



Hong Kong Food Investment Holdings Limited
香港食品投資控股有限公司

Stock Code 股份代號: 60



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

INTRODUCTION TO REPORTING

Hong Kong Food Investment Holdings Limited (the “Company”), together with its subsidiaries (collectively, the “Group”), is pleased to present its sixth Environmental, Social and Governance (“ESG”) report, which has been prepared in accordance with ESG Reporting Guidelines set out in Appendix 27 of Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”). This report presents relevant ESG policies and information, covers the financial year from 1 April 2021 to 31 March 2022 (“FY2021”).

THE YEAR IN REVIEW

This year has brought another year of change and resilience with the adoption of ever-dynamic plans and a push for digitisation, we continue to strive to safeguard the health and safety of employees and customers, to enhance our operational efficiency, and to be a good member of the local community. We have been adhering strictly to the government’s guidelines on Covid-19 prevention and Vaccine Pass requirements to curb the spread of viruses in our offices and restaurants. We continue to follow the latest available technologies and energy efficiency measures to reduce the impacts of our operations to environment. We are keen to operate the business in a sustainable way to make contributions to the surrounding environment and society.

SCOPE AND BOUNDARY

This ESG report covers the Group’s main businesses including investment holding, frozen meat trading and restaurant operations based in Hong Kong. Our reporting aspects are revisited and discussed by the management team and key stakeholders on a regular basis, to facilitate the assessment and review of the Group’s continual ESG performance and development. Through engaging our key stakeholders, our annual materiality assessment was conducted at the beginning of the reporting year to identify possible changes in ESG priorities and to align with the Group’s objectives and operations. A summary of ESG Aspect Coverage is provided at the end of this report, which demonstrates our current level of reporting in line with the Stock Exchange’s reporting guide.

FEEDBACK

We welcome your feedback and comments on the Group’s sustainability report and/or our sustainability performance. Please send us your views via email at admin@efood.com.hk.

報告序言

香港食品投資控股有限公司（「本公司」）連同其附屬公司（統稱「本集團」）欣然提呈其第六份環境、社會及管治（「ESG」）報告，乃根據香港聯合交易所有限公司（「聯交所」）證券上市規則附錄27的ESG報告指引而編製。本報告呈列覆蓋二零二一年四月一日至二零二二年三月三十一日財政年度（「二零二一財年」）的相關ESG政策及資訊。

年度回顧

今年是充滿變化和韌性的一年，本集團採用靈活多變的計劃和推動數碼化，繼續努力保障僱員和客戶的健康和安全，提高我們的營運效率，並成為社區的良好成員。我們一直嚴格遵守政府有關 Covid-19 的防疫指引及疫苗通行證的規定，以遏制病毒於我們的辦公室和餐廳傳播。我們將繼續遵循最新的技術及能源效益措施，以減低我們的營運對環境的影響。我們熱衷於以可持續的方式經營業務，為周邊環境和社會作出貢獻。

範圍及界限

本ESG報告涵蓋本集團於香港的主要經營業務，包括投資控股、凍肉貿易及餐廳營運。管理團隊及主要持份者定期審閱及討論報告層面，以持續評估及檢討本集團在ESG的表現及發展。透過持份者的參與，我們於報告年度進行年度重要性評估，以識別ESG事項優次的潛在變化及配合本集團的目標及營運。本報告末載有ESG層面覆蓋概要，顯示本集團目前的報告程度符合聯交所報告指引的規定。

反饋

歡迎閣下對本集團的可持續發展報告及／或可持續績效提供反饋及建議。閣下可透過電郵至 admin@efood.com.hk 將意見發送予我們。

OUR ESG AGENDA

“To support, to give back and to strive for environmental and social resilience within our community through our governance policies” is our motto for this financial year.

The Group has been considering environmentally and socially conscious decisions in all aspects of operations. The continuous battle against the Covid-19 pandemic has been a major focus this year in terms of administrative and business operations, logistics, and human resources management. Covid-19 has caused major risks to our health and well-being, we are committed to providing a safe and hygienic business environment as one of the top priorities for our employees across the Group and customers. The shift towards a more widespread adoption of technology including cloud data storage systems and online meetings has boosted our overall operational efficiency, and at the same time, has maintained social distancing to achieve a win-win situation for our people and the environment. This new mode of business operations allows the Group to be sustainable and adaptive to every opportunity encountered.

FOCUS ON ENVIRONMENT

To reduce the impact of our Group’s operation on the environment, the Group has been taking steps and actions towards transforming into a more sustainable operations and is committed to complying all relevant environmental laws and regulations for our administrative and restaurant operations. This will also assist the Group to benchmark our operations against other organisations in the same industry and monitor the Group’s past ESG performance. Planned performance targets are being developed for:

- Air emissions
- Carbon emissions
- Energy use efficiency
- Water efficiency, and
- Non-hazardous waste

