(Note 6)</sup> 溫室氣體排放概覽 <sup>(註六)</sup>	Unit 單位	2021/22	2020/21
Scope 1: Direct GHG Emissions 範圍 1: 直接溫室氣體排放	Tonnes of CO <sub>2</sub> equivalent ("tCO <sub>2</sub> e") 公噸二氧化碳當量	10.6	105.3
Scope 2: Indirect GHG Emissions 範圍 2: 間接溫室氣體排放	Tonnes of CO <sub>2</sub> equivalent ("tCO <sub>2</sub> e") 公噸二氧化碳當量	7,132.2	8,649.3
Total GHG Emission 總溫室氣體排放	Tonnes of CO <sub>2</sub> equivalent ("tCO <sub>2</sub> e") 公噸二氧化碳當量	7,142.8	8,754.6
Total GHG Emission Intensity in GFA 以樓面面積計算之總溫室氣體排放密度	Tonnes of CO <sub>2</sub> equivalent ("tCO <sub>2</sub> e")/m <sup>2</sup> 公噸二氧化碳當量 / 平方米	0.018	0.025

Note 6: The emission factor for Mainland China based operations was revised based on Reporting Guidance on Environmental KPIs from the Stock Exchange.

註六：中國大陸營運的排放因數是根據聯交所《環境關鍵績效指標匯報指引》進行修訂。

### 8.3 Water Consumption

HKEX Aspect A2

HKEX KPI A2.2, A2.4

In recognising the global issue of water scarcity, the Group is dedicated to conserving precious water resources. Through implementing the following practical water-saving measures, the Group aspires to further improve water efficiency of daily operations:

- Established a regular inspection system to enhance the daily maintenance of water equipment, water supply and drainage systems to avoid water leakage;
- Installed automatic water-efficient faucets to reduce daily water usage effectively; and
- Strengthened promotion of water saving culture.

### 8.3 耗水量

本集團意識到全球缺水問題，致力保護珍貴的水資源。通過實施以下實際節水措施，本集團希望進一步提高日常營運的用水效率：

- 建立定期檢查系統，以加強水設備、供水和排水系統的日常維護，從而避免漏水；
- 安裝自動感應節水水龍頭，以有效減少日常用水量；及
- 加強推廣節約用水的文化。

Water consumption of the Group's properties and business operations is mainly supported by governmental or municipal water utility providers, and Chinlink · Worldport sourced water via well pumping. During the Year, the Group did not encounter any significant issue in water sourcing and it complied with all related laws and regulations.

本集團物業和業務營運的用水主要由政府或市政府供水機構提供，而普匯中金·世界港使用井水。於本年度，本集團在水資源採購方面並無遇到重大問題，並遵守所有相關法律法規。

Overview of Water Consumption 耗水量概覽	Unit 單位	2021/22 (Note 7 註七)	2020/21 (Note 7 註七)
Total Water Consumption 總耗水量	m <sup>3</sup> 立方米	61,922	52,040
Water Consumption Intensity in GFA 以樓面面積計算之總耗水密度	m <sup>3</sup> /m <sup>2</sup> 立方米 / 平方米	0.160	0.151

Note 7: Data from Corporate Headquarters and MCM Group were not available as these properties were operated in leased premises with the supply of water controlled by building management and no sub-metering for individual occupants.

註七：由於集團總部及 MCM 集團在租賃場所經營，供水由物業管理部門控制，而且沒有安裝獨立水錶，有關耗水量數據因而未能提供。

## 8.4 Waste Management

HKEX Aspect A1

HKEX KPI A1.4, A1.6

The Group has identified its generated waste as non-hazardous wastes from daily operations, including paper, cans and bottles. To reduce, reuse and recycle these useful materials, the Group is dedicated to sustainable waste management.