我們的ESG議程

本財政年度我們的座右銘是「透過我們的管治政策，支持、回饋並致力為我們的社區提供環境和社會適應能力」。

本集團一直於各方面營運作出具備環境和社會意識的決策。在行政及業務運營、物流和人力資源管理方面，持續應對Covid-19疫情是本年度的重點事項。Covid-19對我們的健康和福祉構成重大風險，我們對集團員工和客戶的首要任務是致力提供安全衛生的業務環境。隨著本集團更廣泛地採用雲端數據存儲系統和網上會議等技術，不但提高了我們的整體營運效率，同時保持了社交距離，對我們的僱員和環境，實現了雙贏。這種新的業務營運模式使本集團能夠可持續並適應所遇到的每個機會。

重視環境

為減低本集團營運對環境的影響，本集團一直採取步驟及行動以轉型為更具可持續性的營運，並致力於行政及餐廳營運方面遵守所有相關環境法例及規例。此亦將有助本集團將我們的營運與業內其他組織進行比較，並監控本集團過去的ESG表現。本集團正在制定下列各項的計劃表現目標：

- 空氣排放
- 碳排放
- 能源使用效益
- 用水效益，及
- 無害廢棄物

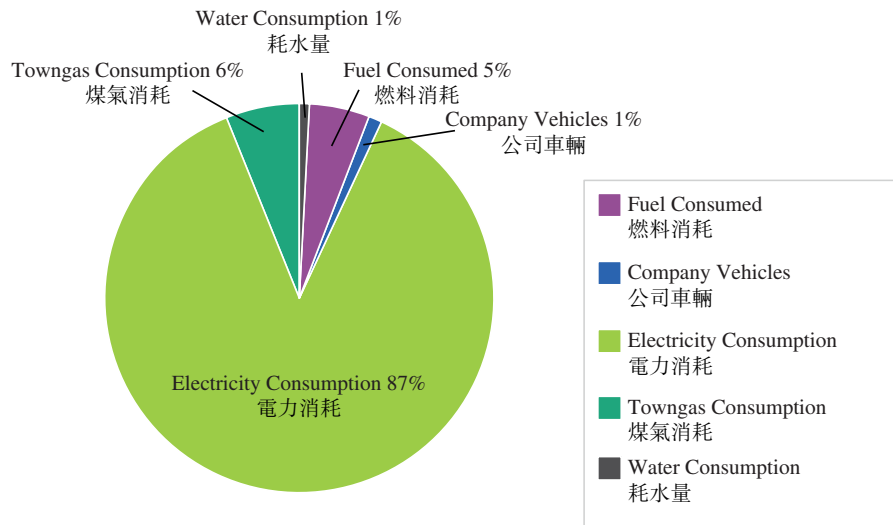
ELECTRICITY

The Group is striving for improvements in energy efficiency and the practice of sustainable business operations. Our restaurant operations has been temporarily out of business due to government regulations on social distancing in response to the surge of Covid-19 cases in the city so as to maintain the health and well-being of our employees in restaurant operations. The adoption of enhanced ventilation measures to align with the government regulations has led to an increase in the use of electricity per unit of product by 8% when compared to the previous reporting year. Conscious of the additional energy consumption, we are seeking opportunities to uphold workplace hygiene with efficient electricity usage. Similar to our previous reporting years, electricity consumption from our operations has been the major source of greenhouse gas emissions, accounting for almost 87% of the Group's total carbon emissions.

電力

本集團正在努力提高能源效益和可持續業務營運的實踐。由於政府為應對本港 Covid-19 病例激增而制定的社交距離規定，我們的餐廳曾短暫停業，以維持餐廳的僱員的健康和福祉。與上一報告年度相比，採取加強通風措施以符合政府規例使每產量單位的用電量增加8%。我們意識到需要額外的能源消耗，因此積極保持工作空間的衛生，並有效用電。與上一報告年度相似，我們營運中的電力消耗一直是溫室氣體排放的主要來源，佔本集團碳總排放量接近87%。

Breakdown of Emission Sources (FY2021)
排放來源明細(二零二一財年)

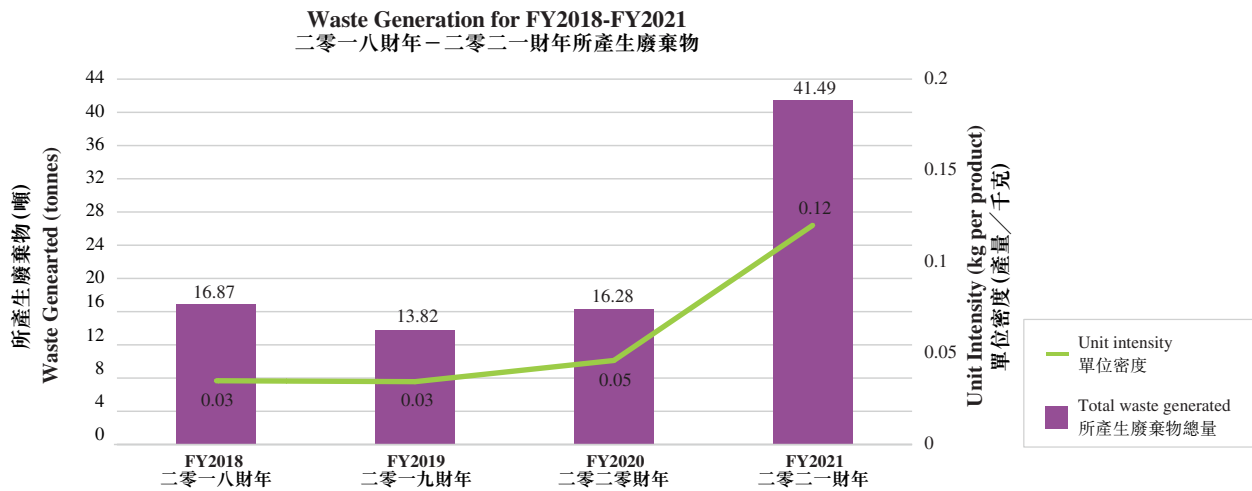


WASTE MANAGEMENT

To reduce the demand for landfill disposal, we have continued with the practice of paperless electronic communications and documentation in our administrative operations. Designated collection bins are in place to store and divert recyclable waste from landfills, including spent toner cartridges from office operations and waste cooking oil from restaurant operations. These recyclables are collected by a registered recycler every month. In this reporting year, we have recycled 0.31 tonnes of spent toner cartridges and 2 tonnes of waste cooking oil, which contribute to approximately 6% of our total generated waste. We are constantly exploring opportunities to minimise our waste generation and enhance our recycling rates.

廢棄物管理

為減少對堆填區的需求，我們的行政營運繼續採用無紙化電子通訊和文件的做法。我們已設立指定收集箱，以儲存及將可回收廢物從堆填區轉移，包括辦公室營運中的碳粉匣和餐廳營運中的廢棄食用油。該等可回收物由註冊回收商每月收集。在本報告年度，我們已回收0.31噸已用碳粉匣和2噸廢棄食用油，佔我們所產生廢棄物總量約6%。我們一直尋找機會盡量減少產生廢棄物及提高回收率。



We are conscious of the increased total waste generation and unit intensity in FY2021 as compared to previous reporting years. The increase is mainly due to the addition of an extra catering subsidiary in our operation, as well as the commencement of reporting food waste in this financial year.

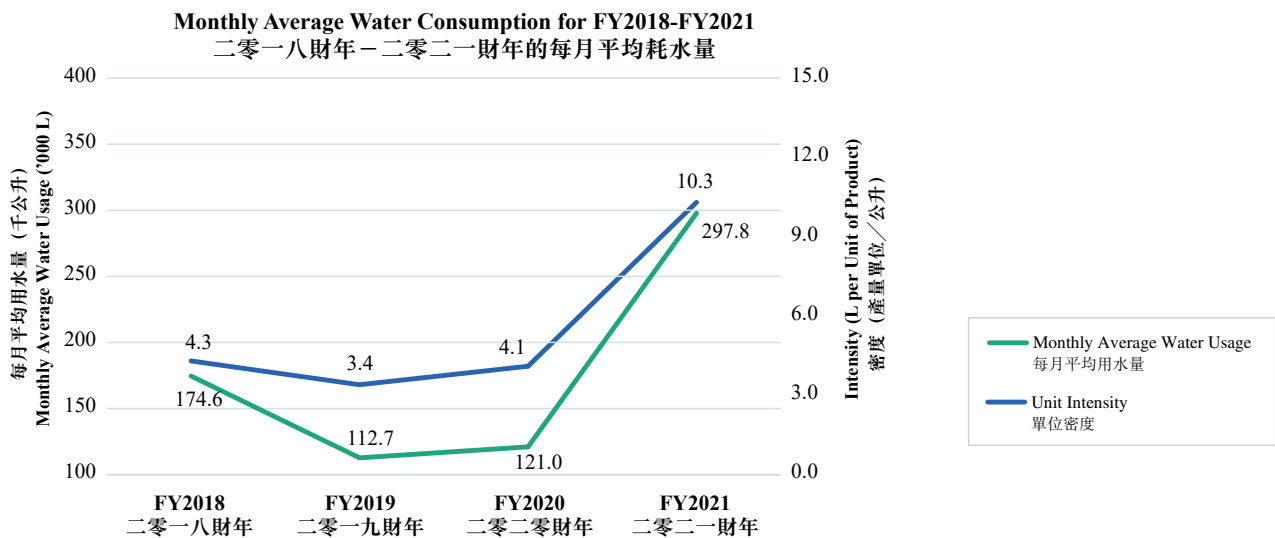
我們意識到於二零二一財年所產生廢棄物總量及單位密度較上一報告年度有所增加，主要由於在我們的營運中額外增加了一家餐飲附屬公司，以及於本財政年度開始報告廚餘。

WATER

The Group continues to make efforts to conserve water resources and to seek opportunities to optimise water efficiency, especially in our catering operations. We are continuously investigating various water conservation measures including regularly checking for any water leakage in devices, retrofitting or replacing our existing equipment with water-saving installations, especially sensor-based low-flow water faucets, and providing a more hygienic environment with touchless sanitary fittings.