During the Year, the Group enhanced the implementation of paperless operation at its offices. As set out in its electronic communication policy of the Group, employees are encouraged to use emails and electronic office system for daily communications to reduce the generation of paper waste. Additionally, the Corporate Headquarters continued to support recycling industry through environmentally friendly procurement of recycled paper, paper hand towel and facial tissue fully made of bamboo during the Year. The offices of Corporate Headquarters and MCM Group took a step further by promoting recycling of coffee capsules to bolster the effectiveness of waste stewardship.

## 8.4 廢棄物管理

本集團已確認其產生的廢物為日常營運產生的無害廢棄物，包括紙、罐和瓶。為減少、再利用和回收這些有用的材料，本集團致力於可持續廢棄物管理。

於本年度，本集團加強推行辦公室無紙化營運。根據本集團電子通訊政策中的規定，鼓勵員工使用電子郵件和電子辦公系統進行日常通訊，以減少紙張浪費。此外，在本年度，集團總部繼續通過環保採購以支持回收行業，採購完全以竹子製成的回收紙、抹手紙和紙巾。而集團總部和 MCM 集團辦公室繼續進行咖啡膠囊回收，以提高廢物管理的效率。

Overview of Non-Hazardous Waste Generation 無害廢棄物產生量概覽	Unit 單位	2021/22	2020/21
Total Non-Hazardous Waste 無害廢棄物總量	Tonnes 公噸	1,975	1,958

The Group emphasises the implementation of effective waste disposal practices in compliance with all applicable laws and regulations. The Group shall proactively seek ways to develop data collection systems for recyclables, and report relevant data in the future to assess its waste reduction performance more effectively.

本集團強調要遵守所有適用法律和法規，採取有效的廢物處置措施。本集團會積極尋求方法來開發用於回收利用的數據收集系統，並在將來報告相關數據，以更有效地評估其減少廢物的績效。

## 8.5 Climate Risk Management

HKEX Aspect A4

HKEX KPI A4.1

Climate change is a concern to all business sectors regardless of the geographical region. However, as a financial services provider, climate change is not considered a material aspect for Chinlink in the short and medium term. Climate risks can be categorised into physical and transition risks.

## 8.5 氣候風險管理

不論任何地域氣候變化都受各行各業所關注。然而，普匯中金作為提供金融服務的企業，氣候變化並不視為中短期內的重要議題。其中，氣候風險可分類為實體風險和轉型風險。

### Physical climate risks 實體風險

The increased frequency and intensity of extreme weather conditions and rising of sea levels are concrete examples of physical climate risks. The relevant physical climate risks to the Group includes vulnerability of any security installation, equipment, or electrical equipments that are installed outdoor and external parts of properties that are potentially more prone to the extreme weather and acute changes in climate patterns, such as the increase in rainfall and humidity. The Group shall examine ways to reduce such vulnerability and to improve the standards of our buildings at the same time.

極端天氣頻率和強度的增加以及海平面上升都是實體風險的具體例子。本集團所承擔的潛在實體風險包括：安裝在室外的任何安全裝置、設備或電器的風險，以及可能更容易受到極端天氣和氣候模式急劇變化（例如降雨量和濕度的增加）所影響的物業外部部件。本集團將研究減少此類潛在風險的方法，同時提高我們建築物的標準。

### Transition climate risks 轉型風險

Transition climate risks can be summarised as the evolution of the regulatory, technological and market landscape due to climate change action within a business spectrum. Chinlink envisions that the road to ahead in contribution to a low-carbon economy would mean implementation of more stringent policies, higher costs of operations, more resources devoted to disclosure regarding embodied environmental impacts, i.e. embodied carbon, etc. The possible strategies to overcome transition climate risks include but not limited to reducing carbon footprints in products, procuring equipment from sustainable suppliers and improving building's environmental performance. These measures taken today will help the Group to improve its environmental performance in long term.