水

本集團繼續致力於節約用水並尋求優化用水效益的機會，尤其是在我們的餐飲業務。我們不斷研究各種節約用水措施，包括定期檢查設備是否漏水、使用節水裝置改造或取代我們現有的設備，尤其是具有感應式低流量水龍頭，並透過非接觸式衛生設備提供更衛生的環境。



In FY2021, our monthly average water consumption and unit intensity increased chiefly because of the addition of an extra catering subsidiary in our operation. Conscious of the increased water consumption in the catering premises, we are to continue to monitor the consumption in the coming year and to explore any further water saving opportunities.

於二零二一財年，我們的每月平均耗水量及單位密度增加主要是由於在我們的營運中額外增加了一家餐飲附屬公司。意識到餐飲處的耗水量增加，我們會繼續監察來年的耗水量，並探索進一步節約用水的機會。

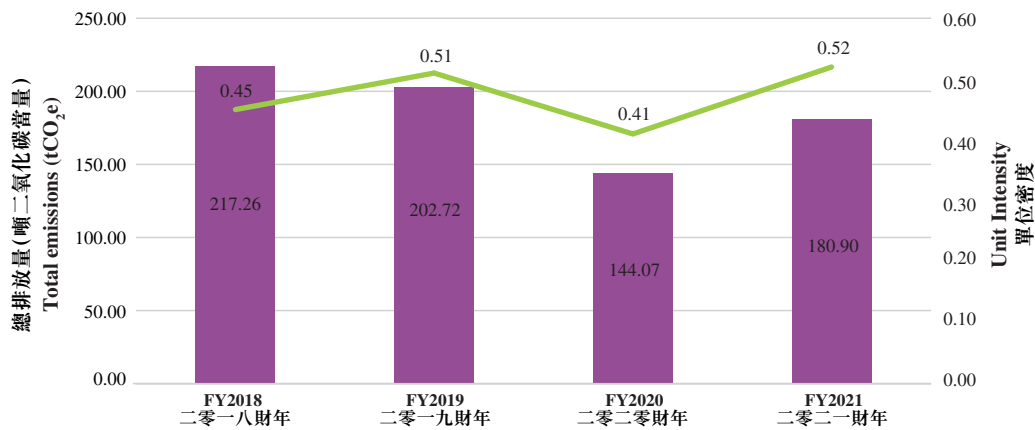
CLIMATE CHANGE

Recognising the impacts of climate change are manifesting across the globe and the effects on our business become uncertain, we are striving to establish different measures to mitigate the climate-related issues in our Group. For example, we are closely monitoring our greenhouse gas emissions which can intensify the impacts of climate change, setting out working arrangement guidelines and contingency plans across the Group for our staff in times of typhoons and rainstorms in the view of increasing occurrence of climate change-induced extreme weather events, procuring local raw materials and products to reduce the carbon emissions during the delivery process and also exploring other innovate measures to mitigate climate change impacts.

氣候變化

我們意識到氣候變化的影響正在全球各地顯現，對業務的影響變得 uncertain，我們正在努力制定不同的措施緩解本集團的氣候相關問題。例如，我們正在密切監察可能加劇氣候變化影響的溫室氣體排放量、隨著氣候變化引致極端天氣事件日益發生，我們為員工制定在颱風和暴雨期間的工作安排指引和應變計劃、採購本地原材料和產品以減少交付過程中的碳排放，並探索其他創新措施以減輕氣候變化的影響。

Greenhouse Gas Emissions for FY2018-FY2021
二零一八財年—二零二一財年的溫室氣體排放



FY2021 PERFORMANCE HIGHLIGHTS

二零二一財年表現摘要

	Annual Totals 年度總量	Intensity (Per Unit of Product) 密度 (以每產量單位計算)
Total Carbon Emissions 二氧化碳總排放量	180.9 tCO ₂ e 180.9噸二氧化碳當量	0.52 kgCO ₂ e 0.52千克二氧化碳當量
Scope 1 範圍1	11.5 tCO ₂ e 11.5噸二氧化碳當量	0.03 kgCO ₂ e 0.03千克二氧化碳當量
Scope 2 範圍2	167.4 tCO ₂ e 167.4噸二氧化碳當量	0.48 kgCO ₂ e 0.48千克二氧化碳當量
Scope 3 範圍3	2.1 tCO ₂ e 2.1噸二氧化碳當量	0.01 kgCO ₂ e 0.01千克二氧化碳當量
Electricity 電力	403,419 kWh 403,419千瓦時	1.16 kWh 1.16千瓦時
Towngas 煤氣	819,312 MJ 819,312兆焦耳	2.36 MJ 2.36兆焦耳
Water 水	3,574 m ³ 3,574立方米	10.31 L 10.31公升
Waste 廢棄物	41.49 tonnes 41.49噸	0.12 kg 0.12千克
Units of Product 產量單位	346,537 units 346,537個	N/A 不適用

* The Group's operations do not generate hazardous waste.

* 本集團的營運不會產生有害廢棄物。

FOCUS ON PEOPLE AND SOCIETY

Every corporate should share the responsibility to contribute to society and support the community, particularly during the difficult times of Covid-19. We are constantly reviewing our recruitment policies to ensure that we provide competitive remuneration packages to our employees. This year, we have continued our support to combat the pandemic to create a safe working environment for our employees.

EMPLOYMENT

The Group assures all its policies and procedures in place are in line with relevant Labour Legislation including the Employment Ordinance, Mandatory Provident Fund Schemes Ordinance and Minimum Wage Ordinance. We have continued to review the annual performance appraisals, annual salary reviews, and healthcare benefits of our employees to recognise and reward all the efforts and hard work from our employees.

EMPLOYMENT PROFILE

As at 31 March 2022, we employ 47* people who are all located in Hong Kong, of which 96% of them are full-time staff.

重視員工及社會

每個企業都應該肩負為社會貢獻和支持社區的責任，尤其是在Covid-19的艱難時期。我們不斷檢討我們的招聘政策，確保我們為僱員提供具競爭力的薪酬待遇。於本年度，我們繼續支持對抗疫情，為僱員創造安全的工作環境。

僱傭

本集團確保其所有現行政策及程序均符合相關勞工法例，包括僱傭條例、強制性公積金計劃條例及最低工資條例。我們持續檢討僱員的年度績效考核、年度薪酬考核和醫療福利，以表彰和獎勵僱員的努力和辛勤工作。

僱傭概況

於二零二二年三月三十一日，我們聘用47*名員工，均位於香港，其中96%為全職員工。

	Number of Employees (as of 31 March 2022) 僱員數目 (截至二零二二年三月三十一日)	Percentage 百分比
By Gender 按性別		
Male 男	28	60%
Female 女	19	40%
By Employment Type 按僱傭類型		
Full-time 全職	45	96%
Part-time 兼職	2	4%
By Age Group 按年齡組別		
30 or below 30歲或以下	8	17%
31-50 31-50歲	26	55%
51 or above 51歲或以上	13	28%
By Geographical Region 按地區		
Hong Kong 香港	47	100%

* Only include the business of catering and frozen food trading as of 31 March 2022

* 僅包括截至二零二二年三月三十一日的餐飲及冷凍食品貿易業務

MONTHLY AVERAGE EMPLOYEE TURNOVER RATE

每月平均僱員流失率

Monthly Average of Resigned Employees in FY2021
於二零二一財年的
每月平均離職僱員數目

Monthly Average Employee Turnover Rate*
每月平均僱員流失率*

By Gender

按性別

Male 男	3	9.8%
Female 女	2	9.0%

By Age Group

按年齡組別

30 or below 30歲或以下	2	16.2%
31-50 31-50歲	2	8.6%
51 or above 51歲或以上	1	6.3%

By Geographical Region

按地區

Hong Kong 香港	5	9.5%
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* Monthly average of employees resigned in each category divided by the monthly average of employees in that category

* 每個類別的每月平均離職僱員數目除以該類別的每月平均僱員數目

HEALTH AND SAFETY

The health and well-being of our employees are the top priority of our business, we regularly review and distribute Occupational Health and Safety (OHS) tips and the latest recommended measures via internal emails and communication channels. Standard OHS training sessions are provided to all current and newly joined employees to introduce and reinforce their health and safety knowledge and awareness. All colleagues are mandatory to wear facemasks on company premises and have their body temperature checked every day. Hand sanitisers are available to all employees and customers in our back-office and restaurants. We have implemented the provision of “vaccination leave” to encourage our staff to get vaccinated. Transparent plastic partitions are installed on shared tables in our restaurants to reduce the risk of cross contamination. We are proud to report that it is our fourth consecutive reporting year with zero work-related injury or fatality and zero lost day due to work injuries across the Group.

健康及安全

僱員的健康和福祉是我們的首要考慮，我們透過內部電郵和通訊渠道定期審查和分發職業健康與安全(OHS)提示和最新建議措施。本集團為全體在職和新入職僱員提供標準的OHS培訓課程，以介紹和加強他們的健康和安全知識和意識。所有同事於公司場所必須佩戴口罩，並每天接受體溫檢查。我們的後勤辦公室和餐廳均設置搓手液以供所有僱員和客戶使用。我們鼓勵員工接種疫苗，並於接種疫苗後提供「疫苗假期」。我們餐廳的共用餐桌已安裝透明塑料隔板，以降低交叉感染的風險。我們很自豪地報告，本集團連續第四年報告年度實現零工傷或死亡事故以及零因工傷損失工作日數。

OCCUPATIONAL HEALTH AND SAFETY

職業健康及安全

Number of work-related fatalities 因工亡故數目	Rate of work-related fatalities 因工亡故比率	Work-related injuries 因工受傷	Lost days due to work injuries 因工傷損失工作日數
0	0	0	0

DEVELOPMENT AND TRAINING

With the adoption of a virtual working environment, we encouraged our employees to enrol in online training programmes ranging from work-related courses to health and safety-related training. The Group will increase internal training opportunities for all employees to support their professional development in the coming reporting year. We encourage all staff to review and monitor their career development plans. We also recognise staff who are committed to the Group and those who demonstrate exceptional performance by presenting awards to those staff on an annual basis.

DEVELOPMENT AND TRAINING PROFILE

By Gender

按性別

Male

男

Female

女

By Employee Category

按僱員類別

Senior management

高級管理層

Middle management

中級管理層

LABOUR STANDARDS

The Group regularly reviews its employment practice to ensure compliance with the Employment Ordinance and other regulations related to prevention of any child labour or forced labour from the Group's operations. No reported incidents have been filed in relation to child labour or forced labour during the reporting year.