轉型風險可以概括為由於業務範圍內的氣候變化行動而導致的監管、科技和市場環境的演變。普匯中金預見在通往低碳經濟的路上，將意味著要實施更嚴格的政策、需要更高的運營成本、更多的資源將用於披露隱含的環境影響（如隱含碳）等。消除轉型風險的可行策略包括但不限於減少產品中的碳足跡、從可持續供應商採購設備以及改善建築物的環境績效。現在採取的這些措施將有助於本集團長期改善其環境績效。

# 9 Awards and Recognitions 獎項與表彰

The Group's tireless commitment to corporate social responsibility and sustainable operational practice has received external commendations that symbolise the milestones to mark its success.

本集團對企業社會責任和可持續營運實踐的承諾得到外界的讚譽，象徵著其成功的里程碑。

Awards & Recognition 獎項與表彰	Highlights 要點	Photo 相片																
<p><b>5 Years Plus Caring Company logo 連續 5 年商界展關懷標誌</b></p>	<p>The Group awarded the Caring Company Logo by the Hong Kong Council of Social Service for the eighth consecutive year, recognising the Group's commitment to employee care, community outreach, and environmental conservation.</p> <p>本集團連續第八年獲得香港社會服務聯會頒發的商界展關懷標誌，表揚本集團對員工關懷、社區服務和環境保護的承諾。</p>																	
<p><b>Green Office 5+ and Eco-Healthy Workplace labels 綠色辦公室 5+ 和 健康工作間標誌</b></p>	<p>In recognition of eco-friendly practice and initiative that promote employees' wellness, the Group participated the Green Office Award Labelling Scheme organised by WGO for the sixth consecutive year, and was awarded the Green Office 5+ Label and Eco-healthy Workplace Label.</p> <p>為表彰促進員工健康的環保做法和舉措，本集團連續第六年參與世界綠色組織舉辦的綠色辦公室獎勵計劃，並獲頒綠色辦公室 5+ 標誌和健康工作間標誌。</p> <p>During the Year, the Group successfully rolled out entire eight green and eight healthy working culture best practice standards, including:</p> <p>於本年度，本集團成功推行全數八個綠色辦公室和八個綠色健康工作間的最佳實踐準則：</p> <div data-bbox="403 1010 1225 1048" style="background-color: #e6f2ff; padding: 5px;"> <p><b>Green Office Best Practice Criteria 綠色工作文化的最佳實踐準則：</b></p> </div> <table border="1" data-bbox="403 1048 1225 1285"> <tr> <td>1. Energy conservation 節約能源</td> <td>5. Green procurement 綠色採購</td> </tr> <tr> <td>2. Water conservation 節約用水</td> <td>6. Integrated environmental management 綜合環境管理</td> </tr> <tr> <td>3. Waste reduction 減少廢物</td> <td>7. Education and awareness 教育和意識</td> </tr> <tr> <td>4. Paperless / Paper reduction 無紙 / 減少用紙</td> <td>8. Green innovation 綠色創新</td> </tr> </table> <div data-bbox="403 1285 1225 1323" style="background-color: #e6f2ff; padding: 5px;"> <p><b>Eco-healthy Workplace Best Practice Criteria 綠色健康工作間的最佳實踐準則：</b></p> </div> <table border="1" data-bbox="403 1323 1225 1644"> <tr> <td>1. Policies, guidelines and management supports 政策、準則和管理支持</td> <td>5. Indoor air quality 室內空氣質素</td> </tr> <tr> <td>2. Energy management - lighting 能源管理 - 照明</td> <td>6. OHS: Office equipment ergonomics - workstation and accessories 職業健康和安全：辦公設備人體工程學 - 工作站和配件</td> </tr> <tr> <td>3. Water management 用水管理</td> <td>7. Greening 綠化</td> </tr> <tr> <td>4. Noise management 噪音管理</td> <td>8. Chemical handling 化學品處理</td> </tr> </table>	1. Energy conservation 節約能源	5. Green procurement 綠色採購	2. Water conservation 節約用水	6. Integrated environmental management 綜合環境管理	3. Waste reduction 減少廢物	7. Education and awareness 教育和意識	4. Paperless / Paper reduction 無紙 / 減少用紙	8. Green innovation 綠色創新	1. Policies, guidelines and management supports 政策、準則和管理支持	5. Indoor air quality 室內空氣質素	2. Energy management - lighting 能源管理 - 照明	6. OHS: Office equipment ergonomics - workstation and accessories 職業健康和安全：辦公設備人體工程學 - 工作站和配件	3. Water management 用水管理	7. Greening 綠化	4. Noise management 噪音管理	8. Chemical handling 化學品處理	 
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2. Water conservation 節約用水	6. Integrated environmental management 綜合環境管理																	
3. Waste reduction 減少廢物	7. Education and awareness 教育和意識																	
4. Paperless / Paper reduction 無紙 / 減少用紙	8. Green innovation 綠色創新																	
1. Policies, guidelines and management supports 政策、準則和管理支持	5. Indoor air quality 室內空氣質素																	
2. Energy management - lighting 能源管理 - 照明	6. OHS: Office equipment ergonomics - workstation and accessories 職業健康和安全：辦公設備人體工程學 - 工作站和配件																	
3. Water management 用水管理	7. Greening 綠化																	
4. Noise management 噪音管理	8. Chemical handling 化學品處理																	
<p><b>ESG Care Prize of the InnoESG Prize 2021 「2021 InnoESG Care 獎」</b></p>	<p>During the Year, The Group has been awarded the "ESG Care Prize of the InnoESG Prize 2021", co-awarded by UNESCO HK Association Glocal Peace Centre, SocietyNext Foundation and Rotary Action Group for Peace. It recognises the Group's considerable emphasis on people-centric ESG and the constructive impact on society and the environment.</p> <p>於本年度，本集團榮獲由香港聯合國教科文組織協會和平中心、社群創客基金及扶輪·和平動起來所聯合頒發的「2021 InnoESG Care 獎」。該獎項認可本集團於業務中實踐以人為本的環境、社會及管治的措施，及社會和環境當中具有建設性的影響力。</p>																	
<p><b>SportsHour Company Scheme 《企業「一」起動》</b></p>	<p>During the Year, the Group has been recognised as the Inaugural Recognised SportsHour Company by InspiringHK Sports Foundation, with its effort to foster a healthy lifestyle as part of the Group's culture and its support towards the development of the local sports industry.</p> <p>於本年度，本集團榮獲於凝動香港體育基金主辦的《企業「一」起動》之嘉許，以表揚本集團於企業內建立充滿健康活力的工作環境，及建立大眾健康生活意識的貢獻。</p>																	