SUPPLY CHAIN MANAGEMENT

Ensuring a stable supply and safety of food is our top priority of the Company's supply chain management during the unprecedented development of the global pandemic. We are committed to upholding the highest quality of food by implementing stringent measures on food sourcing and procurement.

發展及培訓

隨著採用虛擬工作環境，我們鼓勵僱員參加網上培訓計劃，包括工作相關課程及健康與安全相關培訓等。本集團將增加所有僱員的內部培訓機會，以幫助他們在下一個報告年度內發展他們的專業。我們鼓勵全體員工檢討及監察其職業發展計劃。我們亦每年頒發獎項表彰為集團作出貢獻的員工和表現卓越的員工。

發展及培訓概況

Percentage of Employees Trained	Average Training Hours Completed per Employee (hour/employee)
受訓僱員百分比	每名僱員完成受訓的平均時數 (小時/僱員)

Male	50%	13.75
Female	39%	17.5
Senior management	100%	9
Middle management	100%	16

勞工標準

本集團定期檢討我們的僱傭政策，以確保遵守《僱傭條例》及其他有關防止本集團營運中的童工或強迫勞工的規例。於報告年度內，沒有發生與童工或強迫勞動有關的事件。

供應鏈管理

在全球疫情史無前例的發展情況下，確保食品供應穩定和安全的本公司供應鏈管理的首要任務。我們致力透過嚴格的食物採購措施以保持最高質量的食品。

NUMBER OF SUPPLIERS BY GEOGRAPHICAL REGION

The Group had a total of 27 local and 27 overseas suppliers during FY2021 respectively.

**By Geographical Region
按地區**

Australia
澳洲
Brazil
巴西
Hong Kong
香港
Japan
日本
Mainland China
中國大陸
Malaysia
馬來西亞
Poland
波蘭
Sweden
瑞典
Taiwan
台灣
Thailand
泰國
United States
美國
Grand Total
總計

The Group has policies and guidelines for its employees to ensure ethical behaviour during food procurement and tendering process. The Group is aiming to conduct a survey (e.g., questionnaire survey) when engaging with all of the suppliers in future to select suppliers' business operations that meet the Group's ethics requirements; comply with all relevant laws and regulations; and plan to explore environmentally and socially responsible practices.

Effectively managing environmental and social risks along the supply chain is critical to our business development. As Covid-19 presented unprecedented challenges to our supply chain, we have taken a proactive approach to mitigate any disruption of our supplies. For example, we maintained regular communication with our suppliers to monitor our food source and have established a contingency plan to substitute supplies in our menu in case of suspension of raw materials delivery due to unexpected conditions. As climate change is expected to create more extreme rainstorms and typhoon events, we have guidelines in place to set out the work arrangement for our staff in times of rainstorms and typhoons. Staff are expected to stay home if Typhoon Signal No.8 or Black Rainstorm Warning is hoisted during working hours. We will continue to review our supply chain regularly to enhance its resilience in the post-pandemic era as well as under the impact of climate change.

按地區劃分的供應商數目

本集團於二零二一財年分別擁有27家本地及27家海外供應商。

**Number of Suppliers
供應商數目**

1
16
27
1
1
2
1
1
1
1
2
54

本集團為其僱員制定政策及指引，以確保於食品採購及投標過程中的行為符合道德標準。本集團會於日後與所有供應商合作時進行調查(例如問卷調查)，以選擇符合本集團道德要求；遵守所有相關法例及規例；及對環境和社會負責的供應商作為合作伙伴。

有效管理供應鏈中的環境和社會風險對我們的業務發展至關重要。由於Covid-19對我們的供應鏈帶來前所未有的挑戰，我們採取了積極主動的方法以減低我們供應鏈中斷的可能。例如，我們與供應商保持定期溝通以監控我們的食物來源，並制定應急計劃以替代菜單中的供應品，以防因意外情況暫停原材料交付。由於氣候變化預計將會造成更多極端暴雨和颱風事件，我們已為我們的員工在暴雨和颱風期間的工作安排制定指引。如在工作時間內懸掛八號颱風信號或黑色暴雨警告信號，員工須留在家中。我們將繼續定期審查我們的供應鏈，以增強其於疫情後時代以及氣候變化影響下的應變能力。

The Group is planning to set out sustainable procurement practices to promote environmentally preferable products and services when selecting its suppliers, which go beyond the traditional parameters in procurement, such as price, quality and availability. For example, we plan to conduct assessment for suppliers against environmental and social criteria to give priority to the supplies that pose fewer environmental impacts by using fewer packaging materials, generating less greenhouse gas, consuming less water and energy resource or having achieved the ISO 14001 or ISO 50001 standards. At our office, we are aiming to procure paper products that are certified by the Forest Stewardship Council (FSC) or that are made from recycled content as well as other environment-friendly products such as biodegradable tea bags and organic coffee beans etc.