# 10 Looking Forward 展望未來

To gain a more in-depth understanding of the needs and expectations of its stakeholders, Chinlink has expanded the scope of stakeholder engagement during the Year to improve the accuracy of the identification of ESG material issues that were relevant to the Group's business objectives. With the result of such stakeholder engagements, the Group will continue to strive for the integration of sustainability into its business strategies and operations regarding the ESG material issues pinpointed from the stakeholder engagement. The Group will also maintain regular communication with stakeholders to understand their concerns, possible ESG risks and stay ahead of rising trends.

為更深入地了解持份者的需求和期望，普匯中金於本年度擴大了持份者參與的廣度和深度以更精準地識別出與集團業務目標相關的環境、社會及管治重要議題。憑藉持份者參與的結果，本集團將繼續努力將可持續發展融入其業務策略和營運中，以解決持份者參與中所確定的環境、社會和及管治重要議題。本集團亦會繼續保持與持份者定期溝通以理解他們所關注、潛在的環境、社會及管治風險和掌握最新趨勢。

# 11 ESG Content Index 環境、社會及管治內容索引

Aspect 層面	KPI 關鍵績效指標	Description 描述	Statement / Section 聲明 / 部分	Page No. 頁數
<b>(A) ENVIRONMENT 環境</b>				
<b>A1: EMISSIONS 排放物</b>				
	General disclosure 一般披露	Information on: (a) the policies; and (b) compliance. (a) 政策；及 (b) 相關法律的資料。	8 Environment and Climate 環境和氣候	24 - 29
	A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	The emission of air pollutants, such as particulate matters, nitrogen oxides and sulphur dioxides, is insignificant to the Group. Therefore, relevant figures are not disclosed. 本集團在懸浮粒子、氮氧化物、二氧化硫等空氣污染物的排放對本集團並不重大。因此相關數字未有披露。	N/A 不適用
<b>A1</b>	A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 溫室氣體排放量 (以噸計算) 及 (如適用) 密度 (如以每產量單位、每項設施計算)。	8.2 Energy Consumption and Greenhouse Gas Emissions 能源消耗與溫室氣體排放	27
	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 (以噸計算) 及 (如適用) 密度 (如以每產量單位、每項設施計算)。	The Group does not generate significant hazardous waste, and thus the relevant data were not disclosed. 本集團並無產生重大的有害廢棄物，因此相關數據未有披露。	N/A 不適用
	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 (以噸計算) 及 (如適用) 密度 (如以每產量單位、每項設施計算)。	8.4 Waste Management 廢棄物管理	28

Aspect 層面	KPI 關鍵績效指標	Description 描述	Statement / Section 聲明 / 部分	Page No. 頁數
<b>(A) ENVIRONMENT 環境</b>				
<b>A1: EMISSIONS 排放物</b>				
<b>A1</b>	A1.5	Description of emission target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	8.1 Environmental Policy 環境政策	24 - 25
			8.2 Energy Consumption and Greenhouse Gas Emissions 能源消耗與溫室氣體排放	26
	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，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	8.1 Environmental Policy 環境政策	24 - 25
			8.4 Waste Management 廢棄物管理	28
<b>A2: USE OF RESOURCES 資源使用</b>				
<b>A2</b>	General disclosure 一般披露	Policies 政策	8 Environment and Climate 環境和氣候	24 - 29
	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 (以千個千瓦時計算) 及密度 (如以每產量單位、每項設施計算)。	8.2 Energy Consumption and Greenhouse Gas Emissions 能源消耗與溫室氣體排放	26
	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)。	8.3 Water Consumption 耗水量	28
	A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	8.1 Environmental Policy 環境政策	24 - 25
			8.2 Energy Consumption and Greenhouse Gas Emissions 能源消耗與溫室氣體排放	26
	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，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	8.1 Environmental Policy 環境政策	24 - 25
			8.3 Water Consumption 耗水量	28
A2.5	Total packaging material 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 (以噸計算) 及 (如適用) 每生產單位佔量。	Packaging material is not material to the Group's operations, therefore was not recorded. 包裝材料對於本集團的營運並不相關，因此並無記錄。	N/A 不適用	
<b>A3: THE ENVIRONMENT AND NATURAL RESOURCES 環境及天然資源</b>				
<b>A3</b>	General disclosure 一般披露	Policies 政策	8 Environment and Climate 環境和氣候	24 - 29
	A3.1	Description of the 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。	8.1 Environmental Policy 環境政策	24 - 25
<b>A4: CLIMATE CHANGE 氣候變化</b>				
<b>A4</b>	General disclosure 一般披露	Policies 政策	8.5 Climate Risk Management 氣候風險管理	29
	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。	8.5 Climate Risk Management 氣候風險管理	29