PRODUCT RESPONSIBILITY

Quality Assurance and Quality Control are implemented to guarantee that our products are at the highest level of safety and hygiene. This year, we continue to enhance our product distribution and compliance checking procedures to ensure product quality and safety, and continue to operate in full compliance with the Food and Environmental Hygiene Department regulations which require periodic inspections. The Group only partners with reliable and reputable licensed vendors and suppliers in product sourcing to enforce food safety. Training and reminders on food handling methods and distribution standards are provided to staff to reinforce our high expectations on food hygiene and safety. We are also dedicated to protecting data privacy and information confidentiality and are conscious of the need to ensure protection of personal and private data and information about our employees, customers and business partners. Towards this end, we are planning to develop a Data Privacy Policy or Data Management and Protection Policy, which aims to set out instruction on how to protect and properly handle customers' data as well as to restrict the use of data for internal purposes.

During the reporting period, there was no product sold or shipped that is subject to recall for safety and health reasons, nor receiving any products and service-related complaints. The Group has complied with relevant laws and regulations, such as the Trade Marks Ordinance and the Copyright Ordinance, to observe and protect intellectual property rights and has also complied with relevant laws and regulations, such as Personal Data (Privacy) Ordinance, to ensure protection of consumer data and privacy.

本集團正在計劃於選擇供應商時設定可持續採購政策，以推廣環保產品和服務，有關做法超越傳統的採購參數，例如價格、質量及可行性。例如，我們計劃根據環境和社會標準對供應商進行評估，優先考慮使用較少包裝材料、產生較少溫室氣體、耗用較少水及能源或已達到ISO 14001或ISO 50001標準的供應商。於我們的辦公室，我們的目標是採購獲得森林管理委員會(FSC)認證或由可回收材料製成的紙製品以及其他環保產品，例如可生物降解茶包和有機咖啡豆等。

產品責任

本集團已實施質量保證和質量控制以確保我們的產品達致最高標準的安全和衛生。於本年度，我們繼續加強我們的產品分銷和合規檢查程序，以確保產品質量和安全，並繼續全面遵守食物環境衛生署定期進行檢查的規格營運。我們只從可靠及信譽良好的持牌賣方及供應商採購產品以確保食品安全。本集團為員工提供有關食品處理方法及分銷標準的培訓及提示，以加強高水平的食品衛生和安全。我們亦致力保障數據私隱和資料機密性，並知道需要保障有關我們僱員、客戶和業務合作夥伴的個人和私人數據和資料。為此，我們正計劃制定數據私隱政策或數據管理和保障政策，旨在就如何保障和妥善處理客戶數據以及限制將數據用於內部用途作出說明。

於報告期內，本公司不存在因安全及健康原因需要召回已出售或已運送的產品，亦沒有收到任何產品和服務相關的投訴。本集團已遵守《商標條例》及《版權條例》等相關法例及規例，以遵守和保障知識產權，並已遵守《個人資料(私隱)條例》等相關法例及規例，以確保保障消費者數據和私隱。

ANTI-CORRUPTION

We are continuously reviewing our business guidelines and code of conduct policies to uphold the highest ethical standards of our workforce. All new joiners are provided with induction training that covers our anti-corruption policy to provide a thorough understanding of the Group's requirements for business integrity. Like last year, there were no legal cases regarding corruption practices brought against the Group or our employees during this reporting year.

We maintain high standards of business ethics and integrity and have zero tolerance to any form of misconduct and malpractice behaviours. The Group's code of conduct policy is established to cultivate honest and transparent behaviour at workplace. Whistle-blowing channels are also available for employees, business partners and vendors to anonymously report concerns/incidents regarding any violation of the ethical standards that the Group upholds.

To further enhance the awareness of business ethics and integrity, two anti-corruption training sessions were organised in August 2021 by Independent Commission Against Corruption (ICAC), which were attended by our staff members, including directors. The training materials of the sessions were also circulated to our frontline catering staff for reference. The training sessions covered a variety of topics, including the 2020 Corruption Complaint statistics in Hong Kong, common corruption issues, Section 9 of the Prevention of Bribery Ordinance, a case study on conflict of interest, how directors can manage staff integrity and ways to avoid or report corruption.

COMMUNITY INVESTMENT

During the reporting year, the social distancing rules and other epidemic prevention and control measures have restricted the number of persons allowed for individual group gathering in public places. In view of such restriction and with due consideration of employees' health risks, the Group faced difficulty in organising physical volunteer works. Nevertheless, we will continue to explore opportunities in supporting the community by donating surplus disinfectants, masks and food to non-governmental organisations, liaising with charitable organisations in fundraising activities and engaging with environmental organisations in organising beach cleaning or tree planting etc.