Aspect 層面	KPI 關鍵績效指標	Description 描述	Statement / Section 聲明 / 部分	Page No. 頁數
<b>(B) SOCIAL 社會</b>				
<b>B1: EMPLOYMENT 僱傭</b>				
<b>B1</b>	General disclosure 一般披露	Information on: (a) the policies; and (b) compliance. (a) 政策；及 (b) 相關法律的資料	6 Employee 員工	11 - 18
			6.5 Employer-Employee Relations 勞資關係	17 - 18
	B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	6.1 Employment Statistics 僱傭統計	11
	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。	6.1 Employment Statistics 僱傭統計	12
<b>B2: HEALTH AND SAFETY 健康與安全</b>				
<b>B2</b>	General disclosure 一般披露	Information on: (a) the policies; and (b) compliance. (a) 政策；及 (b) 相關法律的資料	6.2 A Safe and Healthy Working Environment 安全和健康的工作環境	12 - 14
			6.2 A Safe and Healthy Working Environment 安全和健康的工作環境	12
	B2.2	Lost days due to work injury. 因工傷損失工作日數	6.2 A Safe and Healthy Working Environment 安全和健康的工作環境	12
	B2.3	Description of occupational health and safety measures adopted, 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。	6.2 A Safe and Healthy Working Environment 安全和健康的工作環境	12 - 14
<b>B3: DEVELOPMENT AND TRAINING 發展及培訓</b>				
<b>B3</b>	General disclosure 一般披露	Policies 政策	6.4 Training and Development 培訓和發展	15 - 16
			6.4 Training and Development 培訓和發展	16
	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。	6.4 Training and Development 培訓和發展	16
<b>B4: LABOUR STANDARDS 勞工準則</b>				
<b>B4</b>	General disclosure 一般披露	Information on: (a) the policies; and (b) compliance. (a) 政策；及 (b) 相關法律的資料	6.3 Employee Management System 僱員管理體系	15
			6.3 Employee Management System 僱員管理體系	15
	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。	6.3 Employee Management System 僱員管理體系	15

Aspect 層面	KPI 關鍵績效指標	Description 描述	Statement / Section 聲明 / 部分	Page No. 頁數
<b>(B) SOCIAL 社會</b>				
<b>B5: SUPPLY CHAIN MANAGEMENT 供應鏈管理</b>				
<b>B5</b>	General disclosure 一般披露	Policies 政策	7.2 Product Responsibility 產品責任	19 - 20
	B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	7.2 Product Responsibility 產品責任	20
	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、以及有關慣例的執行及監察方法。	7.2 Product Responsibility 產品責任	20
	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。	7.2 Product Responsibility 產品責任	20
	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	7.2 Product Responsibility 產品責任	20
<b>B6: PRODUCT RESPONSIBILITY 產品責任</b>				
<b>B6</b>	General disclosure 一般披露	Information on: (a) the policies; and (b) compliance. (a) 政策；及 (b) 相關法律的資料	7.1 Protect Customers' Privacy 保護客戶私隱	19
			7.3 Responsible Operation 盡責的營運	20 - 22
	B6.1	Percentage of total products sold or shipped subject to recalls 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。	There was no material non-compliance regarding product responsibility during the Year. 本年度內沒有與產品責任 重大的相關違規事件。	N/A 不適用
	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。	7.3 Responsible Operation 盡責的營運	21
	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。	7.3 Responsible Operation 盡責的營運	22
	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。	7.3 Responsible Operation 盡責的營運	20 - 21
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。	7.1 Protect Customers' Privacy 保護客戶私隱	19	

Aspect 層面	KPI 關鍵績效指標	Description 描述	Statement / Section 聲明 / 部分	Page No. 頁數
<b>(B) SOCIAL 社會</b>				
<b>B7: ANTI-CORRUPTION</b>				
<b>B7</b>	General disclosure 一般披露	Information on: (a) the policies; and (b) compliance. (a) 政策；及 (b) 相關法律的資料	5 Responsible Business 盡責的企業	9 - 10
	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。	5 Responsible Business 盡責的企業	10
	B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored. 描述防範措施及舉報程式，以及相關執行及監察方法。	5 Responsible Business 盡責的企業	10
	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。	5 Responsible Business 盡責的企業	10
<b>B8: COMMUNITY INVESTMENT 社區投資</b>				
<b>B8</b>	General disclosure 一般披露	Policies 政策	7.4 Caring for Community 關懷社區	22 - 23
	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）	7.4 Caring for Community 關懷社區	22 - 23
	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）。	7.4 Caring for Community 關懷社區	22 - 23



**CHINLINK**  
普匯中金

**CHINLINK INTERNATIONAL HOLDINGS LIMITED**  
普匯中金國際控股有限公司

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