反貪污

我們不斷審核我們的業務指引和行為守則政策，以維持我們員工的最高道德標準。所有新入職人員均須接受包括反貪污政策在內的入職培訓，以全面了解本集團對商業誠信的要求。與去年一樣，於本報告年度內，並無針對本集團或我們的僱員提出的貪污訴訟案件。

我們保持高標準的商業道德和誠信，對任何形式的不當和失職行為零容忍。本集團的行為守則政策旨在培養工作場所的誠信和透明行為。僱員、業務合作夥伴和供應商亦可透過舉報渠道匿名報告有關任何違反本集團所秉持道德標準的問題／事件。

為進一步提高商業道德和誠信意識，廉政公署 (ICAC) 於二零二一年八月舉辦兩場反貪污培訓課程，包括董事在內的員工都參加了培訓。課程的培訓材料亦已分發予我們的前線餐飲員工以供參考。培訓課程涵蓋多個主題，包括二零二零年香港貪污投訴統計、常見貪污問題、《防止賄賂條例》第9條、利益衝突案例研討、董事如何管理員工誠信以及避免或舉報貪污的方法。

社區投資

於報告年內，社交距離規定及其他防疫防控措施限制公共場所個人聚集的人數。鑑於上述限制，並充分考慮到僱員的健康風險，本集團於舉辦實體義工活動方面有一定的困難。然而，我們將繼續尋找服務社區的機會，如向非政府機構捐贈剩餘的消毒劑、口罩和食物、與慈善組織聯絡籌款活動，以及與環保組織合作舉辦海灘清潔或植樹等。

SUMMARY OF ESG ASPECT COVERAGE

ESG層面覆蓋概要

Reporting Aspect 報告層面	Description 描述	FY2021 Report Coverage 二零二一財年報告覆蓋範圍
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：	✓
KPI A1.1 關鍵績效指標A1.1	The types of emission and respective emissions data. 排放物種類及相關排放數據。	✓
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(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	✓
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(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	✗ Not applicable; the Group's operations do not generate hazardous waste. 不適用；本集團的營運不會產生有害廢棄物。
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(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	✓
KPI A1.5 關鍵績效指標A1.5	Description of emissions 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。	✓

SUMMARY OF ESG ASPECT COVERAGE (continued)

ESG層面覆蓋概要(續)

Reporting Aspect 報告層面	Description 描述	FY2021 Report Coverage 二零二一財年報告覆蓋範圍
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，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	✓
Aspect A2: Use of Resources 層面A2：資源使用		
General Disclosure 一般披露	Policies on the 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。	✓
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(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	✓
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)。	✓
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。	✓
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，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	✓
KPI A2.5 關鍵績效指標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。	✗ Not applicable, the Group's operations do not involve product manufacture or packaging. 不適用，本集團的營運並無生產或包裝產品。

SUMMARY OF ESG ASPECT COVERAGE (continued)

ESG層面覆蓋概要(續)

Reporting Aspect 報告層面	Description 描述	FY2021 Report Coverage 二零二一財年報告覆蓋範圍
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 impact 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。	✓
KPI A3.1 關鍵績效指標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。	✓
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。	✓
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。	✓

SUMMARY OF ESG ASPECT COVERAGE (continued)

ESG層面覆蓋概要(續)

Reporting Aspect 報告層面	Description 描述	FY2021 Report Coverage 二零二一財年報告覆蓋範圍
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B. Social

B. 社會

Employment and Labour Practices

僱傭及勞工常規

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：	✓
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(如全職或兼職)、年齡組別及地區劃分的僱員總數。	✓
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。	✓

SUMMARY OF ESG ASPECT COVERAGE (continued)

ESG層面覆蓋概要(續)

Reporting Aspect 報告層面	Description 描述	FY2021 Report Coverage 二零二一財年報告覆蓋範圍
Aspect B2: Health and Safety 層面B2：健康與安全		
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 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：	✓
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(包括報告年度)每年因工亡故的人數及比率。	✓
KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	✓
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。	✓

SUMMARY OF ESG ASPECT COVERAGE (continued)

ESG層面覆蓋概要(續)

Reporting Aspect 報告層面	Description 描述	FY2021 Report Coverage 二零二一財年報告覆蓋範圍
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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。	✓
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。	✓
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。	✓

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。	✓
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。	✓
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。	✓

SUMMARY OF ESG ASPECT COVERAGE (continued)

ESG層面覆蓋概要(續)

Reporting Aspect 報告層面	Description 描述	FY2021 Report Coverage 二零二一財年報告覆蓋範圍
Operating Practices 營運慣例		
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。	✓
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。	✓
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, and 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。	✓
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。	✓
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。	✓

SUMMARY OF ESG ASPECT COVERAGE (continued)

ESG層面覆蓋概要(續)

Reporting Aspect 報告層面	Description 描述	FY2021 Report Coverage 二零二一財年報告覆蓋範圍
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：	✓
KPI B6.1 關鍵績效指標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。	✓
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. 獲關於產品及服務的投訴數目以及應對方法。	✓
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。	✓
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。	✓
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, and 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。	✓

SUMMARY OF ESG ASPECT COVERAGE (continued)

ESG層面覆蓋概要(續)

Reporting Aspect 報告層面	Description 描述	FY2021 Report Coverage 二零二一財年報告覆蓋範圍
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. 一般披露有關防止賄賂、勒索、欺詐及洗黑錢的：	✓
KPI B7.1 關鍵績效指標B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer of its employees during the reporting period and the outcomes of the cases. 於報告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。	✓
KPI B7.2 關鍵績效指標B7.2	Description of preventative 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。	✓
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。	✓
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。	✓
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)。	✓
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)。	✓